

INKULUMO YESABELO SEZIMALI SONYAKA KA 2008/09 SOMNYANGO WEZEMISEBENZI YOMPHAKATHI

Inkulumo eyethulwa kuSishayamthetho SesiFundazwe
Ngu Mhlonishwa Lydia Johnson: Ungqongqoshe Wezemisebenzi KwaZulu-Natali

Mphathisihlalo
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ISINGENISO

Somlomo, kuyintokozo enkulu kimi ukuba ngethule Inkulumo Yesabelo Sezimali sonyaka ka 2008/2009. Somlomo, umbhalo oyisisekelo sombuso wentando yeningi i-Freedom Charter wanikeza abantu baseNingizimu Afrika isiqiniseko eminyakeni engama -50 eyedlule esithi: “Umnotho wezwe lethu kanye namafa abantu base Ningizimu Afrika kuyobuyiselwa kubantu.” Ngiyaziqhenya ukuthi ngisho nanamuhla lokhu la mazwi asasinikeza ugqozi ashiwo yilabo ababa nesibindi sokukhuluma ngendaba yenkululeko – futhi, basinika sonke umbono wengomuso kanye ngenqubekela phambili yethu.

Kulo nyaka wezimali ka 2008/2009, uMnyango uzinikele ekubuyiseni isithunzi sabantu bakithi ngezinhlelo zentuthuko kwezomnotho kanye nangokudala amathuba emisebenzi azokwelekelela ekuletheni impilo engcono esizweni. UMnyango uzinikele futhi ukuba yingxenyekahulumeni enegalelo elibonakalayo empini yokulwa nokweswela, okuyisona sitha esikhulu sabantu bakithi nesadalwa ngenhloso ngumbuso wobandlululo.

Ngaphambi kokubika ngeSabelo Sezimali SoMnyango Wezemisebenzi waKwaZulu-Natali

ngizothinta izihloko ezibalulekile ngalokho esiphumelele ukukufeza nalokho okube yizinselelo enyakeni owedlule. Uma uthanda singathi lokhu yincwadi esiqopha kuyo imizamo yethu yokuhubela phambili ingqikithi yomsebenzi woMnyango ethi “Sithuthukisa Imiphakathi Ngokwakha” – ngoba phela isizwe nomphakathi kungumongo wanoma yiluphi uhlelo lombuso wentando yeningi

Ngokufanayo, ngesikhathi ethula Isabelo Sezimali Sabantu sika 2008/09, uNgqongqoshe Wezemisebenzi Nentuthuko Yezomnotho u-Dkt Mkhize wasikhumbuza ngeqhinga elisihloko sithi “Step wise, rise to prosperity strategy” [Hamba ngokuhlakanipha uya empumelelweni] – nokuyilo eliyisisekelo semizamo yesiFundazwe sentuthuko kwezomnotho, nokuhloswe ngalo ukuthi esimeni sokweswela kuvele kukhona intuthuko. . U-Dkt Mkhize wakuphawula futhi ukuthi izifiso zabantu, njengoba ziye zivele lapho kunezimbizo kulezi zinsuku, azehlukile kulokho okwanqunywa eNgqungqutheleni Yesizwe e Kliptown ngaleyo minyaka yakudala eyedlule. Washo eqinisile ukuthi: “Lokhu kuchaza ukuthi kusenomsebenzi omningi okumele siwenze.”

Enkulumeni Yesizwe uMengameli uMnumzane Thabo Mbeki wagcizelela ukuthi umshikashika wemisebenzi esasihlalele njengombuso wentando yeningi yinselelo ebiza ukuzinikela okwedlulele kuzo zonke izisebenzi zikahulumeni.

Wathi: “Lonke uhlelo lokusebenza kukahulumeni luyazibophezela ekuthini esikhathini esizayo, luzokwenza konke okusemandleni ukufeza konke okulindelekile – Kuzosetshenzwa Hhayi Njengenhlayenza Kepha Ngokuzinikela Ngokwedlulele! Uma sikhuluma ngokusebenza ngaphezulu kokwedlulele akusho ukuthi kuzoba nezinguquko emigomeni emisiwe kodwa kushiwo ukwenziwa kwemisebenzi nezinhlelo ngendlela enomphumela obonakalayo ukuze izimpilo zabantu bakithi ziguquke zibe ngcono ngokushesha, hhayi sekwedlulele isikhathi.

Enkulumeni YesiFundazwe yakamuva nje, uNdunankulu uDokotela Sibusiso Ndebele wathi: “Kulezi zikhathi zanamuhla lapho kuke kube nezinguquko ezidida ikhanda ngesinye isikhathi, sidinga ukudala isimo sokuxhumana nokuncika omunye komunye, nokuyizinto ezingumongo womphakathi onakekelayo.”

U-Ndunankulu wethu wabuye wasikhumbuza ngezinsika zeqhinga lezomnotho lesiFundazwe nokuyilo eliyisisekelo semizamo yethu njengoMnyango. Wathi: Iqhinga lesiFundazwe elasungulwa eminyakeni emithathu eyedlule lihlose ukuthi:

- Kuguqulwe isimo sezomnotho wesiFundazwe, kuncishiswe kuze kuvaleke igebe eliphakathi kwezininga lokuqala nelesibili lezomnotho;
- Kukhushulwe izinga lokutshalwa kwezimali esiFundazweni;
- Kuthuthukiswe amakhono namandla okufeza izidingo;
- Kusatshalaliswe ukubamba kwabantu iqhaza emnothweni, futhi
- Kukhushulwe izinga lokuncintisana”

Lokhu kuyiyona ngqikithi nesilinganiso uMnyango obusebenza uphokophele kuso kulo nyaka wezimali owedlule.

Malungu ahloniphekile, kungalowo muzwa lapho ngifisa khona ukuthi kengithinte ezinye zezinto ezisemqoka ezabalulwa nguMhlonishwa uMengameli eNkulumeni yeSizwe nokuyiyo engumkhombandlela wazo zonke izinhlelo zethu zomsebenzi zonyaka ka 2008/2009.

Izigaba ezimqoka eziyisikhombisa ziqondene ngqo nendima yalo Mnyango, futhi sizinikele ekuthini siqalise ukuzisebenza. U-Mengameli wakhuluma futhi nangokusheshiswa kwentuthuko yezomnotho, nokusheshiswa komsebenzi wezokwakha, nokuyinto okusobala ukuthi iphathelene nemizamo yoHlelo lokusebenzisa abantu kunemishini uma kwakhiwa [EPWP], lokhu sibe sikulumbanisa nokulwa nobubha [War against Poverty – programme 8].

Wakhuluma ngokwenziwa ngcono kwezinhlelo zethu ezibhekiswe ekufakeni isandla kweZomnotho Wezinga Lesibili nokuyikho okulumbana nohlelo lwalo Mnyango maqondana nalokhu (Uhlelo 9) kanjalo nemizamo yawo yokusiza osomabhizinisi abancane, okumbandakanya nokukhishwa kwamathenda emisebenzi kahulumeni (Uhlelo 13). Umnyango Wezemisebenzi Yomphakathi usuqalisile ngamasu okuxazulula izinkinga zawo maqondana nokuthuthukiswa kwamakhono (Uhlelo 5)

kanye nokulungisa ukuqashwa kwabantu kanye nemisebenzi eqondene namazinga abaqashwe kuwo (Uhlelo 15).

Okokugcina, uMengameli washo nokuthi kunesidingo sokuba kuqiniseke uhlelo lokusebenza kukahulumeni ukuze kube nesiqiniseko ukuthi uhulumeni uyakwazi ukubhekana nazo zonke izinselelo zentuthuko. Umnyango usunendlela ozoqinisekisa ngayo ukuthi imisebenzi ihlelwa ngokuxhumana emazingeni onke kahulumeni (Uhlelo 16) nokuyiyo kuphela eyokwenza uhlelo lwe EPWP lukwazi ukusebenza kahle ngokubambisana phakathi kwayo yonke iminyango kahulumeni.

Somlomo, imisebenzi esibhekene nayo imbandakanya nokuqalisa ukwenza lezo zinto ezisemqoka ezibaliwe. Njengoba amalungu ahloniphekile azi, umsebenzi walo Mnyango uhlukaniswe waba yizinhlelo ezintathu:

1. Ezokuphatha
2. Izakhiwo kanye nokunakekelwa kwazo
3. Ukwakha kanye neSigaba Semisebenzi Yobuchwepheshe

Uhlelo 1: EZOKUPHATHA

Empeleni lolu wuhlelo oluhlinzeka ngemisebenzi yokwesekela kwezokuphatha uMnyango jikelele. Iqhaza lalo limbandakanya imisebenzi yokweseka uNgqogqoshe, Inhloko yoMnyango kanye noMnyango wonke ngokweluleka futhi nezokuqasha ukuphathwa kwabasebenzi kanye nezindaba eziphathelele nomthetho, kanye nokuphathwa kwezimali ngendlela efanele.

Isigaba Semisebenzi Yezokuphatha

Lesi yisigaba sibhekene nezindaba zokuqashwa nokuphathwa kwabasebenzi kanye nezobudlelwano emsebenzini, imisebenzi yokuhlinzeka ngempahla yokusebenza, Inqubo kanye nezobuchwepheshe. Okuluphawu lwakho konke okwenziwa yilesi sigaba yiqhaza laso lokwesekela nokuqiniseka ukuthi zikhona zonke izimfanelo zokuba uMnyango ukwazi ukufeza okudingeka kuwo. Enkulumeni Yesabelo Sezimali eyedlule ngenza isinqumo sokuqinisa uhlelo lokufundelwa kwamakhono emsebenzini (Internship Program). Nginentokozo ukunibikela ukuthi sesinabafundi bamakhono abayisikhombisa (7): abadwebi bamapulani okwakha abane (4), umlinganisi wempahla nezindleko (quantity surveyor) 1, unjiniyela kagesi oyedwa (1) kanye nonjiniyela wezokwakha (civil engineer) 1. Laba bafundi boMnyango bathola ithuba lokufunda ngokwenza kusukela ekuhleleni umsebenzi (project design), ukwenziwa komsebenzi (project management) kanye neminye imidati efundwayo lapho – nokungumbandela wokuba bakwazi ukubhaliswa njengochwepheshe. Omunye wabo useluphuthulile uhlelo lokuqeqeshwa wase eqashwa ngumasipala.

Esikhathini esedlule Uhlelo Lwemifundaze loMnyango Wezemisebenzi lwabe ludidiyela zonke izinhlobo zezifundo kodwa manje seluzogxila kulabo abenza amaqhuzu kumbe iziqu ezigcwele (degrees) ngoba kunesidingo sawochwepheshe abagogodile kulesi sigaba. UMnyango uhlose ukwakha ubudlelwano noMnyango Wezemifundo ukuze kuhlonzwe abafundi abasebanganeni lika Matikuletsheni abakhombisayo ukuthi bangaphumelela ezingeni lemfundo yaseNyuvesi. Isibonelo somfundi onjalo kube ngu Simiso Mathonsi wase Mlazi Comtech okuthe noma

ephuma esimeni sokuncisheka amathuba nokho wakwazi ukuphumelela ngo –A abayisikhombisa. Uyisibonelo esiqhakazile sentsha yethu enesipho nezinkeleyo ekhona emphakathini nesiyanikeze imifundaze egcwele ukuze ifundele ubunjiniyela emkhakheni kagesi.

Sesibonakele isidingo sokukhulisa nokwandisa uhlelo lokufundelwa kwamakhono emsebenzini (Internship Program) futhi uMnyango umagange ngokubutha abanye abafundi kweminye imikhakha njengowe Supply Chain Management (Ukubhekela Kwezidingo Zokusebenza Komnyango), Ezezimali, Nokuphathwa Kwezakhiwo.

Ukuze kubhekwane nenkinga yokwentuleka kwabantu abanamakhono kwezokwakha ngesu elihlakaniphileyo, uMnyango sewamukele ngokomthetho Inqubo Yezemifundaze kanye noHlelo lokufundelwa kwamakhono emsebenzini (internship) kanye noHlelo Lokuthwasela Umsebenzi Ngaphansi kukaChwepheshe Obhalisiwe (Mentorship Program). Isu Lokuxazulula Inkinga Yokwentuleka Kwamakhono selilungisiwe futhi seliqala ukusebenza ngo 2008/2009. Le mizamo izobhekana nqo nokwesweka kwamakhono esikhathi esizayo.

Njengekhambi lesikhashana kulenkinga yokwentuleka kwamakhono uMnyango usuyahlomula kulokho okungumzamo kazwelonke wokusebenzisa ochwepheshe abavela kwelase Cuba. Kulesi siFundazwe semukele ochwepheshe base Cuba abayi-11, abanye kubo asebethunyelwe ezindaweni ezikade zincishwe amathuba phambilini njengasezifundeni i-North Coast kanye ne Midlands lapho usizo ludingeke ngokuphuthumayo khona.

Uhlelo Lwemfundo Yabadala [ABET]

Naphezu kwenqubekela phambili uMnyango osunyenzele ekufundiseni abantu ukufunda nokubhala, nokho sisenabasebenzi abangakwazi ukufunda nokubhala. Ngokulandela isibonelo seHhovisi lika Ndunankulu sika Masifundisane Literacy Campaign, Uhlelo Lwemfundo yabadala lwalo Mnyango luqhube kahle kakhulu impela ngonyaka wezimali u- 2007/08.

Kubasebenzi abangu 507 ababenza izifundo zalolu hlelo, abangu 215 baphumelela esigabeni 1 olimini lwesiZulu; abangu 113 baphumelela esigabeni 2 olimini lwesiZulu. Abangu 204 baphumelela esifundweni sokukhuluma ngolimi lwesiNgisi (Communication English). Injongo yethu wukuthi masibe sesiyiqede nya inkinga yokungakwazi ukufunda nokubhala kulo Mnyango Wezemisebenzi Yomphakathi KwaZulu-Natali ngo 31 Mashi 2009.

Isizathu esinqala sokuhlinzeka ngemfundo eyisiqalo kubasebenzi bethu sachazwa ngendlela eshaya emhloveni yilowo owayengu Nobhala Jikele Wenhlangano Yezizwe uMnu. Kofi Annan lapho ethi: “Ulwazi lokubhala luyibhuloho lokusiwelisa sisuka ekuhluphekeni siya ethembeni. Luyisikhali sempilo yansuku zonke emphakathini wanamuhla. Luyinqaba yokulwa nobubha, luyisikhali sokuletha intuthuko, nomnikelo osemqoka lapho kutshalwa izimali zokwakha imigwaqo, amadamu, imitholampilo kanye ezimboni.

Ulwazi lokubhala luyinkundla yokulethwa kombuso wentando yeningi kubantu futhi luyinqola yokugququzelwa kwamasiko nokuzazi ukuthi singobani njengesizwe.

Kakhulukazi emantombazaneni nawomame, luyinqola yokufundisa ngezempilo nokondleka kwemindeni. Kunoma wubani, noma yikuphi, ulwazi lokubhala nokufunda kukanye nemfundo jikelele, kuyilungelo lesintu eliyisisekelo. Okokugcina, ulwazi lokubhala nokufunda lungumgwaqo obheke entuthukweni yesintu sonkana futhi luyindlela yokuthi wonke umuntu – indoda, owesifazane nengane – bonke bakwazi ukufinyelela lapho befisa khona ngokwekhono abaphiwe lona.”

Ukulingana Kwamathuba Okuqashwa

Umthetho Wokulingana Kwamathuba Okuqashwa uthi makuqashwe abasebenzi ngendlela ngendlela yokuthi zonke izigaba emphakathini azimelwe ngokobulili, ubuhlanga kanye nabakhubazekile. Ngonyaka owedlule ngabika ukuthi uMnyango usunabesifazane abayi -7 ezingeni lokuphatha kusukela Eqophelweni 13 (Level 13) kuya phezulu. Lokhu kumele 23 wama phesenti (23%) kuma phesenti 50 adingekayo nxa kushaya umhlaka 31 Mashi 2009. Umnyango sewusenyusile isibalo saba yi-8. Kodwa ngo Januwari 2008, omunye ushintshelwe komunye uMnyango wesiFundazwe .

Isibalo sabesifazane abasemaqophelweni 11 no 12 singamashumi amabili (20).

Ukuqashwa kwabantu abakhubazekile njengamanje kuyi – 1% lapho kuqhathaniswa no- 2% ongumgomo obekiwe.

Ukugcwaliswa Kwezikhala Zomsebenzi

Umnyango wabeka phambili izikhala ezingama 457, kuzo eziyi 308 bese zigcwalisiwe ngomhla ka 31 Mashi 2008. Abangu -51 abaqashiwe bagcwalise izikhundla emikhakheni yezobuchwepheshe. Malungu ahloniphekile, mangikusho ukuthi lokhu ngokwakho kuyasikhombisa ukuthi asweleke kangakanani la makhono. Ezinye zalezi zikhala kwase kukhishwe izaziso ngazo izikhathi ezingaphezu kwezimbili.

Somlomo, njengoba AmaLungu Ahloniphekile ezokuqonda lokhu, abasebenzi abafani nempahla eyifa elinganyakaziswa. Yingakho umzamo esiwenzayo wokugcwalisa izikhala uvamise ukuthiywa wukuthi, ngezikhathi ezithile, abanye abasebenzi baqhubekela phambili kwamanye amadlelo aluhlaza. Ngakho-ke kuyinjongo yalo Mnyango ukuthi ukugcwaliswa kwezikhala makulinganiswe nokugcinwa kwabasebenzi bangashiyi eMnyangweni.

Ukuze kufezeke lokho, sesihlinzeke uhlaka lokwenyuswa ezikhundleni kwabasebenzi eMnyangweni futhi sakha Inqubo Yokushintshelwa Kwenye Indawo kwabo. Ukuze kulawuleke ukushiya kwabasebenzi eMnyangweni, sesihlele Iqoqo Lemibuzo Yabafuna Ukushiya uMnyango nelizosiza uMnyango ekusunguleni isu lokugcina abasebenzi bangashiyi eMnyangweni.

Izinguquko Ekuqashweni Kwezisebenzi Zikahulumeni

Umnyango uzinikele ngokuphelele ekuhlangabezaneni ngokushesha nezinsalelo zokufezwa kwezidingo zabantu. Lokhu kuzodinga ukuba kusetshenziswe amasu nezindlela ezintsha eziningi kanye nokusebenza singaphezi ukuze kuphumelele Uhlelo Lwezinguquko loMnyango (Department's Transformation Agenda), iningi lakho le Nkulumo Yesabelo Sezimali egxile kukho.

Abasezingeni lokuphatha bayaqhubeka nokulandela umkhankaso i-Operation Shonaphansi emahhovisi asezifundeni ezehlukahlukene. Malungu Ahloniphekile, leli yiqhinga eliwusizo ekulawuleni ukufezwa kwezidingo emphakathini, nokuqinisekisa ukuthi ukwesekela kanye nokukhomba indlela yokusebenza eyiyo kuyenzeka, kuhlangene nokuqaphela isimo sonke kanye nokubika lapho kufanele khona.

Njengengxenye yomkhankaso i-Operation Shonaphansi, ngomhla ka 05 kuya ku 09 Novemba 2007 uMnyango waba neViki Lokuqhakambisa Umsebenzi kaHulumeni (Public Service Week) esifundeni sase Midlands. Isifunda sase Midlands njengamanje sinikezwa ukwesekwa okudingekayo ukuze kugxilwe kulokho okubonakalayo ukuthi kudinga ukubhekisiswa futhi kulungiswe. Lo mkhankaso uzoqiniswa ngoNyaka Wezimali ka 2008/2009.

EZEZIMALI

Ukugcina Imibandela

Ngokombandela othi bonke abasebenzi abasemazingeni okuphatha kumele bagcwalise amafomu amayelana nesimo sabo sezimali, bonke abasebenzi abasemazingeni okuphatha bawaletsa la mafomu onyaka ka 2007/08. Izimenenja futhi zazisayina izivumelwano zokusebenza (Performance Agreements).

Ukulwa Nokukhwabanisa

Umsebenzi osemqoka womnyango wukuqoka ngamathenda labo abazokwenza umsebenzi odingekayo futhi kunababambe iqhaza kuwo abahlukahlukene nokwenza uMnyango ubekeke engcupheni yenkohlakalo nokukhwabanisa. Isigaba Esiqaphele Ingozi Yokulahlekelwa Kukahulumeni (Risk Management) nokuncishiswa kwayo kungumsebenzi wayo yonke iminyango. Njengoba ngangibikile ngonyaka owedlule ukuthi uMnyango sewusungule iqhinga lokuvikela ukukhwabanisa, ngonyaka ka 2007/08 kwenziwa imihlangano yokucobela ulwazi (workshops) ngokuvimbela ukukhwabanisa ezifundeni zonke. Ngonyaka Wezimali 2007/08 zingu 425 izikhulu ezahambela le mihlangano nokwenza isibalo esiyi 1432.

Amacala Okuqondisa izigwegwe Asemqoka

Somlomo, nakuba uMnyango uzifundisa izikhulu zawo ngokuvimbela ukukhwabanisa, kubalulekile ukuthi kuqinisekise ukuthi labo abayotholwa benza lokhu kuyobhekwan nabo ngqo. La macala uMnyango uwathatha ngokuthi ngasemqoka. Ukuze kuqedwe ukusilela emuva kokudingidwa kwalamacala, uMnyango sewuze wasungula isigaba esizoqondana nokuqulwa aqedwe wonke amacala aphilene nokukhwabanisa nenkohlakalo. Lesi sigaba sasungulwa ngo Januwari walonyaka futhi kuze kube yimanje ziyi 16 izindaba zokuqondiswa kwezigwegwe esezidingidiwe, nokuphethe ngokuthi babe yi 5 asebhoshiwe kanti insalela yamacala isesezithebeni.

Ukuhlinzeka Ngezimfanelo zokusebenza

Ezinye zezindlela ezisemqoka kakhulu zomnyango ukuqinisekisa uhlelo oluvulelekile lokubhekelela abanyama ngakwezomnotho (BBBEE) lokhu kwenziwa kulandelwa uhlelo lokunikezwa kwemisebenzi emnyangweni. Ngokwemisebenzi enikeziwe ngo 2007/2008 kulabo ababensitshiwe amathuba futhi umbuso usubabeke ekhaleni Lokhu okulandelayo kungabikwa :

- 36% yanikezwa abesifazane, okuyinani elilinganiselwa ku R360 wezigidi zamarandi
- 50% yanikezwa Abamnyama abangama-Afrika, okuyinani elilinganiselwa ku R495 wezigidi zamarandi, kanye no
- 19% yanikezwa iNtsha, okuyinani elilinganiselwa ku R190 wezigidi zamarandi

Somlomo, umnyango usuhambe ibanga elinde ukuvala igebe phakathi kwalabo abadla izambane likampondo nalabo abampofu.

UHLELO 2: IZAKHIWO NOKUNAKEKELWA KWAZO

Malunga ahloniphekile, sengizokhuluma manje ngezezakhiwo nokunakekelwa kwazo, nokungumongo womsebenzi walo Mnyango. Lesi sigaba sehlukaniswe saba yilokhu okulandelayo:

Izakhiwo zikahulumeni – okumbandakanya lonke uhlobo lokuthenga nokuthengiswa, kuhlangane nokuqasha nokuqashisa izakhiwo;

Ukuphathwa nokunakekelwa kwezakhiwo – okuhlenganisa nomsebenzi omusha (ukukhokhwa kwentela yezakhiwo), ukuxhumanisa ukubhaliswa kwezakhiwo kanye nokuphathwa kwerejista uempahla kahulumeni;

Ukuqaliswa kokusebenza koMthetho Wokuphathwa Kwempahla Enganyakaziswa kuHulumeni, 2007 (Government Immovable Asset Management Act, 2007 – GIAMA) okudinga ukulumbaniswa nokulawulwa kwezindlela zokuphathwa kwempahla ngumphathiswa nomsebenzisi wayo, njengokulandisa kwalo mthetho omusha kuyingxenywe esemqoka yomsebenzi walesi sigaba. Okkuqala angibalule ukuthi izinguquko kwimithethe nemigomo kwengeze umthwalo nomsebenzi kuloluphiko lokubhekelela izakhiwo, lokhu sekuholele ekuthenini kucatshangwe ukuqala uhlelo lwezikhundla.

Ngingakadluleli emidatini yalesi sigaba sezakhiwo nokunakekelwa kwazo, mangikusho ukuthi lo nyaka esiwuqalayo uza nemithetho emisha eminingi kanye nezinhlelo lo Mnyango owethweswe zona ukuba uzenze. Kulokhu sibala nokukhokhwa kwentela yezakhiwo (Property Rates), ukuqaliswa koHlelo lukaZwelonke Lokunakekelwa KweNgqalasizinda kanye nokusetshenziswa koMthetho Wokuphathwa KweMphahla Enganyakaziswa kaHulumeni, 2007.

Somlomo, ngingakedluleli ezindabeni eziphathelele neSabelo Sezimali sika 2008/09, ake ngithatha leli thuba kafushane ngibikele amalungu ahloniphekile ngezinye zezinto engakhuluma ngazo eNkulumeni Yesabelo Sezimali sangonyaka owedlule.

I-Rejista Yempahla Enganyakaziswa

Okusemqoka kwabesigaba sezakhiwo zikahulumeni yinqubekela phambili esiyezekile ngokuqaliswa kokusebenza kwale Rejista Yempahla Enganyakaziswa. Ukuqaliswa kokusebenza kwale Rejista kuyizingxenywe ezimbili, eyokuqala wukufakela imininingwane yempahla kuyo luqobo i-rejista kuthi eyesibili kube wukuhlinzeka i-rejista ngaleyo misebenzi edingwa ngamakhasimende njengokuqasha, ukuqashisa kanye nokuthengiswa. Kuze kube yimanje, Ingxenywe 1 isiyifakile ku-rejista imininingwane yempahla engu 10 761.

Kule Ngxenywe 1 bekugxilwe kakhulu ekwenzeni isiqiniseko ngemininingwane, kusetshenziswa amarekhodi akhona oMnyango Wezemisebenzi waKwaZulu-Natali kanye naleyo etholakala eMnyangweni Wezemisebenzi Yomphakathi kazwelonke, kanye nokucubungula amarekhodi eminyango engamakhasimende ethu. Kulo nyaka wezimali omusha, ukuqeqesha iminyango engamakhasimende ethu kuzoba ngenye yezinto ezisemqoka esizozenza.

Somlomo, kunesibalo esikhulu sempahla kahulumeni edinga ukwedluliselwa esifundazweni sethu saKwaZulu-Natali nokufanele kube nendlela ehlekile yokulawula lokhu futhi lo msebenzi sizowuqala ngonyaka ka 2008/09 ukuze sibe nesiqiniseko sokwamukelwa kwale mpahla ngokufanele.

Yize le mpahla ingekahulumeni wesifundazwe, njengokusho kwemithetho eyehlukahlukene, nokho kuyadingeka ukuthi kuqopheke phansi ukwedluliselwa kwayo egameni lika Hulumeni Wesifundazwe.

Ukukhishwa kwabahlala ngokungemthetho

Inselelo enzima uMnyango obhekene mayo njengombheki wempahla kahulumeni kulesi sifundazwe yileyo yabantu abahlezi ngokungemthetho ezindlini zikahulumeni. Lokhu kade kuyinkinga nangesikhathi esedlule. Nginentokozo ukubikela leNdlu ukuthi umsebenzi wokukhishwa kwabantu ezindlini usuqalile futhi kuze kube yimanje bayi 16 asebekhishiwe oLundi kanti iyi 4 imiyalo yasenkantolo esikhishiwe kanti isibalo esisele lapho sisezithebeni zenkantolo.

UMnyango ubuye futhi wenza uphenyo ngokuhlala ngokungemthetho ezindlini zikahulumeni. Zibalelwa ku 3202 izindlu ezahanjelwayo ezifundeni eziyi 11 zesifundazwe. Kulezo zindlu ezahanjelwa, kumbandakanya nezindawo zokuhlala, amahhovisi, izindawo okungenazakhiwo kuzo, zingu 287 izindawo ezatholakala zinabahlezi kuzo ngokungemthetho. Kunesu elihlelwayo njengamanje lokubhekana nalokhu futhi kumele kuvezwe ukuthi lo msebenzi uthinta nokusetshenziswa kwezimali.

Somlomo, ngifisa manje ukugxila kulo nyaka wezimali ophezulu ngithinte izihloko ngalokho isigaba sokuphathwa kwempahla kaHuulumeni esizobe sikwenza.

Isu lokuthengiswa kwempahla

Ngokwegunya esiyalwa ngalo ukuthi konke sikwenze ngendlela eyonga imali, uMnyango kuye kwadingeka ukuba ubeke inqubo yokuchithwa kwempahla

yesifundazwe engasadingekile. Lokhu kusho ukongeka kwemali ekhokhwayo ngentela yezakhiwo (rates), ngezokuphepha kanye nokucwalwa kwendawo. Leliqhinga elizokwelekelela ukulumeni ekuhlonzeni izmpahla zikahulumeni ezidinga ukudayiswa lizo kwamukelwa ngonyaka ka2008/2009.

Angibalule ukuthi ngaphambi kokudayiswa, inqubo ejwayelekileyo izolandelwa emi kanje:

Emuva kokuthi iminyango yesifundazwe seyishilo ukuthi ayiyidingi impahla esithathwa ngokuthi kayinamsebenzi, leyo mpahla yedluliselwa eminyangweni kazwelonke nakwi Khomishani Yabafuna Ukubuyiselwa Imihlaba ukuze kwenziwe izinguquko zobunikazi bomhlaba. Emuva kwalokho uma impahla leyo ingadingwa yinoma yisiphi kulezi zigaba zikahulumeni, iye inikezelwe kumasipala wendawo. Uma nalapho ingadingeki, iye ichithwe ngokuthi ishaywe indali, kusetshenziswe imigomo ye BEE.

Ukudluliswa kwegunya lokukhokhwa kwentela yempahla kaHulumeni.

Ngonyaka ka 2007/2008 ngabika ukuthi kuzokwedluliselwa kithi igunya lokukhokhwa kwentela yempahla kahulumeni. Nokho-ke lokhu kuye kwabambezeleka sekuze kwenzeka ngonyaka ka 2008/2009. Ngingakusho manje Somlomo, ukuthi uMnyango usukulungele ukwenza lo msebenzi. Njengo Mnyango lokhu sizogala ukukwenza kusukela mhla ka 1 April 2008. Isabelo esinombandela (Conditional Grant) esingu R210 wesigidi zamarandi sihlizekiwe enyakeni wezimali 2008/2009 ukuze kukhokhwe izintela zawoMasipala. Mangikusho ukuthi nakuba lo msebenzi sewudluliselwe kithi, nokho lo msebenzi awuhlinzekwanga ngabantu abazowenza.

Amalungiselelo adingekayo asenziwe okuqeqeshwa kwabasebenzi abakhona besifundazwe ukuba baphathe ukukhokhwa kwentela.

Umthetho Wokuphathwa Kwempahla kaHulumeni Enganyakaziswa (GIAMA)

Lo mthetho unquma ngokuphathwa kwempahla enganyakaziswa kahulumeni futhi wasayinwa uMengameli ngo Novemba 2007. Aseqalile amalungiselelo okusebenzisa lo mthetho ngonyaka wezimali u- 2008/09. Ambandakanya phakathi kokunye: ukuqeqeshwa kwabasebenzi, ukuhlolwa kwezakhiwo zikahulumeni wesifundazwe kanye nokulungiswa kwamapulani okuphathwa kwempahla yikhasimende (U-Amps). La mapulani, okumele alungiselwe lo wo nalowo mnyango, aqukethe Ukuhlaziywa Kwezidingo Ezimqoka, Ipulani Yokuthenga, Ipulani Yokwenza Umsebenzi kanye nePulani Yerejista Yempahla Enganyakaziswa.

Uhlelo futhi luqethe amalungiselelo ePulani Yokuphathwa Kwempahla ngumbheki yaleyo naleyo mpahla kuze kuphele isikhathi sokubakhona kwayo.

Angingabazi-ke ukuthi Amalungu Ahloniphekile azobona ukuthi mukhulu kangakanani umsebenzi oza nalezi zinyathelo ezithathiwe. Nakuba kukhona osekwenziwe ukuqinisa Isigaba Sezakhiwo Zikahulumeni ukuze sibhekane nalezi zinselelo, izimali ezengeziwe zizodingeka ukuze kube namandla athe xaxa okuhlangabezana nengxenye yokuqala yamalungiselelo nokuhlela. Isibonelo salokhu

wukuthi ukulinganisa intengo yomhlaba ongowesifundazwe kungase kwedlule ku R50 wezigidi zamarandi. Khona sisenalokhu ezingqondweni zethu, sesenza uphenyo maqondana nokuthi kusetshenziswe izilinganiso zawoMasipala ngoba bona sebevele baqalile ngohlelo lokulinganisa amanani ngenjongo yokusebenzisa umthetho omusha wokukhokhwa wentela yomhlaba nezakhiwo.

Uhlelo Lokufukamela Abazongena Kwezokuphathwa Kwempahla Kahulumeni

Malungu Ahloniphekile, ekwethuleni kwami Isabelo Sezimali sonyaka wezimali 2008/2009, ngivumeleni Somlomo ukuthi ngibike ngohlelo olwethembisa lukhulu umnyango ozoluqala ngokuqhubeka kwalo nyaka nolwaziwa ngokuthi yi-Property Incubator Programme. Lolu hlelo kuhloswe ngalo ukukhuthaza abesifazane nentsha ukuba bangene emkhakheni wezezindlu nomhlaba futhi lunalezi zinjongo ezinqala:

- Ukuqhubela phambili umsebenzi wokwedluliselwa kwabanye kwamakhono Phakathi kwalabo asebesimeme nalabo abasafufusa kulesi sigaba sokuphathwa kwezakhiwo nomhlaba kahulumeni;
- Ukuhlinzeka inkundla eyisisekelo sokuthuthukisa isu elididiyela konke mayelana nokuphathwa kwempahla kahulumeni;
- Ukuphonsa it she esivivaneni sokusabalalisa amakhono emkhakheni wokuphathwa kwempahla kahulumeni.

Lokhu kunikeza amandla kulabo abathile abakhethiwe ezinhlangothini ezahlukahlukene zokuphathwa kwezakhiwo nomhlaba, kumbandakanya ukunakekelwa kwezakhiwo, nokuhlolwa kwempahla kanye nokuthenga nokuthengiswa komhlaba.

Okujongwe ukuba basizakale yilaba:

- Abesifazane nentsha abangaqashiwe kodwa benezitifiketi zemfundo;
- Abesifazane nentsha abanolwazi lwasemsebenzini kodwa bebe bengenazo izitifiketi zemfundo, kanye
- Abesifazane nentsha abanokuthile kokubonakalisa intshisekelo yabo.

Ukuqeqesha okuzokwenziwa ngokubambisana nophiko oluzimele, akuzugxila kuphela emkhakheni wezokuphathwa kwezakhiwo nomhlaba kodwa kuzofaka phakathi nezindlela zokuphila (life skills), ukuphathwa kwamabhizinisi namakhono okusungula ibhizinisi. Bangu 75 abazoqokwa ukuba baqeqeshwe iminyaka embalwa elandelayo. Izaziso ziyalungiswa ukuze kutholalale imibono yabafuna ukuqeqeshwa futhi labo bantu bayokhethwa kubo bonke oMasipala bezifunda ukuze kube nesiqiniseko sokuthi abaqeqeshwayo basabalele nesifundazwe sonke.

Yonke le mizamo iyahambisana noHlu Lweinguquko Kwezezakhiwo Nomhlaba oluqukethe ukuzibophezela kwabakulesi sigaba ekutheni kube noguquko olubonakalayo ngokobulili nohlanga lwalabo abangabanikazi, abalawuli nabaphathi kulo mkhakha.

UHLELO 3: IMISEBENZI YOKWAKHA

Inhloso enkulu yaloluhlelo ukwakhiwa kwamabhilidi nezinye izakhiwo ngokulandela uhlelo loMnyango lwengqalasizinda kanye nesabelo semali esikhona sokuhlinzekela lokhu.

Lokhu kwenziwa ngoHlelo lwe (EPWP) nokuyilo oludala isimo esivuna ukusimama kwamabhezini alabo abakade bengenawo amathuba phambilini futhi kunikeza indawo uHlelo Oludidiyelwe Lokwenzangcono Ingqalasizinda (IDIP).

Nakuba ukwenziwa kwemisebenzi masinyane kanye nokuhlinzeka ingqalasizinda ezingeni elihle kuyizinto ezisemqoka okuqikelelwayo ukuthi ziyenziwa kuwo wonke umsebenzi ongaphansi kwalolu hlelo, nokho isimo sasemsebenzini sinezinselelo eziningi, kakhulukazi uma iminyango iletha amapulani engqalasizinda sekwedlule isikhathi - nokusiphoqa ukuthi izinto zenziwe ngokuphuthuma. Yonke iminyango iyacelwa ukuba ilethe amapulani ayo kusasele izinyanga eziyi – 8 ngaphambi kwesikhathi sokwakha ukuze kube nethuba elanele lokuhlela ungakaqalqa umsebenzi wokwakha kanye nokuthi sikwazi ukulinganisa izindleko ngendlela eshaya emhloeni. Lokhu futhi kwenza kube lula ukuklama izindima zomsebenzi wokwakha ezizofezeka ngempela.

Omunye umsebenzi osemqoka woHlelo Lwemisebenzi Yokwakha wukunakekelwa kwezakhiwo zikahulumeni, nakho futhi okungumsebenzi odinga ukuhlelelwa. Ukuhlela kuyingxenye yakho konke esikwenzayo. Uma isikhathi sokuhlela singekho, asikwazi ngisho ukunyakaza, bese lokho kwenza sibe yisisulu sokugxekwa wumphakathi. Nxa abantu bebona isakhiwo sikahulumeni esinganakekelwe, kugxekwa lo Mnyango. Somlomo, ngiyafisa ukusho ukuthi lo Mnyango wenza umsebenzi kuphela ngokuyala komnyango oyikhasimende futhi wanikeza isiqiniseko sokuthi zikhona izimali zokulungisa nokwenza ngcono isakhiwo esithile. Kumele kube kube wumgomo wethu njengohulumeni ukuthi sibeke phambili ukulungiswa kwezakhiwo – kwazise ukuvimbela isifo yikho okungcono kunokuselapha.

Ukubaluleka kwaloHlelo kusekuthini phela ingqalasizinda iyona eyisisekelo sentuthuko. Ngenxa yokuthi lolu hlelo luthathwa ngokuthi lungukhiye osivulela amasango enkululeko kwezomnotho kuzakhamizi zakithi, uhulumeni ezingeni likazwelonke usulubeke phezulu ohlwini lwalokho onqume ukuba kwenziwe. Lapho sicabanga ngalo msebenzi ophuthumayo kangaka esiwethwesiwe, akumele sivumele kube nesimo esizophuca abantu bakithi amathuba okusizakala ngenxa yokungasetshenziswa kwemali eyabelwe ingqalasizinda.

Ukwenziwa Kwemisebenzi Yengqalasizinda ngo 2007/08

Umyango wezemfundo

Somlomo, uMnyango Wezemfundo ungomunye weminyango emikhulu esiyenzela umsebenzi wengqalasizinda. Ngonyaka ka 2007/08 isamba esing R495 wezigidi zamarandi somsebenzi wengqalasizinda sanikezwa uMnyango Wezemsebenzi.

UMnyango wasebenzisa imali engu-R484.10 wezigidi zamarandi esabelo esingu R495 okusho ingxenye engama 98% wendima eyanqunyelwa uMnyango.

UMnyango Wezemisebenzi wedlulisela enyakeni olandelayo ukwakhiwa kwamagumbi akufundela angama – 90 nezindlu zangasese eziyi 1573 kusuka kunyaka wezimali 2006/2007, nokuthe kamuva kwakhiwa amagumbi okufundela angu 90 kanye nezindlu zangasese ezingu 1126 zaphela. Izindlu zangasese ezisele ezingama 447 zizokwakhiwa ziphele ngonyaka wezimali ka 2008/2009. Ukuhlela kungakaqalwa umsebenzi kubalulekile ukuze kube nesiqiniseko sokubenza kwemali okungu 100 wamaphesenti. Kumele ngisho futhi ukuthi uHlelo lokwakha Inqalasisizinda kuka-2008/2009 lwamukelwe ngenya nga kaMashi 2008.

Umnyango Wezempilo

Umnyango Wezempilo waletha uhlelo lwengqalasisizinda luka 2007/2008 ngo Agasti. Nakuba unyaka wezimali wase ugamenxe nokho sakubonga lokho ngoba kwasiza ukuthi uMnyango ukwazi ukuhlela futhi iyiqale imisebenzi yokwakha. Kwasetshenziswa izindlela ezahlukeneyo ukuphuthumisa umsebenzi.

Isabelo semali R632 356 622 wezigidi zamarandi semukelwa kodwa lesi samba sabuye sancishiswa ngo Desemba 2007 ngenxa yokwentuleka kwezimali. Isabelo esisha saba ngu R550 998 794 wezigidi zamarandi. Imali engu R530 998 794 wezigidi zamarandi yasetshenziswa okusho ingxenye engu 96%.

Maqondana noHlelo Lokuvuselelwa Kwezakhiwo loMnyango Wezempilo, kwemukelwa isamba esingu R258 865 578 kwathi imali engu R231 906 122 yabe seyisebenzile ngo mashi 2008 nokuyingxenye engu 90% wesabelo esebenzile.

Somlomo, baba, ngeshwa amapulani engqalasisizinda ka 2008/2009 siwemukele ngenyanga kaMashi 2008, vele sesedlule isikhathi, nokho uMnyango uzozama konke okusemandleni ukuba kuphuthunyise lemisebenzi.

Ukwethulwa Kwemisibenzi Yengqalasisizinda ngo 2007/2008

Umsebenzi wokwakha amahhovisi aseXobho usesesigabeni sokudwetshwa futhi kuzokhishwa izaziso ngawo ngoMeyi 2008. Amahhovisi oMnyango Wezemisebenzi eNhloko-Hhovisi nawo asesigabeni sokudwetshwa. Usuqaliwe umsebenzi wokwakha amahhovisi okwengeza esifunda i-Southern Region futhi sewuya ngasekhpeleni. Umsebenzi wokwakha kwanahhovisi amasha esifunda KwaNongoma (kuNorth Coast Region) kuzokhishwa izaziso ngawo ngo Apreli 2008. Sabekwa isamba sokuthenga umhlaba wehhovisi laseMkhuze ngonyaka ofile wezimali. Loludaba luzophothulwa ngo 2008/2009 futhi sizimisela ngokuphumisa ukuqala kokwakhiwa kwalelihhovisi.

Eminye Iminyango

Somlomo, ngiyadabuka ukusho ukuthi ngonyaka owedlule ngema phambi kwalendlu ngabika into ecishe ifane nengizoyisho manje. Somlomo nani Malungu aleNdlu, ukuze uMnyango ukwazi ukufeza imisebenzi yawo ngesikhathi esifanele, kumele unikezwe uhlelo lwengqalasisizinda kusasele isikhathi esanele ukuze kuqalwe ukuhlela. Ziningi izincwadi zokukhumbuza ezathunyelwa kuziphathimandla eziyizinholko

zeminyango kodwa akukho noyedwa owanikeza imininingwane ephelile kumbe uhlelo lwengqalasizinda kanye nemali eyisabelo salokhi, ngaphandle koMnyango Wezobuciko, Amasiko Nezokuvakasha kanye noMnyango weZokuthuthukiswa Komphakathi.

Eminye iminyango yaletha izinhlelo eziyichibiyelo ukuthi yenziwe. Ngaphandle kohlelo lwengqalasizinda, oluhamba nesabelo sezimali ngokulandela izimiso zeMTEF, kucaciswe ukuthi yikuphi kwenziwe wuMnyango Wezemisebenzi, kunzima kakhulu ukuhlaziya isimo somsebenzi osilele emuva, izinselelo kanye nokubeka imigomo okusetshenzelwa ukuyifeza ukuze nemali isebenze ngesikhathi esifanele. Kusemqoka ukuthi sinikezwe amapulani kusenezinyanga ezingu 8 ngaphambi kwesikhathi ukuze kube nokuhlelwa kwezinto kahle nokuthi konke okuphathelele nezakhiwo nomhlaba kuxazululwe ukwakha kungakaqalwa.

Ukubhekela Abakhubazekile Ezakhiweni

Umnyango ubhidlangile wenza Uphenyo Ngokubhekela Kwabakhubazekile ezakhiweni zikahulumeni, umphumela walo ozothunyelwa eminyangweni ukuze kuhlelwe futhi kubekwe eceleni izimali eziqondene nalokho. Lokhu kuhambisana nesimemezelelo sikahulumeni sokwenziwa wonke amabhilidi akwazi ukusetshenziswa yilabo abakhubazekile njengoba kubalulwa kuhla olusekhaleni lukahulumeni.

Ngokuvamile, amabhilidi kahulumeni akhiwe ngemuva konyaka ka 2004 sezinazo izimfanelo zokubhekela abakhubazekile. Kanti kokunye, kulawo mabhilidi alungisiwe ngaphambi konyaka ka 2004, lokho kulungisa nalezo zinguquko zenziwe kwalandelwa lo mbandela wokubhekela kwabakhubazekile.

Somlomo, ngiyethemba ukuthi Amalungu Ahloniphekile alufundile udaba ephaphandabeni muva nje lapho khona abakwa South African Airways bagxekwa ngokuthi bephula amalungelo esintu ngokwehluleka ukuhlinzeka izikhumulo zezindiza ngezimfanelo ezenele zokugibela ezindizeni labo abakhubazekile. Abe Khomishana Yamalungelo Esintu Yase Ningizimu Afrika (SA Human Rights Commission) bayakuqinisa ukuthi abagibeli abakhubazekile bathuthwa belandwa noma beyiswa ezindizeni zakwa SAA ngezimoto zokuphatha ukudla eziguquliwe futhi baqukulwa ngezandla balayishwa noma behliswa ezindizeni.

Okubi kakhulu kunalokho wukuthi kusanda kubikwa ngabantu abambalwa abakhubazekile abaphoqeka ukuthi bagaqe noma baqukulwe bekhishwa endizeni esikhumulweni sezindiza i- OR Tambo International.

Uhlelo Lokwenzangcono Umsebenzi Wengqalasizinda

Ukuze kulumbaniswe Isikhathi Sokwenziwa Komsebenzi Wengqalasizinda neSikhathi Sesabelo Sezimali kanye nokuqinisa uhlelo lwamalungiselelo eSabelo Sezimali, sesiqalise ngo Hlelo Lokwenzangcono Umsebenzi Wengqalasizinda ngokubambisana noMnyango Wezezimali. Ukuzwa amanzi ngobhoko kulolu hlelo kuqalwe ngoMnyango Wezempilo futhi seluyangeniswa naseMnyangweni Wezempilo. Ngokukhumbula ukugcizelela kuka Ngqongqoshe Wezezimali Nentuthuko Yezomnotho u Dkt. Mkhize ukuthi kwakhiwe umnotho ngokubambisana (partnerships), uMnyango wami uyabuqinisa ubudlelwano noMnyango Wezempilo

noMnyango Wezempilo, yomibili okuyiyona esekhaleni lomshikashika wentuthuko yomphakathi.

Ngesikhathi sakha ubudlelwano ukuze kube nokuhlela izinto kangcono, sisemimeni sokuthi siqaphele konke okwenzeka njengamanje, nokuthi sikunake okushiwo abaholi bethu – konke lokhu kufanele kusisize ekuboneni ezinye izinto ezidinga ukuba sizithathe njengezisemqoka lapho sihlela umsebenzi. Ngizophetha le ngxenye ngokuthi ngithi qaphu qaphu ngezokongiwa kwamandla kagesi.

Enkulumeni Yesizwe uMengameli Thabo Mbeki waphawula ngenkinga yezamadla kagesi wathi:

“Isimo esibucayi ezweni esidalwa wukunqamuka kwamandla kagesi okuqhubekayo njengamanje kusiphonsela inselelo futhi khona lapho kusivezela amathuba njengesizwe ngothi lwaso ukuba sikhombise ngezinto ezibonakalayo ukusabela kwethu kule nhlabamkhosi yokuthi sisebenze ngokubambisana nokuthi sibe munye ukuze izwe lethu libe sendleleni eya phambili

“Njengohulumeni, umsebenzi wethu manje wukuhola nokuhlanganisa isizwe emkhankasweni wokonga amandla kagesi ukuze kubhekwane nale nselelo. Okunye ezintweni okumele zenziwe ukuthi masisebenzise lesi simo sobunzima ukuba siqiniseke ukuthi emakhaya ethu siyakwazi ukusebenzisa ugesi ngokonga.

“Kunezinto ezinomphumela obonakalayo esinokuzenza umuntu ngamunye, ikhaya kanye nebhizinisi ... Umyalo usukhishiwe wokuthi zonke izakhiwo zikahulumeni zinciphise ukusetshenziswa kukagesi futhi nikhululekile ukuba nidalule labo abangenzi njalo.”

Thina njengoMnyango sizoqhubeka siqwashisane ngalokhu futhi sibheke ukuthi kuyenzeka lokhu emahhovisi ethu.

Masenze sonke njengokus ho kuka Mengameli wethu, ngokuthi senze okubonakalayo, sithole izindlela esinganciphisa ngazo ukusetshenziswa kukagesi ezakhiweni zikahulumeni – nangokuqalisa izindlela zokuhlela nokubeka eceleni isabelo sezimali ukuze siqiniseke ukuthi siyaphumelela kule nselelo.

Ukufaka Isandla Emnothweni Wezinga Lesibili

Njengoba uhulumeni esenqume ukuthatha umnotho wezinga lesibili njengengxenye yohlelo lwakhe ekulweni nobubha, ukufaka kwakhe isandla emnothweni wezinga lesibili kuhloswe ngakho ukuthi kuncishiswe igebe elikhona phakathi kwalabo abasemnothweni wezinga lokuqala nalabo abakwelesithathu, lapho sibona othuthukile futhi odla izambane likampondo kolunye uhlangothi kuthi ngakolunye kube nodla imbuya ngothi futhi ongathuthukile.

Njengoba achaza uMengameli Thabo Mbeki lapho ebhala ngalolu daba:

“Kusemandleni ethu ukuthi sisebenzise umqondo nomcebo esinawo ukuze siqede lokhu kwehlukana phakathi. Siyophumelela kulokho ngokulandela indlela ende, sibambisene nalabo abeswele, kulesi sivumelwano sethu nabantu sokuba kududulwe impi yobubha futhi kuhlakulwe kuphele nya ukusilela emuva kwezentuthuko.

Injongo yethu kwesikwenzayo ukuze kube nomehluko kwabaphila phansi kwesimo somnotho wezinga lesithathu, makube wukuguqula lo mnotho ukuze kupheliswe ukusilela emuva kwezentuthuko kanye nokushiywa kwabanye ngaphandle. Ngaleyo ndlela siyokwazi ukubhekana nenselelo yokuqedwa kobubha ngendlela engahlehleli emuva, sibe khona lapho sithuthukisa umnotho wezinga lesithathu ukuze ube yingxenye yalowo wezinga lokuqala.

Uhlelo Olunwetshiwe Lwemisebenzi Yomphakathi (EPWP)

Umnyango Wezemisebenzi sewutshale izindlela ze EPWP zokusebenza ngezandla kuzo zonke izinhlelo zomsebenzi ukuze kube nabantu abaningi abaqashwayo. Kuze kube yimanje uhlelo lwe EPWP luphumelela ngaphezulu komgomo ebesizibekele wona wokudala amathuba emisebenzi. Amagxathu uMnyango osuwthathile ekusabalaliseni lolu hlelo lwemisebenzi yomphakathi awubufakazi bokuzinikela kwawo ukwandisa isibalo salabo ababamba iqhaza emnothweni nasekuthuthukisweni kwamakhono.

Umnyango uweqile umqomo owabe uzibekele wona wokudala amathuba omsebenzi ayi 16 000 ngonyaka wezimali ka 2007/2008. Ekupheleni kuka Januwari 2008, abeseyi 16 642 amathuba omsebenzi abesedalekile. Umnyango uzoqhubeka nokuthi uhlelo lwe EPWP lufinyelele esibalweni esikhulu sabantu ngezinhlelo zawo ezishiyanyayo ngobukhulu, kusukela ezakhiweni eziqalwa phansi kanye nalezo ekade zingasasetshenziswa, ezilungiswayo, nezenziwa ngcono kanye nokunye. Sesizinqumele umgomo wokudala amathuba omsebenzi ayi 20 000 ngonyaka wezimali ophezulu.

Somlomo namaLungu aNdlu, ngimi lapha nginokuziqhenya ngokuthi uMnyango uhlabene ezingeni lesifundazwe ngomklomelo i- Kamoso njengomnyango oyedlule yonke ekuqhubeni uhlelo lwe EPWP ngonyaka ka 2007/2008.

Izandla Ziyagezana

Ngokuthola ugqozi ohlelweni loMnyango Wezokuthutha i-Zibambele, uMnyango ususungule inqubo yokusebenzisa abantu abahlwempu ukuba bacabe izindawo zikahulumeni okungakhiwe kuzo ezisabalele nesifundazwe sonke. Abesifazane neNtsha bazoqeqeshwa emazingeni okuqala okulungiswa kwezindawo kanye nezindlela zokuphila. Ngenxa yokuthi ngokwemvelo lolu hlelo vele lungumasisizane, lapho kunobudlelwano okuphumelela kubo zombili izinhlangothi, lo mbhidlango siwethe ibizo elithi Izandla Ziyagezana.

Umnyango usukhombisile ukuthi uphiko lwemisebenzi kahulumeni lungazisebenzisa kanjani ngempumelelo izimali nezinto zengqalasisizinda, kuthi ngaleyo ndlela kudaleke amathuba omsebenzi adingeka kakhulu. Kulo nyaka wezimali umnyango uzoqhubeka sinikezela ezindaweni esikuzo ngamandla okuzenzela ngokuthi sithuthukise amakhono futhi sihlanganise izimali zikahulumeni nezophiko oluzimele ukuba sithuthukise izakhiwo zomphakathi. Loluhlelo luzoqaliswa kuzo zonke izifunda.

National Youth Service

Njengo Mnyango lolu hlelo siluthathe ngonyaka wezimali ka 2007/2008 sibambe iqhaza lokuxhumanisa nokuhlinzeka ukwesekela ngezobuchwepheshe. Nginentokozo ukubika ukuthi sibe nayo inqubekela phambili futhi njengamanje sinesibalo esiyi 188 sabaqeqeshwayo nokuzothi nxa sebephothulile batshalwe ezinhlelweni zomsebenzi ezikhethiwe.

Ezinye izinto ezisemqoka esikwazile ukuzenza kube wukuphumeleliswa yiHhovisi loMsobomvu kwe Pulani Yebhizinisi (Business Plan) eqondene ne- National Youth Service, kwavunywa nalabo abazoqeqesha, kanye nokubuthwa kwentsha engu 600 kanye nokuqala kwezifundo zokuqeqeshwa. Esibalweni esingama 600 sababuthiwe, abayi 188 abaplastelayo babeke isitini sebeqalile izifundo zabo kanti labo abasele lapho bazoqala ngo 2008/2009.

Isikhwama Umsobomvu kanye neKhomishana yeNtsha kulindeleke ukuthi babambe iqhaza maqondana nokunikeza amandla nokuphathwa kohlelo lwemisebenzi ye National Youth Service, bakhuthaze labo abazozinikela emisebenzini ukuze kudaleke amathuba okuqeqeshwa kwesikhathi esifushane kanye nawemisebenzi. Eminye imisebenzi eyengeziwe izoqalwa njengengxenywe yokusabalalisa uhlelo lonke lwe National Youth Service. Isikhwama Umsobomvu sikhuthaza ukuphamba amabhizinisi, ukudalwa kwamathuba emisebenzi, ukuthuthukiswa nokwedluliselwa kwamakhono kubantu baseNingizimu Afrika abaminyaka yabo yobudala iphakathi kweyi 18 nama 35.

Ukusetshenziswa KweNtsha Emkhakheni Wezakhiwo

Olunye udaba esizolufakela izibuko ngonyaka wezimali omusha yilolo lokuqalisa ngesu lezokuphathwa kwezakhiwo elisungulwe uMnyango Wezemisebenzi Yomphakathi kaZwelonke, nelithinta kakhulu izakhiwo eziqashwa kubanikazi.

Malungu Ahloniphekile, angizukwenaba ngichaze ngesu lonke kepha ngifisa ukuphawula ngokumbandakanyeka kwentsha ekuthuthukisweni kwezokuphathwa kwezakhiwo. Enye yezindlela ezikulelisu nesifuna ukuyithatha siyisebenzise wukuba sikhuthaze abanikazi bezakhiwo esiziqashayo ukuthi basebenzise intsha uma belungisa izakhiwo ukuze zihlangabezane nesikufunayo. Abanikazi mabhilidi bangathola usizo lwezimali zalokho kwenziwangcono kwezakhiwo ngezinhlelo ze EPWP ne NYS.

Ngaphezu kwalokho, esingenisweni senkulumo yami, ngikhulumile kafushane ngohlelo olwaziwa ngokuthi yi – Property Incubator Program esizoluqalisa ngonyaka ozoqalwa. Njengoba sengishilo, inhloso ngalolu hlelo ukuthi kukhethwe abesifazane nentsha abangu 100 abaphuma kulo lonke eKwaZulu-Natali ukuba baqeqeshwe. Lokhu kuqeqesha kuzombandakanya Ukuphathwa

Kwezakhiwo, Ukuthuthukiswa Kwezakhiwo kanye noBunikazi Bezakhiwo. Abantu abangama 75 bazoqeqeshwa emkhakheni wokulinganisa intengo yezakhiwo (property valuation).

Ukunikeza Amandla Ezinhlenganweni Esisebenzelana Nazo

Siqhubekile nokusebenzisana nosonkontileka abasafufusayo, sibasiza ukubachushisa ezihubeni eziningi abahlangabezana nazo ukuze kube nesiqiniseko sokuthi nabo bayafakwa ezinhlelweni zengqalasizinda. Uhlelo lokwenza lula ukusebenzisa osonkontileka bohlelo lwe BEE kanye nama Consultants selwenziwe esifundazweni.

Njengoba asho Enkulumeni yeSabelo Sezimali sakamuva nje Ungqongqoshe Wezimali kuzwelonke uMnu. Trevor Manuel wathi: “Ukunikeza umphakathi amandla kuyingxenye yokulwa nobubha, futhi kufanele kuhambisane nokutshala imali yokudala amathuba ngokuthuthukisa amakhono, ukusabalalisa umnotho kanye nokuthuthukisa ingqalasizinda. Ukuze kuliwe nobubha nhlangothi zonke, izwe elisathuthukayo kumele lilinganise usizo lwezimali zenhlalakahle kanye nenqubekelaphambili kokunye okwenziwayo.”

Ngokulandela uholo lweSabelo Sezimali sika Dkt. Mkhize, uNgqongqoshe Wezezimali Nentuthuko Yezomnotho - esigcizelela ukulalela nokusebenzela izakhamuzi njengesisekelo sombuso wentando yeningi – uMnyango usebenzile nabantu balesi sifundazwe ukuze kuguqulwe izithiyo zibe ngamathuba okwakha. Salalela sezwa ngenye yezinkinga eyayibikwa njalo uma kunemihlangano yoMnyango enye yazo okuwubunzima bokufinyelela kwi Bhodi Yokuthuthukisa Imboni Yezokwakha (Construction Industry Development - CIDB) kanye nemisebenzi nezinhlelo zayo. Umphumela walokho kube ukuvulwa kwesizinda se CIDB eThekwini, esiqale ukusebenza ngokugcwele ngo Agasti 2007. Ekupheleni kuka Januwari 2008, bese sinawosonkontileka ababhalisiwe abayi 11 023. Kulabo sonkontileka, bangama 781 asebekhushulelwe emazingeni alandelayo.

Kulonyaka esingena kuwo uMnyango wami uzoqala ukuhlela izizinda zasezindaweni zasemakhaya kwabanye Omasipala Bezifunda

Uhlelo Losonkontileka Abasafufusa u-Masakhe

Somlomo, ngonyaka owedlule ngazibophezela ekusungulweni kanye nasekuthuthukisweni koHlelo Losonkontileka Abasafufusa u-Masakhe, ngenjongo yokudala isimo esizovikela osonkontileka abasafufusa futhi kwenziwe lula ukuthuthukiswa kwamakhono. Inqubo yoHlelo Losonkontileka Abasafufusa u-Masakhe seyenziwe, yemukelwa futhi kwafundiswa ngayo. Isizinda seminingwane sesivuliwe ukuze kubhalwe yonke iminingwane yawosonkontileka, futhi silumbaniswe nokunye ukuqeqeshwa kwabazosisebenzisa kanti sesikulungele ukuthi sisetshenziswe.

Malungu Ahloniphekile, olunye lwezinhlelo olwalumisiwe ngonyaka owedlule uhlelo lokuthuthukisa osonkontileka abafufusayo. Angisho ikuthi lolu hlelo luhamabkancane. Kulonyaka ka 2008/2009 loluhlelo lungolunye lwalezo ezibekwe ekahleni.

Izinkontileka Zemisebenzi Ephuthumayo

Enkathini eyedlule, uMnyango ubungenayo inqubo edingekile kanye nezinhlelo zokuphatha ukuze kusingathwe ngendlela efanele ukubamba iqhaza kosonkontileka abasafufusa.

Umnyango uzosebenzisa abantu vele abeswele umsebenzi ukuze kuphuthunyiswe ukwenziwa komsebenzi wengqalasizinda. Osonkontileka abangama 30 isifunda ngasinye basebenza ngohlelo lokudedelana (roster) isikhathi esiyizinyanga eziyisithupha kuya enyakeni – kugxilwe kakhulu kwabesifazane, intsha nabanye okwanqunywa ukuthi mabacatshangelwe kuqala. Siyakholwa ukuthi lo mzamo uzoba nomnikelo omkhulu ekunikezeni amandla kwezomnotho.

Ukusungulwa kwezindlela ezinjengalezi kuyangikhumbuza futhi amazwi kaMengameli athi “Business Unusual” [Ukungathathi izinto njengenhlayenza] awasho Enkulumeni Yesizwe esengike ngaphawula ngayo ngasekuqaleni. Nxa echaza izinga lokuzinikela okulindelwe kithi sonke, wathi: “Akuvamile ukuthi isizwe kudingeke ukuba sidonse ngazo zonke izikhwepha sibumbene ukuze kufezeke iphupho laso. Yilowo mthwalo-ke umlando owubeke emahlombe ethu namuhla.”

Ukukhokhelwa Kosonkontileka

Ukukhokhelwa kosomabhizinisi abasafufusa sekubalulwe njengenye yezinselelo abamabhini amancane ababhekene nayo. NjengoMnyango siyakhokha zingakedluli izinsuku eziyi 7 ngohlelo lwe computer okuthiwa yi-WIMS, inqobo nje uma yonke imibhalo efunekayo iqondile kulabo abenze umsebenzi, noma kungakedluli izinsuku ezingama 30 ngohlelo lwe-computer okuthiwa yi-BAS. Noma yiziphi izimali ezingakhokhiwe sekweqe lezi zikhathi ezimisiwe kuyaye kephenywe ngakho.

Ukuxhumana Nababambe Iqhaza

Izinhlaka Zosonkontileka

Umnyango sewusungule Inqubo Yezinkundla Zosonkontileka ukuze uqiniseke ngokuxoxisana emahhovisi ezifunda kanye nakuwo wonke amazanga. Uhlelo lokwethulwa kwalezi zinkundla seluvele seluqaliwe.

Iminyango Engamakhasimende

Inggikithi yomsebenzi wanoma yimuphi uMnyango isebudlelwaneni onabo namakhasimende awo. Kanjalo-ke izikhulu ezibhekele Ukuphathwa Kwezindaba Zamakhasimende oMnyango Wezemisebenzi zizokwenza umsebenzi wazo zingagcini nje ngoMnyango Wezempilo noWezemfundo, kodwa zizokwenabela kuyo yonke iminyango.

Ngaphezu kwalokho, uMnyango usuwuphothulile umsebenzi wokulumbanisa Izivumelwano Zokusebenzelana kanye noHlelo Lokwenzangcono Imisebenzi Yengqalasizinda ukuze kwakheke kalula ubudlelwano bokubambisana.

lokubonga kumaKomiti Aqaphele Umsebenzi kaHulumeni okuyi Komiti Lezemisebenzi Yomphakathi, Ikomiti Lezezimali neNtuthuko Yomphakathi, kanye neKomiti Lezimali Zomphakathi.

Uma ngibheka unyaka esingena kuwo, ngithanda ukuphinda amazwi kaMhlonishwa uNdunakulu eNkulumeni Yesifundazwe lapho ethi: “Ngo 2008 siyazinikela

ekuhlangabezaneni nezifiso zenu ngokusheshisa ukufezwa kwezidingo ... Izifiso zenu ziwugqozi kithi.”

Futhi, njengoba siqhubeka siguqula izithiyo ziba yizitebhisi zokusiyisa phambili, angingabazi ukuthi sizobhukula sonke.

Somlomo, kuyintokozo kimi ukuba ngethule Isabelo Sezimali sika 2008/09 ukuba semukelwe kanje:

Uhlelo 1: Ezokuphatha = R186.4 izigidi zamarandi

Uhlelo 2: Ezezakhiwo Nokunakekelwa Kwazo = R225 izigidi zamarandi

Uhlelo 3: Umsebenzi Wokwakha = R321.5 izigidi zamarandi

Isamba = R773 izigidi zamarandi

**SITHUTHUKISA IMIPHAKATHI NGOKWAKHA
BUILDING COMMUNITIES THROUGH CONSTRUCTION**

MASISUKUME SAKHE