



URhulumente
weNtshona Koloni

IMicimbi yeNkcubeko neMidlalo

IsiCwangciso sokuSebenza soNyaka 2024/2025

ISebe leMicimbi yeNkcubeko neMidlalo laseNtshona Koloni

IsiCwangciso sokuSebenza soNyaka

Sowama2024/25

KweyoKwindla wama2024

Ukuba kunokubakho iimpazamo kuguqulelo lolu xwebhu, maze kusetyenziswe uxwebhu
lwesiNgesi okulolona kususelwe kulo uguqulelo.

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INgxelo yeGunya eliLawulayo

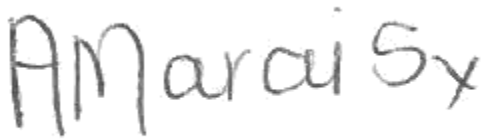
Njengoko singena kwixesha elinzima leengxaki zemali, iSebe leMicimbi yeNkcubeko neMidlalo liyayibona imfuneko yokuba siqhubeke sisebenza ngendlela entsha ukuqinisekisa ukuba singakwazi ukuqhubeka sinikezela ngeenkonzo kubantu bePhondo.

I-DCAS idlala indima ebalulekileyo ekuxhaseni ukukhula koqoqosho ngokusebenzisa imisitho yezemidlalo nenkcubeko, nangokusungula izinto ezintsha kuShishino lwezeNkcubeko noBuchule (CCI) nakwinkqubo yokukhulisa ushishino lwezeMidlalo noLonwabo. Imisitho emikhulu yezemidlalo nenkcubeko ikwanegalelo kuqoqosho lwengingqi nasekudalenik imisebenzi eyongezelelekileyo kwiphondo lethu. I-DCAS ikwadlala indima ebalulekileyo ekukhuthazeni impilontle ngokwasengqondweni nasemzimbeni nokudala iindawo ezikhuselekileyo zabantu baseNtshona Koloni. Ngomsebenzi weDCAS, sifuna ukudala isimo sengqondo sempilontle ngokupheleleyo kwabo sibasebenzelayo.

Esi siCwangciso sokuSebenza soNyaka sandlala amanyathelo athatyathwayo ukuze sifezekise umbono wethu, umnqophiso wethu neenjongo ezicwangcisiweyo ngokwemigaqo yokusebenza ekujoliswe kuyo kuhlalo lwabiwomali olufanelekileyo lonyakamali wama2024/25 neQhinga lesiCwangciso sePhondo nokuPhambili okuPhenjelelwa nguMbono. Iinzame zethu ziyaqhubeka nokugxila ekudaleni uluntu olukhuselekileyo noluxhotyisiweyo kwaye ngakumbi ukuzisa umbono wethemba nexabiso kwabo sibasebenzelayo.

Siza kuqhubeka nokuxhasa imisebenzi yezemidlalo nenkcubeko, ukusuka kumabanga aphantsi ukuya ekusingatheni imisitho engundoqo. Singaba nefuthe kubomi babantu abatsha ngokubakhuthaza ukuba bathathe inxaxheba kule misebenzi kwaye sibakhuthaze ukuba balandele ekhondweni labo banqwenela ukubalandela.

Kulo nyaka uzayo, siza kusebenzisana nabachaphazelekayo bethu bangaphakathi nabangaphandle ukuqinisekisa ukuba siyasilandela isikhokelo esibekwe kwesi sicwangciso sonyaka ozayo. Ndijonge phambili ekuboneleleni ngesikhokelo sezopolitiko nobunkokeli ukuxhasa uluntu lwethu ngokulugcina lukhuselekile, lunxibelelene, lusebenza kwaye lusempilweni.



ANROUX MARAIS, MPP

IGUNYA ELILAWULAYO LEMICIMBI YENKCUBEKO NEMIDLALO

KWEYOKWINDLA WAMA2024

INgxelo yeGosa eliPhendulayo

IsiCwangciso sokuSebenza soNyaka seSebe silungelelaniswe namaxwebhu abalulekileyo aphambili, kubandakanywa iQhinga lesiCwangciso seSebe sowama2020-2025, iQhinga lesiCwangciso soRhulumente weNtshona Koloni sowama2019-2024, nesiCwangciso soBuyiselo sePhondo esigxile ekuvuseleleni kwakhona ukusuka kwimpembelelo yeKHOVIDI-19, ngokudala imisebenzi, ukuqinisekisa ukhuseleko, nokukhuthaza impilontle.

Umbono weSebe kukudala iNtshona Koloni ebambiseneyo, eyilayo, esebenzayo neqhagamsheleneyo ngolonwabo, imidlalo, ubugcisa nenkcubeko. ISebe lijonge ukulungelelanisa iinkonzo zalo ezisemthethweni nezinto eziphambili ezichazwe kwisiCwangciso soPhuhliso sikaZwelonke (NDP), iSakhelo sesiCwangciso sesiGaba esiPhakathi sonyaka (MTSF), iQhinga lesiCwangciso sePhondo (PSP), nesiCwangciso soBuyiselo seNtshona Koloni.

Esi sicwangciso siyayivuma imiceli mngeni yezoqoqosho neyezemali, nto leyo idinga indlela esebenza ngokufanelekileyo, enobulumko nezinzileyo ekunikezelweni kweenkonzo. ISebe liza kuphucula iModeli yalo yoThungelwano oluLawulwayo, kwaye yakhe phezu kwesakhono salo solawulo esisekwe kwiinqobo zokuziphatha ukuze kuphuculwe ukusebenza kakuhle nokusebenza kakuhle ngentsebenziswano nabanye abachaphazelekayo. ISebe liza kwamkela indlela esekelwe ekunikezelweni kwenkonzo, ukuze kwandiswe ulwabiwo lwezibonelelo nokuphucula iziphumo.

I-APP iza kugxininisa ekuphumezeni impumelelo enkulu ekuhlenganiseni ubugcisa bokuyila noqoqosho lwezemidlalo kusetyenziswa izixhobo zemali ezinemiqathango, nokuphucula ukwabelana ngeenkcukacha, nokusebenzisa ukwahlukana kwenkcubeko. Ukufumana esi siphumo, iinzame zeSebe ziza kugxininiswa kwizigunyaziso zoMgaqosiseko, imisebenzi ekhuthaza ubumbano loluntu, ulutsha nempilontle ngokwasengqondweni ukuxhasa uphuhliso lolutsha nokubonelela ngeendlela zempumelelo.

NgeAPP yeDCAS yama2024/25, siyazibophelela kwakhona kumbono wethu weNtshona Koloni ebandakanya uluntu, ukuyila, esebenzayo neqhagamsheleneyo kuba isisiseko sokhuseleko, ukukhula koqoqosho nempilontle.



IGOSA ELIPHENDULAYO LESEBE YEMICIMBI YENKCUBEKO NEMIDLALO

KWEYOKWINDLA WAMA2024

Utyikityo oluseMthethweni

Ngokwenjenje kukuqinisekisa ukuba esi siCwangciso sokuSebenza soNyaka:

- saphuhliswa ngabalawuli beSebe leMicimbi yeNkcubeko neMidlalo phantsi kwesikhokelo soMphathiswa uAnroux Marais;
- sithathela ingqalelo yonke imigaqonkqubo efanelekileyo, imithetho neminye imiyalelo apho iSebe leMicimbi yeNkcubeko neMidlalo linoxanduva khona; kunye
- nokubonisa ngokuchanekileyo iFuthe, iziPhumo neeMveliso iSebe leMicimbi yeNkcubeko neMidlalo eliza kuzama ngalo ukuziphumeza kwisigaba esiphakathi kowama2024/25.

Nksz. Brenda Rutgers

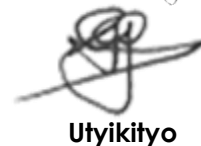
UMphathi weNkqubo yoku1



Utyikityo

Nksz. Carol Van Wyk

UMphathi weNkqubo yesi2 neyesi3



Utyikityo

Gqr. Lyndon Bouah

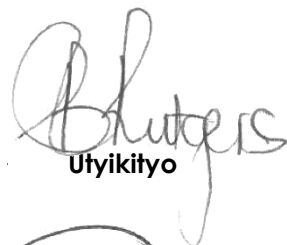
UMphathi weNkqubo yesi4



Utyikityo

Nksz. Brenda Rutgers

IGosa eliyiNtloko leMali



Utyikityo

Mnu. Shaun Julie

Umlawuli: INkxaso yoLawulo lwesiCwangciso nokuSebenza



Utyikityo

Mnu. Guy Redman

IGosa eliPhendulayo



Utyikityo

IPhunyezwe ngu:

NKsz. Anroux Marais

IGuya eliLawulayo



Utyikityo

IziFinyezo

ASGC	UTshintsho kwiNkqubo yaseMva kokuPhuma kweSikolo
ASP	Inkqubo yaseMva kokuPhuma kweSikolo
Atom	Ufikelelo kwiNkumbulo
BCP	IsiCwangciso sokuQhubeka kweShishini
CASMI	IMicimbi yeNkcubeko neNkqubo yeeNkcukacha zoLawulo lweMidlalo
Ce-I	IZiko lokuVelisa izinto eZintsha
CFO	Igosa lezeMali eliyiNtloko
COHC	Imvelaphi yeNkcubeko yaBantu
DDM	IModeli yoPhuhliso lweNgingqi
DFFE	ISebe lezamaHlathi, ukuLoba nezeNdalo
DORA	UMthetho wokwaHlulwa kweNgeniso (yonyaka)
DPSA	ISebe leNkonzo yoLuntu noLawulo
DSAC	ISebe lezeMidlalo, ubuGcisa neNkcubeko (isebe likazwelonke)
DSD	ISebe loPhuhliso loLuntu
EE	UbuLungisa ngokweNgqesho
EPWP	Inkqubo yeMisebenzi yoLuntu eyaNdisiweyo
ECM	ULawulo lokuQulathiweyo kwezoShishino
ERM	ULawulo loMngcipheko woShishino
FCPD	Inkunzi eZinzileyo noPhuhliso lwePropati
GBVF	UDushe oluSekelwe kwiSini nokuBulawa kwaBasetyhini
GRAP	IMithetho siseko yokuNika iNgxelo eYamkelekileyoJikelele
GWM&E System	Ububanzi boRhulumente neNkqubo yoBeko liso noVavanyo
HR	IMicimbi yezaBasebenzi
HWC	ILifa leMveli laseNtshona Koloni
ICT	UbuXhakaxhaka beeNkcukacha noNxibelelwano
IGR	UBudlelwane phakathi kooRhulumente
M&E	UBeko liso noVavanyo
MEC	ILungu lesiGqeba eliLawulayo [sePhondo] iBhunga loLawulo] (umPhathiswa wephondo)
MOD	INTathonxaxheba ngobuNinzi; iThuba nofikelelo; uPhuhliso nokuKhula
MPP	ILungu lePalamente yePhondo
MTEF	ISakhelo seNkcitho yeSigaba esiPhakathi soNyaka
MTSF	ISakhelo sesiCwangciso seSigaba esiPhakathi soNyaka
NAC	IBhunga lobuGcisa likaZwelonke
NDP	IsiCwangciso soPhuhliso sikaZwelonke: uMbono wama2030
NEET	Ongekho msebenzini, kwimfundo okanye kuqeqesho
NGO	UMbutho Ongekho Phantsi koRhulumente
NHC	IBhunga leLifa leMveli likaZwelonke

NHRA	UMthetho weZixhobo kaZwelonke, we1999
NSRP	IsiCwangciso sezeMidlalo noLonwabo sikaZwelonke
PanSALB	IBhodi yeeLwimi Zonke zoMzantsi Afrika
PDIA	ULungelelwaniso oluPhindwayo oluQhutywa yeNgxaki
PLC	IKomiti yeLwimi yePhondo yePanSALB
PFMA	UMthetho woLawulo lweMali kaRhulumente, we1999
PN	ISaziso sePhondo
POCS	Ukubek' iliso kumaPolisa noKhuseleko loLuntu
PWD	ABantu abaphila noKhubazeko
RLCP	IProjekthi yoQhagamshelwano lwamaThala eeNcwadi asemaPhandleni
RLHR	Ukuxhathisa kunye neNkululeko yeLifa leMveli
RSA	Iriphablikhi yoMzantsi Afrika
SAHRA	I-Arhente yeZixhobo zeLifa leMveli yaseMzantsi Afrika
SASCOC	IKomiti yoMbuthe wezeMidlalo yoMzantsi Afrika neKomiti yeOlimpiki
SCM	Ulawulo lweNtengo
SITA	I-Arhente yoBuchwepheshe beeNkcukacha zoMbuso
SLIMS	SITA iNkqubo yoLawulo lweNkcukacha neThala leencwadi
SRSA	IMidlalo noLonwabo eMzantsi Afrika (SRSA) (ngoku liSebe lezeMidlalo, ubuGcisa neNkcubeko)
SSMPP	INkqubo yoThathonxaxheba lwesiNinzi kwiMidlalo yeSikolo
UAMP	IsiCwangciso soLawulo lwaBasebenzisi beAsethi
UNESCO	Umbutho weZizwe eziManyeneyo wezeMfundo, ezeNzululwazi neNkcubeko
WC	Intshona Koloni
WCCC	IKomishini yeNkcubeko yaseNtshona Koloni
WCED	ISebe lezeMfundo laseNtshona Koloni
WCG	URhulumente waseNtshona Koloni
WCPGNC	IKomiti yokuThiywa kwaMagama eeNgingqi yePhondo leNtshona Koloni
WCLC	IKomiti yeLwimi yeNtshona Koloni
WOSA	INdlela kaWonkewonke yoLuntu

ICANDELO A: IGUNYA LETHU

1. Uhlaziyo kumagunya owisomthetho afanelekileyo nakumgaqonkqubo

The ISebe leMicimbi yeNkcubeko neMidlalo (DCAS) lithatha njengokubophelela igunya lowisomthetho apho ukusebenza kwalo kukonke kusekwe, ngokukodwa: unikezelo lwenkonzo olusebenzayo, olulinganayo nolufikelekayo, olusekwe kwiPhepha leNgcaciso loMgaqonkqubo woGuqulo loNikezelo lweNkonzo kaRhulumente, iphulo leBatho Pele. I-DCAS isebenza ngokwemigaqo yowisomthetho nemigaqonkqubo echazwe kule theyibhile ingezantsi.

1.1 Amagunya omgaqosiseko

Icandelo	Inkcazelo
Umgqaqosiseko weRiphabliki yoMzantsi Afrika, we1996	
Icandelo lesi6(3), (4) nelesi(5): uLwimi	URhulumente weNtshona Koloni (WCG) kufuneka, ngomthetho nangezinye iindlela, alawule aze abeke iliso ekusetyenzisweni kweelwimi ezisemthethweni. Zonke iilwimi ezisemthethweni kufuneka zihlonitshwe ngokulinganayo kwaye ziphathwe ngokulinganayo. IKomiti yeeLwimi yaseNtshona Koloni (WCLC) neDCAS zisebenzisana neBhodi yeeLwimi Zonke zaseMzantsi Afrika (PanSALB) ukukhuthaza iilwimi ezintathu ezisemthethweni zephondo nokudala iimeko zophuhliso nokusetyenziswa kweelwimi zesiKhoi, isiNama nesiSan kwanolwimi lweZandla loMzantsi Afrika. I-WCLC, ngentsebenziswano neDCAS, inoxanduva lokuhlola nokuvavanya ukuphunyezwa koMgaqonkqubo weelwimi weNtshona Koloni, owamkelwa ngowama2001, kwaye kufuneka inike ingxelo kwiPalamente yePhondo leNtshona Koloni ngalo myalelo kanye ngonyaka ubuncinane. I-DCAS yongamela iWCLC kwaye ibonelela iKomiti ngenkxaso yolawulo neyemali.
Icandelo lama30: uLwimi nenkcubeko	I-DCAS iququzelela amathuba okuba abantu baseNtshona Koloni basebenzise amalungelo abo olwimi nenkcubeko ngeenkqubo neeprojekthi ezinikezelayo nezizixhasayo.
Icandelo lama31: iNkcubeko, unqulo noluntu nolwimi lwalo	I-DCAS kufuneka iqinisekise ukuba iinkqubo neeprojekthi zayo ziyayihlonipha iyantlukwano yenkcubeko neelwimi kubemi baseNtshona Koloni.
Icandelo lama41: Imithethosiseko zentsebenziswano karhulumente nobudlelwane boorhulumente	I-DCAS isebenzisana nawo onke amanqanaba karhulumente. Ngokwezigunyaziso ezithe ngqo, iDCAS isebenza ngokubambisana neSebe likazwelonke lezoBugcisa neNkcubeko (DAC) neMidlalo noLonwabo eMzantsi Afrika (SRSA, isebe likazwelonke elijongene nezemidlalo nolonwabo); amaqumrhu karhulumente kazwelonke nephondo; noomasipala baseNtshona Koloni.
Icandelo le156(4): Unikezelo lwamagunya	I-DCAS kufuneka yabele okanye igunyazise umasipala, ngesivumelwano nangokuxhomekeke kuyo nayiphi na imiqathango efanelekileyo, ulawulo lomcimbi odweliswe kwiSahlulo A seShedyuli yesi4 okanye iSahlulo A seShedyuli yesi5 ngokuyimfuneko enxulumene norhulumente wasekhaya, ukuba— • loo mcimbi uza kulawulwa ngokufanelekileyo ekuhlaleni; kwaye • umasipala unalo ikhono lokuyilawula. I-DCAS iququzelela unikezelo lweenkonzo zamathala eencwadi oluntu, nto leyo urhulumente wasekhaya ayijonga njengegunyaziso esingaxhaswa ngemali. Ezi nkonzo zinikezelwa ngentsebenziswano noNondyebo kaZwelonke neSebe likaZwelonke lezoBugcisa neNkcubeko ngeSibonelelo soXhomekeko samaThala eeNcwadi oLuntu, ngenkxaso eyongezelelweyo evela kuNondyebo wePhondo ngenkxasomali yokubuyisela kamasipala.

Icandelo	Inkcazelo
IShedyuli yesi4: liNdawo eziSebenzayo zoBuchule boWisomthetho kuZwelonke nakwiPhondo	Imiba yeNkcubeko: - I-DCAS isebenza ngokusondeleleneyo neDAC kunye nemibutho esebenzisana nayo ngokwemiba yobugcisa, inkcubeko nelifa lemveli. Umgagqonkqubo weelwimi nomgaqo weelwimi ezisemthethweni kangangokuba izibonelelo zeCandelo lesi6 loMgaqosiseko zichaza ngokungathandabuzekiyo ukuba iPalamente yePhondo leNtshona Koloni inobuchule bowisomthetho: - I-DCAS isebenza ngokubambisana neDAC namanqanaba karhulumente asebenza ngokubambisana ngokwemiba yomgaqonkqubo weelwimi.
IShedyuli yesi5: IMiba eSebenzayo zoBuchule boWisomthetho lwePhondo	Oovimba ngaphandle kwabo bakazwelonke: - I-DCAS igunyaziswe ukuba iyile umthetho wephondo omalunga noovimba ngaphandle koovimba bakazwelonke nokulawula uphunyeyo lwayo. ISebe linoxanduva loovimba beNtshona Koloni neNkonzo yeeRekhodi. Amathala eencwadi ngaphandle kwalawo kazwelonke: - I-DCAS inikwe igunya lokuyila umthetho wephondo malunga namathala eencwadi ngaphandle kwalawo kazwelonke ize ilawule uphunyeyo lwayo. ISebe linoxanduva lokunikela ngeNkonzo yeThala leencwadi leNtshona Koloni kwaye lisebenisane namagunya ethala loluntu ukunikezela ngethala loluntu kunye nenkonzo yeenkcukacha. Amaziko olondolozo lwembali ngaphandle kwalawo kazwelonke: - I-DCAS inikwe igunya lokuyila umthetho okhethekileyo wephondo malunga namaziko olondolozo lwembali ngaphandle kwalawo kazwelonke ize ilawule uphunyeyo lwayo. ISebe linoxanduva lokunikela ngeNkonzo yeZiko lolondolozo lwembali lephondo, ngokusebenzisana namaziko olondolozo lwembali emanyano kwanokuxhasa la maziko olondolozo lwembali. Imiba yenkcubeko yePhondo (kuquka ulawulo lwezixhobo zelifa lemveli namagama eendawo): - I-DCAS ibonelela iLifa leMveli leNtshona Koloni (HWC) – igunya elijongene nezixhobo zokusebenza kwelifa lemveli lamiselwa ngokoMthetho weZixhobo zeLifa leMveli kaZwelonke, we1999 (NHRA) – ikunye nabasebenzi nenkxaso ngemali nenkxaso yolawulo ukwenza umsebenzi eliwumiselweyo ngokusemthethweni. U-MEC [iLungu leBhunga loLawulo (lePhondo)] nguye omisela iBhunga leHWC kwaye wonyulwe ngengomntu onegunya leNtshona Koloni. - I-DCAS ibonelela iKomiti eququzelela aMagama eeNgingqi kwiPhondo leNtshona Koloni ngenkxaso evunyiweyo kananjalo inika nanye inkxaso (WCPGNC) ukuqhuba umsebenzi ngokufakana imilomo noluntu malunga nemiba yokubeka emgangathweni omnye, nokutshintshwa kwamagama. Yakuba iqoshelisiwe inkqubo, iKomiti yephondo yenza izindululo kwiBhunga laMagama eeNgingqi eMzantsi Afrika. Imidlalo: - I-DCAS igunyaziswe ukunceda ngokudala imeko esebenzayo yemidlalo yephondo nemisebenzi eyonwabisayo.
Icandelo le195: Ixabiso elisisiseko kunye nemithethosiseko elawula ukuphathwa koluntu	Amagosa eDCAS kufuneka abambelele kwizibonelelo zecandelo le195, elibonelela ngenkcazelo yexabiso nemithethosiseko elawula ukuphathwa koluntu. ICandelo le195(1)(b) lidinga indlela esebenzayo, enoqoqosho nokusebenzisa kakuhle izixhobo. Oku kuchaza ukuba iinkqubo eziqhutywayo kwicandelo loluntu lifanele ukuba libenengeniso ngexabiso.
Icandelo lama92 nele133	ICandelo lama92 ligxile ekubeni amalungu eKhabhinethi babenoxanduva ngokuhlangeneyo nangokuzimela kwawo kwiPalamente ukusebenzisa amandla awo nokwenza imisebenzi yawo, kwaye kufuneka babonelele iPalamente ngeengxelo ezipheleleyo kwimiba ephantsi kolawulo. ICandelo le133 likhuthaza ukuba ooMEC bephondo babenoxanduva ngokuhlangeneyo nangokuzimela lomthetho wephondo ukusebenzisa amandla abo kunye nokuwenza imisebenzi yabo, kwaye kufuneka babonelele umthetho ngeengxelo ezipheleleyo rhoqo kwimiba ephantsi kolawulo lwabo.

Icandelo	Inkcazelo
Umgqosiseko weNtshona Kolonio, uMthetho woku1 we1998	
Icandelo lesi5	Ngokweenjongo zikaRhulumente waseNtshona Koloni: • iilwimi ezisemthethweni zephondo, ezizezi, isiBhulu, isiNgesi nesiXhosa mazisetyenziswe; kwaye • ezi lwimi mazilonwabele iwonga ngokulinganayo. I-WCG kufuneka, ngokusebenzisa umthetho nezinye iindlela, ilawule ze ibeke iliso ekusetyenzisweni kwesiBhulu, isiNgesi nesiXhosa. I-WCG ikwafuneka ithathe amanyathelo afanelekileyo okuphakamisa umgangatho nokuqhubela phambili ukusetyenziswa kwezi lwimi zomthonyama zabantu baseNtshona Koloni abanembali yokusetyenziswa kwawo okuthe kwancitshiswa.
Icandelo lama70	Umthetho wephondo kufuneka ubonelele ngokusekwa nenkxasomali efanelekileyo, kwizixhobo ezifumanekayo zikaRhulumente weNtshona Koloni, webhunga lenkcubeko okanye amabhunga abantu okanye oluntu kwiphondo elabelana ngenkcubeko yabo bonke nelifa lemveli nolwimi. Ubhaliso nenkxaso kumabhunga enkcubeko: • IKomishini yeNkcubeko yeNtshona Koloni (WCCC) inikwe umsebenzi wokubhalisa nokuxhasa, kumabhunga enkcubeko abhalisiweyo. I-DCAS yongamela iWCCC kwaye ibonelela iKhomishini ngenkxaso kulawulo nakwezemali.
Icandelo lama81	URhulumente weNtshona Koloni kufuneka amkele kwaye amisele imigaqonkqubo ngenkuthalo ukukhuthaza nokugcina intlalontle yabantu bephondo, kubandakanya nemigaqonkqubo ejolise ekufezekiseni: • ukukhuthazwa kwentlonipho yamalungelo enkcubeko, onqulo noluntu oluneelwimi kwiNtshona Koloni; kunye • nokhuseleko nolondolozo lwembali yezendalo, imbali yenkcubeko, ilifa lemveli eze ngokwenzululwazi yezinto zakudala kunye nelifa lemveli lezinto zakudala zaseNtshona Koloni ukulungiselela izizukulwana ezizayo. I-DCAS iphumeza imigaqonkqubo ethile ukuxhasa ezi zibonelelo.
Icandelo lama82	Imithethosiseko esisikhokelo yomgaqonkqubo wephondo kwiSahluko se10 (icandelo lama81) likhokela uRhulumente weNtshona Kolonia xa esenza naxa iphumeza imithetho.
Icandelo lama217	I-DCAS iqinisekisa ngokuba intengiso iyangqinelana neentsika ezintlanu zentengiso ezifakwe kuMgaqosiseko.

1.2 Umthetho namagunya omgaqonkqubo

UMthetho kaZwelonke	Isalathisi	Inkcazelo
UMthetho wesiHlomelo seShumi elinesibhozo woMgaqosiseko, wamaConstitution, wama2023	uMthetho wesi3 wama2023	UMthetho uhlomela iCandelo lesi6 loMgaqosiseko weRiphabliki woMzantsi Afrika, we1996, ngokongezelelwa koLwimi lweZandla loMzantsi Afrika njengolunye lweelwimi ezisemthethweni zaseMzantsi Afrika.
UMthetho wokuPhathwa koLawulo lukaRhulumente, wama2014	uMthetho we11 wama2014	Ukukhuthaza iimpawu zentsulungeko ezisisiseko nemithetho siseko elawula ukuphathwa koluntu ekubhekiswe kuyo kwiCandelo le195 (1) loMgaqo siseko; ukubonelela ngokudluliselwa nokusekelwa kwabasebenzi kulawulo lukarhulumente; ukulawula ukuqhutywa kweshishini noRhulumente; ukubonelela ngokuphuhlisa kwezakhono noqeqesho; ukulungiselela ukusekwa kweSikolo sikaRhulumente sikaZwelonke; ukubonelela ngokusetyenziswa kolwazi lobugcisa yolwazi nonxibelelwano kulawulo

UMthetho kaZwelonke	Isalathisi	Inkcazelo
		lukaRhulumente; ukuseka kweYunithi yeNkxaso yobuGcisa yoLawulo lukaRhulumente loMgaqo osesikweni wokuziPhatha, iMfezeko noLuleko; ukubonelela uMphathiswa ukuze amisele ubuncinci izithethe nemigangatho yolawulo lukaRhulumente; ukuseka iOfisi yeMigangatho nokuThotyelwa ukuze kuqinisekise ukuthotyelwa ngobuncinci bezithethe nemigangatho ebekiweyo; ukuxhobisa uMphathiswa ukuba abeke imigaqo; nokulungiselela imicimbi enxulumene noko.
UMthetho woLawulo lweMali, we1999	uMthetho woku1 we1999	UMthetho woLawulo lweMali kaRhulumente (PFMA): • imisela ulawulo lwemali kurhulumente kazwelonke nowamaphondo, amaqumrhu karhulumente adwelisiweyo, amaziko omgaqosiseko nezindlu zowisomthetho zamaphondo; • iqinisekisa ukuba yonke ingeniso, inkcitho, iiasethi namatyala ala maziko alawulwa ngokufanelekileyo nangempumelelo; kwaye • ichaza uxanduva lwabantu abanikwe ulawulo lwemali kula maqumrhu. • ICandelo lama38 lichaza uxanduva jikelele lwamaGosa oCwangcisomali. • Icandelo lama40 lichaza uxanduva lokunika ingxelo lwamaGosa oCwangcisomali. • Icandelo lama45 lichaza uxanduva jikelele lwamanye amagosa.
IMimiselo kaNondyebo kaZwelonke, wama2005 16A	uMthetho woLawulo lweMali kaRhulumente, we1999	Esi sakhelo sisebenza kuwo onke – (a) amasebe; (b) camaziko omgaqosiseko; kunye (c) namaqumrhu karhulumente adweliswe kwiShedyuli 3A ne3C kuMthetho, malunga nenkqubo yolawulo lwentengo.
IMiyalelo kaNondyebo wePhondo, yowama2019 Isahluko 16A ULawulo lweNtengiso loNikezelo: limpahla neeNkonzo	IMimiselo kaNondyebo kaZwelonke, wama2005 16A	Le Miyalelo kaNondyebo wePhondo isebenza kumasebe ephondo nakwimibutho karhulumente edweliswe kwiShedyuli 3C yoMthetho.
INkqubo yeGosa eliPhendulayo loLawulo lweNtengo noLawulo lweAsethi likunye naBathunywa	UMthetho woLawulo lweMali kaRhulumente, we1999 Icandelo lama38 (1) (a) (iii) IMiyalelo kaNondyebo wePhondo, yowama2019 Isahluko 16A ULawulo lweNtengo: limpahla neeNkonzo	Ukuqinisekisa ukuba igosa eliphendulayo kwisebe, kwiziko elihwebayo okanye kwiziko lomgaqosiseko, kufuneka liqinisekise ukuba isebe, iziko lorhwebo okanye iziko lomgaqosiseko linenkqubo efanelekileyo yokuthengwa kwempahla neenkonzo enobulungisa, enobulungisa, eselubala, ekhuphisanayo neyonga imali.
UMthetho weenKonzo zoLuntu, we1994 (njengoko ulungisiwe, phakathi kwezinye izinto, uMthetho	IsiBhengezo se103, iGazethi kaRhulumente 15791, owesi3 kweyeSilimela we1994	Lo Mthetho ubonelela ngolungiselelo nolawulo lweDCAS, ukulawulwa kweemeko zengqesho, imiqathango yeofisi, ukuziphatha, umhlalaphantsi nokukhululwa kwamalungu enkonzo karhulumente, nemiba enxulumene noko.

UMthetho kaZwelonke	Isalathisi	Inkcazelo
wolungiso lweNkonzo kaRhulumente, wama2007)	noMthetho wama30 wama2007	
UMthetho woKwahlulwa kweNgeniso (ngonyaka)	Kukho uMthetho omtsha minyaka le.	Minyaka le, uMthetho woLwahlulo lweNgeniso (DORA): - ibonelela ngokwahlulwa ngokulinganayo kwengeniso eqokelelwe kuzwelonke phakathi kwemigangatho kazwelonke, yephondo neyengingqi karhulumente; - umisela isabelo esilinganayo sephondo ngalinye kwisabelo sephondo saloo ngeniso; kwaye - yenza izabelo kumaphondo, kurhulumente weengingqi okanye koomasipala ukusuka kwisabelo sikarhulumente kazwelonke saloo ngeniso, ngokuxhomekeke kwimiqathango. I-DCAS ifumana izibonelelo zoXhomekeko kurhulumente kazwelonke kwaye inoxanduva lokulawula le mali.
UkuKhuthazwa koFikelelo kuMthetho weeNkcukacha, wama2000	uMthetho wesi2 wama2000	Lo Mthetho uphumeza ilungelo lokufikelela kwiirekhodi ezigcinwe ngurhulumente, amaziko karhulumente namaqumrhu abucala. Phakathi kwezinye izinto, iDCAS nawo onke amanye amaqumrhu karhulumente nawabucala kufuneka: - aqulunqe incwadi ecacisa kuluntu ngendlela yokufakwa kwesicelo sokufikelela kulwazi olugcinwe ngumbutho; kwaye - lityumbe igosa leenkcukacha ukuba liqwalasele izicelo zokufikelela kwiinkcukacha olugcinwe liqumrhu.
UkuKhuthazwa koBulungisa kuLawulo, kowama2000	uMthetho wesi3 wama2000	Lo Mthetho: - ubeka imithetho nezikhokelo ekufuneka abalawuli bazilandele xa besenza izigqibo; - kufuna ukuba abalawuli babazise abantu ngelungelo labo lokuphonononga okanye lokubhena nelungelo labo lokucela izizathu; - ufuna ukuba abalawuli banike izizathu ngezigqibo zabo; kwaye - inika uluntu ilungelo lokuphikisa izigqibo zabalawuli enkundleni.
UMthetho wamaZiko eNkcubeko, we1998	uMthetho we119 wowe1998	I-DCAS kufuneka iqhagamshelane kwaye isebenzisane namaziko enkcubeko abhengezwe kuzwelonke malunga nemiba yobugcisa, inkcubeko nelifa lemveli.
UMthetho wokuKhuthaza iNkcubeko, we1983	uMthetho wama35 we1983	Lo mthetho wabelwa iNtshona Koloni kwaye iDCAS inoxanduva lokuthobela izibonelelo zoMthetho.
UMthetho weMicimbi yeNkcubeko (iNdlu yeNdibano), we1989	uMthetho wama65 we1989	Lo mthetho wabelwa iNtshona Koloni kwaye iDCAS inoxanduva lokuthobela izibonelelo zoMthetho.
INkonzo yeeRhekhodi neNkcukacha zikaZwelonke zoMthetho waseMzantsi Afrika, we1996	uMthetho we43 we1996	I-DCAS inoxanduva lokutyumba umntu ozakumela iphondo leNtshona Koloni ukuba ahlale kwiBhunga leeNgcebiso looVimba likaZwelonke. ISebe likwanoxanduva lokuhlangabezana nezithethe nemigangatho kazwelonke esekwe phantsi kwalo Mthetho.

UMthetho kaZwelonke	Isalathisi	Inkcazelo
UMthetho weBhunga lezoBugcisa kaZwelonke, we1997	uMthetho wama56 we1997	I-DCAS inoxanduva lokonyula ummeli wephondo leNtshona Koloni oza kuhlala kwiBhunga lezoBugcisa kaZwelonke (NAC), ukusebenzisana nokulungelelanisana neNAC, nokulawula inkxasomali yeNAC yophuhliso lobugcisa nenkcubeko eNtshona Koloni.
UMthetho weBhunga leLifa leMveli likaZwelonke, we1999	uMthetho we11 we1999	I-DCAS inoxanduva lokutyumba ummeli wephondo leNtshona Koloni oza kuhlala kwiBhunga leLifa leMveli likaZwelonke (NHC), nokusebenzisana nokulungelelanisa imisebenzi enxulumene nenkxasomali neeprojekthi ezenziwa yiNHC eNtshona Koloni.
UMthetho weZixhobo zeLifa leMveli kaZwelonke, we1999	uMthetho wama25 we1999	I-DCAS iqinisekisa ukuthotyelwa kweNHRA ngokongamela ulonyulo lommeli wephondo leNtshona Koloni, ngokukhethekileyo ilungu leBhunga leLifa leMveli leNtshona Koloni, ukuba ahlale kwiBhunga leArhente yeZixhobo zeLifa leMveli yaseMzantsi Afrika (SAHRA). I-DCAS ikwaqinisekisa ukuthotyelwa kweemfuno zokuba uMEC kufuneka onyule iBhunga leHWC - ugunyaziwe wezibonelelo zelifa lemveli wephondo wonyulwa ngokweNHRA. ISebe linoxanduva lokunxibelelana nokusebenzisana neSAHRA, iHWC noomasipala malunga nolawulo lwezixhobo zelifa lemveli. I-DCAS ikwancedisa uMEC xa izibheni zifakwe kuye ngokuchasene nezigqibo zeHWC.
UMthetho weBhodi yeeLwimi Zonke zoMzantsi Afrika, we1995	uMthetho wama59 we1995	Phakathi kwezinye izinto, lo Mthetho ufuna ukuba iBhodi yeeLwimi zonke zoMzantsi Afrika (PanSALB) iseke ikomiti yeelwimi yephondo (PLC) kwiphondo ngalinye. I-PLC yeNtshona Koloni yePanSALB yasekwa kweyeThupha wama2019.
UMthetho weBhunga lamaGama eeNdawo eMzantsi Afrika, we1998	uMthetho we118 we1998	I-DCAS inoxanduva lokuthobela imimiselo yalo Mthetho ukutyumba ummeli wePhondo leNtshona Koloni oza kuhlala kwiBhunga laMagama eeNdawo eMzantsi Afrika; ukuphanda amagama eendawo eNtshona Koloni; ukuqinisekisa ukubekwa emgangathweni; napho kuyimfuneko, ukuququzelela uthethwano noluntu malunga neenguqu ezicetywayo kula magama. ISebe libonelela ngenkxaso yobungcali nenye inkxaso kwiKomiti yaMagama eeNgingqi yeNtshona Koloni. Lwakuba lugqityiwe uthethwano, iWCPGNC yenza izindululo kwiBhunga lamaGama eeNdawo loMzantsi Afrika.
UMthetho weNgqungquthela yeLifa leMveli yeHlabathi, we1999	uMthetho wama49 we1999	I-DCAS inoxanduva lokonyula ummeli oza kuhlala kwiKomiti yeNgqungquthela yeLifa leMveli yaseMzantsi Afrika. ISebe likwanoxanduva lokuthobela amagatya oMthetho kunye neNgqungquthela yeLifa leMveli yeHlabathi malunga nokuchongwa kweendawo ezinokubakho kuLuhlu loLingo lwaseMzantsi Afrika, nokutyunjwa kweendawo ezikuLuhlu loLingo lwaseMzantsi Afrika ukuze ziqwalaselwe yiKomiti yeLifa leMveli yeUNESCO.
UMthetho wezoLonwabo neMidlalo kaZwelonke, we1998	uMthetho we110 we1998	UMthetho ubonelela ngokukhuthazwa nophuhliso lwemidlalo nolonwabo nolungelelwaniso lobudlelwane phakathi kweSRSA, iSASCOC (uMbutho weMidlalo woMzantsi Afrika neKomiti yeOlimpiki) iimanyano zemidlalo, amabhunga emidlalo nezinye iiarhente.

UMthetho kaZwelonke	Isalathisi	Inkcazelo
		Lo Mthetho ukwabonelela ngemilinganiselo ejolise ekulungiseni ukungalingani kwezemidlalo nolonwabo; ukukhuthaza ulingano nedemokhrasi kwezemidlalo nolonwabo; nokubonelela ngeendlela zokusombulula iingxabano kwezemidlalo nolonwabo.
UMthetho wokuKhuselwa kweeNkcukacha zoBuqu, wama2013	uMthetho wesi4 wama2013	UMthetho ukhuthaza ukukhuselwa kweenkcukacha zobuqu osetyenziswa ngamaqumrhu karhulumente nawabucala; ukwazisa iimeko ezithile ukuze kumiselwe ubuncinane bezidingo zokusetyenzwa kweenkcukacha zobuqu. Ukongeza, uMthetho ubonelela ngokusekwa koMlawuli weeNkcukacha ukuba asebenzise amagunya athile nokwenza imisebenzi ethile ngokwalo Mthetho noMthetho wokuKhuthazwa koFikelelo kwiNkcukacha, wama2000. UMthetho ukwabonelela ngokukhutshwa kwemigaqo yokuziphatha; kumalungelo abantu malunga nonxibelelwano lwe-elektroniki olungacelwanga nokwenza izigqibo ezizenzekelayo; ukulawula ukuhamba kweenkcukacha zobuqu lomntu kwimida yeRiphabliki; nokubonelela ngemiba enxulumene noko.
UMthetho weSiko loKwaluka	uMthetho wesi2 wama2021	UMthetho ubonelela ngolawulo olusebenzayo lwezenzo zolwaluko; ukubonelela ngokusekwa kweKomiti kaZwelonke eyongamele uLwaluko neeKomiti zoLungelelaniso loLwaluko lwePhondo nemisebenzi yazo; ukubonelela ngoxanduva, iindima nemisebenzi yabathathinxaxheba abohlukeneyo ababandakanyekayo kwizenzo zokwaluka ngolo hlobo okanye kwimiba yolawulo; ukubonelela ngolawulo olusebenzayo lwezikolo zokwaluka; ukubonelela ngamagunya olawulo oMphathiswa neeNkulumbuso; ukubonelela ngokubeka esweni ukuphunyezwa kwalo Mthetho; ukubonelela ngezinto ezikhethekileyo zephondo; nokubonelela ngemiba enxulumene noko.
UMthetho wobuNkokheli beMveli nobuKhoi-San, wowama2019	uMthetho wesi3 wama2019	Ezona njongo zoMthetho zezi: Ukwenza amalungiselelo okwamkelwa kobunkokheli bamaKhoi-San: Ukuhlenganisa uMthetho weNdlu kaZwelonke weeNkokheli zeMveli, wama2009, noMthetho weSakhelo soLawulo lobuNkokheli beMveli, wama2003; Ukuqubisana nezithintelo ezithile kumthetho okhoyo; Ukwenza izilungiso ezineziphumo zeminye imithetho.

UMthetho wePhondo	Isalathisi	INKcazelo
UMthetho weeLwimi zePhondo leNtshona Koloni, we1998	uMthetho we13 we1998 (iNtshona Koloni)	IKomiti yeeLwimi yeNtshona Koloni esekwe ngulo Mthetho kufuneka, phakathi kwezinye izinto: • ibeke iliso ekusetyenzisweni kwesiBhulu, isiNgesi nesiXhosa nguRhulumente weNtshona Koloni; • yenze izindululo kuMEC nakwiPalamente yePhondo malunga nomthetho ocetywayo okanye okhoyo, inkqubo nomgaqonkqubo osebenza ngokuthe ngqo okanye ngokungathanga ngqo ngolwimi eNtshona Koloni; • ikhuthaze umthethosiseko wokuthethwa kweelwimi ezininzi;

UMthetho wePhondo	Isalathisi	INkcazelo
		- ikhuthaze ngamandla uphuhliso lweelwimi ebezifudula zisingelwe phantsi; - icebise uMEC neKomishini yeNkcubeko yeNtshona Koloni kwimiba yolwimi kwiPhondo; ize - icebise iPanSALB kwimiba yolwimi eNtshona Koloni. I-DCAS yongamela iWCLC kwaye ibonelela le Komiti ngenkxaso yolawulo neyemali.
UMthetho weeKomishini zeNkcubeko namaBhunga eNkcubeko eNtshona Koloni, we1998	uMthetho we14 we1998 (iNtshona Koloni)	Lo Mthetho useka iKomishini yeNkcubeko yeNtshona Koloni ukuba, phakathi kwezinye izinto, ithathele ingqalelo ukubhaliswa nokucinywa kwamabhunga enkucubeko amele uluntu olwabelana ngelifa lenkcubeko nolwimi olufanayo nokuphatha, ukulawula, ukuphuhlisa nokugcina ipropati eshenxiswayo okanye engashenxiswayo ebekwe phantsi kolawulo lwayo. I-WCCC isenokwenza izindululo koku kulandelayo: ubugcisa obubonwayo, obudlalwayo noboncwadi;
ImiMiselo yoLawulo lweZixhobo zelifa leMveli leNtshona Koloni, wama2002	iPN yama336 yowama25 kweyeDwarha wama2002	I-DCAS yongamela iLifa leMveli leNtshona Koloni – igunya lezixhobo zelifa lemveli lephondo elonyulwe ngokweNHRA – kwaye ibonelela iHWC ngenkxaso yolawulo neyemali. U-MEC unoxanduva lokuseka igunya nokonyula iBhunga kwithuba ngalinye leofisi. (Uguqulelo lwesiNgesi)
ImiMiselo yoLawulo lweZixhobo zelifa leMveli leNtshona Koloni, wama2003	iPN yama298 yowama29 kweyeDwarha wama2003	I-DCAS yongamela iLifa leMveli leNtshona Koloni – igunya lezixhobo zelifa lemveli lephondo elonyulwe ngokweNHRA – kwaye ibonelela iHWC ngenkxaso yolawulo neyemali. U-MEC unoxanduva lokuseka igunya nokonyula iBhunga kwithuba ngalinye leofisi. (Iinguqulelo zesiBhulu nesiXhosa).
UMthetho weNtshona Koloni weNkonzo yeeRhekhodi nooVimba bePhondo, wama2005	uMthetho wesi3 wama2005 (iNtshona Koloni)	Lo Mthetho useka iNkonzo yeeRhekhodi nooVimba bePhondo leNtshona Koloni ukuze kugcinwe iirekhodi zoluntu nezingezizo ezoluntu ezinexabiso elihlala lihleli ukuze zisetyenziswe luluntu noRhulumente; ukwenza ezo rekhodi zifikeleleke; ukukhuthaza ukusetyenziswa kwazo luluntu; nokubonelela ngolawulo olululo nokhathalelo lweerekhodi zoluntu.
UMmiselo wamaZiko olondolozo lwembali, we1975	uMmiselo wesi8 we1975 (iPhondo laseKoloni)	I-DCAS inoxanduva lokuthobela izibonelelo zalo Mmiselo njengoko ichaphazela amaziko olondolozo lwembali ezimanyeneyo eNtshona Koloni. Umthetho omtsha weziko lolondolozo lwembali wephondo uyayilwa ngokubonisana nabachaphazelekayo abafanelekileyo.
UMmiselo weOude Kerk Volksmuseum Van 't Land van Waveren (eTulbagh), we1979	uMmiselo we11 we1979 (eNtshona Koloni)	I-DCAS inoxanduva lokwenza nokuthobela izibonelelo zalo Mmiselo ukulawula imicimbi yeOude Kerk Volksmuseum eTulbagh.
UMthetho wesiHlomelo woMmiselo wamaZiko olondolozo lwembali laseNtshona Koloni	UMmiselo wesi2 wama2021	I-DCAS inoxanduva lokuthobela izibonelelo zalo Mmiselo njengoko ichaphazela amaziko olondolozo lwembali ephondo, ezincedwa liphondo nezasekhaya eNtshona Koloni.
UMmiselo weNkonzo yeThala leeNcwadi lePhondo, we1981	uMmiselo we16 we1981 (iNtshona Koloni)	I-DCAS inoxanduva lokuphumeza nokuthobela izibonelelo zalo Mmiselo ngokubhekiselele kumathala eencwadi ephondo leNtshona Koloni.
UMthetho weSakhelo	uMthetho wesi5 wama2000	Eyona njongo iphambili yalo Mthetho kukuphumeza icandelo lama217(3) loMgaqosiseko ngokubonelela

UMthetho wePhondo	Isalathisi	INkcazelo
soMgaqonkqubo wokuThenga ngokuKhethekileyo, 2000		ngesakhelo sokuphunyezwa komgaqonkqubo wokuthengwa kweempahla okhankanywe kwicandelo lama217(2) loMgaqosiseko; nokubonelela ngemiba enxulumene noko.
UMthetho wama53 wokuXhotyiswa kwabaMnyama kwezoQoqosho ngokuBanzi wama2003	uMthetho wama53 yowama2003	Eyona njongo yalo Mthetho kukuseka isiseko sowisomthetho sokukhuthaza ukuxhotyiswa kwabantsundu kwezoqoqosho; ukuxhobisa uMphathiswa ukuba akhuphe imigaqo yokusebenza kakuhle nokupapasha imiqulu yenguqu; ukuseka iBhunga leeNgcebiso ngokuXhotyiswa kwabaNtsundu kwezoQoqosho; nokubonelela ngemiba enxulumene noko.
IMimiselo yokuThenga ngokuziKhethelela yowama2022	UMthetho wesi5 wama2000 (uMimiselo wokuThenga ngokuziKhethelela wama2022)	Injongo ke ngoko yeMithetho wama2022 kukuthobela iCandelo lama217 loMgaqosiseko wokuthengwa kweempahla neenkonzo ngamaqumrhu karhulumente; ukuthobela iPPFA wama2000; ukuthobela isigwebo seNkundla yoMgaqosiseko kweyoMdumba wama2022, kwiMimiselo yowama2017.

1.3 Amagunya oMgaqonkqubo

IMEKO YOMGAQONKQUBO KAZWELONKE

Izicwangciso eziphambili ezixananazileyo zikazwelonke apho izicwangciso zeSebe ziphendulayo sisiCwangciso soPhuhliso sikaZwelonke neSakhelo sesiCwangciso sesiGaba esiPhakathi soNyaka (MTSF) sama2019-2024. Ngokuhambelana nesiCwangciso soPhuhliso sikaZwelonke, urhulumente uphuhlise iSakhelo sesiCwangciso sesiGaba esiPhakathi soNyaka (MTSF) esiyilelwe ukukhokela umgaqonkqubo neenkqubo kwisithuba seminyaka emihlanu wama2019-2024.

IziCwangciso soPhuhliso sikaZwelonke sijolise ekupheliseni intlupheko nokunciphisa ukungalingani ngowama2030 kwaye sibonelela ngesakhelo sobuchule esibanzi sokukhokela ukhetho oluphambili kunye nezenzo. Ibeka indlela eyondeleleneyo nepheleleyo yokujongana nentlupheko nokungalingani okusekwe kwizinto eziphambili ezigxininisiweyo ezintandathu, ezinxibeleleneyo ezishwankathelwe apha ngezants:

- Ukumanya bonke abemi boMzantsi Afrika ngenkqubo efanayo yokufezekisa impumelelo nolingano.
- Ukukhuthaza abemi abakhutheleyo ukomeleza uphuhliso, idemokhrasi nokuphendula.
- Ukuzisa ukukhula kooqoqosho olukhawulezayo, utyalomali oluphezulu nokwanda kwabasebenzi.
- Ukujolisa kwizakhono eziphambili zabantu norhulumente.
- Ukwakha urhulumente okwaziyo ukusebenza nophuhliso.
- Ukukhuthaza ubunkokheli obuqinileyo ngoluntu ukuba lusebenzisane ukusombulula iingxaki.

Ukumanya bonke abemi boMzantsi Afrika malunga nenkqubo efanayo, iNDP ithi “ubugcisa nenkcubeko zivula amathuba anamandla okuxoxa malunga nokuba uluntu luzifumana phi na nalapho lusiya khona. Ukhuthazwa ngokufanelekileyo, amashishini oyilo nenkcubeko anokuba negalelo elikhulu kuphuhliso lwamashishini amancinci, ekudaleni imisebenzi, nophuhliso lwedolophu nohlaziyo”.

Ukujolisa kwizakhono ezingundoqo zabantu norhulumente, iNDP ichaza ukuba "imidlalo idlala indima ebalulekileyo ekukhuthazeni intlalontle nomanyano loluntu". Imidlalo ithathwa njengomba oxonqamlayo kwiNDP, onegalelo kwezemfundo, ezempilo, nokwakhiwa kwesizwe. UMBono wesiCwangciso soPhuhliso sikaZwelonke sowama2030 ukwachaza ukuba ubugcisa, inkcubeko nelifa lemveli zibonelela ngamathuba okujongana neziphumo ezibhekiselele kubumbano loluntu, ubandakanyo nokwakhiwa kwesizwe.

I-MTSF ineziphumo ezisixhenxe eziphambili ngokubaluleka MTSF:

Okuphambili koku1	Ukwakha urhulumente okwaziyo ukusebenza, oneenqobo ezisesikweni nophuhlisayo
Okuphambili kwesi2	Inguqu kwezoqoqosho nokudalwa kwemisebenzi
Okuphambili kwesi3	Ezemfundo, izakhono nempilo
Okuphambili kwesi4	Ukudityaniswa kwemivuzo yoluntu ngonikezelo lweenkonzo ezisisiseko esithembekileyo nezisemgangathweni
Okuphambili kwesi5	Ukuhlengisana kwendawo, ukuhlaliswa koluntu norhulumente wezekhaya
Okuphambili kwesi6	Ubumbano eluntwini noluntu olukhuselekileyo
Okuphambili kwesi7	I-Afrika neHlabathi elingcono

Igalelo leSebe kwimpumelelo yeZinto eziPhambili ezisi7 zikaZwelonke zimi ngolu hlobo lulandelayo:

OkuPhambili kweMTSF	Igalelo lesebe
OkuPhambili koku1: Ukwakha urhulumente okwaziyo ukusebenza, oneenqobo ezisesikweni nophuhlisayo	ISebe litshintshela kwiModeli yoThungelwano loLawulo oluya kuqinisekisa ukuba iinjongo zalo ezicwangcisiweyo neenkonzo zalo ziyaqhubeka ukufezekiswa kwaye zinikezelwe ngabachaphazelekayo abohlukeneyo (okt, amaziko olondolozo lwembali, amathala eencwadi, imibutho yezemidlalo, imibutho yenkcubeko njl.njl). Imodeli yonga iindleko, ngelixa ikwanika imibutho yasekuhlaleni ithuba lokuba negalelo ekuphakanyisweni koluntu lwayo. Imidlalo noLonwabo kwiPhondo iqhutywa sisiCwangciso sikaZwelonke seMidlalo noLonwabo kwaye iinkonzo zinikezelwa ngentsebenziswano noluntu, iiNGO, imibutho emanyeneyo yemidlalo, amabhunga emidlalo yeManyano yeMidlalo yePhondo leNtshona Koloni noomasipala. Uphuhliso lwesiCwangciso sokuPhuculwa koNikezelo lweNkonzo (SDIP) luqinisekisa ukuba iSebe ligxile kwinkqubo yokuphakamisa nokuphucula iinkonzo ezichongiweyo. Isicwangciso seSebe seQhinga leHR sixhasa uphuhliso lwabasebenzi abakwaziyo ukwenza umsebenzi wabo ngokweenqobo ezisesikweni ezixininisa isigunyaziso salo sokubonelela ngeenkonzo ezingundoqo kuluntu.
OkuPhambili kwesi2: Inguqu kwezoqoqosho nokudalwa kwemisebenzi	Ubonelelo lwemisitho engundoqo ikhuthaza ukhenketho lwemidlalo. ISebe lisebenzisana nemibutho emanyeneyo yemidlalo kwiPhondo efikelela

OkuPhambili kweMTSF	Igalelo lesebe
	kwinkxasomali yemisitho engundoqo. UMzantsi Afrika ubingelele iNdebe yeHlabathi yeBhola eKhatywayo yabaseTyhini eza kubanjwa ngowama2027. ISebe leMicimbi yeNkcubeko neMidlalo linoxanduva lokulungelelanisa iqonga lolutsha lephondo kwaye linoxanduva lokukhuthaza iMimiselo neMigangatho yolutsha. Ikwaqhuba inkqubo enkulu yenkonzo yolutsha, YearBeyond. Inkqubo ibonelela ngamawakawaka amathuba ngonyaka ngamnye kulutsha, nokulungela okubanzi komsebenzi noqeqesho lophuhliso lobuqu kwaneendlela zokungena emsebenzini. Inkqubo isebenzisa iModeli yoThungelwano oluLawulwayo kwaye ifumana inkxasomali evela kuzwelonke, abaxhasi namahlakani eNGO. Kunyakamali wama2022-23, i79% yamahlakani iye yaqhubela phambili nokuba ngumsebenzi okanye izifundo. Inkqubo yoLonwabo, iNkqubo yeMOD, iNkqubo yeMidlalo yeZikolo, neZibonelelo eKwabelwana ngazo zibonelela ngamathuba engqesho kubantu abaninzi abasuka kwiindawo ekusekwe kuzo amaziko. ISebe liququzelela amathuba omsebenzi namathuba awohlukeneyo okuxhobisa ngezakhono ngeenkqubo ezijolise kulutsha olufumana izakhono ukuze liququzelele ukungena kwalo kwimarike yomsebenzi. Amathuba omsebenzi abonelelwa kwinkcubeko, iziko lolondolozo lwembali, amathala eencwadi, oovimba namacandelo ezentlalo ngeNkqubo ye-EPWP. ISebe liza kujolisa ukugcina inkqubo yalo ye-EPWP kangangoko linakho ukufaka igalelo ekudaleni imisebenzi kwiPhondo. Abasebenzi be-EPWP nabo baqeshwa kumaziko olondolozo lwembali ezingahambelaniyo phantsi kweModeli yoThungelwano oluLawulwayo. Oku kuhlala kungummandla omkhulu onokukhula phakathi kwe120 - 140 yamaziko olondolozo lwembali ezikwiNtshona Koloni. Ukuxhasa nokuxhasa ngemali ukhenketho lwenkcubeko ngeminyhadala kwiPhondo liphela kunegalelo ekudaleni imisebenzi. Amathuba omsebenzi adalwe ngophuhliso lobugcisa nenkcubeko namaqonga emiboniso anika amathuba okuvezwa kwaye akhuthaze uthungelwano. Inkqubo yoyilo lwabancinci ijolise ekuphuculeni ukuzithemba kwabathathinxaxheba, ukubaxhobisa ngezakhono eziyimfuneko ukuze baphumelele kwimarike yomsebenzi okanye baseke awabo amashishini. ISebe libonelela ngenkxasomali kubasebenzi bamathala eencwadi oluntu. Amathuba engqesho ayadalwa ngokwakhiwa nokuphuculwa kwamathala eencwadi oluntu. ISebe lifaka igxalaba ekudalweni kwamathuba okukhula nemisebenzi ngokuququzelela ukunatyiswa kwebhendi ngokubanzi nokwandiswa koqhagamshelo lweintanethi simahla nezixhobo zobuchwepheshe kumathala eencwadi oluntu lwasemaphandleni. Amathala eencwadi abonelela abafuna umsebenzi ngamathuba okwenza iiCV zabo kwiikhompyutha, bajonge imisebenzi kumaphephandaba nakwi-intanethi, kwaye benze izicelo kwi-intanethi. Amathala eencwadi oluntu akwabonelela ngeendawo zofikelelo lwekhompyutha neintanethi ezisetyenziswa ngoosomashishini abancinci ukuphuhlisa izicwangciso zoshishino, ukufikelela kwiithenda, neminye imisebenzi yolawulo.
OkuPhambili kwesi3: Ezemfundo, izakhono nezempilo	Isixa esikhulu sohlahlo lwabiwomali lweSebe sichithwa ekuboneleleni ngeenkonzo zamathala eencwadi nasekuthengeni izixhobo zamathala eencwadi ukuxhasa ukuphuculwa kweziphumo zokufunda nokubhala. Amathala eencwadi oluntu abonelela ngeenkqubo ezahlukeneyo zokufunda

OkuPhambili kweMTSF	Igalelo lesebe
	nokubhala. Uninzi lwamathala eencwadi oluntu asemaphandleni asele ekhona, nawo onke amathala eencwadi amatsha acwangcisiweyo nawakhiwayo, abekwe kufutshane nesikolo esinye okanye ezingaphezulu, ephucula indima yawo yeenjongo ezimbini njengamathala eencwadi ezikolo/abahlali. ISebe, ngeYearBeyond, likwabonelela ngezinye iincwadi kwezi zikolo. Ufikelelo olwahlukeneyo lweencwadi ekhaya, ngeeholide zeentsapho, i-intanethi, imisebenzi yasemva kokufundisa, ukutyhileka nenkxaso kunegalelo kumsantsa wemfundo phakathi kwabafundi abangenazinto zokufunda nabangenazo izinto zokufunda. ISebe linceda ukuvala esi sikhewu ngokubonelela ngeenkqubo zasemva kwesikolo kubafundi abasesesikolweni kusetyenziswa amaZiko eMOD kwizikolo ezili181, amaZiko eZikolo zasebuMelwaneni ali134, neendawo ezingama315 iYearBeyond (amaziko e-ECD, izikolo, amathala eencwadi neendawo ezixakekileyo). Ukuthatha inxaxheba kwabafundi kwezi nkqubo kunceda ekuhambeni isikolo kwabafundi okunethezekayo, ukuziphatha kakuhle kwabafundi, ukusebenzisana, kwakunye nokugcina abafundi benomdla wokuhamba isikolo. Ngaphaya koko, iYearBeyond yakha ubuchule obulithoba bokulungela umsebenzi kubo bonke ulutsha oluthatha inxaxheba kwinkqubo ngeFuture Fit kunye nenkqubo yokufundisa. Inkqubo yoPhuhliso lweKlabhu iqalisa ukuxhotyiswa kwamaqela angama200 kwinkqubo. Uqeqesho nophuhliso lunikezelwa kumavolontiya ezemidlalo, abalawuli bemidlalo namagosa obugcisa aphantsi kwemibutho yezemidlalo kwizithili ezithandathu zeNtshona Koloni. Inkqubo yeZiko loQeqesho kwezeMidlalo ibonelela ngoqeqesho oluqhelekileyo nolukhethekileyo kubaqeqeshi nabadlali bezikolo eziqhuba kakuhle. Isekwe kwiPhondo, apho isithili ngasinye sineziko loqeqesho lwaso. Iimanyano zemidlalo zichonga iimbaleki ezithembisayo eziya kuqeqeshwa kwaye zixhaswe yinkqubo yeziko. Kule minyaka imbalwa idlulileyo, le nkqubo ixhase iimbaleki ngokubonelela ngesondlo, ukubuyisela kwisimo sangaphambili kumonzakalo, ezothutho, ukuxhotyiswa ngezakhono nokhuphiswano. Ngaphaya koko, le nkqubo isebenzisana neSASCOC ekuqinisekiseni ukuba iimbaleki eziya kumela uMzantsi Afrika kwiMidlalo yeOlimpiki ezayo ngowama2024, ziyaxhotyiswa kwaye ziyancedwa ukuba zifikelele kwisakhono sazo. AmaZiko eMOD abonelela abafundi ngokutyhileka kwizakhono zolonwabo, ezemidlalo, ezobugcisa nezenkcubeko ezifundiswa ngekharityhulam ecwangcisiweyo nezicwangciso zezifundo ezijolise ekuthatheni inxaxheba kwabantu abaninzi nophuhliso lwezakhono zobomi. Inkqubo yeZikolo ezisebuMelwaneni Mamelwane (NSP) inceda ekuchongeni nasekukhuliseni italente kwiikhowudi ezili16 ekugxilwe kuzo kokuphambili. Inkqubo yeMidlalo yeZikolo igxile kwimisebenzi yasemva kokuphuma kwesikolo yabantwana abahamba isikolo kwaye idala amathuba okuthatha inxaxheba kwinqanaba elilandelayo kukhuphiswano oluvunyiweyo lwephondo, lwesizwe nolwehlabathi. ISebe likhuthaza imisebenzi yolonwabo nemidlalo kwiPhondo. Ulonwabo nemidlalo zikhuthaza indlela yokuziphatha yobomi bonke. Inkqubo yolonwabo inaMaziko oLonwabo, agxininisa kwimisebenzi ejongene nabathathi-nxaxheba abakwinqanaba le-ECD ukuya kuBantu aBantu

OkuPhambili kweMTSF	Igalelo lesebe
	abathatha inxaxheba. Inkqubo, ke ngoko, ilungiselelwe ukunika abahlali amathuba okuthatha inxaxheba ubomi bonke. I-YearBeyond igxile ekuqubisaneni nemisantsa kwimfundo yolwazi lokufunda nokubhala kwanokubala, nobuVulindlela beYearBeyond kuthontelwano lweZikolo, yakha uthando ngaphandle. Izibonelelo ekwabelwana ngazo zibonelela ngofikelelo kwindawo ekhuselekileyo ikakhulu kubathathinxaxheba abahamba isikolo kwaye zibonelela ngendawo yenkcubeko, ubugcisa, ulonwabo nemidlalo. Ukongeza, isebe lijonge ukuphumeza nokuxhasa imisebenzi namanyathelo anxulumene namaziko olondolozo lwembali, oovimba namathala eencwadi kula maziko ekwabelwana ngawo. ISebe liqhuba iindibano zocweyo zokwazisa ngoovimba kubafundi bezikolo nakuluntu ngokubanzi ukuze kuqondwe ukubaluleka kwenkonzo yoovimba neerekhodi nokukhuthaza ukusetyenziswa kweerekhodi zoovimba. Iinkonzo zobugcisa nenkcubeko ziphumeza iinkqubo zophuhliso lwezakhono kummandla wedrama, umdaniso, umculo, nobugcisa boncwadi kwiPhondo liphela. Inkqubo yenxaso-mali yonyaka ixhasa amalinge oluntu kwaye inegalelo kumathuba okuba wonke umntu abe namava obugcisa nokuba akuyo ndawoni, kunye nezooqoqosho nezentlalo. Amaziko enkcubeko eSebe asetyenziswa yiNGOs, imibutho yasekuhlaleni, namasebe karhulumente, kwimisebenzi yobugcisa nenkcubeko ukukhuthaza ukubandakanywa koluntu nokuphila kakuhle, nokubeka ulutsha kwindawo enika enye indlela enempilo kwimilo yoluntu echaphazela uluntu lwethu. Kwiindawo ezininzi zoluntu, amathala eencwadi kawonkewonke abe lithala leencwadi lesikolo ngokungagqibekanga ngenxa yokuba zimbalwa kakhulu izikolo zikarhulumente ezisenawo amathala eencwadi asebenzayo. Amathala eencwadi oluntu ajongana neqondo elikhulu, kwizixhobo zamathala eencwadi, indawo nexesha labasebenzi, ukunika abafundi iinkcukacha ezishicilelweyo nolukwi-intanethi, izibonelelo, isikhokelo nendawo yokufundela ukuququzelela uphuculo kulwazi lokufunda nokubhala, ukubala, inzululwazi neziphumo zemfundo jikelele. Uninzi lwamathala eencwadi oluntu asemaphandleni asele ekhona, kwakunye nawo onke amathala eencwadi amatsha acwangcisiweyo nawakhiweyo, abekwe kufutshane nesikolo esinye okanye ezingaphezulu, ephucula indima yawo yeenjongo ezimbini njengezikolo/amathala eencwadi oluntu. IiZiko loLondolozo lweNdalo eziManyanisiweyo kwiPhondo liphela zibonelela ngemiboniso, iinkqubo zemfundo, nemisitho yoluntu enegalelo kwimfundo yoluntu lwethu malunga nobutyebi belifa lemveli lePhondo, inkcubeko nentlalo. ISebe likhuthaza ukuqondana, ukunyamezelana kunye nonxibelelwano loluntu ngeenkqubo zalo zobugcisa neNkcubeko. Benza banzi iimbono zabathathinxaxheba kwaye babancede ukuba baxabise iyantlukwano. Ngokuzibandakanya nezobugcisa, abemi bafunda ukuvakalisa iimvakalelo zabo. Oku kunokuba negalelo kubukrelekrele beemvakalelo, uvelwano nempilo engcono yengqondo. Ngeenkqubo zalo zoPhuhliso lobugcisa, iSebe likhuthaza ukuzichaza, ukuyila nokucinga okuphangaleleyo. Imisebenzi efana nomdaniso, umculo nethiyetha ikhuthaza abathathinxaxheba ukuba baphonononge ukucinga kwabo kwaye baphuhlise izakhono zokusombulula iingxaki, ngelixa bekhuthaza ukuzithemba nokucinga ngcono nethemba ngekamva.

OkuPhambili kweMTSF	Igalelo lesebe
OkuPhambili kwesi4: Ukudityaniswa kwemivuzo yoluntu ngonikezelo lweenkonzo ezisisiseko esithembekileyo nezisemgangathweni	Ngeenkqubo zalo ezibandakanya intlalontle, iSebe longeza imigaqonkqubo yokhuseleko loluntu ngokuthomalalisa ubuthathaka ekuhlaleni kwabasetyhini, abantwana, umntwana oyintombazana, abantu abakhubazekileyo, ulutsha, nabantu abadala, ngokusebenzisa iinkqubo zobugcisa, inkcubeko nemidlalo. Ngokuhambelana nokwandisa iimpembelelo zeenkqubo, iSebe liphuhlise iinkqubo ezidibanisa ubomi bolutsha lweNEET nabantwana ukwenza inkqubo enabaxhamli ababini. Umzekelo, ulutsha lweNEET lunikwa ufikelelo kumsebenzi onentsingiselo kwaye abantwana abangakwaziyo ukufundela intsingiselo bayaxhaswa ukuze bafumane obu buchule.
OkuPhambili kwesi5: Ukuhlanganiswa kwendawo, ukuhlaliswa koluntu norhulumente wezekhaya	IProjekthi yoQhagamshelwano lwamaThala eeNcwadi asemaPhandleni iyamiliselwa kwaye igcinwe kumathala eencwadi oluntu asemaphandleni. Iprojekthi iyaphuculwa ngokuqaliswa kokufikelela kwibhendi ngokubanzi neWi-Fi. Amathala eencwadi amancinane asekwe kwimimandla yasemaphandleni enabemi abambalwa ukulungiselela ukubonelela ngofikelelo kumathala eencwadi. Iiklabhu ezisemaphandleni zixhaswa ngeNkqubo yoPhuhliso lweeKlabhu. AmaZiko eMOD, amaZiko eZikolo ezisebuMelwaneni, amaZiko oLonwabo nezibonelelo ekwabelwana ngazo zibonelela ngemidlalo nolonwabo, neenkonzo zobugcisa nenkcubeko ikakhulu kubathathinxaxheba abahamba isikolo nolutsha kuquka noluntu lwasemaphandleni. Izibonelelo ekwabelwana ngazo zibekwe kwindawo esembindini phakathi kweqela leMOD namaziko eZikolo zasebumelwaneni aqinisekisa ukufikeleleka. Onke amaZiko eMOD abandakanyiwe kwiprogram yesondlo ebonelelwa yiWCED. Imanyano zemidlalo kwimimandla yasemaphandleni zixhaswa ngeenkqubo yodluliselo lwemali ngolawulo, uphuhliso, ukuxhotyiswa ngezakhono neenkqubo zenguqu. Umyalelo othiwe thaca kwiSicwangciso seSizwe seMidlalo noLonwabo ukhuthaze iimanyano zemidlalo ukuba zilungelelanise imida yemidlalo yelizwe nemida. Oku kubangele ukubhangiswa kweemanyano zeSithili esikuMzantsintshona, ngoku ngoku yiGarden Route noMbindi weKaroo, nemibutho eyayifudula iyimibutho yaseBoland, ngoku eyiCape Winelands, West Coast neOverberg. Ngeenkqubo zalo zobugcisa nenkcubeko nenkxasomali, iSebe liqinisekisa ukugcinwa kwenkcubeko nokukhuthazwa kobugcisa kwizithili zasemaphandleni. ULawulo lweZixhobo zeLifa leMveli yinxalenye yocwangciso nolwamkelo lwezicelo zophuhliso lweziseko ezingundoqo apho izixhobo zelifa lemveli zichaphazeleka khona. Ngoko ke iSebe, noomasipala, amasebe karhulumente afanelekileyo nabachaphazelekayo, lijolise ekuqinisekiseni ukuba ilifa lemveli liyadityaniswa kucwangciso lwedolophu nommandla, nophuhliso kwinqanaba lokuqala locwangciso. Oku kwenziwa kakhulu ngenkxaso yogunyaziwe wezibonelelo zelifa lemveli lephondo, ilifa leMveli leNtshona Koloni, elinoxanduva lolawulo lwezibonelelo zelifa lemveli kwiPhondo. Amaziko enkcubeko abonelela uluntu kunye nemibutho ngeendawo eziphathekayo zokusetyenziselwa imisebenzi ehambelana nesigunyaziso seSebe. Amaziko olondolozo lwembali amanyeneyo eSebe abonelela

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	ngeenkqubo zemfundo ezikhuthaza usetyenziso oluzinzileyo lwezixhobo zokusingqongileyo. Inkcubeko sisixhobo sokudluliselwa kolwazi, nemilinganiselo yokuziphatha nentlalontle. Ukukhuthazwa kobuGcisa nenkcubeko nokugcinwa kwazisa uzinzo lwenkcubeko yoluntu olunegalelo ekuhlalweni kwabantu okuzinzileyo. Ukuxhasa amaphulo obugcisa nenkcubeko angqamene neeIDP zikamasipala anika ulwazi ngokhenketho lwengingqi nezicwangciso zoqoqosho ngokwenza oko kwazisa ucwangciso lwesithuba seedolophu nezixeko. Inkqubo yoLawulo lweRekhodi inceda amaqumrhu karhulumente, kubandakanywa noomasipala, ukulawula iirekhodi ukuphucula uxanduva nolawulo olululo. ISebe likwabonisa ukuzibophelela ekulungelelaniseni i-IDP ngothethathethwano lweIDP noorhulumente basekhaya.
OkuPhambili kwesi6: Ubumbano eluntwini noluntu olukhuselekileyo	ISebe liphakamisa iinqobo ezisemgangathweni zoMgaqosiseko neempawu zesizwe ngokwenza imiboniso, iinkqubo zoluntu, iincoko zoluntu, iinkqubo zemfundo, ulawulo lwemithombo yelifa lemveli, uphuhliso lolutsha, imidlalo nolonwabo, neenkqubo zasemva kokuphuma kwesikolo. ILifa leMveli leNtshona Koloni (HWC), iZiko loLuntu lephondo elisekwe ngokoMthetho kaZwelonke weZixhobo zeLifa leMveli, linoxanduva lokuchonga, ukukhusela, ukulondoloza, ukulawula nokukhuthaza izixhobo zelifa lemveli ezibalulekileyo ezibonisa iimpawu zentsulungeko ekwabelwana ngazo nobuntu bethu. Umsebenzi weHWC unegalelo kwinguqu yembonakalo yelifa lemveli ekhuthaza ukubandakanywa koluntu kwiPhondo. Kwangokunjalo, iindawo zaseNtshona Koloni ezikuMzila weLifa leMveli wokuXhathisa noweNkululeko zikhuthaza umanyano loluntu ngokufaka igxalaba kwimibhiyozo, imfundo, ulondolozo lweNdelela yoMzantsi Afrika esa kwinkululeko. IKomiti yaMagama eeNdawo yeNtshona Koloni ikhuthaza ukubandakanywa koluntu ngokufundisa nangenkxaso yenkqubo (yokuphinda) ithiywe. Inkqubo ixhaswa ziinkqubo ezingqongqo zokuthatha inxaxheba koluntu. Injongo yeKomishini yeNkcubeko yeNtshona Koloni kukukhuthaza, ukugcina nokuphuhlisa inkcubeko. Iinkqubo ezixhaswa yiWCCC zijolise ekukhuthazeni nasekulondolozeni izenzo zenkcubeko nokuzama ukudala ukuthakazelelwa, nokuhlonitshwa kweenkcubeko ezahlukeneyo zaseNtshona Koloni. Iingcali zobugcisa nezenkcubeko ngeenkqubo zazo zinethemba lokomeleza nokuphuhlisa uluntu apho behlala khona nababukeli, basebenze, kwaye badlale ngokukhuthaza ukuqonda nokuxabisa iyantlukwano phakathi koluntu. Ngokubonelela ngeenkonzo zokuhlala, zokuguqulela nokutolika, iSebe lifaka igalelo kubandakanyo lwentlalo nomanyano ngokuphucula unxibelelwano ngeelwimi ezintathu ezisemthethweni zaseNtshona Koloni, noLwimi lokuThetha ngeZandla loMzantsi Afrika. ISebe libambisene neKomiti yeeLwimi yeNtshona Koloni likhuthaza ukusetyenziswa kweelwimi ezininzi, iilwimi zesintu ezingakhathalelwanga, noLwimi lokuThetha ngeZandla loMzantsi Afrika ngeenkqubo zalo ngenjongo yokwandisa ulwazi nokusetyenziswa kwezi lwimi kubahlali baseNtshona Koloni. Ngokusetyenziswa kweenkqubo zophuhliso lobugcisa nenkcubeko nokukhuthaza, iSebe libonelela ngamathuba kulutsha, abasetyhini,

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	abantwana nabantu abakhubazekileyo abavela kwiindawo ezahlukeneyo zokuhlala ukuze banxibelelane kwaye bafumane izakhono zobugcisa nezobomi. La mathuba kwabasemngciphekweni nabahlelelekileyo abonelela ngamaqonga onxibelelwano lwentlalo neengxoxo, ngelixa esomeleza ukubandakanywa koluntu nentsebenziswano phakathi koluntu. Amaziko olondolozo lwembali abhiyozela iintsuku zesikhumbuzo zikazwelonke ezahlukeneyo ngeenkqubo zokufikelela eluntwini neenkqubo zoluntu ezikhuthaza ukubandakanywa koluntu nobumbano. Imiboniso ibonakalisa ngakumbi imiba ebikade ingahoywa ngaphambili yembali yalapha nentlanganisela yaseMzantsi Afrika, inegalelo elingaphezulu kubandakanyo lwentlalo nomanyano. Amathala eencwadi asebenza njengezizinda zoluntu ezikhuthazayo nezixhasa ukubandakanywa koluntu. Indima yamathala eencwadi kawonkewonke sele iguqukile kwizibonelelo ezigxile ikakhulu ekubolekeni iincwadi eluntwini, ukuze zibe ziindawo zoluntu eziququzelela ukwazisa ngenkcubeko nokuqonda, kwaye zibonelele ngokufikelela kulwazi lwengingqi noluntu, ulawulo lwe-elektronikhi, ulwazi lwezempilo olusisiseko nezempilo jikelele, namathuba emfundo. Amathala eencwadi noLondolozo lweeNkcukacha eziBalulekileyo abhentsisa abemi kwimbali, ilifa lemveli, nenkcubeko ebalulekileyo ekuqondeni ixesha elidlulileyo, ukuhlalutya ixesha langoku nokucwangciswa kwekamva, nokukhuthaza ukuqondana kwentlalo kunye nomanyano olunokuthi ludale uzinzo lwentlalo noqoqosho nokukhula. Amathala eencwadi oluntu anamandla okukhuthaza ubambiswano loluntu nokubandakanyeka koluntu, ngokusekelwe kumthethosiseko wobulungisa wokufikelela. Ngokukhuthaza imfundo, amathala eencwadi anakho ukuququzelela ingxoxo malunga nokuba ngoobani ekuhlaleni kwaye ancede ekudilizeni imiqobo. Uluntu luyakhuthazwa ukuba lube negalelo kwiimbali ezithethwayo ukuze lubandakanyeke eluntwini kwaye lwazane ngakumbi malunga nelifa lemveli labo ngokufikelela kwimathiriyeli yoovimba, ngaloo ndlela bomelezwa ukuzazisi nokubandakanywa koluntu. Ukuthatyathwa kwentathonxaxheba ngobuninzi kwimidlalo nolonwabo, kubugcisa nenkcubeko, kunegalelo ekwakheni ubuntu obufanayo bobuzwe kuluntu olwahlukeneyo, olumanyeneyo ngokwentlalo, kwaye iSebe liyakuxhasa oku ngamaphulo alo. IPhepha leNgcaciso yoMgaqonkqubo lezeMidlalo noLonwabo (lowama2012) liqaqambisa ukubaluleka kwezemidlalo kwiinzame zokunciphisa ulwaphulomthetho. Iinkqubo zoPhuhliso lwezeMidlalo, umzekelo, iMOD neNkqubo yeZikolo zasebumelwaneni, nemisebenzi yazo yasemva kwesikolo, ibandakanya ikharithyulam ecwangcisiweyo nezicwangciso zezifundo ezikwajolise kulonwabo, imidlalo, izakhono zobugcisa nenkcubeko, intathonxaxheba ngobuninzi nophuhliso lwezakhono zobomi. Iinkqubo zasemva kwesikolo umz., uLonwabo, iNkqubo yeMOD, nemisebenzi yeMidlalo yeZikolo eqhubeka koomasipala abohlukeneyo, ixhasa unxibelelwano oluhle lwentlalo, ulonwabo, imidlalo, ubugcisa nenkcubeko phakathi koluntu. Ukongeza, izibonelelo ekwabelwana ngazo zibonelela ngofikelelo kwindawo ekhuselekileyo ikakhulu kubathathi-nxaxheba abahamba isikolo nolutsha, ukulungiselela ukulungelelaniswa kweenkqubo zesebe. IInkqubo yoPhuhliso lweKlabhu inegalelo kuluntu olukhuselekileyo ngokuxhasa imibutho yasekuhlaleni neyasekuhlaleni, iiklabhu zasemaphandleni nasezifama nasezidolophini. IInkqubo yokuBandakanywa kweNtlalo ikhuthaza

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	ulwakhwiwo loluntu ngokubonelela ngamanyathelo ezemidlalo neminyhadala ukuseka amaqela emibutho neemanyano zabasebenzi kwezinye zemimandla yokhuseleko echazwe kwisiCwangciso soKhuseleko seNtshona Koloni. ISebe lijolise ekuxinaniseni kwizinto ezikhuselayo ukunciphisa inani lolutsha olubandakanyeka ekuthatheni umngcipheko. Oku kunciphisa inani lolutsha olusemngciphekweni ngokwemfundo, kwezoqoqosho, ngokwengqondo nangokuziphatha. Ukongeza, njengenxalenye yokwakha ubambiswano loluntu, iSebe lingumlondolosi wenkonzo yolutsha kwaye lijolise kumsebenzi walo wophuhliso lolutsha ekudaleni amathuba emisebenzi anentsingiselo kwiiNEET, ukulwa nokungavisisani, ukudana, nokuziphatha okuchasene noluntu nokuqinisekisa ukuba ulutsha luyaxhaswa ukuze lube yimpumelelo, abahlali ababandakanyekayo, abakhutheleyo nabanemveliso.
Priority 7: A better Africa and World	Ukuxhasa ukudityaniswa kommandla nelizwekazi, inkqubo yeSebe leNyanga yeAfrika ikhuthaza ukuzingca kweAfrika ukukhuthaza ukubandakanywa koluntu nokuphelisa ubutshaba. Isebe likwaxhasa iMibutho kaZwelonke ukuze iphucule ngakumbi inqanaba lokuthatha inxaxheba kweAfrika. ISebe neLifa leMveli leNtshona Koloni (HWC) ligqibezele iNgxelo yokuKhetha iNdawo yeLifa leMveli yeHlabathi, eyangeniswa kwiUNESCO liQela likaRhulumente neSebe likazwelonke lezamaHlabathi, ukuLoba nokusiNgqongileyo (DFFE). Iziza ezichongiweyo ziquka iDiepkloof Rock Shelter, iPinnacle Point Site Complex, nomqolomba iSibudu. Ngowama2015, iindawo ezintandathu zenzululwazi ngezakudala zabandakanywa kuluhlu lweUNESCO lweNdawo zeLifa leMveli njengenxalenye yokutyunjwa okulandelelanayo okubizwa ngokuba "Ukuvela kwabantu banamhlanje: iZiza zoMsebenzi wePleistocene yaseMzantsi Afrika". Ngowama2017 iKhabhinethi yeNtshona Koloni yavuma ukuphuhliswa kwendlela yokhenketho yenzululwazi yezakudala nendalo yamandulo eza kuphuhliswa kweli Phondo nezimiliswe kwiziza ezicetywayo njengeZiza zeLifa leMveli zeHlabathi eNtshona Koloni. Indlela yaphehlelelwa kuTshazimpuzi wama2018 phantsi kwegama elithi "IMvelaphi yeNkcubeko yaBantu" (COHC). Iziko lokutolika lasekwa e-Elands Bay ngowama2022 kwaye kutsha nje ngowama2023, iziko liye lavulwa eMossel Bay elinesicwangciso esinye eStilbaai. Amaziko otolika ayinxalenye ebalulekileyo yeCOHC ejolise ekufakeni igxalaba kuxhotyiso lwentlalo noqoqosho nokuxhamla kuluntu lwasekuhlaleni ngokukhuthaza intsebenziswano nabachaphazelekayo, ukwandisa unikezelo lokhenketho, nokuququzelela ukukhula koqoqosho nokudalwa kwemisebenzi, ingakumbi kwimimandla yasemaphandleni. Ukuxhasa isicelo sobume beNdawo yeLifa leMveli yeHlabathi, iSebe kunye neDFFE, iHWC neKZN Amafa, neZiko loPhando lisindleke iBhunga laMazwe ngaMazwe leZiza naMatye ezikhumbuzo (ICOMOS) uthumo lovavanyo lobuchule lokutyunjwa okulandelelanayo kweNdawo yeLifa leMveli yeHlabathi: " Ukuvela kwabantu banamhlanje: iZiza zoMsebenzi wePleistocene yaseMzantsi Afrika." ukusuka kowe14 ukuya kowe18 kweyeThupha wama2023. Umzila weLifa leMveli wokuNchasa neNkululeko (RLHR) yiprojekthi yesizwe ekhokelwa liSebe leSizwe lezeMidlalo, uBugcisa neNkcubeko ukuseka indlela yelifa lemveli yokukhumbula iindawo ezayanyaniswa noxhathiso kunye nelifa lemveli lenkululeko yoMzantsi Afrika, ebhala indlela yoMzantsi Afrika eya enkululekweni nakwidemokhrasi. Idityaniswe 'neNdelela eziya kwiNkululeko: Inkqubo yeLifa leMveli yeNkululeko yaseAfrika' njengoko yamkelwa ngowama2005 kwiNkomfa Jikelele yama33 yeUNESCO. Iziza ezithathu

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	eNtshona Koloni zenza inxalenye yeRLHR ezizezi: iMadiba House eDrakenstein Correctional Facility, Robben Island Precinct neTussen Die Riviere. Ukubandakanywa kwezi ndawo nophuhliso lweRLHR kuya kuba negalelo kwinguqu yezoqoqosho nokudala imisebenzi. Ukongeza, iTussen Die Riviere yindawo ephakathi kweMilambo iBlack neLiesbeek kwingingqi yaseObservatory, eKoloni. Ukubaluleka kwembali yesi siza kunxulumene nongqzulwano phakathi kwabantu bomthonyama noomatiloshe baseYurophu ngomhla woku1 kweyoKwindla we1510. Le ndawo yelifa lemveli ibalulekile kubemi boMzantsi Afrika njengendawo yokuqala yokuchasa ubukoloniwali. Ukongeza, lo mmandla uqulethe ilifa lendalo elininzi neentlobo ngeentlobo zezinto eziphilayo zendalo ezinonxibelelwano oluquqilima noluntu lwamaSan namaKhoi. Iintlobontlobo zezinto eziphilayo zale ndawo kufuneka zikhuselewe kumngcipheko wokunyuka kobushushu behlabathi ukuqinisekisa ukuba olu nxibelelwano alulahleki.

Le migaqonkqubo kazwelonke ilandelayo nezicwangciso nazo zikwabalulekile kwigunya leSebe:

UMgaqonkqubo	Inkcazelo
Imigaqonkqubo kaZwelonke	
IPhepha leNgcaciso likaZwelonke loMgaqonkqubo eliHlaziyiweyo kubuGcisa, iNkcubeko neLifa leMveli (uYilo lwesiThathu) (lowama2018)	Olu xwebhu lubonelela ngesakhelo somgaqonkqubo kazwelonke nowephondo kubugcisa, inkcubeko, ilifa lemveli, amathala eencwadi neenkonzo zoovimba.
UMgaqonkqubo woLawulo lweRekhodi kaZwelonke (iNcwadana yoMgaqonkqubo woLawulo lweRekhodi, wama2007)	Olu xwebhu lulawula imida ethile apho amaqumrhu karhulumente kufuneka asebenze malunga nolawulo lweerekhodi zabonendlela iDCAS ekufuneka yongamele ngayo ulawulo lweerekhodi zamaqumrhu karhulumente eNtshona Koloni.
Ukulawula iRekhodi zeKhompyutha kumaQumrhu kaRhulumente: uMgaqonkqubo, iMithethosiseko neMfuno (wama2006)	Lo mgaqonkqubo unika isikhokelo kumaqumrhu karhulumente ukuwanceda ukuba athobele imimiselo yowisomthetho malunga neerekhodi ezikwikhompyutha njengenxalenye yolawulo lweerekhodi. I-DCAS kufuneka ihambelane nemigangatho emiselweyo kazwelonke neyezizwe ngezizwe malunga nehardware, isoftwe nokugcinwa kwemithombo yeendaba ukuze kulondolozwe uvimba.
IsiBhengezo seNdaba yezeMidlalo noLonwabo lukaZwelonke (sowama2011)	Oku kufuna ukuba iDCAS ilungelelanise iinjongo zayo eziphambili nenjongo yobuchule yesibhengezo esibeka umbono wezemidlalo nolonwabo kude kube ngowama2020.
IsiCwangciso sikaZwelonke sezeMidlalo noLonwabo (sowama2012)	IsiCwangciso sikaZwelonke seMidlalo noLonwabo (NSRP) sibeka umbono wezemidlalo nolonwabo eMzantsi Afrika kude kube ngowama2020, sigxininisa izizwe esisebenzayo nesiphumelelayo. IsiCwangciso sikaZwelonke seMidlalo noLonwabo siya kuphononongwa kunyakamali wama2021/22 nowama2022/23.
IPhepha leNgcaciso yoMgaqonkqubo likaZwelonke leMidlalo noLonwabo (lowama2012)	Lo mgaqonkqubo uqaqambisa le miyalezo ilandelayo: • ukwandisa amanqanaba okuthatha inxaxheba kwezemidlalo nolonwabo; • ukuphakamisa inkangeleko yezemidlalo xa kujongwa izinto eziphambili ezingqubanyo; • ukwandisa amathuba okuphumelela kwimisitho emikhulu; kwaye

UMgaqonkqubo	Inkcazelo
	• ukubeka imidlalo phambili kwiinzame zokunciphisa ulwaphulomthetho.
Isakhelo soMgaqonkqubo weNkqubo yoMgaqonkqubo wokuBeka iliso noVavanyo lukaRhulumente ngokubanzi (sowama2007)	Injongo yeNkqubo yoHlolo noVavanyo lukaRhulumente ngokubanzi (GWM&E) kukufaka igxalaba kulawulo oluphuculweyo nokwandisa impumelelo yemibutho namaziko ecandelo likarhulumente. Olu xwebhu lubonelela ngesikhokelo somgaqonkqubo obanzi wokubekwa kweliso novavanyo (M&E) eMzantsi Afrika. Ikhuthaza ulawulo olusekwe kwiziphumo.
IPhepha loGayozimvo kuHlolo noVavanyo loLawulo lokuSebenza (lowama2009)	Olu xwebhu lujolise ekwenzeni amagosa karhulumente nogunyaziwe olawulayo bakwazi ukugxila ekuphumezeni iziphumo neziphumo eziqulathwe kwiSakhelo sesiCwangciso sesiGaba esiPhakathi sonyaka (MTSF). Kujoliswe ekukhuthazeni ukusebenza kakuhle kwesebe nomntu ngamnye kuwo onke amanqanaba.
Izikhokelo zamaSebe zikaZwelonke nezePhondo kuLungiselelo lweSakhelo seM&E	Ezi zikhokelo zibonelela ngophuhliso lwesakhelo sokubeka iliso novavanyo kuwo onke amaziko karhulumente ukuze amaziko abe nokuvavanya inkqubela phambili ngokweenjongo zawo ezichaziweyo aze athathe amanyathelo okulungisa apho kukho imfuneko. Le nkqubo ifuna ukuba amasebe abe nokufunda ngokubanzi zonke iinkqubo zedatha yolawulo, iiseti zedatha yolawulo nezalathi zokusebenza. Iimpawu kufuneka zidityanisiwe nezigunyaziso ezithile zomgaqonkqubo kwaye uhlalutyo lweeseti zezalathi kufuneka lwenzeke ukuze kuqinisekise ukuba kukho nabuphi na ubudlelwane besizathu nesiphumo.
INkqubo eYandisiweyo yeMisebenzi kaRhulumente (EPWP)	IziCwangciso zoShishino ze-EPWP zeCandelo lezeNtlalo (iMidlalo) neCandelo lokusiNgqongileyo neNkcubeko (iMicimbi yeNkcubeko) zibonelela ngesakhelo kwiDCAS ukuba isebenzise inkxasomali yecandelo likarhulumente ukunciphisa nokuphelisa intswelangqesho.
UMgaqonkqubo woLutsha kaZwelonke wama2020 – 2030	Lo mgaqonkqubo ujolise ekomelezeni uphuhliso lolutsha nokongeza iindlela zokuyila neziyilayo zokuhlangabezana nentswelangqesho. Lo mgaqonkqubo uchonga iintsika ezi5 – imfundo esemgangathweni notshintsho lwesibini lwesikolo, inguqu kwezoqoqosho nokudalwa kwamathuba emisebenzi, impilo yengqondo nokukhuthazwa kwempilo yomzimba, umanyano lwentlalo nolwakhiwo lwesizwe, nokudalwa koomatshini bophuhliso lolutsha olusebenzayo nolusabelayo. Njengomnxibelelanisi wolutsha oluxananazileyo kwiPhondo, iDCAS ibiza iForam yolutsha yeWC nelebhu yokufunda, ikhokela inkqubo emalunga nempilo entle yengqondo yolutsha, kwaye ibisebenza nabo bonke abachaphazelekayo ukuphucula impumelelo yoomatshini bophuhliso lolutsha.

Izicwangciso	Inkcazelo
Izicwangciso zikazwelonke	
Inkqubo yokuXhotyiswa kwamaThala eeNcwadi ukuze kuphuculwe iinkonzo zamathala eencwadi oluntu	Injongo yale Nkqubo kukuguqula iziseko ezingundoqo zamathala eencwadi oluntu lwasezidolophini nasemaphandleni, amaziko neenkonzo (ijolise ikakhulu kuluntu oluhlelekileyo ngaphambili) ngenkqubo ehlaziyiweyo kwinqanaba lephondo ukuxhasa urhulumente wasekhaya namalinge kazwelonke. I-DCAS inoxanduva lokuphumeza ngempumelelo nolawulo lweprojekthi yesiBonelelo esineMiqathango eNtshona Koloni.

Izicwangciso	Inkcazelo
IsiCwangciso soQoqosho seMzansi Golden	I-DCAS inoxanduva lokuphumeza, ngentsebenziswano neSebe likaZwelonke lezoBugcisa neNkcubeko namanye amahlakani nabathathinxaxheba abangundoqo, kungenelelo olungundoqo oluthiwe thaca kwisicwangciso eNtshona Koloni. IQhinga, elijolise kumashishini oyilo nenkcubeko, lijolise ekuqondeni ukuba icandelo lobugcisa, inkcubeko nelifa lemveli livelisa izinto ezintsha kwaye liyila, nokuba indima karhulumente kukudala indawo evumela ukuba isebenze nokuxhasa icandelo ukuze lisebenze ngokupheleleyo.
IsiVumelwano sokuQondana phakathi kweSebe leMfundo esiSiseko neMidlalo noLonwabo eMzantsi Afrika (sama2018)	IsSebe leMfundo esiSiseko (DBE) neMidlalo noLonwabo eMzantsi Afrika (SRSA) (ngoku liSebe lezeMidlalo, uBugcisa neNkcubeko) batyikitye "iSakhelo seMidlalo yeZikolo esiDityanisiweyo" apho amaqela azibophelele ukuba aza kuphumeza iinkqubo zentsebenziswano kummandla imidlalo yesikolo ngokwesiseko sokubuyisana nenzuzo efanayo. Amaqela kwakhona azibophelele ukuba aza kukhuthaza kwaye aququzelele ukuqhubela phambili koqhagamshelwano nentsebenziswano phakathi kwamaziko emidlalo avunyiweyo kumaSebe awahlukeneyo.

Ngaphaya koko, iNjongo zoPhuhliso oluZinzileyo zeZizwe eziManyeneyo ziinjongo ezili 17 zehlabathi ezingabopheleliyo ezihambelana nesiCwangciso soPhuhliso sikaZwelonke neQhinga lesiCwangciso sePhondo ngolu hlobo lulandelayo:



IAjenda yaseAfrika yowama2063:

I-Ajenda yeManyano yeAfrika: yowama2063 ibeka phambili uphuhliso olubandakanyayo lwezentlalo noqoqosho, uhlanganiso lwelizwekazi nommandla, ulawulo lwedemokhrasi noxolo nokhuseleko phakathi kweminye imiba ejolise ekubekeni iAfrika ngokutsha ekubeni ibe ngumdlali obalaseleyo kwibala lehlabathi. I-DCAS ixhasa iinjongo nezinto eziphambili ezichazwe kwiAjenda yowama2063, ngakumbi ngomsebenzi wayo oxhasa inkcubeko nelifa lemveli.

Kwiminqweno edweliswe kwiAjenda, iSebe lihambelana kakhulu nomnqweno othi "iAfrika ezingca ngenkcubeko eyomeleleyo, ilifa lemveli eliqhelekileyo, iimpawu zentsulungeko nendlela yokuziphatha" ngokugxila "kwiiMpawu zentsulungeko yokuZazi ngokweNkcubeko eyomeleleyo

neNdlela yokuziphatha". Apha iSebe linayo, kwaye liza kuqhubeka ukukhuthaza, kwaye lifake isandla kuququzelelo lwemiba yeNdawo yeLifa leMveli yeHlabathi kwiphondo ngokoMthetho weNgqungquthela yeLifa leMveli yeHlabathi, we1999; liprojekthi eziphambili zesizwe njengoMzila weLifa leMveli weSizwe wokuXhathisa neNkululeko, apho iDCAS ibe negalelo njengesahluko sephondo kuMzila weLifa leMveli wokuXhathisa neNkululeko. Iinkqubo zayo zobugcisa nenkcubeko, amaziko olondolozo lwembali neenkonzelo z amaziko olondolozo lwembali, iiprojekthi zelifa lenkcubeko ngokusebenzisa amaziko ayo kulawulo lwezixhobo zelifa leMveli, imiba yenkcubeko, neenkonzelo zolwimi lwejografi, ezihambelana nokukhuthazwa "kobuntu obuqinileyo benkcubeko, ilifa eliqhelekileyo, iimpawu zentsulungeko nendlela yokuziphatha".

IMEKO YOMGAQONKQUBO WEPHONDO

Imeko yomgaqonkqubo wePhondo isekwe kwisiCwangciso soPhumezo lwesiCwangciso sePhondo (PSIP) esibandakanya iQhinga lesiCwangciso sePhondo (PSP), isiCwangciso sokuBuyisa iXesha ekuPhulakenwe nalo nezinye izibophelelo neenkalo ekugxilwe kuzo. I-PSIP inemiba emithathu ephambili, oko kukuthi, imisebenzi, ukhuseleko, nentlalontle, echazwe kulo mzobo ungezantsi, kwaye ixhaswa yintsha, inkcubeko, nolawulo.



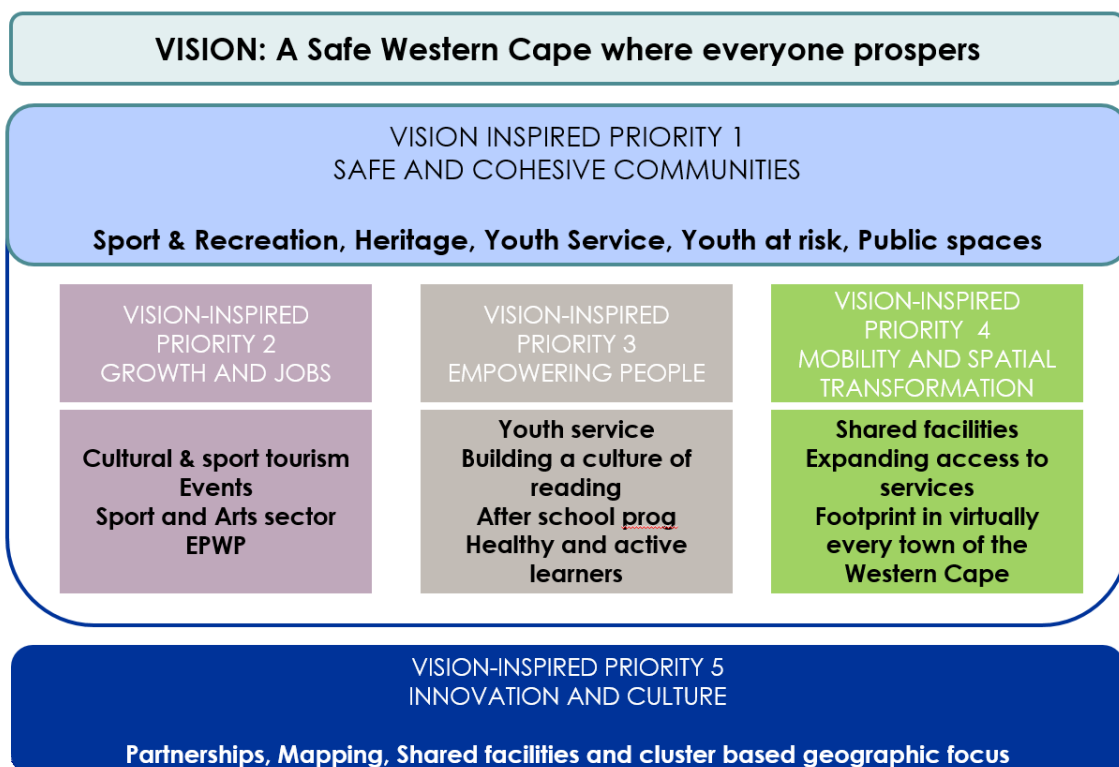
NgokwePSIP, iDCAS inegalelo ekudalweni kwemisebenzi ngokuyila iiEPWP ezahlukeneyo namanye amathuba emisebenzi, kwindawo ephambili yokhuseleko ngeenkqubo zayo zolutsha ezijolise kulutsha olusemngciphekweni, kwaye yenza igalelo layo elikhulu kukubaluleka kwentlalontle ngokusebenzisa iinkqubo ezahlukeneyo zeDCAS amacandelo obugcisa nenkcubeko, nezemidlalo nolonwabo, kugxilwe ngokukodwa kulutsha, kubandakanywa neNkqubo yaseMva kweSikolo.

Izalathsii zePSIP yeDCAS ezilinganisa inkqubela ngokubhekisele kwizinto eziphambili ngokubaluleka zimi ngolu hlobo lulandelayo:

- Inani lolutsha olusemngciphekweni oluthatha inxaxheba rhoqo nangokuthe gqolo kwiinkqubo zasemva kokuphuma kwesikolo (ezinxulunyaniswe kwisalathisi sokusebenza 4.6.4 kwiCandelo B lolu xwebhu).
- Inani labafundi abathatha inxaxheba kwiinkqubo zasemva kwesikolo (abahlali neeASP) (ezinxulunyaniswe kwisalathisi sokusebenza 4.6.4 kwiCandelo B lolu xwebhu).
- Inani lolutsha olukwinkonzo yamathuba adaliweyo (anxulumene nesalathisi somsebenzi 4.6.2 kwiCandelo B solu xwebhu).
- Inani lolutsha oluthatha inxaxheba rhoqo kwimidlalo, kulonwabo nakumathuba obugcisa nenkcubeko.
- Inani lamathala eencwadi afikeleleka ngelIntanethi kuluntu (enxibelelene nesalathisi somsebenzi 3.2.14 kwiCandelo B solu xwebhu).
- Inani lolutsha kwiinkqubo eziqhubela phambili kwizifundo okanye zisebenze kwiinyanga ezi3 ekugqityweni kwenkqubo.
- Ipesenti yeenkqubo zolutsha ezithobela imimiselo nemigangatho (izikhokelo) yesakhelo.

IQhinga lesiCwangciso sePhondo

Umgqaonkqubo wePhondo uye waqulunqwa ngokumalunga noku kuPhambili kuPhenjelelwa nguMbono kulandelayo (VIP) nemixholo yobuchule. Ngelixa iDCAS inegalelo kuzo zonke iiVIP zephondo, ngokwegunya layo, iSebe liqhagamshelwe ngokuthe ngqo kwiindawo ekugxilwe kuzo kwindawo ephambili yokuXhobisa abantu, ingakumbi iiNdawo ekuGxilwe kuzo zesi3: Ulutsha neZakhono, neNdawo ephambili yoLuntu oluKhuselekileyo noluBumbeneyo.



Igalelelo leSebe kwiPSP leli lilandelayo:

INdawo ePhambili yesiCwangciso seVIP	IGalelo leSebe lowama2020-2025
ULuntu oluKhuselekileyo noluBumbeneyo (uKhuseleko Lwethu)	lindawo zoluntu novakalelo loluntu zizinto eziphambili zokwakha uluntu olukhuselekileyo. I-DCAS ibonelela ngamathala eencwadi, amaziko emidlalo, amaziko obugcisa nenkcubeko eluntwini. Kukwakha isiseko sentlalo yoluntu ngokubandakanyeka kwinkcubeko, ubugcisa, imidlalo nolonwabo. Igalelo elithile kuluntu olukhuselekileyo nolubumbeneyo lulandelayo: • Amathala eencwadi oluntu abonelela ngendawo ekhuselekileyo kubantwana ukuphuma kwesikolo nakumalungu oluntu. • Ukwandisa intlalontle nokubandakanywa kwentlalo ngokuthatha inxaxheba enkulu kubomi bentlalontle noluntu ngokusebenzisa amathala eencwadi njengamaziko eenkcukacha noqhagamshelwano. • slinkonzo zamathala eencwadi ezinikezelwa kumaziko eenkonzo zoluleko zinokuququzelela ukubuyisela kwisimo sangaphambili nokunciphisa ulophulomthetho oluphindaphindayo, ngaloo ndlela kube negalelo kukhuseleko nokunciphisa iingxaki ekuhlaleni. • Ubonelelo ngamathuba olonwabo, ezemidlalo, ubugcisa nenkcubeko kuluntu njengenxalenye yokudala amanye amaqonga ukwakha ubumbano. • Ukwandisa ukufikelela kwizinto ezikhuseleyo kubantwana nolutsha ukunciphisa inani lolutsha olubandakanyeka kumngcipheko wokuziphatha. • Ukuqinisekisa ngenkonzo yovimba oqukayo oneenkcukacha ezivulelekileyo nezifikelekayo kubo bonke abaxumi. • Abantu banokufunda malunga nokuba bangoobani na, iinkcukacha zabo zemilibo yokuzalwa, iziganeko zembali, amaxwebhu amafa afana nelifa, izaziso zokufa, iirejista zomtshato, ukuzalwa nokufa kwaye ngaloo ndlela baziva ngcono ukuba bangabo. • Kubonelelwa ngendawo ekhuselekileyo, inkonzo yasimahla neenkonzo ezandisiweyo. • Inkqubo yophuhliso loBugcisa boLuntu ibonelela ngemisebenzi ekhuselekileyo neyakhayo kulutsha, iindlela ezizezinye zokunqanda ukuziphatha okutshabalalisayo, namaqonga adala iindawo ezikhuselekileyo zokuthatha inxaxheba ekuhlaleni. • Ubugcisa bunika uluntu ithuba lokuziveza ngobugcisa kwaye ngaloo ndlela luvakalisa iimvakalelo abanye abanokuchonga ngazo kwaye ngaloo ndlela baziva bengabodwa kumava abo. • Ubonelelo lokufikelela kwiirekhodi ezithetha nokungekho sikweni kwangaphambili nokusetyenziswa kakubi kwamalungelo oluntu ukuqhubela phambili impiliso, ubulungisa noxolelwaniso. • Uthethathethwano noluntu ukukhuthaza ubumbano loluntu nokwakhiwa kwesizwe. • Ukwakha ubumbano loluntu ngemidlalo nolonwabo. • Kujoliswe kulutsha olusemngciphekweni ukunciphisa umngcipheko wokuthatha ukuziphatha. • Ukusetyenziswa kwezikolo namaziko asekwe eluntwini njengeendawo ezikhuselekileyo zoluntu ngexesha nasemva kweeyure zesikolo (oko kukuthi, iYearBeyond, amaZiko oLonwabo, amaZiko eMOD namaZiko eZikolo zasebuMelwaneni) • Ezamaziko ekwabelwana ngawo. • Amaziko olondolozo lwembali abonelela ngeendawo ezikhuselekileyo apho iindwendwe zinokubukela imiboniso kwaye zithathe inxaxheba kwiinkqubo zemfundo. Le misebenzi ayiniki nje indawo ekhuselekileyo kodwa isebenza njengendawo yokufunda nokucamngca ekhokelela ekuhlaleni, ekuphuhliseni,

INdawo ePhambili yesiCwangciso seVIP	IGalelo leSebe lowama2020-2025
	ekukhuleni nasekuzicingeni kwabemi. Ngale nkqubo abemi bayakwazi ukunxibelelana, bafunde, baphilise kwaye bakhule kwilifa lemveli lethu. Le nkqubo ibalulekile ekukhuthazeni uluntu olukhuselekileyo nolumanyeneyo olunegalelo ekuthintelweni kobubi ekuhlaleni. I-DCAS ikwajolise ekomelezeni ukufikelela kwabantwana kwizinto ezikhuselayo ngokunciphisa umngcipheko wabo. Oku kuquka ukuxhasa abantwana ukuba bafunde, ukubonelela abantu abadala abanenkathalo ukuba basebenze nabo kwaye babe ziintshatsheli zabo, ukuquzelela unxibelelwano olukhuthazayo loontanga nenkxaso yempilontle ingakumbi kulutsha olufikisayo.
Ukukhula neMisebenzi (uQoqosho Lwethu)	- I-DCAS yintshatsheli kumacandelo amathathu abalulekileyo ezoqoqosho angala, ulonwabo nemidlalo, icandelo lobugcisa bokuyila necandelo lezenkcubeko ezithi zidale isixa esikhulu semisebenzi namathuba omsebenzi. - Imisitho yenkcubeko nemidlalo inegalelo kuhlumo loqoqosho kulo lonke ukhenketho, inkcubeko kunye noqoqosho loyilo nenkqubo yokukhulisa urhwebo kwishishini lezemidlalo. - I-DCAS ikwayintshatsheli yophuhliso lolutsha kwaye iye yalungisa iimfuno zeeNEET kwiinkqubo zayo ezininzi. - Ukuxhasa ngemali abasebenzi bamathala eencwadi oluntu nokudala imisebenzi ngokuphuculwa nokwakhiwa kwamathala eencwadi amatsha. - Isebe lifaka igxalaba ekudalweni kwamathuba okukhula nemisebenzi ngokuquzelela ukunatyiswa kwebhendi ngokubanzi nokwandiswa koqhagamshelo lweintanethi simahla nezixhobo zobuchwepheshe kumathala eencwadi oluntu lwasemaphandleni. Amathala eencwadi abonelela abafuna umsebenzi ngamathuba okwenza iiCV zabo kwiikhompyutha, bajonge imisebenzi kumaphephandaba nakwi-intanethi, kwaye benze izicelo zeintanethi. - Amathala eencwadi oluntu akwabonelela ngeendawo zofikelelo lwekhompyutha neintanethi ezisetyenziswa ngoosomashishini abancinci ukuphuhlisa izicwangciso zoshishino, ukufikelela kwiithenda, nezinye izinto zolawulo. - Amathuba omsebenzi adalwe ngokusekwa kwamaziko amatsha otoliko neziza ezinxulunyaniswa neNdlela yeZokhenketho lweMveli yeNkcubeko yaBantu. - ISebe likhokela umsebenzi oxananazileyo wolutsha wePhondo kwaye liqhuba inkqubo yeYearBeyond edala amathuba emisebenzi yokuqala kulutsha olungasebenziyo lwama2 000+ ngonyaka ize ke lutshintshe olu lutsha emsebenzini okanye kwizifundo ngesantya ekujoliswe kuso sokunyuka ngama75% kubo bonke abathathinxaxheba. - Amathuba omsebenzi nge-EPWP neNkqubo yeYouth Creatives (iNkxasomali evela kwiDSAC). - Amathuba omsebenzi kumashishini oyilo: imveliso yethiyetha, iminyhadala yethiyetha, iqela lolawulo lwemisitho, uphuhliso lobugcisa, abasebenzi bobugcisa nokuthengisa. - Inkqubo yeNkxasomali yobuGcisa neNkcubeko ibonelela ngenkxaso kwimibutho yoBugcisa, abantu ngabanye, nakwiinkampani ezidala umsebenzi noqeqesho lweengcali zobugcisa. IMidlalo, iLifa leMveli nenzululwazi yezakudala, nokhenketho lwenkcubeko. Amathuba omsebenzi wolonwabo, ezemidlalo, ezobugcisa nezenkcubeko. - Inkqubo yasemva kweSikolo - ukuvala isithuba esisisithuba nokuqinisekisa ukuba abafundi abagqiba isikolo baxhotyisiwe ukuze bangene kwimarike yomsebenzi okanye izifundo. - ISebe likhuthaza uphuhliso nokusetyenziswa koLwimi lweZandla ngeenkqubo zalo.

INdawo ePhambili yesiCwangciso seVIP	IGalelo leSebe lowama2020-2025
	• Umba wezoQoqosho weNkcubeko. Ukukhula koshishino lolonwabo, ezemidlalo, ubugcisa nenkcubeko, nto leyo ngokwendalo yayo ifuna abasebenzi abaninzi, ngeenkqubo zophuhliso lobugcisa, inkcubeko nemidlalo (uLonwabo, iNkqubo yeMOD neMidlalo yeZikolo) ekhokelela kumathuba engqesho namathuba ezoqoqosho ekuhlaleni. • INkqubo yeZikolo zasebuMelwaneni. • Izibonelelo ekwabelwana ngazo • Umba wezeMidlalo ○ Ukukhula koshishino lwezolonwabo, ezemidlalo, ubugcisa nenkcubeko, nto leyo ngokwendalo yayo ifuna abasebenzi abaninzi, ngeenkqubo zophuhliso lobugcisa, inkcubeko nemidlalo (uLonwabo, iNkqubo yeMOD, iMidlalo yeZikolo neZibonelelo eKwabelwana ngazo) ezikhokelela kumathuba engqesho nawezoqoqosho kuluntu. ○ Uphando lwakutsha nje lubonisa impembelelo entle ebalulekileyo intshukumo yomzimba onayo ekuphileni kwengqondo nasemzibeni. ○ Uphando lubonise ukuba imidlalo nolonwabo yenza igalelo elibonakalayo nelibalulekileyo kuphuhliso lwentlalo noqoqosho lwePhondo ngokwenyani. Enyanisweni, kwafunyaniswa ukuba iinzuzo zemidlalo kuphuhliso lwentlalo noqoqosho zijongelwa phantsi kakhulu kwaye imidlalo nolonwabo kufuneka zijongwe njengegalelo elibalulekileyo kwezoqoqosho nodala ingqesho. Kwimeko yentlalo iimpembelelo ezahlukeneyo zinobungqina. ○ It Kwaye kwafunyaniswa ukuba ngokwegalelo loqoqosho, iGDP nengqesho, nokusetyenziswa kwesi2% njengoqikelelo olulondolozayo (kunikwe ingxelo erekhodiweyo yesi2.1% yomyinge kazwelonke wegalelo leGDP kwezemidlalo), nezona ziphindaphindi zifanelekileyo zezoqoqosho, ezemidlalo zibe negalelo elingaphezulu kwesiR8.8 sebhiliyoni kwiGDP yeNtshona Koloni minyaka le ukususela ngowama2012. Kusenokwenzeka ukuba impembelelo yemidlalo nemisebenzi enxulumeneyo kwimimandla efana neNtshona Koloni, iGauteng neKwaZulu-Natal inokuba nkulu kakhulu ngokwepesenti kunomndilili ocingelwayo kazwelonke; nemidlalo exhaswe ngaphezulu kwama60 000 emisebenzi ethe ngqo nengathanga ngqo eNtshona Koloni esasazeke kuwo onke amacandelo. INdebe yeHlabathi yeBhola yoMnyazi eyayibanjwe ngowama2023 iphucule ubume bethu ekusingatheni iminyhadala yehlabathi. Ukongeza, iNdebe yeHlabathi yeBhola yoMnyazi iphumelele iimbasa ezimbini ngowama2023, enye kwiiMbasa zeSA Leisure ebibanjelwe eRhawutini kweyeNkanga wama2023 kwanenye eLondon kweyeDwarha wama2023, iye yaqatshelwa njengowona msitho wezemidlalo ugqwesileyo eMzantsi Afrika.
UkuXhotyiswa kwaBantu (Abantu Bethu)	• I-DCAS ibonelela ngamaqonga noqeqesho ukunika uluntu ilizwi. Ngamathala eencwadi, imbali yomlomo, ubugcisa neenkqubo zolutsha, ixhobisa amabali nemfundo yabantu. Kwabo bakwimidlalo okanye kwezobugcisa, iDCAS ibonelela ngokubonakalisa nangendlela eya empumelelweni. Ingqwalasela yeDCAS kulutsha, ngeenkqubo ezifana neNkqubo yeMOD, iNkqubo yeZikolo zasebumelwaneni, iNkqubo yoLonwabo, neYearBeyond, ibabonelela ngengqiqo yenjongo, amaphupha nekamva. • Amathala eencwadi – ayaqhubeka ngokukhuthaza inkcubeko yokufunda nemfundo engakhulelwayo. • IProjekthi yoQhagamshelwano lwamaThala eeNcwadi asemaPhandleni ibonelela ngofikelelo lweintanethi simahla ukwenzela ukuba kugqitywe izicelo zemisebenzi kwi-intanethi, ukufunda ngeintanethi, isango lokufunda ngeintanethi, njl.njl. • Ubuhlakani neSebe lezeMfundo ukukhuthaza uluncwadi nokufunda.

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	• I-YearBeyond isebenzela ukuxhobisa ulutsha lweNEET oluneminyaka eli18 ukuya kwengama25 ubudala kule nkqubo nabaxhamli - abafundi bebanga lesi3 nelesi4 abasokola kulwazi lokufunda nokubhala nolwazi lokubala, abafundi abangayiyo kakhulu esikolweni, abafundi abangekho sesikolweni. I-YearBeyond ikwaxhobisa uluntu nabazali abafuna ukuxhasa abafundi ngokubaxhobisa. • Elinye lawona maxesha anzima kulutsha kuphuma esikolweni nangaphambi kokuba iintsapho zibe sekhaya. Ukuqinisekisa ukhuseleko, ukuxhobisa nokukhuliswa kweendawo zokuphuma kwesikolo kunceda ukunciphisa umngcipheko wabafundi. • Ngenkqubo yophuhliso lweKlabhu, uluntu lwaseNtshona Koloni luyaxhamla kwizifundo zokuxhobisa ngolwazi olufana noncedo lokuqala, ulawulo olusisiseko noqeqesho namagosa ezobuchwepheshe. • Iinkqubo ezifundisayo kubonelelwa ngazo ziNkonzo zooVimba kubafundi. • Ufikelelo kwiinkcukacha zovimba kubaphandi nakubafundi. • Ubonelelo ngenkonzo eyandisiweyo yonikezelo lwenkonzo ekufikeleleni kwiinkcukacha ngokusebenzisa amaZiko olondolozo lwembali, ooVimba namaThala eeNcwadi (MAL iNdawo ezixakekileyo zeMAL). • Amagumbi okufundela kooVimba ukuze uluntu lufikelele kulwazi nakwizakhono. • Uqeqesho olubonelelwa kubafundi abasafundela umsebenzi be-EPWP. • Iinkqubo zokwazisa eziqhutywe kuluntu ngokubanzi ngentsebenziswano nabachaphazelekayo abohlukeneyo • Ukubonelela ngamathuba oqeqesho emsebenzini nokufunda umsebenzi. • Ukunikezelwa kwezifundo zoLawulo lweeRekhodi, uLawulo lweeRekhodi ze-Elekroniki kwanezobuNobhala boBhaliso ukuxhobisa abantu. • Uqeqesho olukhethekileyo kwi-intanethi neendibano zocweyo ezibonelelwe ngeveki yoKwazisa ngoLondolozo lweNkcukacha eziBalulekileyo • Ukubonelela ngamathuba oqeqesho kwabanye abachaphazelekayo. • Iinkqubo yeSiko loLwaluko • Ukubandakanywa kolwimi nenkcubeko umz. ukuqhubela phambili ukusetyenziswa kweelwimi zemveli ezazijongelwe phantsi ngokwembali. • Ukunikezelwa kweenkonzo zenkxaso yolwimi nokukhuthazwa kweelwimi ezintathu ezisemthethweni zaseNtshona Koloni, kubandakanywa noLwimi lokuThetha ngeZandla loMzantsi. • AmaZiko olondolozo lwembali zibamba imiboniso, iinkqubo zemfundo, nemisitho yesikhumbuzo exhobisa abatyeleli ngolwazi malunga nelifa lemveli, kwaye idala amaxesha okucinga nokukhula komntu. Ezi nkqubo zenza igalelo kumvakalelo wokubandakanyeka, imfudumalo yenkcubeko nokubandakanywa koluntu. • Uqeqesho olunikezelwe kubakhokheli bokhenketho njengexalenye yeprojekthi yeMveli yeNkcubeko yaBantu. • Iinkqubo ezoLonwabo • Iinkqubo yeMOD kunye neNkqubo yeZikolo zasebumelwaneni ezijolise kubantwana abasahamba isikolo ukuba bathathe inxaxheba ekuphileni ubomi obusempilweni. • Iinkqubo yeZikolo zasebuMelwaneni • Iinkqubo zophuhliso lobuGcisa nenkcubeko zixhasa uphuhliso lobugcisa bokuyila ngokuququzelela ukufikelela kuphuhliso lwezakhono nokubonisa amathuba kulutsha. • Ukubonelela ngemisebenzi yobugcisa nenkcubeko kubeka isiseko samagcisa nokuvakalisa inkcubeko, ukukhuthaza uvelwano oluxhasa unyamezelwano, ukwamkelwa nobunye ekuhlaleni. • Ukuxhasa imisebenzi yobugcisa nenkcubeko ivumela uphuhliso lwezazisi zenkcubeko zengingqi ukwazisa iminyhadala, imisitho, ukugcinwa kweendlela

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	zobugcisa bemveli, kwaye ikwazisa ukhenketho lwengingqi nezicwangciso zezoqoqosho zoomasipala. • Ukuboniswa kuphuhliso lwezakhono zobugcisa kunika ithuba lokuphuhlisa izakhono zobomi kulutsha kwaye kube negalelo kumathuba kumashishini oyilo. • Ukubonelela ngamathuba oqeqesho kumagcisa asakhasayo. • I-DCAS yincutshe exananazileyo yeeNkqubo zasemva kwemini, kulutsha oluhambayo noluphumayo esikolweni, kwaye ibonelela ngoqeqesho ukwakha amandla ecandelo nokuqinisekisa inkqubo esemgangathweni. • I-DCAS ibonelela ngeeNEET ezineminyaka eli18 ukuya kwengama25 ngamava omsebenzi wokuqala nendlela eya emsebenzini okanye kwizifundo ekupheleni kwamava. Kungoku nje ngama2 000 olutsha olunikwa iinkonzo ngonyaka. Ngelixa lufumana amava omsebenzi olutsha lubonelela ngeenkonzo ezifuneka kakhulu kuluntu oluphantsi kwezibonelelo. Inkqubo yamaGcisa eSikolweni ibonelela ngamathuba emisebenzi kumagcisa, uqeqesho lobugcisa kootitshala, nokufikelela kwiprogram yobugcisa elungelelanisiweyo ehambelana nekharityhulam yobugcisa evunyiweyo. • IsiCwangciso seZiko lobuGcisa loLuntu leNtshona Koloni sixhasa kwaye someleze amaZiko oBugcisa oLuntu neMibutho yobuGcisa yoLuntu eManyanisiweyo ngokuxhotyiswa ngezakhono, ukuxhasa uphuhliso loluntu lobugcisa nohlaziyo lweziseko ezingundoqo zobugcisa. Uphuhliso loluntu oluqinisiweyo luza kuba negalelo kwimpilontle yoluntu, indawo engqongileyo ekhuselekileyo nentlalo eyomeleleyo yoluntu.
UThutho neNguqu yendawo (iiNdawo Zethu)	• ISebe likhona kuzo zonke iidolophu zePhondo, umzekelo, ngohlobo lwamathala eencwadi, amaziko olondolozo lwembali, okanye iiofisi zemidlalo. • Iziseko zophuhliso lwentlalo umz. amathala eencwadi, amaziko olondolozo lwembali, oovimba njl. njl. • Inguqu yesithuba sembonakalo yelifa lemveli ngenkxaso yomsebenzi wequmrhu leLifa leMveli leNtshona Koloni. • Amaziko eNkcubeko abonelela uluntu nemibutho yoluntu ngendawo ekhuselekileyo yemisebenzi ekhuthaza inguqu kwezentlalo. • Amaziko oPhuhliso lwezeMidlalo (Amaziko oLonwabo, iMOD neZikolo zasebumelwaneni) kwiphondo liphela. • NgesiCwangciso seZiko lobuGcisa loLuntu laseNtshona Koloni, amaziko oluntu obugcisa neethiyetha zoluntu ziza kuba nokufikelela kwinkxasomali yeziseko ezingundoqo ukuze kuhlaziye okanye kuphuhlise iziseko zobugcisa. • INkonzo yeZiko olondolozo lwembali ivelisa imiboniso ehambayo esetyenziswa njengemiboniso eyipop up kwiindawo ezahlukeneyo ezifana namathala eencwadi, oomasipala, amaziko oluntu, oovimba, njl.njl. Le miboniso ijika ezo ndawo zibe yindawo yokufunda nokucinga
Usungulo lwezinto ezintsha neNkcubeko (uRhulumente Wethu)	• Urhulumente ufuna ukuba abasebenzi bakarhulumente babe nezinto ezintsha. I-DCAS ixhasa ukwakhiwa kwenkcubeko yokusungula izinto ezintsha kwaye ibisoloko iphambili kwinani lezinto ezintsha - isebenza noluntu luphela nokusebenza kwiiprojekthi ezixananazileyo. I-DCAS ikwaqhube iajenda yeNguqu yobuXhakaxhaka balemihle bekhompyutha ngokusebenzisa iMyContent. • Ukusebenzisa kusetyenziswa amavolontiya kumathala eencwadi ukwandisa ulwazi lokufunda nokubhala. • Ukwazisa izixhobo zombane ezingaphezulu neeNcwadi ezifundwa ngeintanethi kumathala eencwadi. • Imifuziselo yobudlelwane Phakathi kukarhulumente namashishini abucala yeenkonzo zokunikezelwa kweenkonzo kwiinkonzo zolutsha nophuhliso lwemidlalo.

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	• Ukuphuhliswa kwemimiselo nemigangatho yenkonzo yolutsha. • Ukwakha inkcubeko yorhulumente osabelayo kuzo zonke iinkonzo zethu. • Ukwakha inkcubeko yokufunda ngamathala eencwadi ethu, ngenkonzo yolutsha, oovimba namaziko olondolozo lwembali. • Ukufakwa kobuxhakaxhaka balemihla bekhompyutha kweerekhodi zoovimba. • Imiboniso yeintanethi neenkqubo zokwazisa uluntu. • Ukuphunyezwa kokhenketho ngobuxhakaxhaka bekhompyutha. • Ukomelezwa kwenkqubo yoLawulo lweRekhodi zeKhompyutha enoxanduva lolawulo olusebenzayo nolucwangcisiweyo loyilo, ukufunyanwa, ukugcina, ukusetyenziswa nokuhanjiswa kweerekhodi ze-elektroniki, kubandakanywa neenkqubo zokubamba nokugcinwa kobungqina, nolwazi malunga, nemisebenzi yezoshishino neentengiselwano. • Uqeqesho olukwi-Intanethi lwabaLawuli beeRekhodi nooMabhalana boBhaliso. • Ukusetyenziswa okuqhubekayo nokugcinwa koFikelelo kwiMemori (AtoM). • Ukuzalisekiswa kwesango lokungena kwiwebhu yooVimba eza kuxhobisa uluntu ukuba luqhube uphando kwi-intanethi. • Ukuzalisekiswa kohlolo lweintanethi lwee-oofisi zabaxumi beNkonzo yooVimba neeRekhodi eNtshona Koloni. • Ukukhutshelwa koLawulo lokuQulathiweyo kweShishini ngokubanzi. • Ukuphucula ukusebenza okubonelelwa yinkqubo yoLawulo lokuQulathiweyo kweShishini (ECM) ukuncedisa ishishini ukuphumeza ulawulo olungcono lwamaxwebhu nolawulo lweerekhodi. • Inkqubo yokubhukisha kwi-Intanethi yamaziko enkubeko. • Inkqubo yokwenza izicelo kwi-Intanethi yeNkxasomali yoNyaka yobuGcisa nezeMidlalo. • Imodeli yentsebenziswano kwiYearBeyond. • Imodeli yezemali kwiYearBeyond. • Uhambo lweNkcubeko noPhando lweBarrett lokuphucula inkcubeko yeDCAS yombutho eyazisa intlalontle yayo. • Amanyathelo obuhlakani boPhuhliso lwezeMidlalo anxulumene neNkqubo yoLonwabo, iNkqubo yeMOD neNkqubo yeMidlalo yeZikolo ibonelela ngamathuba olonwabo, imidlalo, ubugcisa nenkcubeko. Ezi nkqubo, nenyathelo lokuqala ekwabelwana ngalo kumaziko, zivelisa izinto ezintsha ngokwendalo. • INdawo yokuziVocavoca ibonelela ngofikelelo kwiinkqubo kubasebenzi bakaRhulumente weNtshona Koloni noluntu. Ngentsebenziswano namanye amasebe noluntu. • Ubhubhane ovunyelweyo ukusekwa kwe-E-Sport eluntwini, isebe lisebenzisana ngokusondeleyo neeklabhu ze-e-sport kwaye lizibandakanya kwiingxoxo nemibutho emanyeneyo malunga nophuhliso lokwandiswa kwe-e-sport kuluntu kwiNtshona Koloni iphela. • Ukuqinisekisa unikezelo lwenkonzo ngozalisekiso olusebenzayo lweentlanganiso zekomiti zehybrid-style. • Inkqubo yokufumana izicelo kwi-Intanethi yeLifa leMveli. • Uhlaziyo olubukhoma ngemidiya yoluntu/amaqela eWhatsApp malunga nenkqubela phambili yezinto zeajenda ezibekwa kwitafle. • Ukuqaliswa kweekhowudi zeQR eziqinisekisa ukuba abathathinxaxheba bafikeleleka lula kula maqela emiyalezo. • Ukukhuthaza amathala eencwadi njengamaziko oluntu aneenjongo ezininzi, kuquka intsebenziswano namaziko olonwabo nanjengendawo yokuthengisa/inkonzo yezinye iinkonzo zikarhulumente.

Izigqibo zenkqubo yeSebe ekuphumezeni imiba ephambili kwiPhondo zisabela kwimeko yentlalo noqoqosho kwiPhondo. Ulutsha lusesichengeni kurhwebo njengoko kunyuswa inani lolutsha olungaphangeliyo, imfundo noqeqesho (NEETs), kwaye intswelangqesho igqama kakhulu kulutsha. Intswelangqesho iphezulu kwabo banamanqanaba asezantsi emfundo, kwaye iphezulu kwabo bangenamatriki xa kuthelekiswa nabo banezidanga. Lo mxholo ubonisiwe kwiigrafu ezingezantsi:

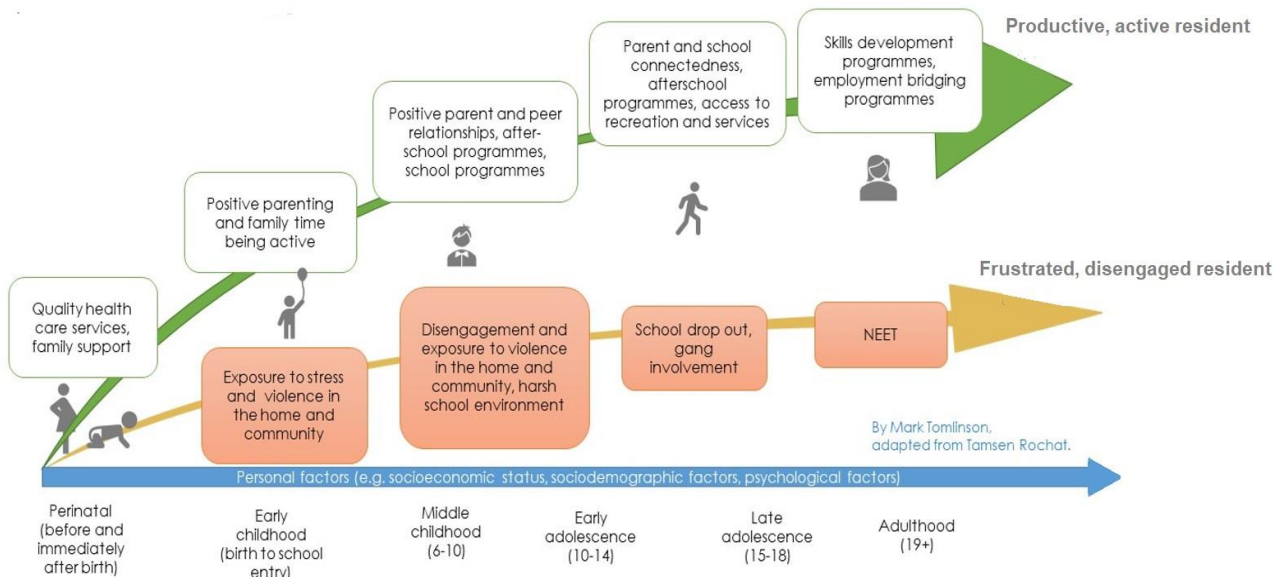
Ukwanda kwabantu abangaphangeliyo eNtshona Koloni

	Working-age population		Employed		Unemployed		Labour force		Labour force participation	Unemployment rate
	Total (R'000)	Share (%)	Total (R'000)	Share (%)	Total (R'000)	Share (%)	Total (R'000)	Share (%)		
Total	4 978	100.0%	2 711	100.0%	714	100.0%	3 426	100.0%	68.8%	20.9%
By Race										
African	1 905	38.3%	991	36.6%	410	57.4%	1 401	40.9%	73.5%	29.3%
Coloured	2 343	47.1%	1 240	45.8%	278	39.0%	1 519	44.3%	64.8%	18.3%
White	662	13.3%	437	16.1%	20	2.9%	457	13.4%	69.1%	4.5%
By Gender										
Male	2 441	49.1%	1 479	54.6%	343	48.1%	1 823	53.2%	74.7%	18.9%
Female	2 536	50.9%	1 231	45.4%	371	51.9%	1 603	46.8%	63.2%	23.2%
By Age										
Youth	2 313	46.5%	979	36.1%	444	62.2%	1 424	41.6%	61.6%	31.2%
Older Age	2 664	53.5%	1 731	63.9%	270	37.8%	2 001	58.4%	75.1%	13.5%
By Education										
Less than Secondary	2 434	48.9%	997	36.8%	412	57.6%	1 409	41.1%	57.9%	29.2%
Secondary	1 622	32.6%	995	36.7%	236	33.1%	1 232	36.0%	76.0%	19.2%
Tertiary	813	16.3%	659	24.3%	55	7.8%	715	20.9%	87.9%	7.8%

Source: Quantec, Own calculations

Umthombo: iPERO (uPhononongo lwezoQoqosho lwePhondo neMbonakalo) lowama2023

Ungenelelo lweDCAS lusekwe kwindlela yongenelelo kwangethuba apho iSebe lijolise ekwandiseni ukufikelela kwizinto ezikhuselayo nokungenelela kwangethuba kubomi babantu ukuze bababeke endleleni yokuba ngabemi abasebenzayo abanemveliso, njengoko kubonisiwe ngezantsi:



Isibe lizibophelele ekuqinisekiseni ukuqhubeka kwenkxaso ukunciphisa umngcipheko. Oku kuquka ukugxila okuthe ngqo ekuqinisekiseni ukuba abantwana bayafikelela kwiincwadi ukususela ekuzalweni kwabo.

INkqubela phambili kwisiFundo soLwazi lokuFunda nokuBhala seHlabathi (PIRLS) yowama2021 ibonise ukuba ayiyonyani nje into yokuba ama81% yabantwana beBanga lesi4 baseMzantsi Afrika abakwazi ukufunda ngokunentsingiselo okanye ngolwazi olusisiseko kwisicatshulwa ukuze baphendule imibuzo elula, kodwa kukwayinyani ukuba phantse bonke abo bantwana basuka kwiindawo ezihluphekayo apho bangakwaziyo ukufunda esikolweni okanye ekhaya. IBharometa yokuFunda kaZwelonke ifumanise ukuba ama63% yamakhaya ayinako ukufikelela kwizixhobo zokufunda emakhayeni kwaye ama65% yamakhaya anabantwana abangaphantsi kweminyaka eli10 akanayo nokuba inye incwadi yemifanekiso.

Inyathelo lokuqala lokujongana nale miba kukutshintsha indlela esiyibona ngayo imfundo. Ukufunda akuphelelanga kwinto efunyanwa ngabantwana bethu esikolweni phakathi kwentsimbi yesi8 kusasa neyesi2 emva kwemini. Endaweni yoko, kwenzeka kwimeko yobomi obupheleleyo, apho abantwana baboniswa 'kwikharithulam' ebanzi kakhulu, baze ke babe namava ovuselelo olunamacala amaninzi. Oku kuquka ukufunda izifundo ekusebenzeni njengeqela nokomelela kwibala lezemidlalo okanye kumanqanaba omdlalo, ukuphila ngelixa usekhempini ngokwendalo, ukuvuselela umdla wokufunda ukwazi ngokutyelela iindawo ezahlukeneyo nokuva amabali okuva ngabanye abantu – ubuchule bokuyila buphenjelelwa kukubona izinto ezintsha nezahlukeneyo. Le yindlela abantu abanomdla, abacinga ngokuzimeleyo, abasebenzisanayo, nolwazi lwentlalo nababandakanyekayo bakhuliswa kwaye baphuhlise ngayo. Kukudityaniswa kwala mava athi abantwana abaxhotyisiweyo bazuze kuwo, kwaye kukhokelela kwinzuzo yemfundo yeminyaka emine ukuya kwemithandathu phakathi kwabo noontanga babo abangenazo izixhobo zokusebenza (Emva koshwankathelo lwengqungquthela yophando lwesikolo ngowama2019, kwiYunivesithi yaseStellenbosch).

IsiCwangciso soBuyiselo

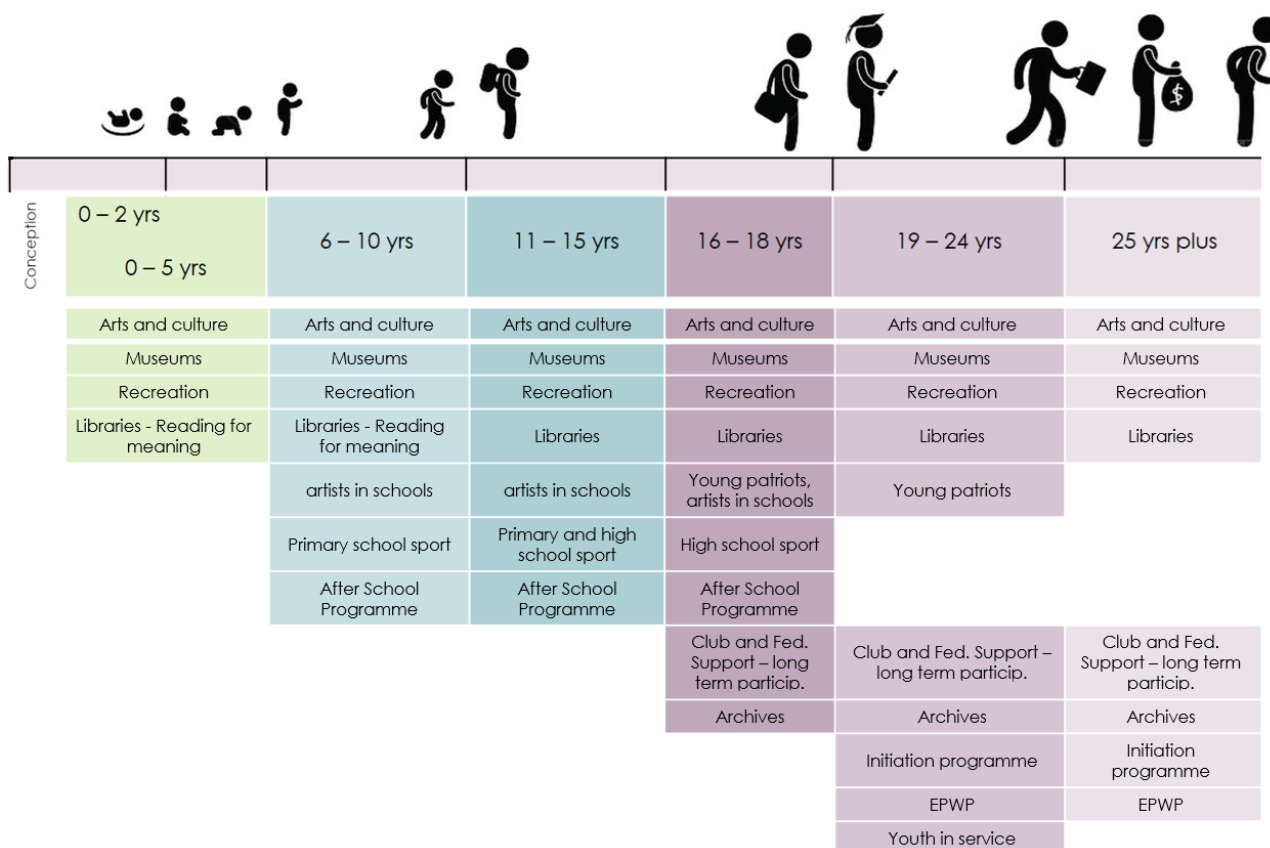
Ngenxa yeKHOVIDI-19, imiceli mngeni yezentlalo nezozoqosho iye yaba mandundu ngelixa ubutyebi bezemali bucutheka kakhulu. IsiCwangciso soBuyiselo seWC ke ngoko sifuna ukuphakamisa nokubeka phambili amanye amangenelo ePSP nentsebenziswano phakathi kwabachaphazelekayo, nokumisela okufundiweyo ekuphunyezweni kongenelelo lweKHOVIDI-19.

Izinto ezintathu eziphambili ngokubaluleka kwisicwangciso sokuBuyisa kuKhulo lweMisebenzi, uKhuseleko, kunye neMpilo-ntle, ukongeza, iindawo zovoto ezixananazileyo eziphambili zichongiwe, ezingamabhinqa nolutsha. Ezi zinto ziphambili zicaciswe ngakumbi kula macandelo angezantsi.

ISebe liza kubanegalelo kwisiCwangciso Buyiselo kwiKHOVIDI-19 ngezi Ndlela zilandelayo:

- a) Ukukhuthaza ukwenziwa lula kweshishini ngeHWC (ubuyiselo lweMisebenzi)
- b) Ukubonelela ngamathuba omsebenzi ngeYearBeyond ne-EPWP (ubuyiselo lweMisebenzi)
- c) Ukwakha inkcubeko yobumi, inkonzo kunye noluntu - kugxilwe kulutsha, ukuvolontiya, ukhuseleko nemisebenzi (ubuyiselo lweMpilonhle)
- d) Ukuxhasa iintsuku zokuqala kwi1000 nongenelelo lwe-ECD (ubuyiselo lweMpilonhle)
- e) Ukukhuthaza ngokwasemzimbeni, ngokweemvakalelo nangokwasemoyeni ngokutya, umthambo nenkxaso ngokwasengqondweni yentlalo kuyo yonke iminyaka (ubuyiselo lweMpilonhle)
- f) Ukuba negalelo kungenelelo lothintelo lobundlobongela (ubuyiselo loKhuseleko)
- g) Ukubonelela ngamathuba omsebenzi ngeNkqubo yezoLonwabo, iNkqubo yeMOD, iNkqubo yeMidlalo yeZikolo nezibonelelo ekwabelwana ngazo (ubuyiselo lweMisebenzi)
- h) Ukubonelela ngolonwabo, imidlalo, ubugcisa nemisebenzi yenkcubeko kubathathinxaxheba ukusuka kwinqanaba le-ECD, ukuya kwinqanaba laBantu abaPhezulu (ubuyiselo lweMpilonhle)
- i) Ukubonelela ngofikelelo kwiindawo ezikhuselekileyo zokusetyenzwa ngamaZiko oLonwabo, amaZiko eMOD, amaZiko eZikolo eziBumelwane nezibonelelo ekwabelwana ngazo (ubuyiselo loKhuseleko)

Isicwangciso soBuyiselo sisebenzisa ikhondo lobomi ukuchonga amanqanaba obomi bomntu ngamnye kunye neemfuno ezisisiseko abazifunayo. Xa kuthelekiswa nePSP yowama2019 ukuya kowama2024, isifundo sobomi kwisiCwangciso soBuyiselo esandiswe kubantu abadala ukuqinisekisa ukuba bonke abemi bayakhuseleka. Ngokuhambelana nengqiqo yePSP, kubalulekile ukungenelela kumanqanaba okuqala obomi bomntu ukuya kuthi ga kwiminyaka engama25 ubudala. Oku kungenxa yokuba ukungenelela kumanqanaba okuqala abalulekileyo ukusuka ekukhawulweni ukuya kwiminyaka engama25 kuya kuba nesiphumo esihle esongezelekayo kubomi bomntu wonke nakwizizukulwana ngezizukulwana. ISebe likwabonelela ngeenkono kwisigaba ngasinye somjikelo wobomi bomntu, njengoko kubonisiwe ngezantsi:



Ngaphaya koko, njengoko imeko yezemali itshintshile kwisithuba seminyaka emihlanu yocwangciso, iindawo ekugxilwe kuzo kwezona zinto ziphambili ngokubaluleka ziye zahlengahlengiswa ukuhlangabezana nemingeni namathuba elijongene nawo iPhondo. Igalelo eliphambili leSebe kwiinkalo ezintathu eziphambili zePhondo lichazwe ngezantsi. Igalelo leDCAS kwisiCwangciso soBuyiselo liya kuxhaswa bubuhlakani apho kunokwenzeka ukwabelana ngeendleko kunye nokuphucula ukufikelela kunye nokusebenza ngokuxhasa unyawo neendlela ezingcono zamahlakani.

Ukukhula neMisebenzi

The ISebe lenza igalelo ekudaleni imisebenzi kwicandelo lalo kwaye eli galelo likhulu ekukhuleni nasemisebenzini lichazwe kumacandelo okusebenza kwenkqubo kwesi siCwangciso sokuSebenza soNyaka.

Umsebenzi ophambili wemisebenzi uqhutywa sisiCwangciso-ahinga sokuKhula kwezeMisebenzi (G4J) esibandakanya iinjongo zamabhongo nezinto ekujolise kuzo kwiPhondo kwaye sixhomekeke kwindlela edibeneyo karhulumente wonke noluntu lonke. Umsebenzi weDCAS kwiinkalo zophuhliso lwezakhono, ukuxhasa iziphumo zemfundo ngamathala eencwadi kunye neNkqubo yasemva kweSikolo, nokwenza ungenelelo oluphambili oluncedayo ngokuhambelana nekhonkco lexabiso lenkcubeko noyilo loqoqosho, kubandakanywa imisitho, iza kuxhasa ukuphunyezwa kwesi sicwangciso.

Inkqubo yeYouth Creatives eququzelelwa licandelo lezobugcisa nenkcubeko ibonelela ngothotho lwamathuba abo bathatha inxaxheba. Oku kubandakanya iindibano zocweyo, iinkqubo zokunika iingcebiso nokufikelela kwizibonelelo nezibonelelo. Ngokuzibandakanya nabacebisi abanamava

neengcali zeshishini, abaqulunqi abancinci banokusulungekisa izakhono zabo, bandise ulwazi lwabo kwaye bafumane ukuqonda okubalulekileyo kwiindlela ezahlukeneyo zomsebenzi.

Inkqubo yeYearBeyond yeDCAS yenye yeprojekthi eziphambili phantsi koMbaluleko weZakhono kunye necandelo lohluo olungundoqo elichongiweyo yimisitho necandelo lokhenketho apho iDCAS idlala indima ebalulekileyo. ILifa leMveli leNtshona Koloni lidlala indima ebalulekileyo ekuvuleni uphuhliso oluxhasa ukukhula. Amathala eencwadi oluntu akwabonelela ngeendawo zofikelelo zekhompyutha neintanethi ezisetyenziswa ngoosomashishini abancinci ukuphuhlisa izicwangciso zoshishino, ukufikelela kwiithenda, neminye imisebenzi yolawulo. Uluntu lukwasebenzisa ezi zibonelelo ukwenza iiCV nokufaka izicelo zemisebenzi.

Ngaphaya koko, kwiindawo ezisixhenxe eziphambili kwisiCwangciso seG4J, iinkqubo zeDCAS namaphulo alungelelaniswe ukuxhasa:

- Ukunciphisa iimpembelelo zokucinywa komthwalo ngokwenza izibonelelo zifumaneke kumaziko olondolozo lwembali amanyeneyo nokusetyenziswa kweephaneli zesola kumaziko enkubeko.
- Ukuphucula ukwenza lula ushishino ngokuphumeza uMkhombandlela woPhuculo loHanjiso lweNkonzo phakathi kwezinye izinto eziphucula iinkqubo zezicelo zelifa lemveli.
- Ukulungiselela abantu abatsha indawo yokusebenzela ukutyhubela uNyaka ongaphaya neenkqubo ezigxile kulutsha namaphulo.

Ukhuselo

IPhondo linokwenziwa likhuseleke kumntu wonke ngokuqubisana noonobangela nemiba esemngciphekweni ekhokelela kubundlobongela. Ukhuselo lukwachongwe njengesithintelo esingundoqo kuhlumo nempilontle yabahlali. OkuPhambili ngoKhuseleko lweSebe "kukubandakanya ulutsha olusemngciphekweni ekufundeni, ekuzonwabiseni, ezemidlalo, ezobugcisa, nakwiinkqubo zenkcubeko". Njengenxalenye yeenzame zePhondo zokuphucula ukhuseleko ngokomeleza imiba yokhuselo loluntu kubundlobongela, iSebe liza kugxila ekuthinteleni ulutsha ukuba lungazibandakanyi kwizenzo zolwaphulomthetho ngokubandakanya iiNkqubo zaseMva kweSikolo, kugxininise ngakumbi ekunciphiseni umngcipheko wolwaphulomthetho:

- ukusilela ngasemva ezifundweni ngenkqubo yeYearBeyond yokufunda nokubhala nezibalo ejolise kwibanga lesi3 nelesi4;
- ukungabikho emsebenzini nokuziphatha okuchasene noluntu ngokuhamba ngebhasi, iindibano zocweyo zabazali, imisebenzi yasemva kwesikolo, iiklabhu zemidlalo nobugcisa nonxibelelwano kumaqela akhuthazayo oontanga;
- ukujongelwa phantsi ngokudala amathuba olutsha olungahoywanga ukuba lube yinxalenye yenkqubo;
- ubundlobongela ngokubonelela ngamathuba okwakha izakhono zolutsha ngeendlela ezizezinye zokuzibandakanya kunye nokujongana neengxabano nomsindo ngeShukuma nangeYearBeyond;
- ubundlobongela neengxaki zasekuhlaleni ngokusebenzisa izikolo namaziko asekelwe kuluntu njengeendawo ezikhuselekileyo zoluntu ngexesha nasemva kweeyure zesikolo. (oko kukuthi, uLonwabo, iNkqubo yeMOD namaZiko eZikolo zasebuMelwaneni, nezibonelelo ekwabelwana ngazo)

ISebe likwaqhuba iinkqubo zabasetyhini namantombazana ukulungisa ukungalingani kwangaphambili kwaye njengegalelo kukhuseleko loluntu ngokuxhasa abasetyhini namantombazana kwicandelo lezemidlalo.

Ungenelelo ngoncedo lokhuseleko lweSebe lukwakhokelwa ziindawo ezihlala ulwaphulomthetho kwiPhondo ezichongwe kwiPhondo ngokoludwe lungezantsi.:

IiNkqubo kwiindawo eziXakekileyo	INANI LEENKQUBO KWIINDAWO EZIXAKEKILEYO																	
	Bishop Lavis	Gugulethu	Mitchells Plain	Samora Machel	Nyanga	Hanover Park	Kraaifontein	Atlantis	Delft	Mfuleni	Harare	Phillippi East	Khayelitsha	Beaufort West	Swartland	Overstrand	Witzenburg	George
Amaziko eMidlalo noLonwabo (Kubandakanya iMOD, amaZiko oLonwabo, iZikolo zasebuMelwaneni)	7	3	17	3	3	0	24	9	4	2	2	1	11	16	12	9	6	12
iYearBeyond	46	28	161	37	129	0	98	35	44	46	41	29	198	9	120	66	60	331
IiKlabhu zeMidlalo*	2	4	2	0	1	2	1	0	2	2	0	0	5	12	6	12	8	6
Iinkqubo zobuGcisa zoLuntu namaZiko (amaThala eeNcwadi, amaZiko olondolozo lwembali, iiCAC)	1	6	7	2	7	1	6	2	5	3	1	2	16	10	14	17	15	14
Zizonke	56	41	187	42	140	3	129	46	55	53	44	32	230	47	152	104	89	363

*Kuphela ziiklabu ezifumene inkxaso ngokweSibonelelo soXhomekeko seeNkqubo zoPhuhliso lweeKlabhu

Ngelixa iinkqubo zeDCAS zibandakanya lonke iPhondo, olu ngenelelo lungentla lungqale kwiindawo ezithandwa kakhulu kwaye iipesenti zizaqambisa ubungakanani bongenelelo ngalunye olukhoyo kwiindawo ezixakeke kakhulu.

Impilontle

I-DCAS ngomnye wabagcini beMpilontle kwiPhondo, egxile kwimpilontle, inkcubeko nempilontle ngokomzimba, nolutsha. IKHOVIDI-19 ibe nefuthe elikhulu kwimpilontle yoluntu, ifuna ukuba impilontle ibekwe phambili. ISebe liza kuba negalelo kwimpilontle ngokwala mangenelelo alandelayo:

- 1) Ukuphakamisa ulwazi malunga nempilontle njengenxalenye yokudala amabali amatsha kuluntu ngendlela eqonda imiceli mngeni yempilontle abantu abajongene nayo, kugxilwe ngokukodwa kwimisebenzi nolutsha kwezolonwabo, imidlalo, ubugcisa nenkcubeko.
- 2) Ukuququzelela iingxoxo ezinxulumene nempilo ngokwasengqondweni njengenxalenye yokuvula incoko kwiindawo apho impilo ngokwasengqondweni iye yabekwa ibala.
- 3) Ukusebenzisana namahlakani, afana necandelo lezenkolo, ukusebenzisa izixhobo zabo kwiphulo lempilontle ngokubanzi.
- 4) Ukuvuselela uluntu olujikeleze impilontle kuquka uhlobo lokuhamba lwempilontle, amaphulo okukhumbuzo, amaphulo agxile ekunikeni iprofayili amazwi amaqela ekujoliswe kuwo afana nabasetyhini nolutsha.
- 5) Oovimba babonelela ngobungqina bexesha elidlulileyo kwaye bakhuthaza ukuphendula kunye nokwenza izinto elubala izenzo zexesha elidlulileyo. Oovimba banceda abantu ukuba baqonde imbali yabo, uluntu kunye nobuntu babo kunye nendima yemibutho, yabantu kunye nemibutho ekubumbeni ixesha elidlulileyo. Ulwazi lwexesha elidlulileyo ludala ikamva elingcono. Oovimba banceda ekukhuthazeni nasekhuthazeni imvakalelo yoluntu kunye nobuni.
- 6) Abantu banokufunda malunga nokuba bangoobani na, ulwazi lwabo lomlibo, iziganeko zembali, kwaye ngaloo ndlela babe noluvo olungcono lokuba ngabo.
- 7) IPhulo loSuku lweHlabathi lweMpilo ngokwaseNgqondweni ukuze kukhanye isibane esikhulu kwimingeni yempilo ngokwasengqondweni, kugxilwe ngakumbi kulutsha .
- 8) IHolo lokuziVocavoca kwezeMidlalo liququzelela iinkqubo ngaphakathi nangaphandle kweNdawo yokuziVocavoca. Ezi nkqubo zijolise kubasebenzi beWCG nakubahlali baseNtshona Koloni.
- 9) Imidlalo eneneni igcina abantu bexakekile, ngenkxaso kwiinkqubo zobumbano loluntu kuluntu oluqhutywa yiMidlalo noLonwabo, nobuGcisa neNkcubeko. Ngothelwano nemibutho emanyeneyo neeklabhu, iDCAS iqhuba uphuhliso lwezemidlalo, imfundo noqeqesho, kujoliswe kumaqela ahlelelekileyo noluntu lwasemaphandleni kunye nabasebenzi basezifama, nto leyo enegalelo kwintlalontle.

a) Ungenelelo ngoncedo loLwazi lokuFunda nokuBhala lwamaThala eeNcwadi oluntu

Amathala eencwadi oluntu adlala indima ephambili ekudaleni ubume bokufunda nokubhala nokukhuthaza ukufunda nokubhala ngokubonelela ngemathiriyeli efanelekileyo nenomtsalane kubo bonke ubudala nakuwo onke amanqanaba olwazi lokufunda nokubhala nangokubonelela ngeenkqubo ezahlukeneyo zokufunda nokubhala. Ungenelelo ngoncedo lokufunda nokubhala oluphunyeziweyo kumathala eencwadi oluntu eNtshona Koloni lubandakanya iinkqubo zolwazi lokufunda nokubhala ngedijithali, amaphulo okufunda ahlukeneyo, iiyure zamabali, izangqa zokufunda, iiklabhu zeencwadi, notyelelo kumaziko e-ECD nasezikolweni.

Okuphambili kwempilontle kukubeka phambili ingqalelo ekhethekileyo kuludwe lwezifundo kubomi kwabo baselula (abantwana abancinci), ebandakanya ukubonelela ngamathuba okufunda kwangoko. Amathala eencwadi oluntu adlala indima ekhulayo ekuphuhliseni izakhono zokufunda nokubhala kwabantwana abaselula kunye nothando lokufunda ebantwaneni. Amathala eencwadi oluntu azalisekisa le ndima ngokufikelela eluntwini, abonelele ngeenkqubo ezahlukeneyo, asebenze phakathi kwezizukulwana, aze aphuhlise inkcubeko yokufunda kuzwelonke.

b) INkqubo yeNkonzo yoLutsha

Intswelangqesho kulutsha ngomnye weyona mingeni mikhulu ejongene noMzantsi Afrika neNtshona Koloni. Izinga lentswelangqesho kubantu abaneminyaka eli15 ukuya kuma24 ubudala linyuke laya kutsho kuma62.2%, ngenxa yefuthe leKHOVIDI-19 kuqoqosho.

Kuzwelonke nakwiPhondo, urhulumente ujolise kuphuhliso lweenkqubo zokukhawulelana nalo mngeneni. ENtshona Koloni, iSebe linoxanduva lokulungelelanisa iinzame ezixananazileyo zokuqinisa iinzame zokubonelela ulutsha ngamava omsebenzi okuqala njengendlela yokufumana ingqesho okanye izifundo. Kwisithuba seminyaka emihlanu ezayo 'ngaphezu kwama10 000 amathuba aza kudalelwa ulutsha lokufumana amava omsebenzi ngokwandiswa kweYearBeyond nenkqubo ye-EPWP.

Inkqubo yolutsha yephondo iya kukhokelwa yizithethe nemigangatho ephuhliswe yaza yamkelwa liPhondo ukuqinisekisa ngenkxaso esebenzayo kulutsha kwiPhondo. Le nkqubo iza kubonelela ulutsha ngamava omsebenzi anentsingiselo kunye nezakhono zobomi ukuze luphuhlise amakhondo alo omsebenzi. Injongo kukuba ama75% + yabathathi-nxaxheba baphume emsebenzini okanye kwizifundo. Okujoliswe kuko ngowama2024/25 lulutsha olungama2,000 ubuncinane, kodwa ukuba inkxasomali iyafumaneka oku kunganyuswa ukuya kuma4,000 olutsha. Lo mda uza kwandiswa minyaka le ukuze ufikelele usukelo lwamathuba angama5,500 ngonyaka.

Ukuqubisana nentswelangqesho kulutsha kunegalelo kuzo zontathu izinto eziphambili ngokubaluleka kwiphondo – imisebenzi, ukhuseleko nentlalo-ntle. Inkqubo yenkonzo yolutsha yakha abemi abakhutheleyo kwaye ikhuthaza inkcubeko yokuvolontiya nenkonzo, ukuqinisa ubumbano loluntu kunye nedemokhrasi yethu. Inkxaso yendlela yenkqubo itshintshela ulutsha kwingqesho okanye izifundo ezinegalelo kwimisebenzi ekujoliswe kuyo, kwaye ekugqibeleni ngokubonelela ngamava omsebenzi anentsingiselo kulutsha olusemngciphekweni sinciphisa amathuba okuziphatha okuchasene noluntu kunye nobundlobongela. Ngaphaya koko, njengenkqubo yabaxhamli ababini, umsebenzi wenkonzo owenziwa lulutsha uxhasa iziphumo zemfundo, ukufunda nokubhala, intlalontle nokhuseleko kwaye yandisa ufikelelo kwiinkonzo zikarhulumente.

liNkqubo zoKwazisa kooVimba ziya kubandakanya iVeki yoKwazisa ngoLondolozo lweeNkcukacha eziBalulekileyo ngoNyaka, iintetho ze-intanethi, kunye nokhenketho lwenyani loLondolozo lweeNkcukacha eziBalulekileyo ezigxile kulutsha kwaye zibaxhobise ngolwazi malunga nooVimba nemisebenzi yayo.

Kananjalo iSebe liya kuba negalelo kwezi zalathisi zilandelayo zephondo ezinxulumene nempilontle yolutsha:

- Ipesenti yeenkqubo zolutsha ezithobela imimiselo nemigangatho (isikhokelo) isakhelo nenkxaso yokuphucula ulungelelwaniso lweenkqubo
- Inani leeNkqubo ezizinzisiweyo nezijolise kulutsha lwaseMva kokuphuma kweSikolo neeNkqubo zoLuntu

- Inani lolutsha olukumathuba oqeqesho lwemisebenzi.

Izalathi zeSebe zamaziko eeMOD kunye namaZiko eZikolo eziNgameleneyo zinxulumene nale milinganiselo yephondo.

Okokugqibela, iDCAS iye yaseka inkqubo yenkqubo ye-eco yenkxaso malunga nempilontle yolutsha ngePhakeji esiSiseko yeNkonzo yokulingwa neYearBeyond ejikeleza inkxaso ukuqinisekisa ukuba abantu abatsha bayazi kwaye bayakwazi ukufikelela kwiinkonzo zempilontle.

c) Ufikelelo kwezobugcisa nakwezenkcubeko

I-DCAS ngeenkqubo zayo ezahlukeneyo iqinisekisa ukuba lonke uluntu, oluncinane nolukhulileyo, lwaseNtshona Koloni luxhamla ngokulinganayo kubugcisa nenkcubeko. Amashishini enkubeko nezobugcisa axhomekeke kakhulu kwinkxasomali karhulumente ukuze aphile. Iinkonzo zobugcisa, iNkcubeko neLwimi zibonelela ngenkxaso yemali neyobubele kwimibutho yezobugcisa. Olu hlobo lwenkxaso kunye nentsebenziswano kunye nemibutho eyahlukeneyo yezobugcisa iqinisekisa ukuba abantu abaninzi bayafikelela kumathuba apho iziphiwo zabo zinokuchongwa, zikhuliswe, kwaye ziboniswe kwizigaba zobungcali. Ngaphaya koko, iSebe, ngokusebenzisa amaziko alo enkubeko amathandathu lidala amathuba okuba abantu abatsha, ingakumbi abasemaphandleni, bathathe inxaxheba kwiinkampu zolutsha ezikhokelwa ngamagcisa aqeqeshiweyo. Ubugcisa abubalulekanga nje kuphela njengesixhobo sokukhuthaza uluntu olumanyeneyo kodwa bukwasebenza njengabancedisi bamathuba oqoqosho. Kungesi sizathu ke iSebe lithethelele icandelo lezobugcisa nenkcubeko elinenkqubelaphambili nelibandakanyayo.

d) Ufikelelo kwiinkcukacha zoovimba nakwiinkonzo zeerekhodi

OoVimba baxhobisa abantu ngokubabonelela ngokufikelela kulwazi. Ukufikelela kwiirekhodi zoovimba kunikezelwa kubaphandi basekhaya nabamazwe ngamazwe nabafundi ngeenkonzo ezithe ngqo ezinikezelwa kwigumbi lokufunda nangeempendulo kwimibuzo. Inkqubo yokufakwa kwedijithali ephuculweyo ibonelela ngokufikelela kuluhlu olubanzi lweerekhodi zoovimba. Ubonelelo lofikelelo kwiirekhodi zoovimba luya kwandiswa ngakumbi ngewebhusayithi yoovimba eya kubonelela ngokufikelela kwimifanekiso egcinwe ekhompuyutheni. Uqeqesho loLawulo lweeRekhodi olunikezelwa kubaphathi beerekhodi kunye noomabhalana bobhaliso luqinisekisa ulawulo olululo kunye nokhathalelo lweerekhodi zoluntu kumaqumrhu karhulumente.

e) Ufikelelo kwezemidlalo nakwiinkonzo zolonwabo

Imidlalo nolonwabo eneneni igcina abantu bexakekile, ngenkxaso kwiinkqubo zobumbano loluntu kuluntu oluqhutywa yiMidlalo noLonwabo, nobugcisa neNkcubeko. Ngothelwano nemibutho emanyeneyo neeklabhu, iDCAS iqhuba uphuhliso lwezemidlalo, imfundo noqeqesho, kujoliswe kumaqela ahlelelekileyo noluntu kwasemaphandleni nabasebenzi basezifama, nto leyo enegalelo kwimpilontle.

Ufikelelo luza kuququzelelwa ngenkqubo yeMOD, nezibonelelo ekwabelwana ngazo njengoko kuchaziwe ngezantsi:

I-MOD: Iinkqubo zeMOD zilungiselelwe ukwakha ubambiswano loluntu kwiindawo zethu, njengoko izikolo zihlala zijongwa njengeziko loluntu lwethu. Iziphumo zophando lwangoku, amava, iimfundiso nezinto ezifundiweyo, ziqaqambisa ukuba abahlali beendawo esihlala kuzo bahlala bechanabeka mihla le kubugwenxa obugqubayo ekuhlaleni. Inkqubo yeMOD idala ithuba elidlamlkileyo lolutsha

olusahamba isikolo lokufikelela kwintshukumo yomzimba nezemidlalo kwindawo ekhuselekileyo nefanelekileyo yokufunda nezele lulonwabo. ISebe liphuhlise indlela ehlangeneyo nequka konke equka amacandelwana alo, angala, uLonwabo, iInkqubo zeMOD, iMidlalo yeZikolo nabahlali abasembindini wenkqubo nokusabela kwimfuno yabo yokwenza umthambo nokuziva beyinxalenye. Ngale ndlela ihlangeneyo, kukhuthazwa umbhobho wokuthatha inxaxheba onika abathathi-nxaxheba abasahamba isikolo ngamathuba okufikelela kwamathuba, kwasekuqaleni kwenqanaba loPhuhliso lwaBantwana abasaqalayo (ECD), nenkqubo elungiselelwe ukukhuthaza umthambo phakathi kwabantu abadala.

Amaziko okwabelwana ngawo kwezemidlalo, inkcubeko, ubugcisa nolonwabo: Ngenxa yokubona ukubaluleka kwempilo entle ngokwasemzimbeni nasengqondweni, iSebe leMfundo liye laseka amaziko ekwabelwana ngawo ezibandakanya iindidi ngeendidi zezixhobo zemidlalo nolonwabo esikolweni, okanye izikolo ezisebenzisanyayo, ezisondeleleneyo. Abona bantu kujoliswe kubo nabasebenzisi ngabafundi nolutsha olusahamba isikolo. Eyona njongo ingundoqo yoncedo ekwabelwana ngalo ilolu hlobo lulandelayo,

- Ukubonelela ngeendawo ezikhuselekileyo eziya kusetyenziswa ikakhulu ngabathathinxaxheba abahamba isikolo nolutsha.
- Ukubonelela ngofikelelo kunye namathuba kubathathinxaxheba abasahamba isikolo nolutsha, ngeli lixa ikwancedisa abathathinxaxheba ekuphuhliseni imvakalelo yokuzingca, ukuzazi ukuba ungubani nokuziva bengowabanye.
- Ukudala ukufikelela kumathuba alungileyo, amkelekileyo eluntwini, ngaloo ndlela kuncedisa ekulweni ubugwenxa ekuhlaleni, obufana nobugebenga nokuziphatha ngendlela etenxileyo.
- Ukuncedisa ngentlalontle yabathathinxaxheba kwindawo ekhuselekileyo, nangendlela eyamkela kwaye ikhuthaze inkcubeko kunye ne-ethos ethetha "Umsebenzi woBomi bonke, "iMfundo ephelileyo", "iSizwe esiSebenzayo" kunye "neSizwe esiphumelelayo".

f) UbuNdlobongela obuSekelwe kwiSini nokuBulawa kwabaseTyhini (GBVF).

ISebe limelwe kwiNtlanganiso yeGBVF yephondo, okwangoku ikhokelwa liSebe loPhuhliso loLuntu. Ngale ntlanganiso, eli Sebe liyaqinisekisa ukuba lihlala likulungele ukuphuhlisa ngaphakathi kwesicwangciso. Isebenzise iinkqubo zayo zokuxhasa utshintsho lokuziphatha olwenzekayo unyaka wonke kwaye libonelela ngeengxelo zekota kwiDSD kwisicwangciso sokuphunyezwa kothintelo lweGBVF.

ISebe lisebenzisana neDSAC ekuphuculeni uMgaqonkqubo wabaseTyhini abakwiMidlalo ukuze komelezwe abasetyhini kwezemidlalo. Ukukhuselwa kwezemidlalo kube yeyona nto iphambili kuphuhliso lwabasetyhini kuphuhliso lwemidlalo. Isebe beliphambili ekuqhubeleni phambili lo mcimbi othe wathathwa kuzo zonke izithili zePhondo. Inkqubo yabaseTyhini kwezeMidlalo ijolise ekuqinisekiseni ukuxhotyiswa nophuhliso lwabasetyhini kwezemidlalo ngophuhliso lobunkokeli, ukuxhotyiswa ngezakhono nokuvezwa kuyo yonke imiba yezemidlalo nolonwabo. Ngoko ke, kugxilwe kumntwana oyintombazana, ngakumbi kwiindawo ezisemaphandleni nasezifama.

IsiCwangciso soPhuhliso loLutsha eNtshona Koloni:

IQhinga loPhuhliso loLutsha laseNtshona Koloni lijolise ekuboneleleni ngenkxaso engaphezulu, amathuba kunye neenkonzo kubo bonke abantu abatsha ukuze banxibelelane ngcono nendawo abakuyo kwaye babe ngabantu abadala abanoxanduva, abazimeleyo nabazinzileyo. Injongo yesi sicwangciso kukuba ulutsha lwaseNtshona Koloni lukhuthazeke, lufunde, lube ngabantu abanoxanduva, abazimeleyo nabasempilweni kwaye babe nobudlelwane obunemveliso bobuqu,

bosapho nolwentlalontle kwiminyaka engama25 ubudala. Isicwangciso sigxile kwiintsika ezintlanu ezingezantsi:

INTSIKA	INJONGO	IINKQUBO
Iziseko zeentsapho	Ukuba nentaphane ebalulekileyo yabazali abanezakhono ezisebenzayo zobuzali nothungelwano lwenkxaso ukuxhasa uphuhliso olufanelekileyo lolutsha	• Inkxaso yosapho nobuzali • Iinkonzo zempilo nezempilo yengqondo • Ukufunda ngezempilo • Inkqubo yoonozakuzaku abayimizekelo emihle eluntwini
Imfundo noqeqesho	Ukuqinisekisa ukuba ulutsha luyakwazi ukufunda nokubhala, ukubala nokulungiselela ubomi nomsebenzi	• Imfundo esemgangathweni • Ukugcinwa kwezikolo • Imisebenzi ecwangcisiweyo yasemva kwesikolo • Uphuhliso lwazakhono nolamlo • Ukufikelela kwi-Intanethi eluntwini
Ithuba lezoqoqosho	Ukubonelela ngamathuba kulutsha ukuba lwandiselwe amathuba omsebenzi nemarke yezemisebenzi	• Ukuphuculwa konxibelelwano phakathi kolutsha nemisebenzi nokufunda ngokudala amava omsebenzi anentsingiselo • Inkqubo yomsebenzi ofumene inkxaso • Iinkonzo zengqesho nolamlo • Ukufunda ngemali
Ukuzazi nobunikazi	Ukuqinisekisa ukuba ulutsha luyakwazi ukuchonga neempembelelo ezintle kubomi babo ezikhuthaza imvakalelo yokubandakanyeka nearhente	• Inkxaso yoontanga nothungelwano • Amathuba emidlalo, umculo, ubugcisa nenkcubeko njengesixhobo sophuhliso • Iindawo zolutsha nongethulwano • Imbonakalo entle yolutsha • Uphuhliso lobunkokheli • Unikezelo lokufikelela kwiirekhodi ezigcina iinkcukacha zeminombo yabantu nemilibo yezityalo
Reconnection opportunities	Ukuququzelela ukunxibelelana kwakhona kolutsha ngokubonelela ngeenkono ezisebenzayo nenkxaso yokunxibelelwano kwakhona, ukomeleza ukomelela nokwenza uphuhliso oluhle	• Iinkqubo ezisebenzayo zokubandakanya ulutsha olungenanxibelelwano • Iinkqubo ezisemkhondweni olungileyo • Izakhono nomsebenzi wolamlo

ISebe linegalelo kwintsika nganye kwezintlanu zesicwangciso, ngokukodwa, iMfundo noQeqesho, ngokubonelela ngemisebenzi emiselweyo yasemva kokuphuma kwesikolo; ithuba lengqesho ngeenkqubo zolutsha ezikwinkonzo; YearBeyond; kunye neSazisi kunye nokubaBantu, ngokubonelela ngamathuba olonwabo, ezemidlalo, umculo, ubugcisa nenkcubeko njengezixhobo zophuhliso. Iinkqubo zabazali kunye nomsebenzi we-ECD negalelo kwiziseko ezomeleleyo, kwaye ukubandakanywa kolutsha lweNEET olungenamatriki lubonelela ngamathuba okuba ulutsha luqhagamshelane kwakhona.

a) Ungenelelo olugxile ebantwaneni

Amathala eencwadi oluntu adlala indima ebalulekileyo ekuxhaseni iinkcukacha, iimfuno zemfundo nokufunda zolutsha kwiindawo abahlala kuzo. Nangona le iyinto ebisoloko isenziwa ngamathala eencwadi, kwezi ntsuku ubume nobubanzi beenkonzo zamathala eencwadi buyatshintsha ukuze bubonise iimfuno ezintsha, ezahlukeneyo nezikhulayo zabantwana nolutsha. Njengoko iikhompyuter zibe nokukhula okubaluleke ngakumbi kubomi bemihla ngemihla, amathala eencwadi aphenndule ngokufanelekileyo. Kwabo bangakwaziyo ukufikelela kwiikhompyutha ekhaya okanye esikolweni, ithala leencwadi lidla ngokuba lithuba labo kuphela lokufunda indlela yokusebenzisa enye, ukuziqhelanisa neenkqubo ezahlukeneyo zesoftware, nokufumana intshayelelo kwi-intanethi.

Amathala eencwadi oluntu ziindawo ezidumileyo zokuhlanganisana zabantwana nolutsha ukuphuma kwesikolo, abonelela ngeempendulo kwimibuzo yereferensi nokuhlangabezana neemfuno zophando. Abanye beza kufuna uncendo ngomsebenzi wesikolo owenzelwa ekhaya, ngelixa kwabanye abantu abatsha, ithala leencwadi loluntu libonelela ngebhulorho ukusuka kulwakhiwo lwemfundo esesikweni ukuya kukhokelo lwemfundo yobomi bonke. Sisixhobo seenkcukacha kumathuba omsebenzi noqeqesho lomsebenzi, nazo zonke iintlobo zezinto ezinomdla nezinto ezisisukelayo.

Ngeenkqubo zalo zolutsha nezasemva kokuphuma kwesikolo, iSebe linceda ekuphuculeni ukufikelela ngokulinganayo kwaye lixhase imfundo ebanzi yabantwana, lidala iindawo ezikhuselekileyo zokuhlanganisana kwabantwana ukuphuma kwesikolo, kwaye libonelela ngamathuba okuba abantwana bafumane kwaye balandele ukuthanda kwabo.

b) Ungenelelo olugxile kulutsha

Ngokuhambelana noMgaqonkqubo woLutsha weNtshona Koloni ochazwe ngasentla, iSebe leMicimbi yeNkcubeko neMidlalo lizibophelele ekubekeni uphuhliso lolutsha kuzo zonke iinkonzo nemisebenzi yalo. Ulutsha likamva lethu kwaye kufuneka lube ngabaphulaphuli abaphambili ekujoliswe kubo ngomsebenzi wethu.

Ulutsha lubekwe phambili ngolu hlobo lulandelayo yiDCAS:

- Utyalomali ekuqaliseni iinkqubo ezahlukeneyo zokufunda nokubhala nokufunda kubantwana abakumaziko e-ECD, ezikolweni, kumathala eencwadi noluntu ngeenkonzo zeThala leeNcwadi neYearBeyond. Ezi zijolise ekwakheni inkcubeko yokufunda nokuphucula ukufundela intsingiselo kwiminyaka eli10.
- Utyalomali kuphuhliso lomntwana luphela lugxininise ekuqinisekiseni ukuba abantwana bavezwa kuluhlu lwemidlalo, ubugcisa nemisebenzi yenkcubeko kwaye baxhaswa ukuze bafumane kwaye balandele izinto abazithandayo ngeenKqubo zaseMva kweSikolo kubandakanya iMOD, iNHS, neYearBeyond
- Utyalomali ekwakhiweni kolutsha ukuze luzive lubandakanyeka ngokudala "amaqela oontanga afanelekileyo" ngemidlalo, ubugcisa, inkcubeko nokunika ulutsha ukufikelela kwimithombo yelifa lemveli ngokusebenzisa amaziko olondolozo lwembali ethu namaziko oluntu.
- Ulutsha luyaxhaswa ukuze luphuhlise ubuncutshe kwezemidlalo nobugcisa.
- Amathuba olutsha okufumana amava omsebenzi ayandiswa ngokudityaniswa kwamathuba eenkonzo zolutsha, iEPWP nezinye iinkqubo zemisebenzi yoluntu, neenkqubo zentsebenziswano.

The ISebe lithe gqolo lisebenzela ukwandisa nokwandisa iinkonzo zalo kulutsha kwaye liphonononga umsebenzi walo wophuhliso lolutsha minyaka le. Ukongeza, iSebe liyintshatsheli yenkqubo yophuhliso lolutsha oluxananazileyo ekuqinisekisa:

- Imimiselo nemigangatho yamkelwe kwiPhondo.
- Isebe ngalinye linika ingxelo ngenkqubelaphambili yalo yokulungelelanisa iinkqubo nezithethe nemigangatho.
- Isebe ngalinye linika ingxelo ngegalelo lalo kwizalathi ezixananazileyo zolutsha rhoqo ngekota.

IsiCwangciso sokuSabela kuTshintsho lweMozulu eNtshona Koloni sowama2014 (Sihlaziye ngowama2022)

The IsiCwangciso sokuPhendula kuTshintsho lweMozulu eNtshona Koloni sowama2014 yimpendulo elungelelanisiweyo yokutshintsha kwemozulu kwiPhondo leNtshona Koloni, ukukhokela ukuphunyezwa ngokuhlangeneyo kweeprojekthi ezintsha nokukhangela amathuba adibanisa indlela yophuhliso lwekhabhoni ephantsi nokwandiswa kokumelana nemozulu, ukuphuculwa kwenkqubo yezinto eziphilayo nendalo neenkonzobazinikezelayo, nokukhula koqoqosho nokudalwa kwemisebenzi. Ugqaliselo lwesiCwangciso luthembekile, luphunyezwe ekuhlaleni, kwiindlela ezicwangcisiweyo zokujongana neempendulo ezidibeneyo zokutshintsha kwemozulu.

Ngelixa iSebe lingenaxanduva ngokuthe ngqo kwiintshukumo ezichazwe kwisiCwangciso, iSebe liza kuqalisa kunye/okanye liqhubeke nokuphumeza amanyathelo ahlukeneyo ohlengahlengiso ukonga amanzi. Oku kuquka ukongiwa kwamanzi kuzo zonke iiofisi zabasebenzi beSebe, nakumaziko awohlukeneyo eSebe afana namaziko olondolozo lwembali, iindawo zokugcina izinto ezibalulekileyo, kunye namaziko emidlalo nenkcubeko. ISebe lixhase oomasipala abohlukeneyo ngeendleko zokomba nokumpompa, namatanki amanzi/imithombo yamanzi ukuze kuqhubeke imidlalo. NgeNkqubo yalo yesiBonelelo sobuGcisa, iSebe liza kuqhubeka ukomeleza indima edlalwa ubugcisa nenkcubeko kubuchule bozinto nemfundo ngokusingqongileyo ngokusebenzisa iqonga lethiyetha nemizi-mveliso. Ukuqaliswa kwenkqubo ye-ECM yokwenziwa kobuxhakaxhaka balemihla, kuphelisa imfuneko yamaxwebhu asephepheni anegalelo kwiinzame zokunciphisa.

Ukutshintsha iipatheni zemozulu nokwanda kokutshintsha koxinzelelo lwemozulu njengokunyuka kwamaqondo obushushu, imvula, ukufuma, umoya nomlilo kunokuchaphazela iindawo zenkcubeko, iindlela ezibukekayo, iindawo zelifa, neendawo ezinxulumene nezithethe. Ezo mpembelelo zinokukhokelela kumonakalo obonakalayo kwizibonelelo kwaye zinokuba nefuthe kunikezelo lweenkonzo. ISebe liyakuqonda ukubaluleka kokugcinwa kwelifa lenkcubeko elityebileyo eNtshona Koloni elibandakanya ilifa lemveli elingaphathekiyo, elifana neendawo ezingcwele neendawo zokwaluka. ISebe libona ukubaluleka kokusebenza nabachaphazelekayo kwiPhondo liphela ukumisela eyona ndlela ilungileyo yolawulo lolondolozo lweendawo. Umsebenzi wequmrhu lalo, iLifa leMveli leNtshona Koloni, ukugcina nokulawula izibonelelo ezibalulekileyo zelifa lemveli kwiPhondo, unegalelo kwisicwangciso.

Kukho umthetho okhoyo ofana noMthetho weZixhobo zeLifa likaZwelonke, wama25 we1999 noMthetho woLawulo lweNdalo kaZwelonke: iMimandla eKhuselweyo, wama57 wowama2003, obonelela ngolawulo lwemithombo yelifa lemveli nenkcubeko. Ngokuphathelene noku, uphuhliso nokuphunyezwa kwezicwangciso zolawulo lolondolozo sele zikhona kwiziza ezifana neDiepkloof Rock Shelter kuNxweme oluseNtshona nesakhiwo seSiza sePinnacle Point kunxweme loMzantsi Koloni. Ezi ziziza zobunzululwazi bezinto zakudalaa kuluhlu lweSiza seLifa leMveli leHlabathi olubhalwe njengeeNdawo zeLifa leMveli yeHlabathi. Ezi ziziza zinezicwangciso ezibanzi ezihlangeneyo zolawulo lolondolozo ezijongana neengozi zokusingqongileyo kwaye zibonelela ngamanyathelo okunciphisa. Umzekelo, ngomngcipheko womlilo kwi-Diepkloof Rock Shelter, ukusekwa kwendawo yokucima umlilo kuya kunceda ekunciphiseni umngcipheko nesikali somonakalo. Imvula eyongeziweyo, ehambelana nePinnacle Point, ifuna ukugcinwa kweendlela zoluleko nokusekwa kwamanyathelo amatsha olondolozo kwindawo yokwembiwa kwezinto zakudala. Iinkqubo zamaqumrhu, iLifa leMveli leNtshona Koloni neKomishoni yeNkcubeko zixhasa iinzame zeSebe zokwazisa ngokubaluleka kolawulo oluzinzileyo lwezibonelelo zelifa lenkcubeko kwiPhondo liphela.

Amanyathelo okunciphisa kunye nohlengahlengiso lweSebe adweliswe apha ngezantsi:

Uncitshiso	Ulungelelwaniso
Izakhiwo zohlaza umzekelo, amathala eencwadi	Ukhuselo lwezakhiwo zoovimba/ingqokelela
Ukulungisa nokusebenzisa izinto ebesele zisebenzile (ngaphakathi namathala eencwadi)	Amabala ezemidlalo enziweyo
Ukugxila kwimidlalo engasekelezwanga emanzini	Kwabelwana ngokuququzelelwa ngamandla elanga nokukha

UMXHOLO WOMGAQONKQUBO WECANDELO

Le migaqonkqubo nemithetho ilandelayo ilindeleke ukuba ibenefuthe kuhanjiso lwenkonzo zeSebe:

- UMthetho oSaYilwayo weeNkonzo zamaThala eeNcwadi oLuntu noLwazi loMzantsi Afrika wama2019

IKhabhinethi kaZwelonke ikuvumile ukupapashwa koMthetho oSaYilwayo weeNkonzo zeThala leeNcwadi loLuntu lwaseMzantsi Afrika wama2019 ukuze uluntu luhlomle. Lo Mthetho uYilwayo ujonge ukushukuxa imiba yenguqu ekuboneleleni ngamathala eencwadi oluntu ingakumbi kuluntu olwaluhlelekile ngaphambili. Ukwaphakamisa ulawulo lwentsebenziswano nolungelelwaniso kuwo wonke amanqanaba omathathu karhulumente malunga neenkonzo zamathala eencwadi nolwazi. ISebe leSizwe lezeMidlalo, uBugcisa neNkcubeko liye lanikezela ngeendleko zokuphumeza lo Mthetho oSaYilwayo kuNondyebo weSizwe (intlanganiso edityanelweyo yoonondyebo kazwelonke nowephondo) ngomhla we17 kweyoMqungu ngowama2020. UNondyebo kaZwelonke ubonise ukuba ngenxa yeengxaki zemali ezikhoyo kucetyiswa ukuba uphunyezwe. yoMthetho oSaYilwayo ulibaziseke. I-DSAC iye emva koko yathatha isigqibo sokulibazisa ukuphunyezwa.

- IPhepha leNgcaciso yoMgaqonkqubo eliHlaziyiweyo lobuGcisa, iNkcubeko neLifa leMveli

IPhepha leNgcaciso yoMgaqonkqubo eliHlaziyiweyo lavunywa yiKhabhinethi ngowama2018 kulandela uVavanyo lweMpembelelo yezeNtlalo noQoqosho olwenziwa liZiko loMzantsi Afrika lokuQatshelwa kweNkcubeko. Imisela iinjongo zomgaqonkqubo ezigxininiswa lixabiso leqhinga lobugcisa, inkcubeko nelifa lemveli. Ibona indibaniselwano ngokulula yeNDP, uBumbano loLuntu nesiCwangciso soBuchule soKwakha iSizwe esizisa umbono neenjongo ezicwangcisekileyo zeSebe.

- IsiCwangciso sikaZwelonke seMidlalo noLonwabo

ISebe leSizwe liza kuqhubeka nophononongo lwalo lweNSRP ngowama2024.

UMXHOLO KARHULUMENTE WASEKHAYA

ISebe liyaqhuba ukomeleza indima yalo kwiJDMA yephondo kunye namaqonga othethathethwano ephondo awohlukeneyo. I-JDMA yephondo iqinisekisa ucwangciso olulungelelanisiweyo ukunciphisa uphindaphindo, ukwandisa inkonzo ekhoyo nokuqinisekisa ukuba uluntu luyafikelela kwiinkonzo zikarhulumente. La maqonga akhokela ucwangciso olulungelelanisiweyo lweDCAS norhulumente wesizwe nowengingqi kwaye ngemodeli yothungelwano olulawulwayo iye yomeleza intsebenziswano namahlakani awohlukeneyo kuzo zonke izithili malunga neenkonzo ezithile, umzekelo, amathala eencwadi, iintlanganiso zezemidlalo rhoqo, neenkonzo zolawulo lovimba

neerekhodi. ISebe lixhasa le miba iphambili ilandelayo ngeenkonzo zalo: ulawulo lweziseko zophuhliso; ulawulo lwamaziko; ujongano lwabemi; ulungelelwaniso locwangciso phakathi koorhulumente, ulawulo lweenkcukacha nentsebenziswano/ubudlelwane/iinkonzo ekwabelwana ngazo.

ISebe lineeofisi zemidlalo zezithili kwiSithili ngasinye esiqinisekisa ucwangciso oluhlanganyelweyo nokuphunyezwa phakathi kweSebe, oomasipala bengingqi nabanye abachaphazelekayo basekuhlaleni. Iinzame ezihlangeneyo zibe nempembelelo enkulu ngokubhekiselele ekwandeni kwentathoxaxheba ezinzileyo kwiinkqubo zethu.

ISebe lithatha indlela elinganayo kunikezelo lwenkonzo ngokwesithuba, ngokusekwe kwimfuno nokuxhotyiswa koomasipala.

2. Uhlaziyo kwiMigaqonkqubo nakwiziCwangciso zeZiko

2.1. Iindlela zokuSebenza kweSebe

IModeli yoThungelwano oluLawulwayo

Kwezinye iimeko, iSebe liphumeza isigunyaziso salo ngomnye urhulumente okanye imibutho engekho phantsi kukarhulumente kwaye iSebe liye lamkela iModeli yoThungelwano oluLawulwayo ukulungiselela le njongo.

Ngenxa yefuthe elibi lobhubhane kuhlalo lwabiwomali lukarhulumente, ikamva lezemali lelizwe nephondo limfiliba. Uhlalo lwabiwomali lwethu oluya phambili luza kuchaphazeleka kakhulu kwaye ngokunjalo nolwabiwo lwethu lweCoE. Ubuncwane bethu, abantu nemali abayi kukwazi ukuhlangabezana neemfuno zesiqhelo esitsha.

Siye samkela “uthungelwano olulawulwayo” imodeli yeziko equka imibutho engamahlakani, amaziko, namaqumrhu apho iDCAS inezivumelwano (okanye ekumele) ibe nayo (okanye ekufanele ukuba) ibe negalelo ekuphumezeni igunya leDCAS. Ubudlelwane bothungelwano olulawulwayo kufuneka bugxininise kwiziphumo (hayi imibutho) - kubandakanywa iqhinga elicwangcisiweyo zobuchule nokusekwa kweqjenda edibeneyo - ebandakanya isikhokelo nobunkokeli obuvela kwiDCAS kwaye yenziwe ngokusesikweni ngendlela yezivumelwano.

Uthungelwano olulawulwayo lubandakanya uthungelwano lolwazi oluphangaleleyo noluntu lwezenzo apho iDCAS ikhokela kunye/okanye apho iDCAS idlala indima enempembelelo enkulu, kwaye inegalelo ngokuthe ngqo kunikezelo lwesigunyaziso seDCAS. Uthungelwano olulawulwayo alubandakanyi uthungelwano lolwazi apho iDCAS ithatha nje inxaxheba okanye icebisa. Injongo yothungelwano olulawulwayo kukuvumela iDCAS ukuba ifezekise iinjongo zayo zeqhinga neenjongo, kungekhona ngokwenza yonke imisebenzi eyimfuneko ngaphakathi, kodwa ngokuphuhlisa uluhlu lobudlelwane obucwangcisiweyo noluhlu lwamahlakani eqhinga kuluntu namacandelo eNGO.

Ukongeza, uthungelwano olulawulwayo luvumela iDCAS ukuba isebenzise kwaye ibandakanyeke kuluhlu olubanzi lwezobugcisa, inkcubeko, imidlalo, ulonwabo nobuchule belifa lemveli eMzantsi Afrika nakwiphondo, nokutsalela kwimibutho esenokungaziboni ibandakanyeka ngokuthe ngqo kwicandelo lethu kodwa abanolwazi olufanelekileyo, izakhono, namava okunikela ekuphumezeni iinjongo zecandelo. Injongo kukukhuthaza impumelelo enkulu ekuhlanganiseni ubugcisa bokuyila

nemidlalo kusetyenziswa imithombo yemali enqongopheleyo, ukuphucula ukwabelana ngeenkukacha nolwazi, nokuxhobisa inkcubeko yoMzantsi Afrika eyahlukahlukeneyo kwiinjongo zeNDP, IMTSF, iPSP nesiCwangciso soBuyiselo.

Isebe linomkhondo wokuhanjiswa kweenkonzo kwiPhondo liphela, ngokusebenzisa amathala eencwadi alo, amaziko olondolozo lwembali nezibonelelo zalo ezahlukeneyo zobugcisa, inkcubeko, imidlalo nolonwabo.

Ukuphunyezwa kwemigaqonkqubo yeSebe nezicwangciso zayo kuya kuxhaswa ngezi ndlela zilandelayo:

Usungulo lwezinto ezintsha

I-DCAS ijolise ekukhuliseni impembelelo yayo ngokuqinisekisa ukuba iinkqubo zisebenza kwiinjongo ezininzi. Olunye uhlobo olunjalo luyinkqubo yeenjongo ezimbini. Umzekelo, uninzi lwamathala eencwadi oluntu asebenza njengamathala eencwadi aneenjongo ezimbini ukuncedisana nokunqongophala kwamathala eencwadi ezikolo, ngeli lixa ekwanceda uluntu oluwangqongileyo. Uninzi lwamathala eencwadi oluntu asemaphandleni asele ekhona, kwakunye nawo onke amathala eencwadi amatsha acwangcisiweyo nawakhiwayo, abekwe kufutshane nesikolo esinye okanye ezingaphezulu, ephucula indima yawo enenjongo ezimbini njengamathala eencwadi ezikolo/oluntu. Kwi-YearBeyond, iSebe libonelela ngamava omsebenzi okuqala kwaye kwangaxeshanye livala umsantsa wokufunda. I-ICT Yeboneers etyalwe kumathala eencwadi oluntu yiprojekthi eyimpumelelo enceda uluntu ngofikelelo lweICT kwaye ijongane nokwahlulwa kwedijithali. Njengenxalenye yokufikelela kwabo, amathala eencwadi amaninzi enza umxholo wedijithali kwaye asebenzise amaqonga onxibelelwano oluntu.

Imfuno ebangwayo yokufunda kwi-intanethi iye yanda ngokuthe ngcembe kule minyaka imbalwa idlulileyo kwaye ngoku iyinxalenye yezibonelelo ezinikezelwa kumathala eencwadi oluntu aseNtshona Koloni apho abaxhasi bamathala eencwadi banokuboleka iincwadi ze-elektroniki kunye nezixhobo ezimanyelwayo kumakhaya abo okanye kuyo nayiphi na indawo. Zonke ezirekhodiweyo zeMbali yoMlomo nazo ngoku ziyafumaneka kuye nabani na ukuba azifumane kuYouTube.

ISebe likwaqhubeleka nokusungula izinto ezintsha kwiinkonzo zalo zoLondolozo lweeNkcukacha eziBalulekileyo. Oku kuquka ukufakwa ekhompyutheni okuthe gqolo kweerekhodi zooVimba, uphuhliso lomsebenzi, ngokunxulumene nalapho iSebe lifikelele kwisivumelwano noLondolozo lweeNkcukacha eziBalulekileyo zeSizwe zaseNetherlands ukubonelela ngoqeqesho kooVimba beNtshona Koloni. Enye inkqubo entsha iquka ukusetyenziswa koFikelelo kwiMemori (i-AtoM) eyinkqubo yenkcazelo yogcino-mpepha esekwe kwiwebhu eya kwenza kube lula kooVimba ukuba babambe kwaye bapapashe ooVimba be-Archival kwi-intanethi. Oku, kunye nokuphunyezwa kwewebhusayithi yooVimba, kuya kuphucula ukufikelela kwi-intanethi kwiirekhodi zoovimba. Iinkqubo zokwazisa uluntu kunye nemiboniso ziya kuboniswa kwi-intanethi. Iikhosi zoqeqesho lolawulo lweerekhodi ze-elektroniki ziya kuqhubeka zinikezelwa ukomeleza ulawulo lweerekhodi zekhompyutha. Uqeqesho loLawulo lweeRekhodi kunye noBhaliso loBhaliso lunikezelwa kwi-intanethi. INkonzo yoLondolozo lweeNkcukacha eziBalulekileyo iya kuqhubeka nokuxhasa iKhosi yooNobhala boBhaliso ekwi-Intanethi enikezelwa ngentsebenziswano neSebe leNkulumbuso.

ISebe liphumelele imbasa yobhedu kumaBhaso okuGqwesa ngeNkonzo yeWCG yowama2022 yeYearBeyond laze lawongwa ngesilivere kwiMbasa zikaZwelonke zeNkonzo kaRhulumente kwinkqubo efanayo.

- Kwindlela entsha “yoPhuhliso loBumelwane”, iSebe lisebenzise ulonwabo, intatho-nxaxheba ngobuninzi, imidlalo yezikolo, ukuyilwa kweeklabhu, imidlalo, ubugcisa nenkcubeko njengesixhobo sophuhliso lweendawo zokuhlala ebonelela ngazo Ngengqiqo ngokuzazi;
- Ngengqiqo ngobunini;
- Ngobandakanyo lwentlalo;
- Ngomsebenzi wanaphakade (“iSizwe esiSebenzayo”); kunye
- Nangengqiqo yempumelelo (“iSizwe esiPhumelelayo”).:

Le nkqubo yenkqubo yeZikolo zasebumelwaneni igxininisa kuphuhliso lolutsha olusaqalayo noluhamba isikolo oluphakathi kweminyaka emi3 ukuya kweli18 ubudala, kwindawo ekujoliswe kuyo kwiNtshona Koloni iphela. Kwingingqi nganye, ugxininiso lusekukhuleni kwabantwana ngexesha lesikolo nakwimisebenzi yasemva kwesikolo. Oku kubandakanya ukudlala, imfundo yomzimba, ulonwabo, imisebenzi yangaphakathi kunye neyaphakathi kwezikolo, ukuthatha inxaxheba kwinqanaba elilandelayo, ukugqwesa, nemisebenzi esekwe kwikhondo lomsebenzi nemisebenzi yobungcali.

Embindini wobumelwane ngamnye, kwamkelwa indlela yokwabelana ngezibonelelo, apho izibonelelo ezisekelwe ezikolweni ziye zaphuculwa okanye zaphuhliswa. Ezi zibonelelo zisetyenziswa luluntu olufanelekileyo olusekelwe ezikolweni kwindawo nganye ekujoliswe kuyo.

Ngale nkqubo, euka izakhono zobomi ezifakelweyo nemiyalezo eyakhayo entlalweni, ngokunjalo nendlela yokwabelana, ulutsha kwindawo nganye ekujoliswe kuyo lunendlela yeminyaka eli15, izibonelelo, neenkqubo zenkxaso ezibenza bakwazi ukuba ngabahlobo abapheleleyo. abantu abaphuhlileyo, abemi abathanda ilizwe namalungu oluntu anemveliso.

Inkalo entsha yomsebenzi weSebe kunye neMibutho yezeMidlalo ibe kukubandakanywa koluntu ekuhlaleni kwiintlanganisano zonyaka zovavanyo neMibutho. Oku kukhuthaza ukuphendula, ukongamela kunye nentatho-nxaxheba ebandakanyayo.

ISebe lisebenzisa iinkqubo zezicelo zokhutshelo lwenkxasomali kwi-intanethi kwiimanyano zemidlalo kunye nemibutho yobugcisa nenkcubeko kwaye liza kuqhubeka nokucokisa iinkqubo kunyakamali wama2024/25. ISebe lisebenzisa irejista yabatyeleli ekwi-intanethi kumaZiko olondolozo lwembali ezimanyeneyo. Irejista yeintanethi ivumela abatyeleli kumaziko olondolozo lwembali ukuba batyikitye besebenzisa ismartphone, ithebulethi okanye ikhompyutha yakho. Zonke iinkcukachamanani ke ngoko zingeniswa ngokuzenzekelayo kwirejista yabatyeleli kwi-intanethi.

ISebe leNkulumbuso yephulo lwempembelelo yosungulo lwezinto ezintsha lixhasa ukusetyenziswa koYilo lokuCinga kumathala eencwadi kawonke-wonke, okwenza ukuba aguquguquke ngakumbi, agxile kumsebenzisi, kwaye afaneleke kwixesha elizayo. Baye baququzelela ubambiswano neNkonzo yeThala leeNcwadi yeNtshona Koloni neYunivesithi yaseKapa iHasso Plattner School of Design Thinking Africa kwindlela entsha yokusombulula iingxaki ngomngeni wokuCinga iSigaba seSiseko. NgeThala leeNcwadi laseWellington kuMasipala waseDrakenstein njengendawo yokulinga, le ndlela yokusebenza igxile kumsebenzisi yasetyenziswa ukukhuthaza ukulinga, ukwakha ukuzithemba kokuyila, nokwamkela ikamva elitsha. Le projekthi yabeka isiseko sentsebenziswano yexesha elizayo nentsebenziswano neSikolo soYilo kumzamo wokuphucula iinkonzo nokuhlangabezana neemfuno eziguqukayo zoluntu.

I-DCAS ikwiphulo lokuhlanganisa ulawulo lweendawo zayo zenkonzo ukuze yandise ukusebenza kakuhle nokuphucula ukufikelela.

Inkqubo yokubhukisha kwi-intanethi iye yaphuculwa ukulungiselela ugcino nakweyiphi na izibonelelo zeNkcubeko ezisixhenxe ezifumanekayo kuluntu apho iinkqubo, iinkomfa okanye iiseshini ezishukuxa imiba yempilo entle zinokuboniswa.

Inkqubo yokufakwa kwezicelo zenkxasomali yeintanethi yaphunyezwa ngowama2021/22 yenza ukuba kufumaneka inkxasomali kwimibutho yobugcisa, abantu neenkampani zobugcisa kwiPhondo.

INdlela kaWonke Wonke kaRhulumente (WOGA) neNdlela yoLuntu luLonke (WOSA)

I-DCAS yamkele intsebenziswano yeNdlela kaWonke Wonke kaRhulumente kumsebenzi wayo kwaye iye yanobudlelwane norwebelano kubugcisa, imidlalo nakwicandelo lolutsha. Ngokusebenzisa amandla adibeneyo amahlakani iDCAS ikwazile ukwandisa isiseko sayo, ihlanganise imibutho malunga nombono ofanayo kunye nokwabelana ngeendleko kunye necandelo elingekho phantsi kukarhulumente.

INdlela kaWonkeWonke kaRhulumente (WOSA) yindlela yokucwangcisa esekwe kuluntu exananazileyo ejolise ekuqondeni nasekusombululeni imingeni yentlaloqoqosho “ngaphakathi” kuluntu, endaweni yemiceli mngeni jikelele “yo” luntu, evuma ukuba uluntu ngalunye lunoluntu lwalo imingeni eyodwa. Le ndlela izakugxila kwimimandla emine, eSaldanha, eDrakenstein, eManenberg naseKhayelitsha. ISebe lizibandakanye ngokupheleleyo neli phulo.

ISebe neLifa leMveli leNtshona Koloni ngamalungu asesikweni oLungelelwaniso oluPhindwayo oluqhutywa yiNgxaki (PDIA) neMali eyinkunzi eMiselweyo neQela loPhuhliso lwePropati (FCPD). Ngokuhlangeneyo iqela lijongene nemingeni kurhulumente ephela ligxile ekulahlekeni kwemisebenzi nokuhla kweqondo lemisebenzi kwezoqoqosho kushishino lolwakhiwo nophuhliso lwezakhiwo kwiNgingqi yeSixeko saseKapa.

Isebe likwanobudlelwane obuqinileyo kunye neWCED malunga neMidlalo yeZikolo, iMOD neNkqubo yoPhuhliso lweZikolo zasebumelwaneni nezibonelelo ekwabelwana ngazo. Oku kubandakanya imidlalo yesithili, yephondo nekazwelonke yasehlotyeni nasebusika, inkqubo yokutya, inkqubo yemfundo yomzimba nolawulo lokusebenza kwezibonelelo ekwabelwana ngazo. Inkqubo inentsebenziswano olomeleleyo neMibutho yezeMidlalo noluntu.

Ubonelelo lweenkonzo zasezidolophini/zasemaphandleni

Zonke iinkonzo zeSebe zibonelelwa kwiindawo zasezidolophini nasezilalini zePhondo. Ngeenkqubo zobugcisa, inkcubeko, nelifa lemveli, iSebe liqinisekisa ukugcinwa kwenkcubeko nelifa lemveli, nokukhuthazwa kobugcisa kwizithili zasemaphandleni namaziko olondolozo lwembali nezobugcisa njengendawo yokusebenzela. ISebe libonelela ngeendawo zeenkonziso zamathala eencwadi kuninzi lweendawo zasemaphandleni ezincinci kakhulu (ezinabantu abangamakhulu ambalwa ngaphezulu). Uninzi lwamaziko amancinane amathala eencwadi asemaphandleni abonelelwa ngeintanethi yasimahla ngeProjekthi yoQhagamshelwano lwamaThala eeNcwadi asemaPhandleni (RLCP). Kuninzi lwezi ndawo zoluntu kuphela kweintanethi ekhoyo.

Ukuqinisekisa ukuba abantu abangaboniyo nabangaboniyo kwiPhondo liphela bayafikelela kwimathiriyeli yokufunda simahla, iSebe, ngentsebenziswano neThala leeNcwadi loMzantsi Afrika labangaboniyo, likhuphe amathala eencwadi angama-35 abo bangaboniyo, asasazeke kwiindawo ezisemaphandleni. ISebe lineeofisi zezemidlalo nolonwabo kuzo zontandathu izithili

kwiNtshona Koloni iphela. Iiofisi ziseKapa, ePaarl, eVredenburg, eCaledon, eOudtshoorn naseBeaufort West, zineeofisi ezimbini ezisebenza ngesatellite eGeorge naseVredendal. Ngentsebenziswano ecwangcisiweyo, iinkqubo zophuhliso lobugcisa nenkcubeko ziyaphunyezwa kuzo zonke izithili zasemaphandleni.

AmaZiko olondolozo lwembali ezimanyeneyo zikwiNtshona Koloni iphela, inama24 amaziko olondolozo lwembali ahlala emaphandleni, anegalelo ekukhuthazeni ukubandakanywa koluntu nophuhliso loqoqosho kwezi ndawo. La maziko olondolozo lwembali abandakanya iZiko lolondolozo lwembali laseBeaufort West, amaZiko olondolozo lwembali yaseCP Nel (eOudtshoorn), iZiko lolondolozo lwembali laseGeorge, iZiko lolondolozo lwembali laseBartolomeu Dias (eMossel Bay), iZiko lolondolozo lwembali yaseWorcester, iZiko lolondolozo lwembali leWheat Industry (eMoorreesburg njl. njl.).

Ngokusebenzisa iNkonzo yoLondolozo lweNkcukacha eziBalulekileyo kwiPhondo, iSebe liyaqhuba ukuncedisana namaqumrhu karhulumente, kuquka oomasipala, ukulawula iirekhodi ukuze kuphuculwe uxanduva lokuphendula kunye nolawulo olululo.

Umyinge womhlaba (iindawo) weNkqubo yaseMva kweSikolo ngama55% yemetro nama45% engeyiyo imetro. Eminye imidlalo eyahlukeneyo nolonwabo, nemisebenzi yobugcisa nenkcubeko nayo iyenzenka ezidolophini nasezilalini kwiPhondo liphela. Uphuhliso lwasezidolophini namaphandle lukwafakwe kuyo yonke imisebenzi yoPhuhliso lweMidlalo yeSebe, iiprojekthi, neenkqubo, umzekelo, iNkqubo yoLonwabo, iNkqubo yeMOD, neNkqubo yeMidlalo yeZikolo. Apha, abathathinxaxheba, abasebenzi, nolwabiwo lujolise ekuqinisekiseni ukulingana ngokubhekiselele kuphuhliso lwedolophu namaphandle.

Ulungelelwaniso lwesini, ulutsha, nabantu abaphila nokhubazeko

ISebe liyaqhubeka nokubandakanya iimbono zamalungelo oluntu kwiinkqubo zalo. Imelwe kwiforam yephondo yamalungelo oluntu enika isikhokelo kuwo onke amasebe ekuphuculeni iinkqubo zayo zokubaluleka kwamalungelo oluntu. I-DCAS isebenzisa iinkqubo zayo ukukhuthaza intathoxaxheba eyantlukwano, ukuxhasa utshintsho lokuziphatha nokubuyisela abantu abasesichengeni umva kwimida yentlalontle.

Ngeenkonzo zayo zamathala eencwadi, iDCAS ikhuthaza ukuxhotyiswa nokutshintsha indlela yokuziphatha ngokunxulumene neGBV ngokuqinisekisa ukuba iincwadi zayo zibonelela ngamabali nolwazi kubaxhamli bayo. Amathala eencwadi ahlukene kunye namahlakani awo aneenkqubo zokufikelela eluntwini ezigxile ekuxhotyisweni kwabasetyhini nokukhuthaza imisebenzi yeNyanga yabaseTyhini, imisebenzi yeNyanga yoLutsha noSuku lwe16 lobuTshantliziyo oluchasene neGBV.

ISebe likhokelwa yimigaqonkqubo eyahlukeneyo yecandelo likarhulumente ukuthobela ukulingana ngokwesini kunye nokubandakanywa. Umgagqonkqubo woBandezeleko uqinisekisa ukuba iSebe lidala imeko yoNgcungcuthekiso ngokweSondo nokuxhatshazwa. Izicwangciso zokusebenza ezisi8 zeHOD zikhokela iSebe ukuba lomeleze imisebenzi yalo yokubandakanya isini ngoqeqesho, ubhengezo, ucwangciso lweprojekthi nokunika ingxelo.

KwiNkqubo yasemva kweSikolo, ngaphezu kwesiqingatha sabafundi abaqhelekileyo nabathe rhoqo ngamantombazana. Indlela yokulingana ngokwesini iyathathwa malunga nemisebenzi yoPhuhliso lweMidlalo, iiprojekthi, neenkqubo, umz. Inkqubo yoLonwabo, iNkqubo yeMOD, neNkqubo yeMidlalo yeZikolo. Apha, abathathi-nxaxheba, abasebenzi, kunye nolwabiwo lujolise ekuqinisekiseni

ukulingana ngokumalunga nesini. IiManyano zikwabonelela ngemidlalo yabasetyhini namadoda, kunye namantombazana amancinci namakhwenkwe kwikhowudi nganye yezemidlalo.

ISebe lixhasa iinkqubo zabaseTyhini namantombazana ezichongwe yimibutho emanyeneyo yemidlalo. Iiprojekthi ezintandathu zichongwa rhoqo ngonyaka kwiNtshona Koloni iphela. Ukongeza koku, iinkqubo zabasetyhini kunye namantombazana ziyaxhaswa ezibandakanya:

- Uxhotyiso ngezakhona (uncedo lokuqala, amanqanaba njl.njl.)
- Izifundo zobunkokheli nezengcebiso
- Izifundo zolamlo olusemthethweni nezobuchwephetshe
- Neeprojekthi zophuhliso

Uthethathethwano lwarhoqo lwaManina akwiMidlalo luya kubanjwa kwiPhondo liphela ngonyaka ukuze kuxoxwe ngemiqobo namanyathelo athatyathwe kwabasetyhini kumgaqonkqubo wezemidlalo nesicwangciso somiliselo.

Ngowama2019 iKomiti yoMbutho weMidlalo yaseMzantsi Afrika neOlimpiki (SASCOC) yaseka yaza yasebenzisa uMgaqonkqubo kaZwelonke woKhuseleko lwezeMidlalo. I-SASCOC iphinde yanyanzelisa ukwamkelwa komgaqonkqubo wawo onke amaqonga ezemidlalo asebenza nabasetyhini nabantwana ukusuka kwinqanaba likaZwelonke ukuya emazantsi. Phakathi kweyeThupha neyeNkanga wama2021, iDCAS iye yabamba uthotho lweewebinars njengokwakhiwa kweNkomfa yeHybrid Women in Sport kweyoKwindla wama2022. Iingxoxo ezahlukeneyo neencoko zabanjwa malunga nemiba echaphazela ukukhula kwabasetyhini nokuphumeza uMgaqonkqubo woKhuseleko oyilelwe ukukhusela abantwana. nabadlali abancinci abathatha inxaxheba kwezemidlalo. ISebe liyaqhubeka nokuxhasa uKhuseleko kwiPhondo ngeenkqubo neprojekthi zalo. Enye yezinto esizinikezelayo phakathi kwenkqubo yabaseTyhini naMantombazana nguMgaqonkqubo woKhuseleko ojolise ekukhuseleni impilo nentlalontle, namalungelo oluntu, kugxilwe ebantwaneni nakubantu abadala abancinci.

KweyoKwindla wama2022, iDCAS yabamba iNkomfa yeHybrid Women in Sport, njengoko uMphathiswa uMarais wagxininisa ukubaluleka kwemigaqonkqubo yokunceda imibutho emanyeneyo yemidlalo nokuphucula ukunikezelwa kwabasetyhini kwezemidlalo, ukuphumeza iinkqubo zabasetyhini namantombazana, nokuphuhlisa uMgaqonkqubo woKhuseleko ukukhusela iinjuzi zemidlalo. ingakumbi abasetyhini namaqela angahoywanga. Sisebenza ngokusondeleyo neKomishoni yoKhuselo yoManyano lwezeMidlalo yePhondo leNtshona Koloni ukucwangcisa izigaba ezahlukeneyo zoqeqesho lwaMagosa oKhuseleko kumaqela neemanyano zemidlalo. I-DCAS ikwinkqubo yokumanyanisa uvimba weenkukacha wePhondo oya kubandakanya amanqanaba/izigaba ezingaphakathi koKhuseleko kumagosa amiselweyo okhuselo aza kuqeshwa kwiiklabhu, ezikolweni nakwimibutho emanyeneyo yemidlalo.

ISebe likwaxhasa abantu abakhubazekileyo ngeenkqubo zesebe nokubonelela ngenkxasomali yonyaka kwimisebenzi eyenziwa kuluntu. ISebe lixhase ngemali iNPO evelisa amaphepha omculo eBraille kwabo bangaboni kakuhle. Oku kunika abantu ngabanye ithuba lokufunda amaphepha omculo nokwandisa ulwazi lwabo lolwazi lomculo.

Ngeenkqubo zalo zoPhuhliso loBugcisa, iSebe libonelela abadanisi abasekwe kuluntu, iimvumi, ababhali namaqela edrama ngamaqonga oqeqesho kunye namathuba omdlalo acacisa imiba efanelekileyo yesini nolutsha.

ISebe lisebenzisana nee-arhente zabachaphazelekayo kuluntu olungevayo ukukhuthaza ulwazi oluthe gqolo lwabantu abangevayo. Isebe likwaneenkqubo ezahlukeneyo namanyathelo ajolise kubasetyhini nolutsha ukuze kuqwalaselwe imingeni yentlalo nezoqoqosho ejongene nentlalontle yoluntu.

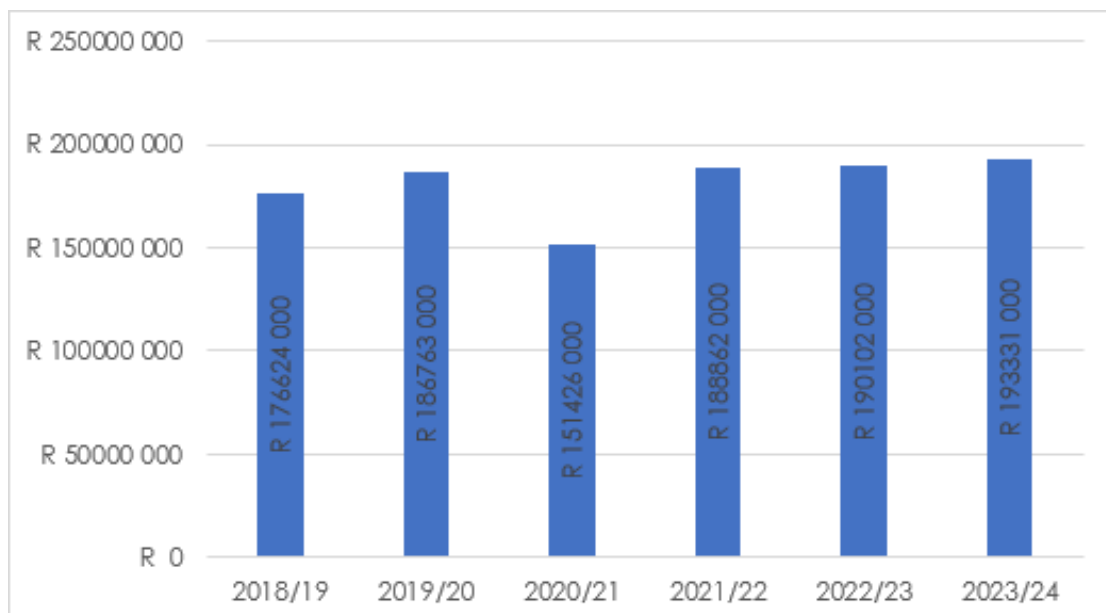
ISebe limelwe kwiforam yesicwangciso seGBV sephondo. Eli qonga lengxoxo likhokelwa liSebe loPhuhliso loLuntu kwaye likhokela iinzame zephondo zokuphelisa iGBV. Rhoqo ngekota iDCAS inika ingxelo kwiforam ngegalelo layo ekuphunyezweni kugxilwe kutshintsho lokuziphatha eluntwini.

UMgaqonkqubo woRhwebelwano

ISebe liza kuphucula umgangatho nokufikelela kwiinkqubo zalo, endaweni yokwandisa unikezelo lweenkonzo ngokwemida yohlahlo lwabiwomali lwalo. Umzekelo, inkonzo yethala leencwadi ayisayi kwandiswa ngohlobo lwamathala eencwadi amatsha akhiwayo, kodwa kuya kwenziwa uphuculo lwezibonelelo ezikhoyo kuphela, kwaye iinkqubo zamathala eencwadi ziza kuzama ukufikelela kubemi abaninzi ngakumbi umzekelo nge-eBook enikezelayo.

Ukwandisa inkonzo, iSebe liza kufuna imali eyongezelelweyo yeziseko ezingundoqo, ukuqeshwa kwabasebenzi kunye nemathiriyeli yethala leencwadi nokwanda okuza kwenza ukuba ligcine inkonzo eyandisiweyo entsha. Nangona kunjalo, umndilili wokunyuka kule minyaka mihlanu idlulileyo ibe sisi1.2% kuphela njengoko kubonisiwe ngezantsi, kwaye kungoko iSebe likhethe ukugxila kumgangatho wenkonzo nokufikelela endaweni yokwandisa. ISebe lilindele ukucuthwa kweSibonelelomali esineMiqathango samathala eencwadi oLuntu ngowama2024/25 nangowama2025/26 nto leyo eya kuthi icuthe ngakumbi iinkonzo kwiPhondo liphela.

Uhlahlo lwabiwomali lweSibonelelo soXhomekeko (lowama2018/19 ukuya kowama2023/24):



Ukunyuka/ukwehla ngepesenti:

UNYAKA	%	
2018/19	3%	
2019/20	5%	
2020/21	-23%	Inkxasomali yohlangulo lweKHOVIDI ethathiweyo
2021/22	20%	Isibonelelo esingekafunyanwa sangaphambi kweKHOVIDI
2022/23	1%	Ukusebenza ngokona kwehla
2023/24	2%	

ISebe liye liliphononongile igunya lalo loMgaqosiseko neloMithetho, nto leyo ekhokelele kolu tshintsho lulandelayo:

1. Iimbasa zeeNgqwela – Lo awusayi kuphinda ibe ngumsitho ozimele wodwa kodwa uza kufakwa kwiimbasa zeMidlalo ngokomlinganiselwana .
2. Iintsuku zeMidlalo noLonwabo - Ezi ibiziintsuku zabasebenzi ezisetyenziselwa imidlalo nolonwabo eziza kuthi ngoku zibandakanywe kwiinkqubo zezempilo yeSebe.

Ukongeza, iinkqubo zeeholide zadityaniswa kwiinkqubo zethu esele zikho malunga nothungelwano lwabalingane abalungileyo kwaye amaqabane asele ekhona ngoku nawo aza kubonelela ngenkqubo yeholide kwaye akusayi kubakho khwelo kwiinkqubo zeeholide. Oku zombini kuqinisekisa ukuba iinkqubo zeeholide aziyiyo iminyhadala nokuba sigcina abantwana abathatha inxaxheba kwiinkqubo zasemva kwesikolo bekhuselekile nangeeholide.

2.2. IsiCwangciso soPhuculo loHanjiso lweeNkonzo

ISebe lineSicwangciso sokuPhuculwa koNikezelo lweeNkonzo (SDIP) esijolise ekuqinisekiseni unikezelo lwenkonzo olusebenzayo nolusebenzayo, lugxile kwinkonzo yalo yeMidlalo yeMveli kwixesha eliphakathi kowama2023-2025.

Le midlalo ivala umsantsa owandayo phakathi kootatomkhulu nootatomkhulu nabazukulwana kwaye idibanisa iintsapho inika uluntu isiseko esomeleleyo sokuba abantwana baphumelele. Unxibelelwano olomeleleyo phakathi kweengcambu zabantu nemidlalo kudala ukuzingca, ukuba ngoobani nokuzazi kuninzi lwabathathinxaxheba.

Ukusebenzisa amaZiko oLonwabo ukwazisa imidlalo yemveli kubalulekile ekuboneleleni ngolunye uhlobo lolonwabo nemidlalo olufikelelekayo. Ayifuni ndawo ininzi nezixhobo zomdlalo oza kudlalwa okanye uzilolonge. Idibanisa amaqela ahlukeneyo enkcubeko aseNtshona Koloni naseMzantsi

Afrika. Amagama aqhele ukusetyenziswa ukuchonga ikhowudi nganye athatyathwe kwiilwimi ezisemthethweni zaseMzantsi Afrika.

Imibutho yekhowudi yeMidlalo yeMveli ixhasa ulawulo nozinzo lwale midlalo. Inkxaso evela kwiPhondo nakoomasipala bengingqi iza kunceda abathathinxaxheba ekudlalweni kwemidlalo yeligi. Ngale nkqubo, kuya kubakho intathoxaxheba eqhubekayo, kwaye oku kuya kuphucula izakhono zabathathinxaxheba.

Le midlalo iza kunceda ngakumbi uluntu ngokulondolozwa kwenkcubeko kunye nelifa lemveli. Ngale midlalo, ukubaliswa kwamabali, nemiba yezentlalo noqoqosho, equka ubuAfrika, iyantlukwano yenkcubeko, imfundo, uqeqesho nobuchule bokuyila. Ngaphandle kolu hlobo lwenkxaso, imbali etyebileyo yabantu beMveli baseNtshona Koloni, abantu bomthonyama boMzantsi Afrika nabantu baseAfrika, baza kubhanga.

2.3. AmaPhulo oMgaqonkqubo aCwangcisiweyo

Ngokwecandelo 156(1)(b) loMgaqosiseko, umasipala unelungelo lokulawula nawuphi na omnye umcimbi awunikwe ngumthetho wephondo. Ngoko ke umthetho wephondo uyimfuneko ukwabela umba ongaphandle kweCandelo B leShedyuli yesi4 neCandelo B leShedyuli yesi5 koomasipala. I-DCAS ikwinqanaba eliphezulu lokuphuhlisa umthetho wephondo. UVavanyo lweMpembelelo yoLawulo (RIA) lugqityiwe kwaye uyilo lomthetho sele lubhaliwe. Ngomhla we18 kweyeDwarha yowama2023 iKhabhinethi yePhondo inike imvume esemthethweni yokuyilwa komthetho ngokubhekiselele kumathala eencwadi aseNtshona Koloni; kwaye ngenxa yokungxamiseka kwalo mba, iSebe likwathe thaca uyilo lowisomthetho kwindibano enye kwaye iKhabhinethi yePhondo iyiqaphele inkqubela phambili. Ngokusekelwe kwisicwangciso esikhoyo, ukupapashwa koYilo loMthetho oSaiyilwayo kulindeleke ukuba uluntu luhlomle ekupheleni kuTshazimpuzi wama2024. KweyeSilimela wama2024 iSebe liza kufumana ulwamkelo lweKhabhinethi ukuze lo Mthetho uYilwayo ungeniswe kwiPalamente yePhondo. Kungoku nje, iSebe lingene kwiiNkqubo zoPhumezo ngokwecandelo lama35 loMthetho weSakhelo soBudlelwane booRhumente, wama2005 (uMthetho we13 wama2005) nesiVumelwano sokuQondana nomasipala ngamnye ngokusekelwe kwimithethosiseko yesabelo solawulo.

3. Uhlaziyo kwiZigwebo eziFanelekileyo zeNkundla

Ityala leNkundla	Isalalishi	Ifuthe kwiDCAS
<i>liManyano zooSihlalo ziphikisana noMphathiswa wezobuGcisa neNkcubeko [kowama2007] iSCA yama44 (RSA)</i>	INkundla ePhakamileyo yeziBheno inombolo yetyala 25/2006	Esi sigwebo simisela oko kuthetha uthethwano olwaneleyo noluntu lwengingqi nabanye abachaphazelekayo ngokubhekiselele kutshintsho olucetywayo lwamagama eendawo. I-DCAS neKomiti yaMagama eeNdawo yePhondo leNtshona Koloni esekwe nguMEC ngabathathinxaxheba ababalulekileyo ekuphonyezweni kowisomthetho olufanelekileyo, ingakumbi ngokubhekiselele kuququzelelo lokubonisana noluntu nabachaphazelekayo noluntu. Esi sigwebo kufuneka sithathelwe ingqalelo xa kusetyenzwa utshintsho kumagama eendawo.
<i>Qualidental Qualidental Laboratories v Heritage Western Cape [2007] SCA 170 (RSA)</i>	INkundla ePhakamileyo yeziBheno inombolo yetyala 647/06	Esi sigwebo singqinisa amandla anikezelwe kuMEC neLifa leMveli leNtshona Koloni ukunyanzelisa iimeko kuphuhliso malunga necandelo lama48 loMthetho weZixhobo zeLifa leMveli likaZwelonke, we1999.

Ityala leNkundla	Isalalishi	Ifuthe kwiDCAS
<i>iiTop Performers (Pty) Ltd</i> ziphikisana noMphathiswa weMicimbi yeNkcubeko noLonwabo	INkundla ePhakamileyo yaseNtshona Koloni inombolo yetyala 5591/05	Esi sigwebo saba nefuthe elibonakalayo kwiinkqubo zokubhena zeenkundla zamatyala ezonyulwe nguMEC ngokwecandelo lama49 loMthetho weZixhobo zeLifa leMveli likaZwelonke, we1999, efundwe noMmiselo we12 wePN yama336 wama2003. I-DCAS noMEC bathatha amanyathelo okulungisa ukuqinisekisa iinkqubo zolawulo ezifanelekileyo kwaye zibonelela ngokwamkelwa kobungqina obutsha kwingxelo yenkqubo yenkundla, nokuthotyelwa okungcono kwemithetho yobulungisa bendalo ngokwemigaqo yokumamela kwelinye icala lesongezo.
<i>liWillows Properties (Pty) Ltd</i> ziphikisana noMphathiswa weMicimbi yeNkcubeko neMidlalo	INkundla ePhakamileyo yaseNtshona Koloni inombolo yetyala 13521/08	Umfaki sicelo wafaka isicelo esingxamisekileyo kwiNkundla ePhakamileyo yokunyanzela uMEC ukuba enze isigqibo okanye, endaweni yoko, akhuphe iRekhodi yesiGqibo malunga nesibheni esifakwe kuMphathiswa wePhondo malunga necandelo lama49 loMthetho weLifa leMveli kaZwelonke, we1999, ufundwe nomgaqo we12 (wesi7) wePN yama336 yama2003. Ifuthe lesigwebo kwiDCAS kukuba kufuneka iqinisekise ukuba iinkundla zikhupha iRekhodi yesiGqibo ngexesha elifanelekileyo. Amanyathelo okulungisa sele ephunyeziwe.
<i>Umbutho waBarhafi</i> waseArniston noMnye baphikisana neVerreweide <i>Eiendomsontwikkeling</i> (Edms) Bpk naBanye 1926/2008 [wama2009] iZAWCHC ye181.	INkundla ePhakamileyo yaseNtshona Koloni inombolo yetyala 1926/2008	INkundla yaqwalasela ukuba ingaba iArhente yeZixhobo zeLifa leMveli yaseMzantsi Afrika okanye iLifa leMveli eNtshona Koloni inokulawula na malunga neziza esele zigangathiwe yiSAHRA njengeziza zeBanga loku1 ngokwecandelo lama35 nelama36 loMthetho weLifa leMveli kaZwelonke, we1999. INkundla yafumanisa ukuba kwiimeko ezinjalo, iSAHRA inegunya. Okuthethwa sesi sigwebo kwiDCAS kukuba iSebe kufuneka linikezele ngoncedo lwezomthetho kwiLifa leMveli eNtshona Koloni ukutolika umthetho, kwaye kufuneka liqinisekise ukuba iHWC isebenza ngokwegunya layo elisemthethweni.
<i>Umbutho wooSihlalo</i> baseLouis Trichardt uphikisana noMphathiswa wobuGcisa neNkcubeko neBhunga lokuThiywa kwamaGama eeNdawo zoMzantsi Afrika	ICandelo laseGauteng leNkundla ePhakamileyo laseMzantsi Afrika kowama2014	INkundla ibekele bucala ukutshintshwa kwegama leLouis Trichardt eMakhado kulandela isisombululo ngaphandle kwenkundla phakathi kwamaqela. Oku kunegalelo kwindlela iDCAS neKomiti yamaGama eeNdawo yePhondo eNtshona Koloni eqinisekisa ngayo ukuba iinkqubo ezifanelekileyo zokubonisana ziyahanjiswa kwaye zibhalwe ngokubhekisele kutshintsho olucetyiweyo, ukumiselwa komgangatho okanye ukuphindwaphindwa kwegama lendawo.
<i>iPeter Gees</i> iphikisana noMphathiswa weMicimbi yeNkcubeko neMidlalo wePhondo leNtshona Koloni, uSihlalo, iQumrhu lesiGwebo sesiBheni eliziMeleyo, iLifa leMveli leNtshona Koloni, iSixeko saseKapa, aBarhafi boMbindi weSixeko saseKoloni; noMbutho waBahlali	iCandelo leNtshona Koloni leNkundla ePhakamileyo yoMzantsi Afrika inombolo yetyala 6205/2015	Iimeko zinokubekwa kwimvume yokudilizwa kwesakhiwo esele sikho esingaphezulu kweminyaka engama60 ngokwecandelo lama34 (loku1) loMthetho weZixhobo zeLifa leMveli kaZwelonke (uMthetho wama25 we1999).
<i>IKomiti yeLifa leMveli</i> yasePiketberg nenye baphikisana neLiebco Vleishandelaars Edms	iCandelo leNtshona Koloni leNkundla ePhakamileyo	Isicelo sokuphononongwa kwesigqibo seKomiti yeMbonakalo yoMhlaba kunye noBume boLwakhiwo lweHWC (BELCom). Imvume yanikezelwa yiBELCom ukuba idilize isakhiwo kwiSiza sama207 Piketberg. IKomiti yeLifa

Ityala leNkundla	Isalalishi	Ifuthe kwiDCAS
Bpk nabanye (UmMangalelwa wesi2 weLifa leMveli leNtshona Koloni)	yoMzantsi Afrika inombolo yetyala 1103 2016	leMveli yasePiketberg ifake isicelo kwiNkundla ePhakamileyo yokujonga isigqibo njengoko imigaqo yePAJA ingalandelwanga. INkundla iqwalasele umgaqonkqubo weHWC wokufuna ukubonisana kuphela namaqumrhu abhalisiweyo olondolozo kwaye yabamba ukuba, njengoko izigqibo ezithathiweyo zazinamandla okuchaphazela amalungu oluntu ngokubanzi, ukubonwa koluntu ngokubanzi kwakufuneka.

ICANDELO B: UGXININISO LWETHU OLUCWANGCISIWEYO

4. Uhlalutyo lweSimo esihlaziyiweyo

4.1. Uhlalutyo lweSimo sangaPhandle

ISIMO SEZOPOLITIKI

IsiCwangciso soBuyiselo kwiKHOVIDI-19 saphuhliselwa iPhondo kwiinkalo zemisebenzi, impilontle, nokhuseleko, ukuze kubuyiselwe isidima sabantu baseNtshona Koloni, nto leyo iSebe eza kuba negalelo kulo.

NgeModeli yoThungelwano oluLawulwayo, iSebe liyaqhubeka ukugcina ungenelelo lwentsebenziswano noomasipala ingakumbi ekunikezelweni kweNkonzo zamaThala eeNcwadi kaRhulumente. Oomasipala ngokwembali bebandakanyeka, kwaye basabonelela kwaye balawula, amathala eencwadi oluntu, ngenkxaso emandla yentsebenziswano evela kwiSebe ngendlela yokudluliselwa kweentlawulo ukuxhasa ukusebenza kweendawo zeenkonzo zamathala eencwadi angama377. ISebe libonelela ngemali ngokupheleleyo oomasipala abali15 kwaye lixhasa oomasipala abali10 abaseleyo ngeSibonelelo soXhomekeko, iNgxowamali yoFakelo lukaMasipala neSibonelelo seThala leeNcwadi leMetro.

ISebe lingene kwiiNkqubo zoPhumezo ngokweCandelo lama35 loMthetho weSakhelo soBudlelwane booRhulumente, wama2005 (uMthetho we13 wama2005) nesiVumelwano sokuQondana nomasipala ngamnye ngokusekelwe kwimithethosiseko yesabelo solawulo. NgokweCandelo 156(1)(b) loMgaqosiseko, umasipala unelungelo lokulawula nawuphi na omnye umcimbi awunikwe ngumthetho wephondo. Ngoko ke umthetho wephondo uyimfuneko ukwabela umba ongaphandle kweCandelo B leShedyuli yesi-4 kunye neCandelo B leShedyuli yesi5 koomasipala. I-DCAS ikwinqanaba eliphezulu lokuphuhlisa umthetho wephondo.

Unyulo lowama2024 lukaZwelonke nolwePhondo luza kwandulela ukuqala kwexesha elitsha locwangciso lweminyaka emihlanu kwaye lusenokukhokelela kutshintsho kwimiqathango yomgaqonkqubo.

IMEKO YEZOQOQOSHO

Emva kobuyiselo olumandla ngokwentelekiso (ezi4.7 seepesenti) ngowama2021, uqoqosho loMzantsi Afrika lubuyele kuhlumo oluphakathi (isi1.9 sepesenti) ngowama2022 ngenxa yezinto ezininzi, eziquka ifuthe lokuqina komgaqo wolawulomali ngenxa yokunyuka kwamaxabiso ngokukhawuleza; izikhukula ezinzima kuTshazimpuzi; nengxaki yamandla engazange ibonwe ngaphambili. Ngowama2022, ingxaki yamandla yayimandundu kwaye yaluhwalelisa kakhulu ukukhula koqoqosho kwaye yachaphazela kakubi ingqesho kumacandelo ngamacandelo kwaye kulindeleke ukuba ithintele ngakumbi ukukhula kwengqesho ngowama2023. I-GDP yeNtshona Koloni iye yenyuka ngesi2.6 seepesenti ngowama2022, nangona kunjalo, kule minyaka ilishumi idlulileyo., eyona GDP ngomntu ngamnye kwiPhondo yehlile. Amanqanaba okukhula awakhangela avelise imisebenzi yaneleyo kubasebenzi abakhulayo, eqhubela phambili umba wentswela-ngqesho nokunokuchaphazela kakubi umgangatho wokuphila (uPhononongo lwezoQoqosho lwePhondo neMbonakalo, lowama2023).

Ukusukela kwikota yesibini kowama2023, uMzantsi Afrika ube nenqanaba lokungaphangeli elikuma32.6 eepesenti, ze iNtshona Koloni ibe ngama20.9 eepesenti. Intswelangqesho kulutsha iseyeyona nto ixhalabisayo kuma45.3 eepesenti kuzwelonke nama31.2 ekhulwini eNtshona Koloni. Ukungaqeshwa okuphezulu ngolo hlobo kucinezela inkcitho yabathengi, kunciphisa izixhobo zoluntu, kwaye kwandise iingxaki ezifana nolwaphulomthetho nemiba yempilo yengqondo (Uphononongo lwezoQoqosho lwePhondo neMbonakalo, lowama2023). Ulutsha oluninzi lwePhondo olungaphangeliyo luphuma kumakhaya nakwiindawo zoluntu eziphawulwa kukunqongophala kwezentlalo noqoqosho (okt, imigangatho yokuphila ephantsi, iziphumo eziphantsi zemfundo, izinga eliphezulu lentswelangqesho, neziphumo ezibi zemfundo) kwaye bajongene namathuba anqongopheleyo emva kokuphuma kwesikolo. Inkqubo yeSebe yeNkonzo yoLutsha ijolise ekusombululeni lo mba ngokudala amathuba okuba ulutsha luzibandakanye kumava anentsingiselo omsebenzi.

Ubume bezoqoqosho nefuthe elibambekayo leKHOVIDIC-19 libe nesiphumo sokucuthwa kohlalo lwabiwomali oluchaphazele kakubi ukukwazi kwethu ukunikezela ngeenkonzo, nokucuthwa kohlalo lwabiwo-mali lweMbuyekezo yabaSebenzi kukhokelele ekungakwazini ukuxhasa ngemali izithuba ezibalulekileyo kwindawo apho kuye kubekwe isidingo seenkonzo sandile. Oku kwenziwa mandundu yinto yokuba iinkonzo zeSebe ziqhutywa ngabasebenzi.

Ukusabela kuncedo lwemali olunyiniweyo, iSebe liza kujolisa kuhlengahlengiso lobuchule ukuze okomeleziweyo intsebenziswano namaziko afanelekileyo entlalontle necandelo likarhulumente namanyathelo okuphucula izibonelelo ngempembelelo enkulu ngeModeli yoThungelwano oLawulwayo.

IMEKO YENTLALO

UBalobantu lowama2022 ludize ukuba abantu baseNtshona Koloni banyuke besuka kwesi6 sezigidi ukuya kwisi-7.4 sezigidi ukusuka kowama2011 ukuya kowama2022 ukuba libe lelesithathu iphondo elinabantu abaninzi kweli lizwe. Ukukhula okungaphezulu kwabemi bePhondo kulindeleke ukuba kubeke uxinzelelo olongezelelweyo kwimfuno yeenkonzo zeSebe. Ukukhuthazwa kobandakanyo loluntu ekuhlaleni kuhlala kungumsebenzi obalulekileyo weSebe. Njengoko uluntu oluhlala ezidolophini lukhula, amaziko enkucubeko nawelifa lemveli anendima ebalulekileyo ekwaziseni abantu nasekuphuhliseni imvakalelo yokubandakanyeka ngamabali aqakayo abonisa amava obomi. Umdla woluntu kwimbali yeLizwe nelifa lemveli uquke umdla omkhulu phakathi kolutsha kwimiba yokutolika imbali kunye nokufaneleka kwayo. Oku kubonakalisa amandla amaninzi okuba amaziko olondolozo lwembali ezimanyeneyo zibonise ukubaluleka kwazo kwezentlalo kuluntu ngokuthethathethana ngale miba, ngobonelelo lweenkqubo ezifanelekileyo, nangendlela ebandakanyayo yonikezelo lwenkonzo. Amacandelo eZiko loLondolozo lweNdalo, iLifa leMveli neNkcubeko aya kudlala indima ebalulekileyo ekuqinisekiseni ukuba amaqonga enziwa iingxoxo, anokuthi avule indawo apho amabali amaninzi anokuphila kunye – ukubeka ngokutsha iindawo zelifa lemveli njengeendawo zengxoxo apho amabali akhuphisanayo anokulamlelwa khona.

ISebe liza kuyila ngokutsha iinkqubo zalo zokwazisa ngoovimba, imiboniso nokhenketho olubonakalayo ukuze kuphuculwe ukuqondwa kwexabiso leerekhodi zoovimba, nendima yoovimba. Kubekho uthakazelelo lwenyathelo leMbali yoMlomo kwaye ke le nkqubo iya kuqhubeka ngowama2024/25. Abadala ekuhlaleni ngokuqhelekileyo bangabaphathi abaphambili besithethe nelifa lemveli, kwaye baquka inkucubeko yoluntu. Inkqubo yembali yomlomo idlala indima ebalulekileyo ekuqinisekiseni ukuba iintsalela ezibuthathaka zexesha elidlulileyo ziyagcinwa kwaye zikhuselwe.

Njengoko uluntu luchacha kwiimpembelelo zentlalo zeKHOVIDI-19, impilo ngokwasengqondweni nasemzimbeni iza kuba yeyona nto ibalulekileyo. Umsebenzi owenziwa yiDCAS uphezulu ngokwendalo ngokuthi uthintele iingxaki phambi kokuba zenzeke, okanye ngenye indlela, inciphisa ngokucwangcisekileyo ingozi ebangelwa zezo ngxaki. Ukufundisa abantwana ukuqubha ngomzekelo yeyona ndlela ibalaseleyo yokuthintela ukurhaxwa, kwaye ukuba sempilweni emzimbeni yeyona ndlela ibalaseleyo yokunciphisa ukuvela kwezifo ezingosuleliyo ezifana nesifo seswekile. Ukuguqula isimo nokuncedisa uluntu ekuphuculeni imeko yabo yengqondo neyomzimba, iSebe liza kutshintshela ingqalelo yalo ekuqondeni indlela elinokwenza ngayo uluntu lube nempilo kwaye lukhuseleke kunokuba libuze ukuba iSebe lingasabela njani kwiingxaki ezenza uluntu lungabi sempilweni kwaye ingakhuselekanga emva kokuba zenzeke.

INgxelo yezeNtlalo yoLutsha yowama2014-2020 ngokweeNkcukachamanani zoMzantsi Afrika ibonise ukuba ulutsha lujongene nomngcipheko omkhulu wokuba sesichengeni solwaphulomthetho. Ngoko ke iSebe liye lakhawulezisa ugxininiso lwalo kwiinkqubo zophuhliso lolutsha kubugcisa, inkcubeko, ulwimi, nemidlalo, ulonwabo nemigangatho yasemva kokuphuma kwesikolo. Uluntu lunamacandelo anxulumene nemidlalo kuzo zonke izithili zopolitiko kwiPhondo. Ishishini leSebe libonelela ngamathuba okuba bonke abantu baqakwe kwimisebenzi eyakhayo yoluntu ekudaleni iimeko zentlonipho nokunyamezelana kuluntu lwethu..

IMEKO YEZOBUCHWEPHESHE

Ubhubhane weKHOVIDI-19 ubangele imiqathango yeendibano zoluntu kwaye iSebe ngoko lizibhokoxe ekuboneleleni ngeenkonzo zalo kwi-intanethi kwaye liza kuqhubeka nokuphucula ukwenziwa kweenkonzo ze-intanethi ngowama2024/25.

Ukukhula kobuchwepheshe kubonelela ngamaqonga amatsha okuzibandakanya nabemi, kwaye ivumela ukuyilwa komxholo ongaphezulu, okwenza kube lula ukuqhubeka nokuhlaziya ukutolika kwezinto zakudala neziganeko kwimbali. Kukwayindlela engabizi kakhulu yokwabelana ngeembali ngaphandle kwemiqobo yezejografi kwaye ivumela iSebe ukuba lenze oko ngeelwimi ezingaphezu kwesinye.

Ubume bezobuxhakaxhaka balemihla bekhompyutha lelona shishini likhula ngokukhawuleza kwi-hlabathi, kwaye oku kubonakala kukukhula okukhawulezayo kokusasazwa komculo nobuxhakaxhaka balemihla bekhompyuthad kubugcisa bokubhala. Iimfuno neemfuno zonyaka ophelileyo ziye zakhawulezisa ukusebenzisa kwethu ubuchwepheshe ukwenza ngcono isigunyaziso sethu sokuhlala sifanelekile kule meko iguqukayo yedijithali. Umjikelo wenkxaso-mali wonyaka watshintshwa waba yinkqubo ye-intanethi. Oku kuye kwalungelelanisa ingxelo, ukuthathwa kweenkcukacha nokugcinwa kokusetyenziswa kwixesha elizayo. Iincwadi ze-elektronikhi nezixhobo ezirekhodiweyo ngoku zenziwa zifumaneke simahla kumalungu ethala leencwadi loluntu abhalisiweyo ngelixa kuhleliwe kubutofotofo bamakhaya awo okanye kuyo nayiphi na indawo. Ukususela ekusekweni, iqonga lethala leencwadi lobuxhakaxhaka balemihla, oko kukuthi, i-OverDrive, equka iincwadi ngeintanethi- neencwadi ezimanyelwayo, ukusetyenziswa kuye kwanda kakhulu. IProjekthi yoQhagamshelwano lwamaThala eeNcwadi asemaPhandleni (RLCP), iMzansi Libraries Online, namaphulo oKusasazwa ngeBroadband neWi-Fi ayaqhubeka ukunika uluntu ukufikelela simahla kwi-ICT.

Inkqubo yokufakwa ekhompyutheni koovimba kuya kuqinisekisa ukufikelela kwiwebhu okwandisiweyo kunye nokugcinwa kovimba abathile abachongiweyo ukuhlangabezana nemfuno ekhulayo. Ukufakwa kwedijithali yinkqubo yokuguqula ulwazi olusuka kwifomathi ebonakalayo (esekwe ephepheni) ibe yedijithali ukomeleza ukufikelela kwi-intanethi kunye nokugcinwa kwenani

elongezelelweyo leerekhodi zoovimba kunye nokunciphisa ukuguga nokukrazuka kweerekhodi zangaphambili ukuze kubhekiselwe kwikamva. Iindlela zolawulo lolwazi, ezifana nokufakwa kubuxhakaxhaka balemihla bekhompyutha nolawulo lweerekhodi ze-elektroniki, zihlala zitshintsha kwaye iSebe lizama ukuhambisana nezi ndlela. Uthungelwano oluluqilima lweIT luza kwenza ukuba kufikeleleke ngokuqhubekayo kwimifanekiso yobuxhakaxhaka nomxholo we-elektroniki. Ukusetyenziswa ngokuqhubekayo koFikelelo kwiMemori (AtoM) eyisoftware yenkcazo yogcino olusekwe kwiwebhu iza kwenza kube lula kooVimba ukuba babambe kwaye bapapashe ukugcinwa koovimba kwi-intanethi ukomeleza ufikelelo. Ukuphunyezwa kwewebhusayithi yoLondolozo lweNkcukacha eziBalulekileyo kuya kwenza ukuba kufikelelwe kwiirekhodi zoovimba kwi-intanethi kwaye kuya kubonelela ngethuba lokufikelela kwiingqokelela zamanye amaziko elifa lemveli neeyunivesithi. Imiboniso ye-Intanethi, iinkqubo zokwazisa uluntu kunye nokhenketho olubonakalayo luya kunceda ukufikelela kwababukeleyo abaninzi.

Ubonelelo ngeNkonzo yoLawulo lweRekhodi lusoloko lunikezelwa ngothethathethwano lobuso ngobuso; nangona kunjalo, uphuhliso lobuchwepheshe lutyhalele utshintsho kwiimodeli zonikezelo lweenkonzo. Oku kubandakanya ukubonelela ngoqeqesho lwe-intanethi kunye neentlanganiso. Iqonga loqeqesho kwi-Intanethi liya kuphunyezwa.

Uluntu, ngakumbi ulutsha, luya ngokwanda ukuthatha inxaxheba kwimisebenzi yeintanethi, lusebenzisa ulwazi olusekwe kwi-intanethi nemithombo yolonwabo. Kuyimfuneko ukuba amaziko olondolozo lwembali aqinisekise ukuba imiboniso yazo neenkqubo zoluntu ziyafikeleleka ngothungelwano lwe-intanethi ukuze zihlale zifanelekile.

Ngaphezu koko, njengoko kuchaziwe kwiSakhelo seQhinga lesiCwangciso sePhondo ukusuka kuma2019 ukuya kuma2024, kukho ukungalingani kokukhula kwabafundi neziphumo zezifundo. Ngokwembali, abafundi kwiindawo ezihlwempuzekileyo bebengathathi ntweni ukufikelela kwiinkqubo ezisemgangathweni zesikolo (ezinjengemidlalo nemisebenzi yenkcubeko), bafumana amagumbi okufundela egcwele ngenxa yokwanda kokufuduka kwabafundi, banezithintelo zokuba baziveze kumathuba okufunda kwiIntanethi, banofikelelo oluncinci kwizifundo ezisemgangathweni eziqhutywa ngaphandle kwexesha lesikolo, kwaye lunamathuba ambalwa okuthatha inxaxheba kwiihambo zesikolo. Ezi meko zinxulunyaniswa nokwenza kakubi ezifundweni. Ugxininiso olupheleleyo (okt. kwizifundo, ezemidlalo, ubugcisa nenkcubeko) lweenkqubo zasemva kwesikolo zinika abafundi ithuba lokufunda ngamava, elichongwe njengelibalulekileyo kuHlaziyo lwezobugcisa besigaba sesi4 sobuxhakaxhaka balemihla (4IR). ISebe liza kuthi ke ngoko liqhubeke nokubonelela ngofikelelo kwimidlalo, ubugcisa nenkcubeko, neminye imisebenzi yasemva kwesikolo, nenkxaso yokufunda namaphulo enkuthazo ekuxhaseni iziphumo zemfundo. Emva kweKHOVIDI-19 ubugcisa ngeQonga lonxibelelwano noluyingxubevange, inkcubeko, imidlalo nolonwabo nemisebenzi yasemva kwesikolo ibe yinxalenye yomnikelo.

ICandelo laseMva kweSikolo lisebenzise ubuchwepheshe ngokufanelekileyo ukubonelela ngoqeqesho lweengcali, ukubamba imisitho yeintanethi nokulandelela ukuhamba kolutsha nabafundi kwiYearBeyond.

Inkqubo yokubhaliswa kolwaluko ngobuxhakaxhaka balemihla bekhompyutha ikwinkqubo eza kuphuhliswa ukunika ukufikelela ngakumbi kubazali nakwiingcali zenkcubeko kwiinkcukacha zokunciphisa izinga lokubhubha kwizikolo zolwaluko.

Ubhubhane ovumeleke ukuba aseke wezemidlalo weintanethi kuluntu nakwiSebe usebenza ngokusondeleyo neeklabhu zemidlalo aze azibandakanye kwiingxoxo nemibutho emanyeneyo malunga nophuhliso lokwandiswa kwezemidlalo ngeintanethi kuluntu kwiNtshona Koloni iphela.

IMIBA YEZENDALO

Izoyikiso ezifanayo zokutshintsha kwemozulu nokunqongophala kwamandla ziza kuba phakathi kweyona mingeni izizukulwana ezizayo ekuya kufuneka zijongane nazo. Nokuba sithathela ingqalelo impendulo kaxakeka nokulungela kwethu, uqoqosho lwethu, ulawulo lwethu, okanye ngakumbi imo engqongileyo eyakhiweyo neziseko ezingundoqo, sijongene nethemba lento entsha 'eqhelekileyo' esiqinisekileyo kancinci ngayo, kodwa ekufuneka siyilungiselele, urhulumente, amaziko, amashishini, namanqanaba emizi.

Sele silapha eMzantsi Afrika sijongene nengxaki yombane etshabalalisayo kwaye sibone utshintsho olucacileyo kwimozulu nezikhukhula ezixhaphakileyo nezimbi kakhulu kwiPhondo laKwaZulu-Natal, nembalela ethe kratya kwiPhondo leNtshona Koloni.

Inxalenye ebalulekileyo yotyalomali lweziseko ezingundoqo olwenziwa yiDCAS ibikwiiNkonzo zamaThala eeNcwadi ngolwakhiwo lwamathala eencwadi amatsha, nokugcinwa nokuphuculwa kwamathala eencwadi amadala oluntu. Njengakwimizi-mveliso emininzi namaziko angaphakathi kwemimandla kamasipala, iinkqubo zamathala eencwadi oluntu zintsonkothe kakhulu kwaye zisebenza ngamandla ngamandla zixhomekeke ekuhambeni kwezixhobo ngaphakathi nangaphandle. Okuvuselelayo kubo - iincwadi - zenziwa kwiHlabathi jikelele, iphepha lazo lisuka kumahlathi afikeleleka kwiilori eziphenjwe idizili, okanye izityalo ezirisayikilishwayo. Rhoqo, iilori zethu "iincwadi ezijikeleliswayo" zikwathutha izixhobo phakathi kwamasebe, namathala eencwadi avelisa iigesi ezibalulekileyo zendlu yokukhusela izityalo ngokutsala abaxhasi abafika ngeemoto ngenxa yenkqubo yezothutho yoluntu enqongopheleyo kuneyona ilungileyo. Ubonelelo lwamandla kumathala eencwadi amaninzi luxhomekeke kumasipala ophakathi kakhulu neegridi zamandla eziseko zikaEskom esebenzisa indibaniselwano yamalahle, 67mandla ombane ophehlwa ngamanzi (umzekelo, iSteenbras), 67mandla enyukliya (eKoeberg) nedizili kwiimeko ezithile zokucinywa kombane. Amathala eencwadi akwaxhomekeke kakhulu kuthungelwano lwezoxibelelwano, idatha esekwe kwiwebhu nokugcinwa kwelifu, zona ngokwazo zitsalela kolu ncedo lukhulu kodwa luguga ngokukhawuleza nalusengozini yombane kaEskom. Amathala eencwadi oluntu ehlabathi asemva kwekhaboni aza kwahluka ngeendlela ezininzi kodwa aza kuhlala esebenzela indima esisiseko njengamaxesha onke: njengeendawo ezixakekileyo okanye iindawo zokugcina imali zoluntu, zengingqi, nenkcubeko yasekhaya, imbali nolwazi. Amathala eencwadi oluntu amele achatshazelwe kakhulu bubudala beoyile ephezulu kodwa anokuba negalelo kutshintsho loluntu lwazo kwiHlabathi lekhaboni.

Imbalela nokunqongophala kwezixhobo zamanzi kunokuba nefuthe kwimisebenzi yeSebe. Ukhenketho lwezemidlalo luza kuchaphazeleka apho imibutho emanyeneyo ingakwaziyo ukubamba imisitho ngenxa yeemeko zokusingqongileyo. Imbalela eqhubekayo inokuba nefuthe kumaziko ezemidlalo njengoko ukulungiswa kuza kuba ngumngeni. Ngaphezu koko, amanyathelo okonga amanzi aqalisiwe kwiSebe liphela, umz. kumaziko enkcubeko, olondolozo lwembali nezemidlalo. ISebe liza kuphanda ngeminye imimandla yemidlalo engaxhomekeke emanzini neminye imithombo.

Umngcipheko weentlekele zendalo okanye izehlo zemozulu ezimandundu zinokukhokelela kumonakalo wokuqokelelwa koovimba, ngoko ke ukulungela intlekele nokugcinwa rhoqo kwesakhiwo sooVimba kubalulekile. Imekobume eyiyo yolondolozo nolondolozo ngokwemiba yokuFudumeza, ukuVela komoya, ukuPholisa umoya noLawulo (HVAC) iphunyeziwe kooVimba. Impembelelo yomlilo wamadlelo iseyingxaki kumaziko ethu.

Imidlalo liqonga lentlalo elingundoqo elinokufikelela kwaye libe nefuthe kubantu abaninzi kwaye liphakamise ulwazi ngotshintsho lwemozulu, likhuthaze inkcubeko evumelana nentshukumo yemozulu, kwaye likhuthaze ukuziphatha okuzinzileyo njengoko kubonisiwe kakuhle kwie-Prix eyayibanjwe kweyoMqungu wama2023 eKapa. , engumdlalo wokuqala we-net-zero kwihlabathi. I-DCAS iza kusebenzisana namahlakani kwicandelo lemisitho emikhulu ukuqhubela phambili ekunciphiseni umzila wekhaboni wemibutho yezemidlalo.

ISIMO SEMITHETHO NEMIMISELO

Isimo soLawulo lweNtengo siye salawulwa kakhulu ukuqinisekisa inkxaso kumaShishini amaNcinci, aPhakathi namaNcinci kakhulu. Isiphumo ebesingalindelekanga sale meko ilawulwa kakhulu kukuba ibeka uxinzelelo olukhulu kumthamo wabasebenzi ukuqinisekisa ukuba iSebe liyakwazi ukusabela kwimeko etshintshayo.

Uphononongo lwangoku loMthetho wooVimba luza kuba nempembelelo enkulu kubungakanani bomsebenzi kwicandelo loovimba.

Umthetho okhoyo ngoku okhokela ubonelelo ngenkonzo yamathala eencwadi oluntu eNtshona Koloni uphelelwe lixesha. ISebe likwiphulo lokuyila uMthetho osaYilwayo weThala leeNcwadi loLuntu weNtshona Koloni neeNkonzo zeeNkcukacha. Lo mthetho mtsha uza kwenza ukuba iSebe lingene kwizivumelwano zezabelo zolawulo noomasipala, liqulunqe ngokusemthethweni ukubonelela ngentsebenziswano yeenkonzo zamathala eencwadi kwimekobume esemthethweni yangoku.

ISIMO SEZOKHUSELO NOKHUSELEKO

Njengoko kuchaziwe kwiSakhelo sesiCwangciso lweQhinga lesiCwangciso sePhondo sowama2019-2024, uluntu lwaseNtshona Koloni lusaqhubeka nokuchatshazelwa ngokuthe ngqo nangokungathanga ngqo lulwaphulomthetho lobundlobongela. Iinkqubo zeSebe zemidlalo, ubugcisa nenkcubeko ezixhasa iziphumo zemfundo nengqesho, neenkqubo ezibonelela ngemisebenzi eyakhayo yeqela loontanga enika ukhuseleko loluntu kubantu abatsha, zonke zixhasa ukuphuculwa kwesimo sokhuseleko.

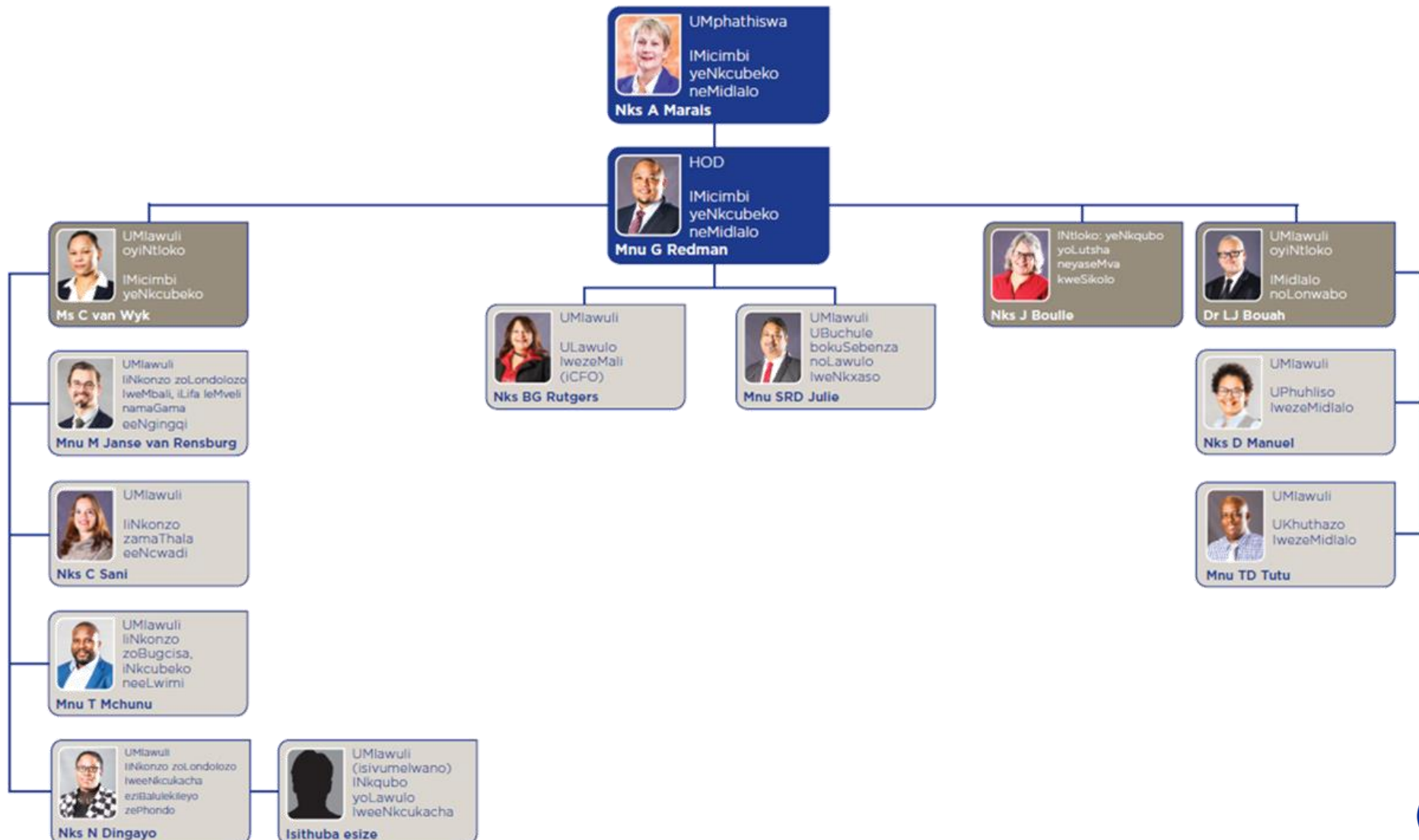
ISebe liza kusebenzisa abantu balo, amaziko, nezibonelelo ukudala iindawo ezikhuselekileyo nokukhuthaza inkcubeko nelifa lemveli nomoya wokuziva uyinxalenye.

The Umngcipheko ophezulu wokuhlaselwa kwe-cyber ubeka ingozi kumaxwebhu, iirekhodi nokhuseleko lweenkcukacha. Oku kwenziwa mandundu kukusetyenziswa kweeselula, iikhompyutha zobuqu neimeyile zabucala kwimiba enxulumene nomsebenzi. I-MyContent yinkqubo ngeintanethi evunyiweyo yolawulo lweerekhodi zeWCG.

ISebe linesiCwangciso esivunyiweyo sokuQhubekeka koShishino (BCP) esikhoyo. Eyona njongo yeBCP kukukhusela abasebenzi, izixhobo zikarhulumente, nokuqinisekisa ukuba isebe liyakwazi ukusebenza kakuhle xa kuthe kwakho uphazamiseko olukhulu.

4.2. ISimo sangaPhakathi

ISimo sangoku seSebe sihamba ngolu hlobo lulandelayo:



Ingqesho nezithuba zemisebenzi

Ingqesho nezithuba zemisebenzi ngokweNkqubo, ngokowama31 kweyoKwindla wama2023			
INkqubo	Inani lezithuba zomsebenzi ezikhoyo	Inani lezithuba zomsebenzi ezizalisiweyo	Izinga lezithuba zomsebenzi ezivulelekileyo ngokwe%
Inkqubo yoku1	93	92	1.1
Inkqubo yesi2	172	167	2.9
Inkqubo yesi3	194	191	1.5
Inkqubo yesi4	69	67	2.9
Iyonke	528	517	2.1

Ingqesho nezithuba ngokwenqanaba lomvuzo, ngokowama31 kweyoKwindla wama2023			
Inqanaba loMvuzo	Inani lezithuba zomsebenzi ezikhoyo	Inani lezithuba zomsebenzi ezizalisiweyo	Izinga lezithuba zomsebenzi ezivulelekileyo ngokwe %
Abanezakhono eziphantsi (Amanqanaba 1-2)	94	93	1.1
Abanezakhono (Amanqanaba 3-5)	150	150	-
Abanezakhono eziphezulu zokuvelisa (Amanqanaba 6-8)	185	1182	1.6
Abakulawulo oluphezulu lwezakhono (Amanqanaba 9-12)	86	80	7.0
Abaphathi abakhulu (Amanqanaba 13-16)	13	12	7.7
Ewonke	528	517	2.1

Ingqesho nezithuba zemisebenzi ngokokubaluleka kwayo, ngokowama31 kweyoKwindla wama2023			
Imisebenzi eBalulekileyo	Inani lezithuba zomsebenzi ezikhoyo	Inani lezithuba zomsebenzi ezizalisiweyo	Izinga lezithuba zomsebenzi ezivulelekileyo ngokwe%
Umgcini wooVimba	18	18	-
IGosa leNkcubeko	5	5	-
IGosa leLifa leMveli	10	9	10.0
USozilwimi	9	9	-
UMgcini weThala leencwadi	21	20	4.8
IGosa eliKhuthaza ezeMidlalo	20	20	-
UMlawuli weZiko/wePropati	2	2	-
UMphandi	1	1	-
Iyonke	86	84	2.3

ISebe liza kusebenzela ukwehlisa izinga lezithuba zengqesho nexesha elithathwayo ukuvala izithuba. Ukuze kujongwane nokunqongophala kwezakhono ezibalulekileyo, izakhono ezibalulekileyo ziza kubekwa phambili kwisiCwangciso seZakhono zeNdawo yoMsebenzi (WSP) ukujongana nokuphuculwa kwezakhono zabasebenzi kwiindawo zokufunda eziphambili ziza kufakwa kwiikhrayitheriya zokwabiwa kwebhasari. ISebe linenkqubo ebanzi yoqeqesho ekhoyo. Le

nkqubo iza kuqhubeka ukuze iSebe libe nesiseko sezakhono ekunokuthatyathwa kuso izakhono ezingundoqo nezibalulekileyo.

IsiCwangciso saBasebenzi

IsiCwangciso soMsebenzi sangaphambili seSebe sowama2018 - 2023 saphuhliswa ukuquka ixesha: kowoku1 kuTshazimpuzi wama2018 ukuya kowama31 kweyoKwindla wama2023 kwaye sasisekupheleni konyaka wesithathu wokuphunyezwa kwaso. Nangona kunjalo, ngenxa yolungelelwaniso olucwangcisiweyo kwinqanaba lePhondo ngenxa yophuhliso olungqonge ubhubhani weKHOVIDI-19, kuye kwanyanzeleka ukuba kuqulunqwe isiCwangciso saBasebenzi esitsha kuwo onke amasebe eWCG kwixesha: kowoku1 kuTshazimpuzi wama2021 ukuya kowama31 kweyoKwindla wama2026. IsiCwangciso saBasebenzi saphuhliswa ngeenjongo zokunceda iSebe ekuhlalabazaneni neenjongo zalo zescwangciso. Yayanyaniswa nombono nomnqophiso weSebe nogqaliselo olucwangcisiweyo lwesiCwangciso soLawulo lwaBantu lePhondo ngelo xesha.

Oku kuphambili kulandelayo kwithuba lowama2021 – 2026 kwechongwa kwaza kwamkelwa:

OKUPHAMBILI	ISIPHUMO
Ukuchonga nokuphuhlisa isakhono sombutho esifunekayo.	Isebe elixhotyisiweyo elisebenza ngokugqibeleleyo kwaye lihambelana nezigunyaziso nezidingo zenkonzo.
IiMpawu zentsulungeko noBuchule obusekwe kwizenzo zokugaya (ezibandakanya ukubakho kweSicelo seIntanethi nenkqubo yokuHlola ukuphucula iindlela zokugaya nokutsala abagqatswa abafanelekileyo kwixesha elizayo-nokulungele iNkcubeko).	Abasebenzi abanemveliso, abanobuchule nababandakanyekayo (umlinganiselo: Ulungelelwaniso olungcono phakathi kweemfuno zonikezelo lwenkonzo nabasebenzi/abantu abaqeshiweyo).
Yahlulahlula uvimba wetalente.	Uvimba wetalente uphuhlisiwe kwaye uyasetyenziswa. Ukuphuculwa kwesindululo seempawu zentsulungeko sabasebenzi.
Ungenelelo lokufunda lokuqubisana noku kulandelayo: a) Iitalente nophuhliso lwezakhono kubasebenzi kwizakhono ezitsha ezisakhulayo (umzekelo, i4IR Meta Ubuchule/izakhono ezisebenzayo kunye nezobugcisa kunye nezakhono zokuziphatha) ezifuneka kakhulu ukuxhasa umbutho olungele ixesha elizayo. b) Ukubeka phambili ungenelelo loqeqesho ukujongana noBuchule obuPhambili kwiSebe nezidingo zeCPD. (iSebe lithe ngqo lilungelelaniswa nePDP, iWSP nobuchule obuqhelekileyo/obuxananazileyo ngokweNqanaba loMvuzo).	Abantu abanobuchule kumanani afanelekileyo kwindawo elungileyo ngexesha elifanelekileyo nobuchule obufanelekileyo.
Ukuphuhliswa nokusetyenziswa kwesiCwangciso seZakhono eziLungele iKamva (FFSS).	Ubungcali nokuxhotyiswa kweNkonzo kaRhulumente.
Iinkqubo zophuhliso lolutsha ekuncedeni ukudala uvimba apho kunokufunyanwa khona abagqatswa abalungele ingqesho (Abaqeqeshelwa umsebenzi).	Ukudala uvimba apho kunokufunyanwa khona ulutsha olulungele ingqesho ngokuthi bakhusele imariki yemisebenzi
Uhlehlengiso lweZiko loQeqesho lePhondo libe liziko lokufunda nelokuyila lephondo.	Ukuphuculwa konikezelo lwenkonzo ngabasebenzi abanako, abanobuchule nabenza okulungileyo.
Okuphambili kuBulungisa kwezeNgqesho njengoko kubonisiwe kwisiCwangciso soBulungisa kwezeNgqesho ukukhokela kwizigqibo zokuQeshwa nokuKhettha iSebe.	Inkqubela phambili ezinzileyo yokuhlangabezana neenjongo ze-EE ngokunxulumene namaqela achongiweyo.
Ukubonelela ngongenelelo lweMpilo neMpilo Qete/iinkonzo zokuxhasa impilonhle yabasebenzi.	Abasebenzi abasempilweni kwaye bazibandakanye.

OKUPHAMBILI	ISIPHUMO
Phuhlisa kwaye uphumeze iNguqu kwiNdllela entsha yokuSebenza/iprojekthi yenkcubeko egxile kubemi kwiWCG.	Inkcubeko yokusebenza egxile kubemi.

iiNkqubo neIT

ISebe liza kuqhubeka nokuxhasa ezi projekthi zilandelayo zeIT kunyakamali wama2024-25:

1. Inkxaso yenkqubo yeNAAIRS, iAtoM, iSLIMS neenkqubo ze-ECM liSebe lezeMidlalo, uBugcisa neNkcubeko neArhente yoBuchwepheshe beeNkcukacha zikaRhulumente, ngokulandelelanayo.
2. Ukuphunyezwa kwenkqubo yeNkxasomali yeMicimbi yeNkcubeko kwi-Intanethi ukuncedisa ekulawuleni ngokufanelekileyo inkqubo yenkxasomali yonyaka kumaqela enkubeko afuna inkxasomali kwiSebe.
3. Ukuphunyezwa kweNkqubo yoLawulo lweNdawo yokuziVocavoca ukuze kulawulwe ngcono ukufikelela kwindawo yokuziVocavoca kaRhulumente weNtshona Koloni.
4. Uphuculo kwenkqubo yesicelo senkxasomali yeintanethi yeMidlalo.
5. Inkqubo yeenkcwadi ngeintanethi
6. Ukuphuculwa kwenkqubo yokubhukisha kwi-Intanethi yamaziko eNkcubeko
7. INkqubo yoBhaliso lweSiko loLwaluko

Indawo yokuhlala

ISebe ngoku likwiofisi eziqeshiweyo ezili10 namaziko angama44 kwiindawo zomhlaba ezili17 kwizakhiwo eziphantsi korhulumente eNtshona Koloni. Ezi zakhiwo zenza iSebe likwazi ukuzalisekisa injongo yalo ecwangcisiweyo.

NgokwesiCwangciso soLawulo loMsebenzisi weeAsethi eziNgashenxiswayo zeSebe sowama2024/25, kwixesha elide, iSebe lijolise eku:

1. Ukwakhiwa kweziko lonyango lolondolozo nendawo yokulungisa ukubeka iingqokelela ezintsha nokugcina izixhobo ezixabisekileyo zobunzululwazi ngezakudala ukuze kugcinwe, kulondolozwe kwaye kulondolozwe izinto zakudala ezixabisekileyo zeziko lolondolozo lwembali nezixhobo zobunzululwazi ngezakudala ezifunyenwe ngexesha lokwembiwa kwezinto zakudala eNtshona Koloni. Oku kuza kuququzelela uphuhliso, ukulondolozwa nokukhuthazwa kwelifa lemveli eNtshona Koloni ngolawulo olusebenzayo nolusebenzayo lwezinto zakudala neentsalela zenzululwazi ngezakudala ngentsebenziswano namaziko olondolozo lwembali neLifa leMveli leNtshona Koloni.
2. Ukudala izakhiwo ezisebenzayo nezisebenzayo zobugcisa nenkcubeko, imisebenzi nokusingqongileyo; nokuxhasa nokunceda iKomishini yeNkcubeko yeNtshona Koloni ukuba iphumeze igunya layo lowisomthetho.
3. Ukwakha, ukuqeshisa okanye ukubonelela ngendawo efanelekileyo njengenye indawo yesakhiwo esidala seStandard Bank yeZiko lolondolozo lwembali neeNkonzo zeLifa leMveli nokwakhela iziko lolondolozo lwembali yaseKoloni ecetywayo ukuze ibonelele, ikhuthaze kwaye ilondolozwe ilifa lemveli ngeenkonzo zeziko lolondolozo lwembali nemibutho; ukubonelela ngolondolozo, ukukhuthazwa nophuhliso lwenkcubeko nelifa lemveli; nokunceda ngakumbi amaziko olondolozo lwembali amanyeneyo ngokuphumeza uMthetho woLungiso loMmiselo wamaZiko olondolozo lwembali weNtshona Koloni wesi2 wama2021 uMmiselo wamaZiko olondolozo lwembali wesi8 we1975.
4. Ukuphuhlisa iziseko zokhenketho kwindawo yobunzululwazi ngezakudala yeNdawo yokuhlala ekhuselekileyo yaseDiepkloof Rock ukuqinisekisa ukuba iNdawo yeLifa leMveli

yehlabathi iyafumaneka kubakhenkethi nokuphumeza iinjongo zeMvelaphi yeNkcubeko yaBantu.

5. Ukufumana indawo eyongezelelweyo kwiOfisi kaNdlunkulu ukulungiselela iYunithi yoLawulo lwezeMali eyandisiweyo.
6. Ukufumana indawo eyongezelelweyo ngaphakathi kweCBD, ukugcina nokufumana iiasethi nempahla.
7. Ukufumana indawo yokuhlala kwiNtshona Koloni yeZindlu zeMidlalo ezintandathu ukuncedisana nemibutho emanyeneyo ukuba ihlangabezane nezigunyaziso zayo kwezi dolophu zilandelayo: iBeaufort West, iOudtshoorn, iCaledon, iPaarl, iKoloni neVredenburg.
8. Ukubeka phambili ulwandiso looVimba neNkonzo yeeRekhodi zeNtshona Koloni neza kuba luncedo kuwo onke amaSebe eNtshona Koloni nakaZwelonke kubandakanywa nabachaphazelekayo bawo.
9. Fumana indawo yokuhlala yeThala leeNcwadi loMmandla waseBeaufort West.

Izidingo zendawo yokuhlala zeSebe kukuqinisekisa uququzelelo olululo lobudlelwane obahlukeneyo nolawulo olusebenzayo lwemibutho emanyeneyo yemidlalo nenkcubeko noluntu. Ubume obuphezulu beSebe ngokwephondo buthetha ukuba indawo yokuhlala kufuneka ifikeleleke kakhulu kwaye isebenze.

ICANDELO C: UMLINGANISELO WETHU WOKUSEBENZA

UMbono weSebe:

INTshona Koloni equkayo ngokwentlalo, eyilayo, esebenzayo neqhagamshelweyo.

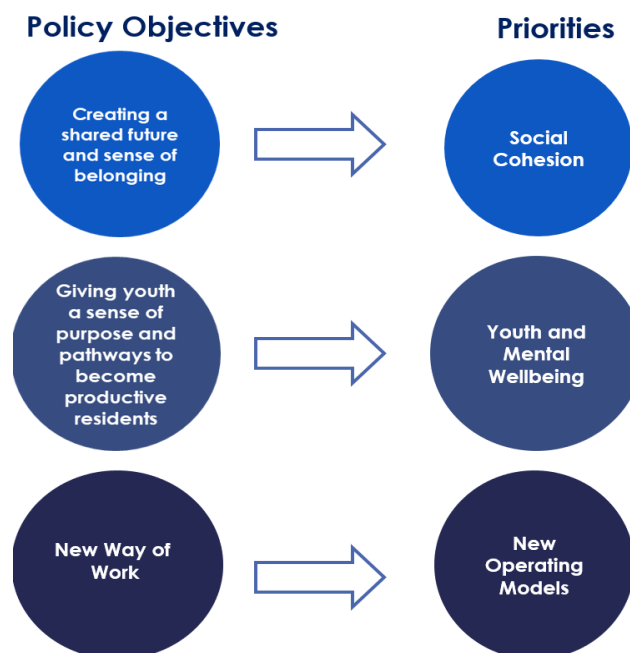
liMpawu zentsulungeko zeSebe:

UkuKhathalela, uBuchule, ukuthatha uXanduva, iMfezeko, uSungolo lwezinto ezintsha nokuPhendula.

IMpebelelo yeSebe:

Ingxelo yempembelelo	INTshona Koloni equkayo ngokwentlalo, eyilayo, esebenzayo neqhagamshelweyo.
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Ezi ziPhumo zihambelana nezi njongo zilandelayo zomgaqonkqubo wesebe.



Izalathisi zokusebenza ezinxulumene neziphumo zibandakanyiwe kumacandelo okusebenza kwenkqubo angezantsi. Izalathi zecandelo lesizwe zibhalwe ngqindilili kumacandelo okusebenza kwenkqubo angezantsi.

5. Inkqubo yoku1 linkcukacha zokuSebenza

Inkqubo yoku1: uLawulo

Injongo: Kukubonelela ngolawulo lulonke lwezemali nolwesicwangciso nenkxaso yolawulo kwiSebe leMicimbi yeNkcubeko neMidlalo.

Uhlalutyo lwenkqutya nganye:

Inkqutya 1.1: iOfisi kaMEC

Ukubonelela ngolawulo, ukunxibelelana nabaxumi neenkonzco zenkxaso kuMphathiswa weMicimbi yeNkcubeko neMidlalo.

Inkqutya 1.2: liNkonzo zoLawulo lweMali

Ukubonelela ngenkonzo yenkxaso yolawulo lwemali kwiDCAS, kuquka neenkonzco zoLawulo lwemali kumaqumrhu amathathu karhulumente anika ingxelo kuMphathiswa weMicimbi yeNkcubeko neMidlalo.

Inkqutya 1.3: liNkonzo zoLawulo

Ukunikezela ngomsebenzi wenkxaso yolawulo kwiNtloko yeSebe ngokubonelela ngenkonzo yonxibelelwano esebenzayo nenkonzo yenkxaso yesicwangciso sokusebenza, kubandakanywa nenkonzo yokubeka iliso novavanyo, ukuphunyezwa kwamanyathelo okuphucula ukuhanjiswa kweenkonzo, ubudlelwane obusebenzayo nabaxumi, okanye ulawulo olusebenzayo lwangaphakathi/norhulumente. ubudlelwane, nokwenza amalungiselelo anyiniweyo olondolozo nezidingo zokuhlala.

Iziphumo, Iimveliso, Izalathisi zendlela yokuSebenza, Ekujoliswe kuko ngoNyaka nangeKota

Iziphumo	Iimveliso	Inombolo	Izalathisi zeeMveliso	Unxibel elwano kwiVIP	Umsebenzi Owenziweyo/Ophicothiweyo			Umsebenzi oqikelelweyo 2023/24	Ekujoliswe kuko kwisigaba esiphakathi sonyaka		
					2020/21	2021/22	2022/23		2024/25	2025/26	2026/27
Zonke	IsiCwangciso soPhuculo loLawulo soNyaka (MIP)	1.2.1	Inani lezicwangciso eziphunyeziweyo zokuphucula iziphumo zophicothozincwadi nokunciphisa iziphumo zophicothozincwadi eziphakanyiswe nguMphicothizincwadi Jikelele noMphicothizincwadi waNgaphakathi ukuze kufikelelwe kwinkonzo egqwesileyo.	5	1	1	1	1	1	1	1
Zonke	Ungeniso lwe(ee)Ngxelo zoHanjiso lweeNkonzo kunye/okanye uMqulu/iMiqulu oluvunyiweyo	1.3.1	Inani lamaxwebhu eBatho Pele aqulunqiweyo	5	2	2	2	2	2	2	2
Zonke	IiNgxelo zokuSebenza zeKota	1.3.2	Inani leengxelo zokubeka iliso kumsebenzi wekota eziqulunqiweyo	5	4	4	4	4	4	4	4
Zonke	IiNgxelo zokuQinisekisa zeKota	1.3.3	Inani leengxelo zokuqinisekisa zekota eziqulunqiweyo	5	-	-	-	4	4	4	4
Zonke	IsiCwangciso seSebe sokuQhubekeka noShishino	1.3.4	IsiCwangciso seSebe sokuQhubekeka noShishino siyaphononongwa kwaye sihlengahlengiswe njengoko kuyimfuneko	5	1	1	1	1	1	1	1

Izalathisi zeeMveliso: ekujoliswekuko ngonyaka nangekota

Inomb olo	Izalathisi zeeMveliso	Ekujoliswe kuko ngoNyaka 2024/25	Ikota yoku1	Ikota yesi2	Ikota yesi3	Ikota yesi4
1.2.1	Inani lezicwangciso eziphunyeziweyo zokuphucula iziphumo zophicothozincwadi nokunciphisa iziphumo zophicothozincwadi eziphakanyiswe nguMphicothizincwadi Jikelele noMphicothizincwadi waNgaphakathi ukuze kufikelelwe kwinkonzo egqwesileyo.	1			1	
1.3.1	Inani lamaxwebhu eBatho Pele aqulunqiweyo	2		1		1
1.3.2	Inani leengxelo zokubeka iliso kumsebenzi wekota eziqulunqiweyo	4	1	1	1	1
1.3.3	Inani leengxelo zokuqinisekisa zekota eziqulunqiweyo	4	1	1	1	1
1.3.4	IsiCwangciso seSebe sokuQhubekeka noShishino siyaphononongwa kwaye sihlengahlengiswe njengoko kuyimfuneko	1				1

5.1.Ingcaciso yomsebenzi ocwangcisiweyo kwisithuba sesigaba esiphakathi sonyaka

Igalelo leemveliso ekufezekisweni kweziphumo nempembelelo

Ulawulo olululo luxhasa wonke umsebenzi weSebe kwaye ngenxa yoko, iNkqubo yoku1 inegalelo kwimpumelelo yazo zonke iziphumo zeSebe.

Ingcaciso yomsebenzi ocwangcisiweyo

IsiCwangciso sokuPhuculwa koLawulo sisebenza njengesixhobo sokuhlola iziphumo zophicothozincwadi lwangaphandle nolwangaphakathi. Isicwangciso siyilelwe ukuphucula imeko yolawulo kwiSebe. Ukuphunyezwa kweziphumo zophicothozincwadi kuhlolwa ngokungqongqo rhoqo.

Uxanduva lweNkqutyana 1.3: Iinkonzo zoLawulo zibandakanya ukumiliselwa kwamalinge eBatho Pele ngaphakathi kwiSebe, ukubeka iliso kwintsebenzo yeSebe ngokuBeka iliso kuMsebenzi weKota neeNgxelo zokuQinisekisa.

5.2. Iingqwalasela zezixhobo zenkqubo

Iingqikelelo zenkcitho

INkqubo yokuhl: uLawulo

Inkqutyana	Isiphumo seNkcitho			Ulwabiwo olulungel elwanisiw etyo	Ingqikelelo yenkcitho yesigaba esiphakathi sonyaka		
Iwaka kwiR	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
IOfisi kaMEC	9 239	8 919	8 674	8 683	8 599	8 749	9 157
IiNkonzo zoLawulo lweMali	31 737	33 969	34 139	34 876	37 397	38 470	40 397
IiNkonzo zoLawulo	23 061	22 174	26 138	27 173	27 026	28 166	29 677
Iyonke	64 037	65 062	68 951	70 732	73 022	75 385	79 231

Udidi lwezozoqosho

Iintlawulo zangoku	58 476	61 660	64 413	67 206	69 975	72 316	76 071
Iimbuyekazo yabasebenzi	48 182	50 784	52 689	53 929	59 128	62 767	66 235
Iimpahla neenkonzo	10 294	10 876	11 724	13 277	10 847	9 549	9 836
Udluliselo nezibonelelo:	783	66	1 130	611	30	31	32
Kwiarhente nakwiakhawunti zeSebe		22	21	22	30	31	32
Kumaziko angenzi nzuzo			1				
Kumakhaya	783	44	1 108	589			
Iintlawulo zeeasethi ezinkulu	4 736	3 319	3 393	2 915	3 017	3 038	3 128
Oomatshini nezixhobo	4 736	3 319	3 393	2 915	3 017	3 038	3 128
Iintlawulo zeeasethi zamali	42	17	15				
Iyonke	64 037	65 062	68 951	70 732	73 022	75 385	79 231

Igalelo lezixhobo ekufezekiseni iziphumo

Uhlalo lwabiwomali lonyuke ngesi3.24 seepesenti okanye ngesiR2.290 sezigidi ngowama2024/25, ukusuka kumaR70.732 ezigidi ngowama2023/24 (ulwabiwo oluhlengahlengisiweyo) ukuya kumaR73.022 ezigidi ngowama2024/25. Ukonyuka kubangelwe ikakhulu lulungiselelo lohlengahlengiso lweendleko zokuphila (COLA) lwaBasebenzi.

5.3. IMingcipheko ePhambi eHlaziyiweyo

Isiphumo	UMngcipheko oPhambili	UNCitshiso loMngcipheko
INTshona Koloni equkayo ngokwentlalo, enobuchule, nekhutheleyo	Iimiqathango ekukwazini ukufikelela kwiziphumo zesebe	Isicwangciso soNxibelelwano seBCP siyasebenza ukwazisa abachaphazelekayo ngenkqubo emayilandelwe xa kukho nakuphi na ukuphazamiseka. Njengenxalenye yovavanyo lonyaka lweemeko zokhuseleko lothungelwano, iWCG ifumana isiqinisekiso sokuba ulawulo olukhoyo lokulawula ukhuseleko lothungelwano, lwanele.

Isiphumo	UMngcipheko oPhambili	UNCitshiso loMngcipheko
		Uqeqesho oluqhubekayo lweIT olunikezelwa kwiCe-I namaSebe, uvavanyo lwePeriodic Ce-I novavanyo lokugcinwayo olwenzelwa ukunciphisa ilahleko yeenkcukacha ngenxa yokungaphumeleli kwenkqubo. Ukubeka phambili izithuba ezibalulekileyo ukuqinisekisa ukuqhubeka koshishino lweDCAS okukhokelela ekuhlени kokwahlulwahlulwa kohlalo lwabiwomali. Ukulungelelaniswa kwakhona kohlalo lwabiwo-mali ukuqinisekisa impembelelo encinci kwiinkonzo ukuthomalalisa ukuhla kokwahlulwahlulwa kohlalo lwabiwomali. Iinkonzo zempilo ziyakhuthazwa kwaye kwaziswa bonke abasebenzi nabaphathi. Iintsuku ezintathu zempilo neeseshoni zenyanga zolwazi ezigubungela izihloko ezahlukeneyo, ziyabanjwa. Oku kukunciphisa impembelelo kubasebenzi ngenxa yokwehla kwesilingi yeCoE. Ukwandiswa kwezicwangciso eziliqili zokufumana izixhobo zokunciphisa iindleko, nokuzuza ixabiso lemali. Abafundi abasafunda umsebenzi nabaxhamli be-EPWP baqeshwa ukuba bancedise ngokuqhutywa kweshishini ukunciphisa ifuthe lokuhla kwesilingi yeCoE. Umsebenzi weeNkonzo zamaThala eeNcwadi oLuntu uza kunikezelwa ngokusesikweni (inxenye eyabelweyo) kooMasipala.
Ufikelelo namathuba okuthatha inxaxheba kwicandelo lobuGcisa, iNkcubeko neLifa leMveli, ukuxhasa ukukhula koqoqosho, noluntu olukhuselekileyo nolubumbeneyo. Ufikelelo kwiinkcukacha nakulwazi oluxhasa inkcubeko yokufunda nemfundo engakhulelwayo. Ufikelelo namathuba okuthatha inxaxheba kwezemidlalo nolonwabo.	Ingozi yokuhendeka enokuthi yenzeke ngenxa yokungabhengezwa kwengozi yokuhendeka	Ubhengezo lwezemali lugqityezelwa ngamagosa eSCM rhoqho ngonyaka. Inkqubo yeGosa eliPhendulayo leSebe (AOS) isasazwa kuwo onke amagosa kwaye isoloko inxibelelana nabasebenzi xa kuyimfuneko. Iiseshoni zoqeqesho nokwazisa zenziwa ngaphakathi kwisiseko sabasebenzi xa kuyimfunekos. I-PT ibonelela ngoqeqesho nemfundo kubabonelelinkonzo. Isicwangciso sokuziphatha seSebe saphuhliswa, samkelwa aza axelelwa onke amagosa. Njengexalenye yophuhliso lwabaxhasi, iiseshoni zokwazisa ziqhutywa yiPT kubaboneleli ngokuqhubekayo. Wongeziwe waze waphunyezwa umzekelo osisikhokelo wokuthenga ukubandakanya igatya lesibhengezo sokusebenza kolawulo. Inkqubo yeGosa eliPhendulayo leSebe (AOS) isasazwa kuwo onke amagosa kwaye isoloko inxibelelana nabasebenzi xa kuyimfuneko. Amagosa achaphazelekayo abandakanyeka kwiinkqubo zeSCM neminye imisebenzi yezemali echaza imisebenzi yezemali ngokusebenzisa inkqubo yokwazisa ngeintanethi Ikomiti ezichongelwe ukuba zichophele izicelo zenkxasomali yeMibutho yobuGcisa neNkcubeko neMibutho yezeMidlalo kufuneka ukuba zityikitye isibhengezo sengozi yokuhendeka nezivumelwano zemfihlo. Bonke abasebenzi abakwiNkqubo yoDluliselo lweNtlawulo kufuneka batyikitye isiBhengezo seNgozi yokuhendeka. Igatya 'lokunganyamezeli kwaphela ubuQhophololo, uBusela noRhwapilizo' lifakelwe kuzo zonke izivumelwano zoDluliselo lweNtlawulo. Umgao wokuziphatha utyikitywa ngabasebenzi beSCM minyaka le. Umgao wokuziphatha wamalungu ekomiti yeBID utyikitywa minyaka le nokubhengezwa kwengozi yokuhendeka otyikitywa kwintlanganiso nganye.

6. INkqubo yesi2 liNkcukacha zokuSebenza

INkqubo yesi2: IMicimbi yeNkcubeko

Injongo: Kukubonela ngeenkonzo zobugcisa nenkcubeko, zamaziko olondolozo lwembali, zelifa lemveli nolwimi kubemi beNtshona Koloni.

Uhlalutyo ngokwenkqutana nganye:

Inkqutyana 2.1: uLawulo

Ukubonelela ngenkxaso yolawulo lobuchule kwiMicimbi yeNkcubeko.

Inkqutyana 2.2: UbuGcisa neNkcubeko

Ukuququzelela uphuhliso, ukulondolozwa nokukhuthazwa kobugcisa nenkcubeko eNtshona Koloni ngokuyilwa kwemibutho ebandakanyayo, esebenzayo nedlamkileyo yobugcisa nenkcubeko, imisebenzi kunye nokusingqongileyo; kunye nokuxhasa nokunceda iKomishini yeNkcubeko yeNtshona Koloni ukuba iphumeze igunya layo lowisomthetho.

Inkqutyana 2.3: liNkonzo zamaZiko olondolozo lwembali

Ukukhawulezisa inguqu yelifa lemveli leNtshona Koloni ngokubonelela ngeenkonzo zamaziko olondolozo lwembali ukugcina, ukuphuhlisa nokukhuthaza ilifa lemveli lePhondo ngokusebenzisa amaziko olondolozo lwembali amanyeneyo.

Inkqutyana 2.4: liNkonzo zoLawulo lweZixhobo zeLifa leMveli

Ukuxhasa nokunceda iLifa leMveli leNtshona Koloni ukuba lichonge, likhusele, lilondoloze, lilawule kwaye likhuthaze izibonelelo zelifa lemveli ezibalulekileyo, ngokoMthetho kaZwelonke weZixhobo zeLifa leMveli, we1999; ukuququzelela imiba ephathelele kwiiNdawo zeLifa leMveli eNtshona Koloni ngokoMthetho weNgqungquthela yeLifa leMveli yeHlabathi, we1999; ukuququzelela iinkqubo zokubeka emgangathweni okanye utshintsho, apho kuyimfuneko, amagama eendawo eNtshona Koloni ngokuphumeza kwinqanaba lephondo izigunyaziso zoMthetho weBhunga lamaGama eeNdawo woMzantsi Afrika, we1998.

Inkqubo 2.5: liNkonzo zeeLwimi

Ukukhuthaza ukusetyenziswa kweelwimi ezininzi eNtshona Koloni ukuze kuphuculwe unikezelo lweenkonzo nokufikeleleka; ukukhuthaza uphuhliso lweelwimi ebezifudula zisingelwe phantsi; ukuququzelela umiliselo nokubekwa kweliso koMgaqonkqubo weeLwimi weNtshona Koloni; nokubonelela ngenkxaso yolawulo, umxholo, inkqubo nolawulo lwemali kwiKomiti yeeLwimi yeNtshona Koloni ukuze yenze isigunyaziso sayo esisemthethweni.

Iziphumo, iiMveliso, Izalathisi zoMsebenzi, Ekujoliswe kuko ngoNyaka nangeKota

Qaphela: Izalathisi eziseMgangathweni zeCandelo likaZwelonke ziboniswe ngombhalo ongqindilili.

Isiphumo	Iimveliso	Inombolo	Izalathisi zeMveliso	Unxibelelwano kwiVIP	Umsebenzi Owenziweyo/Ophicothiweyo			Umsebenzi oqikelelweyo 2023/24	Ekujoliswe kuko kwisigaba esiphakathi sonyaka		
					2020/21	2021/22	2022/23		2024/25	2025/26	2026/27
1	Amathuba emisebenzi ye-EPWP	2.1.1	Inani lamathuba emisebenzi ye-EPWP adaliweyo	1	366	366	431	425	425	425	425
1	IiNkqubo zokuXhobisa ngeZakhona	2.2.1	Inani labasebenzi abathatha inxaxheba kumathuba okuxhobisa ngezakhono	3	194	245	315	270	270	270	270
1	Iingxoxo zoluntu/iingxoxo ezibanjwayo ukukhuthaza unxibelelwano loluntu	2.2.2	Inani leengxoxo zoluntu/iingxoxo eziphunyeziweyo ukukhuthaza unxibelelwano loluntu ngonyaka	3	3	3	3	3	3	3	3
1	Izikhumbuzo zikaZwelonke nezembali/ezibalulekileyo zosuku	2.2.3	Inani leentsuku zikaZwelonke nezembali/ezibalulekileyo ezikhunjulwayo	3	3	3	3	4	4	4	4
1	Uncedo lwezeMali kwiMibutho yobuGcisa neNkcubeko, kuBantu neenkampani	2.2.4	Inani lemibutho yobuGcisa neNkcubeko, abantu ngabanye neenkampani ezixhasiweyo	3	79	103	107	90	70	65	60
1	Umboniso namaqonga okhuthazayo	2.2.5	Inani leeprojekthi zokuphuhlisa nokukhuthaza ubugcisa nenkcubeko	3	3	15	20	15	15	15	15
1	Uncedo lwezeMali kwiKomishini yeNkcubeko	2.2.6	Inani leeKomishini zeNkcubeko ezifumene inkxaso	3	1	1	1	1	1	1	1
1	Amalinge kwiimpawu zesizwe, kuquka nephulo leflegi	2.3.1	Inani lamaphulo aphunyeziweyo ukwazisa ngeempawu zesizwe	3	3	4	3	3	7	7	7
1	Inkxaso yemali neyolawulo kumaziko olondolozo lwembali ezimanyeneyo	2.3.2	Inani lamaziko olondolozo lwembali ezimanyeneyo ezifumene inkxaso	3	31	32	30	32	32	32	32
1	Amaqonga okwabelana ngolwazi azinyaswe ngamaziko olondolozo lwembali amanyeneyo naBameli beQumrhu eliLawulayo	2.3.3	Inani lamaziko okwabelana ngolwazi lwamaziko olondolozo lwembali athe abanjwa	3	1	1	1	1	1	1	1

Isiphumo	Iimveliso	Inombolo	Izalathisi zeMveliso	Unxibelelwano kwiVIP	Umsebenzi Owenziweyo/Ophicothiweyo			Umsebenzi oqikelelweyo 2023/24	Ekujolise kuko kwisigaba esiphakathi sonyaka		
					2020/21	2021/22	2022/23		2024/25	2025/26	2026/27
1	Ukunikezela ngeenkqubo zemfundo kumaziko olondolozo lwembali ezimanyeneyo	2.3.4	Inani leenkqubo zokufundisa kumaziko olondolozo lwembali ezinikezelweyo	3	3	4	4	3	3	3	3
1	Ugqithiselo lwentlawulo yonyaka kugunyaziwe wezibonelelo zelifa lemveli lephondo	2.4.1	Inani labasemagunyeni bolawulo lwelifa lemveli lephondo abaxhaswa ngeentlawulo zodluliselo	3	1	3	1	1	1	1	1
1	Uncedo lwemali kwiKomiti yeLwimi yeNtshona Koloni	2.5.1	Inani lezakhiwo zokunxibelelanisa iilwimi ezixhasiweyo	3	1	1	1	1	1	1	1
1	Kugqitywe iiprojekthi ezikhuthaza ukusetyenziswa kweelwimi ezininzi, iilwimi zesintu ebezifudula zisingelwe phantsi kunye noLwimi lweZandla loMzantsi Afrika	2.5.2	Inani leeprojekthi ezijongana nesigunyaziso sowisomthetho ukukhuthaza ukusetyenziswa kweelwimi ezininzi, iilwimi zemveli ebezifudula zisingelwe phantsi noLwimi lokuThetha ngeZandla loMzantsi Afrika.	3	5	6	7	6	6	6	6
1	Iinkonzo zenkxaso yolwimi ezinikezelwa ngeelwimi ezi-3 ezisemthethweni zaseNtshona Koloni kunye noLwimi lokuThetha ngeZandla loMzantsi Afrika	2.5.3	Inani leenkono zenkxaso yolwimi ezinikezelwa ngeelwimi ezi-3 ezisemthethweni zaseNtshona Koloni kunye noLwimi lokuThetha ngeZandla loMzantsi Afrika	3	492	521	664	448	448	448	448

Izalathisi zeMveliso: Ekujoliswe kuko ngoNyaka nangeKota

Inombolo	Izalathisi zeMveliso	Ekujoliswe kuko ngoNyaka ngowama2024/25	Ikota yoku1	Ikota yesi2	Ikota yesi3	Ikota yesi4
2.1.1	Inani lamathuba emisebenzi ye-EPWP adaliweyo	425				425
2.2.1	Inani labasebenzi abathatha inxaxheba kumathuba okuxhobisa ngezakhono	270	100	80	70	20
2.2.2	Inani leengxoxo zoluntu/iingxoxo eziphunyeziweyo ukukhuthaza unxibelelwano loluntu ngonyaka	3	1	1	1	
2.2.3	Inani leentsuku zikaZwelonke nezembali/ezibalulekileyo ezikhunjulwayo	4	1	2	1	
2.2.4	Inani lemibutho yobuGcisa neNkcubeko, abantu ngabanye neenkampani ezixhasiweyo	70		20	35	15
2.2.5	Inani leeprojekthi zokuphuhlisa nokukhuthaza ubugcisa nenkcubeko	15	2	4	6	3
2.2.6	Inani leeKomishini zeNkcubeko ezifumene inkxaso	1			1	
2.3.1	Inani lamaphulo aphunyeziweyo ukwazisa ngeempawu zesizwe	7		3	2	2
2.3.2	Inani lamaziko olondolozo lwembali ezimanyeneyo ezifumene inkxaso	32	24	2		6
2.3.3	Inani lamaqonga okwabelana ngolwazi lwamaZiko olondolozo lwembali athe abanjwa	1			1	
2.3.4	Inani leenkqubo zokufundisa kumaziko olondolozo lwembali anikezelweyo	3		1	1	1
2.4.1	Inani labasemagunyeni bolawulo lwelifa lemveli lephondo abaxhaswa ngeentlawulo zodluliselo	1	1			
2.5.1	Inani lezakhiwo zokunxibelelanisa iilwimi ezixhasiweyo	1		1		

Inombolo	Izalathisi zeMveliso	Ekujoliswe kuko ngoNyaka ngowama2024/25	Ikota yoku1	Ikota yesi2	Ikota yesi3	Ikota yesi4
2.5.2	Inani leprojekthi ezijongana nesigunyaziso sowisomthetho ukukhuthaza ukusetyenziswa kweelwimi ezininzi, iilwimi zemveli ebezifudula zisingelwe phantsi nolwimi lokuThetha ngeZandla loMzantsi Afrika.	6	1	2	2	1
2.5.3	Inani leenkonzelo zenkxaso yolwimi ezinikezelwa ngeelwimi ezi-3 ezisemthethweni zaseNtshona Koloni kunye nolwimi lokuThetha ngeZandla loMzantsi Afrika	448	112	112	112	112

6.1.Ingcaciso yomsebenzi ocwangcisiweyo kwisithuba sesigaba esiphakathi sonyaka

Igalelo leemveliso ekufezekisweni kweziphumo nempembelelo

Ufikelelo namathuba okuthatha inxaxheba kwicandelo lobuGcisa, iNkcubeko, uLwimi neLifa leMveli, ukuxhasa ukukhula koqoqosho, noluntu olukhuselekileyo nolumanyeneyo luza kuphunyezwa ngokusebenzisa:

- a. Ukukhuthazwa okuqhubekayo nokubekwa kweliso kokuphunyezwa koMgaqonkqubo weLwimi weNtshona Koloni.
- b. Inkxaso yeenkonzo zeelwimi ezinikezelwa ngeelwimi ezintathu ezisemthethweni zaseNtshona Koloni noLwimi lokuThetha ngeZandla loMzantsi Afrika.
- c. Ukuququzelela iinkqubo kunye neeprojekthi zokukhuthaza ukusetyenziswa kweelwimi ezininzi nokuqhubela phambili iilwimi ebezifudula zihlelelekile noLwimi lokuThetha ngeZandla loMzantsi Afrika kusetyenziswa iModeli yeNethiwekhi eLawulwayo yokusebenzisana neminye imibutho kwicandelo leelwimi.
- d. Udluliso lwentlawulo neenkonzo zenkxaso kulawulo, abasebenzi nolawulo lwemali kwiLifa leMveli leNtshona Koloni, kwiKomiti yeLwimi yeNtshona Koloni nakwiKomishini yeNkcubeko yeNtshona Koloni ukuba yenze izigunyaziso zayo ngokwemigaqo yemithetho echaphazelekayo.
- e. Inkqubo yoBugcisa neNkcubeko, ixhaswa yiModeli yoThungelwano oluLawulwayo, ijolise ekomelezeni uphuhliso loluntu lobugcisa. Ngobudlelwane obucwangcisiweyo, inkqubo ijolise ekuxhaseni nasekomelezeni ubugcisa boluntu ngokwenza imisebenzi yokwakha amandla, ukuxhasa imisebenzi yobugcisa boluntu, ukubonelela ngamaqonga emiboniso akhuthaza ukuphiliswa komntu ngamnye, impilo yengqondo, ukubandakanywa kwentlalo namathuba ezoqoqosho.
- f. Inkqubo yenkxasomali yonyaka, iza kuxhasa kwaye iphuhlise amashishini enkcubeko nezobugcisa ngokuqinisekisa oko:
 - o abangeneli abatsha bamkelwa;
 - o Ukuphucula ukugqwesa ngokuqhubela phambili ixabiso lobugcisa;
 - o Imisebenzi yemveli iyakhuliswa;
 - o zontathu iilwimi zaseburhulumenteni zeli Phondo ziyakhuthazwa, kubandakanywa ukunyuswa kwewonga nokuqhubela phambili kokusetyenziswa kweelwimi zemveli zabantu baseNtshona Koloni ebezijongelwa phantsi ngokwembali isidima nokusetyenziswa kwazo, kuqukwa noLwimi lokuThetha ngeZandla loMzantsi Afrika, olulolunye lweelwimi ezili12 ezisemthethweni zaseMzantsi Afrika;
 - o zombini imveliso nokusebenza kuyakhuthazwa ngokugxila kuphuhliso lwemveliso ukukhuthaza ukuveliswa komsebenzi woyilo nokubandakanyeka okusebenzayo koluntu ngokubanzi kwaye kungekhona amagcisa kuphela; kwaye
 - o ukuba kukho iindlela ezintsha nezintsha zokuvelisa nokufumana ingeniso ngobugcisa kwinkulungwane yama21.
- g. Imisitho - Ingqesho noqoqosho lweli: Ubonelelo ngenkxaso kwimisitho emikhulu ikhuthaza ukhenketho lwenkcubeko. Ilifa lenkcubeko nobugcisa bale mihla bayaxhamla ngokuboniswa kwimisitho. Imisitho enxulumene nobugcisa ngamnye yahlukile ekuboniseni inkcubeko yasekuhlaleni; zinokuthi zizenzekele (ubugcisa besitalato njl.njl.) okanye zicwangciswe (okt. ukhenketho lwegumbi lomsebenzi othile wezobugcisa okanye imisitho yobugcisa). ISebe lisebenzisana nabaququzeleli bemisitho yobugcisa abafikelela kwinkxasomali yemisitho emikhulu. ISebe lixhasa iindidi ezintlanu eziphambili zemisitho

yobugcisa: imisitho ekhuthazayo yobuntshatsheli bokwakha ubutyebi (yentlalo, inkcubeko noluntu); Ukuqinisekisa imisitho yokukhuthaza unxibelelwano kubume benkcubeko okanye ilifa lemveli; imisitho eyonwabisayo enika amava olonwabo, ulonwabo nawokhenketho; Iziganeko ezityebisayo ezidala amathuba okukhula komntu kunye / okanye ukuthengisa iimveliso okanye amava, kwaye ekugqibeleni, iziganeko zokubhiyozela ezibhiyozela ubuni benkcubeko nokwahlukana.

h. Ukhuseleko nothintelo lolwaphulomthetho/uthintelo olungundoqo lobundlobongela.

Ezi ziphumo zingentla ziza kuba negalelo ekuxhotyisweni kwabemi, ngokunjalo nokufumana ithuba lokuthetha ngolwimi lwabo lweenkobe. Ulwimi sisixhobo esibalulekileyo kunxibelelwano, nesixhasa impumelelo kwezemfundo, nto leyo enefuthe kubandakanyo lwentlalo nakuzo zonke iinkalo eziphambili ngobuchule bukarhulumente. Ngaphaya koko, ulwimi luzinzisele ngaphakathi kulo, ukwahlukana ngokweenkcubeko zethu nolwazi lweendawo zethu ezohlukeneyo kwaye ngoko ke kubaluleke kakhulu ekusasazweni kweenkcubeko neenqobo ezisemgangathweni ukusuka kwesinye isizukulwana ukuya kwesinye.

UMthethosihlomelo oYilwayo weshumi elinesibhozo woMgaqosiseko [B1 - 2023] wathiwa thaca ePalamente kweyoMqungu yowama2023. Lo Mthetho oYilwayo uhlomela iCandelo 6(1) loMgaqosiseko waseMzantsi Afrika, wowe1996, neliza kuthathela ingqalelo ulwimi lokuThetha ngeZandla loMzantsi Afrika (SASL) njengolwimi lwaseburhulumenteni lolwimi olusemthethweni. Mzantsi Afrika. Ngomhla we19 kweyeKhala yowama2023, uMongameli watyikitya njengomthetho uMthetho oYilwayo woLwimi lweZandla loMzantsi Afrika. Oku kuza kukhuthaza ukwaziwa ngakumbi ngeemfuno zabangevayo kwaye kudaleke iimeko ezisemgangathweni zokuqhubela phambili kweSASL. Ngeenkqubo zalo, iSebe liqhubekile lilandela ukuzinikela kwalo ekuqinisekiseni ukuba amalungu oluntu olungevayo ayafikelela kwiinkonzo nokuba iSASL iyakhuthazwa kwaye ixhaswa kwiPhondo liphela. INdibano yeZizwe eziManyeneyo yabhengeza unyaka wama2022 ukuya kowama2032 njengeShumi leminyaka leeLwimi zeMveli zaMazwe ngaMazwe. Iyayiqonda ilahleko ebalulekileyo yeelwimi zeMveli nemfuno ebalulekileyo yokugcina, ukuvuselela nokukhuthaza iilwimi zemveli. Iinkqubo zeSebe ziza kuqhubeka nokugxila ekukhuthazeni iilwimi ebezifudula zisingelwe phantsi kweli Phondo.

Iziphumo zeenkqubo zobugcisa nezenkcubeko ziya kuba negalelo ekuxhotyisweni kwemibutho yezobugcisa yoluntu ethi iqiniseke ngemisebenzi yokuxhobisa ngezakhono ukuze kuphunyezwe iinkqubo zobugcisa yoluntu ezidala amathuba ophuhliso lomntu ngamnye, ingakumbi abantwana, abakhubazekileyo, ulutsha nabasetyhini. Ukongeza koku, ezi nkqubo zijolise ekuxhaseni imibutho yezobugcisa yasekuhlaleni ekuphunyezweni kweenkqubo zophuhliso lobugcisa ngobuhlakani obucwangcisiweyo. Le nkqubo ikwajolise ekuxhaseni ukomelezwa kothungelwano lwemibutho yezobugcisa yoluntu ebekwe kwindawo yokwazisa iinkqubo zobugcisa kwinqanaba lesithili nelasekhaya. Oku kuya kunika impembelelo kubugcisa nenkcubeko ukwazisa iinkqubo zeIDP zasekuhlaleni, ukulondoloza nokukhuthaza iinkcubeko zengingqi, nokuphemelela izicwangciso zoqoqosho lwengingqi ezihambelana nokhenketho.

Iziphumo zokuxhasa iziko, ilifa leMveli leNtshona Koloni, liqinisekisa ukuchongwa okuqhubekayo, ukukhuselwa, ukukhuthazwa nokulawulwa kwezibonelelo zelifa lemveli kwiPhondo. Loo nkxaso iqinisekisa ukuba iHWC iyakwazi ukuqhubeka nokusebenza ekuqhubeni izicelo ezingeniswe kweli qumrhu, uninzi lwazo lunxulumene nophuhliso, liqinisekisa ukuba lisebenzisana nabachaphazelekayo ukulondoloza izibonelelo zelifa lemveli ezibalulekileyo, kodwa apho kufanelekileyo, livumela uphuhliso ukuba luqhubele phambili ukuqinisekisa ukuba luxhasa impilontle yabemi ngokukhula koqoqosho lwePhondo.

Ingcaciso yomsebenzi ocwangcisiweyo

Ulwimi sisixhobo sonxibelelwano, esibaluleke kakhulu ekuphunyezweni kwayo yonke imiba ephambili yesicwangciso sikarhulumente nesiphumo sokunikezelwa kweenkonzo kubomi babemi. ISebe liza kuqhubeka nokubonelela ngeenkonzo zenkxaso yolwimi egameni leWCG ukuqinisekisa ukuba abemi bafunda iilwimi ezintathu ezisemthethweni zePhondo. Iza kuqhubeka kwakhona nokuxhasa ukukhuthazwa koMgaqonkqubo weLwimi weNtshona Koloni ngenkxaso yemali kwiKomiti yeeLwimi yeNtshona Koloni, ishedyuli 3C yeQumrhu likaRhulumente ngokoMthetho woLawulo lweMali kaRhulumente, uMthetho woku1 we1999.

ISebe liyaqhubeka nokuxhasa umsebenzi ogunyazisiweyo ngokusemthethweni weGunya leZibonelelo zeLifa leMveli lePhondo, iLifa leMveli leNtshona Koloni, ngenkxaso yemali yonyaka kunye nokubonelela ngabasebenzi abavela kwiiNkonzo zoLawulo lweZibonelelo zeLifa leMveli ukuba benze umsebenzi weQumrhu. ICandelo leeNkonzo zoLondolozo lweNdalo, iLifa leMveli kunye neeNkonzo zamaGama eeNgingqi zancedisa ngongenelelo olunegalelo kwisahluko sePhondo leNtshona Koloni soMzila weLifa leMveli wokuChasa neNkululeko njengenxalenye yeprojekthi kazwelonke yoMzila weLifa leMveli. ISebe lilindele umphumela wovavanyo lomnqophiso weCOMOS njengoko ihambelana nokuhlaziywa kweUNESCO yolandelelwano lotyumbo lweSiza seLifa leMveli leHlabathi: "Ukuvela kwaBantu baleMihla: iZiza zoMsebenzi wePleistocene yaseMzantsi Afrika." Umsebenzi owongezelelweyo uyaqhubeka ukuqinisekisa ukuba ezi ziza zizaqhubeka zilondolozwa kwaye zikhuthazwa njengenxalenye yamava kwezokhenketho kwiMvelaphi yeNkcubeko yaBantu.

IYunithi yezobuGcisa neNkcubeko, ixhaswa sisiCwangciso sePhondo sokuBuyisela, ukunikezelwa kweNkqubo yeZiko lobuGcisa likaZwelonke loLuntu, nefuthe lemilinganiselo yobungqongqo kwizixhobo, iye yatshintsha imodeli yalo yomsebenzi. Liza kuthi, ngokusebenzisana nomasipala, iSebe likaZwelonke lezeMidlalo, ubuGcisa neNkcubeko nemibutho yasekuhlaleni ligxile ekomelezeni uthungelwano lwemibutho yezobugcisa yasekuhlaleni ngokwenza imisebenzi yokuxhobisa ngolwazi, intsebenziswano nemibutho yasekuhlaleni ephumeza iinkqubo zophuhliso lobugcisa ize ibonelele ngamathuba okubonisa iindawo zomdaniso, idrama, umculo, nobugcisa boncwadi. Iza kwamkela ukuqamba izinto ezintsha nobuchule. Lo mzekelo mtsha womsebenzi uza ukuqinisekisa ukuba uphuhliso loluntu lwezobugcisa luyaqhubeka nokuthatha indawo yalo efanelekileyo njengesixhobo sokuphilisa uluntu, ukubhiyozela inkcubeko; yomeleza isiseko sentlalo yoluntu lwethu.

6.2. lingqwalasela zezixholo zenkqubo

lingqikelelo zenkcitho

Inkqubo yesi2: IMicimbi yeNkcubeko

Inkqutyanau	Iziphumo zenkcitho			Ulwabiwo olulungel elwanisiw eyo	Ingqikelelo yenkcitho yesigaba esiphakathi sonyaka		
Iwaka kwiR	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
uLawulo	3 753	2 841	4 266	4 000	4 347	4 481	4 713
UbuGcisa neNkcubeko	38 515	38 216	41 136	45 462	43 398	45 614	47 300
IiNkonzo zamaZiko olondolozo lwembali	61 405	65 765	67 403	68 133	63 534	63 037	65 968
IiNkonzo zeZixhobo zeLifa leMveli	6 839	9 145	11 159	11 995	14 530	14 887	15 945
IiNkonzo zeeLwimi	4 350	4 478	5 547	6 546	6 315	6 602	6 971
Iyonke	114 862	120 445	129 511	136 136	132 124	134 621	140 897

Udidi lwezoqoqosho

Iintlawulo zangoku	64 181	69 095	77 654	80 529	89 961	96 085	100 951
Iimbuyekazo yabasebenzi	56 731	59 718	64 533	65 833	75 070	80 713	85 116
Iimpahla neenkonzo	7 450	9 377	13 121	14 696	14 891	15 372	15 835
Udluliselo nezibonelelo:	48 263	49 216	49 386	52 941	39 179	36 406	37 752
Kwiirhente zeSebe neekhawunti	3 226	3 564	2 952	2 911	1 782	2 205	2 525
Kumaziko angenzi nzuzo	42 344	44 170	43 506	47 928	37 397	34 201	35 227
Kumakhaya	2 693	1 482	2 928	2 102			
Iintlawulo zeeasethi ezinkulu	2 370	2 122	2 464	2 662	2 984	2 130	2 194
Oomatshini nezixhobo	2 370	2 122	2 464	2 662	2 984	2 130	
iSoftware nezinye iiasethi ezingaphathwayo							
Iintlawulo zeeasethi zemali	48	12	7	4			
Iyonke	114 862	120 445	129 511	136 136	132 124	134 621	140 897

Igalelo lezixhobo ekufezekiseni iziphumo

Uhlahlo lwabiwomali lwehle ngesi2.95 ekhulwini okanye ngesiR4.012 sezigidi ngowama2024/25, ukusuka kwiR136.136 lezigidi ngowama2023/24 (ulwabiwomali oluhlangahlengisiweyo) ukuya kwiR132.124 lezigidi ngowama2024/25. Ukuncipha kubangelwe kukuthotywa kweSibonelelo esiDityanisiweyo se-EPWP samaPhondo (iSibonelelo soXhomekeko sikaZwelonke) nokuhla kweSabelo esiLinganayo sePhondo, ngenxa yokudityaniswa kwemali.

6.3. IMingcipheko ePhambili eHlaziyiweyo

Isiphumo	UMngcipheko oPhambili	UNCitshiso loMngcipheko
INTshona Koloni equkayo ngokwentlalo, eyilayo, esebenzayo neqhagamshelweyo	Ukungakwazi ukufikelela kwiziphumo zesebe	Isicwangciso soNxibelelwano seBCP siyasebenza ukwazisa abachaphazelekayo ngenkqubo emayilandelwe xa kukho nakuphi na ukuphazamiseka. Njengexalenye yovavanyo lonyaka lweeparamitha zokhuseleko lwenethiwekhi, iWCG ifumana isiqinisekiso sokuba ulawulo olukhoyo lokulawula ukhuseleko lwenethiwekhi, lwanele. Uqeqesho oluqhubekayo lweIT olunikezelwa kwiCe-I namaSebe, uvavanyo lwePeriodic Ce-I novavanyo llogcino lwenziwa ukunciphisa ilahleko yolwazi ngenxa yokungaphumeleli kwenkqubo. Ukubeka phambili izithuba ezibalulekileyo ukuqinisekisa ukuqhubeka koshishino lweDCAS okukhokelela ekuhleni kokwahlulwahlulwa kohlalo lwabiwomali. Ukulungelelaniswa kwakhona kohlalo lwabiwomali ukuqinisekisa impembelelo encinci kwiinkonzo ukuthomalalisa ukuhla kokwahlulwahlulwa kohlalo lwabiwomali. Iinkonzo zempilo ziyakhuthazwa kwaye kwaziswa bonke abasebenzi nabaphathi. Iintsuku ezintathu zempilo neeseshini zenyanga zolwazi ezigubungela izihloko ezahlukeneyo, ziyabanjwa. Oku kukunciphisa impembelelo kubasebenzi ngenxa yokwehla kwesilingi yeCoE. Ukwandiswa kwezicwangciso eziliqili zokufumana izixhobo zokunciphisa iindleko, nokuzuza ixabiso lemali. Abafundi abasafunda umsebenzi nabaxhamli beEPWP baqeshwa ukuba bancedise ngokuqhutywa kweshishini ukunciphisa ifuthe lokuhla kwesilingi yeCoE. Umsebenzi weeNkonzo zamaThala eeNcwadi oLuntu uya kunikezelwa ngokusesikweni (inxenye eyabelweyo) kooMasipala.
Ufikelelo namathuba okuthatha inxaxheba kwicandelo lobuGcisa, iNkcubeko kunye neLifa leMveli, ukuxhasa ukukhula koqoqosho, noluntu olukhuselekileyo nolumanyeneyo. Ukufikelela kulwazi nolwazi oluxhasa inkcubeko yokufunda nemfundo engagugelwayo . Ukufikelela namathuba okuthatha inxaxheba kwezemidlalo nolonwabo.	Ingozi yokuhendeka ngenxa yokungayibhengezi ingozi yokuhendeka	Ubhengezo lwezemali lugqityezelwa ngamagosa eSCM qho ngonyaka. Inkqubo yeGosa loCwangciso-mali yeSebe (AOS) isasazwa kuwo onke amagosa kwaye isoloko inxibelelana nabasebenzi xa kuyimfuneko.. Iiseshoni zoqeqesho nokwazisa zenziwa ngaphakathi kwisiseko sabasebenzi xa kufuneka. I-PT ibonelela ngoqeqesho nemfundo kubabonelelinkonzo. Isicwangciso sokuziPhatha seSebe saphuhliswa, samkelwa saza saziswa kuwo onke amagosa. Njengexalenye yophuhliso lwabaxhasi, iiseshoni zokwazisa ziqhutywa yiPT kubaboneleli ngokuqhubekayo. Yandisiwe kwaye iphunyezwe ithempleyithi yokuthengwa kwempahla ukuze ibandakanye igatya lesibhengezo somsebenzi wecandelo. Inkqubo yeGosa loCwangciso-mali yeSebe (AOS) isasazwa kuwo onke amagosa kwaye isoloko inxibelelana nabasebenzi xa kuyimfuneko. Amagosa achatshazelwayo nabandakanyekayo kwiinkqubo zeSCM neminye imisebenzi yezemali

Isiphumo	UMngcipheko oPhambili	UNCitshiso loMngcipheko
		kufuneka agqibezele inkcazo yemali ngenkqubo yokudiza. likomiti ezichongelwe ukuba zichophele izicelo zenkxasomali yeMibutho yobuGcisa neNkcubeko zityikitye isibhengezo somdla nezivumelwano zemfihlo. Bonke abasebenzi abakwiNkqubo yoDluliso lweNtlawulo kufuneka batyikitye isibhengezo seNgozi yokuhendeka. Igatya 'lokunganyamezeli tu ubuqhophololo, ubusela noRhawaphilizo' lifakelwe kuzo zonke iziVumelwano zoDluliso lweNtlawulo. Umgaqo wokuziphatha utyikitywa ngabasebenzi beSCM rhoqo ngonyaka. Indlela yokuziphatha yamalungu ekomiti yeBID ityikitywa rhoqo ngonyaka nesibhengezo somdla etyikityiweyo/kwaye siqinisekisiwe kwintlanganisano nganye.
Ufikelelo namathuba okuthatha inxaxheba kwicandelo lobuGcisa, iNkcubeko nelifa leMveli, ukuxhasa ukukhula koqoqosho, noluntu olukhuselekileyo nolumanyeneyo.	Ukubanakho ukunqongophala kweeZiko loLondolozo lweNdalo kwiphondo ukugcina ngokwaneleyo kwaye kunikwe ingxelo ngengqokelela yamaziko olondolozo lwembali	Abaxhamli beEPW basetyenziselwa ukwenza ingqokelela yeziko lolondolozo lwembali ekhompuytheni. Iintlanganisano zengingqi zibanjwa rhoqo, kwaye kwabelwana ngobuchule nolwazi. Ubume obuncinci bokusekwa kwabasebenzi kwiOfisi enguNdlunkulu buvunyiwe yiDPSA kwaye buphunyeziwe. Ulwakhiwo lweOD alunakuphunyezwa ngokupheleleyo ngenxa yezxhobo zemali ezinqongopheleyo. Uqeqesho lunikezelwe Nkomfa yoNyaka yeZiko lolondolozo lwembali. Ukuthotyelwa kwePFMA ngokubhekiselele kuxanduva lolawulo lokunikezelwa kwamagunya. Ukuthotyelwa koMthetho weNkonzo kaRhulumente kubekwa esweni ngabaLawuli kwiiNkonzo zeZiko lolondolozo lwembali. IiNgqungquthela zoNyaka zeZiko lolondolozo lwembali nabameli bebhodi elawulayo neeNtloko zamaZiko olondolozo lwembali apho imiba yolawulo lweZiko lolondolozo lwembali ifumana ingqwalasela eyodwa (umzekelo, uthintelo lobuqhophololo, imiba yolawulo, ulawulo lokuqokelela). Uthethathethwano nabasebenzi ukubabonelela ngoqeqesho. Ukuhlolwa koLawulo lwangaPhakathi kuza kwenziwa xa kuyimfuneko. Ukubekwa esweni yiNkonzo yeNkxaso yeZiko lolondolozo lwembali kuqhutywa ngohlolo lotyelelo lonyaka ngokwethemphleyithi evunyiweyo emva kophando kunye nengxelo yoLawulo lwaNgaphakathi. Ukubambelela kuMmiselo wamaZiko olondolozo lwembali kubekwa esweni ziiNkonzo zeZiko lolondolozo lwembali. Imodeli yommandla inika umaleko owongezelelweyo wokujongwa.

7. INkqubo yesi3 liNkcukacha zokuSebenza

INkqubo yesi3: liNkonzo zamaThala eencwadi nooVimba

Injongo: Kukubonelela ngeenkonzo zamathala eencwadi noovimba eNtshona Koloni.

Uhlalutyo lwenkqutyana nganye:

Inkqutyana 3.1: uLawulo

Ukubonelela ngolawulo lobuchule nenkxaso kwiNkqubo yesi3.

Inkqutyana 3.2: iNkonzo yamaThala eencwadi

Ukubonelela ngeenkonzo zamathala eencwadi ngokuhambelana nomthetho ofanelekileyo nezigunyaziso zomgaqosiseko.

Inkqutyana 3.3: OoVimba

Ukubonelela ngeenkonzo zoovimba neenkonzo zolawulo lweerekhodi ngokoMthetho wooVimba kwiPhondo neNkonzo yeeRekhodi zeNtshona Koloni, wama2005.

Ukuphumeza kunye/okanye ukuxhasa uLawulo loMxholo woShishino (ECM)/MyContent kumaSebe kaRhulumente weNtshona Koloni.

Iziphumo, liMveliso, Izalathisi zokuSebenza, Ekujolise kuko ngoNyaka nangeKota

Qaphela: Izalathisi eziseMgangathweni zeCandelo likaZwelonke zibonakaliswe ngombhalo ongqindilili.

Isiphumo	liMveliso	Inombolo	Izalathisi zeeMveliso	Unxibelelwano kwiVIP	Umsebenzi Owenziweyo/Ophicothiweyo			Umsebenzi oqikelelwayo 2023/24	Ekujoliswe kuko kwisigaba esiphakathi sonyaka		
					2020/21	2021/22	2022/23		2024/25	2025/26	2026/27
2	Amathala eencwadi athe akhiwa	3.2.1	Inani lamathala eencwadi athe asekwa ngonyaka *	3	0	2	3	2	0	0	0
2	Izixhobo zamathala eencwadi ezithengiweyo	3.2.2	Inani leencwadi zamathala eencwadi ezithengiweyo **	3	2 109	3 107	14 290	105 000	80 000	80 000	80 000
2	Utyelelo loBekoliso	3.2.3	Inani lamatyeli otyelelo lobekoliso olwenziweyo	5	477	1 190	1 172	1 455	1 179	1 179	1 179
2	Iinkqubo zokwazisa uLuntu	3.2.4	Inani leenkqubo zokwazisa uluntu eziqhutyiweyo ***	3	9	11	10	11	11	11	11
2	Iinkqubo zoqeqesho	3.2.5	Inani leenkqubo zoqeqesho ekubonelelwe ngalo kubasebenzi bamathala eencwadi oluntu	3	15	37	28	19	18	18	18
2	Amathala eencwadi nofikelelo kwi-intanethi koluntu	3.2.6	Inani lamathala eencwadi anofikelelo kwi-intanethi koluntu	3	228	229	228	232	232	232	232
2	IiNdawo zeNkonzo yamaThala eencwadi	3.2.7	Inani leeNdawo zeeNkonzo zaMathala eencwadi	3	374	375	375	375	377	377	377
2	Iintlawulo zotshintshelo lwenkxasomali	3.2.8	Inani loomasipala beB3 abafumana iintlawulo zodluliselot lwenkxasomali kubasebenzi, ukusebenza kunye/okanye nenkcitho enkulu kumathala eencwadi.	3	15	15	15	15	15	15	15
2	Iintlawulo yesibonelelo sethala leencwadi leMetro	3.2.9	Inani loomasipala abafumana iintlawulo zokhutshelo lweSibonelelo seThala leeNcwadi kwiMetro ukulungiselela ukuphuculwa nokugcinwa kwamathala eencwadi	5	1	1	1	1	1	1	1
2	Abasebenzi baxhaswa ngemali	3.2.10	Inani labasebenzi bamathala eencwadi afumana inkxasomali	5	240	240	241	242	242	242	242

Isiphumo	IiMveliso	Inombolo	Izalathisi zeeMveliso	Unxibelelwano kwiVIP	Umsebenzi Owenziweyo/Ophicothiweyo			Umsebenzi oqikelelwayo 2023/24	Ekujoliswe kuko kwisigaba esiphakathi sonyaka		
					2020/21	2021/22	2022/23		2024/25	2025/26	2026/27
2	Amatyeli otyelelo lobekoliso neentlanganiso	3.2.11	Inani lamatyeli otyelelo lobekoliso neentlanganiso ngeintanethi kooMasipala beB3	5	15	15	30	45	45	45	45
2	Kwenziwa iinkqubo zokwazisa uluntu malunga neenkonzo zooVimba	3.3.1	Inani leenkqubo zokwazisa uluntu eziqhutywayo malunga neenkonzo zoovimba ****	3	1	5	13	5	20	221	25
2	Ushicilelo lwembali yomlomo oluqokelelweyo	3.3.2	Inano loshicilelo lwembali yomlomo oluqokelelweyo	3	4	4	5	5	22	22	25
2	Ungenelelo lwezoqeqesho oluphunyeziweyo	3.3.3	Inani longenelelo lwezoqeqesho	5	7	11	13	7	7	7	7
2	Imibuzo eqwalaselweyo	3.3.4	Inani lemibuzo eqwalaselweyo	3	2 932	5 232	4 428	3 555	3 560	3 562	3 563
2	Utyelelo lwabaphandi kooVimba	3.3.5	Inani lamatyeli otyelelo lwabaphandi kooVimba	3	2 649	4 196	5 282	3 956	3 962	3 963	3 965
2	UkuBuyiselwa kooVimba	3.3.6	Inani looVimba (uxwebhu) ababuyiselweyo	3	425	599	577	571	575	576	577
2	Iimitha zomgama ezicwangcisiweyo	3.3.7	Inani leemitha zomgama ezicwangcisiweyo	3	166.8	258.98	270.24	242	243	243	244
2	Ukhutshelo olupheleleyo lweMyContent	3.3.8	Inani lamaSebe aza kufumana utshintshelo kwiECM	5	2	2	3	1	2	1	0
2	Iinkqubo zokuhlela zivavanyiwe kunye/okanye zivunyiwe	3.3.9	Inani leenkqubo zodidi lweerekhodi ezivavanyiweyo kunye/okanye zavunywa	5	124	185	222	118	80	80	80
2	Amatyeli ohlolo oluqhutyiweyo	3.3.10	Inani lamatyeli ohlolo oluqhutyiweyo	5	22	31	33	31	31	31	31
2	Oogunyaziwe bokulahla inkunkuma	3.3.11	Inani loogunyaziwe bokulahla inkunkuma abakhutshiweyo	5	19	19	15	8	4	4	4
2	Uluhlu lwempahla luqulunqwe lwaza zahlaziywa	3.3.12	Inani lwezintlu zeempahla eziqulunqiweyo zaza zahlaziywa	3	5	8	8	9	10	10	10

* Ngaphambili Inani lamathala eencwadi asandul' ukwakhiwa kunye/okanye eemodyuli axhaswa ngemali ngonyaka

** Isalathisi sitshintshile ukusuka kwinani lezihloko ezithengiweyo ukuya kwinani leencwadi zethala leencwadi ezithengiweyo .

*** Ngaphambili iiProjekthi zokuKhuthaza amathala eencwadi.

**** Oku ngaphambili ibiluphawu oludibeneyo oluquka amaziko olondolozo lwembali namathala eencwadi. Isalathisi sikazwelonke esihlaziyiweyo sibandakanya kuphela ooVimba.

Izalathisi zeMveliso: ekujoliswe kuko ngonyaka nangekota

Inomb olo	Izalathisi zeMveliso	Ekujoliswe kuko ngoNyaka wama2024/25	Ikota yoku1	Ikota yesi2	Ikota yesi3	Ikota yesi4
3.2.1	Inani lamathala eencwadi athe asekwa ngonyaka *	0				
3.2.2	Inani leencwadi zamathala eencwadi ezithengiweyo **	80 000	10 000	20 000	20 000	30 000
3.2.3	Inani lamatyeli otyelelo lobekoliso olwenziweyo	1 179	391	286	329	173
3.2.4	Inani leenkqubo zokwazisa uluntu eziqhutyiweyo***	11	2	3	3	3
3.2.5	Inani leenkqubo zoqeqesho ekubonelelwe ngalo kubasebenzi bamathala eencwadi oluntu	18	3	8	5	2
3.2.6	Inani lamathala eencwadi anofikelelo kwi-intanethi kuluntu	232				232
3.2.7	Inani leeNdawo zeeNkonzo zaMathala eencwadi	377				377
3.2.8	Inani loomasipala beB3 abafumana iintlawulo zodluliselot lwenkxasomali kubasebenzi, ukusebenza kunye/okanye nenkcitho enkulu kumathala eencwadi	15				15
3.2.9	Inani loomasipala abafumana iintlawulo zokhutshelo lweSibonelelo seThala leeNcwadi kwiMetro ukulungiselela ukuphuculwa nokugcinwa kwamathala eencwadi	1				1
3.2.10	Inani labasebenzi bamathala eencwadi afumana inkxasomali	242				242
3.2.11	Inani lamatyeli otyelelo lobekoliso neentlanganiso ngeintanethi kooMasipala beB3	45	15	15	15	
3.3.1	Inani leenkqubo zokwazisa uluntu eziqhutywayo malunga neenkonzo zoovimba ****	20	6	5	4	5
3.3.2	Inano loshicilelo lwembali yomlomo oluqokelelweyo	22	6	6	6	4

Inombolo	Izalathisi zeMveliso	Ekujoliswe kuko ngoNyaka wama2024/25	Ikota yoku1	Ikota yesi2	Ikota yesi3	Ikota yesi4
3.3.3	Inani longenelelo lwezoqeqesho	7	2	2	2	1
3.3.4	Inani lemibuzo eqwalaselweyo	3 560	885	892	898	885
3.3.5	Inani lamatyeli otyelelo lwabaphandi kooVimba	3 962	990	1 034	1 034	904
3.3.6	Inani looVimba (uxwebhu) ababuyiselweyo	575	143	144	144	144
3.3.7	Inani leemitha zomgama ezicwangcisiweyo	243	60	65	53	65
3.3.8	Inani lamaSebe aza kufumana utshintshelo kwiECM	2				2
3.3.9	Inani leenkqubo zodidi lweerekhodi ezivavanyiweyo kunye/okanye zavunywa	80	20	20	20	20
3.3.10	Inani lamatyeli ohlolo oluqhutyiweyo	31	7	7	10	7
3.3.11	Inani loogunyaziwe bokulahla inkunkuma abakhutshiweyo	4	1	1	1	1
3.3.12	Inani lwezintlu zeempahla eziqulunqiweyo zaza zahlaziywa	10	2	3	2	3

* Ngaphambili Inani lamathala eencwadi asandul' ukwakhiwa kunye/okanye eemodyuli axhaswa ngemali ngonyaka

** Isalathisi sitshintshile ukusuka kwini lezihloko ezithengiweyo ukuya kwini leencwadi zethala leencwadi ezithengiweyo.

*** Ngaphambili iiProjekthi zokuKhuthaza amathala eencwadi .

**** Oku ngaphambili ibiluphawu oludibeneyo oluquka amaziko olondolozo lwembali namathala eencwadi. Isalathisi sikazwelonke esihlaziyiweyo sibandakanya kuphela ooVimba .

7.1.Ingcaciso yomsebenzi ochwangcisiweyo kwisithuba sesigaba esiphakathi sonyaka

Igalelo leziphumo ekufezekisweni kweziphumo nempembelelo

ISebe liza kuqhubeka nokuxhasa oomasipala ekunikezeleni ngeenkonzelo zamathala eencwadi oluntu eNtshona Koloni:

- asimahla, ngokulinganayo kwaye afikeleleke;
- abonelela ngeenkukacha, ukufunda nezidingo zokufunda; kwaye
- akhuthaza inkcubeko yokufunda, usetyenziso lwamathala nemfundo engagugelwayo

Ngapha koko, iinkqubo zokwazisa uluntu ukuba lubandakanywe kwezintlalo, kwakhiwe ubuzwe nenkxaso yedemokhrasi kwiPhondo. Ukugcinwa kwamanani eerekhodi noovimba bokuFikelela kwiMemori (Atom) newebhusayithi kwindawo yokugcina izakwandisa ukufikeleleka koovimba ukuhlangabezana nezidingo zabasebenzisi kwiilabathi liphela.

Ukuqeqeshwa kwabasebenzi bamaqumrhu karhulumente kwiinkqubo zolawulo lweerekhodi kuza kuqhubeka, nokuhlolwa kolawulo lweerekhodi kumaqumrhu karhulumente ukuncedisa ekudaleni nasekugcinweni okufanelekileyo kwinqanaba ngalinye lobomi beerekhodi.

Ukufikelela kwiinkcukacha nakulwazi oluxhasa inkcubeko yokufunda nokufunda okungakhulelwayo kuququzelelwa ngokusebenzisa:

- Ukuthenga nokubonelela ngezixhobo zamathala eencwadi ukukhuthaza umoya wokufunda nemfundo engakhulelwayo.
- Ukugcina iProjekthi yoQhagamshelwano lwamaThala eencwadi asemaphandleni kwiziza ezongezelelweyo zamathala eencwadi asemaphandleni.
- Ukuxhasa ngemali ngokupheleleyo uninzi loomasipala bodidi lweB3
- Ukubonelela ngenxalenye yenkxasomali kwiSixeko saseKapa ngokusetyenziswa kweSibonelelo seThala leencwadi leMetro.
- Ukudlulisela inkxasomali koomasipala kubasebenzi bethala leencwadi neendleko ezithile zokusebenza.
- Ukuphuhlisa izakhono zabasebenzi bamathala eencwadi oluntu nezakhono zobuchwepheshe ngeenkqubo ezahlukeneyo zoqeqesho.
- Ukuseka amathala eencwadi amancinane abo bangaboniyo, abangaboniyo nabasebenzisi bokuphela abakhubazekileyo.
- Ukuqhuba ngeenkqubo zokwazisa nokwazisa ukwandisa ukusetyenziswa kwethala leencwadi.
- Ukusekwa kwesango lokungena kwiwebhu yoovimba kuza kwandisa ufikelelo nomthombo wolwazi. Lweenkcukacha ezinegalelo kuluntu. Iinkonzo eziqhubekayo kwisiza segumbi lokufunda zenza igalelo kubonelelo lweenkcukacha nokwandiswa kokufikeleleka kweerekhodi zoovimba.
- Ulawulo olululo lweerekhodi kumaqumrhu karhulumente lungundoqo kulawulo olululo, oluza kubonelela ngesiseko sokuphendula nokukhuselwa kwamalungelo oluntu.
- Ukunyuka nokuphucula ukufikelela kwierekhodi zoovimba, kubandakanywa:
 - Ukuphuculwa kweenkonzo zolawulo lweerekhodi kumaqumrhu karhulumente
 - Ilifa lemveli eligcinwe kakuhle
 - Ukwandisa ulwazi lweenkcukacha zemballi

- o Ukwandiswa kokwabelana ngolwazi nabanye abachaphazelekayo
- o linkqubo zolawulo loovimba neerekhodi eziphuculweyo

Ingcaciso yomsebenzi ocwangcisiweyo

ISebe liza kwandisa inani leendawo zethala leencwadi ezigciniweyo nezixhaswayo ukusuka kuma375 ukuya kuma377 kwiPhondo liphela. Ukubeka iliso novavanyo lweenkonzo kuza kuqhubeka ngotyelelo, kubandakanywa iintlanganiso zeintanethi, nooMasipala kwakunye namaThala eeNcwadi oLuntu. linkqubo zoqeqesho ziza kuqhubeka zibonelelwa, kubandakanywa ungenelelo loqeqesho kwi-intanethi. ISebe liza kuqhubeka nokudlulisa iintlawulo ezivela kwiNgxowamali yoFakelo lukaMasipala, iSibonelelo-mali esineMiqathango neNgxowamali yeThala leeNcwadi yeMetro kugxilwe kakhulu ekuqeshweni kwabasebenzi. ISebe libonelela ngeenkonzo ezikwisiza kwigumbi lokufunda kuluntu ngeenjongo zophando. Ukuphunyezwa kweenkqubo zovimba Ukufikelela kwiMemori (AtoM) ivumela inkqubo yolungiselelo nenkcazo yeerekhodi zoovimba ukuze zifikeleleke kuluntu kunye nokwandisa ukufakwa ekhompuyutheni kweerekhodi zoovimba ukuze zigcinwe ixesha elide nokufikelela okuphucula ukunikezelwa kwenkonzo nokukhuthaza ukusetyenziswa. lwelifa lemveli leempepha ngamalungu oluntu. Ukufundisa uluntu, ingakumbi ulutsha, ngeenkqubo zokufikelela eluntwini, iSebe lityelela kwaye libonelele ngeentetho zekhompyutha ezikolweni nakuluntu kwaye liqinisekise ukuba iinkqubo zokwazisa ziyahubeka ziqhutywa kulo lonke uluntu.

Imbali yomlomo ibandakanya ingqokelela yeenkumbulo, amazwi abantu, abantu okanye abathathi-nxaxheba boluntu kwiziganeko zangaphambili ezibalulekileyo zembali ngodliwanondlebe olurekhodiweyo. ISebe liza kuqhubeka nokurekhoda kwaye liqokelele ushicilelo lwembali yomlomo ukongeza kwiimbali ezibhaliweyo ukuze zigcinwe ezifumaneka koovimba namathala eencwadi ukuze zifikeleleke luluntu nabaphandi. Ungenelelo loqeqesho luya kuqhubeka lubonelelwa kuquka nongenelelo loqeqesho kwi-intanethi. Ukuhlolwa kweerekhodi kumaqumrhu karhulumente kuya kwenziwa kuquka nokuphunyezwa kohlolo lokuhlola kwi-intanethi. Ukuphunyezwa kweendlela zolawulo olusebenzayo nolusebenzayo kwiPhondo liphela, kwaye kuza kuqhutywa uphicotho lweerekhodi ezingama31 ukuze kubekwe iliso kuzo zonke iindlela zolawulo lwerekhodi nolwazi kumaqumrhu karhulumente. likhosi zolawulo lweerekhodi zekhompyutha ziza kuqhubeka nokufundisa abasebenzi bolawulo lweerekhodi kwinguqu ukusuka ephepheni ukuya kukugcinwa kweerekhodi ngekhompyutha.

7.2. lingqwalasela zezixhobo zenkqubo

lingqikelelo zenkcitho

Inkqubo yesi3: IiNkonzo zamaThala eencwadi nooVimba

Inkqutyanau	Isiphumo senkcitho			Ulwabiwo olulungelel anisiweyo	Ingqikelelo yenkcitho yesigaba esiphakathi sonyaka		
Iwaka kwiR	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
ULawulo	6 164	6 959	7 815	9 308	7 951	8 496	8 883
Llinkonzo zamaThala eencwadi	325 383	413 332	379 336	397 330	398 412	403 701	419 240
Oovimba	21 376	21 644	44 587	29 624	37 686	39 078	40 767
Iyonke	352 923	441 935	431 738	436 232	444 049	451 275	468 890

Udidi lwezoqoqosho

Iintlawulo zangoku	103 937	115 535	121 915	126 847	140 191	142 534	148 197
Imbuyekezo yabasebenzi	66 442	68 936	73 991	77 969	85 656	91 016	95 651
Iimpahla neenkonzo	37 495	46 599	47 924	48 878	54 535	51 518	52 546
Udluliselo nezibonelelo:	244 307	316 394	285 222	301 155	290 493	291 894	303 274
KumaPhondo nakoomasipala	242 667	310 412	279 558	295 251	287 879	288 698	299 952
Kumaziko angenzi nzuzo	1 200	5 337	4 499	5 442	2 514	3 196	3 322
Kumakhaya	440	645	765	462	100		
Iintlawulo zeeasethi ezinkulu	4 629	9 975	24 576	8 252	13 365	16 847	17 419
Oomatshini nezixhobo	4 595	9 941	24 576	8 252	13 365	16 847	17 419
iSoftware nezinye iiasethi ezingaphathekiyo	34	34					
Iintlawulo zeeasethi zemali	50	31	25	8			
Iyonke	352 923	441 935	431 738	436 262	444 049	451 275	468 890

Igalelo lezixhobo ekufezekiseni iziphumo

Uhlahlo lwabiwomali lonyuke ngesi1.78 ekhulwini okanye ngesiR7.787 sezigidi ngowama2024/25, ukusuka kumaR436.262 ezigidi ngowama2023/24 (ulwabiwomali oluhlengahlengisiweyo) ukuya kumaR444.049 ezigidi ngowama2024/25. Oku kunyuka kubangelwe ikakhulu kukwanda kweSibonelelo seeNkonzo zamaThala eeNcwadi oLuntu ngesiR7.837 sezigidi ngowama2024/25.

7.3. IMingcipheko ePhambili eHlaziyiweyo

Isiphumo	UMngcipheko oPhambili	UNCitshiso loMngcipheko
INTshona Koloni equkayo ngokwentlalo, eyilayo, esebenzayo neqhagamshelweyo	Ukungakwazi ukufikelela kwiziphumo zesebe	Isicwangciso soNxibelelwano seBCP siyasebenza ukwazisa abachaphazelekayo ngenkqubo emayilandelwe xa kukho nakuphi na ukuphazamiseka. Njengenxalenye yovavanyo lonyaka lweeparamitha zokhuseleko lothungelwano, iWCG ifumana isiqinisekiso sokuba ulawulo olukhoyo lokulawula ukhuseleko lothungelwano, lwanele.. Uqeqesho oluqhubekayo lweIT olunikezelwa kwiCe-I kunye namaSebe, uvavanyo lwe-Periodic Ce-I novavanyo logcino lwenziwa ukunciphisa ilahleko yolwazi ngenxa yokungaphumeleli kwenkqubo. Ukubeka phambili izithuba ezibalulekileyo ukuqinisekisa ukuqhubeka koshishino lweDCAS okukhokelela ekuhlени kokwahlulwahlulwa kohlalo lwabiwomali. Ukulungelelaniswa kwakhona kohlalo lwabiwomali ukuqinisekisa impembelelo encinci kwiinkonzo ukuthomalalisa ukhla kokwahlulwahlulwa kohlalo lwabiwomali. Iinkonzo zempilo ziyakhuthazwa kwaye kwaziswa bonke abasebenzi nabaphathi. Iintsuku ezintathu zempilo neeseshoni zenyanga zolwazi ezigubungela izihloko ezahlukeneyo, ziyabanjwa. Oku kukunciphisa impembelelo kubasebenzi ngenxa yokwehla kwesilingi yeCoE. Ukwandiswa kwezicwangciso eziliqili zokufumana izixhobo zokunciphisa iindleko, nokuzuza ixabiso lemali. Abafundi abasafunda umsebenzi kunye nabaxhamli beEPWP baqeshwa ukuba bancedise ngokuqhutywa kweshishini ukunciphisa ifuthe lokuhla kwesilingi yeCoE. Umsebenzi weeNkonzo zamaThala eeNcwadi oLuntu uza kunikezelwa ngokusesikweni (inxenye) kooMasipala.
Ufikelelo namathuba okuthatha inxaxheba kwicandelo lobuGcisa, iNkcubeko neLifa leMveli, ukuxhasa ukukhula koqoqosho, kunye noluntu olukhuselekileyo nolumanyeneyo.. Ufikelelo kwiinkcukacha nakulwazi ukuxhasa inkcubeko yokufunda nemfundo engakhulelwayo. Ufikelelo namathuba othathonxaxheba kwezemidlalo nolonwabo.	Ingozi yokuhendeka enokuthi yenzeke ngenxa yokungayibhengezi ingozi yokuhendeka	Ubhengezo lwezemali lugqityezelwa ngamagosa eSCM qho ngonyaka. Inkqubo yeGosa loCwangcisiomali yeSebe (inkqubo yeGosa eliPhendulayo leSebe) (AOS) isasazwa kuwo onke amagosa kwaye isoloko ixelwa kubasebenzi xa kuyimfuneko. Iiseshoni zoqeqesho nokwazisa zenziwa ngaphakathi kwisiseko sabasebenzi xa kuyimfuneko. I-PT ibonelela ngoqeqesho nemfundo kubabonelelinkonzo. Isicwangciso sokuziphatha seSebe saphuhliswa, samkelwa saza saziswa kuwo onke amagosa. Njengenxalenye yophuhliso lwabaxhasi, iiseshoni zokwazisa ziqhutywa yiPT kubaboneleli ngokuqhubekayo. Kwandiswa kwaye kuphunyezwe ithempleyithi yokuthengwa kwempahla ukuze ibandakanye igatya lesibhengezo somsebenzi womgca. Inkqubo yeGosa eliPhendulayo leSebe (inkqubo yeGosa eliPhendulayo leSebe) (AOS) isasazwa kuwo onke amagosa kwaye isoloko ixelwa kubasebenzi xa kuyimfuneko. Amagosa achatshazelwayo nabandakanyekayo kwiinkqubo zeSCM kunye neminye imisebenzi yezemali kufuneka agqibezele inkcazo yemali ngenkqubo yokudiza. Iikomiti ezichongelwe ukuchophela izicelo zenkxasomali kwiMibutho yobuGcisa neNkcubeko kunye neMibutho

Isiphumo	UMngcipheko oPhambili	UNcithiso loMngcipheko
		yezeMidlalo kufuneka zityikitye isibhengezo somdla nezivumelwano zemfihlo. Bonke abasebenzi abakwiNkqubo yokuTshintshela yeNtlawulo kufuneka batyikitye isiBhengezo seNgozi yokuhendeka. Igaty'a 'lokunganyamezeli tu ubuQhophololo, uBusela noRhwapphilizo' lifakelwe kuzo zonke iziVumelwano zoDluliselo lweNtlawulo. Umgao wokuziphatha utyikitywa ngabasebenzi beSCM rhoqo ngonyaka. Indlela yokuziphatha yamalungu ekomiti yeBID ityikitywa rhoqo ngonyaka nesibhengezo somdla etyikityiweyo/kwaye siqinisekisiwe kwintlanganiso nganye.
Ukufikelela kwiinkcukacha nakulwazi oluxhasa inkcubeko yokufunda nemfundo engakhulelwayo.	Ukungakwazi ukuphumeza isigunyaziso esisemthethweni ngokubhekiselele kubonelelo lweenkonzo zamathala eencwadi oluntu.	Inkxaso-mali enemiqathango ibonelelwe kwizigunyaziso ezingaxhaswa ngemali kooMasipala beB1 noB2 kwisithuba seMTEF (Inxalenye yenkxasomali yesigunyaziso esingaxhaswanga). Ukuqhubela phambili nokwandiswa kolwabiwo olusuka kwiCandelo loLawulomali leSizwe kwisabelomali esinemiqathango sokunikezelwa kweenkonzo zamathala eencwadi kumaphondo. Ukwandiswa kolwabiwo lwesibonelelo kwisithuba seMTEF (iSakhelo seNkcitho yesiGaba esiPhakathi sonyaka). Ukuphumelela ngokuqhubekayo inkxasomali (umzekelo: kuZwelonke, kwiPhondo nakwiSebe, iMTEC, iintlanganiso zesiCwangciso soShishino lweSibonelelo soXhomekeko neDAC nakwiintlanganiso zeTIC neeDG). ISibonelelo seThala leeNcwadi lePT Metro (MLG) ebekelwe ulwabiwo lweSixeko saseKapa (iminyaka emithathu) ukuze kuphuculwe kwaye kugcinwe kakuhle amathala eencwadi. Inkxasomali kamasipala yePT ebekelwe ulwabiwo lwamathala eencwadi eB3 (iminyaka emithathu) - uhlahlo lwabiwomali olusebenzayo nolwabasebenzi, kubandakanywa. uphuculo oluncinci. I-DCAS iza kuba nothethathethwano oluqhubekayo noomasipala ukuze iqhubeke nokubonelela ngeenkonzo zamathala eencwadi oluntu. Uthethathethwano oluqhubekayo ngeeforam ezahlukeneyo. Oomasipala abafumana inkxasomali yokutshintsha banomdla wokuqhubeka neenkonzo zabo zamathala eencwadi. Kuphuhlise isixhobo sokulinganisa ngentsebenziswano neSebe loRhulumente weNgingqi (DLG) ukumisela amandla kamasipala okulawula inkxasomali nomsebenzi owabelwe amathala eencwadi. Beka phambili uhlaziyo olucwangcisiweyo ngokungxamisekileyo nokubaluleka. Uluvo olusemthethweni lufunyenwe kwaye lwaqinisekisa ukuba iVAT ayisayi kuhlululwa ukuba umsebenzi wabelwe ngokusemthethweni. Le yingxoxo eqhubayo phakathi kukaNondyebo weSizwe kunye noNondyebo wePhondo.
Intshona Koloni equkayo ngokwentlalo, eyilayo, esebenzayo neqhagamshelweyo.	Indawo engonelanga yokugcina zonke iirekhodi ezifunyenwe kumaziko karhulumente.	Amagosa olawulo lweerekhodi enza uhloko kwiirekhodi ezigcinwe kwindawo yabathengi neendawo zokugcina zangaphandle kwaye enze iingcebiso malunga nokungathotyelwa. Ukusebenzisana nePT (uNondyebo wePhondo) neSebe lezoThutho neMisebenzi yoLuntu neSebe ngenkxasomali yokwandisa indawo yoovimba (iphiko elongezelelweyo). Olu lungenelelo oluqhubekayo.

Isiphumo	UMngcipheko oPhambili	UNcithiso loMngcipheko
		Ukunjongophala kwendawo ebonakalayo/imiba kuxoxwe ngayo kwiintlanganiso zekota zeZiseko zoPhuhliso kunye neSebe lezoThutho neMisebenzi kaRhulumente. Ukujongana nemiba yeziko loLondolozo lweeNkcukacha eziBalulekileyo. Bonisa iimfuno kwi-UAMP (User Asset Management Plan). Ukulungelelanisa onke amagalelo avela kubaphathi kabini ngonyaka. Kuqaliswe ngothethathethwano neTPW malunga neenkcukacha. Unyuse umngcipheko wesithuba esingonelanga kwiRejista yoMngcipheko wePhondo. Isicwangciso-nkqubo sayilwa saza samkelwa esiza kuvavanya iinkqubo zolawulo lweerekhodi neenkqubo eziphunyezwayo. I-DCAS ikhokela le nkqubo: linkqubo zolawulo lweerekhodi kunye neenkqubo zikhona kuwo onke amasebe ephondo nakwamanye amaziko kaRhulumente. Ukusebenzisana noNondyebo wePhondo neSebe leZiseko zoPhuhliso ukwandisa indawo yoovimba (iphiko elongezelelweyo). Olu lungenelelo oluqhubekayo. Inkxasomali yolwandiso lwesakhiwo soLondolozo lweeNkcukacha eziBalulekileyo ibandakanyiwe kuyo yonke intsebenziswano/inkqubo yeMTEC. Uphuculo lwesakhiwo seNkonzo yoLondolozo lweeNkcukacha eziBalulekileyo eNtshona zibekwe kwiSebe leU-AMP ukuze liqwalaselwe liSebe leZiseko zoPhuhliso. ULawulo lokuQulathiweyo koShishino olwamkelweyo (MyContent) njengenkqubo yolawulo lweerekhodi zombane kuRhulumente wePhondo leNtshona Koloni. Kukho imigaqonkqubo ekhoyo, equka iSakhelo soMgaqonkqubo we-ECM, uMgaqonkqubo woLawulo lweeRekhodi (kubandakanywa neerekhodi ezizalwa ngekhompyutha) zamaQumrhu kaRhulumente weNtshona Koloni, neziKhokelo zolawulo lweerekhodi zekhompyutha (zinikezelwe kuwo onke amaziko kaRhulumente).

8. INkqubo yesi 4: liNkcukacha zokuSebenza

Injongo: Ukubonelela ngemidlalo nolonwabo kubahlali baseNtshona Koloni.

Uhlalutyo lwenkqutyana nganye:

Inkqutyana- 4.1: uLawulo

Ukubonelela ngenkxaso yeqhinga kwicandelo lezemidlalo nolonwabo .

Inkqutyana 4.2: EzeMidlalo

Ukukhuthaza ezemidlalo ukuze kube negalelo kuxolelwaniso nophuhliso loluntu lwaseNtshona Koloni ngokubonelela ngezibonelelo zemidlalo ezilinganayo, ezifikelelekayo nezifikelelekayo, iinkqubo neenkonzo.

Inkqutyana 4.3: uLonwabo

Ukukhuthaza ezolonwabo ngeenkqubo ezizinzileyo; ukuncedisa amaqumrhu olonwabo ngeenjongo ezithile zophuhliso; kunye nokusebenzisa ulonwabo ukukhuthaza nokukhuthaza indlela yokuphila edlamkileyo nemontlalo.

Inkqutyana 4.4: iMidlalo yeSikolo

Ukukhuthaza imidlalo yesikolo ngokuncedisa ngamaqumrhu, ukhuphiswano, ukuchongwa kwetalente, uphuhliso, kunye nemisebenzi ethile, kwinqanaba elilandelayo nasekwe kubuchule.

Inkqutyana 4.5 INkqubo yeMOD

Ukubonelela abafundi abahamba isikolo ngenkqubo yolonwabo ecwangcisiweyo necwangcisiweyo, yemihla ngemihla, yasemva kokuphuma kwesikolo, ebandakanya ukubonelelwa kwemidlalo ezaliswe lulonwabo namathuba nemisebenzi elungisiweyo.

Inkqutyana 4.6 liNkqubo zolutsha

Ukuthethelela ulutsha kwiPhondo, ukwakha amandla ecandelo nokubonelela ngezixhobo zokuqinisekisa iinkqubo ezisemgangathweni. Oku kubandakanya zombini iinkqubo zokuphucula ezijolise kubafundi abahamba isikolo neenkqubo zolutsha olungekho sikolweni. Ugxininiso luza kuba kwiinkqubo ezibonelela ngamathuba kubaxhamli ababini neendlela kwilizwe lomsebenzi okanye izifundo zolutsha lwaseNtshona Koloni.

Iziphumo, liMveliso, Izalathisi zokuSebenza, Ekujoliswe kuko ngoNyaka nangeKota

Qaphela: Nizalathisi eziseMgangathweni weCandelo likaZwelonke zibonakaliswe ngombhalo ongqindilili.

Isiphumo	Iimveliso	Inombolo	Izalathisi zeeMveliso	Unxibelelwano kwiVIP	Umsebenzi Owenziweyo/Ophicothiweyo			Umsebenzi oqikelelweyo 2023/24	Ekujoliswe kuko kwisigaba esiphakathi sonyaka		
					2020/21	2021/22	2022/23		2024/25	2025/26	2026/27
3	Ubonelelo ngempahla nezixhobo	4.2.1	Inani lezikolo, iindawo ezixakekileyo neeklabhu ezibonelelwe ngezixhobo kunye/okanye impahla yokudlala ngokwemimiselo nemigaqo emiselweyo	3	509	514	534	534	529	529	529
3	Inkxaso kwimibutho emanyeneyo yemidlalo yesithili	4.2.2	Inani lemibutho emanyeneyo yemidlalo yesithili efumene inkxaso	1	138	143	134	135	120	120	120
3	Imisitho emikhulu	4.2.3	Inani lemisitho emikhulu efumene inkxaso	2	41	104	135	100	80	80	80
3	Iinkqubo zempilontle nokuzilolonga	4.2.4	Inani leenkqubo zokuzilolonga nokuba sempilweni eziququzelelwa zezemithambo	3	4	4	4	4	4	4	4
3	Imibhiyozo yeeMbasa	4.2.5	Inani lemibhiyozo yeembasa ebanjiweyo	2	1	1	2	1	1	1	1
3	Abantu bezemidlalo abafumene uqeqesho	4.2.6	Inani Labantu bezemidlalo abafumene uqeqesho	3	305	158	176	150	150	150	150
3	Inkxaso yeenjuze zemidlalo	4.2.7	Inani leenjuze zemidlalo ezikwizinga eliphezulu ezifumene inkxaso yokuba zithathe inxaxheba kwinganaba lehlabathi.	3	0	45	50	50	40	40	40
3	Iiprojekthi zabasetyhini namantombazana kunye okanye neenkqubo ezixhasayo	4.2.8	Inani lamangenelelo abasetyhini namantombazana afumene inkxaso	3	6	4	10	10	6	6	6
3	Iiprojekthi zabaphila nokhubazeko kunye okanye neenkqubo ezifumene inkxaso	4.2.9	Inani lamangenelelo kubantu abaphila nokhubazeko abafumene inkxaso	3	-	-	-	4	4	4	4
3	Inkxaso kwiinjuze zemidlalo	4.2.10	Inani leenjuze zemidlalo ezifumene inkxaso kwiindawo zoqeqesho kwezemidlalo *	3	210	210	219	210	210	210	210

Isiphumo	Iimveliso	Inombolo	Izalathisi zeeMveliso	Unxibelelwano kwiVIP	Umsebenzi Owenziweyo/Ophicothiweyo			Umsebenzi oqikelelweyo 2023/24	Ekujoliswe kuko kwisigaba esiphakathi sonyaka		
					2020/21	2021/22	2022/23		2024/25	2025/26	2026/27
3	Imibutho yekhowudi yeMidlalo yeMveli efumana inkxaso	4.3.1	Inani lemibutho yekhowudi yeMidlalo yeMveli efumene inkxaso	3	7	7	7	7	8	8	9
3	AmaZiko ezoLonwabo afumana inkxaso	4.3.2	Inani lamaZiko ezoLonwabo afumene inkxaso	3	20	25	25	25	25	20	20
3	Abasebenzi abaqeshwe kwiNkqubo yezoLonwabo	4.3.3	Inani labasebenzi abaqeshiweyo kwiNkqubo yezoLonwabo	3	40	50	50	41	50	40	40
3	Izithili zifumene inkxaso	4.4.1	Inani lezithili ezifumene inkxaso ngokusebenzisa imidlalo ezikolweni	2, 3	9	9	9	9	9	9	9
3	AmaQela asebuMelwaneni afumene inkxaso	4.4.2	Inani labasebenzi abaqeshwe kwiNkqubo yeZikolo zasebuMelwaneni	3	174	174	174	174	134	134	134
3	Amaziko eZikolo zasebuMelwaneni ezifumene inkxaso	4.4.3	Inani lamaZiko eZikolo zasebuMelwaneni ezifumene inkxaso	3	134	134	134	134	134	134	134
3	Abafundi abathatha inxaxheba kwiitumente zemidlalo yezikolo zesithili	4.4.4	Inani labafundi abathatha inxaxheba kwiitumente zemidlalo yezikolo zesithili **	2,3	3 171	26 867	50 742	44 000	36 000	36 000	36 000
3	AmaZiko eMOD afumana inkxaso	4.5.1	Inani lamaZiko eMOD afumene inkxaso	2	181	181	181	181	181	181	181
3	Abasebenzi abaqeshwe kwiNkqubo zeMOD	4.5.2	Inani labasebenzi abaqeshwe kwiNkqubo zeMOD	2	470	470	470	362	362	362	362
3	Izithili zeNkqubo yeMOD ezifumana inkxaso	4.5.3	Inani lezithili ezifumene inkxaso kwi/ngokusebenzisa iNkqubo ye MOD	3	9	9	9	9	9	9	9
3	Ulwakhiwo lwezakhono zobungcali	4.6.1	Inani leengcali ezifumene uqeqesho	3	721	710	709	500	500	300	300
3	Amathuba eNkonzo yoLutsha	4.6.2	Inani lamathuba enkonzo yangaphakathi yolutsha athe adaleka	3	516	1 385	3017	3 000	3000	3000	3000
3	IiNdibano zeZenzo zoLuntu	4.6.3	Inani leendibano zabachaphazelekayo bangaphandle	3	7	9	8	8	8	8	8

Isiphumo	Iimveliso	Inombolo	Izalathisi zeeMveliso	Unxibelelwano kwiVIP	Umsebenzi Owenziweyo/Ophicothiweyo			Umsebenzi oqikelelweyo 2023/24	Ekujoliswe kuko kwisigaba esiphakathi sonyaka		
					2020/21	2021/22	2022/23		2024/25	2025/26	2026/27
3	Ulutsha olusemngciphekweni noluthatha inxaxheba rhoqo nangokungaguqukiyo kwiiASP	4.6.4	Inani lolutsha olusemngciphekweni noluthatha inxaxheba rhoqo nangokungaguqukiyo kwiiASP	3	11 125	3 033	6205	8 000	8 000	8 000	8 000

* Esi salathisi esisemgangathweni secandelo likaZwelonke nesalathisi soMnikelo woXhomekeko .

Izalathisi zeeMveliso: ekujoliswe kuko ngonyaka nangekota

Inomb olo	Izalathisi zeeMveliso	Ekujoliswe kuko ngoNyaka 2024/25	Ikota yoku1	Ikota yesi2	Ikota yesi3	Ikota yesi4
4.2.1	Inani lezikolo, iindawo ezixakekileyo neeklabhu ezibonelelwe ngezixhobo kunye/okanye impahla yokudlala ngokwemimiselo nemigaqo emiselweyo	529		30	250	249
4.2.2	Inani lemibutho emanyeneyo yemidlalo yesithili efumene inkxaso	120	10	40	50	20
4.2.3	Inani lemisitho emikhulu efumene inkxaso	80	5	20	30	25
4.2.4	Inani leenkqubo zokuzilolonga nokuba sempilweni eziququzelelwa zezemithambo	4	1	1	1	1
4.2.5	Inani lemibhiyozo yeembasa ebanjiweyo	1		1		
4.2.6	Inani Labantu bezemidlalo abafumene uqeqesho	150				150
4.2.7	Inani leenjuze zemidlalo ezikwizinga eliphezulu ezifumene inkxaso yokuba zithathe inxaxheba kwinqanaba lehlabathi.	40		20		20
4.2.8	Inani lamangenelelo abasetyhini namantombazana afumene inkxaso	6	1	2	2	1
4.2.9	Inani lamangenelelo kubantu abaphila nokhubazeko abafumene inkxaso	4	1	1	1	1
4.2.10	Inani leenjuze zemidlalo ezifumene inkxaso kwiindawo zoqeqesho kwezemidlalo *	210	50	50	60	50
4.3.1	Inani lemibutho yekhowudi yeMidlalo yeMveli efumene inkxaso	8				8
4.3.2	Inani lamaZiko ezoLonwabo afumene inkxaso	25				25
4.3.3	Inani labasebenzi abaqeshiweyo kwiNkqubo yezoLonwabo	50				50

Inombolo	Izalathisi zeeMveliso	Ekujoliswe kuko ngoNyaka 2024/25	Ikota yoku1	Ikota yesi2	Ikota yesi3	Ikota yesi4
4.4.1	Inani lezithili ezifumene inkxaso ngokusebenzisa imidlalo ezikolweni	9				9
4.4.2	Inani labasebenzi abaqeshwe kwiNkqubo yeZikolo zasebuMelwaneni	134				134
4.4.3	Inani lamaZiko eZikolo zasebuMelwaneni ezifumene inkxaso	134				134
4.4.4	Inani labafundi abathatha inxaxheba kwiitumente zemidlalo yezikolo zesithili	36 000	9 000	9 000	9 000	9 000
4.5.1	Inani lamaZiko eMOD afumene inkxaso	181				181
4.5.2	Inani labasebenzi abaqeshwe kwiNkqubo zeMOD	362				362
4.6.1	Inani leengcali ezifumene uqeqesho	500	125	125	125	125
4.6.2	Inani lamathuba enkonzo yangaphakathi yolutsha athe adaleka	3 000		3 000		
4.6.3	Inani leendibano zabachaphazelekayo bangaphandle	8	2	2	2	2
4.6.4	Inani lolutsha olusemngciphekweni noluthatha inxaxheba rhoqo nangokungaguqukiyo kwiiASP	8 000				8 000

* Esi sisalathisi esisemgangathweni secandelo likaZwelonke nesalathisi seSibonelelo soXhomekeko

8.1.Ingcaciso yomsebenzi ocwangcisiweyo kwisithuba sesigaba esiphakathi sonyaka

Igalelo leziphumo ekufezekisweni kweziphumo nefuthe

ISebe lizimisele ukuphumeza isigunyaziso salo sowiso-mthetho ngokuthi (1) lihlanganise abemi kunye nabafundi ukuba bakhuthale ngeenkqubo zalo zemidlalo nolonwabo, (2) ukuxhasa iimbaleki eziqhuba kakuhle ukuqinisekisa ukuba iPhondo nozwelonke ziba sisizwe esiphumelelayo ngenkxaso yokuthatha inxaxheba kwinqanaba elilandelayo. Ngaphezu koko, iSebe liza kuvala ithuba lomsantsa kubafundi abangenazibonelelo ngokukhuthaza nokubonelela ngeenkqubo zasemva kokuphuma kwesikolo neenkampu zolutsha nomsantsa wamathuba kulutsha ngeenkqubo yolutsha yokuqeqeshelwa umsebenzi.

ISigaba seSibini (sowama2015-2017) seNkqubo yoPhando lwezeMidlalo yeminyaka emininzi (wama2012-2017) ibonise ukuba impembelelo yongenelelo lwemidlalo nophuhliso ziqhubekile nokukhula, kwaye intsingiselo ethile notyekelo luye lwabonakala kule minyaka mibini idlulileyo. Ezi ndlela zibandakanya ukwanda kwamanani nokuphuculwa kobuchule kwimidlalo eyahlukeneyo nemimandla enxulumene noko.

Ezinye zeziphumo ezibalulekileyo zophando ziquka ukunyuka okubonakalayo kweimbaleki ezibhalisiweyo nabathathi-nxaxheba bezemidlalo abasebenzayo kwiMibutho yeMidlalo. Ngokumalunga nentatho nxaxheba yeZiko leMOD, ukusebenza kweemanyano zemidlalo kuphuhliso nenguqu, nokubaluleka kwamanyathelo acwangcisiweyo ahlukene abonakaliswe kwipotfoliyo yemizekelo yophando ephuhliswe kule Ngxelo.

Ukongeza, inkqubo yenkonzo yolutsha inegalelo ekwehleni kwentswelangqesho kulutsha lo gama ngaxeshanye iphucula unikezelo lweenkonzo.

Ingcaciso yomsebenzi ocwangcisiweyo

Ukufikelela kwimidlalo nolonwabo kubemi baseNtshona Koloni kuza kuququzelelwa ngokusebenzisa:

- a) AmaZiko oLonwabo/iNdawo zoLonwabo angama25 anikezela ngemisebenzi esekelwe kulonwabo efana nezakhono zemoto, ulonwabo, imidlalo yemveli, ukuhambahamba, nemisebenzi yabantu abadala.
- b) Amaziko eMOD ali181 abonelela ngolonwabo, imidlalo, imisebenzi yobugcisa nenkcubeko namathuba kubafundi, ngeli lixa ekhuthaza ukuzimasa isikolo rhoqo nangokungaguqukiyo..
- c) Izikolo zasebuMelwaneni ezili134 eziququzelelwe zaba ngamaqela achonga aze asebenzise italente kwiikhowudi ezili16 ezichongiweyo zokujolisa eziphambili nokwakha ukugqwesa kwezemidlalo.
- d) Izibonelelo ekwabelwana ngazo zolonwabo, imidlalo, ubugcisa nenkcubeko, ezisebenza njengezibonelelo ekwabelwana ngazo ikakhulu kubathathi-nxaxheba abahamba isikolo nolutsha.
- e) Inkxaso yamaziko emfundo ephakamileyo nemibutho emanyeneyo yezemidlalo ukuyila iziseko ezingundoqo ukuze kubandakanye uluntu kwiintshukumo zemidlalo.
- f) Inkxaso yemisitho engundoqo engama80 ebethelela ezemidlalo kubomi bePhondo, ukukhuthaza ukhenketho nokukhula koqoqosho.
- g) Ukuwongwa kwamaqhawe ezemidlalo ngeenkqubo zokuwonga.

- h) Uphuculo lomgangatho nenkqubela yeenkqubo zasemva kwesikolo ngokuthethelelwa, uphando nokuphuhliswa ngezakhono.

8.2. lingqalasela zezixhobo zenkqubo

lingqikelelo zenkcitho

Inkqubo yesi4: IMidlalo noLonwabo

Inkqut yana	Isiphumo senkcitho			Ulwabiwo olulungel elangisiw eyo	Ingqikelelo yenkcitho kwisigaba esiphakathi sonyaka		
Iwaka kwiR	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
Ulawulo	75 565	84 516	46 218	17 502	16 879	14 105	14 759
Imidlalo	39 486	61 490	69 957	63 562	74 933	79 049	82 368
Ulonwabo	13 473	17 436	18239	18 252	20 087	20 938	21 823
Imidlalo yeSikolo	27 835	45 702	45 819	47 972	48 161	48 785	50 697
Inkqubo yeMOD	47 273	52 591	39 488	40 402	42 478	46 339	47 787
Inkqubo yoLutsha			66 866	57 470	51 655	51 973	53 584
Iyonke	203 632	261 735	286 587	245 160	254 193	261 189	271 018

Udidi lwezoqoqosho

Iintlawulo zangoku	65 304	104 137	111 562	111 845	129 233	132 917	138 810
Imbuyekezo yabasebenzi	31 224	31 303	31 875	36 237	41 324	44 631	46 996
Iimpahla neenkonzelo	34 080	72 834	79 687	75 608	87 909	88 286	91 814
Udluliselo nezibonelelo:	131 954	150 513	168 541	127 588	118 131	120 943	124 656
Kumaphondo nakoomasipala	4 717	6 588	2 049	2 934	2 160	2 238	2 301
Kumaziko anganzi nzuzo	127 191	143 847	165 847	124 564	115 971	118 705	122 355
Kumakhaya	46	78	645	90			
Iintlawulo zeeasethi ezinkulu	6 309	7 032	6 450	5 723	6 829	7 329	7 552
Oomatshini nezixhobo	6 309	7 032	6 450	5 723	6 829	7 329	7 552
Iintlawulo zeeasethi zemali	65	53	34	4			
Iyonke	203 632	261 735	286 587	245 160	254 193	261 189	271 018

Igalelo lezixhobo ekufezekiseni iziphumo

Uhlahlo lwabiwomali lonyuke ngesi3.68 seepesenti okanye ngamaR9.033 ezigidi ngowama2024/25, ukusuka kumaR245.160 ezigidi ngoeama2023/24 (ulwabiwomali oluhlengahlengisiweyo) ukuya kumaR254.193 ezigidi ngowama2024/25. Oku kunyuka kubangelwe kukunyuka ngamaR7.523 ezigidi ngowama2024/25 ukusuka kulwabiwomali oluhlengahlengisiweyo lowama2023/24 ukwenzela kwiSibonelelo sokuThatha iNxaxheba ngoBuninzi noPhuhliso lweMidlalo.

8.3. Imingcipheko ePhambili eHlaziyiweyo

Isiphumo	Umngcipheko oPhambili	Uncitshiso loMngcipheko
Ufikelelo namathuba okuthatha inxaxheba kwicandelo lobuGcisa, iNkcubeko neLifa leMveli, ukuxhasa ukukhula kogoqosho, noluntu olukhuselekileyo nolubumbeneyo. Ufikelelo kwiinkcukacha nakulwazi oluxhasa inkcubeko yokufunda nemfundo engakhulelwayo. Ufikelelo namathuba othathonxaxheba kwimidlalo nakulonwabo.	Ukungakwazi ukufikelela kwiziphumo zesebe	Isicwangciso soNxibelelwano se-BCP siyasebenza ukwazisa abachaphazelekayo ngenkqubo emayilandelwe xa kukho nakuphi na ukuphazamiseka. Njengenxalenye yovavanyo lonyaka lweeparamitha zokhuseleko lothungelwano, iWCG ifumana isiqinisekiso sokuba ulawulo olukhoyo lokulawula ukhuseleko lothungelwano, lwanele. Uqeqesho oluqhubekayo lwe-IT olunikezelwa kwi-Ce-I namaSebe, uvavanyo lwe-Periodic Ce-I novavanyo logcino lwenziwa ukunciphisa ilahleko yolwazi ngenxa yokungaphumeleli kwenkqubo. Ukubeka phambili izithuba ezibalulekileyo ukuqinisekisa ukuqhubeka koshishino lweDCAS okukhokelela ekuhlени kokwahlulwahlulwa kohlalo lwabiwomali. Ukulungelelaniswa kwakhona kohlalo lwabiwomali ukuqinisekisa impembelelo encinci kwiinkonzo ukuthomalalisa ukuhla kokwahlulwahlulwa kohlalo lwabiwomali. Iinkonzo zempilo ziyakhuthazwa kwaye kwaziswa bonke abasebenzi nabaphathi. Iintsuku ezintathu zempilo kunye neeseshini zenyanga zolwazi ezigubungela izihloko ezahlukeneyo, ziyabanjwa. Oku kukunciphisa impembelelo kubasebenzi ngenxa yokwehla kwesilingi yeCoE. Ukwandiswa kwezicwangciso eziliqili zokufumana izixhobo zokunciphisa iindleko, nokuzuza ixabiso lemali. Abafundi abasafunda umsebenzi kunye nabaxhamli beEPWP baqeshwa ukuba bancedise ngokuqhutywa kweshishini ukunciphisa ifuthe lokuhla kwesilingi yeCoE. Umsebenzi weNkonzo zamaThala eeNcwadi oLuntu uza kunikezelwa ngokusesikweni (inxenye eyabelweyo) kooMasipala.
Ukufikelela namathuba okuthatha inxaxheba kwicandelo lobuGcisa, iNkcubeko neLifa leMveli, ukuxhasa ukukhula kogoqosho, noluntu olukhuselekileyo nolumanyeneyo. Ufikelelo kwiinkcukacha nakulwazi oluxhasa inkcubeko yokufunda nemfundo engakhulelwayo. Ukufikelela namathuba okuthatha inxaxheba kwezemidlalo nolonwabo	Ingozi yokuhendeka enokuthi yenzeke ngenxa yokubayibhengezi ingozi yokuhendeka	Ubhengezo lwezemali lugqityezelwa ngamagosa eSCM rhoqho ngonyaka. Inkqubo yeGosa eliPhendulayo leSebe (AOS) isasazwa kuwo onke amagosa kwaye isoloko inxibelelana nabasebenzi xa kuyimfuneko. Iiseshoni zoqeqesho nokwazisa zenziwa ngaphakathi kwisiseko sabasebenzi xa kuyimfuneko. I-PT ibonelela ngoqeqesho nemfundo kubabonelelinkonzo. Isicwangciso sokuziphatha seSebe saphuhliswa, samkelwa saza saziswa kuwo onke amagosa. Njengenxalenye yophuhliso lwabaxhasi, iiseshini zokwazisa ziqhutywa yiPT kubaboneleli ngokuqhubekayo. Yandisiwe kwaye iphuyezwe ithempleyithi yokuthengwa kwempahla ukuze ibandakanye igatya lesibhengezo somsebenzi wecandelo. Inkqubo yeGosa eliPhendulayo leSebe (AOS) isasazwa kuwo onke amagosa kwaye isoloko inxibelelana nabasebenzi xa ifuneka.. Amagosa achatshazelwayo nabandakanyekayo kwiinkqubo zeSCM kunye neminye imisebenzi yezemali kufuneka agqibezele inkcazo yemali ngenkqubo yokudiza. Ikomiti ezichongelwe ukuba zichophele izicelo zenkxasomali yeMibutho yobuGcisa neNkcubeko kunye neMibutho yezeMidlalo kufuneka ukuba zityikitye isibhengezo sengozi yokuhendeka nezivumelwano zemfihlo. Bonke abasebenzi abakwiNkqubo yoDluliselo lweNtlawulo kufuneka batyikitye isiBhengezo seNgozi yokuhendeka. Igatya 'lokunganyamezeli kwaphela ubuQhophololo, uBusela noRhawaphilizo' lifakelwe kuzo zonke izivumelwano zoDluliselo lweNtlawulo.

Isiphumo	Umngcipheko oPhambili	Uncitshiso loMngcipheko
		Umgaqo wokuziphatha utyikitywa ngabasebenzi beSCM rhoqo ngonyaka. Indlela yokuziphatha yamalungu ekomiti yeBID ityikitywa rhoqo ngonyaka kunye nesibhengezo somdla esayiniweyo/kwaye siqinisekisiwe kwintlanganisano nganye.
Ukufikelela namathuba okuthatha inxaxheba kwezemidlalo nolonwabo.	Ukunqongophala kwamandla emali nawoluntu ukunika inkxaso eyaneleyo nefanelekileyo kulutsha ngokubhekiselele kuphuhliso loLutsha eNtshona Koloni	Inkxasomali eyongezelelweyo yabelwa iDCAS ukunciphisa umngcipheko wokuphoxeka kolutsha eNtshona Koloni Inkxasomali eyongezelelweyo yabelwa iDCAS ukunciphisa umngcipheko wokuphoxeka kolutsha eNtshona Koloni Ukuxhasa nokuxhasa ngemali ukhenketho lwenkcubeko ngeminyhadala kwiPhondo liphela kunegalelo ekudaleni imisebenzi. Amathuba omsebenzi adalwe ngophuhliso lobugcisa nenkcubeko namaqonga emiboniso. ISebe liphuhlise iinkqubo ezidibanisa ubomi bolutsha lweNEET nabantwana ukwenza inkqubo enabaxhamli ababini, ulutsha lweNEET olunikwa ithuba lokufumana umsebenzi onentsingiselo kunye nabantwana abangakwaziyo ukufunda ngenjongo kwaye baxhaswa ukuze bafumane obu buchule.. ISebe lifaka igxalaba ekudalweni kwamathuba okukhula nemisebenzi ngokuququzelela ukuqaliswa kwebroadband kunye nokwandiswa koqhagamshelo lwe-intanethi simahla kunye nezixhobo zobuchwepheshe kumathala eencwadi oluntu lwasemaphandleni.. Amathala eencwadi abonelela abafuna umsebenzi ngamathuba okwenza ii-CV zabo kwiikhompyuter, bakhangele imisebenzi kumaphephandaba nakwi-intanethi, kwaye benze izicelo ze-intanethi.. ISebe liphumeza iModeli yoThungelwano oluLawulwayo kwaye liza kuseka inkcubeko yokusebenza nalo lonke uluntu ukuze kuphuculwe intsebenziswano nolungelelwaniso olusondeleyo namanye amasebe ephondo, urhulumente kazwelonke, isithili noomasipala basekhaya, imibutho yoluntu, amahlakani ecandelo labucala, kunye noluntu. apho iDCAS isebenza khona ukuxhasa ulutsha. ISebe liza kuqhubeka nokuququzelela ukuyilwa kwamathuba emisebenzi ngeNkqubo eYandisiweyo yeMisebenzi kaRhulumente (EPWP) kunye nokunyusa iinkqubo zalo zoLutsha.. Iinkqubo yoLonwabo, iNkqubo yeMOD, iNkqubo yeMidlalo yeZikolo, neZibonelelo eKwabelwana ngazo zibonelela ngamathuba engqesho kubantu abaninzi abasuka kuluntu olufumanayo.. Iinkqubo yeYearBeyond ibonelela ngamathuba aliwaka nyaka ngamnye kulutsha noqeqesho olubanzi lobunkokeli kunye neendlela zokungena emsebenzini.

9. AmaQumrhu kaRhulumente

Igama leQumrhu likaRhulumente	Igunya	Iziphumo	Uhlahlo Lwabiwomali lwaNgoku (R 000)
IKhomishoni yeNkcubeko yaseNtshona Koloni	uMthetho weeKomishoni zeNkcubeko namaBhunga eNkcubeko eNtshona Koloni, we1998 (uMthetho we14 we1998)	Ukugcina, ukukhuthaza nokuphuhlisa ubugcisa nenkcubeko ngokubhaliswa nokucinywa kwamabhunga enkcubeko, ulawulo lwamaziko enkcubeko, nokucebisa ngeZenzo zeNkcubeko.	655
IKomiti yeeLwimi yaseNtshona Koloni	uMgaqosiseko weNtshona Koloni, we1997 uMthetho weelwimi zePhondo laseNtshona Koloni, we1998 (uMthetho we13 we1998) uMthetho weBhodi yeeLwimi zonke zoMzantsi Afrika, we1995 (uMthetho we118 wowe1998)	Ukubeka iliso ekuphonyezweni koMgaqonkqubo weelwimi weNtshona Koloni, ukucebisa amasebe namaziko kaRhulumente weNtshona Koloni kwimiba yeelwimi ngoMphathiswa weMicimbi yeNkcubeko neMidlalo nokukhuthaza uphuhliso lweelwimi zesintu ezingahoywanga noLwimi lokuThetha ngeZandla loMzantsi Afrika.	303
ILifa leMveli laseNtshona Koloni	uMthetho weZixhobo zeLifa leMveli, we1999 (uMthetho wama25 we1999)	Ukuseka nokugcina inkqubo yolawulo lwezibonelelo zelifa lemveli eNtshona Koloni.	500

Qaphela: Uhlahlo lwabiwo-mali lubandakanya kuphela intlawulo esuka kwiSebe hayi uhlahlo lwabiwo-mali lulonke lwamaQumrhu.

IsiCwangciso seNtsebenzo soNyaka esahlukileyo sipapashwa kwiQumrhu loLuntu ngalinye. Umsebenzi wamaZiko oLuntu amathathu ikakhulu unegalelo kwiSiphumo soku1 sesebe. ISebe lithethathethana namaQumrhu kaRhulumente rhoqo malunga nesicwangciso sokusebenza kwawo, ukubeka iliso kunye nokunika ingxelo.

10. IiProjekthi zeziseko ezindundoqo

Inombolo	Igama leprojekthi	Inkqubo	Inkcazelo yepojekthi	Isiphumo	Umhla wokuqalisa kweprojekthi	Umhla wokugqitywa kweprojekthi	Iindleko eziQikelelweyo Ziizonke	Inkcitho yalo nyaka
Azikho.								

11. UbuDlelwane bukaRhulumente namaShishini aBucala

I-PPP	Injongo	Iziphumo	Ixabiso eliMiyo lesiVumelwano	Umhla wokuPhela kwesiVumelwano
Abukho.				

ICANDELO D: IINKCAZELO ZESALATHISI SOBUCHWEPHESHE (TID)

INKUQBO 1: ULAWULO

Inkqutya 1.2: Iinkonzo zoLawulo lweMali

Inombolo yesalathisi	1.2.1
Igama lesalathisi	Inani lezicwangciso eziphunyeziweyo zokuphucula iziphumo zophicothozincwadi nokunciphisa iziphumo zophicothozincwadi eziphakanyiswe nguMphicothizincwadi Jikelele noMphicothizincwadi waNgaphakathi ukuze kufikelelwe kwinkonzo egqwesileyo.
Inkcazelo emfutshane	Inkonzo egqwesileyo ngokubeka iliso kwisicwangciso sophuculo lolawulo lwemali (FMIP)
Injongo	Kukuphucula imeko yolawulo ukunciphisa iziphumo zophicotho zophicothozincwadi ezincitshisiweyo
Abaxhamli abaphambili	ISebe
Umthombo weenkukacha	Umthombo weenkukacha: Iziphumo zophicothozincwadi kuphicothozincwadi lukaAG neengxelo zolawulo; iziphumo zophicothozincwadi lwangaphakathi kwiingxelo zoPhicothozincwadi lwangaphakathi Olona luhlu lweenkukacha lusetyenzisiweyo (ukuba inkqubo/egqwesileyo): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Isicwangciso siyaqulunqwa kwaye kwaziswa amaqela achaphazelekayo kwangexesha ukuqinisekisa ukuba amanyathelo okuphumeza iingcebiso zeAGSA zibandakanyiwe kwisicwangciso.
Iindlela zokuqinisekisa	Ukungeniswa kweFMIP kwicandelo leM&E ukuqinisekisa ubungqina.
Iindlela yokubala	Ukubalwa kwezicwangciso kuphunyeziwe
Uhlobo lokubala	Olongezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Okungongezelelwayo
Umjikelo wokunikwa kweNgxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka ☐ Kabini ngoNyaka Minyaka le
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yoMhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ IiNdawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☐ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Iququzelelwa: Kwiindawo ezininzi zohanjiso , oku kuzakwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ Hayi ☒ Ewe
Uxanduva lwesalathisi	Intloko yoLawulo lwangaPhakathi
Inguqu yoMhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli - Amaqela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒ "Akukho nanye kwezi zingentla"
Iqhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhusele ☐ Intlalontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☒ "Akukho nanye kwezi zingentla"
IiNkcukacha zophunyezo (linkonzo eziphambili zilinganisiwe)	NgokweAOP nganye

Inombolo yesalathisi	1.3.1
Igama lesalathisi	Inani lamaxwebhu eBatho Pele aqhlanganisiweyo
Inkcazelo emfutshane	Inani lamaxwebhu ahlanganisiweyo ukuququzelela imithethosiseko yeBatho Pele.
Injongo	Kukuququzelela izicelo zemithetho yeBatho Pele.
Abaxhamli abaPhambili	Amalungu oluntu
Umthombo weenkukacha	Umthombo weenkukacha: IiNgxelo kunye/okanye u(im)i Qulu/ungeniso oluvunyiweyo Olona luhlu lwedatha lusetyenzisiweyo (ukuba inkqubo/egqwesileyo): Ingxelo ye-Excel: AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Imali eyaneleyo nabasebenzi, imeko yonikezelo lwenkonzo efanelekileyo.
Iindlela zokuqinisekisa	I(ii)Ngxelo zoHanjiso lweeNkonzo kunye/okanye u(im)i Qulu
Iindlela yokubala	Ubalo
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyakae ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi kobe kujoliswe kuko (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweeNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo apho i(ii)nkonzo zilinganiselwa ngesalathisi esizakuphuculwa (ukukhetha kaninzi kungenziwa): ☐ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi isi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yoMhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ IiIndawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Iququzelela: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli woXanduva
Inguqu yoMhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒ "Akukho nanye kwezi zingentla"
Iqhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☐ Intlalontle ☐ Usungulo lwezinto ezintle, iNkcubeko noLawulo ☒ "Akukho nanye kwezi zingentla"
IiNkcukacha zophunyezo (Iinkonzo eziphambili zilinganisiwe)	NgokweAOP nganye

Inombolo yesalathisi	1.3.2
Igama lesalathisi	Inani leengxelo zokuhlolwa komsebenzi wekota ezihlanganisiweyo
Inkcazelo emfutshane	Inani leengxelo zokuhlolwa komsebenzi zekota eziqukunqwe malunga nezinto eziphunyeziweyo ngokwesiCwangciso sokuSebenza soNyaka
Injongo	Ukubeka iliso nokunika ingxelo ngempumelelo yekota ngokubhekiselele koko kujoliswe kuko okubekwe kwisiCwangciso soMsebenzi woNyaka
Abaxhamli abaphambili	Isibe, amaqumrhu olongamelo kunye noluntu
Umthombo weenkukacha	Umthombo weenkukacha: eQPRS Olona luhlu lweenkukacha ezisetyenzisiweyo (ukuba inkqubo/egqwesileyo): Ingxelo ye-Excel
Izithintelo zeenkukacha	Azikhona
Okucingelekayo	Imali eyaneleyo nabasebenzi, indawo yohanjison lwenkonzo efanelekileyo.
Iindlela zokuqinisekisa	Iingxelo zoMsebenzi weKota
Iindlela yokubala	Bala inani leengxelo ezihlanganisiweyo
Uhlobo lokubala	Olongezelelweyo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kutshi ga ngoku ☐ Olungongezelelweyo
Umjikelo wokunikwa kweNngxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kukon ☐ Ngaphantsi kobe kujoliswe kuko (ngaphantsi kungaphezulu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo apho i(ii)nkono zilinganiselwa ngesalathisi esizakuphuculwa (ukukhetha kaninzi kungenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yoMhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ IiIndawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Iququzelela: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli woXanduva
Inguqu yoMhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☐ Intlalontle ☐ Usungulo lwezinto ezintshla, iNkcubeko noLawulo ☒ " Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili zilinganisiwe)	NgokweAOP nganye

Inombolo yesalathisi	1.3.3
Igama lesalathisi	Inani leengxelo ezinqinisekisiweyo zekota ezithe zahlanganiswa

Inkcazelo emfutshane	Inani leengxelo zekota ezidityanisiweyo ngokubhekiselele koko kujoliswe kuko okuchazwe kwisiCwangciso sokuSebenza soNyaka.
Injongo	lingxelo zisebenza njengendlela ecwangcisiweyo yokuqinisekisa nokubhala okuphunyeziweyo, okubangela ukuba iDCAS ihlale inoxanduva, ithatha izigqibo ezizizo, kwaye ithathe amanyathelo okulungisa ukuba kuyimfuneko. Ukongeza, esi salathi-nkqubela sancedisa ekukhuthazeni ukungafihli, ukubonakalisa ukuthotyelwa kweenjongo zeSebe, nokuququzelela unxibelelwano olusebenzayo malunga neziphumo zokusebenza kwiikota ezichaziweyo.
Abaxhamli abaPhambili	ISebe namaqumrhu olongamelo
Umthombo wenkcukacha	Umthombo weenkcukacha: INgqokolela yobuNgqinga Olona luhlu lweenkcukacha ezisetyenzisiweyo (ukuba inkqubo/excel): iExcel
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Imali eyaneleyo nabasebenzi, indawo yonikezelo lwenkonzo efanelekileyo.
Iindlela zokuqinisekisa	IiNgxelo zokuqinisekisa
Iindlela yokubala	Ukubalwa kweengxelo ezihlanganisiweyo
Uhlobo lokubala	Olongezelelweyo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kukon ☐ Ngaphantsi (ngaphantsi kungaphezulu) kunobekujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweenkonzo? ☐ EWE ☒ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo apho i(ii)nkono zilinganiselwa ngesalathisi esizakuphuculwa (ukukhetha kaninzi kungenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba si siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yoMhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☐ IiIndawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☐ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Iququzelela: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli woXanduva
Inguqu yoMhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkxazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☐ Intlalontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☒ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganisiweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.3.4
Igama lesalathisi	IsiCwangciso sokuQhubeka soShishino seSebe siyaphononongwa kwaye sihlengahlengiswe njengoko kuyimfuneko
Inkcazelo emfutshane	IsiCwangciso sokuQhubeka soShishino esihlaziywa rhoqo ngonyaka sichaza amanyathelo aza kuthatyathwa liSebe ukubuyisela iinkqubo neendlela zokufikelela ezifunekayo ukuze kuqhutyekwe nemisebenzi ebalulekileyo yoshishino ngexesha nasemva kophazamiseko olukhulu okanye intlekele.
Injongo	Ukuqinisekisa ukuba iSebe liyaqhubeka nesigunyaziso salo kunye nezibophelelo zonikezelo lweenkonzo kunye nokunciphisa ifuthe elibi lophazamiseko olukhulu okanye iintlekele.
Abaxhamli abaPhambili	ISebe
Umthombo weenkukacha	Umthombo weenkukacha: UVavanyo lweFuthe loShishino nesiCwangciso esilandelayo Olona luhlu lweenkukacha ezisetyenzisiweyo (ukuba inkqubo /excel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Imali eyaneleyo nabasebenzi, indawo yohanjiso lwenkonzo efanelekileyo.
Iindlela zokuqinisekisa	IsiCwangciso sokuQhubeka noShishino lweSebe
Iindlela yokubala	Bala (iBCP enye yonyaka)
Uhlobo lokubala	Olongezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kweNgxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kokujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezulu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweenkonzo? ☐ EWE ☒ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo apho i(ii)nkono zilinganiselwa ngesalathisi esizakuphuculwa (ukukhetha kaninzi kungenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathithi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yoMhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ IiIndawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha /Idilesi / Iququzelela: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli woXanduva
Inguqu yoMhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulahlulwa kwabaxhamli Amaqela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☐ Intlalontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☒ "Akukho nanye kwezi zingentla"
IiNkcukacha zophunyezo (iinkono eziphambili ezilinganisiweyo)	NgokweAOP nganye

INKQUBO YESI2: IMICIMBI YENKCUBEKO

Izalathisi zePhondo nezikaZwelonke:

Inkqutya yesi2.1: uLawuo

Inombolo yesalathisi	2.1.1
Igama lesalathisi	Inani lamathuba omsebenzi ye-EPWP edaliweyo
Inkcazelo emfutshane	Inani lemisebenzi yeNkqubo yeMisebenzi yoLuntu eyaNdisiweyo ethe yadalwa
Injongo	Ukudala amathuba emisebenzi kubaxhamli njengenxalenye yeNkqubo yeMisebenzi yoLuntu eyaNdisiweyo (EPWP)
Abaxhamli abaPhambili	Abantu abangasebenziyo
Umthombo weenkukacha	Umthombo weenkukacha: Uvimba weenkukacha zikaZwelonke weSebe lezeMisebenzi kaRhulumente (Iinkukacha eziNgcono); lirekhodi zeSebe leekhonthakthi zengqesho Olona luhlu lwedatha lusetyenzisiweyo (ukuba inkqubo/iexcel): EPWPRS
Izithintelo zeenkukacha	Ufikelelo kuvimba weenkukacha zeEPWP kazwelonke Iziko leenkukacha zikaZwelonke liyahlaziywa emva kwexesha lokunika ingxelo
Okucingelekayo	Abaxhamli bazakufakwa kwimarike yomsebenzi
Iindlela zokuqinisekisa	Iingxelo zenyanga nezekota neekopi zezivumelwano zengqesho
Iindlela yokubala	Ubalo lwezivumelwano zengqesho
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kutshi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweenkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo apho i(ii)nkono zilinganiselwa ngesalathisi esizakuphuculwa (ukukhetha kaninzi kungenziwa): ☒ Ufikelelo ☒ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yoMhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ IiIndawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Iququzelela: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli woXanduva
Inguqu yoMhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli - AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☒ iG4J ☐ Ukhuselo ☐ Intlalontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"

IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganisiweyo)	NgokweAOP nganye
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Inombolo yesalathisi	2.2.1
Igama lesalathisi	Inani leengcali ezithatha inxaxheba kumathuba okuxhotyiswa ngezakhono
Inkcazelo emfutshane	Isibe liququzelela amathuba okuxhotyiswa kwabasebenzi bobuGcisa neNkcubeko. Iingcali zinokuzimasa uqeqesho lwezakhono ezingaphezu kwesinye zize zibalwe kwimeko nganye.
Injongo	Kukunika abalawuli bezobugcisa, amagcisa namagcisa ukubaveza kuphuhliso nokwandisa amandla abo.
Abaxhamli abaphambili	Iingcali zobugcisa nenkcubeko
Umthombo weenkukacha	Umthombo weenkukacha: linkukacha zeSebe Olona luhlu lweenkcukacha ezisetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikhona
Okucingelelekayo	Iiprojekthi azizuchaphazeleka yezixhobo ezinqongopheleyo
Iindlela zokuqinisekisa	Iirejista zokuzimasa, ingxelo
Iindlela yokubala	Ubalo lwazimasi
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi salathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ IIndawo eziNinzi Ubunkakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi IiNkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili zilinganiselwe)	NjengeAOP nganye

Inombolo yesalathisi	2.2.2
Igama lesalathisi	Inani leengxoxo/iingxoxo zoluntu eziphunyeziweyo ukukhuthaza unxibelelwano loluntu ngonyaka
Inkcazelo emfutshane	Iingxoxo zoluntu ziingxoxo zentlalo kuzo zonke iindawo zokuhlala ezenzelwe ukuvala iyantlukwano ekhoyo, phakathi kwezinye, ngokobuhlanga; iklas; isini; inkolo; inkubeko; nezinye iinkcazelo zokwahluka kwabantu. Oku, ngenjongo yokukhuthaza ubumbano loluntu nolwakhiwo lwesizwe elizweni
Injongo	Kukubonelela ngeqonga leengxoxo zoluntu ukuphakamisa imiba enxulumene nokubandakanywa koluntu nokwakhiwa kwesizwe, kubandakanywa ubuhlanga, ucalucalulo, ukubukulwa kwabemi bamanye amazwe nokunganyamezelani ngokwenkcubeko kwinqanaba lengingqi. Inani leengxoxo zentsebenziswano nolwakhiwo lwesizwe eziqhutywe kwinqanaba lengingqi.
Abaxhamli abaphambili	Uluntu
Umthombo weenkukacha	Umthombo weenkukacha: linkukacha zeSebe Olona luhlu lwenkukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI.
Izithintelo zeenkukacha	Ukuxhomekeka kumaqabane asekuhlaleni
Okucingelekayo	Isebe likazwelonke lizakubonelela ngentsebenziswano. Ukuba uluntu luza kuthatha inxaxheba.
Iindlela zokuqinisekisa	Iirejista, inkqubo/iajenda, ingxelo
Iindlela yokubala	Ubalo olulula lweencoko/iingxoxo
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo-
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka ☐ Kabini Minyaka le
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ububanzi: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkukacha / Idilesi / Ilungelelaniswe: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli - AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhunyezwa kwesiCwangciso sePhondoProvincial (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
Iinkukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	2.2.3
Igama lesalathisi	Inani leentsuku zesizwe nezembali/ezibalulekileyo ezikhunjulwayo
Inkcazelo emfutshane	Inkqubo nemisebenzi enikezelwa liSebe namaqumrhu alo karhulumente ukubhiyozela iintsuku zesizwe nezembali, ukukhuthaza ubuni besizwe, ukuthanda izwe nokubandakanywa koluntu nokwakhiwa kwesizwe phakathi koluntu. Iziganeko ezininzi zinokuthi zenzeke ukukhumbula usuku olufanayo lwesizwe nembali / olubalulekileyo kodwa zibalwa njengesikhumbuzo esinye.
Injongo	Ukubonisa iinkqubo nemisebenzi yokukhumbula iintsuku zesizwe nezembali.
Abaxhamli abaphambili	Uluntu, imibutho yezobugcisa, iingcali zobugcisa nenkcubeko
Umthombo weenkukacha	Umthombo weenkukacha: linkukacha zesebe Olona luhlu lweenkcukacha ezisetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikhona
Okucingekayo	Iintsuku zemibhiyozo zinemixholo ehambelana nesebe likazwelonke
Iindlela zokuqinisekisa	Inkqubo/iajenda, ingxelo
Iindlela yokubala	Ukubalwa kweentsuku zesizwe nezembali/ezibalulekileyo ezikhunjulwayo uBala
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kutshi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokuniswa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka ☐ Kabini ngoNyaka Minyaka le
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kokujoliswe kuko ☐ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ IiIndawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkukacha / Idilesi / Ilungelelaniswe: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli Amaqela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	2.2.4
Igama lesalathisi	Inani lemibutho yoBugcisa neNkcubeko, abantu ngabanye neenkampani ezixhasiweyo.

Inkcazelo emfutshane	Inkxaso yemali enikwa imibutho, abantu ngabanye neenkampani ukuze zenze imisebenzi yazo yobugcisa nenkcubeko.
Injongo	Kukunika amagcisa, iinkampani kunye nemibutho ebhalisiweyo yobugcisa nenkcubeko ithuba lokufikelela kwizibonelelo, ukuphucula unxibelelwano nothungelwano, nokwandisa ukubonakala kobugcisa phakathi koluntu.
Abaxhamli abaphambili	Imibutho yoBugcisa neNkcubeko, abantu ngabanye, neenkampani
Umthombo weenkukacha	Umthombo weenkukacha: linkcukacha zeSebe Olona luhlu lweenkcukacha lusefayenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Izithintelo zoVimba weenkukacha kwabo bafake izicelo zenkxasomali
Okucingelekayo	Imibutho, abantu neenkampani ziza kwenza isicelo soncedo lwemali
Iindlela zokuqinisekisa	Ukungeniswa okuvunyiweyo, isiVumelwano sokuTshintshela kwiNtlawulo (TPA), nezijungqe sephepha lentlawulo
Iindlela yokubala	Inani lemibutho, abantu neenkampani ezifumene inkxaso
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka ☐ Kabini ngoNyaka Minyaka le
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi eseseMgangathweni? ☐ EWE ☒ HAYI
Indawo yoMhlaba wesalathisi	Inani leendawo: ☐ INdawo eNye ☒ IiNdawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala baseKhaya ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelaniswa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli - AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala for older persons: <.....> ☐ "Akukho nanye kwezi zingentla"
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☒ iG4J ☐ Ukhuselelo ☒ Impilontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nenye kwezi zingentla"
IiNkcukacha zophunyezo (linkonzo eziphambili ezilinganiselweyo)	NjengeAOP nganye

Inombolo yesalathisi	2.2.5
Igama lesalathisi	Inani leeprojekthi ukuphuhlisa nokukhuthaza ezobugcisa nenkcubeko
Inkcazelo emfutshane	Iiprojekthi ezinikezelwa ukukhuthaza ubugcisa nenkcubeko nokubonelela ngamathuba omboniso.

Injongo	Kukukhuthaza intsebenziswano phakathi kwemibutho yobugcisa nenkcubeko nabantu ngabanye, ukunika ufikelelo kubuchwephesha kunye nokukhuthaza intsebenziswano ukwandisa umda wobugcisa nenkcubeko. Kukukhuthaza imibutho yobugcisa nenkcubeko nokubonelela ngamathuba omboniso kumagcisa.
Abaxhamli abaphambili	Imibutho yezobugcisa yasekuhlaleni, amagcisa obugcisa nenkcubeko, amalungu oluntu
Umthombo weenkukacha	Umthombo weenkukacha: linkcukacha zeSebe Olona luhlu lweenkcukacha ezisetyenzisiweyo (ukuba inkqubo /excel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelelekayo	Ingxelo yemisitho nokuthengwa kweenkonzo
Iindlela zokuqinisekisa	Irejista yokuzimasa, ubungqina bomfanekiso, ingxelo
Iindlela yokubala	Ukubalwa kweeprojekthi
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umkhelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka ☐ Kabini ngoNyaka Minyaka le
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSalathisi? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba yesalathisi	Inani leendawo: ☐ Indawo eNye ☒ IIndawo eziNinzi Ububanzi: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkcukacha / Idilesi / Ilungelelaniswa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwingququ yomhlaba: AYINGENI Inkcazelo kwifuthe lomhlaba <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Intlalontle ☐ Usungulu lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgeAOP nganye

Inombolo yesalathisi	2.2.6
Igama lesalathisi	Inani leeKomishoni zeNkcubeko ezifumene inkxaso
Inkcazelo emfutshane	I-WCCC liqumrhu leengcebiso kuMEC kwaye lenziwe ngabantu basekuhlaleni abaqeshwe nguMEC emva kwenkqubo yokutyumba. Intlawulo yodluliselo esuka kwiSebe esiwe kwiWCCC ibenza babenako ukuphumeza imisebenzi eyabelwe bona.
Injongo	Ukukhuthaza, ukulondoloza nokuphuhlisa ubugcisa nenkcubeko kwiPhondo

Abaxhamli abaphambili	IKhomishini yeNkcubeko
Umthombo weenkukacha	Umthombo weenkukacha: iNkcukacha zeSebe Olona luhlu lweenkcukacha lusefeyenziweyo (ukuba inkqubo/excel): AYINGENI
Izithintelo zeenkukacha	Azikhona
Okucingelekayo	Izixhobo zemali ezifumanekayo ezenza iWCCC ibenakho ukuphumeza igunya labo.
Iindlela zokuqinisekisa	Ungeniso oluVunyiweyo, isiVumelwano seNtlawulo yoDluliselo (TPA), nesijungqo sephepha lentlawulo
Iindlela yokubala	Ubalo lweKhomishini yeNkcubeko efumene inkxaso
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☒ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☒ Kabini ngoNyaka ☒ NgoNyaka ☒ Kabini ngoNyaka Minyaka le
Umsebenzi onqwenekayo	☒ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☒ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☒ HAYI Ukuba nguEWE, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☒ Intembeko ☒ Ukuphendula ☒ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☒ Indawo eNye ☒ Iindawo eziNinzi Ububanzi: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☒ BeWadi ☒ BeDilesi Iinkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba:AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☒ iG4J ☒ Ukhuselelo ☒ Intlalontle ☒ Usungulo lwezinto ezintle, iNkcubeko noLawulo ☒ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inkqutyana 2.3: IiNkonzo zeZiko lolondolozo lwembali

Inombolo yesalathisi	2.3.1
Igama lesalathisi	Inani lamaphulo aphunyeziweyo ukwazisa abantu ngeempawu zesizwe

Inkcazelo emfutshane	Iimpawu zesizwe zingundoqo ekuchazweni ngokutsha kwesizwe. Ayiyomizobo yokuhombisa ehombisa iileta ezisemthethweni nazakhiwo zikarhulumente kodwa ziingxelo zomfuziselo ezinamandla ezamkelwa lilizwe ngalinye nabantu balo njengeempawu zokuzazi kwesizwe. Iimpawu zesizwe zingachazwa njengezo mifanekiso neengxelo ezichongiweyo, ziqatshelwe, zamkelwe kwaye zibhengezwe njengeziliqhayiya elisemthethweni lesizwe esithile. Ezo mpawu zibandakanya ikakhulu iflegi, uphawu lombuso nomhobe wesizwe. Imiqondiso yesibini ibandakanya izilwanyana nezityalo zesizwe, ngelixa iimpawu zemibhiyozo ziquka intonga yegunya nentonga emnyama. Amawonga eSizwe, awona mawonga aphezulu elizwe athi, ngoMongameli walo, awanike abemi balo nabemi bamazwe angaphandle ababalaseleyo, ayinxalenye yeempawu zesizwe. Iimpawu ezinjalo ziba lilifa lelizwe, kwaye zingena kwimbali yalo. ISebe lezeMidlalo, ubuGcisa neNkcubeko ligunyaziswe ukuba landise iimpawu zesizwe. Ukuza kuthi ga ngoku, iSebe lenza <u>amalinge awohlukeneyo</u>, phakathi kwawo, ngala alandelayo: Ukuqaliswa koluntu – (uguqulelo olwandisiweyo lwephulo ekuqaleni elalibizwa ngokuba, “#NdiliPhulo leFlegi”). Ukuqaliswa kuyahluka ngokuxhomekeke kwindawo ekhethiweyo okanye ebonelelweyo; imarike ekujoliswe kuyo (nokuba zihlala zishukuma njengakwizikhululo zeeteki okanye zivalelwe kwindawo evalweyo) nezinye iinguqu zentlalo. Ngokwahluka kwayo, ukuqaliswa kuya kubandakanya, phakathi kwezinye izinto, imiboniso, iiseshoni zokwabelana ngolwazi nokuhanjiswa kwezinto zokwazisa (ukukhuthaza nayiphi na okanye indibaniselwano yeempawu zesizwe). ISebe lithenga izixhobo zokwazisa, liququzelele, kwaye lilawule iintshukumo ngentsebenziswano nemibutho engamahlakani (apho kufanelekileyo). Izibonelelo zeelegi ezikolweni - Ukubonelela ngeeflegi ezikolweni (izicelo ezitsha nokuzaliswa kwakhona) ukuncoma ikhondo lesifundo ezinxulumene neempawu zesizwe. Iindibano zocweyo – Ukwenziwa kweendibano zocweyo ukuqhubela phambili ulwazi phakathi kwabemi ngeempawu zesizwe. Oku kubandakanya iinkcazontetho ezineenkcukacha nokubonelela ngesalathisi okanye izixhobo zokufunda ezifana neencwadana zeSazisi sokuNdwendwela seSizwe nobuThandazwe.
Injongo	Ungenelelo ngoncedo olufana neenkqubo zemfundo zeSebe ukukhuthaza imiqondiso yesizwe nemiyalelo yeRiphabhliki yoMzantsi Afrika. Ukulandelela inkqubela phambili yokukhuthazwa kweempawu zesizwe nemiyalelo. Iflegi nezinye iimpawu zesizwe ngumfanekiso welizwe. Zibonelela ngobuni obugcweleyo belizwe lethu. Ukuphakanyiswa kweeflegi yesizwe nezinye iimpawu zesizwe, ngoko, kunamandla okumanyanisa abantu kungakhathaliseki ukuba banemvelaphi eyahlukileyo.
Abaxhamli abaphambili	Abafundi abasahamba isikolo
Umthombo weenkcukacha	Umthombo weenkcukacha: Ingxelo emva kokuvulwa Olona luhlu lweenkcukacha lusefuzisizweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Intsebenziswano iza kubanefuthe nangakumbi. Ukukhuthaza ubuwena besizwe, nokuzingca ngokukhuthaza umanyano.
Iindlela zokuqinisekisa	Ingxelo yokuvula isithuba ebandakanya irejista yokuzimasa kunye/okanye inkqubo
Iindlela yokubala	Ubalo oluLula lwamaphulo aphunyeziweyo
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☒ Inggqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI
	Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ububanzi: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ “Akukho nanye kwezi zingentla”
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ IG4J ☐ Ukhuselo ☒ Intlalontle ☐ Usungulo lwezinto ezintsha, iNkcukacha noLawulo ☐ “Akukho nanye kwezi zingentla”
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	2.3.2
Igama lesalathisi	Inani lamaziko olondolozo lwembali amanyeneyo afumene inkxaso
Inkcazelo emfutshane	INkonzo yeZiko lolondolozo lwembali ixhasa amaziko olondolozo lwembali amanyeneyo ngokugqithisela intlawulo nenkxaso yolawulo.
Injongo	Ukubonelela ngeentlawulo zenkxasomali kumaziko olondolozo lwembali ezincediswa liphondo, isibonelelo kwiintlawulo zoncendo kumaziko olondolozo lwembali zengingqi nenkxaso yolawulo kumaziko olondolozo lwembali ephondo nemiQolomba yeCango.
Abaxhamli abaphambili	AmaZiko olondolozo lwembali amanyeneyo
Umthombo weenkukacha	Umthombo weenkukacha: Izijungqe zamaphepha entlawulo zangaphakathi zesebe zifunyenwe neenkukacha zolawulo kumaziko olondolozo lwembali. Olona luhlu lweenkukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Aziko
Okucingelekayo	Intsebenziswano iza kubanefuthe ngokumbi. amaZiko olondolozo lwembali ezincedwa liPhondo namaZiko olondolozo lwembali zeNgingqi zinyusa imali ukongeza kwinkxaso evela kwisebe
Iindlela zokuqinisekisa	Izijungqe zamaphepha entlawulo ezixhaswa liPhondo namaZiko olondolozo lwembali eNgingqi lingxelo zeBAS zamaZiko olondolozo lwembali ePhondo okanye ukuhamba kwemali okudityanisiweyo Imizuzu yeentlanganiselo zeBhodi yeTrasti yemiQolomba yeCango
Iindlela yokubala	bala
Uhlobo lokubala	Olongezelelwayo ☒ Ukupela koNyaka ☐ Ukupela koNyaka ukuza kuthi g ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgeNyanga
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI

	Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi Municipality ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Inombolo yesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☒ Ukhuselelo ☒ Intlalontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	2.3.3
Igama lesalathisi	Inani lamaQonga okwaBelana ngoLwazi lwamaZiko olondolozo lwembali asindlekiweyo
Inkcazelo emfutshane	Umboniso wokuba iSebe libonelela ngeqonga kubaphathi beziko lolondolozo lwembali namabhunga olawulo ukuze basebenzisane kwaye baqinisekise ukuba izigqibo ezicwangcisiweyo ziyathotyelwa kumanqanaba ahlukeneyo olawulo lweziko lolondolozo lwembali. Ukwabelana ngoLwazi kubalulekile ekukhuthazeni ukufunda, intsebenziswano, ukusungula izinto ezintsha, nokuphucula iinkqubo zokuthatha izigqibo ngaphakathi kweDCAS okanye uluntu.
Injongo	Unxibelelwano notshintshiselwano ngeenkcukacha phakathi kwamaziko olondolozo lwembali neSebe kubalulekile ukuqinisekisa ukunikezelwa kweenkonzo okusebenzayo.
Abaxhamli abaphambili	Amaziko amanyeneyo
Umthombo weenkcukacha	Umthombo weenkcukacha: inkqubo nerejista yokuzimasa (ngeintanethi okanye ngesandla) Olona luhlu lweenkcukacha lusefeyenziweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Intsebenziswano iza kubanefuthe elimandla.
Iindlela zokuqinisekisa	Inkqubo IRejista yokuZimasa (ngeintanethi okanye ngesandla)
Iindlela yokubala	Ubalo lwamaqonga okwabelana ngoLwazi asindlekiweyo
Uhlobo lokubala	Olongezelelwayo ☐ Ukuphela koNyaka ☒ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka ☐
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI

	Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawulo onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	2.3.4
Igama lesalathisi	Inani leenkqubo ezifundisa ngeziko lolondolozo lwembali eziqhutyiweyo
Inkcazelo emfutshane	linkqubo ezifundisayo eziphuhlise yiNkonzo yeZiko lolondolozo lwembali zaze zaququzelelwa ngamaziko olondolozo lwembali amanyeneyo.
Injongo	Ukwenza igalelo kuthakazelelo lwembali yasekuhlaleni.
Abaxhamli abaphambili	Abafundi abasahamba isikolo
Umthombo weenkcukacha	Umthombo weenkcukacha: Inkqubo efundisayo nerejista yokuzimasa (ngeintaneti okanye ngesandla). Olona luhlu lweenkcukacha lusetyenziswayo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Intsebenziswano iza kubanefuthe elimandla.
Iindlela zokuqinisekisa	Inkqubo yemfundo Irejista yokuzimasa (ngeintanethi okanye ngesandla)
Iindlela yokubala	Ubalo lweenkqubo zemfundo eziqhutyiweyo
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Indawo eziNinzi Ubungakanani: ☒BePhondo ☒BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi Iinkcukacha / Idilesi / Ilungelelanisiwa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐EWE ☒HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐iG4J ☐Ukhuselo ☒Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inkqutyana 2.4: IiNkonzo zoLawulo lweZixhobo zeLifa leMveli

Inombolo yesalathisi	2.4.1
Igama lesalathisi	Inani labasemagunyeni bolawulo lwelifa lemveli lephondo abaxhaswa ngeentlawulo zodluliselo
Inkcazelo emfutshane	Ukubonelela ngezixhobo zemali zolondolozo nolawulo lwezixhobo zelifa lemveli eNtshona Koloni.
Injongo	Kukunceda ugunyaziwe wezixhobo zelifa lemveli lephondo ukuze aphumeze uMthetho weZixhobo zeLifa leMveli kaZwelonke (uMthetho wama25 we1999).
Abaxhamli abaphambili	Ugunyaziwe weZixhobo zeLifa leMveli kwiPhondo
Umthombo weenkukacha	Umthombo weenkukacha: ZeSebe Olona luhlu lweenkcukacha lusefeyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Aziko
Okucingelekayo	Uhlahlo lwabiwomali olufumanekayo
Iindlela zokuqinisekisa	Ukungeniswa okuvunyiweyo, isivumelwano esamkelekileyo nobungqina bentlawulo kwiLifa leMveli leNtshona Koloni.
Iindlela yokubala	Ubalo lwabasemagunyeni bolawulo lwezixhobo zelifa lemveli abafumene inkxaso
Uhlobo lokubala	Olongezelelweyo ☐Ukuphela koNyaka ☐Ukuphela koNyaka ukuza kuthi ga ngoku ☒Olongongezelelwayo
Umjikelezo wokunikwa kwengxelo	☐NgeKota ☐Kabini ngoNyaka ☒Ngonyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒EWE ☐HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☒Ukuphendula ☐Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐EWE ☒HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐EWE ☒HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☒ Indawo eNye lindawo eziNinzi Ububanzi: ☒ BePhondo ☐ BeSithili ☐ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inkqutya 2.5: IiNkonzo zeLwimi

Inombolo yesalathisi	2.5.1
Igama lesalathisi	Inani lamaqumrhu olungelelaniso lweelwimi afumene inkxaso
Inkcazelo emfutshane	Udluliselo lwemali kwiKomiti yeeLwimi yeNtshona Koloni ukunika isiphumo kwisigunyaziso sayo sobekoliso ekuphunyezweni koMgaqonkqubo weelwimi weNtshona Koloni
Injongo	Kukuqinisekisa ukuba kubanjwa inani elifunekayo leentlanganiso zeekomiti nokunceda iKomiti iphumeze iziphumo zayo zokubeka iliso ekuphunyezweni koMgaqonkqubo weelwimi weNtshona Koloni nokukhuthaza iilwimi zemveli. Amalungu aqeshwa isithuba seminyaka emithathu esesikhundleni nguMphathiswa wePhondo. Abasebenzi beSebe babonelela ngenkxaso yolawulo, umxholo, inkqubo nolawulo lwemali kwiKomiti.
Abaxhamli abaphambili	Ikomiti yeeLwimi yaseNtshona Koloni
Umthombo weenkukacha	Umthombo weenkukacha: IiNkcukacha zeSebe Olona luhlu lweenkcukacha lusefyzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Izixhobo zemali ezifumanekayo zokwenza ukuba iWCLC ikwazi ukufezekisa isigunyaziso sayo
Iindlela zokuqinisekisa	Ungeniso olunye, isivumelwano sokuqondana esivunye, nobungqina bentlawulo kwilifa leMveli leNtshona Koloni
Iindlela yokubala	Ubalo lwabasemagunyeni bolawulo lwezixhobo zelifa lemveli abafumene inkxaso
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelezo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi salathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi salathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI

	Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelaniswa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Inombolo yesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli - AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	2.5.2
Igama lesalathisi	Inani leeprojekthi eziyongene nesigunyaziso sowisomthetho ukukhuthaza ukusetyenziswa kweelwimi ezininzi, iilwimi zemveli ebezifudula zisingelwa phantsi noLwimi lokuThetha ngeZandla loMzantsi Afrika
Inkcazelo emfutshane	Ukuququzelela amathuba ophuhliso lwezakhono kubaxhamli beenkqubo eziqhutywa lisebe ukukhuthaza, ukuphuhlisa nokuqhubela phambili iilwimi ezisemthethweni zephondo kubandakanywa iSASL neelwimi zemveli ebezifudula zisingelwe phantsi ngaphambili.
Injongo	Kukuphumeza igunya lomgaqosiseko lokukhuthaza ukusetyenziswa kweelwimi ezininzi kuRhulumente weNtshona Koloni.
Abaxhamli abaphambili	Uluntu
Umthombo weenkukacha	Umthombo weenkukacha: iECM Olona luhlu lweenkcukacha zisetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelelekayo	Intsebenziswano nabanye abachaphazelekayo kwicala lolwimi iza kuba nefuthe elikhulu ekuphunyezweni kweziphumo
Iindlela zokuqinisekisa	Iingxelo, iirejista zokuzimasa
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI

	Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: Ekujoliswe kubantu abadala: <.....> x"Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	2.5.3
Igama lesalathisi	Inani leenkonzo zenkxaso yolwimi ezinikezelwa ngeelwimi ezi- ezisemthethweni zaseNtshona Koloni noLwimi lokuThetha ngeZandla loMzantsi Afrika
Inkcazelo emfutshane	Ubonelelo lweenkonzo zenkxaso yolwimi ezinikezelwa kumasebe kaRhulumente weNtshona Koloni, kubandakanywa uLwimi lokuThetha ngeZandla loMzantsi Afrika.
Injongo	Ubonelelo lweenkonzo zenkxaso yolwimi ukuze kuqinisekise ukuba uMgaqonkqubo weLwimi wePhondo uyaphunyezwa.
Abaxhamli abaphambili	AmaSebe ePhondo
Umthombo weenkukacha	Umthombo weenkukacha: ECM Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkuqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Le yinkonzo esebenzayo, exhomekeke kwizicelo ezifunyenwe ngamasebe eWCG
Okucingelekayo	Amasebe ePhondo ayawazi uMgaqonkqubo weLwimi wasenTshona Koloni
Iindlela zokuqinisekisa	Irejista yeMisebenzi
Iindlela yokubala	Ubalo lweenkonzo zenkxaso yeelwimi ezithe kwabonelelwa ngazo
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Okungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujolikwe kuko ☐ Ngaphantsi kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhethe kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esis siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zonikezelo , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP)Yinkonzo esebenzayo. Ulwazi luza kufakwa kwiRejista yeMisebenzi. ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: Uluntu olungevayo ngeendlebe Ekujoliswe kubantu abadala: <.....> x"Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

INKQUBO YESI3: ITHALA LEENCWADI NEENKONZO ZOOVIMBA

Izalathisi zikaZwelonke nezePhondo:

Inkqutyana 3.2: IiNkonzo zeThala leeNcwadi

Inombolo yesalathisi	3.2.1
Igama lesalathisi	Inani lamathala eencwadi asekiweyo ngonyaka
Inkcazelo emfutshane	AmaSebe ePhondo afumana inkxasomali kwiDSAC ngeSibonelelo-mali esineMiqathango sokuseka amathala eencwadi amatsha. Indima yesebe lesizwe kukubonelela ngolungamelo kwiiprojekthi zephondo ngokundwendwela indawo, kubandakanywa ukubeka iliso novavanyo lomsebenzi ngokwezicwangciso zephondo eziphunyeziweyo. Amathala eencwadi aza kusekwa abandakanya amathala eencwadi eemodyuli (izakhiwo ezenziweyo ezilungiselelweyo). Ezi projekthi yiminyaka emininzi kwaye isalathisi seAPP esilungiselelweyo sibonisa ezo zimiselwe ukugqitywa kulo nyakamali. Isalathiso sonyaka siyabuvuma ubume beminyaka emininzi beeprojekthi kwaye sigxininisa ukuba ubalo luza kulinganiselwa kwiiprojekthi ezimiselwe ukugqitywa kunyakamali othile. Ngoko ke, ngexesha lokunika ingxelo, amathala eencwadi asekiweyo aza kubhekisa kumathala eencwadi agqitywe kwangaloo nyakamali mnye. Ezinye iiprojekthi ezikwinqanaba lokuqala lolwakhiwo ziza kubandakanywa ngezinye izalathisi ezifanelekileyo zephondo ezilandelelwa ngeAPP, isicwangciso sokusebenza, okanye isicwangciso seziseko ezingundoqo.
Injongo	Ukulinganisa inani lamathala eencwadi amatsha athe asekwa ngenkxasomali okanye inxalenye yenkxasomali evela kwiNkonzo yeThala leeNcwadi.
Abaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha	Umthombo weenkukacha: nguMasipala Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): isiQinisekiso sokuGqiba okanye iifomu zeManyano ezikugcino lwekhompyutha ekwabelwana ngayo
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Inkxasomali iyafumaneka kwiimfuno zeziseko zophuhliso kwisibonelelo seCG
Iindlela zokuqinisekisa	Isiqinisekiso sokugqiba okanye ifomu yokuzibandakanya
Iindlela yokubala	Ubalo lwamathala eencwadi asekiweyo
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☒ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo

Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ Ngonyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kobe kujoliswe kuko
Uhlob lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.2.2
Igama lesalathisi	Inani leencwadi zethala leencwadi ezithengiweyo
Inkcazelo emfutshane	Inani leekopi ezintsha zeencwadi zethala leencwadi ezithengiweyo. Iminikelo neekopi zoncedo azibandakanywa
Injongo	Kukulinganisa inani leekopi ezintsha zeencwadi zethala leencwadi ezithengiweyo (ezishicilelweyo, ezirekhodiweyo neencwadi ngeintanethi) ukuze kugcinwe ingqokelela ifanelekile kwaye ihlaziyiwe.
Abaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha	Umthombo weenkukacha: iSLIMS, iBAS neOverdrive Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): iSLIMS, iBAS neOverdrive
Izithintelo zeenkukacha	Kuxhomekeke ekuchanekeni kwegalelo leenkukacha nokukwazi kwenkqubo ukuchonga iimpazamo.
Okucingelekayo	Inkxasomali iyafumaneka yokuthenga iincwadi
Iindlela zokuqinisekisa	I-Excel luluhlu neenvoyisi
Iindlela yokubala	Inani leekopi leencwadi ezintsha zethala leencwadi ezithengiweyo libaliwe.
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ Ngonyaka

Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi(ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkuckacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli - AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.2.3
Igama lesalathisi	Inani lamatyeli otyelelo lokubeka esweni olwenziweyo
Inkcazelo emfutshane	Inani lamatyeli otyelelo lokubeka esweni olwenziweyo ngabasebenzi bamathala eencwadi engingqi kumathala eencwadi oluntu
Injongo	Injongo yokubeka iliso kutyalelo inokuquka oku kulandelayo kunikezelo lwenkonzo, ukubeka esweni ulawulo, ulawulo lwempahla, ulawulo lokuqokelela, uvavanyo lwemeko yamaziko kwakunye nemigangatho yenkonzo jikelele.
Abaxhamli abaphambili	Amathala eencwadi oluntu
Umthombo weenkukacha	Umthombo weenkukacha: ZePhondo (iirejista ezityikityiweyo) Olona luhlu lweenkcukacha luseyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Ukufumaneka kwabasebenzi nezixhobo zemali
Iindlela zokuqinisekisa	Iirejista
Iindlela yokubala	Ukubala inani lamatyeli otyelelo eliqinisekisiwe ziirejista zokuzimasa
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko

Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.2.4
Igama lesalathisi	Inani leeNkqubo zoKwazisa uLuntu eziqhutyiweyo
Inkcazelo emfutshane	Inani leeprojekthi/iinkqubo zokwazisa ngethala leencwadi ezithathiweyo ukwandisa ukusetyenziswa kwethala leencwadi.
Injongo	Kukuphakamisa izinga lokwazisa ngeenkonzo zamathala eencwadi kwiPhondo liphela.
Abaxhamli abaphambili	ULuntu ngokubanzi
Umthombo weenkukacha	Umthombo weenkukacha: Iinkcukacha zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Ukufumaneka kwabasebenzi nezixhobo zemali
Iindlela zokuqinisekisa	Iingxelo kunye /okanye nobungqina bopapasho
Iindlela yokubala	Inani leeprojekthi/leenkqubo ezikhuthazayo zibaliwe.
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo

	Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI
	Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☒ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.2.5
Igama lesalathisi	Inani leenkqubo zoqeqesho ekubonelelwe ngazo kubasebenzi bamathala oluntu
Inkcazelo emfutshane	Imisitho ecwangcisiweyo yoqeqesho neendibano zocweyo eziququzelelwe ngabasebenzi bamathala eencwadi kwiphondo kubasebenzi bamathala eencwadi oluntu.
Injongo	Esi salathisi sibonakalisa inani leenkqubo zoqeqesho ezibonelelwe abasebenzi bamathala eencwadi oluntu. Enye yeenjongo zenkonzo yethala leencwadi kukuphucula izakhono zoosomathala ukuze kuphunyezwe amanganaba aphezulu onikezelo lweenkonzo.
Abaxhamli abaphambili	Abasebenzi bamathala eencwadi oluntu
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel):
Izithintelo zeenkukacha	Akukho mida kwiinkukacha zesalathisi. Kwezinye iimeko, iinkqubo zoqeqesho zinokumiswa okwethutyana ngenxa yezinto ebezingalindelekanga kodwa zisezakwenzeka.
Okucingelekayo	Ukufumaneka kwabasebenzi nezixhobo zemali
Iindlela zokuqinisekisa	IiRejista zokuZimasa neAjenda zenkqubo nganye yoqeqesho
Iindlela yokubala	Ukubalwa kweenkqubo zoqeqesho
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ YES ☐ NO Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI

	Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.2.6
Igama lesalathisi	Inani lamathala eencwadi ngofikelelo lweintanethi kuluntu
Inkcazelo emfutshane	Inani lamathala eencwadi oluntu lwaseMaphandleni (ingeyiyo imetro) abonelela ngofikelelo kwintanethi
Injongo	Kukubonelela ngeintanethi yasimahla kumathala eencwadi oluntu aseMaphandleni (ingeyiyo imetro).
Abaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iExcel): iExcel
Izithintelo zeenkcukacha	Azikhona
Okucingelelekayo	Ukufumaneka kwabasebenzi nezixhobo zemali
Iindlela zokuqinisekisa	Uluhlu lwe-Excel yamathala eencwadi (Ubungqina bonxibelelwano)
Iindlela yokubala	Inani lamathala eencwadi abonelelwe ngeintanethi liyabalwa kwaye longezwa kwiindawo esele zivuliwe kwiminyaka edlulileyo. Apho iindawo zenkonzo zivaliweyo okanye i-intanethi iyekisiwe, kufuneka kuthatyathwe.
Uhlobo lokubala	☐ Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kweengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhethe kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Indawo eziNinzi Ubungakanani: ☒BePhondo ☐BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi linkcukacha / Idilesi / Ilungelelaniswa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒EWE ☐HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba:
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐iG4J ☐Ukhuselo ☒Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.2.7
Igama lesalathisi	Inani leendawo zeenkono zamathala eencwadi
Inkcazelo emfutshane	Inani leendawo zeenkono zamathala eencwadi ezinxulumene neNkonzo yamaThala eeNcwadi eNtshona Koloni.
Injongo	Ukulinganisa ubungakanani beenkonzo zamathala eencwadi ezibonelelwa kwiPhondo leNtshona Koloni liphela.
Abaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha	Umthombo weenkukacha: Uvimba weenkukacha zeSebe (iifomu zokuzibandakanya) Olona luhlu lweenkukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): iExcel
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Ukuvumaneka kwabasebenzi nezixhobo zemali
Iindlela zokuqinisekisa	Iifomu zendibanisela zokuvulwa nembalelwano evela kumniki wenkonzo yethala leencwadi likarhulumente malunga nokuvalwa
Iindlela yokubala	Inani leendawo ezintsha zenkonzo zibaliwe zaze zongezwa kwini leendawo ezikhoyo zenkonzo. Apho iindawo zenkonzo zivaliweyo, kufuneka kuthatyathwe.
Uhlobo lokubala	Olongezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒EWE ☐HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☒Ukuphendula ☐Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐EWE ☒HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐EWE ☒HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ “Akukho nanye kwezi zingentla”
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ “Akukho nanye kwezi zingentla”
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.2.8
Igama lesalathisi	Inani loomasipala beB3 abafumana iintlawulo ngenkxasomali kubasebenzi, ukusebenza kunye/okanye nenkcitho enkulu kumathala eencwadi
Inkcazelo emfutshane	Inani loomasipala B3 (abasesichengeni) abancediswa yiNkonzo yaMathala eeNcwadi ngenkxasomali.
Injongo	Kukwenza ukuba kubonelelwe ngenkonzo yethala leencwadi likarhulumente koomasipala beB3.
Abaxhamli abaphambili	Oomasipala namathala eencwadi oluntu
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel):
Izithintelo zeenkcukacha	Azikho
Okucingelelekayo	Imali iyafumaneka
Iindlela zokuqinisekisa	Iingxelo zodluliselo lwentlawulo
Iindlela yokubala	Inani loomasipala beB3 abafumana iintlawulo ezikhutshelweyo babaliwe.
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☒ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ “Akukho nanye kwezi zingentla”
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ “Akukho nanye kwezi zingentla”
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.2.9
Igama lesalathisi	Inani loomasipala abafumana iintlawulo zodluliselo lweSibonelelo seThala leeNcwadi kwiMetro ukulungiselela ukuphuculwa nokugcinwa kwamathala eencwadi
Inkcazelo emfutshane	Inani loomasipala bemetropolitan abancediswa yiNkonzo yeThala leeNcwadi ngenkxasomali yokuphucula nokugcina amathala eencwadi.
Injongo	Kukuphucula nokulungisa amathala eencwadi emetro.
Abaxhamli abaphambili	YiMetro namaThala eencwadi oLuntu
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenziswayo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelelekayo	Imali iyafumaneka
Iindlela zokuqinisekisa	Iingxelo zodluliselo lwentlawulo
Iindlela yokubala	Inani loomasipala bemetropolitan abafumana iintlawulo ezikhutshelweyo bayabalwa
Uhlobo lokubala	Olongezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olongezelelwayo
Umjikelo wokuniswa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kukot
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Iindawo eziNinzi Ubungakanani: ☒BePhondo ☐BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi Iinkcukacha / Idilesi / Ilungeleliswa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒EWE ☐HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒"Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐iG4J ☐Ukhuselo ☒Impilontle ☒Usungulo lwezinto ezintsha, iInkcubeko noLawulo ☐"Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.2.10
Igama lesalathisi	Inani labasebenzi bamathala eencwadi afumana inkxasomali ngenkxasomali
Inkcazelo emfutshane	Inani lezithuba zabasebenzi bethala leencwadi ezifumene inkxasomali ngodluliselo kooMasipala beB3.
Injongo	Kukubonelela ngenkxasomali koomasipala ukuze baqeshe abasebenzi kumathala eencwadi oluntu.
Abaxhamli abaphambili	NgooMasipala naBasebenzi bamathala eencwadi oluntu
Umthombo weenkukacha	Umthombo weenkukacha: zooMasipala Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): iExcel
Izithintelo zeenkukacha	Ukwetha 145abantu kwesiqhelo kwabasebenzi
Okucingelekayo	Imali iyafumaneka
Iindlela zokuqunisekisa	Iingxelo nezicwangciso zeshishini ezivela kooMasipala
Iindlela yokubala	Inani lezithuba ezibaliweyo kwizicwangciso zeshishini
Uhlobo lokubala	Olongezelelwayo ☐Ukuphela koNyaka ☐Ukuphela koNyaka ukuza kuthi ga ngaoku ☒Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐NgeKota ☐Kabini ngoNyaka ☒NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒EWE ☐HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☒Ukuphendula ☐Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐EWE ☒HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐EWE ☒HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Indawo eziNinzi Ubungakanani: ☒BePhondo ☐BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi linkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒EWE ☐HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkxazo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐iG4J ☐Ukhuselo ☒Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.2.11
Igama lesalathisi	Inani lamatyeli otyelelo lokubek' esweni neentlanganiso zeintanethi koomasipala beB3
Inkcazelo emfutshane	Inani lotyelelo lokubeka esweni oluqhutywe koomasipala beB3 ngabasebenzi benkonzo yethala leencwadi (ngokwasemzimbeni okanye ngokubonakalayo)
Injongo	Ukubeka iliso kwinkqubela phambili yoomasipala kwinkcitho yesibonelelo, ukuthotyelwa kwemimiselo nemigangatho nokubonelela ngeengcebiso nenkxaso yobungcali.
Abaxhamli abaphambili	oomasipala
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithinteli zeenkukacha	Azikho
Okucingelekayo	Ukufumaneka kwabasebenzi nezixhobo zemali
Iindlela zokuqinisekisa	Imizuzu yeentlanganiso
Iindlela yokubala	Ukubalwa kwenani leemizuzu yeentlanganiso
Uhlobo lokubala	Olongezelelwayo ☐Ukuphela koNyaka ☐Ukuphela koNyaka ukuza kuthi ga ngoku ☒Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒NgeKota ☐Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒EWE ☐HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☒Ukuphendula ☒Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐EWE ☒HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐EWE ☒HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Izalathisi zikaZwelonke nezePhondo

Inkqutya 3.3: OoVimba

Inombolo yesalathisi	3.3.1
Igama lesalathisi	Inani leenkqubo zokwazisa uluntu eziqhutywayo malunga neenkonzo zovimba
Inkcazelo emfutshane	Umthetho wooVimba, ngakumbi iCandelo lesi3(h) leNkonzo yooVimba kaZwelonke, lichaza ukuba ooVimba bakaZwelonke baza kukhuthaza ukuqondwa ngcono koovimba nolawulo lweerekhodi nokukhuthaza imisebenzi yolawulo lweerekhodi neerekhodi elizweni. Ukuza kuthi ga ngoku, iinkqubo ezicwangcisiweyo zokwazisa uluntu ziza kukhuthaza ukubaluleka kweendlela zokugcinwa kweerekhodi ezifanelekileyo kwaye zivumele amalungu oluntu ukuba afikelele kwizakhiwo zovimba ukuze aqonde imisebenzi neenkonzo zovimba. Iinkqubo ziza kuba yiyo nayiphi na okanye indibaniselwano yezi zilandelayo: iNkqubo yeVeki yooVimba ngoNyaka; Inkqubo yeMbali yoMlomo; neNkqubo yokuFikelela/Yokwazisa. Olu luhlu lukhankanywe ngasentla alugqibeki, kwaye amaPhondo anokuqalisa iinkqubo zokwazisa ezifanayo. Ngexesha lokuphunyezwa kwezi nkqubo, abantu ngabanye, 147abantu147 kwezinye izinto, baza kuboniswa ngendlela uphando oluqhutywa ngayo koovimba; zeziphi iinkonzo ezibonelelwayo; iinkqubo ezifunekayo zokufikelela kwiinkcukacha ezihleliweyo ezigcinwe kumaziko oovimba; nendlela imiboniso eyenziwa ngayo kusetyenziswa ingqokelela yooVimba.
Injongo	Ukufundisa uluntu, ingakumbi ulutsha, malunga noovimba nokukhuthaza ilifa lemveli yethu. Iinkcazontetho malunga noovimba ezikolweni, kuluntu, nakwiindwendwe zooVimba. Iinkqubo ziza kuba yiyo nayiphi na okanye indibaniselwano yezi zilandelayo: iNkqubo yeVeki yooVimba ngoNyaka; Inkqubo yeMbali yoMlomo; neNkqubo yokuFikelela/Yokwazisa. Olu luhlu lukhankanywe ngasentla alugqibeki, kwaye amaPhondo anokuqalisa iinkqubo zokwazisa ezifanayo. Ngexesha lokuphunyezwa kwezi nkqubo, abantu ngabanye, 147abantu147 kwezinye izinto, baza kuboniswa ngendlela uphando oluqhutywa ngayo koovimba; zeziphi iinkonzo ezibonelelwayo; iinkqubo ezifunekayo zokufikelela kwiinkcukacha ezigcinwe kumaziko oovimba.
Abaxhamli abaphambili	Ulungu ngokubanzi
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI Iirejista zokuzimasa (ezeSandla)
Izithintelo zeenkcukacha	Azikhona
Okucingelekayo	Uluntu luza kuxhamla kwiinkqubo zokufikelela eluntwini ezenziweyo.
Iindlela zokuqinisekisa	Iirejista zokuzimasa (zeintanethi okanye zesandla)
Iindlela yokubala	Ukubala ngokulula

Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umkhelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI
	Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilonitile ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.3.2
Igama lesalathisi	Inani leerekhodi zembali yomlomo eziqokelelweyo
Inkcazelo emfutshane	Inggqokolela yezona rekhodi zembali yomlomo ukuze zilondolozwe kwaye zifikeleleke.
Injongo	Kukulondoloza imbali yomlomo ukuza isetyenziswe ngabaphandi naluluntu.
Abaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkukacha	Umthombo weenkukacha: ZeSebe (AmaThala eencwadi/amaZiko olondolozo lwembali kunye/okanye imibutho yembali yomlomo) Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Ukurekhoda kwiifomathi ezivakalayo ezibonwayo ezidweliswe kuluhlu lwempahla.
Iindlela zokuqinisekisa	Iirekhodi kwiDVD, uluhlu loDluliselo
Iindlela yokubala	Ubalo lwezihloko/udliwanondlebe olurekhodiweyo
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo

Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawulo onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.3.3
Igama lesalathisi	Inani lamatyeli ongenelelo loqeqesho
Inkcazelo emfutshane	Uqeqesho lwabalawulip beerekhodi noomabhalane bobhaliso.
Injongo	Ukuxhobisa abasebenzi kulawulo olululo lweerekhodi.
Abaxhamli abaphambili	Abasebenzi bolawulo lweerekhodi zamaqumrhu karhulumente
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelelekayo	Abaphathi beeRekhodi ekuJoliswe kubo nooMabhalane boBhaliso baza kuxhamla kolu ludwe lwezifundo.
Iindlela zokuqinisekisa	Iirejista zokuzimasa, inkqubo yoludwe lwezifundo, ingxelo
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka

Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.3.4
Igama lesalathisi	Inani lemibuzo eqwalaselweyo
Inkcazelo emfutshane	Ukuphendula kwimibuzo efunyenweyo.
Injongo	Kukubonelela ngofikelelo kwiirekhodi zoovimba.
Abaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): lirejista
Izithintelo zeenkcukacha	Azikho
Okucingelelekayo	Yonke imibuzo efunyenweyo iza kusionjululwa.
Iindlela zokuqinisekisa	Iirejista zemibuzo ebhaliweyo, yomnxeba neyedesika
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko

Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☒ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulahlulwa kwabaxhamli - AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilonhle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.3.5
Igama lesalathisi	Inani lamatyeli otyelelo lwabaphandi kooVimba
Inkcazelo emfutshane	Utyelelo lwabaphandi kooVimba.
Injongo	Ukubonelela ngofikelelo kwiinkcukacha.
Abaxhamli abaphambili	Ulungu ngokubanzi
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Abaphandi baza kuqhubeka nokutyelela indawo yokugcina ooVimba.
Iindlela zokuqunisekisa	Iirejista zeendwendwe zamagumbi okufundela
Iindlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo

	Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI
	Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilonhle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.3.6
Igama lesalathisi	Inani lezinto ezikooVimba (amaxwebhu) ezibuyiselweyo
Inkcazelo emfutshane	Ulonolozo nokugcinwa koovimba.
Injongo	Kukulondoloza ilifa lemveli elikoovimba.
Abaxhambli abaphambili	Ulungu ngokubanzi
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikhona
Okucingelelekayo	Izinto ezikoovimba ezibuyiselweyo zizakulondolozwa ixesha elide.
Iindlela zokuqinisekisa	Irejista yeerekhodi ezibuyiselweyo
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Indawo eziNinzi Ubungakanani: ☒BePhondo ☒BeSithili ☒Bomasipala weNgingqi ☐BeWadi ☐BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐EWE ☒HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒"Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐iG4J ☐Ukhuselo ☒Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐"Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.3.7
Igama lesalathisi	Inani leemitha zomgama ezicwangcisiweyo
Inkcazelo emfutshane	Ucwangciso nenkcazelo yeerekhodi.
Injongo	Ukubonelela ngofikelelo olulula kwiirekhodi nakwiingqokelela ezifumanekayo kuluntu.
Abaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Zonke iirekhodi ezicwangcisiweyo zizakufikeleleka kubo bonke.
Iindlela zokuqinisekisa	Irejista yeerekhodi ezichaziweyo nezicwangcisiweyo, iingxelo zenyanga
Iindlela yokubala	Ubalo lweemitha zomgama ocwangcisiweyo
Uhlobo lokubala	Olongezelelwayo ☒Ukuphela koNyaka ☐Ukuphela koNyaka ukuza kuthi ga ngoku ☐Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒NgeKota ☐Kabini ngoNyaka ☐NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☒Ukuphendula ☐Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: Indawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iInkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.3.8
Igama lesalathisi	Inani lamaSebe aza kufumana ukuqaliswa kwe-ECM
Inkcazelo emfutshane	Inani lamaSebe aya kufumana ukuqaliswa kwe-ECM.
Injongo	Eyona njongo yale nkqubo kukuvumela amasebe ukuba asebenzise uLawulo lweRekhodi ezifanayo kumxholo ongamiselwanga njengamaxwebhu amagama, iispreadsheets nomxholo oskeniweyo.
Abaxhamli abaphambili	AmaSebe ePhondo
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Imali iyafumaneka.
Iindlela zokuqinisekisa	Iziqinisekiso zokugqiba
Iindlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ kuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? EWE Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Indawo eziNinzi Ubungakanani: ☒BePhondo ☒BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: Indawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐EWE ☒HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒“Akukho nanye kwezi zingentla”
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐iG4J ☐Ukhuselo ☒Impilontle ☒Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐“Akukho nanye kwezi zingentla”
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.3.9
Igama lesalathisi	Inani leenkqubo zokuhlelwa kweerekhodi ezivavanyweyo kunye/okanye ezivunyiweyo
Inkcazelo emfutshane	Ukuyila, uphononongo nokwamkelwa kwezicwangciso zefayile, imigaqonkqubo yolawulo lweerekhodi, iincwadana zenkqubo yobhaliso neeshedyuli zolawulo lweerekhodi zamaqumrhu karhulumente.
Injongo	Ukuqinisekisa ukuba iinkqubo zokuhlela ziyayilwa ngokoMthetho wePhondo wooVimba weNtshona Koloni, wama2005 (uMthetho wesi3 wama2005).
Abaxhamli abaphambili	Amaqumrhu karhulumente weNtshona Koloni
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkcukacha lusefeyenzisiweyo (ukuba inkqubo /iexcel):
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Onke amaqumrhu karhulumente aza kuthumela izilungiso zeenkqubo zawo zokuhlela nohlaziyo.
Iindlela zokuqinisekisa	Iincwadi zembalelwano ezingenisweyo zeMvume/ezingavunywanga kumaqumrhu karhulumente.
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒Ukuphela koNyaka ☐Ukuphela koNyaka ukuza kuthi ga ngoku ☐Olongongezelelwayo
Umjikelo wokunikwa kwengxelo	☒NgeKota ☐Kabini ngoNyaka ☐NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu)kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒EWE ☐HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☒Ukuphendula ☒Ingqibelelot Ingaba esi siSalathisi esiQhutywa siSidingo? ☐EWE ☒HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐EWE ☒HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Indawo eziNinzi Ubungakanani: ☒BePhondo ☒BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐EWE ☒HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒“Akukho nanye kwezi zingentla”
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐iG4J ☐Ukhuselo ☒Impilontle ☒Usungulo lwezinto ezintsha, iInkcubeko noLawulo ☐“Akukho nanye kwezi zingentla”
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.3.10
Igama lesalathisi	Inani lamatyeli ohlolo aqhutyiweyo
Inkcazelo emfutshane	Ukuhlolwa kweemeko apho iirekhodi zigcinwa kwaye zilawulwe khona kumaqumrhu karhulumente.
Injongo	Ukuqinisekisa ukuthotyelwa kwemithetho yolawulo lweerekhodi, imigangatho nemigaqonkqubo ngamaqumrhu karhulumente.
Abaxhamli abaphambili	Amaqumrhu karhulumente noluntu lwaseNtshona Koloni
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel):
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Amaqumrhu karhulumente aza kuthobela iinkqubo zoLawulo lweeRekhodi.
Iindlela zokuqinisekisa	Iingxelo zohlolo okanye iifomu zoPhando
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒Ukuphela koNyaka ☐Ukuphela koNyaka ukuza kuthi ga ngoku ☐Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒NgeKota ☐Kabini ngoNyaka ☐NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kuphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒EWE ☐HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☐Ukuphendula ☒Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐EWE ☒HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐EWE ☒HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Indawo eziNinzi Ubungakanani: ☒BePhondo ☒BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐EWE ☒HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒“Akukho nanye kwezi zingentla”
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐iG4J ☐Ukhuselo ☒Impilontle ☒ Usungulo lwezinto ezintsha, iInkcubeko noLawulo ☐“Akukho nanye kwezi zingentla”
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.3.11
Igama lesalathisi	Inani lamagunya okulahla akhutshiweyo
Inkcazelo emfutshane	Ukukhutshwa kwemiyalelo yokutshabalalisa okanye yokudlulisela
Injongo	Ukuthintela ukutshatyalaliswa okungagunyaziswanga kweerekhodi zoluntu okanye ukudluliselwa kweerekhodi ngokuvunywa kwezicelo.
Abaxhamli abaphambili	Amaqumrhu karhulument weNtshona Koloni
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Akukho qumrhu likarhulumente liza kutshabalalisa iirekhodi ngaphandle kwemvume yooVimba.
Iindlela zokuqinisekisa	Isigunyaziso sokuchitha isicelo sencwadi yembalelwano nencwadi ekhupha igunya lokulahla.
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒Ukuphela koNyaka ☐Ukuphela koNyaka ukuza kuthi ga ngoku ☒Olungongezelelwayo
Umjikelo wokunikwa kweengxelo	☒NgeKota ☐Kabini ngoNyaka ☐NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒EWE ☐HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☒Ukuphendula ☒Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒EWE ☐HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐EWE ☒HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	3.3.12
Igama lesalathisi	Inani lezintlu zempahla eziqulunqiweyo zaza nezihlaziyeiweyo
Inkcazelo emfutshane	Ukurekhoda, ukuchaza oovimba ukuqinisekisa ngofikelelo lula nokuhlaziya uluhlu lweempahla.
Injongo	Ibonelela ngofikelelo olulula koovimba ngokubonelela ngolwazi oluthe kratya ngeengqokelela ezikhoyo.
Abaxhamli abaphambili	Uluntu ngokubanzi
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Abaphandi bazakubanakho ukufumana izalathiso ezichanekileyo ukufumana umthombo ofunekayo.
Iindlela zokuqinisekisa	Uluhlu lwempahla
Iindlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☒ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi responsibility	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

ISIBONELELO SOXHOMEKEKO: ISIBONELELO SAMATHALA EENCWADI OLUNTU

Inombolo yesalathisi	1.1
Igama lesalathisi	Inani lezithuba zemisebenzi yethala leencwadi efumene inkxasomali ngesibonelelo soxhomekeko
Inkcazelo emfutshane	Inani lezithuba zamathala eencwadi kumathala eencwadi oluntu afumana isibonelelo soxhomekeko
Injongo	Ukulinganisa ifuthe lesibonelelo esinemiqathango ekukwazini koomasipala ukuqesha abasebenzi abafanelekileyo kumathala eencwadi oluntu
Abaxhamli abaphambili	Abasebenzi beThala leencwadi boMasipala weNtshona Koloni
Umthombo weenkukacha	Umthombo weenkukacha: Izicwangciso zeshishini zoomasipala Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Imali iyafumaneka
Iindlela zokuzinisekisa	Izicwangciso zeshishini neengxelo zenkcitho yenyanga ezivela kooMasipala
Iindlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Indawo eziNinzi Ubungakanani: ☒BePhondo ☒BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi Iinkcukacha/ Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒EWE ☐HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒“Akukho nanye kwezi zingentla”
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐iG4J ☐Ukhuselo ☒Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐“Akukho nanye kwezi zingentla”
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.2
Igama lesalathisi	Inani leekopi zezixhobo zethala leencwadi ezithengiweyo
Inkcazelo emfutshane	Inani leekopi zezixhobo zethala leencwadi ezithengelwe amathala eencwadi oluntu
Injongo	Ukulinganisa inani leekopi ezithengiweyo kwisibonelelo-mali esinemiqathango ukuze kugcinwe ingqokelela ifanelekile.
Abaxhamli abaphambili	Amathala eencwadi kaMasipala
Umthombo weenkukacha	Umthombo weenkukacha: Ii-invoyisi zokuthenga Olona luhlu leenkukacha luseyenzisiweyo (ukuba inkqubo /iexcel): iSLIMS neBAS
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Imali iyafumaneka yokuthenga iincwadi
Iindlela zokuqinisekisa	Iingxelo kwiiseti zeenkukacha
Iindlela yokubala	Inani leekopi zokuthenga zibalwe kwii-invoyisi
Uhlobo lokubala	Olongezelelwayo ☐Ukuphela koNyaka ☐Ukuphela koNyaka ukuza kuthi ga ngoku ☒Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐NgeKota ☐Kabini ngoNyaka ☒NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒EWE ☐HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☐Ukuphendula ☐Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☐ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba:AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.3
Igama lesalathisi	Inani leeprojekthi ezintsha zamathala eencwadi ezibonelelwe ngenkxasomali
Inkcazelo emfutshane	Inani leeprojekthi zezakhiwo zamathala eencwadi amatsha elibonelelwe ngenkxasomali
Injongo	Ukwakha izakhiwo ezintsha zamathala eencwadi ukuze kube nokusatyelwa ngokufanelekileyo kwiimfuno zoluntu
Abaxhamli abaphambili	OoMasipala
Umthombo weenkukacha	Umthombo weenkukacha: Iingxelo zodluliselo lwentlawulo Olona luhlu lweenkcukacha lusefuzisweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Ukuthembeka kweenkcukacha ekubonelelwe ngazo
Okucingelekayo	Imali iyafumaneka kwiiprojekthi zamathala eencwadi eamatsha
Iindlela zokuqinisekisa	Iingxelo zodluliselo lwentlawulo
Iindlela yokubala	Inkxasomali edluliselweyo neeprojekthi ezibonise kwizicwangciso zoshishino zikamasipala
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Iindawo eziNinzi Ubungakanani: ☒BePhondo ☒BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba:AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.4
Igama lesalathisi	Inani lamatyeli otyelelo lokubek'esweni kwesibonelelo soxhomekeko koomasipala
Inkcazelo emfutshane	Inani lamatyeli otyelelo lokubek'esweni kwesibonelelo soxhomekeko oluqhutywe koomasipala ngabasebenzi beNkonzo yaMathala eeNcwadi
Injongo	Ukubeka iliso kwinkcitho yesibonelelo, ukuthotyelwa kwemimiselo nemigangatho nokubonelela ngeengecebiso nenkxaso yobungcali
Abaxhamli abaphambili	OoMasipala
Umthombo weenkukacha	Umthombo weenkukacha: Imizuzu yeentlanganiso neerejista zokuzimasa Olona luhlu lweenkcukacha lusefayensiweyo (ukuba inkqubo /iexcel): Ayingeni
Izithintelo zeenkukacha	Intembeko yeenkukacha ekubonelelwa ngazo
Okucingelekayo	Ukufumaneka kwabasebenzi nezixhobo zemali
Iindlela zokuqinisekisa	Imizuzu yeentlanganiso neerejista zokuzimasa
Iindlela yokubala	Ukubala inani leemizuzu yeentlanganiso
Uhlobo lokubala	☒ Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☐ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi /Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba:AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.5
Igama lesalathisi	Inani loomasipala abafumana iintlawulo yodluliselo lwesibonelelo soxhomekeko
Inkcazelo emfutshane	Inani loomasipala abafumana iintlawulo zodluliselo lwesibonelelo soxhomekeko
Injongo	Iintlawulo zodluliselo lwesibonelelo soxhomekeko luncedisa oomasipala ekuqesheni abasebenzi abafanelekileyo, baphucule iinkonzo zethala leencwadi nokujongana nombala wesigunyaziso esingaxhaswa ngamali
Abaxhamli abaphambili	OoMasipala
Umthombo weenkukacha	Umthombo weenkukacha: Iingxelo zodluliselo lwentlawulo Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Ukuthembeka kweenkcukacha ekubonelelwe ngazo
Okucingelekayo	Imali iyafumaneka
Iindlela zokuqinisekisa	Iingxelo zodluliselo lwentlawulo
Iindlela yokubala	Ukubala inani loomasipala abafumana iintlawulo zodluliselo
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelezo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
Iinkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.6
Igama lesalathisi	Inani lohlaiziyo lwamathala eencwadi olubonelelwe ngenkxasomali
Inkcazelo emfutshane	Amathala eencwadi akhoyo abonelelwe ngenkxasomali yokuphucula
Injongo	Ukuxhasa ngemali uphuculo lwamathala eencwadi ukuze aphendule ngokufanelekileyo kwiimfuno zoluntu
Abaxhamli abaphambili	OoMasipala
Umthombo weenkukacha	Umthombo weenkukacha: Iingxelo zodluliselo lwentlawulo Olona luhlu lweenkcukacha lusefayenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Ukuthembeka kweenkcukacha ekubonelelwe ngazo
Okucingelekayo	Imali iyafumaneka kwiiprojekthi zamathala eencwadi amatsha
Iindlela zokuqinisekisa	Iingxelo zodluliselo lwentlawulo
Iindlela yokubala	Inkxasomali edluliselweyo neeprojekthi ezibonakalisiweyo kwizicwangciso zoshishino zikamasipala
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kutshi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Inqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☐ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba:AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ “Akukho nanye kwezi zingentla”
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ “Akukho nanye kwezi zingentla”
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.7
Igama lesalathisi	Inani lamaThala eencwadi amaNcinci abo bangaboniyo asekiweyo
Inkcazelo emfutshane	Intsebenziswano neThala leeNcwadi loMzantsi Afrika labaNgaboniyo ukuseka iinkonzo ezikhethekileyo kuluntu olungaboniyo kumathala eencwadi akhethiweyo.
Injongo	Ukuphucula iinkonzo zamathala eencwadi ukubonelela ngeemfuno ezizodwa zoluntu
Abaxhamli abaphambili	Ithala leencwadi loMzantsi Afrika labaNgaboniyo (SALB)
Umthombo weenkcukacha	Umthombo weenkcukacha: Iingxelo zolawulo lweeprojekthi Olona luhlu lweenkcukacha lusefeyenzisiweyo (ukuba inkqubo /iexcel): Ayingeni
Izithintelo zeenkcukacha	Ukuthembeka kweenkcukacha ekubonelelwa ngazo
Okucingelekayo	Inkxasomali iyafumaneka ukuze kusekwe amathala eencwadi amatsha abo bangaboniyo
Iindlela zokuqinisekisa	Iingxelo zeeprojekthi
Iindlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☒ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ YES ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☐ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba:AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.8
Igama lesalathisi	Inani leenkqubo zoqeqesho ekubonelelwe ngazo
Inkcazelo emfutshane	Inani leenkqubo zoqeqesho ezinikezelwe kubasebenzi bakamasipala ukusuka kwinkxasomali yesibonelelo soxhomekeko
Injongo	Ukuphucula izakhono zabasebenzi bakamasipala malunga nolawulo lwamathala eencwadi oluntu
Abaxhamli abaphambili	OoMasipala
Umthombo weenkukacha	Umthombo weenkukacha: IiNgxelo neeRejista zokuZimasa Olona luhlu lweenkcukacha luseityenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Ukufumaneka kwabasebenzi nezixhobo zemali
Iindlela zokuqinisekisa	IiNgxelo
Iindlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngapahntsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☐ Ukufikelela ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi siQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☒ Indawo eNye ☐ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☐ BeSithili ☐ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
Iinkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

INKQUBO YESI4: IMIDLALO NOLONWABO

Izalathisi zokuSebenza:

Izalathisi zikaZwelonke nezePhondo:

Inkqutyana 4.2: Imidlalo

Inombolo yesalathisi	4.2.1
Igama lesalathisi	Inani lezikolo, iindawo ezixakekileyo neeklabhu ezibonelelwe ngezixhobo kunye/okanye impahla ukuze kuthatyathwe inxaxheba kwimidlalo okanye kulonwabo

Inkcazelo emfutshane	Esi salathisi sidibanisa inani lezikolo, iindawo ezixakekileyo neeklabhu ezibonelelwe ngezixhobo kunye/okanye iimpahla zokubonelela ngamathuba okuthatha inxaxheba. Izixhobo: Kubandakanya izixhobo zemidlalo ezisetyenziswa ngabathathi-nxaxheba kwibala lemidlalo nolonwabo ngexesha lokuziqhelanisa kunye/okanye ukhuphiswano. Izixhobo kufuneka zenziwe ngokuphindaphindwa kwesixhobo esithile (umz. iibhola ezili-10 okanye ikiti yeqela lebhola ekhatywayo), okanye izinto zeekhowudi ezininzi (umz. ibhola yomnyazi, ibhola ekhatywayo, izinto ze-aerobics). Isixhobo kufuneka sihambelane nemisebenzi eyenziwa kwindawo, kwiklabhu okanye esikolweni. Isinxibo: impahla esetyenziswa ngabathathinxaxheba kwibala lezemidlalo ngexesha lokuziqhelanisa kunye/okanye nokhuphiswano. Iklabhu ngumbutho oneenjongo ezibandakanya ukukhuthazwa kwekhowudi yezemidlalo enye okanye ngaphezulu, ukuthatha inxaxheba kwamalungu abo kwezi khowudi kunye nombutho kunye nokuthatha inxaxheba kwiiligi, iitumente kunye okanye ubuntshatsheli. Iklabhu yezemidlalo inokuba isekwe kuluntu okanye idityanisiwe neNdibaniselwano yeSizwe eyaziwayo kwaye ugxininiso lwayo lunokuba lololonwabo, ukufundisa, ukukhuphisana, okanye indibaniselwano yezi ntlobo zemisebenzi esekelwe kumgaqo-siseko wayo. Indawo exakekileyo ngummandla/iziko elikhethiweyo nelibekwe phakathi kwephondo/isithili/umasipala wengingqi okanye uluntu apho iNtathoxaxheba yeSiniinzi kwiMidlalo noLonwabo iqhubeka khona. Isenokuba kufutshane neziko lezemidlalo, iziko loluntu, isikolo, ipaki okanye ibala lokudlala kwaye ngokwesiko liyindawo esetyenziselwa izinto ezininzi. Ngokubanzi, ummandla kufuneka ube kwindawo esembindini phakathi koluntu ukuqinisekisa ukufikeleleka komntu wonke, unokubhekiswa kuyo njengendawo yokusebenzela ukuba inezixhobo zesathelayithi kwiindawo ezingqongileyo. Abaxhamli nabathathinxaxheba banokuza bengamaqela, iiklabhu, izikolo, abantu ngabanye okanye eminye imibutho yasekuhlaleni esebenza kuluntu lwengingqi, abafuna ukuphuhlisa nokukhulisa imidlalo nolonwabo olunikezelwa kuluntu oluthile. Isikolo liziko likarhulumente lokufundisa abantwana abaphantsi kolawulo lweSebe leMfundo esiSiseko kunye namasebe alo emfundo kumaphondo. Ngenjongo yesi salathi-nkqubela, sibandakanya ibakala loku1 ukuya kwele12.
Injongo	Kukuphuhlisa izikolo, iindawo ezixakekileyo neeklabhu kwiphondo. Izikolo, iindawo ezixakekileyo neeklabhu ezixhamlayo kwizixhobo kunye/okanye kwimpahla ukuze kuqinisekise uphuhliso lwazo.
Abaxhamli abaphambili	Izikolo, iindawo ezixakekileyo neeklabhu
Umthombo weenkukacha	Umthombo weenkukacha: zikolo, iindawo ezixakekileyo neeklabhu Olona luhlu lweenkukacha luseetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Aziko
Okucingelekayo	Ukuxhobisa ngezakhono ezikolweni, kwiindawo ezixakekileyo nakwiiklabhu eziqinisekisa ngentathoxaxheba
Iindlela zokuqinisekisa	Imvume yokwamkelwa kwesithi noLuhlu lwezikolo, iindawo ezixakekileyo neeklabhu
Iindlela yokubala	Udityaniso lokubala kwezi zalathisi zilandelayo: 1. Inani lezikolo ezibonelelwe ngezixhobo kunye/okanye isinxibo. 2. Inani leendawo ezixakekileyo ezibonelelwe ngezixhobo kunye/okanye impahla. 3. Inani leeklabhu ezibonelelwe ngezixhobo kunye/okanye isinxibo.
Uhlobo lokubala	Ongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ingaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Indawo eziNinzi Ubungakanani: ☒BePhondo ☒BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Indawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.2.2
Igama lesalathisi	Inani lemibutho emanyeneyo yemidlalo yesithili efumene inkxaso
Inkcazelo emfutshane	Ukuxhasa imibutho emanyeneyo ngokwenza oko ikwazi ukuphuhlisa nokukhuthaza imisebenzi neeprojekthi zemidlalo nolonwabo. Iimanyano ezixhasayo ngokugqithiselwa kwenkxasomali.
Injongo	Kukuthatha inxaxheba kwezemidlalo nokugqwesa kuya kwandiswa ngeenkqubo ezicwangcisiweyo neeprojekthi.
Abaxhamli abaphambili	Iimanyano zemidlalo zezithili
Umthombo weenkukacha	Umthombo weenkukacha: Izicelo ezifunyenwe kwiMibutho yeMidlalo yeSithili/yePhondo/kaZwelonke nabaququzeleli bakaRhulumente/abaBucala Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): Excel
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Ukuguqula isimo soluntu nokwakha ubumbano loluntu
Iindlela zokuqinisekisa	UkunNeniswa okuVunyiweyo/kweziJungqe zamaphepha eNtlawulo zeMOA/BAS aTyikityiweyo
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒Ukuphela koNyaka ☐Ukuphela koNyaka ukuza kuthi ga ngoku ☒Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒NgeKota ☐Kabini ngoNyaka ☐NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☐Ukuphendula ☐Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐EWE ☒HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Indawo eziNinzi Ubungakanani: ☒BePhondo ☒BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiidawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐EWE ☒HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: NA Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐iG4J ☐Ukhuselo ☒Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.2.3
Indicator title	Inani lemisitho emikhulu efumene inkxaso
Inkcazelo emfutshane	Imisitho emikhulu yemidlalo exhaswe kwiPhondo.
Injongo	Kukuxhasa ukhenketho lwezemidlalo.
Abaxhamli abaphambili	ImiManyano yezeMidlalo yeSithili/yePhondo/kaZwelonke nabaququzeleli bakaRhulumente/abaBucala
Umthombo weenkcukacha	Umthombo weenkcukacha: Izicelo ezifunyenwe kwiMibutho yeMidlalo yeSithili/yePhondo/kaZwelonke nabaququzeleli bakaRhulumente/abaBucala Olona luhlu lwedatha lusefuzisizweyo (ukuba inkqubo/egqwesileyo): AYINGENI
Izithintelo zeenkcukacha	Azikhona
Okucingelelekayo	Imali eyaneleyo nabasebenzi, indawo yonikezelo lwenkonzo efanelekileyo.
Iindlela zokuqinisekisa	Ingxelo yoMnyhadala, intlawulo yeBAS, iMOA, uNgeniso oluTyikityiweyo; iziganeko ezibonakalayo/ezixubileyo. Isicelo seNkxaxomali.
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒Ukuphela koNyaka ☐Ukuphela koNyaka ukuza kuthi ga ngoku ☐Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒NgeKota ☐Kabini ngoNyaka ☐NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒EWE ☐HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☒Ukuphendula ☐Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.2.4
Igama lesalathisi	Inani leenkqubo zokomelela nempilo entle eziququzelelwa zezololongo
Inkcazelo emfutshane	La ngamangenelelo enzelwe ukuxhobisa abasebenzi noluntu kwimiba yezempilo neenkqubo zemipilo yezemidlalo.
Injongo	Ukukhuthaza indlela yokuphila enempilo kwiphondo.
Abaxhamli abaphambili	Abasebenzi bakarhulumente weNtshona Koloni noluntu
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Ukuba abantu bafuna ukuphila ubomi obunempilo ngokuhlala besempilweni kwaye besempilweni.
Iindlela zokuqinisekisa	Ingxelo yemisitho
Indlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ YES ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☒ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ YES ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ IG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.2.5
Igama lesalathisi	Inani labantu bezemidlalo abathatha inxaxheba kuqeqesho
Inkcazelo emfutshane	Yenza iqonga lokuwonga abo bathe bagqwesa ngelixa bethatha inxaxheba kwiintsika ezahlukeneyo zemidlalo. Ukunika imbeko nokuncoma abaphumelelayo kwezeMidlalo abathe banegalelo kuphuhliso, iinguqu, nokukhula kwezemidlalo eMzantsi Afrika.
Injongo	Ukuxhobisa abantu (iimbaleki, abaqeqeshi, abaphathi, amagosa obugcisa, abalawuli nabanye kwezemidlalo nolonwabo) ngoqeqesho lokubonelela ngemisebenzi yezemidlalo nolonwabo eNtshona Koloni.
Abaxhamli abaphambili	IiNjuzi zezemidlalo, amagosa obugcisa, abaqeqeshi, abalawuli, namaqhawe ezemidlalo
Umthombo weenkcukacha	Umthobo weenkcukacha: Uvimba weenkcukacha zeSebe Olona luhlu lweenkcukacha lusefeyenzisiweyo (ukuba inkqubo /iexcel): iExcel
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Ukufumaneka kwemali
Iindlela zokuqinisekisa	IRejista yokuZimasa neNgxelo yoMsitho
Iindlela yokubala	Inani labathathinxaxheba kungenelelo loqeqesho ngalunye
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.2.6
Igama lesalathisi	Inani Labantu bezemidlalo abafumene uqeqesho
Inkcazelo emfutshane	Inani lamagosa ezemidlalo azimasa izifundo ezinxulumene nemidlalo.
Injongo	Kukuxhobisa abantu (iimbaleki, abaqeqeshi, abaphathi, amagosa ezobugcisa, abalawuli kunye nabanye kwezemidlalo nolonwabo) ngoqeqesho oluvunyiweyo ukuze banikezele ngemidlalo nolonwabo eNtshona Koloni.
Abaxhamli abaphambili	Iimanyano zemidlalo kwiPhondo nakwizithili.
Umthombo weenkcukacha	Umthombo weenkcukacha: zeSebe Olona luhlu lweenkcukacha lusetyenisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkcukacha	Aziko
Okucingelekayo	AYINGENI
Iindlela zokuqinisekisa	Ingxelo yeMisitho
Iindlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKofa ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.2.7
Igama lesalathisi	Inani leenjuzi zemidlalo eziqhuba kakuhle ezixhaswe ukuba zithathe inxaxheba kwinqanaba lamazwe ngamazwe.
Inkcazelo emfutshane	Ukubonelela ngenkxaso kubathathinxaxheba abakhuphisanayo kwinqanaba lamazwe ngamazwe.
Injongo	Kukuququzelela ukumelwa kumaqonga ngamazwe..
Abaxhamli abaphambili	Abantu bezemidlalo
Umthombo weenkukacha	Umthombo weenkukacha: weSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Ufikelelo kwiiprofayili zenjuzi yemidlalo
Okucingelekayo	Ukuqinisekisa ukuba iinjuzi zemidlalo zithatha inxaxheba kumanqanaba aphezulu.
Iindlela zokuqinisekisa	Izijungqe zobungqina beNtlawulo yeBAS
Iindlela yokubala	bala inani leentlawulo ezenziweyo
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezul kobe kujoliswe kuko)
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Idilesi / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umalwuli onoXanduva
Inguqu yomhlaba	Oluphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilonhle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.2.8
Igama lesalathisi	Inani lamatyeli ongenelelo lwabasetyhini namantombazana afumene inkxaso
Inkcazelo emfutshane	Ungenelelo lwaBasetyhini naMantombazana olukhuthaza imidlalo nemisebenzi yolonwabo kweli qela labaxhamli. Ungenelelo lubandakanya kodwa alukhawulelwanga kwimisitho, uthethathethwano, amanyathelo okugqala, iidrive zomnikelo, imisebenzi, unyuso, njl.
Injongo	Uphuhliso lwezemidlalo nolonwabo kwabasetyhini namantsombazana.
Abaxhamli abaphambili	Abasetyhini namantombazana
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkcukacha lusefayenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Uxhotyiso lwabasetyhini namantombazana ekuthatheni inxaxheba kwezemidlalo nakwezolonwabo.
Iindlela zokuqinisekisa	Irejista yokuzimasa kunye/okanye iingxelo zomsitho
Iindlela yokubala	Ubalo lweerejista zokuzimasa kunye/okanye iingxelo zomsitho
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKofa ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweSalathisi? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingaqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ YES ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ YES ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umhlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.2.9
Igama lesalathisi	Inani lamatyeli ongenelelo lwabantu abaphila nokhubazeko elifumana inkxaso
Inkcazelo emfutshane	Iiproyekthi zokukhubazeka neenkqubo ezikhuthaza imidlalo nemisebenzi yolonwabo kweli qela labaxhamli. Ungenelelo lubandakanya kodwa alukhawulelwanga kwimisitho, uthethathethwano, amanyathelo okuqala, amaphulo omnikelo, imisebenzi, unyuso, njl.
Injongo	Kukuphuhliswa kwabantu abaphila nokhubazeko kwezemidlalo nolonwabo.
Abaxhamli abaphambili	Abantu abaphila nokhubazeko
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkcukacha lusefeyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Uxhotyiso lwabantu abaphila nokhubazeko ekuthatheni inxaxheba kwezemidlalo nolonwabo.
Iindlela zokuqinisekisa	Irejista yokuzimasa kunye/okanye iingxelo zomsitho
Iindlela yokubala	Ubalo lweerejista zokuzimasa kunye/okanye iingxelo zomsitho
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingaqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☐ ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> x"Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ IG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.2.10
Igama lesalathisi	Inai leenjunge zemidlalo ezifumene inkxaso kumaziko ezemidlalo
Inkcazelo emfutshane	Inani leembaleki ezixhaswe ngeenkqubo zemifundo yezemidlalo. Amaziko emfundo anokuba neekhowudi ezininzi okanye angqale. Inkxaso ibandakanya: inkxaso yezonyango nezenzululwazi; izakhono zobomi; iisemina neendibano zocweyo ezixhobisa iimbaleki; Ubonelelo lwezixhobo neenkampu zoqeqesho lwesinxibo nenye inkxaso ebonelelwayo ukubanceda ukuba bakhuphisane ngokugqibeleleyo. Injuzi zemidlalo zingabalwa kube kanye kuphela, kungakhathaliseki isixa senkxaso enikiweyo
Injongo	Ukuvavanya inani leenjuzi zemidlalo ezixhamlayo kwinkqubo yenkxaso yeenjuzi zemidlalo
Abaxhamli abaphambili	Iinjuzi zemidlalo
Umthombo weenkukacha	Umthombo weenkukacha: Ubungqina benkxaso obubonelelwe iinjuzi zemidlalo Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): <.....>
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Iinjuzi zemidlalo zikulungele ukuthatha inxaxheba kwelona nqanaba liphezulu
Iindlela zokuqinisekisa	Ubungqina bentlawulo lweenjuzi zemidlalo ezifumene inkxaso
Iindlela yokubala	Ubalo Lula lweenjuzi zemidlalo ezifumene inkxaso
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI

Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.3.1
Igama lesalathisi	Inani lemibutho yekhowudi yeMidlalo yeMveli exhaswayo
Inkcazelo emfutshane	Inani lamaqumrhu ekhowudi yemidlalo yeli yesithili neyephondo exhaswa ngocwangciso lonyaka nemiba yolawulo oluhlangeneyo..
Injongo	Kukuphucula ulawulo lwequmrhu nokwandisa ukubandakanywa koluntu.
Abaxhamli abaphambili	Amalungu eklabhu yeMidlalo yeMveli, amalungu aLawulayo namagosa obugcisa.
Umthombo weenkcukacha	Umthombo weenkcukacha: Ikomiti eLawulayo kumbutho ngamnye Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelelekayo	Imibutho yamkelwa luluhlu lwekhowudi kazwelonke efanelekileyo.
Iindlela zokuqinisekisa	IiRejista zokuZimasa kunye/okanye imizuzu yeentlanganisano
Iindlela yokubala	Bala inani lemibutho
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.3.2
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Igama lesalathisi	Inani lamaZiko oLonwabo afumene inkxaso.
Inkcazelo emfutshane	Inani lamaZiko ezoLonwabo afumene inkcaso ngobonelelo lomqeqeshi kunye/okanye izixhobo.
Injongo	Injongo kukwandisa intathoxaxheba yesininzi nokubandakanywa koluntu. Injongo
Abaxhamli abaphambili	Uluntu lwengingqi olukufutshane nendawo yeziko. Iiklabhu zabantu abadala, iziko le-ECD (amaziko e-ECD), ulutsha olusahamba isikolo neeklabhu zeMidlalo yeMveli
Umthombo weenkcukacha	Umthombo weenkcukacha: Umbutho weMidlalo wePhondo leNtshona Koloni Olona luhlu lweenkcukacha lusefenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Ukusebenza kweZiko
Iindlela zokuqinisekisa	Iphepha elibonisa umvuzo nezinciphiso zawo zomqeqeshi kunye/okanye iirisithi zobungqina beziko ngalinye
Iindlela yokubala	Bala inani lamaZiko oLonwabo asekiweyo nafumana inkxaso
Uhlobo lokubala	Olongezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wealathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindlela eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNguqu ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxaduva lwesalathisi	Umlawuli onoXaduva
Inguqu yesalathisi	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.3.3
Igama lesalathisi	Inani labasebenzi abaqeshwe kwiNkqubo yezoLonwabo
Short definition	Inani labasebenzi (abaqeshwe) abaqeshwe kwiZiko lezoLonwabo.
Injongo	Ukwandisa intathoxaxheba yesininzi nokwandisa ubambiswano loluntu.

Abaxhamli abaphambili	Amaqela ekujoliswe kuwo athi azimase imisebenzi yeziko lolonwabo kwaye anikwe iinkonzo ngabaqeqeshi.
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): <Excel.....>
Izithintelo zeenkukacha	Azikhona
Okucingelelekayo	Baza kubakho abasebenzi kunyakamali wonke.
Iindlela zokuqinisekisa	Izivumelwano
Iindlela yokubala	Ubalo lwenani lezivumelwano (abasebenzi abaqeshiweyo)
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKofa ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkoko? ☒ EWE ☐ HAYI Ukuba nguEWE, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli Amaqela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
Iinkukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inkqutwana 4.4: Imidlalo yeSikolo

Inomblo yesalathisi	4.4.1
Igama lesalathisi	Inani lezithili ezifumene inkxaso ngu/ngemidlalo yezikolo
Inkcazelo emfutshane	Inani lezithili ezifumene inkxaso ngofikelelo kumathuba kwizikolo zemidlalo ngeendlela zokucwangcisa nokuququzelela imidlalo yesikolo.
Injongo	Ukudala amathuba okuba izithili zikwazi ukuthatha inkxaxheba kwimidlalo yezikolo ukuze zikwazi ukungenela ukhuphiswano lwephondo.
Abaxhamli abaphambili	Abantwana besikolo nolutsha kwizithili ezahlukeneyo

Umthombo weenkukacha	Umthombo weenkukacha: Abaphathi beZithili/ abaLungelelanisi Olona luhlu lweenkukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkukacha	Azikhoh
Okucingelekayo	Ukusebenza nentsebenziswano yezithili
Iindlela zokuqinisekisa	Iirejista zokuzimasa nemizuzu yeentlanganis
Iindlela yokubala	Bala inani lesithili
Uhlobo lokubala	Olongezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Kuzo zonke izithili zoomasipala nezemfundo Inkcazo yomhlaba Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
Iinkukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.4.2
Igama lesalathisi	Inani labasebenzi abaqeshwe kwiNkqubo yeZikolo eziMamelwane
Inkcazelo emfutshane	Inani labasebenzi (abaqeshi) abaqeshwe kwiSikolo saseMelwaneni. Isixa sabantu abaqeshwe kwiNkqubo yeSikolo saseMelwaneni
Injongo	Kukwandisa intathoxaxheba yesininzi neeligi zezikolo. Ukwandisa amathuba omsebenzi nokunyusa umgangatho wobomi bamalungu angaphangeliyo ekuhlaleni.
Abaxhamli abaphambili	Ngabafundi
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI

Izithintelo zeenkukacha	Azikhoh
Okucingelekayo	Kuza kubakho abasebenzi unyakamali wonke.
Iindlela zokuqinisekisa	Izivumelwano ezityikityiweyo kunye/okanye iincwadi zokwandisa izivumelwano
Iindlela yokubala	Bala inani labasebenzi abaqeshiweyo.
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindlela eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Kuzo zonke izithili zoomasipala nezemfundo Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilonhle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.4.3
Igama lesalathisi	Inani lamaZiko eZikolo zasebuMelwaneni ezifumene inkxaso
Inkcazelo emfutshane	Ubuninzi bamaZiko eZikolo zasebuMelwaneni ezifumene iinkonzo.
Injongo	Ukwandisa uBandakanyo loLuntu nokuThatha iNxaxheba ngesiNinzi kubathathinxaxheba bezikolo i.
Abaxhamli abaphambili	Izikolo ezikwiindawo ezichongiweyo, kwakunye nabantwana beisikolo
Umthombo weenkukacha	Umthombo weenkukacha: Abaphathi/abaLungiseleli beSithili Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikhoh
Okucingelekayo	Ukusebenza kwezikolo nentsebenziswano

Iindlela zokuqinisekisa	Ukuqinisekiswa kweencwadi zembalelwano zesikolo ezityikityiweyo zaza zagximizwa isitampu kwiphepha elinombhalo wenkampani okanye incwadi yengqesho yomqeqeshi.
Iindlela yokubala	Ubalo lweencwadi zeziqinisekiso okanye iincwadi zengqesho yabaqeqeshi.
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungengezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Indawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Kuzo zonke izithili zoomasipala nezemfundo Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☒ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.4.4
Igama lesalathisi	Inani labafundi abathatha inxaxheba kwiitumente zemidlalo yezikolo zesithili
Inkcazelo emfutshane	Inani labafundi abathatha inxaxheba kwiitumente zemidlalo yezikolo kwinqanaba lesithili njengesiseko sentathoxaxheba kwinqanaba elilandelayo kwezemidlalo.
Injongo	Kukubonisa elona nani labafundi abathatha inxaxheba kwiprogram yemidlalo yesikolo kwinqanaba lesithili.
Abaxhamli abaphambili	Learners
Umthombo weenkcukacha	Umthombo weenkcukacha: Izintlu zamaqela kunye/okanye iirejista zokuzimasa zabafundi abathatha inxaxheba kwiitumente zesithili ezithi zingeniswe kumagosa esebe ngosuku lwetumente. Uluhlu lweekomiti zesithili kufuneka lutyikitywe luze lubhalwe umhla ngumphathi weqela. Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Ukufumaneka kwabathathinxaxheba ngexesha lomhla obekiweyo.
Iindlela zokuqinisekisa	Irejista yokuZimasa, Imisitho ngobuxhakaxhaka
Iindlela yokubala	Bala

Uhlobo lokubala	☐ Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umkhelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inan leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi BeWadi ☐ BeDilesi linkcukacha / Idilesi / Ilunglelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: AYINGENI Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: AYINGENI Ekujoliswe kubantu abadala: AYINGENI ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inkqutana 4.5: Inkqubo yeMOD

Inombolo yesalathisi	4.5.1
Igama lesalathisi	Inani lamaZiko eMOD afumene inkxaso
Inkcazelo emfutshane	Inani lamaZiko eMOD axhaswe ngobonelelo lwabaqeqeshi kunye/okanye ngezixhobo.
Injongo	Kukwandisa ukuBandakanya koLuntu neNxaxheba yesiNinzi kubathathinxaxheba kumaziko.
Abaxhamli abaphambili	Ngabafundi
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Ukusebena kweZikolo nentsebenziswano
Iindlela zokuqinisekisa	IsiVumelwano seNqanaba leNkonzo (SLA) okanye isivumelwano soMqeqeshi.
Iindlela yokubala	Ubalo lweSLA nesivumelwano somqeqeshi.

Uhlobo lokubala	Olongezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umkhelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngaku kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilonitile ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.5.2
Igama lesalathisi	Inani labasebenzi abaqeshwe kwiNkqubo yeMOD
Inkcazelo emfutshane	Inani labasebenzi (abaqeshi) abaqeshiwe kumaZiko eMOD.
Injongo	Kukwandisa uthathonxaxheba lwesiNinzi neeligi zesikolo.
Abaxhamli abaphambili	Ngabafundi
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelelekayo	Kuza kubakho abasebenzi unyakamali wonke.
Iindlela zokuqinisekisa	Izivumelwano
Iindlela yokubala	Ubalo lwenani lezivumelwano (abasebenzi abaqeshiweyo)
Uhlobo lokubala	Olongezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo

Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli onoXanduva
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli - AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.6.1
Igama lesalathisi	Inani leengcali ezithathe inxaxheba kuqeqesho
Inkcazelo emfutshane	Amathuba oqeqesho adaliweyo ukuxhobisa iingcali ngezakhono.
Injongo	Kukuqinisekisa ngeengcali neenkqubo ezisemgangathweni – ngokuhambelana nezithethe nemigangatho yolutsha
Abaxhamli abaphambili	Iingcali ezisebenzela uRhulumente neeNGO
Umthombo weenkcukacha	Umthombo weenkcukacha: lirejista zoqeqesho Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelelekayo	Ukufumaneka kwenkxasomali. Iingcali ziyaqhubeka nokutyikityela uqeqesho ngokusekelwe kwimbono eyinzuzo yoqeqesho
Iindlela zokuqinisekisa	Iirejista zokuzimasa
Iindlela yokubala	Ubalo lweengcali ngokomsitho ngamnye
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo

Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi(ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	I-Ofisi yoLutsha eyiNtloko
Ingqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.6.2
Igama lesalathisi	Inani lamathuba olutsha okuqeqeshelwa umsebenzi adaliwe
Inkcazelo emfutshane	Inani lamathuba okuqeqeshelwa umsebenzi adaliweyo olutsha oluphakathi kwe18 nama25 eminyaka ubudala ekubonelelwe bona ngokuqubisana nezozoqoqosho.
Injongo	Kukunciphisa iqondo lokungaphangeli kolutsha
Abaxhamli abaphambili	Ulutsha olungaphangeliyo neNEETS ebudala ukususela kwi18 ukuya kuma25 eminyaka
Umthombo weenkukacha	Umthombo weenkukacha: zeSebe Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelelekayo	Iziza ziyaqhubeka ukuxhasa uphunyezo lwenkqubo
Iindlela zokuqinisekisa	Iirekhodi (zentlawulo) yemivuzo yexeshana
Iindlela yokubala	Ubalo lwabantu abafumene umvuzo wexeshana
Uhlobo lokubala	Olongezelelwayo ☐ Ukuphala koNyaka ☐ Ukuphala koNyaka ukuza kuthi ga ngoku ☒ Olongongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka

Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒EWE ☐HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☒Ukuphendula ☐Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒EWE ☐HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐Indawo eNye ☒Iindawo eziNinzi Ubungakanani: ☒BePhondo ☒BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi linkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	I-Ofisi yoLutsha eyiNtloko noMphathi weYearBeyond
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli - AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒"Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐iG4J ☐Ukhuselelo ☒Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐"Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.6.3
Igama lesalathisi	Inani leeNdibano zabachaphazelekayo bangaphandle
Inkcazelo emfutshane	Ukusingathwa koluntu lokufundisa ukwabelana ngeenkcukacha, zifundo, izixhobo nezibonelelo nabachaphazelekayo bangaphandle (amasebe eWCG, iiNGO, abaNikeli neeNqununu)
Injongo	Kukuququzelela iindibano zabachaphazelekayo nokunika izimvo.
Abaxhamli abaphambili	Abalawuli beZiza, amasebe eWCG, abaNikeli namalungu eeNGO
Umthombo weenkcukacha	Umthombo weenkcukacha: lirejista zokuzimasa Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): <.....>
Izithintelo zeenkcukacha	Azikho
Okucingelelekayo	Abachaphazelekayo bazibophelele kuthethathethwano nenkqubo
Iindlela zokuqinisekisa	lirejista zokuzimasa
Iindlela yokubala	Ubalo lwenani leendibano
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko

Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒EWE ☐HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒Ufikelelo ☐Intembeko ☐Ukuphendula ☐Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐EWE ☒HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐EWE ☒HAYI
Indawo yomhlaba weenkukacha	Inani leendawo: ☐Indawo eNye ☒Iindawo eziNinzi Ubungakanani: ☒BePhondo ☒BeSithili ☒BoMasipala weNgingqi ☐BeWadi ☐BeDilesi linkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒EWE ☐HAYI
Uxanduva lwesalathisi	I-Ofisi yoLutsha eyiNtloko
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒"Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	4.6.4
Igama lesalathisi	Inani lolutsha olusemngciphekweni oluthatha inxaxheba rhoqo kwaye ngokungaguqukiyo kwiiASP
Inkcazelo emfutshane	Abafundi abahamba isikolo ekujoliswe kubo abasemngciphekweni (o.k.t. ezifundweni, kunye/okanye ngokwendlela yokuziphatha, kunye/okanye usapho, kunye/okanye umngcipheko wenzululwazi ngezelizwe) ukuthatha inxaxheba kwezemidlalo, ubugcisa, izakhono zobomi okanye iinkqubo zemfundo zasemva kwesikolo ubuncinane kabini ngeveki ngelixa inkqubo iqhubayo.
Injongo	Kukwandisa izinto ezikhuselayo kulutsha olusemngciphekweni oluxhamlayo kwinkqubo
Abaxhamli abaphambili	Abantwana nolutsha
Umthombo weenkukacha	Umthombo weenkukacha: lirekhodi zomnqophiso weQela (app) nge-Excel Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): <.....>
Izithintelo zeenkukacha	Uqhagamshelwano luyafuneka ukufaka uzimaso kwaye ngamanye amaxesha imiceli mngeni ngonxielelwano
Okucingelekayo	Ukufumaneka kwabasebenzi nezixhobo zemali ukulandelela abafundi. Intembeko yesikolo kwiinkqubo kwaye ke ngoko ukubeka iiseshoni zabafundi ngokubaluleka kwazo
Iindlela zokuqinisekisa	Iirekhodi zokuzimasa ezigcinwe kwisivumelwano seQela nakuvimba weenkukacha.
Iindlela yokubala	Ubalo lolutsha nabantwana abathatha inxaxheba
Uhlobo lokubala	☒ Olongezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko

Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☒ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	I-Ofisi yoLutsha eyiNtloko
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe yomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☒ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

ISIBONELELO SENKQUBO YOKUTHATHA INXAXHEBA KWESININZI

UPHUHLISO LWEKLABHU

Inombolo yesalathisi	1.1
Igama lesalathisi	Inani Labantu abafumene uqeqesho ekuqhubeni uPhuhliso lweKlabhu
Inkcazelo emfutshane	Inani 191abantu abafumana uqeqesho njengabaqeqeshi, abahloli betalente, amagosa obugcisa, abalawuli, abaphathi bamaqela okanye amacandelo anxulumeneyo ngeenkqubo zoqeqesho ezivunyiweyo ezinikezelwa ukwandisa intathoxaxheba. Ngabantu abaxhamlayo kwintathoxaxheba yesininzi kunye nenkxaso yophuhliso lwemidlalo ababalwayo. Iinkqubo zoqeqesho ezingqamene nezemidlalo kufuneka zivunye yintlangano yezemidlalo yamazwe ngamazwe, ngaphandle kweekhowudi zeIG ezingenakho ukuvunywa. Iinkqubo zoqeqesho zohlobo oluthile kufuneka zivunye yiSETA. Iisemina noomasifundisane ziza kwamkelwa nazo njengongenelelo ngoncedo loqeqesho, ukuba iziqinisekiso zokuzimasa zikhutshiwe.
Injongo	Ukuxhobisa abantu ngoqeqesho oluvunyiweyo ukuba banikezele ngeenkqubo zophuhliso lweKlabhu, ngokwenza oko ngokuzinzileyo.
Abaxhamli abaphambili	Abaqeqeshi, abahloli betalente, amagosa obugcisa kunye nabalawuli
Umthombo weenkukacha	Umthombo weenkukacha: Irejista yokuzimasa etyikityiweyo Olona luhlu lweenkcukacha lusefayenzisiweyo (ukuba inkqubo /iexcel): AYINGENI Uthethathethwano olunxulumene nomthombo weenkukacha luza kwenzeka.
Izithintelo zeenkukacha	Aziko
Okucingelekayo	Uxhotyiso ngezakhono kuzo zonke iiklabhu zasedolophini nezasemaphandleni
Iindlela zokuqinisekisa	Inani lezifundo ezinikezelweyo, uQeqesho ngobuXhakaxhaka neeWebinars
Iindlela yokubala	Bala

Uhlobo lokubala	☐ Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalatjoso	1.2
Igama lesalathisi	Inani lemibutho yamaqela abadlali yengingqi efumene inkxaso
Inkcazelo emfutshane	Inani lemibutho yamaqela abadlali engingqi afumene inkxaso ekuqinisekiseni ngokunikezelwa kweenkqubo zemidlalo nozinzo lophuhliso lwamaqela. Inkxaso ibandakanya izikhokelo zokusebenza, ulungiselelo nokhuphiswano. Inkxaso yemali nengeyiyo eyemali inokubonelelwa.
Injongo	Imibutho yamaqela abadlali yengingqi isebenza njengeqonga lokuthatha inxaxheba ngokuzinzileyo, ukuchongwa kwetalente nophuhliso.
Abaxhamli abaphambili	TBC
Umthombo weenkukacha	Umthombo weenkukacha: Ubungqina benkxaso ekubonelelwe ngayo (bungabandakanya ubungqina bentlawulo)/ Amagama emibutho yamaqela abadlali efumene inkxaso, ixesha lemibutho yamaqela abadlali neziphumo zomdlalo ngamnye
Izithintelo zeenkukacha	Inkxaso ekunonelelwe ngayo ayikho semgangathweni
Okucingelelekayo	Ukudala amathuba eeklabhu okudlala kwimibutho yamaqela abadlali okanye kwiitumente
Iindlela zokuqinisekisa	Inani lemibutho yamaqela abadlali efumene inkxaso,
Iindlela yokubala	Bala
Uhlobo lokubala	☒ Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ☐ Olungongezelwayo

Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ iUfikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelwanis: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.3
Igama lesalathisi	Inani leeklabhu ezibonelelwe ngezixhobo kunye/okanye ngesinxibo (Jonga isalathisi sikaZwelonke 4.2.3)
Inkcazelo emfutshane	Inani leeklabhu ezibonelelwe ngezixhobo kunye/okanye isinxibo
Injongo	Ukubonisa inani leeklabhu ezincedwe kunikezelo lweenkqubo zemidlalo nolonwabo ngokubonelela ngezixhobo nesinxibo.
Abaxhamli abaphambili	TBC
Umthombo weenkukacha	Umthombo weenkukacha: Iphepha elibubungqina bokuthunyelwa kweempahla yezixhobo kunye/is Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): iExcel Uthethathethwano olunxulumene nomthombo wedatha luya kwenzeka.
Izithintelo zeenkukacha	Aziko
Okucingelekayo	Ukuxhotyiswa kweeklabhu ukuba zithathe inxaxheba ekuququzeleleni ezemidlalo
Iindlela zokuqinisekisa	Utyikityo olufunyenwe ziiklabhu ngesinxibo nezixhobo
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko

Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☒ iG4J ☐ Ukhuselo ☒ Impilonhle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.4
Igama lesalathisi	Inani lamaziko emidlalo afumene inkxaso
Inkcazelo emfutshane	Inani lamaziko ezemidlalo asekiweyo kwaye azinzileyo ukuze abonelele ngeenkonzo zenkxaso kwezemidlalo ngokweSakhelo samaziko oqeqesho lwezemidlalo Esi salathisi silandela inani lamaziko oqeqesho lwezemidlalo axhaswayo kwaye kungeyiyo inkxaso yamaziko oqeqesho ezemidlalo kubadlali bezemidlalo nabaqeqeshi. Inkxaso iquka inkxasomali nengeyiyo eyemali. Inkxaso engeyiyo yemali ibandakanya phakathi kwezinye izinto, ubonelelo ngeenkonzo zenkxaso yezemidlalo njengeSakhelo samaziko oqeqesho lwezemidlalo.
Injongo	Amaziko oQeqesho lwezemidlalo axhasa uphuhliso lwemidlalo yaseMzantsi Afrika.
Abaxhamli abaphambili	Ngamaziko oqeqesho lwezemidlalo
Umthombo weenkcukacha	1. IsiVumelwano seNqanaba leNkonzo okanye isiVumelwano sokuQondana 2. INgxelo yeZiko loqeqesho lwezemidlalo 3. Ubungqina obubhaliweyo obuqinisekisa inkxaso kwiziko loqeqesho lwezemidlalo malunga nezijungqe zephepha lobungqina bentlawulo yenkxali;; nawaphi na amaxwebhu ukuqinisekisa ngobungqina benkxaso
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Inkxaso kumaziko oqeqesho lwezemidlalo
Iindlela zokuqinisekisa	Inani lamaziko ezemidlalo afumene inkxaso.
Iindlela yokubala	Ubalo ngokuLula
Uhlobo lokubala	Olongezelelwayo ☐ Ukuphela koNyaka ☒ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo

Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Umhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawulo weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.5
Igama lesalathisi	Inani labantu abaqeqeshelwe ukuba banikezele ngenkqubo yeziko lezemidlalo.
Inkcazelo emfutshane	Uqeqesho luza kubonelelwa kwiingcali zemidlalo (kubandakanywa abaqeqeshi bezikolo, abahloli betalente, oosonzululwazi bezemidlalo, izazinzulu zonyango, abaqeqeshi bezakhono zobomi, ukucetyiswa kwezibonelelo zabasebenzi njl.njl.) ukubaxhobisa ukuze bakwazi ukuhambisa iinkqubo zemfundo yezemidlalo.
Injongo	Uqeqesho (izakhono okanye uphuhliso lwezakhono) lubalulekile ekuphuhliseni amaziko ezemidlalo ngokukodwa ngokwemiba echongiweyo ngasentla ukuqinisekisa uzinzo.
Abaxhamli abaphambili	Abantu bezemidlalo
Umthombo weenkukacha	Umthombo weenkukacha: Izintlu zabazimasi Olona luhlu lweenkcukacha lusetyenziweyo (ukuba inkqubo/iexcel): AYINGENI Uthethathethwano olunxulumene nomthombo weenkukacha luza kuqhubeka.
Izithintelo zeenkukacha	Azikho
Okucingelelekayo	Uxhotyiso ngezakhono kwabalawuli neenjuzi zezemidlalo
Iindlela zokuqinisekisa	Irejista yokuzimasa
Iindlela zokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo

Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☐ Impilontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☒ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.6
Igama lesalathisi	Inani leenkqubo zophuhliso lweenjuze zemidlalo ezifumene inkxaso
Inkcazelo emfutshane	I-DCAS ibonelela ngenkxaso yemali, ngoThathonxaxheba ngoNinzi noPhuhliso lweMiqathango yoPhuhliso lwezeMidlalo, kumaSebe ePhondo anoxanduva lwemidlalo, ubugcisa nenkcubeko ukuwanceda ekuboneleleni ngeenkqubo zophuhliso nenkxaso kubadlali abanetalente nabadlala kwinkqanaba eliphezulu. IiNkqubo zoPhuhliso lweenjuze zemidlalo neNkxaso ziphuhliswa ngamaSebe ePhondo anoxanduva lwezemidlalo, ubugcisa nenkcubeko, ebambisene nabachaphazelekayo, abafana namaZiko eMidlalo ePhondo neMibutho yePhondo. Iinkqubo ziza kuchaza zonke iikhowudi ezifuna inkxaso ephezulu yokusebenza. Inkxaso yeenjuze zemidlalo iza kunikezelwa ngokuhambelana neSakhelo sesiCwangciso lamaZiko ezeMidlalo aseMzantsi Afrika neziKhokelo zoMgaqonkqubo..
Injongo	Ukuvavanya inani leenkqubo zokuphuhliswa kweenjuze zemidlalo.
Abaxhamli abaphambili	Iinjuzi zezemidlalo
Umthombo weenkukacha	Iingxelo yekota yamaSebe ePhondo leMidlalo, ubuGcisa neNkcubeko Iingxelo yenkqubela yekota etyikitywe ngumphathi weprojekthi wamaziko emfundo ephondo afanelekileyo, kubandakanywa nengxelo yenkcitho Iingxelo yenkqubela phambili ehlanganisiweyo etyikitywe nguMlawuli oyiNtloko weDCAS wephondo okanye igosa eliphezulu. UkuThatyathwa kweNxaxheba sisiNinzi neSakhelo seSibonelelo soXhomekeko soPhuhliso lwezeMidlalo.

Izithintelo zeenkukacha	Azikhoh
Okucingelekayo	Akukho
Iindlela zokuqinisekisa	1. INkqubo yoPhuhliso lweNjuza zemidlalo yePhondo 2. Ingxelo yenkqubela phambili yekota etyikitywe ngumphathi weprojekthi wamaziko emfundo ephondo afanelekileyo, kubandakanywa nengxelo yenkcitho 3. Ingxelo ehlanganisiweyo yenkqubela phambili etyikitywe nguMlawuli oyiNtloko weDCAS okanye igosa eliphezulu. 4. Isijungqe sephepha esibubungqina bentlawulo
Iindlela yokubala	Ubalo ngokuLula
Uhlobo lokubala	☐ Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo
	Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI
	Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BeMasipala weNgingqi ☐ BeWadi ☐ BeDilesi
	linkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili ngenguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☐ Impilontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☒ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.7
Igama lesalathisi	Inani labasebenzi abaqeshwe ngokusingxina kwisi7% sesabelo (ibandakanya iMidlalo yeZikolo, uLonwabo naBasebenzi boPhuhliso lweKlabhu)
Inkcazelo emfutshane	Inani labasebenzi abaqeshwe ixesha elide okanye isigxina kwisi7% solwabiwo lwesibonelelo soxhomekeko (uluntu, iKlabhu okanye abasebenzi beziko lemfundo ephakamileyo)
Injongo	Kukuxhasa ukudalwa kwemisebenzi kwicandelo lezemidlalo nolonwabo.
Abaxhamli abaphambili	Ngabasebenzi

Umthombo weenkukacha	Umthombo weenkukacha: lincwadi zengqesho/uluhlu lwabasebenzi abaqeshiweyo Olona luhlu lweenkukacha lusetyenzisiweyo (ukuba inkqubo /iexcel): iExcel Uthethathethwano olunxulumene nomthombo weenkukacha luza kuqhubeka.
Izithintelo zeenkukacha	Aziko
Okucingelekayo	Ukulawula inkqubo yoXhomekeko
Iindlela zokuqinisekisa	Izivumelwano
Iindlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Inqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilonile ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.8
Igama lesalathisi	Inani labaququzeleli bezemidlalo yoluntu abahlawuliweyo
Inkcazelo emfutshane	Inani labaququzeleli bemidlalo yoluntu abaqeshwe kwizibonelelo zemali ezabelwa uphuhliso lwamaqela kwiSibonelelo sokuThatha inxaxheba koNinzi noPhuhliso lweMidlalo. Esi sabelomali singaphandle kwesi7% sesabelo sabasebenzi. Aba baququzeleli bemidlalo yoluntu basebenza kwinqanaba lesithili okanye lengingqi.
Injongo	Kukubonisa elona nani labaququzeleli bezemidlalo yoluntu abaqeshwe ngolwabiwo
Abaxhamli abaphambili	Ngabasebenzi

Umthombo weenkukacha	Umthombo weenkukacha: Uluhlu lwabaququzeleli abangeniswe ngamaphondo. Olona luhlu lweenkukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI Uthethathethwano olunxulumene nomthombo weenkukacha luzakuqhubeka.
Izithinteli zeenkukacha	Azikho
Okucingelelekayo	Ukulawula inkqubo yoXhomekeko
Iindlela zokuqinisekisa	IziVumelwano
Iindlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphez) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgungqu ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☐ Impilontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☒ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

INKQUBO YOKUTHATHA INXAXHEBA KONINZI LOLUNTU LWASESIYADLALA

Inombolo yesalathisi	1.1
Igama lesalathisi	Inani lemisebenzi esekelwe kwimidlalo yoluntu nolonwabo exhasiweyo
Inkcazelo emfutshane	Imisebenzi yemidlalo nolonwabo esekelwe kuluntu yiloo midlalo iququzelelwa ngokuthe ngqo ngamaqurhu oluntu asele imisiwe kwaye ixhaswa liSebe ngolwabiwo lwesibonelelo soxhomekeko. Iziseko zoluntu ezisekiweyo zinokuba yimanyano yezemidlalo/umanyano; iiNGO; ibhunga lemveli; okanye iiNPO.
Injongo	Kukulinganisa inani lemidlalo esekelwe kuluntu emiselweyo nemisebenzi yolonwabo kunye/okanye imisitho apho amathuba okuthatha inxaxheba ebonisiwe.

Abaxhamli abaphambili	Uthathonxaxheba loluntu
Umthombo weenkukacha	Umthombo weenkukacha: Inxelo evaliweyo, iirejista zokuzimasa eziqinisekisiweyo Olona luhlu lweenkukacha luseyenzisiweyo (ukuba inkqubo/iexcel):AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Zonke iingxelo zizakubonisa indlela yokunika inkxaso, zize zibonelele ngenani labaxhamli
Iindlela zokuqinisekisa	Iirejista zokuzimasa nengxelo evaliweyo
Indlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Yukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kuliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli - AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: AYINGENI Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.2
Igama lesalathisi	Inani leeprojekthi zemidlalo nolonwabo eziphunyezwe yiManyano yezeMidlalo.
Inkcazelo emfutshane	Inani leeprojekthi zemidlalo nolonwabo eziphunyezwe ngamaBhunga ezeMidlalo.
Injongo	AmaBhunga eMidlalo ngamahlakani acwangcisiweyo kwiphondo kuphuhliso, ukuhanjiswa nokubekwa kweliso kwezemidlalo nolonwabo.
Abaxhamli abaphambili	Abantu beMidlalo

Umthombo weenkukacha	Umthombo weenkukacha: lingxelo zeprojekthi Olona luhlu lweenkukacha lusetyenzisiweyo (kujuba inkaubo/iexcel): AYINGENI Uthethathethwano olunxulumene nomthombo weenkukacha luza kuqhubeka.
Izithintelo zeenkukacha	Azikho
Okucingelelekayo	Ukulungelelanisa imisebenzi yeeManyano zeNgingqi nezePhondo
Iindlela zokuqinisekisa	Imemorandam yeziVumelwano, iiProjekthi (ngobuXhakaxhaka/Nangenye indlela)
Indlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkoko? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.3
Igama lesalathisi	Inani lemidlalo yemveli yephondo eququzelelweyo
Inkcazelo emfutshane	Inani lemidlalo yemveli eququzelelwe kwinqanaba lesithili, lephondo nelikazwelonke. Ibandakanywa yintathoxaxheba yeeklabhu kwinqanaba lengingqi neliyinxalenye eqhubekayo.
Injongo	Kukukhuthaza iMidlalo yeMveli njengenxalenye yokugcina ilifa lemveli.
Abaxhamli abaphambili	Abathathinxaxheba kwimidlalo yemveli
Umthombo weenkukacha	Umthombo weenkukacha: Ingxelo evaliweyo neeirejista zokuzimasa bomsitho Olona luhlu lweenkukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI

Izithintelo weenkukacha	Azikhho
Okucingelekayo	Zonke iiklabhu ziqatshelwe yimibutho yayo yeIG.
Iindlela zokuqinisekisa	Ingxelo evaliweyo neerejista zokuzimasa
Indlela yokubala	Bala
Uhlobo lokubala	☐ Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
Iinkukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.4
Igama lesalathisi	Inani leeNdawo ezixakekileyo ezixhaswe ngeZixhobo kunye/okanye isinxibe
Inkcazelo emfutshane	Inani leendawo ezixakekileyo ezixhaswe ngezixhobo kunye/okanye isinxibo ukuqinisekisa ngohanjiso lweenkqubo zolonwabo kuluntu.
Injongo	Kukubonelela ngezixhobo kwiindawo ezixakekileyo leendawo ezixakekileyo ukunikezela ngemisebenzi kubathathinxaxheba.
Abaxhamli abaphambili	Iindawo ezixakekileyo, izakhelo zeMidlalo yeMveli nezakhelo zeMidlalo yeGolide
Umthombo weenkukacha	Umthombo weenkukacha: Iifomu zoluhlu lweempahla kunye/okanye inqaku lokuhanjiswa kweempahla ngokwemigaqo yento ezizisiweyo nezifunyenweyo zatyikitywa kwaye zaqinisekiswa ngumlawuli/umphathi weendawo ezixakekileyo Olona luhlu lweenkukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikhho

Okucingelekayo	Ukusetyenziswa ngokukuko kwezixhobo
Iindlela zokuqinisekisa	Isigqebhezana sephepha lokuambisa ipaseli
Iindlela yokubal	Bala
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☒ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☐ Impilontle ☐ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☒ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.5
Igama lesalathisi	Inani labaququzeleli bezoLonwabo abaSebenzayo abahlawulweyo
Inkcazelo emfutshane	Isininzi sabaququzeleli bezoLonwabo abaqeshiweyo baze bahlawulwa.
Injongo	Kukwandisa amathuba omsebenzi nokuqonda ukuBandakanya koLuntu nophuhliso lwezakhono.
Abaxhamli abaphambili	Abasebenzi bekhontrakthi
Umthombo weenkukacha	Umthombo weenkukacha: Uluhlu lwabaququzeleli olutyikitywe ngamaphondo lutyikitywe yiCD yephondo okanye yiHOD, incwadi yokuqeshwa etyikityiweyo, ingxelo yeNkqubo yeMivuzo yaBasebenzi yeNyanga Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Kuza kubakho abasebenzi unyakamali wonke
Iindlela zokuqinisekisa	Izivumelwano ezityikityiweyo

Indlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☐ Ukuphela koNyaka ☐ Ukuphela koNyaka ☒ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☐ NgeKota ☐ Kabini ngoNyaka ☒ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☒ EWE ☐ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingaqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☒ EWE ☐ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☒ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ❖ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Indawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.6
Igama lesalathisi	Inani labantu abafumene uqeqesho eSiyadlala
Inkcazelo emfutshane	Inani labantu abafumana uqeqesho njengabaqeqeshi, amagosa obugcina, abalawuli, abaphathis bamaqela okanye amacandelo anxulumeneyo ngeenkqubo zoqeqesho ezivunyiweyo ezinikezelweyo ukuze kwandiswe isiseko sentathoxaxheba yeenkqubo zolonwabo.
Injongo	Kukuxhobisa abantu ngoqeqesho oluvunyiweyo ukuze banikezele ngeenkqubo zolonwabo.
Abaxhamli abaphambili	Amaqumrhu olonwabo, amavolontiya, abaqeqeshi beendawo ezixakekileyo nabaqeqeshi abasekelwe kuphuhliso lwemidlalo
Umthombo weenkukacha	Umthombo weenkukacha: Cinxelo evaliweyo neerejista zokuzimasa Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo /iexcel):AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelelekayo	Abantu ekujoliswe kubo bayafumaneka ngeemini ezisekiweyo.
Iindlela zokuqinisekisa	Ingxelo evaliweyo neeRejista zokuZimasa
Indlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko

Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSalathisi? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☐ EWE ☒ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo entsha ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkcukacha / Idilesi / Ilungelelanisa: <.....> Indawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	uMlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oluntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ Akukho nanye kwezi zingentla"
iQhinga lokuPhunyezwa kwesiCwangciso sePhondo (PSIP)	☐ xG4J ☐ Ukhusele ☒ Impilontle ☐ Usungulo lwezinto ezintsha noLawulo ☒ "Akukho nanye kwezi zingentla"
linkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

INKQUBO YOKUTHATHA INXAXHEBA KWIMIDLALO YESIKOLO

Inombolo yesalathisi	1.1
Igama lesalathisi	Inani labafundi abanikwe inkxaso ukuba bathathe inxaxheba kubuntshatsheli lukazwelonke lwemidlalo yezikolo
Inkcazelo emfutshane	Inani labafundi abathatha inxaxheba kwiitumente zemidlalo yezikolo kwinqanaba likazwelonke njengesiseko sokuthatha inxaxheba kwinqanaba elilandelayo kwezemidlalo. Inkxaso ibandakanya ezothutho, ikiti, izidlo njl.
Injongo	Kukubonisa elona nani labafundi abathatha inxaxheba kwinkqubo yemidlalo yesikolo kwinqanaba likazwelonke.
Abaxhamli abaphambili	linjuze zemidlalo ezinetalente zasisekolweni kweli phondo.
Umthombo weenkukacha	Umthombo weenkukacha: Uluhlu lobhaliso/iqela, iNgxelo yasemva kokuvalwa komcimbi Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikho
Okucingelekayo	Ukufumaneka kwabathathinxaxheba ngeentsuku zexesha elibekiweyo.
Iindlela zokuqinisekisa	Izintlu zamaqela ezisuka kwiManyano
Iindlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujolise kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko

Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso, oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: 650 Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilonle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.2
Igama lesalathisi	Inani labathathinxaxheba kumaqela emidlalo yezikolo eququzelelwe kwinqanaba lengingqi nesithili lokuthatha inxaxheba kwabafundi kwiitumente zemidlalo yezikolo kwinqanaba lephondo
Inkcazelo emfutshane	Inani labafundi abakubuNtshatsheli bezeMidlalo yeZikolo zikaZwelonke ngonyaka lilinganisa "inani labafundi abathatha inxaxheba kubuNtshatsheli beMidlalo yeZikolo zikaZwelonke ngonyaka" njengoko libalwa nakweyiphi na okanye indibaniselwano yobuNtshatsheli baseKwindla kunye/okanye nobuNtshatsheli baseHlotyeni Ukuba iSebe likaZwelonke lisebenzise ubuNtshatsheli bukaZwelonke beMidlalo yeZikolo ukuba negalelo ekubeni isizwe sisebenze kweye luncedise ngokuchongwa kwetalente nophuhliso.
Injongo	Kukubonisa elona nani labafundi abathatha inxaxheba kwinkqubo yemidlalo yesikolo kwinqanaba lesithili.
Abaxhamli abaphambili	Iinjuze zemidlalo ezinetalente ezihamba isikolo kwizithili ezahlukeneyo.
Umthombo weenkcukacha	Umthombo weenkcukacha: Izintlu zeqela okanye irejista yokuhamba isikolo kwabafundi abathatha inxaxheba kwiitumente zephondo ezithi zingeniswe kumagosa esebe ngosuku lwetumente engqinisiswe yinqununu yesikolo okanye ngumthunywa omele isitraktsha semidlalo yesikolo. Olona luhlu lweenkcukacha lusefenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelekayo	Ukufumaneka kwabathathinxaxheba ngeentsuku ezibekiweyo.
Iindlela zokuqinisekisa	Izintlu zeqela elisuka kwiManyano
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka

Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☐ EWE ☒ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: 1 680 Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.3
Igama lesalathisi	Inani labafundi abathatha inxaxheba kwiNkqubo yezeMidlalo yeZikolo
Inkcazelo emfutshane	Inani lezikolo (kubekwa phambili izikolo zomlinganiselo womgangatho woku1 ukuya kwisi3, izikolo zeLSEN, izikolo zasezifama okanye emaphandleni) ezixhasiweyo nezithatha inxaxheba kwinkqubo yemidlalo yezikolo eququzelelwe kwinqanaba lengingqi nakwisithili. Inani lezikolo ezizuzayo kuThathonxaxheba koNinzi nakwiSibonelelo soPhuhliso lwezeMidlalo kwinqanaba lengingqi nakwisithili ngokuthatha kwazo inxaxheba kwiNkqubo yemidlalo yezikolo.
Injongo	Kukubonisa elona nani labafundi abathatha inxaxheba kwiprogram yemidlalo yesikolo kwinqanaba lengingqi nelesithili.
Abaxhamli aphaambili	Iinjuze zemidlalo ezihamba isikolo.
Umthombo weenkcukacha	Umthombo weenkcukacha: Izintlu zamaqela okanye iirejista zokuzimasa kwezikolo ezithatha inxaxheba kwiiligi zesithili ezithi zingeniswe kumagosa esebe ngosuku lweligi. Izintlu zeqela zesithili kufuneka lutyikitywe luze lubhalwe umhla ngumphathi weqela. Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelelekayo	Ukufumaneka kwabathathinxaxheba ngeentsuku ezibekiweyo.
Iindlela zokuqinisekisa	Izintlu zamaqela
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo

Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkonzo olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Indawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi linkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: 18 000 Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi r	1.4
Igama lesalathisi	Inani labantu abafumene uqeqesho lokuqhuba imidlalo yezikolo
Inkcazelo emfutshane	Inani labantu (iititshala namavolontiya) abafumana uqeqesho njengabaqeqeshi, oovindlela betalente, amagosa ezobuchwepheshe, abalawuli beqela okanye ikhondo elinxulumene noko ngeenkqubo zoqeqesho oluvunyiweyo zihanjisiwe ukwandisa isiseko sothathonxaxheba kwabafundi kwimidlalo yezikolo. Kuphela ngabantu abaxhamlayo kuThathonxaxheba koNinzi nakwiSibonelelo soPhuhliso lweMidlalo ababalwayo. Iinkqubo zoqeqesho olusekelwe kwimidlalo kufuneka luvunyiwe yimanyano yemidlalo yehlabathi ngaphandle iikhowudi zeIG ezingavunywanga. Iinkqubo eziqhelekileyo zoqeqesho kufuneka zivunyiwe ngokweSETA. Iisemina, amacweyo kunye/okanye uqeqesho lobuxhakaxhaka/lwewebhina luza kuvunyiwa nalo njengongenelelo loqeqesho, ukuba iziqinisekiso zokuzimasa ziyakhutshwa.
Injongo	Kukuxhobisa abantu ngezakhona zoqeqesho oluvunyiweyo ukuba baqhube iinkqubo zemidlalo yezikolo
Abaxhamli abaphambili	Ootitshala namavolontiya
Umthombo weenkukacha	Umthombo weenkukacha: Uluhlu lwabaqeqeshi abaqinisekisiweyo ababonelelwe ngumnikeli zinkonzo (kubandakanya iiManyano zikaZwelonke) ukugqitywa kwenkqubo yoqeqesho. Irejista yokuzimasa etyikityiweyo yazo zonke iintsuku. Ubungqina bokuvumeleka komboneleli zinkonzo. IiShwankathelo senkqubo yoqeqesho. Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Aziko
Olucingelekayo	Kuza kubakho abasebenzi unyakamali wonke

Iindlela zokuqinisekisa	Izivumelwano ezityikityiweyo kunye/okanye iincwadi zokwandisa isivumelwano sengqesho
Iindlela yokubala	Bala
Uhlobo lokubala	☐ Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenelekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☒ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.5
Igama lesalathisi	Inani lezikolo ezibonelelwe ngezixhobo kunye/okanye ngesinxibo
Inkcazelo emfutshane	Inani lezikolo ezibonelelwe ngeseti yezixhobo kunye/okanye ngesinxibo ukuqinisekisa ukuhanjiswa kweenkqubo zemidlalo yezikolo. Ugxininiso kufuneka lube kwizikolo ebezifudula zisingelwe phantsi.
Injongo	Kukubonisa inani lezikolo ezincediweyo kwiinkqubo zemidlalo yezikolo ngobonelelo ngezixhobo kunye/okanye ngesinxibo.
Abaxhamli abaphambili	Izikolo ezichongiweyo kumaqela asekiweyo
Umthombo wenkcukacha	Umthombo weenkcukacha: Iifomu zoluhlu lwempahla kunye/okanye inqaku lokuhanjiswa kweempahla zezixhobo ngokumalunga nezinto ezizisiweyo nezifunyenweyo, zatyikitywa zaze zangqinwa ngummeli wesikolo esifumana isikolo. Umyinge wesikolo kufuneka ucaciswe. Izixhobo kufuneka zihambelane nemimiselo nemigangatho yokubonelela ngesixhobo esincini. Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkcukacha	Azikho
Okucingelelekayo	Izigqeba zeMidlalo yeZikolo zamkelwa yimanyano echaphazelekayo.

Iindlela zokuqinisekisa	Irejista yokuZimasa
Iindlela yokubala	Bala
Uhlobo lokubala	Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olungongezelelwayo
Umkhelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhettha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkcukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☒ HAYI
Uxanduva wesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amalungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
Iqhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☒ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
IiNkcukacha zoPhunyezo (linkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.6
Igama lesalathisi	Inani Labantu abaqeshelwe ukuqhuba iinkqubo zemidlalo yezikolo
Inkcazelo emfutshane	Inani abantu abaqeshe kwizibonelelo zemali ezabelwa imidlalo yezikolo ngokweSibonelelo sokuThatha inxaxheba ngoThathonxaxheba ngoNinzi noPhuhliso lweMidlalo. Esi sabelomali singaphandle kwesi7% yesabelomali sabasebenzi. Aba bantu baqeshwayo basebenza kwinqanaba lesithili okanye lengingqi phantsi kwenkqubo yemidlalo yezikolo. Ukubonisa elona nani labantu abaqeshwe lulwabiwo nabantu abancedisayo kwinkqubo yemidlalo yezikolo.
Injongo	Kukwandisa amathuba omsebenzi nokuqaphela ubumbano lweNtlalo nophuhliso lwezakhono.
Abaxhamli abaphambili	Abasebenzi bekhontrakthi
Umthombo weenkukacha	Umthombo weenkukacha: Uluhlu lwabantu abaqeshwe liPhondo olutyikitywe ligosa eligunyazisiweyo. Incwadi yengqesho etyikityiweyo, ingxelo yeNyanga yeNkqubo yemivuzo yabasebenzi. Olona luhlu lweenkcukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): INKQUBO YEMIVUZO YABASEBENZI

Izithintelo zeenkukacha	Azikh
Okucingelekayo	Kuzakubakho abasebenzi kunyakamali wonke
Iindlela zokuqinisekisa	Izivumelwano ezityikityiweyo kunye/okanye iincwadi zokwandisa izivumelwano neerejista zokuzimasa
Iindlela yokubala	Bala
Uhlobo lokubala	☐ Olungezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi g ngoku ☐ Olungongezelelwayo
Umjikelo wokunikwe kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba ngu ewe , qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhetha kaninzi kunokwenziwa): ☐ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Indawo yomhlaba wesalathisi	Inani leendawo: ☐ Indawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ BeWadi ☐ BeDilesi Iinkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☐ HAYI
Uxanduva lwesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba: <.....>
Ukwahlulahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
IQhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselelo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
Iinkukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

Inombolo yesalathisi	1.7
Igama lesalathisi	Inani labathathinxaxheba efikelele kubo iNkqubo kaNozakuzaku wezeMidlalo
Inkcazelo emfutshane	Inani labathathi nxaxheba efikelele kubo iNkqubo kaNozakuzaku wezeMidlalo nemisebenzi exhasiweyo ukuqinisekisa ngohanjiso lweenkqubo zemidlalo yezikolo. Inkxaso yemali nengeyiyo eyemali kungabonelelwa ngayo Iinkqubo kufuneka zibe zezo ziphunyezwe lisebe, ngentsebenziswano nabachaphazelekayo kubandakanywa imisitho yokugaya imidlalo Iinkqubo ezisebenza njengeqonga lokuthatha inxaxheba rhoqo nokuzinzileyo, ukuxhotyiswa ngezakhono, ukuchongwa kwetalente nophuhliso. Ukukhuthaza ubambiswano loluntu nokwakha isizwe.
Injongo	Injongo kukubonisa ngenani labathathinxaxheba efikelele kubo iNkqubo kaNozakuzaku wezeMidlalo.
Abaxhamli abaphambili	OoNozakuzaku nabathathi nxaxheba

Umthombo weenkukacha	Umthombo weenkukacha: Inxelo evaliweyo nerejista yokuzimasa Olona luhlu lweenkukacha lusetyenzisiweyo (ukuba inkqubo/iexcel): AYINGENI
Izithintelo zeenkukacha	Azikhona
Okucingelelekayo	OoNozakuzaku baqinisekise yimibutho yemanyano efanelekileyo.
Iindlwa zokuqinisekisa	Inxelo evaliweyo neRejista yokuZimasa
Iindlela yokubala	Bala
Uhlobo lokubala	Olongezelelwayo ☒ Ukuphela koNyaka ☐ Ukuphela koNyaka ukuza kuthi ga ngoku ☐ Olongongezelelwayo
Umjikelo wokunikwa kwengxelo	☒ NgeKota ☐ Kabini ngoNyaka ☐ NgoNyaka
Umsebenzi onqwenekayo	☐ Ngaphezu kobe kujoliswe kuko ☒ Kobe kujoliswe kuko ☐ Ngaphantsi (ngaphantsi kungaphezu) kobe kujoliswe kuko
Uhlobo lwesalathisi	Ingaba esi siSalathisi soHanjiso lweNkonzo? ☐ EWE ☒ HAYI Ukuba nguewe, qinisekisa nge(ee)ndawo eziphambili apho unikezelo lwe(ee)nkono olulinganiswa ngesi salathisi luza kuphucula (ukukhethe kaninzi kunokwenziwa): ☒ Ufikelelo ☐ Intembeko ☐ Ukuphendula ☐ Ingqibelelo Ingaba esi siSalathisi esiQhutywa siSidingo? ☐ EWE ☒ HAYI Ingaba esi siSalathisi esiseMgangathweni? ☒ EWE ☐ HAYI
Iindawo yomhlaba wesalathisi	Inani leendawo: ☐ Iindawo eNye ☒ Iindawo eziNinzi Ubungakanani: ☒ BePhondo ☒ BeSithili ☒ BoMasipala weNgingqi ☐ WeWadi ☐ BeDilesi Iinkukacha / Idilesi / Ilungelelanisa: <.....> Kwiindawo ezininzi zohanjiso , oku kuza kwabelwana ngako kwisiCwangciso sokuSebenza soNyaka (AOP) ☒ EWE ☒ HAYI
Uxanduva wesalathisi	Umlawuli weNkqutyana
Inguqu yomhlaba	Okuphambili kwinguqu yomhlaba: AYINGENI Inkcazelo yefuthe lomhlaba of spatial impact: <.....>
Ukwahlulwahlulwa kwabaxhamli AmaQela amaLungelo oLuntu	Ekujoliswe kwabasetyhini: <.....> Ekujoliswe kulutsha: <.....> Ekujoliswe kubantu abaphila nokhubazeko: <.....> Ekujoliswe kubantu abadala: <.....> ☒ "Akukho nanye kwezi zingentla"
Iqhinga lokuPhumeza isiCwangciso sePhondo (PSIP)	☐ iG4J ☐ Ukhuselo ☒ Impilontle ☒ Usungulo lwezinto ezintsha, iNkcubeko noLawulo ☐ "Akukho nanye kwezi zingentla"
Iinkukacha zoPhunyezo (Iinkonzo eziphambili ezilinganiselweyo)	NgokweAOP nganye

ISIHLOMELO A: IZILUNGISO KWIQHINGA LESICWANGCISO

Ekujoliswe kuko kweziphumo zeSebe kwiQhinga lesiCwangciso seminyaka emihlanu kuhlaziyiwa ngolu hlobo lulandelayo:

Inombolo	Isiphumo	Isalathisi seSiphumo	Isiseko	Iminyaka emihlanu ekujoliswe kuyo kwiQhinga lesiCwangciso	Ekujoliswe kuko kweminyaka emihlanu kuhlaziyiwe
1	Ukufikelela namathuba okuthatha inxaxheba kwicandelo lobuGcisa, iNkcubeko neLifa leMveli, ukuxhasa ukukhula koqoqosho, noluntu olukhuselekileyo nolumanyeneyo.	Ukwandiswa kokuthathwa kweenkonzo kwicandelo lobuGcisa, iNkcubeko neLifa leMveli eNtshona Koloni.	400 250	425 300	551 075
2	Ukufikelela kwiinkcukacha nakulwazi oluxhasa inkcubeko yemfundo engakhulelwayo..	Inani labasebenzisi bethala leencwadi ababhalisiweyo	731 456	735 000	735 000
		Inani lamatyeli otyelelo lwabaphandi	8 700	8 800	8 700
3	Ukufikelela namathuba okuthatha inxaxheba kwezemidlalo nolonwabo	Ukwanda kokuthathwa kweenkonzo kwicandelo lezemidlalo nolonwabo eNtshona Koloni.	444 210	475 000	500 000

Uhlaziyo kwiQhinga lesiCwangciso esaqala ngowama2022-23:

Inombolo	Isiphumo	Isalathisi seSiphumo	Isiseko	Iminyaka emihlanu ekujoliswe kuyo kwiQhinga lesiCwangciso	Ekujoliswe kuko kweminyaka emihlanu kuhlaziyiwe
2	Ukufikelela kwiinkcukacha nakulwazi ukuxhasa inkcubeko yemfundo engakhulelwayo.	Inani lamatyeli otyelelo lwabaphandi	8 700	8 700	7 800
		Inani labasebenzisi bethala leencwadi ababhalisiweyo	731 456	735 000	667 434

Ekujoliswe kuko kwesi siphumo sesalathisi kuye kwancitshiswa njengoko iSebe likwinqubo yokufakwa kubuxhakaxhlaka bekhompyutha ukufikelela kubaphandi ukuphucula ulawulo lolwazi nokufikelela kwiirekhodi zoovimba, kwaye impembelelo yolu tshintsho ayinakuqinisekiswa okwangoku.

Ekujoliswe kuko kwesi siphumo sesalathisi kuye kwancitshiswa njengoko ukuvalwa okwethutyana kwecandelo lethala leencwadi ngenxa yobhubhani weKHOVIDI kukhokelele ekubeni uluntu lungabuhlaziyi ubulungu balo kumathala eencwadi.

ISIHLOMELO B: IZIBONELELO ZOXHOMKEKEKO

Igama leSibonelelo: Isibonelelo soLuntu lwamaThala eeNcwadi			
Injongo	Iziphumo	Uhlahlo lwabiwomali lwaNgoku '000	Ixesha leSibonelelo
Ukuguqula iziseko ezingundoqo zamathala eencwadi oluntu lwasezidolophini nasemaphandleni, amaziko neenkonz (ijolise ikakhulu kuluntu olwaluhlelekile ngaphambili) ngenkqubo ehlaziyiweyo kwinqanaba lephondo ukuxhasa urhulumente wasekhaya namaphulo kazwelonke Ukuphucula umgangatho weenkonz zamathala eencwadi eNtshona Koloni	Njengoko kondlwaliwe kwitheyibhile engezantsi.	193 331	2023/24

Igama leSibonelelo: Isibonelelo seNkqubo yokuThatha inxaxheba kwesiNinzi			
Injongo	Iziphumo	Uhlahlo lwabiwomali lwaNgoku loNyaka '000	Ixesha leSibonelelo
Ukuququzelela ukuthatyathwa kwenxaxheba kwezemidlalo nolonwabo nokuxhotyiswa ngentsebenziswano na.	Njengoko kondlwaliwe kwitheyibhile engezantsi.	62 516	2023/24

Isebe likwafumana inkxasomali ye-EPWP ngeCandelo loLuntu lwe-EPWP yeSibonelelo seNkuthazo neCandelo lokusiNgqongileyo neNkcubeko, ukuze liqeshwe kwiCandelo loLawulo: iinkqubo zoPhuhliso lweMidlalo neenkonz zeZiko lolondolozo lwembali, ngokulandelelanayo. Iinkonz zeZiko lolondolozo lweNdalo zisebenzisa igranti ukufaka ekhompuyutheni ingqokelela yamaziko olondolozo lwembali ezimanyeneyo ukuze zithobele umgangatho weGRAP 103. Ulwabiwo lweNkuthazo lwe-EPWP lumiselwa, ngokusekelwe kumanqaku okusebenza kweSebe kunyaka-mali odlulileyo. Inkuthazo lulwabiwomali olongezelelweyo ngaphezu kwesiseko esabekelwe iSebe.

Isibonelelo soXhomekeko samaThala eencwadi oLuntu

Isalathisi seSibonelelo soXhomekeko		Unxibele lwano kwiVIP	Umsebenzi Owenziweyo/Ophicothiweyo			Umsebenzi oqikelelweyo 2023/24	Ekujoliswe kuko kwisigaba esiphakathi sonyaka							
			2020/21	2021/22	2022/23		2024/25	Ixesha lokunikwa kweNgxelo	Ekujoliswe kuko ngeKota				2025/26	2026/27
									Eyoku 1	Eyesi2	Eyesi3	Eyesi4		
1.1	Inani lezithuba zamathala eencwadi ezixhaswa ngemali yesibonelelo soxhomekeko	3	656	608	647	656	656	NgoNyaka				656	656	656
1.2	Inani leekopi zezixhobo zethala leencwadi ezithengiweyo	3	12 095	32 294	6 611	5 000	5 000	NgoNyaka				5 000	5 000	5 000
1.3	Inani leeprojekthi zamathala eencwadi amatsha abonelelwe ngenkxasomali	3	2	1	4	2	0	NgoNyaka				0	0	0
1.4	Inani lotyelelo lokubekwa esweni kwesibonelelo soxhomekeko koomasipala	3	43	44	41	21	21	NgeKota	19	2			21	21
1.5	Inani loomasipala abafumana iintlawulo zokhutshelo lwesibonelelo soxhomekeko	3	21	19	19	19	19	NgoNyaka				19	19	19
1.6	Inani lamaThala eencwadi amaNcinci abo bangaboniyo asekiweyo	3	1	5	2	2	2	NgoNyaka				2	2	2
1.7	Inani leenkqubo zoqeqesho ezibonelelweyo	3	-	-	1	1	1	NgoNyaka				1	1	1

Isibonelelo seNkqubo yoThathonxaxheba kwesiNinzi

Uphuhliso lweKlabhu

Isalathisi seSibonelelo soXhomekeko		Unxibelelwano kwiVIP	Umsebenzi Owenziweyo/Ophicothiweyo			Umsebenzi oqikelelweyo 2023/24	Ekujoliswe kuko kwisigaba esiphakathis sonyaka							
			2020/21	2021/22	2022/23		2024/25	Ixesha lokunikwa kweNgxelo	Ekujoliswe kuko ngeKota				2025/26	2026/27
									Eyoku1	Eyesi2	Eyesi3	Eyesi4		
1.1	Inani Labantu abafumene uqeqesho ukunikezela ngoPhuhliso lweKlabhu	3	151	319	356	300	300	NgeKota	60	120	60	60	300	300
1.2	Inani leeligi zengingqi ezifumene inkxaso	3	12	24	27	25	25	NgeKota	16	4		5	25	25
1.3	Inani leeklabhu ezibonelelwe ngezixhobo kunye/okanye ngesinxibo *	3	180	180	200	200	200	NgoNyaka			200		200	200
1.4	Inani lamaziko ezemidlalo afumene inkxaso	3	7	7	7	7	7	NgoNyaka				7	7	7
1.5	Inani 216abantu abaqeqeshelwe ukunikezela ngenkqubo yeziko lezemidlalo	3	-	200	206	200	200	NgoNyaka	50	50	50	50	200	200
1.6	Inani leenkqubo zophuhliso lweenjuze zemidlalo ezifumene inkxaso	3	-	-	-	-	-	NgoNyaka				1	1	1
1.7	Inani labasebenzi abaqeshwe ngokusisigxina kwisi7% sesabelo (ibandakanya iCDP, uLonwabo neMidlalo yeZikolo)	3	12	12	12	12	12	NgoNyaka				12	12	12
1.8	Inani labaququzeleli bemidlalo yoluntu abahlawulwayo	3	4	2	4	4	4	NgoNyaka				4	4	4

* Inxulunyawise nesalathisi sikazwelonke 4.2.1.

Inkqubo yoThathonxaxheba kwesiNinzi soLuntu lwaseSiyadlala

Isalathisi seSibonelelo soXhomekeko		Unxibele lwano kwiVIP	Umsebenzi Owenziweyo/Ophicothiweyo			Umsebezi oqikelelweyo 2023/24	Ekujoliswe kuko kwisigaba esiphakathi sonyaka							
			2020/21	2021/22	2022/23		2024/25	Ixesha lokunikwa kweNgxelo	Ekujoliswe kuko ngeKota				2025/26	2026/27
									Eyoku1	Eyesi2	Eyesi3	Eyesi4		
1.1	Inani lemisebenzi esekelwe kwimidlalo yoluntu nolonwabo exhasiweyo	3	-	-	-	-	100	NgeKota	21	30	38	11	100	100
1.2	Inani leeprojekthi zophuhliso lwemidlalo eziphunyezwe yimanyano yemidlalo yephondo	3	6	7	7	7	7	NgoNyaka		3	4		7	7
1.3	Inani lemidlalo yemveli yephondo eququzelelweyo	3	-	-	-	-	8	NgeKota	6	2			8	8
1.4	Inani leendawo ezixakekileyo ezixhaswe ngeZixhobo kunye/okanye isinxibo *	3	-	-	-	-	25	NgoNyaka				25	25	25
1.5	Inani labaququzeleli bezolonwabo abasebenzayo abahlawulweyo	3	1	2	6	6	6	NgoNyaka				6	6	6
1.6	Inani Labantu abafumene uqeqesho kwinkqubo yeSiyadlala	3	-	-	-	682	226	NgeKota		59	158	9	226	226

* Inxulunyaniswe nesalathisi sikazwelonke 4.2.1.

Inkqubo yoThathonxaxheba kwesiNinzi kwezeMidlalo yeZikolo

Isalathisi seSibonelelo soXhomekeko		Unxibele lwano kwiVIP	Umsebenzi Owenziweyo/			Umsebenzi oqikelelweyo 2023/24	Ekujoliswe kuko kwisigaba esiphakathi sonyaka							
			2020/21	2021/22	2022/23		2024/25	Ixesha lokunikwa kweNgxelo	Ekujoliswe kuko ngeKota				2025/26	2026/27
									Eyoku1	Eyesi2	Eyesi3	Eyesi4		
1.1	Inani labafundi abafumene inkxaso yokuthatha inxaxheba kubuntshatsheli kwezemidlalo kwizikolo kuzwelonke	2, 3	-	579	743	650	650	NgeKota	400		250		650	650
1.2	Inani labathathi nxaxheba kwiiligi zemidlalo eziququzelelwe kwinqanaba lengingqi nesithili	2, 3	3 171	26 867	50 742	44 000	36 000	NgeKota	3 000	14 000	1 000	18 000	36 000	36 000
1.3	Inani lezikolo ezithatha inxaxheba kwiNkqubo yeMidlalo yeSikolo	2, 3	-	-	-	-	200	NgeKota	50	50	50	50	400	600
1.4	Inani Labantu abafumene uqeqesho lokuqhuba imidlalo yesikolo	2, 3	786	694	729	380	380	NgeKota	95	95	95	95	380	380
1.5	Inani lezikolo ezibonelelwe ngezixhobo kunye/okanye ngesinxibo *	2,3	309	311	309	309	309	NgeKota		30	50	229	309	309
1.6	Inani Labantu abaqeshelwe ukuqhuba iinkqubo zemidlalo yesikolo	2, 3	5	5	5	5	5	NgoNyaka	5	5	5	5	5	5
1.7.	Inani labathathi nxaxheba ekufikelelwe kubo yiNkqubo kaNozakuzaku wezeMidlalo	2, 3	-	-	-	2	200	NgeKota		100	100		200	200

* Inxulunyaniswe nesalathisi sikazwelonke 4.2.1.

ISIHLOMELO C: IZALATHISI EZIDITYANISIWEYO

Iziko	Isalathisi seSiphumo	Ekujoliswe kuko ngoNyaka	Umthombo weenkukacha
Ilifa leMveli leNtshona Koloni	Inani lemigaqonkqubo, imimiselo, izikhokelo okanye imigaqo evunyiweyo liBhunga	1	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.
	Inani lamatyeli ohlolo lwendawo oluye lwenziwa kwiziza zelifa lemveli zephondo	4	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.
	Inani leentlanganiso zeBhunga neekomiti eziye zabanjwa ukuze kwenziwe izigqibo ngokweNHRA	4	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.
	Inani lemisitho yesiza selifa lemveli yePhondo yokukhuthaza izixhobo zelifa lemveli	2	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.
	Inani leenkqubo ezisindlekelwe ukukhuthaza ulawulo lwezixhobo zelifa lemveli	2	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.
	Inani lezimemo zoluntu zokuchongwa kweendawo zelifa lemveli zephondo	2	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.
Ikomishini yeNkcubeko yeNtshona Koloni	Inani lamabhunga enkubeko abhalisiweyo afumana intlawulo ngodluliselo	9	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.
	Inani lezibonelelo eziphuculweyo okanye ezigciniweyo ukuqinisekisa ukufaneleka nokhuseleko lwabasebenzisi	7	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.
	Inani labasebenzisi abafikelela kumaziko enkubeko	7 254	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.
Ikomiti yeeLwimi yeNtshona Koloni	Inani lemisebenzi ekhuthaza ukuphuyezwa koMgaqonkqubo weelwimi weNtshona Koloni	1	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.
	Inani leeprojekthi ezikhuthaza iilwimi zemveli	1	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.
	Inani leendibano ezisesikweni zokuphumeza uMgaqonkqubo weelwimi weNtshona Koloni	6	NgokwesiCwangciso sokuSebenza soNyaka seQumrhu likaRhulumente sowama2024/25.

ISIHLOMELO D: IMODELI YOPHUHLISO LWESITHILI

Iindawo zoNgenelelo	Isigaba esiPhakathi soNyaka (iminyaka emi3 years – yeMTEF)					
	Inkcazelo yeprojekthi	Ulwabiwo lohlahlomali	Umasipala weSithili	Indawo: Ulungelelwaniso lweGPS	Inkokheli yeprojekthi	Amahlakani oluntu
Ithala leencwadi loluntu ekuhlaleni	iThala lencwadi lonxibelelwano leMew eTouwsrante	R820 000	iEden	33.956821, 22.617862	Inkonzo yeThala leeNcwadi yeDCAS	uMasipala waseGeorge
Ithala leencwadi loluntu ekuhlaleni	iThala lencwadi lonxibelelwano leMew eOverhex	R850 000	iCape Winelands	-33.6675806438 19.5428624278	Inkonzo yeThala leeNcwadi yeDCAS	uMasipala waseBreede Valley
Ithala leencwadi loluntu ekuhlaleni	iThala lencwadi lonxibelelwano leMew kwintlambo yaseWagenmakers	R850 000	iCape Winelands	-33.631134 19.04711	Inkonzo yeThala leeNcwadi yeDCAS	uMasipala waseDrakenstein
iZiko lolondolozo lwembali laseBartolomeu Dias	iZiko lolondolozo lwembali lePhondo	R1 635 340	uMasipala weGarden Route	- 34.1803152,22.1403124	Lorelle Hutton	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseBeaufort West	iZiko lolondolozo lwembali elifumene uncedo kwiPhondo	R603,458	iCentral Karoo	- 32.3541785,22.5745325	Vuyiseka Myakala	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseBlombos lenzululwazi lezinto zakudala	iZiko lolondolozo lwembali leNgingqi	R50,000	iGarden Route	-34.372197, 21.408853	Mariagrazia Galimberti	Umbutho weHessequa wobuNzululwazi ngezinto zakudala; iBlombos neFynbos Trust
iZiko lolondolozo lwembali laseKoloni	iZiko lolondolozo lwembali lePhondo	R 808,408	iSixeko saseKapa	- 33.9226912,18.4179071	Lorelle Hutton	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali lezoNyango yaseKoloni	iZiko lolondolozo lwembali lePhondo	R135,948	iSixeko saseKapa	-3.9071365,18.4125743	Lorelle Hutton	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali leCP Nel	iZiko lolondolozo lwembali elifumene uncedo kwiPhondo	R318,086	uMasipala weGarden Route	- 33.5920751,22.1996673	Moses Mthetwa	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseCaledon	iZiko lolondolozo lwembali elifumana uncedo kwiPhondo	R203,884	iOverberg	-34.229974,19.4275582	Odette Weir	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseDrostdy	iZiko lolondolozo lwembali elifumene uncedo kwiPhondo	R849,226	iOverberg	- 34.0194739,20.4506192	Anja Smith	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseElands Bay	iZiko lolondolozo lwembali leNgingqi	R50,000	uMasipala waseWest Coast	- 32.3134399,18.3375689	Tania Le Roux	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseFransie Pienaar	iZiko lolondolozo lwembali leNgingqi	R71,437	iCentral Karoo	- 33.2246837,22.0280972	Lydia Barella	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseGeorge	iZiko lolondolozo lwembali lePhondo	R775 900	uMasipala weGarden Route	-33.955175,22.4573778	Lorinda Hakimi	Abahlobo beZiko lolondolozo lwembali

Iindawo zoNgenelelo	Isigaba esiPhakathi soNyaka (iminyaka emi3 years – yeMTEF)					
	Inkcazelo yeprojekthi	Ulwabiwo lohlahlomali	Umasipala weSithili	Indawo: Ulungelelwaniso lweGPS	Inkokheli yeprojekthi	Amahlakani oluntu
iZiko lolondolozo lwembali laseGenadendal	iZiko lolondolozo lwembali elifumene uncedo kwiPhondo	R451,568	uMasipala weSithili saseOverberg	- 34.0343283,19.5556227	Judith Balie	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseGreat Brak River	iZiko lolondolozo lwembali leNgingqi	R56,125	uMasipala weGarden Route	- 34.0411149,22.2168395	Rene De Kock	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseHout Bay	iZiko lolondolozo lwembali elifumene uncedo kwiPhondo	R506,262	ISixeko saseKapa	- 34.0403032,18.3581238	Jonathan Dreyer	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseHuguenot Memorial	iZiko lolondolozo lwembali elifumene uncedo kwiPhondo	R484,440	iCape Winelands	- 33.9152732,19.1212883	Anita van der Merwe	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseJan Danckaert	iZiko lolondolozo lwembali leNgingqi	R28,063	uMasipala waseWest Coast	-33.0124332, 18.9949322	Kaylene Primus	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseLwandle Migrant Labour	iZiko lolondolozo lwembali elifumene uncedo kwiPhondo	R379,698	ISixeko saseKapa	- 34.1189696,18.8629347	Masa Soko	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseMontagu	iZiko lolondolozo lwembali elifumene uncedo kwiPhondo	R267,175	iCape Winelands	- 33.7889559,20.1185633	Emile Badenhorst	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseOld Harbour	iZiko lolondolozo lwembali elifumana inkxaso kwiPhondo	R303,211	uMasipala weSithili saseOverberg	- 34.4201686,19.2416128	Attwelthea Filander	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseOude Kerk Volks	iZiko lolondolozo lwembali elifumana inkxaso kwiPhondo	R368,976	iCape Winelands	- 33.2886757,19.1335779	Shurine van Niekerk	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali lasePaarl	iZiko lolondolozo lwembali efumana inkxaso kwiPhondo	R 200 106	iCape Winelands	- 33.7328883,18.9619732	Elvira Johannes	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseRobertson	iZiko lolondolozo lwembali leNgingqi	R56,125	uMasipala waseCape Winelands	-33.8002027,19.883482	Dianne Coetzee	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseSA Fisheries	iZiko lolondolozo lwembali leNgingqi	R43,375	uMasipala waseWest Coast	-32.77096,18.1483551	Felicity Strohfeldt	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseSA Sendinggestig	iZiko lolondolozo lwembali elifumana inkxaso kwiPhondo	R139,792	ISixeko saseKapa	- 33.9210924,18.4180343	Noluvo Toto	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseSimon's Town	iZiko lolondolozo lwembali elifumana inkxaso kwiPhondo	R331,036	ISixeko saseKapa	- 34.1923622,18.4270326	Catherynne-May Salter-Jansen	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali leShipwreck	iZiko lolondolozo lwembali elifumana inkxaso kwiPhondo	R242,393	uMasipala waseCape Agulhas	-34.5326438,20.036201	Odette Weir	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseStellenbosch	iZiko lolondolozo lwembali elifumana inkxaso kwiPhondo	R631,871	uMasipala waseCape Winelands	- 33.9372072,18.8561258	Deborah Gabriels	Abahlobo beZiko lolondolozo lwembali

Iindawo zoNgenenelelo	Isigaba esiPhakathi soNyaka (iminyaka emi3 years – yeMTEF)					
	Inkcazelo yeprojekthi	Ulwabiwo lohlahlomali	UMasipala weSithili	Indawo: Ulungelelwaniso lweGPS	Inkokheli yeprojekthi	Amahlakani oluntu
iZiko lolondolozo lwembali laseTogryers	iZiko lolondolozo lwembali elifumana inkxaso kwiPhondo	R160,223	uMasipala waseCape Winelands	- 33.3683554,19.3082413	Bertdene Laubscher	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseWellington	iZiko lolondolozo lwembali elifumana inkxaso kwiPhondo	R297,838	uMasipala waseCape Winelands	- 33.6377348,19.0097599	Olivia Le Cordeur	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseWheat Industry	iZiko lolondolozo lwembali elifumana inkxaso kwiPhondo	R197,849	uMasipala waseWest Coast	- 33.1491848,18.6641218	Tania Le Roux	Abahlobo beZiko lolondolozo lwembali
iZiko lolondolozo lwembali laseWorcester	iZiko lolondolozo lwembali lePhondo	R2 728 200	uMasipala waseCape Winelands	-33.6424763,19.464385	Emile Badenhorst	Abahlobo beZiko lolondolozo lwembali

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**URhulumente
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PR 321/2023
ISBN: 978-0-621-51633-3