



**URhulumente
weNtshona Koloni**

EzeMfundo

INgxelo yoNyaka 2015/2016

ISebe EzeMfundo

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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	Ifooni	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, Mitchell's Plain, 7785	021 370 2000	021 372 1856
Cape Winelands	Private Bag X3102, Worcester, 6849	023 347 4600	023 342 2898
Eden & Central Karoo	Private Bag X6510, George, 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	021 860 1231

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-imeyli: WCEDnews <http://list.pgwc.gov.za/mailman/listinfo/wcednews>.

Twitter (micro-blogging)

WCEDnews <http://twitter.com/wcednews> (ngee-tweet ezingeendaba 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

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	NEPA:	National Education Policy Act
CBA:	Compensation of Employees	NQF:	National Qualifications Framework
CEMIS:	Central Education Management Information System	NSC:	National Senior Certificate
COE:	Compensation of Employees	NSNP:	National School Nutrition Programme
CTLI:	Cape Teaching and Leadership Institute	PFMA:	Public Finance Management Act
DHET:	Department of Higher Education and Training	PILIR:	Policy and Procedure on Incapacity Leave and Ill-Health Retirement
DBE:	Department of Basic Education	PPI:	Programme Performance Indicator
ECD:	Early Childhood Development	PPM:	Programme Performance Measure
EIG:	Education Infrastructure Grant	RCL:	Representative Council of Learners
EMIS:	Education Management Information System	SAQA:	South African Qualifications Authority
EPWP:	Expanded Public Works Programme	SASA:	South African Schools' Act
FAL:	First Additional Language	SCM:	Supply Chain Management
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
Gr:	Grade	SIP:	School Improvement Plan
HEI:	Higher Education Institution	SMT:	School Management Team
HL:	Home Language	T(V)ET	Technical Vocational Education and Training
ICT:	Information and Communication Technology	U-AMP:	User Asset Management Plan
ICS:	Improvement in Condition of Service	WCED:	Western Cape Education Department
IMG:	Institutional Management and Governance	WSE:	Whole School Evaluation

3. IMbulambethe eyenziwa nguMphathiswa

Kungangeminyaka emibini ndisebenza njengoMphathiswa wePhondo kwiSebe lezeMfundo eNtshona Koloni.

NjengoRhulumente, sikholelwa ukuba ikamva elinemisebenzi emininzi, ukungalingani okunciphileyo, imfundo engcono kunye nenkululeko yokulandela amathuba, ngumbono othandwa ngabo bonke abemi baseMzantsi Afrika ekufuneka ulandelwe ngamandla. Ukuze lo mbono uphumelele, kufuneka siqinisekise ukuba abafundi bafumana imfundo esemgangathweni, esisitshixo kubomi obuphucukileyo noubusemgangathweni.

Okuphambili kulo mbono kukuqinisekisa ukuba siphucula iziphumo zemfundo kwaye ngo 2015/16 sazibophelela ekuchitheni imali kwii projekthi, kwizinto eziyimfuneko nasebantwini abanikezela ngemfundo esemgangathweni kubo bonke abafundi kwiphondo.

Saqala iqela amaphulo amatsha (initiatives) angqamane ngo nezalathisi ezintathu zethu zempumelelo ezingundoqo njegoko kuchaziwe kwiSicwangciso sethu Sobuchule, ekuzezi;

1. Ukuphucula ulwimi neMathematika kwizikolo zonke
2. Ukuphucula amanani abafundi apasayo nomgangatho wokupasa kwiSatifikethi seMatriki sikaZwelonke
3. Ukunyusa umgangatho wemfundo kwiindawo ezihluphekayo

Ukuba sijonga emva silinganisa inkqubela ezuzwe liSebe leMfundo leNtshona Koloni liphela, siyazingca ngempumelelo yethu.

Asibonanga kuphela ukunyuka kwenani kunye nomgangatho wokupasa kwabafundi kwimviwo zika-2015 ze NSC apho iphondo lipase ngereyithi yama-84.7%, eyona pasi reyithi (pass rate) iphezulu kweli lizwe, sikwabone abafundi abaninzi bephumelela ngebatshele (bachelor's pass), ipesenti yokupasa kwabafundi yenyuka nge-2.9% ukusuka kuma-38.8% ngo-2014 ukuya kuma-41.7% ngo-2015. ENtshona Koloni, sibone ukunyuka kwepasireyithi (pass rate) nge-9% ukusuka mhla saphatha ngo-2009. Emva kweengcebiso neemviwo zokuxabangela, ipasireyithi (pass rate) yonyuka yangama-85.9%.

Zonke izithili zethu zasebenza kakuhle kakhulu sabona inkqubela encomekayo kwindawo ezihluphekayo. Wonke umfundi opase iNSC ekupheleni kuka-2015 uye wakwazi ukungena kuhlobo oluthile lwemfundo ephakamileyo.

Siye saqhubeka ukugxininisa ekuqinisekiseni ukuba sigcina abafundi abaninzi kangangoko sinako kumagumbi okufundela. Ndiyivuyele into yokuba kwakhona siphinde sakwazi ukunyusa inani labafundi esibagcine kumagumbi okufundela nge-3% ukusuka kuma-63.8% ngo-2014 ukuya kuma-66.8% ngo-2015.

Inkqubela kuLwimi nakwiMathematika yenye yeenjongo eziphambili (key focus area) zalo rhulumente kwaye ndinovuyo ngeziphumo zohlolo iSistimiki (Systemic Testing) zika-2015 ezibonise ukuphucuka kwiMathematika nakwiLwimi eNtshona Koloni kule minyaka mihlanu idlulileyo.

Njengephondo sikholelwa kwixabiso lokwenza uhlolo lweengxaki (diagnostic testing) kwisistim yemfundo yephondo ukwenzela ukuba sikwazi ukuphucula ulawulo lokusebenza ngempumelelo kootitshala nabafundi. SiliPhondo elilodwa kwilizwe liphela elwenza ulo hlolo – olungasetwanga ngurhulumente (independently set), lwalungiswa lwaze lwakorekiswa ukuqinisekisa ukuba iziphumo zithembakele kwaye zikumgangatho wamazwe ehlabathi (international standards).

Uhlolo iSistimiki (Systemic Tests) lunikeza owona mfanekiso uthe ngqo wokusebenza kwabafundi kwiMathematika nakwiLwimi, lo nto isinike ithuba lokuhlola ukuba siyawunyusa na umgangatho wemfundo kwiphondo.

Iziphumo zeSistimiki (Systemic results) zibonisa ukuba inkqubo zethu zongenelelo (interventions) ziyasebenza, kwaye umgangatho wokufundisa nokufanda wonyukile ezikolweni zethu.

Eyona njongo yethu iphambili kukunikezela imfundo ekumgangatho ophezulu kumfundi ngamnye kwiphondo ingakumbi abafundi abakwindawo ezihluphekayo. Oku kuyabonakala kuko konke esikwenzayo nesiyakuhlala sikwenza.

Siyazingca ngamaphulo amatsha (initiatives) ahlukuneyo esiwenzileyo ukunceda abafundi bethu abahluphekayo kunye nezikolo. Nangona besijongene nokucuthwa kwebhajethi ngo-2015/2016, okubangelwe kukuphuculwa kwemeko zempangelo (conditions of service) (ICS) zabasebenzi bakarhulumente ebekungaphezulu kwe-inflajini (inflation) kwakunye nokuhla komgangatho wemali kweli lizwe, thina singurhulumente sathatha isigqibo sokungayicuti imali esiyinika izikolo, ingakumbi kwindawo ezihluphekayo.

Ezi ndawo zezi:

- Imbuyekezo yemali ehlawulelwa abafundi abahluphekayo. Ngo-2015 IWCED yahlawula imali emalunga nama-R44 ezigidi kwizikolo ekuhlawulwa kuzo imali yokufunda (fee-paying schools) kwindawo ezihluphekayo.
- Izithuthi zabafundi – IWCED ithutha abafundi abangaphezulu kwama-55 000 kwindawo zethu ezisemaphandleni ezihluphekayo, izithuthi zibasa esikolweni ziphinde zibabuyise yonke imihla.
- IWCED ikwanikeza abafundi indawo yokuhlala ezihostele ezinexabiso elixhasiweyo ukwandisa ukufikeleleka ezikolweni kwabafundi abahlala kwindawo ezihluphekayo emaphandleni. Iihostele zinika abafundi indawo ekhuselekileyo yokufunda nokufikelela kwimidlalo eyenzeka emva kokuphuma kwesikolo.
- Inxaso-mali yezikolo ezingama-216 ezongezliweyo ezingahlawulisi mali yokufunda ezikwindawo ezihluphekayo ezikhethe ukungahlawulisi mali yokufunda ngo-2014 xa zazinikwe ithuba lokwenza oko.

Kuyancomeka ukuba xa ujonge ubukhulu kwakunye nobunzima beSebe, iSebe leMfundo lePhondo leNtshona Koloni lafumana ingxelo yophicotho-zincwadi engenachaphaza (clean audit) ngonyakamali ka-2014/2015, yaba liSebe leMfundo lokuqala eMzantsi Afrika ukwenza njalo. Ulawulo lwethu lwezimali belukwinqanaba eliphezulu, kwaye ndingathanda ukubulela

kubo bonke abantu kwiSebe abancedisileyo ngale nto, bekhokelwa nguSG, uPenny Vinjevold, kunye noCFO, uLeon Ely.

Lo nyakamali uzayo izakuba ngunyaka ocela umngeni kakhulu ngenxa yemeko zokunqongophala kwemali esisebenza phantsi kwazo.

Kulo nyaka, IWCED ibhengeze iNkqubo yoLwimi neMathematiki entsha enjongo ikukunyusa umgangatho wokufundisa nokufunda kumabanga onke ukuqinisekisa intsebenzo engcono kubafundi nokugcina abafundi kumagumbi okufundela, ngokweenjongo zethu eziphambili.

IWCED kwakhona iqalise iphulo elitsha elinomdla esilibiza ngokuba yiGrade R-3 project, eliza kuvavanywa kwizikolo ezi-105 eNtshona Koloni. Iinjongo zale projekthi kukunyusa umgangatho wokufundisa nokufunda kwimathematika nolwimi kwiminyaka emincinci yabafundi ngokuthi siqinisekise ukuba bonke abafundi bafumene amanqanaba afunekayo okufunda nokubala xa begqiba ibanga lesi-3.

Ngenxa yeziphumo zendlala nokungalingani, izikolo ezikwindawo ezihluphekayo zifuna inkxaso eyongezelelweyo kulawulo, ootitshala nabafundi, kwakunye nenkxaso yemali eyongezelelweyo. Ukunceda ukwanda kokufikeleleka kwemfundo ekumgangatho ophezulu kwindawo zethu ezihluphekayo, IWCED, idibene neqela labaxhasi (donors), babhengeza iprogram entsha ekuvavanyo ekuqaleni kuka-2016 njengengxenye yamalinge ethu okuphucula iziphumo zemfundo kwizikolo zethu zikarhulumente.

IWCED ihlola imodeli entsha yokuhamba isikolo kwizikolo eziSebenzisanayo (Collaboration Schools), le modeli imalunga nokufumana amakhono omeleleyo okuphatha kumashishini azokomeleza iziphumo zemfundo kwizikolo zikarhulumente ezifuna inkxaso eyongezelelekileyo, ngentsebenziswano yendibano yezikolo. Zonke iindibano ezisebenzayo yimibutho engenziyeniso (non profit organisation) exhaswa ngabantu abaxhasa imibutho (donors) kunye namaqumrhu(foundations). Ngale nkqubo yovavanyo sandisa isiseko apho kuza kufumaneka khona ubuchule bolwazi kunye nezinye izinto eziyimfuneko ezingaqwalaselwa ukuze kuphuculwe umgangatho wemfundo kwizikolo zikarhulumente kuphuculelwa abafundi abahluphekayo kwiphondo.

Senze inkqubela enkulu kwiprogram yethu ye- e-learning game-changer kulo nyaka uphelelweyo apho izikolo ezi-676 zifumene iWAN kwaze kwafakelwa iintambo ezintsha ze-intanethi ezi-50 efaneka kuwo onke amagumbi okufundisa. Ngaphezu koko, sifakele amagumbi angama-4 267 alungule ukusetyenziswa kweteknoloji (technology enabled smart classrooms) kwizikolo ezi-309. Siyilungisile iprogram ye-game changer ukuze igxininise kwiMathematika nolwimi. Uphuhliso lwethu lootitshala lugxininisa kakhulu ekusebenziseni iteknoloji(e-learning ne e-teaching) kumagumbi okufundisa.

Kuphelele, unyaka ka 2015 ibingunyaka onempumelelo egqwesileyo kwaye ndizingca kakhulu ngempumelelo yabafundi bethu, eyezikolo neyezithili.

Ndiyayiqonda into yokuba kuninzi ekufanelwe kwenziwe ukuze kuphumelele iimbono zethu ze- iLizwe elinye neKamva eLinye (*One Nation with One Future*) ezakhelwe phezu kweNkululeko (Freedom), ukuLingana (Fairness) kunye namaThuba (Opportunity) omntu wonke, kodwa ndiqinisekile ukuba iinkqubo zongenelelo esiziqalileyo ziyakuphucula iziphumo zabafundi zisincede ekuqinisekiseni ukuba bonke abafundi kweli phondo bafumana imfundo ekumgangatho ophezulu ukubanceda ukuba bafumane imisebenzi ebalungeleyo ukuze babenako ukuba negalelo kwi-ikhonomi (economy).



Debbie Schäfer
Provincial Minister of Education
Western Cape Government

4. Ingxelo yeGosa loCwangciso-mali

Isishwankathelo semisebenzi yesebe:

Ngo-2014 /15 iSebe iWCED lenze laze lapapasha isicwangciso salo semiNyaka emiHlanu semfundo yaseNtshona Koloni.

Le miba ilandelayo iye yachaphazela umsebenzi wethu ngo-2015/16: 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-2015/16.

Ingxelo yoNyaka ibekwe ngokwee-program ezisixhenxe zebhajethi zawo onke amasebe emfundo ephondo. Kwiprogram nganye sinika ingxelo yenkqubela ka-2015/2016. Sikwaxela imiba apho iSebe iWCED belinokwenza ngcono nalapho belifanele ukwenza ngcono.

Zonke i-program 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.

KwiProgram 2 ukuya ku-5 sinika ingxelo yobhaliso lomfundi kuhlobo ngalunye lwamaziko amane axhaswa ngemali aze anikwe inkxaso yeSebe iWCED: iziphumo zohlolo lwangaphandle zabafundi bala maziko kunye neentlobo ngeentlobo zenkxaso enikwa abafundi, iititshala nabaphathi bala maziko.

IProgramme 2 - Izikolo zikarhulumente eziqhelekileyo

IProgramme 3 - Izikolo ezizimeleyo

IProgramme 4 – Izikolo ezineeMfuno eziZodwa zeMfundo

IProgramme 5 – UPhuhliso lweMfundo yabasaQalayo

Ukunyuka kwamanani abafundi kunye nemeko yokuba ndala kwezakhiwo zezikolo zizinto ezikhokelele ekunyukeni kakhulu kwebhajethi yamagumbi okufundela nezikolo ezitsha kwanokulungiswa kwezi zakhiwo sele zikho. **IProgram 6** icacisa amanyathelo athathiweyo ukuphucula imeko abasebenzela kuyo ootitshala nabantwana bethu.

Ukuze siqonde ukuba abantwana bethu banenkqubela abayenzayo na ekufundeni, iSebe iWCED lisebenzisa uluhlu olwahlukeneyo lweethagethi zokuhlola, ulinganiso kunye nezixhobo zasesikolweni nezangaphandle. **IProgram 7** 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.

Isishwankathelo seziphumo zemali zesebe:

limali ezifunyenwe lisebe (Departmental receipts)

Iimali ezifunyenwe lisebe	2015/16			2014/15		
	Eziqikelelweyo	Esona Sixa siQokelelweyo	INkcitho (eNgaphezulu)/ eNgaphantsi kweQokelelweyo	Eqikelelweyo	Esona Sixa siQokelelweyo	Nkcitho (eNgaphezulu)/ eNgaphantsi kweQokelelweyo
	R'000	R'000	R'000	R'000	R'000	R'000
Ukuthengiswa Kweempahla neen-konzo nga-phandle kweeasethi ezinkulu (capital assets)	10,841	12,100	(1,259)	13,499	11,762	1,737
Iifayini, izohlwayo Neemali ekuphululweni nazo	855	1,175	(320)	228	1,185	(957)
Inzala, izahlulo nerenti yemihlaba	2,090	1,017	1,073	1,998	2,216	(218)
Ii-tranzekshini zemali Kwiasethi nasemantyaleni (assets and liabilities)	15,320	8,541	6,779	12,502	19,526	(7,024)
Iyonke	29,106	22,833	6,273	28,227	34,689	(6,462)

Ingeniso yethu eyenziwe lisebe ixabisa i-0.1 % yebhajethi ephelileyo. Le nto ibihambelana nexabiso ebelenzelwe ibhajethi. Imithombo 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 ngokungaphantsi kunobekulindelikile (undercollection) kwiimali ezifunyanwe lisebe (departmental receipts) ngo-2015/16 zizigidi eziyi-R6.273 yaye oku kubangelwe kukuba kucinywe amatyala ambalwa kunokuba bekulindelwe, apho kuchaphazeleka khona ingeniso efunyanwayo. Onke amatyala acinywa ngokomgaqonkqubo wesebe wokucima amatyala. Lo mgaqo-nkqubo ufuna uluhlu lwamanyathelo aquka iinzame zokulandelela abo batyala isebe (debtors).

Inkcitho yeeProgram

Igama leProgram	2015/16			2014/15		
	Ulwabi-womali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi	Ulwabi-womali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
1. Ezolawulo	1,317,372	1,230,688	86,684	666,659	661,621	5,038
2. Imfundo kwizikolo zikarhulumente eziqhelekileyo	13,094,980	12,959,597	135,383	12,156,707	12,156,526	181
3. Iinkxaso-mali zezikolo ezizimeleyo	95,384	95,384	-	89,845	89,845	-
4. Imfundo kwizikolo zikarhulumente zemfundo eneemfundo ezizodwa	1,075,020	1,049,773	25,247	973,642	973,642	-
5. UPuhliso lwemfundo yabasagqalayo	488,464	482,163	6301	511,778	511,778	-
6. UPHuculo lweziseko zophuhliso	1,549,959	1,549,959	-	1,453,432	1,439,491	13,941
7. Iinkonzo ezincedisayo neenkonzo ezinxulumene nazo	278,190	269,778	8412	759,745	755,870	3,875
8. Imfundo noQeqesho oluQhubekayo	-	-	-	377,913	377,865	48
9. Imfundo esisiseko noqeqesho lwabadala	-	-	-	36,609	34,633	1,976
Iyonke	17,899,369	17,637,342	262,027	17,026,330	17,001,271	25,059

ISebe lichithe i-98.54 pesenti yebhajethi ehlangahlengisiweyo (adjusted budget) ngo-2015/16. Le nkcitho ingaphantsi iye yafikelela kwizigidi eziyi-R262.027, okanye i-1.46 pesenti yebhajethi ehlangahlengisiweyo, nethi ibe kumlinganiselo omiselweyo kazwelonke (national benchmark) oziipresent ezi-2.

Izizathu zokungayichithi yonke imali zezi zilandelayo:

- Izigidi eziyi-R260.311 zesixa i-Equitable Share. Esi sixa sezigidi eziyi-R126.199 singachithwanga yayizakuba yimbuyekezo yabasebenzi kuzo zonke iiprogram ngenxa yokuqeshwa kwabasebenzi abangxungxileyo ngaphantsi kunokwakulindelekile (kwinyanga ka Julayi noJanawari) kwakunye nezithuba zomsebenzi zootitshala nabasebenzi bakarhulumente kwiSebe ngenxa yokuzaliswa kwezithuba okucothileyo kwakunye nokongiwa kwemali okwenzeke ngenxa yokuhlawula imali ezinguchatha (allowances) kubasebenzi ababambeleyo kwizikhundla eziphezulu nangona bona bekwizikhundla ezisezantsi.

Izigidi eziyi-R52.631 ezingachithwanga ibizezeProgram 1: Ulawulo olubangelwe kukuthengwa nokufunwa kweenkonzo (procurement) ze-Education ICT LAN nezinye iindlela zokonga imali ezenziweyo. Izigidi eziyi-R64.553 ezingachithwanga ibizezeProgram 2: Izikolo zikarhulumente eziqhelekileyo, ngenxa yokulibaziseka kokuziswa kwefenitshala ezikolweni nezinye iindlela zokonga imali ezenziweyo. Izigidi eziyi-R16.928 ezingachithwanga zahanjiswa kweziProgram: Program 1: Ulawulo- izigidi eziyi-R9.463; Program 4: Izikolo ezineeMfundo eziZodwa zeMfundo- R635 000; Program 5: UPuhliso lweMfundo yabasaQalayo- izigidi eziyi-R1.278 kunye neProgram 7: Iinkonzo ezincedisayo neenkonzo ezinxulumene nazo- izigidi eziyi-R5.552.

- I-R35 000 yeGranti kaZwelonke yeNkqubo yokuTyiswa kweZikolo (*National School Nutrition Programme Grant*).Esi sixa asisetyenziswa yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke (National Treasury)
- I-R1 000 eyabelwe iSocial Sector EPWP Incentive Grant for Provinces. Ambalwa kakhulu amabango afunyenwe kwiikholeji zeFET okuqeqeshwa kwabachwethezi bedatha (data capturers). Esi sixa asisetyenziswa yaye siza kunikezelwa kwiSebe likaNondyebo kaZwelonke (National Treasury).
- Izigidi eziyi-R1.680 igranti yeMfundo eyabelwa amaziko eMOD (MOD centres). Esi sixa asisetyenziswa siza kunikezelwa kwiSebe likaNondyebokaZwelonke (National Treasury).

Ngaphandle kwale nkxaso-mali ingasetyenziswa ebuyiselwe kwiSebe likaNondyebo kaZwelonke, zonke iimali ezingasetyenziswa 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.

limali 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 kweR410 000 isuswa kwiProgram 1: Ulawulo isiwa kwiProgram 7: linkonzo ezincedisayo neenkonziso ezinxulumene nazo ngenxa yokunyuka okungalindelekanga kwencitho yenkonzo zophuhliso lwabasebenzi kwi-ofisi zezithili.
- Ukutshintshwa kwezigidi eziyi-R59.977 zisuswa kwiProgram 2: Izikolo zikarhulumente eziqhelekileyo zisiwa kwiProgram 6: ukwenzela ukulungiswa kweziseko zophuhliso (Infrastructure Development) kunye nokuhlaziywa kwamaholo ezikolo namabala ezimidlalo kwizikolo zikarhulumente.
- Ukutshintshwa kweR241 000 isuswa kwiProgram 2: izikolo zikarhulumente eziqhelekileyo isiwa kwiProgram 4: izikolo ezineeMfuno eziZodwa zeMfundo ngenxa yokunyuka okungalindelekanga kwemali esetyenziselwa izithuthi imihla ngemihla.
- Ukutshintshwa kwezigidi eziyi-R1.004 zisuswa kwiProgram 5: Uphuhliso lweMfundo yabasaQalayo zisiwa kwiProgram 2: izikolo zikarhulumente eziqhelekileyo ngenxa yokunyuka okungalindelekanga kwemali ehlawulelwa abantu aborhoxisiweyo emsebenzini (severance package pay-outs) kunye nelivi (leave gratuities).
- Ukutshintshwa kweR301 000 isuswa kwiProgram 5: Uphuhliso lweMfundo yabasaQalayo isiwa kwiProgram 4: izikolo ezineeMfuno eziZodwa zeMfundo ngenxa yokunyuka okungalindelekanga kwemali esetyenziselwa izithuthi imihla ngemihla.
- Ukutshintshwa kweR705 000 isuswa kwiProgram 7: linkonzo ezincedisayo neenkonziso ezinxulumene nazo isiwa kwiProgram 4: izikolo ezineeMfuno eziZodwa zeMfundo ngenxa yokunyuka okungalindelekanga kwemali esetyenziselwa izithuthi imihla ngemihla.

Kucelwe ukugqithiselwa kwezi mali zilandelayo kunyaka ozayo:

- Izigidi eziyi-R40.879 ze-Education ICT ziyacelwa ngenxa yenkcitho engenziwanga ngomhla wama 31 Matshi 2016 yokufaka i-intanethi (Local Area Network -LAN)ezikolweni.
- Izigidi eziyi-R4.336 zefenitshala ziyacelwa ngenxa yenkcitho engengenzeki ngomhla wama 31 Matshi 2016 ngenxa yamashishini (suppliers) angakhange athobele imithetho yekhontrakthi.

Kucelwe ukufakwa kwezimali kwamnye amacandelo:

- Izigidi eziyi-R50.911 zembuyekezo yabasebenzi yonyukile ngenxa yokuhlengahlengiswa kwexabiso lokuphila (cost-of-living) eliwe ngaphantsi kunyakamali ka 2015/16.
- Izigidi eziyi-R75.288 ziyacelwa ukususa uxinzelelo lwemali kwizikolo zikarhulumente ezonyuselweyo kwiingxoxo ezisandul' ukubakho ze MTEC 2, kwinkalo ezine apho kufumaneka uxinzelelo, umz; ii-Textbook, ukutyiswa esikolweni (School Nutrition), ii-Norms and Standards kunye neenkonzo zikaMasipala.

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 (2016 - 2019) zezi

1. Ukuphucula umgangatho kulwimi 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 kwezikhalazo neengcebiso.

2. Isicwangciso seminyaka emihlanu sokuphuhlisa kweetitshala

Isicwangciso seminyaka emihlanu sokuphuhlisa kweetitshala (2015 - 2019) siza kunika umgaqo-sikhokelo (framework) nesicwangciso 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 (ubuChule bezolwimi neMathematika) ka-2015 ukuya ku-2019 yaziswa ngo-2015/16. Obu buchule bujonge ukuphucula ukupasa kwabo bonke abafundi beBanga R – 12 (i)ngokuphuhlisa ulwazi kunye nokufundiswa kwezifundo (pedagogic practices) okwenziwa ngamagosa ekharithulam, iintloko zamacandelo ezifundo kunye nootitshala; ii)ukuxhasa ukunikezelwa kweLTSM kunye iii)nokusoloko kuqhutywa nokujonga okwenziweyo kunye nokuhlola okwenziwayo, izicwangciso kunye nenkqubela. ISebe iWCED liza kwazisa lize landise nofikelelo kwakunye nenkxaso yezifundo zokwenza ngezandla (vocational subjects). Ukucwangciselwa kakuhle kwekharithulam kuza kuqinisekisa ukuba izikolo zinika esona sicwangciso sokuqhutywa kwemfundo (education delivery plan) sendawo.

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 iinkqubo zokufunda ezilungileyo nezisebenzayo. Oku kuquka ukujongana nokuziphatha ngendlela ecela umngeni kunye nezinye izinto eziphazamisana nenkqubo yokufundisa yeentsuku ezingama-200.

5. Ukulungiselelwa kwemfundo esekelwe kwiimfundo

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 lweelitshala kunye nokutyelwa kwezikolo.

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 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

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

Ayikho

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

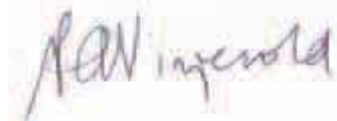
Ayikho

Iziganeko zasemva komhla wokufakwa kwengxelo

Imicimbi emitsha okanye ecetywayo

Ngaphezu kwezi njongo zidweliswe apha ngentla, iWCED lelona sebe linkqenqazeza 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 kulwimi 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".



PA Vinjevold
Accounting Officer
Department of Education
Date: 31 May 2016

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) efanekileyo nezikhokelo ezikhutshwe liSebe likaNondyebo kaZwelonke (National Treasury).

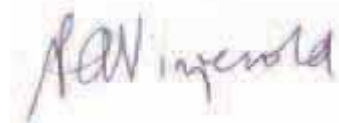
IGosa loCwangciso-mali (Accounting Officer) lijongene nokulungisa amaxwebhu engxelomali onyaka kunye nezigqibo ezithathiweyo malunga nolu lwazi.

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

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

Ngokoluvo lwam, le Ngxelo yoNyaka ikubonisa kakuhle ukwenziwa kwemisebenzi, iinkcukacha zentsebenzo, iinkcukacha zabasebenzi kunye nemicimbi yezemali yesebe ngalo nyaka-mali uphele ngomhla wama-31 kuMatshi ka-2016.

Ozithobileyo



PA Vinjevold
Accounting Officer
Department of Education
Date: 31 May 2016

6. INgcaciso yesiCwangciso sobuChule (Strategic Overview)

6.1 Umbono

Ukudala amathuba amahle omntu wonke ngokuphucula iziphumo zokufunda.

Oku kunokubonakaliswa kukufikelela kwezi njongo zintathu zongameleyo:

- i. Ukuphucula ulwimi nemathematika kwizikolo kuzo zonke izikolo
- ii. Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke
- iii. Ukuphucula umgangatho wemfundo kwindawo ezihluphekayo

6.2 Injongo ephambili

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 eneemfundo ezizodwa
- UPuhliso 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 nekqubo 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, abanenqabela abaqeqeshiweyo nabazinikeleyo emsebenzini wabo.
- Ukukwazi ukuphendula kwabo baphatheyo ngoxanduva lwabo nokwenzela izinto elubala
- Intembeko nokugqwesa kwimisebenzi yolawulo nakuleyo enika inkxaso

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 wokuQinisekiswa koMgangatho weMfundo noQeqesho ngokuBanzi neQhubekelayo, 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)

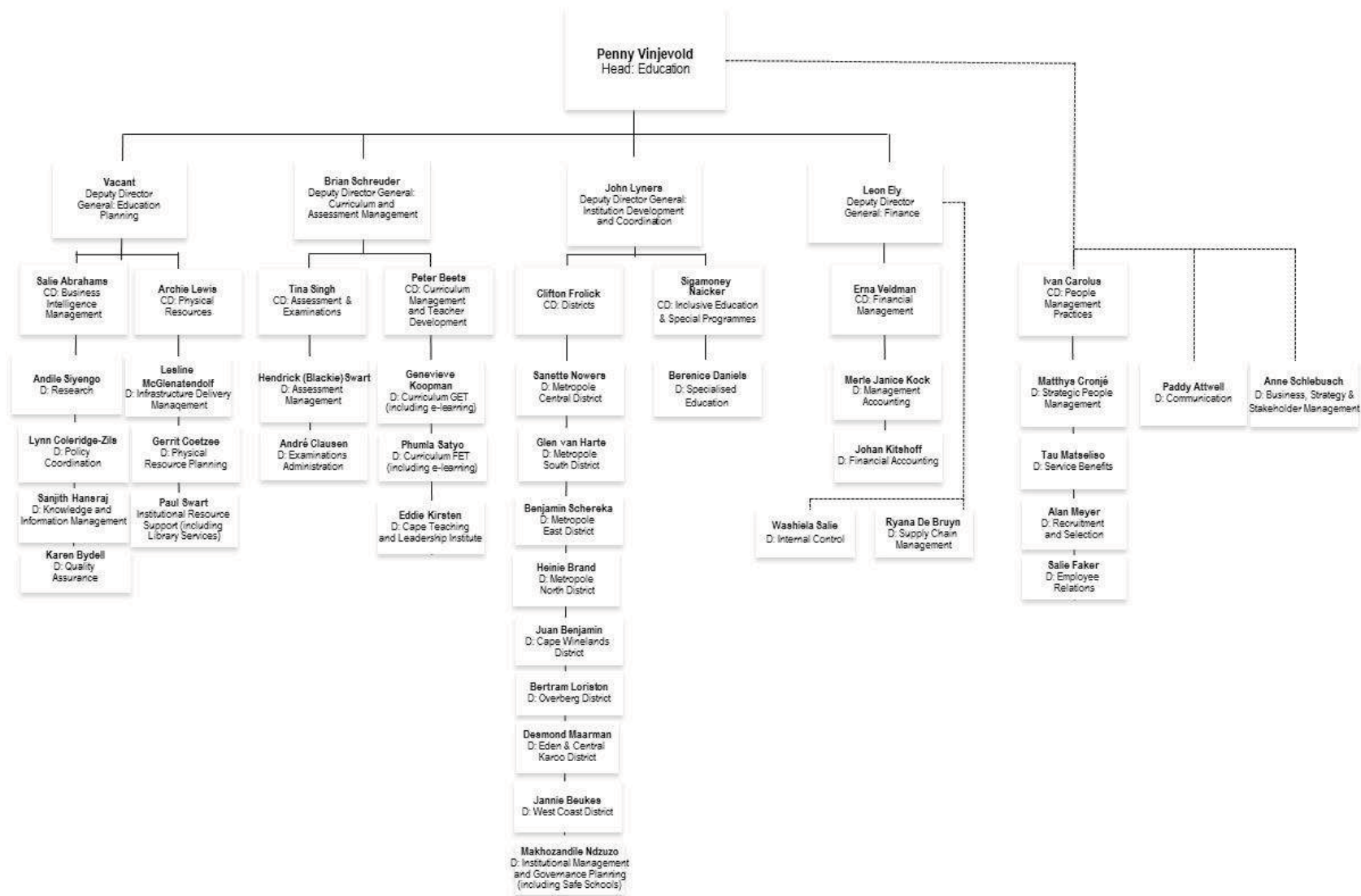
UMthetho weBhunga looTitshala laseMzantsi Afrika, 2000, (UMthetho wama-31 ka-2000)
(South African Council for Educators Act, (Act 31 of 2000))

8. Ukuma kweSitraktsha seZiko eli

Makujongwe kwiphepha elilandelayo

9. AmaQumrhu anika iNgxelo kuMphathiswa

Awangeni ndawo





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 173 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*, 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*.

linjongo **zeziphumo zokufunda** (zisaqhutywa):

- 6►Ukwandisa inani labafundi beBanga le-12 abapasa *physical 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 abaqhamba 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 wobutitshala.
- 15►Ukuqinisekisa ukubakho nosetyenziso lootitshala ngohlobo lokuba kuthintelwe ubukho beeklasi ezinamanani amakhulu.
- 16►Ukuphucula ulwazi lomsebenzi nokwenza umsebenzi ngokuchekileyo kootitshala (professionalism), izakhono zokufundisa (teaching skills) ulwazi ngezifundo (subject knowledge) nabanolwazi lokusebenzisa ikhompyutha 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), kuqkwa neekhompyutha, 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 see-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 ezizakhiwo zezikolo (physical infrastructure) nendawo engqonge isikolo ngasinye, ziyabakhuthaza abafundi ukuba bafunde ukuza esikolweni yaye bafunde, nootitshala bafundise.
- 25►Ukusebenzisa izikolo njengezixhobo zokukhuthaza ukwazi ukufikelela kwiindidi zeenkondo zikarhulumente kwabafundi kwimiba efana nezempilo, ukunciphisa intlupheko, inkxaso yasengqondweni neyenzentlalo (psychosocial support), ezemidlalo nezenkcubeko.
- 26►Ukwandisa inani lezikolo ezizwuphumeze ngempumelelo umgaqo-nkqubo wemfundo ebandakanya bonke abafundi (inclusive education policy) nokwazi ukufikelela kumaziko abonelela ngeenkondo zeengcali (specialist services).
- 27►Ukuphucula ukwandiswa kwamaxesha nomgangatho weenkondo zokubeka esweni nenkxaso ebonelelwa zii-ofisi zezithili zemfundo ezikolweni ngokusetyenziswa bhetele kwemfundo i-e-Education.

Intsebenzo yeSebe iWCED kwizalathi eziqhagamshelaniwe neenjongo zikazwelonke ichazwe kwisiHlomelo A. (Iphepha 245).

U-2015/16 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.

Impumelelo ka 2015/16 iquka ukufumana iziphumo zezifundo eziphucukileyo njengokuba oku kubonakala kwiziphumo zemfundo. Kukho irekhodi entle malunga negalelo neziphumo

zeConditional Grant kunye nokusetyenziswa kwezinto eziyimfuneko ngokwemigaqo yokuthenga kakhulu (bulk-buying) kweencwadi. Isimo sezimali zelizwe (economy) siye sanegalelo kwizinto eziliqela kwaze kwahlengahlengiswa ngenjongo zokuhlangabezana noxinzelelo.

Iinkonzo ziquka ukunikezelwa kweziseko zophuhliso kwakunye noncedo olunikezelwe ngqo (direct) okanye ngolunye uhlobo (indirect) ezikolweni, kuxhaswa kukuthethathethana okulungileyo nabo bonke abadlala indima (role players) nabanebango (stakeholders). Nangona kwakukho ukulibaziseka ekwakhweni kwezakhiwo kukwakho noxinzelelo kwiindawo zokuhlala nakwizinto eziyimfuneko, IWCED yenze izisombululo zexeshana yazifezekisa iimfuno, umzekelo uku-oda iitextbook ezongezelelweyo kunye namagumbi okufunda ahambayo (mobile classrooms). Inkxaso-mali eyongezelelweyo yanikezelwa izithuthi zabafundi kunye nokutya kunye nenkxaso-mali yenorms nestandards ukuze kuxhaswe abafundi abafuna uncedo.

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.

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 weenkonzo wangoku/ onguwona unguwo	Umgangatho weenkonzo 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 yokunxulunyiswa kweminxeba (switch board system) yalo nyaka-mali ayifumaneki isystem yokufowuna ngekhompyutha (Cyber Call system) kunye nePrivate Automatic Branch 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>a) Ii-Opereyitha zeSwitshibhodi ziphendula yaye zithumele iifoni ezingenayo eziyi- 211 432 (DDI) neefoni zangaphakathi qho ngonyaka</p> <p>b) Ukulawula ukuncitshiswa kweekholi ezingaphendulwanga ngamagosa ukuya kweziyi- 52 096 qho ngonyaka</p> <p>c) Ukugcina i-1% yeekholi ezibekwa zingaphendulwanga qho ngonyaka</p> <p>d) I-ofisi i-Telecommunications support office ilawula iifunono zamagosa akwandlunkulu ayi-1 060, akuzo zozibini izakhiwo</p> <p>*Kucelwa niqaphele: Inani lamagosa akwaNdlunkulu linokuhla linyuka ngokuxhomekeke ekuqeshweni kwamagosa amatsha namagosa ayekayo ukusebenza kwiSebe iWCED.</p>	a-d) IPrivate Automatic Branch Exchange (PABX) yeWCED ayikwazi ukuchaza amanani (statistics) ngenxa yokuguga kwesistim ebekelwe ukutshintshwa. IWCED yamkele iingcebiso zeSITA zokuthenga icall centre management sistim kwa Interactive Intelligence (ININ) emva kokuba kwenziwe ithenda. I-ININ iyifakele isistim, endaweni ye Cyber Call sistim eWCED – nakwi call centre zezikolo ezikhuselekileyo (Safe School call centres).
Ukunika kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela Nolwaphulomthetho ezikolweni kumaziko aseWCED	<ul style="list-style-type: none"> Abafundi abagama- 1 000 000 Ootitshala abagama -32 000 Abasebenzi abagama -9 000 Abafundi abavela kwizikolo ezili-1 500 kunye nezikolo ezizimeleyo ezili- 240 Amalungu eeBhodi eziLawula izikolo (SGB) Amalungu asekuHlaleni kuquka abazali Qaphela ukuba amanani aqakunjelwe asondezwa kwinqanaba elilandelayo 	a) I-Cyber Call System elawula iziko leFowuni 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>a) Ukunciphisa izinga leminxeba ebekwa ingaphendulwanga liye ku-8%</p> <p>b) Kwi-85% yeminxeba abantu bancedwa bagqitywe kwakumnxeba wokuqala</p> <p>c) I-10% yeminxeba idluliselwa kuba-Lawuli beZikolo ezikhuselekileyo (Safe Schools Coordinators) ukuze bazilandelele</p>	a) IWCED yamkele iingcebiso zeSITA zokuthenga icall centre management sistim kwa Interactive Intelligence (ININ) emva kokuba kwenziwe ithenda. I-ININ iyifakele isistim, endaweni ye Cyber Call sistim eWCED – nakwi call centre zezikolo ezikhuselekileyo (Safe School call centres). ISaveyi yokwaneliseka kwabaxumi ka2015 yarekhoda ukunyuka kweenkonzo ezininkezelwa izikolo ezikhuselekileyo

linkonzo eziphambili	Abenzelwa iinkonzo	Umgangatho weenkonzo wangoku/onguwona unguwo	Umgangatho onqwenekayo weenkonzo	Eyona mpumelelo
		ICall Centre yeSafe Schools ifumene iminxeba engama-6 464. (40 % incedwe yagqitywa kwakumnxeba wokuqala) Imnxeba engama – 3 890 (60%) ebisafuna olunye uncedo nenkxaso, ama-738 ale minxeba ebenxulumene nenzendo zolwaphulomthetho, ngelixa iminxeba eli-1097 ibijongene neengxelo zezikolo eziqhekeziweyo zonakaliswa Amatyala angama-439 emphathogadalala - apho engama- 39 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-277 ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqo ndweni (psychological support). Eminye iminxeba engama-538 ibiyimibuzo emalunga neeBhodi eziLawula izikolo	d) I-8% yeminxeba idluliselwa ukuba abantu bafumane iingcebiso ezingaphaya	b) ICall Centre yeSafe Schools irekhode ukuba ifumene iminxeba engama-6 180 (I-45% yayo yonke iminxeba incedwe yagqitywa kwakumnxeba wokuqala) c) Iminxeba engama-3 411 (i-55%) yenkqubo yezikolo ezikhuselekileyo ibisafuna olunye uncedo nenkxaso, i-709 izizehlo ezinxulumene nolwaphulomthetho; ngelixa iminxeba eli-955 ibijongene neengxelo zezikolo eziqhekeziweyo zonakaliswa d) Kwiminxeba engama-463 (7.5%) yamatyala emphathogadalala - apho engama-58 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-392 (6%) ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqondweni (psychological support). Eminye iminxeba engama-454 ibiyimibuzo emalunga neeBhodi eziLawula izikolo

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

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenekayo	Ezona mpumelelo
<p>Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED.</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 kwiintanethi (online feedback system), engenelwe yisistim iTheta Nathi engakhange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p>	<p>Uthethathethwano:</p> <p>a) ISaveyi yonyaka yoKwaneliseka kwabaxumi 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>Uthethathethwano:</p> <p>a) Ukuphendulwa kweminxeba kuNdlunkulu nakwi-ofisi zeSithili kubonisa ukuphucuka ngo 2013 – 2015 njengokuba kuchaziwe kwingxelo yeSaveyi Yokwaneliseka kwabaXumi ka2015</p> <p>b) Isistim yokunika ingxelo kwiintanethi, (online feedback system), ingene endaweni yesistim iTheta Nathi. Zonke izikhalazo zisombulelekile</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>c) Izikhalazo ezixelwe ngaphakathi kwiWCED ziye zalawulwa ngobuchule Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani</p> <p>e) Kufunyenwe izikhalazo zasesikolweni ezingama-306 kwaza kwajonganwa nazo ngempumelelo Ukufikelela:</p> <p>a) KuNdlunkulu weWCED eKapa b) liyure zokusebenza kweZiko LemiNxeba (Call Centre) zezi: 07:30 – 16:00. (Kuyavalwa ngelantshi ngo-12:30 - 13:00)</p>	<p>c) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED On-line</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 beeSwitshibhodi (Switchboard Manager) ngabo abajongana nezikhalazo Ukufikelela:</p> <p>a) KuNdlunkulu weWCED eKapa b) liyure zokusebenza kweZiko lemiNxeba (Call Centre) zezi: 07:30 – 16:00. (Kuyavalwa ngelantshi ngo-12:30 - 13:00)</p>	<p>c) Kuphendulwe imibuzo engama- 1233 nguNdlunkulu we WCED kwi"Contact the WCED" ekwiwebhusayithi iWCED Online</p> <p>d) Bonke abantu abafowunayo (iiklayenti) baye bamkelwa kuNdlunkulu weWCED baze bancedwa ngesidima, ngelixa bebuzwa ukuba abacebisi kuthethathethwano (consultants) bangabanceda njani izikhalazo zangaphakathi ngempumelelo</p> <p>e) AbaLawuli beeSwitshibhodi (Switchboard Manager) basambulule Ukufikelela:</p> <p>a)KuNdlunkulu weWCED eKapa b)liyure zokusebenza kweSwitchboard zezi: 7:00 -16:00 (ngoMvulo –ngoLwesihlanu).liyure zokusebenza kweZiko leminxeba zezi: 7:30 – 17:00 (ngoMvulo – ngolwesihlanu). Imibuzo erekhodwe emva kweeyure zomsebenzi ibilandelelwa ngosuku lomsebenzi olulandelayo</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) 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.</p> <p>c) Isistim yokunika ingxelo kwiintanethi (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) 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 baxeke nengxinano kubasebenzi baseswitchboard. Abasebenzi baseswitchborad 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 kweeNkonzo (WCED Service Charter) yindlela yokufaka izikhalazo malunga nendlela aziphethe ngayo amagosa karhulumente</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) Abasebenzi beWCED kuNdlunkulu baye bahlangabezana nengxaki yokungasebenzi kweminxeba. I-WCED ilandela imigaqo yethenda yokuthenga isistim entsha yonxibelelwano (new telecommunication solution) nge WCG broad contract</p> <p>c) zikhalazo zeTheta Nathi neendlela zokujongana nazo (Theta Nathi complaints and compliments mechanism) zipapashwe kwisiBhengezo seWCED seNdlela yokuNikwa kweeNkonzo (WCED Service Charter) yindlela yokufaka izikhalazo malunga nendlela aziphethe ngayo amagosa karhulumente</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>d-f) Izikhalazo ezifunyenweyo kulo nyaka-mali ziye zasonjululwa nabasebenzi baseSwitchboard ngempumelelo ngoko nangoko</p>	<p>d) Ubukho benkonzo yeTheta Nathi buza kwaziswa (broadcast) kubaxumi ngelixa kusalindwe ukuba idluliselwe kumagosa ayo afanelekileyo e) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED Online f) Izikhalazo zidluliselwe kuMlawuli waseSwitchboard</p>	<p>d-f) Izikhalazo ezifunyenweyo kulo nyaka-mali ziye zasonjululwa nabasebenzi baseSwitchboard ngempumelelo ngoko nangoko. Kuphendulwe imibuzo engama 1 233 efunyenwe kwisistim yokunika ingxelo efunaneka kwiwebhusayithi yeWCED ebizwa ngokuba yi 'Contact the WCED'</p>
<p>Ukuthetha phandle nokungaFihli nto: a) Akukho zingcebiso zakuphucula amaziko Nxibelelwano nabaXumi Client Contact centres) ezifunyenwe ngewebhusayithi yeWCED ngethuba lokunika ingxelo b) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngeebhokisi zeengcebiso (suggestion boxes) ngethuba lokunika ingxelo c) I-4.3% yezimvo ezifunyenwe kwiSaveyi ka-2014 yoKwaneliseka kwabaXumi bezifakwe ngeWebhusayithi yeWCED, apho i-11 lazo linokuthathwa njengezikhhalazo. Akukho zingcebiso ziphathekayo zibonakalisiweyo zokuphucula inkonzo d) I-36% yezimvo ezibonakaliswe kwiSaveyo ka-2015 yoKwaneliseka kwabaXumi ibizikhhalazo, nto leyo ibonakalisa uphuculo xa kujongwa kwiziphumo ze-59% zesaveyi yonyaka odlulileyo e) Umgaqo-nkqubo weenkonzo zolawulo lonxibelelwano lweminxeba uhlaziyiwe lwaza uhlaziyo lwavunywa</p>	<p>Ukuthetha phandle nokungaFihli nto: a) Kwisebhusayithi yeWCED b) Amaziko oNxibelelwano nabaXumi aneebhokisi zeengcebiso zokufaka izimvo zabaxumi c) Izimvo ezifunyenwe kwiibhokisi zeengcebiso zibekwa esweni, zixelwe kuze kusetyenziswe izimvo ezifanelekileyo kwimigaqo-nkqubo yolawulo lwezoxibelelwano lweminxeba lwaseWCED (WCED telecommunication management policies) d) ISaveyi yonyaka yoKwaneliseka kwabaXumi ihlole izimvo ezimalunga neenkonzo zeWCED yaza yanika ithuba lohlalutyo olunzulu, iingcebiso zophuculo kunye nezikhhalazo e) Umgaqo-nkqubo wolawulo lonxibelelwano ngeminxeba uhlaziyiwe rhoqo ngonyaka</p>	<p>Ukuthetha phandle nokungaFihli nto: a) Akukho zingcebiso zakuphucula amaziko oNxibelelwano nabaXumi (Client Contact centres) ezifunyenwe ngewebhusayithi yeWCED ngethuba lokunika ingxelo b) Abasebenzi be WCED (WCED Walk-in Centre staff) baqokelela, babhale ,bahlalutye ze baphendule zonke iimbono zabantu ezifakwe kwiibhokisi zengcebiso. c) I-4.4% yezimvo ezifunyenwe kwiSaveyi ka-2015 yoKwaneliseka kwabaXumi bezifakwe ngeWebhusayithi yeWCED, apho i-12 lazo kuphela linokuthathwa njengezikhhalazo, ukanti ezingama 32 zibonakalisa ukwaneliseka. Akukho zingcebiso ziphathekayo zibonakalisiweyo zokuphucula inkonzo d) I-50% yezimvo ezibonakaliswe kwiSaveyi ka-2015 yoKwaneliseka kwabaXumi ibonakalisa ukwaneliseka e) Umgaqo-nkqubo weenkonzo zolawulo lonxibelelwano lweminxeba uhlaziyiwe kodwa uye wanqunyanyiswa de kufakelwe isistim entsha</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>Ixabiso leMali: a) Abasebenzi baseSwitchboard bafumana ngabo ababamba iminxeba yeZiko lemiNxeba yonke imihla Isistim yePABX ayikwazanga ukunika iinkcukacha-manani (statistics) eziyimfuneko ulwazi.</p> <p>b) Iminxeba ebekelwe iWCED Safe Schools neminxeba yezeeMviwo (ngethuba ekuxakekwe kakhulu ngalo) isetyenziswa nezinye iiklayenti, ukwenzela ukufumana</p> <p>c) Kukho umsebenzi omnye owongezelelweyo obekelwe ukuncedisa ukulawula iminxeba eya kwizakhiwo zakwaNdlunkulu</p> <p>d) Kusetyenziswa izixhobo zokuncedisa ukuncedisa abasebenzi abangaboni kakuhle abaseswitchboard</p> <p>e) Umgaqo-nkqubo weenkonzozolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED</p> <p>f) Umgaqo-nkqubo weenkonzozolawulo lonxibelelwano lweminxeba uhlaziyiwe lwaza uhlaziyo lwavunywa</p>	<p>Ixabiso leMali: 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 weenkonzozolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED</p> <p>f) Umgaqo-nkqubo weenkonzozolawulo lonxibelelwano lweminxeba uhlaziyiwe lwaza uhlaziyo lwavunywa</p>	<p>Ixabiso leMali: a) Abasebenzi baseSwitchboard bafumana ngabo ababamba iminxeba yeZiko lemiNxeba yonke imihla Isistim yePABX ayikwazanga ukunika 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 abasebenzi befowuni aba-4 ababekelwe ukulawula iminxeba eya kwizakhiwo zakwaNdlunkulu</p> <p>d) Bekusetyenziswa izixhobo zokuncedisa ukuncedisa abasebenzi abangaboni kakuhle abaseswitchboard</p> <p>e) Umgaqo-nkqubo weenkonzozolawulo zonxibelelwano ngeminxeba nenkxaso ufakwe kwiwebhusayithi yeWCED. ISaveyi ka 2015 yoKwaneliseka kwabaXumi ihlole izimvo ezimalunga neenkonzozolawulo, ibonise ukwaneliseka okuqhubekayo malunga nenkxaso enikwa iSafe Schools nguNdlunkulu kwakunye nenkxaso enikwa izikolo zi -ofisi zezithili ngonyaka ka 2013 ukuya ku 2015.</p> <p>f) Umgaqo-nkqubo weenkonzozolawulo lonxibelelwano lweminxeba uhlaziyiwe kodwa uye wanqunyanyiswa de kufakelwe isistim entsha</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulomthetho ezikolweni kumaziko aseWCED		
<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> <p>b) Kwenziwe ifomu yeSaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonziso. Yavunywa ukuba isetyenziswe kunyaka-mali ka-2015/16</p> <p>c) Kwenziwe ifomu yeSaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonziso. Yavunywa ukuba isetyenziswe kunyaka-mali ka-2015/16</p> <p>d) Uthethathethwano olungqalileyo olwenziwa nabantu ababuzayo (abafowunayo) lwenziwa ngethuba iminxeba isaqhagamshelwe kwiintanethi zize ezo meko (cases) zilandelelwe</p> <p>e-g) Kuye kwabonakala uphuculo olukhulu kwiiSaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) Zeminyaka ka 2012 -2014 kwiinkonzo ezinikezelwa zi Safe Schools.</p>	<p>Uthethathethwano:</p> <p>a) Ukesetyenziswa ngokupheleleyo kweenkonzo zeintanethi zokukhangela umgangatho (online rating services)</p> <p>b) Uthethathethwano olwenziwa efowunini</p> <p>c) Izithili zithethathethana namaqela ezikolweni 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 kweklayenti ingumthombo wothethathethwano nanjengoko kujoliswe kootitshala.</p> <p>f) Okuboniswa yiwebhusayithi yeSithili (District website feedback)</p> <p>g) Izikhhalazo zeTheta Nathi neendlela ezizincedisayo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukuphucula la manqanaba ekunikwa ngawo iinkonzo ngoku</p>	<p>Uthethathethwano:</p> <p>a) I-WCED yamnkela iingcebiso ze SITA zokufakela isistim entsha i- contact centre management system yakwa Interactive Intelligence (ININ) emva kokuba kulandelwe umgaqo wethenda. I- ININ iyifakele le sistim , endaweni ye Cyber Call system kwi-ofisi ze WCED nakwi Safe Schools Call Centres</p> <p>b) Kwenziwe ifomu yeSaveyi yokuqokelela ngesandla (manually) izimvo zabantu malunga neenkonziso.</p> <p>c) Isicwangciso seprogram zezikolweni ezikhuselekileyo zeWCED zisebenzisene namaSebe ePhondo nakaZwelonke, ooMasipala baseKhaya , iiParastatal kunye nemibutho engenzi nzuzo(NGO) kwimingeni abanayo abahlali baseNtshona Koloni.</p> <p>d) Uthethathethwano olungqalileyo olwenziwa nabantu ababuzayo (abafowunayo) luye lwenziwa ngethuba iminxeba isaqhagamshelwe kwiintanethi zaza ezo meko (cases) zalandelelwa</p> <p>e-g) Isaveyi yoKwaneliseka kwabaXumi ka-2013 – 2015 ibonise ukuphucuka kweenkonzo ezinikwa yiSafe Schools kwakunye ne-ofisi zeziThili</p>
<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (nge fowuni/ ngeZiko lemiNxeba eliphethwe ngabantu abaqeqeshiweyo). Inombolo ehlawulelwe liSebe kunye nomtu ofuwunayo : 0861 923 322</p> <p>b) Inombolo yasimahla: Safe Schools : 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweZiko lemiNxeba: 07:00 – 17:00. Imibuzo erekhodwe emva kweeyure zomsebenzi ilandelelwa zomsebenzi ilandelelwa ngosuku lomsebenzi olulandelayo</p>	<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (ngefowuni/ngeZiko lemiNxeba eliphethwe ngabantu abaqeqeshiweyo)</p> <p>b) Inombolo yasimahla: Safe Schools: 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweZiko lemiNxeba : 07:30 – 16:00. Imibuzo erekhodwe emva kweeyure zomsebenzi ilandelelwa zomsebenzi ilandelelwa ngosuku lomsebenzi olulandelayo</p>	<p>Ukufikelela:</p> <p>a) 2nd Floor Grand Central Building (ngefowuni/ngeZiko lemiNxeba eliphethwe ngabantu abaqeqeshiweyo)</p> <p>b) Inombolo yasimahla: Safe Schools : 0800 45 46 47</p> <p>c) Iiyure zokusebenza kweSwitchboard zezi: 7:00 -16:00 (ngoMvulo –ngoLwesihlanu). Iiyure zokusebenza kweZiko lemiNxeba zezi: 7:30 – 17:00 (ngoMvulo – ngoLwesihlanu). Imibuzo erekhodwe emva kweeyure zomsebenzi ibandelelwa 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 kwangethuba</p> <p>b) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni nixelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>c) Bonke abantu abafowunayo (iiklayenti) bamkelwa kuNdlunkulu weWCED baze bancedwa ngesidima, ngelixa bebuzwa ukuba bangancedwa njani</p> <p>d) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni nixelo 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>Imbeko:</p> <p>a) UMLawuli woKhuseleko lweMfundo (Education Safety Manager ujongana nayo yonke imibuzo kwangethuba</p> <p>b) Ingxelo eya kumaCandelo ezoNxibelelwano (Directorate Communication) eyenziwa nge"Fomu yokuQhagamshelana neWCED" ("Contact WCED Form") ezikwiwebhusayithi iWCED Online</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 yaye abonise imbeko</p> <p>b)I-WCED iphendule imibuzo engama 1 233 efunyenwe kwisistim yokunika ingxelo kwiintanethi</p> <p>c) Bonke abantu abafowunayo (iiklayenti) bayamkelwa kuNdlunkulu weWCED baze bancedwe ngesidima, ngelixa bebuzwa ukuba bangancedwa njani</p> <p>d) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni nixelo 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 nokungaFihli nto:</p> <p>a)Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khangeni nixelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo Khangeni zisetyenziswe iibhokisi zeengcebiso</p> <p>b) Kuye kwabonakala uphuculo olukhulu kwiisaveyi zoKwaneliseka kwabaXumi (Customer Satisfaction surveys) ngeenkonzo ze Safe Schools kunyaka ka 2012 ukuya ku 2014</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 kuseyenziswa iCall Centre yeSafe Schools kweli xesha kunikwa ingxelo yalo</p>	<p>Ukuthetha phandle nokungaFihli 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 lohlahluty olunzulu, iingcebiso zophuculo kunye nezikhalazo</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>Ukuthetha phandle nokungaFihli nto:</p> <p>a) I-WCED iphendule imibuzo engama 1 233 efunyenwe kwi"Contact the WCED" kwiwebhusayithi yeWCED. I-WCED Walk-in Centre iqokelele iingcebiso ze bhokisi zeengcebiso ngenjongo zokuphucula iinkonzo, njengokuba bekulindelekile</p> <p>b) Kubekho ukunyuka kokwaneliseka okuqhubekayo kwisistim yokunika ingxelo malunga neenkonzo ezinikezwa ziSafe Schools, kunyaka ka 2012 ukuya ku 2015</p> <p>c)Abalungelelanisi beeSafe Schools zeSithili kunye nabaSebenzi baseluntwini (Safe Schools Fieldworkers) abasesithilini benza iinkonzo zeCall Centre yeSafe Schools</p> <p>d) Ukwaziswa kweenkonzo okwenziwa ngefowuni kuye kwenziwa kuseyenziswa iCall Centre yeSafe Schools kweli xesha kunikwa ingxelo yalo</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
<p>Ixabiso leMali:</p> <p>a) Iminxeba engama-3 890 ebivela kwizikolo ezikhuselekileyo ibifuna olunye uncedo nenkxaso eyongezelekileyo. Bekukho:</p> <ul style="list-style-type: none"> • Izehlo ezingama-738 ezinxulumene nolwaphulomthetho; • Iingxelo ezili-1 097 malunga nezikolo eziqhekeziweyo zonakaliswa; • Kwiminxeba engama-439 yamatyala emphathogadalala 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 <p>b) IiFieldworker zeeSafe Schools zilandelega abafundi abaphuthayo esikolweni, zihlale 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</p> <p>IiFieldworker zeeSafe School ezingama-23 eziqeshiweyo ziye zancedisa iiYouth Club zeeSafe School njengexalenye yenkqubo yeeholide</p> <p>Kusekwe iindawo zokudibanela kolutsha (youth club) ezingama-72 lindawo ezili-115 zokuqhubela iinkqubo zeeholide ziye zalungiselela abafundi abangama-15 485</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>b) IiFieldworker zoKhuseleko zilandelega 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 njengexalenye yenkqubo yeeholide</p>	<p>Ixabiso leMali:</p> <p>a) Iminxeba engama-3 411 (55%) ebivela kwizikolo ezikhuselekileyo ibifuna olunye uncedo nenkxaso eyongezelekileyo. Bekukho:</p> <ul style="list-style-type: none"> • Izehlo ezingama-709 ezinxulumene nolwaphulomthetho; • Iingxelo ezili-959 malunga nezikolo eziqhekeziweyo zonakaliswa; • Kwiminxeba engama-463 (7.5%) yamatyala emphathogadalala apho engama-39 ibinxulumene nokuvuyelelwa (bullying) ize iminxeba engama-392 (6%) ibe yileyo ibifuna iingcebiso zeengcali (counselling) nenkxaso ngokwasengqondweni (psychological support); Kunye • Neminye iminxeba engama-454 ebiyimibuzo emalunga neeBhodi ezilawula izikolo <p>b) IiFieldworker zeeSafe Schools zilandelega abafundi abaphuthayo esikolweni, zihlale 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-179 zokuphutha kwabafundi esikolweni, apho ezingama-170 ziye zadluliselwa esithilini ukuze iFieldworker yeSafe Schools ingenelele ngokunika uncedo ngokomgaqo-nkqubo i-Attendance Policy</p> <p>IiFieldworker zeeSafe School ezingama-23 eziqeshiweyo ziye zancedisa iiYouth Club zeeSafe School njengexalenye yenkqubo yeeholide. Kusekwe i-After school programs ezingama 2 900 kunye neeHoliday Program ezingama 6000 kwizithili ezi 8 kwiPhondo leNtshona Koloni kuquke nezi nkqubo zongenelelo:</p> <ul style="list-style-type: none"> • I-Occupational Health and Safety Act (OHS) Training (iNqununu, isekelaNqununu neSafety Officer); <p>Uqeqesho lokuxhatshazwa kweziyobisi (Substance Abuse Training: Ukuhlolwa kweziyobisi kunye ne Search and Seizures) (Drug Testing and Search and Seizures (iNqununu, i Safety Officer kunye notitshala omnye owengezelelweyo onesini esahlukileyo);</p>

Amalungiselelo angoku/angawona enzekayo	Amalungiselelo anqwenelekayo	Ezona mpumelelo
Ixabiso leMali:	Ixabiso leMali:	Ixabiso leMali: <ul style="list-style-type: none"> • ULawulo loNgquzulwano noThethathethwano lwaBalingane (Conflict Management and Peer Mediation) (Abafundi abakula mabanga 6, 8 ne 9, Abafundi, iNqununu, aBasebenzi abancedisayo, iiKomiti zoKhuseleko, i School Safety Coordinators, uKhuseleko kunye namanye amavolontiya akwimihlaba yesikolo) kunye ; • Uphuhliso Lolutsha (aBafundi, ooTitshala, iiNqununu, aBasebenzi abancedisayo, iiKomiti zoKhuseleko, i School Safety Coordinators, uKhuseleko, namanye amavolontiya akwimihlaba yesikolo)

Isixhobo sokucacisa iinkcukacha zokunikwa kweenkonzo (service delivery information tool)

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
Ukunika iNkonzo yoNxibelelwano ngeFoni (Telecommunication Service) kuNdlunkulu weWCED.		
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. b) lilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter), zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso c) I-imeyili d) Iwebhusayithi yeSebe leMfundo leNtshona Koloni e) Umlawuli weSwitchboard kunye/okanye naloo Sekela-Mphathi baye banxibelelana nabantu abafumana iinkonzo abalapha esikolweni besebenzisa i-imeyili, malunga neenkonzo zefowuni ezimana ziqhawuka	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 b) lilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter), zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi c) I-imeyili d) Iwebhusayithi yeSebe leMfundo leNtshona Koloni e) Umlawuli weSwitchboard	a) Icandelo loNxibelelwano (Telecommunication Section) lithethe nabantu malunga malunga nokophuka kweminxeba ixesha elide b) 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. Iwebhusayithi yeWCED ifumaneka imini nobusuku (24/7) nazo zonke iisetyhula neengcaciso ezimfutshane zeSebe. c) lilethahedi ezinesiBhengezo sokuNikwa kweeNkonzo (Service Delivery Charter), zikufumaneka kuwo onke amaziko emfundo nakwii-ofisi ezinika inkxaso d) I-imeyile e) Iwebhusayithi yeSebe leMfundo leNtshona Koloni

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
<p>Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulomthetho ezikolweni kumaziko aseWCED</p> <p>a) Iintlanganiso ezibekiweyo ziye zachotshelwa kunye nabaLungiseleli beSithili (District Coordinators) neeFieldworkers</p> <p>b) Ilibrowutsha ezizhanjisiweyo ezineetheyibhile zolwazi</p> <p>c) Ilibrowutsha ezizhanjisiweyo ezineetheyibhile zolwazi. Inamba yeCall Centre yeeSafe School iprintwe kuzo zonke iilethahedi nezinto zokubhala (stationery)</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>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 kweziyobisi ezingekho mthethweni nezixhobo ezinobungozi) kuzo zonke izikolo</p>	<p>a) Iintlanganiso zamaQela (Cluster) eeSafe School</p> <p>b) Ukuhambisa iibrowutsha emicimbini</p> <p>c) Iitheyibhile zolwazi ezisemicimbini</p> <p>d) Okuboniswa kwiwebhusayithi yeSithili (District website feedback facility)</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>f) Izinto ezazisa ngeenkono (marketing merchandise) zisasazwa rhoqo ngonyaka ukwenzela ukuphucula ukwabelana ngolwazi kunye nokwazisa ngenkonzo ethile eyaziswayo</p>	<p>a) Iintlanganiso ezibekiweyo ziye zachotshelwa kunye nabaLungiseleli beSithili (District Coordinators) neeFieldworkers</p> <p>b) Ukuhambisa iibrowutsha emicimbini ezineetheyibhile zolwazi</p> <p>c) Ilibrowutsha ezizhanjisiweyo ezineetheyibhile zolwazi Inamba yeCall Centre yeeSafe School iprintwe kuzo zonke iilethahedi</p> <p>d) Ilibrowutsha ezizhanjisiweyo ezineetheyibhile zolwazi. Inamba yeCall Centre yeeSafe School iprintwe kuzo zonke iilethahedi nezinto zokubhala (stationery). ISaveyi yonyaka ka 2015 yoKwaneliseka kwabaXumi ibonise ukwaneliseka okuqhubekayo malunga nenkxaso enikwe ngNdlukulu kwi Safe Schools kwakunye nenkxaso enikwe zii-ofisi zesithili ezikolweni kunyaka ka 2013 ukuya ku 2015.</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>f) Izinto ezazisa ngeenkono (marketing merchandise) zisasazwa rhoqo ngonyaka ukwenzela ukuphucula ukwabelana ngolwazi kunye nokwazisa ngenkonzo ethile eyaziswayo. Inamba yeCall Centre yeeSafe School iyavela kuzo zonke iilethahedi nezinto zokubhala (stationery) zeWCED Le namba ikwavela nakwii-metal detector eziphathwa ngesandla, ngokunjalo nezinto ezazisa iinkono (marketing merchandise) ezifana neebhodi ezimalunga neMpino noKhuseleko eMsebenzini (Occupational Health and Safety) (OHS) kunye neminye imibhalo exhonyiweyo (enqanda ukusetyenziswa kweziyobisi ezingekho mthethweni nezixhobo ezinobungozi) kuzo zonke izikolo</p>

Inkqubo yokufaka izikhalazo

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) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>b) Akukho zikhalazo zefowuni zirekhodiweyo ngendlela yokunika ingxelo (feedback mechanism) ziye zaboniswa kweli thuba</p> <p>c) Isistim yokunika ingxelo kwiintanethi (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 kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zangaphandle zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo</p> <p>Ukunikwa kwenkxaso esisiseko (first line of support) kumaxhoba empatho-gadalala, ubundlobongela nolwaphulomthetho ezikolweni kumaziko aseWCED</p> <p>a) UMLawuli woKhuseleko kwezeMfundo (Education Safety Manager) uthatha amanyathelo afanelekileyo xa efumana izikhalazo; kuquka ukuthetha-thethana nalo 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>a) Iinkcukacha-manani zeTheta Nathi ziyaqwalaselwa zize zixelwe kuze kwenziwe amacebo okujongana kwanokuphucula loo meko ibiqhutywa</p> <p>b) Izikhalazo zeTheta Nathi nendlela yokujongana nazo (Theta Nathi complaints and compliments mechanism) zisetyenziselwa ukukhangela ukulungiswa kwazo, ukuba imigangatho ayifezekiswanga</p> <p>c) Izikhalazo zidluliselwe kuMlawuli waseSwitchboard</p> <p>d) Ukunikwa kwengxelo (feedback facility) Kwiwebhusayithi</p> <p>a) UMLawuli woKhuseleko lweMfundo (Education Safety Manager) uqwalasela izikhalazo aze athathe amanyathelo afanelekileyo</p>	<p>a-b) I-WCED ifumene izikhalazo ezimalunga nokuvalwa kweSwitchboard ngexesha lesidlo sasemini (phakathi ko 12:30 -13:00). Isistim yaqalwa ngokutsha (reprogrammed) ngoku iSwitchboard isebenza ngala maxesha; 7:00 -16:00, ngoMvulo ukuya ngoLwesihlanu.</p> <p>c-d) Isistim yokunika ingxelo kwiintanethi (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 kwezeMfundo (Education Safety Manager) uthatha amanyathelo afanelekileyo xa efumana izikhalazo; kuquka ukuthetha-thethana nalo 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-6 180 yayirekhoda ngesandla (manually)genxa yeengxaki zesistim. Le minxeba ibiquka izehlo ezinxulumene nezikolo eziqhekeziweyo zonakaliswa, ulwaphulo-mthetho nobundlobongela, amaqela emigewu, impatho-gadalala kunye nemibuzo emalunga neeBhodi eziLawula iZikolo b)UMLawuli weCall Centre uyafumaneka ukuba ajongane nezikhalazo.I Call Centre ayifumananga zikhalazo zibhaliweyo ngo 2015/16 nemiyalezo elithoba yokuvuyisana nabasebenzi be client services ngomdebenzi wabo omhle.</p>

Izixhobo ezicacisa iinkcukacha zangoku/zezona nkcukacha zizizo	Izixhobo ezinqwenelekayo zokucacisa iinkcukacha	Ezona mpumelelo
<p>b-d) Isistim yokunika ingxelo kwiintanethi (online feedback system), engene endaweni yesistim iTheta Nathi khange inike ngxelo yazikhalazo zithile zakulawulwa kweminxeba kweli thuba kunikwa ingxelo yalo ngonyaka ka 2012 -2014</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>b) I-WCED iphendule imibuzo engama 1 233 efunyenwe kwisistim yokunika ingxelo kwiintanethi</p> <p>c) ISaveyi ka 2015 yokwaneliseka kweklayenti ibonise ukwaneliseka okuqhubekayo malunga nenkxaso enikwa iiSafe School nguNdlunkulu kwakunye nenkxaso enikwa izikolo zii-ofisi zesithili ngo 2013 ukuya ku 2015.</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.

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).

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. I-WCED ikwiphulo lokuqwalasela kwakhona imodeli yokunikezelwa kweenkozo kwizithili. Kuthathwe inkathalo ukucutha okungalunganga okunokuthi kwenzeka (negative impact) ezikolweni xa kusaziswa imodeli entsha.

Ngokumalunga neziko, iSebe linenjongo yokubonelela

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

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.

UMnu John Lyners, osebenze ixesha lide njengeSekela Mlawuli Jikelele (Deputy Director General), uthathe umhlalaphantsi ekupheleni kuka-Epreli 2016. UMnu Tau Matseliso uqeshwe endaweni yakhe. UNksz Marcia Harker, uDDG weCwangciso lweMfundo (Education Planning), utshintshelwe kwiSebe lezoThutho eGauteng (Gauteng Department of Transport) ngoOktobha 2015, uMnu Archie Lewis ubambe endaweni yakhe.

Umlawuli omtsha: uCwangciso-mali yezoLawulo (Management Accounting), Ms Merle Kock, ungene emsebenzini ngomhla 1Juni 2015. ICandelo Lawulo lwangaPhakathi (Directorate for Internal Control) lanika ingxelo kwiNtloko yezemali (Chief Financial Officer) ukusuka ku 2015/16.

UNksz Zan Rhoxo, uMlawuli weMfundo yeSithili eEden nase Central Karoo, uthathe umhlalaphantsi ngo 2015, endaweni yakhe kwangena uMnu Desmond Maarman. UMnu Benjamin Schereka waqeshwa kwisithuba soMlawuli (Director): Metro East Education District.

UNksz Zodwa Modimakwane wonyuselwa kwisithuba sakwaMalusi, endaweni yakhe kwangena uMnu Mr Blackie Swart njengoMlawuli: Ulawulo loHlolo (Director: Assessment Management). UMnu Norman Daniels wathatha umhlalaphantsi ekupheleni kukaJanawari. UMnu Tau Matseliso wayeqeshwe kweso sithuba kodwa waphinda wonyulelwa isithuba sika DDG, isithuba soMlawuli: Service Benefits sapapashwa kwaqeshwa uNksz Devigi Pillay, uza kungena emsebenzini nge 1Juni 2016.

Umlawuli oyiNtloko omtsha woLawulo lobuNtloka kwezoShishino (Chief Director for Business Intelligence Management), uMnu Salie Abrahams, ungene emsebenzini ngoNovemba 2015. Kwaqalwa elinye iCandelo loCwangciso lweziSeko zoPhuhliso (Infrastructure Planning), uMnu Gerrit Coetzee wangena kwesi sithuba ngoJanawari 2016.

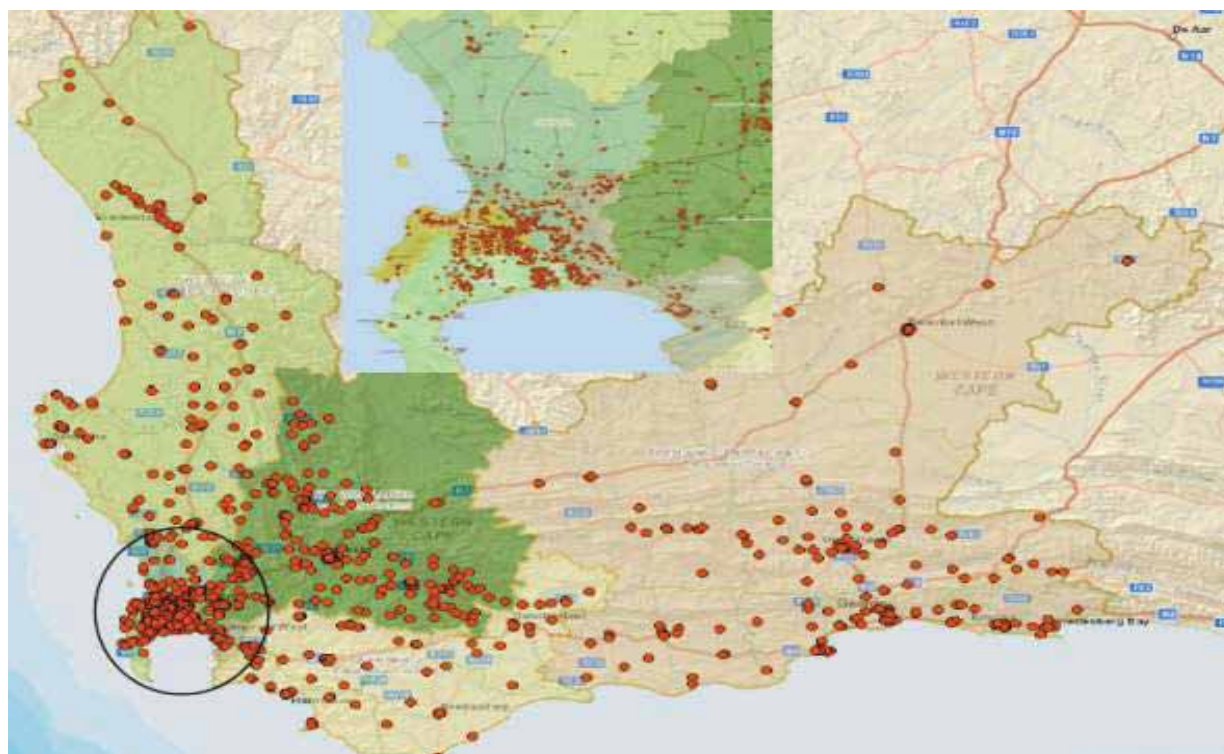
Imisebenzi yeWCED- umhlaba ofikelelweyo nomlinganiselo (scale)

Abafundi	
Abafundi bamaBanga loku-1-12 kwiZikolo zikaRhulumente eziQhelekileyo bebonke	985 315
Abafundi kwiBanga R kwiZikolo zikaRhulumente eziQhelekileyo	64 648
Abafundi kwiBanga R kumaZiko aZimeleyo	18 854
Abafundi kwiZikolo zeMfundo eneeMfuno eziZodwa	20 139
Abafundi kwiZikolo eziZimeleyo	48 153
Bebonke	1 137 109
Abasebenzi	
Ootitshala	32 039
Abasebenzi benkonzo bakarhulumente (izithuba ezabelwe amaziko ezivunyiweyo)	8 802
Bebonke	40 841
Amaziko	
Izikolo zikarhulumente eziqhelekileyo	1 457
Izikolo zabafundi abaneemfuno ezizodwa zemfundo	72
Ii-ofisi zesithili	8

Amaziko akhoyo (Zonke izikolo zikarhulumente eziqhelekileyo) (31 Matshi 2016)
UMthombo woBhaliso lwabafundi lwango-2015: Annual Survey for schools pre-Grade R to matric)
Ootitshala: PERSAL: 2015

Ii-ofisi zezithili zemfundo ezisibhozo zahlulwa zibe ziisekethe ezingama-49 nezinika ngqo inkxaso ezikolweni. Izikolo zixhaswa ngabaPhathi beSekethe (Circuit Managers) ngabacebisi ngezekharityulam, iingcali zeenkonzo zemfundo eneemfuno ezizodwa (special education professionals) (iisayikholoji, oonontlalontle, nabacebisi bezibonelelo zokufunda (learning support advisers).

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

uMphathiswa weMfundo esisiSeko, esebezisa icandelo 4(1) umthetho wokuSetyenziswa kweLwimi zasebuRhulumenteni (Use of Official Languages Act, 2012 (Act of 2012), wapapasha iinjongo zakhe zokulandela iGovernment Notice 325, ekwi Government Gazette No. 38679, yomhla we 7 Apreli 2015 wacela ukungeniswa kwezimvo ezibhaliweyo kubantu abadlala indima nakubantu abanomdla. Ipolisi eyidrafft iquka amasolotyafana nokusetyenziswa kwelwimi zaseburhulumenteni liSebe leMfundo esisiSeko, ukuphuhlisa amakhono (capacity building) unxibelelwano nabantu basekuhlaleni abathetha ulwimi elingelilo elaseburhulumenteni eMzantsi Afrika, unxibelelwano nabantu basekuhlaleni abaxhumana ngeSign Language yaseMzantsi Afrika neendlela zokukhalaza.

Kwenziwe isibhengezo sokungenisa izimvo ezibhaliweyo kumaziko adlala indima nakubantu basekuhlaleni sapapashwa ngomhla we 5 Meyi 2015 kwiGovernment Gazette No. 38763, Government Notice 395 ka 2015, nguMphathiswa weMfundo esisiSeko echaza iinjongo zakhe zokuvuma iPolisi eyidrafft yeSebe leMfundo esisiSeko yeHIV,STIs kunye neTB (Draft Policy of the Department of Basic Education on HIV, STIs and TB) ngokweCandelo 3(4) (o) leNational Education Policy Act, 1996 (Act 27 of 1996). IPolisi eyidrafft iquka imigaqo nemixholo efana nendawo ekhululekileyo (enabling environment), ukhuselo, unyango, ukunankela, ukolulekwa kwengqondo (counselling and support), ukwenza kubelula (impact mitigation), iingxaki zasemsebenzini, kunye nokulawula iimpendulo zepolisi ezimalunga neHIV, STIs neTB.

Kwenziwe isibhengezo sokungenisa izimvo ezibhaliweyo kumaziko adlala indima nakubantu basekuhlaleni sokulungiswa kwePolisi eyidrafft emalunga neSimilo, uLawulo nokuPhatha kwemviwo zematriki eyapapashwa kwiGovernment Gazette No. 38771 ngomhla wama 25 Meyi 2015, Government Notice 410, nguMphathiswa weMfundo esisiSeko. Izilungiso zedrafft ezipapashiweyo ziquke izilungiso zePolisi kaZwelonke (National Policy) kwiSimilo, uLawulo, nokuPhatha uHlobo lweMviwo zeMatriki, kupapashwe kwiGovernment Notice No. 1081 kwi Government Gazette No. 26789 ngomhla we 17 Septemba 2004 yaza yalungiswa njengeGovernment Notice No. 827 kwi Government Gazette, No. 30267 ngomhla we 7 Septemba 2007; neGovernment Notice No. 1151 kwi Government Gazette, No. 31535 ngomhla wama 31 Oktobha 2008.

ISebe leMfundo esisiSeko lapapasha inotisi kwiGovernment Gazette No. 38820 yomhla wama 25 Meyi 2015, Government Notice 435, apho kwanikezwa imvume yokwenza isibhengezo sokungenisa izimvo ezibhaliweyo kumaziko adlala indima kwiDraft Amended Regulations ukunikezela iZatifiketi liQumrhu elijongene nomGangatho wezemfundo (Council for Quality Assurance in the General and Further Education and Training), ngokwecandelo 27 of the General and Further Education and Training Quality Assurance Act, 2001 (Act 58 of 2001). Imigaqo yeDraft (Draft Regulations) iza kulungisa amacandelo athile emigaqo ngokuthi ifakele okanye icime ukulawula ukunikezwa kwezatifiketi yiQuality Assurance in General and Further Education and Training.

UMphathiswa weMfundo esisiSeko, uye ngokwecandelo 3(4)(l) ne 7 leNational Education Act, 1996 (Act 27 of 1996), ngukupapasha kwiGovernment Gazette No.39006 yomhla wama-20 July 2015, Government Notice 620, wacela izimvo ezibhaliweyo kubantu nakumaziko adlala indima ngePolisi kaZwelonke kwiSimilo, uLawulo nokuPhatha koViwo likaZwelonke (National Policy on the Conduct, Administration and Management of the Annual National

Assessment - ANA). IPolisi izakwenza isisiseko esiya kunceda uMphathiswa weMfundo esisiSeko kwi norms and standards, nakwimigaqo nemithetho yesimilo, ulawulo nokuphatha uViwo likaZwelonke (Annual National Assessment -ANA), oluyingxenye lwempumelelo yabafundi njengoko kuchaziwe kwicandelo 6A (2) lweSouth African Schools Act, 1996 (Act 84 of 1996). Le polisi iyakusetyenziswa zizo zonke izikolo zikarhulumente nezikolo ezizimeleyo.

UMphathiswa weMfundo esisiSeko, ngokwemigaqo yeNational Education Policy Act, 1996 (Act 27 of 1996) neSouth African Schools Act, 1996 (Act 84 of 1996) wapapasha isibhengezo ecela izimvo ezibhaliweyo kumaziko adlala indima nasebantwini kwipolisi eyidrafft iRegulations Relating to Minimum Uniform Norms and Standards for Provincial Teacher Development Institutes and District Teacher Development Centres In South Africa, kwiGovernment Gazette No. 39038, Government Notice 657, yomhla wama 31 Julayi 2015. Iinjongo yemigaqo yedrafft kukunikeza indlela yokulawula umsebenzi (regulatory framework) ukuphendula ezinye zengxaki ezimalunga nendima edlalwa ngamaziko (institutes) neesenta ezikhankanywe kwipolisi, kugxilwe kwiziseko zophuhliso, izixhobo zokuncedisa (equipment), abasebenzi, ulawulo nokuphatha kwakunye nemali yenkxaso.

INotice 482, epapashwe kwiGovernment Gazette 38822 of 29 May 2015, ichaze iinjongo zoMphathiswa weMisebenzi yoLuntu (Minister of Public Works) zokutshintsha iConstruction Industry Development Regulations, epapashwe kwiGovernment Notice 692, Government Notice 26427, ngomhla we 9 Juni 2004.

Ngomhla wama 25 Meyi 2015 uMphathiswa weMfundo esisiSeko wapapasha isibhengezo sezimvo zabantu kwiGovernment Notice 420 in Government Gazette No. 38810 kwidrafft yeNational Policy malunga nesimilo, ulawulo nokuphatha koViwo lweMatriki (Senior Certificate Examination). Le drafft yenza, phakathi kwezinye izinto, ukubonelela amaziko adlala indima ekujongeni umgangatho woviwo, imali ehlawulelwa ukungena esikolweni nokungeniswa esikolweni.

UMphathiswa weMfundo esisiSeko wacela izimvo ekufumaneni iMinimum Outcomes and Standards kunye nemiGaqo nemiThetho yokuViwa kweMpumelelo yaBafundi (National Process and Procedures for the Assessment of Learner Achievement) njengoko kubhaliwe kwipolisi, iPolisi kaZwelonke (National Policy) malunga neProgram yemfuno zokoNyuselwa kweKharityhulam Statimenti yamabanga uR -12 (Programme and Promotion Requirements of the National Curriculum Statement Grades R-12) kwiGovernment Gazette No. 39405, yomhla we 13 Novemba 2015, njengokuba ipapashiwe kwiGovernment Notice 605. Iquka utshintsho kwizifundo namaxesha anikwe isifundo ngasinye.

Utshintsho lweDrafft kwiXwebhu lePolisi, iPolisi kaZwelonke (National Policy) malunga neMfuno zeProgram nokoNyuselwa kwamaBanga eNSC R-12 (Programme and Promotion Requirements of the NCS Grades R-12) kunye nesimilo, ulawulo nokuphathwa kweMatriki kwapapashwa kwiGovernment Gazette No. 39399, Government Notice 605, yomhla we 13 Novemba 2015. Iquka ukongezelelwa kwamanani eelwimi zaseburhulumenteni ezichongiweyo kwakunye namaxesha awabekelwe isibhjekthi nganye.

Amaphulo ongenelelo ngoncedo amatsha ephondo

Sebe leMfundo eNtshona Koloni lizibophelele ukufumaneni zonke iindlela ezinokunyusa ukufikeleleka kwimfundo ekumgangatho ophezulu, ingakumbi kwiindawo zethu ezihluphekayo. ISebe likholelwa ekusebenzeni ngobuchule nezikolo namaziko entsebenziswano(partners) kurhulumente, amaziko angengawo akarhulumente (private sector), abahlali kunye nabaxhasi ukuqinisekisa ukuba sisebenzisa konke esinako ukuphumelelisa le njongo. ISebe lenza imigudu emininzi ukuqinisekisa ukuba lenyusa ukufikeleleka kwimfundo ekumgangatho ophezulu. Umzekelo wokugqibela yiPolisi ye *Collaboration Schools Pilot Programme*, ngentsebenziswano nabaxhasi bempfundo nemibutho yabaxhasi eyayivunywe ngowama 31 Agasti 2015.

ISikolo sentsebenziswano ("Collaboration School") luhlobo lwesikolo esitsha sikarhulumente, esilawulwa ngokuncedisana phakathi kwembutho engenzi-nzuzo (non-profit organisation) exhasa isikolo (the "operating partner"), kunye neWCED, ejongene nokusebenza kwesikolo kwakunye nokuqinisekisa ukuba isikolo ne"operating partner" zinika ingxelo nokusebenza kwesikolo njengengxenywe yesistim yempfundo karhulumente. Olu vavanyo luyakwenza ukuba abaphathi besikolo ne-operating partners bafikeleleke kwizinto eziyimfuneko ezongezelelweyo kwaye iyakwandisa ulawulo olungabophelelekanga (flexible) nto leyo eyakwenza ukuba kufunyanwe ezinye iindlela eziphucukileyo nezisebenzayo zokufundisa.

ISchool operating partners ziyakuqinisekisa inkxaso enkulu yootitshala neenqununu ngoaqeqesho, izinto eziyimfuneko (resources) ezongezelelweyo, ukujongwa kwentsebenzo (performance monitoring) nokunika ingxelo rhoqo. Eyona njongo kukuphucula iziphumo zemfundo zabafundi kwezi zikolo.

Umthetho iWestern Cape Provincial School Education Act, 1997 (Act 12 of 1997) (the Act) waqala ukusebenza ngomhla we 16 Janawari 1998, utshintsho lokuqala lalo Mthetho lwenzeka ngomhla we 6 Decemba 2010. Iqela lamasolotyalo alo mthetho awasebenzi amanye akalandeleki, ngenxa yokuba engahambelani nemithetho emitsha esebenzayo eMzantsi Afrika.

Ikhabineth yase Ntshona Koloni inike imvume yezimvo (granted in-principle) yokuba kwenziwe umthetho oyidraft (draft legislation) ukutshintsha umthetho wezikolo iWestern Cape Provincial School Education Act, 1997(Act 12 of 1997) ngomhla wama 24 Juni 2015. I-Amendment Bill, 2016, inenjongo yokulungelelanisa umthetho ukwenzela uphuhliso lwepolisi kwesi simo sangoku semfundo; ngaphezulu iyakwenza ukuba kwenziwe utshintsho oluyimfuneko apho imfundo yahlulwe yangamasebe amabini, angala; iSebe leMfundo esisiSeko ne Sebe leMfundo ePhakamileyo. Izakutshintsha inkcazo (definitions) ezithile, ifakele inkcazo, ilungise iimpazamo ezithile, ezifana namabinzana angasasebenziyo.

Imimiselo ngokomthetho wezikolo iWestern Cape Provincial School Education Act, 1997 (Act 12 of 1997), yenziwa ngolu hlobo:

Imimiselo iRegulations on the Issuing of Performance Indicators Binding on Public Schools, 2015 yapapashwa kwiProvincial Gazette Extraordinary No. 7399, ngomhla we 2 Juni 2015. Le migaqo yathunyelwa kwizikolo zikarhulumente kwiCircular 0036 ka 2015, yomhla wama 29 Juni 2015. Imimiselo ibonisa izikolo zikarhulumente izalathisi zokujonga nokuhlola ukusebenza

kwemfundo kwezikolo zikarhulumente ukwenzela ukunceda iSebe, ukucebisa nokunikeza inkxaso efunekayo kwizikolo ezithile kwakunye nokunyusa impumelelo yabafundi/yemfundo.

Imimiselo emayela nokuMiswa nemiSebenzi yeKhansile yeMfundo (The Regulations relating to the Establishment and Functions of the Education Council), yapapashwa kwiGazethi eYodwa yePhondo (Provincial Gazette Extraordinary) No. 6910, yomhla wama 26 Septemba 2011. Le mimiselo iquka ukwakhiwa kweKhansile yeMfundo, ubude bexesha bokuba lilungu kwikhansile, ukugxothwa nokupheliswa kokuba lilungu, ukuchithwa kweKhansile, izithuba kwiKhansile yeMfundo, IKomiti eLawulayo (Executive Committee) nentlanganiso nemigaqo. Imimiselo emalunga nokuMiswa nemiSebenzi yeKhansile yeMfundo, 2011 (*The Regulations relating to the Establishment and Functions of the Education Council, 2011*): Amendment 2015, yapapashwa ngomhla we 14 Decemba 2015 kwiGazethi eYodwa (Provincial Gazette Extraordinary) No. 7549, iProvincial Notice 435 ukwenzela ukuba kubekho utshintsho kwisakhiwo seKhansile yeMfundo, utshintsho kwini eliphantsi lentlanganiso zeKhansile ngonyaka ukusuka kwi-2 ukuya kwi-4 kwanolunye utshintsho.

IPolisi yePhondo leNtshona Koloni yokuTshaya, (*The Western Cape Provincial Government Smoking Policy*) 2015, yavunywa nguMphathiswa wezeMfundo kwiPhondo ngomhla we 15 Decemba 2015 yaze yasasazwa kwiCircular 0001/2016.

Imingeni ebangelwa yimiba yemigaqo-nkqubo

Izikolo:

IMimiselo iRegulations 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 eziCwangciswa ngobuChule neziJolise kwiziPhumo zokuFunda¹

Injongo eCwang-ciswe ngobuChu-le neJolise kwi-ziPhumo zokuFunda 1	Ukuphucula uLwimi neMathematika kuzo zonke izikolo
Ingcaciso yeNjongo	Makuphuculwe umgangatho wokupasa kuLwimi nakwiMathematika ukwenzela ukuba: -IBanga lesi-3: ULwimi: yi-50% yabafundi ukuze kwiMathematika ibe yi-64% yabafundi kuvavanyo olusetwe lwaze lwaphathwa ngaphandle (externally set and administered) . -IBanga lesi-6: ULwimi: yi-48% yabafundi ukuze kwiMathematika ibe yi-40% yabafundi kuvavanyo olusetwe lwaze lwaphathwa ngaphandle (externally set and administered) . -IBanga lesi-9: ULwimi: yi-53% yabafundi ukuze kwiMathematika ibe yi-21% yabafundi kuvavanyo olusetwe lwaze lwaphathwa ngaphandle (externally set and administered) .
Injongo eCwang-ciswe ngobuChu-le neJolise kwi-ziPhumo zokuFunda 2	Ukuphucula amanani abafundi abapasayo nomgangatho wokupasa kwabo kwiSatifikethi seMatriki sikaZwelonke
Ingcaciso yeNjongo	Ukuphucula ireyithi yokupasa kwabafundi kwiimviwo zeNSC ukuze: - Inani labafundi elipase iNSC ngo 2019 libe ngama 41 000 - Ireyithi yokupasa ngo 2019 ibe ngama 86%. - Inani labafundi abapase ngebachelor ngo 2019 libe ngama 20 100. - Inani labafundi abapase iMathematika ngo 2019 libe ngama 11 770 - Inani labafundi abapase iPhysical Sciences ngo 2019 libe ngama 9 500.

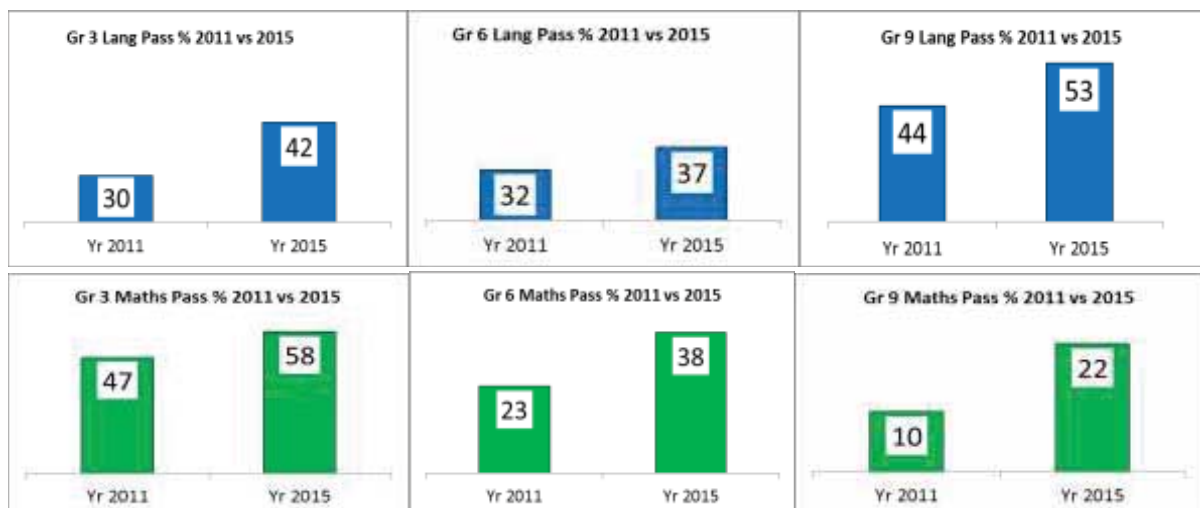
¹ Qaphela ukuba ithagethi zeminyaka ephelileyo zitshintshiwe (updated) kwi Annual Performance Plan ka 2016/17. Ithagethi ezisette ngo 2015/16 azitshintshwanga kule ngxelo.

<p>Injongo eCwang-ciswe ngobuChu-le neJolise kwiziPhumo zokuFunda 3</p>	<p>Increase in the quality of education provision in poorer communities</p>
<p>Ingcaciso yeNjongo</p>	<p>I-WCED iza kugxila ekuxhaseni izikolo ezihlelekileyo ukuze:</p> <ul style="list-style-type: none"> - Ukupheliswa kokuqhuba kakubi kwini lezikolo ezipase ibanga le 12 ngereyithi engaphantsi kwama 70% ukuya ku 0 ekupheleni kuka 2019. - Ukuphelisa ukuqhuba kakubi kwabafundi kwamanye amabakala njengoko kunokulinganiselwa ngee-Annual National Assessment (ANA) kumabakala 1 – 6 no-9 neemvavanyo zeSebe iWCED zamabakala 3, 6 no-9 (Ithagethi zicaciswe kwisiCwangciso soBuchule InakwiProgram7) - Ukuphelisa ukuqhuba kakubi kwini lezikolo zamabanga aphantsi (primary schools) ezineziphumo ezimbi kwisistimik tests (systemic tests) nakuzo zonke iziphumo kuwo onke amabanga ngaphantsi kwe 85% ukuya kwi 30% ekupheleni kuka 2019. - Ukuphuculwa kwereyithi yokugcina abafundi besesikolweni (retention rate) (Kumabanga e 10 - 12) nge 68% ekupheleni kuka 2019. <p>Inani lokundwendela izikolo ngenjong zokuzinika inkxaso liyakulungelelaniswa nenkxaso edingwa sisikolo.</p> <p>Iziseko zophuhliso, inkxaso yokuphila, ukunikezwa inkxaso-mali kuyakujoliswa kakhulu kubafundi nezikolo ezifuna uncedo.</p>

Inkqubela ngokumalunga neethagethi ezicaciswe kwisiCwangciso soBuchule

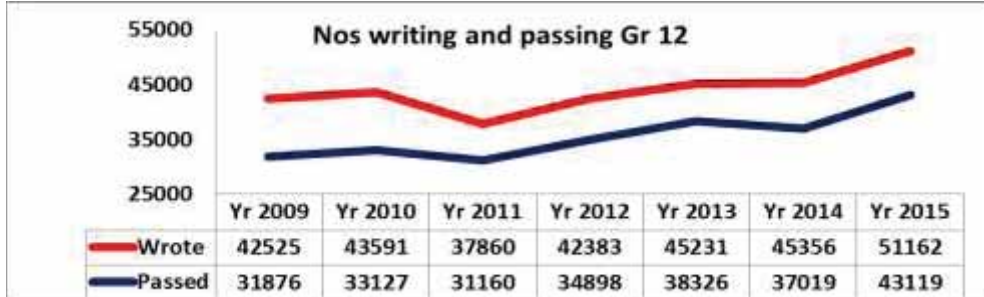
Injongo 1: Ukuphucula uLwimi neMathematika kuzo zonke izikolo

Ngo 2015 isiCwangciso soBuchule seLwimi neMathematika esitsha, seBanga R -12, senziwa, sanikwa izimvo, sagqitywa saze saqalwa njengokuba kuchaziwe kwisicwangciso seminyaka emihlanu. Nangona iiMviwo zoNyaka zikaZwelonke (Annual National Assessments) zange zigqitywe ngokusemthethweni ngo 2015, uHlolo lweSistimik leWCED (WCED Systemic Tests) lubonise ukuphucuka kweziphumo, ingakumbi kwiMathematika. Ngenxa yempumelelo engumangaliso kunokuba sasicinga, satshintshwa isiCwangciso seNtsebenzo soNyaka ka 2016/17.



Iziphumo 2 nesi 3: “Ukwandisa inani nomgangatho wokuphumelela iMatriki (NSC)” kunye “noKwandisa umgangatho wemfundo enikezwa iindawo ezihluphekayo”

IWCED inereyithi yokupasa eyi- 84.7% engaphezulu kwethagethi eyi- 83.5%. Lo nto yabangela ukuba ithagethi yeminyaka emihlanu yereyithi yokupasa itshintshwe, yonyuswa yasuswa ku-86% ukuya ku-88%.



Iinkcukacha ezipheleleyo, nazi.



Iziphumo zeWCED ze NSC ezithelekisiweyo 2010- 2015						
Unyaka	Ababh alileyo	Abapas ileyo	% yokupasa	Ukungena kwi B. Deg.	% Ukungena kwi B. Deg.	Izikolo ezine reyithi yokupasa <60%
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
2015	53 721	45 496	84.7	22 379	41.7	27

Iziphumo zezikolo ezikwindawo ezihluphekayo (iQuintile 1 - 4) zibonise ukuphucuka ngolu hlobo:

Ireyithi yokuPasa ngokweQuintile zikaZwelonke Izikolo zikarhulumente kuphela			
	Yr2014	Yr2015	Diff: '14 & '15
NQ1	66.5%	74.1%	7.6%
NQ2	68.6%	71.7%	3.2%
NQ3	71.3%	74.2%	2.9%
NQ4	77.9%	82.7%	4.8%
NQ5	92.2%	93.2%	1.0%
LSEN	84.4%	89.3%	4.9%
	81.6%	84.3%	2.7%

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 zilandelayo²:

Iprogram esekelayo 1.1: I-Ofisi yoMphathiswa wePhondo

Ukuncedisa ukusebenza kwe-ofisi yeLungu loLawulo lweKhansili yemfundo (Member of the Executive Council -MEC) ngokuhambelana nencwadana yabaphathiswa (ministerial handbook)

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 ngobuChule³ (Strategic Objectives)

Programme 1: Strategic Objectives	
INjongo eCwangciswe ngobuChule 1.1	Phuhlisa usebenzise isicwangciso seminyaka emi5 sokuphuhlisa ootitshala.
Ingcaciso yeNjongo	<ol style="list-style-type: none"> 1. Bamba iintlanganisano kabini ngonyaka phakathi kweWCED neeYunevesithi (HEIs), neDHET ukufaka ifuthe lokuqeqesha ootitshala abaqalayo 2. Phuhlisa usebenzise isicwangciso seminyaka emihlanu sokuphuhlisa ootitshala (kuquka iimpendulo zolwazi lohlolo; inkcukacha zootitshala; uqeqesho lwe-elearning) 3. Phuhlisa usebenzise iprogram equka konke yokukhuthaza ootitshala (comprehensive teacher incentive programme) yokuphuhlisa ukuziphatha kakukhle emsebenzini (professionalism), izakhono zokufundisa, ulwazi lwesabhjekthi kunye nolwazi lwekhompyutha lootitshala neenqununu 4. Tsala, ukhethe, ugcine iinqununu neeHoD eziwaziyo umsebenzi nezikumgangatho ophezulu
INjongo eCwangciswe ngobuChule 1.2	Phucula ulawulo nekxaso yezikolo, ezincedwa ziinkonzo ze-intanethi
Ingcaciso yeNjongo	<ol style="list-style-type: none"> 1. Nikeza iinkonzo ezifanelekileyo ezikolweni ngendlela encomekayo ukuze ujonge ukwaneliseka ngendlela yokujonga izikhalazo nangesaveyi yonyaka yokujonga ukwaneliseka. 2. Sebenzisa i-intanethi kakhulu ukukhawulezisa ukunikezelwa kweenkonzo nokususa ukusebenza kakubi ukuze iWCED inikezele ngeenkonzo ezikolweni, kootitshala, kubazali nakubafundi ngalo lonke ixesha, kuyo yonke indawo (e-Administration). 3. Ukucwangciswa kweMfundo kuqhutywe yidata kube noxanduva (data-driven and accountable)

²Iprogram ezisekelayo ziyinxalenye yetemplethi yamacandelo kazwelonke yaye ziziintlelo zenkxasomali yeSebe likaNondyabo (Treasury fund categories). Iimali ezikwiProgram 1 zijongene neendleko ezimalunga nolawulo kwisistim.

³Iinjongo zobuChule ngokwe siCwangciso sobuChule sika 2015-2019 zishicilelwe apha ngokupheleleyo

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

Ezemali

I-WCED lichithe i-98.54% yebhajethi ehlengahlengisiweyo evunyiweyo (approved adjusted budget) ka-2015/16.

Iimali zasetyenziselwa ukuhlangabezana neenjongo zesiCwangciso sokuSebenza (Action Plan) sika-2015 neenjongo ezintathu zeSebe iWCED. Yi-74.0% yebhajethi eyayabelwe imbuyiselo yabaqeshwa (compensation of employees) (CoE), nangaphezu kweebhiliyoni eziyi-R1.464 eyabelwe iiGranti eziKhutshwa phantsi kwemiqathango (Conditional Grants) esi7 nezinye iinkonzo ezingundoqo. ISebe iWCED lizibophelele ekuchitheni imali ngengqiqo ukwenzela ukuba liyisebenzisele ukuhlangabezana nezona mfuno zifuna inkxaso kakhulu.

Kwaba nokongiwa imali kwiiMali zabaSebenzi (Compensationn of Employees) (CoE), ngokukodwa ngenxa yokuncipha kwenani labasebenzi abangesosigxina (temporary) obekungalindelakanga (ngoJulayi nango Agasti), izithuba zomsebenzi zootitshala nabasenzi bakarhulumente kwiSebe zizaliswe emva kwethuba elide nto leyo ebangele ukongiwa kwemali ngokuthi kuhlululwe iimali ezongezelwayo(allowances) kubasebenzi ababambeleyo kwizithuba ezingaphezulu kwezabo.

Imali elondolozliweyo iye yasiwa ekuphuculeni iziseko zophuhliso zezikolo (school infrastructure) noncedo olunikwe izikolo ezijamelene nemingeni yemali. Iimali ziye zadluliselwa ezikolweni ukwenzela ukunika izikolo ezingahlawulisi fizi, imbuyekezo yokuxolelwa ekuhlawuleni iifizi, izixhobo, nokuphungula amatyala eenkonzo zikamasipala kwanokuvelisa 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-2014/15 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-32 039 xa zizonke ukulungiselela unyaka wokufunda ka-2015 ngenxa yokunyuka kobhaliso lwabafundi. ISebe iWCED landise ukwabiwa kwezithuba kuka-2016 ngezinye izithuba zootitshala ezingama-6.

Ezi theyibhile zilandelayo zinika ukwabiwa kwezithuba zomsebenzi kwiminyaka yokufunda ka-2011 ukuya ku-2016:

UNyaka wokuFunda	Izithuba ozabelweyo
2011	30 989
2012	31 091
2013	31 091
2014	31 357
2015	32 033
2016	32 039

ISebe iWCED liyaqhubeka nokuzimisela ukuphucula umyinge (ratio) ophakathi kwabafundi: notitshala kwisiGaba esisisiSeko. ISebe iWCED liye lagcina umyinge ophakathi kwabafundi: notitshala ongu-1:37 kwizikolo zaseprayimari kunye nongu-1:33 kwizikolo eziphakamileyo (high schools) kwithuba lika-2015/16.

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-2015 ukuya kowama-31 kuDisemba ka-2015, iSebe iWCED lanciphisa inani lootitshala abangenazo izithuba zengqesho abali-84, njengesiphumo sesicwangciso esiyiliweyo sohlengahlengiso lweetitshala.

Imiba yoMgaqo-nkqubo weKhefu lokuNgakwazi kusebenza noMhlala-phantsi othathelwa 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-2015 ukuya kowama-31 kuDisemba ka-2015, bangama-623 abafundi ababenikwe ibhasari yeFunza Lushaka abaye bafumana iziqinisekiso zobutitshala kubafundi abangama-819, nabathe bafakwa baqeshwa ngokuyimpumelelo kwizithuba ezisisigxina, ezethutyana okanye ezababambeleyo okanye ezingeso sigxina ngo-2014.

Ukuqala konyaka wesikolo ngo-2016, iSebe iWCED liye lagxila ekuqesheni ngokusisigxina ootitshala abatsha (abaquka abo bebefunde ngeBhasari iFunza Lushaka). Impumelelo yalo msebenzi wokukhangelwa kootitshala iye yaphela ekubeni kugqibele ngokuqeshwa ootitshala abatsha abali-1 010. Bangama-1 128 bebonke ootitshala abaqeshwe ngokusisigxina ukuba baqalise ukusebenza ngomhla woku-1 kuJanyuware ka-2016.

Ngo-2015 kuye kwanikwa 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.

I-WCED iye yaqubeka ukusebenzisa isixhobo sokuHlolwa okuSekelwe ekuKwazini ukwenza (Competency Based Assessment) (CBA) ukuncedisa ekuchongweni kweenqununu ngo-2015/16. 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 likwinqubo yokukhangela iinkcukacha (profiling) zezithuba zengqesho zamaSekela-Nqununu kunye neeNtloko zamaCandelo eziFundo ukwenzela ukwenza isixhobo seCBA sezi zithuba ngo-2016.

Idatha engokuqeshwa kweenqununu ezintsha ekule theyibhile ingezantsi yeyethuba elisusela kowoku-1 kuEpreli ka-2015 – kowama- 31 kuMatshi ka-2016 yaye ibonisa abo baqeshwe kuzo zonke izikolo zikarhulumente.

IiNqununu ezintsha ngonyaka ngamnye								
Izithili	Inani elipheleleyo lezikolo	2010	2011	2012	2013	2014	2015	Total
Cape Winelands	272	22	20	10	19	25	25	121
Eden & Central Karoo	219	13	12	9	27	32	17	110
Metro Central	210	30	14	6	24	38	22	134
Metro East	146	21	6	10	12	29	19	97
Metro North	208	16	10	16	14	30	13	99
Metro South	190	18	8	8	5	25	16	80
Overberg	83	9	5	4	9	18	5	50
West Coast	129	13	11	5	15	14	6	64
Zizonke	1 457	142	86	68	125	211	123	755

Ingcaciso noNxibelelwano (Information and Communication)

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

Ngo-2015/16, iSistim yeeNkcukacha zeSebe iWCED (WCED Information System) (CEMIS) iye yaphuculwa nangakumbi ukulungiselela ukuxhasa iinkqubo zoshishino ezenziwa kwiCMIS. ICEMIS idlale indima enkulu ekuqokeleleni idatha yokubhaliswa kwabafundi estyenziswa ekuxhaseni, ekukhokeleni nasekomelezeni ukwenziwa kwezigqibo ngobuchule.

Njengoko bejunjalo 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 eneemfundo ezizodwa.

Isixhobo sokuqwalasela izikolo ngeekota (quarterly school monitoring tool) siye sasetyenziswa ngamagosa ezithili ukulandelela inkqubela ngemiba ekhethekileyo exhalabisayo ngokusebenzisa iEdulInfoSearch. Izicwangciso zokuphuculwa kwezikolo zika-2015/16 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.

Ngo-2013, iSebe iWCED liye lalinga ukusetyenziswa kwe-automated e-Recruitment system. Zonke izithuba ebezingenamntu ngo-2015/16 ziye zapapashwa ngesistim ekwi-intanethi (online system). Xa kungoku bangama-49 564 abasebenzisi abasele bebhalisile kule sistim yaye bangam-28 207 abasebenzisi abazigcwalisileyo iiprofayile zabo kwisistim.

Unxibelelwano

Amajelo eendaba abonakalise umdla omkhulu kumsebenzi weSebe iWCED. Zibe ngama-4 280 ku 2014/15 ukuya ku 4 934 ngo 2015/16 iingxelo ezipapashiweyo lo nto ibonisa umdla owandileyo ngezemfundo kwiPhondo.

ISebe iWCED liye laqhuba amaphulo amane apha ekuhambeni konyaka: ukukhuthaza abazali ukuba babhalise abantwana babo ezikolweni kwangethuba bebhalisela unyaka ka 2016 no 2017; ukuxhasa uLwimi neMathematika- iziCwangciso zoBuchule zeSebe; kwakunye nokuxhasa ulungiselelo lwemiviwo ze NSC.

ISebe iWCED liye lavelisa iindidi ezininzi zezinto ezipapashiweyo, kubandakanywa i-"lingcebiso ezikusa empumelelweni" ("Tips for Success") isikhokelo seBanga le-10 ukuya kwele-12; iphephandaba leWCED, iEducation Update, kunye ne WCED@work, nephetshane lendaba labasebenzi.

Iwebhusayithi ye WCED iye yatsala umdla kubantu abangaphezu kwesigidi (1 189 392 ngomhla we 29 Februwari 2016), bangaphezu kawabantu aba100 000 abatyelela iwebhusayithi ngenyanga (108 126).

Uphuhliso olungundoqo luquka ukulontshwa kwe Potali yeSebe (WCED Portal) enceda ukuba iincwadi nezinye izincedisi-sifundo(teaching and learning resources)ezikwiwebhusayithi zifumaneke lula.

Uphuhliso olungundoqo lwe-intanethi kuquka ukubhengezwa kwePortal yeWCED enikeza ukufikeleleka ekufundiseni nge-intanethi nakwizixhobo zokufunda. IPortal ingundoqo weLearning Game Changer program yephondo..

IPortal iveza ithuba lokwabelana ngezimvo nangezixhobo zokufundisa, oku kuhambelana nokuzibophelela kwephondo ekwakheni intsebenziswano, ngenjongo zokwakha imeko elungele imfundo.

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-300 ezikuYoutube zeJografi, iMathematika, iPhysical Sciences kunye neLife Sciences. Ezi vidiyo ziye zatsala ababukeli abali-301 594 abebesele bezibukele ngowama-16 kuJanyuwari ka-2016.

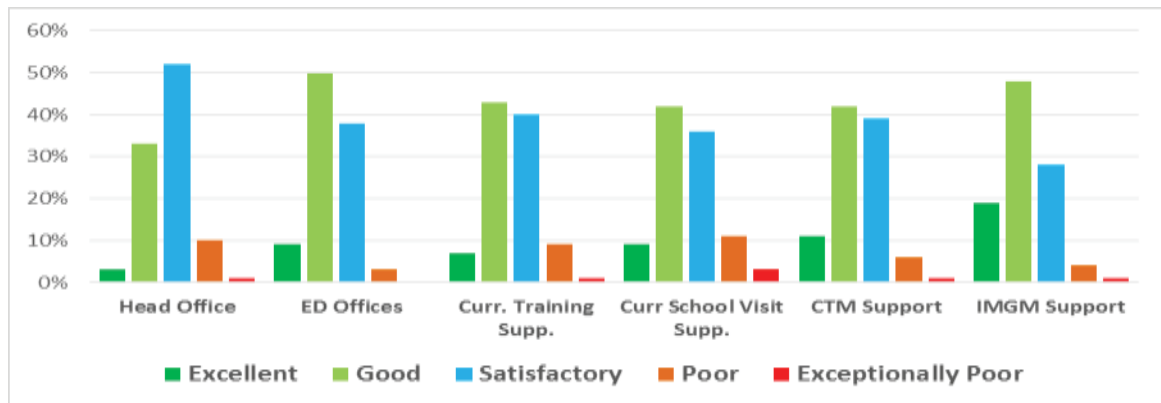
IiNkonzo zeeKlayenti zeSebe iWCED (WCED Client Services) zenza iziko lokuFumana ulwazi ngokuya ngeeNyawo (Walk-in Centre), iziko labaTyeleli (Visitor's Centre) kunye neZiko lemiNxeba (Call Centre). Iavareji yabatyeleli okanye iminxeba kwiziko ngalinye ngama-3 165, 570 ne 5 950 ngokulandelelana.

ISaveyi yoKwaneliseka kwabaXumi beSebe iWCED (ECED Customer Satisfaction Survey) iye yaqhutywa unyaka wesixhenxe ngo-2015. Isampule ebisenziwa kuyo isaveyi ibisisiqingatha sazo zonke izikolo zephondo. 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.

Abaphenduleyo ngokwesikhundla ngasinye somsebenzi		
IsiKhundla soMsebenzi	Total	%
Inqununu	256	23%
ISekela-Nqununu	153	14%
INtloko Candelo leziFundo	222	20%
UTitshala oPhezulu	103	9%
UTitshala	345	31%
Omnye	45	4%
	1124	100%

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

Inkxaso kaNdlunkulu nabaPhathi beED						
Ikhategori	Ixesha	Kugqwesile	Kakuhle	Kuyancomeka	Kubi	Kubi kakhulu
uNdlunkulu	2014	2%	31%	55%	10%	2%
	2015	3%	33%	52%	10%	1%
Ii-ofisi zesiThili zeMfundo	2014	7%	47%	40%	5%	0,3%
	2015	9%	50%	38%	3%	0%
Inkxaso yoQeqesho lweKharithulam	2014	6%	41%	42%	9%	2%
	2015	7%	43%	40%	9%	1%
Utyelelo lwezikolo lwenkxaso yeKharithulam	2014	7%	42%	41%	9%	2%
	2015	9%	42%	36%	11%	3%
Inkxaso yeCTM	2014	9%	41%	42%	6%	1%
	2015	11%	42%	39%	6%	1%
Inkxaso yabaPhathi be IMG	2014	17%	44%	35%	3%	1%
	2015	19%	48%	28%	4%	1%



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-2015 nango-2016, 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 iyingqununu, iSGB neSebe iWCED.

Ngo-2015, iSebe iWCED liye laqalisa inkqubo yoQwalaselo loPhuculo lweZikolo (School Improvement Monitoring) olwenziwa ngekota, olunxulumene neziCwangciso zoPhuculo lweZikolo (School Improvement Plans). I-SIM ka-2015/16 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 likaNondyebo wePhondo nokaZwelonke (Provincial and National Treasury) . Onke amacandelo aphantsi kweSebe iWCED anamacandelo asebenzisana nawo kwiSebe leMfundo esiSiseko 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. linkqubo 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: UCwangciselelo 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.

Iprogram yoVavanyo lweSikolo Siphela (Whole School Evaluation), eqhuba iintsuku ezi-3 okanye ezi-5, ngokuxhomekeke kubungakanani besikolo, isekelwe kwiinkalo ezilithoba ezihlolelwayo ezicaciswe kumgaqo-nkqubo weWSE: i)Ukusebenza kweSikolo okungundoqo; ii)JubuNkokeli, ulawulo nonxibelelwano (management and communication);iii) ukuPhatha nobudlelwane (Governance and relationships); iv)uMgangatho wokufunda nokufundisa nophuhliso lootitshala (Quality of teaching and learning and educator development); v)uKufundiswa kweKharithulam nokunikwa kwezixhobo (Curriculum provisioning and resources); vi)ukuPasa kwabafundi; vii)Ukhuseleko lweZikolo, uKhuseleko nokuziphatha;viii) iZiseko zoPhuhliso zeSikolo (School infrastructure); ix)naBazali nabahlali (Parents and community).

Izikolo ezili-142 ezihlolwe ngo-2015/16. Kwenziwe ubuChule bezikolo ezincinci (small school strategy) kwaze kwatyelelwa izikolo ezingama 34 emaphandleni ngo Meyi no Juni 2015. Okufunyanisiweyo kuye kwasasazwa kuluhlu lweengxelo ezongeza kwiingxelo ezinzulu ezizimeleyo, ezinikwe eso sikolo kuthethwa ngaso.

Konyulwe iBhunga lesibini lezeMfundo lase Ntshona Koloni (2nd Western Cape Education Council), elonyulwe ngokweMimiselo enxulumene neBhunga lezeMfundo kwiPhondo leNtshona Koloni (*The Regulations relating to the Education Council for the Province of the Western Cape*) kwintlanganiso yeKhansile ngomhla wama 25 February 2015. Ibhunga elitsha linamalungu amatsha namadala, liza kusebenza iminyaka emi 3, linika iingcebiso umphathiswa wephondo kunye neSebe iWCED kwimiba ephathelele nokunyusa umgangatho wolwimi nemathematika, ingakumbi kumabanga esi 8 ne 9 nakwizifundo ezisisiseko; ukuhlanganiswa kwe ICT kwigumbi lokufundela; ukunyusa indima edlalwa ngabazali, eyingxaki eqhubekayo kwilizwe lonke; neendlela zokuqinisekisa ukuba bonke abantu ababandakanyekayo kwezemfundo bayakuphendula okumele kuphendulwe. Ngo 2015, ikhansile idibene izhlandlo ezine.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 1					
IiNjongo eziCwangciswe ngobuChule	Eyona Mpumelelo 2014/2015	Ithagethi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
1.1.1 Iswangciso sokuqeqesha ootiishala	Intsha	IsiCwangciso siphuhlisiwe	IsiCwangciso sinikwe imida		Kuvunyelwene ngemigaqo engundoqo. Ezinye iinkcukacha ziseza kuqwalaselwa.
1.1.2 OoTitshala baya kuqeqesho lweveki ezimbini eCape Teaching and Leadership Institute	Intsha	1 100	1 947	847	Iimfuno ezimandla zendawo kwanikezwa namathuba.
1.2. Inani lezikolo ezisebenzisa iinkonzo zolawulo lwe-intanethi xa zisebenza	Intsha	1539	1 522	-17	Zonke izikolo ezivuliweyo zisebenzisa i-intanethi xa zisebenza. Inani lingumyinge wenani lonyaka njengoko inani lezikolo liye latshintsha ngeli xesha.

Izalathisi zentsebenzo

Programme 1					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagethi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
PPM 101: Inani lezikolo zikarhulumente ezisebenzisa iisistim zolawulo lokuphathwa kwezikolo (school administration management system) (esekhompyutheni) ukunika idatha kwisistim kazwelonke yokulandelela abafundi (national learner tracking system)	1 524	1 539	1 522	-17	Zili 12 izikolo ezivaliweyo ngomhla wama 31 Disemba 2015: Algerynskraal LB Primary, Boontjieskloof EK Primary, Buffelsfontein Laerskool, De Neus SSKV Primary, Dwarsrivier SSKV Primary, Lynedoch Primary, Ouplaas Laerskool, Palmietrivier VGK Primary, Rondevlei EK Primary, Swartheuwel NGK Primary, Uithlugt UCC Primary, Urionskraal NGK Primary. Zi-6 izikolo ezivulwe ngomhla wo 1 Janawari 2016: Heatherlands High School; Forest Village Leadership Academy; Happy Valley Primary School; VRT Pitt Primary School; Kwanokuthula Primary School; Silverleaf Primary School Qaphela: Zivuliwe kuluhlu olungundoqo (Master List) kodwa azifakwanga kwitotali: 1 Public Ordinary School, Protea Heights Primary, izakuvulwa ngenxa yokuba ne 0 labafundi. Kukho izikolo zesibhedlela ezi 4 ezine 0 labafundi. Inani lingumyinge wenani lonyaka njengoko inani lezikolo ezivuliweyo litshintshile ngeli xesha. I-100% yezikolo ezivuliweyo zisebenzisa isistim yekhompyutha (electronic system) ukufaka idatha kwisistim kazwelonke yokulandelela abafundi (national learner trackign system)

Programme 1						
Umlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagethi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuywa kweyona ngo 2015/2016		Izimvo malunga notshintsho
PPM102: Inani lezikolo zikarhulumente ekunokuhagamshekwana nazo ngekhompyutha (ngeimeyile)	1 524	1 539	1 522	-17		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)	19.42%	20.63	18.87%	-1.76%		Uxinzelelo lwebhajethi lubangele ukuba kutshintshwe izinto ekuqalwa ngazo
PPM 104: Inani lwezihlandlo zotyebile olwenziwa ngamagosai eziThili ezikolweni besiya kujonga umsebenzi benika nenkxaso	New	1 539	1 522	-17		Jonga kule ngcaciso ingentla. I- 100% yezikolo ezityelweyo ngamagosai eziThili besiya kujonga umsebenzi benika nenkxaso.

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.
- Ukukhangelwa, 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 lweetitshala namagosai 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
- Ukuhlaziywa kwazo zonke iirejista zeeasethi qho ngekota

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

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	2015/16			2014/15		
	Ulwabiwo-mali lokugqibela	Inkcitho Eyiyo	Inkcitho (eGqithisileyo)/eNgaphantsi	Ulwabiwo-mali lokugqibela	Inkcitho Eyiyo	Inkcitho (eGqithisileyo)/eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
1.1 IOfisi yomPhathiswa wePhondo (MEC)	7,663	6,917	746	6,504	6,504	-
1.2 IiNkonzo zeNkxaso (Corporate Services)	284,579	263,987	20,592	264,120	264,120	-
1.3 ULawulo lwezeMfundo	990,251	928,826	61,425	361,789	356,751	5,038
1.4 UPhuhliso lweZakhono zaBasebenzi	1,552	1,552	-	1,330	1,330	-
1.5 ISistim yeeNkcukacha zoLawulo lweMfundo (Education Management Information System) (EMIS)	33,327	29,406	3,921	32,916	32,916	-
Iyonke	1,317,372	1,230,688	86,684	666,659	661,621	5,038

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. Ukuquka ne-eLearning.

Iprogram yezeMfundo kwiZikolo eziQhelekileyo zikaRhulumente iqulethe ezi program zisekelayo zilandelayo⁴

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 nakwabangezofitshala 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)⁵

IiNjongo eziCwangcise ngobuChule (Strategic Objectives⁶)

IProgram 2 IiNjongo eziCwangcise ngobuChule (Strategic Objectives)	
IInjongo eCwangcise ngobuChule 2.1	Phuhlisa wenze umsebenzi wolawulo lwekharithulam nobuchule benkxaso yephondo
IInjongo yesitetimenti	<ol style="list-style-type: none"> Phuhlisa wenze umsebenzi wobuchule bolwimi oqinisekisa ukuba; <ul style="list-style-type: none"> Bonke abafundi bafikelela kwinqanaba ezibekiweyo zokufunda ngokucacileyo nokubhala kwiBanga ngalinye kwizikolo zeprayimari Iprogram yoqeqesho lwabantu abaqeshiweyo (An in-service training programme) esekelwe kwiimfuno ezifumaneka kuhlalutyo lohloho lolwimi lwamaBanga 3,6 nele 9 kunye ne ANA. Phuhlisa wenze umsebenzi wobuchule bemathematika oqinisekisa ukuba; <ul style="list-style-type: none"> Kukho ukugxininisa bokuqonda iziseko zekhonsepti zeMathematika kwi Foundation Phase. Kwiminyaka ephambi kweyesikolo (pre-school years) ingakumbi iBanga R, kukho ukugxininisa kumakhono andulela ukubala (pre-numeracy skills). Kukho ukugxininisa ekuphuculeni umgangatho wokufundisa iMathematika kuwo onke amabanga kugxilwe kwi-Intermediate Phase Abafundi baseHigh school abathembisayo ukuba bangayenza iMathematika bayachongwa babhaliswe kwizifundo zeMathematika. Phuhlisa wenze umsebenzi wolawulo lwesicwangciso sekharithulam sokuphuhlisa izifundo zeScience neTeknoloji Phuhlisa wenze umsebenzi wolawulo lwesicwangciso sekharithulam ukusombulula iingxaki ezithile kwiFoundation Phase nakwi-Intermediate Phase. Phuhlisa wenze umsebenzi wesicwangciso samanyathelo aza kwenziwa ekuxhaseni izikolo ekucwangciseni ukunikezwa kwekharithulam.
IInjongo	Qinisekisa ukuphucuka kolawulo lwesikolo

⁴ Iiprogram ezisekelayo ziyinxalenye yetemplethi yamacandelo kazwelonke yaye ziziintlelo zenkxasomali 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

⁵ Iinkonzo zasesikolweni zemidlalo ezenkcubeko nezamajelo osasazo azibandakanywa njengeprogram esekelayo nanjengoko eNtshona Koloni lo msebenzi ungena phantsi kweSebe lezobuGcisa, iNkcubeko nezemiDlalo

⁶ Iinjongo zesiCwangciso soBuchule sika 2015 -2019 sishicilelwe apha ngokupheleleyo

eCwangciswa ngobuChule 2.2	
Injongo yesitetimenti	Phuhlisa uxhase amaxesha eenqubo zongenelelo, ashwankathelweyo kwisiCwangciso sesiThili Sokuphucula, esinikezela oku: 1. Ukuqinisekisa ulawulo lwekharithyulam kuwo onke amabanga esikolo, ingakumbi iFoundation Phase
INjongo eCwangciswa ngobuChule 2.2	Qinisekisa ukuphucuka kolawulo lwesikolo
Injongo yesitetimenti	2. IziCwangciso zoLawulo lweSikolo ziyakujongana neemfuno zokufunda zabafundi ngempumelelo ehigh school. 3. Ikrayiteriya yokuqesha iyakuquka umsebenzi wenqununu ube kukulawula inkqubo zekharithyulam ezikolweni 4. I-SMT iza kuxhaswa ekujongeni yonke imiba yolawulo lwesikolo, kuquka isimilo esiphazamisayo kunye nokungayi esikolweni(absenteeism), etc. 5. Ulawulo lwesikolo luyakuqinisekisa ugxininiso olujoliswe kubafundi 6. Ulawulo lwesikolo luyakwamnkela uxanduva lwezinto abazenzileyo. 7. Uqeqesho nenkxaso yamalungu oMbutho woLawulo lweSikolo(School Governing Bodies), nokumonitha indima yabo nomsebenzi wabo. 8. Ukuphucula ukuxhaphaka nomgangatho wokumonitha iinkonzo zenkxaso ezinikezelwa zii-ofisi zezithili ezikolweni
INjongo eCwangciswa ngobuChule 2.3	Qinisekisa ukuba kunikezwa imfundo ekwinqanaba eliphezulu kubo bonke abafundi ingakumbi abona bahluphekayo.
Injongo yesitetimenti	1. Yandisa ukufikeleleka kumathala eencwadi nakwizixhobo zokufunda ngeprogram yokwakha nokuphucula izakhiwo, intsebenziswano namathala eencwadi ephondo nakamasipala, ukuthengwa kwematiriyeli yamathala eencwadi ngemali-nkxaso ye norms and standards nokwenziwa komsebenzi wobuchule be-elearning. 2. Lungelelanisa intsebenziswano ukuze kuxhamle abafundi kunye nabo bonke abadlala indima, amanye amasebe karhulumente, oomasipala nabazali. Iprogram kufuneka iphucule umgangatho noqeqesho labalawuli bezikolo wandise inkxaso yabazali kubantwana babo nakubantwana besikolo. 3. Yenza umsebenzi wokuhlanganisa izikolo (school mergers)ekuza kuxhamla kuzo abafundi, ucwangcise ukusetyenziswa kwehostele zonke kwakunye nempumelelo yokwenza iiruti zezithuthi 4. Qinisekisa ukugxininisa emaphandleni xa kunikezwa isicwangciso semfundo. 5. Qinisekisa ngokufikeleleka kokunikezelwa kwekharithyulam. Oku kuquka ukunika iingcebiso ekukhethweni kweesabhjekthi kunye nezifundo zevocational neziteknikal kubafundi bonke kwindawo ezikhethiweyo. 6. Nikezela ngezakhiwo (bona iProgram 6) nezixhobo (equipment) ukuxhasa ukufunda nokufundisa kwakunye nokunyusa iziphumo zokufunda. 7. Yenza umsebenzi weprogram ye-elearning ukomeleza ukusebenza kwemfundo
INjongo eCwangciswa ngobuChule 2.4	Nikezela inkxaso yentlalo neplattom yokuphuhlisa ulutsha
Injongo yesitetimenti	1. Qinisekisa ukuba zonke izikolo zifumana inkxaso engephi ngomfundi ngamnye. 2. Nikezela ngemfundo esisimahla kubafundi abanabazali abangakwazi ukuhlawula imali yesikolo ebizwa sisikolo, ezo zikolo zenze izicelo zokungahlawuli imali yokufunda (fee-exemption) 3. Yandisa inani lezikolo ezingahlawulisi mali ("No Fee" schools), ukuba ikhona imali. 4. Yonyusa ukufikeleleka kwenkonzo zempilo ezikolweni ngenqubo yokutyisa abafundi nangekliniki ezihambayo(mobile clinics) 5. Jongana neemeko zokhuseleko ngeprogram yezikolo ezikhuselekileyo (safe schools programme) ngokubambisana namanye amasebe 6. Nikezela inkxaso esebenzayo malunga nokukhethwa kweesabhjekthi nengcebiso zamakhono. Xhobisa ootitshala ukuze bakwazi ukujongana neemfuno zabafundi bagxinise kumfundi omnye: bancedise ekukhetheni isabhjekthi kwibanga le 9; banikezela ngengcebiso zokufunda; nolunye ulwazi oluyimfuneko baze baqinisekise ngenxaxheba yabazali nonxibelelwano.

Injongo eCwangciswa ngobuChule 2.4	Nikezela inkxaso yentlalo neplafom yokuphuhlisa ulutsha
	1. Yenza umsebenzi wesiCwangciso sokuPhuhlisa uLutsha ngokwenza oku kulandelayo: <ul style="list-style-type: none"> - Xhasa iSupport for Mass Opportunity and Development Centres, nokunikezela inkxaso kubantwana emva kwesikolo (after-school support) ingakumbi kwindawo ezingakwaziyo ukugcina abafundi kumagumbi okufundela. - I-Internships (Premiers Advancement of Youth, Graduate Internship Project, Western Cape Youth Gap Year Project) – phuhlisa amakhono nolwazi olujoliswe ekulungiseleleni umsebenzi nokwandisa ingeniso (income generation). - Uphuhliso lwamakhono (Youth Focus Project and Schools of Skills) – ukufunda umsebenzi wezandla nowe-occupational (vocational learning and occupational pathways). - ULawulo loKhuseleko lweMfundo (Education Safety Management) – phuhlisa iinkqubo zongenelelo ezinyusela izikolo ezikhuselekileyo, ukhuselo lwezikolo zasekuhlaleni nokhuseleko lawbafundi. - Iinkokheli zoLutsha neKhansile zabaMeli babafundi (Youth leadership and Representative Council of Learners -RCL) – phuhlisa amakhono nolwazi olujoliswe kuphuhliso lwenkokheli. - Ezempilo, ukunenekela neKxaso – HIV/AIDS neeprogram ze peer education - I-School enrichment – phuhlisa amakhono nolwazi olungajoliswanga ekwandiseni ingeniso, umz. I-civic education, ukunqanda ungasulwano, imali/ ukulawula amatyala, ezempilo.

linjongo ezicwangciswa ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifizekisiweyo

Amanani obhaliso lwabafundi

Abantu baseNtshona Koloni bakhule nge28.7% phakathi ko-2001 no-2011 kwaye elinani liqhubeka ngokukhula. Ngokokubalwa kwabantu ngo-2011 yi Statistics South Africa (StatsSA), iNtshona Koloni likhaya kubantu abangama-5 822 734, bamele i-11% yabantu baseMzantsi Afrika bephelele.

Njengokuba kulindelekile, landile inani labafundi ababhalise kwizikolo zikarhulumente.

Icandelo	2012	2013	2014	2015 ASS	Umahluko 2012 – 2015
	IBanga R kwizikolo ze PO	58 953	59 565	63 492	64 648
IBanga – 7 kwizikolo ze PO	592 033	603 430	617 424	639 197	47 164
IBanga 8 – 12 kwizikolo ze PO	342 959	343 616	346 017	344 906	1 947
Izikolo ezineemfundo ezizodwa	19 470	19 627	18 702 ⁷	18 777	-693

Owona mba mnye mkhulu ufuthela lonke ucwangciso nolungiselelo kwezemfundo ngulowo wokubhaliswa kwabafundi. ISebe iWCED lisebenzise idatha yeSaveyi yamakhaya jikelele (General Household Data) kunye nokucazululwa kwezinye izinto ezibonakala kule datha ukwenzela ukuncedisana nezo ngqikelelo zobhaliso lwabafundi eziyinxalenye engundoqo yokuqhuba iinkonzo zezemfundo kweli phondo. Ukufunda nokufundisa okusebenzayo kuxhomekeke ekufumaneni umlinganiselo (ratio) ofanelekilyo phakathi kotitshala: nomfundi, izixhobo zokuncedisa ukufunda kunye neetextbook. Ukwanda kubhaliso lwabafundi kule minyaka idlulileyo kubangele uxinzelelo lendawo yokuhlala nabasebenzi kwidolophu ezinkulu ezifana neKapa. Okona kukhula kukhulu kubonakala kwizikolo zepayimari. Ngaxeshanye, ukuncipha kwamamanani kuyabonakala kwezinye iindawo kwiphondo.

⁷ Ukuhla okubonakalayo kobhaliso lwabafundi ng2014 kubangelwe kukutshintshwa (re-classification) kwezikolo ezintathu zikarhulumente.

Ucwangciso lobhaliso lwabafundi lufuna ukusetyenziswa kwedata ekhoyo. Ukwanda kwabafundi kwiphondo kuza kuqhubeka ngokubeka uxinzelelo kwindawo zokuhlala ezikolweni iminyaka eliqela ezayo.



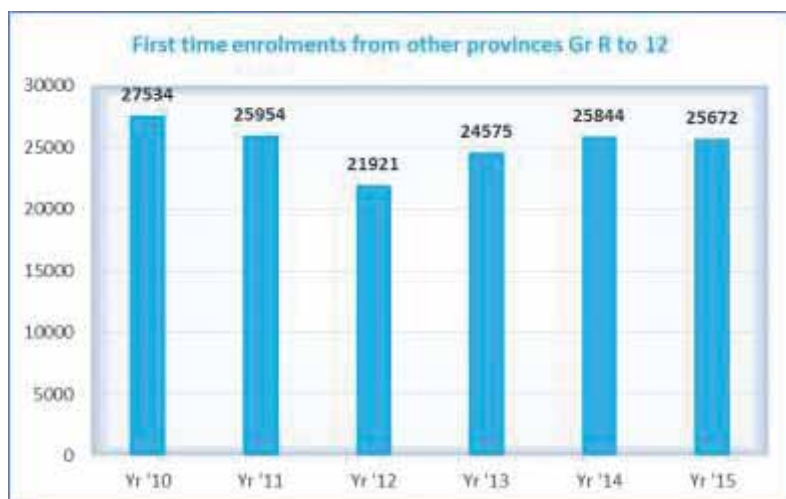
Amanani obhaliso lwabafundi kwizikolo zikarhulumente													
UNyaka	Bng 1	Bng 2	Bng 3	Bng 4	Bng 5	Bng 6	Bng 7	Bng 8	Bng 9	Bng 10	Bng 11	Bng12	Bebonke
2004 ⁸	104 105	82 130	81 489	76 781	66 060	82 574	89 614	85 053	78 964	80 756	54 199	39 451	921 176
2005	93 515	94 231	80 695	80 809	74 984	66 141	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
2015	108 233	101 934	94 342	95 212	84 554	79 250	75 641	75 753	79 114	72 430	63 220	54 390	984 073

Umthombo weengcombol: 2015: iSavey yoNyaka yeZikolo (Izikolo zeSiqhelo zikaRhulumente (abafundi beyunithi iLSEN ababalwanga)

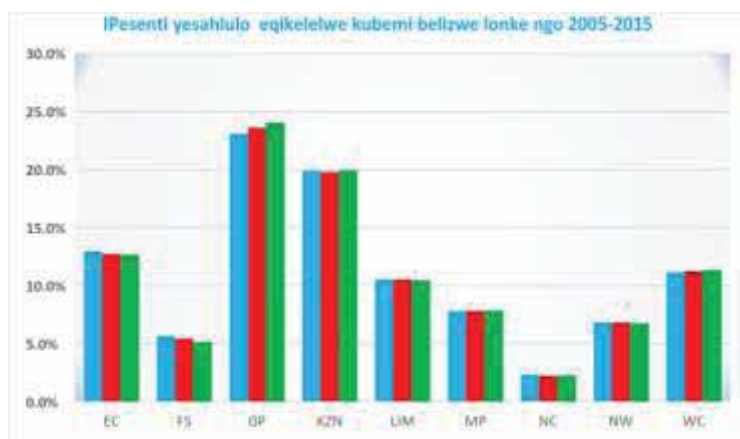
Le theyibhile ikweli phepha lidlulileyo ibonisa ukuba inani eliphelelyo labafundi linyuke ngama - 62 897 kumjikelo weminyaka eli-12 (2004-2015). Into eqaphelekayo kukukhula okukhulu ekubhalisweni kwabafundi beBanga loku-1 kulomjikelo, kunye nefuthe lokuphuculwa kokukugcinwa kwabafundi beqhuba esikolweni abaphakathi kweBanga le-10 nele-12.

Ukukhula kwamanani abafundi abafudukela kweli phondo, isengoyena nobangela ubalulekileyo wokukhula kwamanani obhaliso nodala uxinzelelo olumandla kuzo zonke izixhobo ezisetyenziswayo

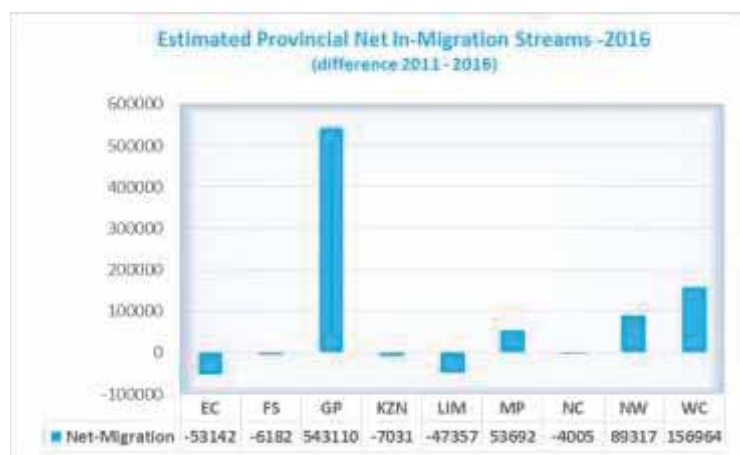
⁸ Iipatheni zamanani obhaliso zichatshazelwa lutshintsho kwinqanaba likaZwelonke, umgaqo-nkqubo wokwamkelwa kwabafundi abakwiBanga loku-1 esikolweni ngo-2000, nto leyo eyadala ukuba izikolo zibhalise kuphela abafundi abanaminyaka esixhenxe kubhaliso lokuqala. Ngenxa yoku amanani obhaliso eBangala loku-1 aba ngaphantsi kwalawo eminyaka edlulileyo. Ekubeni kuphindwe kwatshintshw iimfuno zeminyaka yobhaliso ngo-2004, kwabuyela kwiminyaka yangaphambili, kubekho ukunyuka kumanani obhaliso kwakhona. Oku kubonisiwe kule theyibhile.



Intshona Koloni ikwi ndawo yesibini kumaPhondo akhula ngokukhawuleza



Kuwo onke amaphondo, iNtshona Koloni ifumana isahlulo esikhulu senani lababafundi abafudukela kweli phondo



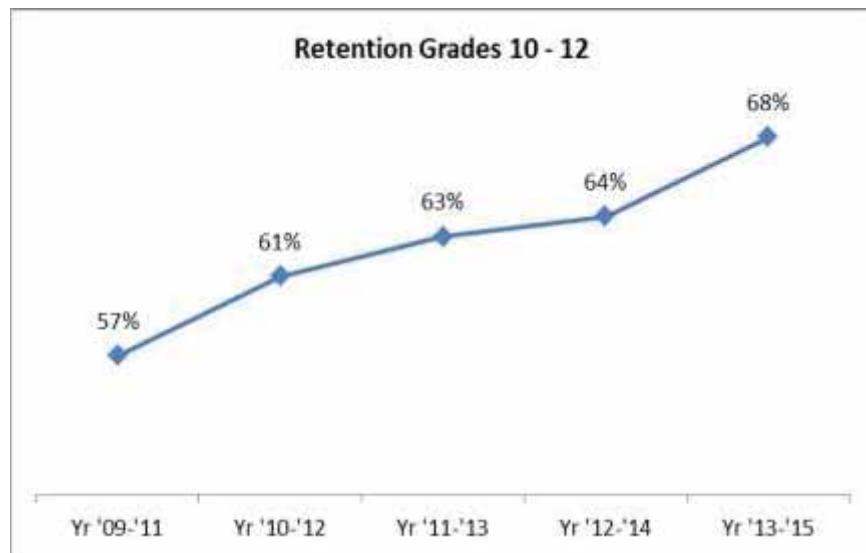
Abantu abadala eNtshona Koloni bagqibe umyinge weminyaka eli-9.9 esikolweni. Eli nani lodlulwa kuphela lelo laseGauteng leminyaka eli-10.5. Umyinge kaZwelonke yiminyaka eli-9.3 (SA Census 2011).

IziPhumo zeeMvavanyo

Le grafu ingezantsi ishwankathela inkqubela yakutsha nje yezinga lokupasa. Amanani ewonke kwiBanga 1 nakwele 9 abonisa ukuba bakhona abafundi abaphindayo. Le yimiba enikwe ingqwalaselo nongenelelo olulodwa lokonyusa izinga lokupasa.



Ezi ziimpawu zokuphuhlisa kgcino lwabafundi beqhuba esikolweni, ezibonakaliswa zezinkcukacha-manani zilandelayo.



linkcukacha zentsebenzo kwiimvavanyo zokujonga inkqubo (systemic tests) zeWCED nakwiSatifikethi Matrikhi sikaZwelonke zikwi Ngcaciso yeNtsebenzo kwicandelo leNtshayelelo yalomqulu wengxelo.

Uqeqesho

Ootitshala

Ngo-2015, inkxaso yesithili igxile kwizikolo neetitshala eziludinga kakhulu uncedo. Uqeqesho lonke lootitshala luxhaswa yiiprogram yenkxaso eqhubeka kumagumbi okufundela.

Ootitshala besiGaba esisiSeko, isiGaba esiPhakathi nesiGaba esiPhezulu banikwe iikhosi zoqeqesho ezili -19 zeveki ezimbini kunye neesemina neenkomfa ezi-5 zosuku olunye okanye ezeentsuku ezimbini zoqeqesho kwiiLwimi neMathemathika. IMfundo eQukanisayo (Inclusive Education) kunye nokusetyenziswa kwe ICT kuyinxalenye yolungelelo.

AbaLawuli beZikolo (kuquka neenqununu)

Ngo-2015 iSebe iWCED linike uqeqesho nenkxaso kubalawuli bezikolo abangenamava, befuna inkxaso eyongezelelweyo yabacebisi (mentoring), nakwabo bazimisele ukuqhubeka nokuziphuhlisa ngokwasezifundweni. Iikhosi zabalawuli bezikolo ziye zagxininisa kwizihloko ezibandakanya iiNdimas neMisebenzi yamaSekela-Nqununu (Roles and Responsibilities of Deputy Principals), iiNdimas 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). Ngama – 771 amalungu eeKomiti zoLawulo lweZikolo abaxhamle kwiikhosi zeCTLI zoLawulo nezobuNkokeli ezikolweni.

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 kubo bonke abasebenzi beSebe iWCED. Ngama-12 516 abasebenzi abaxhamle kwiikhosi ezimfutshane nokolunye uqeqesho ngo-2015/16.

Iziqinisekiso zemfundo ezivunyiweyo (Accredited qualifications)

Iikhosi zeSatifikethi seMfundo yabaPhambili (Advanced Certificate in Education) (ACE) ezigxininisa kuBunkokeli eSikolweni ziye zasiwa kumaziko emfundo aphakamileyo. Ezi khosi ziye zaxhaswa ngemali liSebe iWCED zukwenzela ukuphucula umgangatho wobunkokeli nolawulo ezikolweni. Ngama-93 ootitshala abaye babhalisela iACE ngo-2015/16. Kwabo, ngama-88 abazigqibileyo kwaye baziphumelela izifundo zabo.

INkxaso eNikiweyo

Ezemali

Imali ebekelwe iMimiselo nemiGangatho (Norms and Standards) yolwabiwo-mali ezikolweni ilinganiselwa ngokwemfuno ukwenzela ukuba izikolo zabahlali abangathathi ntweni zabelwe imali engaphezulu. Kwixa elingaphambili, izikolo kuZwelonke ezukumaNqanaba (National Quintiles (NQ)) 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 882
INqanaba 5*	R 239	R 317	R 334
* <i>Iindleko eziphakathi kuzo zonke izikolo</i>			

Imeko yeefizi	Inani elipheleleyo lezikolo
Ezingabizi fizi	882
Izikolo ezibiza iifizi	569
Xa zizonke zidibene	1 451⁹

Enye yezinto ezibalulekileyo ezibentsha ngo-2014 ibikukwandiswa kweprogram yezikolo ezingabizi fizi. Izikolo ezingama-216, ezinabafundi abangama-172 541, ezikwiNqanaba 4 no-5 ziye zenziwa zabazizikolo "Ezingabizi Fizi" , ngoba ziye zafaka izicelo zokubekwa kwimeko yokungabizi fizi. Ziqale ngoko ke ukuxhaswa ngandlela zonke, kwaye zixhamla ngukufanayo nezikolo ezingahlawuli fizi.

Izikolo ezibiza iifizi, zinokwenza isicelo sokubuyiselwa iintlawulo, xa abazali abangenako ukuhlawula iifizi bexolelwe ekuhlawuleni iifizi. Ngo-2015, zizigidi ezingama-R43.7 ezihlawulelwe ukuxhasa ukuxolela abafundi abangama- 73 342 bezikolo ezingama-548 ukuba bangazihlawuli iifizi

Ulingo (pilot) Lwezikolo zoBambiswano

Ngenxa yefuthe ilide lentlupheko no kungalingani ngemivuzo, izikolo zikarhulumente ezininzi kwiindawo zoluntu olohluphekayo zifuna inkxaso ethe catha yoku lawula izikolo, yootitshala, yabafundi kunye neyezibonelelo ngemali.

Iqela labantu abanika inkxaso-mali (funders) nemibutho yenkxaso, beza kwiSebe iWCED malunga nokuvavanya imodeli ethile "yezikolo zikarhulumente ezingabizi fizi" kwakunye nokunika uncedo ngemali. Oku kubangele ukuba kubekho ulingo (pilot) lweprojekthi yeZikolo Zambiswano (Collaboration Schools).

Amalungu asebenzela (Operating partners) olu bambiswano azakuqinisekisa ukuba ezizikolo zifumana inkxaso enzulu ezikolweni, kootitshala neenqununu, ngoqeqesho ngezixhobo ezongeziweyo, ngokubeka esweni kwenkqubela nangokufumana iingxelo rhoqo ngokuqhubekayo. Inkxaso ephuma kwiWCED izakudityaniswa naleyo izanelungu elisebenzela (operating partner) olu bambiswano, iZikolo zoBambiswano zono zibe ziqhubekeka nokufumana inkxaso-mali, iziseko neenozo ezinjenge ziithuthi, nokondliwa ngendlela ehambelana nomgaqo-nkqubo olandelwayo weSebe leWCED

⁹ Qaphela ukuba izikolo ezitsha zilungiselelwa (accounted for) ngokwahlukileyo.

Iprogram yolingo (pilot) lweZikolo zoBambiswano igqale koku:

- Ukuphucula umgangatho wemfundo kwizikolo zikaRhulumente
- Ukubonisa ngeemodeli eziyimpumelelo zokubambisana ngemfundo
- Ukomeleza ulawulo nokuthatha uxanduva kwizikolo zikarhulumente
- Ukuphuhlisa ootitshala; noku
- Qhuba ungenelelo ngoncedo olujongene nokuphucula umgangatho wemfundo kwizikolo zikaRhulumente zabafundi abaphuma kuluntu olungathati ntweni.

Olu lingo luqhutywa ezikolweni zaseprayimari nezasesekondari kwaye luquka izikolo ekudala zikho nezisandula ukusekwa. Olu lingo luzakuqalisa ezikolweni ezi-5 ngo 2016 kwaye luzakuqhubeka iminyaka emi-5, ngokuxhomekeke kwintsebenzo yaloo malungu nezozikolo.

UbuChule kwezoLwimi neMathematika

Umba ophambili kwiSebe iWCED kukuphucula izakhono kwezoLwimi neMathematika kubafundi abasaqalayo esikolweni. Kwenziwe isiCwangciso esiDibeneyo (Integrated Strategy) sokupucula izisekelo zokufunda, ukwenzela ukuba kupheliswe ukuqelelelana kwemizamo yophuhliso. IsiCwangciso seeLwimi sango 2015-2019 nesiCwangciso seMathematika sango 2015-2019 zilungiselelwe iminyaka elishumi elinesithathu yokuhamba isikolo ukususela kwiBanga R uyokuma kwiBanga le-12. Ezizicwangciso zihlola iingcombolo (data), zinike umkhomba-ndlela ngophado lolwazi lwalamaxesha olumalunga nemiba enefuthe elikhulu ekuphucelini ukufunda. Ezizicwangciso zinika icebo lokwenza kubekho umgaqo-sikhokelo omnye wokuhlalutya imo yezikolo, ngokwesekethe, nangokwesithili ukuze kuyilwe isicwangciso esibanzi. Esicwangciso sokuphucula singenelela kwimiba emine eyenza ukuba abantwana bakwazi ukufunda. Lemiba nantsi: ukuphuhliswa kwabantu, amacebo okufundisa asebenzayo, ukunikwa nokusetyenziswa kwesixhobo/indawo (facility), ukubeka esweni novavanyo (evaluation).

Ngo 2015/16 IWCED ibambe iintlanganiso kuzo zonke izithili kuxoxwa ngobuchule. Ubuchule buye bafumaneka kwi-intanethi ezinye iikopi ziye zaprintelwa zonke izikolo ngelwimi ezinathathu zePhondo leNtshona Koloni.

IProgram yeZikolo eziPhakamileyo

IProgram yeZikolo eziPhakamileyo (High School Programme) ijolise ekwandiseni amanani abafundi abapasa iSatifikethi seMatriki sikaZwelonke nokunciphisa inani lezikolo eziqhuba kakubi. IProgram yenkxaso jikelele (general support programme) ijongana nawo onke amabanga asezikolweni eziphakamileyo. Ngo-2015, iprogram yeZikolo eziPhakamileyo iye yasebenzisa indlela enomahluko yokuxhasa izikolo eziphakamileyo kweli phondo. Izikolo ezipaselwe ngabafundi abangaphezu kwe-90% kunyaka odlulileyo zinikwe inkxaso encinci; izikolo ezipaselwe ngabafundi abangama-70% - 89% zinikwe inkxaso ephakathi ejoliswe kwisifundo ngasinye, kwaza kwanikwa inkxaso enkulu yesikolo sonke kwezo zikolo zipaselwe ngabafundi abangaphantsi kuka-70%.

NgoJanyuware ka-2016, iSebe iWCED liye lahlalutya iziphumo zeSatifikethi seMatriki sikaZwelonke kwisikolo ngasinye, kwisifundo ngasinye nakwiphapha lemibuzo ngalinye. Kuye kwenziwa izicwangciso ezineethagethi ezijoliswe kwisikolo ngasinye nakwisifundo ngasinye, ngokusekelwe kolo hlalutyo. Isikolo ngasinye, nesithili ngasinye zinikwe iithagethi zamanani abafundi abapasa ngeSathifikethi seMatriki sikaZwelonke, nabafundi abapasele ukufumana amanqaku okungena kwisifundo zezidanga zokuqala (B-degrees).

Kukho inkqubo yokuncedisana nabafundi (tutoring programme), esebenzisa iingcaphephe zeetiishala eziphuma kwiSebe iWCED nezangaphandle. Kusetyenziswe oomabonakude beintanethi (telematics) ukufundisa abafundi kwizikolo ezili-147 ngo-2015, baza abacebisi ngeZifundo (Subject Advisers) banika inkxaso emandla kwezo zikolo bezifumene impumelelo engaphantsi komyinge (average) wephondo kwizifundo ezibhaliselwa kakhulu (high enrolment subjects). Umfundi ngamnye weBanga le-12 unikwe incwadana yamacebo okufunda kunye nomqulu wemibuzo yeemviwo.

Ngo-2016 izithili zisebenzise ithempleyithi efanayo yeziCwangciso zoPhuculo lweZithili, ebijolise ekuphuculeni izinga lokupasa kwisiGaba esisiSeko, kwiBanga le-8 nele- 9, nakumaBanga e-10, 11 nele-12. Kuvezwe icebo elitsha, lokusebenzisa iithagethi nezicwangciso ezijolise ekuphuculeni iilwimi neMathemathika, ngokuhambelana neziCwangciso zango-2015 zoLwimi neMathemathika, eziyinxalenye yondoqo wesiCwangciso sokuSebenza sika 2015-2019. Izikolo eziqhube kakubi kwizifundo ezibhaliselwa kakhulu ziye zachongelwa inkxaso ejoliswe kwizifundo ezo.

Ukufunda nge-intanethi (e-learning)

Le projekthi yokufunda ngeintanethi ichongwe njengo "Mguquli Zinto" ("Game Changer") wephondo kwaye inikwa inqwalaselo ephambili. Iprojekthi yeWide Area Network yephondo ibeliqalela lesiseko seprojekthi yokufunda nge-intanethi, iprojekthi leyo ifikelele kwisigaba sokuqala ukusebenze ngo-2014, apho izikolo ezingama-248 zixhamle ku"magumbi okufundela achubekilyo" ("smart classrooms").

Ubume (scope) bale projekthi buquka:

IProjekthi yeWide Area Network (WAN) – iprojekthi kaRhulumente wePhondo. Zizikolo ezinga ma-680 ebesezifakelwe iinkonzo zoqhagamishelwano (connect) ekupheleni kuka 2015/2016
IProjekthi yeLocal Area Network (LAN) - iprojekthi yeSebe iWCED. Zizikolo ezili-52 ebesezifakelwe iinkonzo zoqhagamishelwano (connect) ekupheleni kuka 2015/2016.
IProjekthi yokuKhumbuzo 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) Zizikolo ezingama-54 ezihlaziyelwe ilebhu zazo ukwenzela ukuba abafundi ababhalise kwizifundo zesatifikethi seMatrikhi sika zwelonke (NSC) ezisekelwe kwikhompyutha (computer based) baxhamle kwizixhobo (equipment) zekhompyutha zangoku.
IProjekthi iEdulab computer Refresh inika izikolo iteknoloji yangoku nefanelekileyo ukwenzela ukuba abafundi bakwazi ukufikelela ngqo kwitekoloji kwimeko elungiselwe iICT. Zizikolo ezili-125 ezixhamle kwiLAB Refresh ngo2015/16.
IProjekthi yeeKlasi ezineIntanethi (Smart Classroom Project) inika izikolo iteknoloji 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). Zizikolo ezingama- 310 ebazine intanethi kunye namagumbi okufundela angama-2850 ebene intanethi ekupheleni kuka Matshi ngo2015/16.
IProjekthi yeKhathalogu yeziXhobo zeIntanethi (e-Resources Catalogue Project) yiprojekthi engemixholo efumaneka kwi-intanethi (online digital content. Iqalwe ngo2015 kwaye ayongezeleleka amanani abanfundi abayisebenzisayo.
IProjekthi yeSistim yoLawulo lokuFunda (Learning Management System) (LMS) iquka uvimba wezixhobo zasekhompyutheni (digital resources repository) yaye ijonge ukunika ootitshala, abafundi nabazali izixhobo zokufunda nokufundisa zeintanethi (digital).

liteksti, kunye neencwadi zokusebenzela (workbooks)

ISebe leMfundo esisiSeko kuZwelonke linike izikolo zeSebe iWCED iincwadi zokusebenzela (workbooks) ngokoluhlobo 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)

Umqulu (volume) woku-1 wencwadi yokusebenzela (workbook) wekota yoku-1 ne ye-2 olungiselelwe amaBanga R-9 wawusele ufikile ezikolweni ngomhla we-7 Okhthobha 2015 kwaye umqulu we-2 wencwadi zokusebenzela wekota- 3 ne 4 ka 2016 olungiselelwe iBanga R-9 wasiwa ezikolweni ngomhla we-12 Februwari 2016. I-odolo yeencwadi zokusebenzela zika 2016 zeBanga R-9 zongezwe nge5% ukuze kukhawulelwelelwane nokunqongophala kwazo okubangelwa kukhula kwenani labantwana ababhaliswayo. Ukuhanjiswa kweencwadi zokusebenzela ezongezweyo kuqityezelwe ngomhla wama-25 ku Janywari 2016. Amagosa eSebe iWCED, ngawo azakuxhasa aphinde abeke esweni ukusetyenziswa kweencwadi zokusebenzela.

ISebe iWCED lenze oku ngenjongo yokunika umfundi ngamnye incwadi yesifundo (textbook) ehambelana ne CAPS, kwisifundo (subject) ngasinye asifundayo. Ngo June 2015, zonke izikolo zinikwe ithuba loku odola ukuze zongeze kwiincwadi zezifundo zeCAPS zonyaka ka 2016. Izikolo ezaa odolayo zazifumena ngomhla we-25 kuNovemba 2016 ezoncwadi. Imali esetyenzisiweyo yokongeza iincwadi zezifundo ime ku-52 million yeeRandi kumjikelo wonyaka-mali ka 2015/16.

iKhathalogu yoncwadi (literature), lweMfundo noQeqesho oluQhubekayo (Further Education and Training (FET)) lweSebe leMfundo esisiSeko (DBE) yamiselwa ngo Epreli 2015 ukwenzela isetyenziswe ngonyaka ka 2016 ophelileyo wesikolo, kuqalwe ngeemviwo zango 2016 zetekst yoncwadi (literature)) olomiselweyo lweBanga le-11. Ngokwesicelo esifakwe zizikolo, iSebe iWCED lithenge itekst yoncwadi yeBanga-11 leFET. Uhambiso lweencwadi ezi odolweyo luqityezelwe ngomhla wama-26 kuFebruwari 2016.

IDBE ibonelele ngeKhathalogu kaZwelonke yeBanga-10 le CAPS ukuba isetyenziswe kwizikolo zobuchwepheshe (technical schools) kunyaka ophelileyo wesikolo ngo-2016. Izikolo zobuchwepheshe zithengelwe iincwadi zezifundo zobuchwepheshe (technical textbooks) ezizezi; iMathematika yobuchwepheshe, Technical Science, Civil Technology, Mechanical Technology ne Electrical Technology zeBanga-10. Uhambiso lweencwadi ezi odoliweyo luqityezelwe ngomhla wama-26 kuJanyuwari 2016.

Izikhokelo zemimiselo nemigangatho yeSebe iWCED (WCED norms and standards) zicebisa ukuba ngaphezu kwe-40% yesabelo-mali kufanele sibekelwe ukuthenga i-LTSM, i-10% yesabelo igcinelwe imathiriyeli yethala leencwadi (library). Ezizikhokelo zithi umfundi ngamnye makabe nencwadi yesifundo ngasinye kway istokhwe semathiriyeli yethala leencwadi lezikolo kufanele sandiswe qho ngonyaka de inani elipheleleyo lezinto (items) eziselayibrari libonise umgangatho (standard) wezinto (items) ezili-10 kumfundi ngamnye.

Umgaqo-sikhokelo (framework) wokulawulwa nokubuyiswa kweencwadi zezifundo (textbooks) ngabafundi saqaliswa ngoNovemba ka-2013 ukuqinisekisa ukuba abafundi bayazibuyisa iincwadi zezifundo ekupheleni konyaka ukuze ezo ncwadi ziphinde zisetyenziswe nyaka nonyaka. Izinga langoku lokubuyiswa kweencwadi ngu-87%.

Iziseko Zophuhliso (Infrastructure)

Isicwangciso sika-2015 zophuhliso lweziseko sibeke phambili ezi nkalo zophuhliso zilandelayo:

- Ukwakhiwa kwezikolo ezintsha ukwenzela ukuncitshiswe uxinzelelo olukwindawo zokufundela
- Ukususa izikolo ezikhuo namagumbi okufundela akhoyo, akhiwa ngezixhobo ezingekho mgangathweni, endaweni yazo kwakhiwe izikolo ezintsha namagumbi amatsha.
- Ulondolozo nolungiso lwezakhiwo
- Ukubonelela ngamagumbi okufundela eBanga- R

Ngapha koko, ukunikwa nokusetyenziswa kwamagumbi okufundela ajikelezayo (mobile classrooms) kusabalulekile kunceda xa kuthe gqi iimfuno ezingxamisekileyo nezingacwangciselwanga.

Ukukhula okuqhubekayo kwamanani abafundi, okumalunga nama-20 000 ngo-2015 nango-2016 kufake uxinzelelo ekunikeni iziseko zophuhliso. Ingxelo ephangaleleyo malunga nokunikwa kweziseko zophuhliso ikwiProgram 6, phantsi kweNgongoma 6.1. Ayingabobonke abafundi abahlala kufuphi nezikolo ezisemgangathweni ofanelekileyo, ngoko ke abafundi abathuthwayo ukuya nokubuya esikolweni bebengama-57 517 ekupheleni kwalo nyaka-mali kunikwa ingxelo yawo.

Ukuxhaswa nokuwongwa kootitshala

ISebe iWCED liqhubekile ngokunika inkxaso ebonakalayo kootitshala kwiinkalo eziqatshelwe ngootitshala. Ngaxeshanye, iSebe iWCED liye lagxila ekunciphiseni uxinzelelo kootitshala oluquka ukwenza imisebenzi yezolawulo (administrative) nokuhamba iivekshophu neentlanganiso. ukunceda izikolo zicwangcisele u-2016 kwangethuba, ngenyanga ka Agasti 2015 kuthunyelwe ezikolweni iikhalenda zoCwangciso (Planning Calendars), ezidwelise imihla ebalulekileyo, efana naleyo yokuqalwa nokugqitywa kweemviwo, neminye imihla ebekiweyo yezolawulo.

NgoNovemba ka-2015 bekubanjwe Umsitho woNyaka wokuWonga ooTitshala bePhondo wetyeli le-16 (16th Annual Provincial Teaching Awards Ceremony), apho bekubhiyozelwa kukwawonga iimpumelelo zootitshala kweli Phondo. Ootitshala banikwe iimbasa emva kwenkqubo eyenziwe ngobunono yokuhlaza nokuqhuba udliwano-ndlebe. Ezi mbasa ziwonga iimpumelelo neziqalo ezitsha kulamacandelo ali-10; ooTitshala beBanga- R, abeeMfuno zeMfundo eziZodwa, ukufundisa ngokungenamkhethe, iSikolo sasePrayimari, iSikolo saseSekhondari; ukuGqwesa kwiTeknoloji - ukufunda nokufundisa okuphuculiweyo, iMathematika (GET), Natural Sciences, ubuNkokeli beSikolo sasePrayimari; ubuNkokeli beSikolo saseSekhondari kunye nembasa yeMpumelelo yoBomi bonke. Ootitshala ababini baseNtshona Koloni bagqithela phambili baphumelela kwisigaba sokuwongwa ngeembasa kwiiMbasa zikaZwelonke zokuFundisa ku 2015. Kwabhengezwa uGafieza Ismail-Le Chat wase Spine Road High njengoyena ubalaseleyo kuko konke okumalunga nokuGqwesa kwiTeknoloji-ukufunda nokufundisa okuphuculiweyo. UCharles Marthinussen wase Atlantis

Secondary waphumelele kwindawoyesibini yokuGqwesa kubuNkokeli beSikolo saseSekhondari.

liBhodi eziLawula iZikolo

Unyulo lweeSGB oluthembekileyo lwephondo lubaluleke kakhulu ekuqinisekiseni ukuba kukho izitraktsha zolawulo ezikwaziyo ukuthatha uxanduva ezikolweni. Inqununu namaqela onyulo lwezikolo baye baqeqeshwa ziifisi zezithili ukulungiselela unyulo olukhululekileyo nolufanelekileyo ezikolweni. Ukukhuthaza ukuthatha inxaxheba okuphangaleleyo, ngethuba lonyulo kuye kwasetyenziswa amaphulo ohlukeneyo obuchule bokukhuthaza abazali ukuba bathathe inxaxheba. Obu buchule bebuquka iiphamflethi, izibhengezo kunomathotholo nakumaphephandaba kunye neengxoxo ngalomba. Ngapha koko, imiButho yeeSGB, awona mahlakani abalulekileyo kulawulo olufanelekileyo, iye yancedisa ekwenzeni kuba abantu bazi malunga nokubaluleka kokuthatha inxaxheba kolunyulo.

Ukulungiselela unyulo lweeSGB luka-2015 lwangoMatshi ka-2015, kuye kwasekwa iqela lonyulo lephondi ukuba liqwalasele le nkqubo yonyulo. Umsebenzi wokuqala wesi sitraktsha ibikukuqoshelisa ukuBeka iNkqubo 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 ukutyeshela intlanganiso yokhetho-nonyulo lwabagqatswa ukwenzela zifake isicelo sokubamba unyulo lwemini yonke. Zingamashumi amathandathu anesine izikolo ezifake izicelo zonyulo lwemini yonke. Izikolo ezininzi (ezingama 804) zilugqibe ngenyanga ka Epreli 2015 unyulo lweebhodi zolawulo. Ekupheleni kuka Juni 2015, izikolo zonke besezilugqibile unyulo lwazo lweebhodi zolawulo. Izikolo ezisibhozo zemfundo eneemfuno ezizodwa, azibinalo unyulo ngenxa yomgama ophakathi kwazo noluntu ezilusebenzelayo. Izitraktsha ezilawula izikolo ziqeshwa iyiNtloko yeSebe (Head of Department (HOD)).

Ngokwemimiselo yeemfuneko zonyulo kumele kubekho ikhoram yabazali abaza konyula iSGB. Ukuba ayikho ikhoram kunyulo lokuqala, kumelwe ukuba kubizwe 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

Ngo-2014 kuyilwe umgaqo-sikhokelo (framework) wephondo woqeqesho lweminyaka emithathu lweeSGB, kwiindlela ezahlukeneyo zoqeqesho. Ezona nkalo zingundoqo zika-2015 zezi (i) ukuqonda iindima noxanduva lweeSGB, okuquka umahluko phakathi kolawulo nokuphatha (management and governance), (ii) umgaqo-siseko weeSGB kunye nokuqonda indlela yokuziphatha (code of conduct) kweeSGB eziphetheyo, (iii) ucwangciseliso lophuhliso, ukwenziwa kwebhajethi kunye nokunyuswa kwengxowa (fundraising) yesikolo, kunye (iv) nokukhankaselwa nokukhethwa kwabasebenzi besikolo.

Le theyibhile ingezantsi ibonisa inani labalawuli ngokohlanga, ngokwesini nangokukhubazeka.

UBume babemi abakwi SGB (Demographics of the SGB)									
Uhlobo	Isini		Ukukhubazeka		Uhlanga				Abangachazwanga
	Amadoda	Abasetyhini	Ewe	Hayi	AmAfrika	Abelungu	Abelungu	AmaNdiya	
Isihlalo	935	426	7	1 354	238	188	917	11	7
Nobhala	311	1 082	5	1 388	248	263	867	8	7
Nondyebp	628	678	2	1 304	209	232	846	12	7
Abafundi	385	447	1	831	216	110	491	6	9
Abanye	4 444	4 537	33	8 948	1 506	1 658	5 677	70	70
Bebonke	6 703	7 170	48	13 825	2 417	2 451	8 798	107	100

UkoNdlwa kwabantwana esikolweni

Ngo-2015/16 iNkqubo kaZwelonke yokoNdla iZikolo (National School Nutrition Programme) (NSNP) yondle abafundi abangama- 469 721 (ebengama-456 520 ngo-2014/15) ngokutya okunempilo mihla le, kwizikolo ezili-1 023 ezithagethiweyo zeePrayimari nezeeSekondari zeMfundo eneeMfuno eziZodwa. Ngabafundi abangama-557 beNqanaba (Quintile) 1-3, bezikolo zasePrayimari, bali-111 kwezaseSekondari (zeNqanaba 1-3), bangama-44 kwezeMfundo eneeMfuno eziZodwa kunye nabangama-311 bezikolo ezikwiNqanaba le-4 nele-5, abondliweyo ngo 2016. Ababenzi beNSNP benzelwe iivekshophu ngemiba yezabasebenzi ngokuphathelene namavolontiya asebenza ngokutya (volunteer food handlers) (VFHs) – umzekelo walemiba luqeqesho malunga nokwenzakala emsebenzini, iges yokubasa nezicimi-mlilo. IiVFH ziphinde zanikwa uqeqesho ngokhuseleko lokuphatha ukutya neges yokubasa, ucoceko, ukulungisa ukutya kunye nokulinganisela (portion sizes). Zingamashumi amabini anesibini (22) iivekshophu zoqeqesho ngezemveliso yokutya ezenzelwe ootitshala, abazali nabafundi abanagama-463. Kuye kwaphakwa isidlo sakusasa phakathi kuka-7.30 no-8:00, phambi kokungena kwesikolo kusasa, saza isidlo esingundoqo saphakwa lingedlulanga i-12:30.

IZikolo eziKhuselekileyo

ISafe Schools Programme inendlela engunxantathu (three-pronged approach) (i) ULawulo loLwaphulo-mthetho ngokunikwa kweendlela ezingundoqo zokhuselo (core security mechanisms), (ii) iProgram zokuxhasa iinguqu ngendlela 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 nokuthile. Kukhuthazwa ukuba abafowunayo bafowunele inombolo yamahala engu-0800 45 46 47 ngokunxulumene noku kulandelayo: liMeko/iingxaki eziNgxamisekileyo, ubuNdlabongela beeNdlavini, uMothuko omkhulu, uLwaphulo-mthetho eSikolweni, iMpatho-gadalala neMibuzo ngokubanzi.

Abafonayo banikwa ingcaciso efowunini (telephonic debriefing) kwiimeko zeefowuni ezingxamisekileyo kuze kwiimeko zeefowuni ezingangxamisekanga, apho kuyimfuneko khona, 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 lekhuleni yonyaka ka-2015. Iifowuni ezingama-3 890 kwezi fowuni bezifuna ukulandelelwa nenkxaso. Engama-738 kule minxeba ibizizelo ezinxulumene nolwaphulo-mthetho. Kuye kwaxelwa iimeko ezingama-439 zempatho gadalala, apho iminxeba engama-277 ibifuna iingcebiso zeengcali nenkxaso ngokwasengqondweni (counselling and psychological support). Inkxaso ngokwasengqondweni yabasebenzi ikwanikwa phantsi kweNkqubo yeNtlalo-ntle yabaSebenzi yeSebe yaye ikwasebenza njenkxaso eyongezelelweyo yeNkqubo yeZikolo eziKhuselekileyo.

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

Zingamashumi amahlanu izikolo ezongezweyo eziye zafumana iindlela ezingundoqo zokhuselo (iigeyithi ezizivulekelayo (motorized gates); iigeyithi zokubeka esweni abahambi ngeenyawo (pedestrian monitoring gates); iilam 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 khona. 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 nokohlutha iziyobisi izikolo ezikhethiweyo ziye zanikwa izikhangeliziyobisi eziphathwa ngesandla (hand held metal detectors). Kukho izicwangciso zokuthintela ulwaphulo-mthetho zezithili zemfundo, izicwangciso zolawulo lolwaphulo-mthetho nezeeprojekthi ezithile (ukusetyenziswa gwenxa kweziyobisi, uphuhliso lolutha, ukusonjululwa kweengxabano, ulawulo lokhuseleko) ngokusebenzisana namasebe karhulumente nee-NGOs.

Ukongeza kweli Ziko lemiNxeba leZikolo eziKhuselekileyo nenkxaso yeendlela zokhuselo, ngo-2015/16 iSebe iWCED linike abafundi iinkqubo zezemfundo lisenzela ukukhuthaza izenzo ezakhayo ezifana nezemidlalo, ubugcisa, imidlalo yeqonga nolwazi malunga nazakhono zexesha elizayo (future careers). Ezi nkqubo 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 abatshungayo esikolweni zize zikhangele ukuba yintoni ingxaki ebangela oku. Zikunika uthantamiso (mentoring) nokukhokela (coaching) abafundi abasemngciphekweni ukwenzela ukuqinisekisa ukuba abafundi bayakwazi ukufikelela kwiinkonzo abazifunayo. IiFieldworker zoKhuseleko zincedisa kwiiYouth Club zeeSafe School njengenxalenye yenkqubo yeeholide neyokuphuma kwesikolo. Le projekthi ijonge ukugxininisa ukuziphatha kakuhle neengcinga ezakhayo

ngokuthathwa abafundi abasemngciphekweni basiwe kwizitlaksha ezifanelekileyo zezemfundo nokuphuhlisa izakhono zokuqhuba iiprojekthi zoluntu.

Inkqubo yaseMvakokuphuma kweSikolo

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, ekuqaliseni inkqubo yeMOD (uThatho-nxaxheba, amaThuba nofikelelo kwakunye noPhuhliso) (Mass participation, access to Opportunity and Development) kwizikolo ezili-181 kwizithili zemfundo zosibhozo. Amaziko angama-98 asekwizikolo zaseprayimari. Ezi nkqubo ziqhutywa emva kokuphuma kwesikolo yaye zinika abafundi amathuba okuprehtiza 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-2015 lenze oku;

1. Lilawule laxhasa ubhaliso lwamaziko eeMOD ukuze athathe inxaxheba kwimiDlalo yamaQela eZikolo (School Sports Leagues)
2. Lixhase ukuqhutywa kwemidlalo yamaqela ezikolo ephakathi kwamaqela esikolo ngasinye nephakathi kwezikolo (intra and inter school sports leagues)
3. Linikise ngezixhobo.
4. Liqinisekise ukuba amaziko eeMOD ayafikeleleka kwizikolo eziwangqongileyo
5. Lixhase inkqubo yeYebo- kwiiklasi ze Mathmathika ne Science zasemvakwemini.

Kuye kwafikelelwa kwisivumelwano phakathi kweSebe iWCED neSebe lemiCimbi yeNkcubeko nezemiDlalo ukwenzela kubambiswane 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 eziluhlobo lwamaholo ezikolo ngonyaka-mali ka-2014/15. Iye yandiswa le nkqubo ikhoyo yokwakhiwa kwamaholo ezikolo. Kuye kwakhethwa izikolo ezisixhenxe eziza kucwangciselwa zakhelwe ngo-2014/15 kusetyenziswa iArchway Foundation, yaye ulwakhiwo luya kugqitywa ngo-2015/16. Zezi izikolo ezichaphaelekayo:

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 Kruijn Secondary School (Winelands)
7. Helderkruijn Primary School (Metro East)

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 ne Cavalleria Primary School nazo ziza kuxhamla kule projekthi.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 2					
IiNjongo eziCwangciswe ngobuChule	Eyona Mpumelelo 2014/2015	Ithageethi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithageethi eCwangcisweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
2.1. Izicwangciso zekharithyulam eziyiliweyo zaze zaqhutywa	Intsha	Iphuhlisiwe	Izicwangciso eziphuhlisiwe ngokwe zithili	Azikho	
2.2. Inani lezikolo ezityelelweyo ngekota zonke ukuze zifumane inkxaso yabalawuli	Intsha	1 539	1 522	-17	Li 100% lezikolo ezivuliweyo ebezityelelwa qho ngekota. Li-1522 umyinge wenani lezikolo ezivuliweyo (ziquka nokongezwa kwezikolo zezibhedlele ezi4 ezibekekwe bucala) Kusetyenziswe umyinge kuba amanani ebemane etshintsha phakathi enyakeni.
2.3. Inani lezikolo ezixhamle ekusetyenzisweni kwe e-learning.	Intsha	0	63	63	Kongezwe inkxaso-mali
2.4.1. Inkxaso-mali esetyenziswe kumaziko eMOD nasekuxhaseni uPhuhliso loLutsha	Intsha	110 680	73 145	37 535	Ukusilela ekusebenziseni imali yeziko le MOD kubangwe kukuba kuye kwafuneka kwenziwe inkqubo yebhidi ngenxa yeshishini elinika iinkonzo elingakwazanga ukufezekisa imimiselo yalo yesivumelwano. Inkqubo ejolise kulutsha (Youth Focus Programme)ifumene isongezelelo semali esivele kwaSETA. Amabango (claims) ekota ye abhatelwe ngoEprili 2016
2.4.2. Ukubonelela izikolo ngenkxaso ngokwentlalo neyemali	Intsha	676 736	757 199	-80 463	Imali eya ngokukhawulezileyo kwizibonelelo zemiMiselo nemigangatho ka 2016/17 inikwe izikolo zeNQ1. Inani labafundi ngo2015/16 likhule ngaphezu kokuba bekulindelwe. Likhule ngaphezu kokuba bekulindelwe. Kufunyenwe inkxaso-mali eyongezelelweyo yokubonelela iprojekthi yokuxolelwa ekuhlawuleni iifizi kuhlawulwe i100% yamabango avela ezikolweni.

Izalathi zentsebenzo

IProgram 2					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukushintsha kusukwe kwithagethi eCwangciselwe yo kuyiwe kwEyona Mpumelelo ka- 2015/2016	Izimvo malunga notshintsho
PPM201: Inani lezikolo ezibonelela ngazo zonke iinkonzo zokufundisa ezinika inkxaso kubafundi abanemiqobo ethintela ukufunda	40	48	40	-8	Kugqitywe kwelo kuba kugxilwe ekubeni komelezwe umgangatho wezikolo ezikhoyo kulo nyaka.
PPM202: Inani leePrayimar ezipase konke kuANA ngezanga elingama-40% nangaphezulu	Intsha	300	Ayikho	Ayikho	Ngo 21015/2016 iphondo alizo kwenza ngxelo ngezalathisi ezinxulumene noANA kuba khange kubhalwe uviwo kwizikolo ebezimelwe koko.
PPM 203: Inani leeSekondari ezipase konke kuANA ngezanga elingama-40% nangaphezulu	Intsha	30	Ayikho	Ayikho	Ngo2015/16 iphondo alizokwena ngxelo ngezalathisi ezinxulumene noANA kuba khange kubhalwe uviwo kwizikolo ebezimelwe koko
PPM204: Inani leeSekondari ezipase iSatifikethi seMatrikhi sikaZwelonke (NSC) ngezanga elingama-60% nangaphezulu	Intsha	410	413	3	Kugqithisiwe kwithagethi ngenxa yokusebenza kakhulu kwezikolo kunye nabasebenzi abaxhasayo.
PPM205: Ipesenti yabantwana abag-qibe iminyaka eli-9 kunyaka opheli-leyo kwaye bebhaliswe kwiBanga le-4 (okanye eli ngaphezulu) kulo unyaka.	Intsha	64%	68.42%	4.2	Ukuphuculwa kwezanga lokupasa kwiBanga lo-1 lubenegalelo eko-nyukeni kwale pesenti. Yiminyaka mi-4 sikhona isicwangciso sokuphucula iBanga lo-1.
PPM 206: Ipesenti yabantwana abagqibe iminyaka eli-12 kunyaka owandulela lo, babe ngoku bebhaliswe kwiBanga le-7 (okanye elingaphezulu)kulo unyaka	Intsha	64%	61.76%	- 2.24%	Abaninzi kwababafundi sele bephinde unyaka kwisiGaba esisiSeko. Akufikelelwanga kwithagethi ebithekelelwe.
PPM207: Inani lezikolo ezinikwe izixho-bo zamajelo osasazo (oku kubheisele kumagumbi okufundela ane-intanethi)	Intsha	0	63	63	Ithagethi ibili-0 kuba zininzi izikolo ezixhotyisiweyo kunyaka opheli-leyo. Inkxaso-mali yabelwe ukuxhasa izikolo ezingama-60 ezongezweyo.
PPM208: Ukungahambi sikolo kwabafundi	6%	7%	5.82%	1.22%	Kugqithisiwe kwithagethi. Kukho impazamo encincinane eqatshelweyo ekufakweni kweenkcukacha.
PPM209: Ukungahambi sikolo kootitshala	3%	3%	3%		
PPM210: Inani labafundi abakwizikolo zesiqhelo zikaRhulumente abaxhamla kumgaqo-nkqubo weZikolo eziNgabizi zifizi	554 523	562 940	566 968	4 028	Inani labafundi abaxhaswayo linxulumene nenani lababhaliswayo, inani lababhaliswayo ligqithile kweli thekelelweyo.
PPM211: Inani lootitshala abaqeqeshwe kumxholo nendlela yokusebenza ngolwazi lokufunda nokubhala(literacy) ngolwimi*	Intsha	650	853	203	Ziye zongezwa izicelo zendawo, yokuhlaba baze abafake zicelo bayifumana indawo.
PPM212:Inani lootitshala abaqeqeshwe kumxholo nedlela yokuseben-za (methodology) ngolwazi lwama-Nani (Numeracy)/neMathematika*	Intsha	600	1 094	494	Ziye zongezwa izicelo zendawo yokuhlala, baze abafake izicelo bayifumana indawo.
PPI 2.1. Ipesenti yabafundi abagcinwe beqhuba esikolweni ukususela kwiBanga le-10-12	64%	65%	68%	3%	Zibenegalelo kule mpumelelo iprogram eqhutywayo yokukhuthaza abafundi baqhubekeke nesikolo kunye nenguqulo kumgaqo-ndlela ezingabavumelanga abafundi ukuba bahlale kwesisigaba ixesha elingaphezulu kweminyaka emi-4.

*Qaphela ukuba oku kubhekisele kuqeqesho olufomali olwenziwa eCappe Teaching and Leadership Institute

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukuqhuba izicwangciso (strategies) ezitsha zephondo zokuphucula 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.
- Ukugxila kubukho bootitshala esikolweni nokusetyenziswa ngentsuku zonke zokufundisa.
- Ukuxhaswa kolawulo lwemali ezikolweni.
- Ukusetyenziswa ngokugqibelelyo kwendima nefuthe lomguquli zinto wephondo (provincial game changer) kwi-e-learning, nto leyo eya kuza nofikeleleka kwe-intanethi, amagumbi okufundela aneintanethi, kunye namathuba aphuculiweyo okufunda ezikolweni.
- Ukusetyenziswa ngokugqibelelyo kunye nokuxhaswa kwamaZiko eMOD kunye nokutshintsha kwezinto ezenziwa lulutsha ukuphuma kwesikolo ephondweni kubanjiswene neSebe lezeNkcubeko nezemiDlalo nezoPhuhliso lwezeNtlalo.
- Ukuqala iNkqubo ye Service Learning njenge ndlela yokuphucula uphuhliso lobunkokheli kulutsha ngoku bandakanywa nokuphakamisa uluntu.
- Ukusebenza namanye amasebe noomasipala ukuxhasa ukhuseleko esikolweni, ukugcinwa kwabafundi beqhuba esikolweni, ukuhamba isikolo kunye neenkqubo ezilungiselelwe ulutsha olusemngciphekweni.
- Ukuqalisa ulingo lweNkqubo yeZikolo Zobambiswano

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) ukuze kuxhaswe ukuqhutywa kweCAPS
- kwisigaba esiphezulu (iBanga lesi-7 - 9) neBanga le-12
- Ukunika imiMiselo nemiGangatho (Norms and Standards allocations) kwizikolo
- eziqhelekileyo zikarhulumente
- Ukunika ukutya okunezakhamzimba abafundi abakudingayo
- Ukwandisa inkqubo yezikolo ezingahlawuli fizi (no-fee schools)
- Ukugcina inkqubo yokubuyekezwa kwabo baxolelwa ekuhlawuleni iifizi
- Ukugcina Inkqubo yezikolo ezikhuselekileyo

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2015/16			2014/15		
	Ulwabi-womali lokugqibela	Inkcitho Eyiyo	Inkcitho (eGqithisileyo)/ eNgaphantsi	Ulwabi-womali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
2.1 IZikolo zasePrayimari zikaRhulumente	7,801,424	7,771,390	30,034	7,276,039	7,276,039	-
2.2 IZikolo zaseSekondari zikaRhulumente	4,874,281	4,789,855	84,426	4,489,245	4,489,245	-
2.3 UPuhliso lweZakhono zaBasebenzi	81,664	60,777	20,887	76,011	76,011	-
2.4 Igrant ezikhutshwa phantsi kwemiqathango ethile	337,611	333,575	36	315,412	315,231	181
Zizonke	13,094,980	12,959,597	135,383	12 156,707	12 156, 526	181

4.3 IProgram 3: liNkxaso-mali kwizikolo ezizimeleyo

Injongo

Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinelana noMthetho weZikolo zaseMzantsiAfrika (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 ezicwangciswe ngobuchule (Strategic Objectives)

IProgram 3: Iinjongo ezicwangciswe ngobuchule (Strategic Objectives)	
IinjongoCwang-ciswe ngobuchule 3	Ukunika inkxaso kwizikolo ezizimeleyo ngokungqinela nemithetho ewisiweyo ukuqinisekisa ukuba abafundi kwezizikolo bafumana imfundo esemgangathweni.
Iinjongi yesitefimenti	<ol style="list-style-type: none"> 1. Ukuqinisekisa ukuba bonke abafundi bafumana imfundo ehambelana neNational Curriculum Statement ngokuzixhasa rhoqo nozikubeka esweni izikolo ezizimeleyo. 2. Ukuqinisekisa ukuba zonke izikolo ezizimeleyo zibhalisiwe kwaye ziyabuzalisekisa ubuncinane beemfuneko zomthetho wonke onxulumene nezizikolo. 3. Ukunikwa kwenkxaso-mali kwizikolo ezifundisa abantwana bamakhaya angathathintweni.

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

Amanani obhaliso lwabafundi

Zonke izikolo ezingama-240 ezibhalisiweyo ezizimeleyo (ezesiqhelo ne ELSEN) eNtshona Koloni ziyenzile iSavey yoNyaka yeZikolo (Annual School Survey) ka-2014. Bebangama-48 153 abafundi kwezi zikolo zingama-240. Kwezi zikolo, i-36% okanye abafundi abangama-17 498 beebhalise kwizikolo ezizimeleyo ezixhaswa ngemali nguRhulumente. Abangama-11 291 beebhalise kwizikolo zaseprayimari ezixhaswa ngemali nguRhulumente yaye abangama-6 207 bekwizikolo eziphakamileyo ezixhaswa ngurhulumente. Ngama-30 655 abafundi ababhaliswe kwizikolo ezizimeleyo ezingafumani nkxaso-mali kuRhulumente.

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-67 ezibhale iimvavanyo zeBanga lesi-3, zangama-57 ezibhale iimvavanyo zeBanga lesi-6 zaza zangama-40 ezibhale iimvavanyo zeBanga le-9. Ukubhalwa kweemvavanyo ku ANA akuhambanga ngokwezicwangciso ngo 2015.

Amanqaku ezikolo ezizimeleyo ezifumana inkxaso-mali nezingafumani nkxaso-mali zinikwe kule theyibhile ingezantsi. Qaphela ukuba le sampule ayikubonakalisi ukumelwa kwazo zonke izikolo (not a representative sample) nanjengoko ezinye zezizikolo ezingafumani nkxaso-mali kuRhulumente, zazinyanzlekanga ukuba zithathe inxaxheba, ngelixa kwezinye ukuthatha inxaxheba kunyanzelekile.

Iziphumo zolwimi ngo 2015

IziPhumo zeNkqubo yeMfundo yeWCED kwiBanga lesi-3, 6, nele-9 kwiZikolo eziZimeleyo ezithathe inkxasheba ngo-2015												
IBanga	ILitheresi/ULwimi Language											
	Izikolo				Abafundi				Izinga lokupasa			
	2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015
IBanga lesi-3 kwezifumana inkxaso-mali	46	50	46	49	1 222	1 381	1 416	1 567	54.9	51.7	56	59.9
IBanga lesi-3 kwezingafumani nkxaso-mali	27	27	28	18	779	844	979	742	85.2	88.6	86.7	92.3
IBanga lesi-6 kwezifumana inkxaso-mali	41	38	38	40	1 009	1 068	1 074	1 036	67	61.4	65	68.2
IBanga lesi-6 kwezingafumani nkxaso-mali	22	24	25	17	705	80	873	647	95.1	91.2	92.1	94.1
IBanga le-9 kwezifumana inkxaso-mali	30	30	27	28	1 229	1 333	1 155	1 111	82.3	82.7	84.6	86
IBanga le-9 kwezingafumani nkxaso-mali	17	18	16	12	799	787	789	513	95.1	96.6	97	94.5

Iziphumo zeMathematika ngo 2015

IziPhumo zeNkqubo yeMfundo yeWCED kwiBanga lesi-3, 6, nele-9 kwiZikolo eziZimeleyo ezithathe inkxasheba ngo-2014												
IBanga	INyumeresi/iMathematika											
	Izikolo				Abafundi				Izinga lokupasa			
	2012	2013	2014	2015	2012	2013	2014	2015	2012	2013	2014	2015
IBanga lesi-3 kwezifumana inkxaso-mali	46	50	46	49	1 222	1 381	1 416	1 567	62.8	65.8	68.6	71
IBanga lesi-3 kwezingafumani nkxaso-mali	27	27	28	18	779	844	979	742	91.7	93.6	92.5	96.2
IBanga lesi-6 kwezifumana inkxaso-mali	41	38	38	40	1 009	1 068	1 074	1 036	47.8	50.2	50.3	61.8
IBanga lesi-6 kwezingafumani nkxaso-mali	22	24	25	17	705	80	873	647	89.1	86.7	84.3	93.2
IBanga le-9 kwezifumana inkxaso-mali	30	30	27	28	1 229	1 333	1 155	1 111	26.8	26.2	31.2	48
IBanga le-9 kwezingafumani nkxaso-mali	17	18	16	12	799	787	789	513	73.4	76.1	73.8	86.2

Iziphumo zango-2015 zeNSC zezikolo ezizimeleyo bezime ngoluhlobo:

IziPhumo zeNSC zezikolo ezizimeleyo zeNtshona Koloni: 2015				
Ababhalileyo	INani labaPasileyo	IPesenti yabaPasileyo	Inani labanokufundela isidanga	% yabanokufundela isidanga
2 552	2 371	92.91	1 729	67.75

Qaphela: Aba ngabafundi bezikolo ezizimeleyo ababhale iimviwo NSC kwiimviwo zeWCED. Ngaphezu koko, bebeli-176 abafundi bezikolo ezili-14 zaseNtshona Koloni ababhale iimviwo ezisetwe yiBhodi yeeMviwo eziZimeleyo (Independent Examination Board).

UPhuhliso looTitshala

Ngo 2015/16 ootitshala bezikolo ezizimeleyo baye kwiindindi zeewekhishophi zekharithyulam, ebeziququzelelwe liqumrhu lezikolo ezizimeleyo kwakunye nee-ofisi zesithili zemfundo zeWCED.

INkxaso enikiweyo

Kutyelelwe izikolo ezizimeleyo ezili-162 ukwenzela ukuzinika inkxaso

- Kulawulo,
- Kwikharithulam
- Ekuphathweni kwazo apha ekuhambeni konyaka ka-2015/16.

Ukongeza apho, kumsebenzi owenziwa qho ngonyaka ukulungiselela le njongo, iqela lamagosa eWCED liye latyelela izikolo ezingama-61 ngoFebruwari nangoMatshi ku-2016 ukuze liqwalasele:

- Ukufezekiswa kweemfuno zesaveyi (Survey compliance) - iAnnual School Survey (ASS) neSnap Survey (SS)
- Ubhaliselo lweCEMIS
- Ukufezekiswa kweemfuno zezemali (Financial compliance) – inkxaso-mali nokufumaneka kweengxelo zokuphicothwa kweencwadi
- Ukwanela kwamagumbi okufundisela nokusebenziseka kwawo ngokwaneleyo
- Ukufundiswa kwekharithulam
- Ukwanela kweziXhobo eziXhasa ukuFunda nokuFundisa (Learning and Teaching Support Materials) (LTSM) nokusetyenziswa kwazo ngokufanelekileyo.
- Ubhaliselo lweSACE
- Ukurhoxa kwabasebenzi emsebenzini
- IiSistim zokuLawula iNtsebenzo (Performance Management Systems)
- Uphuhliso lwabasebenzi
- Indlela abaqhuba ngayo abafundi
- Iziphumo zeemvavanyo ezisistimikh zeWCED zenkqubo yeBanga lesi-3, 6 nele-9 (WCED systemic test results)

Izikolo ezintathu ezizimeleyo ezingaqhubanga ngokusemgangathweni ziyezafumana inkxaso eyongezelelwe kubacwangcisi bekharithulam abakhulu. Kuye kwafuneka bangenise icebo labo lokungenelela kunyaka wokufunda ka-2016. Imingeni yokuphatha nokulawula kwezikolo kuyekwanikwa ingqalelo.

Ngaphezu koko, kumaziko (sites) amane kuye kwenziwa uqinisekiso lwemigangatho yezicelo zokubhalisa neyezikolo ezifake izicelo zokwandisa amabanga nekharithulam.

Ngama-30 ezikolo eziye zaphandwa ngenxa yezinto ezahlukeneyo ezifana nokugxothwa kwabafundi, ukungalandelwanga nkqubo zoluleko; izikhalazo ngotitshala; abangenziqinisekiso zemfundo; ukunqaba kokufundisa, apho kungafane kufundiswe kwaye kungafane kufundwe khona.

Undoqo wenkxaso enikwa izikolo ezizimeleyo, yinkxaso-mali (subsidies). Iinkxaso enikwa izikolo ezizimeleyo ezifanelekileyo yi-60%, 40%, 25%, 15% okanye 0% inkajikelelo yenkcitho yephondo kubafundi (provincial per capita expenditure for learners) (PAEPL) abakwizikolo zikarhulumente eziqhelekileyo. I-PAEPL yango-2015/16 ibe yi-R11 471 (Kwizikolo zaseprayimari) ne-R13 631 (Kwizikolo zasesekondari) ngokulandelelanayo. Ngo-2015/16 iSebe iWCED lihlawule iinkxaso-mali kwizikolo ezingama-99, nebeziquka isikolo esinye esitsha. Iintlawulo zenziwe kwangethuba nangokwemithetho echaphazelekayo.

ISebe iWCED likhuthaza zonke izikolo ezizimeleyo ezixhaswa ngemali ukuba zisebenzise iinkxaso-mali zazo ekuthengeni iILTSM (60%); iinkonzo zikamasipala (municipal services) (20%) neemfuno zokwenza umsebenzi (operational needs) (20%).

ISebe iWCED likwaphande izikhalazo ezivela eluntwini kunye/okanye nasebazalini malunga neZikolo ezizimeleyo ngokunxulumene neefizi zesikolo, iinkqubo zololuleko ezingabonisisbulungisa (unfair disciplinary processes), ukungaqhubi kakuhle ezifundweni, ukungalawulwa kakuhle kwezikolo kunye nokuqhutywa kweenkqubo ezikolweni ezingabhaliswanga.

INkqubo eLandelwayo yesiQhelo yokuSebenza ngeNkxaso-mali (Standard Operating Procedure for Subsidisation) igqitywe ngoncedo lweCandelo: iProcess Design elikwiSebe le Ofisi ye Primiya

liNjongo eziCwangciswe ngobuChule (Strategic Objectives)¹⁰

IProgram 3					
INjongo eCwangciswe ngobuChule	Eyona Mpumelelo 2014/2015	Ithageithi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithageithi eCwangcisweyo kuywa kweyona ngo 2015/2016	Izimvo malunga notshintsho
Ipesenti yezikolo ezizimeleyo ezibhalisiweyo ezifumana inkxaso-mali kuRhulumente	Intsha	44%	40%	-4%	Zonke izikolo ezizimeleyo zicalulwe ngokwe fizi zabo zika 2013 njengonyaka omtsha wesiseko ukuze kukhangelwe ukuba zisafanelwe kukufumana inkxaso-mali na. Ngokwale nkqubo intsha phinda kucazululwe, zisibhozo izikolo ezikhiqiweyo ebezikade zifumana inkxaso-mali kuRhulumente.

Izalathi eNtsebenzo yeProgram

IProgram3						
Umlinganiselo weNtsebenzo yeProgram	Mpu meilo 2014/2015	eCetywayo 2015/2016	Mpu meilo 2015/2016	Ukutshintsha kusukwe kwangcisi selweyo kuywa ngo 2015/2016	Izimvo malunga notshintsho	
PPM301: Inani labafundi abafumana inkxaso-mali abasezikolweni ezizimeleyo ezibhalisiweyo	18 024	18 310	17 498	-812	Ukubhaliswa kwabantwana ezikolweni ezizimeleyo kuxhomekeke ebazalini. Ukwehla kweli nani bekungalindelekanga.	
PPM302: Ipesenti yezikolo ezizimeleyo ezibhalisiweyo ezifumanana inkxaso-mali	Intsha	44%	40%	-4%	Zonke izikolo ezizimeleyo zicalulwe ngokwe fizi zika 2013 kusetyenziswe unyaka omtsha osisisekelo ukuze kukhangelwe ukuba zisafanelwe kufumana inkxaso-mali na. Ngokwale nkqubointsha phinda kucazululwe, zisibhozo izikolo ezikhiqiweyo ebezikade zifumana inkxaso-mali kuRhulumente. Olucazululo lutsha luqaliswe kunyaka-mali 2015/16 ukuya phambili.	
PPM303: Ipesenti lezikolo ezizimeleyo ezibhalisiweyo eziyezatyelelwa ukuze hlolwe kwaye zixhaswe.	Intsha	90%	90%	-		

¹⁰ Ziprintwe apha zonke INjongo eCwangciswe ngoBuchule ngokweenjongo eziCwangciswe ngoBuchule zika 2015-2019

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukuzimisela ngokunika inkxaso 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:

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

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2015/16			2014/15		
	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	57,480	57,480	-	49,358	49,358	-
3.2 IsiGaba seSekondari	37,904	37,904	-	40,487	40,487	-
Zizonke	95,384	95,384	-	89,845	89,845	-

4.4 Iprogram 4: IMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa

Injongo:

Ukunika imfundo enyanzelekileyo kwizikolo zikarhulumente zeMfundo eneemfuno ezizodwa ngokungqinelana noMthetho weZikolo zaseMzantsi Afrika (South African Schools Act) noXwebhu lweNgcaciso yeMiba 6 (White Paper 6) emalunga neMfundo eBandakanya bonke abafundi. Oku kuquka ie-learning nemfundo ebandakanya bonke abafundi.

Iprogram yezeMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa iqulethe ezi program zisekelayo zilandelayo¹¹:

Iprogram esekelayo 4.1: Izikolo

Ukunika izixhobo kwizikolo zemfundo eneemfuno ezizodwa. Oku kuquka ie-learning ne nemfundo ebandakanya bonke abafundi.

Iprogram esekelayo 4.2: UPuhliso lweCandelo lezabaSebenzi (HR Development)

Ukunika iinkonzo zesebe zokuphuhlisa kwezobungcali kwezemfundo nolunye uphuhliso lootitshala nakwabo bangezotitshala abakwizikolo zikarhulumente zemfundo eneemfuno ezizodwa (oku kuquka nemfundo ebandakanya bonke abafundi).

Iprogram esekelayo 4.3: IiGranti eziKhutshwa phantsi kwemiQathango

Ukunika iiprojekthi eziphantsi kweProgram 4 ezichongwe liSebe leMfundo esisiSeko nezixhaswa ngemali yeegranti ezikhutshwa phantsi kwemiqathango ethile (conditional grants). (Oku kuquka nemfundo ebandakanya bonke abafundi).

Iinjongo eziCwangciswe ngobuChule (Strategic Objective¹²)

Iprogram 4: Iinjongo eziCwangciswe ngobuChule (Strategic Objectives)	
Iinjongo eCwangciswe ngobuChule	Ukwandisa uthatho-nxaxheba lwezifundo nezentlalo lwabo bonke abafundi kwinkqubo elandelwayo nekharithulam yamaziko emfundo kwanokunciphisa imiqobo ethintela ukufunda (Education White Paper 6)
Iinjongo yestefimente	<ol style="list-style-type: none"> 1. Ukuqinisekisa ukuba abafundi bayakwazi ukufumana ikharithulam kwaye baphakamise ngokwaneleyo indlela abaqhuba ngayo kulwimi neMathematika. 2. Ukuqinisekisa ukuba abafundi abajongene nemiqobo ebathintelayo ekufundeni okanye baneemfuno ezizodwa zemfundo bafumana ikharithulam eyodwa ukuze bakwazi ukuqhuba ngelona nqanaba liphakamileyo; 3. Ukuphuhlisa inkqubo ekudityaniseni esekelwe kwisixhobo iSIAS ukuze abafundi bafumane inkxaso ekumgangatho ophezulu neluhlobo olufanelekileyo. Kuzo zonke iinkalo zezikolo zesiqhelo, ezinika iinkonzo ezipheleleyo kunye nezemfundo yeemfuno ezizodwa 4. Ukunyusa inani labafundi abagcinwe kumagumbi okufundela beqhuba ngokuxhaswa ngeenkonzo ezikhethekileyo kusetyenziswa amaqela nezitraktsha ezikhoyo ezifana namqela enxaso asezikolweni, amaqela enxaso esekethe, izitraktsha zezithili, izikolo ezineemfuno ezizodwa, amaziko ezixhobo ezikolo ezineemfuno ezizodwa, izikolo ezineenkonzo ezipheleleyo/ezidibanisayo. 5. Ukunika iinkonzo zenxaso ekhethekileyo- inkxaso yemfundo eneemfuno ezizodwa, inkxaso yokufunda, iinkonzo zenxaso ngokwasengqondweni, iinkonzo zentlalo yasesikolweni, iinkonzo zonyango lomzimba, nezonyango lomphemlo (therapy). 6. Ukusebenzisana namanye amasebe namaandelo karhulumente ukunqanda nokuchonga ngethuba imiqobo ethintela ukufunda nenxaso kubafundi abanemiqobo ethintela ukufunda kwabo okanye abaneemfuno ezizodwa

¹¹ Iinkonzo zasesikolweni zezemidlalo, ezenkcubeko nezamajelo osasazo azibandakanywa njengeprogram esekelayo nanjengoko eNtshona Koloni lo msebenzi ungena phantsi kweSebe lezobuGcisa, iNkcubeko nezemiDlalo

¹² Ziprintwe apha zonke Iinjongo eCwangciswe ngoBuchule ngokweenjongo eziCwangciswe ngoBuchule zika 2015-2019.

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

Ngo-2014 iSebe leWCED belinezikolo zemfundo eneemfuno ezizodwa ezingama-72, zinabafundi abaneemfuno zemfundo ezizodwa abangama-20 139.

Njengokuba isonyuka inkxaso efunyanwa zizikolo zesiqhelo, ngabafundi abaneemfuno ezizodwa abafuna inkxaso ezikwizinga eliphakamileyo abafakwa kwinkqubo yenkxaso kwiZikolo zeeMfuno eziZodwa nakumaZiko eziXhobo eZikolo zeeMfuno eziZodwa. Ukukwamkelwa kwezizikolo kuhlaziywa qho ngonyaka ukuqinisekisa ukuba abafundi bagcinwa kwezizikolo kulungiselelwa xa kunokwenzeka kufuneke inkxaso emandla.

IziPhumo zoVavanyo lweZikolo zeMfundo eneeMfuno eziZodwa

Ngo-2015, ngama-1149 abaviwa abavela kwizikolo ezili-9 zemfundo eneemfuno ezizodwa ababhale iSatifikethi seMatriki sikaZwelonke. EzoZikolo yiVista Nova, Tafelberg, Pioneer, Langerug, De la Bat, Athlone, Dominican Grimley (Hout Bay), ne Dominican (eWittebome). Zi-6 kwezili-9 izikolo eziphumelele ngezinga lokupasa elili-100%. IDominican iSikolo sabaNgevayo eWittebome, ibiqala ukubanabafundi bematrikhi, oko kwaqala isigaba se kholeji zeFET ngo 2013.

Kubafundi abangama-149 ababhale iimviwo, ngama-32 abafundi iSatifikethi seMatriki sikaZwelonke, bangama-81 abapase bafikelela kumanqaku okufundela iDiploma, basixhenxe abapase bafumana amanqaku okufundela isiDigri (Bachelor's pass). Isikolo iJan Kriel, siwongwe nguMphathiswa kaZwelonke wezeMfundo, ngokuba sesona sikolo seMfundo eneemfuno ezizodwa, esipaselwe kakhulu kwilizwe lonke ngo 2015.

Uphuhliso lweZakhono zootitshala

NgoDisemba ka-2014, kuye kwabhegezwa kwigazethi uMgaqo-nkqubo wokuHluza, ukuChongwa, ukuHlola neNkxaso (Screening, Identification, Assessment and Support) (SIAS). USIAS sisxhobo sokuqondisisa abobafuna inkxaso, uhlobo lwenkxaso abayifunayo, nendlela yokunikwa kwayo. USIAS uzakuqinisekisa ukuba imiqobo ethintela ukufunda ibonwa kwangethuba ukwenzela abafundi abafuna inkxaso bathathelwe ingqalelo efanelekileyo kwangethuba.

Ngo-2015, iqela elenza umsebenzi oxananazileyo (transversal team) lifumene uqeqesho kwiSIAS nakubuchule bokoHlukaniswa kweKharithyulam (Curriculum Differentiation strategies). Uqeqesho ekoHlukanisweni kweKharithyulam luzakuxhobisa ootitshala ukuba bakwazi ukusingatha iimfuno ezahlukeneyo zokufundisa nokuhlola abafundi. IQela loQeqesho LwePhondo (Provincial Training Team (PTT)) lokuqeqesha kuSIAS nasekwaHlukanisweni kwe Kharithyulum, liquka abamele amacandelo eKharithyulum, Uhlolo, uLawulu, uPhuhliso lootitshala, aQukanisayo naXhasa iMfundo yabaneemfuno eziZodwa.

IPTT ikwiphulo lokuqeqesha eliquka ukuqeqeshwa kwabasebenzi besithili abanika inkxaso ekhethekileyo nonkwabamele izikolo ezingama-40 ezinika inkonzo epheleleyo (full-service)/equkanisayo. Oluqeqesho luqukanise uqeqesho kwinkqubo echasene nomkhethe ezakusetyenziswa kunye nabafundi.

Ootitshala bokunika iNkxaso kwezeMfundo (Learning Support Teachers (LSTs) bangaboludwe lokuqala lwenkxaso eyongezelelweyo eziprayimari. Ngama-50% ootitshala be LST abaqeqeshwe ngo 2013/14 nango-2014/15 ngobuchule obikwizinga eliphezulu lokungenelela kuphuhliso lwezifundo zolwazi lokufunda nokubhala (literacy) nezolwazi lokusebeza ngamanani (numeracy). Ngo-2015/16 bangama-25% ootitshala beLST abafumene uqeqesho. Ungenelelo lweeLSTs lunegalelo elihle ekuphuhliseni izakhona zabafundi kwizifundo zolwazi lokufunda nokubhala (literacy) nezolwazi lokusebeza ngamanani (numeracy), kwisiGaba esisiSeko, ingakumbi abafundi beBanga-1.

Ngobambiswano neCTLI, kuye kwaziswa iikhosi ezahlukeneyo ezimayelana neMfundo eQukanisayo (Inclusive Education) kwakunye nokujongana nemiqobo ethintela ukufunda. Ootitshala baqeqeshwe ngokumsebenzi wamaqela enkxaso ezikolo.

Ngo-2015 izikolo ezibekwa phambili (flagship) ezinika inkonzo epheleleyo/ezidibanisayo ziye zanika iivekshophu malunga neMfundo eQukanisayo kungachithwanga mali" ("Inclusive Education at no cost") kunye "noLawulo kumaGumbi okufundela kwiNdawo eQukanisa abafundi bonke" (Inclusive Environment).

IKharithyulam yo Lwimi loMjeko lwaseMzantsi Afrika (South African Sign Language (SASL), iyaqhutywa kwizikolo zontlanu zemfundo yeemfuno ezizodwa kusenzelwa abaNgeyayo kusetyenziswa uSASL. Ngaphezu koqeqesho lweSASL yeQela loQeqesho likaZwelonke, iSebe leWCED yenze ukuba kubekho uqeqesho olongezelelweyo. Ngootitshala abangama-22 (80%) bezizikolo zikhankanywe ngentla apha abazigqibileyo izifundo ngoqeqesho kwiSASL Linguistics, kwiYunivesithi yase Free State okanye kweyaseStellenbosch.

Amaziko eziXhobo (Resource Centres) zeZikolo zeeMfuno eziZodwa enze iwekshophu ngezinto abanobuchwepheshe kuzo, umz. imingeni eThile yokuFunda Specific (Learning Disability), ukungakwazi ukufunda (Learning Disorder), UkungabinakuZinza eNgqondweni (Attention Deficit Disorder), nangezinye iindlela zokuHlola. Iqela lephulo labamaNqanaba okuSilela ekuThetheni nasekwaKheni ubuHlobo (Autism Spectrum Disorder) liyile ikhosi yoPhuhliso oluQhubekayo lobuNgcali (Continuous Professional Development (CPD)), khosi leyo eakhredithiwe liBhunga laseMzantsi Afrika leeNgcali kwezeMpilo (Health Professions Council of South Africa (HPCSA)). Enye ikhosi eyilwe lelilandelo eyaakhredithwa yiCPD, yikhosi yoqeqesho kwiMikhwa eseSikweni yePsychologists (Ethics for Psychologists). Ezikhosi zibangele ukuba abasebenzi abakhethekileyo bakwazi ukufumana amanqaku eCPD ayimfuneko kumalungu eHPCSA.

OnoNtlalontle baqeqeshwe kwimiGaqo (Protocol) ehlaziye, yeWCED, yokuXhatshazwa kwabaNtwana (Child Abuse) nangeendlela ezintsha zokungenelela ngoncedo emva kwesiganeko esixhela umphefumlo (post traumatic) ebantwaneni nasemakhayeni. Ukuxinzelelo lokuxheleka komphefumlo ziziphumo ezingathandekiyo zentlalo yobundlobongela kwindawo zoluntu, kwaye zinefuthe elingelihlanga ekufundiseni nasekufundeni.

UQeqeshwa kwiSASL kwabafundi boPhuhliso lweMfundo yabaNtwana abasaQalayo (Early Childhood Development) (ECD) nakumaNqanaba okuSilela ekuThetheni nasekwaKheni ubuHlobo (Autism Spectrum Disorder) kuqalisiwe kwikholeji zeFET ezintlanu zeSebe iWCED. Iiprekhtishina zokuqala ezixhotyiswe ngoluqeqesho zifumene izidanga zazo ekupheleni kuka

2015. Zingama-76 iiprekthishina ezifumene uqeqesho kwi SASL, ngama-35 eziqeqeshwe kumaNqanaba okuSilela ekuThetheni nasekwaKheni ubuHlobo (Autism Spectrum Disorder).

Inkxaso

Ukungezelelwa amandla okujongana nemiqobo ethintela ukufunda nokufundisa okudibanisa ngaphezulu kunakuqala. IiNkonzo eziKhethekileyo zokuXhasa (Specialised Support Services), ziguqule ukugxila kwazo ukwenzela ukuba zijolise ekuqwalaseleni ngethuba nakungenelelo olunqanda okungekehli (preventative interventions), ingakumbi kumaBanga-R nelo-1. IiSayikholojist zezikolo, oonoNtlalontle, abaCebisi bezifundo kumaziko ezeMfundo neeTheraphisti, baphuhlisa izakhono zootitshala zokusebenzisa amangenelelo kumagumbi okufundela. AbaCebisi bokunika iNkxaso (Learning Support Advisors) kumaZiko ezeMfundo nootitshala bokunika iNkxaso kwezeMfundo eZikolweni, bagxile kakhulu ekuphuculeni indlela ekuqhutywa ngayo kulwimi nakwimathemathika.

Iikomiti zesithili zisekiwe ukwenzela ukuba zijongane nokufunda, ukufundisa kunye nokuhlola ukulungiselela ukuze ukusingatha ukohluka kwabafundi umz., ukusetyenziswa kweendlela zokuhlola ezizezinye nokulinganisela abanfundi. Iinkcukacha malunga nemiqobo ethintela ukufunda zifumaneka kwi-website, kwiiphamfulethi, nakwiDVD. Kuyilwa, ngoku ikhosi yeintanethi engeMfundo eQukanisayo.

Kuyilwa iisistim ezizakulandelela kwaye zishicilela kuCEMS iindlela ekuqhutywa ngazo ungenelelo lokunceda abafundi, ukwenzela kuqondisiswe ngazo ukuze kuphuculwe izicwangciso zongenelelo olufanelekileyo no kuphuculwe nokusetyenziswa kwezixhobo ezikhethekileyo ezinqabileyo.

UkuPhuhliswa kwezikolo zesiqhelo zibe zezinika iinkonzo epheleleyo (full-service)/ezidibeneyo

Izikolo ezingama-40 izikolo ezichongelwe ukunika inkonzo epheleleyo (full-service)/eziqukanisayo zinikwe uncedo lokuphuhlisa izixhobo zazo zokunika iinkonzo kwiimfuno zonke ezizodwa, kugxilwe kakhulu kwinqanaba eliphantsi neliphakathi lenkxaso. Ingxelo ngezoqeqesho olunikiwe izikolo sele ichaziwe kwicandelo elingentla apha loPhuhliso lweZakhono zaBasebenzi (Human Resource Development). Inkxaso enikwe izikolo, ingakumbi kumaqela enkxaso asezikolweni iiphinde yanikwa liqela lesithili leenkonzo ezikhethekileyo kunye neqela lephulo lemfundo equkanisayo elikumaziko ezixhobo (resource centres) ezikolo zemfundo eneemfuno ezizodwa.

Zili-107 izikolo zeliphondo ezine "unit classes" "amagumbi okufundela anabafundi abaneemfuno ezifanayo", ezinika inkxaso ekhethekileyo neyongezelelweyo. La magumbi okufundela anabafundi abaneemfuno ezifanayo ayaguqulwa ukwenzela ukuba abe "ngamagumbi okufundela ancedisayo" ("resource classes") nanika inkxaso kubafundi abafuna inkxaso ekwinqanaba eliphakathi. Laa magumbi okufundela akwanguvimba woncedo kubo bonke ootitshala abafuna iingcebiso, nakubafundi abakwesisikolo abanemiqobo ethintela ukufunda.

Njengokuba iminyaka ihamba, zonke izikolo zizakuphuhliswa nangaphezulu zibe zizikolo eziquka imfundo yeemfuno ezizodwa, ukuze izikolo ezinika inkonzo ephelileyo (full-service)/eziqukanisayo zibezizikolo zebhongo (flagship schools). Ezizikolo ziphuhliselwa ukuba zide zibe ziindawo zezithili ekudityanelwa kuzo eziquka bonke (inclusive hubs), nalapho kukhuthazwa khona ukwabelana nezikolo zesiqhelo ezingqongileyo, ngamava nezixhobo zemfundo ezisebenzayo.

Utshintsho lwezikolo eziZodwa zibe ziZikolo eziZodwa eziNamaziko ezixhobo zokufunda (Special School Resource Centres)

Izikolo ezingama- 24 eziZikolo eziZodwa ezinamaziko ezixhobo zokufunda (Special School Resource Centres) ziye zaxhamla kuphuhliso lwabantu, lwezakhiwo kunye nematiriyeli ukuzinceda ukuba zandise ukufikelela kwazo kwezinye izikolo zinikeze uncedo. Angama-21 amaqela oncedo eMfundo eQukayo (Inclusive Education outreach teams) amiselweyo nezikolo zeemfuno ezizodwa ezi-3 ezinematiriyeli ezinceda ezinye izikolo. I- Assistive devices loan centres ziye zamiselwa kwiZikolo eziZodwa ezinamaziko ezixhobo zokufunda (Special School Resource Centres) ezi-8 , isenta inye kwisithili. I-Assistive devices ziyabolekiswa kubafundi abakwizikolo ezizodwa okanye eziqhelekileyo.

Inkxaso yeZikolo zeMfundo eneemfuno eziZodwa

Nangona izikolo zeMfundo yeeMfuno eziZodwa zikwisekethe, kwaye zifumana inkxaso enikwa izikolo zonke, njenge nxalenye yezikolo zesekeke, abalawuli abakwiofisi yephondo benkqubo yemfundo eneemfuno ezizodwa banika inkxaso eyeemfuno ezizodwa/imingeni yamalungu omzimba (disability) bezikolo zemfundo eneemfuno ezizodwa ephondweni banika inkxaso egqale kwiimfuno ezizodwa/kwimingeni yomalungu omzimba (disability). Le nkxaso iyakwazi ukunikwa umntu ngamnye kwaye iyafumaneka nakwiintlanganiso zecandelo (sector), nto leyo eyenza kubekho okuklandelayo; ulungelelwaniso lweenkcukacha, amaxwebhu akumgangatho ofanayo, ukwabelana ngeendlela ezisebenza kakuhle kwizikolo zonke eziphantse zifane, nokufunda ngemizekelo yamanye amazwe.

Njengokuba kuZwelonke bekukho unqongophalo lwezixhobo (material) zeBraille, iSebe iWCED liqalise iprojekthi nePioneer Printers ukwenzela ukuqinisekisa ukuba abafundi abangaboniyo abahleleleki. Izikolo zabangaBoniyo zivumelene ukuba kusetyenziswe iincwadi zezifundo (textbooks) ezifanayo. Kwenziwe iikopi eziziseko (master copies) zeencwadi zezifundo zeBraille neencwadi zokusebenzela (workbook). Iifayile zekhompuyutha zezincwadi ziyafumaneka kwilaptops zeBraille.

IiLTSM ze SASL nazo bezingaphelanga kwaye bezingafumaneki ndawo ukuqala kwe SASL CAPS. Ukuveliswa kweSASL LTSM apha ephondweni kusetyenziswana noZwelonke kutsho kwaphucula ukufumaneka kwe SASL LTSM.

Ukubandakanywa kwabachaphazelekayo (stakeholders) nokukhuthaza ubambiswano phakathi kwamacandelo (intersectoral partnerships)

Abantwana abangekho zikolweni umz. abaNtwana abaneMingeni emiKhulu neNzulu yaseNgqondweni (Severe and Profound Intellectual Disability), abakumaZiko eeMfuno eziZodwa (Special Care Centres), banikwa inkxaso ngamaqela amaPhulo enkalo ngeenkalo (multi-disciplinary) akumaZiko eziXhobo (Resource Centres) aseZikolweni zeMfundo yeeMfuno

eziZodwa. Ngenxa yobambiswano lwamaSebe ezeMfundo, ezeMpilo nozoPhuhliso lwezeNtlalo yoLuntu (Social Development), kuyilwe imigaqo nendlela eyamkelekileyo (protocol) yenkxaso. Le nkxaso iquka, (i) inkqubo yophuhliso nokukhuthaza umdla (stimulation) (ii) izixhobo eziphathekayo (resource materials) kubakhathaleli (iii) ukuqhutywa kweewekshophu ezilungiselelwe abaphathi bamaziko, abakhathaleli babafundi kunye nabazali babafundi (iv) iindlela zokujongana neemfuno zabantwana, zomzimba, zemfundo nezengqiqo yasentlalweni (psycho-social), kunye (nokuhlolwa kwanokudluliselwa kwabafundi abafakwe kwizikolo bengafanelekanga ukuba kuzo, nabafuna ukudluliselwa kwizikolo zeMfundo eneeMfuno eziZodwa.

Izikolo ziyaphuhliswa ukwenzela zibengamaZiko okukhathalela nokunika inkxaso yokuFundisa nokuFunda (Care and Support for Teaching and Learning (CSTL)), ezizikolo zisebenzisa inkqubo-sikhokelo (framework) yeCSTL ukulungelelanisa inkxaso esuka kumanye amacandelo, umz. inkqubo eDityanisiweyo yezeMpilo eZikolweni (Integrated School Health Programme) eqhutywa ngobambiswano neSebe leZempilo.

Ukususela ekuqalisweni kweeiinkozo ezijikelezayo zempilo ezikolweni kude kuyokuma kwinyanga kaDisemba-2015, kuhluzwe (screen) abafundi abangama-33 683 beBanga le-R nabeBanga lo-1. Kwabo bafundi, abangama 6 250 banikwe iinkozo zamehlo, ama-4 067 afumene izipeks, ama-16 542 afumene iinkozo zempilo esisiseko, ama-10 891 afumene iinkozo zokhathalelo lwamazinyo. Konke oku kunegalelo ekuphuculeni ngokuqgibeleleyo ukufunda kumagumbi okufundela.

AbeeNkonzo zeNkxaso eKhethekileyo (Specialised Support Services) banike izimvo zabo, kumabhunga eengcali, nakumaZiko (institutions) emfundo ephakamileyo, malunga nophuhliso lweenkalo abazibungcali kuzo (specialist areas) ezifana nemfundo ngomxholo (education context) wezengqiqo (psychology) nezentlalontle.

Kwaxhiwe ubudlelwane phakathi kwamacandelo-ngamacandelo (inter-sectoral partnerships) ukwenzela kubanjiswane ngobonelelo lweenkonzo; kubanjiswana nala macandelo; iSebe leZempilo, malunga neenkonzo zonyango lwabafundi banezigulo ezichaphazela ingqiqo kunye nengqondo (clinical psychological and psychiatrist), iSebe loPhuhliso lweNtlalo yoLuntu (Department of Social Development), malunga nemiba yemimiselo kaRhulumente (statutory) ngezentlalontle, Arhente yase Mzantsi Afrika yee Nkonzo zeNtlalo yoLuntu (South African Social Services Agency) malunga nabafundi abafanelwe kukufumana igranti yoluntu (social grant), iSebe lezoPhuhliso loQoqosho noQeqesho (Department of Economic Development and Training) malunga namathuba emisebenzi yabafundi bezikolo zemfundo yeemfuno ezizodwa, kwakunye neSebe lezobuGcisa neNkcubeko (Department of Arts and Culture) malunga namathuba akhoyo abafundi abaneemfuno ezizodwa kwezenkcubeko nemidlalo.

Kuphuculwa inkxaso enikwa ngabazali noluntu ngokubanzi (civil society), yokuquka nokuxhaswa kwabantwana abanemiqobo ethintela ukufunda nabanemingeni yamalungu omzimba (disability) ukwenzela kwaxhiwe uluntu olunqwenelekayo loMzantsi Afrika oqukanisa bonke. Kubanjwe iintlanganiso nabazali bomfundi ngamnye kwakunye namaqela abazali. Kubanjwe iintlanganiso ziliqela nemibutho emela amalungelo abantu abanemingeni yamalungu omzimba, kwanemibutho yabantu abanemingeni yamalungu omzimba, nemibutho yemfundo equkanisayo.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 4					
Strategic objectives	Eyona Mpumelelo 2014/2015	Ithagethi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
Inani lezikolo elinceda abafundi abanemiqobo ebathintelayo ekufundeni	40	48	40	-8	Kwagqitywa ekuphuculeni umgangatho wezikolo ezikhoyo phambi kokuba kongezwe ezinye.

iZilathi Zentsebenzo (Performance Indicators)

IProgram 4					
Umlinganiselo wentsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagethi eCetywayo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithagethi eCwangciselweyo kuyiwa kweyona ngo 2015/2016	Izimvo malunga notshintsho
PPM401: Ipesenti yabafundi abaneemfundo ezizodwa abagcinwe kwezi zikolo de babenimnyaka eli-16	New	72.5%	79.8%	7.3%	Kugqithiwe kwithagethi
PPM402: Ipesenti yizikolo esebenza njengamaziko ezixhobo	New	40%	33%	-7%	Bekugxilwe ekuphuculeni umgangatho kumaziko akhoyo

Iisicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukujongana neemfundo zokuxhasa abafundi abaneemfundo zemfundo ezizodwa ngokulandela indlela ezithile zenkxaso ngokweSebe iWCED.
- Ukuxhobisa ootitshala izikolo zesiqhelo ngokuqubisana nemiqobo ethintela ukufunda ukuze ootitshala bakwazingcono ukufundisa baxhase iindindi ezahlukeneyo zabafundi.
- Uqeqesho lugxila koku:
 - Abasebenzi beZikolo zeMfundo eneeMfundo eziZodwa malunga neendidi ezahlukeneyo zemingeni yamalunu omzimba (disability)
 - Abasebenzi abakwiZikolo zeNkonzo ePheleleyo/iZikolo eziQukanisayo, mlunga nokuqaphela nokuqubisana nemiqobo ethintela ukufunda
 - Abasebenzi abakumaZiko eNkxaso eZikolo zeMfundo eneeMfundo eziZodwa malunga nendima yabo eyandisiweyo
 - Abasebenzi abakwii-Ofisi zeZithili, abanika iNkxaso eKhethekileyo (Specialised Support), kuqukwa neeSayikholojisti, ooNontlalontle, abaCebisi bokunika iNkxaso kwezeMfundo (Learning Support Advisors), ooGqirha neeTheraphisti malunga nendima yabo ekuxhaseni inkalo eziqhubekekisa iMfundo eQukanisayo.
 - Ootitshala bokunika iNkxaso kwezeMfundo (Learning Support), abaSebanzi bezeMpilo neeTherapisti malunga nendima yabo
 - Ootitshala bokunika iNkxaso kwezeMfundo, abasezikolweni, malunga nophuculo lolwimi nemathematika
 - AmaQela okuNika iNkxaso eZikolweni (School-based Support Teams) malunga neenkqubo yokuHluzwa, ukuChongwa, ukuHlolwa nokuXhaswa kwabafundi (Screening, Identification, Assessment and Support) (SIAS)

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

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

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

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2015/16			2014/15		
	Ulwabi wo- mali lokugqi bela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi	Ulwabiwo- mali lokug- qibela	Eyona Nkcitho	Inkcitho (eGqithisileyo) / eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
4.1 Izikolo	1,059,168	1,033,921	25,247	923,247	923,247	-
4.2 UPuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
4.3 Igranti ekhutshwa phantsi kwemiqathango ethile	15,852	15,852	-	50,395	50,395	-
Zizonke	1,075,020	1,049,773	25,247	973,642	973,642	-

4.7 Iprogram 5: IMfundo noPhuhliso lwaBantwana abasaQalayo

Injongo:

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

Iprogram yeECD iqulethe ezi program zisekelayo zilandelayo:

Iprogram esekelayo 5.1: IBanga R leZikolo zikaRhulumente

Ukunika izikolo eziqhelekileyo zikarhulumente izixhobo ezifuneka kwiBanga R.

Iprogram esekelayo 5.2: IBanga R kumaZiko oLuntu

Ukuxhasa amaziko oluntu athile kwinqanaba leBanga R.

Iprogram esekelayo 5.3: UQeqesho lwaPhambi kweBanga R

Ukunika uqeqesho nentlawulo yemivuzo yesibonelelo (stipends) yeepraktishina zabantwana abakwiBanga elandulela iBanga R.

Iprogram esekelayo 5.4: UPhuhliso lweZakhono zabaSebenzi

Ukunika iinkonzo zesebe uqeqeshelo lomsebenzi kunye nolunye uhlobo lophuhliso lootitshala nakwabangezotitshala kwiBanga R kumaziko eECD ezikolozikarhulument.

Iprogram esekelayo 5.5: IiGranti eziKhutshwa phantsi kwemiQathango

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

Iinjongo eziCwangciswa ngobuChule (Strategic Objectives)

<i>Iprogram 5: Iinjongo eziCwangciswa ngobuChule</i>	
Iinjongo eCwangciswa ngobuChule 5.1	<ul style="list-style-type: none"> • Ukunika izikolo zikarhulumente eziqhelekileyo nezikolo ezizimeleyo ezichongiweyo ezinezixhobo zoncendo ezifunekayo kwiBanga R kwanokwenza iimeko ezikhuthaza izikolo ezininzi ukuba ziseke amagumbi okufundela akhoyo afumanekayo okanye ziseke amagumbi okufundela iBanga R kumagumbi okufundela akhoyo afumanekayo okanye ziseke amagumbi okufundela amatsha eBanga R. • Ukuphuculwa koqeqesho lootitshala
Iinjongo yesitetimenti	<p>Ukuphuculwa komgangatho wokuqhuba iinkonzo kumagumbi okufundela iBanga R</p> <ol style="list-style-type: none"> 1. Ukuhlawulwa kwenxaso-mali yabafundi beBanga –R nokubekwa eswani kwayo. 2. Ukuqeqeshwa kootitshala nabasebenzi (practitioners)beBanga -R 3. Inkxaso eqhubekayo noqeqesho lweenqununu 4. Ukubonelelwa nge LTSM namagumbi okufundela 5. Ukuqatshelwa ngethuba kwemiqobo ethintela ukufunda nokuqhutywa kwenkqubo yenxaso ukuqobisana nolibaziseko lophuhliso 6. Ukusekwa kwezithuba zootitshala beBang R ukuqala ngo 2015/16- 2019/20 7. Ukunika ibhasari zokunyusa imfundo evunyiweyo yeBanga –R yabasebenzi (practitioners) zibe kwinqanaba le B.Ed Providing bursaries for the upgrading of Grade R practitioners' qualifications to the B. Ed yesigaba esisiseko sokomzuzwanaokanye zilingane neDiploma kwindlela zokufundisa iBanga- R

Iinjongo ezicwangciswa ngobuchule, izalathi zentsebenzo, iithagethi ezicwangcisiweyo nezo thagethi zifezekisiweyo

Amanani obhaliso lwabafundi

lingcombolo ngabafundi beBanga R ezikwiSaveyi yoNyaka eyenziwe kwizikolo zikarhulumente nezikolo zeECD ezizimeleyo, zibonisa ukuba inani labafundi beBanga R ababhaliswe phakathi kuka-2014 no-2015 lande kakhulu ngaphezu kwe-1500.

UPhuhliso lweZakhono zootitshala

Uqeqesho lweNkcazelo yomGaqa-nkqubo weKharithulam nokuHlola (CAPS) lwenzelwe iiprakhthishina zeBanga R ebeziqala ngo-2015/16.

Iiprakhthishina zaseECD ezingama-7296 xa zizonke zibhalisele inkqubo yokunika abafundi beNqanaba (Quintile) 1, 4 okanye 5 amava (learnership programmes), inkqubo leyo inikwe ziiKholeji zeTVET zaseNtshona Koloni apha ekuqhubeni kwalo nyaka uhlolwayo.

Ngaphezulu, abantu abangasebenziyo abangama-120 baye baxhamla kwinkqubo yeenyanga ezili-12 yabaNcedisi-Prakhthishina beeECD ezikwiNqanaba lo-1, ebinikwa ziiKholeji zeTVET. Bangama-26 abantu abongeziiweyo abaxhamle kwiGranti eKhutshwa phantsi kwemiQathango (Conditional Grant) abaye banikwa imisebenzi yekhontrakthi njengabasebenzi bokuxhasa kwezolawulo (administrative support staff). Bebexhasa inkqubo yeECD ngokuqokelela iingcobolo bezifaka ekhompuyutheni, baphinda ngaxeshanye bafumana noqeqesho ngaphakathi emsebenzini (on-the-job training).

INkxaso eNikiweyo

liNkxaso-mali

Ngo-2014 isabelo senkxaso-mali yabafundi beBanga R kwizikolo zikarhulumente ezingama-965 nezikolo ezizimeleyo ezingama-514 iye yanyuswa, ukwenzela ungqinelwaniso neemfuno zemiMiselo nemiGangatho kaZwelonke yokuxhaswa kweBanga R (National Norms and Standards for Grade R funding). Khange inyuswe inkxaso-mali ngonyaka ka 2015/16:

i-Quintile	Ngomfundi ngamnye mihla yonke ngo2014	Ngomfundi ngamnye mihla yonke ngo 2015/16	Ixabiso elitsha lomfundi ngamnye ngonyaka
1	R20	R24	R4 800
2	R19	R24	R4 800
3	R18	R24	R4 800
4 Akuho zifizi	R17	R24	R4 800
5Akukho zifizi	R16	R24	R4 800
4 lifizi zesikolo	R17	R18	R3 600
5 lifizi zesikolo	R16	R17	R3 400

Iifom zebango lenkxaso-mali zingeniswa kwaNdlunkulu qho ngekota, kuye kwenziwe ungqinisiso phambi kokuba kwenziwe iintlawulo kwiiakhawunti zeebhanki zezizikolo. Ngo-2015/16 abafundi beBanga R abangama-64 928 abakwizikolo zikarhulumente nabafundi beBanga-R abangama-18 946 abakwizikolo ezizimeleyo ze-ECD baye bafumana inkxaso-mali (ukuqala kuka Agasti 2015).

Kuqulunqwe incwadana esisikhokelo sokulawulwa kwemali yeBanga R ukwenzela ukunika inkxaso kwiiKomiti zaBaphathi Bezikolo (School Management Teams) malunga nokusetyenzisweni 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 besithili WCED.

Ngo-2015 amagosa kandlunkulu nawezithili aye abeka esweni ukusetyenziswa kweenkxa-somali kwizikolo zikarhulumente nakwizikolo ezizimeleyo ze-ECD ezili-250. Le nkqubo yokubeka esweni iza kuqhubeka nakulo nyaka-mali uzayo.

Isibonelelo-mali (stipend) esinikwa iiprakhishina zonke zaseECD, sinyusiwe, besiyi-R1 515 ngo Novemba ka2014, ngoku yi-R1 605 ngenyanga. Zonke iiprakhishina zaseECD ezikwinqubo yoqeqesho lwabafundi (learnership), ziye zaxhamla kolu lonyuswa lwesibonelelo. Oku, kuye kwanefuthe elihle ekuhambeni kwabo izifundo zoqeqesho.

Izixhobo (facilities) ezongezelelweyo nezixhobo zokuncedisa emsebenzini

Kuye kwakhiwa amagumbi okufundela eBanga R angama-101 ngo-2015/16. Izikolo ezili-150 zifumene imali yefenitshala kunye nomqulu osisiseko wenkxaso yokuqalisa iECD (basic start-up ECD resource pack). Amagumbi angama-84 okufundela ongeziweyo, afumene imali engange -R10 000 igumbi lilinye ukwenzela ukuthengwa kwefenitshala kunye nezixhobo ezisiseko senkxaso yokuqalisa ngo 2015. Iiprakhishina zeBanga-R kwezizikolo zifumene uqeqesho ngendlela yokusebenzisa ngempumelelo izixhobo zabo. Izinto ezikulekiti ze-ECD zibandakanya imidlalo emalunga nolwazi lokubala kunye nolwazi lokufunda nokubhala (numeracy and literacy games) iiphazili, iibloko zomthi, iisethi zokwakha, iincwadi zamabali aqwetyiweyo kunye nayinyaniso, izixhobo zomculo neethoyi ezinamavili. Zigama-7296 iprakhishina nabancedisi bazo eziye kuqeqesho zaze zafumana uxwebhu loqeqesho neekiti zoncedo lokuqala ezilungiselelwe iikrishi zabo.

IBanga R kwiZikolo zabaNgevayo

Iiprakhishina ezintlanu nabancedisi beeprakhishina abahlanu beBanga R baqale ukusebenza kwiZikolo ezintlanu zabaNgevayo. Injongo yokuqesha ezi prakhishina zeBanga R ibikukuqinisekisa ukuqhutywa kweSouth African Sign Language (SASL) kwiiklasi zeBanga R zezi zikolo. Izikolo ezibandakanywa kwiSASL yiNoluthando, iDominican School for the Deaf, iMary Kihn, iDe La Bat neNuwe Hoop.

IProjekthi yolinga (pilot project) yeBanga R-3 kwizikolo ezili-105

Kuqaliswe iprojekthi yolinga engundoqo wongenelelo kumaBanga R-3 akwizikolo ezili-105 eziqhuba kakubi ezifundweni, ukwenzela komelezwe isiNgesi neMathemathika ngkwe ziCwangciso zoBuchule zephondo (Provincial Strategic Plan).

ISebe iWCED, izakuqhuba neproject yolinga lwezikolo ezili-105. Ungenelelo olugxilileyo luyiliwe lwaqaliswa ngo 2015/16 kwaye luzakuqhutywa luxhaswe lubekwe esweni kwithuba leminyaka emine ukususela ngo 2016 uyakuma ku-2019.

Leprojekthi iyiliweyo iqulunqwe kwizifundo ezenziwe kwizikolo zepaymari zaseNtshona Koloni, ngakumbi izifundo nge Banga 3 zeYunivesithi yase Stellenbosch neprojekthi yeSPADE ye Yunivesithi yaseKapa.

Iziphumo ezibalulekileyo nezandululo ezifanayo kuzozombini ezizifundo zezi;

- Kufuneka kukho uvavanyo lwezakhono, kukhethwa ngononophelo kweenNtloko zeSebe leziGaba ezisisiSeko, kufuneka zine zakhono zabo zizinike nexesha lokunika inkxaso ngaphakathi nangaphandle kwamagumbi okufundela.

- Kufuneka kubekho iincwadi, nentsebenziso edibanisayo yeencwadi ezinkulu, ufundo lwencwadi, iincwadi zezifundo (textbooks), iincwadi zokusebenzela (workbooks), nezixhobo zesiGaba esisiSeko.
- Kufuneka yilwe kwaye kusetyenziswe imiMiselo, ukubhala, neyemathemathika, qho ngekota kumaBanga R-3.
- Ukuhlolwa kwesakhono sootitshala sokufundisa isiNgesi njengoLwimi lokuQala olongeziweyo nokunika uqeqesho ngeemfuno zophuhliso loku.

Iprojekthi yolinga yeSebe iWCED, ezakubonelela kangangoko inakho, ngako koke oku kubalulwe ngentla apha. Izikolo selezixelwe kwaye nophicotho selwenziwe. Inkxaso-mali sele inikiwe ukwenzela izikolo ezikhethiweyo zithengelwe iithabhulethi.

Inkqubo yoqeqesho izakuyilwa ngokuxhomekeke kwiimfuno eziqatshelweyo. IziXhobo ezongezelelweyo eziXhasa ukuFunda nokuFundisa zizakunikwa ngokwemfuneko yazo. ImiMiselo yokufunda nokubhala iyiliwe kwaye nootitshala bazakuqeqeshwa malunga nayo nangokusebenzisa ukuHlolwa kwendlela yokuFunda kumaBanga aphantsi (Early Grade Reading Assessment), qho ngekota.

linjongo eziCwangciswe ngoBuchule

Programme 5					
Iinjongo eziCwangciswe ngobuChule	Eyona Mpumelelo 2014/2015	Ithageathi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithageathi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka 2015/2016	Izimvo malunga notshintsho
Inani lezikolo zikarhulumente ezine Banga R	977	955	974	19	Ezinye izikolo ziye zongezela

Izalathi zentsebenzo

IProgram 5					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithageathi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithageathi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka 2015/2016	Izimvo malunga notshintsho
PPM501: Inani lezikolo zikarhulumente ezinBanga-R that offer Grade R	977	955	974	19	Kugqithiwe kwithageathi
PPM502: Ipesenti yabafundi beBanga labafumene imfundo efomali yeBanga -R	Intsha	68%	69.13%	1.13%	Kugqithiwe kwithageathi
PPM503: Ipesenti yebasebenzi(practitioners) be ECD abaqeshiweyo benemfundo ekwinqanaba le-4 nangaphezulu leNQF	Intsha	97%	n/a	Ayikho	Ayikho ingxelo ngalo mlinganiselo eNtshona Koloni, njengokuba iSebe iWCED lingengomqeshi wepractitioners zeECD eziqeshwe ezikolweni zihlawulwa ngemali edluliswayo (transfer funds). Nangona ithageathi ye-97% ibibekiwe kwiAPP, kuye kwachazwa kumbhalo ongezantsi ukuba iSebe iWCED ayingomqeshi wazo. Ngoko ke iWCED ayikho kwimeko yokuchaza ngayo.

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukugxilwe ekuphuculweni koqeqesho lweetitshala
- Ukujonga kakhulu kwiinkqubo zenkxaso yabafundi beBanga R aba-'semngciphekweni'
- Ukuqinisekisa ukuba izikolo zinazo iILTSM zonke 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 projekthi yolingo yamaBanga R – 3 kwizikolo ezili-100 ukuze kuphuculwe iziphumo zoLwimi ne Matematika nokufunyanwa kwezakhono zesiNgesi

Utshintsho kwiithagethi ezicwangcisiweyo

Azikho

Ukunxulumanisa intsebenzo neebhajethi

Inkcitho eyenzeke kwiProgram 5 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 kwiindawo zonke (universal environment) nokufundisa okusemgangathweni.

Inkcitho yeprogram esekelayo

IGama leProgram eSekelayo	2015/16			2014/15		
	Ulwabi wo- mali lokug-qi bela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi	Ulwabiwo- mali lokug- qibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
5.1 IBanga R kwizikolo zikaRhulumente	306,316	300,875	5,441	329,697	329,697	-
5.2 7.2 IBanga R kumaZiko oLuntu Early Childhood Development Centres	68,664	68,664	-	64,010	64,010	-
5.3 UQeqesho lwaphambi kweBanga R Pre-grade R Training	110,661	109,801	860	109,327	109,327	-
5.4 UPuhliso lweZakhono zaBasebenzi	-	-	-	-	-	-
5.5 Iigranti ezikhutshwa phantsi kwemiqathango ethile	2,823	2,823	-	8,744	8,744	-
Zizonke	488,464	482,163	6,301	511,778	511,778	-

4.8 IProgram 6: Uphuculo lweziseko zophuhliso (Infrastructure Development)

Injongo:

Ukunika nokulondoloza izakhiwo zeziseko zophuhliso zezikolo nezingezozezikolo

Inkqubo yophuculo lweziseko zophuhliso (Infrastructure Development) iqulethe eziprogram zisekelayo:

Iprogram esekelayo 6.1: Ezolawulo

Ukunika nokulondoloza zeziseko zophuhliso zolawulo (administration)

Iprogram esekelayo 6.2: Izikolo eziQhelekileyo zikaRhulumente

Ukunika nokulondoloza zeziseko zophuhliso zezikolo zikarhulumente

Iprogram esekelayo 6.3: Izikolo zeMfundo eneeMfuno eziZodwa

Ukunika nokulondoloza zeziseko zophuhliso zezikolozikaRhulumente zemfundo eneemfuno ezizodwa

Iprogram esekelayo 6.4: UPuhliso lweMfundo yabasaQalayo

Ukunika nokulondoloza zeziseko zophuhliso zophuhliso lwemfundo yabasaqalayo

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)¹³

IProgram 6: IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)	
IiNjongo eCwangciswe ngobuChule 6	Ukuqinisekisa ngolondolozo lweziseko zophuhliso eziphambili ngokokubaluleka kwazo, ngokufikelelekayo ngamaxabiso nokuqinisekisa ukuba izikolo zakhiwa ngendlela engqinelana nemiba ephambili yokubaluleka kwabantu ngokweendawo zabo (priority demographic trends)
IiNjongo yesitetime nti	<ol style="list-style-type: none"> 1. Kuqulunqwe ugcino-ngcombolo (database) oluthembekileyo oluneencukacha ezibanzi ngemfuneko zolondolozo lwezakhiwo zeziseko zophuhliso. 2. Kubekwe phambili ungenelelo olusekelwe kulwazi ngentlelo ezingenamkhethe (objective criteria) neesistimzolwazi oluchanekileyo . 3. Ukulawula inkqubo yokwakha kuquke ukubonelele ngezikolo ezitsha, kususwe iziseko ezakhiwe ngematiriyeli engafanelekanga, amagumbi okufundela akhiwe ngokutsha ,kubonelelwe ngamagumbi okufundela amatsha , namagumbi okufundela angasosigxina, ze kufezekiswe iimfuno zoxinzelelo lwethutyana. 4. Kumxholo wekxaso-mali engonelanga kwakunye neziseko ezigugayo, kumelwe kusetyenziswe udweliso lweemfuno ngokubaluleka kwazo , ngolu hlobo; ukulungiswa kophahla, ukulungiswa kweziseko zezakhiwo, ukufumaneka kwamanzi, ukufumaneka kombane, imijelo yokuhambisailindle nendawo zococeko (sewerage and ablution facilities) iigatha, isilingi, umgama obiyelwayo, ukupeyinta. 5. Ukunika iinkonzo ezikhawulezileyo zolondolozo xa kukho intlekele zendalo (natural disaster), ingxaki ekwiziseko zezakhiwo nomonakaliso.

IiNjongo eziCwangciswe ngobuchule, izalathi ntsebenzo, iithagethi eziCwangcisiweyo nezo thagethi zifezekisiweyo

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.

¹³ IiNjongo eziCwangciswe ngobuChule ngokwe IiNjongo eziCwangciswe ngobuChule 2015-2019 ziprintwe ngokupheleleyo apha

Iiprojekthi zokwakha ezigqitywe ngo-2015/16

Izikolo ezintsha

- Kugqitywe izikolo ezintsha ezisi-7 zanikezelwa ngo-2015/16, ezizezi: Eersteriver Primary School, Happy Valley Primary School, Khanya Primary School, Kranshoek Primary School, Kwanokuthula Primary School, Silversands High School and Swellendam Primary School.
- Izikolo ezimbini ezingesosigxina (mobile schools) ziye zagqitywa ukuba zibe nokusetyenziswa ngo-2015/16, zezi: Silverleaf Primary School and Parliament Street Primary School.

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

- Kusetyenziswe imali yeSebe iWCED, nto leyo eyenze ukuba ngo-2015/16 kugqitywe ukwakhiwa ngoKutsha kwezizikolo zilandelayo ziye zagqitywa: Bottelary Primary School, Entshona Primary School, Fairview Primary School, Plantation Road Primary School.
- Ezi Zikolo zaKhiwe ngoKutsha zilandelayo zigqitywe ngo-2015/16 njengenxalenye yeprojekthi yeziseko zophuhliso ezingundoqo (capital infrastructure project) yeAccelerated School Infrastructure Development Initiative (ASIDI) exhaswa liSebe leMfundo esisiSeko: Delta Primary School, De Duine Primary School, Kasselsvlei Primary School, Parkview Primary School, Rosewood Primary School, Sophakama Primary School, Swartberg Senior Secondary, Tygersig Primary School, Valhalla Primary School, Voorspoed Primary School, Westfleur Primary School and Willemsvallei Primary 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-37 aye agqitywa ngo-2015/16. Onke lamagumbi okufundela asuka kuluhlu lweeprojekthi zika-2014/15 okanye zika-2015/16.
- Kuye kwanikwa iyunithi ezingonjikeleza (mobile unit): Amagumbi okufundela ali-100.

Iziseko zophuhliso (infrastructure) ebezilungiselelwe ukugqitywa ku-2015/16 zibekwe apha ngezantsi, zibekwa kunye namanani ezinto ezenzekileyo.

Udidi	Okuthagethiweyo	Elona nani
Izikolo ezintsha	9	7
IZikolo eZakhiwe ngoKutsha (Replacement schools (kuquka neASIDI)	21	16
Amagumbi okufundela eBanga R	Amagumbi okufundela ali- 54	Angama-37(kwangama-54). Ewonke ali-101 aquka neeprojekthi zeminyaka engaphambili.
Ukuhlaziywa nokongezwa	Akukho thagethi isetiweyo	0
Ukwandiswa kwamaGumbi okufundela	Akukho thagethi isetiweyo	Amagumbi okufundela ali
Amagumbi okufundela Ajikelezayo	Akukho thagethi isetiweyo	Amagumbi okufundela ali-100

Utshintsho kwiithagethi ezicwangcisiweyo

a) Izikolo ezitsha

Zimbini izikolo ebekumelwe ukuba zigqitywe ngo Matshi 2015, ezingagqitywanga: yiMasakhane Primary School, ne Vuyiseka High School. Kubekho ulibaziseko kuzo zombini, ngenxa yekontrakhi eziqhuba kakubi nezibenengxaki yokungathembeki kweziseko zezakhiwo. Zombini eziprojekthi ziyakhiwa kulindelwe ukuba zigqitywe ngo 2016.

b) Izikolo eZakhiwe ngoKutsha kwezikolo

Ekupheleni konyaka-mali 2015/16, zintlanu izikolo ebezisakhiwa ngokutsha ebekulindeleke ukuba zigqitywe phakathi kulonyaka-mali 2015/16, bezikumanganaba ahlukeneyo zokwakhiwa. Kubekho ulibaziseko ngenxa yekontrakhi eziqhuba kakubi kwakunye neengxaki ngentembeko yeziseko zezakhiwo.

c) Amagubi okufundela weBanga R.

Kumagumbi angama-54 ebeyithagethi ebekiweyo yeBanga R, ngnyakamali ka 2015/16, kwakhiwe kwagqitywa ezingama-37. Aseleyo asakhiwa, kulindeleke ukuba agqitywe ekupheleni konyaka-mali u2016/17. Izizathu zolibaziseko ziquka ukuqhuba kakubi kwekontrakhi, nolibaziseko ezikolweni ezitsha, ebeziqukiwe kule thagethi.

IiNjongo eziCwangcise ngobuChule (Strategic Objectives):

Programme 6					
IiNjongo eziCwangcise ngobuChule	Eyona Mpumelelo2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwiithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2015/2016	Izimvo malunga notshintsho
Inani lamagumbi okufundela akhiweyo ezikolweni zikarhulumente	253	264	661	397	Inani lezikolo liquka i-191 lamagumbi okufundela kwizikolo ezintsha namagumbi okufundela angama-370, kwizikolo ezakhiwa ngokutsha ali-100 amagumbi okufundela ajikelezayo abekwe kwizikolo ezahlukeneyo ngo2015/16

Izalathi zentsebenzo

IProgram 6					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwiithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2015/2016	Izimvo malunga notshintsho
PPM601: Inani lezikolo zikarhulumente eziqhelekileyo ezinikezwe amanzi	-	-	-	-	
PPM602: Inani lezikolo zikarhulumente eziqhelekileyo ezinikezwe umbane	-	-	-	-	
PPM603: Inani lezikolo zikarhulumente ezinikezwe amagumbi angasese	-	-	-	-	
PPM604: Inani lamagumbi okufundela akhiweyo kwizikolo zikarhulumente eziqhelekileyo	253	264	661	397	Inani liquka amagumbi okufundela ali-191 kwizikolo ezintsha kunye nama-370 amagumbi okufundela kwizikolo ezingene endaweni yezinye.I-100 lamagumbi okufundela ajikelezayo abekwe kwizikolo ezahlukeneyo ngo 2015/16

IProgram 6					
Umlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukuthintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2015/2016	Izimvo malunga notshintsho
PPM605: Inani lamgumbi abucala (specialist rooms) akhiweyo kwizikolo zikarhulumente eziqhelekileyo	12	40	96	56	Kuquka amagumbi abucala angama - 34 kwizikolo ezingene endaweni yezinye.
PPM606: Inani lezikolo ezintsha ezi-gqityiweyo ezilindele ukusetyenziswa	New	29	23	-6	Kuquka izikolo ezi-7 kunye ne-16 lezikolo ezingene endaweni yezinye
PPM607: Inani lezikolo ezintsha (kuquka izikolo ezingene endaweni yezinye)	New	15	28	13	Kuquka izikolo ezintsha ezili-10 ne-18 lezikolo ezingene endaweni yezinye
PPM608: Inani lamagumbi eBanga-R akhiweyo	New	82	101	19	Amagumbi okufundela eBanga -R ali-17 kwizikolo ezintsha, kunye namagumbi okufundela angama-47 kwizikolo ezingene endaweni yezinye
PPM608: Inani lamagumbi okufundela eBanga-R akhiweyo	Intsha	82	101	19	Amagumbi okufundela eBanga -R ali-17 kwizikolo ezintsha, amagumbi okufundela angama- 47 kwizikolo ezingene endaweni yezinye kunye nama-37 amagumbi okufundela eBang a-R kwizikolo ekudala zikhona. Oku kuquka ama-20 erollout ka 2015/16 kunye nerollout ka 2014/15.
PPM609: Inani lehstele ezakhiweyo	Intsha	-	-		
PPM610 :Inani lezikolo ezilungiswayo njengokuba bekuhleliwe	New	85	107	22	Kwiprojekthi zokulungisa izakhiwo ezingama- 85, ezingama-41 kuzo zagqitywa ngo2015/16 , ezingama-67 iprojekthi zagqitywa ngo 2014/15. Iprojekthi eziseleyo ezingama-45 zayekiswa okanye ziyakwenziwa ngo 2016/17.
Qaphela ukuba i PPM 601, 602 no 603 bekungekho thagethi zibekiweyo ngoba zonke izikolo ezikhoyo zineenkono ezintathu kwezi zidwelisiweyo					

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Ukusa iimali-nkxaso eninzi kulondolozo
- Indlela egxile kulondolozo ngousebenzisa iindidi ngeendidi zokubambiswana, umz. kwemali-nkxaso engqamanisiweyo (matched funding)
- Ukujongana nokungabikho kwamaziko (sites) ngolungiselelo oluphakathi kweSebe iWCED, iSebe lezoThutho nemiSebenzi kaRhulumente (DTPW) kunye namacandelo oorhulumente bendawo.
- Ukuncedisana nesindululo sokubekwa kwezicelo zokwahlulwa kweendawo (zoning applications) okwenziwa phakathi kweSebe iWCED, iDTPW (ulawulo lweepropati) kunye neSebe 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

Iprogram esekelayo	2015/16			2014/15		
	Ulwabi wo- mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisile yo)/ eNgaphantsi	Ulwabiw o- mali lokug- qibela	Eyona Nkcitho	Inkcitho (eGqithi sileyo)/ eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
6.1 Ulungiselelo (Administration)	10,112	10,112	-	10,338	10,338	-
6.2 IZikolo eziQhelekileyo zikaRhulumente	1,455,743	1,455,743	-	1,399,827	1,385,886	13,941
6.3 IZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	35,657	35,657	-	8,200	8,200	-
6.4 UPuhliso lweMfundo yaBantwana abasaQalayo	48,447	48,447	-	35,067	35,067	-
Zizonke	1,549,959	1,549,959	-	1,453,432	1,439,491	13,941

4.9 Programme 7: Iinkonzo ezinxulumene neeMviwo neMfundo

Injongo:

Ukunika amaziko emfundo onke iinkonzo ezinxulumene neemviwo kunye nemfundo

IiNkonzo eziNxulumene neeMviwo nemfundo zibandakanya ezi program zisekelayo zilandelayo:

Iprogram esekelayo 7.1: Ukuhlawulwa kweeSETA

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

Iprogram esekelayo 7.2: IiNkonzo zoBungcali (Professional Services)

Ukunika ootitshala nabafundi abasezikolweni iinkonzo zokunika inkxaso ezilawulwa liSebe lezeMfundo.

Iprogram esekelayo 7.3: IiMviwo zaNgaphandle

Ukulungiselela iinkonzo zeemviwo ezilawulwa liSebe.

Iprogram esekelayo 7.4: Iiprojekthi eziKhethekileyo

Ukunika iiprojekthi ezikhethekileyo zongenelelo loncedo ezilawulwa lisebe kwezemfundo xa zizonke

Iprogram esekelayo 7.5: IGranti eKhutshwa phantsi kwemiQathango ethile

Ukunika iiprojekthi ezichongwe liSebe leMfundo esisiSeko ezisetyenziswa kwiinkqubo ezingaphezulu kwenkqubo enye nezixhaswa ngemali esuka kwiigranti ezikhutshwa phantsi kwemiqathango ethile.

IiNjongo eziCwangcise ngobuChule (Strategic Objective¹⁴)

IProgram 7: IiNjongo eziCwangcise ngobuChule	
IiNjongo eziCwangcise ngobuChule 7.1	Ukunika ufikelelo kazo zonke iimviwo zangaphandle; ukuqinisekisa ngokuba semgangathweni kweenkqubo zeemviwo nohlolo; ukuqinisekisa ukuba zonke izikolo zizilawula ngokufanelekileyo iimviwo nohlolo lwasesikolweni; nokuxhasa ukufunda
IiNjongo yesititimenti	<ol style="list-style-type: none"> 1. Ukuqinisekisa ukuba zonke izikolo namaziko eemviwo aqhuba ngemigaqo-nkqubo efunekayo yeemviwo nohlolo ngendlela efanelekileyo nangokuzingisa ukuze komelezwe ukuthembeka kwesistim yeemviwo nohlolo. 2. Ukuhlaziya iindlela zokuqhuba uhlolo nokushicilelwa neengxelo ngomsebenzi wokuhlola 3. Uqinisekisa ukuba amanqaku ohlolo ezikolweni ayinyani kwaye athembekile. 4. Ukuqinisekisa kokufumana kwabafundi kwizikolo zonke ngokunika ingcombolo (data) ngemeko nengxelo echazwa ngamanani (qualitative and quantitative) nokunikwa kwengxelo ngeemviwo nezinye iindlela zokuhlola, nokuwonga izikolo ezichongiweyo, amaziko abadala nabafundi.

¹⁴ IiNjongo eziCwangcise ngobuChule ngokweeNjongo eziCwangcise ngobuChule zika 2015-2019 eziprintwe ngokupheleleyo

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

limviwo

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

- limviwo zeSatifikethi seMatriki sikaZwelonke (Oktobha/Novemba 2015)
- limviwo zokuXabangela zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi 2016).
- limviwo zeMatriki (ngoMeyi/Juni)
- limviwo zeSathifikethi esi-ABET iNqanaba 1-4 (ngoMeyi/Juni)
- limviwo ze-ABET iNqanaba 1-4 (ngoOktobha/Novemba)

Uviwo	Inani lababhalisileyo	Inani lababhalileyo	Inani lamaziko
limviwo zeSatifikethi seMatriki sikaZwelonke (Oktobha/Novemba)	56 562	53 721	442
limviwo zokuXabangela zeSatifikethi seMatriki sikaZwelonke (ngoFebruwari/Matshi ka-2016).	8 478	6 138	158
limviwo zeMatriki (ngoMeyi/Juni ka-2015)	20 078	9 676	103
limviwo ze-ABET iNqanaba 4 (ngoMeyi/Juni ka-2015)	1008	537	56
limviwo ze-ABET iNqanaba 4 (ngoOktobha/Novemba ka-2015)	4 449	3 460	104

Uhlolo loNyaka zikaZwelonke (Annual National Assessments) (ANA) kuLwimi neMathemathika bezingaqhutywanga ngokufanayo ngo 2015, kuba umbutho wootitshala uyewaqhanqalaza uvakakalisa inkxalabo ngemodeli yokuhlola. Ngenxa yoko iSebe iDBE lifumene imvume yokungazifaki iziphumo zo-ANA kuleNgxelo yoNyaka. Indlela yesiqhelo yohlehlengiso lomgangatho akhange iqhutywe kwaye nezikolo ezithathe inxaxheba bezimbalwa.

Ukhuseleko lweemviwo yeyonanto iphambili. Zonke indlela neenkqubo zokuqhuba iimviwo zilawulwa ngokomgaqo-nkqubo kaZwelonke omalunga ne nokuziphatha, ukulungiselelwa nokulawulwa kweemviwo zeSatifikethi seMatriki sikaZwelonke (NSC) ezipapshwe kwiSaziso sikaRhulumente No. 564 kwiGazethi kaRhulumente, Vol.587, Namba 37652 yowe-16 kuMeyi 2014.

Ngo 2015 iSebe iWCED liqeqeshe abantu abangama-2116 ngeseshoni ezi-18 ukuze kulawulwe ezikolweni indlela ekuqhutywa ngayo iimviwo zeSatifikethi seMatriki sikaZwelonke (NSC). Ukuhlolwa kwendlela yokuziphatha kwiimviwo zeSatifikethi seMatriki sikaZwelonke neze Mfundo noQeqesho olusisiSeko lwabaDala (ABET) zeNqanaba le-4 zika 2 iqhutywe ngokudibaniso lwetitshala

ISebe iWCED laye laqeqesha abantu abangama-2 116 kwiiseshoni eziyi-18 ngo 2015 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 waze waxhaswa nguMgadi oPhezulu (Senior Invigilator) wangaphandle oqeshiweyo.

Ukuphucula umgangatho wokumakishwa kweNSC, kuye kwaqhutywa iimvavanyo zokukorekisha kubakorekishi, ezimvavanyo zenziwe kwizifundo ezilishumi elinanye ngoEpreli - Agasti ngo 2015.

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

Izikolo nabafundi abaqhube kakuhle nangokubalaseleyo kwiimviwo zeNSC baye bawongwa kumsitho wonyaka wamabhaso okuwonga obubanjwe ngowe-14 kuJanuwari ka-2016. Iimbasa zesikolo ziyezanikwa abafundi abaliphucule kakukhulu izinga lokupasa, abapasele ukufundela isidanga kunye nabapase isifundo ngasinye.

Iikhrayitheriya yokugqwesa kwesikolo siphela, kukuzinza kwenani labafundi abachophele iBanga 12 kwithuba leminyaka emi-3 ka-2013 ukuya ku-2015, izinga lilonke lokupasa l elingama-95% ubuncinane, ipesenti yabachophele iimviwo abaphumelele ngendlela ebavumela ukuba bangene kwizifundo zesidanga, nepesenti yabachophele iimviwo abapase iMathematika ngo-60% nangaphezulu.

Iimbasa zinikwe abafundi abapase ngokugqwesileyo kwiizifundo zabo ziphela nabagqwese kwisifundo esithile.

Iimviwo zeSatifikethi seMatrikhi sabafundi abadala ngoku sele zisebenzisa ikharityhulam yeCAPS.

Inani lamaziko eemviwo lehlile ngokuyeku amaxesha ehamba, ngenxa yohlengahlengiso oluqinisekisa ukugcinwa komgangatho ophezulu okungema kumaziko eemviwo nowolawulo lweemviwo. Onke amaziko eemviwo aye aphicothwa ukuqinisekisa ukuba ayazifizekisa iimfuno zokuqhuba nokulungiselela iimviwo.

IiNjongo eziCwangciswe ngobuChule (Strategic Objectives)

IProgram 7					
IiNjongo eziCwangciswe ngobuChule	Eyona Mpumelelo 2014/2015	Ithogethi eCetyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukutshintsha kusukwe kwithogethi eCwangcisweyo kuyiwe kweYona Mpumelelo ka- 2015/2016	Izimvo malunga notshintsho
IPesenti yabafundi abapase iSatifikethi seMatrikhi sika Zwelonke	82.2%	83.5%	84.7%	1.2%	Kuye kwagqithiswa kwithogethi, abafundi bebezilungiselele kakuhle

Izalathi zentsebenzo

IProgram 7					
UMlinganiselo weNtsebenzo yeProgram	Eyona Mpumelelo 2014/2015	Ithagethi eCelyiweyo 2015/2016	Eyona Mpumelelo 2015/2016	Ukushintsha kusukwe kwithagethi eCwangciselweyo kuyiwe kwEyona Mpumelelo ka-2015/2016	Izimvo malunga notshintsho
PPM 701: Ipesenti yabafundi abapase iSefifiketi seMatriki ka Zwelonke(NSC)	82.2	83.5	84.7	1.2	Kwagqithwa kwithagethi ngenxa yokulungiselelwa kakuhle kwabafundi.
PPM 702: Ipesenti yabafundi beBanga 12 abapase ngebachelor	38.8	40	41.7	1.7	Kwagqithwa kwithagethi ngenxa yokulungiselela abafundi
PPM 703: Ipesenti yabafundi beBanga 12 abapase ngama-50% nangaphezulu kwiMathematika	Intsha	43	42.2	-0.8	Ukuphuculwa kwithagethi kubangele ukuaba abafundi bangafikeleli kuyo
PPM 704 :Ipesenti yabafundi beBanga le 12 abapase nge50% nangaphezulu kwi Physical Science	Intsha	38	40.2	2.2	Kugqithiwe kwithagethi abafundi bebezilungiselele kakuhle
PPM 705: Ipesenti yabafundi beBanga le3 abapase ngama 50% nangaphezulu kuLwimi lwasekhaya kuhlolo lonyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	70	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPM 706: Ipesenti yabafundi beBanga le3 abapase nge 50% nangaphezulu kwiMathematika kuHlolo loNyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	75	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPM 707: Ipesenti yabafundi beBanga le6 abapase nge50% nangaphezulu kuLwimi lwaseKhaya kuHlolo loNyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	83	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPM 708: Ipesenti yabafundi beBanga le 6 abapase ngama 50% nangaphezulu kwi Mathematika kuHlolo loNyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	53	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPM 709: Ipesenti yabafundi beBanga le 9 abapase ngama 50% nangaphezulu kwi Lwimi lwaseKhaya kuHlolo loNyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	50	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPM 710: Ipesenti yabafundi beBanga le 9 abapase ngama 50% nangaphezulu kwiMathematika kuHlolo loNyaka likaZwelonke (Annual National Assessment -ANA)	Intsha	7	Ayikho	Ayikho	Iphondo alisayi kunika ngxelo ngezalathisi zango 2015-16 ezibandakanya uANA kuba uviwo alubhalwanga kwizikolo ebezilungiselelwe
PPI 7.1 % yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kuLwimi	42.4	44	42.4	-1.6	Abafundi abafikelelanga kwithagethi kodwa bakwazile ukucinga inqaku lalonyaka uphelileyo.
PPI 7.2. % yabafundi beBanga lesi-3 abafumene iziphumo ezamkelekileyo kwiMathematika	54	56	57.6	1.6	Inkqubo yenkxaso kwiMathematika izeneziqhamo ezintle.
PPI 7.3. % yabafundi beBanga lesi-6 abafumene iziphumo ezamkelekileyo kuLwimi.*	37.9	40	36.8	- 3.2	Abafundi abakwazanga kuohucula amaqaku abo.
PPI 7.4. % Yabafundi beBanga lesi-6 abafumene iziphumo ezamkelekileyo kwiMathematika.	30.4	32	37.7	5.7	Inkqubo yenkxaso kwiMathematika ibeneziqhamo ezintle.
PPI 7.5. % yabafundi beBanga le-9 abafumene iziphumo ezamkelekileyo kuLwimi*	47.6	49	53	4	Inkqubo yophuhliso loLwimi lubeneziqhamo ezintle.
PPI 7.6. % yabafundi beBanga le-9 abafumene iziphumo ezamkelekileyo kwiMathematika.	14.9	17	22.2	5.2	Inkqubo yenkxaso kwiMathematika ibeneziqhamo ezintle.

Laangamaqaku eemvavanyo zeSebe lwced

Isicwangciso sokoyisa ezo ndawo ziqhuba kakubi kuzo izikolo

- Amaphulo azinzileyo ongenelelo loncedo asekelwe kwimfuneko yongenelelo ukwenzela kuphuhlise indlela abaqhuba ngayo abafundi
- Ukusetyenziswa okuqhubekayo kweengcombolo (data) ukwenzela ukuxhasa amaphulo ongenelelo loncedo
- Ukuqeqeshwa kweenqununu kwiifundo ezintsha zohlolo
- Ukuphuculwa kokumakishwa kwamaphepha
- Ukuqhubekeka nokulungiselela nolungiselelo lweemvavanyo zokumakisha ezibhalwa ngabamakishi bamakishayo, kwanokukwandisa ulawulo loku

Utshintsho kwiithagethi ezicwangcisiweyo

Alukho

Ukunxulumanisa intsebenzo neebhajethi

Inkcitho eyenzeke kwiProgram 7 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

Inkcitho yeprogram esekelayo

Igama leProgram eSekelayo	2015/16			2014/15		
	Ulwabi wo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNga-phantsi	Ulwabi wo-mali lokugqibela	Eyona Nkcitho	Inkcitho (eGqithisileyo)/ eNgaphantsi
	R'000	R'000	R'000	R'000	R'000	R'000
7.1 Iintlawulo eziya kwiSETA	6,450	6,450	-	6,096	6,096	-
7.2 IiNkonzo zoQeqesho ooTitshala (Professional Services)	29,404	29,404	-	533,921	530,087	3,834
7.3 Iimviwo zangaphandle	189,558	189,558	-	172,851	172,851	-
7.4 Iiprojekthi eziqhelekileyo	33,147	24,735	8,412	29,146	29,146	-
7.5 Iigranti ekhutshwa phantsi kwemiqathango ethileConditional Grants	19,631	19,631	-	17,731	17,690	41
Zizonke	278,190	269,778	8,412	759,745	755,870	3,875

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). Isihlomo 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: IiNkqubo zokunika abafundi amava (learnerships).

UMthetho wokuLawulwa kwe Mali kaRhulumente (Public Finance Management Act), 1999 (PFMA) ufuna ukuba amaziko emfundo afumana imali eya kwizibonelelo (transfer payments) anike ubungqina bokuba ezomali 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) kwelisebe ekupheleni kukaJuni wonyaka ngamnye.

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 angqinisa 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). Iimeko ezibekwe kuzo (allocated statuses) zihlaziywa qho.

Le theyibhile ingezantsi ibonisa iimali eziya kwizibonelelo (transfer payments) ezenziwe ngethuba elisuka kumhla woku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016.

Igama leziko elibonelelwa ngemali	Uhlobo lweziko	Injongo esetyenziselwe yona imali leyo	Ngaba isebe liye lamlandela u-s 38 (1) (f) wePFMA	Isixa ekubonelelwe ngaso (R'000)	Isixa esichithelelo ziko	Izizathu ezinikiweyo malunga nemali elingayi sebenzi sanga iziko
IZikolo eziQhelekileyo zikaRhulumente	AmaZiko aNgenzi Nzuzo	Iziseko zophuhliso (infrastructure) (ulungiso nophuculo lwazo)	Ewe	69,465	69,465	0
		ImiMiselo nemiGangatho: Ukukhula okungaphezulu	Ewe	5,640	5,640	0
		Inkxaso-mali yokuhlalisa abafundi (boarding subsidy) Inkxaso-mali yokuhlalisa abafundi (boarding subsidy)	Ewe	34,818	34,818	0
		Inkxaso yolungiselelo (admin)	Ewe	12,423	12,423	0
		IGranti eKhutshwa phantsi kwemiQathango ethile: ICandelo lezeNtlalo leEPWP	Ewe	1,627	1,627	0
		ImiMiselo nemiGangatho	Ewe	601,059	601,059	0
		IGranti eKhutshwa phantsi kwemiQathango ethile: NSNP	Ewe	35,946	35,946	0
		IiMbaso zeBanga le-12	Ewe	621	621	0
		Ukubuyiselwa kweemali zezikolo ezixolelwayo ukuhlawula iifizi	Ewe	43,650	43,650	0
		Ugxilo kwezolutsha	Ewe	20,559	20,559	0
		Ukuthuthwa kwabafundi	Ewe	46,643	46,643	0
		Amabhaso eMathematika noLwimi	Ewe	332	332	0
		Inkxaso-mali yezothutho yabucala (private transport subsidy)	Ewe	3,957	3,957	0
		Uqhagamshelo kwiintanethi	Ewe	15,866	15,866	0
		Izifundo zobuchwepheshe (technical subjects)	Ewe	1,303	1,303	0
		Amaziko oviwo lwematriki	Ewe	6,200	6,200	0
		Ukhuselo lwezikolo ezikhuselekileyo	Ewe	23,041	23,041	0
		Itelematics zeMfundo	Ewe	649	649	0
		IGranti ekhutshwa ngemigaqo ethili: iMathematika, iScience neTeknoloji	Ewe	99	99	0
		Ubulungu noqeqesho weeSGB	Ewe	444	444	0
IiMbaso zikaZwelonke zooTitshala kunye noqeqesho lweNCS yaseFET/GET	Ewe	2,142	2,142	0		
Ukulungiswa kweehostele	Ewe	1,542	1,542	0		

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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 esichithelelo ziko	Izizathu ezinikiweyo malunga nemali elingayi sebenzi sanga iziko
IInkxaso-mali zeZikolo eziZimeleyo	AmaZiko aNgenzi Nzuzo	INkxaso-mali	Ewe	95,384	95,384	0
IMfundo kwiZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	AmaZiko aNgenzi Nzuzo	INkxaso-mali	Ewe	134,099	134,099	0
Amaziko oPhuhliso lweMfundo yabaNtwana abasaQalayo	AmaZiko aNgenzi Nzuzo	INkxaso-mali	Ewe	298,366	298,366	0
		Ukuthuthwa kwabafundi	Ewe	191	191	0
		IGranti eKhutshwa phantsi kwemiQathango ethile: ICandelo lezeNtlalo leEPWP	Ewe	2,823	2,823	0
		Izibonelelo (stipends) zemfundo yaphambi kweBanga R	Ewe	67,049	67,049	0

Zonke iintlawulo ebezibhajethelwe kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016 ziye zahlawulwa.

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-2015/16 kwiiGranti eziKhutshwa ngokwemiQathango ethile iye yaphucuka kakhulu kunenkcitho yonyaka ongaphambili. Ngo-2015/16, kusetyenziswe i-99% yeemali xa kuthelakiswa ne-99.2% echithwe ngo-2014/15.

Ukubekwa esweni kweegranti

Ukubekwa esweni kweegranti nganye kuye kwenziwa ngokumana kunikwa ingxelo qho ngenyanga, kumana kukhangelwa kukwatyelwa namaziko ngamagosa achaphazelekayo. Ezolawulo (controls) nophuculo ziye zaqhutywa ngokuQhubekayo.

Iinkqubo zokuthenga ngeGranti, yeMathemathika, ezobuNzululwazi nobuChwepheshe (Mathematics, Science and Technology) (MST), ekhutshwa phantsi kwemiqathango ziyezabekwa phantsi kolawulo lukandlunkulu ukwenzela ukuqinisekisa ukuba yonke imiqathango iyafezekiswa yaye akukho nkcitho ekukudyakraza (wasteful expenditure).

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-2016.

IGranti eKhutshwa phantsi kwemiQathango ethile: iMathematika, iScience neTeknoloji	
Isebe eliyela hlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Ukunika inkxaso nezixhobo zokufunda ezikolweni, kootitshala nakubafundi ukunyusa umgangatho wokufundiswa nokufundwa kweMathematika iScience neTeknoloji kwizikolo ezikhethiweyo zikarhulumente..
Iziphumo ezilindelekileyo zegranti	Ukuphucula ukufikeleleka, ukulingana, ukusebenza kakuhle kunye nomgangatho weMathematika, iScience neTeknoloji kwimfundo kweli lizwe Ukwenza uhlalutyo lweemfuno (needs analysis) kwizikolo ze MST, ukuze apho kukho iimfuno, unikeze: - Izixhobo zokufunda (Apparatus) kunye nezinto eziphelayo (consumables) ezikolweni ezingenazo ilaborathi zeScience, iiseti

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IGranti eKhutshwa phantsi kwemiQathango ethile: iMathematika, iScience neTeknoloji	
	<p>zegeometry kunye necalculators.</p> <ul style="list-style-type: none"> - ITeknoloji yoLwazi noNxibelelwano (Information and Communications Technology -ICT) ihardware ne software (HeyMath and HeySciences). - Umxholo, iprogram methodi zokufundisa (didactic and pedagogic programmes) zokuphuhlisa ukusebenza okuphucikileyo kootitshala - Uqeqesho Lolawulo kunye/okanye ukukhankatha (mentoring) iinqununu namaQela oLawulo lwezikolo - Ikharithyulam, nokulungiselela okwengezelekileyo kubafundi bamaBanga 8 -12 ukunyusa umgangatho wabo wentsebenzo ezifundweni ukuze bathathe inxaxheba kwiOlympiads bakwazi nokufikelela kwiScience Clubs, Science Fairs nakukhuphiswano <p>Ukulungiswa okanye ukucwangciswa ngokutsha kweworkshop ezikhoyo. Nika izixhobo zomsebenzi (equipment), izixhobo (tools) kunye namatshini kwiworkshop.</p>
Ezona ziphumo zifezekisiweyo	Zonke iziphumo ziphumelele ngokwesicwangciso sika 2015/16 seMST (MSTBusiness Plan)
Isixa ngokweDORA ehlaziyiweyo	Yi-R26.535 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R26.535 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R26.535 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Ibhajethi ka- 2015/2016 iye yasetyenziswa ngokupheleleyo.
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Zonke iirikhwizishini zika-2015/16 ziye zangeniswa kwiSCM ukwenzela inkqubo yokuthenga neenkono. Ibe yi-100% inkcitho kwibhajethi ka-2015/16.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Zonke iziphumo ziphumelele ngokwezicwangciso soshishino (Business plan) ka- 2015/16 yeMathematika, iScience neTeknoloji. Kubanjwe iintlanganisano kanye ngeveki neSupply Chain Management ukuqinisekisa ukuba ithenda ziyahamba kakuhle. Iithenda zibekwe iliso kwaye ingxelo inikwa kanye ngeveki.

IGranti yeeTheraphisti zeMiba eThile yaseMsebenzini zeCandelo lezeMfundo (Occupational Specific Dispensation for Education Sector Therapist Grant)	
Isebe eliye lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Kukuncedisana nebhajethi yembuyekiso 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-2015/16 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-R15.852 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R15.852 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R15.852 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
Amanyathelo athathiweyo ukuphucula inkqubo	Awekho
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Azikho

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IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeziSeko zoPhuhliso zezeMfundo- Education Infrastructure Grant (EIG)	
Isebe eliye lahlawula loo granti	ISebe leMfundo esisiSeko
Injongo yale granti	Kukulungisa, ukuhlaziya, ukwandisa okanye ukwakha iziseko zophuhliso ezintsha
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 kweeyunithi / izakhiwo ngezakhiwo
Isixa ngokweDORA ehlaziyiweyo	Yi-R1,094 992 bhiliyoni
Isixa esifunyenweyo (R'000)	Yi-R1,094 992 bhiliyoni
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R1,094 992 bhiliyoni
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Azikho
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	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. To reduce the vulnerability of children to HIV/AIDS, TB and STI infection, with a particular focus on orphaned and vulnerable children.
Iziphumo ezilindelekileyo zegranti	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).
Isixa ngokweDORA ehlaziyiweyo	Yi-R19,631 Yezigidi
Isixa esifunyenweyo (R'000)	Yi-R19,631 Yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R19,631 Yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Kusetyenziswe i-100% yemali kule projekthi.
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.

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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: 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 Ukunuswa kweavaraji yethuba lamathuba omsebenzi aveliswayo
Ezona ziphumo zifezekisiweyo	Iprojekthi 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- R2,818 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R2,818 yezigidi
Izizathu ezinikiweyo malunga nemali elingayisebenzisanga iziko	Azikho
Izizathu zokutenxa kwinkqubo	Jonga apha ngentla.
Amanyathelo athathiweyo ukuphucula inkqubo	Ukunika inkxaso kwiSebe lezoThutho nemiSebenzi kaRhulumente ukwenzela ukuqinisekisa ukuba oonokhontrakhi baqeshwa kwangethuba ukulungiselela u-2016/17.
Iindlela zokubeka esweni eziqhutywa lisebe elifumanayo	Iingxelo zenyanga nezekota

IGranti eKhutshwa phantsi kwemiQathango ethile: IGranti yeProgram yokuTiyiswa kweZikolo (National School Nutrition Programme Grant)	
Isebe eliye 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-R299,435 yezigidi
Isixa esifunyenweyo (R'000)	Yi-R299,435 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	Yi-R299,400 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: IGranti eDibeneyo yeEPWP yamaPhondo - ezeMfundo	
Isebe eliye lahlawula loo granti	ISebe lezoThutho nemiSebenzi kaRhulumente
Injongo yale granti	Ukudala amathuba emisebenzi olutsha, amanina nabanenkubazeko kwicandelo leECD.
Iziphumo ezilindelekileyo zegranti	Ukuqeqesha iiprakhishina ezingama-420 zeECD kwinkalo yoPhuhliso lwaBantwana abasaQalayo. Ukuqeqesha abanematrikhi abangama-22 abebekade bengaqeshwanga ukuba babe ngabachwethezi bedatha (data capturers)
Ezona ziphumo zifezekisiweyo	Iiprakhishina ezingama-350 ze-ECD ziye zachazwa njengezinezakhono emva kokufumana kwazo ikhosi yoqeqesho yeenyanga eziyi-12. Iprakhishina nganye iye yaya kwikhosi yoqeqeshelo lwe-ECD

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	Iweenyanga ezili-12 iNqanaba 1 kwenye yeeKholeji zeFET ezintandathu kwiphondo. Iprakthishina 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-R4.747 yezigidi
Isixa esifunyenweyo (R'000)	R4.747 yezigidi
Izizathu xa isixa singafunyanwanga ngokweDORA	Azikho
Isixa esichithwe lisebe (R'000)	R4.746 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 iqhuba inkqubo yokubekwa esweni koqeqesho olunikwa ziikholeji. Ingxelo yokubeka esweni inkqubo isefayilini..

Inkcitho yemali ebibekelwe oku nemali ekhethekileyo ibe yile ilandelayo:

Imali eBekelwe okuthile	Imali efunyenweyo R'000	Imali esetyenzisi weyo R'000	Imali Engasetyenzi swanga R'000	Intsebenzo	Ezona ziphumo zifizekisiweyo
Imali ePheleleyo yeeMali eziBekelwe amaZiko eMOD	59,594	48,409	11,185	81.2%	Bufizekisiwe ubuninzi bokunikwa kweeholo namabala ezemidlalo ezikolo; iimali zezixhobo zokuncedisa emidlalweni nolungiso neyeetyhutha ezinezidanga (graduate tutors).
Imali eziBekelwe i-E-Education	60,000	50,008	9,992	83.3%	Iinjongo zeeprojekthi ezifizekisiwe injongo ngokupheleleyo. Izikolo ezingama-50 zibonelelwe ngokugqibeleleyo. Kucelwe ukuba intsalela yenkxaso-mali engasetyenziswa idluliselwe kunyaka ozayo.
Imali ePheleleyo yeeMali eziBekelwe okuthile neziKhethekileyo	119,594	98,417	21,177	82.3%	

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 kwiProjekthi zoLwakhiwo (Capital Investment)

8.1 UTyalo-mali kwiiProjekthi zoLwakhiwo (Capital Investment), IsiCwangciso soLondolozo neeAssethi

Ubalo-mahluko (variance) ngokwe thagethi luchazwe kuProgram 6, malunga nemilinganiselo yentsebezo (Programme Performance Measures). Ezinye iiprojekthi zilibazisekile kwanyanzeleka kwenziwe amanye amalungiselelo.

Inkunzi (Capital) yeprojekthi zoLwakhiwo (construction)

(c) Izikolo ezintsha

Izikolo ezisigxina ezazibekelwe ukuba zigqityiwe ngomhla wama-31 ku Matshi 2015 zaze azagqitywa zezi; Masakhane Primary School ne Vuyiseka High School. Zombini ezizikolo zibenolibaziseko ngenxa yokutshona kwamashishini ebeqeshelwe ukuzakha nentsebenzo yawo engekho semgangathweni. Ulwakhiwo luyaqhubeka kweziprojekthi zombini kwaye kulindelwe ukuba kugqitywe ku-2016.

(d) Izikolo ezakhiwa ngokutsha

Ngomhla wama-31 kuMatshi 2015, izikolo ebezibekelwe ukugqitywa ngonyaka-mali ka2015/16, bezikwizigaba ezhlukeneyo zoLwakhiwo. Ezizikolo zezizandelayo; ACJ Phakade Primary School, Delft South Primary School, Du Noon Primary School, Garden Village Primary School, Hawston Primary School, Itsitsa Primary School, Mount View Secondary School, Naliekamva Primary School, Pineview Primary School, Red River Primary School, Scottsdene Secondary School, Silverstream Primary School, Steynville Primary School And Vooruitsig Primary School.

Inkcitho-mali ingqinelana nemimiselo yelicandelo lemveliso (industry). Ii Arhente zeSebe zoKwenziwa koMsebenzi (iSebe lezoThutho neMisebenzi kaRhulumente kunye neYunithi yoKwenza iiprojekthi) zisingatha zonke iinkqubo zeethenda ezimalunga nezakhiwo ezintsha kunye neeprojekthi ngokungqinelana noMthetho woLawulo lweMali kaRhulumente (Public Finance Management Act) kunye neminye imimiselo elawulayo.

ULondolozo

Iiprojekthi zolondolozo ezicetyiweyo ezithe zenziwa kulonyaka uhlolwayo ziquka:

Inani lee projekthi	Uhlahlo-mali ngo2015/16 R'000	Iindleko eziqikelelweyo R'000
107 (ngama-40 ku 2015/16 bezingama-67 ku 2014/15)	260, 390	244, 790

Isishwankathelo sokuqhwalela kwamanani olungiso sinikwe apha ngezantsi.

Ukungafezekiswa koLungiso				
Unyaka-mali	IXabiso leeAsethi	1,5% I-1,5% eFunekayo yoLungiso	IBhajethi eNikiweyo	Isixa esiqhwale layo (shoffall)
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
2015	19,969,521	296,542	32,8518	-31,976
Inani elipheleleyo lokusilela ukususela ngo-2004		2,891,259		

Kubekho uphuculwana oluthile kusilelo lolondolozo ngo-2015/16, injongo kukuyigcina iphuculekile kangangoko kunakho inkangeleko yezikolo zeSebe iWCED. Uphandolwazi kwiindawo ezininzi ehlabathini lubonisa ukuba kukho unxulumano oluhle phakathi kwendawo (physical environment) abafundiselwa kuyo kunye neziphumo zezifundo ezifezekisiweyo.

IiProjekthi zeziSeko zoPhuhliso (Infrastructure)	2015/16			2014/15		
	Ulwabi-womali lokugqibela R'000	Eyona Nkcitho R'000	Inkcitho (eGqithisi-leyo) eNgaphantsi R'000	Ulwabi-womali lokugqibela R'000	Eyona Nkcitho R'000	(Inkcitho (eGqithisi-leyo)/ eNgaphantsi R'000
Iiasethi ezintsha nezitshintshwayo	903,726	903,726	-	1,011,205	998,391	12,814
Iiasethi zeziseko zophuhliso ezikhoyo	576,768	576,768	-	410,573	409,446	1,127
Ukuhlaziywa nokongezwa kwazo	168,986	168,986	-	159,603	159,603	-
Ukubuyiselwa kwimeko eyiyo (rehabilitations), uhlaziyo (renovations) nokwakhiwa ngokutsha (refurbishments)	-	-	-	-	-	-
Ulonolozo nolungiso lwezakhiwo	407,782	407,782	-	250,970	249,843	1,127
Ukudluliswa kweziseko zophuhliso (infrastructure transfer)	69,465	69,465	-	31,654	31,654	-
- Olwangoku	4,627	4,627	-	62	62	-
Olungundoqo (Capital)	64,838	64,838	-	31,592	31,592	-
Zizonke	1,549,959	1,549,959	-	1,453,432	1,439,491	13,941

ULawulo lweeAsethi liasethi ezingasukiyo

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

liasethi ezinkulu ezisusekayo

iSebe iWCED lineyunithi yolawulo lweeasethi eliyinxalenye yeYunithi yokuLawula ukuThengwa kweMpahla neeNkonzo (Supply Chain Unit). Leyunithi yeSebe iWCED inoxanduva lokujongana neeasethi ezinokuhanjiswa.

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).

Ukwenzela ukuqinisekisa ukuba uluhlu ekubhaliswa kulo izinto zexabiso ezikhoyo (asset register) oluhlaziyweyo luyafumaneka, ukugcina imigangatho yokunika ingxelo kunye nokuqinisekisa ukuba ukungqinelaniswa kweenkcukacha kusebenza ngempumelelo, nangobuchule, okuchanekileyo ngo2015/16 kuqaliswe lamanyathelo alandelayo:

- UBalo lwesitokhwe olwenziwa lisebe lemfundo, qho ngonyaka ngokwe kwiMimiselo yeSebe likaNondyebo (Treasury Regulations).
- Ukuqinisekisa ukuba luhlu (inventory) olupheleleyo lwezinto ezikhoyo lwenziwa ngendlela efanekileyo, amagosa agunyazisiweyo kufuneka atyikitye amagama abo kulo ze aBaphathi aBathweswe uXanduva lweSitokhwe (Responsibility Managers) bakungqinise oku ngokusesikweni.
- Ukukhutshwa kweesetyhula nemiyalelo ngokuhambelana neMimiselo yeSebe likaNondyebo (Treasury Regulations).
- Ukuhlaziywa kwegaqo-nkqubo yokulawula iakhawunti yomsebenzisi were Logistical Information System (LOGIS).
- linkqubo zokuthengwa kweeasethi kwiSistim yeGosa loCwangciso-mali (Accounting Officer's System).
- Ukungqinelaniswa qho ngenyanga kwentengo eyenziwa kwiLOGIS nenkcityo eyenziwa kwiBAS.
- Ukulondolozwa kwerejista yeeasethi enayo yonke ingcaciso efunekayo kwiMimiselo yeSebe likaNondyebo (Treasury Regulations).

Iindlela ezisetyenziswayo zokuqiniseka ngenkqubo enobuchule yokuqaphela, kukhusela, nokubeka esweni kunye nokugcina irekhodi yeeasethi ezinokuhanjiswa ibizezi zilandelayo:

- liasethi zifakelwe iibhakhowudi, nophawu "RSA" zaza zabhaliswa kwii-inventri.
- liasethi zibhalwe kwirejista yeeasethi ezinokuhanjiswa kuwo onke amacandelo eeasethi zaza zanikwa iinombolo ezifana zodwa (iibhakhowudi).
- Abaphathi abebethweswe uxanduva lwesitokhwe banoxanduva lokukhusela iiasethi.
- liasethi ezinokuhanjiswa zifakiwe kuluhlu ekubhaliswa kulo izinto ezikhoyo (inventory) kwiziko ngalinye nakwindawo nganye esingathe iindleko.
- Ii-inventri ziqinisekiswe njengezichanekileyo ngabaphathi abasingathe iindleko zeziko zaze 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 engxelomali (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 zikaRhulumente (Government Motor Transport) lilo elilawula ukunikwa, ukurhoxiswa nokutshintshwa kweemoto ezindala kunye/okanye nezonakeleyo zeGaraji kaRhulumente (Government Garage) (GG). EliSebe 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 uyasetyenziswa. Ligcina uluhlu ekubhaliswa kulo izithuthi ezisetyenziswe yiWCED, liphinde lisebenzisa amacwecwe aneengcombolo (log sheets) njengendlela yokubeka esweni ukusetyenziswa kwezithuthi.



Part C Governance

1. INTSHAYELELO

Imigangatho ephezulu yolawulo ngundoqo ekulawulweni kwemali nezixhobo zikaRhulumente. Amasebe kaRhulumente kumele ehleli enezitrakhtsha zolawulo ezizizo ukuze akwazi ukusebenzisa ngokufanelekileyo, ngkuyimumelelo nangokulondolozekileyo izixhobo zikaRhulumente.

Amalungu eKomiti yoPhicotho-zincwadi (ye)zeMfundo azimele kwaye anyulwe liGosa loCwangciso-mali lisebenzisana neGunya lesiGqeba soLawulo. IKomiti yoPhicotho-zincwadi isebenza ngokwemiMiselo yokusebenza evunyiweyo yaye idibana qho ngekota ukuze inikeze imiphumo kuxanduva lwayo. IKomiti yoPhicotho-zincwadi idibana kwakhona neGunya lesiGqeba soLawulo kunye neGosa loCwangciso-mali ukuxoxa ngemiba exhalabisayo.

Iinkonzo zoPhicotho-zincwadi lwaNgaphakathi (Internal Audit) zenziwa ngokuzimeleyo liZiko loPhicotho-zincwadi lwaNgaphakathi neNkonzo zeNkxaso (Internal Audit and Corporate Services) elikwiSebe leNkulumbuso. 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). Isicwangciso soLungiselelo oluQhubekayo lweminyaka emi-3 olusekelwe kwimincipheko (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 kunye nomgaqo-sikhokelo wolawulo (governance framework). Ugxininiso (elements) luqinisekisa ngokuqhutywa kwendlela zokulungisa (corrective controls); eziqinisekisa ngokuqhutywa nokugcinwa kweSistim yoLawulo lweLahleko (Loss Control System) olundindeneyo; ukunikeza ingxelo, ele kwikota nonyaka, malunga nobume beempendulo kwiingxelo zeYunithi yoPhando malunga nemicimbi yemali (Forensic Investigation Unit).
- Ukunika inkonzo eqinisekiso. Oku kubandakanya imicimbi eya kwiKomiti yoPhicothozincwadi; ukungasokoliswa kophicotho-zincwadi lwangaPhandle nolwangaPhakathi kunye nokulawulwa kwenkqubo yasemva kophicotho-zincwadi

- Ukunika imigaqo-sikhokelo (frameworks) zemimiselo, zemigaqo-nkqubo nezolawulo 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 kuqhutywa nokusetyenziswa ukwenzela ukuba izixhobo ezimbalwa zophicotho-zincwadi lwangaphakathi zigxile ngokuyimpumelelo kwezona nkalo zisemngciphekweni zifanelekileyo. Oku kuquka 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 abafunda

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 ngeyoMqungu (January) 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, iWCED iye yathatha 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 ongapheleli nje kwiimfuno zenxaso zesikolo ngasinye, kodwa nayo nemiba ebonakalisa inkqubo yezemfundo (systemic issues). Izihlandlo zotyelelo ezimfutshane zenziwe 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 nocwangciselelo 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 iinqununu, iSGB neSebe iWCED. Izikolo ziye zanika neziCwangciso zokuSebenza (Action Plans) ezibonisa amanyathelo ezinokuwathatha ukufezekisa iithagethi ezibekiweyo.

Ngo-2015/16 kuye kwaBekwa eSweni uPhuculo lweZikolo (School Improvement Monitoring) lwekota, apho bekubekwa imiba 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 leSebe leMfundo lithatha uxanduva lokusebenzisa i-Enterprise Risk Management ngokungqinelana neNational Treasury Public Sector Management Framework kunye neDirectorate Enterprise Risk Management kwiSebe leNkulumbuso inikeza eli Sebe inkonzo yenxaso ecwangcisiweyo elawulwa kwandlunkulu.

Ngokuhambelana nenational Treasury Public Sector Risk management Framework kwanokumilisela ngaphezulu ulawulo lolahleko kwiSebe leMfundo, URhulumente waseNtshona Koloni uvume ngokusemthethweni uxwebhu loMgaqo-nkqubo weERM olucacisa injongo yeWCG ngokunxulumane neERM ngokupheleleyo. ISebe eli liye lathatha phantsi kwalo isiCwangciso-nkqubo se-ERM seminyaka u-2015/16 no2016/17, esivunye liGosa loCwangciso-mali ngomhla wesi-6 kuCanzibe (May) ka2014 kunye nesiCwangciso sokuQhutywa kwe kwe-ERM esivunye liGosa loCwangciso-mali ngomhla wesi-28 kuTshazimpuzi (April) ka-2015. Esi siCwangciso sokuQhutywa kwe-ERM siye savulela ukusetyenziswa kuMgaqo-nkqubo weWCG ERM kunye nesiCwangciso-nkqubo se-ERM yaye sicacisa indima noxanduva lwabalawuli nabasebenzi abathwaliswa uxanduva lolawulo lwemingcipheko kwiSebe.

Qho ngekota, eli Sebe lihlola imingcipheko ebalulekileyo enokuba nefuthe ekufezekisweni kweemfuno zalo, kakubini nangokwengccaciso-nkqubo neyee-program. Imingcipheko

ibekwe ngokokubanako ukwenzeka kwanefuthe layo (angundoqo naseleyo) kwaza kwavunywa indlela zokuyithomalalisa ukwenzela ukunciphisa imingcipheko ibe kumanqanaba amkelekileyo. Imingcipheko emitsha/esavelayo iye yachongwa ngethuba lenkqubo yokuhlala kwekota.

ISebe liye laseka iKomiti lwemiNgcipheko yiZiko (Enterprise Risk Management Committee) ukuba lincedise iGosa loCwangciso-mali ekwenzeni uxanduva lwayo ngokunxulumene nokulawula kwemingcipheko. Le Komiti isebenza phantsi kwemiMiselo yokuSebenza (Terms of Reference) evunyiwe liGosa loCwangciso-mali ngomhla wama-30 kuTshazimpuzi (April) ka-2015. I-EMRCO iye yamkela uvavanyo lwemiphumela yezicwangciso ezibekelwe ukujongana nemingcipheko ngakwiSebe yaze yafaka isindululo sokwenziwa apho kufanelekileyo.

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. Uhlolo lweKomiti yoPhicotho-zincwadi olujongane nenkqubo yolawulo lwemingcipheko lujoliswe kwinkqubo yokuhutywa kweSicwangciso sokuQhutywa kweERM nemingcipheko ejongene neSebe kwaye nesicwangciso-nkqubo/iindlela zokujongana nemingcipheko zalo.

Ifuthe kwintsebenzo yeziko

Ngokuxelwa siskhokelo soNngxelo yoNyaka esiphunyezwe yiNational Treasury kufuneka kubekiwe ukuba isebe/iziko liyayibona na inkqubela-phambili yolawulo lwemingcipheko okanye ayiluboni, ichaze ukuba le nto iyizalisekile na ukwenza ngcono kwindlela isebe lenza ngayo, kwaye ukuba akunjalo, ibeke izicwangciso zoba izojongana njani nengxaki leyo. AmaSebe ayabongozwa ukuba ayicinge le nto aze anikeze ingxelo emfutshane ukuba babona imfuneko.

3. Ubuqhetseba 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 esifunyenweyo 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 siyabakhusela 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.

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Yakuba iqinisekisiwe 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 igqithise ngeCase Movement Certificate ebonisa oku kuhamba kwamatyala eSebe:

Amatyala aphantsi nge-1 kuTshazimpuzi (April)ka2015	14
Amatyala amatsha axeliweyo ngonyaka2015/16	29
Amatyala avaliweyo (2015/16)	(17)
Amatyala adlulisweyo (2015/16)	(15)
Amatyala adityanisiweyo (2015/16)	(1)
Amatyala aqhinde anotshintsho (reclassified cases)(2015/16) ¹⁵	1
Amatyala avuliweyo njengoko kubhaliweyo ngama-31 ku(March) ku2016	11

Le tafile ilandelayo ichaza kabanzi ngala matyala avaliweyo axelwe ngentla:

Iziphumo zamatyala avaliweyo	
Isiphumo	Inani
Izityholo acacisiweyo (Allegations substantiated)	7
Kuphandwe amaqalela kuphela akwabikho ziphumo(Only preliminary investigation with no findings)	6
Kuphandwe amaqalela kuphela akwabikho ziphumo kodwa kwakho iingcibiso (Only preliminary investigation with no findings but with recommendations)	4

¹⁵Lo mba wadluliselwa kwiSebe, elathi emva kophando lwamaqalela,lachaza ukuba kudingeka uphando lweforensic.

4. Ukunciphisa uNgqubano lwemidla

Ele konyaka, okanye xa iimeko zithe zatshintsha, amalungu enkonzo yabalawuli abaphezulu kumele bazalise baze bangenise ingxelo 'yokungachaphazeleki ekungqubaneni kwemidla'. Onke amalungu eKomiti eBhidi nabo bonke abasebenzi kwiCandelo lokulawula uthengo-mpahla kumele beyele ukhangelo lokungachaphazeleki emva kokuba bengenise iingxelo ezidingekayo ezilindeleke kubo, ukuze kungabikho naliphi na igosa elizothatha inxaxheba kuwo nawuphi na umsebenzi apho kungakho ungquzulwano lwemidla. ISebe libongoza zonke iinkampani ezifaka ibhidi zichaze ubudlelwano obunabakho nomqeshi okanye abasebenzi. Amalungu eKomiti yoPhicotho-zincwadi nawo kufuneka engenise ingxelo 'yokungachaphazeleki ekungqubaneni kwemidla'. Kulo nyaka-mali sithetha ngawo, bekungekho ngquzulwano lwemidla efana nale.

5. Imigaqo yokuziphatha

ISebe liyayilandela imiGaqo yokuziphatha yeeNkonzo zikaRhulumente

UMgaqo-nkqubo woKwamkelwa kweZipho ngamaGosa ase-Ofisini eSebe lemfundo lentshona Koloni ugqithisiwe. UMgaqo-nkqubo ujongene, phakathi kwezinye izinto, izikhokelo ngokubanzi, uBhaliso lweZipho, iindlela zokuzaliswa kweeFomu zokuXela, ImiBuzo eThanda ukuBuzwa kunye netemplate yoMgaqo-nkqubo yoBhaliso lweZipho.

6. Ezempilo, ezoKhuseleko nemiba yendawo esihlala kuzo

Ukhuseleko lwabafundi nootitshala ezikolweni ngowona mceli-mngeni mkhulu yaye neSebe lakhe ubudlelwano namanye amaSebe ephondo achaphazelekayo ukuze bajongane nalo mba. Ukuzibandakanya koluntu ushiyeka ungowona mba uphambili ekulweni ubudlobongela obuchaphazela ezinye izikolo esezisebungciphekweni. ISebe likwanazo neekamera zeCCTV elizifake kwizikolo ezithile ukwenzela ukuba iinqununu zezikolo ziyibeka esweni intshukumo eyenzekayo.

7. Iikomiti zeePofoliyo

Awuzichaphazeli lo mba.

8. Izigqibo zeScopa

Ingxelo yeKomiti esisiGxina yezeMfundo (Standing Committee on Education) emalunga neNgxelo yoNyaka yeSebe leMfund leNtshona Koloni iphele ngowama-31 ku (March) ka-2015 ebhalwe ngokuba ingosuku lwama-25 kweyeNkanga (November) ku-2015 ishwankathelwe apha ngezantsi.

IKomiti iluthathele ingqalelo uluvo lokuphicotha loMphicothi-zincwadi Jikelele malunga neeNgxelo zeMali zoNyaka (Annual Financial Statement) zeSebe leMfundo zonyaka-mali ka-2014/15, inikwe uluvo lophicotho-zincwadi olungenachaphaza. Olu luvo lophicotho-zincwadi ibe loluncumisayo ngoba ngonyaka-mali ka2013/14, iSebe leMfundo lazifumana lingenamakhwiniba (unqualified opinion), njengobekufunyaniswe kwimithetho nemimiselo,

iingxelo-mali ezazifakiwe ezazingabhalwanga ngokukonke kunye nemiba yokunikwa iinkonzo.

ISebe leMfundo laseNtshona Koloni lichithe iR17, 001bn kwiR17, 026bn ebibekiwe, nto leyo ebangele uchitho-mali olungaphantsi ngeR25,059m (0,15%), njengoko kutshiwo kwiphepha 168 leNgxelo yoNyaka 2014/15. Njengoko kutshiwo kwizinto emaziqatshelwe, eyesi24.3 yeengxelo-mali, inkcitho-mali engenanzuzo ekwisixa seR1,575m ibichongwe ngethuba lonyaka-mali ka2014/15.

ISebe liye lanazo neereceipt ezichaza iR34,689 million enerevenue esuka kwezi zilandelayo:

- lintengiso zempahla neenkonzelo ngaphandle kweecapital assets;
- Izohlwayo nokulahlekelwa;
- Inzala, izahlulo nokuqashwa komhlaba; kunye
- neetransaction kwii-asset zezimali namatyala.

Malunga nezinto zolawulo zokuphuculwa, iKomiti iye yakhuthaza iSebe ukuba lijonge ezi ndawo zidinga ukuphuculwa ebezikhankanyiweyo, ezifana nezi:

- IProjekhthi yeziKolo eziKhuselekileyo;
- I-Early Childhood Development (ECD) Transfer Payments;
- ISupply Chain Management (SCM) Operations kunye
- neSCM Operations: iProcurement engaphantsi kweR30 000.

IKomiti ikhuthaze iSebe leMfundo ukuba lihlale lijongane nezinto ezifuna ukuphuculwa esezibikiwe ngentla. Ukuba alenzi njalo, iSebe lingabuyela kuphicotho-zincwadi olungenamakhwiniba olunezimvo malunga nenjongo ezicwangciswe ngaphambili. IKomiti iye yavuyisana neSebe ngokuphucula ithuba layo lokuqokelela amatyala ebezisuka kwiintsuku ezingama55,4 ukuza kwamabini (2).

IKomiti akhange yenze zandululo kwiSebe.

ISebe leMfundo laseNtshona Koloni linikeze iKomiti olu lwazi lulandelayo njengoko belubongoziwe:

- Uluvo lomthetho luvela ngomba weLearner Transport Scheme kuquka nengxelo yophando kwa kulo mba umnye, njengokuba ibhalwe kwiphepha 123 kwiNgxelo yoNyaka ka-2014/15.
- Zonke izicwangciso zokuphumeza malunga neendibano zokuqinisekisa ebeziyuniwe kwisiCwangciso soPhicotho-mali sangaPhakathi sango 2014/15, esiquka iSafe Schools, ECD neSCMO, njengokuba kuchaziwe kwiphepha 123 leNgxelo yoNyaka.
- Uluhlu lwabo bonke abacebisi abatyunjwe ngenkqubo yeSCM, njengoko kuchaziwe kwiphepha 208 leNgxelo yoNyaka 2014/15.

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 lwekhiniba (nature of qualification), iinkcukacha ezingaphelelanga (disclaimer), ukungangqinelani kwengxelo nemali (adverse opinion) kunye nemiba yokungalandelwa komthetho (and matters of non-compliance)	Unyaka-mali ekuqale ngawo ukwenzeka oku	Inkqubela esele yenziwe ekucaciseni/ekusombululeni lo mba
Icereal/isidlo sasekuseni asiphakwa ezikolweni	2013/14	Ukuze kujongwane nale miba ivusiweyo, iSebe lathatha inyathelo lokudlulisa uMinute 0001/2015 kwizikolo zonke.
Izidlo zilungiselelwe ngokungahambelani nokutya okubekiweyo kunye nemenyu evunyiweyo	2014/15	ISebe laya kuDBE ukuze lohlwaye inyathelo elathathayo kwiveki yokugqibela yethemu ukuze kungabikho nkcitho. Iprotocol yeemviwo ekhokela ulawulo leNSNP ngexesha leemviwo yenziwa. yenziwa
Abantwana besikolo abatyiiswa yonke imihla	2014/15	Ukuqinisekisa ulandelo ezikolweni ngokujoliswe kuzo ukuze zibekwe iliso kwiisethyula ezikhoyo ezijongene notyiiswa njengomlinganiselo ozonceda.
Uchitho-mali olutenxileyo olungafakangwa ndaweni iyiyi lwangachazwa ngendlela eyiyo	2014/15	IYunithi yoLawulo yoLahleko ijonge futhi indlela ekubekwa ngayo izinto ezingenayo kwirejista yochitho-mali olutenxileyo kunye nesibhalo esitsha sochitho-mali esingaqhelekanga ebesidityanisilwe ukuchazwa kwiingxelo zemali.
Inqaku elichazayo lenkcitho-mali etenxileyo	2014/15	Imigaqo kaNondyebo kaZwelonke yenkcitho engalindelekanga ithi: "itemplate yamaxwebhu eengxelo zemali onyaka(annual financial statements) funeka aseteyenziswe ngokuhambelana neMCS anikeze ifomati apho inkcazo ngenkcitho engaqhelekanga ibhalwa khona kumaxwebhu eengxelo zemali onyaka." Imisstatement yenzeka ngenxa yokublokwa kwe-cell kwitemplate kaNondyebo kaZwelonke. ISebe alikwazanga ukwahlula amanani angenisiweyo kodwa linawo amanani azimeleyo. Ixwebhu leWord (word document) lalungiswa ukuze libonise amanani nenkcazelo ezilungileyo.
Ukuchazwa kwekcitho engeyonzuzo enganyanisekanga	2014/15	ILoss Control Register entsha yenziwa nguCe-I kunye neProvincial Treasury yaye inikeza ngolwazi njengokucelwe kwirejista emiselweyo yeNational Treasury. Iinkqubo zengxelo-mali nengxelo yenziwe ngemiqathango yemigqaliselo zikaZwe. IYunithi yoLawulo zeLahleko izojonga onke amatyala abekwe kwirejista kwaye apho kufanelekileyo, iyotshiwo futhi ingcaciso yeengxelo-mali.
Ischedule yokuzibophelela enganyanisekanga	2014/15	ISebe liyokujonga futhi ngakutsha ubume bekontrakhi zonke. Ingcaciso kwiingxelo zemali iye yachazwa futhi iSebe liye lenza uvavanyo qho ngeekota ukuze liqinisekise ukuba zonkeimbophelelo zecapital ezichaziweyo ziyinyani, zichanekile kwayezigqityiwe.
Udluliso lwee-asset ezimileyo	2014/15	Inqaku eli lalungiswa yaza ugqithiselo lwenziwa ngonyaka-mali ka2015/16.
Inkcitho-mali yeLearner Transport Scheme- Inkcitho engenanzuzo ayibekwanga	2013/14	Uxanduva ngoku kwii-ofisi zesithili zokuqinisekisa iindlela zokufaka isicelo lusamile kwaye lujongwe esweni. Ifomu yokufaka isicelo yeLTS iye yalungiswa yacela izithili zibe nabantu ababini, ukusukela komnye, ukuba benze imilinganiselo baqinisekise imida yemizila.
Ukwahluka okukhoyo kumaXwebhu eNgxelomali	2013/14	ISebe lizoqhubeka nokubeka phantsi kweliso ukungabikho mpazamo kulwazi olubhalwe kwiingxelo-mali zalo zolawulo zangaphakathi.
Ukungabikho komthetho wengxelo yabaphathi ababalulekileyo	2013/14	Umthetho we-accounting wakhutshelwa kwitemplate yeNational Treasury ebingenayo iKey management Personnel kuyo. I-AFS iye yaphinda yalungisa ukuze iquke umthetho weKMP.

10. IYunithi yoLawulo lwangaPhakathi

IDirectorate yoLawulo yangaPhakathi yenze le misebenzi ilandelayo:

1. Iye yaqhuba inkqubo yokuxhasa ulawulo olululo
2. Yaseka iSistimu yoLawulo lwangaPhakathi oluDibeneyo (Integrated Internal Control System): yagcina yaza yahlaziya idathabheyisi yemiGaqo-sikhokelo yezoMthetho yaza yaqinisekisa nangokuqhutywa kokutshintshaniswa kwemigaqo-sikhokelo.
3. 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.
4. Iqulunqe imigaqo-nkqubo, iindlela emazilandelwe neenkqubo eziphathelene neyunithi yolawulo lwangaphakathi.
5. 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.
6. Yaphonononga ukusebenza nokuqhutywa kweendlela ezibekiweyo kwezemali: yagqiba ukuhlola okwenziwa ngaphakathi esebeni; yabeka esweni indlela eziqhuba ngayo iNkokeli (Champions) zeSCM.
7. Yaphononongo iirejista zemingcipheko yesebe: yalungisa yaza yagcina irekhodi yeengxelo zemingcipheko; yasebenza neyunithi yeERM kunye noPhicotho-zincwadi lwaNgaphakathi malunga nemingcipheko yesebe.
8. Ukunikwa kweNkonzo zoQinisekiso lwemiGangatho lququzelele uPhicotho-zincwadi lwangaPhakathi nolwangaPhandle: ibeke esweni inkqubela malunga neengcebiso kwiingxelo yabaphathi nakwiingxelo zophicotho-zincwadi lwangaphakathi; icazulule yaza yaphumeza iimpendulo zabaphathi; inike izimvo nengcebiso.
9. Ichaze imiba kwikomiti yoPhicotho-zincwadi i-AC: yanika izimvo (comments) malunga nobume besicwangciso sophuculo lolawulo lwemali kwiKomiti yoPhicotho-zincwadi.

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 nokuza neengcebiso ezifanelekileyo ukuphucula inkqubo yolawulo; Ukuhlola ukwanelisa nokusebenza ze zibe negalelo ekuphuculeni inkqubo yolawulo; 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.

Umsebenzi woPhicotho-zincwadi wangaPhakathi owagqitywa kuNyaka-mali lo, weSebe, ubuquka iziqinisekiso zokwenza ezintlanu nendibano yeengcebiso enye. Iinkcukacha zezi ntlangano ziqukiwe kwingxelo yeKomiti yoPhicotho-zincwadi.

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

- Umsebenzi wophicotho-zincwadi wangaPhakathi;
- Umsebenzi wophicotho-zincwadi wangaphandle (nguMphicothi-zincwadi Jikelele waseMzantsi Afrika - AGSA);
- UCwangciso-mali kwanokunika ingxelo yeSebe leMfundo;
- Imigaqo-nkqubo yoCwangciso-mali yeSebe leMfundo;
- Ukuhlaziywa (review) kolawulo lwe-AGSA 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 ilandelayo icaza iinkcukacha zamalungu ekomiti yophicotho-zincwadi:

Igama	Iziqinisekiso zemfundo	Ngowanga phakathi okanye ngowangaphandle	Umhla wokuqeshwa	Umhla wokurhoxa	Inani leentlanganiso aye kuzo
Mnu. Ronnie Kingwill	CA(SA); CTA; BCom	Ngowanga phandle	01 kweyoMqungu (Jan)ku2014 (2 nd term)	Awukho	8
Njing Estian Calitz	DCom (Economics); BCom (Honours) (Econometrics); MCom (Economics); BCom (Honours) (Economics); BCom	Ngowanga phandle	01 kweyoMqungu (Jan) ku2013 (2 nd term)	I-2 nd term yaphelilewa ngama-31 kweyoMnga ku-2015	5
Nkosz Zulpha Abrams	CA(SA) & FIIA SA, CIA	Ngowanga phandle	07 kuTshazimpuzi(A pri)ku 2014 (2 nd term)	Awukho	7
Mnu Linda Nene	CCSA; CRMA; CCP; FIIA SA; Post Grad Diploma in Management – Corporate; Governance; BComm (Acc)	Ngowanga phandle	01kuTshazimpuzi (A pril) ku2014 (2 nd term)	Awukho	6
Nkosz Rozan Jafftha	CA (SA) & FIIA SA; CIA	Ngowanga phandle	01 kweyeDwarha(O ctober) ku2014	Awukho	8

12. Ingxelo yeKomiti yoPhicotho-zincwadi

Sinenyehweba yokunika ingxelo yethu yonyaka-mali ophela ngowama-31 kweyoKwindla (March) ka-2016.

Uxanduva lweKomiti yoPhicotho-zincwadi

IKomiti yoPhicotho-zincwadi ichaza ukuba iye yathobela imisebenzi eluxanduva lwayo esusela **kwiSiqendu 38(1)(a)(ii) soMthetho woLawulo lweMali kaRhulumente (Public Finance Management Act) noMmiselo weSebe likaNondyebo 3.1**. 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

Ngokuhambelana nePFMA neKING III Report kwiimfuno zeCorporate Governance uPhicotho-zincwadi lwangaPhakathi lunikeza iKomiti yoPhicotho-zincwadi nabaPhathi ngokungathandabuzekiyo ukuba ulawulo lwangaphakathi luyanelisa kwaye luyasebenza. Le iveliswa sisicwangciso soPhicotho-zincwadi saPhakathi esivunyiweyo neesisekelwe. Oku kuphumelele ngenxa yesicwangciso sangaphakathi sophicotho-zincwadi zokuhlilisa umngcipheko esivunyiweyo, uphicotho-zincwadi lwangaphakathi luhlola ukusebenza kwecontrols ukucutha imingcipheko, kunye nekomiti yophicotho-zincwadi ibeka iliso ekwenziweni kwezilungiso.

Olu Phicotho-zincwadi lulandelayo lugqitywe ngalo nyaka-mali ophantsi kwengqwalasela

Iziqinisekiso zokwenza:

- Imali eziya kwizibonelelo-izikolo eziZimeleyo
- Inxaso yabaFundi
- IRegistry yeHR
- Iinkonzo zeClient (Walk-in Centre)
- IiGranti eziKhutshwa phantsi kwemiQathango ethile (iMathematika, iScience and Tecknoloji)

Iindibano zeengcebiso

- IZikim zoThutho lwaBafudi

Isicwangciso sophicotho-zincwadi lwangaPhakathi salo nyaka sigqityiwe. AbaLawuli bazivumile iinkalo 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 neNgxelo yeNyanga/yeKota

IKomiti yoPhicotho-zincwadi yanelisekile kokubhaliweyo nangumgangatho weengxelo zekota zemali zolawulo nezokusebenza ebezikhutshwa kulo nyaka ophantsi kwengqwalaselo ebezikhutshwa liGosa loCwangciso-mali leSebe leMfundo ngokokuhambelana noNational Treasury Regulations neDivision of Revenue Act.

UkuHlolwa kwamaXwebhu eNgxelo-mali

IKomiti yoPhicotho-zincwadi iye:

- yahlola yaza yaxoxa neGosa loCwangciso-mali (Accounting Officer) kunye noMphicothi-zincwadi jikelele malunga namaxwebhu engxelo-mali onyaka azakuqukwa 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;
- yahlola izilungiso malunga nokubhaliweyo (material adjustments) olususela kuphicothozincwadi lweSebe (apho kuyimfuneko);

Ukulandelwa komthetho

IKomiti yoPhicotho-zincwadi iphinde yaonga iinkqubo zokulandela umthetho zeSebe leMfundo njengokuqhelekileyo nokuhamba komthetho.

Iinkcukacha Zokusebenza

IKomiti yoPhicotho-zincwadi iphinde yajonga inkcukacha kwiinjongo eziqinisekiswa kwangaphambili njengokuba zixeliwe kwiNgxelo yoNyaka.

Ele kwekota, besiye sajonga isicwangciso sokusebenza sezinto ezingancumisiyo zophicotho-zincwadi seSebe ebezivuswe kunyaka ophelileyo. IKomiti yoPhicotho-zincwadi iye yahlangana ne-AGSA ukuqinisekisa ukuba akukho zinto zivelileyo ezingasonjululwanga ebezikuphicotho-zincwadi olwenziwa qho.

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



Ronnie Kingwill

USihlalo weKomiti yoPhicotho-zincwadi

yeSebe leMfundo: URhulumente weNtshona Koloni

Usuku: 2016:08:0



I Candelo D
**ULawulo kwiCandelo
IezaBasebenzi**

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. IWCED iye yakhupha ezinye izithuba ezingama-32 039 zonyaka zokufunda ku-2016. Ngenxa yokunqongophala kwemali kwiMTEF ka2015/2016 ukuya ku2016/2017, iWCED ikwaze ukuba inyuse ingxowa yezithuba zoqesho zootitshala uebisuka kuma32 033 yaya ku32039. Kuthathwe amanyathelo okuqinisekisa ukuba umyinge wootitshala/nabantwana ngu-1:36 ezikolweni zaseprayimari kunye nongu-1:34 kwizikolo eziphakamileyo.

ISebe liphinde lenyusa inani lootitshala abasisigxina, ngokwenjenjalo linika uzinzo olukhulu apha kwisebe. ISebe leMfundo kwakhona lizibandakanye kwisicwangciso esinenjongo esigxininisa ekusasazweni kootitshala abagqithisileyo kumlinganiselo wezikolo, nto leyo ikhokelele ekucuthweni kootitshala abali-136 abagqithisileyo kumlinganiselo wezikolo kunyaka-mali ka-2015/16, ngokwenjenjalo liqinisekisa ukuba kungadalwa izithuba zootitshala abaza kunikwa izikolo ebezisoloko zibadinga kakhulu.

ISebe linike izintlu ezintathu zezithuba zootitshala kunyaka wesikolo ka-2015, ngokunjalo nezintlu ezikhethekileyo ezintathu ezifuneka ngamandla zezikhundla zeenqununu.

Imiba ephambili yoLawulo lwaBantu kunyaka ohlolwayo kunye nefuthe lale miba iphambili

1. Ubunkokheli nolawulo lwesikolo:

Ngo-2015 kuye kwanikwa 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, oosekela-nqununu, neentloko zeSebe. Isixhobo soHlolo oluSekelwe kwiZakhono (Competency-Based Assessment) (CBA) sinikwe abalingwa (candidates) aba-94 ukwenzela ekukhankasweni kweeNqununu ngo-2015/16. Ingxelo enikwe abantu abafake izicelo ikwancede ekwenziweni kweziCwangciso ezisekelwe kulwazi zokuziPhuhlisa zomntu ngamnye, zisenzelwa iinqununu, oosekela-nqununu neentloko zeSebe ezisandula kuqeshwa.

2. Ukunciphisa inani lootitshala bethutyana:

Isebe liqeshe ootitshala bePL1 abali 128 ngokusisigxina ukususela ngosuku loku-1 kweyoMqungu (January) ka2016.

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 babo babethweswe izidanga befundiswe yiBhasari iFunza Lushaka elungiselelwa liSebe likaZwelonke leMfundo esisiSeko. Ngethuba elisuka kowoku-1 kuTshazimpuzi (April) ka-2015 ukuya kowama-31 kweyoMnga (December) ka-2015, ngama-623 (76%) abafakwe ezikolweni ngempumelelo kwabo bafumene ibhasari iFunza Lushaka kubebengama-819 baka-2014. Ngethuba elisuka kowoku-1 kweyoMqungu (January) ka-2016 ukuya kowama-31 kweyoKwindla (March) ka-2016,

ngama-304 (45%) afakwe ezikolweni ngempumelelo kwizithuba zootitshala, kwabo bafumene ibhasari iFunza Lushaka kubebengama-676 baka-2015. 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 nkqubo inika inkxaso eqhubelekayo ngokunxulumene neemfuno zengqondo, ezeemvakalelo neemfuno zeendlela zokuphila zabasebenzi (lifestyle needs). Yiprogram gxininisa, phakathi kwezinye izinto, kwiHIV neAIDS, isitresi, ulawulo lwemali, ubudlelwane (relationships), ezomthetho, imicimbi yasekhaya, ukusetyenziswa gwenxa kwezinyobisineengcebiso 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 angama-31 eeNtsuku zokuKhuthaza iMpilo neNtlalo-ntle yabasebenzi (Health and Wellness Awareness Days) laza lanika ulwazi ngokulungiselela iiseshoni ezingama-25 zamaphulo enkxaso yasesidlangalaleni (25 advocacy sessions) kwiprogram yentlalontle yabasebenzi enikwe abasebenzi beSebe iWCED ngeli thuba lokunika ingxelo, kwaza kwandikwa inkxaso nakubasebenzi abangama-793 ngethuba leeseshoni ezingama-24 zeeNgcebiso ezinikwa emva kokwehlelwa sisenzo esothusayo (Trauma Debriefing sessions).

Imiphumelelo nemicelimingeni

Isebe lemfundo linike ngamanani ezithuba ezabelwe zonke izikolo ngo-2016 phambi kokuphela kweyeThupha (August) ka-2015. Oku kwenze ukuba izikolo ziqale ngexesha ucwangciso lwazo oko zikwenzela u-2016 zaza kwakhona zadala ithuba elaneleyo ezikolweni lokucela ukuba kubekho izithuba ezingaphezulu apho oko kuthathwe njengokuyimfuneko. Izithuba ezabelwe izikolo ngo-2016 bezisekelwe kumanani abafundi aqinisekisiweyo ngomhla wama-31 kweyeKhala (July) ka-2015.

Isistim yokugaya abasebenzi nge-intanethi (e-Recruitment system) ("Sikhangela oomakhwekhwetha") ("Recruiting the best") iye yaqhutywa ukususela kweyoMqungu 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-2015/16 ziye zapapashwa ngesistim ye-intanethi (on-line system).

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 kwezi zibonelo.

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 ubudlelwane 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
IWCED iza:

1. Ukuqhuba nokwenza uphase II weE-Recruitment Sistim, iqalisa inkqubo yeSGB ngokwenza uluhlu olufutshane, amanqaku kunye namagama achongiweyo.
2. Ukuqaliswa kwesistim ye-e-Recruitment ukusingatha izithuba zomsebenzi zootitshala abasezi-ofisini kwanezabasebenzi beenkonzo zikarhulumente.
3. Ukuveliswa komba wokufakwa kwezicelo zomsebenzi kwi-intanethi (online applications) okwenziwa ngootitshala abakumaziko emfundo xa befuna ukuya ezikolweni.
4. 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.

INkqubo	Ekujoliswe kuyo le nkqubo
INkqubo 1	Ezolawulo
INkqubo 2	IMfundo yeZikolo zikaRhulumente eziQhelekileyo
INkqubo 3	IMfundo yeZikolo EziZimeleyo
INkqubo 4	IMfundo yeZikolo zikaRhulumente zemfundo eneeMfundo eziZodwa
INkqubo 5	UPhuhliso lweMfundo yabasaQalayo
INkqubo 6	Uphuculo lweziseko zophuhliso
INkqubo 7	IinkonzoeziNcedisayo neenkonzoeziNzulumele nazo

ITheyibhile 3.1.1 Inkcitho yezabasebenzi ngokweprogram kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

INkqubo	Inkcitha epheleleyo (R'000)	Inkcitha yezabasebenzi (R'000)	Inkcitha yezoqe qesho (R'000)	Inkcitha yeenkonzo zootitshala neenkonzoezi ezizodwa (R'000)	Inkcitho yezabasebenzi njenge-% yenkcitho epheleleyo	Iindleko eziphakathi zomsebenzi ngamnye (R'000)	Inani labasebenzi
INkqubo 1*	1 230 688	797 635	1 173	0	4.52	425	1 878
INkqubo 2	12 959 597	11 222 285	24 191	0	63.62	318	35 246
INkqubo 3	95 383	0	0	0	0.00	0	0
INkqubo 4	1 049 773	875 574	0	0	4.96	310	2 826
INkqubo 5	482 163	61 027	0	0	0.35	407	150
INkqubo 6**	1 549 959	6 395	0	0	0.04	213	30
INkqubo 7	269 779	***78 208	0	0	0.44	447	175
		****76 120	0	0	0.43	0	0
Zizonke	17 637 342	13 117 244	25 364	0	74.36	325	40 305

INGcaciso:

* Abasebenzi ababekwe kwidistrict basuswe kwiNkqubo 9 basiwa kwiNkqubo 1, nto leyo icacisa ukunyuka kwenani labasebenzi.

** INkqubo 6 iquka izithuba ze-Occupation Specific Dispensation (OSD), ezixhasw ngemali kakhulu ngezithuba zeDORA.

*** Inkcitho yabasebenzi xa kujongwe iNkqubo 7 (Examination and Education Related Services) esixa mali inguR78 208m imalunga nabasebenzi abaqashiweyo abasisingxi. Esi sixa sichaziweyo esiphakathi sabasebenzi simalunga qha nabasebenzi abasisingxi.

****Isixa semali esiyiR76 120 yezigidi ibonisa imali ngokwenkcitho-mali yabantu abajonga abafundi xa bebala uviwo/iiModerators/abaMakishi kunye nabasebenzi beencwadi abaqeshwe okwethutyana (beemviwo zematrikhi zika2015) kunye nabasebenzi beHIV/AIDS.

ITheyibhile 3.1.2 Inkcitho yezabasebenzi kwimivuzo kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2016

Icandelo lomvuzo	Inkcitho yezabasebenzi (R'000)	I-% yeendleko ezipheleleyo zabasebenzi	Iindleko eziphakathi zomsebenzi ngamnye (R'000)	Inani labasebenzi
Abanezakhono ezisezantsi (Inqanaba1-2)	344 116	2.62	110	3 122
Abanezakhono (Inqanaba 3-5)	832 188	6.33	166	5 003
Abanezakhono eziphezulu zokovelisa(Inqanaba 6-8)	7 486 250	56.93	321	23 289
Abanezakhono eziphezulu zokubeka iliso (Inqanaba 9-12)	4 433 786	33.72	501	8 844
Abaphathi abaphezulu nabaphathi beZiko (Inqanaba 13-16)	53 228	0.40	1 132	47
Bebonke	13 149 567*	100.00	326	40 305**

INGcaciso:
 *Inkcitho iyonke yezabasebenzi kwiitheyibhile 3.1.1. no-3.1.2 iyahluka ngenxa yeetranzekshini ezithile ezenziwa ngqo kwiBAS
 **Inani elipheleleyo labasebenzi elibhalwe kwiitheyibhile 3.1.1 no-3.1.2 apha ngasentla liquka abasebenzi beenkonzo zikarhulumente kunye nooitshala.

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-2015 ukuya kowama-31 kuMatshi ka-2016

INkqubo	Imivuzo		Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi		Isibonelelo sokuThenga iNdlu		IMedical 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
INkqubo 1	530 014	4.03	4 753	0.04	16 672	0.13	30 834	0.23
INkqubo 2	8 450 343	64.26	25	0.00	259 256	1.97	511 887	3.89
INkqubo 3	0	0.00	0	0.00	0	0.00	0	0.00
INkqubo 4	616 046	4.68	90	0.00	21 121	0.16	39 480	0.30
INkqubo 5	45 794	0.35	0	0.00	981	0.01	2 457	0.02
INkqubo 6	8 515	0.06	0	0.00	84	0.00	202	0.00
INkqubo 7	127 029	0.97	2 386	0.02	3 025	0.02	6 400	0.05
Zizonke	9 777 741	74.36	7 254	0.06	301 139	2.29	591 260	4.50

Itheyibhile 3.1.4 Imivuzo, intlawulo yokusebenza ngaphaya kweeyure zomsebenzi, isibonelelo sokuThenga izindlu ne-Medical Aid ngocandelo lomvuzo yethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Icandelo lomvuzo	Imivuzo		Intlawulo yokusebenza ngaphaya kweeyure zomsebenzi		Isibonelelo sokuThenga indlu		IMedical Aid	
	Isixa (R'000)	Imivuzo njenge-% yeendlela zabasebenzi	Isixa (R'000)	yokusebenza ngaphaya kweeyure zomsebenzi njenge-% yeendleko	Isixa (R'000)	I-HOA njenge-% yeendleko zabasebenzi	Isixa (R'000)	I-medical aid njenge-% yeendleko zabasebenzi
Abanezakhono (Inqanaba 1-2)	244 782	1.86	50	0.00	17 580	0.13	17 388	0.13
Abanezakhono (Inqanaba 3-5)	591 196	4.50	2 033	0.02	36 617	0.28	53 998	0.41
Abanezakhono eziphezulu zokuvulisa (Inqanaba 6-8)	5 572 741	42.38	4 076	0.03	169 230	1.29	347 900	2.65
Abanezakhono eziphezulu zokuvulisa (Inqanaba 9-12)	3 333 802	25.35	1 095	0.01	77 573	0.59	171 287	1.30
Abaphathi abaphezulu nabaphathi beziko (Inqanaba 13-16)	35 220	0.27	0	0.00	139	0.00	687	0.01
Inani lilonke	9 777 741	74.36	7 254	0.06	301 139	2.29	591 260	4.50

3.2 Ingqesho neZithuba zomsebenzi

Ezi theyibhile zikweli candelo zishwankathela isikhundla malunga nengqesho kwanezithuba.

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

Le ngcaciso inikwa ngeendlela ezimbini ezahlukeneyo eziphambili:

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

Itheyibhile 3.2.1 Ingqesho nezithuba ngokwenkqubo ukususela ngowama-31 kuMatshi ka-2016

Iqela labasebenzi	Inkqubo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngemali	Inani lezithuba ekuQeshiweyo kuzo	i-% yeReyithi yezithuba	Inani labantu abagqithisileyo kwababelwe ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
Bonke abasebenzi	INKqubo 1	2 101	51	1 843	12.28	35	1 878
	INKqubo 2	35 048	13	34 987	0.17	259	35 246
	INKqubo 4	2 925	18	2 800	4.27	26	2 826
	INKqubo 5	15	0	150	0.00	0	150
	INKqubo 6	53	0	26	50.94	4	30
	INKqubo 7	184	0	169	8.15	6	175
	Zizonke	40 326	88	39 975	0.87	330	40 305

Iqela labasebenzi	INkqubo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngemali	Inani lezithuba ekuQeshiweyo kuzo	i-% yeReyithi yezithuba	Inani labantu abagqithisileyo kwababalewe ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
Ootitshala	INkqubo 1	703	7	647	7.97	20	667
	INkqubo 2	28 860	0	28 885	0.00	174	29 059
	INkqubo 4	1 839	0	1 824	0.82	16	1 840
	INkqubo 5	15	0	150**	0.00	0	150
	INkqubo 6	6	0	2	66.67	0	2
	INkqubo 7	49	0	56	0.00	6	62
	Zizonke	31 472	7	31 564	0.00	216*	31 780
Abasebenzi beNkonzo zikaRhulumente onzo	INkqubo 1	1 398	44	1 196	14.45	15	1 211
	INkqubo 2	6 188	13	6 102	1.39	85	6 187
	INkqubo 4	1 086	18	976	10.13	10	986
	INkqubo 5	0	0	0	0.00	0	0
	INkqubo 6	47	0	24	48.94	4	28
	INkqubo 7	135	6	113	16.30	0	113
	Zizonke	8 854	81	8 411	5.00	114	8 525

INGcaciso:

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

**Inkqubo 5: 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 inflawulo yenkxaso-mali (subsidy payment) kwiinzame zokudala amaziko okufunda amaninzi abafundi boPhuhliso lweMfundo yaBasaqalayo (Early Childhood Development). Ootitshala abali-150 abakwiprogram 7 ngaBasebenzi bePre-Primary. 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 yekhonthraki ukuqinisekisa ukuba onke amaziko emfundo axhobe ngokwaneleyo.

Itheyibhile 3.2.2 Ingqesho nezithuba ngokwecandelo lomvuzo ukususela ngowama-31 kuMatshi ka-2016

Iqela labasebenzi	Icandelo lomvuzo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngemali	Inani lezithuba lezithuba ekuqeshiweyo kuzo	i-% yeReyithi yezithuba	Inani labantu abagqithisileyo kwababalewe ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
Bonke abasebenzi	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 261	31	3 339	0.00	23	3 362
	Abanezakhono (Inqanaba 3-5)	4 567	16	4 796	0.00	54	4 850
	Abanezakhono eziphezulu zokovelisa (Inqanaba 6-8)	28 353	28	28 222	0.46	201	28 423

Ingxelo yonyaka-mali 2015/2016
IBhajethi Evunyiweyo yesi: 5
yeSabe leMfundo yePhondo leNtshona Koloni

Iqeba labasebenzi	Icandelo lomvuzo	Inani lezithuba ezixhaswa ngemali	Izithuba ezingaxhaswa ngamali	Inani lezithuba lezithuba ekuqeshiweyo kuzo	I-% yeReyithi yezithuba	Inani labantu abagqihisiweyo kwababalewe ukuqeshwa kwiziko	Inani elipheleleyo labasebenzi
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	4 099	13	3 573	12.83	50	3 623
	Abaphathi abaphezulu nabaphathi beZiko (Inqanaba 13-16)	46	0	45	2.17	2	47
	Inani lilonke	40 326	88	39 975	0.87	330	40 305
Oofitshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0	0.00	0	0
	Abanezakhono (Inqanaba 3-5)	441	0	1 024	0.00	1	1 025**
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	27 197	0	27 178	0.07	171	27 349
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	3 834	7	3 362	12.31	44	3 406
	Abaphathi abaphezulu nabaphathi beZiko (Inqanaba 13-16)	0	0	0	0.00	0	0
	Inani lilonke	31 472	7	31 564	0.00	216	31 780
Abasebenzi beeNkozo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 261	31	3 339	0.00	23	3 362
	Abanezakhono (Inqanaba 3-5)	4 126	16	3 772	8.58	53	3 825
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 156	28	1 044	9.69	30	1 074
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	265	6	211	20.38	6	217
	Abaphathi abaphezulu nabaphathi beZiko (Inqanaba 13-16)	46	0	45	2.17	2	47
	Inani lilonke	8 854	81	8 411	5.00	114	8 525

INGcaciso:

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

** Zonke izithuba zootitshala zenzelwe oofitshala abaneziqinisekiso zoqeqesho zemfundo ezipheleleyo (ubuncinane iMatriki neminyaka eyi-3 yoqeqesho) kumlinganiselo osezantsi wamanqanaba emivuzo 6-7. ISebe iWCED linabo oofitshala abathile abaneziqinisekiso zamabanga emfundo ezingaphelelanga kwisifim. Aba ngootitshala abangama-1025 abahlawulwa imivuzo kumanqanaba omvuzo 3-5 kuba bengaziphumezi iimfuno zezithuba ezingumlinganiselo osezantsi ukuba mazihlawulwe kumanqanaba omvuzo 6-7. Aba fitshala bonke baqeshwe ngokunxulumene nezithuba ezivunyiweyo kwicandelo lomvuzo 6-8 kule theyibhile.

Ittheyibhile 3.2.3 Ingcaciso nezithuba ngokwamakhono omsebenzi abaluleke kakhulu ukususela ngowama-31 kuMatshi ka-2016

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

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

Ittheyibhile 3.3.1 Ingcaciso ngezithuba zeSMS ukususela ngowama-31 kuMatshi ka-2016

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	I-% yezithuba zeSMS ekungaqeshwanga kuzo ngokwenqanaba
	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	0.00	0	0.00
Inqanaba loMvuzo15	4	0	3	75.00	1	25.00
Inqanaba loMvuzo14	8	0	8	100.00	0	0.00
Inqanaba loMvuzo13	33	0	35	106.06	0	0.00
Inani lilonke	46	0	47	102.17	1	2.17

INGCACISO
 Amabini (2) kumalungu eSMS ahlawulwa kubasebenzi abagqithisiweyo kwababelwe ukuqeshwa kwiSebe iWCED kwakunye nomntu om-1 oilungu leSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni.em Cape.

Itheyibhile 3.3.2 Ingcaciso ngezithuba zeSMS ukususela ngowama-30 kweyoMsintsi (September) 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 ngamali				
UMphathi-jikelele/iNtloko yeSebe leMfundo	1	0	1	100.00	0	0.00
Inqanaba loMvuzo16, 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	12.50
Inqanaba loMvuzo 13	32	0	35	109.38	0	0.00
Inani lilonke	45	0	47	104.44	1	2.22

INGcaciso:

Abathathu (3) kumalungu eSMS ahlawulwa kubasebenzi abagqithisileyo kwababelwe ukuqeshwa kwiSebe iWCED kwakunye nababini (2) oabangamalungu eSMS kwi-Ofisi yoMphathiswa weMfundo eNtshona Koloni.

ITheyibhile 3.3.3 Inkcitho yezibhengezo nokuzaliswa kwezi zeeSMS kwithuba elisuka kowoku-1 kuTshazimpuzi (April) ka-2015 ukuya kowama-31 kweyoKwindla (March) ka-2016

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 loMvuzo16, kodwa ingenguwo oweHOD	0	0	0
Inqanaba loMvuzo15	1	1	0
Inqanaba loMvuzo14	2	2	0
Inqanaba loMvuzo 13	6	6	0
Inani lilonke	9	9	0

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-2015 nowama-31 Matshi 2016

Izizathu zokuba izithuba zingabi nakupapashwa kude kudlule iinyanga ezintandathu Azikho
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Izizathu zokuba izithuba zingabi nakuzaliswa kude kudlule iinyanga ezintandathu Azikho

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 kwemigaqosikhokelo samaxesha amiselweyo ukuzalisa izithuba zeSMS zingadlulnga iinyanga eziyi-12 zethuba lowoku-1 kaEpreli ku2015 nowama-31 kuMatshi ka-2016

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.2 (Public Service Regulations Chapter 1, Part VII C.1A.3) amasebe makachaze injongo okanye isizathu 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 kwiqumru lawo. NgokweMimiselo, zonke izithuba ezikumanganaba omvuzo 9 nangaphezulu mazihlolwe phambi kokuba zizaliswe. Le theyibhile elandelayo ishwankathela inani lemisebenzi eyayihloliwe kwithuba lonyaka ophantsi kwengqwalaselo. Kwakhona, Le theyibhile ikwanika iinkcukacha-manani zezithuba ezifumene ukunyuselwa okanye ukwehliselwa/ ukuthotywa.

Itheyibhile 3.4.1 UkuHlolwa koMsebenzi ngokwecandelo lomvuzo kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016.

Icandelo lomvuzo	Inani eliphelelyo lezithuba zengqesho 31	Inani lezithuba ezihlolliwe	I-% yezithuba ezihlolwe ngokwamaCandelo emiVuzo	Izithuba ezoNyuselweyo		Izithuba ezeHliselweyo	
				Inani	I-% yenani lezithuba	Inani	I-% yenani lezithuba
Abanezakhono ezisezantsi (Inqanaba 1-2)	3 261	0	0.00	0	0	0	0
Abanezakhono (Inqanaba 3-5)	4 567	80	1.75	0	0	0	0
Abanezakhono eziphezulu zokuvelisa (Amanqanaba 6-8)	28 353	90	0.32	0	0	0	0
Abanezakhono eziphezulu zokusuphavayiza (Amanqanaba 9-12)	4 099	4	0.10	0	0	0	0
Abalawuli abaPhezulu iCandelo lemiVuzo A (Inqanaba 13)	33	2	6.06	0	0	0	0
Abalawuli abaPhezulu iCandelo lemiVuzo B (Inqanaba 14)	8	0	0.00	0	0	0	0
Abalawuli abaPhezulu iCandelo lemiVuzo C (Inqanaba 15)	4	0	0.00	0	0	0	0
Abalawuli abaPhezulu iCandelo lemiVuzo D (Inqanaba 16)	1	0	0.00	0	0	0	0
Inani lilonke	40 326	176	0.44	0	0	0	0

Qaphela: izithuba zeenkono zikarhulumente kuphela ezenziwa iinqqubo zokuhlolwa kwemisebenzi.

Le theyibhile ilandelayo ishwankathela inani labasebenzi abanyuselwe izikhundla ngenxa yokonyuselwa komsebenzi wezikhundla zabo. Inani labasebenzi lisenokohluka kwizithuba zemisebenzi eyonyuselweyo 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-2015 nowama-31 kuMatshi ka-2016

Isini	abaNtsundu	abeBala	AmaNdiya	Abamhlophe	Inani lilonke
Amabhinqa	0	0	0	0	0
Amadoda	0	0	0	0	0
Inani lilonke	0	0	0	0	0
Abasebenzi abanenkubazeko/ abakhubazekileyo					0

Le theyibhile elandelayo ishwankathela inani lamathuba/ leemeko (cases) apho amacandelo omvuzo ohlawulwayo agqithisileyo kwibakala eliqinisekiswa kukuhlolwa komsebenzi. Izizathu zokutenxa zinikiwe kwimeko nganye.

Itheyibhile 3.4.3 Abasebenzi abanamanqanaba omvuzo angaphezulu kunaleyo iqinisekiswa luhlolo lomsebenzi ngokwekhono lomsebenzi kwithuba lowoku-1 kuEpreli ka-2015 lowama-31 kuMatshi ka-2016

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

Itheyibhile 3.4.4 Iprofayile yabasebenzi abanamanqanaba omvuzo aphezulu kunalawo aqinisekiswa kukuhlolwa komsebenzi kwithuba lowoku-1 kuEpreli ka-2015 lowama-31 kuMatshi ka-2016

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. Ireyithi 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 (Jonga inkcazelo kwiingcaciso ezilalapha ngezantsi).

Itheyibhile 3.5.1 Iireyithi zonyaka zokumka kwabasebenzi kuqeshwe abanye ngokwecandelo lomvuzo kwithuba elisukela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Icala labasebenzi	Icandelo lomvuzo	Iabasebenzi kwicandelo ngalinye ukususela	Abaqeshiweyo	Ukufhantshelwa kwisebe lezemfundo	Ukuqeshwa nokufhantshelwa kwisebe lemfundo	Abayekisiweyo	Ukufhantshelwa ngaphandle kwisebe	Abayekisiweyo batshintshelwa ngaphandle kwisebe lemfundo	I-% yereyithi yabayekisiweyo kwaqeshwa abanye
Amasebenzi bebonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 100	2 827	0	2 827	2 652	0	2 652	5.65
	Abanezakhono (Inqanaba 3-5)	4 885	4 615	11	4 626	3 029	11	3 040	32.47
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	23 198	10 714	17	10 731	11 341	41	11 382	0.00
	Abanezakhono eziphezulu zokusuphavyayiza (Inqanaba 9-12)	8 993	597	10	607	1 345	8	1 353	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (iInqanaba 13)	34	6	0	6	6	0	6	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iInqanaba 14)	8	1	1	2	2	0	2	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iInqanaba 15)	4	0	0	0	0	1	1	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu D (iInqanaba 16)	2	0	0	0	1	0	1	0.00
	Inani lilonke	40 224	18 760	39	18 799	18 376	61	18 437	0.90
Ootishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	1	0	1	0	0	0	0.00
	Abanezakhono (Inqanaba 3-5)	987	3 515	0	3 515	1 893	1	1 894	164.24
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8))	21 971	10 550	11	10 561	11 123	33	11 156	0.00
	Abanezakhono eziphezulu zokusuphavyayiza (Inqanaba 9-12)	8 778	559	4	563	1 302	3	1 305	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (iInqanaba 13)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iInqanaba 14)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iInqanaba 15)	0	0	0	0	0	0	0	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu D (iInqanaba 16)	0	0	0	0	0	0	0	0.00
	Inani lilonke	31 736	14 625	15	14 640	14 318	37	14 355	0.90
IiNkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	3 100	2 826	0	2 826	2 652	0	2 652	5.61
	Abanezakhono (Inqanaba 3-5)	3 898	1 100	11	1 111	1 136	10	1 146	0.00
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 227	164	6	170	218	8	226	0.00
	Abanezakhono eziphezulu zokusuphavyayiza (Inqanaba 9-12)	215	38	6	44	43	5	48	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu A (iInqanaba 13)	34	6	0	6	6	0	6	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu B (iInqanaba 14)	8	1	1	2	2	0	2	0.00
	ICandelo leeNkonzo zabaLawuli abaPhezulu C (iInqanaba 15)	4	0	0	0	0	1	1	0.00

Iqela labasebenzi	Icandelo lomvuzo	labasebenzi kwicandelo ngalinye ukususela	Abaqeshiweyo	Ukufhantselwa kwisebe lezempundo	Ukuqeshwa nokufhantselwa kwisebe lemfundo	Abayekisiweyo	Ukufhantselwa ngaphandle kwesebe	Abayekisiweyo batshintshelwa ngaphandle kwesebe lemfundo	I-% yereyithi yabayekisiweyo kwaqeshwa abanye
	ICandelo leeNkonzo zabaLawuli abaPhezulu D (iNqanaba 16)	2	0	0	0	1	0	1	0.00
	Inani lilonke	8 488	4 135	24	4 159	4 058	24	4 082	0.91

Ingcaciso: Ikhohlam 3 (inani labasebenzi) ibandakanya lonke uHlobo lweNgqesho naBasebenzi aBagqithisileyo kwiNani eLimiselweyo leZiko (Excess Personnel) yaye ayimbandakanyi umPhathiswa
ABasebenzi beeNkonzo zikaRhulumente noofitshala abangenazikhundla zisisigxina baqeshwa ngekhontrakhi yamathuba aqingqekileyo (closed periods). Oku kubandakanya abasebenzi abaqeshwe kwizikhundla ezihlawulelweyo ezivela ngenxa yokuhla kwamanani ngokwesiqhelo (natural attrition), ukusweleka, ukonyuselwa, njl., kunye nabasebenzi (ooftshala) 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.

Table 3.5.2 Itheyibhile 3.5.2 Ireyithi zonyaka zabasebenzi abemkayo nabaqeshwayo kwisebe lemfundo (annual turnover rates) ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Ikhono lomsebenzi elibalulekileyo	Inani labasebenzi ekuqaleni kwithuba likaEpreli ka-2015	Ukuqeshwa nokufhantselwa kwisebe lemfundo	Ukuyekiswa emsebenzini nokufhantselwa ngaphandle kwesebe lezempundo	Ireyithi yabayekisiweyo kwaqeshwa abanye
Alikho	Alikho	Alikho	Akukho	Alikho

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-2015 ukuya kowama-31 kuMatshi ka-2016.

Iqela	Uhlobo lokuyekiswa emsebenzini	Inani labasebenzi	% I-% yabaMkileyo beBonke	Inani labamkileyo njenge-% yenani labasebenzi ukuya kutsho ngomhla wama-31 kuMatshi ka-2015
Abasebenzi bonke	Ukuisweleka/ ukuphela	110	0.60	0.27
	Ukurhoxa emsebenzini	1 341	7.27	3.33
	Ukuphelelwa kwekhontrakhi	15 829	85.85	39.35
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	32	0.17	0.08
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	67	0.36	0.17
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	0	0.00	0.00
	Ukuyekiswa emsebenzini ngenxa yempilo enkenenkene	84	0.46	0.21
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	1	0.01	0.00
	Ukuthatha umhlala-phantsi	911	4.94	2.26
	Ukuthatha iphakeji yokuyeka umsebenzi ngokuzithandela	0	0.00	0.00
	Ukufhantselwa kwamanye amaSebe eeNkonzo zikaRhulumente	62	0.34	0.15
	Inani lilonke	18 437	100.00	45.84

Ingxelo yonyaka-mali 2015/2016
IBhajethi Evunyiweyo yesi: 5
yeSabe leMfundo yePhondo leNtshona Koloni

Iqela		Inani labasebenzi	% yabaMkiley o beBonke	Inani labamkileyo njenge-% yenani labasebenzi ukuya kutsho ngomhla wama-31 kuMatshi ka2015
Oofitshala	Ukuisweleka/ ukuphela	71	0.49	0.22
	Ukurhoxa emsebenzini	1 135	7.91	3.58
	Ukuphelelwa kwekhontrakhi*	12 267	85.46	38.65
	Ukugxothwa - ngenxa yeenguqu zomsebenzi	32	0.22	0.10
	Ukugxothwa - ngenxa yokungaziphathi kakuhle	40	0.28	0.13
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	0	0.00	0.00
	Ukuyekiswa emsebenzini ngenxa yempilo enkenenkene	60	0.42	0.19
	Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi	1	0.01	0.00
	Ukuthatha umhlala-phantsi	711	4.95	2.24
	Ukuthatha iphakeji yokuyeka umsebenzi ngokuzithandela	0	0.00	0.00
	Ukutshintshelwa kwamanye amaSebe eeNkonzo zikaRhulumente	37	0.26	0.12
	Inani lilonke	14 354	100.00	45.23
	Abasebenzi beNkonzo zikaRhulumente	Ukuisweleka/ ukuphela	39	0.96
Ukurhoxa emsebenzini		206	5.05	2.43
Ukuphelelwa kwekhontrakhi*		3 562	87.24	41.97
Ukugxothwa - ngenxa yeenguqu zomsebenzi		0	0.00	0.00
Ukugxothwa - ngenxa yokungaziphathi kakuhle		27	0.66	0.32
Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi		0	0.00	0.00
Ukuyekiswa emsebenzini ngenxa yempilo enkenenkene		24	0.59	0.28
Ukugxothwa - ngenxa yokungawenzi kakuhle umsebenzi		0	0.00	0.00
Ukuthatha umhlala-phantsi		200	4.90	2.36
Ukuthatha iphakeji yokuyeka umsebenzi ngokuzithandela		0	0.00	0.00
Ukutshintshelwa kwamanye amaSebe eeNkonzo zikaRhulumente		25	0.61	0.29
Inani lilonke		4 083	100.00	48.10

Qaphela: Inani "LokuPhelelwa kweKhontrakhi yeNgqesho" lingakhangeleka liphezulu xa kuthelekiswa namanye amasebe karhulumente kunye nababanye abaqeshi. Eli nani liphezulu ngenxa yokuba iSebe iWCED linomgaqo-nkqubo othi ulandelwe xa kuqeshwa abasebenzi ngekhontrakhi 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 abaxhaswayo. Elona thutyana lifutshane lengqesho malunga notitshala ziiveki ezimbini.

Itheyibhile 3.5.3.2 Izizathu zokurhoxa kwabasebenzi emsebenzini kwithuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Iqela	Uhlobo lokuyekiswa	Inani labasebenzi bonke	% I-% yabaMkileyo beBonke
Bonke abasebenzi	Akukho sizathu	43	3.21
	Elinye ikhono	96	7.16
	shishini elile lakhe	1	0.07
	Izikhhalazo zobuqu	39	2.91
	Ukurhoxa esikhundleni	937	69.87
	Inxaki yezithuthi	1	0.07
	Ukukhulelwa	1	0.07
	Ukuba yinkosikazi ehlala ekhaya	3	0.22
	Ukufudukela kwenye indawo	3	0.22
	Ukucuthwa kwezithuba	1	0.07
	Amanye amasebe emfundo	2	0.15
	Ukutshintshelwa Kwenye iSistim	1	0.07
	Ukungaziphathi kakuhle	1	0.07
	Inani lilonke	1 341	100
Ooitshala	Ubudala	7	0.62
	Impilo ebuthathaka	16	1.41
	Imbuyekezo engcono	59	5.20
	Ukuphelelwa kwekhontrakthi	1	0.09
	lingxaki zasekhaya	11	0.97
	Ukufudukela kwenye indawo	22	1.94
	Ukuqhubela phambili ngezifundo	10	0.88
	Umtshato	4	0.35
	Uhlobo lomsebenzi	52	4.58
	Akukho sizathu	38	3.35
	Omnye umsebenzi	72	6.34
	Ishishini elilelakhe	1	0.09
	Izikhhalazo zobuqu	34	3.00
	Ukurhoxa kwisithuba somsebenzi	797	70.22
	Inxaki yezithuthi	1	0.09
	Ukukhulelwa	1	0.09
	Ukuba yinkosikazi ehlala ekhaya	2	0.18
	Ukufudukela kwenye indawo	3	0.26
	Ukucuthwa kwezithuba	1	0.09
	Amanye amasebe emfundo	2	0.18
Ukutshintshelwa Kwenye iSistim	0	0.00	
Ukungaziphathi kakuhle	1	0.09	
Inani lilonke	1 135	100	
ABasebenzi beNkonzo zikaRhulumente	Ubudala	2	0.97
	Impilo ebuthathaka	4	1.94
	Imbuyekezo engcono	9	4.37
	Ukuphelelwa kwekhontrakthi	0	0.00
	lingxaki zasekhaya	0	0.00
	Ukufudukela kwenye indawo	0	0.00
	Ukuqhubela phambili ngezifundo	1	0.49
	Umtshato	0	0.00
	Uhlobo lomsebenzi	14	6.80
	Akukho sizathu	5	2.43
	Omnye umsebenzi	24	11.65
	Ishishini elilelakhe	0	0.00
	Izikhhalazo zobuqu	5	2.43
	Ukurhoxa kwisithuba somsebenzi	140	67.96
	Inxaki yezithuthi	0	0.00
	Ukukhulelwa	0	0.00
	Ukuba yinkosikazi ehlala ekhaya	1	0.49
	Ukufudukela kwenye indawo	0	0.00
	Ukucuthwa kwezithuba	0	0.00
	Amanye amasebe emfundo	0	0.00
Ukutshintshelwa Kwenye iSistim	1	0.49	
Ukungaziphathi kakuhle	0	0.00	
Inani lilonke	206	100.00	

Itheyibhile 3.5.3.3 Izizathu zokuyeka kwabasebenzi abasisigxina emsebenzini, oku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Iminyaka yobudala	Ukurhoxa emsebenzini - Bonke abasebenzi	Bonke abasebenzi - 1%	Ukurhoxa emsebenzi ni - Oofishala	Oofishala - 1%	Ukurhoxa emsebenzini - Abasebenzi beekkonzo zikaRhulumente	Abasebenzi beekkonzo zikaRhulumente - %
Iminyaka yobudala engama-20 >	0	0.00	0	0.00		0.00
Iminyaka yobudala engama-20 ukuya kuma-24	60	5.11	58	4.47	2	0.97
Iminyaka yobudala engama-25 ukuya kuma-29	197	16.39	186	14.69	11	5.34
Iminyaka yobudala engama-30 ukuya kuma-34	145	11.10	126	10.81	19	9.22
Iminyaka yobudala engama-35 ukuya kuma-39	87	5.99	68	6.49	19	9.22
Iminyaka yobudala engama-40 ukuya kuma-44	163	12.42	141	12.16	22	10.68
Iminyaka yobudala engama-45 ukuya kuma-49	234	17.89	203	17.45	31	15.05
Iminyaka yobudala engama-50 ukuya kuma-54	197	12.86	146	14.69	51	24.76
Iminyaka yobudala engama-55 ukuya kuma-59	160	12.07	137	11.93	23	11.17
Iminyaka yobudala engama-60 ukuya kuma-64	94	5.90	67	7.01	27	13.11
Iminyaka yobudala engama-65 >	4	0.26	3	0.30	1	0.49
Inani lilonke	1 341	100.00	1 135	100.00	206	100.00

Itheyibhile 3.5.3.4 Ukunikwa kwabasebenzi iiphakheji zokuyeka emsebenzini ngokuzithandela: owoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Inani eliphelileyo labasebenzi abaziqatsele ukuthatha iiphakheji zokuyeka emsebenzini ngokuzithandela ngo-2015/2016	0
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Itheyibhile 3.5.4 Ireyithi zokonyuselwa ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Umsebenzi	Abasebenzi ngowoku-1 kaEpreli 2015	Ukonyuselwa ukuya kwelinye inqanaba lomvuzo	Ukonyuselwa inqanaba lomvuzo njenge- % yabasebenzi ngokomsebenzi	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukonyuselwa inotshi njenge-% yabasebenzi ngokomsebenzi
Awukho	Abekho	Akukho	Akukho	Akukho	Akukho

Itheyibhile 3.5.5 Ukonyuselwa ngokwamacandelo emivuzo kwithuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Qela laBasebenzi	Icandelo lomvuzo	Abasebenzi ngokwamawama- 31 kuMatshi ka-1 /3/2015	Ukonyuselwa ukuya kwelinye inqanaba lomvuzo	Ukonyuselwa inqanaba lomvuzo njenge-% yabasebenzi ngokwamacandelo lomvuzo	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukonyuselwa inotshi njenge-% yabasebenzi ngokwamacandelo lemivuzo
Bonke abasebenzi	Abanezakhono ezisenzantsi (Inqanaba 1-2)	3 100	157	5.06	1 515	48.87
	Abanezakhono (Inqanaba 3-5)	4 885	142	2.91	3 149	64.46
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	23 198	774	3.34	16 119	69.48
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	8 993	846	9.41	8 083	89.88
	AbaLawuli abaPhezulu (Inqanaba 13-16)	48	2	4.17	35	72.92
	Inani lilonke	40 224	1 921	4.78	28 901	71.85
Oofishala	Abanezakhono ezisenzantsi (Inqanaba 1-2)	0	0	0.00	0	0.00
	Abanezakhono (Inqanaba 3-5)	987	2	0.20	106	10.74
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	21 971	721	3.28	15 632	71.15
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12)	8 778	827	9.42	7949	90.56

Ingxelo yonyaka-mali 2015/2016
IBhajethi Evunyiweyo yesi: 5
yeSabe leMfundo yePhondo leNtshona Koloni

Iqela labasebenz	Icandelo lomvuzo	Abasebenzi ngokwangowama- 31 kuMatshi ka31 /3/2015	Ukonyuselwa ukuya kwelinye Inqanaba lomvuzo	Ukonyuselwa Inqanaba lomvuzo njenge-% yabasebenzi ngokwecandelo lomvuzo	Ukonyuselwa Inotshi ekwakweli nqanaba lomvuzo	Ukonyuselwa Inotshi njenge-% yabasebenzi ngokwecandelo lomvuzo
	AbaLawuli abaPhezulu (Inqanaba 13-16)	0	0	0.00	0	0.00
	Inani lilonke	31 736	1 550	4.88	23 687	74.64
IiNkonzo zikaRhulumente	Abanezakhono ezisenzantsi (Inqanaba 1-2)	3 100	157	5.06	1 515	48.87
	Abanezakhono (Inqanaba 3-5)	3 898	140	3.59	3 043	78.07
	Abanezakhono eziphezulu zokuvulisa (Inqanaba 6-8)	1 227	53	4.32	487	39.69
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	215	19	8.84	134	62.33
	AbaLawuli abaPhezulu (Inqanaba 13-16)	48	2	4.17	35	72.92
	Inani lilonke	8 488	371	4.37	5 214	61.43

3.6. UbuLungisa kwezeNgqesho (Employment Equity)

Itheyibhile 3.6.1 Inani elipheleleyo labasebenzi (kubandakanywa nabasebenzi abaneenkubazeko) kudidi lomsebenzi ngalunye kwezi zilandelayo ngokwangowama- 31 kuMatshi 2016

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi phandle waNga-		Inani lilonke
	Nfsnd	Bal	Ndiy	Hlop	Nfsnd	Bal	Ndiy	Hlop	Ama doda	Amabhi nqa	
AbaLawuli beziko (Inqanaba 14- 16)	0	7	1	1	0	0	1	2	0	0	12
Abaphathi abaphezulu (Inqanaba 13)	3	10	1	8	2	8	0	3	0	0	35
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	125	585	8	268	74	169	7	104	0	0	1 340
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	641	3 503	36	850	1 573	4 936	54	2 070	4	5	13 672
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	1 222	2 559	9	647	3 992	7 855	66	3 339	59	44	19 792
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	630	2 067	3	117	479	1 950	0	185	16	7	5 454
Inani lilonke	2 621	8 731	58	1 891	6 120	14 918	128	5 703	79	56	40 305

Itheyibhile 3.6.2 Inani elipheleleyo labasebenzi (abaneenkubazeko) kwicandelo lemivuzo ngalinye kula alandelayo ngokwangowama-31 kuMatshi2016

AmaNqanaba oMsebenzi	Amadoda				Amabhinqa				UmMi waNga-phandle		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)	0	0	0	1	0	1	0	0	0	0	2
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavayiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	2	4	0	1	0	3	0	5	0	0	15
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	1	1	0	1	1	3	0	1	0	0	8
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	2	4	0	0	1	3	0	0	0	0	10
Inani lilonke	5	9	0	3	2	10	0	6	0	0	35

Itheyibhile 3.6.3 Ukugaya abasebenzi kwithuba elisuka kowoku-1 kuEpreli ka-2014 ukuya kowama-31 kuMatshi ka-2016

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	0	0	0	0	0	0	0	1
Abaphathi abaphezulu (Inqanaba 13)	0	2	0	2	0	1	0	1	0	0	6
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	16	46	0	20	11	29	1	18	0	0	141
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavayiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	108	690	0	55	549	1 052	11	175	0	1	2 641
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	631	1 411	14	253	2 156	4 200	31	1 523	162	73	10 454
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	512	1 593	10	148	678	2 051	3	406	77	39	5 517
Inani lilonke	1 267	3 743	24	478	3 394	7 333	46	2 123	239	113	18 760

Itheyibhile 3.6.4 Ukonyuselwa kwabasebenzi kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

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	1	0	0	1
Abaphathi abaphezulu (Inqanaba 13))	0	0	0	1	0	0	0	0	0	0	1
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	5	61	2	16	10	22	0	12	0	0	128
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	95	329	5	80	226	483	7	163	0	0	1 388
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	11	24	0	1	25	52	1	9	0	0	123
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	35	90	0	2	37	115	0	1	0	0	280
Inani lilonke	146	504	7	100	298	672	8	186	0	0	1 921

Itheyibhile 3.6.5 Ukuyekiswa emsebenzini kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

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	2	1	0	0	0	0	0	3
Abaphathi abaphezulu (Inqanaba 13)	0	2	0	2	1	0	0	1	0	0	6
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	23	130	2	40	20	52	0	22	0	0	289
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavyiza, iiforimani, neesupharintendenti (Inqanaba 8-10)	125	893	0	98	657	1 445	13	323	0	2	3 556
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	640	1 433	14	268	2 130	4 389	22	1 531	184	68	10 679
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	409	1 312	9	87	362	1 408	1	159	60	36	3 843
Inani lilonke	1 197	3 770	25	497	3 171	7 294	36	2 036	244	106	18 376

Itheyibhile 3.6.6 Amanyathelo oluleko ethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Inyathelo lesoluleko	Amadoda				Amabhinqa				Inani lilonke
	Aba Ntsundu	Abe Bala	AmaN diya	AbaM hloph e	AbaNtsu ndu	AbeBala	AmaN diya	AbaM hloph e	
Ngazo zonke iintlobo	53	227	1	16	57	120	1	9	484

Itheyibhile 3.6.7 Uphuhliso lwezakhono ngethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

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)	0	19	0	0	2	5	0	0	26
Abaneziqinisekiso zemfundo neengcali ezinamava kunye nabaphathi abakudidi oluphakathi (Inqanaba 11-12)	450	1 401	22	323	788	2 427	31	673	6 115
Abasebenzi abanobuchule bobuchwepheshe nabaneziqinisekiso zemfundo, abalawuli abakwinqanaba elisezantsi, iisuphavayiza, iiforimani, neesupharintendenti (Inqanaba 8-10))	575	1 739	21	372	1 561	4 475	63	1 726	10 532
Abanezakhono ezingephi nabanokuthatha izigqibo besebenzisa ingqiqo (Inqanaba 4-7)	110	311	0	31	235	652	4	96	1 439
Abangenazakhono nabanokuthatha izigqibo abazibekelweyo (Inqanaba 1-3)	39	253	0	17	12	130	0	62	513
Xa ewonke edibene	1 174	3 723	43	743	2 598	7 689	98	2 557	18 625

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 mawaqumbele aze atyikitye izivumelwano zentsebenzo ezinamaxsha aqiqingqiweyo. Ingcaciso malunga nokusayinwa kwezivumelwano zentsebenzo ngamalungu eSMS, izizathu zokungathobeli amaxesha aqiqingqiweyo kunye namanyathelo oluleko athathiweyo ayacaciswa apha.

Ittheyibhile 3.7.1 Ukusayinwa kweziVumelwano zeNtsebenzo ngamalungu eSMS ngokwangowama-31 kuMeyi ka-2015

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	100.00
Inqanaba loMvuzo 15	4	4	4	100.00
Inqanaba loMvuzo 14	8	7	7	100.00
Inqanaba loMvuzo 13	32	31	31	100.00
Inani lilonke	45	43	43	100.00

Ittheyibhile 3.7.2 Izizathu zokungazalisekiswa kweziVumelwano zeNtsebenzo zawo onke amalungu eSMS ngokwangowama-31 kuMeyi ka-2015

Izizathu
Azikho

Ittheyibhile 3.7.3 Amanyathelo oluleko athathwe ngakumalungu eSMS ngokungazalisekiswa kweziVumelwano zeNtsebenzo ngokwangowama-31 kuMeyi ka-2015

Izizathu
Azikho

3.8 AmaBhaso okuKhuthaza iNtsebenzo

Ukukhuthaza intsebenzo esemgangathweni, isebe lemfundo likhuphe la mabhaso alandelayo okukhuthaza intsebenzo, anikwe abasebenzi ngentsebenzo yabo ngethuba lika-2014/15, kodwa ahlawulwa kulo nyaka-mali uhlolwayo. Ezi nkukacha zinikwa ngokohlanga, isini kunye nenkubazeko (Ittheyibhile 3.8.3) nama-candelo omvuzo (Ittheyibhile 3.8.4.).

Ittheyibhile 3.8.1: Amabhaso okukhuthaza intsebenzo ngokwecandelo lomvuzo ngethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Icandelo lomvuzo	Abasebenzi ngokwangowama-31 kuMatshi ka-2015	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukunyuselwa inotshi njenge-% yabasebenzi ngokwecandelo lemivuzo
Abanezakhono ezisezantsi (Amanqanaba 1-2)	3 100	1 515	48.87
Abanezakhono (Amanqanaba 3-5)	4 885	3 149	64.46
Abanezakhono eziphezulu zokuvelisa (Amanqanaba 6-8)	23 198	16 119	69.48
Abanezakhono eziphezulu zokusuphavyiza (Amanqanaba 9-12)	8 993	8 083	89.88
Abaphathi abaPhezulu (Amanqanaba 13- 16)	48	35	72.92
Inani lilonke	40 224	28 901	71.85

Itheyibhile 3.8.2: Amabhaso okukhuthaza intsebenzo ngokokunyuselwa kweenotshi ngethuba elisusela kowoku-1 kuEprelika-2015 ukuya kowama-31 kuMatshi ka-2016

Amakhono omsebenzi abalulekileyo	Abasebenzi ngokwangowama-31 kuMatshi ka-2014	Ukunyukela kwenye inotshi ekwakweli nqanaba lemivuzo	Ukunyuselwa inotshi njenge-% yabasebenzi ngokwecandelo lemivuzo
Awekho	abekho	akukho	akukho
Inani lilonke	abekho	akukho	akukho

Itheyibhuli 3.8.3 Amabhaso entsebenzo ngokwehlanga, isini, kunye nokukhubazeka ngexesha 1 Epreli 2015 ukuya ku31 Matshi 2016

Iqela	Uhlanga neSini	IProfayile yabaXhamlayo			Iindleko (R'000)	
		Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweli qela	% yenani elipheleleyo kweli qela	Iindleko (R'000)	Iindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo
oTishala	Abantsundu	0	6 982	0.00	0	0
	Amadoda	0	1 865	0.00	0	0
	Amabhinqa	0	5 117	0.00	0	0
	Abebala	3	17 801	0.02	50	17
	Amadoda	2	6 220	0.03	42	21
	Amabhinqa	1	11 581	0.01	8	8
	AmaNdiya	0	154	0.00	0	0
	Amadoda	0	51	0.00	0	0
	Amabhinqa	00	103	0.00	0	0
	Abamhlophe	1	6 786	0.01	9	9
	Amadoda	0	1 753	0.00	0	0
	Amabhinqa	1	5 033	0.02	9	9
	Abakhubazekileyo	0	13	0.00	0	0
	Inani lilonke	4*	31 736	0.01	59	15
iNkonzo zikarhulumente	Abantsundu	215	1 659	12.96	1 892	9
	Amadoda	81	784	10.33	710	9
	Amabhinqa	134	875	15.31	1 182	9
	Abebala	1 034	5 986	17.27	9 710	9
	Amadoda	355	2 591	13.70	3 190	9
	Amabhinqa	679	3 395	20.00	6 520	10
	AmaNdiya	6	25	24.00	60	10
	Amadoda	0	9	0.00	0	0
	Amabhinqa	6	16	37.50	60	10
	Abamhlophe	235	802	29.30	3 012	13
	Amadoda	34	175	19.43	528	16
	Amabhinqa	201	627	32.06	2 485	12
	Abakhubazekileyo	3	16	18.75	27	9
	Inani lilonke	1 493	8 488	17.59	14 702	10
Inani lidibene lonke	1 497	40 224	3.72	14 761	10	

Qaphela: Abatishala bane kuthethwe ngabo apha ngenjela bebengabasebenzi benkonzo zikarhulument ngexesha bebeninisekiswa ukufumana amabhaso okukhuthaza intsebenzo..

Itheyibhile 3.8.4 Amabhaso okukhuthaza intsebenzo ngokwecandelo lomvuzo kubasebenzi abangaphantsi kweNkonzo yabaLawuli abaPhezulu ngethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowamai-31 kuMatshi ka-2016

		IProfayile yabaXhamlayo			Iindleko (R'000)		
Iqela	Icandelo lomvuzo	Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweli qela	% I-% yenani elipheleleyo elikumacandelo emivuzo	Iindleko (R'000)	Iindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo	Iindleko nge-% yenkcitho epheleleyo yabasebenzi
Abasebenzi bonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	214	3 292	0.07	1 051	5	0.31
	Abanezakhono (Inqanaba 3-5)	817	4 614	0.18	6 413	8	0.77
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	399	2 427	0.16	5 146	13	0.07
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	56	29 843	0.00	1 476	26	0.03
	Inani lilonke	1 486	40 176	0.05	14 087	9	1.18
Ootshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0.00	0	0	0.00
	Abanezakhono (Inqanaba 3-5)	3	781	0.38	25	8	0.00
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	0	1 325	0.00	34	0	0.00
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	1	29 630	0.00	0	0	0.00
	Inani lilonke	4	31 736	0.01	59	15	0.00
Abasebenzi beNkonzo zikarhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	214	3 292	6.50	1 051	5	0.31
	Abanezakhono (Inqanaba 3-5)	814	3 833	21.24	6 389	8	0.77
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	399	1 102	36.21	5 112	13	0.07
	Abanezakhono eziphezulu zokusuphavyiza (Inqanaba 9-12)	55	213	25.82	1 476	27	0.03
	Inani lilonke	1 482	8 440	4.68	14 028	9	1.17

Itheyibhile 3.8.5 AmaBhaso okukhuthaza intsebenzo anikwa ngokwamakhono omsebenzi abaluleke kakhulu kwithuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Ikhono lomsebenzi elibalulekileyo	IProfayile yabaXhamlayo			Iindleko (R'000)	
	Inani labaxhamlayo	Inani labasebenzi	I-% yenani elipheleleyo ngokwekhono	Inkcitho epheleleyo (R'000)	Iindleko eziphakathi ngokomsebenzi ngamnye
Inani lilonke	Alikho	Alikho	Alikho	Alikho	Alikho

ITheyibhile 3.8.6 Amabhaso okukhuthaza intsebenzo anxulumene nentsebenzo (imali eyibhonasi), anikwa ngokwe ngokwecandelo lomvuzo kwiNkonzo yabaLawuli abaPhezulu ngethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

AmaCandelo emiVuzo	IProfayile yabaXhamlayo			Iindleko		
	Inani labaxhamlayo	Inani elipheleleyo labasebenzi kweli qela	I-% yenani elipheleleyo elikumacandelo emivuzo	Iindleko (R'000)	Iindleko eziphakathi (R'000) ngomntu ngamnye oxhamlayo	Iindleko nge-% yenkcitho epheleleyo yabasebenzi
ICandelo leeNkonzo zabaLawuli abaPhezulu A (Inqanaba 13)	8	34	24	466	58	0.88
ICandelo leeNkonzo zabaLawuli abaPhezulu B (Inqanaba 14)	1	8	13	52	52	0.10
ICandelo leeNkonzo zabaLawuli abaPhezulu C (Inqanaba 15)	1	4	25	73	73	0.14
ICandelo leeNkonzo zabaLawuli abaPhezulu D (Inqanaba 16)	1	2	50	85	85	0.16
Inani lilonke	11	48	23	676	61	1.27

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-2015 ukuya kowama-31 kuMatshi ka-2016

Iqela labasebenzi	Icandelo lomvuzo	I-1 ka Epreli ka- 2015		I-31 ka Matshi 2016		Utshintsho	
		Inani	% of total	Number	% of total	Inani	I-% ngokwe-Candelo loMvuzo
Abasebenzi bebonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	3	2.13	2	1.48	-1	16.67
	Abanezakhono (Inqanaba 3-5)	35	24.82	33	24.44	-2	33.33
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	97	68.79	93	68.89	-4	66.67
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9- 12)	6	4.26	7	5.19	1	-16.67
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	141	100.00	135	100.00	-6	100.00

Ingxelo yonyaka-mali 2015/2016
IBhajethi Evunyiweyo yesi: 5
yeSabe leMfundo yePhondo leNtshona Koloni

Iqela labasebenzi	Icandelo lomvuzo	I-1 ka Epreli ka- 2015		I-31 ka Matshi 2016		Utshintsho	
		Inani	% of total	Number	% of total	Inani	I-% ngokwe-Candelo loMvuzo
Ootishala	Abanezakhono ezisezantsi (Inqanaba 1-2)		0.00		0.00	0	0.00
	Abanezakhono (Inqanaba 3-5)	33	24.44	31	23.66	-2	50.00
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	96	71.11	93	70.99	-3	75.00
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9- 12)	6	4.44	7	5.34	1	-25.00
Inani lilonke	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0.00	0	0.00	0	0.00
	Inani lilonke	135	100.00	131	100.00	-4	100.00
Abasebenzi beNkonzo zika rhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	3	50.00	2	50.00	-1	50.00
	Abanezakhono (Inqanaba 3-5)	2	33.33	2	50.00	0	0.00
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1	16.67	0	0.00	-1	50.00
	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	6	100.00	4	100.00	-2	100.00

ITheyibhile 3.9.2 AbaSebenzi bamazwe angaphandle ngokwekhono lIomsebenzi eliphambili kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

	Ikhono loMsebenzi eliPhambili	1 April 2015		31 March 2016		Change	
		Number	% of total	Number	% of total	Number	% change
Abasebenzi bebonke	Abasebenzi bemisebenzi gabalala (labourers) kuney nabasebenzi abanxulumene nabo	24	17.02	20	14.81	-4	66.67
	Oomabhalana	1	0.71	1	0.74	0	0.00
	AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	1	0.71	0	0.00	-1	16.67
	Abaqeqeshelwe umsebenzi othile	115	81.56	114	84.44	-1	16.67
	Inani lilonke	141	100.00	135	100.00	-6	100.00
Ootishala	Abasebenzi bemisebenzi gabalala (labourers) kuney nabasebenzi abanxulumene nabo	20	14.81	17	12.98	-3	75.00
	Oomabhalana	0	0.00	0	0.00	0	0.00
	AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	0	0.00	0	0.00	0	0.00
	Abaqeqeshelwe umsebenzi othile	115	85.19	114	87.02	-1	25.00
	Inani lilonke	135	100.00	131	100.00	-4	100.00
iinkonzo zikarhulumente	Abasebenzi bemisebenzi gabalala (labourers) kuney nabasebenzi abanxulumene nabo	4	66.67	3	75.00	-1	50.00
	Oomabhalana	1	16.67	1	25.00	0	0.00
	AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	1	16.67	0	0.00	-1	50.00
	Abaqeqeshelwe umsebenzi othile	0	0.00	0	0.00	0	0.00
	Inani lilonke	6	100.00	4	100.00	-2	100.00

3.10 Ukusetyenziswa kwekhefu

IKomishoni yeeNkonzo zikaRhulumente (Iinkonzo zikaRhulumenteCommission) 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-2015 ukuya kowama-31 kuDisemba ka- 2015

Iqela	Icandelo lomvuzo	Iintsuku ezipheleleyo	Iintsuku ezinezatifiketi zonyango	I-% yeeintsuku ezinezatifiketi zonyango	I-Nani labasebenzi abasebenzisa ikhefu lokugula	I-% yenani elipheleleyo labasebenzi abasebenzisa ikhefu lokugula	Ngomsebenzi ngamnye	Ngomsebenzi ngamnye ngamnye	I-inaneko eziqikelelwayo (R'000) kwiintsuku ezininzi-261
Abasebenzi Bonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	13 052	11 000	84.28	1 923	6.82	7	4	4 011
	Abanezakhono (Inqanaba 3-5)	23 925	20 018	83.67	3 106	11.02	8	5	11 420
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	126 594	100 789	79.62	16 991	60.26	7	5	115 418
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	49 041	40 126	81.82	6 142	21.78	8	5	67 668
	Abaphathi abaPhezulu (Inqanaba 13-16)	213	152	71.36	33	0.12	6	5	536
	Inani lilonke	212 825	172 085	80.86	28 195	100.00	8	5	199 053
Ootishana	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0.00	0	0.00	0	0	0
	Abanezakhono (Inqanaba 3-5)	2 606	2 021	77.55	437	1.95	6	3	1 467
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	117 489	93 307	79.42	16 011	71.49	7	5	108 002
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	47 454	38 876	81.92	5 949	26.56	8	5	65 461
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0.00	0	0.00	0	0	0
	Inani lilonke	167 549	134 204	80.10	22 397	100.00	7	5	174 930
Inkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	13 052	11 000	84.28	1 923	33.17	7	4	4 011
	Abanezakhono (Inqanaba 3-5)	21 319	17 997	84.42	2 669	46.03	8	5	9 953
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	9 105	7 482	82.17	980	16.90	9	8	7 416
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	1 587	1 250	78.76	193	3.33	8	7	2 207
	Abaphathi abaPhezulu (Inqanaba 13-16)	213	152	71.36	33	0.57	6	5	536
	Inani lilonke	45 276	37 881	83.67	5 798	100.00	8	5	24 123

ITheyibhula 3.10.2 iKhefu lenkubazeko (Labasisigxina nabangesosigxina) lethuba owku-1 Janyuwari ku2015 ukya kowama-21 kaDisemba 2015

Iqela	Icandelo lomvuzo	Iintsuku ezipheleleyo	Iintsuku ezinezatifiketi zonyango	I-% yeentsuku ezinezatifiketi zonyang	Inani labasebenzi abasebenzisa ikhefu lokugula	I-% yemani elipheleleyo labasebenzi abasebenzisa ikhefu lokugula	Iintsuku eziphakathi ngamsebenzi ngamnye ogulayo	Iintsuku eziphakathi ngamsebenzi ngamnye (bonke)	Iindleko ezajikelelwayo (R000) kwiintsuku ezingama-261
Abasebenzi Bonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	2 102	2 093	99.57	84	5.47	25	1	676
	Abanezakhono (Inqanaba 3-5)	4 657	4 634	99.51	193	12.56	24	1	2 182
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	26 190	26 145	99.83	861	56.02	30	1	24 265
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	12 024	11 974	99.58	398	25.89	30	1	16 454
	Abaphathi abaPhezulu (Inqanaba 13-16)	3	3	100.00	1	0.07	3	0	9
	Inani lilonke	44 976	44 849	99.72	1 537	100.00	29	1	43 586
Oolishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	100.00	0	0.00	0	0	0
	Abanezakhono (Inqanaba 3-5)	292	292	100.00	12	1.03	24	0	177
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	24 192	24 147	99.81	771	66.01	31	1	22 654
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	11 806	11 756	99.58	385	32.96	31	1	16 162
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	100.00	0	0.00	0	0	0
	Inani lilonke	36 290	36 195	99.74	1 168	100.00	31	1	38 993
Inkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	2 102	2 093	99.57	84	22.76	25	1	676
	Abanezakhono (Inqanaba 3-5)	4 365	4 342	99.47	181	49.05	24	1	2 005
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	1 998	1 998	100.00	90	24.39	22	2	1 610
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	218	218	100.00	13	3.52	17	1	293
	Abaphathi abaPhezulu (Inqanaba 13-16)	3	3	100.00	1	0.27	3	0	9
	Inani lilonke	8 686	8 654	99.63	369	100.00	24	1	4 593

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 loNyakalethuba elisuka kowoku-1 kuJanyuwari ka-2015 ukuya Kowama-31 kuDisemba ka-2015

Iqela	Icandelo lentlawulo	Inani lentsuku ezithathiweyo lilonke	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abafaneleke kwikhefu lonyaka
Abasebenzi Bonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	22 295	11	1 992
	Abanezakhono (Inqanaba 3-5)	38 097	13	2 847
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	24 274	12	1 983
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	29 169	13	2 252
	Abaphathi abaPhezulu (Inqanaba 13-16)	1 244	23	55
	Inani lilonke	115 079	13	9 129
Oolishala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0
	Abanezakhono (Inqanaba 3-5)	30	3	10
	Abanezakhono eziphezulu zokuvelisa (Inqanaba 6-8)	2 816	3	904
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	23 386	12	2 013
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0
	Inani lilonke	26 232	9	2 927

Ingxelo yonyaka-mali 2015/2016
IBhajethi Evunyiweyo yesi: 5
yeSabe leMfundo yePhondo leNtshona Koloni

Iqela	Icandelo lentlawulo	Inani lentlusu ezithathiweyo lilonke	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abafaneleke kwikhefu lonyaka
iNkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	22 295	11	1 992
	Abanezakhono(Inqanaba 3-5)	38 067	13	2 837
	Abanezakhono eziphezulu zokuvélisa (Inqanaba 6-8)	21 458	20	1 079
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	5 783	24	239
	Abaphathi abaPhezulu (Inqanaba 13-16)	1 244	23	55
	Inani lilonke	88 847	14	6 202

Qaphela: Amalungelo ekhefu lonyaka (annual leave entitlements) nemimiso 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 livallile.

Itheyibhile 3.10.4 Ikhefu elihlawulelwayo (capped leave) lethuba elisuka kowoku-1 kuJanyuware ka-2015 ukuya kowama-31 kuDisemba ka-2015

Iqela	Icandelo lomvuzo	Ikhefu elihlawulelwayo elipheleleyo elifumanekayo ngokwangowama-24 kuDis. ka-2014	Iintsuku ezipheleleyo ezithathiweyo zekhefu elihlawulelwayo	Inani labasebenzi abasebenzisa ikhefu elihlawulelwayo	Inani eliphakathi leentsuku ezithathwe ngumsebenzi ngamnye	Inani labasebenzi abanekehefu elihlawulelwayo ngokwangowama-24 kuDis. ka-2015	Ikhefu elihlawulelwayo elipheleleyo elifumanekayo ngokwangowama-24 kuDis. ka-2015
Abasebenzi Bonke	Abanezakhono ezisezantsi (Inqanaba 1-2)	15 028	647	23	28	287	8 948
	Abanezakhono(Inqanaba 3-5)	86 074	6 886	137	50	1 371	77 060
	Abanezakhono eziphezulu zokuvélisa (Inqanaba 6-8)	312 136	19 240	1 142	17	5 356	261 570
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	506 272	37 041	1 692	22	7 129	471 035
	Abaphathi abaPhezulu (Inqanaba 13-16)	3 546	316	4	79	21	2 788
	Inani lilonke	923 057	64 130	2 998	21	14 164	821 401
Ootitshala	Abanezakhono ezisezantsi (Inqanaba 1-2)	0	0	0	0	0	0
	Abanezakhono(Inqanaba 3-5)	1 487	544	14	39	22	1 174
	Abanezakhono eziphezulu zokuvélisa (Inqanaba 6-8)	261 095	16 615	1 067	16	4 572	216 445
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	498 843	36 329	1 680	22	7 035	464 803
	Abaphathi abaPhezulu (Inqanaba 13-16)	0	0	0	0	0	0
	Inani lilonke	761 426	53 488	2 761	19	11 629	682 421
iNkonzo zikaRhulumente	Abanezakhono ezisezantsi (Inqanaba 1-2)	15 028	647	23	28	287	8 948
	Abanezakhono(Inqanaba 3-5)	84 587	6 342	123	52	1 349	75 887
	Abanezakhono eziphezulu zokuvélisa (Inqanaba 6-8)	51 041	2 625	75	35	784	45 125
	Abanezakhono eziphezulu zokusuphavayiza (Inqanaba 9-12))	7 429	712	12	59	94	6 232
	Abaphathi abaPhezulu (Inqanaba 13-16)	3 546	316	4	79	21	2 788
	Inani lilonke	161 631	10 642	237	45	2 535	138 980

Le theyibhile ilandelayo ishwankathela iintlawulo ezenzelwe abasebenzi ngenxa yekhefu elingakhange lisetyenziswe.

Itheyibhile 3.10.5 Iintlawulo zekhefu zethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Izizathu	Isixa esipheleleyo (R'000)	Inani labasebenzi	Iintlawulo ephakathi ngokomsebenzi ngamnye
Iintlawulo zekhefu zika-2015/16 ezibangelwe kukungasetyenziswa kwekhefu lomjikelo odlulileyo.	0	0	0
Iintlawulo zika-2015/16 zekhefu elihlawulelwayo ezinikwa ekuyekisweni komsebenzi	36 866	472	78
Iintlawulo zika-2015/16 zekhefu langoku ezinikwa ekuyekisweni komsebenzi	499	106*	5
Inani lilonke	37 365	578	83

Qaphela: Inani eliyinxenye (nett total) labasebenzi abali-106 lifumene iintlawulo zekhefu - abangama-72 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
Ootitshala naBasebenzi abaNcedisayo (abongikazi bezikolo, abasebenzi abacocayo, ootitshala abasezilabhoratri, oomabhalana bezikolo nabezobunjinieli)	Ibrowutsha eneenkqubo ezilandelwayo iza kulandela phantsi kokuba semngciphekweni emsebenzini iziko ngalinye lezefundo linekomiti yempilo nokhuseleko..

Itheyibhile 3.11.2 linkcukacha zeeProgram zokuKhuthazwa kwezeMpilo nezeHIV/AIDS

Umbuzo	Ewe	Hayi	linkcukacha xa ingu ewe
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 liyumba abasebenzi abathile ukuba bakhuthaze impilo yabasebenzi balo? Ukuba kunjalo, chaza inani labasebenzi abathatha inxaxheba kulo msebenzi nebhajethi yonyaka ekhoyo yale njongo.	x		Sebe iWCED lineeprogram ezimbini ezikhethekileyo egxile kuzo, o.k.t. 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 yezaLawulo lweMicimbi yezaBasebenzi kunye noMabhalana yemiCimbi yezaBasebenzi. Ibhajethi = R 1 8 500 000
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 ulwazi malunga nempilo, ukuziphatha ngokusempilweni kunye nokunika inkxaso emalunga nemingeni yasengqondweni ngokwasentlalweni (psycho-social) kubasebenzi bethu. Yiprogram 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 kweziyobisi 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: AmaPhulo oLwazi (Advocacy and Awareness) okukhuthaza impilo nentlalo-ntle yabasebenzi. Ukugxila kubalawuli ukwenzela ukuba dlulisela 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-36 eNtsuku zeMpilo neNtlalo-ntle yaBasebenzi (26 Employment Health and Wellness Days), iiseshoni ezingama- 24 zamaphulo enkxaso (advocacy sessions) kunye neengcebiso ezinikwa emva kokwehlelwa sisenzo sothusayo (trauma debriefing).
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 chaphazelekayo) (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) kandlelunkulu ofanelekileyo, abalawuli bezithili kunye namaqela abasebenzi (employee parties). Babambe intlanganisano yanye ngomhla wama-29- ka April ku-2015.
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.
6. Ingaba 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 njegezenzo ezibalulekileyo zeProgram yeEHW. ISebe libhala amaqaku malunga neTB kunye neHIV/AIDS ukwenzela iiseshoni zokuvula iingqondo zabantu malunga nale miba ezithilini, ezikolweni nakwaNdunkulu. Likwakhuthaza amaLungelo oLuntu malunga neHIV/AIDS/TB. ISebe iWCED linika uvavanyelo lweTB neHIV/AIDS kubo bonke abasebenzi, apho ithagethi ikufikelela kwi-30% yeHCT. Abasebenzi abanezidingo bathunyelwa ukuba baye kufumana iingcebiso zaphambi nasemva kokuvavanywa.

Umbuzo	Ewe	Hayi	linkcukacha xa ingu ewe
7.Ngaba isebe lemfundo likhuthaza abasebenzi balo bafumane iNgcebiso oVavanyo lweGazi ngokuZithandela (Voluntary Counselling and Testing)? Ukuba kunjalo, yenza uluhlu lweziphumo ozifumeneyo.	x		Inkqubo yeNgcebiso noVavanyo lweHIV (HIV Counselling and Testing) iyunxenywe yovavanyo lwempilo ngokubanzi oluqhutywa ngeNtsuku 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-2 859 kuphela. Ngokweenkukachamanani zangokwangoku-1 kaEpreli ka-2015 – kowama-31 kuMatshi ka-2016, amadoda ali-11 namabhinqa angama-27 aye afunyaniswa eneHIV/AIDS.
8.Ngaba isebe liwaqulunqile amanyathelo (measures)/ izalathi ukwenzela ukubeka esweni nokuhlola ifuthe layo kwiprogram zokukhuthaza ukuba sempitweni? Ukuba kunjalo, dwelisa loo manyathelo nezo zalathi.	x		Iingxelo zenyanga nezekota zifunyenwe kwiEmployee Health and Wellness Service zibonisa ukusetyenziswa kweenkonzo ezinikezelweyo. ISebe lifumana ulwazi ngesick leave kwipersal. Yenza uhlahluty ngempilo nangentsebenzo ukuze abaphathi bakwazi ukubona imingcipheko kwangexesha enokuthi ibe ngumaqobo ekusebenzeni kweSebe. Izithili ezine ziyamkele ingxelo yeHealth and Productivity. Enye injongo kukucutha ukungayi emsebenzini (absenteeism) kwiSebe.

INgcaciso: ISebe lezeMpilo liququzelela iProvincial Employee Aids Programme eliyinxalenye yayo iSebe iWCED. Libonisa icala elakhayo emalilandelwe ngokunxulumene nale miba/ezi nkonzo ziphambili zilandelayo. 1. Imfundo nokunika ulwazi lwaseemsebenzini oluholiswe kubasebenzi abosulelwe yiHIV/AIDS 2. Ukuqhutywa kophichotho olumalunga nezeHIV/AIDS emsebenzini ukwenzela ukuqaphela iimfuno zeziseko zophuhliso (infrastructuralneeds), umz. likiti zoNcedo lokuQala 3. Iiprogram zothintelo, umz. ukusasazwa kweekhondom 4. Ukukhuthaza amanyathelo othintelo ezinga lehlabathi liphela (universal precautions), umz. amanyathelo ezokhuseleko aya kuqatshelwaxa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo 5. IiNgcebiso nokuVavanywa kweGazi ngokuZithandela 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 kwindawo yomsebenzi eyile: 1. Ukuthomalalisa amandla eHIV neAIDS nokudala imeko yentlalo ekhuthaza ukuNonophela, ukuNyanga nokunika iNkxaso. 2. Ukuqalisa iprogram 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.

EzoBudlelwane Phakathi koMqeshi nabaSebenzi (Labour Relations) Itheyibhile 3.12.1 Izivumelwano zemivuzo neminye imiba zethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

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.

Theyibhile 3.12.2 Ukuziphatha kakubi neengxoxo zoluleko eziqhutyweyo kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Iziphumo zeengxoxo zoluleko	Inani	% yenani lilonke
Ululeko ngokuthethiswa kulungiswa iimposiso	6	0.71
Isilumkiso esingabhalwanga phantsi	0	0.00
Isilumkiso esibhaliweyo	2	0.24
Isilumkiso sokugqibela esibhaliweyo	381	45.30
Ukunqunyanyiswa ngaphandle komvuzo	73	8.68
Isigwebo	287	34.13
Ukwehliselwa emsebenzini	2	0.24
Ukugxothwa/ ukuziyekela emsebenzini	72	8.56
Ukufunyanwa ungenatyala	15	1.78
Ityala lirhoxisiwe	3	0.36
Inani lilonke	841	100.00

Qaphela: Iziphumo zengxoxo yokolulekwa zijolise kumatyala ehlelekileyo kuphela.

Iitheyibhile 3.12.3 Iintlobo zokuziphatha kakubi ekuthethwe ngazo kwiingxoxo zoluleko kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Uhlobo lokuziphatha kakubi	Inani	% I-% yenani lilonke
Ubusela, ukunyoba, inkohliso okanye isenzo sobuqhophololo ngokumalunga neemviwo	0	0.00
Ukuxhaphaza umfundi ngokwesondo	5	1.03
Ukuxhaphaza omnye umsebenzi ngokwesondo	2	0.41
Ukuthandana nomfundi wesikolo osebenza kuso	1	0.21
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	6	1.24
Ukulawula gwenxa ngabom okanye ngokungenankathalo iimali zikaRhulumente	28	5.79
Ukuseyenziswa gwenxa kwepropati	15	3.10
Ukudlela indlala ngokungafanelekanga ezolawulo, ezoluleko okanye ukusebenza ngobuchule kweSebe leMfundo	0	0.00
Ukuseyenziswa gwenxa kwesikhundla seSebe leMfundo ukukhuthaza okanye ukudlela indlala umdla wakhe nawuphi umntu	0	0.00
Ukwamkela ingqesho yesibini kunye/okanye ukubuyekizwa ngaphandle kwemvume ebhaliweyo esuka kuMqeshi	0	0.00
Ukungathobeli umyalelo osemthethweni kunye/okanye umyalelo wesiqhelo	12	2.48
Ukuphutha emsebenzini	27	5.58
Ucalulo	0	0.00
Umsebenzi ombi, ngenxa yezizathu ezingezizo ezokungaphili	27	5.58
Ukuba phantsi kweempembelelo okanye ukusebenzisa iziyobisi ngelixa usemsebenzini	2	0.41
Ukuziphatha ngokungafanelekanga, ngokulihlazo okanye ngokungamkelekanga	74	15.29
Ukubetha, okanye ukuzama ukubetha okanye ukoyikisa ngokubetha	220	45.45
Ukugrogrisa kunye/okanye nokoyisika	0	0.00
Ukunika iingxelo okanye ubungqina obububuxoki ekwenziweni komsebenzi, kunye/okanye ukutshintsha irekhodi zibe bubuxoki	0	0.00
Ukuzibandakanya kuqhankqalazo lwasemsebenzini olungekho mthethweni	0	0.00
Ukwaphula umthetho wenkundla okanye woburhulumente (ngobusela, ngenkohliso nangobuqhophololo)	19	3.93
Ukunganyaniseki	12	2.48
Ukunyamalala emsebenzini ngaphandle kwengxelo	34	7.02
Inani lilonke	484	100.00
Qaphela: inani lawo onke amatyala axeliweyo nagqityiweyo asingethwe kwithuba elisusela ngowoku-1 kuEpreli ka- 2015 owama-31 kuMatshi ka-2016, li-1032.		

Iitheyibhile 3.12.4 Izikhalazo ezingenisiweyo zethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Isikhalazo esifakiweyo	Inani	%yeNani elipheleleyo
Inani lezikhalazo ezisonjululweyo	119	36.06
Inani lezikhalazo ezingasonjululwanga	211	63.93
Inani lilonke lezikhalazo ezifakiweyo	330	100.00
Qaphela: Izikhalazo ezifakiweyo zibhekisa kumatyala agqityiweyo ngexesha lengxelo		

Itheyibhile 3.12.5 lingxabano ezingenisweyo ezimalunga namaBhunga zethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

lingxabano ezifakiweyo ngokunxulumene namaBhunga	Inani	I-% yeNani elipheleleyo
Inani leengxabano ezibanjiweyo	20	23.81
Inani leengxabano ezirhoxisiweyo	64	76.91
Inani elipheleleyo leengxabano ezifakiweyo	84	100.00

Qaphela: IiKhansile zibhekisa kwiPublic Service Coordinating Bargaining Council (PSCBC), nakwiGeneral Public Service Sector Bargaining Council (GPSSBC) kunye ne Education Labour Relations Council (ELRC).

Itheyibhile 3.12.6 lintshukumo zogwayimbo ezenzeke ngethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016 Table 3.12.6

zogwayimbo	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 njengenyathelo lothintelo olwenziwe ngethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi 2016

Unqunyanyiso njengenyathelo lothintelo	Inani
Inani labasebenzi beenkonzo zikaRhulumente abanqunyanyisiweyo	4
Inani looTitshala abanqunyanyisiweyo	10
Inani labasebenzi bakarhulumente abanqunyanyiswe ithuba elingaphezu kweentsuku ezingama-30	3
Inani looTitshala abanqunyanyiswe ithuba elingaphezu kweentsuku ezingama- 90	5
Inani eliphakathi leentsuku zokunqunyanyiswa	112.21
Iindleko (R'000) zonqunyanyiso	1 350

Qaphela: Ukunqunyanyiswa okusilumkiso ukuthetha ukunqunyanyiswa kwabasebenzi behlawulwa imivuzo yabo ngexesha ityala lisaphandwa.

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-2015 ukuya kowama-31 kuMatshi ka-2016

Iindidi zamaKhono omsebenzi	Isini	Inani labasebenzi ngowoku-1 kaEpreli ka-2015	Iimfuno zoqeqesho ezichongiweyo ekugaleni 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	3 091	0	2 388	0	2 388
	Amadoda	3 131	0	2 660	0	2 660
Abaqeqeshelwe umsebenzi othile	Amabhinqa	17 111	0	10 618	0	10 618
	Amadoda	10 395	0	11 015	0	11 015
AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	Amabhinqa	36	0	24	0	24
	Amadoda	29	0	17	0	17
Oomabhalana	Amabhinqa	2 104	0	558	166	724
	Amadoda	512	0	182	97	279
Abasebenzi abenza iinkonzo kunye nabezeentengiso	Amabhinqa	454	0	130	0	130
	Amadoda	395	0	69	0	69
Abasebenzi abanezakhono zolimo noshishino lweentlazi	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bobugcisa	Amabhinqa	0	0	0	0	0

Ingxelo yonyaka-mali 2015/2016
IBhajethi Evunyiweyo yesi: 5
yeSabe leMfundo yePhondo leNtshona Koloni

Iindidi zamaKhono omsebenzi	Isini	Inani labasebenzi ngowoku-1 kaEpreli ka-2015	Iimfuno zoqeqesho ezichongiweyo ekuqaleni lwethuba lokunika ingxelo			
			IiNkqubo zokunika abafundi amava (learnerships)	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
bezandla kunye naborhwebo olunxulumene noko	Amdoda	0	0	0	0	0
Abasebenzi bemizimveliso nabaqhubi kunye nabadibanisi boomatshini	Amabhinqa	0	0	0	0	0
	Amadoda	8	0	0	0	0
Abasebenzi bemisebenzi gabalala (labourers) kunye nabasebenzi abanxulumene nabo	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Imisebenzi yabanezakhono ezisezantsi	Amabhinqa	1 216	0	545	0	545
	Amadoda	2 021	0	229	0	229
Inani elingekapheleli	Amabhinqa	24 012	0	14 264	166	14 430
	Amadoda	16 491	0	14 175	97	14 272
Inani lilonke		40 503	0	28 439	263	28 702
Abasebenzi Abaneenkubazeko**	Amabhinqa					
	Amadoda					

Qaphela: Akukho kungqinelana okunikwe 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. **Inkcazelo yabantu abakhubazekileyo ayikwazi ukunikezwa njengePSETA Quarterly Monitoring Report, iNgxelo yoQeqesho loNyaka (Annual Training Report) kunye neWork Skills Plan ayohluli phakathi kwamadoda namabhinqa. Ezi ngxelo zikhankanywe ngenjla zichaza ukukhubazeka kuphela.

Ittheyibhile 3.13.2 Uqeqesho olunikiweyo ngethuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka 2016

Iindidi zamakhono omsebenzi	Isini	Inani labasebenzi ngowama-31 kuMatshi ka-2016	Uqeqesho olunike ngethuba lokunika ingxelo			
			IiNkqubo zokunika abafundi amava (learnerships)	Iiprogram zokuxhobisa ngezakhono nezinye iikhosi ezimfutshane	Ezinye iintlobo zoqeqesho	Inani lilonke
Abaqulunqi bemithetho, amagosa aphezulu nabalawuli	Amabhinqa	3 091	0	3 926	0	3 926
	Amadoda	3 131	0	2 215	0	2 215
Abaqeqeshelwe umsebenzi othile	Amabhinqa	17 111	0	7 825	0	7 825
	Amadoda	10 395	0	2 707	0	2 707
AmaChule nabaqeqeshiweyo abancedisayo (Associate Professionals)	Amabhinqa	36	0	50	0	50
	Amadoda	29	0	86	0	86
Oomabhalana	Amabhinqa	2 104	0	937	0	1 244
	Amadoda	512	0	366	0	805
Abasebenzi abenza iinkonzo kunye nabezentengiso	Amabhinqa	454	0	26	0	26
	Amadoda	395	0	49	0	49
Abasebenzi abanezakhono zolimo noshishino lweentlazi	Amabhinqa	0	0	5	0	5
	Amadoda	0	0	40	0	40
Abasebenzi bobugcisa bezandla kunye naborhwebo olunxulumene noko	Amabhinqa	0	0	0	0	0
	Amadoda	8	0	2	0	2
Abasebenzi bemizimveliso nabaqhubi kunye nabadibanisi boomatshini	Amabhinqa	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzi bemisebenzi gabalala (labourers) kunye nabasebenzi abanxulumene nabo	Amabhinqa	1 216	0	173	0	173
	Amadoda	2 021	0	218	0	218
Inani elingekapheleli	Amabhinqa	24 012	0	12 942	0	12 942
	Amadoda	16 491	0	5 683	0	5 683
Inani lilonke		40 503	0	18 625	0	18 625
Abasebenzi abaneenkubazeko *	Amabhinqa					
	Amadoda					

Qaphela: Inkcazelo yabantu abakhubazekileyo ayikwazi ukunikezwa njengePSETA Quarterly Monitoring Report, iNgxelo yoQeqesho loNyaka (Annual Training Report) kunye neWork Skills Plan ayohluli phakathi kwamadoda namabhinqa. Ezi ngxelo zikhankanywe ngenjla zichaza ukukhubazeka kuphela.

3.14 Ukwenzakala emsebenzi

Ezi theyibhile zilandelayo zibonisa iinkcukacha ezisisiseko malunga nokwenzakala emsebenzini

Itheyibhile 3.14.1 Ukwenzakala emsebenzini kwethuba elisusela kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka 2016

	Uhlobo lomenzakalo emsebenzini	Inani	% yenani lilonke
Bonke abasebenzi	Abaye bafuna unyango olungephi kuphela	65	84.42
	<i>Emnweni</i>	2	2.60
	<i>Entloko</i>	4	5.19
	<i>Elisweni</i>	1	1.30
	<i>Entanyeni</i>	5	6.49
	<i>Umenzakalo Emlenzi</i>	4	5.19
	<i>Umenzakalo Eqatheni</i>	9	11.69
	<i>Umenzakalo Edolweni</i>	9	11.69
	<i>Umenzakalo Emqolo</i>	17	22.08
	<i>Esandleni kunye nengalo</i>	4	5.19
	<i>Enyaweni</i>	2	2.60
	<i>Emabeleni</i>	1	1.30
	<i>Empumlweni</i>	2	2.60
	<i>Egxabeni</i>	1	1.30
	<i>Ezihlunwini</i>	1	1.30
	<i>Uzawane</i>	2	2.60
	<i>Ukuchachamba kwethambo</i>	1	1.30
	<i>Inkubazeko yethutyana</i>	12	15.58
	<i>Emnweni</i>	1	1.30
	<i>Entloko</i>	0	0.00
	<i>Elisweni</i>	1	1.30
	<i>Entanyeni</i>	1	1.30
	<i>Umenzakalo Emlenzi</i>	1	1.30
	<i>Umenzakalo Eqatheni</i>	0	0.00
	<i>Umenzakalo Edolweni</i>	2	2.60
	<i>Umenzakalo Emqolo</i>	4	5.19
	<i>Esandleni kunye nengalo</i>	1	1.30
	<i>Enyaweni</i>	0	0.00
	<i>Emabeleni</i>	0	0.00
	<i>Empumlweni</i>	0	0.00
	<i>Egxabeni</i>	0	0.00
	<i>Ezihlunwini</i>	0	0.00
	<i>Uzawane</i>	1	1.30
<i>Ukuchachamba kwethambo</i>	0	0.00	
<i>Inkubazeko esisigxina</i>	0	0.00	
<i>Umenzakalo obangela ukusweleka</i>	0	0.00	
Inani lilonke	77		
Oofishala	Ipesenti yabo bonke abaqeshiweyo		0.19
	Abaye bafuna unyango olungephi kuphela	28	82.35
	<i>Emnweni</i>	1	2.94
	<i>Entloko</i>	3	8.82
	<i>Elisweni</i>	0	0.00
	<i>Umenzakalo entanyeni</i>	3	8.82
	<i>Umenzakalo emlenzi</i>	2	5.88
	<i>Umenzakalo eqatheni</i>	3	8.82
	<i>Umenzakalo edolweni</i>	3	8.82
	<i>Umenzakalo emqolo</i>	5	14.71
	<i>Umenzakalo esandleni kunye nengalo</i>	2	5.88
	<i>Umenzakalo enyaweni</i>	1	2.94
	<i>Emabeleni</i>	0	0.00
	<i>Empumlweni</i>	2	5.88
	<i>Egxabeni</i>	0	0.00
	<i>Ezihlunwini</i>	1	2.94
	<i>Uzawane</i>	1	2.94

		Inani	% yenani lilonke
Oolishala	Ukuchachamba kwethambo	1	2.94
	Uhlobo lomenzakalo emsebenzini		
	Emnweni	1	2.94
	Entloko	0	0.00
	Elisweni	0	0.00
	Entanyeni	1	2.94
	Umenzakalo entanyeni	1	2.94
	Umenzakalo emlenzeni	0	0.00
	Umenzakalo eqatheni	1	2.94
	Umenzakalo edolweni	1	2.94
	Umenzakalo emqolo	0	0.00
	Umenzakalo esandleni kunye nengalo	0	0.00
	Umenzakalo enyaweni	0	0.00
	Emabeleni	0	0.00
	Empumlweni	0	0.00
	Egxabeni	0	0.00
	Uzawane	1	2.94
	Ukuchachamba kwethambo	0	0.00
	Inkubazeko esisigxina	0	0.00
	Umenzakalo obangela ukusweleka	0	0.00
Inani lilonke	34	100.00	
Ipesenti yabo bonke abaqeshiweyo		0.08	
ABasebenzi beenkonzo zikaRhulumente	Abaye bafuna unyango olungephi kuphela	37	86.05
	Emnweni	1	2.33
	Entloko	1	2.33
	Elisweni	1	2.33
	Umenzakalo entanyeni	2	4.65
	Umenzakalo emlenzeni	2	4.65
	Umenzakalo eqatheni	6	13.95
	Umenzakalo edolweni	6	13.95
	Umenzakalo emqolo	12	27.91
	Umenzakalo esandleni kunye nengalo	2	4.65
	Umenzakalo enyaweni	1	2.33
	Emabeleni	1	2.33
	Empumlweni	0	0.00
	Egxabeni	1	2.33
	Ezihlunwini	0	0.00
	Uzawane	1	2.33
	Ukuchachamba kwethambo	0	0.00
	Inkubazeko yethutyana	6	13.95
	Emnweni	0	0.00
	Entloko	0	0.00
	Elisweni	1	2.33
	Umenzakalo entanyeni	0	0.00
	Umenzakalo emlenzeni	0	0.00
	Umenzakalo eqatheni	0	0.00
	Umenzakalo edolweni	1	2.33
	Umenzakalo emqolo	3	6.98
	Umenzakalo esandleni kunye nengalo	1	2.33
	Umenzakalo enyaweni	0	0.00
	Emabeleni	0	0.00
	Empumlweni	0	0.00
	Egxabeni	0	0.00
	Ezihlunwini	0	0.00
	Uzawane	0	0.00
	Ukuchachamba kwethambo	0	0.00
	Inkubazeko esisigxina	0	0.00
	Umenzakalo obangela ukusweleka	0	0.00
	Inani lilonke	43	100.00
	Ipesenti yabo bonke abaqeshiweyo		0.11

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:: Ukunikwa kweengcebiso zobungcali; Ukudraftwa kweeprohowuzali zokwenziwa kwemisebenzi ethile; kunye (c) Nokwenziwa komsebenzi othile wobuchule okanye ofuna ukusetyenziswa kwengqondo, kodwa engabandakanywa umsebenzi (umqeshwa) wesebe lemfundo.

Ittheyibhile 3.15.1 Ingxelo malunga nokuqeshwa kwabacebisi (consultants) kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2015/2016

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 lekhontrakthi NgokweeRandi
Alikho	0	0	0

Ittheyibhile 3.15.2 Ukucazululwa kwengqesho yabacebisi kusetyenziswa iimali ezabelwe isebe, ngokwaBantu abebeKade beHlelekile (Historically Disadvantaged Individuals (HDIs) kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Isihloko seprojekthi	Ipesenti yobunini bamaqela eeHDI	Ipesenti elawulwe ngamaqela eeHDI	Inani labacebisi abasuka kumaqela eeHDI abasebenza kule projekthi
Asikho	0	0	0

Ittheyibhile 3.15.3 Ingxelo malunga nokuqeshwa kwabacebisi (consultants) kusetyenziswa iimali zabaNikeli (Donor funds) kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama- 31 kuMatshi ka-2016

Isihloko seprojekthi	Inani eliPheleleyo labacebisi abasebenze kule projekthi	Ithuba elithathiweyo (Iintsuku 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	xabiso elipheleleyo lekhontrakthi ngokweeRandi
Alikho	0	0	0

Ittheyibhile 3.15.4 Ukucazululwa kwengqesho yabacebisi kusetyenziswa iimali zaBanikeli (Donor funds) ngokokwabantu abebeKade beHlelekile (Historically Disadvantaged Individuals) (HDIs) kwithuba elisuka kowoku-1 kuEpreli ka-2015 ukuya kowama-31 kuMatshi ka-2016

Isihloko seprojekthi	Ipesenti yobunini bamaqela eeHDI	Ipesenti elawulwe ngamaqela eeHDI	Inani labacebisi abasuka kumaqela eeHDI abasebenza kule projekthi
Asikho	0	0	0



Part E Financial Information

Ingxelo yomphicothi-zincwadi jikelele eya kwiPalamente yePhondo leNtshona Koloni emalunga nebhajethi evunyiweyo yesi-5: ISebe leMfundo leNtshona Koloni

Ingxelo yamaxwebhu engxelo-mali

INtshayeleso

1. Ndiwaphicothile la maxwebhu engxelo-mali eSebe leMfundo leNtshona Koloni akumaphepha 163 ukuya ku-221, engxelo yolwabiwo-mali, ingxelo yobume bemali njengoko ibinjalo ngowe-31 Matshi 2016, 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 lomcwangciso-malingokuphathelele namaxwebhu engxelo-mali

2. Igosa locwangciso-mali linoxanduva lokulungiswa kwala maxwebhu engxelo-mali kunye nokunikwa kwawo ngendlela elungileyo ngokuhambelana nemiGangatho eLungisiweyo yokusetyenziswa kweMali 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), 2015 (uMthetho we-1 ka-2015) (DoRA), kunye nezo ndlela zolawulo lwangaphakathi lizibona ziyimfuneko igosa locwangciso-mali ukwenzela ukuba kukwazi ukulungiswa amaxwebhu engxelo-mali angenangcaciso igqwethiweyo, nokuba oko kwenzeke 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. 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 ekuqinisekiseni nasekunikweni ngendlela eyiyo kwamaxwebhu engxelo-mali, ukwenzela ukuqulunqa iinkqubo zokuphicotha iincwadi ezifanelekileyo ekuqinisekiseni ezo kodwa oko kungenziwa ngenjongo yokuvakalisa uluvo ngokusebenzangempumelelo kwenkqubo yequmrhu yolawulo lwangaphakathi.

Uphicotho-zincwadiluphinda lubandakanye ukufaneleka kwemigaqo-nkqubo yobalo-mali 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 2016, kunye nendlela yokusebenza kwemali yalo neemali ezingenayo neziphumayo zonyaka osandula kuphela ngokwe-MCS njengoko kumiselweyo kwi-Ofisi kaNondyabo kaZwelonke kunye neemfuno ezingummiselo ze-PFMA neze-DoRA.

Ukugxininiswa kwemiba

7. Nanku ngezantsi umba endingathanda ukuba uqwalaselwe. Uluvo lwam alutshintshanga ngokunxulumene nalo mba.

Inkcitho engenanzuzo nekuudyakraza

8. ULwazi olongezelelweyo njengoko kubonisiwe kumaphepha 222 kuya ku-231 ayiyongxenye yamaxwebhu email kwaye ibekwe njengolwazi olongezelelweyo. Andiziphicothanga ezi ncwadi (schedules), kwaye andiniki luvo ngazo.

Ingxelo malunga nezinye iimfuno ezisemthethweni nezingummiselo

9. 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 kuthelakiswa 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

10. Ndilandele amanyathelo okufumana ubungqina malunga nokuba luncedo kunye nokuthembeka kwengcaciso ekwixelo yentsebenzo (performance report) kwezi program zikhethiweyo zilandelayo kwixelo yentsebenzo yonyaka yesebe kunyaka ophela ngowe-31 kuMatshi ka- 2016:
 - IProgram 2: Izikolo zikaRhulumente eziqhelekileyo, kwiphepha 56 ukuya 75
 - IProgram 4: Izikolo ezineemfuno ezizodwa, kwiphepha 81 ukuya 88
 - IProgram 5: Uphuhliso lwemfundo yabasaqalayo, kwiphepha 89 ukuya 93
 - IProgram 6: Uphuhliso lweziseko, kwiphepha 94 ukuya 98
 - IProgram 7: Imviwo neenkonzo ezincedisayo, kwiphepha 99 ukuya 103.
11. Ndikuhlolile ukuba luncedo kweenkcukacha ezinikiweyo malunga nentsebenzo ukwenzela ukujonga ukuba zinikwe ngokwemimiselo yokunikwa kwixelo 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).
12. Ndihlolile ukuthembeka kweenkcukacha ezinikiweyo malunga nentsebenzo ukwenzelaukujonga ukuba ziyinyani, zichanekile yaye ziphelele.
13. Khange ndichonge naziphi iziphumo eziphathekayo (material findings) malunga nokuba luncedo kunye nokuthembeka kwezi nkukacha zengxelo yentsebenzo kwezi program zilandelayo:
 - IProgram 2: Imfundo kwizikolo zikarhulumente
 - IProgram 4: Imfundo kwizikolo ezineemfuno ezizodwa
 - IProgram 5: Uphuhliso lweemfundo yabasaqalayo
 - IProgram 6: Uphuhliso lweziseko
 - IProgram 7: Imviwo neenkonzo ezincedisayo

Imiba eyongezelelweyo

14. 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

15. Makufundwe ingxelo malunga nentsebenzo yonyaka kwiphepha 72-73; 87; 92; 96 – 97; 101 - 102 ukufumana ingcaciso malunga nokuphunyezwa kweethagethi ezicwangciselwe unyaka.

Iinkcukacha ezihlonyelweyo ezingaphicothwanga

16. Ingcaciso ehlonyelweyo ecaciswe kwiphepha 75, 88, 93, 98 no103 ayiyonxalenye yoxwebhu lwengxelo-mali kwaye ichazwe njengengcaciso eyongezelelweyo. Andikhange ndiziphicothe ezi nkcukacha, ngoko ke, andivakalisi luvo lwam malunga nazo.

Ukulandelwa kwemithetho

17. 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

18. 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

19. Nditsala ingqwalaselo kule miba enokuthi imba nengxaki kwimali zeSebe, malunga nentsebenzo nokulandela imithetho. Uluvo wam alutshintshanga kule miba, enokuba isenziwa okanye igqityiwe.

Uphicotho-zincwadi lwentsebenzo

20. Ingxelo enikwa ngabantu eyayilindelekile kunyaka ophelileyo yarhoxiselwa ku kwingxelo yecandelo lemfundo ka 2015-16. Ukucedisa ukunika ingxelo, iscope sophicotho-zincwadi lwentsebenzo kwinkxaso yekharithulam nokubekwa iliso kwanikezeliwa zizithili zemfundo ezikolweni kwaze kwandisa nakumaphondo alithoba.

Uphando lwamatyala

21. Alishumi elinanye amatyala avuliweyo kwiWCED navele kwinkonzo zePhondo ezimalunga nophando malunga nemicimbi yemali (provincial forensic service's) ekupheleni kwalo nyaka- mali. Ukuhanjiswa kwamatyala naku:

- Amatyala angamashumi ababini anethoba anxulumene nokutenxa kwimimiselo yezemali (financial irregularities), izityholo zefraud nobusela, ukungathobeli imithetho kunye nokuqasha izihlobo (nepotism) zazixeliwe kwinkonzo zephondo ezimalunga nophando malunga nemicimbi yemali kulo nyaka.
- Amatyala alishumi elinesihlanu athunyelwa kwiSebe lizokuphanda izityholo njengoko ezi zityholo zingeyongxenywe yomsebenzi wenkonzo zephondo ezimalunga nophando malunga nemicimbi yemali.
- Amatyala alishumi elinesixhenxe avalwa zinkonzo zephondo ezimalunga nophando malunga nemicimbi yemali kulo nyaka.
- Ityala elinye lathunyelwa kwinkonzo zephondo ezimalunga nophando malunga nemicimbi yemali liSebe.

Auditor-General

EKapa

29 ku Julayi 2016



**AUDITOR - GENERAL
SOUTH AFRICA**

Auditing to build public confidence

UXWEBHU LWENGXELO YOLWABIWO-MALI
(Appropriation Statement)
Yonyaka opehele ngowama-31 kuMatshi 2016

Ulwabiwo-mali lwenkqubo nganye									
	2015/16							2014/15	
	Ulwabiwo-mali Oluhlenga-hlengiweyo	Ususo-mali ezi-Ngxoweni	Ukusiwa kweemali ngokwe-akhawunti Virement	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Uahluko	Inkcitho ngokwee-% yolwabiwo mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
limali ezivunyiweyo neemali ezitsalwayo (Direct Charges)	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Inkqubo									
1. Ezolawulo	1 317 782	-	(410)	1 317 372	1 230 688	86 684	93.4	666 659	661 621
2. IMfundo yeZikolo zikaRhulumente eziQhelekileyo	13 154 194	-	(59 214)	13 094 980	12 959 597	135 383	99.0	12 156 707	12 156 526
3. IiNkxaso-mali zeZikolo eziZimeleyo	95 384	-	-	95 384	95 384	-	100.0	89 845	89 845
4. IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfundo eziZodwa	1 073 773	-	1 247	1 075 020	1 049 773	25 247	97.7	973 642	973 642
5. UPhuhliso lweMfundo yabasaQalayo	489 769	-	(1 305)	488 464	482 163	6 301	98.7	511 778	511 778
6. UPhuculo lweziseko zophuhliso	1 489 982	-	59 977	1 549 959	1 549 959	-	100.0	1 453 432	1 439 491
7. Uviwo Examination and Education Related Services	278 485	-	(295)	278 190	269 778	8 412	97.0	759 745	755 870
8. Further Education and Training	-	-	-	-	-	-	-	377 913	377 865
9. IMfundo noQeqesho olusiSeko	-	-	-	-	-	-	-	36 609	34 633
Inani lilonke	17 899 369	-	-	17 899 369	17 637 342	262 027	98.5	17 026 330	17 001 271
Xa kudityaniswa neNgxelo-mali yokuSetyenziswa kweMali									
Yongeza:									
limali ezifunyenwe lisebe				22 833				6 462	
Ezona zixa ngokweNgxelo yokuSetyenziswa kweMali (Ingeniso Epeheleleyo)				17 922 202				17 032 792	
Ezona zixa ngokweNgxelo yeNkcitho yokuSetyenziswa kweMali					17 637 342				17 001 271

**UXWEBHU LWENGXELO YOLWABIWO-MALI (Appropriation Statement)
Yonyaka ophela ngowama-31 kuMatshi 2016**

	Ulwabiwo-mali lwenkqubo nganye									
	2015/16						2014/15			
Uhlelo ngokoqoqosho	Ulwabiwo-mali oluhlelengahlengisiweyo R'000	Ukusiwa kweemali ngokwe-akhawunti R'000	Ukusiwa kweemali ngokwe-akhawunti (Virement) R'000	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000	Umahluko R'000	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela %	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000	
Iintlawulo zangoku	15 363 588	(228 339)	(2 977)	15 132 272	14 887 208	245 064	98.4	13 894 003	13 881 805	
Imbuyekezo yabasebenzi	13 345 499	(43 375)	(57 000)	13 245 124	13 117 244	127 880	99.0	12 433 360	12 427 327	
Imivuzo nemirholo	11 664 240	(123 030)	(57 000)	11 484 210	11 360 612	123 598	98.9	10 854 377	10 848 344	
Ukuncediswa koluntu	1 681 259	79 655	-	1 760 914	1 756 632	4 282	99.8	1 578 983	1 578 983	
Impahla neenkonziso	2 018 089	(184 964)	54 023	1 887 148	1 769 964	117 184	93.8	1 460 643	1 454 478	
Iintlawulo zolungiselelo	987	(310)	-	677	677	-	100.0	763	763	
Izibhengezo	6 771	2 340	-	9 111	9 111	-	100.0	7 600	7 600	
Ii-asethi ezincinci	33 880	(22 506)	-	11 374	9 995	1 379	87.9	9 619	9 619	
Iindleko zophicotho-zincwadi ezenziwa ngumphicothi wangaphandle	13 738	4 915	-	18 653	18 653	-	100.0	12 985	12 985	
Iibhasari: Abasebenzi	5 438	(354)	-	5 084	1 114	3 970	21.9	2 868	2 868	
Ukutyiswa kwabantu: Kwimicimbi yesebe	33 005	(5 774)	-	27 231	20 978	6 253	77.0	13 526	13 526	
Unxibelelwano (G&S)	15 455	(1 448)	-	14 007	11 893	2 114	84.9	11 316	11 316	
Iinkonzo zekhompuyutha	19 820	(2 202)	-	17 618	17 618	-	100.0	19 989	19 989	
Abacebisi: Iinkonzo zoshishino neengcebiso	46 181	(7 167)	-	39 014	39 014	-	100.0	37 930	37 930	
Iinkonzo zeziseko zophuhliso	-	49 934	-	49 934	49 934	-	100.0	-	-	
Iinkonzo zomthetho	2 443	1 299	-	3 742	3 742	-	100.0	4 803	4 803	
Iikhontrakhi	11 376	(27)	-	11 349	11 349	-	100.0	11 766	11 766	
Iinkonzo zee-arhente nenkxaso/ ezinikwe iinkonzo zangaphandle	308 053	12 276	-	320 329	314 774	5 555	98.3	317 552	317 552	
Ukonwabisa	230	(186)	-	44	44	-	100.0	22	22	
Iinkonzo zezithuthi (kuquka neemoto zikarhulumente)	27 029	4 620	301	31 950	31 950	-	100.0	28 817	28 817	
Ubhaliso lwempahla yesebe (inventory) izixhobo zokuXhasa nokuFundisa zabafundi noolifshala	154 230	1 258	-	155 488	152 964	2 524	98.4	88 909	88 909	
Ubhaliso lwempahla yesebe (Inventory) ezinye izixhobo ezithengwayo	679	(176)	-	503	503	-	100.0	1 055	1 055	
Izixhobo ezisetyenziswa ziphele	339 735	(72 264)	(2 977)	264 494	191 523	72 971	72.4	178 112	173 074	
Izixhobo ezisetyenziswa ziphele: Isiteyishanari, izixhobo zokuprinta nezase-ofisini	3 844	370	-	4 214	4 214	-	100.0	4 231	4 231	
Iirenti eziqhubekayo (Iirenti eziqhubekayo)	25 592	(4 328)	-	21 264	18 210	3 054	85.6	19 137	19 137	
Ukuhlawulelwa kweepropati	60 081	1 435	-	61 516	58 916	2 600	95.8	59 743	59 743	
Ezothutho ezinikiweyo: Kwimicimbi yeSebe	548 008	(159 754)	57 000	445 254	445 254	-	100.0	309 759	308 632	
Ukuthatha uhambo	277 085	(5 702)	(301)	271 082	262 795	8 287	96.9	230 619	230 619	
Nezinxulumene noko	27 236	8 595	-	35 831	31 841	3 990	88.9	29 662	29 662	
Uqeqesho nophuhliso	16 833	2 911	-	19 744	16 217	3 527	82.1	26 427	26 427	
Iintlawulo zokuqhutywa komsebenzi	27 825	7 656	-	35 481	35 481	-	100.0	19 177	19 177	
Iindawo zokusebenzela nezixhobo zokusebenza	10 239	(5 045)	-	5 194	4 234	960	81.5	11 978	11 978	
Ukurentwa nokuqeshwa	2 296	4 670	-	6 966	6 966	-	100.0	2 278	2 278	
Iimali eziya kwizibonelelo neenkxaso-mali	1 515 572	122 915	2 084	1 640 571	1 623 608	16 963	99.0	1 897 180	1 897 133	
Ii-arhente nee-akhawunti zesebe	6 459	2	-	6 461	6 461	-	100.0	6 107	6 107	
Ii-arhente zesebe (amaqumrhu angengowakushishina)	6 459	2	-	6 461	6 461	-	100.0	6 107	6 107	
Amaziko angenzi nuzo	1 462 174	78 643	2 084	1 542 901	1 525 938	16 963	98.9	1 791 958	1 791 958	
Ezamaziko	46 939	44 270	-	91 209	91 209	-	100.0	99 115	99 068	
Ukuxhamla koluntu	45 439	42 780	-	88 219	88 219	-	100.0	85 903	85 856	
Ezinye izinto zasendlwini ezinakho ukudluliselwa	1 500	1 490	-	2 990	2 990	-	100.0	13 212	13 212	
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	1 015 380	104 816	893	1 121 089	1 121 089	-	100.0	1 225 198	1 212 384	
Izakhwiwo zezinye iindawo ezingasukiyo	972 949	98 852	893	1 072 694	1 072 694	-	100.0	1 177 604	1 164 790	
Izakhwiwo	834 381	68 493	893	903 767	903 767	-	100.0	1 011 205	998 391	
Ezinye izakhwiwo ezingasukiyo	138 568	30 359	-	168 927	168 927	-	100.0	166 399	166 399	
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	40 591	5 928	-	46 519	46 519	-	100.0	47 575	47 575	
Izixhobo ezincedisa ekusebenziseni izithuthi	21 159	4 630	705	26 494	26 494	-	100.0	22 616	22 616	
Abanye oomatshini nezixhobo ezincedisa umsebenzi	19 432	1 298	(705)	20 025	20 025	-	100.0	24 959	24 959	
Isoftwe nezinye iisoftwe ezingaphathekiyo	1 840	36	-	1 876	1 876	-	100.0	19	19	
Ukuhlawulelwa kwee-asethi zezemali (financial assets)	4 829	608	-	5 437	5 437	-	100.0	9 949	9 949	
Inani Lilonke	17 899 369	-	-	17 899 369	17 637 342	262 027	98.5	17 026 330	17 001 271	

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Inkqubo 1: Ezolawulo									
Inkqubo Esekelayo	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo R'000	Ukusiwa kweemali ngokwee-akhawunti R'000	Ukusiwa kweemali ngokwee-akhawunti R'000	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000	Uma-hluko R'000	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela %	Ulwabiwo-mali lokugqibela R'000	Euyona Nkcitho R'000
1. I-Ofisi yomPhathiswa wePhondo (MEC)	8 228	(565)	-	7 663	6 917	746	90.3	6 504	6 504
2. IiNkonzo Zenkxaso	283 170	1 409	-	284 579	263 987	20 592	92.8	264 120	264 120
3. Ulawulo LwezeMfundo	987 076	3 585	(410)	990 251	928 826	61 425	93.8	361 789	356 751
4. UPhuhliso lweZakhono zaBasebenzi	5 036	(3 484)	-	1 552	1 552	-	100.0	1 330	1 330
5. ISistim yeeNkcukacha zoLawulo lweMfundo (Education Management Information System) (EMIS)	34 272	(945)	-	33 327	29 406	3 921	88.2	32 916	32 916
Inani lilonke	1 317 782	-	(410)	1 317 372	1 230 688	86 684	93.4	666 659	661 621

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Inkqubo esekelayo: 1.1: I-Ofisi yoMphathiswa wezeMfundo kwiPhondo leNtshona Koloni									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti	Ukusiwa kweemali ngokwe-akhawunti	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Uahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokogqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	7 974	(588)	-	7 386	6 640	746	89.9	6 237	6 237
Imbuyekezo yabasebenzi	6 639	(2)	-	6 637	5 891	746	88.8	5 387	5 387
Impahla neenkonziso	1 335	(586)	-	749	749	-	100.0	850	850
Iimali eziya kwizibonelelo neenkxaso-mali	-	2	-	2	2	-	100.0	9	9
Ezamazakanya	-	2	-	2	2	-	100.0	9	9
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	254	21	-	275	275	-	100.0	258	258
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	254	21	-	275	275	-	100.0	258	258
Inani lilonke	8 228	(565)	-	7 663	6 917	746	90.3	6 504	6 504

Inkqubo esekelayo: 1.2: IiNkonzo zeNkxaso (Corporate Services)									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Uahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokogqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	271 071	(3 131)	-	267 940	247 348	20 592	92.3	238 076	238 076
Imbuyekezo yabasebenzi	211 589	(3 115)	-	208 474	193 329	15 145	92.7	186 527	186 527
Impahla neenkonziso	59 482	(16)	-	59 466	54 019	5 447	90.8	51 549	51 549
Iimali eziya kwizibonelelo neenkxaso-mali	1 362	3 135	-	4 497	4 497	-	100.0	12 580	12 580
Ii-arhente nee-akhawunti zesebe	-	1	-	1	1	-	100.0	1	1
Amaziko angenzi nzuzo	-	19	-	19	19	-	100.0	15	15
Ezamazakanya	1 362	3 115	-	4 477	4 477	-	100.0	12 564	12 564
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	5 908	804	-	6 712	6 712	-	100.0	3 515	3 515
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	4 068	768	-	4 836	4 836	-	100.0	3 515	3 515
Isofwe nezinye ii-asethi ezingaphathekiyo	1 840	36	-	1 876	1 876	-	100.0	-	-
Ukuhlawulelwa kwee-asethi zezemali (financial assets)	4 829	601	-	5 430	5 430	-	100.0	9 949	9 949
Inani lilonke	283 170	1 409	-	284 579	263 987	20 592	92.8	264 120	264 120

Inkqubo esekelayo: 1.3: Ulawulo lwezeMfundo (Education Management)									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Uahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokogqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	914 589	(9 324)	(410)	904 855	848 972	55 883	93.8	319 127	314 089
Imbuyekezo yabasebenzi	617 227	(10 098)	-	607 129	598 430	8 699	98.6	134 002	134 002
Impahla neenkonziso	297 362	774	(410)	297 726	250 542	47 184	84.2	185 125	180 087
Iimali eziya kwizibonelelo neenkxaso-mali	47 363	8 688	-	56 051	50 509	5 542	90.1	30 746	30 746
Ii-arhente nee-akhawunti zesebe	6	2	-	8	8	-	100.0	2	2
Amaziko angenzi nzuzo	32 037	(1 427)	-	30 610	25 068	5 542	81.9	27 520	27 520
Ezamazakanya	15 320	10 113	-	25 433	25 433	-	100.0	3 224	3 224
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	25 124	4 214	-	29 338	29 338	-	100.0	11 916	11 916
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	25 124	4 214	-	29 338	29 338	-	100.0	11 897	11 897
Isofwe nezinye ii-asethi ezingaphathekiyo	-	-	-	-	-	-	-	19	19
Ukuhlawulelwa kwee-asethi zezemali (financial assets)	-	7	-	7	7	-	100.0	-	-

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Inkqubo esekelayo: 1.4: UPhuhliso lweZakhono zaBasebenzi									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Iintlawulo zangoku	5 036	(3 533)	-	1 503	1 503	-	100.0	1 330	1 330
Imbuyekezo yabasebenzi	-	(15)	-	(15)	(15)	-	100.0	39	39
Imivuzo nemiholo	-	(15)	-	(15)	(15)	-	100.0	39	39
Impahla neenkonzo	5 036	(3 518)	-	1 518	1 518	-	100.0	1 291	1 291
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	-	49	-	49	49	-	100.0	-	-
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	-	49	-	49	49	-	100.0	-	-
Inani lilonke	5 036	(3 484)	-	1 552	1 552	-	100.0	1 330	1 330

Inkqubo esekelayo: 1.5: ISistim yeeNkcukacha zoLawulo lweMfundo (Education Management Information System) (EMIS)									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Iintlawulo zangoku	11 682	(638)	-	11 044	11 044	-	100.0	11 031	11 031
Impahla neenkonzo	11 682	(638)	-	11 044	11 044	-	100.0	11 031	11 031
Iimali eziya kwizibonelelo neenkxaso-mali	19 790	(1)	-	19 789	15 868	3 921	80.2	19 592	19 592
Amaziko angenzi nzuzo	19 787	-	-	19 787	15 866	3 921	80.2	19 592	19 592
Ezamaxhaya	3	(1)	-	2	2	-	100.0	-	-
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	2 800	(306)	-	2 494	2 494	-	100.0	2 293	2 293
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	2 800	(306)	-	2 494	2 494	-	100.0	2 293	2 293
Inani lilonke	34 272	(945)	-	33 327	29 406	3 921	88.2	32 916	32 916

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Inkqubo 2: Imfundo yeZikolo zikaRhulumente eziQhelekileyo									
Inkqubo esekelayo	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo R'000	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds) R'000	Ukusiwa kweemali ngokwe-akhawunti (Virement) R'000	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000	Umahluko R'000	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela %	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000
1. Izikolo zasePrayimari zikaRhulumente	7 697 402	105 102	(1 080)	7 801 424	7 771 390	30 034	99.6	7 276 039	7 276 039
2. Izikolo zaseSekondari zikaRhulumente	5 047 234	(114 819)	(58 134)	4 874 281	4 789 855	84 426	98.3	4 489 245	4 489 245
3. UPhuhliso lweZakhono zaBasebenzi	81 664	-	-	81 664	60 777	20 887	74.4	76 011	76 011
4. IiGranti eziKhutshwa phantsi kwemiQathango ethile	327 894	9 717	-	337 611	337 575	36	100.0	315 412	315 231
Inani lilonke	13 154 194	-	(59 214)	13 094 980	12 959 597	135 383	99.0	12 156 707	12 156 526

Uhlelo ngokogqoqosho	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo R'000	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds) R'000	Ukusiwa kweemali ngokwe-akhawunti (Virement) R'000	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000	Umahluko R'000	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela %	Ulwabiwo-mali lokugqibela R'000	Eyona Nkcitho R'000
Iintlawulo zangoku	12 402 682	(95 060)	(60 218)	12 247 404	12 112 056	135 348	98.9	11 123 349	11 123 168
Imbuyekezo yabasebenzi	11 378 179	(28 099)	(57 000)	11 293 080	11 222 285	70 795	99.4	10 368 483	10 368 302
Imivuzo nemirholo	9 934 075	(100 252)	(57 000)	9 776 823	9 706 028	70 795	99.3	9 038 243	9 038 062
Ukuncediswa koluntu	1 444 104	72 153	-	1 516 257	1 516 257	-	100.0	1 330 240	1 330 240
Impahla neenkono	1 024 503	(66 961)	(3 218)	954 324	889 771	64 553	93.2	754 866	754 866
Administrative fees	26	(12)	-	14	14	-	100.0	44	44
Izibhengezo	146	1 035	-	1 181	1 181	-	100.0	1 795	1 795
Ii-asethi ezincinci	18 194	(17 016)	-	1 178	1 178	-	100.0	381	381
Iibhasari: zaBasebenzi	4 668	-	-	4 668	698	3 970	15.0	2 269	2 269
Ukutyiswa kwabantu: Kwimicimbi yeSebe	16 267	60	-	16 327	10 074	6 253	61.7	5 841	5 841
Unxibelelwano (G&S)	179	5	-	184	184	-	100.0	156	156
Iinkonzo zekhompyutha	21	(10)	-	11	11	-	100.0	6	6
Abacebisi: Iinkonzo zoshishino neengcebiso	170	(23)	-	147	147	-	100.0	1 574	1 574
Iikhontrakhi	665	224	-	889	889	-	100.0	380	380
Ii-arhente neNkxaso/ iinkonzo zangaphandle	253 347	11 973	-	265 320	265 320	-	100.0	258 601	258 601
Iinkonzo zezithuthi (kuquka neemoto zikaRhulumente)	924	338	-	1 262	1 262	-	100.0	1 042	1 042
Ubhaliso lwempahla yesebe (Inventory iziXhobo zokuXhasa ukuFunda nokuFundisa zabalundi nootitshala)	145 532	1 258	-	146 790	144 266	2 524	98.3	85 138	85 138
Ubhaliso (Inventory): Iimathiriyeli nezinye iziXhobo zeSebe	118	8	-	126	126	-	100.0	533	533
Ubhaliso lwezinye iziXhobo zeSebe	164 285	(66 396)	(2 977)	94 912	62 820	32 092	66.2	45 736	45 736
Izixhobo ezityenziswa ziphele	1 888	15	-	1 903	1 903	-	100.0	2 213	2 213
Izixhobo ezisetyenziswa ziphele: Isiteyishinari, izixhobo zokuprinta nezase-ofisini	3 674	191	-	3 865	2 555	1 310	66.1	1 862	1 862
Iirenti eziqhubekayo	36 992	(9)	-	36 983	34 383	2 600	93.0	34 557	34 557
Iintlawulo zePropati	83 740	1 614	(241)	85 113	85 113	-	100.0	67 655	67 655
Izithuthi ezinkwiweyo zemcimbi yeSebe	268 198	(1 197)	-	267 001	258 714	8 287	96.9	225 097	225 097
Ukuthatha uhambo nezibonelelo ezinxulumene noko	10 640	214	-	10 854	6 864	3 990	63.2	6 914	6 914
UQeqesho noPhuhliso	11 182	(1 991)	-	9 191	5 664	3 527	61.6	10 203	10 203
Iintlawulo zokuqhutywa komsebenzi	1 140	3 037	-	4 177	4 177	-	100.0	900	900
Iindawo zokusebenzela nezixhobo zokusebenzela	2 385	(325)	-	2 060	2 060	-	100.0	1 840	1 840
Rental and hiring	122	46	-	168	168	-	100.0	129	129
Iimali eziya kwizibonelelo neenkxaso-mali	750 142	94 456	1 004	845 602	845 567	35	100.0	1 024 530	1 024 530
Ii-arhente nee-akhawunti zesebe	3	(1)	-	2	2	-	100.0	2	2
Ii-arhente zesebe (amaqumrhu angengowakushishina)	3	(1)	-	2	2	-	100.0	2	2
Amaziko angenzi nzuzo	724 665	66 220	-	790 885	790 850	35	100.0	952 710	952 710
Ezamakhaya	25 474	28 237	1 004	54 715	54 715	-	100.0	71 818	71 818
Ukuxhamla koluntu	25 474	28 197	1 004	54 675	54 675	-	100.0	69 420	69 420
Ezinye izinto zasendwini ezinakho ukudluliselwa	-	40	-	40	40	-	100.0	2 398	2 398
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	1 370	604	-	1 974	1 974	-	100.0	8 828	8 828
Izakhiwo nezinye iindawo ezingasukiyo	8	48	-	56	56	-	100.0	6 796	6 796
Izakhiwo	-	41	-	41	41	-	100.0	-	-
Ezinye izakhiwo ezingasukiyo	8	7	-	15	15	-	100.0	6 796	6 796
Oomatshini nezixhobo ezincediswa umsebenzi (equipment)	1 362	556	-	1 918	1 918	-	100.0	2 032	2 032
Izixhobo ezincediswa ekusebenziseni izithuthi	793	416	-	1 209	1 209	-	100.0	1 469	1 469
Abanye oomatshini nezixhobo ezincediswa umsebenzi (equipment)	569	140	-	709	709	-	100.0	563	563
Inani lilonke	13 154 194	-	(59 214)	13 094 980	12 959 597	135 383	99.0	12 156 707	12 156 526

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Inkqubo esekelayo: 2.1: IZikolo zasePrayimari zikaRhulumente									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Shifting of Funds	Virement	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokogqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	7 242 987	15 127	(2 084)	7 256 030	7 225 996	30 034	99.6	6 610 336	6 610 336
Imbuyekezo yabasebenzi	6 846 520	75 715	-	6 922 235	6 922 235	-	100.0	6 383 909	6 383 909
Impahla neenkono	396 467	(60 588)	(2 084)	333 795	303 761	30 034	91.0	226 427	226 427
Iimali eziya kwizibonelelo neenkxaso-mali	454 415	89 975	1 004	545 394	545 394	-	100.0	665 703	665 703
Amaziko angenzi nzuzo	437 014	71 381	-	508 395	508 395	-	100.0	618 817	618 817
Ezamazakanya	17 401	18 594	1 004	36 999	36 999	-	100.0	46 886	46 886
Inani lilonke	7 697 402	105 102	(1 080)	7 801 424	7 771 390	30 034	99.6	7 276 039	7 276 039

Inkqubo esekelayo: 2.2: IZikolo zaseSekondari zikaRhulumente									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokogqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	4 798 985	(127 198)	(58 134)	4 613 653	4 529 227	84 426	98.2	4 176 499	4 176 499
Imbuyekezo yabasebenzi	4 512 542	(103 941)	(57 000)	4 351 601	4 281 510	70 091	98.4	3 969 074	3 969 074
Impahla neenkono	286 443	(23 257)	(1 134)	262 052	247 717	14 335	94.5	207 425	207 425
Iimali eziya kwizibonelelo neenkxaso-mali	248 249	12 079	-	260 328	260 328	-	100.0	312 459	312 459
Amaziko angenzi nzuzo	240 194	2 447	-	242 641	242 641	-	100.0	289 958	289 958
Ezamazakanya	8 055	9 632	-	17 687	17 687	-	100.0	22 501	22 501
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	-	300	-	300	300	-	100.0	287	287
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	-	300	-	300	300	-	100.0	287	287
Inani lilonke	5 047 234	(114 819)	(58 134)	4 874 281	4 789 855	84 426	98.3	4 489 245	4 489 425

Inkqubo esekelayo: 2.3: UPhuhliso lweZakhono zaBasebenzi									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokogqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	73 125	5 601	-	78 726	57 839	20 887	73.5	68 639	68 639
Imbuyekezo yabasebenzi	11 333	(11)	-	11 322	10 619	703	93.8	9 388	9 388
Impahla neenkono	61 792	5 612	-	67 404	47 220	20 184	70.1	59 251	59 251
Iimali eziya kwizibonelelo neenkxaso-mali	7 929	(5 756)	-	2 173	2 173	-	100.0	6 400	6 400
Ii-arhente nee-akhawunti zesebe	3	(1)	-	2	2	-	100.0	2	2
Amaziko angenzi nzuzo	7 908	(5 766)	-	2 142	2 142	-	100.0	3 967	3 967
Ezamazakanya	18	11	-	29	29	-	100.0	2 431	2 431
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	610	155	-	765	765	-	100.0	972	972
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	610	155	-	765	765	-	100.0	972	972
Inani lilonke	81 664	-	-	81 664	60 777	20 887	74.4	76 011	76 011

Inkqubo esekelayo: 2.4: IiGranti eziKhutshwa phantsi kwemiQathango ethile									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokogqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	287 585	11 410	-	298 995	298 994	1	100.0	267 875	267 694
Imbuyekezo yabasebenzi	7 784	138	-	7 922	7 921	1	100.0	6 112	5 931
Impahla neenkono	279 801	11 272	-	291 073	291 073	-	100.0	261 763	261 763
Iimali eziya kwizibonelelo neenkxaso-mali	39 549	(1 842)	-	37 707	37 672	35	99.9	39 968	39 968
Amaziko angenzi nzuzo	39 549	(1 842)	-	37 707	37 672	35	99.9	39 968	39 968
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	760	149	-	909	909	-	100.0	7 569	7 569
Izakhiwo nezinye iindawo ezingasukiyo	8	48	-	56	56	-	100.0	6 796	6 796
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	752	101	-	853	853	-	100.0	773	773
Inani lilonke	327 894	9 717	-	337 611	337 575	36	100.0	315 412	315 231

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Inkqubo 3: Iinkxaso-mali zeZikolo eziZimeleyo									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Inkqubo esekelayo	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. IsiGaba sePrayimari	52 564	4 916	-	57 480	57 480	-	100.0	49 358	49 358
2. IsiGaba seSekondari	42 820	(4 916)	-	37 904	37 904	-	100.0	40 487	40 487
Inani lilonke	95 384	-	-	95 384	95 384	-	100.0	89 845	89 845

	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iimali eziya kwizibonelelo neenkxaso-mali	95 384	-	-	95 384	95 384	-	100.0	89 845	89 845
Amaziko angenzi nzuzo	95 384	-	-	95 384	95 384	-	100.0	89 845	89 845
Inani lilonke	95 384	-	-	95 384	95 384	-	100.0	89 845	89 845

Inkqubo esekelayo: 3.1: IsiGaba sePrayimari									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Shifting of Funds	Virement	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iimali eziya kwizibonelelo neenkxaso-mali	52 564	4 916	-	57 480	57 480	-	100.0	49 358	49 358
Amaziko angenzi nzuzo	52 564	4 916	-	57 480	57 480	-	100.0	49 358	49 358
Inani lilonke	52 564	4 916	-	57 480	57 480	-	100.0	49 358	49 358

Inkqubo esekelayo: 3.2: IsiGaba seSekondari									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iimali eziya kwizibonelelo neenkxaso-mali	42 820	(4 916)	-	37 904	37 904	-	100.0	40 487	40 487
Amaziko angenzi nzuzo	42 820	(4 916)	-	37 904	37 904	-	100.0	40 487	40 487
Inani lilonke	42 820	(4 916)	-	37 904	37 904	-	100.0	40 487	40 487

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Inkqubo 4: IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa									
Inkqubo esekelayo	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluke	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. IZikolo	1 057 920	1	1 247	1 059 168	1 033 921	25 247	97.6	923 247	923 247
2. UPhuhliso lweZakhono zaBasebenzi	1	(1)	-	-	-	-	-	-	-
3. IGrant ezikhutshwa phantsi kwemiQathango ethile	15 852	-	-	15 852	15 852	-	100.0	50 395	50 395
Inani lilonke	1 073 773	-	1 247	1 075 020	1 049 773	25 247	97.7	973 642	973 642

Uhlelo ngokogqoqosho	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluke	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	930 168	1 606	542	932 316	907 704	24 612	97.4	824 991	824 991
Imbuyekezo yabasebenzi	902 319	(2 133)	-	900 186	875 574	24 612	97.3	799 583	799 583
Imivuzo nemiholo	788 108	(3 797)	-	784 311	760 888	23 423	97.0	702 077	702 077
Ukuncediswa koluntu	114 211	1 664	-	115 875	114 686	1 189	99.0	97 506	97 506
Impahla neenkonzo	27 849	3 739	542	32 130	32 130	-	100.0	25 408	25 408
Izibhengezo	-	2	-	2	2	-	100.0	-	-
Ukutyiswa kwabantu: Kwimicimbi yesSebe	12	85	-	97	97	-	100.0	151	151
Iinkonzo zekhompuyutha	56	(56)	-	-	-	-	-	-	-
Abacebisi: Iinkonzo zoshishino neengcebiso	1 891	(1 133)	-	758	758	-	100.0	3	3
Iinkonzo zezithuthi (kuquka neemoto zikaRhulumente)	5 649	3 199	301	9 149	9 149	-	100.0	8 150	8 150
Ubhaliso lwempahla yesebe (inventory izixhobo zokuXhasa ukufunda nokuFundisa zabafundi nootitshala)	651	(651)	-	-	-	-	-	664	664
Ubhaliso lwezinye izixhobo zeSebe	3 523	(3 523)	-	-	-	-	-	-	-
Izixhobo ezityenziswa ziphele	14	63	-	77	77	-	100.0	57	57
Izixhobo ezisetyenziswa ziphele: Isiteyishinari, izixhobo zokuprinta nezase-ofisini	3	(3)	-	-	-	-	-	5	5
Iirenti eziqhubekayo	15 928	251	-	16 179	16 179	-	100.0	12 778	12 778
Iintlawulo zePropati	98	1 729	241	2 068	2 068	-	100.0	461	461
Ukuthatha uhambo nezibonelelo ezinxulumene noko	13	236	-	249	249	-	100.0	280	280
UQeqesho noPhuhliso	-	3 281	-	3 281	3 281	-	100.0	2 805	2 805
Iintlawulo zokuqhutywa komsebenzi	-	59	-	59	59	-	100.0	45	45
Iindawo zokusebenzela nezixhobo zokusebenzela	11	200	-	211	211	-	100.0	9	9
Iimali eziya kwizibonelelo neenkxaso-mali	140 577	(2 158)	705	138 419	137 784	635	99.5	144 736	144 736
Amaziko angenzi nzuzo	139 025	(4 291)	-	134 734	134 099	635	99.5	139 761	139 761
Ezamaxhaya	1 552	2 133	-	3 685	3 685	-	100.0	4 975	4 975
Ukuxhamla koluntu	1 552	2 133	-	3 685	3 685	-	100.0	4 975	4 975
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	3 028	552	705	4 285	4 285	-	100.0	3 915	3 915
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	3 028	552	705	4 285	4 285	-	100.0	3 915	3 915
Izixhobo ezincedisa ekusebenziseni izithuthi	3 028	552	705	4 285	4 285	-	100.0	3 915	3 915
Inani lilonke	1 073 773	-	1 247	1 075 020	1 049 773	25 247	97.7	973 642	973 642

Inkqubo esekelayo: 4.1: Izikolo									
Uhlelo ngokogqoqosho	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluke	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	914 316	1 606	542	916 464	891 852	24 612	97.3	774 596	774 596
Imbuyekezo yabasebenzi	886 467	(2 133)	-	884 334	859 722	24 612	97.2	749 188	749 188
Impahla neenkonzo	27 849	3 739	542	32 130	32 130	-	100.0	25 408	25 408
Iimali eziya kwizibonelelo neenkxaso-mali	140 576	(2 157)	705	138 419	137 784	635	99.5	144 736	144 736
Amaziko angenzi nzuzo	139 024	(4 290)	-	134 734	134 099	635	99.5	139 761	139 761
Ezamaxhaya	1 552	2 133	-	3 685	3 685	-	100.0	4 975	4 975
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	3 028	552	705	4 285	4 285	-	100.0	3 915	3 915
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	3 028	552	705	4 285	4 285	-	100.0	3 915	3 915
Inani lilonke	1 057 920	1	1 247	1 059 168	1 033 921	25 247	97.6	923 247	923 247

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Inkqubo esekelayo: 4.2: UPuhliso lweZakhono zaBasebenzi									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Iimali eziya kwizibonelelo neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
Amaziko angenzi nzuzo	1	(1)	-	-	-	-	-	-	-
Inani lilonke	1	(1)	-	-	-	-	-	-	-

Inkqubo esekelayo: 4.3: IGranti eKhutshwa phantsi kwemiQathango ethile									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Iintlawulo zangoku	15 852	-	-	15 852	15 852	-	100.0	50 395	50 395
Imbuyekezo yabasebenzi	15 852	-	-	15 852	15 852	-	100.0	50 395	50 395
Imivuzo nemiholo	15 852	(1 664)	-	14 188	14 188	-	100.0	46 506	46 506
Ukuncediswa koluntu	-	1 664	-	1 664	1 664	-	100.0	3 889	3 889
Inani lilonke	15 852	-	-	15 852	15 852	-	100.0	50 395	50 395

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Inkqubo 5: UPhuhliso lweMfundo yabasaQalayo									
Inkqubo esekelayo	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
1. IZikolo zikaRhulumente ezineBanga R	312 777	(5 156)	(1 305)	306 316	300 875	5 441	98.2	329 697	329 697
2. IBanga R kumaZiko oLuntu	68 207	457	-	68 664	68 664	-	100.0	64 010	64 010
3. UQeqesho lwaphambi kweBanga R	105 961	4 700	-	110 661	109 801	860	99.2	109 327	109 327
4. UPhuhliso lweZakhono zaBasebenzi	1	(1)	-	-	-	-	-	-	-
5. IiGranti eziKhutshwa phantsi kwemiQathango ethile	2 823	-	-	2 823	2 823	-	100.0	8 744	8 744
Inani lilonke	489 769	-	(1 305)	488 464	482 163	6 301	98.7	511 778	511 778

Uhlelo ngokogaqosho	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Iintlawulo zangoku	118 408	-	(301)	118 107	113 084	5 023	95.7	121 311	121 311
Imbuyekezo yabasebenzi	66 050	-	-	66 050	61 027	5 023	92.4	61 961	61 961
Imivuzo nemirholo	54 161	-	-	54 161	52 231	1 930	96.4	53 505	53 505
Ukuncediswa koluntu	11 889	-	-	11 889	8 796	3 093	74.0	8 456	8 456
Impahla neenkonzelo	52 358	-	(301)	52 057	52 057	-	100.0	59 350	59 350
Izibhengezo	1	-	-	1	1	-	100.0	3	3
Ii-asethi ezincinci	-	-	-	-	-	-	-	(16)	(16)
Ukutyiswa kwabantu: Kwimicimbi yesSebe	47	(4)	-	43	43	-	100.0	18	18
Unxibelelwano (G&S)	-	3	-	3	3	-	100.0	-	-
Ii-arhente zeNkxaso/iinkonzelo zangaphandle	39 545	5 155	-	44 700	44 700	-	100.0	50 708	50 708
Ubhaliso lwempahla yesebe (inventory iziXhobo zokuXhasa ukuFundisa zabafundi noofitshala)	5 160	(274)	-	4 886	4 886	-	100.0	315	315
Ubhaliso lwezinye iziXhobo zeSebe	-	-	-	-	-	-	-	4 266	4 266
Izixhobo ezityenziswa ziphele	6	(2)	-	4	4	-	100.0	1	1
Izixhobo ezisetyenziswa ziphele: Isiteyishinari, izixhobo zokuprinta nezase-ofisini	50	(50)	-	-	-	-	-	59	59
Transport provided: Departmental activity	7 430	(4 731)	(301)	2 398	2 398	-	100.0	3 919	3 919
Ukuthatha uhambo nezibonelelo ezinxulumene noko	67	(58)	-	9	9	-	100.0	31	31
UQeqesho noPhuhliso	48	(48)	-	-	-	-	-	28	28
Iintlawulo zokuqhutywa komsebenzi	3	10	-	13	13	-	100.0	15	15
Iindawo zokusebenzela nezixhobo zokusebenzela	1	(1)	-	-	-	-	-	3	3
Iimali eziya kwizibonelelo neenkxaso-mali	371 361	-	(1 004)	370 357	369 079	1 278	99.7	390 451	390 451
Amaziko angenzi nzuzo	369 706	-	-	369 706	368 428	1 278	99.7	390 139	390 139
Ezamaziko	1 655	-	(1 004)	651	651	-	100.0	312	312
Ukuxhamla koluntu	1 655	-	(1 004)	651	651	-	100.0	312	312
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	-	-	-	-	-	-	-	16	16
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	-	-	-	-	-	-	-	16	16
Other Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	-	-	-	-	-	-	-	16	16
Inani lilonke	489 769	-	(1 305)	488 464	482 163	6 301	98.7	511 778	511 778

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Inkqubo esekelayo: 5.1: Ibanga R kumaZiko oLuntu									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Uhlelo ngokogoqoqosho									
Iintlawulo zangoku	80 813	(5 156)	(301)	75 356	70 333	5 023	93.3	72 021	72 021
Imbuyekezo yabasebenzi	66 050	-	-	66 050	61 027	5 023	92.4	61 961	61 961
Impahla neenkonzo	14 763	(5 156)	(301)	9 306	9 306	-	100.0	10 060	10 060
Iimali eziya kwizibonelelo neenkxaso-mali	231 964		(1 004)	230 960	230 542	418	99.8	257 676	257 676
Amaziko angenzi nzuzo	230 309	-	-	230 309	229 891	418	99.8	257 364	257 364
Ezamazikhaya	1 655	-	(1 004)	651	651	-	100.0	312	312
Inani lilonke	312 777	(5 156)	(1 305)	306 316	300 875	5 441	98.2	329 697	329 697

Inkqubo esekelayo: 5.2: IBanga R kumaZiko oLuntu									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Uhlelo ngokogoqoqosho									
Iintlawulo zangoku	-	-	-	-	-	-	-	(16)	(16)
Impahla neenkonzo	-	-	-	-	-	-	-	(16)	(16)
Iimali eziya kwizibonelelo neenkxaso-mali	68 207	457	-	68 664	68 664	-	1.0	64 010	64 010
Amaziko angenzi nzuzo	68 207	457	-	68 664	68 664	-	1.0	64 010	64 010
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	-	-	-	-	-	-	-	16	16
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	-	-	-	-	-	-	-	16	16
Inani lilonke	68 207	457	-	68 664	68 664	-	1.0	64 010	64 010

Inkqubo esekelayo: 5.3: UQeqesho lwaphambi kweBanga R									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Uhlelo ngokogoqoqosho									
Iintlawulo zangoku	37 595	5 156	-	42 751	42 751	-	100.0	48 752	48 752
Impahla neenkonzo	37 595	5 156	-	42 751	42 751	-	100.0	48 752	48 752
Iimali eziya kwizibonelelo neenkxaso-mali	68 366	(456)	-	67 910	67 050	860	98.7	60 575	60 575
Amaziko angenzi nzuzo	68 366	(456)	-	67 910	67 050	860	98.7	60 575	60 575
Inani lilonke	105 961	4 700	-	110 661	109 801	860	99.2	109 327	109 327

Inkqubo esekelayo: 5.4: UPhuhliso lweZakhono zaBasebenzi									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Uhlelo ngokogoqoqosho									
Iimali eziya kwizibonelelo neenkxaso-mali	1	(1)	-	-	-	-	-	-	-
Amaziko angenzi nzuzo	1	(1)	-	-	-	-	-	-	-
Inani lilonke	1	(1)	-	-	-	-	-	-	-

Inkqubo esekelayo: 5.5: IIGranti eziKhutshwa phantsi kwemiQathango ethile									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Uhlelo ngokogoqoqosho									
Iintlawulo zangoku	-	-	-	-	-	-	-	554	554
Impahla neenkonzo	-	-	-	-	-	-	-	554	554
Iimali eziya kwizibonelelo neenkxaso-mali	2 823	-	-	2 823	2 823	-	100.0	8 190	8 190
Amaziko angenzi nzuzo	2 823	-	-	2 823	2 823	-	100.0	8 190	8 190
Inani lilonke	2 823	-	-	2 823	2 823	-	100.0	8 744	8 744

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Inkqubo 6: UPhuculo lweziseko zoPhuhliso	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Inkqubo esekelayo	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. Ezolawulo	15 724	(5 612)	-	10 112	10 112	-	100.0	10 338	10 338
2. IMfundo yeZikolo zikaRhulumente	1 421 148	(25 382)	59 977	1 455 743	1 455 743	-	100.0	1 399 827	1 385 886
3. IMfundo yeziKolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	29 000	6 657	-	35 657	35 657	-	100.0	8 200	8 200
4. UPhuhliso lweMfundo yabasaQalayo	24 110	24 337	-	48 447	48 447	-	100.0	35 067	35 067
Inani lilonke	1 489 982	-	59 977	1 549 959	1 549 959	-	100.0	1 453 432	1 439 491

Uhlelo ngokogqoqosho	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Inkqubo esekelayo	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
linlawulo zangoku	464 541	(113 759)	57 000	407 782	407 782	-	100.0	250 970	249 843
Imbuyekezo yabasebenzi	5 864	531	-	6 395	6 395	-	100.0	6 779	6 779
Imivuzo nemiholo	5 864	178	-	6 042	6 042	-	100.0	6 755	6 755
Ukuncediswa koluntu	-	353	-	353	353	-	100.0	24	24
Impahla neenkono	458 677	(114 290)	57 000	401 387	401 387	-	100.0	244 191	243 064
Unxibelelwano (G&S)	-	-	-	-	-	-	-	2	2
Abacebisi: linkonzo zoshishino neengcebiso	6 658	(6 209)	-	449	449	-	100.0	1 364	1 364
linkonzo zokucebisa ekucwangciseni kwiziseko zophuculo	-	49 934	-	49 934	49 934	-	100.0	-	-
Ubhaliso lwezinye izixhobo zeSebe	4 500	3 881	-	8 381	8 381	-	100.0	8 893	8 893
Izixhobo ezisetyenziswa ziphele: Isityayishinari, izixhobo zokuprinta nezase-ofisini	64	(64)	-	-	-	-	-	-	-
Iirenti eziqhubekayo	-	-	-	-	-	-	-	4 082	4 082
Iintlawulo zePropati	447 383	(162 370)	57 000	342 013	342 013	-	100.0	229 595	228 468
Ukuthatha uhambo nezibonelelo ezinxulumene noko	72	538	-	610	610	-	100.0	255	255
Iimali eziya kwizibonelelo neenkxaso-mali	52 500	14 881	2 084	69 465	69 465	-	100.0	31 654	31 654
Amaziko angenzi nzuzo	52 500	14 881	2 084	69 465	69 465	-	100.0	31 654	31 654
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	972 941	98 878	893	1 072 712	1 072 712	-	100.0	1 170 808	1 157 994
Izakhiwo nezinye iindawo ezingasukiyo	972 941	98 804	893	1 072 638	1 072 638	-	100.0	1 170 808	1 157 994
Izakhiwo	834 381	68 452	893	903 726	903 726	-	100.0	1 011 205	998 391
Izakhiwo zeendawo ezingasukiyo	138 560	30 352	-	168 912	168 912	-	100.0	159 603	159 603
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	-	74	-	74	74	-	100.0	-	-
Abanye oomatshini nezixhobo ezincedisa umsebenzi (equipment)	-	74	-	74	74	-	100.0	-	-
Inani lilonke	1 489 982	-	59 977	1 549 959	1 549 959	-	100.0	1 453 432	1 439 491

Inkqubo esekelayo: 6.1: ULawulo	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Inkqubo esekelayo	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
linlawulo zangoku	12 658	(5 149)	-	7 509	7 509	-	100.0	9 272	9 272
Imbuyekezo yabasebenzi	5 864	531	-	6 395	6 395	-	100.0	6 779	6 779
Impahla neenkono	6 794	(5 680)	-	1 114	1 114	-	100.0	2 493	2 493
Iimali eziya kwizibonelelo neenkxaso-mali	-	26	-	26	26	-	100.0	-	-
Amaziko angenzi nzuzo	-	26	-	26	26	-	100.0	-	-
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	3 066	(489)	-	2 577	2 577	-	100.0	1 066	1 066
Izakhiwo nezinye iindawo ezingasukiyo	3 066	(563)	-	2 503	2 503	-	100.0	1 066	1 066
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	-	74	-	74	74	-	100.0	-	-
Inani lilonke	15 724	(5 612)	-	10 112	10 112	-	100.0	10 338	10 338

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Inkqubo esekelayo: 6.2: IZikolo zikaRhulumente eziQhelekileyo									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Iintlawulo zangoku	451 883	(108 812)	57 000	400 071	400 071	-	100.0	241 460	240 333
Impahla neenkonzo	451 883	(108 812)	57 000	400 071	400 071	-	100.0	241 460	240 333
Iimali eziya kwizibonelelo neenkxaso-mali	52 500	13 966	2 084	68 550	68 550	-	100.0	31 654	31 654
Amaziko angenzi nzuzo	52 500	13 966	2 084	68 550	68 550	-	100.0	31 654	31 654
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	916 765	69 464	893	987 122	987 122	-	100.0	1 126 713	1 113 899
Izakhiwo nezinye iindawo ezingasukiyo	916 765	69 464	893	987 122	987 122	-	100.0	1 126 713	1 113 899
Inani lilonke	1 421 148	(25 382)	59 977	1 455 743	1 455 743	-	100.0	1 399 827	1 385 886

Inkqubo esekelayo: 6.3 Izikolo ezizodwa									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Iintlawulo zangoku	-	202	-	202	202	-	100.0	238	238
Impahla neenkonzo	-	202	-	202	202	-	100.0	238	238
Iimali eziya kwizibonelelo neenkxaso-mali	-	889	-	889	889	-	100.0	-	-
Amaziko angenzi nzuzo	-	889	-	889	889	-	100.0	-	-
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	29 000	5 566	-	34 566	34 566	-	100.0	7 962	7 962
Izakhiwo nezinye iindawo ezingasukiyo	29 000	5 566	-	34 566	34 566	-	100.0	7 962	7 962
Inani lilonke	29 000	6 657	-	35 657	35 657	-	100.0	8 200	8 200

Inkqubo esekelayo: 6.4: UPuhliso lweMfundo yabasaQalayo									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (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	%	R'000	R'000
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	24 110	24 337	-	48 447	48 447	-	100.0	35 067	35 067
Izakhiwo nezinye iindawo ezingasukiyo	24 110	24 337	-	48 447	48 447	-	100.0	35 067	35 067
Inani lilonke	24 110	24 337	-	48 447	48 447	-	100.0	35 067	35 067

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Inkqubo 7: Iimviwo neeNkonzo ezimalunga nezeMfundo									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yowabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Inkqubo esekelayo	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. Iintlawulo eziya KwiiSETA	6 450	-	-	6 450	6 450	-	100.0	6 096	6 096
2. IiNkonzo zoQeqesho looTitshala (Professional Services)	28 994	-	410	29 404	29 404	-	100.0	533 921	530 087
3. Iimviwo Zangaphandle	183 664	6 599	(705)	189 558	189 558	-	100.0	172 851	172 851
4. Iiprojekthi ezikhethekileyo	39 746	(6 599)	-	33 147	24 735	8 412	74.6	29 146	29 146
5. IGranti eKhutshwa phantsi kwemiQathango ethile	19 631	-	-	19 631	19 631	-	100.0	17 731	17 690
Inani lilonke	278 485	-	(295)	278 190	269 778	8 412	97.0	759 745	755 870

	2015/16							2014/15	
	Ulwabiwo-mali oluhlangahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Inkcitho ngokwe-% yowabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokogaqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	237 437	(3 912)	410	233 935	231 075	2 860	98.8	699 795	695 920
Imbuyekezo yabasebenzi	157 632	(444)	-	157 188	154 328	2 860	98.2	573 737	569 862
Imivuzo nemiholo	150 624	(6 278)	-	144 346	141 486	2 860	98.0	510 428	506 553
Ukuncediswa koluntu	7 008	5 834	-	12 842	12 842	-	100.0	63 309	63 309
Impahla neenkonzo	79 805	(3 468)	410	76 747	76 747	-	100.0	126 058	126 058
Iintlawulo zolungiselelo (administrative fees)	210	(200)	-	10	10	-	100.0	10	10
Izibhengezo	60	7	1	68	68	-	100.0	334	334
Ii-asethi ezincinci	5 863	(780)	77	5 160	5 160	-	100.0	2 906	2 906
Ukutyiswa kwabantu: Kwimicimbi yesSebe	10 576	(7 417)	31	3 190	3 190	-	100.0	6 486	6 486
Unxibelelwano (G&S)	1 553	(425)	18	1 146	1 146	-	100.0	5 807	5 807
Iinkonzo zekhompuyutha	-	3	112	115	115	-	100.0	157	157
Abacebisi: Iinkonzo zoshishino neengcebiso	-	-	-	-	-	-	-	7	7
Iikhontrakhi	2 000	3	12	2 015	2 015	-	100.0	3 602	3 602
Iinkonzo zee-arhente nenkxaso/ ezinikwe iinkonzo zangaphandle	2 553	(1 557)	34	1 030	1 030	-	100.0	1 687	1 687
Ukonwabisa (Entertainment)	2	-	1	3	3	-	100.0	8	8
Iinkonzo zezithuthi (kuquka neemato zikaRhulumente)	1 282	231	-	1 513	1 513	-	100.0	15 661	15 661
Ubhaliso lwempahla yesebe (inventory iziXhobo zokuXhasa ukuFunda nokuFundisa zabafundi nootitshala)	2 000	(222)	-	1 778	1 778	-	100.0	2 493	2 493
Ubhaliso lwempahla yeSebe (Inventory) Iimathinyeli nezixhobo (Materials and supplies)	-	3	2	5	5	-	100.0	497	497
Ubhaliso lwezinye iziXhobo zeSebe	55	7	-	62	62	-	100.0	1 125	1 125
Izixhobo ezityenziswa ziphele	750	392	8	1 150	1 150	-	100.0	1 746	1 746
Izixhobo eziseetyenziswa ziphele: Isiteyishinari, izixhobo zokuprinta nezase-ofisini	10 171	(3 887)	106	6 390	6 390	-	100.0	12 709	12 709
Iirenti eziqhubekayo	4 354	1 380	53	5 787	5 787	-	100.0	6 525	6 525
Iintlawulo zePropati	3 140	(1 874)	102	1 368	1 368	-	100.0	11 585	11 585
Transport provided: Departmental activity	3	(1)	-	2	2	-	100.0	975	975
Ukuthatha uhambo nezibonelelo ezinxulumene noko	3 256	6 319	(268)	9 307	9 307	-	100.0	14 192	14 192
UQeqesho noPhuhliso	3 137	1 704	14	4 855	4 855	-	100.0	12 489	12 489
Iintlawulo zokuqhutywa komsebenzi	21 831	3 194	107	25 132	25 132	-	100.0	13 326	13 326
Iindawo zokusebenzela nezixhobo zokusebenzela	5 040	(4 860)	-	180	180	-	100.0	9 638	9 638
Ukurentwa kweendawo nokuqeshwa kweemoto	1 969	4 512	-	6 481	6 481	-	100.0	2 093	2 093
Iimali eziya kwizibonelelo neenkxaso-mali	37 093	3 912	-	41 005	35 453	5 552	86.5	36 301	36 301
Ii-arhente nee-akhawunti zesebe	6 450	-	-	6 450	6 450	-	100.0	6 102	6 102
Ii-arhente zesebe (amaqumrhu angengowakushishina)	6 450	-	-	6 450	6 450	-	100.0	6 102	6 102
Amaziko angenzi nzuzo	29 070	3 241	-	32 311	26 759	5 552	82.8	24 233	24 233
Ezamaxhaya	1 573	671	-	2 244	2 244	-	100.0	5 966	5 966
Ukuxhamla koluntu	73	584	-	657	657	-	100.0	5 966	5 966
Ezinye izinto zasendlwini ezinakho ukudluliselwa	1 500	87	-	1 587	1 587	-	100.0	-	-
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	3 955	-	(705)	3 250	3 250	-	100.0	23 649	23 649
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	3 955	-	(705)	3 250	3 250	-	100.0	23 649	23 649
Izixhobo ezincedisa ekusebenziseni izithuthi	-	(217)	-	(217)	(217)	-	100.0	13 682	13 682
Abanye oomatshini nezixhobo ezincedisa umsebenzi (equipment)	3 955	217	(705)	3 467	3 467	-	100.0	9 967	9 967
Inani lilonke	278 485	-	(295)	278 190	269 778	8 412	97.0	759 745	755 870

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Inkqubo esekelayo: 7.1: Iintlawulo eziya KwiiSETA									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Uhlelo ngokokoqoqosho	6 450	-	-	6 450	6 450	-	100.0	6 096	6 096
Iimali eziya kwizibonelelo neenkxaso-mali	6 450	-	-	6 450	6 450	-	100.0	6 096	6 096
Ii-arhente nee-akhawunti zesebe	6 450	-	-	6 450	6 450	-	100.0	6 096	6 096
Inani lilonke	6 450	-	-	6 450	6 450	-	100.0	6 096	6 096

Inkqubo esekelayo: 7.2: Iinkonzo zoQeqesho looTilshala (Professional Services)									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Uhlelo ngokokoqoqosho	28 994	-	410	29 404	29 404	-	100.0	513 542	509 708
Iintlawulo zangoku	28 994	-	410	29 404	29 404	-	100.0	513 542	509 708
Imbuyekezo yabasebenzi	28 994	-	-	28 994	28 994	-	100.0	461 075	457 241
Impahla neenkono	-	-	410	410	410	-	100.0	52 467	52 467
Iimali eziya kwizibonelelo neenkxaso-mali	-	-	-	-	-	-	-	5 620	5 620
Ii-arhente nee-akhawunti zesebe	-	-	-	-	-	-	-	6	6
Ezomakhaya	-	-	-	-	-	-	-	5 614	5 614
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	-	-	-	-	-	-	-	14 759	14 759
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	-	-	-	-	-	-	-	14 759	14 759
Inani lilonke	28 994	-	410	29 404	29 404	-	100.0	533 921	530 087

Inkqubo esekelayo: 7.3: Iimviwo zangaphandle									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Uhlelo ngokokoqoqosho	179 162	945	-	180 107	180 107	-	100.0	163 191	163 191
Iintlawulo zangoku	179 162	945	-	180 107	180 107	-	100.0	163 191	163 191
Imbuyekezo yabasebenzi	118 134	4 189	-	122 323	122 323	-	100.0	109 982	109 982
Impahla neenkono	61 028	(3 244)	-	57 784	57 784	-	100.0	53 209	53 209
Iimali eziya kwizibonelelo neenkxaso-mali	547	5 654	-	6 201	6 201	-	100.0	770	770
Amaziko angenzi nzuzo	474	5 023	-	5 497	5 497	-	100.0	418	418
Ezomakhaya	73	631	-	704	704	-	100.0	352	352
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	3 955	-	(705)	3 250	3 250	-	100.0	8 890	8 890
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	3 955	-	(705)	3 250	3 250	-	100.0	8 890	8 890
Inani lilonke	183 664	6 599	(705)	189 558	189 558	-	100.0	172 851	172 851

Inkqubo esekelayo: 7.3: Iimviwo zangaphandle									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Uhlelo ngokokoqoqosho	179 162	945	-	180 107	180 107	-	100.0	163 191	163 191
Iintlawulo zangoku	179 162	945	-	180 107	180 107	-	100.0	163 191	163 191
Imbuyekezo yabasebenzi	118 134	4 189	-	122 323	122 323	-	100.0	109 982	109 982
Impahla neenkono	61 028	(3 244)	-	57 784	57 784	-	100.0	53 209	53 209
Iimali eziya kwizibonelelo neenkxaso-mali	547	5 654	-	6 201	6 201	-	100.0	770	770
Amaziko angenzi nzuzo	474	5 023	-	5 497	5 497	-	100.0	418	418
Ezomakhaya	73	631	-	704	704	-	100.0	352	352
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)	3 955	-	(705)	3 250	3 250	-	100.0	8 890	8 890
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	3 955	-	(705)	3 250	3 250	-	100.0	8 890	8 890
Inani lilonke	183 664	6 599	(705)	189 558	189 558	-	100.0	172 851	172 851

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Inkqubo esekelayo: 7.4: Iiprojekthi eziKhethekileyo									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	9 650	(4 857)	-	4 793	1 933	2 860	40.3	5 331	5 331
Imbuyekezo yabasebenzi	9 650	(4 860)	-	4 790	1 930	2 860	40.3	2 125	2 125
Impahla neenkonziso	-	3	-	3	3	-	100.0	3 206	3 206
Iimali eziya kwizibonelelo neenkxaso-mali	30 096	(1 742)	-	28 354	22 802	5 552	80.4	23 815	23 815
Amaziko angenzi nzuzo	28 596	(1 782)	-	26 814	21 262	5 552	79.3	23 815	23 815
Ezamaziko	1 500	40	-	1 540	1 540	-	100.0	-	-
Inani lilonke	39 746	(6 599)	-	33 147	24 735	8 412	74.6	29 146	29 146

Inkqubo esekelayo: 7.5: IGranti eKhutshwa phantsi kwemiQathango ethile									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	19 631	-	-	19 631	19 631	-	100.0	17 731	17 690
Imbuyekezo yabasebenzi	854	227	-	1 081	1 081	-	100.0	555	514
Impahla neenkonziso	18 777	(227)	-	18 550	18 550	-	100.0	17 176	17 176
Inani lilonke	19 631	-	-	19 631	19 631	-	100.0	17 731	17 690

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Programme 8: IMfundo neNgqeqesho eGqithisileyo (Further Education and Training)									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Inkqubo esekelayo	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. AmaZiko kaRhulumente	-	-	-	-	-	-	-	377 913	377 865
Inani lilonke	-	-	-	-	-	-	-	377 913	377 865

	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	-	-	-	-	-	-	-	292 359	292 358
Imbuyekezo yabasebenzi	-	-	-	-	-	-	-	292 359	292 358
Imivuzo nemirholo	-	-	-	-	-	-	-	253 580	253 579
Ukuncediswa koluntu	-	-	-	-	-	-	-	38 779	38 779
Iimali eziya kwizibonelelo neenkxaso-mali	-	-	-	-	-	-	-	85 554	85 507
Amaziko angenzi nzuzo	-	-	-	-	-	-	-	85 307	85 307
Ezamakhaya	-	-	-	-	-	-	-	247	200
Ukuxhamla koluntu	-	-	-	-	-	-	-	247	200
Inani lilonke	-	-	-	-	-	-	-	377 913	377 865

Inkqubo esekelayo: 8.1: AmaZiko kaRhulumente (Public Institutions)									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlenga-hlengisiweyo	Shifting of Funds	Virement	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umdluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	-	-	-	-	-	-	-	292 359	292 358
Imbuyekezo yabasebenzi	-	-	-	-	-	-	-	292 359	292 358
Iimali eziya kwizibonelelo neenkxaso-mali	-	-	-	-	-	-	-	85 554	85 507
Amaziko angenzi nzuzo	-	-	-	-	-	-	-	85 307	85 307
Ezamakhaya	-	-	-	-	-	-	-	247	200
Inani lilonke	-	-	-	-	-	-	-	377 913	377 865

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Inkqubo 9: IMfundo noQeqesho olusisiSeko lwabaData									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Uahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Inkqubo esekelayo	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. AmaZiko kaRhulumente	-	-	-	-	-	-	-	5 408	3 432
2. IiNkxaso-mali eziya kumaZiko aBucala	-	-	-	-	-	-	-	31 201	31 201
Inani lilonke	-	-	-	-	-	-	-	36 609	34 633

	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Uahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	-	-	-	-	-	-	-	5 427	3 451
Imbuyekezo yabasebenzi	-	-	-	-	-	-	-	4 503	2 527
Imivuzo nemirholo	-	-	-	-	-	-	-	4 289	2 313
Ukuncediswa koluntu	-	-	-	-	-	-	-	214	214
Impahla neenkonziso	-	-	-	-	-	-	-	924	924
Ukutyiswa kwabantu: Kwimicimbi yesSebe	-	-	-	-	-	-	-	81	81
Irenti eziqhubekayo	-	-	-	-	-	-	-	811	811
Ukulhatha uhambo nezibonelelo ezinxulumene noko	-	-	-	-	-	-	-	23	23
Iintlawulo zokuqhutywa komsebenzi	-	-	-	-	-	-	-	3	3
Iindawo zokusebenzela nezixhobo zokusebenzela	-	-	-	-	-	-	-	6	6
Iimali eziya kwizibonelelo neenkxaso-mali	-	-	-	-	-	-	-	31 182	31 182
Amaziko angenzi nzuzo	-	-	-	-	-	-	-	31 182	31 182
Inani lilonke	-	-	-	-	-	-	-	36 609	34 633

Inkqubo esekelayo: 9.1: AmaZiko kaRhulumente									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Uahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	-	-	-	-	-	-	-	5 408	3 432
Imbuyekezo yabasebenzi	-	-	-	-	-	-	-	4 503	2 527
Impahla neenkonziso	-	-	-	-	-	-	-	905	905
Inani lilonke	-	-	-	-	-	-	-	5 408	3 432

Inkqubo esekelayo: 9.2: IiNkxaso-mali eziya kuMaziko aBucala									
	2015/16							2014/15	
	Ulwabiwo-mali oluhlengahlengisiweyo	Ukusiwa kweemali ngokwe-akhawunti (Shifting of Funds)	Ukusiwa kweemali ngokwe-akhawunti (Virement)	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Uahluko	Inkcitho ngokwe-% yolwabiwo-mali lokugqibela	Ulwabiwo-mali lokugqibela	Eyona Nkcitho
Uhlelo ngokoqoqosho	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Iintlawulo zangoku	-	-	-	-	-	-	-	19	19
Impahla neenkonziso	-	-	-	-	-	-	-	19	19
Iimali eziya kwizibonelelo neenkxaso-mali	-	-	-	-	-	-	-	31 182	31 182
Amaziko angenzi nzuzo	-	-	-	-	-	-	-	31 182	31 182
Inani lilonke	-	-	-	-	-	-	-	31 201	31 201

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- 1. linkcukacha zeemali eziya kwizibonelelo neenkxaso-mali ngokoMthetho woLwabiwo-mali (Appropriation Act) (emva kokusiwa kweemali ngokwee-akhawunti):**
lingcombolo ngezi tranzekshini zingajongwa kumanqaku ngentlawulo yoomatshini nenkxaso-mali, amanqaku engcaciso nesiHlomelo 1 (A-C) kumaxwebhu eeNgxelo-mali zonyaka.
- 2. lingcombolo zezixa-mali ezivunyiweyo ezabelwe ngokukodwa okuthile (specifically and exclusively) (emva kokusiwa kweemali ngokwee-akhawunti) (Virement):**
Ingcombolo ngezi tranzekshini zingajongwa kwinqaku lengcaciso 1 (Ulwabiwo loNyaka) kumaXwebhu eeNgxelo-Mali zoNyaka.
- 3. linkcukacha malunga nokuhlawulelwa kwee-asethi zezemali (financial assets)**
Ingcombolo ngezi tranzekshini ngokwenkqubo nganye zingajongwa kwinqaku lengcaciso malunga nokuhlawulelwa kwee-asethi zezemali kumaXwebhu eeNgxelo-Mali zoNyaka.
- 4. lingcaciso malunga nokwahluka kweemathiriyeli (material variances) okusuka kwiZixa eziVunyiweyo (emva kokusiwa kweemali ngokwee-akhawunti):**

4.1 Ngokweenkqubo

Ngokweenkqubo:	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Umahluko	Umahluko as a % of Ulwabiwo- mali lokugqibela
	R'000	R'000	R'000	R'000
Ezolawulo	1 317 372	1 230 688	86 684	6.6%
Inkcitho-mali engaphantsi yenzeke ngolu hlobo:				
<ul style="list-style-type: none"> • Imbuyekezo yabasebenzi <ul style="list-style-type: none"> - Inani lezindlu ezixhasiweyo liye langaphantsi kunokuba bekulindelekile; kunye - nokucotha kokuqeshwa kwabantu kwizikhundla ezivulekileyo; kwaye - Imali ebimele ukusetyenziselwa amaZiko oPhuhliso lwamaThuba esiNinzi (Mass Opportunity Development) (MOD) ebiyenzelwe abancedisi bokufundisa (tutors) abanezidanga iye yondolozwa yabuyiselwa kwiSebe likaNondyabo wePhondo. • Impahla neenkono <ul style="list-style-type: none"> - Inkcitho kwiinkono zekhompyutha ayikwazanga ukwenzeka phambi kokuphela konyaka-mali, nto leyo ibangele ukuba kufakwe izicelo zokuba imali zigqithiselwe kunyaka omtsha wemali (rollovers) - Targeted cost containment measures and operational cost efficiencies. • Imali eziya kwizibonelelo neenkxaso-mali <ul style="list-style-type: none"> - Imali yenkxaso yee-intanethi iye yanikwa izikolo ngenxa yenkqubo ye-e-Education LAN yasezikolweni. - Imali iye kumawonga eLITNUM ngenxa yeenxaxheba zokonga imali. 				
IMfundo yeZikolo zikaRhulumente eziQhelekileyo	13 094 980	12 959 597	135 383	1.0%
Inkcitho-mali engaphantsi yenzeke ngolu hlobo:				
<ul style="list-style-type: none"> • Imbuyekezo yabasebenzi <ul style="list-style-type: none"> - Ngaphantsi kunobekulindelekile ukuqashwa okwethutyana (kwinyanga kaJulayi noJanawari) imisebenzi yootitshala - Imisebenzi yabasebenzi bakarhulumente phakathi kwiSebe ngenxa yokucotha kokuqashwa kwabantu, kwakunye; - Ukulondolozwa kwentlawulo enguchatha (allowances) ehlawule abasebenzi abangxungxe kwezithuba ezingaphezulu kwezabo. • Impahla neenkono <ul style="list-style-type: none"> - Ukuziswa kwefenishala okungagqitywanga phambi kokuphela konyaka, okucelelwe ukuba kudluliselwe kunyaka ozayo. - Ukuncitshiswa kwenkcitho nemisebenzi enganancitho. 				
Inkxaso-mali yeZikolo eziZimeleyo	95 384	95 384	-	0.0%
Le nkqubo isebhajethini.				
IMfundo yeZikolo zikaRhulumente eziQhelekileyo ezineeMfundo eziZodwa	1 075 020	1 049 773	25 247	2.3%
Inkcitho-mali engaphantsi yenzeke ngolu hlobo:				
<ul style="list-style-type: none"> • Imbuyekezo yabasebenzi: <ul style="list-style-type: none"> - Inani eliphantsi kunokuba bekulindelwe Lower than anticipated housing implementation; and - Ukucotha kokuqeshwa kwabantu kwizikhundla ezivulekileyo. 				

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	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Uahluko	Uahluko as a % of Ulwabiwo-mali lokugqibela
	R'000	R'000	R'000	R'000
Ngokweenkqubo				
UPhuhliso lweMfundo yabasaQalayo	488 464	482 163	6 301	1.3%
Inkcitho mali engaphantsi nokuba ibisekelwe ibangelwe koku:				
<ul style="list-style-type: none"> • Imbuyekezo yabasebenzi: <ul style="list-style-type: none"> - Ibangelwe ziifitshala ezishiye isistim. • Iimali eziya kwizibonelelo neenkxaso-mali: <ul style="list-style-type: none"> - Inani eliphantsi lezikolo ezithe zafaka izicelo zenkxaso-mali 				
UPhuculo lweziseko zoPhuhliso	1 549 959	1 549 959	-	0.0%
Le nkqubo isebhujethini emva kokuba kusiwe iimali ngokwee-akhawunti (virements)				
Iimviwo neenkonzko eziphathiselene nezeMfundo	278 190	269 778	8 412	3.0%
Inkcitho engaphantsi ibangelwe koku:				
<ul style="list-style-type: none"> • Kwimali eziya kwizibonelelo neenkxaso-mali: <ul style="list-style-type: none"> - Inani eliphantsi lezicelo zemali ezenziwe ziinkqubo zolutsha. 				

4.2 Ngokokuhlelwa ngokwezoqoqosho

	Ulwabiwo-mali lokugqibela	Eyona Nkcitho	Uahluko	Uahluko as a % of Ulwabiwo-mali lokugqibela
	R'000	R'000	R'000	R'000
Ngokokuhlelwa ngokwezoqoqosho:				
Inkcitho yangoku				
Imbuyekezo yabasebenzi	13 245 124	13 117 244	127 880	1.0%
Impahla neenkonzko	1 887 150	1 769 966	117 184	6.2%
Iimali eziya kwizibonelelo neenkxaso-mali				
Ii-arhente nee-akhawunti zesebe	6 461	6 461	-	0.0%
Amaziko angenzi nuzo	1 542 901	1 525 938	16 963	1.1%
Ezamaxhaya	91 209	91 209	-	0.0%
Ukuhlawulelwa kwee-asethi ezinkulu (capital assets)				
Izakhiwo nezinye iindawo ezingasukiyo	1 072 694	1 072 694	-	0.0%
Oomatshini nezixhobo ezincedisisa umsebenzi (equipment)	46 517	46 517	-	0.0%
Isoftwe nezinye ii-asethi ezingaphathekiyo	1 876	1 876	-	0.0%
Ukuhlawulelwa kwee-asethi zezemali (financial assets)				
	5 437	5 437	-	0.0%

Inkcitho engaphantsi kunokuba bekubhujethiwo yenzeka ngenxa yale miba ingezantsi:

- Imbuyekezo yabasebenzi
 - Ukulondozwa okwenziwe kwiiNkonzo eziNedisayo neeNkonzo ezinxulumene nazo kubangelwe yimali ebekelwe amaZiko oPhuhliso lwamaThuba esiNinzi (Mass Opportunity Development)(MOD) enzelwe abancedisi bokufundisa (tutors) abanezidanga, mali leyo iye yabuyiselwa kwiSebe likaNondyabo wePhondo.
 - Enye imali eyongiweyo engxoweni iceliwe phantsi kwemimiselo kaNondyabo No. 14/2016 ukuba isetyenziselwe okulandelayo:
 - > Iindleko ezigqithele ngaphezu yolwabiwo-mali yonyaka phakathi kuka-2016-17
 - > Ukuphunyuzwa ngokwasezimalini kwizikolo zikaRhulumente eziQhelekileyo ingakumbi kwimiba ephathiselene neencwadi, isidlo sasezikolweni, kunye neeNkonzo zikaMasipala.
- Impahla neenkonzko
 - I-ICT e-Education kunye nokuthunyelwa kwempahla kwizikolo zikaRhulumente eziQhelekileyo khangela zikwazi ukugqitywa phambi kokuphela konyaka-mali kwaye kucelwe loo mali igqithiselwe kunyaka ozayo (rollovers).
 - Bekujongenwe nokongwa kweemali zolawulo nokuqhutywa kolawulo oko.
- Iimali eziya kwizibonelelo neenkxaso-mali
 - Iimali yenkxaso yee-intanethi iye yanikwa izikolo ngenxa yenkqubo ye-e-Education LAN yasezikolweni.
 - Iimali iye kumawonga eLITNUM ngenxa yeenxaxheba zokonga imali.
 - Inani elinganeno kunokuba kulindelekile zezicelo zenkxaso-mali zeBanga R.
 - Izicelo zenkxaso-mali ezinganeno kunoba bekulindelekile zeenkqubo ezijongene nolutsha.

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4.3 Igranti ekhutshwa phantsi kwemiqathango ethile

Igranti ekhutshwa phantsi kwemiqathango Ethile	Ulwabiwomali lokugqibela	Eyona Nkcitho	Uahluko	Uahluko njenge-% yoLwabiwomali lokuGqibela
	R'000	R'000	R'000	R'000
Igranti yeziSeko zoPhuhliso zezeMfundo	1 094 992	1 094 992	-	0.0%
Igranti eDibeneyo yeEPWP yamaPhondo	2 818	2 818	-	0.0%
Igranti yeHIV/AIDS (iMfundo ngeZakhono zoBomi)	19 631	19 631	-	0.0%
IGrant yeMathematika, iScience neTeknoloji	26 535	26 535	-	0.0%
Igranti yeProgram yokuTyiswa kweZikolo (National School Nutrition Programme Grant)t	299 435	299 400	35	0.0%
Igranti yeeTheraphisti zeMiba eThile yaseMsebenzini zeCandelo lezeMfundo (Occupational Specific Dispensation for Education Sector Therapist Grant)	15 852	15 852	-	0.0%
Igranti yamaPhondo yeziBonelelo zeEPWP yamaCandelo eNtlo (Social Sector EPWP Incentive Grant for Provinces)	4 747	4 746	1	0.0%
Akukho mahluko mkhulu oxeliweyo				

INGXELO YOBUME BOKUSETYENZISWA KWEMALI
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	Qaphela	2015/16 R'000	2014/15 R'000
Ingeniso			
Ulwabiwo-mali lonyaka	1	17 899 369	17 026 330
Ingeniso yesebe	2	22 833	6 462
Ingeniso Epheleleyo		17 922 202	17 032 792
Inkcitho			
Inkcitho yangoku			
Imbuyekezo yabasebenzi	3	13 117 244	12 427 327
Impahla neenkono	4	1 769 964	1 454 478
Inkcitho epheleleyo yangoku		14 887 208	13 881 805
Iimali eziya kwizibonelelo neenkxaso-mali			
Iimali eziya kwizibonelelo neenkxaso-mali	6	1 623 608	1 897 133
Iimali ezipheleleyo eziya kwizibonelelo neenkxaso-mali		1 623 608	1 897 133
Inkcitho yokuhlawulelwa kweeasethi ezinkulu (capital assets)			
Iiasethi eziphathekayo	7	1 119 213	1 212 365
Iiasethi ezingaphathekiyo	7	1 876	19
Inkcitho epheleleyo yokuhlawulelwa kweeasethi ezinkulu (capital assets)		1 121 089	1 212 384
Ukuhlawulelwa kweeasethi zezemali (financial assets)			
	5	5 437	9 949
INKCITHO EPHELELEYO		17 637 342	17 001 271
Iimali Eseleyo Kulo Nyaka		284 860	31 521
Ukudityaniswa kweMali eSeleyo emva kwento yonke (Net Surplus) kulo nyaka			
IiMali eziVunyiweyo		262 027	25 059
Ulwabiwo-mali lonyaka		262 027	25 059
Ingeniso yesebe neeMali eziFunyenweyo zeNgeniso yePhondo (PRF Receipts)	13	22 833	6 462
Iimali Eseleyo Kulo Nyaka		284 860	31 521

INGXELO YEMEKO YEZEMALI
ngokwangowama-31 kuMatshi ka 2016

	Qaphela	2015/16 R'000	2014/15 R'000
II-ASETHI			
IiAsethi zaNgoku		232 917	12 518
Iimali nezinye iindidi zemali (cash equivalents)	8	220 112	-
Iintlawulo zangaphambi kweenkonzo kunye nokunikwa kwemivuzo kwangoko (advances)	9	-	1
Iimali ezifunyenweyo	10	12 805	12 517
IiAsethi ezingezozaNgoku (Non-Current Assets)		73 581	72 671
Iintlawulo zotyalo-mali	11	17 879	16 745
Iimali ezifunyenweyo	10	55 702	55 926
IIMALI EZIPHELELEYO ZEEASETHI		306 498	85 189
AMATYALA			
Amatyala Angoku		254 653	33 274
Iimali ezivunyiweyo ukuba zidluliselwe kwiMali yeNgeniso yePhondo	12	249 246	25 059
Iingeniso zesebe neeMali eziFunyenweyo zeNgeniso yePhondo eziya kudluliselwa kwiMali yeNgeniso yePhondo	13	2 036	6 408
Izinto ezihlawulelwayo	14	3 371	1 807
Amatyala amadala			
Amatyala Ewonke		254 653	33 274
IIASETHI ZASEMVA KOKUHLAWULWA KWAMATYALA (NET ASSETS)		51 845	51 915
Ezikhutshwa:			
Imali egcinelwe iiprojekthi ezinkulu		17 879	16 745
Ingeniso enokuqokelelwa (recoverable revenue) Recoverable revenue		33 966	35 170
IYONKE		51 845	51 915

**INGCACISO YOTSHINTSHO KWIIASETHI ZASEMVA
 KOKUHLAWULWA KWAMATYALA
 ngokwangowama-31 kuMatshi ka-2016**

	Qaphela	2015/16	2014/15
IIASETHI ZASEMVA KOKUHLAWULWA KWAMATYALA (NET ASSETS)		R'000	R'000
Imali ekuqalelwa phezulu kwayo (opening balance)		16 745	15 752
Imali eziya kwizibonelelo (transfers):			
Utshintsho kwiiMali zokuSebenza (Movement in Operational Funds)		1 134	993
Imali eseleyo ekugqityelwe kuyo (closing balance)		17 879	16 745
Ingeniso enokuqokelelwa			
Imali ekuqalelwa phezulu kwayo (opening balance)		35 170	49 245
Imali eziya kwizibonelelo		(1 204)	(14 075)
Izixa ezingenakubuyiswa nezicinyiweyo	5.2	(5 162)	(8 837)
Imali zamatyala abuyisiweyo (eziqokwe kwiiMali ezifunyelwe lisebe)		-	(5 238)
Imali eziqokelelwe ngokubolekisa ngemali (debts raised)		3 958	-
Imali eseleyo ekugqityelwe kuyo		33 966	35 170
IYONKE		51 845	51 915

INGXELO YENGENISO NENKCITHO
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	Qaphel a	2015/16 R'000	2014/15 R'000
INGENISO NENKCITHO EYENZIWE KWIMICIMBI YOKUSEBENZA			
lireceipt		17 909 421	17 061 019
Imali efunyenwe kulwabiwo-mali lonyaka	1.1	17 886 588	17 026 330
Imali efunyenwe lisebe	2.1, 2.2, 2.4	21 816	32 473
Inzala efunyenweyo	2.3	1 017	2 216
Ukuhla kwasemva kokuhlawulwa kwamatyala kwimali yokusebenza epheleleyo (working capital)		1 501	15 439
Edluliselwe kwiMali yeNgeniso (Revenue Fund)		(52 264)	(196 981)
lintlawulo zangoku		(14 887 208)	(13 881 805)
Ukuhlawulelwa kweeasethi zezemali (financial assets)		(5 437)	(9 949)
Imali eziya kwizibonelelo neenkxaso-mali		(1 623 608)	(1 897 133)
Ingeniso nenkcitho yemali (net cash flow) efumanekayo emva kwemicimbi yokusebenza	15	1 342 405	1 090 590
INGENISO NENKCITHO EYENZIWE KWIMICIMBI YOTYALO-MALI			
Ukuhlawulelwa kweeasethi ezinkulu (capital assets)	7	(1 121 089)	(1 212 384)
(Ukunyuka) kotyalo-mali		(1 134)	(993)
Ingeniso nenkcitho yasemva kokuhlawulwa kamatyala eyenziswe kwimicimbi yotyalo-mali		(1 122 223)	(1 213 377)
INGENISO NENKCITHO EYENZIWE KWIMICIMBI YOKUKHUTSHWA KWEMALI (FINANCING ACTIVITIES)			
(Ukwehla) kweeasethi zasemva kokuhlawulwa kwamatyala (net assets)		(70)	(13 082)
Ingeniso nenkcitho yasemva kokuhlawulwa kamatyala eyenziswe kwimicimbi yokukhutshwa kweemali (financing activities)		(70)	(13 082)
Ukunyuka kwemali nezinye iindidi zemali (cash equivalents)		220 112	(135 869)
Imali nezinye iindidi zemali zasekuqaleni kweli thuba		-	135 869
Imali nezinye iindidi zemali zasekupheleni kweli thuba	16	220 112	-

IMIGAQO-NKQUBO YOKULAWULWA KWEMALI yonyaka opehle ngowama-31 kuMatshi ka-2016

Isishwankathelo semigaqo-nkqubo ebalulekileyo yokulawulwa kwemali (accounting policies)

Iingxelo zeMali zilungisiwe ngokwale migaqo-nkqubo ilandelayo, esetyenziswe ngokungatshintshiyo kuyo yonke imiba ii-material aspects, ngaphandle kokuba kuchazwe ngenye indlela. Abaphathi bagqibe ukuba ingxelo zemali zibonisa ngokufanelekileyo ulwazi olungundoqo (primary information) nolwazi oluphezulu (secondary information) lweSebe.

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 likaNondyebo (Treasury Regulations) ekhutshwe ngokwePFMA kunye noMthetho woKwahlulwa kweNgeniso yonyaka (annual Division of Revenue Act).

1. Indlela elungiswe ngayo

Iingxelo zemali zilungisiwe ngokwemiGangatho yeMali eTshintshiweyo (Modified Cash Standard).

2. Imiba ekhathazayo eqhubekayo

Iingxelo zemali zenziwa ngokwemiba ekhathazayo eqhubekayo.

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 kwiRand yaseMzantsi Afrika kusetyenziswa amazinga onaniselwano (exchange rate) asebenzayo ngaloo mhla wentlawulo / wokungena kwemali.

6. Uthelekiso lolwazi

6.1 Ithuba laphambi kothelekiso lolwazi

Iinkcukacha zethuba laphambi kolu thelekiso lolwazi zinihiwe 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 nebhujethi

Uthelekiso phakathi kwebhujethi eyamkelweyo yokugqibela nawona maxabiso email 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 lwebhujethi luthathelwe ingqalelo kwingxelo yokusetyenziswa kwemali ngomhla oluqale ngawo ukusebenza uhlengahlengiso.

Ixabiso lasemva kokuhlululwa kwamatyala (net amount) lazo naziphi iimali ezabelwe isebe ezifanele ukuhlululwa / ukuvela kwingeniso efanelekileyo yemali ngomhla wokunikwa kwengxelo kuthathelwe ingqalelo njengemali ehlululwayo / efunyanwayo kwingxelo yemeko yemali.

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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 ukhulawulwa (payable) kwingxelo yemeko yemali.

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 neenkxaso kunye nokuhlululelwa kweeasethi ezinkulu (capital assets) kuthathelwe ingqalelo kwingxelo yokusetyenziswa kwemali yomhla wentlawulo. Le nkcitho ihlelwa njenge-capital expense ukuba isixa esipheleleyo 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 okanye kwimali ezibonelelwayo nakwinkxaso-mali xa kufike ixesha lokuzihlawula.

I-accrued expenditure ihlawulwayo ibalwa ngokweendleko.

8.4 Izinto ezirentiswayo

8.4.1 Izinto ezirentiswayo ezisebenzayo

Intlawulo yeerenti ezisebenzayo eyenziwe ngethuba ekunikwa ingxelo yalo zithathelwe ingqalelo njengenkcitho 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 njengenkcitho 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).

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	<p>liasethi ezirentwayo (finance lease assets) ezifunyenwe ekupheleni kwethuba lokurenta (lease term) zibhalwe zaza zalinganiswa kumazantsi:</p> <ul style="list-style-type: none"> • eendleko, njengexabiso elifanelekileyo leasethi leyo; okanye • Ixabiso elipheleleyo leentlawulo ezenziweyo zerenti, kuquka naziphi iintlawulo ezenziweyo ukufumana ubunini ekupheleni kwethuba lokurentwa, ingabandakanywanga inzala
9.	Uncedo lwemali
9.1	<p>Uncedo lwemali olufunyenweyo</p> <p>Uncedo olufunyenwe luzinkozo lukhankanyiwe kwingxelo yemali yentsebenzo xa ifunyenwe. Uncedo olunikwa ngesihle luyabhalwa kwingxelo yemali ngomhla wokufunyanwa kwalo lulinganise ngexabiso elifanelekileyo.</p> <p>Uncedo lwemali olungasetyenziselwanga injongo yalo kwakunye nezinye imali ezivela kubaxhasi efuneka zibuyiselwe kubaxhasi zikhankanywa njengezihlawulweyo kwingxelo yemali.</p>
9.2	<p>Uncedo lwemali oluhlawuliweyo</p> <p>Uncedo lwemali oluhlawuliweyo luyakhankanywa kwingxelo mali yentsebenzo ngomhla wokuhlawulwa. Uncedo lwemali oluhlawulwe phambi kokuba kufunyanwe imali lukhankanywa njengemali engenileyo kwingxelo yemali.</p>
10.	<p>Iimali nezinye iindidi zemali (cash equivalents)</p> <p>Iimali nezinye iindidi zemali zixelwe njengeendleko kwingxelo yemeko yemali. Iiowuvadraffi zebhanki ziboniswe ngokwahlukileyo kumphezulu (face) wengxelo yemeko yemali.</p> <p>Ukulungiselela ingxelo yengeniso nenkcitho yemali, imali nezinye iindidi zemali (cash and cashe equivalents) ziquka imali esesandleni, iidiphozithi ezenziweyo, olunye utyalomali lwethutyana ekunokuba lula ukulusebenzisa njengemali kunye neeowuvadraffi zasebhankini.</p>
11.	<p>Iintlawulo zangaphambi kweenkonzo kunye nokunikwa kwemivuzo kwangoko (advances)</p> <p>Iintlawulo zangaphambi kwexesha kunye nemivuzo ekhutshwe kwangoko (advances) zithathelwe ingqalelo kwingxelo yemeko yemali xa isebe lifumana okanye likhupha imali.</p> <p>Iintlawulo zangaphambi kwexesha kunye nemivuzo ekhutshwe kwangoko (prepayments and advances) zilinganiswa ngokweendleko zasekuqaleni kunye nezilandelayo.</p> <p>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 ebeese liyini kiwe igosa elo. Nayiphi imali ehlawulwa kwangaphambi kwexesha(advances) engahlawulwanga ngomhla wama-31 kuMatshi iya kuboniswa kwiNngxelo yeMeko yeMali.</p>
12.	<p>Iimali-mboleko neemali ezifunyenweyo (receivables)</p> <p>Iimali-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).</p>
13.	<p>Iintlawulo zotyalo-mali</p> <p>Utyalo-mali luthathelwa ingqalelo kwingxelo yemeko yemali kwiindleko.</p>
14.	Iasethi zemali
14.1	<p>Iasethi zemali (ezingakhankanywanga)</p> <p>Iasethi yemali iyakhankanwa ekuqaleni ngexabiso layo nangetransaction ezixulumene nqo nokufumana okanye ukunikwa kwemali.</p> <p>Ngexesha lengxelo, iSebe lilinganisa ixabiso leasethi zalo zemali, imali ezincinci ezihlawuliweyo okanye ezicinyiweyo, ngaphandle kokukhankanywa kwemali mboleko nezifunenywe ezilinganiswa ngexabiso lazo kuquka nenzala, ukuba kuhlawulwa inzala, imali ezincinci ziyahlawuleka okanye zicinywe.</p>

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14.2 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.

15. Izinto ezihlawulelwayo

Iimali-mboleko nezinto ezihlawulelwayo zithathelwa ingqalelo kwingxelo yemeko yemali kwiindleko.

16. Iiasethi eziNkulu (Capital Assets)

16.1 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 leasethi ezinkulu 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.

16.2 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.

16.3 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.

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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.

17. **Ulungiselelo nokuLungiselelwa kwemeko engekehli**

17.1 **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 ezineenkonzelo 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.

17.2 **Amatyala abengalungiselelwanga**

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 ngokuthembekileyo.

17.3 **Iiasethi ebezingalungiselelwanga**

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.

17.4 **Izibophelelo**

Izibophelelo zibhalwe kwingcaciso 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

18. **Inkcitho engagunyaziswanga**

Inkcitho engagunyaziswanga ithathelwe ingqalelo kwingxelo yemeko yemali de kube lelo xesha apho inkcitho:

- ivunywe yiPalamente okanye iNdlu yoWiso-mthetho yePhondo ngokuxhasa ngemali zize zifunyanwe iimali ezinxulumene noko; okanye
- ivunywe yiphalamente okanye iNdlu yoWiso-mthetho yePhondo kungabikho nxaso-mali ize icinywe phantsi kolwabiwo-mali kwingxelo yokusetyenziswa kwemali; okanye
- idluliselwe kwizinto ezifunyanwayo zokubuyisa iindleko (receivables for recovery).

Inkcitho engagunyaziswanga ilinganiswe ngokwexabiso lenkcitho engagunyaniswanga eqinisekisiweyo.

19. **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.

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20. 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 izingathu 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.

21. Utshintsho kwimigaqo-nkqubo yobalo-mali (accounting policies), iingqikelelo neempazamo zobalo-mali

Utshintsho kwimigaqo-nkqubo yobalo-mali olwenziwe ngabalawuli luphinde lwasetyenziswa 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 kokuhlalulwa 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 kokuhlalulwa 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. Ukusuka kwimfuno zeMCS

Abalawuli bagqibe ukuba ingxelo zemali ziboniswa ngokufanekileyo ulwazi olungundoqo (primary information) noluphezulu (secondary information) lweSebe, kwaye iSebe luthobele imithetho yeModified Cash Standard

24. Imali egcinelwe iiprojekthi ezinkulu

Imali egcinelwe iiprojekthi ezinkulu iquka iiasethi zemali kunye/okanye namatyala avela kwithuba lengxelo elingaphambili kodwa ithathelwa ingqalelo kwingxelo yemekoyemali yokuqala kweli thuba lokunikwa kwengxelo. Izixa ezithathelwa ingqalelo kwimali egcinelwa iiprojekthi ezinkulu xa zichongiwe kweli thuba yaye zidluliselwa kwiNgxowamali yeNgeniso yePhondo xa loo asethi itshintshiweyo yaye neemali ezinxulumene nayo zifunyenwe.

25. Ingeniso enokuqokelelwa (recoverable revenue)

Izixa zithathelwa ingqalelo njengengeniso enokuqokelelwa xa intlawulo eyenziwe kunyaka-mali ongaphambili ikwazi ukuqokelelwa kumbolekisi kulo nyaka-mali. Izixa zisenokudluliselwa kwiNgxowamali yeNgeniso yePhondo apho iimali ezifunyenweyo zidluliselwa kwingxelo yokusetyenziswa kwemali xa sicinywa (written-off).

26. Iitranzekshini zamaqela achaphazelekayo

Iitranzekshini yamaqela achaphazelekayo kukudluliselwa kwezixhobo, iinkonzo okanye amatyala phakathi kweequmrhu 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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- 27. Abasebenzi bolawulo abaphambili**
Abasebenzi bolawulo abaphambili ngabo bantu banegunya noxanduva lokucwangcisa, ukuphattha (directing) nokulawula (controlling) imicimbi yesebe. Inani labantu kunye nembuyekezo yabo epheleleyo ibhalwe kwingcaciso yengxelo-mali.
- 28. Ubhaliso lwempahla ekhoyo**
Ngomhla wokuthengwa kwempahla, impahla iyarekhodwa ngexabiso layo kwincwadi zemali.
- Apho impahla ifunyanwa ngokunganiselwana, ixabiso lokubhalisa impahla iba lixabiso lempahla lomhla ukuthengwa kwayo.
- Ukubhaliswa kwempahla kuphela kulinganiswa nexabiso eliphantsi lokuyithengisa okanye ixabiso lokuyitshintsha.

**INGCACISO MALUNGA NEENGXELO-MALI YONYAKA
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1. Ulwabiwo-mali
1.1 ULwabiwo-mali loNyaka

liProgram	2015/16			2014/15	
	Ulwabiwo- mali lokugqibela	Ezona Ziphomali ziFunyenweyo	limali ezingacelwanga/ ezingafunyanwanga	Ulwabiwo- mali lokugqibela	Ulwabiwo- mali oluFunyenweyo
	R'000	R'000	R'000	R'000	R'000
Ezolawulo	1 317 372	1 304 591	12 781	666 659	706 485
IMfundo yeZikolo zikaRhulumente eziQhelekileyo	13 094 980	13 094 980	-	12 156 707	12 083 075
liNkxaso-mali zeZikolo eziZimeleyo	95 384	95 384	-	89 845	90 326
IMfundo yeZikolo zikaRhulumente zeMfundo eneeMfuno eziZodwa	1 075 020	1 075 020	-	973 642	1 045 531
UPhuhliso lweMfundo yabasaQalayo	488 464	488 464	-	511 778	515 449
UPhuculo lweziseko zophuhliso	1 549 959	1 549 959	-	1 453 432	1 397 772
linkonzo eziNcedisayo neenkonzo eziNxulumene nazo	278 190	278 190	-	759 745	769 986
IMfundo noQeqesho oluQhubekayo	-	-	-	377 913	377 913
IMfundo noQeqesho olusisiSeko lwabaDala	-	-	-	36 609	39 793
Inani lilonke	17 899 369	17 886 588	12 781	17 026 330	17 026 330

Imisebenzi yemfundo eqhubekayo noqeqesho (Further Education and Training) kunye nemfundo yabadala esisiseko (Adult Basic Education and Training) zatshintshelwa kwiSebe lemfundo ephakamileyo ukusuka ku1 Epreli ka2015.

	Qaphela	2015/16 R'000	2014/15 R'000
1.2 liGranti eziKhutshwa phantsi kwemiQathango ethile*	33		
Igranti ephelileyo efunyenweyo		1 464 010	1 794 093
IGrant zePhondo ziqukwe kwigranti ezifunyenweyo		-	-

(*Makuqatshewle ukuba iigranti ezikhutshwa phantsi kwemiqathango ethile zifakiwe kwisixa soLwabiwo-mali oluPheleleyo ngalunye kwiNgongoma 1.1)

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	Qaphela	2015/16 R'000	2014/15 R'000
2. Ingeniso yeSebe			
Ukuthengiswa kweempahla neenkonzo ngaphandle kweeasethi ezinkulu (capital assets)	2.1	12 100	11 762
Iifayini, izohlwayo neemali ekuphulukenwe nazo	2.2	1 175	1 185
Inzala, izahlulo nerenti yemihlaba	2.3	1 017	2 216
Iitransekhshini ngokweeasethi zemali namatyala	2.4	8 541	19 526
Ingeniso eqokelelweyo ephelileyo		22 833	34 689
Kumke: Ingeniso yesebe equkwe kulwabiwo-mali	13	-	28 227
Ingeniso yesebe eqokelelweyo ephelileyo		22 833	6 462

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	Qaphela	2015/16 R'000	2014/15 R'000
2.1 Ukuthengiswa kweempahla neenkonzelo ngaphandle kweeasethi ezinkulu (capital assets)	2		
Ukuthengiswa kweempahla neenkonzelo ngaphandle eziveliswe lisebe lemfundo		11 602	11 492
Intengiso ngokokusekwa kwasemakethe (market establishment)		11 602	11 492
Ukuthengiswa kwezikrebhu (scrap), inkukuma nezinye iimpahla ezisetyenzisiweyo zangoku		498	270
Inani lilonke		12 100	11 762
2.2 ifayini, izohlwayo neemali ekuphulkenwe nazo	2		
Isigwebo (Fine)		1 175	1 185
Inani Lilonke		1 175	1 185
2.3 Inzala, izahlulo nerenti yemihlaba	2		
Inzala		1 017	2 216
Inani Lilonke		1 017	2 216
2.4 litranzekshini ngokweeasethi zemali namatyala	2		
Iimali ezifunyenweyo		8 581	12 034
Ezinye iimali ezifunyenweyo, kuquka iNgeniso enokuQokelelwa (Recoverable Revenue)		(40)	7 492
Inani lilonke		8 541	19 526
3. Imbuyekezo yabasebenzi			
3.1 Imivuzo nemirholo			
Umvuzo osisiseko (Basic salary)		9 773 421	9 324 145
Imbasa yentsebenzo		23 686	26 426
Esekelwe kwiiNkonzo		20 650	22 587
Eyimbuyekezo/eenikwa ngokweemeko		163 010	149 880
Iintlawulo zamathuba athile		14 752	14 372
Ezinye izibonelelo ezingabandakanywayo kumhlalaphantsi		1 365 093	1 310 936
Inani lilonke		11 360 612	10 848 346
3.2 UkuNcediswa koLuntu			
Iimali ancedisa ngayo umqeshi			
Kumhlala-phantsi		1 163 993	1 105 631
Kwezonyango		589 642	470 379
KwiUIF		-	3
Ibhunga lothethathethwano		1 040	989
Iimanyano nemibutho emiselweyo (official)		1 957	1 979
Inani Lilonke		1 756 632	1 578 981
Imbuyekezo epheleleyo yabasebenzi		13 117 244	12 427 327
Inani eliphakathi labasebenzi		40 300	41 137

Umahluko kumanani abasebenzi wenziwe kukuhanjiswa kwemisebenzi yabasebenzi beFET neABET isiswa kwiDepartment of Higher Education and Training.

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	Qaphela	2015/16 R'000	2014/15 R'000
4. Impahla neenkonz			
Intlawulo zolungiselelo (administrative fees)		677	763
Izibhengezo		9 111	7 600
Iiasethi ezincinci	4.1	9 995	9 619
Iibhasari (zabasebenzi)		1 114	2 868
Ukutiyiswa kwabantu		20 978	13 526
Unxibelelwano		11 893	11 316
Iinkonzo zekhompyutha	4.2	17 618	19 989
Consultants: Business and advisory services		39 014	37 930
Abacebisi: iinkonzo zoshishino neengcebiso **		49 934	-
Iinkonzo zezomthetho		3 742	4 803
Iikhontrakhi		11 349	11 766
Iinkonzo zeeqhente nenkxaso / ezinikwe iinkonzo zangaphandle		314 774	317 552
Ukonwabisa (Entertainment)		44	22
Iindleko zophicotho-zincwadi - Iwangaphandle	4.3	18 653	12 985
Iinkonzo zezithuthi		31 950	28 817
Ubhaliso lwempahla yesebe (inventory)	4.4	344 990	263 038
Izixhobo ezisetyenziswa ziphele	4.5	22 424	23 368
Iirenti eziqhubekayo (operating leases)		58 916	59 743
Ukuhlawulwelwa kweepropati	4.6	445 254	308 629
Ukurentwa kweendawo nokuqeshwa kweemoto		6 966	2 278
Izithuthi ezinikwe njengenxalenye yemicimbi yesebe		262 795	230 619
Ukuthatha uhambo nezibonelelo ezinxulumene nako	4.7	31 841	29 662
Iindawo zokusebenzela nezixhobo zokusebenzela		4 234	11 980
Uqeqesho nophuhliso		16 217	26 428
Ezinye iinkcitho zokusebenza	4.8	35 481	19 177
Inani lilonke		1 769 964	1 454 478
**Iziseko zophuhliso nokucwangcisa iinkonzo zeSCOA ukuphinda zihlelwe ezaziyingxenyeni ye ziseko zophuhliso (Infrastructure Capital Expenditure).			
4.1 Iiasethi ezincinci	4		
Iiasethi eziphathekayo		9 983	9 614
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)		9 983	9 614
Iiasethi ezingaphathekiyo		12	5
Isoftware		12	5
Inani lilonke		9 995	9 619
4.2 Iinkonzo zekhompyutha	4		
Iinkonzo zeekompyutha zeSITA		11 219	11 434
Abaniki bangaphandle beenkonzo bangaphandle		6 399	8 555
Inani lilonke		17 618	19 989
4.3 Iindleko zophicotho-zincwadi - Iwangaphandle	4		
Uphicotho-zincwadi olujonga ukulandelwa kwemigaqo (regularity audits)		16 478	10 018
Uphicotho lwentsebenzo		1 272	1 986
Uphicotho lwasekompyutheni (computer audits)		903	981
Inani lilonke		18 653	12 985
Umahluko phakathi kwenkcitho ka 2014/15 no 2015/16 wenziwa le xesha le invoices.			

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	Qaphela	2015/16 R'000	2014/15 R'000
4.4 Ubhaliso lwempahla yesebe (inventory)	4		
IziXhobo zokuXhasa ukuFunda nokuFundisa		152 964	88 909
Iimathiriyeli nezixhobo (materials and supplies)		503	1 055
Ezinye izixhobo ezithengwayo	4.4.1	191 523	173 074
Inani lilonke		344 990	263 038
4.4.1 Ezinye izixhobo ezithengwayo	4		
Iiasethi ezilungiselelwe ukusasazwa (distribution)		191 523	173 074
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)		191 523	173 073
Iimathiriyeli yaselayibrari		-	1
Inani lilonke		191 523	173 074
Ukunyuka kwemali okungentla kwenziwe kukunikezwa kweLAN kwizikolo zikarhulumente.			
4.5 Izixhobo ezisetyenziswa ziphele	4		
Izixhobo ezisetyenziswa ziphele		4 214	4 231
Iyunifomu neempahla		154	115
Iimpahla yendlu		1 184	1 742
Izixhobo ezincedisana nonxibelelwano		4	17
Izinto zeIT ezisetyenziswa ziphele		396	467
Ezinye izinto ezisetyenziswa ziphele		2 476	1 890
Isiteyishinari, izixhobo zokuprinta nezaseofisini		18 210	19 137
Inani lilonke		22 424	23 368
4.6 UkuHlawulwelwa kweePropati	4		
Iinkonzo zikamasipala		53 043	50 391
Ukugcinwa kweepropati zikwimeko efanelekileyo nokulungiswa kwazo		383 477	248 817
Ezinye		8 734	9 421
Inani lilonke		445 254	308 629
4.7 Ukuthatha uhambo nezibonelelo ezinxulumene nako	4		
Oluya kwalapha kufutshane		31 760	29 564
Oluya ngaphandle		81	98
Inani lilonke		31 841	29 662
4.8 Ezinye iinkcitho zokusebenza	4		
Amaqumrhu eeTitshala (professional bodies), iimali zobulungu nezemirhumo		763	932
Iindleko zokufuduka		2 265	2 139
Ezinye		32 453	16 106
Inani lilonke		35 481	19 177
Ukunyuka kwe "Ezinye" kwenziwe ngamaxabiso aphezulu okuprinta kwicandelo loviwo.			

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	Qaphela	2015/16 R'000	2014/15 R'000
5. Ukuhlawulelwa kweeasethi zezemali (financial assets)			
Ezinye ilahleko ezibonakalayo ezicinyiweyo	5.1	275	1 112
Amatyala acinyiweyo	5.2	5 162	8 837
Inani lilonke		5 437	9 949
5.1 Ezinye ilahleko ezibonakalayo ezicinyiweyo	5		
Uhlobo lweelahleko			
Iingozi zeGG		72	293
Inkcitho engenanzuzo nekungakudakrazza		203	819
Inani lilonke		275	1 112
5.2 Amatyala acinyiweyo	5		
Uhlobo lwamatyala acinyiweyo			
Amanye amatyala acinyiweyo			
Irhafu yabasebenzi		391	214
Ukuhlawulwa ngokugqithisileyo kwemivuzo		3 176	4 380
Ilibhasari		650	2 123
Ezinye		234	349
Inzala yamatyala		711	1 771
Inani lilonke		5 162	8 837
Amatyala acinyiweyo ewonke		5 162	8 837
6. Iimali eziya kwizibonelelo neenkxaso-mali			
Iiarhente neekhawunti zesebe	Isihlomelo 1A	6 461	6 107
Amaziko angenzi nzuzo	Isihlomelo 1B	1 525 938	1 791 958
Ezamaziko ezinokuxhaswa	Isihlomelo 1C	91 209	99 068
Inani lilonke		1 623 608	1 897 133
7. Inkcitho yokuhlawulelwa kweeasethi ezinkulu (capital assets)			
Iiasethi eziphathekayo		1 119 213	1 212 365
Izakhiwo ezingasukiyo	29.1	1 072 694	1 164 790
Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	27.1	46 519	47 575
Iiasethi ezingaphathekiyo	28.1	1 876	19
Isoftwe		1 876	19
Inani lilonke		1 121 089	1 212 384
7.1 Ukucacululwa kweemali ukwenzela ukufumana iiasethi ezinkulu – 2015/16			
	IiMali eziVunyiweyo	Ukuncediswa ngeNkxaso (Aid assistance)	Inani lilonke
Iiasethi eziphathekayo	1 119 213	-	1 119 213
Izakhiwo ezingasukiyo	1 072 694	-	1 072 694
Oomatshini nezixhobo ezincedisa umsebenzi	46 519	-	46 519
Iiasethi ezingaphathekiyo	1 876	-	1 876
Isoftwe	1 876	-	1 876
Inani lilonke	1 121 089	-	1 121 089

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	Qaphela	2015/16 R'000	2014/15 R'000
7.2 Ukucazululwa kweemali ukwenzela ukufumana iiasethi ezinkulu – 2014/15			
	IiMali eziVunyiweyo	Ukuncediswa ngeNkxaso (Aid assistance)	Inani lilonke
Iiasethi eziphathekayo	1 212 365	-	1 212 365
Izakhiwo ezingasukiyo	1 164 790	-	1 164 790
Oomatshini nezixhobo ezincediswa umsebenzi (equipment)	47 575	-	47 575
Iiasethi ezingaphathekiyo	19	-	19
Isoftwe	19	-	19
Inani lilonke	1 212 384	-	1 212 384
7.3 Inkcitho yokubolekisa ngemali (finance lease) iqukwe kwiNkcitho yeeasethi ezinkulu			
Iiasethi eziphathekayo			
Oomatshini nezixhobo ezincediswa umsebenzi (equipment)		26 339	22 445
Inani lilonke		26 339	22 445
8. Iimali nezinye iindidi zemali (cash equivalents)			
IAkhawunti Jikelele yePaymaster edityanisiweyo (Consolidated Paymaster General Account)		220 112	-
Inani lilonke		220 112	-
Iimali ekhoyo kwiPMG Account yimali evunyiweyo kwibhajethi.			
9. Iintlawulo zangaphambi kweenkonzo kunye nokunikwa kwemivuzo kwangoko			
Ukuthatha uhambo nezibonelelo ezinxulumene nako		-	1
Inani lilonke		-	1
10. Iimali ezifunyenweyo			
	Qaphela	2015/16 Ezangoku R'000	2014/15 Ezangoku R'000
		Ezingezo-zangoku R'000	Inani lilonke R'000
Amabango anokubuyiswa	10.1	304	1 002
Inkcitho enokubuyiswa	10.2	2 656	563
			3 219
Amatyala abasebenzi	10.3	4 423	16 564
Abanye abanini bamatyala	10.4	5 422	37 573
Inani lilonke		12 805	68 507
			12 517
			55 926
			68 443
10.1 Amabango anokubuyiswa			10
Amasebe kazwelonke			-
Amasebe ephondo			89
Amashishini abucala			332
Amakhaya namaziko angenzi nzuzo			885
Inani lilonke			1 306
			1 321

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	Qaphela	2015/16 R'000	2014/15 R'000
10.2 Inkcitho enokubuyiswa (iakhawunti ezingezozazibonelelo)	10		
liakhawunti ezingezozazibonelelo (disallowance accounts)		966	864
Imivuzo: ULawulo loJikiso-mali (Reversal Control)		1 268	532
Imivuzo: ITyala leRhafu		985	1 284
Imivuzo: Umyalelo wenkundla		-	19
Inani lilonke		3 219	2 699
10.3 Amatyala abasebenzi	10		
I-akhawunti yamatyala		20 987	22 999
Inani lilonke		20 987	22 999
10.4 Abanye abanini bamatyala	10		
Ukungalandelwa kweekhontrakthi		2 868	4 068
Abasebenzi abasele bemka		36 493	33 848
Izibambiso zikarhulumente (state guarantee)		31	283
Izenzo zolwaphulo-mthetho		37	311
Amanye amatyala		3 566	2 879
liakhawunti zokucoca (clearing accounts)		-	35
Inani lilonke		42 995	41 424
10.5 Umonakalo kwizinto ezifunyanwayo			
Uqikelelo lomonakalo kwizinto ezifunyanwayo		61 490	61 931
Inani lilonke		61 490	61 931
11. lintlawulo zotyalo-mali			
Ezingezozangoku (non-current)			
Izabelo nezinye izibonelelo (shares and other equity)			
IMali yeZakhiwo zeZikolo		17 879	16 745
Inani lilonke		17 879	16 745
Ezingezozangoku xa zizonke		17 879	16 745
Ucazululo lotyalo-mali olungelolwangoku			
Imali ekuqalelwa phezu kwayo (opening balance)		16 745	15 752
Udityaniso lwemali (Additions in cash)		1 134	993
Inani lilonke		17 879	16 745
12. limali ezivunyiweyo ukuba ziDluliselwe kwiMali yeNgeniso yePhondo			
Imali ekuqalelwa phezu kwayo (opening balance)		25 059	166 589
Njengoko zixelwe ngokutsha		25 059	166 589
Ukudluliselwa okusuka kwingxelo yokusetyenziswa kwemali (njengoko ixelwe ngokutsha)		262 027	25 059
Imali ezivunyiweyo/ ezingafunyanwananga	1.1	(12 781)	-
Ehlawulwe apha enyakeni		(25 059)	(166 589)
Imali eseleyo ekugqityelwe kuyo (closing balance)		249 246	25 059

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	Qaphela	2015/16 R'000	2014/15 R'000
13. Iingeniso zesebe neeMali eziFunyenweyo zeNgeniso yePhondo eziya kudluliselwa kwiMali yeNgeniso yePhondo			
Imali ekuqalelwa phezu kwayo (opening balance)		6 408	2 111
Njengoko zixelwe ngokutsha (as restated)		6 408	2 111
Ukudluliselwa okusuka kwiNgxelo yokuSetyenziswa kweMali (njengoko ixelwe ngokutsha)		22 833	6 462
Ingeniso yesebe equkwe kulwabiwo-mali		-	28 227
Ehlawulwe apha enyakeni		(27 205)	(30 392)
Imali eseleyo ekugqityelwe kuyo (closing balance)		2 036	6 408
14. Izinto ezihlawulelwayo - zangoku			
Iiakhawunti zokucoca (clearing accounts)	14.1	3 170	1 095
Ezinye izinto ezihlawulelwayo	14.2	201	712
Inani lilonke		3 371	1 807
14.1 Iiakhawunti zokucoca (clearing accounts)	14		
Sal: Ukubuyiselwa kweACB		1 794	1 033
Sal: Irhafu yengeniso (income tax)		488	5
Sal: Imali yomhlala-phantsi		55	9
Sal: I-Medical Aid		23	21
Ezinye iiakhawunti ezitsalwayo (deduction accounts)		89	14
Sal: Ityala lerhafu		133	-
Ukutsalelwa ngeSal ukungabi nasibonelelo (Sal deduction disallowance)		-	13
Adv: Public entities		588	-
Inani lilonke		3 170	1 095
14.2 Ezinye izinto ezihlawulelwayo	14		
Iikhredithi zeeakhawunti zamatyala		201	712
Inani lilonke		201	712
15. Ingeniso nenkcitho yemali (net cash flow) efumanekayo emva kwemicimbi yokusebenza			
INet surplus ekwingxelo mali yentsebenzo		284 860	31 521
Ukuphindwa kokudityaniswa kokutshintshwa kwezinto ezingeyomali/kwemali engathathwa njengemicimbi yokusebenza		1 057 545	1 059 069
Ukunyuswa kwezinto ezifunyanwayo - zangoku		(64)	15 665
Ukuhliswa kweentlawulo zangaphambi kweenkonzo kunye nokunikwa kwemivuzo kwangoko (advances)		1	(1)
Ukunyuswa kwezinto ezifunyanwayo - zangoku		1 564	(225)
Inkcitho yokuhlawulelwa kweeasethi ezinkulu (capital assets)		1 121 089	1 212 384
Edluliselwe kwiMali yeNgeniso (Revenue Fund)		(52 264)	(196 981)
Imali ezivunyiweyo/ ezingafunyanwayo		(12 781)	-
Ingeniso yesebe equkwe kulwabiwo-mali		-	28 227
Ingeniso nenkcitho yemali (net cash flow) efumanekayo emva kwemicimbi yokusebenza		1 342 405	1 090 590
16. Ukudityaniswa kwemali nezinye iimali (cash equivalents) ukwenzela ukungena nenkcitho yemali			
IAkhawunti Jikelele yePaymaster edityanisiweyo (Consolidated Paymaster General Account)		220 112	-
Inani lilonke		220 112	-

Imali ekhoyo kwiPMG Account yimali evunyiweyo

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		Qaphela	2015/16 R'000	2014/15 R'000
17.	Amatyala abengalindelwanga (contingent liabilities) neeasethi ezingalungiselelwanga (contingent assets)			
17.1	Amatyala abengalindelwanga			
	Amalunga (liable)	Uhlobo		
	Nezibambiso zeemali-mboleko zokuthenga izindlu	Abasebenzi	Isihlomo 2A 312	361
	Amabango afakwa kwisebe lemfundo		Isihlomo 2B 103 195	96 105
	Izinto ezihlawulelwayo eziphakathi kwamacandelo karhulumente (intergovernmental payables) (iibhalansi ezingaqinisekiswa)		Isihlomo 4 1 726	837
	Ezinye		Isihlomo 2B 92 151	67 999
	Inani lilonke		197 384	165 302

Ukuthembeka kwamabango atyhola iSebe apha ngentla, akwi-ofisi yeState Attorney, awanakungqinwa ngokuqinisekileyo..

17.2 Iiasethi ebezingalungiselelwanga (contingent assets)

Ngaphezu kwale ngcaciso ilapha ngezantsi, njengoko kubonisiwe kumaXwebhu eNgxelo-mali ka-2013/14 no2014/15, kunganiwka le ngxelo yenkqubela ilandelayo:

1. Imiba epakisheneyo engamatyala engama-508 yahlolwa yabuya kwiHealth Risk Manager ngexesha lokubhala ingxelo.
2. Ekupheleni kwexesha le ngxelo, ama-76 amatyala apakisheneyo ebengeka xoxwa.

Ukuqhutywa komgaqo-nkqubo neendlela ezilandelwayo kuMhlala-phantsi weMpilo wokungakwazi ukuSebenza ngenxa yempilo eNkenekene kunye nokugula (Incapacity Leave & Ill-health Retirement (PILIR) kuye kwarhoxiselwa inxeny 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 yokuqesha. Ngoko ke, kwisiqingatha sokuqala sonyaka-mali bekungekho ukuba kungathathwa izigqibo malunga nokufaneleka kwezicelo ezifunyenwe kubasebenzi malunga nomhlala-phantsi nokungakwazi ukusebenza ngenxa yempilo enkenekene kunye/okanye nokugula. Nangona ipaneli ide yasekwa ngowoku-1 kuNovemba ka-2013, kusenokwenzeka ukuba izixa ezahlululwa abasebenzi abathathe umhlala-phantsi ngenxa yempilo enkenekene kunye/okanye ukugula, zisenokubuyiswa ukuba izicelo ebezenziwe kwisiqingatha sokuqala sonyaka-mali azivunywanga ngabaniki beenkonzo..

		Qaphela	2015/16 R'000	2014/15 R'000
18.	Iimali ezibekelwe okuthile			
	Inkcitho yangoku		1 803 746	787 721
	Ivunyiwe kwakhutshwa ikhontrakthi		1 803 746	787 721
	INkcitho eNkulu (Capital Expenditure)		695 486	875 507
	Ivunyiwe kwakhutshwa ikhontrakthi		680 565	875 507
	Ivunyiwe akukakutshwa ikhontrakthi		14 921	-
	Iimali ePheleleyo eBekelwe oku		2 499 232	1 663 228

Izibophelelo zangoku zenziwe ngekhontrakthi zokuthutha abafundi kunye nokufakelwa kweLAN kwiZikolo zikarhulumente ezazigqityelwe iminyaka imihlanu imali ezinkulu zezekhontrakthi zokwakha izikolo zinde kunonyaka. Amanani athelekiswayo ka2014/15 malunga ne "ikhontrakthi ezivunyiweyo" kunye "imali enkulu evunyiweyo yafakwa kwikhontrakthi" iyeyajongwa kwakhona yehliswa ngefizi ezihlawulelwa iprofessionals kwiprojekthi zesiseko zokwakhiwa.

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19. Ingeniso engekabhaliswa (accruals) neentlawulo ezingathathelwanga ngqalelo (not recognised)

19.1 Ezidweliswe ngokodidi lwezoqoqosho (Economic classification)

	lintsuku ezingam a-30	lintsuku ezingam a-30+	Inani lilonke	Inani lilonke
Impahla neenkonzco	19 501	3 240	22 741	20 524
Iimali eziya kwizibonelelo neenkxaso-mali	-	1	1	7 000
Iiasethi ezinkulu (Capital assets)	14 689	219	14 908	13 811
Ezinye	137	-	137	928
Inani lilonke	34 327	3 460	37 787	42 263

Ezidweliswe ngokwenqanaba leprogram

IProgram 1			10 580	7 364
IProgram 2			5 464	9 906
IProgram 4			-	23
IProgram 5			2	250
IProgram 6			19 732	23 086
IProgram 7			2 009	1 634
Inani lilonke			37 787	42 263

19.2 Ezihlawulekileyo azaziwa

Iadweliswe yiEconomic classification	lintsuku ezingam a-30	lintsuku ezingam a-30+	Inani lilonke	Inani lilonke
Impahla neenkonzco	28 999	6 039	35 038	20 606
Iimali eziya kwizibonelelo neenkxaso-mali	465	214	679	9 540
Iiasethi ezinkulu (Capital assets)	15 664	2 484	18 148	19 018
Ezinye	12	-	12	83
Inani lilonke	45 140	8 737	53 877	49 247

	Qaphela	2015/16 R'000	2014/15 R'000
Ezidweliswe ngokwenqanaba leprogram			
IProgram 1		1 191	2 775
IProgram 2		2 280	17 953
IProgram 4		-	247
IProgram 5		22	85
IProgram 6		50 243	26 184
IProgram 7		141	2 003
Inani lilonke		53 877	49 247

Uthelekiso olwenziwayo yi-i.r.o. U-2014/15 uphinde waxelwa njenge Ngeniso engekabhaliswa (Accruals) ye R81 000 ebhalwe kwiprior period error.

Okuqukwe kweli nani lipheleleyo lengentla koku:

Iimali eziseleyo (balances) eziqinisekisiweyo zikumasebe	Isihlomelo 4	12	2 531
Inani lilonke		12	2 531

Iimali engangeR2,531 malunga nemali ekhoy evunyiweyo neSebe ngo2014/15 njengokuba kubhaliwe ngentla, ngoku iqukwe kwezihlawulwayo ngo2014/15 oku kuqukwe kwiprior period error note

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	Qaphela	2015/16 R'000	2014/15 R'000
20. Izibonelelo zabasebenzi			
Isibonelelo zokufaneleka kwikhefu		51 011	56 087
Ibhonasi yenkonzo (Itshekhi yeshumi elinesithathu)		383 774	370 465
Imbasa yentsebenzo		16 288	15 027
Imali ebekelwe ikhefu elihlawulelwayo		939 734	970 653
Ezinye		115 438	58 662
Inani lilonke		1 506 245	1 470 894

Okwangoku iSebe alikwazi ukulilanganisa ngokuthembakeleyo ubude bexesha le long service awards. Inani malunga nokuthatha ikhefu liqukwe prior period error note.

21. Imali ezibekelwe irenti (lease commitments)

21.1 Inkcitho yerenti eqhubekayo (operating leases)

	Iiasethi ezikhethekileyo zasemkhosi ni (specialize d military assets)	Umhlaba	Izakhiwo nezinye iindawo ezingasukiy o	Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	Inani lilonke
2015/16	R'000	R'000	R'000	R'000	R'000
Ungedlulanga unyaka om-1	-	-	56 247	7 136	63 383
Emva konyaka om-1 kodwa ingedlulanga iminyaka emi-5	-	-	103 213	9 063	112 276
Emva kweminyaka emihlanu	-	-	38 243	900	39 143
Imali epheleleyo ebekelwe irenti	-	-	197 703	17 099	214 802

	Iiasethi ezikhethekileyo zasemkhosi ni (specialize d military assets)	Umhlaba	Izakhiwo nezinye iindawo ezingasukiy o	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

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 esinxulunyane nezinga lokunyuka kwamaxabiso (inflation rate), kulungiselelwe kolu balo. Xa kuhlaziywa ilease eziphelileyo isibophelelo seminyaka emithathu.

21.2 Inkcitho yerenti eyimali (finance leases)

	Iiasethi ezikhethekileyo zasemkhosi ni (specialize d military assets)	Umhlaba	Izakhiwo nezinye iindawo ezingasukiy o	Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	Inani lilonke
2015/16	R'000	R'000	R'000	R'000	R'000
Ungedlulanga unyaka om-1	-	-	-	25 777	25 777
Emva konyaka om-1 kodwa ingedlulanga iminyaka emi-5	-	-	-	73 027	73 027
Emva kweminyaka emihlanu	-	-	-	2 728	2 728
Imali epheleleyo ebekelwe irenti	-	-	-	101 532	101 532

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Inkcitho yerenti eyimali (finance leases)	liasethi ezikhethekileyo zasemkhosi ni (specialized military assets)	Umhlaba	Izakhiwo nezinye iindawo ezingasukiyi o	Oomatshini nezixhobo ezincedisisa umsebenzi (equipment)	Inani lilonke
	R'000	R'000	R'000	R'000	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

ISebe leMfundo lirente iimoto ezingama-521 kwa-GMT ngo-2015/16. Amaxabiso emini nganye ahlawulwa qho ngenyanga, ebandakanya iindleko zokusetyenziswa neendleko ezingundoqo ezinxulumene nokutshintshwa kwezithuthi, kunye neendleko zemali ezingaboniswa ngokugqamileyo (implicit financial costs) kolu hlobo lolungiselelo.

	Qaphela	2015/16 R'000	2014/15 R'000
22. Ingeniso enyusiweyo yesebe (accrued departmental revenue)			
Irhafu ngeniso		-	-
Ukuthengiswa kwempahla nenkonzo ngaphandle kwe asethi ezinkulu		-	-
Amatyala		-	-
Inzala, irenti yomhlaba		-	-
Ukuthengiswa kwe-asethi ezinkulu		-	-
Iitransekhshini kwimali namatyala		-	-
Izibonelelo ezifumenenye		-	-
Ezinye		-	-
Inani lilonke	22.1	-	-
22.1 Ucazululo lwengeniso enyusiweyo (accrued) yesebe			
Imali ekuqalelwa phezu kwayo (opening balance)		-	9
Kumke: Imali efunyenweyo		-	9
Imali eseleyo ekugqityelwe kuyo (closing balance)		-	-
23. Inkcitho engahambi ngokomgaqo			
23.1 Ukudityaniswa kwenkcitho engahambi ngokomgaqo			
Imali ekuqalelwa phezu kwayo (opening balance)		-	2 736
Njengoko zixelwe ngokutsha		-	2 736
Kongezwe: Inkcitho engahambi ngokomgaqo - enxulumene nonyaka odlulileyo		18	156
Kongezwe: Inkcitho engahambi ngokomgaqo - enxulumene nalo nyaka		-	105
Kumke: Izixa ezidluliselwe (condoned) zisuka kunyaka odlulileyo		(18)	(2 892)
Kumke: Izixa ezidluliselwe (condoned) zisuka kunyaka odlulileyo		-	(105)
Inkcitho engahambi ngokwemigaqo elinde ukudluliselwa (condonation)		-	-
23.2 Iinkcukacha zenkcitho engahambi ngokomgaqo edluliselweyo			2015/16 R'000
Isehlo	Idluliselwe (ngabasemagunyeni okudlulisela) (condoning authority)		
likowtheyishini ezingaphelanga	IGosa loCwangciso-mali		18
			18

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	Qaphela	2015/16 R'000	2014/15 R'000
23.3 linkcukacha zenkcitho engahambi ngokomgaqo esaphandwayo			2015/16 R'000
Isehlo			
Izityholo zezenzo zenkohliso (amatyala angama-1)			11
Inkampani erhoxisiweyo (amatyala angama-58)			4 729
Ulawulo lweekhontrakthi (amatyala angama-92)			4 203
likowutheyishini ezingaphelelanga (amatyala angama-61)			5 411
Ezinye(amatyala angama-32)			517
			14 871
24. Inkcitho engenanzuzo nekukudyakraza			
24.1 Ukudityaniswa kwenkcitho engenanzuzo nekukudyakraza			
Imali ekuqalelwa phezu kwayo (opening balance)		269	45
Njengoko zixelwe ngokutsha		269	45
Inkcitho engenanzuzo nekukudyakraza - enxulumene nonyaka odlulileyo		3	487
Inkcitho engenanzuzo nekukudyakraza - enxulumene nalo nyaka		8	526
Kumke: Izixa ezisonjululweyo		(20)	(789)
Imali eseleyo ekugqityelwe kuyo (closing balance)		260	269
24.2 Ucazululo olulinde ukusonjululwa ngokodidi loqoqosho			
Olwangoku		219	228
Olungundoqo (Capital)		41	41
Inani lilonke		260	269
24.3 Ucazululo lweNkcitho engenaNzuzo nekukudyakraza kuloNyaka			2015/16 R'000
Isehlo			
Inzuzo ehlawulwe kwiNgxowa-mali yoMhlala-phantsi yabaSebenzi bakaRhulumente			8
Inani lilonke			8
24.4 linkcukacha zenkcitho engahambi ngokomgaqo esaphandwayo			2015/16 R'000
Isehlo			
Indleko zokutya ezingekho kwicircular (amatyala 132)			2 983
Ikhontrakthi ezihlawulwe ngaphezulu (amatyala-11)			15
Ukubalwa okungalunganga kwezithuthi zabafundi (amatyala 106)			3 110
Inzala ehlawulwe kwiakawunti ezidlulelwe lixesha(amatyala 36)			149
liSupplier ezingabhaliswanga (amatyala 18)			79
Ezinye(78 cases)			306
Inani lilonke			6 642

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25 Iitranezeshini zamaqela achaphazelekayo (related party transactions)

Ubudlelwane bamaqela

1. Iitranezeshini ezinxulumene nezikolo eziqhelekileyo zikarhulumente zixelwe phantsi kwisiHlomelo 1B.
2. 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 ngokwetranzeshini enikwayo iyekwe isebe lizilawulele (arms length transaction) ngexabiso elivunye liSebe likaNondyebo wePhondo (Provincial Treasury).
3. 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)
4. ISebe leMfundo lifumene iinkonzo zeengcebiso zezokhuselo kunye nezokhuselo (security operation) ezivela kwiSebe loKhuselo loLuntu leNtshona Koloni.

	Qaphela	2015/16 R'000	2014/15 R'000
26. Iabasebenzi bolawulo abaphambili			
	Inani labantu	2015/16 R'000	2014/15 R'000
Amalungu ezigqeba zezopolitiko	1	2 044	1 777
Inqanaba 15 ukuya ku-16	6	7 489	7 556
Inqanaba 14	9	8 383	10 706
Amalungu eentsapho zabasebenzi abaphambili	10	3 518	4 537
Inai lilonke		21 434	24 576

27. IiAsethi eziNkulu eziSusekayo (Movable Tangible Capital Assets)

UKUHANJISWA KWEEASETHI EZINKULU NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA- 2016

	Imali ekuqalelwa phezulu kwayo (opening balance)	Ixabiso olulungisiweyo (Value adjustments)	Izongezelelo	Izinto ezitshintshiweyo (Disposals)	Imali eseleyo ekugqityelwe kuyo (closing Balance)
	R'000	R'000	R'000	R'000	R'000
OoMatshini neziXhobo ezincedisayo umsebenzi (equipment)	159 099	-	32 083	(18 749)	172 433
Iiasethi zezothutho	75 154	-	12 058	(8 776)	78 436
Izixhobo zokuncedisa ekusebenziseni ikhompyutha (computer equipment)	48 956	-	11 940	(7 667)	53 229
Ifenitsha enzinye izixhobo ezincedisayo umsebenzi waseofisini (office equipment)	29 310	-	6 202	(2 255)	33 257
Abanye oomatshini neziXhobo ezincedisayo umsebenzi	5 679	-	1 883	(51)	7 511
Inani elipheleleyo leeasethi ezinkulu ezisusekayo	159 099	-	32 083	(18 749)	172 433

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27.1 Izongezelelo

IZONGEZO EKUHANJISWENI KWEEASETHI EZINKULU NGOKWEREJISTA YOKUBHALISA IASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2016

	Ezemali ezinkozo (cash)	Ezingezo-zemali (noncash)	((lindleko zangoku zomsebenzi omkhulu oqhubekayo kunye neenlawulo zeerenti zemali (finance lease payments))	Ezifunyenwe ngoku, ezingahlawulelwa nga (Ezihlawulelweyo zalo nyaka, ezifunyenwe ngonyaka odluleyo)	Inani lilonke
	R'000	R'000	R'000	R'000	R'000
OoMatshini neziXhobo ezincedisa umsebenzi (equipment)	46 519	11 903	(26 339)	-	32 083
Iiasethi zezothutho	26 494	11 903	(26 339)	-	12 058
Izixhobo zokuncedisa ekusebenziseni ikhompuyutha (computer equipment)	11 940	-	-	-	11 940
Ifenitsha enzinye izixhobo ezincedisa umsebenzi waseofisini	6 202	-	-	-	6 202
Abanye oomatshini nezixhobo ezincedisa umsebenzi	1 883	-	-	-	1 883
Inani elipheleleyo lezongezo zeeasethi ezinkulu ezisusekayo (movable tangible capital assets)	46 519	11 903	(26 339)	-	32 083

27.2 Izinto ezitshintshiweyo (Disposals)

UKUTSHINTSHWA KWEEASETHI EZINKULU NGOKWEREJISTA YOKUBHALISA IASETHI YONYAKA OPHELE NGOWAMA- 31 KUMATSHI KA-2016

	Ngokuthengi selwa ukufumana imali	Ezitshintshiweyo ezingezozemali ezinkozo	Inani elipheleleyo lezinto ezitshintshiweyo	Eyona mali efunyenweyo (Cash received Actual)
	R'000	R'000	R'000	R'000
OoMatshini neziXhobo ezincedisa umsebenzi	-	18 749	(18 749)	-
Iiasethi zezothutho	-	(8 776)	(8 776)	-
Izixhobo zokuncedisa ekusebenziseni ikhompuyutha (computer equipment)	-	(7 667)	(7 667)	-
Ifenitsha enzinye izixhobo ezincedisa umsebenzi waseofisini (office equipment)	-	(2 255)	(2 255)	-
Abanye oomatshini nezixhobo ezincedisa umsebenzi	-	(51)	(51)	-
Inani elipheleleyo leeasethi ezinkulu ezisusekayo (movable tangible capital assets) ezitshintshiweyo	-	(18 749)	(18 749)	-

27.3 Ukuhanjiswa (movement) kwango-2014/15

UKUHANJISWA KWEEASETHI EZINKULU NGOKWEREJISTA YOKUBHALISA IASETHI YONYAKA OPHELE NGOWAMA- 31 KUMATSHI KA-2016

	Imali ekuqalelwa phezu kwayo (opening balance)	Impazamo yethuba langapham bili (prior period error)	Izongezelelo	Izinto ezitshintshiweyo (Disposals)	mali eseleyo ekugqityel we kuyo (closing balance)
	R'000	R'000	R'000	R'000	R'000
Oomatshini nezixhobo ezincedisa umsebenzi	137 265	(18)	39 781	(17 929)	159 099
Iiasethi zezothutho	69 985	(18)	14 671	(9 484)	75 154
Izixhobo zokuncedisa ekusebenziseni ikhompuyutha (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	137 265	(18)	39 781	(17 929)	159 099

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27.3.1 Impazamo yethuba langaphambili (prior period error)

2014/15
 R'000

Uhlobo lwempazamo yethuba langaphambili (prior period error)

Ngokunxulumene no-2013/14 okuchaphazela imali ekuqalwe

phezukwayo (opening balance)

(18)

Ukulungiswa kwexabiso lweGG

(18)

Inani lilonke

(18)

27.4 liasethi ezincinci

UKUHANJISWA KWEASETHI EZINCINCI NGOKWEREJISTA YOKUBHALISA IASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2016

	liasethi ezikhethekileyo zasemkhosini (specialized military assets)	liasethi ezingaphathekiyo	liasethi Zamafa/inkcubeko (heritage assets)	Oomatshini nezixhobo ezincedisayo umsebenzi (equipment)	liasethi zendalo (biological assets)	Inani lilonke
	R'000	R'000	R'000	R'000	R'000	R'000
Imali ekuqalelwa phezu kwayo (opening balance)	-	1 378	-	59 817	-	61 195
Izongezelelo	-	12	-	11 644	-	11 656
Izinto ezitshintshiweyo (Disposals)	-	-	-	(5 099)	-	(5 099)
liasethi ezincinci ezipheleleyo	-	1 390	-	66 362	-	67 752

	liasethi ezikhethekileyo zasemkhosini (specialized military assets)	liasethi ezingaphathekiyo	liasethi Zamafa/inkcubeko (heritage assets)	Oomatshini nezixhobo ezincedisayo umsebenzi (equipment)	liasethi zendalo (biological assets)	Inani lilonke
	R'000	R'000	R'000	R'000	R'000	R'000
Inani leasethi ezincinci ze-R1	-	-	-	47 680	-	47 680
Inani leasethi ezincinci ezibekwa ixabiso (at cost)	-	325	-	191 760	-	192 085
Inani elipheleleyo leasethi ezincinci	-	325	-	239 440	-	239 765

liasethi ezincinci

UKUHANJISWA KWEASETHI EZINCINCI NGOKWEREJISTA YOKUBHALISA IASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2015

	liasethi ezikhethekileyo zasemkhosini	liasethi ezingaphathekiyo	liasethi Zamafa/inkcubeko (heritage assets)	Oomatshini nezixhobo ezincedisayo umsebenzi Izixhobo ezincedisayo ukusebenza	zendalo (biological assets)	Inani lilonke
	R'000	R'000	R'000	R'000	R'000	R'000
Imali ekuqalelwa phezu kwayo (opening balance)	-	1 372	-	53 811	-	55 183
Impazamo yethuba langaphambili (prior period error)	-	-	-	(101)	-	(101)
Izongezelelo	-	6	-	11 669	-	11 675
Izinto ezitshintshiweyo (Disposals)	-	-	-	(5 562)	-	(5 562)
liasethi ezincinci ezipheleleyo	-	1 378	-	59 817	-	61 195

	liasethi ezikhethekileyo zasemkhosini	liasethi ezingaphathekiyo	liasethi Zamafa/inkcubeko (heritage assets)	Oomatshini nezixhobo ezincedisayo umsebenzi Izixhobo ezincedisayo ukusebenza	zendalo (biological assets)	Inani lilonke
	R'000	R'000	R'000	R'000	R'000	R'000
Inani leasethi ezincinci ze-R1	-	317	-	97 135	-	97 452
Inani leasethi ezincinci ezibekwa ixabiso (at cost)	-	-	-	148 637	-	148 637
Inani elipheleleyo leasethi ezincinci	-	317	-	245 772	-	246 089

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27.4.1 Impazamo yethuba langaphambili (prior period error)

	2014/15 R'000
Uhlobo lwempazamo yethuba langaphambili (prior period error)	(101)
Ngokunxulumene 2013/14 nangaphambili – Ukuhlolwa ngokutsha kwemathiriyeli yaselayibrari	(101)
Inani lilonke	(101)

27.5 Iiasethi ezisukayo ezicinyiweyo kubhaliso (written off)

IIASETHI EZISUKAYO EZICINYIWEYO KUBHALISO UKWENZELA UNYAKA OPHELE NGOWAMA-31 KUMATSHI 2016

	Iiasethi ezikhethe- kileyo zasemkhosini	Iiasethi ezinga- phahekiyo	Iiasethi Zamafa/ inkcubeko (heritage iasethi)	Oomatshini nezixhobo ezincedisa umsebenzi Izixhobo ezincedisa ukusebenza	Iiasethi zendalo (biological assets)	Inani lilonke
	R'000	R'000	R'000	R'000	R'000	R'000
Iiasethi ezisukayo ezicinyiweyo (written off)	-	-	-	7 683	-	7 683
Inani elipheleleyo leiasethi ezisukayo ezicinyiweyo (written off)	-	-	-	7 683	-	7 683

IIASETHI EZISUKAYO EZICINYIWEYO KUBHALISO UKWENZELA UNYAKA OPHELE NGOWAMA- 31 KUMATSHI 2015

	Iiasethi ezikhethe- kileyo zasemkhosini (specialized military assets)	Iiasethi ezingaphat hekiyo	Iiasethi zamafa (heritage assets)	Oomatshini nezixhobo ezincedisa umsebenzi (equipment)	Iiasethi zendalo (biological)	Inani lilonke
	R'000	R'000	R'000	R'000	R'000	R'000
Iiasethi ezicinyiweyo	-	-	-	7 536	-	7 536
Inani elipheleleyo leiasethi ezicinyiweyo (written off)	-	-	-	7 536	-	7 536

28. IiAsethi eziNkulu eziNgaphathekiyo (Intangible Capital Assets)

IIASETHI EZISUKAYO EZICINYIWEYO KUBHALISO UKWENZELA UNYAKA OPHELE 2016

	Imali ekuqalelwa phezu kwayo (opening balance)	Ukunyanyiswa kwexabiso (Value adjustment)	Izongezelelo	Izinto ezitshintshiweyo (Disposals)	mali eseleyo ekugqityel we kuyo (closing balance)
	R'000	R'000	R'000	R'000	R'000
Isoftwe	19 721	-	1 876	-	21 597
Inani elipheleleyo leiasethi ezinkulu ezingaphathekiyo	19 721	-	1 876	-	21 597

28.1 IZONGEZO EKUHANJISWENI KWEEASETHI EZINKULU NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA- 2016

	Ezemali eziinkozo (cash)	Ezingezozemali (noncash)	(Uphuhliso oluqhubekayo lweendleko zangoku)	Ezifunyenwe ngoku, ezingahlawul elwanga (Ezihlawulelweyo zalo nyaka, ezifunyenwe ngonyaka odlulileyo)	Inani lilonke
	R'000	R'000	R'000	R'000	R'000
Isoftwe	1 876	-	-	-	1 876
Inani elipheleleyo leiasethi ezinkulu ezingaphathekiyo	1 876	-	-	-	1 876

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28.2 Ukuhanjiswa (movement) kwango-2014/15

UKUHANJISWA KWEEASETHI EZINGAPHATHEKIYO NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2015

	Imali ekuqalelwa phezulu kwayo (opening balance)	Impazamo yethuba langapham bili (prior period error)	Izongezelelo	Izinto ezitshintshiweyo (Disposals)	mali eseleyo ekugqityelwe kuyo (closing balance)
	R'000	R'000	R'000	R'000	R'000
Isoftwe	19 702	-	19	-	19 721
Inani elipheleleyo leeasethi ezinkulu ezingaphathekiyo	19 702	-	19	-	19 721

29. IiAsethi ezinkulu eziPhathekayo ezingaSukiyo (Immovable Tangible Capital Assets)

UKUHANJISWA KWEEASETHI EZINKULU EZINGASUKIYO NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA- 2016

	Imali ekuqalelwa phezulu kwayo (opening balance)	Ukunyenyiswa kwexabiso (Value adjustment)	Izongezelelo	Izinto ezitshintshiweyo (Disposals)	mali eseleyo ekugqityelwe kuyo (closing balance)
	R'000	R'000	R'000	R'000	R'000
Izakhiwo nezinye iindawo ezingasukiyo	944 585	-	438 475	(4 141)	1 378 919
Izakhiwo ezingezozokuhlala	944 585	-	438 475	(4 141)	1 378 919
Inani elipheleleyo leeasethi ezinkulu ezingasusekiyo (immovable tangible capital assets)	944 585	-	438 475	(4 141)	1 378 919

29.1 Izongezelelo

IZONGEZO EKUHANJISWENI KWEEASETHI EZINKULU EZINGASUKIYO NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2016

	Ezemali eziinkozo (cash)	Ezingezozemali (noncash)	(Iindleko zangoku zomsebenzi omkhulu oqhubekayo kunye neentlawulo zeerenti zemali (finance lease payments))	Ezifunyenwe ngoku, ezingahlawulel wanga (Ezihlawulelwe yo zalo nyaka, ezifunyenwe ngonyaka odlulileyo)	Inani lilonke
	R'000	R'000	R'000	R'000	R'000
Izakhiwo nezinye iindawo ezingasukiyo	1 072 694	444 016	(1 072 694)	(5 541)	438 475
Izakhiwo ezingezozokuhlala	1 072 694	444 016	(1 072 694)	(5 541)	438 475
Inani elipheleleyo lezongezo zeeasethi ezinkulu ezingasukiyo (immovable tangible capital assets)	1 072 694	444 016	(1 072 694)	(5 541)	438 475

29.2 Ezitshintshisiweyo

Ezitshintshisiweyo EKUHANJISWENI KWEEASETHI EZINKULU EZINGASUKIYO NGOKWEREJISTA YOKUBHALISA IIASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA 2016

	Ezihengiswe ngemali ezinkozo	Ezitshintshisiweyo ezingezozemali ezinkozo	Inani lilonke lezitshintshisiweyo	Eyona mali ifunyenweyo
	R'000	R'000	R'000	R'000
Izakhiwo nezinye iindawo ezingasukiyo	-	(4 141)	(4 141)	-
Izakhiwo ezingezozokuhlala	-	(4 141)	(4 141)	-
Inani elipheleleyo leeasethi ezinkulu Ezisusekayo	-	(4 141)	(4 141)	-

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29.3 Ukuhanjiswa kwe asetshi kuka 2014/15

EKUHANJISWENI KWEEASETHI EZINKULU EZISUKAYO NGOKWEREJISTA YOKUBHALISA IASETHI YONYAKA OPHELE NGOWAMA-31 KUMATSHI KA-2015

	Imali ekuqalelwa phezu kwayo (opening balance)	Ngaphambi kwexesha lempazamo	Izonge-zelelo	mali eseleyo ekugqityelwe kuyo (closing balance)
	R'000	R'000	R'000	R'000
Izakhiwo nezinye iindawo ezingasukiyo	299 030	-	645 555	944 585
Izakhiwo ezingezozokuhlala	299 030	-	645 555	944 585
Inani elipheleleyo leasetshi ezinkulu eziphathekayo Ezisusekayo (movable tangible capital assets)	299 030	-	645 555	944 585

**29.4 Iiasethi ezingasukiyo ezicinyiweyo
Iiasethi ezisusekayo ezicinyiweyo March 2016**

	Izakhiwo nezinye iindawo ezingasukiyo Izakhiwo nezinye iindawo ezingasukiyo	Iiasethi zelifa okanye inkcubeko	Iiasethi zomhlaba lunye namcadel- wanyana ohlaba	Inani lilonke
	R'000	R'000	R'000	R'000
Iiasethi ezingasukiyo ezicinyiweyo	237	-	-	237
Inani lilonke	237	-	-	237

30. Impazamo yethuba langaphambili (prior period error)

30.1 Ukulungiswa kweempazamo zethuba langaphambili

Iiasethi: (umz: Ezifunmanekayo, Ezityaliweyo (investment), Imali ethe yayingeniso yesebe, Iiasethi ezinkulu ezibambekayo ezisusekayo, njl.) Assets:

Ukulungiswa kwezithuthi – malunga no2010/11	(18)
Ngokunxulumene no-2013/14 (299 893) Ukuhlolwa ngokutsha kwemathiriyeli yaselayibrari	(101)
Ifuthe lasemva kokuhlululwa kwamatyala (net effect)	(119)

Amatyala: (umz. Izinto ezifuna ukuhlululwa ngoku, Iimali ezivunyiweyo eziza kudluliselwa, Iimali ezibekelwe okuthile, Ulungiselelo, njl.)

esele zifakiwe kwiiNgeniso ezingekabhaliswa zika 2014/15 –Esi sixa sesamaxesha ongezelelweyo aye funiwe ku Epreli 2015.	(81)
Ikhofu efanelekileyo – Esi sixa sasichaziwe ku 2014\15	(64 414)
Izibophelelo –ezangoku ezivunyiweyo iikhontrakthi	(11 062)
Izibophelelo- imali ezinkulu, ezivunyiweyo nekhontrakth	(141 893)
Ezihlawulwayo- imali ezikhoyo phakathi kumaSebe ezivunyiweyo ngo2014/15- zintsha	2 531
Ifuthe lasemva kokuhlululwa kwamatyala (net effect)	(214 919)

Qaphela

2014/15

R'000

31. Ubhaliso lwempahla yesebe (Inventory)

Ubhaliso lwempahla yesebe

Kongezwe: Izongezelelo/Okuthengiweyo - Imali eziinkozo (Cash)

(Kukhutshwe): Imiba

Imali eseleyo ekugqityelwe kuyo (closing balance)

Isihlomelo 5

344 990	263 038
(344 990)	(263 038)
-	-

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	Qaphela	2015/16 R'000	2014/15 R'000
32. Ukuhanjiswa wemisebenzi Imisebenzi yemfundo eqhubekayo noqeqesho (Further Education and Training) kunye nemfundo yabadala esisiseko (Adult Basic Education and Training) zatshintshelwa kwiSebe lemfundo ephakamileyo ukusuka ku1 Epreli ka2015, kunye nekholeji zeFET nesenta zeABET ezidibene nale misebenzi.			
32.1 Ingxelo Yemali			
	iMali ezikhoyo ngokweSebe 2014/15 phambi kokudluliswa	FET	ABET
Qaphela	2014/15 R'000	2014/15 R'000	2014/15 R'000
			2014/15 imali ezikhoyo emva kokudluliswa
			2014/15 R'000
liasethi			
liasethi ezangoku	12 518	-	-
Inflawulo phambi kwexesha nezibolekiweyo	1	-	-
Ezifunyenweyo	12 517	-	-
liasethi ezingezozangoku	72 671	-	-
Utyalo mali	16 745	-	-
Ezifunyenweyo	55 926	-	-
liasethi zizonke	85 189	-	-
Amatyala			
Amatyala angoku	33 274	-	-
Voted funds to be surrende-red to the Revenue Fund	25 059	-	-
Departmental revenue and NRF Receipts to be surren-dered to the Revenue Fund	6 408	-	-
Payables	1 807	-	-
Inani lamatyala lilonke	33 274	-	-
iNet assethi	51 915	-	-

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32.2 Amaphepha achazayo

	Imali ezikhoyo ngokweSebe 2014/15 phambi kokudluliswa 2014/15 R'000	FET 2014/15 R'000	ABET 2014/15 R'000	2014/15 Imali ezikhoyo emva kokudluliswa 2014/15 R'000
Amatyala abengalungiselelwanga	165 302	-	-	165 302
Izibophelelo	1 816 183	-	-	1 816 183
engekabhaliswa	42 264	-	-	42 264
Ezihlalwayo ezingakhankanywanga	49 247	-	-	49 247
Ibenefiti zabasebenzi	1 470 894	-	-	1 470 894
Izibophelelo zemali- esebenzayo	222 111	-	-	222 111
Izibophelelo zemali-Imali ebolekiweyo	114 131	-	-	114 131
Inkcitho nokudyakraza	269	-	-	269
Ulungiselelo	145 647	-	-	145 647
Iiasethi ezinkulu eziphathekayo ezisukayo	159 117	-	-	159 117
Iiasethi ezinkulu eziphathekayo ezingasukayo	944 585	-	-	944 585
Iiasethi ezingaphathekiyo	19 721	-	-	19 721

Ukuhanjiswa kweasethi namatyala phakathi kwabaSebe amabini akukagqitywa, ngoko ke oku kubhaliwe njengo-0.

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33. Ingxelo ngeeGranti ezifunyenweyo eziKhutshwa phantsi kwemiQathango ethile

IGAMA LEGRANTI	UKWABIWA KWEGRANTI					ESETYENZISIWEYO				2014/15	
	wokwahlulwa kweNgeniso (Division of Revenue (Act))/iGranti R'000	IImali ezisuka kwinyaniso eNgaphambili R'000	Uhlangahlengiso lweDORA R'000	Olunye uhlangahlengiso R'000	Iyonke ekhoyo R'000	Isixa esifunyenwe lisebe R'000	Isixa esisetyenziswe lisebe R'000	Iinkcitho eNgaphantsi / (Egqinisileyo) R'000	I-% yeemali ezikhoyo ezisetyenziswe lisebe %	UMthetho wokwahlulwa kweNgeniso R'000	Isixa esisetyenziswe lisebe R'000
IGranti yeZikolo zeDinaledi	-	-	-	-	-	-	-	-	-	10 673	10 673
IGranti yeziSeko zoPhuhliso zezeMfundo	1 032 237	12 755	-	50 000	1 094 992	1 094 992	1 094 992	-	100%	1 021 334	1 008 579
IGranti eDibeneyo yeEPWP yamaPhondo	2 818	-	(1 127)	1 127	2 818	2 818	2 818	-	100%	2 564	1 437
IMfundo ePhakamileyo noQeqesho	-	-	-	-	-	-	-	-	-	377 913	377 865
IGranti yeHIV/AIDS (IMfundo ngeZakhono zoBomi)	19 631	-	(41)	41	19 631	19 631	19 631	-	100%	17 731	17 690
IGranti yeMathematika, iScience neTeknoloji**	26 535	-	-	-	26 535	26 535	26 535	-	100%	-	-
IGranti yeProgram yokuTiyiswa kweZikolo (National School Nutrition Programme Grant)	299 435	-	(20)	20	299 435	299 435	299 400	35	100%	282 486	282 466
IGranti yeeTheraphisti zeMiba ethile yaseMsebenzini zeCandelo lezeMfundo (Occupational Specific Dispensation for Education Sector Therapist Grant)	15 852	-	-	-	15 852	15 852	15 852	-	100%	50 395	50 395
IGranti yamaPhondo yeziBonelelo zeEPWP yamaCandelo eNtshona (Social Sector EPWP Incentive Grant for Provinces)	4 747	-	(161)	161	4 747	4 747	4 746	1	100%	13 354	13 193
IGranti yokubalwa ngokutsha kwamatyala eZikolo zobuChwepheshe zaseSekondari	-	-	-	-	-	-	-	-	-	17 643	17 643
	1 401 255	12 755	(1 349)	51 349	1 464 010	1 464 010	1 463 974	36		1 794 093	1 779 941

Malunga negranti ekhutshwa phantsi kwemiqathango imali engasetyenziswanga kunyaka- mali ka2014/15, uNondyebo kaZwelonke usebenzise iCandelo 22(4) le Division of Revenue Act kwalungelelaniswa imali ngokuka2015/16 ukuhlelwa kweegranti ezingentla. **Igranti yezikolo zeDinaledi kunye neTechnical Secondary School's Recapitalisation Granti ngoku zidityanisiwe njengegranti yeMathematika, iScience neTeknoloji ukusuka ku- 1Epreli 2015.

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ISIHLOMELO 1A INGXELO YEEMALI ZEZIBONELELO (TRANSFERS) EZISIWE KWII-ARHENTE
NEEKHAWUNTI ZESEBE

ISEbe/IArhente/Akawunti	ULWABIWO LWEZIBONELELO (TRANSFER ALLOCATION)				IMALI YEZIBONELELO		2014/15
	Ulwabiwo-mali oluhlanganisi- gisaweyo R'000	IiMali ezisuka kwiminyaka eNgaphambili R'000	Uhlengahlengi so R'000	Iyonke ekhoyo R'000	Eyona Mali yezibonelelo R'000	I-% yeemali ezikhoyo ezidluliselwe kwizibonelelo %	UMthetho woLwabiwomali (Appropriation Act) R'000
SETA	6 450	-	-	6 450	6 450	100%	6 096
Ilayisenisi yeSABC TV	9	-	2	11	11	100%	11
Inani lilonke	6 459	-	2	6 461	6 461		6 107

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ISIHLOMELO 1B INGXELO YEEMALI ZEZIBONELELO EZIYA KUMAZIKO ANGENZI NZUZO

AMAZIKO NZUZO	ANGENZI	ULWABIWO OLUYA KWIZIBONELELO (TRANSFER ALLOCATION)				INKCITHO		2014/15
		UMthetho wolvabiwo -mali ohlaziywe yo (Adjusted appropriati on Act) R'000	IiMali ezisuk a kwimin yaka eNgap hambil i R'000	Uhlangahl engiso R'000	Iyonke ekhoyo R'000	Eyona Mali yeziBonelel o R'000	I-% yeemali ezikhoyo ezidutiselw e kwizibonel elo %	UMthetho wolvabwomali (Appropriati on Act R'000
Iimali eziya kwizibonelelo								
Izikolo eziQhelekileyo zikaRhulumente		808 059	-	134 112	942 171	927 121	98%	1 055 709
Izikolo ezizimeleyo		95 384	-	-	95 384	95 384	100%	89 845
Izikolo zabafundi abaneemfuno ezizodwa zemfundo		139 025	-	(3 402)	135 623	134 988	100%	139 761
likholeji zemfundo noqeqesho oluqhubelekayo		-	-	-	-	-		85 307
ABET: Amaziko abucala		-	-	-	-	-		31 182
ECD: Izikolo zikaRhulumente ezineBanga R		230 309	-	-	230 309	229 891	100%	257 364
ECD: IBanga R loLuntu		68 208	-	456	68 664	68 664	100%	60 575
ECD: IiNkqubo zokunika abafundi amava (learnerships).		71 189	-	(456)	70 733	69 873	99%	72 200
IKlabhu yeBhola ekhatywayo yeSebe lwced		-	-	17	17	17	100%	15
Inani lilonke		1 412 174	-	130 727	1 542 901	1 525 938		1 791 958

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ISIHLOMELO 1C INGXELO YEEMALI ZEZIBONELELO EZIYA EMAKHAYENI

	ULWABIWO LWEZIBONELELO (TRANSFER ALLOCATION)				INKCITHO		2014/15
	wolwabiwo-mali ohlaziyweyo (Adjusted appropriation)	liMali ezisuka kwiminyaka eNgaphambili	Uhlangahlengiso	lyonke eKhoyo	Eyona Mali yeziBonelelo	I-% yeemali ezikhoyo ezidluliselwe kwizibonelelo	UMthetho woLwabiwomali (Appropriation Act)
AMAKHAYA	R'000	R'000	R'000	R'000	R'000	%	R'000
limali eziya kwizibonelelo							
Isibonelelo senkonzo yabasebenzi beH/H: ukwenzakalela emsebenzini	1 190	-	(1 190)	-	-		-
Isibonelelo senkonzo yabasebenzi beH/H: ukuhlawulelwa kwekhefu elingathathwanga (leave gratuity)	28 650	-	45 226	73 876	73 876	100%	83 462
Isibonelelo senkonzo yabasebenzi beH/H: Isibonelelo somhlala-phantsi sePST	5 599	-	(5 581)	18	18	100%	27
Isibonelelo senkonzo yabasebenzi beH/H: Iphakeji yokuthatha umhlala-phantsi (severance)	10 000	-	4 325	14 325	14 325	100%	2 368
Isibonelelo senkonzo yabasebenzi beH/H: libhasari (zabo bangasebenzi kweli sebe))	1 500	-	40	1 540	1 540	100%	2 397
H/H: amabango (emali) abangwa kurhulumente	-	-	1 450	1 450	1 450	100%	10 814
Total	46 939	-	44 270	91 209	91 209		99 068

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ISIHLOMELO 1 D UKUXELWA KWEZIPHO, IZIPHO ZESISA NEENKXASO-MALI EZIFUNYENWEYO

IGAMA LEZIKO (UMBUTHO)	Uhlobo lwesipho, umnikelo okanye inkxaso-mali	2015/16 R'000	2014/15 R'000
Ezifunyenweyo ezingahlawulisiyo (Received in kind)			
Cape Peninsula University of Technology	Iidatha projektha, ikhamera neprinta	-	22
Communication 2000	Oomabonakude (television sets)	-	30
MTN Foundation	Iikhompyujektha	-	105
Faculty Training Institute	Iitafle nezitulo zaseofisini	-	3
Biblionet & The Rotary	Imathiriyeli yeAfrikaans yaselayibrari	-	63
Inani lilonke			223

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**ISIHLOMELO 2A UKUXELWA KWEZIBAMBISO ZEMALI EZIKHUTSHWE
NGOKWANGOWAMA-31 KUMATSHI KA- 2016 – EZALAPHA**

Iziko elinikwe isibambiso	Into esikhutshelwe yona isibambiso	Ixabiso lokuqala elingundoqo lesibambiso (original guarantee capital amount)	Imali ekuqalelwa phezu kwayo (opening balance) ngowaku-1 kuEpreli 2015	Ukwehliswa kwezibonelelo apha enyakeni	Iintlawulo / ukucinywa/ ukucuthwa kwesibambiso okukhutshwe apha enyakeni	Ukubalwa kwexabiso ngokutsha (revaluation)	Imali eseleyo ekugqityelwe kuyo (closing balance) ngowama-31 Matshi 2016	Inzala yesibambiso yonyaka ophele ngowama-31 kuMatshi ka-2016	Iilahleko eziqatshelweyo ezingenakubuyiseka oki. ukuhlawulwa kwamabango
		R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Ezezindlu									
0001 - Standard Bank of S.A. Limited		-	83	-	-	-	83	-	-
0004 - Firstrand Bank Limited: First Na		-	198	-	(49)	-	149	-	-
0017 - Absa		-	80	-	-	-	80	-	-
Inani lilonke		-	361	-	(49)	-	312	-	-

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**ISIHLOMELO 2B INGXELO YAMATYALA ABENGALINDELEKANGA
 NGOKWANGOWAMA-31 KUMATSHI KA- 2016**

Uhlobo lwetyala	Imali ekuqalelwe phezu kwayo ngowoku-1 kuEpreli ka- 2015	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- 2016
	R'000	R'000	R'000	R'000	R'000
Amabango afakwa kwisebe lemfundo					
Amabango ohlukeneyo	96 105	13 864	(6 774)	-	103 195
INani elingekaPheleli	96 105	13 864	(6 774)	-	103 195
Ezinye					
Iikhawunti zikaMasipala *	67 999	218 316	(194 164)	-	92 151
Inani elingekapheleli	67 999	218 316	(194 164)	-	92 151
IYONKE	164 104	232 180	(200 938)	-	195 346

* Imali eseleyo ekugqityelwe kuyo (closing balance) ibonisa iikhawunti ezipheleleyo zeenkondo zikamasipala ezingekenziwa zezikolo ngokwangowama-31 kuMatshi ka-2016. Akunakwenzeka ukuba sikwazi ukuqonda imali ephela kuyo yeakhawunti zeenkondo zikamasipala zezikolo echithiweyo nehlawuliweyo/erhoxisiweyo/encitshisiweyo apha ekuhambeni konyaka, nanjengoko ezi akhawunti zikwahlawulwa nazizikolo zizihlawulela ngokwazo.

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ISIHLOMELO 3 AMABANGO ANOKUBUYISWA

	Imali engekahlawulwa eqinisekisiweyo		Imali engekahlawulwa engaqinisekisiwanga		Inani lilonke		Imali esekwinkqubo yokuhlawulela iinkonzo 2015/16	
	31/03/2016	31/03/2015	31/03/2016	31/03/2015	31/03/2016	31/03/2015	Umhla wentlawulo ukuya kutsho kwimisi 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 - IaseGauteng (JED)	-	-	-	98	-	98	-	-
ISebe leMfundo - IaseMntla Koloni (NWE)	-	-	42	42	42	42	-	-
ISebe leNkulumbuso (WAM)	-	-	1	-	1	-	-	-
ISebe lezeMpilo (WHW)	-	-	25	7	25	7	-	-
ISebe leMfundo - IakwaZulu Natal (ZED)	-	-	21	-	21	-	-	-
IiNkonzo zesiPolisa saseMzantsi Afrika (SAPS)	-	-	-	13	-	13	-	-
	-	-	89	160	89	160	-	-
Amanye amaQumrhu kaRhulumente								
ICape Teachers Professional Association (CTPA)	-	-	332	332	332	332	-	-
IGovernment Employees Pension Fund (GEPF)	-	-	885	714	885	714	-	-
IDie Burger	-	-	-	115	-	115	-	-
	-	-	1 217	1 161	1 217	1 161	-	-
Inani lilonke	-	-	1 306	1 321	1 306	1 321	-	-

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 zonyaka ophele ngowama-31 kuMatshi ka- 2016**

ISIHLOMELO 4 IINTLAWULO EZIFANELE UKWENZIWA PHAKATHI KWAMASEBE KARHULUMENTE

IQumrhu likaRhulumente	Imali engekahlawulwa eqinisekiswa		Imali engekahlawulwa engaqinisekiswa		Inani lilonke		Imali esekwinkqubo yokuhlawulela iinkonzo (cash in transit) ekupheleni kuka2015/16	
	31/03/2016	31/03/2015	31/03/2016	31/03/2015	31/03/2016	31/03/2015	Umhla wentlawulo ukuya kutsho kwintsuku zokusebenza ezintandathu (6) phambi kokuphela konyaka	isixa
	R'000	R'000	R'000	R'000	R'000	R'000		
Amasebe								
Ngoku								
ISebe lezoBulungisa noPhuhliso lwezoMthetho (Department of Justice & Constitutional Development)	-	-	1 468	547	1 468	547	-	-
ISebe leNkulumbuso yeNtshona Koloni	-	-	-	218	-	218	-	-
ISebe likaNondyebo wePhondo leNtshona Koloni	-	120	-	-	-	120	-	-
ISebe leMfundo-lase Free State	-	-	45	-	45	-	-	-
Iimoto zikaRhulumente (Governmente Motor)	-	2 344	197	-	197	2 344	-	-
ISebe lezeMpilo leNtshona Koloni	-	13	-	-	-	13	-	-
ISebe leMfundo esisiSeko likaZwelonke	-	-	-	2	-	2	-	-
ISebe lemiCimbi yezeKhaya	-	54	-	70	-	124	-	-
ISebe leMfundo-lase KwaZulu Natal	-	-	16	-	16	-	-	-
ISebe loShuhliso noTyelelo kwiPhondo leNtshona Koloni Depart.	12	-	-	-	12	-	-	-
INani eliPheleleyo lamaSebe	12	2 531	1 726	837	1 738	3 368		-

IZIHLOMELO ZAMAXWEBHU ENGXELO-MALI YONYAKA
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ISIHLOMELO 5 UBHALSO LWEMPAHLA YESEBE (INVENTORY)

Qaphela	2015/16		2014/15	
	INANI	R'000	INANI	R'000
Ubhaliso lwempahla yesebe (inventory)				
Imali ekuqalelwa phezu kwayo (opening balance)				
Kongezwe: Izongezelelo/Okuthengiweyo Imali eziinkozo (Cash	-	344 990		263 038
(Kukhutshwe): Imiba	-	(344 990)	-	(263 038)
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.

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**ISIHLOMELO 6 UKUTSHINTSHWA KWEMALI EKUQALELWA PHEZU KWAYO (CAPITAL)
 ENGUMSEBENZI OSAQHUTYWAYO**

UKUTSHINTSHWA KWEMALI EKUQALELWA PHEZU KWAYO ENGUMSEBENZI OSAQHUTYWAYO NGONYAKA
 OPHELE NGOWAMA-31 KUMATSHI KA- 2016

	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 ezingasukiyo	1 969 095	1 072 694	(444 016)	2 597 773
Izakhiwo ezingezozokuhlala	1 969 095	1 072 694	(444 016)	2 597 773
Inani lilonke	1 969 095	1 072 694	(444 016)	2 597 773



iziHlomelo

ISIHLOMELO A: IsiCwangciso sokuSebenza (Action Plan) sika-2019 kunye neZalathisinkqubela 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 yakutsha nje)
1.1	1.1 Ipesenti yabafundi beBanga lesi-3 abaqhube ngokwenqanabaelifunekayo <i>kwilitheresi</i> ngokoHlobo lukaZwelonke loNyaka (Annual National Assessments) elizweni.	ANA	57.9
1.2	1.2 Ipesenti yabafundi beBanga lesi-3 abaqhube ngokwenqanabaelifunekayo <i>kwinyumeresi</i> ngokoHlobo lukaZwelonke loNyaka (Annual National Assessments) elizweni.	ANA	60.5
2.1	2.1 Ipesenti yabafundi beBanga lesi-6 abaqhube ngokwenqanabaelifunekayo <i>kulwimi</i> ngokoHlobo lukaZwelonke loNyaka (Annual National Assessments) elizweni.	ANA	64.8
2.2	Ipesenti yabafundi beBanga lesi-6 abaqhube ngokwenqanabaelifunekayo <i>kwimathematika</i> ngokoHlobo lukaZwelonke loNyaka (Annual National Assessments) elizweni	ANA	50.9
3.1	Ipesenti yabafundi beBanga lesi-9 abaqhube ngokwenqanabaelifunekayo <i>kulwimi</i> ngokoHlobo lukaZwelonke loNyaka (Annual National Assessment) elizweni	ANA	49.5
3.2	Ipesenti yabafundi beBanga lesi-9 abaqhube ngokwenqanabaelifunekayo <i>kwimathematika</i> ngokoHlobo lukaZwelonke loNyaka (Annual National Assessments) elizweni.	ANA	13
4	Inani labafundi beBanga le-12 abakufaneleyo ukungenela iprogramyisiDanga sokuQala eyunivesithi kwiimviwo zelizwe zikarhulumente.	Idathabh eyisi yeNSC	22 379
5	Inani labafundi beBanga le-12 abapasa <i>imathematiki</i>	Idathabh eyisi yeNSC	12 397
6	Inani labafundi beBanga le-12 abapasa <i>iphysical sciences</i> .	Idathabh eyisi yeNSC	8 813
7	Amanqaku aphakathi kwiBanga lesi-6 <i>kulwimi</i> kuhlobo lweSACMEQ.	Idathabh eyisi yeSACME Q	583 (2007)
8	Amanqaku aphakathi kwiBanga lesi-6 <i>kwimathematika</i> kuhlobo lweSACMEQ.	Idathabh eyisi yeSACME Q	566 (2007)
9	Amanqaku oMzantsi Afrika ngu-348aphakathi kwimathematika yeBanga lesi-8 afunyenwe kwiTIMSS.	Idathabh eyisi yeTIMSS	404 (2011)
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	69.13%
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	68.42%
12.2	Umyinge wabantwana abaneminyaka eli-12 xa beqala unyaka abakwiBanga lesi-7 nangaphezulu.	ASS/GHS	61.76%
13.1	Umyinge wolutsha olufumana isiqinisekiso seMatriki sikaZwelonke esikolweni.	GHS	46.1%
13.2	Umyinge wolutsha olufumana nasiphi isiqinisekiso seFET. (Esisalathisi esixhalabisayo kwiDBE neDHET.)	GHS	Awukho
14	Inani lootiishala abaqeqeshelwe ubutiishala abaneminyaka30 nangaphantsi abangene kwinkonzo karhulumentenjengootiishala abaqalayo kulo nyaka upheelayo.	PERSAL	764
15.1	Umyinge weeklasi Umyinge weeklasi ezinabafundi abangekhongaphezu kwama-45.	ASS	86.4

Ingxelo yonyaka-mali 2015/2016
 IBhajethi Evunyiweyo yesi: 5
 yeSabe leMfundo yePhondo leNtshona Koloni

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)	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 ophelileyo wesikolo.	Awukho	Awukho
20	Umyinge wabafundi abasesikolweni esinelayibrari okanye i-media centre ezezekisa ubuncinane obuthile bemigangatho.	Eprayimari 89% Kwisikolo esiPhakamileyo 89%	Eprayimari 59% Kwisikolo esiPhakamileyo 53%
21	Umyinge wezikolo ezivelisa ubuncinane besethi 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 uUbuncinane beekhrayitheriya ngokwempumelelo yomsebenzi	67%	48%
23.1	Umyinge wabafundi abasesikolweni abaxhaswa ngemali kwelona nqanaba lisezantsi.	89%	47%
23.2	Umyinge wezikolo ezifumene iseti ephelileyo 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 wezikolo ezityelelwe ngamagosa esithili ubuncinane kabini ngonyaka ngeenjongo zoqwalaselo nenkxaso.	63%	34%

IsiHlomelo B: Itheyibhuli yestatistiki

Imiba edibene nezicwangciso zeframework zaphakathi kunyaka- mali (medium term) zibhalwe ngqindilili

	IProgram 1	Idatha kaFebruwari 2015 yoNkqulunqo esetyenziswayo	Datha ka March 31 2016
ST101:	Ipesenti yabafundi ezikolweni ezincediswa ngokusemlinganisweni	100%	100%
ST102:	Ipesenti yezikolo ezifumana uncedo lokuphatha imali nendlela yokuyisebenzisa ngakuhlolo	80.25%	79.82%
ST103:	Ipesenti yomama kwiSMS abakwiOfisi zoncedo	39.60%	30.43%
ST104:	Ipesenti yomama abakwizithuba zobunqununu	27.80%	29.15%
ST105:	Ipesenti yabaqeshwa abangomama	66.10%	66.8%
ST105:	Amanani ezikolo abanikezwe amalungile okungahlawuli	570	548
	IProgram 2	Idatha kaFebruwari 2015 yoNkqulunqo esetyenziswayo	Datha ka March 31 2016
ST201:	Inani labafundi ababhalisele izikolo ezimeleyo bebanga 1-12 kunye nabafundi abanemfundo ezizodwa	964 840	985 315
ST202:	Amanani etitshala eziqeshwe kwizikolo eziqhelekileyo.	28 613	28 284
ST203:	Amanani etitshala ezingezotitshala eziqeshwe kwizikolo eziqhelekileyo	6 069	6 093
ST205:	Amanani abafundi abanofikelelo kwikuTyiso lwezonke.	454 855	469 721
ST206:	Amanani abafundi abanelungelo baxhamle kuthutho lwabafundi	52 065	57 517
ST207:	Amanani bafundi abanemfundo ezizodwa ababonakaliswe kwizikolo ezeqhelekileyo	5 398	4 880
ST208:	Amanani eetiitshala eziqeqeshiweyo, ezineminyaka engama-30 nangaphantsi ezingena kuziko lwemfundo njengeetiitshala okokuqala	747	764
ST209:	Ipesenti yabafundi abasegumbini lokufundela abangengaphezulu kwama-45 yabafundi	85.62%	86.44%
ST210:	Ipesenti yolutsha abafumene isatifikethi sikazwelonke ezikolweni	Ayifumaneki	76.3% StatsSA datthabheyisi
ST211:	Ipesenti yabafundi ezikolweni abanetiitshala enye eqeshwe kwizifundo ezizodwa.*	Ayifumaneki	Ayifumaneki
ST212:	Ipesenti yabafundi abanendlela kwincwadi zokufunda kiGreyidi	100%	100%
ST213:	Ipesenti yezikolo ezinikwe amathuba omsebenzi zigcwaliswe	34% Ekhooyo	82% Iquka absigxina nabo bangesosigxina
ST214:	Ipesenti yabafundi abanexaxheba kwincwadi kuzozonke iGreyidi nakwizifundo	100%	100%
ST215:	Amanani ezikolo eziphezulu ezipase zonke kwizikolo ezingama-60 nangaphezulu kuANA ngaphandle kwebanga12	8	Ayomfuneko
ST216:	Amanani abafundi abajongwe kwiprogram yezempilo edityanisiweyo	Ayifumaneki	147 189)Umsebenzi wesebe lwezempilo

	IProgram 4 :Izikolo ezinemfundo ezizodwa	Idatha ekhooyo-eseetyenziswe ngo Februwari 2015 yonqulunqo	Datha ka March 31 2016
ST401:	Amanani abafundi ababhalisele kwizikolo ezizodwa	18 702	18 783
ST402:	Amanani etitshala eziqeshwe kwizikolo ezizodwa	1 823	1 840
ST403:	Amanani loncedo lwabaqeshiweyo abaphangela kwizikolo ezizodwa	Pending	38 (Nurses)
ST404:	Amanani labangezongcali kunye nabo bangezotitshala abaqeshwe kwizikolo ezizodwa	966	948
ST405:	Amanani ezikolo ezizodwa	71	72
ST406:	Amanani abafundi kwikolo ezizodwa ezinikezwe uncedo lonxibelelwano	Ayifumaneki	Ayifumaneki

Ingxelo yonyaka-mali 2015/2016
 IBhajethi Evunyiweyo yesi: 5
 yeSabe leMfundo yePhondo leNtshona Koloni

	IProgram 5 (ECD)	Idatha kaFebhuwari 2015 yonkqulungo	Datha ka March 31 2016
ST501:	Amanani abafundi ababhalisele ibanga R kwizikolo eziqhelekileyo	64 140	65 183
ST502	Amanani ebanga R yepraktishina kwizikolo eziqhelekileyo ngeKota	Eziqeshwe yi SGB ingengo WCED	Eziqeshwe yi SGB ingengo WCED
ST503	Amanani epraktishina eziECD eziqeqeshiweyo	2 055	805 (iLeveli 5 yabanezidanga)
ST504	Amanani abafundi ababhalisele phambi kwebanga R	12 393	1 663 (izikolo zikarhulumente kuphel)
	IProgram 7(linkonzo ezincedisayo)	Idatha kaFebhuwari 2015 yonkqulungo	Datha ka Matshi 31 2016
ST701	Amanani abafundi bebanga 12 ababhale iNSC lwemviwo	47 636	53 721
ST702	Amanani abafundi abapase isatifikethi sikazwelonke (NSC)	39 237	45 496
ST703	Amanani abafundi abafumene isatifikethi seziDanga kwisatifikethi se NSC	18 524	22 379
ST704	Amanani abafundi abapase ubalo kwiNSC lwemviwo	11 265	12 397
ST705	Inani lebanga 12 elifumene i-50% nangaphezulu kwizibalo	6 453	6 982
ST706	Amanani abafundi abapase iPhysical Science kwimviwo zeNSC	7 845	8 813
ST707	Amanani abafundi abafumene i-50% nangaphezulu kwiPhysical Science	4 138	4 840
ST708	Amanani ebanga 3 abafumene ngaphezu kwama-50% nangaphezulu kwilwimi lasekhaya(ANA)	56 243	n/a
ST709	Amanani abafundi bakwa banga 3 abafumene i-50% nangaphezulu kubalo kwimviwo zonyaka u(ANA)	59 634	n/a
ST710	Amanani abafundi bebanga 6 abafumene i50% nangaphezulu kuHlolo lo Lwimi lasekhaya(ANA)	45 946	n/a
ST711	Amanani abafundi abafumene i-50% bebanga 6 nangaphezulu kwiMathematiki kuANA	36 117	n/a
ST712	Amanani abafundi bebanga 9 abenze i-50% nangaphezulu kulwimi ANA kuHlolo	25 317	n/a
ST713	Amanani abafundi bebanga 9 abafumene u50% nangaphezulu kwiMathematiki ku ANA	4 441	n/a

*Uchazo lweziqinisekiso ayika gqitywa kuzwelonke. ** Kulencazelo okukulandelayo kusetyenziswa ukufumana inkululeko nkukwazi ukufumana okanye ukusebenzisa incwadi ezigciniweyo (Merriam Webster).Ngamanye amaxa ngexesha lesikhathana aphokungekho mfundi ungenancwadi anayo yokufunda kulungile ukuthi kugxininiswe ukuthi abafundi babenokwazi ukufumana kwimiqulu esezikolweni ephantsi kolawulo lomphathi sikolo. ***Abafundi mabasebenzise izixhobo ezikhoyo egumbini lokufundela okanye baboleke. Zizonke zifumaneka ngokuzithenga kwimigomo yexaso ebekwe zizikolo ngokwazo.Braille yekhompuyutha ithengwe ngaphakathi ngo2014/16 kodwa akukhozintsha ezifunekayo ngo2015/16.

Isihlomelo C: Iindlela (zikaZwelonke) zokulinganisa iNtsebenzo yeProgram - IzaLathisi ngokwamaCandelo athile (Technical Indicators)

A. IProgram 1: Ulawulo	
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 nokuqoka iqela langaphandle okanye abanye abaniki beenkonzo. Esi salathisi sentsebenzo silinganisa inani lezikolo zikarhulumente ezisebenzisa iisistim 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 (umgaqonkqubo)	Okunxulunyaniswa
nawo okuokunxulunyaniswa nawo oku	UMgaqo-nkqubo weeNkcukacha zeMfundo kaZwelonke
Umthombo(ethathwe/eqokelelwe kuwo idatha	2004 Idathabheyisi yeEMIS yePhondo
Uhlobo olusetyenziswe ekubaleni	Ukubalwa nokubhalwa kwenani elipheleleyo lezikolo zikarhulumenteezisebenzisa isistim yokulawulwa kolungiselelo lwezikolo ukwenzela ukunika idatha kwi(Learner Unit Record Tracking System) .
Imiba engafikelelwanga yidatha	Ayikho
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	Uxanduva lwesalathisi ICandelo leEMIS (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)
Isihloko sesalathisi	PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompuyutha (ngeimeyile)
Ingcaciso emfutshane	Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ekhompuyutheni, ngakumbi xa kusetyenziswa ii-imeyile. ISikolo sikaRhulumente: Sibhekisa kwizikolo zesiqhelo nezikolo zemfundo eneemfundo ezizodwa. Asizibandakanyi izikolo ezizimeleyo.
Injongo/ukubaluleka	Esi sibonisi silinganisa ukuba iDBE zinganxulumana okanye zinxibelelane kangakanani na nezikolo ngokusebenzisa ezinye iindlela ezingaquki ukuya ngeenyawo, iposi ethunyelwa kungasetyenziswa khompuyutha nangefowuni. I-imeyile iluncedo ekuthumeleni iisetyhula, ukunika iimathiriyeli ezincedisayo kwanokuqokelela ulwazi ezikolweni ngokukhawuleza
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	UMthetho woMgaqo-nkqubo weeNkcukacha zeMfundo (Education Information Policy Act)
Umthombo	ethathwe/eqokelelwe kuwo
Iindlela zokungqinisisa	INamba yeEMIS, iGama lesikolo nedilesi yeimeyile
Isihloko sesalathisi	PPM102: Inani lezikolo zikarhulumente ekunokuqhagamshelwana nazo ngekhompuyutha (ngeimeyile)
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo lezikolo zikarhulumenteeekunokuqhagamshelwana nazo ngekhompuyutha
Imiba engafikelelwanga Yidatha	Ukugqitywa nokuchaneka kweefomu zesaveyi /iidathabheyisi zasekhompuyutheni ezifakwa zizikolo
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	WeKota
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)

A. IProgram 1 : Ulawulo	
Isihloko sesalathisi	PPM103: Ipesenti yenkcitho yangoku (current expenditure) kwezemfundo emalunga nezinto ezinganxulumene nabasebenzi (non-personnel items)
Ingcaciso emfutshane	Inkcitho epheleleyo (yebhajethi) yezemfundo eyenziwe kwizinto ezingezozabasebenzi (non-personnel items) eziboniswa njengepesenti yale nkcitho ipheleleyo yangoku eyenziwe kwezemfundo
Injongo/ukubaluleka	Ukulinganisa inkcitho yezemfundo kwizinto ezingezozabasebenzi.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	PFMA
Umthombo ethathwe/eqokelelwe kuwo idatha	(BAS) Uhlobo okanye isistimi yogcinoncwadi
Iindlela zokungqinisa	Ingxelo yonyaka mali
Uhlobo lokubala olusetyenziswayo	Ukwahlula imalincitho yesebe lezemfundo uze uyahlule ngemali leyo yonyaka omelet uyichithe uyahlule ngo 100.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Iindlela yokubala	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukwehlisa inkcitho yezemisebenzi nokuqinisekisa ukuba kukho imali eninzi eyenziwa ifumaneke 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 eneemfundo 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 besekethe kunye nabacebisi bezifundo.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	SASA neMTSF
Umthombo ethathwe/eqokelelwe kuwo idatha	Ishedyuli zezikolo ezisayinwe ngabaLawuli beeSekethe kunye neerekhodi zabatyaleli esikolweni okanye iifomu zotyalelo lwezikolo
Iindlela zongqinisiso	Iingxelo zekota (malunga nenali lezihlandlo zotyalelo ezenziwe ngabaLawuli beeSekethe ezikolweni)
Uhlobo lokubala olusetyenziswayo	Uxwebhu lwamanani ezikolo ezityelelwe ngubaphathi besekethe ngekota babakhuthaze ,bababonise banxibelelane nabu
Imiba ekungafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Olukhulayo
Umjikelo wokunika ingxelo	Ngekota
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo ezidinga uncdo ziya kutyelwa 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: IMfundo Yezikolo zikaRhulumente Eziqhelekileyo	
Isihloko sesalathisi	PPM201: Inani lezikolo ezineenkono ezipheleleyo zokunceda abafundi abanemiqobo kwimfundo yabo
Ingcaciso emfutshane	Inani elipheleleyo labafundi ababhalise kwizikolo eziqhelekileyo zikarhulumente ezineenkono ezipheleleleyo. Izikolo ezineenkono ezipheleleyo: zizikolo zikarhulumente ezinezixhobo zokufunda ezizodwa ezilungiselelwe ukunceda abafundi kwimiqobo eyahlukeneyo kwimfundo yabo kwindawo eqakayo nekulungeleyo oko.
Injongo/ukubaluleka	Ukulinganisa ukufikeleleka kwabafundi abanemiqobo kwimfundo yabo kwizikolo zikarhulumente
Umthetho (umgaqonkqubo) okunxulunyaniswa nawoUmthetho	UXwebhu lweNgcaciso yeMiba 6 (White Paper 6)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yezikolo zemfundo eqakayo

B. IProgram 2: IMfundo Yezikolo zikaRhulumente Ezizhelekileyo	
Iindlela zokungqinisa	Inani lezikolo zikarhulumente eziguquliweyo okanye izikolo zikarhulumente ezinikwe izixhobo zonedo okanye iziseko zophuhliso ezifanelekileyo.
Uhlobo olusetyenziswe ekubaleni	Ukubala inani elipheleleyo lezikolo ezineenkonzelo ezizheleleyo.
Isihloko sesalathisi	PPM201: Inani lezikolo ezineenkonzelo ezizheleleyo zokunceda abafundi abanemiqobo kwimfundo yabo
Imiba engafikelelwanga Yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukuqinisekisa ukuba iimfundo ezizodwa zabafundi ziyafikeleleka kwisitimi yesikolo ngoku njalo izikolo zikarhulumente ezikhethiweyo ziyakwazi ukufundisa ababafundi.
Uxanduva lwesalathisi	Icandelo leMfundo eQukayo (iphondo lingafakela uxanduva olufanelekileyo kumphathi.
Isihloko sesalathisi	PPM 202: Inani lezikolo zamabanga aphantsi abapase bonke ngo50% ku loNyaka kukaZwelonke (ANA)
Ingcaciso emfutshane	Inani labafundi kwizikolo zikarhulumente ezifumene umnyinge ofikelelekayo ongu-50% nangaphezulu kwi(ANA). I ANA yasekwa ngurhulumente ukuzama ukunyusa umgangatho wokufunda nokubala. Uvavanyo lwenziwa kumabanga aqala ku 1-6 kunye no-9 kwizikolo zikarhulumente.
Injongo/ukubaluleka	Oku kubonisa umlinganiselo nomgangatho wemfundo ekhutswa zizikolo kwisitimi benenjongo yokujonga kumfundi onekhono lokufunda kulwimi nakwizibalo .
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo	UMgaqo-siseko ka2019 neCAPS .
Umthombo ethathwe/eqokelelwe kuwo idatha	Uvavanyo jikelele ezikolweni ,Uqokelelo lwedatha lukaANA(ANA database) nengxelo eteknikali kaANA (ANA Technical report)
Iindlela zokungqinisa	Idathabheyisi ka ANA.
Uhlobo olusetyenziswe ekubaleni	Inani lezikolo elinomnyinge wokupasa nge-50% ngaphezulu kwiimviwo zikaANA.
Imiba engafikelelwanga Yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Umjikelo wokunika ingxelo
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Zonke izikolo zikarhulumente kufuneka zifumane ngaphezu komyinge ka 50% kuANA.
Uxanduva lwesalathisi	Icandelo Lwekharithulum noVavanyo lwemviwo (iphondo linokufaka umlawuli onoxanduva olufanelekileyo).
Isihloko sesalathisi	PPM203: Inani lezikolo kumabanga aphakamileyo ezineziphumo ezivumelekileyo kuANA iziphumo ezingaphezu kuka 40%.
Ingcaciso emfutshane	Inani lezikolo kumabanga aphakamileyo ezineziphumo ezivumelekileyo ku (ANA) iziphumo ezingaphezu kuka 40%. IAnnual National Assessment (ANA)Yindlela yofundo ukubala nofundo ngokubanzi eyaqalwa nguMzantsi Afrika encediswa lisebe lezemfundo ukunyusa umgangatho kwizibalo nakwilitaris ezikolweni. Imvamvano zibhalwa ngamabanga onke ukuqalela kwi banga 1-6 kunye nebanga le-9 kwizwe lonke jikelele.
Injongo/ukubaluleka	Isalathisi silinganisa umgangatho onikezwa kwisitimi yezemfundo ejongengqo umfundi indlela aqhuba ngayo kulwimi nakuzibalo.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	UMgaqo-siseko ka2019 neCAPS .
Umthombo ethathwe/eqokelelwe kuwo idatha	Uhlobo likazwelonke, iDathabheyisi kaANA kunye nengxelo eteknikali ka ANA.
Iindlela zokungqinisa	Kwidathabhisi ka ANA
Uhlobo olusetyenziswe ekubaleni	Qokelela amanani ezikolo zamabanga aphezulu kunye nomnyinge we 40% nangaphezulukwi kuviwo luka ANA.
Uxanduva lwesalathisi	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)

Ingxelo yonyaka-mali 2015/2016
 IBhajethi Evunyiweyo yesi: 5
 yeSabe leMfundo yePhondo leNtshona Koloni

B. IProgram 2: IMfundo Yezikolo zikaRhulumente Ezizhelekileyo	
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Zonke izikolo ezinabanga aphezulu kufuneka zifumane umyinge u40% nangaphezulu (ANA)
Isalathisi soxanduva	Icandelo Lwekharithulum noVavanyo lwemviwo (iphondo linokufaka umlawuli onoxanduva olufanelekileyo).
Isihloko sesalathisi	PPM 204: Inani lezikolo ezinezinga lokupasa elikukupasa 60% nangaphezulu kwiSatifikethi seMatrikhi sikaZwelonke (NSC).
Ingcaciso emfutshane	Amanani ezikolo zemfundo ephakamileyo efumene ngaphezu komyinge u60% nangaphezulu kwisatifikethi sikakazwelonke (NSC)
Injongo/ukubaluleka	Esi salathisi silinganisa umgangatho wokupasa weNSC njengoku icandelo lifuna ukuqinisekisa ukuba abafundi abaninzi bebanga-12 bafumana iSatifikethi seNSC
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	UMgaqo-siseko ka2019 neCAPS .
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeMviwo noVavanyo lukaZwelonke
Iindlela zokungqinisa	Idathabheyisi yeSatifikethi sebanga le-12(NSC)
Uhlobo olusetyenziswe ekubaleni	Ugcinoncwadi lweRekhodi zezikolo ezifumene umyinge we60% nangaphezulu kwimviwo zeNSC .
Imiba engafikelelwanga Yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Izikolo zonke zikarhulumente zepayimari kufuneka zifumane i50% nangaphezulu kuANA.
Uxanduva lwesalathisi	Icandelo Lwekharithulum noVavanyo lwemviwo (iphondo linokufaka umlawuli onoxanduva olufanelekileyo).
Isihloko sesalathisi	PPM205: Inani labantwana abazakugqiba i-9 leminyaka kunyaka ophelileyo abakwibanga le-4 ongaphezulu.
Ingcaciso emfutshane	Iminyaka elungele umntwana abhalisele ibanga le 4 ngu 10.kungoko ke amanani abafundi abazakugqiba i-9 kunyaka ophelileyo,bayalingana nabo bane-10 iminyaka kunyaka esikuwo,ababhalisele ibanga-4 kwaye banomnyinge othe kratya kubantwana abaneminyaka eyi-10 ababhalisele kwizikolo zikarhulumente.
Injongo/nokubaluleka	Esi salathiso silinganisa ukubaluleka kwaso kwisitim umzekelo :ubungozi bokuqala ibanga 1 kade ,idatha efunyenweyo ,neminnyaka yabafundi,isoloko ikhona,nakwiminyaka engaphambili ,EMIS,saveyi ye stats SA,enjenge saveyi yamakhaya eselwe iqaliswe ukuthatyathwa kolwazi kubhaliso luka2009.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	SASA kunye MTSF
Umthombo ethathwe/eqokelelwe kuwo idatha	ISaveyi yonyaka yeEMIS (ASS)
Iindlela zokungqinisa	Isnapshot sedathabeyisi yeSaveyi yoNyaka yeZikolo yeEMIS.
Uhlobo olusetyenziswe ekubaleni	Ukwahlula kwabantwana abane -10 ababhalisele ibanga 4 nangaphezulu kwizikolo zikarhulumente ngeziphumo ze 10 yabafundi abafunda kwezizikolo nokuba kweliphina ibanga uyiphinde ngo 100 .
Imiba engafikelelwanga Yidatha	Uswelo oluthe ngqo lonyaka wokuzalwa.
Uhlobo lwesalathisi	Esibalulekileyo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Inani eliphakamileyo labafundi abahamba izikolo ezizhelekileyo zikarhulumente abafanele ukuba kwibanga elifanelekileyo.
Uxanduva lwesalathisi	uMlawuli weEMIS (amaphondo anokufaka uMlawuli onoXanduva olufanelekileyo)

B. IProgram 2: IMfundo Yezikolo zikaRhulumente Eziqhelekileyo	
Isihloko sesalathisi	PPM 206: Amanani abantwana abafikelela kwiminyaka eyi12 kunyaka ozayo kwaye ababhalisele ibanga 7 nangaphezulu.
Ingcaciso emfutshane	Abantwana abalungele ubhaliso lwebanga 7 ngu-13 iminyaka ,kungoko inani labafundi abgqiba iminyaka eli 12 kunyaka ophelileyo ilingana nabo bane 13 iminyaka kunyaka esikuwo ,ababhalisele ibanga 7 nangaphezulu kwipesenti yabo bane 13 iminyaka ababhalise kwizikolo zika rhulumente.
Injongo/ukubaluleka	Oku kubonisa ukubaluleka kunye nondoqo kwizikolo umzekekelo umehluko kukungena kade kwabantwana kwibanga 1,baphinde ibanga ,bambi bayeke esikolweni. IDatha kwibanga labafundi neminyaka kudala ifumaneka kwakwiminyaka edlulileyo kuEMIS.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	SASA kunye neMTSF
Umthombo ethathwe/eqokelelwe kuwo idatha	ISaveyi yonyaka yeEMIS (ASS)
Iindlela zokungqinisa	Isnapshot sedathabeyisi yeSaveyi yoNyaka yeZikolo yeEMIS.
Uhlobo lokubala olusetyenziswayo	Ukwahlula kwabafundi abeneminyaka eyi- 13 ababhalisele ibanga7 nangaphezulu ezikolweni zikarhulumente ngeminyaka eyi -13 abafundayo nakweliphina ibanga,uyiphinde ngo 100.
Imiba engafikelelwanga Yidatha	Ayikho
Uhlobo lwesalathisi Isiphumo	Okuthengqo nokubalulekileyo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Umthombo wabafundi abalungele iminyaka babe kwibanga elilungileyo kwizikolo.
Uxanduva lwesalathisi	Umlawuli weEMIS (amaphondo anokufaka uMlawuli onoXanduva olufanelekileyo)
Isihloko sesalathisi	PPM207:Inani labafundi abanikwe izixhobo zolwazi (media resources)
Ingcaciso emfutshane	Abafundi badinga imatiriyeli ezininzi ezinjengecwadi ingezizo iitextbook, namaphepha-ndaba nematiriyeli efunaneka kumathala eencwadi okanye iisenta zemultimedia. Oku kubaluleke kakhulu kwindawo ezihluphekayo, apho ezi matiriyeli zingafumanekiyo ekhaya. Ngaphandle kokufikelela, umz. Incwadi zolwazi zabantwana (children encyclopedia) ukufunda kuba kuncinci kakhulu.
Injongo/ukubaluleka	Ukufumana ipesenti yabafundi abafikelelekayo kule mithombo yolwazi. Ukufikeleleka kumathala eencwadi anomgangatho ophezulu wencwadi kuyimfuneko yokuphuhlisa ukuthanda ukufunda, ingakumbi kwindawo ezihluphekayo ezinganazo iincwadi ezizezabo zokufunda.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	SASA kunye neenkonzo zolwazi zamathala eencwadi (Library Information Services)
Umthombo ethathwe/eqokelelwe kuwo idatha	Ulwazi olufumaneka kwidathabeyisi yamathala okanye kwi-NEIMS.
Iindlela zokungqinisa	Uluhlu lwezikolo ezinikezwe izixhobo zokufunda (media resources) kunye nobungqina bokudiliivwa (PODS) okanye obunye ubungqina njengokuba kubhaliwe kwiphondo.
Uhlobo olusetyenziswe ekubaleni	Rekhoda inani elipheleleyo lezikolo elifumene izixhobo zokufunda (media resources)
Imiba engafikelelwanga Yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Zonke izikolo zinikezwe izixhobo zokufunda.
Uxanduva lwesalathisi	ICandelo lekharithyulum (amaphondo anokufaka uMlawuli onoXanduva olufanelekileyo)
Isihloko sesalathisi	PPM208: Inani labafundi abangahambi sikolo lingacaciswa njenge meko apho umfundi engekho esikolweni imini yonke.
Ingcaciso emfutshane	Inani labafundi abangahambi sikolo lingacaciswa njenge meko apho umfundi engekho esikolweni imini yonke.
njongo/ukubaluleka	Esi salathisi sihlola isitism yokuchaza ubungakanani bokungayi esikolweni kwabafundi sikwaqinisekisa ukuba kukho isitism zokubeka iliso nokucutha ukungayi kwabafundi esikolweni. Injongo kukulinganisa inani le ntsoke ezilahlakileyo ngekota.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo okuUmthetho	SASA
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabeyisi yabafundi abangekhoyo esikolweni,ngokwedatha ethatyathiweyo ifumaneka kwiphondo lonke.

Ingxelo yonyaka-mali 2015/2016
 IBhajethi Evunyiweyo yesi: 5
 yeSabe leMfundo yePhondo leNtshona Koloni

B. IProgram 2: IMfundo Yezikolo zikaRhulumente Eziqhelekileyo	
Uxanduva lwesalathisi	Ingxelo yezikolo (isishwankathelo kuphela)
Uhlobo lokubala olusetyenziswayo	Ukwahlula amanani okusebenza alahlekileyo esikolweni ngamanani entsuku zesikolo zokungahambi sikolo kwikota uphindaphinde ngo100.
Imiba engafikelelwanga Yidatha	Ulibaziseko lokuthunyelwa koluhlu labangekhoyo lwabafundi zizikolo ngaphandle konxibelelwano lwe intanethi
Uhlobo lwesalathisi	Olubalulekileyo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika Ingxelo	Ngekota
Isalathisi esitsha	Ewe
Iindlela zokungqinisa	IPesenti epezulu yabafundi abafuneka bahambe isikolo rhoqo.
Uxanduva lwesalathisi	ICandelo leEMIS(amaphondo anokufaka uMlawuli onoXanduva olufanelekileyo)
Isihloko sesalathisi	PPM209: Ireyiti yokungahambi kweTitshala isikolo
Ingcaciso emfutshane	Ukungayi eskolweni kootitshala kungenziwa kukuthatha ikhefu evunyiweyo ngenxa yokugula okanye ingxaki zosapho okanye kunokubangelwa kukuba "ukhona" kodwa uyokwenza eminye imisebenzi.
Injongo/ukubaluleka	Ukulinganisa ubungakanani bokungayi esikolweni kootitshala ukuze kubenokuphliswa iisitimisi zokucutha nokubeka iliso ukungayi emsebenzini injongo kukucutha intsuku eziphoswa ngabafundi esikolweni ngenxa yokungabikho kootitshala.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	SASA
Umthombo ethathwe/eqokelelwe kuwo idatha	Idatha ekhutshwe kwiPERSAL neEMIS
Intsebenzo efunekayo	Idathabeyisi yotitshala yokungayi esikolweni erekhodiweyo (esekelwe kumaphepha ekhefu kaPERSAL)
Uhlobo olusetyenziswe Ekubaleni	Ukwahlula inani lokusebenza elilahlekileyo ngenxa yetitshala ezingaphangelanga ngamanani okusebena kwikota uwaphindaphinde ngo100
Imiba engafikelelwanga Yidatha	Ukurhuqa inyawo ukungenisa amaphepha ekhefu nokugqibezela kwe PERSAL.
Uhlobo lwesalathisi	Olubalulekileyo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika Ingxelo	Wekota
Umjikelo wokunika Ingxelo	Ewe
Intsebenzo efunekayo	Ootitshala abaninzi kufuneka babesezikolweni ngexesha kwaye bafundise ngamaxesha okufundisa.
Indicator responsibility	ULawulo lwaBasebenzi noLungiselelo (amaphondo anokufaka uMlawuli onoXanduva olufanelekileyo)
Isihloko sesalathisi	PPM210: 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 noMgaqosiseko weli lizwe, othi abemi banelungelo lemfundo esisiseko nokuba banazo na okanye abanazo iintsiba
Injongo/ukubaluleka	Umlinganiselo wemfundo esimahla
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	UMgaqo-siseko, iSASA noMgaqo-nkqubo wezikolo eziNgabizi Fizi
Umthombo ethathwe/eqokelelwe kuwo idatha	Iithagethi zezixhobo nedathabeyisi yeEMIS
Iindlela zokungqinisa	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	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka

B. IProgram 2: IMfundo Yezikolo zikaRhulumente Ezizhelekileyo	
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Bonke abafundi abafanelekileyo ukuba baxhamle kumgaqonkqubo "weZikolo ezingabizi fizi"
Uxanduva lwesalathisi	UMLawuli weBhajethi (amaphondo anokufaka uMlawuli onoXanduva olufanelekileyo)
Isihloko sesalathisi	PPM211: Amanani ootitshala abeqeqeshwe kwizifundo zolwimi nakwindlela yokufundisa ulwimi.
Ingcaciso emfutshane	Uphuhliso lweTitshala lubalulekile kwimfundo eMzantsi Afrika. Lukhokelwa luxhaswa yiframework yesicwangciso sobuchule bokuphuhlisa ootitshala. Kulindeleke ukuba ootitshala bagqibe izifundo eziphucula ulwazi lwabo kwaye baza kukhuthazwa basebenze kunye xa befunda ukuze bafumane imfundo ephucukileyo.
Injongo/ukubaluleka	Ithagethi zophuhliso lootitshala ziquka oku: ukuhlala kutsalwa amanani ootitshala abaselula abaqeqeshiweyo; ukufumana amanani eeyure ezichithwa ekufundeni; ukucutha ukungaphangeli kootitshala nokuqinisekisa ukuba bayigqibile ikharithulam.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	IFramework yesiCwangciso soboChule soPhuhliso loQeqesho lootitshala
Umthombo ethathwe/eqokelelwe kuwo idatha	IsiCwangciso-nkqubo (inkqubo) sezabaSebenzi (Human Resource Strategy) iCandelo lesi-5 loMthetho wokuQeshwa kootitshala (Employment of Educators Act), ka-1998 (uMthetho wama-76 ka- 1998).
Iindlela zokungqinisa	Ushicilelo lweTitshala eziqeqeshiweyo kwiphondo.
Uhlobo olusetyenziswe ekubaleni	Ukubala nokubhala bonke ootitshala ababhaliswe kwisistim, ngaphandle kwabasebenzi abangengabo ootitshala
Imiba engafikelelwanga Yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isathisi esitsha	Ewe
Intsebenzo efunekayo	Zonke iititshala kuwo onke amanqanaba ingakumbi kwi candela lamabanga aphantsi nangentla zizakuqeqeshwa kwiilwimi nakwi ndlela yokufundisa abafundi
Uxanduva lwesalathisi	ICandelo lezaBasebenzi neloLawulo/iinkonzo zeNkxaso (Human Resource and Management Directorate/Corporate Services) - ULawulo lweHR (amaphondo anokufaka uMlawuli onoXanduva olufanelekileyo)
Isihloko sesalathisi	PPM212: Inani leTitshala eziqeqeshwe kubalo /nofundo lwezibalo nendlela yokufundisa ubalo(Mathematiki)
Ingcaciso emfutshane	Uphuhliso lweTitshala lubalulekile kwimfundo eMzantsi Afrika. Lukhokelwa luxhaswa yiframework yesicwangciso sobuchule bokuphuhlisa ootitshala. Kulindeleke ukuba ootitshala bagqibe izifundo eziphucula ulwazi lwabo kwaye baza kukhuthazwa basebenze kunye xa befunda ukuze bafumane imfundo ephucukileyo
Injongo/ ukubaluleka	Ithagethi zophuhliso lootitshala ziquka oku: ukuhlala kutsalwa amanani ootitshala abaselula abaqeqeshiweyo; ukufumana amanani eeyure ezichithwa ekufundeni; ukucutha ukungaphangeli kootitshala nokuqinisekisa ukuba bayigqibile ikharithulam.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	IFramework yesiCwangciso soboChule soPhuhliso loQeqesho lootitshala
Umthombo ethathwe/eqokelelwe kuwo idatha	Uphuhliso lweCandelo lweHR okanye idathabheyisi yophondo
Iindlela zokungqinisa	Iirejista zootitshala abeqeqeshwe kwiphondo
Uhlobo lokubala olusetyenziswayo	Ukubala nokubhala bonke ootitshala ababhaliswe kwisistim, ngaphandle kwabasebenzi abangengabo ootitshala
Imiba engafikelelwanga Yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	wonyaka
Lwesalathisi esitsha	Ewe
Intsebenzo efunekayo	Zonke iititshala kuwo onke amanqanaba ingakumbi kwi candela lamabanga aphantsi nangentla zizakuqeqeshwa kwiilwimi nakwi ndlela yokufundisa abafundi
Uxanduva lwesalathisi	Ikharityhulum namaSebe olawulo lwabasebenzi ULawulo lweHR (amaphondo anokufaka uMlawuli onoXanduva olufanelekileyo)

C. IProgram 3 - Izikolo ezizimeleyo	
Ishloko 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/nokubaluleka	Ukuphucula ukufikelela kwimfundo
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Ukuhambelana nemimiselo nemigangatho yokuxhaswa ngemali kwezikolo yezikolo ezizimeleyo
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabehyisi yemiMiselo nemigangatho yokuXhaswa ngemali kwezikolo okanye idathabehyisi yeEMIS
Iindlela zokungqinisisa	Amawebhu ebhajethi yemali yezibonelelo (Ia maxwebhu adwelisa izikolo, inani labafundi nokwabiwa kwebhajethi).
Uhlobo oluseyenziswe ekubaleni	Ukubala nokubhala inani elipheleleyo labafundi abakwizikolo ezizimeleyo abafumana inkxaso-mali (subsidised)
Imiba engafikelelwanga Yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Isalathisi esitsha
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 olufanelekileyo)
Ishloko sesalathisi	PPM302 :pesenti yenani labafundi abafumana inkxaso-mali kwizikolo ezizimeleyo
Ingcaciso emfutshane	Inani lezikolo ezibhalisiweyo ezizimeleyo ezifumana inkxaso ziboniswa ngepesenti yenani lezikolo ezizimeleyo liphelele. 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.
Ukubaluleka/injongo	Ukuphucula ukufikelela kwimfundo
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Ukuhambelana nemimiselo nemigangatho yokuxhaswa ngemali kwezikolo yezikolo ezizimeleyo
Umthombo ethathwe /eqokelelwe kuwo idatha	Idathabehyisi yemiMiselo nemigangatho yokuXhaswa ngemali kwezikolo okanye idathabehyisi yeEMIS
Iindlela zokungqinisisa	Amawebhu ebhajethi yemali yezibonelelo (Ia maxwebhu adwelisa izikolo, inani labafundi nokwabiwa kwebhajethi).
Uhlobo oluseyenziswe ekubaleni	Ukwahlula amanani ezikolo ezizimeleyo ezixhaswa yo uzahlule ngamanani ezikolo ezizimeleyo uziphindaphinde ngo100.
Imiba engafikelelwanga Yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala oluseyenzisweyo	Engonyukiyo (Non-cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Zomke izikolo ezizimeleyo zinikwa inkxaso kwaye zonke izikolo ezinkwa inkxaso kufuneka zilande imimiselo nemigangatho yokuxhaswa ngemali kwezikolo yezikolo 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)

C. IProgram 3: Inkxaso yeZikolo ezizimeleyo	
Ishloko sesalathisi	PPM303: Ipesenti yezikolo ezizimeleyo ezityelweyo zibekwe iliso zinikwa noncedo
Ingcaciso emfutshane	Inani lezikolo ezizimeleyo ezibhalisiweyo ezityelwe lisebe lemfundo yephondo ngenjongo zokubeka iliso nokuzixhasa lichazwa ngepesenti. Olu tyelelo lwenziwe ngaBaphathi beSekethe, abacebsi bezemfundo nokuba ngabaphi na abasebenzi beSebe lokubeka iliso, inxhaso nonxibelelwano (Department for monitoring support and liaison)

C. IProgram 3: Inkxaso yeZikolo ezizimeleyo	
Injongo/ukubaluleka	Ukulinganisa ukubeka iliso nokujonga izikolo ezizimeleyo liSebe lemfundo lephondo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	SASA kunye ne MTSF
Umthombo ethathwe/eqokelelwe kuwo idatha	Amasebenzi beSebe lemfundo abaphathi beSekethi kunye nabacebisi bezemfundo batyikitya amaxwebhu esikolo kunye nerekhodi zotyalelo okanye ifomu yokutyelela isikolo.
Uhlobo olusetyenziswe ekubaleni	Ukwahlula inani lezikolo ezizimeleyo ezibhalisiweyo ezityelelwe luPhondo lwemfundo nabaphathi ukuze bajonge ukuze bancedise ngamanani ezikolo ezizimeleyo uze uliphinde ng100.
Imiba engafikelelwanga kuyo	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenzisiweyo	Engonyukiyo (Non-cumulative)
Umjikelelo wokunika ingxelo	Wekota
Uhlobo lwesalathisi	Hayi
Imiba engafikelelwanga Yidatha	Zonke izikolo ezizimeleyo ezibhalisiweyo zizakutyelelwa ngamagosa karhulumente bajonge indlela eziqhuba ngayo. bazinike nenxaso apho kufunekayo kunye nonxibelelwano kanye ngonyaka.
Uxanduva lwesalathisi	Institutional Support Management and Governance: Izikolo ezizimeleyo okanye umphathi wezikolo ezizimeleyo.

D. IProgram 4 izikolo ezineemfundo eziZodwa zeMfundo	
Isihloko sesalathisi	PPM401: Ipesenti yabafundi abaneminyaka eyi-16 ababhaliswe kwizikolo zikarhulumente zemfundo ezineemfundo ezizodwa babaneminyaka eyi16.
Ingcaciso emfutshane	Umgaqosiseko weli lizwe kunye ne SASA bathi imfundo apha eMzantsi Afrika ingundoqo phakathi kweminyaka eyi 1-9kwaye urhulumente unenjongo ekubeni kungabikho mntwana othintelwa ukuba ilungelo lokufunda.
Injongo/ukubaluleka	Ukulinganisa ukufikelela kwimfundo kwabantwana abaneemfundo zemfundo ezizodwa, ukwenzela ukunika iinkcukacha eziza kunceda kucwangciso nenxaso elungiselelwe izikolo zemfundo eneemfundo ezizodwa
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 6 (White Paper 6)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeEMIS iSaveyi yeziKolo ezineemfundo ezizodwa yonyaka
Iindlela zokungqinisisa	Kutyikitywe isivumelwano yiNqununu noMphathi weSithili
Uhlobo olusetyenziswe ekubaleni	Ukwahlula kwamanani abafundi abaneminyaka eyi 7-16 yeminyaka ababhalise kwizikolo zikarhulumente zaphabliki zabantwana abakhubazekileyo ngeminyaka eyi7-16 yeminyaka kwanabo bakhubazekileyo entlalweni ubaphindaphinde ngo100.
Imiba engafikelelwanga Yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenzisiwayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitha	Hayi
Intsebenzo efunekayo	Bonke abafundi abaneenkubazeko zomzimba, abaneminyaka ebanyanzelayo ukuba baye esikolweni
Uxanduva lwesalathisi	Umlawuli weProgram yeMfundo eDibanisayo (Inclusive Education Programme Manager) (amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)
Isihloko sesalathisi	PPM:402 Inani lepesenti yezikolo ezineemfundo ezizodwa ezizabenza njenge Resource Center.
Ingcaciso emfutshane	UXwebhu lweNgcaciso yeMiba 6 (white Paper 6) lithetha "ngokunyaswa komgangatho wezikolo ezineemfundo ezizodwa zabantwana ezibancedayo nokutshintshwa kwazo zibe Resource Centers zezikolo ezineemfundo ezizodwa ezinikeza inkxaso eyodwa kwizikolo ezisebumelwaneni kwaye zidityanise kumaqhela enxaso ezithili".
Injongo/ukubaluleka	Ukulinganisa inkxaso enikezwa ziResource Centers zezikolo ezineemfundo ezizodwa kwizikolo eziqhelekileyo nenkonzo ezipheleleyo eziyakwakha isistim yemfundo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 6 (White Paper 6) ukuqinisisa imfundo ekumgangatho ophezulu nenxaso kwizikolo ezineemfundo ezizodwa neResource Centers zezikolo ezineemfundo ezizodwa.
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeMfundo eDibanisayo

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D. IProgram 4: iZikolo ezineeMfundo eziZodwa zeMfundo	
Iindlela zokungqinisa	Uluhlu lweResource Centers Zezikolo ezineemfundo ezizodwa
Uhlobo oluseyenziswe ekubaleni	Ukwahlula kwezikolo zabakhubazekileyo ngamanani esenta uwaphindaphinde ngo100.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lesalathisi	Isiphumo
Uhlobo lokubala	Engonyukiyo (non-cumulative)
Ixesha lengxelo	Wonyaka
Isilathisi esitsha	Ewe
Intsebenzo eyimfuneko	Zonke izikolo zizakusebenza njengeResource Centers.
Uxanduva lwesalathisi	ICandelo leMfundo eDibanisayo(amaphondo anokufaka uMlawuli onoXanduva okanye iyunithi efanelekileyo)

E. IProgram 5: Uphuhliso lweMfundo yaBantwana abaseqalayo (ECD)	
Isihloko sesalathisi	PPM501: Inani lezikolo ezinebanga R
Ingcaciso emfutshane	Inani elipheleleyo lezikolo zikarhulumente (eziqhelekileyo nezizodwa) ezinebanga R.
Injongo/ukubaluleka	Ukulinganisa ukwandiswa nokunikwa kweBanga R kwizikolo zikarhulumente
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 5 (White Paper 5)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeEMIS
Iindlela zokungqinisa	Isibhengezo esityikitywe yiNqununu noMlawuli weSithili (esityikitywe ekhompuyutheni okanye esiprintiweyo)
Uhlobo oluseyenziswe ekubaleni	Ukubala nokubhala inani lezikolo zikarhulumente (zikarhulumente nezineemfundo ezizodwa) ezinika iBanga R.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo zikarhulumente ezineBanga loku-1 kufuneka zibe neBanga R.
Uxanduva lwesalathisi	ICandelo leEMIS
Isihloko sesalathisi	PPM 502: Ipesenti yabafundi bebanga-1 abafumene imfundo efomali yebanga R
Ingcaciso emfutshane	Inani labantwana bebanga 1 abafunde ibanga R lechazwa ngepesenti yenani elipheleleyo labafundi ababhaliswe kwibanga 1 okokuqala ngaphandle kwabafundi aphindayo.
Injongo/ukubaluleka	Esi salathisi sancedisa ekulinganiseni ukulungela kwabafundi ukungena kwisitim yesikolo nokuhlola abantwana abafumene imfundiso zeECD.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UXwebhu lweNgcaciso yeMiba 5 (White Paper 5) neMTSF.
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeEMIS
Iindlela zokungqinisa	Isibhengezo esityikitywe yiNqununu noMlawuli weSithili (esityikitywe ekhompuyutheni okanye esiprintiweyo)
Uhlobo oluseyenziswe ekubaleni	Ukwahlula inani labafundi ababhalisele ibanga R kunye ngenani labafundi ababhalisele ibanga 1 okokuqala ngaphandle kwabafundi abaphinda ,uphindaphinde ngo 100.
Imiba engafikelelwanga yidatha	Hayi
Uhlobo lwesalathisi	Isiphumo
Uhlobo oluseyenziswe ekubaleni	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Bonke abantwana abafaneleke ukungena kwibanga R kunyaka othile.
Uxanduva lwesalathisi	ICandelo le EMIS
Isihloko sesalathisi	PPM503: IPesenti yepraktishini eziqashwe yiECD ezikwinqanaba leNQF 4 nangaphezulu
Ingcaciso emfutshane	Inani lepraktishini eziqashwe yiECD ezikwinqanaba leNQF 4 nangaphezulu zichazwa njengenani elipheleleyo lepraktishini eziqashwe kwizikolo zikarhulumente. INational Qualification Framework (NQF) inqanaba 4 lilingana nelepraktishini zeECD ezine Setifiketi seMatriki (NSC)jubuncinane.
Injongo/ukubaluleka	Ukulinganisa umgangatho othile wezifundo ezinikezwa yiECD.

E. IProgram 5 : Uphuhliso lweMfundo yaBantwana abaseqalayo (ECD)

Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	MTSF neXwebhu lweNgcaciso yeMiba 5 (White Paper 5)
Umthombo ethathwe/eqokelelwe kuwo idatha	uMlawuli weProgram yeECD
kwiindlela zokungqinisisa	Idathabheyisi yepraktishini zeECD neziqinisekiso zabo zoqeqesho
Uhlobo olusetyenziswe ekubaleni	Ukwahlula amanani epraktishini zeECD abakumgangatho we4 (NSC Certificate) kwaye bengaphezu kwinani e ECD prektishina obaqeshwe kwiECD senta uliphindaphinde ngo100.
Imiba engafikelelwanga yidatha	Ezinye ipraktishini zeECD azikho kwisitim kaPERSAL.
Uhlobo lwesalathisi	Isiphumo
Uhlobo olusetyenziswe ekubaleni	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Zonke iECD praktishini mazibe ne NQF4 nangaphezulu.
Uxanduva lwesalathisi	UMphathi weprogram: Uphuhliso lweMfundo yaBantwana abaseqalayo

F. IProgram 6 : Iziseko Zophuhliso

Isihloko sesalathisi	PPM601: Inani lezikolo eziqhelekileyo zikarhulumente ezinikwa amanzi
Ingcaciso emfutshane	Inani elipheleleyo lezikolo zikarhulumente ezinikwa amanzi. Oku kuquka amatanki amanzi okanye imingxuma yokutsala amanzi okanye amanzi etephu.
Injongo/ukubaluleka	Ukulinganisa isicwangciso sokufikeleleka emanzi kunyaka kwengxelo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Ukunikezelwa kweziseko zophuhliso ezikolweni
Umthombo ethathwe/eqokelelwe kuwo	NEIMS/idathabheyisi yeziseko zophuhliso
Iindlela zokungqinisisa	Izatifikethi zokugqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Bhala zonke izikolo zikarhulumente eziqhelekileyo ezingenawo amanzi
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative) (Esi salathisi siyakhula kodwa ngoba zichazwa yonke iminyaka kuthiwa asinyuki)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe namanzi Etephu
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeziSkolo/ iyunithi yeziseko zophuhliso.
Isihloko sesalathisi	PPM602: Inani lezikolo eziqhelekileyo zikarhulumente ezinikwa umbane
Ingcaciso emfutshane	Inani elipheleleyo lezikolo zikarhulumente eziqhelekileyo ezinikwa umbane. Lo mlinganiselo umalunga nezikolo ezikhoyo ingezizo ezintsha. Ingcaciso: Isikolo esinombane sibhekisa kwizikolo ezinalo naluphi uhlobo lomthombo wombane, kuquka iGridi kaEskom, iiphaneli zombane wamandla elanga (solar panels) kunye neejeneretha.
Injongo/ukubaluleka	Ukulinganisa ukufikelela kwezikolo embaneni
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UkuNikwa kweziSeko zoPhuhliso (Infrastructure) zeZikolo
Umthombo ethathwe/eqokelelwe kuwo datha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Izatifikethi zokugqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Ukubhala zonke izikolo eziqhelekileyo zikarhulumente ezinikwe ugutyulo
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative) (Esi salathisi siyakhula kodwa ngoba zichazwa yonke iminyaka kuthiwa asinyuki)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe nombane
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeziSkolo/ iyunithi yeziseko zophuhliso.
F. IProgram 6 : Iziseko Zophuhliso	

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 IBhajethi Evunyiweyo yesi: 5
 yeSabe leMfundo yePhondo leNtshona Koloni

Isihloko sesalathisi	PPM603: Inani lezikolo eziqhelekileyo zikarhulumente ezinikwa iinkonzo zogutyulo
Ingcaciso emfutshane	Inani elipheleleyo lezikolo zikarhulumente eziqhelekileyo ezinikezwa ugutyulo. Oku kulinganisa kumalunga nezikolo ezikhoyo ingezizo ezintsha. 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 kulo nyaka wengxelo.
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
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative) (Esi salathisi siyakhula kodwa ngoba zichazwa yonke iminyaka kuthiwa asinyuki)
Umjikelo wokunika ingxelo	wonyaka
Isalathisi Esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo zikarhulumente zifikelele kwinkonzo zogutyulo.
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeziSkolo/ iyunithi yeziseko zophuhliso.
Isihloko sesalathisi	PPM604: Inani lamagumbi okufundela akhiwe kwizikolo eziqhelekileyo zikarhulumente
Ingcaciso emfutshane	Inani lamagumbi okufundela anikezelwe 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 izenzo zokufundisa ezizodwa (special instructional activities). Esi salathisi asiwabandakanyi amagumbi eengcali
Injongo/ukubaluleka	Ukulinganisa ukufikelela kwezikolo kwimeko yokufunda efanelekileyo kunye neziseko zophuhliso ezizezikolweni
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Imigaqo yeziseko zophuhliso lwezikolo(iza kuphinda ibhalwe)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Izatifikethi zokugqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Ukubhala inani elipheleleyo lamagumbi okufundela akhiweyo
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative) (Esi salathisi siyakhula kodwa ngoba zichazwa yonke iminyaka kuthiwa asinyuki)
Umjikelo wokunika ingxelo	wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe namagumbi okufundela oneleyo
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeziSkolo/ iyunithi yeziseko zophuhliso.
Isihloko sesalathisi	PPM605: Inani lamagumbi eengcali (specialist rooms) akhiwe kwizikolo eziqhelekileyo zikarhulumente
Ingcaciso emfutshane	Inani lamagumbi eengcali (specialist rooms) akhiwe 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 604) yaye liquka amagumbi afana neelebhu
Injongo/ukubaluleka	Ukulinganisa ubukho nokunikwa kwamagumbi alungiselelwe okuthileezikolweni ukwenzela ukunika imeko efanelekileyo yokufundwa kwezifundo ezithile (subject specialisation) okwenziwa ngekharithulam.

E .IProgram 6 : Iziseko Zophuhliso	
Umthetho (umgaqo-	Imigaqo yeziseko zophuhliso lwezikolo(iza kuphinda ibhalwe)

nkqubo) okunxulunyaniswa nawo oku	
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Izatifikethi zokuGqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Ukubhala inani elipheleleyo lamagumbi alungiselelwe okuthile
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative) (Esi salathisi siyakhula kodwa ngoba zichazwa yonke iminyaka kuthiwa asinyuki)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe namathala encwadi neResource Center.
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeziSkolo/ Iyunithi yeziseko zophuhliso.
Isihloko sesalathisi	PPM606: Amani ezikolo ezintsha ezigqityiweyo nezilungele ukusetyenziswa (kuquka izikolo ezakhiwe endaweni yezinye)
Ingcaciso emfutshane	Inani elepheleleyo lezikolo eziqhelekileyo ezakhiweyo ngonyaka. Ezi ziquka ezintsha nezakhiwe endaweni yezinye zagqitywa phantsi kweprogram iAccelerated Schools Infrastructure Development Initiative (ASID)
Injongo/ukubaluleka	Ukulinganisa ukufikeleleka kwemfundo ngokunikezelwa kweziseko zophuhliso ezifanelekileyo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Imigaqo yeziseko zophuhliso lwezikolo
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Izatifikethi zokugqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Ukubhala inani elipheleleyo lamagumbi okufundela akhiweyo
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative) (Esi salathisi siyakhula kodwa ngoba zichazwa yonke iminyaka kuthiwa asinyuki)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe namagumbi okufundela oneleyo
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeZikolo (School Infrastructure Directorate) Iyunithi yeCandelo leziSeko zo Phuhliso zeZikolo
Isihloko sesalathisi	PPM 607 Inani lezikolo ezakhiwayo (kuquka izikolo ezakhiwe endaweni yezinye)
Ingcaciso emfutshane	Inani elepheleleyo lezikolo eziqhelekileyo ezakhiweyo ngonyaka. Ezi ziquka ezintsha nezakhiwe endaweni yezinye zagqitywa phantsi kweprogram iAccelerated Schools Infrastructure Development Initiative (ASID).
Injongo/ukubaluleka	Ukulinganisa ukufumaneka kwemfundo ngokwakha izikolo ukuze kunikezwe imfundo nokufunda okufanelekileyo
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Imigaqo yeziseko zophuhliso lwezikolo
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Amaxwebhu eSupply Chain Management okanye amaxwebhu eProcurement.
Uhlobo olusetyenziswe ekubaleni	Ukubhala inani lezikolo ezakhiwayo kuquka nezo zakhiwa endaweni yezinye.
Uhlobo lwesalathisi	Ayikho
Uhlobo lokubala olusetyenziswayo	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative) (Esi salathisi siyakhula kodwa ngoba zichazwa yonke iminyaka kuthiwa asinyuki).
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente.

F. IProgram 6: Iziseko Zophuhliso	
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeZikolo (School Infrastructure Directorate) Iyunithi yeCandelo leziSeko

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 IBhujethi Evunyiweyo yesi: 5
 yeSabe leMfundo yePhondo leNtshona Koloni

	zo Phuhliso zeZikolo
Isihloko sesalathisi	PPM608: Inani lamagumbi okufundela akhiweyo eBanga R
Ingcaciso emfutshane	Inani lamagumbi okufundela okusetyenziswa ngabafundi beBanga R
Injongo/ukubaluleka	Ukulinganisa ukwanda kokunikezwa kophuhliso lwabantwana abasaqalayo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Imigaqo yeziseko zophuhliso lwezikolo
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Izatifikethi zokugqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Ukubhala amanani amagumbi akhiweyo eBanga R.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Enyukayo (cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe namagumbi okufundela eBanga R.
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeZikolo (School Infrastructure Directorate) Iyunithi yeCandelo leziSeko zo Phuhliso zeZikolo
Isihloko sesalathisi	PPM609: Inani lehostele ezakhiweyo
Ingcaciso emfutshane	Inani lehostele ezakhiweyo kwizikolo zikarhulumente eziqhelekileyo; oku kuquka ukulungiswa kwehostele ezindala kwizikolo zikarhulumente eziqhelekileyo.
Injongo/ukubaluleka	Ukulinganisa ukufikeleleka kwimfundo kwabafundi abahamba imigama emdide.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Imigaqo yeziseko zophuhliso lwezikolo
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zophuhliso (Infrastructure)
Iindlela zokungqinisisa	Izatifikethi zokugqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Ukubhala inani elipheleleyo lehostele ezakhiweyo kwezikolo zikarhulumente eziqhelekileyo
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Enyukayo (cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Bonke abantwana bafikelele kwimfundo nokuba bahlala phi na
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeZikolo (School Infrastructure Directorate) Iyunithi yeCandelo leziSeko zo Phuhliso zeZikolo
Isihloko sesalathisi	PPM610 Inani lezikolo ezilungiswayo (schedule maintenance)
Ingcaciso emfutshane	USASA (The South African Schools Act), ka 1999 icacisa indima yeSebe lemfundo esisiSeko (iPhondo, isiSithili, iSekethe, iSGB neeNqununu zezikolo) balungise baphucule iimpahla (property) zesikolo kunye nezakhiwo namabala esikolo, kunye neehostele zesikolo)
Injongo/ukubaluleka	Ukulungiswa kwezikolo kwilizwe lethu kubaluleke kakhulu, yenza ekubeni izikolo zizezisonakala ziphela, emva kwexesha. Oko xa kuqhubeka kubeka abafundi kwingozi, iifitshala zingakhuthazeki, kufuneka urhulumente arhole imali eninzi ukulungisa izikolo ezonakeleyo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	SASA
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNEIMS/ Yeziseko zoPhuhliso
Iindlela zokungqinisisa	Idathabheyisi yezikolo ezilungiswayo.
Uhlobo olusetyenziswe Ekubaleni	Ukubhala kwenani elipheleleyo lwezikolo ezilungiswayo
Imiba engafikelelwanga Yidatha	Ayikho
F. IProgram 6: Iziseko Zophuhliso	
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala	Engonyukiyo (non-cumulative)

olusetyenziswayo	
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Izikolo zikulungele ukufunda nokufundisa.
Uxanduva lwesalathisi	NEIMS/ iCandelo leziSeko zoPhuhliso/iYunithi yokuPhuhlisa iziSeko zoPhuhliso (NEIMS/Schools Infrastructure Directorate/Infrastructure Development Unit)

G. IProgram 7: IMviwo kunye neNkonzo zeMfundo eziNxulumene nazo	
Isihloko sesalathisi	PPM 701: Ipesenti yabafundi abapase isatifikethi sikazwelonke (NSC)
Ingcaciso emfutshane	Inani elipheleleyo labafundi abaphumelele isatifikethi seNSC libonakaliswa njengepesenti yenani elipheleleyo labafundi ababhale isatifikethi seMatriki (NSC).
Injongo/ukubaluleka	Ukulinganisa ukusebenza kakuhle (efficiency) kwesistim yesikolo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	MTSF kunye neMviwo (Examination) kunye noHlobo (Assessments)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNSC kunye neengxelo eziteknikali
Iindlela zokungqinisisa	Uluhlu lwabafundi beNSC
Uhlobo olusetyenziswe ekubaleni	Ukwahlula amanani abafundi n abaphumelele INSC imviwo ngamanani abafundi ababhale isatifikethi jikelele (NSC) uwaphinda phinde ngo100.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukwandisa kwamanani abafundi beBanga le12 abaphumelela iimviwo zeNSC
Uxanduva lwesalathisi	ICandelo leMviwo noHlobo
Isihloko sesalathisi	PPM 702: Ipesenti yabafundi beBanga 12 abaphumelele kwinqanaba leBachelor
Ingcaciso emfutshane	Inani labafundi abaphumelele ngeBachelor kwiNSC. Ukuphumelele ngeBachelor iNSC kwenza ukuba abafundi balisele izifundo zedigri eziyunivesithi liboniswa njengepesenti yenani elipheleleyo labafundi ababhala iimviwo zeNSC.
Injongo/ukubaluleka	Ukulinganisa umgangatho wokuphumelela iNSC
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	MTSF kunye neMviwo (Examination) kunye noHlobo (Assessments)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNSC
Iindlela zokungqinisisa	Uluhlu lwabafundi
Uhlobo olusetyenziswe ekubaleni	Ukwahlula amanani abafundi beBanga 12 abafumene imfundo yezidanga kwiNSC ngamanani eBanga 12 labafundi ababhale imviwo zeNSC uliphinde ngo100.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukwandisa ipesenti yabafundi abaphumelela ngeBachelor kwiimviwo zeNSC.
Uxanduva lwesalathisi	ICandelo leMviwo nokuHlobo
Isihloko sesalathisi	PPM 703: Ipesenti yabafundi abaphumelele iBanga12 abafumane u50% nangaphezulu kwiMathematika
Ingcaciso emfutshane	Inani labafundi beBanga 12 abaphumelele iMathematika nge 50% nangaphezulu kwiimviwo zeNSC lichazwa njengepesenti yenani elipheleleyo labafundi ababhala iimviwo zePhysical Science zeNSC.
Injongo/ukubaluleka	Ukulinganisa ukusebenza kakuhle (efficiency) kwisistim yesikolo kugxininise kwiMathematika njengesabhjekthi engundoqo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	MTSF kunye neMviwo (Examination) kunye noHlobo (Assessments)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNSC
G. IProgram 7: IMviwo kunye neNkonzo zeMfundo eziNxulumene nazo	
Iindlela zokungqinisisa	Uluhlu lwabafundi beNSC.
Uhlobo olusetyenziswe	Ukwahlula inani labafundi beBanga 12 abaphumelele iMathematika kwiNSC nge 50% ngaphezulu,

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ekubaleni	ngenani elipheleleyo lwabafundi ababhala iPhysical Science kwiimviwo zeNSC uluphinde nge100.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukunyusa inani labafundi beNSC abaphumelela iMathematika ngo50% nangaphezulu.
Uxanduva lwesalathisi	ICandelo leMviwo nokuHlola
Isihloko sesalathisi	PPM 704 : Inani labafundi abapase iPhysical Science kwiimviwo nge50% nangaphezulu
Ingcaciso emfutshane	Inani labafundi beBanga le-12 abapase iPhysical Science kwiimviwo zeNSC nge 50% bachazwe ngenani labafundi ababhale imviwo
Injongo/ukubaluleka	Ukulinganisa ukusebenza kakuhle (efficiency) kwisitim yesikolo kugxininiswe kwiPhysical Science njengesabhjekthi engundoqo.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	MTSF kunye neMviwo (Examination) kunye noHlolo (Assessments)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeNSC
Iindlela zokungqinisisa	Uluhlu lwabafundi beNSC.
Uhlobo oluseyenziswe ekubaleni	Ukwahlula inani labafundi beBanga 12 abaphumelele iPhysical Science kwiNSC nge 50% nangaphezulu, ngenani elipheleleyo lwabafundi ababhala iPhysical Science kwiimviwo zeNSC uluphinde nge100.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukunyusa inani labafundi beNSC abaphumelela iPhysical Science ngo50% nangaphezulu.
Uxanduva lwesalathisi	ICandelo leMviwo nokuHlola
Isihloko sesalathisi	PPM705: Ipesenti yabafundi beBanga 3 abafumene i50% nangaphezulu kuLwimi lwaseKhaya kwiANA.
Ingcaciso emfutshane	Inani labafundi beBanga 3 abaziqondayo iziseko zikazwelonke zokufunda kuLwimi njengokuba kubhaliwe kuANA kuchazwe njengepesenti yenani elipheleleyo labafundi beBanga 3 ababhale uhlobo loLwimi kwiANA.
Injongo/ukubaluleka	Ukulinganisa ukusebenza kakuhle (efficiency) kwisitim esikolo kugxininiswe kumlinganiso lolwazi (competencies) kumaBanga aphantsi (foundation phase)
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	MTSF kunye neMviwo (Examination) kunye noHlolo (Assessments)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi ka ANA
Iindlela zokungqinisisa	Uluhlu lwabafundi abapase imviwo zika ANA.
Uhlobo oluseyenziswe ekubaleni	Yohlula inani labafundi beBanga 3 abaphumelele iimviwo zoLwimi zika ANA nge 50% nangaphezulu ngenani elipheleleyo labafundi ababhale iimviwo zoLwimi zikaANA ukuze uphinda phinde nge100
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukwandisa inani labafundi beBanga 3 abaphumelela iimviwo zoLwimi zikaANA.
Uxanduva lwesalathisi	ICandelo leMviwo nokuHlola

G. Program 7: IMviwo kunye neNkonzo zeMfundo eziNxulumene nazo	
Isihloko sesalathisi	PPM 706: Ipesenti yabafundi beBanga 3 abafumene u50% nangaphezulu kwiMathematika kwiANA
Ingcaciso emfutshane	Inani labafundi beBanga 3 abaziqondayo iziseko zikazwelonke zokufunda kuMathematika njengokuba kubhaliwe kuANA kuchazwe njengepesenti yenani elipheleleyo labafundi beBanga 3 ababhale uhlolo loLwimi kwiANA.
Injongo/ukubaluleka	Ukulinganisa ukusebenza kakuhle (efficiency) kwisitim esikolo kugxininiswe kumlinganiso lolwazi (competencies) kumaBanga aphantsi (foundation phase)
Umthetho umgaqo nkqubo	MTSF kunye neMviwo (Examination) kunye noHlobo (Assessments)
Umthombo eqokelelwe kuyo idatha	Kwidathabheyisi ka ANA
Iindlela zokungqinisa	Uluhlu lwabafundi abapase imviwo zika ANA.
Uhlobo olusetyenziswe ekubaleni	Yohlula inani labafundi beBanga 3 abaphumelele iimviwo zeMathematika zika ANA nge 50% nangaphezulu ngenani elipheleleyo labafundi ababhale iimviwo zeMathematika zikaANA ukuze uphinda phinde nge100
Imiba engafikelelwanga Yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Owonyaka
Uhlobo lwesalathisi	Hayi
Uhlobo olusetyenziswe ekubaleni	Ukwandisa inani labafundi beBanga 3 abaphumelela iimviwo zeMathematika zikaANA.
Uxanduva lwesalathisi	ICandelo leMviwo nokuHlola
Isihloko sesalathisi	PPM 707: Ipesenti yabafundi beBanga 6 abefumene i50% nangaphezulu kwilwimi lwaseKhaya kwiANA
Ingcaciso emfutshane	Inani labafundi beBanga 6 abaziqondayo iziseko zikazwelonke zokufunda iilwimi njengokuba kubhaliwe kuANA kuchazwe njengepesenti yenani elipheleleyo labafundi beBanga 6 ababhale uhlolo loLwimi kwiANA.
Injongo/ukubaluleka	Ukulinganisa ukusebenza kakuhle (efficiency) kwisitim esikolo kugxininiswe kumlinganiso lolwazi (competencies) kumaBanga aphakathi (intermediate phase)
Umthombo eqokelelwe kuyo idatha	MTSF kunye neMviwo (Examination) kunye noHlobo (Assessments)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi ka ANA
Iindlela zokungqinisisa	Uluhlu lwabafundi abapase imviwo zika ANA.
Uhlobo olusetyenziswe ekubaleni	Yohlula inani labafundi beBanga 6 abaphumelele iimviwo zeLwimi lwaseKhaya zika ANA nge 50% nangaphezulu ngenani elipheleleyo labafundi ababhale iimviwo zeLwimi lwaseKhaya zikaANA ukuze uphindaphinde nge100
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
H. Program 7: IMviwo kunye neNkonzo zeMfundo eziNxulumene nazo	
Isihloko sesalathisi	PPM 707: Ipesenti yabafundi beBanga 6 abefumene i50% nangaphezulu kwilwimi lwaseKhaya kwiANA
Umjikelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukwandisa inani labafundi beBanga 6 abaphumelela iimviwo zeLwimi lwaseKhaya zikaANA.
Uxanduva lwesalathisi	ICandelo leMviwo nokuHlola
Isihloko sesalathisi	PPM 708: Ipesenti yabafundi beBanga 6 ababfumane i50% nangaphezulu kwiMathematika nakwiANA
Ingcaciso emfutshane	Inani labafundi beBanga 6 abaziqondayo iziseko zikazwelonke zokufunda kwiMathematika njengokuba kubhaliwe kuANA kuchazwe njengepesenti yenani elipheleleyo labafundi beBanga 6 ababhale uhlolo lweMathematika kwiANA.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Ukulinganisa ukusebenza kakuhle (efficiency) kwisitim esikolo kugxininiswe kumlinganiso lolwazi (competencies) kumaBanga aphakathi (intermediate phase)
Iindlela zokungqinisisa	MTSF kunye neMviwo (Examination) kunye noHlobo (Assessments)
Imiba engafikelelwanga yidatha	Idathabheyisi kaANA
Iindlela zokungqinisisa	Uluhlu lwabafundi abapase imviwo zika ANA.

H. Program 7: IMviwo kunye neNkonzo zeMfundo eziNxulumene nazo

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Uhlobo olusetyenziswe ekubaleni	Yohlula inani labafundi beBanga 6 abaphumelele iimviwo zeMathematika zika ANA nge 50% nangaphezulu ngenani elipheleleyo labafundi ababhale iimviwo zeMathematika zikaANA ukuze uphinda phinde nge100
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukwandisa inani labafundi beBanga 6 abaphumelele iimviwo zeMathematika zikaANA.
Uxanduva lwesalathisi	ICandelo leMviwo nokuHlola
Isihloko sesalathisi	PPM 709: Ipesenti yabafundi beBanga 9 abafumene i50% nangaphezulu kuLwimi lwaseKhaya kuANA
Ingcaciso emfutshane	Inani labafundi beBanga 9 abaziqondayo iziseko zikazwelonke zokufunda kuLwimi lwaseKhaya njengokuba kubhaliwe kuANA kuchazwe njengepesenti yenani elipheleleyo labafundi beBanga 9 ababhale uhlolo loLwimi lwaseKhaya kwiANA.
Injongo/ukubaluleka	Ukulinganisa ukusebenza kakuhle (efficiency) kwisitim esikolo kugxininiswe kumlinganiso lolwazi (competencies) kumaBanga aphakathi (intermediate phase)
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	MTSF kunye neMviwo (Examination) kunye noHlolo (Assessments)
Iindlela zokungqinisisa	Uluhlu lwabafundi abapase imviwo zika ANA.
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi ye ANA
Uhlobo olusetyenziswe Ekubaleni	Yohlula inani labafundi beBanga 9 abaphumelele iimviwo zika ANA nge 50% nangaphezulu ngenani elipheleleyo labafundi ababhale iimviwo zoLwimi zikaANA ukuze uphinda phinde nge100
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukwandisa inani labafundi beBanga 9 abaphumelele iimviwo zoLwimi lwaseKhaya zikaANA.
Uxanduva lwesalathisi	ICandelo leMviwo nokuHlola
Isihloko sesalathisi	PPM 710: Ipesenti yabafundi beBanga 9 efumene i50% nangaphezulu kwiMathematika kwiANA.
Ingcaciso emfutshane	Inani labafundi beBanga 9 abaziqondayo iziseko zikazwelonke zokufunda iMathematika njengokuba kubhaliwe kuANA kuchazwe njengepesenti yenani elipheleleyo labafundi beBanga 9 ababhale uhlolo kweMathematika kwiANA.
Injongo/ukubaluleka	Ukulinganisa ukusebenza kakuhle (efficiency) kwisitim esikolo kugxininiswe kumlinganiso lolwazi (competencies) kumaBanga aphakathi (intermediate phase)
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	MTSF kunye neMviwo (Examination) kunye noHlolo (Assessments)
Umthombo ethathwe/eqokelelwe kuwo idatha	Idathabheyisi yeANA
Iindlela zokungqinisisa	Uluhlu lwabafundi abapase iimvavanyo zeANA
Uhlobo olusetyenziswe ekubaleni	Yohlula inani labafundi beBanga 9 abaphumelele iimviwo zeMathematika zika ANA nge 50% nangaphezulu ngenani elipheleleyo labafundi ababhale iimviwo zeMathematika zikaANA ukuze uphinda phinde nge100
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukwandisa inani labafundi beBanga 9 abaphumelele iimviwo zeMathematika zikaANA
Uxanduva lwesalathisi	ICandelo leMviwo nokuHlola

Isihlomelo D: IProgram YeZalathisi Zentsebenzo (EzePhondo)- Izalathisi EziTeknikal

IProgram 2	
Isihloko sesalathisi	PPI 2.1. Ipesenti yabafundi abagcinwe kwisistim yesikolo ukusuka kumaBanga 10-12
Ingcaciso emfutshane	Ukulingansiwa kwepesenti (%) yedigri apho abafundi abangena ibanga 10 beqhubeka ukuya kwibanga 12 kwiZikolo zikaRhulumente eziQhelekileyo kwiqela elifunda ngexesha elinye (same cohort).
Injongo/ukubaluleka	I-% ephezulwana yabafundi abashiyeka besesesikolweni de bafike kwibanga le-12. Oku kukhokela kubasebenzi abafundeleyo nabawulungeleyo umsebenzi; ithuba elingcono labafundi; ukuphucuka kokufikelela kwimfundo yamaziko emfundo ephakamileyo; ukunciphisa izinga lokuba buthathaka (vulnerability) kubafundi; uphuhliso olusebenza ngcono kwenkxaso (yasekuhlaleni)
Umthetho (umgaqonkqubo) 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	ISaveyi Yonyaka YesiKolo- (Annual School Survey)- ICandelo loLawulo loLwazi neeNkcukacha- (Directorate Knowledge and Information Management) Lkhutshwe kwiiseti zedatha yeASS- (Extracted from ASS datasets)
Uhlobo oluseyenziswe ekubaleni	Inani labafundi beBanga le-12 lahluwe ngenani labafundi beBanga le-10 beli qela labafundi lifunda ngexesha elinye (abafike kwiminyaka emi-2engaphambili) 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; i-Equity
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphezu kwehagethi ebifunwa
Uxanduva lwesalathisi	Lulungiselelwe ziZithili zabaPhathi abaziNtloko (Chief Director Districts); idatha iqokelelwe kwanikwa ingxelo yayo yiDKM; Umsebenzi wokubambisana oquka amaqela amaninzi athe adlala indima

IProgram 7	
Isihloko sesalathisi	PPI 7.1%: Ipesenti yabafunda bebanga 3 abafumene izphumo ezicomekayo zoLwimi
Ingcaciso emfutshane	Oku kulinganiswa kweqela labafundi abathathe inxaxheba kuhlolo lwesistimik lwebanga 3 (loLwimi) abanako ukuphumelela uhlolo. Uhlolo lupaswa nge50%.
Injongo/ukubaluleka	Isalathisi sibonisa inqaba lokuqonda kwabafundi abafunda isikolo kumabanga aphantsi (foundation phase)
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	Umthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (umthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Ulwazi olukwixelo.
Umthombo ethathwe/eqokelelwe kuwo idatha	Imithobo esisiseko yedatha ingxelo elungiselelwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo. Ingxelo iquathe inani elipheleleyo labafundi ababhala uhlolo ngengqokelela neqela eliphumelelayo kunye neqela elingaphumeleliyo. ICandelo; uphando itsalwe ingxelo yokugqibelo efakwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo lwesistimik.
Uhlobo oluseyenziswe ekubaleni	Inani labafundi eliphumelela (50%) ngaphezulu lichazwa njengepesenti yenani elipheleleyo labafundi ababhale uhlolo.
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi beBanga lesi-3 abangaphantsi kwe 5 yabafundi abathathi nxaxheba kuhlolo lwesistimik.
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwehagethi ebifunwa
Uxanduva lwesalathisi	Ukulwalwa kweselathisi ngumsebenzi weSebe leKharithulum (curriculum branch), kanti ukunika ingxelo ngesilathisi ngumsebenzi weCandelo; uphando (Directorate Research)
Isihloko sesalathisi	PPI 7.2. % Yabafundi beBanga 3 abafumene izifundo ezicomekayo kuMathematika
Ingcaciso emfutshane	Oku kulinganiswa kweqela labafundi abathathe inxaxheba kuhlolo lwesistimik lwebanga 3 (kwiMathematika) abanako ukuphumelela uhlolo. Uhlolo lupaswa nge50%.
Injongo/ukubaluleka	Isalathisi sibonisa inqaba lokuqonda kwabafundi abafunda isikolo kumabanga aphantsi (foundation phase).

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 yeSabe leMfundo yePhondo leNtshona Koloni

IProgram 7	
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Umthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (umthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Ulwazi olukwingxelo
Umthombo ethathwe/eqokelelwe kuwo idatha	Imithobo esisiseko yedatha ingxelo elungiselelwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo. Ingxelo iqulathe inani elipheleleyo labafundi ababhala uhlolo ngengqokelela neqela eliphumelelayo kunye neqela elingaphumeleliyo. ICandelo; uphando itsalwe ingxelo yokugqibelo efakwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo lwesistimik.
Uhlobo oluseyenziswe ekubaleni	Inani labafundi eliphumelela (50%) ngaphezulu lichazwa njengepesenti yenani elipheleleyo labafundi ababhale uhlolo.
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi beBanga lesi-3 abangaphantsi kwe 5 yabafundi abathathi nxaxheba kuhlobo lwesistimik.
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebifunwa
Uxanduva lwesalathisi	Ukulwalwa kwesalathisi ngumsebenzi weSebe leKharithyulum (curriculum branch), kanti ukunika ingxelo ngesilathisi ngumsebenzi weCandelo; uphando (Directorate Research)
Isihloko sesalathisi	PPI 7.3: Ipesenti yabafundi beBanga 6 abafumene iziphumo ezicomekayo kwilwimi
Ingcaciso emfutshane	Oku kulinganiswa kweqela labafundi abathathe inxaxheba kuhlobo lwesistimik lwebanga 6 (kuLwimi) abanako ukuphumelela uhlolo. Uhlolo lupaswa nge50%.
Injongo/ukubaluleka	Isalathisi sibonisa inqaba lokuqonda kwabafundi abafunda isikolo kumabanga aphantsi (foundation phase) .
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Umthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (umthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Ulwazi olukwingxelo
Umthombo ethathwe/eqokelelwe kuwo idatha	Imithobo esisiseko yedatha ingxelo elungiselelwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo. Ingxelo iqulathe inani elipheleleyo labafundi ababhala uhlolo ngengqokelela neqela eliphumelelayo kunye neqela elingaphumeleliyo. ICandelo; uphando itsalwe ingxelo yokugqibelo efakwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo lwesistimik.
Uhlobo oluseyenziswe ekubaleni	Inani labafundi eliphumelela (50%) ngaphezulu lichazwa njengepesenti yenani elipheleleyo labafundi ababhale uhlolo.
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi beBanga lesi-6 abangaphantsi kwe 5 yabafundi abathathi nxaxheba kuhlobo lwesistimik.
Uhlobo lwesalathisi	Isiphumo
Umjikelo wokunika ingxelo	Engonyukiyo (non-cumulative)
Intsebenzo efunekayo	Wonyaka
New indicator	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebifunwa
Uxanduva lwesalathisi	Ukulwalwa kwesalathisi ngumsebenzi weSebe leKharithyulum (curriculum branch), kanti ukunika ingxelo ngesilathisi ngumsebenzi weCandelo; uphando (Directorate Research)
Isihloko sesalathisi	PPI 7.4 % Yenani labafundi beBanga 6 abafumene iziphumo ezicomekayo kwiMathematika
Ingcaciso emfutshane	Oku kulinganiswa kweqela labafundi abathathe inxaxheba kuhlobo lwesistimik lwebanga 6 (kwiMathematika) abanako ukuphumelela uhlolo. Uhlolo lupaswa nge50%.
njongo/ukubaluleka	Isalathisi sibonisa inqaba lokuqonda kwabafundi abafunda isikolo kumabanga aphantsi (foundation phase) .
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	Umthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (umthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Ulwazi olukwingxelo
Umthombo ethathwe/eqokelelwe kuwo idatha	Imithobo esisiseko yedatha ingxelo elungiselelwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo. Ingxelo iqulathe inani elipheleleyo labafundi ababhala uhlolo ngengqokelela neqela eliphumelelayo kunye neqela elingaphumeleliyo. ICandelo; uphando itsalwe ingxelo yokugqibelo efakwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo lwesistimik.
Uhlobo oluseyenziswe ekubaleni	Inani labafundi eliphumelela (50%) ngaphezulu lichazwa njengepesenti yenani elipheleleyo labafundi ababhale uhlolo.
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi beBanga lesi-6 abangaphantsi kwe 5 yabafundi abathathi nxaxheba kuhlobo lwesistimik.
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)

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IProgram 7	
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	Ukulwalwa kweselathisi ngumsebenzi weSebe leKharithulum (curriculum branch), kanti ukunika ingxelo ngesilathisi ngumsebenzi weCandelo; uphando (Directorate Research)
Isihloko sesalathisi	PPI 7.5% Yabafundi beBanga 9 bafumene iziphumo ezicomekayo kulwimi
Ingcaciso emfutshane	Oku kulinganiswa kweqela labafundi abathathe inxaxheba kuhlolo lwesistimik lwebanga 9 (kuLwimi) abanako ukuphumelela uhlolo. Uhlolo lupaswa nge50%.
Injongo/ukubaluleka	Isalathisi sibonisa inqaba lokuqonda kwabafundi abafunda isikolo kumabanga aphantsi (foundation phase) .
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (umthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Umjikelo wokunika ingxelo	Ulwazi olukwingxelo
Umthombo ethathwe/eqokelelwe kuwo idatha	Imithobo esisiseko yedatha ingxelo elungiselelwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo. Ingxelo iqulathe inani elipheleleyo labafundi ababhala uhlolo ngengqokelela neqela eliphumelelayo kunye neqela elingaphumeleliyo. ICandelo; uphando itsalwe ingxelo yokugqibelo efakwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo lwesistimik.
Uhlobo olusetyenziswe ekubaleni	Inani labafundi eliphumelela (50%) ngaphezulu lichazwa njengepesenti yenani elipheleleyo labafundi ababhale uhlolo
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi beBanga 9 abangaphantsi kwe 5 yabafundi abathathi nxaxheba kuhlolo lwesistimik.
Isalathisi esitsha	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	Ukulwalwa kweselathisi ngumsebenzi weSebe leKharithulum (curriculum branch), kanti ukunika ingxelo ngesilathisi ngumsebenzi weCandelo; uphando (Directorate Research)
Isihloko sesalathisi	PPI 7.6: % Yabafundi beBanga 9 abefumene iziphumo ezicomekayo kwiMathematika
Ingcaciso emfutshane	Oku kulinganiswa kweqela labafundi abathathe inxaxheba kuhlolo lwesistimik lwebanga 9 (kwiMathematika) abanako ukuphumelela uhlolo. Uhlolo lupaswa nge50%.
njongo/ukubaluleka	Isalathisi sibonisa inqaba lokuqonda kwabafundi abafunda isikolo kumabanga aphantsi (foundation phase) .
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA) 1996 (umthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Ulwazi olukwingxelo
Umthombo ethathwe/eqokelelwe kuwo idatha	Imithobo esisiseko yedatha ingxelo elungiselelwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo. Ingxelo iqulathe inani elipheleleyo labafundi ababhala uhlolo ngengqokelela neqela eliphumelelayo kunye neqela elingaphumeleliyo. ICandelo; uphando itsalwe ingxelo yokugqibelo efakwe zinkonzo zangaphandle ezizimeleleyo eziqashelwe ukulalwa uhlolo lwesistimik..
Uhlobo olusetyenziswe ekubaleni	Inani labafundi eliphumelela (50%) ngaphezulu lichazwa njengepesenti yenani elipheleleyo labafundi ababhale uhlolo.
Imiba engafikelelwanga yidatha	Izikolo ezinabafundi beBanga -9 abangaphantsi kwe 5 yabafundi abathathi nxaxheba kuhlolo lwesistimik.
Uhlobo lwesalathisi	Iziphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Iindlela zokungqinisisa	Ingaphantsi kwethagethi ebekiweyo
Uxanduva lwesalathisi	Ukulwalwa kweselathisi ngumsebenzi weSebe leKharithulum (curriculum branch), kanti ukunika ingxelo ngesilathisi ngumsebenzi weCandelo; uphando (Directorate Research)

Isihlomo E: Izalathisi eziTeknikali zeThagethi zoNyaka zeeNjongo zesiCwangciso sobuChule

Isihloko sesalathisi SO 1.1.1	Uphuhliso Nokwenziwa koMsebenzi WesiCwangciso soPhuhliso seeTitshala
Ingcaciso emfutshane	Oku kulandela ungenelelo , ukwenziwa komsebenzi ukujongwa ngokutsha nokuphuculwa kwesicwangciso sophuhliso sotiitshala bephondo.
Injongo/ukubaluleka	Isalathisi siyakulandela uphuhliso nenkqubela yokwenziwa komsebenzi wesiCwangciso soPhuhliso looTitshala esitsha. Esisalathisi sibalulekile njengoku silinganisa ukuqala kwesicwangciso esidibanisa imisebenzi yomlawuli oyintloko eyenziwe ngokutsha kunye nexesha lokukhula elichaza isiphelo sexesha sokujongwa ngokutsha nokutshintsha ikharithyulum.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA)1996 (umthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Ukunikezwa kwesicwangciso esivunyiweyo Ukuhlangana nemiqobo kuzakuphuhliswa.
Umthombo ethathwe/eqokelelwe kuwo idatha	Isicwangciso siza kugcinwa ezifayilini emva kokuba siphuhlisiwe savunywa. Amanqanba okwenziwa komsebenzi aza kubhalwa alandelwe. Ubungqina bamanqanaba okwenziwa komsebenzi ayakugcinwa ezifayilini.
Uhlobo olusetyenziswe ekubaleni	Ubungqina bugcinwe ezifayilini
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Igalelo
Uhlobo lokubala olusetyenziswayoUhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Ukuya kwizifundo
Uxanduva lwesalathisi	Ukulwalwa kwesalathisi ngumsebenzi weSebe leKharithyulum (curriculum branch), kanti ukunika ingxelo ngesilathisi ngumsebenzi weCandelo; uphando (Directorate Research)
Isihloko sesalathisi SO 1.1.2	Ootitshala abaya kwizifundo zeveki ezimbini eCape Teaching and Leadership Institute
Ingcaciso emfutshane	Oku kulandela ukubaluleka kwenye yezinto zesicwangciso zophuhliso lweTitshala.
Injongo/ukubaluleka	Isilathisi silandela ukuya kootitshala kuqeqesho lweveki ezimbini kwihostele zaseCape Teaching Institute (CTLI) njengengxenye esiCwangciso soPhuhliso lweTitshala. Esisalathisi sibalulekile kuba silinganisa ukuthatha inxaxheba kwisitimik nakwi program exhasiweyo yanyuswa umgangatho wezakhono kwiindawo ezichongiweyo.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA)1996 (umthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Amawebhu ezaziso okukhethela iprogram; ootitshala ababambeleyo ezikolweni; amawebhu achaza ukuya nokungayi ezifundweni (attendance records)
Umthombo ethathwe/eqokelelwe kuwo idatha	Ubungqina bugciniwe eCTLI.
Uhlobo olusetyenziswe ekubaleni	Ubungqina bugciniwe efayilini.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelelo wokunika ingxelo	Owonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Ukuya kwizifundo
Uxanduva lwesalathisi	Umlawuli: weCape Teaching and Leadership Institute.
Isihloko sesalathisi SO 1.2	Inani lezikolo ezisebenzisa iinkonzo zolawulo lwe-intanethi ukwenza umsebenzi
Ingcaciso emfutshane	Ulwazi lwezaziso lezikolo, gqibezela izicwangciso wenze izicelo kwi-intanethi ukucedisa ekucwangciseni nasekunikezeleni ezixhobo(resources).
Injongo/ukubaluleka	Isalathisi siyakubonisa ubungakanani bokulandela umthetho weemfuno zokuqokelela idatha, iziCwangciso zokuPhucula izikolo, izicelo zezithuba zootitshala ingxelo yekhefu nemnye imiba yolawulo. Esisalathisi sibalulekile ngoba silandela amandla esebe okwenze umsebenzi ngoku khawuleza nangokuthembeka, idatha yangoku.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA)1996 (umthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Ukuthobela umthetho kwezikolo kulandelwa kwiCentral Education Management Information System (CEMIS) ISaveyi yabaXumi yonyaka yoKwaneliseka igxile kwiinkonzo ezinikezwa lesebe nasekuhloleni apho kungaphuculwa khona.

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Isihloko sesalathisi SO 1.2	Inani lezikolo ezisebenzisa iinkonzo zolawulo lwe-intanethi ukwenza umsebenzi
Umtombo ethathwe/eqokelelwe kuwo idatha	Ukutyikityo lweCEMIS
Uhlobo olusetyenziswe ekubaleni	Ubugqina obufunyenwe kwi-intanethi kwidatha yangoku nakwiProgram yokuPhucula nokuBeka iliso kwiZikolo (School Improvement Monitoring-SIM programme)
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Eqhubekayo (on-going, current)
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Ukulandela umthetho. Kwithagethi.
Uxanduva lwesalathisi	Umlawuli: Knowledge and Information Management
Ingcaciso emfutshane	Ingqokelela yobuchule obutsha kunye nongenelelo buyacetywa ukuqinisekisa ukuba ukuphinda kunikwe umdla ukufundisa kunye nempumelelo yeeNjongo ezi-3 zeWCED.
Injongo/ukubaluleka	6. Isalathisi siyakulandela ukungenelela ,ukuqaliswa ukukhangelwa kwayo ngokutsha (ngaphezu kweminyaka eli-5). i. Isicwangciso sePhondo soLwimi esijolise ngqo kwithagethi ii. Isicwangciso sePhondo seMathematiki ezijolise ngqo kwithagethi. iii. Ulawulo lwekharithulam yokuphulisa kwezifundo zeScience nezifundo zeNgcali. iv. Ulawulo lwekharithulam lokuchaza imfuno zabafundi zamaBanga aPhantsi namaBanga aPhakathi (Foundation and Intermediate). v. Isicwangciso sokuxhasa izikolo ekucwangciseni ukunikezwa kwekharithulam.
	Esi salathisi sibaluleke kakhulu njengoko sigxininisa sichaza ithagethi yeprogram ukugxininisa ukuba uphatho lwekharithulam nophuhliso lube lunceda izikolo nabafundi kwaye lubonisa luqinisekise ukukhula kwizifundo zabafundi.
Umtetho (umgaqonkqubo) okunxulunyaniswa nawo oku	UMtetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA)1996 (UMtetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Ukugqitywa kwezicwangciso nokwenziwa kwesikedyuli, kuquka imiqobo nengxelo
Umtombo ethathwe/eqokelelwe kuwo idatha	Amacwecwe ezicwangciso neerekhodi zenkqubo yokwenziwa komsebenzi, umz; unxibelelwano nezikolo, ukuqalwa kweenkqubo zoqeqesho, amanyathelo athathiweyo malunga nokunikezwa kwekharithulam ezikolweni.
Uhlobo olusetyenziswe ekubaleni	Ubugqina obugcinwe efayilini
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Igalelo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Ukuvunywa kwezicwangciso; ukuphumelela kwimiqobo; Iziphumo zemfundo eziphucukileyo; ulawulo lwekharithulam ezikolweni
Uxanduva lwesalathisi	Ulawulo lwesalathisi ngumsebenzi woMlawuli oyiNtloko kuphuhliso lwekharithulam nootitshala (Curriculum and Teacher Development Chief Directorate)
Isihloko sesalathisi SO 2.2	Inani lezikolo ezityelelwayo ngekota ukuxhasa abalawuli
Ingcaciso emfutshane	Utyelelo lwabammeli (officials)ezikolweni ukunika inkxaso kuba lawuli malunga nokulandela izalathisi zolawulo ezingundoqo kunye neemfuno zezikolo ezo.
Injongo/ukubaluleka	Isalathisi sizakulandela inkxaso enekzwe izikolo kutshintsho oluqhubekayo lwemfuno nakwizalathisi zolawulo olungundoqo. Esi Salathisi sibalulekile kuba silandela inkxaso yemiba yokulawula-okukuqoka ulwawulo lwekharithulam. Ukulinganisa kuhambelana neprogram kazwelonke yokuLinganisa iNtsebenzo (Program Performance Measure). PPM104: Inani lezikolo elityelelwe ngabameli besithili ngenjongo zokubeka iliso nokuxhasa. Iyakunxhasa ungenelelo phantsi kweNjongo yobuChule, 2.1
Umtetho (umgaqonkqubo) okunxulunyaniswa nawo oku	UMtetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA)1996 (UMtetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Ingxelo zokuphucula ukubekwa iliso isikolo (SIM) Ingxelo zeDistrict Education Management Information System, Amaxwebhu agcinwe esikolweni okanye ngabaphathi abafanelekileyo
Umtombo ethathwe/eqokelelwe kuwo idatha	Ingxelo zokuphucula ukubekwa iliso isikolo (SIM) Ingxelo zeDistrict Education Management Information System, Amaxwebhu agcinwe esikolweni okanye ngabaphathi abafanelekileyo
Uhlobo olusetyenziswe ekubaleni	Ubugqina obugcinwe kwiCEMIS, kwiDEMIS nabameli nezikolo
Imiba engafikelelwanga yidatha	Imithobo yolwazi iyakwahluka, kodwa iyakunikeza ubungqina obuninzi benkxaso

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Isihloko sesalathisi SO 2.1	Ubuchule bokulawula iKharithyulam buphuhlisiwe benziwa
Uhlobo lwesalathisi	Igalelo
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ifana neNPPM ka zwelonke
Intsebenzo efunekayo	100% yezikolo ezinkxaswa yiInstitutional Management and Governance Manager kunye/ okanye umMeli weKharithyulam okanye umMeli woLawulo
Uxanduva lwesalathisi	UMawulo oyiNtloko: Izithili
Isihloko sesalathisi SO 2.3	Inani lezikolo elinxamla ekunikezweni kwe-E learning
Ingcaciso emfutshane	Ukuxamla kwi-Intanethi (Wide Area Network- WAN) yephondo EWCED iza kunikeza iLocal Area Network(LAN) inxhase ilungise amagumbi okufundela eSMART. Ngaphandle kokunikeza ezakhiwo iincwadi, ootitshala imali inkxaso yabazali kunye nentsebenziswano yentlalo olu lutshintsho olutsha oluyakuba negalelo ekufumaneni iinjongo ezintathu zeWCED
Injongo/ukubaluleka	Iinjongo: Kukuqinisekisa ukugqibelela kokunikezela ngemfundo kubo bonke abafundi ingakumbi kwabo bangathathintweni. Ukuncedisa imiba yeziseko zophuhliso nemfundo kwizifundo namilinge .Ezi ngxelo nezinjongo kukuqinisekisa ukuthi ifikeleleke kwabo banemfundo ezizodwa kuzo zonke izinto eziyinxalenye yempumelelo yabo ,njengoko kujoliswa kuzo zonke ezibandakanyekayo .(Jonga iProgram 6 kunye ne(NPPM). PPM207 Amanani ezikolo ezinike uncedo lwe Media) Isilathiso esinyuliweyo kwezi injongo kukuba amanani ezikolo ezincedakala kukukhutshwa kwe E- learning . Isilathiso siyakhangela uncedo lwe LAN nezixhobo , ezinjengekhompyutha nokuncedisa izikolo .Isilathiso sibalulekile njengoko sikhangelwa ukhutsho lweProgram ukuncedisa ukufunda nokufundisa ezikolweni.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA)1996 (UMthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Amaxwebhu okwaba kunye nenxaso enikezwe iizikolo .
Umthombo ethathwe/ eqokelelwe kuwo idatha	Ubungqina obugcinwe ngumphathi wemicimbi
Uhlobo oluseyenziswe ekubaleni	Ubungqina obugcinwe efayilini.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Igalelo
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Ithagethi ifunyenwe okanye ingaphezu kwethagethi ebekiweyo
Uxanduva lwesalathisi	Umlawuli:FET kharithyulam ukuquka (e-learning)
Isihloko sesalathisiSO 2.4.1	Inxaso- mali echithwe kwisenta zeMOD nasekukhuliseni inkqubela phambili yolutsha.
Ingcaciso emfutshane	Isalathisi siyakunika ingxelo ngenxaso-mali enikezelwa yiWCED kuphuhliso lolutsha (Youth Development –Game Changer)
Injongo/ukubaluleka	Isalathisi siyakulandela umkhondo wenxaso enikezelwa kuphuhliso lolutsha kwiSenta zeMOD eziyi-180 nakulutsha oluphinda ibanga 9 okwesithathu olulungiselelwe izifundo kwikholeji yeTVET okanye kwiSenta yeAET. Esi salathisi sibalulekile kuba silinganisa inkxaso yeWCED yeprogram yenxaso esisimatik yokunika abathuba ophuhliso lolutsho.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA)1996 (UMthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Amaxwebhu ezimali.
Umthombo ethathwe/ eqokelelwe kuwo idatha	Abaphathi bemicimbi (Project Managers) kunye nabaphathi bezemali(Directorate Management Accounting)
Uhlobo oluseyenziswe Ekubaleni	Ubungqina obugcinwe ezifayilini nakumaphetshena (receipts) nakwimali yezibonelelo (transfers)
Imiba engafikelelwanga yidatha	Inani labafundi eliza kuxhaswa kwiprogram yophuhliso lolutsha liza kwahluka ngokwerekhodi zezikolo zabo kwa kunye nezigqibo zabo- umz; ukuba baqhubeka na nezifundo zabo. Ngoko ke ithagethi ziyakuqikelelwa
Uhlobo lwesalathisi	Igalelo
Uhlobo lokubala oluseyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Uncedo lwemali olunikeziweyo lunikezelwe malunga nemfundo neintsebenzo
Uxanduva lwesalathisi	Umlawuli weCape Teaching and Leadership Institute

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Isihloko sesalathisi SO 2.4.2	Ukunikezelwa kwenkxaso yentlalo neyemali kwizikolo
Ingcaciso emfutshane	Qinisekisa inkxaso yezikolo ezingahlawulisi ifizi ("no fees school"), ukungahlawuliswa ifizi kunye nezikolo ezikhusekileyo
Injongo/ukubaluleka	Isalathisi siza kulandela umkhondo wenkxaso- mali nenkxaso yentlalo ezikolweni ukomeleza ugxininiso kubafundi nakwizikolo ezineemfuno. Esi salathisi sibalulekile kuba silinganisa inkxaso eselubala enikezwayo ukuqinisekisa ukufikeleleka kwemfundo kwakunye nendawo ekhuselekileyo yokufunda nokufundisa.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	UMthetho weZikolo zaseMzantsi Afrika (South African Schools Act), (SASA)1996 (UMthetho wama-84 ka-1996), ohlaziyiweyo Umthetho weMfundo kaZwelonke (The National Education Policy Act, -NEPA) (Act 27 ka 1996)
Iindlela zokungqinisisa	Oku kuhambelana nePPM PPM2 10: Inani labafundi abakwizikolo zikarhulumente eziqhelekileyo yezingahlawulisi ifizi. Abaxwebhu ezibonelelelo zenkxaso zabafundi malunga nokungahlawuli ifizi. Amaxwebhu eenkqubo zongenelelo ezikolweni okuxhasa izikolo ezikhuselekileyo.
Umthombo ethathwe/eqokelelwe kuwo idatha	Icandelo lamaxwebhu(Funds: Management Accounting and Safety: Institutional Management and Governance Planning)
Uhlobo olusetyenziswe ekubaleni	Ubungqina obugcinwe kumaxwebhu kwicandelo lamaxwebhu
Imiba engafikelelwanga yidatha	Ayikho. Inani labantu abenza izicelo zokungahlawuli ifizi alikwazi ukuqikeleleka kuba le iyimeko yemfuno nobhaliso. Inkqubo zongenelelo ezicetyiweyo zokhuseleko ziyakumana zibhalwa xa zenzekile
Uhlobo lwesalathisi	Igalelo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Ewe
Intsebenzo efunekayo	Ukuthobela umthetho
Uxanduva lwesalathisi	Inkxaso-mali: Ulawulo loCwangciso -mali Ukhuseleko: IQumrhu lokuPhatha noCwangciso Lolawulo
Isihloko sesalathisi SO 3	PPM302: Ipesenti ebhalisiweyo yezikolo ezizimeleleyo ezifumana uncedo
Ingcaciso emfutshane	Inani lezikolo ezizimeleleyo ezibhalisiweyo ezifumana uncedo liboniswa ngepesenti yenani elipheleleyo yezikolo ezizimeleleyo ezibhalisiweyo. Izikolo ezizimeleleyo: izikolo ezibhalisiweyo okanye ezaziwa ngokuba zizimele ngokwemigaqo kaSASA. Inkxaso-mali idluliselwa kwizikolo ezizimeleleyo ezenze izicelo, zamnkelelwa uncedo lukarhulumente lwabafundi abakwezi Zikolo.
njongo/ukubaluleka	Ukunyuswa kofikeleleko kwemfundo
Umthetho (umgaqo-nkqubo) okunxulunyaniswa	Ukuthobela umthetho ngenkxaso-mali yezikolo yemithetho nemigaqo (norms and standards) yezikolo ezizimeleleyo.
Iindlela zokungqinisisa	Inkxaso-mali yezikolo nedathabheyisi yemithetho nemigaqo(norms and standards)
Umthombo ethathwe/eqokelelwe kuwo idatha	Amaxwebhu oku hambisa ibhajethi (Iamaxwebhu anoluhlu lwezikolo, inani labafundi kunye nolwabiwo webhajethi).
Uhlobo olusetyenziswe ekubaleni	Ukwahlula inani elipheleleyo lezikolo ezizimeleleyo ezibhalisiweyo ezinikwa uncedo ngenani elipheleleyo lezikolo ezizimeleleyo ezibhalisiweyo.
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
New indicator	Ewe
Intsebenzo efunekayo	Zonke izikolo ezizimeleleyo ziza kuxhaswa ngurhulumente ezo zikolo zixhaswayo mazisebenze ngokusemthethweni nasemgaqweni yezikolo ezizimeleleyo.
Uxanduva lwesalathisi	IQumrhu lokuPhatha noCwangciso loLawulo

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Isihloko sesalathisi SO 4	PPM201: Inani lezikolo elinenkonzo ezipheleleyo elinika iinkonzo abafundi abanemqobo kwimfundo yabo
Ingcaciso emfutshane	Inani lezikolo zikarhulumente eziqhelekileyo elinenkonzo ezipheleleyo. Izikolo ezinenkonzo ezipheleleyo: zizikolo eziqhelekileyo zikarhulumente ezinikwe izixhobo (resources) zaqeqeshwa ekulangabezeni imiqobo emininzi kwindawo yemfundo edibanisayo ezizikolo zisebenza ingakumbi ngabafundi abanemiqobo ephakathi (moderate) kwimfundo yabo.
njongo/ukubaluleka	Ukulinganisa ukufikelela kwabafundi abanemiqobo kwimfundo yabo kwizikolo zikarhulumente eziqhelekileyo. Nangona le njongo inenkukacha eziliqela le iye yakhethwa njengesibonisi esibalulekileyo sokusebenza kakuhle kweprogram iyonke.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	Xwebhu lweNgcaciso yeMiba 6 (White Paper 6)
Iindlela zokungqinisisa	Idathabheyisi yeZikolo zeMfundo eDibanisayo
Umthombo ethathwe/eqokelelwe kuwo idatha	Uluhlu lwezikolo zikarhulumente eziqhelekileyo zaguqulwa zaba zizikolo ezinenkonzo ezipheleleyo okanye izikolo zikarhulumente ezinezixhobo zokunceda (assistive devices) okanye iziseko zophuhliso ezifanelekileyo.
Uhlobo olusetyenziswe ekubaleni	Bala inani elipheleleyo lezikolo ezinenkonzo ezipheleleyo
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo olusetyenziswe ekubalen	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukuqinisekisa ukuba bonke abafundi abeneemfuno ezizodwa bayafikelela kwizikolo kwaye zonke izikolo zikarhulumente eziqhelekileyo ziyakwazi ukubanceda aba bafundi
Uxanduva lwesalathisi	ICandelo leMfundo eDibanisayo
Isihloko sesalathisi SO 5	PPM501: Inani lezikolo zikarhulumente ezineBanga R
Ingcaciso emfutshane	Inani elipheleleyo lezikolo zikarhulumente (eziqhelekileyo nezizodwa) ezineBanga R.
Injongo/ukubaluleka	Ukulinganisa ukwanda nokunikezwa kweBanga R ezikolweni zikarhulumente. Nangona le njongo inenkukacha eziliqela le iye yakhethwa njengesibonisi esibalulekileyo sokusebenza kakuhle kweprogram iyonke.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	Xwebhu lweNgcaciso yeMiba 5 (White Paper 5)
Iindlela zokungqinisisa	Idathabheyisi yeEMIS
Umthombo ethathwe/eqokelelwe kuwo idatha	Utyikityo lwamaxwebhu yiNqununu noMphathi weSithili (kwikhompyutha okanye kwiphepha)
Uhlobo olusetyenziswe ekubaleni	Bhala inani lezikolo zikarhulumente (eziqhelekileyo nezizodwa) ezineBanga R
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi Isiphumo	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo ezineBanga 1 zibeneBanga R .
Uxanduva lwesalathisi	ICandelo leEMIS
Isihloko sesalathisi	PPM604: Inani lamagumbi okufundela akhiwe kwezikolo zikarhulumente eziqhelekileyo
Ingcaciso emfutshane	Inani lamagumbi okufundela ekulindeleke ukuba akhiwe anikwe izikolo eziqhelekileyo zikarhulumente. Zona ziquka amagumbi okufundela ongezelelayo okanye amagumbi okufundela angesosigxina kwizikolo ezikhoyo nakwizikolo ezintsha. Amagumbi okufundela: Amagumbi ekwenzeka kuwo ukufunda nokufundisa, kodwa angayilelwanga izenzo zokufundisa ezizodwa (special instructional activities). Esi salathisi asiwabandakanyi amagumbi awodwa.
Injongo/ukubaluleka	Ukulinganisa ukufikelela kwezikolo kwimeko yokufunda efanelekileyo kunye neziseko zophuhliso ezisezikolweni. Nangona le njongo inenkukacha eziliqela le iye yakhethwa njengesibonisi esibalulekileyo sokusebenza kakuhle kweprogram iyonke.
Umthetho (umgaqo-nkqubo) okunxulunyaniswa nawo oku	IziKhokelo malunga neziSeko eziNgundoqo zeZikolo (Guidelines on School Infrastructure) (eziseza kuhlaziywa)
Umthombo ethathwe/eqokelelwe kuwo idatha	NEIMS/ Idathabheyisi yeziseko zophuhliso.
Imiba engafikelelwanga yidatha	Izatifikethi zokugqiba ukufunda
Uhlobo olusetyenziswe ekubaleni	Ukubhala inani elipheleleyo lamagumbi okufundela akhiweyo
Imiba engafikelelwanga yidatha	Ayikho
Isihloko sesalathisi SO7	PPM701: Ipesenti yabafundi abaphumelele KwiSetifiketi seMatriki kaZwelonke (NSC)

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Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Zonke izikolo eziqhelekileyo zikarhulumente kufuneka zibe namagumbi okufundela oneleyo
Uxanduva lwesalathisi	ICandelo leziSeko zoPhuhliso zeZikolo (School Infrastructure Directorate)
Ingcaciso emfutshane	Inani elipheleleyo labafundi beNSC abaphumelele kwiSetifiketi seMatriki kaZwelonke (NSC) libekwa njengenani elipheleleyo labafundi ababhale iimviwo zeNSC.
Injongo/ukubaluleka	Ukulinganisa ukusebenza kakuhle kwisitim yesikolo. Nangona le njongo inenkukacha eziliqela le iye yakhethwa njengesibonisi esibalulekileyo sokusebenza kakuhle kweprogram iyonke.
Umthetho (umgaqonkqubo) okunxulunyaniswa nawo oku	iIMTSF neeMviwo noHlobo
Iindlela zokungqinisisa	Idathabheyisi yeNSC neengxelo eziteknikali
Uthombo ethathwe/ eqokelelwe kuwo idatha	Uluhlu lwabafundi beNSC.
Uhlobo olusetyenziswe ekubaleni	Ukwahlula inani labafundi abaphumelele iimviwo zeNSC ngenani elipheleleyo labafundi ababhala iSetifiketi seMatriki kaZwelonke (NSC)
Imiba engafikelelwanga yidatha	Ayikho
Uhlobo lwesalathisi	Isiphumo
Uhlobo lokubala olusetyenziswayo	Engonyukiyo (non-cumulative)
Umjikelo wokunika ingxelo	Wonyaka
Isalathisi esitsha	Hayi
Intsebenzo efunekayo	Ukwandisa inani labafundi beBanga 12 eliphumelela iimviwo zeNSC.
Uxanduva lwesalathisi	ICandelo leeMviwo noHlobo