

IINGCACISO ZEMISEBENZI EYENZIWAYO

ISebe leMicimbi yeNkcubeko neMidlalo: ISicwangciso sokuSebenza soNyaka 2018/19

INKQUBO 1: ULAWULO

Imisebenzi eyenziwayo yeNjongo yeQhinga lokuSebenza

1.2.1

Isihloko somsebenzi	Inani lezicwangciso sokuphucula ukulawulwa kwemali ukudala uniko-zinkonzo olugqwesileyo.
Inkcazo emfutshane	Ukudala imo elawuleka ngokuphucukileyo ukuqinisekisa uniko-zinkonzo olugqwesileyo.
Injongo/ukubaluleka	Ukuphucuka kweziphumo zophicotho-zincwadi
Apho zifunyanwa khona linkcukacha	Iingxelo zophicotho-zincwadi
Indlela yokubala	Inani lezinto ezifunyanisiweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	INTloko yezoLawulo lwangaPhakathi

1.3.1

Isihloko somsebenzi	Inani lezicwangciso neengxelo ezenziweyo zangeniswa ukulungiselela zonke ezinye iinkqubo zikwazi ukunikezela ngeenkonzo ezizizo nezisebenzayo.
Inkcazo emfutshane	Inani lezicwangciso neengxelo ngokubhekiselele kumaphulo ophuculo kuhanjiso lweenkonzo oluziswe yiBatho Pele, iindawo zokuhlala kunye novavanyo lobeko esweni kwemisebenzi, eqokelelweyo yangeniswa ukulungiselela zonke ezinye iinkqubo zikwazi ukunikezela ngeenkonzo ezizizo nezisebenzayo.
Injongo/ukubaluleka	Uphuculo kunikezelo lweenkonzo.
Apho zifunyanwa khona linkcukacha	Uvavanyo lweengxelo, iinkonzo zamaphulo ezivunyiweys. Iingxelo zomsebenzi weKota kunye ne-UAMPs
Indlela yokubala	Kuyabalwa
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Yintloko yecandelwana

Imisebenzi eyeNziwayo:

Inkqutyana 1.2: Iinkonzo zoLawulo lweMali

1.2.1

Isihloko somsebenzi	Inani lezicwangciso zokuphuculwa kweziphumo zophicotho-zincwadi nokucutha inani lezinto ezifunyaniswa zitenxile nguMphicothi-zincwadi Jikelele nanguMphicothi-zincwadi wangaPhakathi ukufezekisa uniko-zinkonzo olugqwesileyo.
Inkcazo emfutshane	Inkonzo egqwesileyo ngobeko-iliso kusetyenziswa isicwangciso sokuphucula

	ulawulo-mali (FMIP)
Injongo/ukubaluleka	Ukwehla kwenani lezinto ezitenxileyo ezifunyanwaniswa luphicotho-zincwadi
Apho zifunyanwa khona iinkcukacha	Izinto ezitenxileyo ezifunyaniswe luphicotho-zincwadi neengxelo zolawulo; iingxelo zotexo olufunyaniswe luphicotho-zincwadi lwangaphakathi
Indlela yokubala	Inani lezinto ezitenxileyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi nokuphucuka kweziphumo zophicotho-zincwadi
Onoxanduva lomsebenzi	INtloko yoLawulo lwangaPhakathi

Inkqutyana 1.3: Iinkonzo zoLawulo

1.3.1

Isihloko somsebenzi	Inani lamaxwebhu ophuculo loniko-zinkonzo ngokweBatho Pele ezenziweyo.
Inkcazo emfutshane	Inani lamaxwebhu enziweyo ukulungiselela uphuculo lohanjiso lweenkonzo/neBatho Pele
Injongo/ukubaluleka	Ukulungiselela uphuculo lohanjiso lweenkonzo kunye/ okanye ukusetyenziswa kwemithetho ye Batho Pele
Source/Collection	Iingxelo kunye neetshatha/uxwebhu oluvunyiweyo
Indlela yokubala	Ukubala
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiqhamo, isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Kabini ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umpathhi onoxanduva

1.3.2

Isihloko somsebenzi	Inani leenkqubo zovavanyo ezenziweyo (ezingqamene nobeko-liso novavanyo)
Inkcazo emfutshane	Iinkqubo zovavanyo ezinkulu ezenziwe kwiCAS ngumsebenzi okhethiweyo ojolise ekuhloleni ngokukuko nangokusulungekileyo inkqubela nempumelelo ekufezekiseni isiphumo ekujoliswe kuso. Onke amaphulo ovavanyo kufuneka ahambelane neziphumo hayi kuphela ekusebenziseni okanye kwiziqhamo.
Injongo/ukubaluleka	UkufumanisaukubaingabaiDCAS isebenza ngokwezicwangciso, ukuphawula izinto eziyimiqobo ekusetyenzisweni kweenkqubo ze kwenziwe iziphakamiso zolungiso, ukuze isebe lifunde, liphucuke ze lenze izigqibo ezisekelwe kulwazi, ulawulo olusulungekileyo nokukhawulezisa unikezelo-zinkonzo.
Apho zifunyanwa khona iinkcukacha	Uphando loluncwadi i.e. iingxelo ezisesikweni nemigaqo-nkqubo, APP, izicwangciso zokusebenza, udliwano-ndlebe olwenziweyo, uthamelo, uphando etc.
Indlela yokubala	Ukufakwa nokuququnjelwa kweengxelo zovavanyo. Iingxelo nganye eququnjelweyo ixoxwa ngabaphathi abaphezulu.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo, iziqhamo, igalelo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Inkqutyana / Umlawuli onoxanduva

1.3.3

Isihloko somsebenzi	Inani leengxelo zobeko-liso kumsebenzi owenziwayo ngekota ezenziweyo
Inkcazo emfutshane	Inani leengxelo zobekol-liso kumsebenzi owenziwayo ngekotaaka ezenziweyo malunga nokuphunyelelweyo ngokweSicwangciso sokuSebenza soNyaka
Injongo/ukubaluleka	Ukubeka iliso nokunika ingxelo ngokuphunyelelweyo ngonyaka ngokwethagethi ezichazwe kwiSicwangciso sokuSebenza soNyaka
Apho zifunyanwa khona linkcukacha	Iingxelo ngomsebenzi owenziwayo zonyaka
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva

1.3.4

Isihloko somsebenzi	Inani lee-UAMP ezifakiweyo
Inkcazo emfutshane	Inani leZicwangciso zoLawulo lokuSetyenziswa kwee-Asethi ezifakiweyo ngonyaka kuNondyabo nakwiDTPW ngokwemimiselo yeGIAMA.
Injongo/ukubaluleka	Ukuthobela iGIAMA
Apho zifunyanwa khona linkcukacha	ISicwangciso soLawulo lokuSetyenziswa kwee-Asethi
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva

INKQUBO 2: IMICIMBI YENKCUBEKO

Imisebenzi eyeNziwayo yeNjongo yeQhinga lokuSebenza:

2.1

Isihloko somsebenzi	Inani leenkalo zobugcisa neenkqubo zezenkubeko eziphuculwe ukuba zivule amathuba kuluntu lweNtshona Koloni
Inkcazo emfutshane	Oku kubandakanya iinkalo zezobugcisa neenkqubo, kubandakanya amacweyo, iiseshini zolwabelwano ngamava nemiboniso eyenziwa licandelo ngentsebenziswano namanye amahlakani entsebenziswano.
Injongo/ukubaluleka	Ukuququzelela uthethwano ukuhambisela phambili ukubandakanyeka koluntu ngokuluxhobisa ngezakhono nangokudala amathuba ukuze nolutsha lube nako ukubandakanyeka kwezobugcisa kuzetyenziswa Ezobugcisa
Apho zifunyanwa khona linkcukacha	Kuphando, kuluhlu lweenkcukacha nakuthethwano
Indlela yokubala	Ubalo (Inani labasebenzi abaxhamleyo kumathuba ophuhliso lwezakhono, inani leenkqubo zobugcisa nenkcubeko namaziko azo athe afumana inkxaso kwintlawulo ezithe zadluliselwa, iNani leprojekthi ezizakuphuhlisa ziphucule ezobugcisa nenkcubeko.
Unyino kwiinkcukacha	Ukunqongophala kophando Iminingeni yokufumana iinkcukacha ngokusekelwe kuko Ukungalungelelaniswa ngokusesikweni kwecandelo
Uhlobo lomsebenzi	Isiphumo, isiqhamo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Inkqutwana/ Umlawuli onoxanduva

2.2

Isihloko somsebenzi	Inani lamaqumrhu karhulumente afumana inkxaso yobungcali neyolawulo
Inkcazo emfutshane	Amaqumrhu karhulumente axhaswayo anika ingxelo kwiSebe
Injongo/ukubaluleka	(i) IKomishini yeNkcubeko yeNtshona Koloni (WCCC): Ukukhusela, ukukhuthaza nokuphuhlisa ezenkcubeko eNtshona Koloni kwanokunika iingcebiso kuMphathiswa wePhondo nokubhalisa amabhunga enkubeko nokwenza imisebenzi eyithunywa nguMphathiswa iWCCC (ii) IKomiti yeeLwimi yeNtshona Koloni (WCLC): Ukubeka iliso kwiKomiti yeeLwimi yeNtshona Koloni nokunika iingcebiso kuMphathiswa wePhondo nakwiPansalb (iii) ILifa leMveli leNtshona Koloni (HWC): Ukulawula, ukukhusela nokukhuthaza ukusetyenziswa kwezinto ezililifa lemveli eNtshona Koloni nokunika iingcebiso kuMphathiswa wePhondo. (iv) IKomiti yamaGama eeNdawo yePhondo leNtshona Koloni ukucebisa ngokumiselwa nokuguqulwa kwamagama eendawo eNtshona Koloni.
Apho zifunyanwa khona linkcukacha	Kuphando, koovimba beenkcukacha nothethwano. UMgaqo-nkqubo weLwimi weNtshona Koloni. Inani lezinto ezililifa lemveli ezikhuselwe ngokusesikweni eNtshona Koloni nenani lezicelo zezigunyaziso ezifakiweyo.
Indlela yokubala	Ubalo (Inani leziseko ezifumene inkxaso; inani leeKomishini zeNkcubeko ezisekiweyo zokukhuthaza nokulondoloza ubugcisa nenkcubeko; inani leemyuziyam ezifumana inkxaso; inani loogunyazuwe abanikwe igunya lokulawula imicimbi yezibonelelo yelifa lemveli ephondweni ngezimali eziweliswayo; inani leziseko zaokuthiywa kwamagama zephondo leNtshona Koloni)
Unyino kwiinkcukacha	Ukunqongophala kophando oluthembekileyo malunga namaqela ezenkcubeko eNtshona Koloni. Iminingeni yokufumana iinkcukacha ngokusekelwe kuko. Ukuba ntlantlo-ninzi kwezobugcisa, inkcubeko, ilifa lemveli necandelo leelwimi. Isikhokhelo soMgaqo-siseko nemisebenzi engabelwanga mali Ukukhabana kwemithetho enika amagunya koomasipala
Uhlobo lomsebenzi	Igalelo, isiphumo, iinkqubo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	UGunyaziwe onoXanduva/ amaGosa aNika iNngxelo amaQumrhu kaRhulumente

2.3

Isihloko somsebenzi	Inani lamangenelelo enziweyo ukutshintsha ezemveli nezolondolozo lwendalo apha ePhondweni.
Inkcazo emfutshane	ISebe lihuba iNkonzo zoLondolozo lweMbali lilandela uMthetho l Western Cape Museum Policy (2013). Ngenxa yeziNkonzo zoLondolozo lweMbali, iSebe linikeza ngeenkqubo ezifundisayo kunye namanye amanganelo axhasayo afana nolawulo lwezimali abasebenzi, kunye nolawulo lwezimali. Ukuqiniseka ukuba amaziko olondolozo lwembali achaphazelekayo afumana inkxaso yaye anako ukunika iinkonzo.
Injongo/ukubaluleka	Kwiingxelo zezimali, kumaxwebhu entlawulo ezidluliselweyo, irejista yabantu abakho kwintlanganis, imizuzu yentlanganis yeBhodi yoLawulo egciniweyo.
Apho zifunyanwa khona linkcukacha	
Indlela yokubala	Ubalo (Inani leeNkonzo zaMaziko olondolozo lweMbali aye alondolozwa ukunika inkxaso kwamanye amaziko achaphazelekayo, iNani leeNkonzo zeSimphoziyam ezibanjweyo, iNani leenkqubo ezifundisa ngolondolozo lweMbali ezinikeziweyo).
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo somsebenzi
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	UMphathi weNkqutyana/Umlawuli onoxanduva

2.4

Isihloko somsebenzi	Inani leeprojekthi ezikhuthaza ukusetyenziswa kweelwimi ezininzi, ukuhlangabezana nokungalingani kweelwimi kwangaphambili nokukhuthaza ukuphuhlisa kweelwimi ezazifudula zisengelwa phantsi kwakunye noLwimi lweZandla loMzantsi Afrika eNtshona Koloni
Inkcazo emfutshane	Inani leeprojekthi zokukhuthaza ukusetyenziswa kweelwimi ezininzi, ezazifudula zisengelwa phantsi noLwimi lweZandla loMzantsi Afrika
Injongo/ukubaluleka	Kukukhuthaza, ukuphuhlisa nokukhusela ukwahlukana kweelwimi zeNtshona Koloni nokukhuthaza ukusetyenziswa ngokulinganayo kweelwimi

	zorhulumento eNtshona Koloni
Apho zifunyanwa khona iinkcukacha	Kwiingxelo, kubandakanya iingxelo zovavanyo, ingxelo yonyaka noovimba Beenkcukacha
Indlela yokubala	Iingxelo, izihlandlo zotyelelelo nezivumelwano zentsebenziswano
Unyino kwiinkcukacha	Unqongophalo lwentsebenziswano Ukungazibopheleli kwamasebe athile kuphunyezo loMgaqo-nkqubo weelwimi Unqongophalo lwesigama sesiXhosa seenkalo zobuchwepheshe
Uhlobo lomsebenzi	Isiphumo, igalelo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Inkqutyana/Umlawuli onoxanduva

2.5

Isihloko somsebenzi	Inani leenkqubo zokunyanzelisa nokwenza igalelo kubandakanyo nentsebenziswano yoluntu (ulwakhiwo lwesizwe neengunqu)
Inkcazo emfutshane	Iinkqubo zokunyanzelisa nokwenza igalelo kubandakanyo nentsebenziswano yoluntu
Injongo/ukubaluleka	Kukubandakanya abemi beNtshona Koloni kwimicimbi enyanzelisa neyenza igalelo kubandakanyo nentsebenziswano yoluntu nolwakhiwo lwesizwe
Apho zifunyanwa khona iinkcukacha	Kwinani leeprojekthi okanye lemisitho eyenziweyo, efana nezikhumbuzo zemihla ebalulekileyo esizweni, i.e. uSuku lweNkululeko, uSuku loLutsha, uSuku leLifa leMveli, njalo-njalo, nakwezinye iiprojekthi
Indlela yokubala	Ubalo (inani leentsuku zembali zesiwe ekubanjwe imibhiyozo ngazo; inani lamangenelelo okukhuthaza iisimboli zesizwe)
Unyino kwiinkcukacha	Ukunqongophala kwentsebenziswano Ukungazibopheleli kwawo omathathu amanqanaba karhulumente ukuze kusetyenziswane Ukungabikho kwezicwangciso nezaziso ezinquphileyo ngemisitho yesizwe eqhutywa eNtshona Koloni
Uhlobo lomsebenzi	Isiphumo,
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Abaphathi benkqutyana

Imisebenzi eyeNziwayo:

Imisebenzise emiselwe sisizwe:

Inkqutyana 2.1: ULawulo

2.1.1

Isihloko somsebenzi	Inani lamathuba emisebenzi ye-EPWP adaliweyo
Inkcazo emfutshane	Inani lamathuba emisebenzi yeNkqubo yeMisebenzi yoLuntu eyaNdisiweyo Adaliweyo
Injongo/ukubaluleka	Kukudala amathuba emisebenzi njengenxalenye yeNkqubo yeMisebenzi yoLuntu eyaNdisiweyo (EPWP)
Apho zifunyanwa khona iinkcukacha	Kuvimba weenkucukachaze-EPWP wesizwe, kwiingxelo zekota Nakwezeenyanga kunye neekopi zekhontrakthi zemisemisebenzi.
Indlela yokubala	Kubalwa inani lamathuba emisebenzi kuvimba weenkucukacha ze-EPWP

	wesizwe.
Unyino kwiinkcukacha	Ukufikelela kuvimba weenkukacha ze-EPWP wesizwe Uphazamiseko kwii-PERSAL zabaxhamli abaqeshwe yiDCAS neengxelo zeBAS
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagehi
Onoxanduva lomsebenzi	UMphathi weNkqutyana 2
Umngcipheko ophambili	Abathuba oqeqesho adalwe liSebe leMisebenzi yoLuntu lesizwe

Inkqutyana 2.2: UBungcisa neNkcubeko

2.2.1

Isihloko somsebenzi	Inani lamagcisa axhamle kwiinkqubo zokuxhotyiswa ngezakhono
Inkcazo emfutshane	ISebe liququzelela amathuba okuxhotyiswa ngezakhono kwamagcisa ezoBugcisa, iNkcubeko neLifa leMveli ukuze athathe inxaxheba kumaphulo eSebe.
Injongo/ukubaluleka	Injongo yamathuba amaphulo okuxhotyiswa ngezakhono, anokunceda abalawuli kwezenkcubeko kubandakanya abezolawulo lwezobugcisa, amagcisa, kwezenkcubeko ayakuthi aphuhlise yaye andise ulwazi lwawo ngokusebenzisa amathuba avezwe zezenkcubeko.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabasebenzi abathathe inxaxheba nabalugqibileyo uqeqesho loxhotyiso ngezakhono . Izicwangciso zokusebenza kunye neengxelo ezibonakalisa iifoto kunye nezimemo.
Indlela yokubala	Kubalwa inani labantu abaqeqeshiweyo kwakunye namathuba ezoqeqesho anikwe liSebe
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi, nto nje inkqubo inatyiwe ngaphaya kwamagcisa ezenkcubeko nobugcisa
Isiphumo esifunekayo	Ngokwethagehi
Onoxanduva lomsebenzi	Umlawuli onoxanduva lwezoBugcisa neNkcubeko.
Umngcipheko ophambili	Ubukho babaqeqeshi abafanelekileyo nabanamava kwanobukho beekhosi eziphunyezwe yiSAQA

2.2.2

Isihloko somsebenzi	Inani leenkqubo zothethwano noluntu ezenziweyo
Inkcazo emfutshane	Inani leenkqubo zomanyo loluntu nezothethwano noluntu ezinziwe ekuhlaleni, kwimimandla okanye kwingingqi
Injongo/ukubaluleka	Ukuvula amathuba othethwano noluntu ngemiba yokumanywa koluntu nokwakhiwa kwesizwe, kubandakanya nemiba yezobuhlanga, ucalulo olungenabulungisa, ukubukulana ngokohlana nokunganyamezelani ngokwenkcubeko ekuhlaleni, kwimimandla nakwiingingqi
Apho zifunyanwa khona iinkcukacha	Ingxelo (uluhlu lwabathathe inxaxheba)
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota nganye
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagehi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Umkhomba-ndlela ocacileyo wamaqela omanyalo loluntu nakuluntu oluthatha inxaxheba

2.2.3

Isihloko somsebenzi	INani lobandakanyo loluntu kwiphondo nobambano kwisamithi ezenziweyo.
Inkcazo emfutshane	INani lobandakanyo loluntu kwiphondo nobambano kwiisamithi ezibanjwe

	kwiNgingqi
Injongo/ukubaluleka	Ukuvula amathuba othethwano ephondweni ngemiba emakubonisiwane ngayo kwisithili ngokumanywa koluntu nokwakhiwa kwesizwe, kubandakanya ubuhlanga, ucalulo ngokwesini, ngokolwimimi, iindlela zokuziphatha, ukhuselo nokhuseleko, ukupheliswa kwendlala kwakunye nolutsha omalubandakanywe ekuphuhliseni imithetho yesizwe.
Apho zifunyanwa khona iinkcukacha	Ingxelo, uluhlu lwabathathe inxaxheba kwintlanganisano
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukuthatha inxaxheba ngokuzithandela, ukuthatha inxaxheba okunyiniweyo kunganefuthe kwiziphumo

2.2.4

Isihloko somsebenzi	Inani lemibhiyozo yemihla enentsingiselo ebalulekileyo nembali esizweni
Inkcazo emfutshane	Iinkqubo zokwazisa banzi ezenziwe liSebe namahlakani alo ukubhiyozela imihla enentsingiselo nemihla enembali ebalulekileyo, ukuphucula ubuzwe nobuni, imifela-ndawonye kwakunye nokumanywa nokubandakanywa ekwakheni isizwe kwindawo zoluntu
Injongo/ukubaluleka	Ukunika iinkqubo nemisitho eluntwini ukubhiyozela imihla yesizwe neyembali.
Apho zifunyanwa khona iinkcukacha	Ingxelo yokwenziweyo, amaxwebhu achazayo
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Akukho siqinisekiso sokuba bangaphi abaya kuzimasa njengoko inxaxheba ithathwa ngokuzithandela. Imozulu embi kwimisitho ebanjelwa phandle, imisitho egqityiweyo.

2.2.5

Isihloko somsebenzi	Inani lamaqumrhu asekuhlaleni/oluntu anikwe inkxaso
Inkcazo emfutshane	Inkxaso enikwe amaqumrhu ezobugcisa nenkcubeko (kubandakanya iiforamu zolwaluko, imibutho yobugcisa nenkcubeko).
Injongo/ukubaluleka	Kukwenza ukuba uluntu lufikelele kwizixhobo ezisiseko, ukuphucula unxibelelwano, ukwakha iimfuno ezisiseko, ukudala ukuqondwa kwezenkcubeko, kwanokwandisa ubukho bezinto zobugcisa eluntwini.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lweenkcukacha, kwimibutho yezenkcubeko, kwiingxelo nakuphando, kumanqaku eentlanganisano namaqumrhu entsebenziswano, kwiinkqubo zamacweyo.
Indlela yokubala	Kubalwa amaxa entsebenziswano namaqumrhu
Unyino kwiinkcukacha	Uluhlu lweenkcukacha lunezo zemibutho esebenza neSebe kuphela.
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Unqongophalo lwamandla okufikelela kuye wonke ubani.

Inkqutyana 2.3: Amaziko oLondolozo lweMbali

2.3.1

Isihloko somsebenzi	Inani lamaphulo okwazisa banzi ngeempawu zesizwe neembasa zesizwe
Inkcazo emfutshane	Iiprosjekthi neenkqubo zeSebe ukwazisa banzi ngeempawu zesizwe neembasa zesizwe leRiphabliki yoMzantsi Afrika
Injongo/ukubaluleka	Ukulandelela nokujonga inkqubela ekuphuculweni kweempawu neembasa zesizwe
Apho zifunyanwa khona iinkcukacha	Iingxelo zokwenziweyo, irejista yabazimase intlanganiso.
Indlela yokubala	Kubalwa iingxelo zokwenziweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukuvalwa kwe museum ezichaphazelekayo ngenxa yokunqongophala kwamanzi.

Inkqutyana 2.5: Iinkonzo zeLwimi

2.5.1

Isihloko somsebenzi	Inani lamaqumrhu eelwimi anikwe inkxaso
Inkcazo emfutshane	Uweliselo-mali kwiKomiti yeelwimi yeNtshona Koloni
Injongo/ukubaluleka	Ukuqinisekisa ukuba zonke iintlanganiso zocwangciso nezeekomitana zeKomiti yeelwimi yeNtshona Koloni zibanjwa ngokuyimpumelelo, ukumiselwa kwamalungu iminyaka emithathu nguMphathiswa wePhondo nokunika inkxaso kwimisebenzi yolawulo neyobungcali ngokumisela Abasebenzi ukukhusela nokukhuthaza ukusetyenziswa kweelwimi ezisemthethweni ngamaqumrhu afana ne-WCLC nePanSALB
Apho zifunyanwa khona iinkcukacha	Kuweliselo-mali
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umpathi wenkqutyana
Umngcipheko ophambili	Ukungamiselwa kweKomiti, iingxelo zophicotho-zincwadi ezingancumisiyo nokungabi nako ukwenza umsebenzi.

Imisebenzi emiselwe liphondo:

Inkqutyana: 2.2: Ubugcisa nenkcubeko

2.2.6

Isihloko somsebenzi	Inani leenkqubo ezixhaswe ngezoweliselo-mali kwimibutho yezobugcisa nenkcubeko,
Inkcazo emfutshane	Iintlawulo ezidluliselwe kumaziko obugcisa nenkcubeko ukulungiselela imisitho/ nemisebenzi yoluntu nokunceda amasebe afezekise injongo zawo.
Injongo/ukubaluleka	Uweliselo-mali lunceda kuxhotyiso lwemibutho yezobugcisa nenkcubeko, kukhuthaza ze kulondolozwe ezobugcisa nenkcubeko.
Apho zifunyanwa khona iinkcukacha	Isubmishini ezivunyiweyo ukuba zihlawulele udluliselo mali. Iintlawulo ezisaleleyo nodluliselo olushedyulelwe intlawulo
Indlela yokubala	Inani leenkqubo zoweliselo-mali eziphunyeziweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo

Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	UMphathi weNkqutyana
Umngcipheko ophambili	Ukungathobeli kwemibutho imiqathango nemigaqo yolawulo

2.2.7

Isihloko somsebenzi	Inani leeprojekthi zokuphuhlisa nokukhuthaza ezobugcisa nenkcubeko
Inkcazo emfutshane	Iiprojekthi ezinikiweyo zokuxhobisa ulutsha ukukhuthaza, ukulondoloza nokuphuhlisa ezobugcisa nenkcubeko ukuphucula impilo-ntle ekuhlaleni.
Injongo/ukubaluleka	Ukuphuhlisa ngezakhono kuluntu lwasekuhlaleni kubandakanya amaziko ezobugcisa nenkcubeko kunye noluntu ngokwenza iintsebenziswano efikelekayo kwabezochwephesha kunye nobambisana namahlakani ukwengeza kwezobugcisa nenkcubeko.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zeeprojekthi zeSicwangciso Sokusebenza.
Indlela yokubala	Kubalwa iiprojekthi ezigqityiweyo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ubukho bemali nezabasebenzi

2.2.8

Isihloko somsebenzi	Inani leKomishoni zeNkcubeko ezixhasiweyo ukuze ziphucule kwaye zigcine ezoBugcisa neNkcubeko
Inkcazo emfutshane	Ukudala nokwenza ukuba ezendalo zikwazi ukuphucula, kuphuhlisa ezobugcisa nenkcubeko
Injongo/ukubaluleka	Ukunika inkxaso ngezizimali kunye nolawulo kwi WCCC ukunceda ukuba ibenako ukwenza imisebenzi yayo yasemthethweni
Apho zifunyanwa khona iinkcukacha	Iingxelo, imizuzu yentlanganiso, Izicwangciso zokwenziwa koMsebenzi, amaxwebhu anenkcazelo.
Indlela yokubala	Ukuqinisekiswa kweeprojekthi, ukubala- abazimase iintlanganiso.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ubukho/ uthathonxaxheba kwiintlanganiso

Inkqutyana: 2.3: IiNkonzo zeeMyuziyam

2.3.2

Isihloko somsebenzi	Inani leemyuziyam ezichaphazelekayo ezifumene inkxaso
Inkcazo emfutshane	Inani leemyuziyam ezichaphazelekayo ezifumene inkxaso Ngokufumana inkxaso kwintlawulo ezidluliselweyo kunye nenkxaso yolawulo
Injongo/ukubaluleka	Ukusetyenziswa kwe the Museums Ordinance ka1975.
Apho zifunyanwa khona	Uncedo lwePhondo kuMaziko olondolozo lwembali: 19 subsidy payment stubs; Iimyuziyam ezifumene inkxaso: 5 uncendo mali olunikiweyo Iimyuziyam ephondweni ubungqina bokuba isebe linike inkxaso ngezizimali nolawulo – Iingxelo zeBAS okanye amaxwebhu enyanga aqulunqiweyo abonisa ukungena nokuphuma kwemali; Cango Caves: Inkxaso ngezolawulo (Imizuzu yentlanganiso yeBhodi yeThrasti)

iinkcukacha	
Indlela yokubala	Lubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo ngonyaka
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi.
Onoxanduva lomsebenzi	Umphathi weNkqutyana kunye nabaphathi abanoxanduva
Umngcipheko ophambili	Ubukho beziseko zemali nezabasebenzi

2.3.3

Isihloko somsebenzi	Inani leemyuziyam ezilungiswayo ukuze afumane inkxaso lawo achaphazelekayo
Inkcazo emfutshane	Ukubonakalisa Amaziko olondolozo lwembali anikwa inkxaso-mali ngoweliso-mali
Injongo/ukubaluleka	Amaziko olondolozo lwendalo afuna iinkonzo zabo banobuchwephesha, abazingcali neencutshe
Apho zifunyanwa khona iinkcukacha	Iinkqubo kunye nerejista yabazimase iintlanganiso
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolungonyiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi.
Onoxanduva lomsebenzi	Umphathi wenkqutyana

2.3.4

Isihloko somsebenzi	INani leSimphoziyam zamaziko olondolozo lwendalo abanjiweyo
Inkcazo emfutshane	Ukubonisa ukuba iSebe linika umkhombandlela wesiseko kubaphathi bolondolozo lwendalo kunye nabalawuli abaphambili ukuba bathethathethane yaye baqinisekise ukuba izigqibo zobuchwephesha zihamba ngokwamacandelo ahlukahlukeneyo olawulo lolondolozo lwendalo
Injongo/ukubaluleka	Ukubaluleka konxulumano nokutshintshisana ngeenkukacha kumaziko olondolozo lwendalo kwakunye neSebe.
Apho zifunyanwa khona iinkcukacha	Iisubmishini ezivunyiweyo, iinkqubo kunye nerejista yabazimase intlanganiso Kwiingxelo/nakwizicwangciso
Indlela yokubala	Ukubala okulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

2.3.5

Isihloko somsebenzi	INani leenkqubo zolondolozo lwembali ezifundisayo ezinikeziweyo
Inkcazo emfutshane	Uphuculo lwenkqubo ezifundisayo eziphuculwe ziinkonzo zoLondolozo lweMali kwakunye nokulungiselela amanye amaziko achaphazelekayo.
Injongo/ukubaluleka	Ukuba negalelo ekuwongeni imbali yommandla.
Apho zifunyanwa khona iinkcukacha	Iinkqubo ezifundisayo kunye nerejista yabazimase intlanganiso.
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

Inkqutyana 2.4: Iinkonzo zoLawulo lweLifa leMveli

2.4.1

Isihloko somsebenzi	Inani loogunyaziwe bephondo abaxhaswe ngezinto ezililifa lemveli abanikwe inkxaso ngodluliselo mali
Inkcazo emfutshane	Ukudala iimeko kweezendalo yokusingaqongileyo kunye nolawulo lwezibonelelo zelifa lwemveli kwiNtshona Koloni.
Injongo/ukubaluleka	Ukunceda oogunyaziwe bephondo ngezinto ezililifa lemveli ukuba zisebenzise icandelo 23 le National Heritage Resources Act (Act 25 of 1999).
Apho zifunyanwa khona iinkcukacha	Kuweliso-mali olusaleleyo
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo nentsulungeko
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Awukho

2.4.2

Isihloko somsebenzi	Inani lamagama eengingqi aqinisekisiweyo nahlalutywe yiKomiti yamaGama eeNgingqi yeNtshona Koloni
Inkcazo emfutshane	Inani leziphakamiso ngokusekelwe kwizicelo ezifunyenweyo zokuguqulwa okanye zokugunyaziswa kwamagama eengingqi ezifakwe kwiBhunga lamaGama eeNgingqi loMzantsi Afrika (SAGNC) yiWCPGNC ukuba aqinisekise okanye ahlalutywe ze aphunyezwe nguMphathiswa wezoBugcisa neNkcubeko weSizwe.
Injongo/ukubaluleka	Ukufezekisa izimiso zomthetho wesizwe ukwenza iziphakamiso kwiSAGNC ngeziphakamiso zeenguqu okanye zokugunyaziswa kumagama eengingqi eNtshona Koloni nangokoxanduva kwasemthethweni leWCPGNC, iWCPGNC kufuneka iqwalasele izicelo zeenguqu okanye zokugunyaziswa kwamagama eengingqi eNtshona Koloni awela phantsi koxanduva lwayo ngokomthetho kwaye iqinisekise ukuba kulandelwa imigaqo ekhutshwe nguMphathiswa wezoBugcisa neNkcubeko weSizwe nayeSAGNC.
Apho zifunyanwa khona iinkcukacha	Kwizicelo zeenguqu okanye zokugunyaziswa kwamagama eengingqi ezifunyenwe yiWCPGNC, kuluhlu lwemiba yeengxoxo nakwiimbalelwano ne-SAGNC apho kuyimfuneko khona
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Unqongophalo lwezixhobo ezifanelekileyo kusenokucutha inani lamagama aphantwayo.
Uhlobo lomsebenzi	Isiphmo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Kukulahla kwabasebenzi kweli candelo

2.4.3

Isihloko somsebenzi	Inani lamaqumrhu amagama eengingqi axhasiweyo eNtshona Koloni.
Inkcazo emfutshane	Ukubonelela ngobungcali nangenye inkxaso kwiKomiti yamaGama eeNgingqi yeNtshona Koloni ukuqinisekisa ukuba inika iinkonzo zenkxaso ezifanelekileyo kwi-SAGNC, koomasipala nakuluntu ngokubanzi.
Injongo/ukubaluleka	IKomiti yamaGama eeNgingqi yeNtshona Koloni yamiselwa ngokomthetho wesizwe njengeKomiti yamaGama eeNgingqi yePhondo leNtshona Koloni. Le Komiti yenza iziphakamiso kwiSAGNC malunga nezicelo zokwenziwa kweenguqu okanye zokugunyaziswa kwamagama eengingqi eNtshona Koloni awela phantsi koxanduva lwayo ngokomthetho, kwakunye nokunika

	iingcebiso kubalawuli basekuhlaleni nakumalungu oluntu malunga nokwenza izicelo zengunqu okanye zokugunyaziswa kwamagama eengingqi okanye zokugunyaziswa kwamagama eengingqi.
Apho zifunyanwa khona iinkcukacha	Kwiiqajenda, imizuzu irejista yabakhoyo, iintlanganiselo ezilungiselelweyo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Kukulahla kwabasebenzi kwelicandelo

Inkqutyana 2.5: Iinkonzo zeLwimi

2.5.2

Isihloko somsebenzi	Inani leeprojekthi ezijolise ekukhuthazeni ukusetyenziswa kweelwimi ezininzi, iilwimi zemveli ezazifudula zisengolwa phantsi kwakunye noLwimi lokuThetha ngeZandla loMzantsi Afrika, ngokwemimiselo yomthetho
Inkcazo emfutshane	Ukuququzelela amathuba ophuhliso lwezakhono ukuze abaxhamli beenkqubo eziswe liSebe ukuze iphucule, iphuhlise iqhubele phambili iilwimi ezisemthethweni zephondo kuquka iSASL kunye nezinye iilwimi zemveli ezasisakujongelwa phantsi kumaxesha angaphambili.
Injongo/ukubaluleka	Ukwenza umsebenzi omiswe ngokomthetho ukukhuthaza ukusetyenziswa kweelwimi ezininzi kuRhulumente weNtshona Koloni.
Apho zifunyanwa khona iinkcukacha	Kuphando, kwiingxelo, kwiirejiso yothathonxaxheba eentlanganisweni, imiboniso, kunye nenani lamathuba ophuhliso lwezakhono.
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana.
Umngcipheko ophambili	Ubukho nokuzinyaswa kwentlanganiselo akunasiqinisekiso njengoko ibisisimemo kuziwa ngokuzithandela.

2.5.3

Isihloko somsebenzi	Inani leelwimi zaseNtshona Koloni ezisemthethweni ekunikwa inkonzo yazo
Inkcazo emfutshane	Ukubonelela ngeenkono zenkxaso enikwa ngamasebe karhulumente wephondo kunye namziko kuquka uLwimi Lwezandla loMzantsi Afrika (SASL)
Injongo/ukubaluleka	Kukubonelela ngeenkono zenkxaso yezeelwimi ukuqinisekisa ukuphunyezwa koMgaqo-nkqubo weLwimi wephondo.
Apho zifunyanwa khona iinkcukacha	Kuvimba weenkukacha wezicelo nomsebenzi owenziweyo.
Indlela yokubala	Ubalo lweenkonzo ezibonelelweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi

Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ubukho besigama esidingekayo

INKQUBO 3: IINKONZO ZAMATHALA EENCWADI NOLONDOLOZO LWEENKCUKACHA EZIBALULEKILEYO

Imisebenzi eyeNziwayo yeNjongo yeQhinga lokuSebenza:

3.2.1

Isihloko somsebenzi	Inani leenkonzozamathala eencwadi ezinikwe uluntu lweNtshona Koloni
Inkcazo emfutshane	Inani lamathala eencwadi oluntu eNtshona Koloni
Injongo/ukubaluleka	Amathala eencwadi oluntu anikwe inkxaso ngokusebenzisana noomasipala ngokunikwa imathiriyeli entsha, isikhokelo sobungcali neengcebiso nenkxaso ngeSita Library and Information Systems (SLIMS).
Apho zifunyanwa khona iinkcukacha	Kwiifomu zezivumelwano phakathi kwabalawuli bethala lencwadi kunye neNkonzo yamaThala eeNcwadi
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

3.3.1

Isihloko somsebenzi	Inani leenkonzozobeko-liso ezinikwe amaqumrhu olawulo
Inkcazo emfutshane	Iinkonzo ezinikwe abee-ofisi ezincedwayo ngokoxanduva olumiswe ngokomthetho i.e. • Inani leenkqubo zocalulo ezivavanyiweyo okanye eziphunyeziweyo • Inani leenkqubo zohlolo ezenziweyo • Inani lezigunyaziso zotshitshiso ezikhutshiweyo
Injongo/ukubaluleka	Ukuphucula iinkqubo zolawulo lweerekhodi kumaqumrhu karhulumente
Apho zifunyanwa khona iinkcukacha	Kwizicwangciso-nkqubo, kwiingxelo zenyanga, kwiingxelo zekota, kwiingxelo zonyaka, kwiifayili zamaxwebhu onxibelelwano
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

3.3.2

Isihloko somsebenzi	Inani leenkqubo zolondolozo nezokufikelela ezenziweyo
Inkcazo emfutshane	Ulonolozo lweenkcukacha ezibalulekileyo nokufikelela kwiinkcukacha i.e. • Inani leenkqubo ezibalulekileyo (amaxwebhu) ezigciniweyo • Inani lee-linear metres ezilungelelanisiweyo • Inani loovimba beenkcukacha abenziweyo nabahlaziyiweyo
Injongo/ukubaluleka	Kukulondolozo imveli yolondolozo lweenkcukacha ezibalulekileyo nokwenza ukufikeleleka kweenkcukacha
Apho zifunyanwa khona iinkcukacha	Kwirejista yokugciniweyo, kwirejista yeenkcukacha ezibalulekileyo ezihleliweyo nezichaziweyo
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi, kudityaniswe imisebenzi emiyo
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

3.3.3

Isihloko somsebenzi	Inani lamasebe afakelwe i-ECM
Inkcazo emfutshane	Ukusebenzisa iNkqubo yoLawulo lwamaXwebhu ngeKhompuyutha (ECM) iMyContent ku-WCG
Injongo/ukubaluleka	Kukwenza ukuba amasebe asebenzise indlela efanayo yolawulo lweenkcukacha ezifana namaxwebhu, iimpepha-nkcukacha namaxwebhu asikeniweyo.
Apho zifunyanwa khona iinkcukacha	Abasebenzisi bale nkqubo banovula nokugcina amaxwebhu kwiMyContent kuMicrosoft kusetyenziswa i-Enterprise Connect. Kuneqhosha lokuthatha ii-imeyile zifakwe kwiMyContent kuMicrosoft Outlook. Iinkcukacha zinokususwa kwii-shared drives zifuduselwe kuMyContent.
Indlela yokubala	Ubalo (inani lamasebe afumana inkxaso ye-ECM)
Unyino kwiinkcukacha	Kukuba ufaka ifayili enye engama-300 MB, kungenjalo akukho nyino kwiinkcukacha
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Isiphumo
Isiphumo esifunekayo	Ngokwethagehi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	ukunqongophala kwezixhobo zokwandisa ukusetyenziswa kwe-ECM kumaqumrhu karhulumente.

Imisebenzi eyeNziwayo:

Imisebenzi emiselwe sisizwe:

Inkqutyana 3.2: IiNkonzo zamaThala eeNcwadi

3.2.1

Isihloko somsebenzi	Inani lamathala eencwadi amatsha okhiweyo
Inkcazo emfutshane	Amathala eencwadi amatsha agqityiweyo
Injongo/ukubaluleka	Ukumeta inani lamathala eencwadi amatsha akhiwe ngoncedo-mali olusuka kwiNkonzo yamaThala eeNcwadi
Apho zifunyanwa khona iinkcukacha	Isiqinisekiso sokugqitywa kolwakhiwo
Indlela yokubala	Kubalwa iprojekthi nganye egqityiweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Iziphumo
Uhlobo lokubala	Ngonyaka Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagehi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Amaqumrhu angaphandle asenokudala ulibaziseko. Ungenelelo: Kukuthethana namaqumrhu angaphandle kwangexesha

3.2.2

Isihloko somsebenzi	Inani lamaziko aphuculweyo ukuwezenza amathal eencwadi oluntu
Inkcazo emfutshane	Amaziko agqityiweyo ukuphuculelwa ukuba zibe ngamathala eencwadi
Injongo/ukubaluleka	Ukulinganisa inani lamathala eencwadi agqityiweyo ukuphuculwa ngoncedo-mali lweNkonzo yamaThala eeNcwadi
Apho zifunyanwa khona iinkcukacha	Isiqinisekiso sokugqitywa kolwakhiwo
Indlela yokubala	Kubalwa iprojekthi nganye egqityiweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Iziphumo
Uhlobo lokubala	Itotali yawo ewonke ngonyaka
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi

Isiphumo esifunekayo	Umsebenzi ongaphezu kwethagethi
Onoxanduva lomsebenzi	Ngokwethagethi
Umngcipheko ophambili	Amaqumrhu angaphandle asenokudala ulibaziseko. Ungenelelo: Kukuthethana namaqumrhu angaphandle kwangexesha

3.2.3

Isihloko somsebenzi	Inani lemathiriyeli yamathala eencwadi ethengiweyo
Inkcazo emfutshane	Inani lezinto ezintsha (iincwadi) ezithengelwe amathala eencwadi oluntu
Injongo/ukubaluleka	Ukulinganisa inani lezihloko ezitsha zamathala eencwadi ezithengwe ngesabelo-mali samathal eencwadi oluntu ukuze imathiriyeli ihlale ifanelekile ngalo lonke ixesha
Apho zifunyanwa khona iinkcukacha	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Inani lezinto ezintsha ezithengelwe amathala eencwadi zibalwa ngekhompyutha kumathala eencwadi, SLIMS (Sita Library and Information Management System)
Unyino kwiinkcukacha	Ukuchaneka kweenkcukacha ezifakwe kwisistimu nokungabinako kwesistimu ukuziqaphela ezo mpazamo.
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo ngonyaka
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umpathi wenkqutya
Umngcipheko ophambili	Ukunyuka kwamandla emali kungawachaphazela kakubi amaxabiso. Ukungafiki ngexesha kwezinto ezithengwayo Ungenelelo: kukulandelela ekuthengwa kubo abaniki zinkonzo

Inkqutya 3.3: ULondolozo lweNkcukacha eziBalulekileyo

3

3.3.1

Isihloko somsebenzi	Inani leprojekthi zokwazisa banzi kumathala eencwadi, kumaziko olondolozo lwembali, nakumaziko olondolozo lweenkcukacha ezibalulekileyo ezenziweyo
Inkcazo emfutshane	Ukwazisa banzi ngeenkono zolondolozo lweenkcukacha ezibalulekileyo ezikolweni, eluntwini nakubatyelile kumaziko olondolozo lweenkcukacha ezibalulekileyo, neenkqubo zokufikelela eluntwini ezenziwe ngamathala eencwadi namaziko olondolozo lwembali.
Injongo/ukubaluleka	Kukufundisa uluntu, ingakumbi ulutsha, ngokubeka iliso kwimveli yolondolozo lweenkcukacha ezibalulekileyo, nokwazisa banzi ngamathala eencwadi namaziko olondolozo lwembali
Apho zifunyanwa khona iinkcukacha	Kwirejista yabakhoyo
Indlela yokubala	Ubalo

Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixalokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ukungazizimasi iintlanganiso

3.3.2

Isihloko somsebenzi	Inani leeprojekthi zembali ebaliswa ngomlomo ezenziweyo
Inkcazo emfutshane	Ulonolozo nokufikelela kwimbali ebaliswa ngomlomo erekhodiweyo.
Injongo/ukubaluleka	Ukulondoloza imbali ebaliswa ngomlomo ukuba isetyenziswe ngabaphandi Naluluntu
Apho zifunyanwa khona iinkcukacha	Kuluhlu, kuweliselo-mali
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixalokunika ingxelo	Ngekota
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ukungafunyanwa kweerekhodi kumahlakani entsebenziswano

Imisebenzi emiselwe liphondo:

Inkqutyana 3.2: Iinkonzo zamaThala eNcwadi

3.2.4

Isihloko somsebenzi	Inani lezihlandlo zotyalelo lokubeka iliso ezigqityiweyo
Inkcazo emfutshane	Inani lezihlandlo zotyalelo lokubeka iliso kumathala eencwadi oluntu ngamagosa ethala leencwadi lengingqi
Injongo/ukubaluleka	Kukubeka ilisokuthotyelo-migaqo nemimiselo kwanokunika iingcebiso zobungcali nenkxaso
Apho zifunyanwa khona iinkcukacha	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Kubalwa inani lezihlandlo zotyalelo kumathala eencwadi oluntu
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Olunyukayo
Ilixalokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ukuhlehliswa kotyalelo ngenxa yezinto ezingaphaya kwamandla. Ungenelelo: umiselo ngokutsha lwemihla yotyalelo nobeko-liso oluzinzileyo kwiinkqubo zengingqi.

3.2.5

Isihloko somsebenzi	Inani leeprojekthi zenkuthazo ezenziweyo
Inkcazo emfutshane	Inani leeprojekthi/leenkqubo ezenziweyo ukukhuthaza ukusetyenziswa kwamathala eencwadi.
Injongo/ukubaluleka	Kukwazisa banzi ngeenkono zamathala eencwadi kwiPhondo liphela.

Apho zifunyanwa khona linkcukacha	Kwiingxelo nakokupapashwayo
Indlela yokubala	Inani leeprojekthi zokwazisa banzi ezibaliweyo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Olunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ulibaziseko ekuvelisweni kwezinto zokwazisa banzi. Ungenelelo: Ukuthengwa kwezinto zokwazisa banzi kwangexesha.

3.2.6

Isihloko somsebenzi	Inani leenkqubo zoqeqesho lwamagosa amathala eencwadi oluntu
Inkcazo emfutshane	Uqeqesho olumiselweyo olwenziwe ngamagosa enkonzo yamathala eencwadi yephondo koosomathala eencwadi oluntu. Oku isenokuba ngamacweyo osuku ukuya kwiikhosi ezintsuku-ntathu.
Injongo/ukubaluleka	Lo msebenzi ubonisa inani lamathala oqeqesho anikwe oosomathala eencwadi oluntu. Enye yeenjongo zenkonzo yamathala eencwadi kukunyusa izinga lezakhono zoosomathala eencwadi ukuze kunyuke izinga loniko-zinkonzo.
Apho zifunyanwa khona linkcukacha	Kunikwa ingxelo ligosa lethala leencwadi lengingqi ngenkqubo yoqeqesho nganye. Ezi nkcukacha ziqokelelwa ngekota kwithala leencwadi lengingqi ngalinye.
Indlela yokubala	Kubalwa inkqubo yoqeqesho eququnjelweyo nganye.
Unyino kwiinkcukacha	Alukho unyino kwiinkcukacha. Kwezinye iimeko iinkqubo zoqeqesho zisenokumiswa okwethutyana ngenxa yeemeko ezingaphaya kwamandla, kodwa zibuye zenzeke.
Uhlobo lomsebenzi	Kulunganiswa isiphumo
Uhlobo lokubala	Lolunyukayo ngonyaka
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Unqongophalo lwabaqeqeshi. Ungenelelo: Kukuxhobisa abasebenzi babe ngabaqeqeshi

3.2.7

Isihloko somsebenzi	Inani lamathala encwadi afakelwe i-intanethi
Inkcazo emfutshane	Amathala eencwadi abonelela nge-intanethi
Injongo/ukubaluleka	Kukulinganisa inkqubela yokubonelela nge-intanethi kwamathala eencwadi Asemaphandleni
Apho zifunyanwa khona iinkcukacha	Kwiingxelo
Indlela yokubala	Kubalwa inani lamathala eencwadi abonelelwe ngale nkonzo nongezwe kulawo afakwe kwiminyaka edlulileyo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo ngekota kodwa olunetotali enyukayo ngonyaka
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi weprojekthi
Umngcipheko ophambili	Ukubambezeka kokukonekthwa ngenxa yeenguqu kwiinkqubo. Ungenelelo: Unxibelelwano oluzinzileyo nabaniki-zinkonzo

3.2.8

Isihloko somsebenzi	Inani lamathala eencwadi abonelelwe ngeekompuyutha
Inkcazo emfutshane	Inani lamathala eencwadi oluntu, amathalana, neendawo ezifumana inkxaso kwiNkonzo yamaThala eencwadi
Injongo/ukubaluleka	Ukulinganisa inkqubela yokwanda kweenkonzo zamathala eencwadi kwiPhondo leNtshona Koloni liphela

Apho zifunyanwa khona iinkcukacha	Kwizivumelwano zenkxaso
Indlela yokubala	Kubalwa inani lamathala eencwadi abonelelweyo ze ongezwe kwinani lakhoyo. Apho inkonzo ivaliweyo, kuphungulwa kwinani elibalwayo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyongekota kodwa olunetotali enyukayo ngonyaka
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Amaqumrhu angaphandle angadala ulibaziseko. Ungenelelo: Ukuthethana kwangexesha namaqumrhu angaphandle

3.2.9

Isihloko somsebenzi	Inani loomasipala abaku-B3 abafumana uweliselomali lokufuna abasebenzi, ezokusebenza kwakunye nenkcitho enkulu kwezamathala eencwadi
Inkcazo emfutshane	Inani loomasipala abaku-B3 (abasemngciphekweni) abancedwe yiNkonzo yamaThala eencwadi ngemali kwinkcitho enkulu kwezamathala eencwadi
Injongo/ukubaluleka	Kukufumanisa inani loomasipala ababekwe kudidi lwabasemngciphekweni abafumene uncedo-mali ukuhlangabezana nezinto eziluxanduva lwethala leencwadi olungabelwanga mali
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zoweliselomali
Indlela yokubala	Kubalwa inani loomasipala abaku-B3 abafumana uweliselomali
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungenziwa kwangexesha koweliselomali. Ungenelelo: Ukuqaliswa kwenkqubo yoweliselomali kwangexesha

3.2.10

Isihloko somsebenzi	Inani loomasipala abafumana uweliselomali olusiSibonelelo-mali samaThala eencwadi akwiMetro ukuwaphucula nokuwalungisa
Inkcazo emfutshane	Inani loomasipala abambaxa abafumene inkxaso-mali kwiNkonzo yamaThala eencwadi yokuphuculwa nokulungiswa kwamathala eencwadi
Injongo/ukubaluleka	Kukulinganisa igalelo lolu ncedo-mali ukwenza oomasipala baphucule ze balungise amathala eencwadi
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zoweliselomali
Indlela yokubala	Kubalwa inani loomasipala abambaxa abafumana uweliselomali
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungenziwa kwangexesha koweliselomali. Ungenelelo: Ukuqaliswa kwenkqubo yoweliselomali kwangexesha

3.2.11

Isihloko somsebenzi	Inani lezithuba zabasebenzi bamathala eencwadi ezabelwe imali ngesibonelelo-mali
Inkcazo emfutshane	Inani lezithuba zabasebenzi bamathala eencwadi oomasipala abaku-B3 nalapho inkcitho ithathwa kwisibonelelo-mali
Injongo/ukubaluleka	Ukujonga utshintsho oludalwa sisibonelelo-mali ukuze oomasipala babenako ukuqesha abasebenzi bamathala eencwadi abadingekayo
Apho zifunyanwa khona	Kwizicwangciso zokusebenza zoomasipala

iinkcukacha	
Indlela yokubala	Kubalwa abasebenzi abakwizicwangciso zokusebenza
Unyino kwiinkcukacha	Ukwehla kwabasebenzi okusisiqhelo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo ngekota
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukumka kwabasebenzi bamathala eencwadi. UNgenelelo: ukuqeshwa kwabasebenzi bethutyana

3.2.12

Isihloko somsebenzi	Inani lezihlandlo zotyalelo lobeko-liso koomasipala abaku-B3
Inkcazo emfutshane	Inani lezihlandlo zotyalelo lobeko-liso koomasipala abaku-B3 ngabasebenzi benkonzo yamathala eencwadi
Injongo/ukubaluleka	Kukubeka iliso kwinkqubela yoomasipala ekuchitheni isibonelelo-mali, ukuthobela imigaqo nemigqaliselo nokubonelela ngeengcebiso zobungcali Nenxaso
Apho zifunyanwa khona iinkcukacha	Kumanqaku eentlanganiso nakuluhlu lwabazimase iintlanganiso
Indlela yokubala	Kubalwa inani lamanqaku eentlanganiso
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo ngekota
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukuhlehliswa kotyalelo ngenxa yeemeko ezingaphaya kwamandla. UNgenelelo: Ukucwangciswa ngokutsha kotyalelo.

Inkqutyana 3.3: ULondolozo lweenkcukacha eziBalulekileyo

3.3.3

Isihloko somsebenzi	Inani leemanejala ezifumene uqeqesho
Inkcazo emfutshane	Uqeqesho lweemanejala nabasebenzi baserejistri
Injongo/ukubaluleka	Ukuxhobisa abasebenzi ngezakhono ezifanelekileyo kwindlela yokuphatha iirekhodi
Apho zifunyanwa khona iinkcukacha	Kwirejista yabakhoyo neengxelo
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umpathi wenkqutyana
Umngcipheko ophambili	Ukungazi kuqeqesho UNgenelelo: Ukwazisa banzi ngeNkonzo yeeAkhayivu nangeenkqubo zokufikelela eluntwini eziqquzelelwe ngamaqumrhu karhulumente

3.3.4

Isihloko somsebenzi	Inani lemibuzo nezikhalazo elandelelweyo
Inkcazo emfutshane	Ukulandelela imibuzo efunyenweyo
Injongo/ukubaluleka	Kukwenza ukuba iirekhodi zifikeleleke
Apho zifunyanwa khona iinkcukacha	Kwirejista yemibuzo
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Ngokwethagethi
Uhlobo lokubala	Lolunyukayo

Ilixa lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya
Umngcipheko ophambili	Ukungafunyanwa kwemibuzo. Ungenelelo: Ukwazisa banzi neenkqubo zokufikelela eluntwini

3.3.5

Isihloko somsebenzi	Inana lezihlandlo zokutyelela kwabaphandi oovimba beenkcukacha
Inkcazo emfutshane	Ukutyelela kwabaphandi namaqela
Injongo/ukubaluleka	Ukwenza iinkcukacha zifikeleleke
Apho zifunyanwa khona iinkcukacha	Kwirejista yabatyeleli
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya
Umngcipheko ophambili	Ukungabikho kwabaphandi noluntu olutyelelayo. Ungenelelo: Ukwazisa banzi neenkqubo zokufikelela kuluntu

3.3.6

Isihloko somsebenzi	Inani lamaxwebhu amadala alungisiweyo
Inkcazo emfutshane	Ulonolozo lweenkcukach ezibalulekileyo
Injongo/ukubaluleka	Ukulondoloza imbali yolondolozo lweenkcukacha ezibalulekileyo
Apho zifunyanwa khona iinkcukacha	Kwirejista yamaxwebhu alungisiweyo
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya
Umngcipheko ophambili	Ukungabikho kwemathiriyeli emayilondolozwe ekuhlaleni. Ungenelelo: Ukudalwa kwemo evumayo yothengo njengoko uninzi lwemathiriyeli lufumaneka kwabamazwe aphesheya kweelwandle.

3.3.7

Isihloko somsebenzi	Inani leeliniya mitha zoweliselo ezifunyenwe kumaqumrhu karhulumente
Inkcazo emfutshane	Ukuweliselwa kweerekhodi zamaqumrhu karhulumente kuvimba wolondolozo lweenkcukacha ezibalulekileyo/iikhayivu
Injongo/ukubaluleka	Ubukho beerekhodi eluntwini
Apho zifunyanwa khona iinkcukacha	Kwirejista yoweliselo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya
Umngcipheko ophambili	Bubukho bendawo. Ungenelelo: Ukufakwa kwenkcukacha ekhompuyutheni, i-ECM nokwandiswa koovimba.

3.3.8

Isihloko somsebenzi	Inani leerekhodi ezisetyenziswe ngabaphandi
Inkcazo emfutshane	Iinkcukacha ezibalulekileyo ezisetyenziswe ngabaphandi kwigumbi lokufunda
Injongo/ukubaluleka	Ukwenza iirekhodi zifikeleleke
Apho zifunyanwa khona iinkcukacha	Kwirejista yeerekhodi ezisetyenzisiweyo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Kukungabikho kwabasebenzisi. Ungenelelo: Ukwazisa banzi neenkqubo zokufikelela kuluntu

3.3.9

Isihloko somsebenzi	Inani lee-linear metres ezilungiselelweyo
Inkcazo emfutshane	Ulungelaneliso nengcasio yeerekhodi
Injongo/ukubaluleka	Ukufikelela lula kwiirekhodi
Apho zifunyanwa khona iinkcukacha	Kwirejista yamaqela alungelelanisiweyo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ukufikeleleka kwemathiriyeli ekoovimba
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Bubukho bendawo eyaneleyo. Ungenelelo: Ukufakwa kwenkcukacha ekhompuyutheni, i-ECM nokwandiswa koovimba

3.3.10

Isihloko somsebenzi	Inani lamaSebe afumana inkxaso-ECM
Inkcazo emfutshane	Inani lamaSebe afumana inkxaso ye-ECM
Injongo/ukubaluleka	Injongo engundoqo yalengkqubo kukwenza ukuba amaSebe asebenzise inkqubo efanayo yokulawula iinkcukacha ezingamaxwebhu, impepha-nkcukacha neziskeniweyo.
Apho zifunyanwa khona iinkcukacha	Kwiirejista zoqeqesho
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Intsebenziswano yamasebe

3.3.11

Isihloko somsebenzi	Inani leenkqubo zohlelo eziphunyeziweyo
Inkcazo emfutshane	Ukuqulunqwa, ukuhlalutywa nokuphunyezwa kweefayili zezicwangciso
Injongo/ukubaluleka	Kukuqinisekisa ukuba iinkqubo zohlelo ziqulunqwe ngokoMthetho i-Archives and Records Service of the Western Cape Act, 2005 (uMthetho 3 wama-2005)
Apho zifunyanwa khona iinkcukacha	Kwiileta zokuphunyezwa nakwiifayili zezicwangciso, imithetho yokulawula iinkcukacha eziselugcinweni, iinkqubo ze rejistri ezizimanyuwaliezirekhodiweyo zalawulwa ngokweshedyuli
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo

Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya
Umngcipheko ophambili	Ukuxhomekeka kwisidingo nakumaqumrhu karhulumente. Ungenelelo: Uqhakamshelwano namaqumrhu karhulumente.

3.3.12

Isihloko somsebenzi	Inani lamaqumrhu karhulumente ahloliweyo
Inkcazo emfutshane	Ukuhlolwa kwezinga leerekhodi nendlela agcinwa ngayo ngokwasemthethweni kunye nolawulo lwamaqumrhu karhulumente
Injongo/ukubaluleka	Ukuqinisekisa ukuthotyelwa komthetho wokulawulwa kweenkcukacha, imigqaliselo nemigaqo-nkqubo ngamaqumrhu karhulumente
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zohlolo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngekota
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya
Umngcipheko ophambili	Kukuxhomekeka kwintsebenziswano yamaqumrhu karhulumente

3.3.13

Isihloko somsebenzi	Inani lezigunyaziso zotshatyalaliso ezikhutshiweyo
Inkcazo emfutshane	Ukukhutshwa kwemiyalelo yophazamiso noweliselo
Injongo/ukubaluleka	Kukuthintela uphazamiso noweliselo lweerekhodi olungagunyaziswanga
Apho zifunyanwa khona iinkcukacha	Kwiikopi zeeleta zotshatyalaliso nakwezoweliselo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya
Umngcipheko ophambili	Kukungafunyanwa kwezicelo. Ungenelelo: Ukwazisa banzi ngeenkonzo zolondolozo lweenkcukacha ezibalulekileyo neenkqubo zokufikelela eluntwini

3.3.14

Isihloko somsebenzi	Inani lezintlu ezenziweyo nezihlaziye
Inkcazo emfutshane	Ukurekhoda, ukunika ingcaciso ngamaxwebh uamadala ukuqinisekisa ukufikeleleka lula kwawo. Ukuhlaziya izintlu.
Injongo/ukubaluleka	Kukwenza amaxwebhu amadala afikeleleke lula ngokubonelela ngeenkcukacha ezongezelelweyo.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo, kwizintlu
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya
Umngcipheko ophambili	Ukunqongophala kwamaxwebhu amadala aweliselwa kuvimba weenkcukacha

ISIBONELELO-MALI ESINEMIQATHANGO: ISIBONELELO-MALI KUMATHALA EENCWADI OLUNTU

1.1

Isihloko somsebenzi	Inani lezithuba zamathala eencwadi ezabelwe imali kwisibonelelo-mali
Inkcazo emfutshane	Inani lezithuba zamathala eencwadi ezabelwe imali kwisibonelelo-mali
Injongo/ukubaluleka	Ukujonga igalelo lezibonelelo-mali ezinemiqathango ukwenza oomasipali babenako ukuqesha abasebenzi bamathala eencwadi abadingekayo
Source /Condition of data	Kwizicwangciso zokusebenza zoomasipala
Indlela yokubala	Kubalwa inani labasebenzi abakwizicwangciso zokusebenza
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukuqeshwa kwabasebenzi ngekhontrakthi kudala ukumka kwabasebenzi kumathala eencwadi oluntu. Ungenelelo: Ukuqeshwa kwabasebenzi bethutyana nokwenziwa kweekhontrakthi zexesha elide/izithuba ezisisigxina

1.2

Isihloko somsebenzi	Inani lemathiriyeli yamathala eencwadi ethengiweyo
Inkcazo emfutshane	Inani lezinto ezintsha zamathala eencwadi oluntu ezithengiweyo
Injongo/ukubaluleka	Kukujonga inani lezinto zamathala eencwadi oluntu ezintsha ezithengwe ngesibonelelo-mali esinemiqathango ukuze amathala eencwadi ahlale enezinto ezifanelekileyo
Source /Condition of data	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Kubalwa inani lezinto ezintsha zamathala eencwadi kwinkqubo yolawulo lwamathala eencwadi ngekhompuyutha
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo ngonyaka
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umpathi wenkqutyana
Umngcipheko ophambili	Ukulibaziseka ekuziseni kwezinto ngabaniki zinkonzo. Ungenelelo: Ukuthenga kwangexesha

1.3

Isihloko somsebenzi	Inani leeprojekthi ezintsha zamathala eencwadi ezenziwe ngesabelo-mali Esimiseliweyo
Inkcazo emfutshane	Inani leeprojekthi zezakhiwo zamathala eencwadi ezenziwe ngolwabelo-mali Olumiselweyo
Injongo/ukubaluleka	Kukwakha izakhiwo ezintsha zamathala eencwadi ukusabela kwizidingo zoluntu
Source /Condition of data	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Kubalwa imali eweliselweyo neeprojekthi ezikwizicwangciso zokusebenza Zoomasipala
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Amaqumrhu angaphandle asenokudala ulibaziseko. Ungenelelo: Uthethwano oluzinzileyo nakwangexesha nabaniki-zinkonzo

1.4

Isihloko somsebenzi	Inani leeprojekthi ezintsha zamathala eencwadi anikwe imali yokugqibezela
Inkcazo emfutshane	Inani leeprojekthi ezintsha zamathala eencwadi anikwe imali yokugqibezela
Injongo/ukubaluleka	Kukwakha izakhiwo ezintsha zamathala eencwadi ukusabela kwizidingo zoluntu
Source /Condition of data	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Kubalwa imali eweliselweyo neeprojekthi ezikwizicwangciso zokusebenza Zoomasipala
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Amaqumrhu angaphandle asenokudala ulibaziseko. Ungenelelo: Uthethwano oluzinzileyo nakwangexesha nabaniki-zinkonzo.

1.5

Isihloko somsebenzi	Inani lezihlandlo zotyalelo koomasipala abafumana isibonelelo-mali Esinemiqathango
Inkcazo emfutshane	Inani lezihlandlo zotyalelo koomasipala abafumana isibonelelo-mali esinemiqathango ngabasebenzi beNkonzo yamaThala eeNcwadi
Injongo/ukubaluleka	Kukubeka iliso ekusetyenzisweni kwesibonelelo-mali, ukuthotyelwa kwemigaqo nemigqaliselo nokunika iingcebiso zobungcali nenkxaso
Source /Condition of data	Kumanqaku eentlanganiso nakuluhlu lwabakhoyo
Indlela yokubala	Kubalwa inani lamanqaku eentlanganiso zotyalelo
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo ngekota kodwa olunetotali enyukayo ngonyaka
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukuhleliswa kotyalelo ngenxa yezinto ezingaphaya kwamandla. Ungenelelo: Ukuhlelwa ngokutsha kotyalelo

1.6

Isihloko somsebenzi	Inani loomasipala abafumana isibonelelo-mali esinemiqathango
Inkcazo emfutshane	Inani loomasipala abafumana isibonelelo-mali esinemiqathango
Injongo/ukubaluleka	Isibonelelo-mali esinemiqathango sinceda oomasipala baqeshe abasebenzi abadingekayo, baphucule iinkonzo zamathala eencwadi nokuhlangabezana nemiba yoxanduva olungabelwanga mali
Source /Condition of data	Kwiingxelo nakuluhlu lweenkcukacha
Indlela yokubala	Kubalwa inani loomasipala abafumana isixa mali esidluliselweyo
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungenziwa koweliselu-mali kwangexesha. Ungenelelo: Ukuqaliswa kwenkqubo yoweliselu-mali kwangexesha

1.7

Isihloko somsebenzi	Inani leenkqubo zokuphuculwa kwamathala eencwadi ngesabelo-mali esimiselweyo
Inkcazo emfutshane	Amathala eencwadi amiyo anikwe imali yokuwaphucula
Injongo/ukubaluleka	Kukwabela imali uphuculo lwamathala eencwadi ukumelana neemfuno Zoluntu
Source /Condition of data	Kwiingxelo
Indlela yokubala	Kwiinkcukacha zokuweliselwa kwemali nakwezeeprojekthi ezikwizicwangciso zokusebenza zoomasipala
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungathobeli koomasipala imigaqo. Ungenelelo: Ubeko-liso oluzinzileyo ngabasebenzi bamathala eencwadi

1.8

Isihloko somsebenzi	Inani leenkqubo zokuphuculwa kwamathala eencwadi ezabelwe imali Yokugqibezela
Inkcazo emfutshane	Amathala eencwadi amiyo abelwe imali yokugqibezela ukuwaphucula
Injongo/ukubaluleka	Kukwabela imali uphuculo lwamathala eencwadi ukumelana neemfuno Zoluntu
Source /Condition of data	Kwiingxelo
Indlela yokubala	Iinkcukacha zokuweliselwa kwemali nezeeprojekthi ezikwizicwangciso zokusebenza zoomasipala
Unyino kwiinkcukacha	Ukuthembeka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungathobeli koomasipala imigaqo. Ungenelelo: Ubeko-liso oluzinzileyo ngabasebenzi bamathala eencwadi

1.9

Isihloko somsebenzi	Inani lamathala eencwadi amancinci eemfama asungulweyo
Inkcazo emfutshane	Ukusebenzisana neThala leeNcwadi leeMfama loMzantsi Afrika ukusungula iinkonzo ezikhethekileyo zeemfama kumathala akhethiweyo.
Injongo/ukubaluleka	Kukuphucula iinkonzo zamathala eencwadi ukusabela kwizidingo zoluntu Ezikhethekileyo
Source /Condition of data	Kwiingxelo
Indlela yokubala	Inkxaso-mali eweliselweyo, SLA neengxelo zeeprojekthi
Unyino kwiinkcukacha	Ukuchaneka kweenkcukacha ezinikiweyo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Ukungathobeli imigaqo kwabaniki-zinkonzo. Ungenelelo: Ubeko-liso oluzinzileyo ngabasebenzi bamathala eencwadi

1.10

Isihloko somsebenzi	Inani leenkqubo zoqeqesho ezinikiweyo
Inkcazo emfutshane	Inani leenkqubo zoqeqesho olunike abasebenzi boomasipala ngesibonelelo-mali esinemiqathango
Injongo/ukubaluleka	Kukuphucula izakhono zabasebenzi boomasipala ngokusingise kulawulo lwamathala eencwadi oluntu
Source /Condition of data	Kwiingxelo

Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umpathi wenkqutyana
Umngcipheko ophambili	Ukuhleliswa kweenkqubo zoqeqesho ngenxa yeemeko ezingaphaya kwamandla. Ungenelelo: Ukucwangciswa kweenkqubo kwangexesha.

INKQUBO 4: EZEMIDLALO NOLONWABO

Imisebenzi eyeNziwayo yeNjongo yeQhinga lokuSebenza:

4.2.1:

Isihloko somsebenzi	Inani lemibutho yezemidlalo enikwe inkxaso
Inkcazo emfutshane	Inkxaso idala uphuhlo ze ikhuthaze ezemidlalo nezolonwabo nokwenziwakweeprojekthi zoko. Imibutho yezemidlalo ixhaswa ngoweliso-mali.
Injongo/ukubaluleka	Kukuthatha inxaxheba kwezemidlalo ze kufezekiswe ugqweso ngeenkqubo ezicwangcisiweyo nangeeprojekthi.
Apho zifunyanwa khona iinkcukacha	Kwizicelo zenkxaso-mali/ kwiiMOU ezityikityiweyo nakwiingxelo zeentlawulo
Indlela yokubala	Kubalwa inani lemibutho efumene uweliso-mali nefumene inkxaso yokuthengelwa izixhobo neenkonzo
Unyino kwiinkcukacha	Iifomu zezicelo azizibandakanyi zonke iizidingo zemibutho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.2:

Isihloko somsebenzi	Inani leenkonzo ezikhethekileyo zezemidlalo nolonwabo
Inkcazo emfutshane	Imisitho yezemidlalo emikhulu ebhanjelwe ephondweni kwakunye namaziko nezixhobo zezemidlalo ekuxhaswe ngazo
Injongo/ukubaluleka	Kukubonelela ngezixhobo zezemidlalo nolonwabo ingakumbi kwiingingqi ezihlelekileyo, iinkqubo zempilo-ntle, kwakunye nokuphuhlisa ukhenketho kwezemidlalo ngokukhankasela, ngokubamba nangokuxhasa imibutho yezemidlalo kwimisitho yayo emikhulu
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zenkcitho-mali, kwiintlanganiso, kwii-MOU, kwiziphakamiso eziphunyezwe liGosa elinoXanduva
Indlela yokubala	Kubalwa oomasipala nemibutho yezemidlalo, amabhunga aweliselwe imali, inani lemisitho emikhulu
Unyino kwiinkcukacha	Ingxelo yeGazethi yePhondo, ukuchaneka kweengxelo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.3:

Isihloko somsebenzi	Inani labancediweyo neenkonzo zobunzulu-lwazi ekubonelelwe ngazo
Inkcazo emfutshane	Imibutho yezemidlalo enikwe inkxaso ukwenza umsebenzi karhulumente, kubandakanya neenkqubo zabafazi namantombazana, ezabasebenzi basezifama, ezababandezeleke ngokwamalungu omzimba, ezolutsha, kwakunye neenkqubo zophuhliso ngezakhono
Injongo/ukubaluleka	Iinkqubo ezabiwa ngokulinganayo ziza kuqinisekisa ukufaneleka kwamabala nentatho-nxaxheba yalo lonke uluntu kwezemidlalo
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zenkcitho-mali. Kuluhlu lwabakhoyo. Kwiingxelo zemisitho
Indlela yokubala	Kubalwa inani lemisitho exhasiweyo
Unyino kwiinkcukacha	Ukuba nako ukufaka inani elichanekileyo labazimasi. Nangona kunjalo, iifoto zanele ukufezekisa oku.
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi

Isiphumo esifunekayo	Ngokwethageathi kwesiphumo seSicwangciso sezeMidlalo noLonwabo seSizwe, iSizwe esidlankileyo.
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.4:

Isihloko somsebenzi	Inani lamaqumrhu ezemidlalo yemveli anikwe inkxaso.
Inkcazo emfutshane	Umyinge wamaqumrhu ezemidlalo yemvelki ommandla nawephondo anikwe inkxaso
Injongo/ukubaluleka	Kukuphucula intsebenziswano kulawulo nezinga lobandakanyo loluntu
Apho zifunyanwa khona iinkcukacha	Uluhlu lwamalungu eekomiti namanqaku eentlanganiso
Indlela yokubala	Kubalwa inani lamaqumrhu anikwe inkxaso
Unyino kwiinkcukacha	Alungqalanga
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi – ihlaziyiwe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.5:

Isihloko somsebenzi	Inani lamakhuphiswano emidlalo yezikolo amaphondo anikwe inkxaso
Inkcazo emfutshane	Inani lamakhuphiswano emidlalo yezikolo amaphondo anikwe inkxaso kusetyenziswa iSibonelelo-mali esineMiqathango.
Injongo/ukubaluleka	Inkxaso yenza abafundi beli phondo bathathe inxaxheba kuKhuphiswano lweMidlalo yeZikolo leSizwe kwaye ibanika ithuba lokungenela ukhuphiswano kwinqanaba lesizwe nalapho ithi italente iphuhle khona.
Apho zifunyanwa khona iinkcukacha	Kubhaliso lwamaqela emidlalo
Indlela yokubala	Kubalwa amaqela emidlalo ephondo athathe inxaxheba kukhuphiswano
Unyino kwiinkcukacha	Ukunqongophala kweenkcukacha kumaqumru endidi zemidlalo ezikolo
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.6:

Isihloko somsebenzi	Inani lamaqumrhu emidlalo yasemva kwesikolo akhoyo nanikwa inkxaso
Inkcazo emfutshane	Inani lamaziko eMOD kwizithili ezikwi-WCES ekudlalwa kuzo imidlalo yasemva kwesikolo
Injongo/ukubaluleka	Kukunyusa umthamo wabantu abathatha inxaxheba kule midlalo nokukhuthaza abantu abaphuma kwiindawo ekade zisingelwe phantsi nezihlelekileyo ukuba bazibandakanye kwiinquleqhu ezilolu hlobo
Apho zifunyanwa khona iinkcukacha	Iincwadi/iileta zengqinisekiso eziphuma kwiimajela zezithili ezichaphazelekayo
Indlela yokubala	Lubalo olulula lwenani lamaziko eMOD nezithili eziphantsi kwe-WCED ezifumana inkxaso.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ukusilela kwentsebenziswano phakathi kwamasebe. Ukusweleka kwemeko ekhuselekileyo ekunokudlalwa kuyo sakube siphumile isikolo

Imisebenzi eyeNziwayo:

Imisebenzi emiselwe sisizwe:

Inkqutwana 4.2: Imidlalo

4.2.1

Isihloko somsebenzi	Inani lamaziko-mfundo ezemidlalo anikwe inkxaso
Inkcazo emfutshane	Inani lamaziko-mfundo ezemidlalo avunyiweyo (kwisizwe, kwiphondo nawabucala) anikwe inkxaso yokubonelela ngeenkono zemidlalo ukuphuhlisa nokuphucula izinga lezemidlalo eMzantsi Afrika.
Injongo/ukubaluleka	INGxelo yoBume bamaziko-mfundo
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zamaZiko-mfundo ezeMidlalo ePhondo. Kwiingxelo zamaZiko-mfundo avunyiweyo eSASCOC. Kumaxwebhu abonisa isimo sokuvunywa kwamaZiko-mfundo ezeMidlalo.
Indlela yokubala	Ubalo olulula lwamaziko-mfundo ezemidlalo axhaswa ngamasebe karhulumente wephondo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Kabini ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umpathi wenkqutwana

4.2.2

Isihloko somsebenzi	Inani labadlali abanikwe inkxaso ngenkqubo yamaziko-mfundo ezemidlalo Ephondo
Inkcazo emfutshane	Inani labadlali abanikwe inkxaso yokuthatha inxaxheba kwinqanaba lephondo, lesizwe nelehlabathi
Injongo/ukubaluleka	Kukwenza igalelo ekuphuyelelweni kweembasa nokunyusa izinga lenqanaba kwizinga lesizwe nelehlabathi
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zeeprojekthi
Indlela yokubala	Ubalo olulula ngeprojekthi nganye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umpathi wenkqutwana

4.2.3

Isihloko somsebenzi	Inani lezikolo, iihabhu namaqela abonelelwe ngezixhobo okanye ngeempahla ngokwemimiselo nemigqaliselo
Inkcazo emfutshane	Izikolo, iihabhu namaqela axhamle kwizixhobo okanye impahla ukuze ziphuhle
Injongo/ukubaluleka	Luphuhliso
Apho zifunyanwa khona iinkcukacha	Kwiingxelo, kwizinephu, kuluhlu lwabakhoyo
Indlela yokubala	Kuyabalwa
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Kabini ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umlawuli onoxanduva

Inkqutya 4.3: Ezolonwabo

4.3.1

Isihloko somsebenzi	Inani labantu abathatha inxaxheba kwimisitho yezemidlalo nolonwabo Eququzelelweyo
Inkcazo emfutshane	Inani labantu abathatha inxaxheba kwimisitho yezolonwabo eququzelelweyo ekhuthaza impilo-ntle (ngaphandle kwababukeli)
Injongo/ukubaluleka	Kukufumanisa ngezina lentatho-nxaxheba kwimisitho yezolonwabo
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zemisitho; kuluhlu lwentatho-nxaxheba / kuluhlu lwamaqela
Indlela yokubala	Ubalo olululalwabathathi-nxaxheba kwimisitho yezolonwabo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya

Qaphela: Lo msebenzi uphantsi kwemisebenzi yeSibonelelo esineMiqathan – jonga kwiNkqubo yeNtatho-nxaxheba ngoBuninzi koLuntu iSiyadlala

Inkqutya 4.4: Imidlalo yezikolo

4.4.1

Isihloko somsebenzi	Inani labafundi abathatha inxaxheba kwiitoni zemidlalo yezikolo kwiinqanaba lommandla
Inkcazo emfutshane	Inani labafundi abathatha inxaxheba kwiitoni zemidlalo yezikolo kwiinqanaba lommandla njengesiseko sentatho-nxaxheba
Injongo/ukubaluleka	Kukubonisa inani labafundi abathatha inxaxheba kwiinkqubo zemidlalo yezikolo kwiinqanaba lommandla
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwamaqela athatha inxaxheba kwiitoni zemidlalo olufakwe kumagosa esebe ngemihla yemisitho.
Indlela yokubala	Ubalo olulula lomyinge wabadlali abafanelekileyo abathatha inxaxheba kwiitoni zemidlalo lommandla.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo, abadlali babalwa kuphela bakungenela inkqubo yokhuphiswano lwemidlalo yezikolo kwiinqanaba lephondo
Ilixo lokunika ingxelo	Ngenyanga
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya

Qaphela: Lo msebenzi uphantsi kwemisebenzi yeSibonelelo-mali esineMiqathan – jonga kwiNkqubo yeNtatho-nxaxheba ngoBuninzi kwiMidlalo yeZikolo

Imisebenzi emiselwe liphondo:

Inkqutya 4.2: Imidlalo

4.2.4

Isihloko somsebenzi	Inani labadlali abanetalente abaxhaswe ngenkqubo emiselweyo yimibutho yezemidlalo
Inkcazo emfutshane	Inxaso enikwe yimibutho yezemidlalo kubadlali abanetalente abachongelwe ukuthatha inxaxheba kukhuphiswano lwesizwe okanye lwehlabathi.
Injongo/ukubaluleka	Kukubonisa inani labadlali abanetalente abaxhamla kwinkqubo yophuhliso emiselweyo.
Apho zifunyanwa khona	Kwirejista yemibutho yemidlalo
Indlela yokubala	Ubalo olulula lwabadlali abanetalente abafakwe kwinkqubo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo

Uhlobo lokubala	Lolunyukayo
Ilixa lokunika ingxelo	Ngekota
Umsebenzi omtsha	No
Isiphumo esifunekayo	Ngokwethagethi yophuhliso emisilweyo.
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.5

Isihloko somsebenzi	Inani leeklabhu ezifumene inkxaso
Inkcazo emfutshane	Inani leeklabhu ezisebenzayo neziphantsi kwemibutho enegalelo ekuvuleni intatho-nxaxheba kwicandelo lezemidlalo ekudidi lwabahlawulwayo.
Injongo/ukubaluleka	Kukulandelela inani leeklabhu ezinikwe inkxaso ukukhuthaza nokunyusa izinga lentatho-nxaxheba kwezemidlalo
Apho zifunyanwa khona iinkcukacha	Kuvimba weenkcukacha zemibutho yezemidlalo
Indlela yokubala	Ubalo olulula lweeklabhu ezinikwe inkxaso.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixa lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.6

Isihloko somsebenzi	Inani lamabhunga ezemidlalo ephondo nawemimandla anikwe inkxaso
Inkcazo emfutshane	Inani lamabhunga ezemidlalo ephondo nawemimandla anikwe inkxaso yokufezekisa iinjongo zokusebenza zesebe
Injongo/ukubaluleka	Amabhungu ngamahlakani entsebenziswano kwiphondo kuphuhliso, kuqhutywa nakubeko-liso kwiinkqubo
Apho zifunyanwa khona	Kwiingxelo zeeprojekthi
iinkcukacha	
Indlela yokubala	Ubalo olululangeprojekthi nganye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.7

Isihloko somsebenzi	Inani lemibutho yezemidlalo yephondo neyommandla enikwe inkxaso
Inkcazo emfutshane	Ukuxhasa imibutho yezemidlalo ukuze abenako ukuphuhlisa nokukhuthaza ukwenziwa kweeprojekthi zemidlalo nolonwabo. Kukuxhasa imibutho yezemidlalo ngoweliselo-mali
Injongo/ukubaluleka	Kukunyusa labathathi-nxaxheba kwezemidlalo nokugqwesa kwabo ngeenkqubo neeprojekthi ezicwangcisiweyo
Apho zifunyanwa khona iinkcukacha	Kwizicelo zonyaka / kwizicwangciso zokusebenza / kwiiMOU / kwiingxelo zeentlawulo zeSCM / kwiingxelo
Indlela yokubala	Kubalwa inani lemibutho yezemidlalo efumene uweliselo-mali, izinto ezithengiweyo neenkonzo zemidlalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukunyusa izinga lentatho-nxaxheba
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.8

Isihloko somsebenzi	Inani lemisitho emikhulu
Inkcazo emfutshane	Imisitho imikhulu yezemidlalo ebanjelwe kwiphondo
Injongo/ukubaluleka	Kukuxhasa ukhenketho kwezemidlalo
Apho zifunyanwa khona iinkcukacha	Kukhuthazo lokuxhaswa kwezemidlalo nentatho-nxaxheba
Indlela yokubala	Kwiingxelo nakwiintlanganiso
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.9

Isihloko somsebenzi	Inani leenkqubo zokuba fithi nezempilo-ntle kwiziko lokuthamba
Inkcazo emfutshane	Ungenelelo olujoliswe ekuxhobiseni imibutho yezemidlalo ngemiba yeenkqubo zempilo nenmpilo-ntle kwezemidlalo
Injongo/ukubaluleka	Kukuxhobisa imibutho yezemidlalo
Apho zifunyanwa khona iinkcukacha	Kwiingxelo nakwintlanganiso
Indlela yokubala	Lolunyukayo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.10

Isihloko somsebenzi	Inani lemisitho yeembasa ebanjiweyo
Inkcazo emfutshane	Ukuvula iqonga lokuwongwa kwabo bagqwesileyo kwintatho-nxaxheba yabo kwiinkalo ezahlukeneyo zemidlalo. Ukuwonga nokuphakamisa abaphala phambili kwezemidlalo abanegalelo elingagungqiyo kuphuhliso, kwiinguqu nakukhulo lwemidlalo eMzantsi Afrika.
Injongo/ukubaluleka	Kukuwonga abazibopheleleyo nabagqwesileyo kwezemidlalo.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo, kwifomu zotyumbo, kumakhuphiswano nakwezosasazo
Indlela yokubala	Kubalwa inani labantu abawongiweyo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Umsebenzi omtsha
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.11

Isihloko somsebenzi	Inani lemidlalo yobambiswano yokukhuthaza intsebenziswano ebanjiweyo (usuku lwemidlalo lwephondo)
Inkcazo emfutshane	Ukuqinisekisa ukuba abasebenzi bathatha inxaxheba kwiinkqubo zempilo-ntle
Injongo/ukubaluleka	Ukunyusa izinga nokukhuthaza impilo-ntle kubasebenzi
Apho zifunyanwa khona iinkcukacha	Kumanqaku eentlanganiso
Indlela yokubala	Lolunyukayo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.12

Isihloko somsebenzi	Inani labathathi-nxaxheba kwimibutho yezemidlalo
Inkcazo emfutshane	Inani labadlali abathatha inxaxheba kumakhuphiswano eeligi neetonamenti Ezihleliweyo
Injongo/ukubaluleka	Kukuchonga italente nokuhlela iinkqubo zeeligi
Apho zifunyanwa khona iinkcukacha	Kwiifiktsha zendidi zemidlalo eyahlukeneyo
Indlela yokubala	Kubalwa imibutho yezemidlalo ebhalisiweyo
Unyino kwiinkcukacha	Ukungabi nakuqinisekiswa kweenkcukacha njengoko zifunyanwa kwamanye amaqumrhu
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka

Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.13

Isihloko somsebenzi	Inani labantu bezemidlalo abaqeqeshiweyo
Inkcazo emfutshane	Inani lamagosa ezemidlalo athunyelwe kwiikhosi zezemidlalo
Injongo/ukubaluleka	kukuxhobisa imibutho yezemidlalo ngezakhono ukuze ibe negalelo kuzinzo lwentatho-nxaxheba
Apho zifunyanwa khona iinkcukacha	Kwiifomu zobhaliso / kuluhlu lwabakhoyo
Indlela yokubala	Kubalwa umntu ngamnye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota

Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.14

Isihloko somsebenzi	Inani lamaziko ezemidlalo anikwe inkxaso
Inkcazo emfutshane	Ukuxhasa ezamaziko ezemidlalo ngokuququzelela ukuphuhliswa kwawo ngenjongo zokunyusa izinga lokufikeleleka nokusetyenziswa kwawo kangangoko.
Injongo/ukubaluleka	Kukukhuthaza intatho-nxaxheba ngobuninzi kwezemidlalo nokunika abadlali amathuba okugqwesa.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo, Kwizicwangciso zokusebenza nakumanqaku eentlanganiso.
Indlela yokubala	Ubalo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Awukho
Isiphumo esifunekayo	Ngokwethageathi Kwezolwakhiwo
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.15

Isihloko somsebenzi	Inani labadlali abinikwe inkxaso ngeenkqubo zabakwizinga eliphezulu
Inkcazo emfutshane	Ukunika inkxaso kubathathi-nxaxheba kumakhuphiswano ephondo, esizwe nawehlabathi
Injongo/ukubaluleka	Kukwenza igalelo ekufunyanweni kweemedali nokunyusa izinga lokunyukela kwizinga elingasentla kwinganaba lesizwe nelehlabathi
Apho zifunyanwa khona iinkcukacha	Kuchongo lwetalente. Kwiinkcukacha zenkqubela yabadlali
Indlela yokubala	Kubalwa umntu ngamnye
Unyino kwiinkcukacha	Ukungafikeleleki kweenkcukacha zabadlali
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolomgangatho nolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

4.2.16

Isihloko somsebenzi	Inani lemisitho yabafazi namantombazana enikwe inkxaso
Inkcazo emfutshane	Imisitho yabafazi neyamantombazana ekhuthaza imidlalo nezolonwabo kweli candelo
Injongo/ukubaluleka	Kukuphuhlisa imidlalo nolonwabo kwababhinqileyo
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabakhoyo, kwizinephu, kwiingxelo,

Indlela yokubala	Kubalwa umntu ngamnye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	No
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umlawuli onoxanduva

Inkqutyana 4.3: Ezolonwabo

4.3.2

Isihloko somsebenzi	Inani lamaqumrhu ezemidlalo yemveli anikwe inxaso.
Inkcazo emfutshane	Umyinge wamaqumrhu ezemidlalo yemvelki ommandla nawephondo anikwe Inxaso
Injongo/ukubaluleka	Kukuphucula intsebenziswano kulawulo nezinga lobandakanyo loluntu
Apho zifunyanwa khona iinkcukacha	Uluhlu lwamalungu eekomiti namanqaku eentlanganiso
Indlela yokubala	Kubalwa inani lamaqumrhu anikwe inxaso
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ukungasebenzi ngokukuko kwamaqumrhu

4.3.3

Isihloko somsebenzi	Inani lamaziko ezolonwabo anikwe inxaso.
Inkcazo emfutshane	Umyinge amaziko ezolonwabo abonelelwe nkeengonzo nangenxaso kwiPhondo.
Injongo/ukubaluleka	Kukunyusa ubandakanyeko loluntu nentatho-nxaxheba ngobuninzi
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwamaziko, kwiSihlomelo A nakwiingxelo zamaziko
Indlela yokubala	Kubalwa inani lamaziko ezolonwabo esunguliweyo nanikwe inxaso
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ngokwethageathi
Isiphumo esifunekayo	Kukuxhasa uzinzo lwamaziko ezolonwabo
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Yintsebenziswano yamaqumrhu oluntu nemibutho yemicimbi yezemidlalo nolonwabo.

4.3.4

Isihloko somsebenzi	Inani labasebenzi abaqeshwe kumaziko ezolonwabo.
Inkcazo emfutshane	Umyinge wabantu (abaqeqeshi) abaqeshwe kwezolonwabo nakumaziko ezolonwabo.
Injongo/ukubaluleka	Kukunyusa nokwenza igalelo ekudaleni amathuba emisebenzi
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabaqeqeshi okanye lwabasebenzi abakumaziko ezolonwabo
Indlela yokubala	Kubalwa umntu ngamnye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Kukulahla kwabasebenzi, inkqubo yesivumelwano sonyaka nonyaka

Inkqutyana 4.4: Imidlalo yezikolo

4.4.2

Isihloko somsebenzi	Inani lemidlalo yezikolo yemimandla exhaswe ngokunikwa amathuba kwezemidlalo yezikolo
Inkcazo emfutshane	Inani lemimandla ethatha inxaxheba kwimidlalo yezikolo
Injongo/ukubaluleka	Kukudala amathuba okuthatha inxaxheba kwemimandla kwimidlalo yezikolo ukuze zilungele amakhuphiswano ephondo

Apho zifunyanwa khona iinkcukacha	Kubhaliso lwamaqela emimandla. Kuluhlu lwamaqela
Indlela yokubala	Kubalwa inani lemimandla ethatha inxaxheba kumakhuphiswano ephondo
Unyino kwiinkcukacha	Kukunqongophala kweenkcukacha kumaqumrhu emimandla
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagehi
Onoxanduva lomsebenzi	Umlawuli onoxanduva
Umngcipheko ophambili	Linani lemimandla ethatha inxaxheba kwimidlalo yezikolo

4.4.3

Isihloko somsebenzi	Inani leklasta zemidlalo zesekehlaleni ezinikwe inkxaso
Inkcazo emfutshane	Umjenge weeklasta zemidlalo zasekehlaleni ezinikwe iinkonzo nezinikwe inkxaso ePhondweni.
Injongo/ukubaluleka	Kukukhuthaza nokuququzelela imicimbi yemidlalo yezikolo kwiphondo liphela kwiiklasta, midlalo leyo ithi inxulunyaniswe neeligi zezikolo.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lweeklasta zemidlalo zasekehlaleni nakwiincwadi zeziqinisekiso ezivela kwiinqununu zezikolo/kubaphathi.
Indlela yokubala	Ubalo olulula ngokusekele kwinani leeklasta zemidlalo zasekehlaleni anikwe inkxaso.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagehi
Onoxanduva lomsebenzi	Umpathi wenkqutyana
Umngcipheko ophambili	Kukunqongophala kwentsebenziswano yabalawuli bamaqela abaphezulu ezikolweni, ukhuseleko lwabafundi nabasebenzi kwakunye nokufikelela (okanye ukungabi nako) kwiifasiliti ezifanelekileyo.

Inkqutyana 4.5: Inkqubo ye-MOD

4.5.1

Isihloko somsebenzi	Inani lamaZiko eMOD anikwe inkxaso
Inkcazo emfutshane	Umyinge wamaZiko eeMOD anikwe inkxaso
Injongo/ukubaluleka	Kukunyusa izinga lokubandekanyeka koluntu nentatho-nxaxheba ngobuninzi kumaziko akwiindawo ezihlelekileyo
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwamaZiko eeMOD nakwiileta ezivela kwiinqununu eziqinisekisa ukuba amaziko ayasebenza
Indlela yokubala	Ubalo olulula ngokusekelwe kwinani lamaZiko eMOD anikwe inkxaso.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Kukuxhasa ukuzinza kwamaZiko eeMOD
Onoxanduva lomsebenzi	Umpathi wenkqutyana
Umngcipheko ophambili	Ukungabikho kwentsebenziswano kubaPhathi abaphezulu bamaQela kula maziko, ukhuseleko lwabafundi nabasebenzi kwanokufumaneka kweendawoo (okanye ukungabikho kwazo).

4.5.2

Isihloko somsebenzi	Inani labasebenzi abaqeshwe kwiNkqubo yeMOD
Inkcazo emfutshane	Umyinge wabantu abaqeshwe kwiCandelwana loLawulo lweMidlalo yeZikolo kumaZiko eeMOD
Injongo/ukubaluleka	Kukunyusa izinga lamathuba emisebenzi nokuphucula ubomi babantu abangaphangeliyo
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabasebenzi bamaZiko eeMOD abaqeshelwe ukuqhuba iNkqubo yeMOD

Indlela yokubala	Kubalwa iziqu. Inani labasebenzi ngokwezivumelwano zokusebenza ezityikityiweyo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umpathi wenkqutyana
	Ukulahla kwabasebenzi, inkqubo yekhontrakthi yeenyanga ezili-12 nokulibaziseka kokuqeshwa kwabasebenzi.

4.5.3

Isihloko somsebenzi	Inani lezithili ezifumene inkxaso
Inkcazo emfutshane	Inani lezithili ze-WCED ezinemidlalo yasemva kwesikolo
Injongo /ukubaluleka	Ukunyusa intatho-nxaxheba ngokugxila kwimidlalo ebandakanya abantu okanye abadlali abaninzi ngexesha nokukhuthaza ukubandakanywa kweendawo ekade zihlelelekile, zingaselwanga so
Apho zifunyanwa khona iinkcukacha	Incwadi/iileta zokungqinisa ezivela kwiimanejala zezithili ezichaphazelekayo
Indlela yokubala	Ubalo olulula olusekelwe kwinani lezithili ze-WCED ezifumana inkxaso
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	lolunganyukiyo
Ilixo lokunika ingxelo	NGonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umpathi wenkqutyana

ISIBONELELO-MALI SENKQUBO YOKUTHATHA INXAXHEBA NGOBUNINZI

UPHUHLISO LWEKLABHU

1.1

Isihloko somsebenzi	Inani labantu abaqeqeshiweyo ukuze bakwazi ukuthatha inxaxheba kumsebenzi wokuphuhlisa iiklabhu
Inkcazo emfutshane	Ukuqeqeshwa kwamagosa eeklabhu zemidlalo nabasebenzi abaxhasa inkqubo yokuqeqesha, ukusebenza kwezobuchwepheshe, ulawulo, ukuphatha iqela nokunye okuphambili okuchongwe ngamaqela
Injongo ukubaluleka	Uqeqesho (izakhono okanye uphuhliso) lubalulekile kuphuhliso lweeklabhu ngokweenkalo ezichazwe ngasentla ukuqinisekisa uzinzo
Apho zifunyanwa khona iinkcukacha	Kwiingxelo/kuluhlu lwabakhoyo
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umpathi wenkqutyana

1.2

Isihloko somsebenzi	Inani leeligi zokuhlala ezinikwe inkxaso
Inkcazo emfutshane	Iiligi zokuhlala eziqquzelelwe yimibutho ekuhlaleni apho kuthi kusungulwe uphuhliso lwamaqela.
Injongo/ukubaluleka	Kukuba iiligi zasekuhlaleni zibe liqonga lentatho-nxaxheba ezinzileyo, ukuchongwa nokuphuhliswa kwetalente
Apho zifunyanwa khona iinkcukacha	Kwiingxelo/kwiifiktsha zeeligi neziphumo, kuluhlu lwamaqela
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Ukunyaniseka kweengxelo kuxhomekeka ekuchanekeni kokubhalwa

	kweenkcukacha ngamaxa eeligi
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Utshintshwe ngokumandla
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

1.3

Isihloko somsebenzi	Inani leeklabhu ezinikwe izixhobo okanye impahla
Inkcazo emfutshane	Inani leeklabhu ezinikwe izixhobo okanye impahla
Injongo/ukubaluleka	Kukubeka esweni inani leeklabhu ezinikwe inkxaso ngokubonelelwa ngekiti nangezixhobo
Apho zifunyanwa khona iinkcukacha	Kumanaqaku okanye iileta ezingqina ukufunyanwa kwezixhobo okanye Kwempahla
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

1.4

Isihloko somsebenzi	Inani lamaziko-mfundo ezemidlalo avunyiweyo anikwe inkxaso
Inkcazo emfutshane	Inani lamaziko-mfundo ezemidlalo avunyiweyo (esizwe, ephondo nawabucala) anikwe inkxaso ukuba anikezele ngeenkonzo zemidlalo ukuphuhlisa nokuphucula izinga lemidlalo yoMzantsi Afrika.
Injongo/ukubaluleka	Kukuba amaziko-mfundo ezemidlalo anike inkxaso uphuhliso lwemidlalo yoMzantsi Afrika.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zamaZiko-mfundo eMidlalo ePhondo Kwiingxelo ezivunyiweyo zeZiko-mfundo leSASCOC Kumaxwebhu asesikweni abonisa ukuvunywa kweZiko-mfundo lezeMidlalo.
Indlela yokubala	Ubalo olulula lenani lamaziko-mfundo anikwe inkxaso lisebe
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageathi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

1.5

Isihloko somsebenzi	Inani leeklabhu ezithatha inxaxheba kwinkqubo yophuhliso lwemidlalo Emaphandleni
Inkcazo emfutshane	Kukuxhasa iiligi ezikhoyo nokuzimisela apho zingekhoyo. Iligi isingisela kumagqibela kankqoyi. Iindidi zemidlalo ezichongelwe le nkqubo yibhola yomnyazi, iimbaleki kunye nebhola ekhatywayo.
Injongo/ukubaluleka	Kukuxhasa nokumisela iiligi zeendidi zemidlalo ezichongiweyo kumabhunga emveli amabini/ezifama
Apho zifunyanwa khona iinkcukacha	Kwiifomu zobhaliso ngokweklabhu, ngokweziphumo zeligi yodidi lomdlalo nezeetumente zokukhiqa
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageathi lwemidlalo emaphandleni
Onoxanduva lomsebenzi	Umphathi wenkqutyana

1.6

Isihloko somsebenzi	Inani leenkqubo zokuchonga italente kudidi lwabahlawulwayo ezinikwe Inkxaso
Inkcazo emfutshane	Kukuxhasa iinkqubo zokuchonga italente kudidi lwabahlawulwayo ezenziwe yimibutho yesizwe ukuchonga nokuphuhlisa abadlali.
Injongo/ukubaluleka	Kukulandelela amathuba ohlukeneyo kubadlali abanetalente Enokuchongelwa kudidi lwabahlawulwayo ze banikwe amathuba okuphuhla.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lweenkqubo zokuchonga italente kudidi lwabahlawulwayo eziqulunqwe yimibutho yesizwe. Kuluhlu lwabazimase iinkqubo zochongo lwetalente. Kuluhlu lwabadlali abachongiweyo.
Indlela yokubala	Kubalwa inkqubo nganye.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagehi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

1.7

Isihloko somsebenzi	Inani labadlali abanetalente abanikwe inkxaso ngenkqubo yophuhliso emiselweyo eyenziwe ngumbutho wezemidlalo
Inkcazo emfutshane	Inkxaso yemibutho yezemidlalo ukunceda abadlali abanetalente abachongelwe ukhuphiswano kwimisitho yesizwe/ neyehlabathi.
Injongo/ukubaluleka	Kukubonisa inani labadlali abanetalente abaxhamla kwinkqubo yophuhliso emiselweyo.
Apho zifunyanwa khona iinkcukacha	Kwiirejista zemibutho
Indlela yokubala	Ubalo olulula lwenani labadlali abanetalente abathathwe ngamaqela odidi lwabahlawulwayo kwinkqubo
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Kukunyuka kwenani labadlali abanetalente abanikwa inkxaso kwinkqubo yophuhliso emiselweyo.
Onoxanduva lomsebenzi	Umphathi wenkqutyana

1.8

Isihloko somsebenzi	Inani labasebenzi abaqeshwe ngokusisigxina ngesibelo-mali se-6%
Inkcazo emfutshane	Inani labasebenzi abaqeshwe ithuba elide okanye ngokusisigxina ngesibelo-mali se-6% sesibonelelo-mali esinemiqathango (uluntu, iiklabhu okanye abasebenzi beziko-mfundo)
Injongo/ukubaluleka	Ukuxhasa udalo-misebenzi kwicandelo lezemidlalo nolonwabo.
Apho zifunyanwa khona iinkcukacha	Kwiirekhodi zecandelo lezabasebenzi. Kwiziqinisekiso zeentlawulo
Indlela yokubala	Kubalwa isithuba somsebenzi esidaliweyo.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagehi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

1.9

Isihloko somsebenzi	Iingxelo zonyaka nezikolo ezigxile kwezemidlalo
Inkcazo emfutshane	Iinkcukacha eziphunyeziweyo ezivelayo eziza kuba sisixhobo esingundoqo ukuhlola inkqubela kwizikolo ezigxile kwezemidlalo ezimiselweyo kwiphondo
Injongo/ukubaluleka	Kukuphucula ulawulo olumanyanisiweyo nokuthatha uxanduva nokuqinisekisa inkonzo esulungekileyo kwizikolo ezigxile kwezemidlalo ngokunika isikhokelo Nenxaso
Apho zifunyanwa khona iinkcukacha	Kwiinkcukacha nakwiinkcukacha-manani eziqokelelweyo nakumanye amaxwebhu ophando neenkukacha

Indlela yokubala	Kubalwa nganye, kugcinwa iinkcukacha, ingxelo nemizuzu yeentlanganiso.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo

Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngokwethagehi
Umsebenzi omtsha	Ewe

INKQUBO YENTATHO-NXAXHEBA NGOBUNINZI BOLUNTU I-SIYADLALA

1.1

Isihloko somsebenzi	Inani lolutsha oluzimasa iinkampu zolutsha ngonyaka
Inkcazo emfutshane	Inani lolutsha oluthatha inxaxheba kwiinkampu zolutsha ngonyaka
Injongo/ukubaluleka	Kukubonisa ukuzinyaswa kweenkampu lulutsha oluphuma kwiphondo Ngalinye
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zeeprojekthi – uluhlu lwabakhoyo
Indlela yokubala	Ubalo olulula kuluhlu lwabakhoyo ngalunye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagehi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Olusetyenziselwa kona ubalo	Inani labathathi-nxaxheba kwinkqubo

1.2

Isihloko somsebenzi	Inani leeproekthi zemidlalo nolonwabo ezenziwe ngamaBhunga ezeMidlalo.
Inkcazo emfutshane	Inani leeprojekthi zemidlalo nolonwabo ezenziwe ngamaBhunga ezeMidlalo.
Injongo/ukubaluleka	AmaBhunga ezeMidlalo ngamahlakani entsebenziswano kwiphondo kuphuhliso, ukuhanjiswa nokubeka esweni ezemidlalo nolonwabo.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zeeprojekthi nakwiZivumelwano zeZinga lomsebenzi (phakathi kwamabhunga ezemidlalo neSebe lezeMidlalo noLonwabo lePhondo)
Indlela yokubala	Ubalo olulula ngengxelo yeprojekthi nganye.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagehi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

1.3

Isihloko somsebenzi	Inani leenkqubo ezizinzileyo zezolonwabo eziququzelelweyo nezenziweyo
Inkcazo emfutshane	Inani leenkqubo zezolonwabo ezikhuthaza intatho-nxeba ezizinzileyo (umz. imidlalo yemveli, ukuguga udlamkile).
Injongo/ukubaluleka	Kukujonga uvuleleko lwamathuba entatho-nxaxheba yoluntu kwezempilo-ntle.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zenkqubo
Indlela yokubala	Ubalo olulula ngenkqubo nganye
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagehi zolonwabo.
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Olusetyenziselwa kona ubalo	Akukho

1.4

Isihloko somsebenzi	Inani labantu abathatha inxaxheba kwimisitho yezolonwabo
Inkcazo emfutshane	Inani labantu abaqhubayo nokuthatha inxaxheba kwimisitho yezolonwabo ezikhuthaza impilo-ntle (ngaphandle kwababukeli).
Injongo/ukubaluleka	Kukufumanisa ngentatho-nxaxheba kwimisitho yezolonwabo.
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zemisitho; kuluhlu lwabathathi-nxaxheba / kuluhlu lwamaqela
Indlela yokubala	Ubalo olulula lomntu ngamnye othathe inxaxheba.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya
Olusefenziselwa kona ubalo	Inani labathathi-nxaxheba kwinkqubo

1.5

Isihloko somsebenzi	Inani lamaqela emidlalo yemveli athatha inxaxheba kwiitumente zemidlalo yemveli
Inkcazo emfutshane	Inani lamaqela ngodidi ngalunye athatha inxaxheba: Kwiitumente zemidlalo yemveli eziququzelelwa ngamaqumrhu emidlalo yemveli okanye yimibutho okanya ngoomasipala bokuhlala; Intatho-nxaxheba yamaqela kwiitumente zemidlalo yemveli ihambelana nenjongo ephambili yesibonelelo-mali; – Ukunyuka kwentatho-nxaxheba nokongeza ixabiso kubuyiselo lwenkcubeko
Injongo/ukubaluleka	Kukufumana intatho-nxaxheba yamaqela ngodidi ngalunye kwiitumente zemidlalo yemveli.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwemidlalo yemveli ngodidi ngalunye Kuluhlu lwentatho-nxaxheba yamaqela kudidid lomdlalo wemveli, athathe inxaxheba kwimidlalo yoomasipala kwiifiktsha kwiitumente
Indlela yokubala	Ubalo olulula
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya

1.6

Isihloko somsebenzi	Inani labantu abaqeqeshwe njengenxalenye yeenkqubo zemidlalo yoluntu.
Inkcazo emfutshane	Inani labantu abaqeqeshwe njengenxalenye yeenkqubo zemidlalo yoluntu.
Injongo/ukubaluleka	Kukuxhobisa uluntu ngezakhono ukuze lube negalelo kwintatho-nxaxheba ezinzileyo kwiinkqubo zemidlalo nolonwabo
Apho zifunyanwa khona iinkcukacha	Kwiingxelo zoqeqesho nakuluhlu lwabazimasi
Indlela yokubala	Ubalo olululungoluhlu lwabazimasi ngalunye.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutya
Lolunyukayo kona ubalo	Inani labantu abaqeqeshiweyo

1.7

Isihloko somsebenzi	Inani leehabhu ezinikwe izixhobo nempahla
Inkcazo emfutshane	Inani leehabhu ezinikwe izixhobo nempahla
Injongo/ukubaluleka	Kukulandelela inani leehabhu ezixhaswe ngezixhobo nangempahla Ukukhuthaza intatho-nxaxheba ngobuninzi kwiinkqubo zemidlalo nezolonwabo.
Apho zifunyanwa khona iinkcukacha	Kumanqaku/kwiileta zesiqinisekiso sokufunyanwa kwezixhobo nempahla yihabhu nganye
Indlela yokubala	Ubalo olulula lweehabhu ezinikwe izixhobo nempahla
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilix lokunika ingxelo	Ngekota (kuxhomekeka kwithageethi yekota nganye)
Umsebenzi omtsha	Ewe
Isiphumo esifunekayo	Ngokwethageethi
Onoxanduva lomsebenzi	Umpathi wenkqutyana
Olusetyenziselwa ubalo kona	Inani lezikolo, leehabhu neeklabhu ezinikwe izixhobo nempahla
Olusetyenziselwa ubalo kona	Inani lezithuba zemisebenzi ezidalileyo

INKQUBO YENTATHO-NXAXHEBA NGOBUNINZI KWIMIDLALO YEZIKOLO

1.1

Isihloko somsebenzi	Inani labafundi abaxhaselwe ukuthatha inxaxheba kumakhuphiswano emidlalo yezikolo esizwe.
Inkcazo emfutshane	Inani labafundi abathatha inxaxheba kwiitonamenti zemidlalo yezikolo kwinganaba lesizwe njengesiseko sentatho-nxaxheba ezinzileyo kwezemidlalo. Inkxaso ibandakanya ezothutho, ikiti, ukutya, etc.
Injongo/ukubaluleka	Kukubonisa inani labafundi abathatha inxaxheba kwiinkqubo zemidlalo yezikolo kwinganaba lesizwe.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwamaqela abadlali abathatha inxaxheba kwiitonamenti zemimandla nezephondo ezinikwa amagosa esebe ngemini yemidlalo.
Indlela yokubala	Ubalo olulula labadlali abafanele ukuthatha inxaxheba kwiitonamenti yommandla neyephondo ngolo suku.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo, abadlali babalwa kanye ekungeneni kwabo kwinkqubo yokhuphiswano lwemidlalo yezikolo kwinganaba lommandla
Ilix lokunika ingxelo	Ngonyaka
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethageethi
Onoxanduva lomsebenzi	Umpathi wenkqutyana
Olusetyenziselwa ubalo kona	Inani labathathi-nxaxheba kwinkqubo

1.2

Isihloko somsebenzi	Inani labafundi abathatha inxaxheba kwiitonamenti zemidlalo yezikolo kwinganaba lephondo
Inkcazo emfutshane	Inani labafundi abathatha inxaxheba kwiitonamenti zemidlalo yezikolo kwinganaba lephondo njengesiseko senqanaba elilandelayo abaza kuthatha inxaxheba kulo
Injongo/ukubaluleka	Kukubonisa inani labafundi abathatha inxaxheba kwiinkqubo zemidlalo yezikolo kwinganaba lommandla
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabadlali abathatha inxaxheba kwiitonamenti zephondo olunikwa amagosa esebe ngemini yemidlalo.
Indlela yokubala	Ubalo olulula lenani labafanele ukuthatha inxaxheba kwiitonamenti yommandla ngolo suku.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo, abadlali babalwa kube kanye ekungeneleni kwabo kwinkqubo yokhuphiswano lwemidlalo yezikolo kwinganaba lephondo
Ilix lokunika ingxelo	Ngekota

Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Olusetyenziselwa kona ubalo	Inani labathathi-nxaxheba kwinkqubo

1.3

Isihloko somsebenzi	Inani labafundi abathatha inxaxheba kwiitomenti zemidlalo yezikolo kwinqanaba lommandla.
Inkcazo emfutshane	Inani labafundi abathatha inxaxheba kwiitomenti zemidlalo yezikolo kwinqanaba lommandla ukuzinzisa intatho-nxaxheba.
Injongo/ukubaluleka	Kukubonisa inani labafundi abathatha inxaxheba kwinkqubo yemidlalo yezikolo kwinqanaba lommandla.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwamaqela abadlali abathatha inxaxheba olufakwe kumagosa esebe ngemini yemidlalo.
Indlela yokubala	Ubalo olulula lenani labadlali abafanele ukuthatha inxaxheba kwitonamenti yommandla ngolo suku.
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunyukayo, abadlali babalwa kanye ekungeneleni kwabo kwinkqubo yemidlalo yezikolo kwinqanaba lommandla
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Olusetyenziselwa kona ubalo	Inani labathathe inxaxheba kwinkqubo

1.4

Isihloko somsebenzi	Inani labaququzeleli bemidlalo yezikolo abahlawuliweyo.
Inkcazo emfutshane	Umyinge wabaququzeleli bemidlalo abaqeshiweyo ze bahlawulwa.
Injongo/ukubaluleka	Kukukwandisa amathuba emisebenzi nokubandakanywa koluntu nophuhliso lwezakhono.
Apho zifunyanwa khona iinkcukacha	Kuluhlu lwabasebenzi abaqeshiweyo
Indlela yokubala	Kubalwa iintloko zabantu
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana
Umngcipheko ophambili	Ukulahla kwabasebenzi nenkqubo yeeekhontrakthi zeenyanga ezili-12

1.5

Isihloko somsebenzi	Inani lamaqumrhu eendidi zemidlalo yezikolo anikwe inkxaso
Inkcazo emfutshane	Inani lamaqumrhu eendidi zemidlalo ukuqinisekisa ukwenziwa kwenkqubo zemidlalo yezikolo.
Injongo/ukubaluleka	Kukubonisa inani lamaqumrhu emidlalo yezikolo anikwe inkxaso
Apho zifunyanwa khona iinkcukacha	Kumanqaku eentlanganiso. Kwiziqinisekiso zentlawulo. Kwizivumelwano zezinga leenkono
Indlela yokubala	Ubalo olulula ngokwenani lamaxwebhu abonisa inkxaso
Unyino kwiinkcukacha	Alukho
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Lolunganyukiyo
Ilixo lokunika ingxelo	Ngekota
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwethagethi
Onoxanduva lomsebenzi	Umphathi wenkqutyana

Isiphumo seNjongo yeQhinga lokuSebenza

Injongo 1

Isihloko senjongo	Ukubonelela inkonzo elawulwa ngendlela efanelekileyo, esebenzayo nenoqoqosho.
Inkcazo emfutshane	Kukudala isimo esifanelekileyo sokunikezelwa kwenkonzo efanelekileyo, esebenzayo, enoqoqosho neyabiwa ngokulinganayo nakwangexesha neenkonzo zolawulo lwenkxaso kumahlakani entsebenziswano angaphakathi nawangaphandle ukuqinisekisa ulawulo lwentsebenziswano oluhle, olungenasibhidi nolune xabiso.
Injongo/ukubaluleka	Kukubonelela ngesimo esifanelekileyo sokuhanjiswa kwenkonzo engundoqo yeSebe leMicimbi yeNkcubeko neMidlalo kubo bonke abahlali bePhondo.
Apho zifunyanwa khona iinkcukacha	Kwinjongo yeqhinga lokusebenza nakwimisebenzi eyenziwayo yeNkqubo 1
Indlela yokubala	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 1
Unyino kwiinkcukacha	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 1
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 1
Ilixo lokunika ingxelo	Iminyaka emi-5
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 1
Onoxanduva lomsebenzi	Umphathi wenkqutyana

Injongo 2

Isihloko senjongo	Ukukhuthaza, ukuphuhlisa nokwenza iinguqu kuyo yonke imisebenzi yezenkubeko eNtshona Koloni ukwenza igalelo kulwakhiwo lwesizwe, ulawulo olusulungekileyo, uphuhliso loluntu ngokwezentshlalo nangokwezoqoqosho; kwakunye namathuba okukhula ngokwezoqoqosho afanelekiileyo.
Inkcazo emfutshane	Ukukhuthaza, ukuphuhlisa nokwenza iinguqu kuyo yonke imisebenzi yezenkubeko eNtshona Koloni ukwenza igalelo kulwakhiwo lwesizwe, ulawulo olusulungekileyo, uphuhliso loluntu ngokwezentshlalo nangokwezoqoqosho; kwakunye namathuba okukhula ngokwezoqoqosho afanelekiileyo.
Injongo/ukubaluleka	ISebe linoxanduva ngokomgaqo-siseko nangokomthetho lokwenza imisebenzi enxulumene nemicimbi yezenkubeko. Ngokwenza oku, iSebe lenza igalelo elibalulekileyo kulwakhiwo lwesizwe nokuphuhliswa koluntu ngokwentlalo namathuba okukhula ngokwezoqoqosho.
Apho zifunyanwa khona iinkcukacha	Kwinjongo yeqhinga lokusebenza nakwimisebenzi eyenziwayo yeNkqubo 2
Indlela yokubala	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 2
Unyino kwiinkcukacha	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 2
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 2
Ilixo lokunika ingxelo	Iminyaka emi-5
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 2
Onoxanduva lomsebenzi	Umphathi wenkqutyana

Injongo 3

Isihloko senjongo	Ukukhuthaza, ukuphuhlisa nokwenza iingunqu kwiinkonzo zamathala eencwadi, iinkcukacha nakulondolozo lweenkcukacha ezibalulekileyo.
Inkcazo emfutshane	Ukubonelela ngeenkono zamathala eencwadi, iinkcukacha nolondolozo lweenkcukacha ezibalulekileyo kuza kuba negalelo: • Kulwakhiwo lwesizwe • Kulawulo olusulungekileyo • Kuphuhliso loluntu • Kumathuba okhulo lwezoqoqosho ngokuzinzileyo
Injongo/ukubaluleka	• Kukubonelela ngeenkono zamathala eencwadi kuluntu lweNtshona Koloni • Kukulondolozo nokusetyenziswa koovmba beenkcukacha • Ukulawulwa nokukhathalelwa kweerekhodi zoluntu ngokufanelekileyo
Apho zifunyanwa khona iinkcukacha	Kwinjongo yeqhinga lokusebenza nakwimisebenzi eyenziwayo yeNkqubo 3
Indlela yokubala	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 3
Unyino kwiinkcukacha	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 3
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 3
Ilixo lokunika ingxelo	Iminyaka emi-5
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 3
Onoxanduva lomsebenzi	Umphathi wenkqutyana

Injongo 4

Isihloko senjongo	Ukwenza nokuxhasa amaqumrhu emidlalo nemisitho ekhuthaza ubandakanyeko loluntu.
Inkcazo emfutshane	Ukwenza nokuxhasa amaqumrhu emidlalo nemisitho ekhuthaza ubandakanyeko loluntu, ngokudala amathuba okufikelela, ngokusingise kwintatho-nxaxheba kwezolonwabo, kwiiNkqubo zeMOD, imidlalo yezikolo nemidlalo ngokubanzi.
Injongo/ukubaluleka	Kukuvula amathuba okufikelela kwezolonwabo, umzekelo kwimidlalo yezikolo, ulonwabo nemidlalo ngokubanzi. Intatho-nxaxheba kuyo nakweyiphi na kwezi ukunceda kubandakanyo loluntu, kucutho lolwaphulo-mthetho, kubundlobongela, kusetyenziso lweziyobisi, etc., nto ezo zisenokukhokelela kumathuba ekhondo elisesikweni kwezolonwabo.
Apho zifunyanwa khona iinkcukacha	Kwinjongo yeqhinga lokusebenza nakwimisebenzi eyenziwayo yeNkqubo 4
Indlela yokubala	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 4
Unyino kwiinkcukacha	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 4
Uhlobo lomsebenzi	Isiphumo
Uhlobo lokubala	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo eyenziwayo yeNkqubo 4
Ilixo lokunika ingxelo	Iminyaka emi-5
Umsebenzi omtsha	Hayi
Isiphumo esifunekayo	Ngokwenjongo yeqhinga lokusebenza nemisebenzi eyenziwayo yeNkqubo 4
Onoxanduva lomsebenzi	Umphathi wenkqutyana