Inkulumo Yesabelomali sika 2011/12

Ivoti 14: Umnyango Wezemisebenzi Yomphakathi Kwazulu-Natal

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Ilungu Lekhabhinethi YaKwaZulu-Natali,

KuMkhandlu Oshayumthetho WesiFundazwe saKwaZulu-Natali

Mphathisihlalo;

Isekela likaMphathisihlalo;

Mhlonishwa Ndunankulu;

Malungu Ekhabhinethi;

Malungu ahloniphekile, kanye

Nezihambeli eziqavile

ISINGENISO

Mhlonishwa Mphathisihlalo, ngimi lapha ukuba ngethule Inkulumo Yesabelomali soMnyango Wezemisebenzi Yomphakathi: KwaZulu-Natali sonyaka ka 2011/12.

Le nkulumo yethulwa ngesikhathi lapho kwenzeka khona uguquko olukhulu emhlabeni. Kunesimo sokuphazamiseka emphakathini nakwezomnotho ezindaweni eziningi zomhlaba kanye nezinhlekelele zemvelo eziningi ezidalwa wubudedengu kanye nokusebenzisa ngobudlabha imvelo. Emazweni anjenge Australia ne New Zealand kanye nakhona lapha kwelakithi kube izikhukhula, imililo kanye nokuzamazama komhlaba. Kwelase Sudan abantu bavotele izwe ukuthi lehlukaniswe phakathi kube ngeliseNyakatho neliseNingizimu, kanti e-North Afrika kuqubuke umbhedukazwe obizwa ngokuthi Jasmine Revolution futhi ukungqubuzana kwelase Libya kuyaqhubeka.

Okusemqoka kithi sonke yindaba yokuzamazama komhlaba okudale itsunami eJapan osekufe kuyo abantu abayisibalo esevile ezinkulungwaneni eziyishumi (10000). Sibambe umoya ngethemba lokuthi isimo sesiteshi senunzi esiphehla ugesi asibhebhetheki konakale okuningi. Lokhu kusho ukuthi kuyohlala njalo

kunemiphumela ngesinquma ukukwenza, noma leyo miphumela ivela emuva kwamashumi eminyaka. Lokhu kusobala kakhulu kulo Mnyango Wezemisebenzi Yomphakathi ngoba ingqalasizinda esiyihlinzekayo kumele isize nezizukulwane ezizayo. Nebala lezi yizikhathi ezinokudididizela okukhulu futhi kumele sifunde okuthile ngalokhu okwenzekayo.

Sekusobala ukuthi sizigwaza ngowethu nxa singanakekeli imithombo yomcebo wemvelo. Ngeke kulunge uma siqhubeka sizenzele umathanda ngokusebenzisa budedengu le mithombo yomcebo wemvelo. Kumele kuhlelwe ngokucophelela futhi kuqalise ukusebenzisa izindlela ezifanele zokonga amandla, amanzi kanye neminye imithombo yomcebo wemvelo. Kumele ngokuhlanganyela sehlise umthamo we-carbon emoyeni lokhu sikwenze ngokuthola eminye imithombo yamandla evuselelekayo kanye namasu okunqanda ukuxhaphazeka nokucekeleka phansi kwemvelo. Okusithintayo ngqo yingqungquthela yomhlaba wonke ebizwa ngokuthi yi COP17 ehlelwe ukuba ibe seThekwini ngo Disemba. Leli yithuba eliyingqayizivele okumele libanjwe ngazo zombili lokwethula emphakathini udaba lwentuthuko eyephusile ukuba kuxoxwe ngalo.

Enkulumeni Yesabelomali sika 2011 uNgqongqshe Wezimali, uMnu. Pravin Gordhan, wahlaba ikhwela kubaholi balesi sikhathi kuhulumeni nabesigaba esizimele ukuba balungise isisekelo esiyokhulisa umnotho wethu kulamashumi eminyaka ezayo.

Wanxusa ukuba abantu baseNingizimu Afrika bahlangane ngombono owodwa ngesimo abafisa izwe libe kuso eminyakeni engamashumi amabili (20) kusukela manje.

Futhi kumele kube nokuvumelana ngendlela yentuthuko esizoyilandela nokuthi qhaza lini okumele libanjwe yisigaba ngasinye. Ungqongqoshe uGordhan wabalula ukuthi kumele kube nombono wesikhathi esifushane kanye nowesikhathi eside esizayo kusuka manje wokubhekana nezinselelo zokwentuleka kwemisebenzi kube futhi khona lapho kube kubekelwa isizukulwane esizayo isisekelo. Wathi, "Isizukulwane sethu sinomthwalo wokuba sakhe isisekelo seminyaka engamashumi amathathu (30) ezayo."

Manje-ke senzenjani ukuze konke kulunge? Kumele sibheke amathuba akhona, siguqule izithiyo zibe ngamathuba, sibe ngabantu abakwaziyo ukusungula amasu futhi silihlinzekele ingomuso lethu.

Mphathisihlalo, Umnyango Wezemisebenzi Yomphakathi KwaZulu-Natali ngumnyango ojutshwe ukuba ubhekele ukuthuthukiswa kwengqalasizinda kanye nokuphathwa komhlaba nezakhiwo.

Igunya esilinikiwe:

- ukuthenga izakhiwo nomhlaba okuzosetshenziswa wumphakathi;
- ukwakha amabhilidi, okungaba ukukwakha uqala phansi noma ukwenziwa ngcono kwengqalasizinda kabanzi;
- ukugcina esimeni esifanele izakhiwo kanye nomhlaba kahulumeni, kumbandakanya nokwenza umsebenzi wokugcina esimeni esilungile sokusebenza kwazo;
- ukwedlulisela ubunikazi bezakhiwo nomhlaba kahulumeni, phakathi kwakho okungukuthengisa, ukudiliza, ukushintshiselana ngempahla noma ukunikela.

Ukuthuthukiswa Kwamakhono Kanye Nokudalwa Kwamathuba Emisebenzi

Umnyango Wezemisebenzi Yomphakathi ufaka isandla ekulweni nobumpofu kanye nokwesweleka kwamathuba emisebenzi:

- ngokwelekelela abantu bakithi ukuba benze ngcono izimpilo zabo luqobo. Lokhu kwenziwa ngokusebenzisa izindlela zokusebenza ezidinga isibalo esikhulu sabasebenzi;

- ngokunweba izinhlelo zemisebenzi yomphakathi ezimayelana nokwandiswa kwengqalasizinda ezohlinzeka izidingo zomphakathi futhi ithuthukise nomnotho;

- ngokufaka isandla ohlelweni lukazwelonke lokuthuthukiswa kwentsha kanye nokwandiswa kwamathuba okufundela amakhono emsebenzini ukuze kwande inani lentsha enamakhono ukuze iqasheke;

- ukuqhuba Uhlelo Olunwetshiwe Lwemisebenzi Yomphakathi ngendlela yokuthi abantu bakithi bathi bethola amathuba emisebenzi kube futhi kusizakala umphakathi;

- ukuqalisa ngezinhlelo ezibhekene nokuthuthukiswa kwamakhono, ukuqeqeshwa nokuqashwa kwabesifazane, intsha, abakhubazekile kanye namasotsha amadala angekho ngaphansi kombutho wezempi kahulumeni;

- ukuqinisa indlela okukhishwa ngayo imisebenzi kahulumeni ukuze kuhlangatshezwane nezinjongo zikahulumeni nomphakathi.

Ngakho-ke senza konke okusemandleni ukthi sihlinzeke leyo misebenzi esemqoka ukuze kube nesiqiniseko sokuthi intuthuko iyaqhubeka njalo.

Imisebenzi Esemqoka

Imisebenzi esemqoka yethu njengomnyango ilawulwa wuhlu oludidiyelwe lwezinjongo zikahulumeni ezingeni likazwelonke nelesifundazwe ngokwenqubo yeminyango eyahlukeneyo. Imigomo esemqoka eyabekwa nguMengameli Zuma Ezemfundo, Ezempilo, Intuthuko Yezindawo Zasemakhaya kanye Nezemihlaba, ukudala imisebenzi, kanye nokulwa nobugebengu. Ngaphezu kwalokho Umengameli wakubeka kwacaca ukuthi ukuthuthukiswa kwamakhono kanye nokudalwa kwamathuba emisebenzi emihle kumele kubekwe phezulu eqhulwini yiminyango yonke kahulumeni.

Umnotho ohlangene nokunakekelwa kwemvelo (green economy) njengoba ubaliwe ohlelweni lwentuthuko olubizwa ngokuthi yi National Growth Path

lwethembisa lukhulu. Mayelana nalokhu-ke Umnyango wezemisebenzi Yomphakathi KwaZulu Natali uzocobelela amasu e-green economy ezinhlelweni zawo zomsebenzi. Uhlelo lokuzwa amanzi ngobhoko oluzokwenziwa ngokubambisana neminye iminyango kanye nabesigaba esizimele kulindeleke ukuba luqalwe eMsunduzi ngonyaka wezimali u-2011/2012. Lolu hlelo luzoba nesandla ekudaleni amathuba emisebenzi emihle, ngokuhambisanayo nokwashiwo nguMengameli eNkulumeni Yesizwe ngalo nyaka.

Mphathisihlalo, umsebenzi woMnyango Wezemisebenzi Yomphakathi wehlukaniswe izinhlelo ezintathu.

Uhlelo 1: Uhlelo lwezokuphatha

Izinhloso ezisemqoka zalolu hlelo ukuhlinzeka ngemisebenzi yokweseka Ungqongqoshe kanye neNhloko Yomnyango, ukulekelela kanye nokunikeza izeluleko maqondana nenqubo yokuphathwa kwabasebenzi nacho konke okuphathelene nezomthetho, ukuqiniseka ngezokuxhumana nohlelo lokugcinwa kwemininingwane olusebenza kahle, ezokuphatha kanye nokusebenza kwezimali ngendlela efanele.

Uhlelo lunezigaba ezimbili: Imisebenzi Yokweseka Ungqongqoshe kanye Nezokuphatha.

Uhlelo 2: Uhlelo Lokuphathwa Kwempahla Kahulumeni

Imisebenzi Yokuphathwa Kwempahla Kahulumeni yiwona msebenzi ongumomgo waloMnyango. Inhloso yalolu hlelo wukuhlinzeka kanye nokwelekelela ekuhlinzekweni kwendawo yokusebenzela kanye nokuphathela iminyango engamakhasimende impahla kahulumeni, ukusebenzisa ngokusezingeni elingcono impahla enganyakaziswa kahulumeni, nokwenza ngcono indlela edidiyelwe yokufezwa kwezidingo zomphakathi, ukusungula inqubo yokusebenza kanye nokubheka nokuhlaziya indlela yokusebenza. Lolu hlelo lubhekene futhi nokuqashwa kwamabhilidi okusebenzela kanye nokunqunywa kwamanani omhlaba.

Uhlelo 3: Ukuhlinzeka Ngezakhiwo Nempahla Yokusebenza

Inhloso esemqoka yalolu hlelo ukwakhiwa noma ukuthngwa kwamabhilidi, izakhiwo kanye nemisebenzi yobunjiniyela nokugcinwa esimeni esifanele amabhilidi ngokulandela okushiwo amakhasimende. Imisebenzi esemqoka yilena:

- ukwenza ngcono komsbenzi wokuhlinzeka ngamabhilidi nezakhiwo;
- ukudala imisebenzi ngoHlelo Olunwetshiwe Lwemisebenzi Yomphakathi;
- ukubhekela ukuqhutshwa kwezinhlelo zomsebenzi ngokulandela imincele yomasipala.

Ukubukezwa Kwezinhlelo

Lapha ngizothinta okusemqoka okufezwe ngempumelelo kanye nenqubekela phambili eyenziwe wuMnyango, ngichaze kafushane ngezinselelo, okusha okwenziwayo, kanye nendlela ebheke phambili.

UHLELO 1: EZOKUPHATHA

Ukuthuthukiswa Kwamakhono

Mphathisihlalo, njengoba sonke sazi, izwe lethu libhekene nenkinga yokwentuleka kwamakhono enkulu. Ngakho-ke uMnyango usufake izimali ekuthuthukiseni isibalo sabasebenzi ukuze kuhlangatshezwane nezidingo zokuthuthukisa makhono kanye nokuhlinzeka abasebenzi bangaphakathi amandla okwenza umsebenzi.

Imfundo Yabadala kanye Nokuqeqeshwa (ABET)

Umnyango uzunikele ekuqedeni inking yokungakwazi ukufunda, kodwa ngenxa yezimali ezinganele uHlelo Lwemfundo Yabadala (ABET) alutholanga zimali. Kwenziwe amalungiselelo noMnyango Wezemfundo kanye noWezokuthutha ukuba isize ithathe abanye abafundi abangaphansi kohlelo lwe-ABET.

- Umnyango Wezokuthutha - 33

- Umnyango Wezemfundo - 37
- Masifundisane - 39

Ukuhlinzeka Abasebenzi Bangaphakathi Ngohlelo Lwemifundaze

Imifundaze ikhangisiwe ukuba kusizwe abasebenzi bangaphakathi ukuba bathole amakhono emikhakheni enhlobonhlobo. Zingamashumi amane nantathu (43) izicelo ezemukelwe futhi ezisacutshungulwa ngamakomiti aqondene.

Uhlelo lwemifundaze kulabo abangaqashiwe uMnyango

Inselelo yokwentuleka kwalabo abanamakhono obuchwepheshe iyaqhubeka nokuba khona embonini yezokwakha. Imizamo yoMnyango yokuziqeqeshela abasebenzi isiqalile ukuveza izithelo. Abathola imifundaze abayi 11 baphothulile izifundo zabo ngonyaka ka 2010, kanti oyedwa (1)waqeda ngaphambi kuka 2010. Kulaba, bayisikhombisa (7) asebeqashiwe uMnyango futhi baqalile ukusebenza ngoMashi 2011, abayisihlanu (5) baqashiwe futhi bazoqala ukusebenza ngo Apreli 2011 kanti abanye ababili abaqashiwe bazoqala ngo Meyi 2011. Laba basebenzi abasizwe ngemifundaze bazosebenza phansi kwesigaba se Works Inspectorate kanye nese Professional.

Nokho kunezinkinga ngalabo abebexhaswe ngemifundaze kodwa abangathandi ukuqhubeka nokusebenza kulo Mnyango. Akwenele ukuthi bayayikhokha imali yomfundaze abasuke bewutholile. Umnyango udinga amakhono abo. Lokhu sekuphoqa uMnyango ukuthi ucwaninge ngokubekwa umbandela ophoqayo bonke abangama Professionals abebethole imifundaze kahulumeni ukuthi basebenzele umphakathi. Kodwa lokhu kumele kwenziwe ngokubonisana neminye iminyango ethintene nomkhakha wezokwakha.

Izinhlelo Zokuqeqeshelwa Emsebenzini

Bayisithupha (6) abaqeqeshelwa emsebenzini abaqashiwe njengamanje, kubona bayisihlanu (5) abangama quantity surveyors kuthi oyedwa (1) abe ngunjiniyela (mechanical engineer). Izimenenja ezingama Professional kunzima ukuzithola

futhi zimbalwa. Ukuze kuvalwe leli gebe, sesiqashe abayishumi (10) abafundela ukuba ngama project managers. Sezikhangisiwe izikhala zama Professional Project Mentors nezikhala ezingamashumi amabili nesihlanu (25) zama Intern Project Managers sezikhangisiwe futhi izicelo sezamukelwe kanti kuzoqashwa maduze.

Uhlelo lwethu lwabaqeqeshelwa emsebenzini (internship programme) okwamanje lusagcina kulabo abenza imisebenzi yaloMnyango kuphela, okungukuHlinzeka Ingqalasizinda kanye noKuphathwa Kwempahla kaHulumeni. UMnyango ufisa ukulunweba lolu hlelo ukuze lumbandakanye nemikhakha enjengezeZimali (Finance) lapho sinenkinga yokuheha abantu abakhaliphile.

Uhlelo Abaqeqeshelwa Emsebenzini

Bayishumi (10) abafundi asebephothulile izifundo zabo (theory) ngaphansi kwesifunda saseThekwini (eThekwini Region) njengamanje asebeqeqeshelwa emsebenzini (practicals). Ngo Januwari 2011 bese bezovivinyelwa amakhono.

Uhlelo lokuthuthukiswa kwamakhono seluqalisiwe kubafundi abayishumi nambili (12) e Midlands Region. Isifunda i-Southern Region njengamanje sibhidlangile ngokuhlunga labo abangase babe ngabafundi kanye nokuqashwa kwalabo abazokwenza umsebenzi wokuqeqesha. E-North Coast Region sebeluqalisile uhlelo lokuqeqeshela emsebenzini (learnership) kubafundi abayishumi (10).

Ukugcwaliswa kwezikhala zemisebenzi

Njengamanje kunezikhala eziyikhulu namashumi ayisishiyagalombili nesishiyagalolunye (189) ngokohlelo lokuqashwa kwabasebenzi (Human Resource Provisioning Plan) Umnyango uphezu kokwenza isu lokusheshisa ukugcwaliswa kwalezi zikhala ngamakwata amabili okuqala onyaka ka 2011. Ukusebenzisa labo abasaqeqeshwa emsebenzini kuseyiyona ndlela kuphela yokubhekana nalenselelo ngenxa yokuthi lena yinselelo edalwa wukuthi abanamakhono ayindlala batholakala ngobungcono beholo okwazi ukulikhipha.

Izibalo Eziveza Umgomo Wokukhishwa Kwemisebenzi kaHulumeni ekupheleni kuka Januwari 2011

Ukuthenga	Umgomo	Okwenzekile %
PPG Abesifazane	40	32
PPG Abesilisa	20	33
BCA Abesifazane	5	4
BCA Abesilisa	5	7
Abamhlophe Abesifazane	5	7
Abakhubazekile	5	1
Intsha	20	9
Abesifazane	50	39

Inkohlakalo nokulawulwa kokukhwabanisa

Enkulumeni Yesabelomali ka 2010/11 ngezwakalisa ukuzinikela kwami ukthi ngizohlakula ngiqede nya inkinga yokukhwabanisa nenkohlakalo eMnyangweni Wezemisebenzi Yomphakathi. Ngokulandela lokho kuzibophezela Umnyango sewubeke emqoka ukuphenywa, ukushushiswa, ukuvinjelwa kanye nokuqedwa kwenkohlakalo nokukhwabanisa. Umnyango usufake isicelo sokugunyazwa ngokweSimemezelo SikaMengameli (Presidential Proclamation) ukuba ujube Isigaba Sekhethelo Sabaseshi (okuthiwa yi Special Investigating Unit) ukuba siphenye ngokwephulwa komthetho okunhlobonhlobo ngaphakathi eMnyangweni Wezemisebenzi Yomphakathi kwaZulu Natali. Isimemezelo sikaMengameli (Presidential Proclamation) sishicilelwe kuGazethi ngo Agasti 2010.

Uphenyo lwabaseshi (SIU Investigations), ukushushisa kanye nokubuyisa okulahlekileyo kuqalile lapho sekushicilelwe isimemezelo ku Gazethi 33506 yomhla ka 27-08-2010. Ayishumi nesithupha (16) amacala asevuliwe nguMbutho Wamaphoyisa Eningizimu Afrika (South African Police services).

Ukuphenywa kwamacala okuziphatha kabi kwabathile emsebenzini sekuqaliwe ngokuzinikela ukuze kube nesiqiniseko sokuthi ayaqedwa ngesikhathi esinqunyiwe. Umnyango njengamanje uphezu kokwenza isu lokuba kungabi nakuphazamiseka komsebenzi ngesikhathi sokudingidwa kwawo kanye nangesikhathi sekuphelile.

Bonke abasebenzi kumele basayine isifungo ngesimo sabo kwezezimali. Bonke abasesigabeni sobumenenja kanye nabasebenzi abangu 786 beqophelo 1 kuya ku 12 sebewalethile amafomu asayiniwe okuveza isimo sezimali zabo. Esinye isibalo esengeziwe esingu 307 sabasebenzi saletha amafomu asayiniwe nokho lawo mafomu abuyiselwa emuva ukuba ayolungiswa. Sekuqalile ukuqulwa kwamacala okuziphatha kabi kulabo basebenzi abasele ngokwehluleka ukwenza lokhu.

UMnyango une Risk Management Committee elasungulwa ukuba linciphise izimo ezingadala ukulahlekelwa kukahulumeni. Zonke izimenenja seziqeqeshiwe ku Risk Management futhi i-Strategic Risk Assessment kanye ne Fraud Risk Assessment kwenziwe ngalonyaka wezimali.

Ukuze kuqiniswe ukulawula kwangaphakathi eMnyangweni, uMnyango uye wathathisa embikweni kaMgcinimabhuku kaHulumeni (Auditor General) wangonyaka ka 2009/10 kanye nalokho okucelwe yiSigaba Sokuhlolwa Kwamabhuku soMnyango Wezezimali KwaZulu Natali. Sekwenziwe ukuhlola izikhathi eziyi 18 (Compliance Inspections) ukubona bese kulungiswa lapho kuvuza khona ezinhlelweni zokusebenza nokulawula.

Ngiyaqiqhenya ngokumemezela ukuthi uMnyango Wezemisebenzi Yomphakathi yiwona mnyango wesifundazwe ophume phambili ezweni lonke ngokoCwaningo olubizwa ngokuthi yi National Minimum Anti Corruption Audit (MACC Audit) obelwenziwa wuMnyango Womsebenzi Womphakathi. Lolu cwaningo lwathinta ukuvinjelwa kwenkohlakalo ngaphakathi eminyangweni, ukuvimbela nokunciphisa ingozi yokulahlekelwa kukahulumeni, izindlela zokuphatha eziqinile nendlela yokuba ukwazi ukubika umonakalo kanye nobuqotho bohlelo lokumpimpa, kanjalo nokugxila embhidlangweni wokuqeqeshwa kwabasebenzi.

UHLELO 2: UKUPHATHWA KWEMPAHLA KAHULUMENI

Uhlelo Izandla Ziyagezana

Elinye lamasu anqala uhulumeni afake ngalo ihlombe emshikashikeni wokulwa nobumpofu nokwesweleka kwamathuba emisebenzi yilelo loHlelo Olunwetshiwe LWemisebenzi Yomphakathi (Expanded Public Works Programme). Uhlelo lwe EPWP ludala amathuba emisebenzi ahambisana nokuqeqeshwa ukuze kuqinisekiswe ukuthi abasebenzi bathola amakhono ngesikhathi besebenza bese kwanda amathuba okuba bathole imali engcono ngomuso. Abahlomulayo ngalolu hlelo bayakwazi ukuqashwa isikhathi esiyizinyanga eziyi 12 ezindaweni ezikhonjelwe ukuba ngaphansi kohlelo lwe EPWP.

Izandla Ziyagezana ziwuhlelo oluqalwe yisigaba sokuphathwa kwempahla kahulumeni.

Uhlelo Izandla Ziyagezana luwukufaka isandla koMnyango Wezemisebenzi Yomphakathi ezinkingeni zobumpofu nokwesweleka kwemisebenzi emphakathini wakithi. Abahlomulayo kuba yilabo abasweleyo abaqashwa ukuba balungise imihlaba kahulumeni okungakhiwe kuyo esikhathini esingunyaka wokuqala bakhokhelwe ngesilinganiso se EPWP. Izinjongo zalolu hlelo wukudala amathuba emisebenzi emindenini entula kakhulu kulowo mphakathi, kubhekwe kakhulu abesifazane nentsha. Lolu hlelo lunikeza abesifazane nentsha amandla ngoba bathola ukuqeqeshwa okuyisisekelo ekuhlanzweni kwendawo kanye nolwazi ngempilo. Uhlelo lokunakekelwa kwezindawo zesifundazwe ezincane kusiza umphakathi nohulumeni ngokufanayo ngoba abantu baqashwa kulowo mphakathi kanti nezakhiwo zomphakathi, okungaba yisikole, umtholampilo, isibhedlela noma indawo kahulumeni okungakhiwe kuyo, kuthola ukunakekelwa. Okuhle nokugqamile ngalolu hlelo ukuthi labo abahlomulayo baqoshwa isikhathi esiyizinyanga eziyi-12.

Umnyango usulungenisile lolu hlelo ezifundeni zomasipala eziyi-10. Kuze kube manje ingu 452 imisebenzi esidalekile ngaphansi kwalolu hlelo, engu 142 yayo idaleke ngokusebenzisa imali eyisabelo. Uhlelo luzosatshalaliswa luze lufike kuMasipala Wesifunda iSisonke ngonyaka wezimali u-2011/2012. Isibalo esiwumgomo sonyaka ka 2011/2012 amathuba emisebenzi angu 196. Lesi sibalo esehlile singangezindawo ezikhona. Nokho lesi sibalo singenyuka uma kungaba

nezimali ezifakwa yiminyango engamakhasimende ukuze uMnyango Wemisebenzi Yomphakathi ulungise ezinye izindawo zayo.

Uhlelo Lokusiza Abasaqalayo Embonini Yezakhiwo Nemihlaba [Property Incubator Programme]

Uhlelo lokusiza abasaqalayo embonini yezakhiwo nemihlaba lwenziwa ukuze kusabalaliswe amakhono ebhizinisini lezakhiwo nemihlaba emphakathini okade uncishwe amathuba phambilini. Bangamashumi ayisithupha nantathu (63) ababambe iqhaza abayintsha, abesifazane, amasosha amadala angekho phansi kombutho wezempi kahulumeni, kanye nabakhubazekile. Isigaba sokuqala sokuqeqeshwa sesiphothuliwe. Isigaba sesibili sokuqeqeshwa obekulindeleke ukuthi siqalwe ngonyaka wezimali u 2010/2011 asibange sisenzeka ngenxa yokuthi kube nezinguquko okuphakanyiswe ukuthi zenziwwe ohlelweni lokuqeqesha ukuze kwenziwe ngcono amathuba okuqashwa kwalabo abaqeqeshwayo. Laba abaqeqeshwayo okwamanje baqashwe uMnyango okwesikhashana futhi ngaleso sikhathi bazobe bethola ulwazi lokuqhutshwa kwebhizinisi emkhakheni wezokuphathwa kwezakhiwo nemihlaba. Isigaba sesibili kulindeleke ukuthi siqhutshwe ekuqaleni konyaka wezimali u 2011/2012.

Ukuthengiswa Kwempahla Engadingekile

Impahla ihlelelwa ukuhengisw uma iminyango yesifundazwe ingasayidingi noma uma sekungasasizi ngalutho ukuzigcina ukuze zisetshenziswe nguhulumeni. Leyo mpahla iyathengiswa ngohlelo oluvulekile kuwonkuwonke. Ngonyaka wezimali u 2010/2011, uwodwa umhlaba owedluliselwe kuMasipala wase Hibiscus Coast ngnhloso yokuba kwakhiwe izindlu zabathola imali encane. Asesemazingeni ehlukene amalungiselelo okuthengiswa kweminye imihlaba esihlelelwe lokho ngokwenqubo esemthethweni. Kulindeleke ukuthi kube nemali engu R75m (izigidi ezingamashumi ayisikhombisa nesihlanu zamarandi) ezotholakala ngokuthengiswa kwalemihlaba.

Ukukhokhwa kwentela yemihlaba kamasipala

Umsebenzi wokuqoqwa kwemali eyintela yemihlaba kamasipala kwedluliselwe kulomnyango kusukela mhla ka 1 Apreli 2008. Isabelo esingu R260,068 wezigidi esibizwa ngokuthi yi Conditional Grant ukuze kwenziwe lo msebenzi sabe

sisincane kakhulu. Kwaba sobala ukuthi leso samba sasingeke silingane nemali okwakumele isifundazwe siyikhokhele umhlaba womasipala. Lokho kwaholela ekuthini isifundazwe sicele eMnyangweni Wezezimali kaZwelonke imali eyisabelo eyengeziwe. Imali eyengeziwe engu R450 wezigidi zamarandi yemukelwe ngsikhathi sokubukezwa kwezilinganiso zesabelomali kwase kuthi isiyonke yaba ngu R706 wezigidi zamarandi. Inselelo enkulu ekukhokhweni kwentela yomhlaba womasipala wukuthi iningi lawomasipala alikazithumeli eMnyangweni izincwadi (invoices) zokubiza intela yemihlaba yabo. Kumele sibonge kuMnyango Wezezimali wesifundazwe naku Mnyango Wokubambisana kanye Nezindaba Zomdabu ngokuqiniseka ukuthi lezo zincwadi ziyafika kithi. Sibonge futhi kulabo basebenzi besigaba sokwemukelwa kwezintela kulo Mnyango abasebenze isikhathi esengeziwe (overtime) ukuze kube nesiqiniseko sokuthi izintela zawomasipala zikhokhiwe ungakapheli unyaka wezimali.

Ukuqaliswa Kokusebenza KoMthetho Wokuphathwa Kwempahla kaHulumeni Enganyakaziswa (Implementation of Government Immovable Amanagement Act)

Umthetho okuthiwa yi GIAMA kuhloswe ngawo ukuthi impahla kahulumeni enganyakaziswa ihlale isesimeni esihle ingawohloki. Ukuqala kokusebenza kwalo mthetho ngo Apreli 2010 kunikeze uHulumeni ithuba lokwenza ngcono umsebenzi wokufeza izidingo zabantu ngesu elihleliwe lokuphathwa nokulondeka kwempahla kahulumeni enganyakaziswa ngaleyo ndlela kwaba nesilinganiso esifanele sezindleko zokwenza umsebenzi wokugcinwa kwempahla isesimeni esihle.

Kumele ngisho ukuthi uhlelo lwe GIAMA kade lungenaso isabelomali kunyaka wezimali owandulele ngakho kube nezinselelo ekuqhubeni lo msebenzi.

Naphezu kokuba kunjalo nokho uMnyango uzamile ukwenza isiqiniseko sokuthi u mthetho i-GIAMA uyalandelwa. Ukudidiyelwa kohlelo lokusebenza yiminyango engamakhasimende (compilation of User Asset Management Plans) ngonyaka wezimali u-2010/2011 kukhombise ukuthi iminyango engamakhasimende ayinalo ulwazi oludingekayo (capacity) kwase kudingeka ukuthi lo Mnyango welekelele.

Ukuhlaziya ngokulandela lolu hlelo lwama U-AMPs kuveze ukuthi usilele emuva kakhulu umsebenzi wokunakekelwa kwezakhiwo zikaHulumeni. Uhlelo loMnyango Ophathisiwe Ukugcina Impahla kaHulumeni (Custodian Asset Management Plan) selwenziwe maqondana nenye impahla kahulumeni lwadluliselwa eMnyangweni Wezezimali. Loluhlelo luveza isimo ekuso leyo naleyo mpahla futhi lokho okutholakele kuyahlaziywa ukuze kube lula ukuhlinzeka ngezimali ezidingekayo. Amabhilidi angakabhekwa nawo isimo sawo sizosetshenwa ngezigaba (phase-in approach) ngeminyaka yezimali ezolandela.

Ukuphathwa Nokunakekelwa Kwempahla Enganyakaziswa

I-Rejista Yempahla Enganyakaziswa iyaqhubeka nokwenziwa ngcono. Lokhu kumbandakanya ukuqinisekisa kanye nokuqhathaniswa kwemininingwane evela kulabo masipala abathintekayo kanye nehhovisi lamatayitela (deeds office), ukubhalisa (vesting), ukwamukela imihlaba edlulisiwe, isib. Ingonyama Trust, R293 kanye ne South African Development Trust. Lokhu kuzoqhubeka nangonyaka wezimali u-2011/2012 uze uphelele umsebenzi.

UHLELO 3: OPERATIONS

Ukwenziwa Komsebenzi Wengqalasizinda

Ingqalasizinda Yomnyango Wezemfundo

Umnyango Wezemisebenzi usuwakhe waqeda amakilasi angamashumi amabili nanye (21) kanye nezindlu zangasese ezingamashumi ayisishiyagalolunye nambili (92) kulo nyaka wezimali. Lo msebenzi ofeziwe ubususelwa emgomeni wokuba kwakhiwe kuqedwe amakilasi angu 44 kanye nezindlu zangasese eziyi 130. Inssalela yamakilasi angu 23 kanye nezindlu zangasese ezingu 38 kulindelwe ukuba kwakhiwe kuphele ngekwata yesibili yonyaka wezimali u 2011/2012.

Inani elingamashumi amathathu nesithupha (36) lemisebenzi yengqalasizinda yoMnyango Wezempilo, okukhona kuyo izibhedlela eziyi 14 nemitholampilo engamashumi amabili nambili seyiqediwe. Kweyisishiyagalolunye emisebenzini esele, emine isifinyelele ezingeni elingu 90% ukuba iphele, owodwa uzophela

ngo Juni 2011, emithathu (3) yamiswa (cancelled) (yona izokhangiswa kabusha ngethenda) bese kuthi omunye owodwa ube neSinqumo soGuquko (Variation Order) esisazovunywa nguMnyango Wezempilo.

Umnyango kade uzibekele umgomo (target) wokwakha kuqedwe imisebenzi engu 18 yeminyango yesifundazwe engamakhasimende (kumbandakanya neyoMnyango Wezemisebenzi Yomphakathi). Eyisishiyagalolunye (9) seyiphothuliwe kanti esele eyisishiyagalolunye (9) izophela ngonyaka wezimali u 2011/2012.

Umnyango uphezu kwamalungiselelo okuba kube nethimba le Project Management eliqondene noHlelo Lokuvuselelwa Kwezakhiwo Zezibhedlela (Hospital Revitalisation Programme). Lokhu kuzoqinisekisa ukuthi uhlelo lomsebenzi luqashelwe futhi luhanjiswa kahle. Leli thimba kufanele libe selikhona ngo Meyi 2011. Umnyango uziklamele izindima okumele zifezwe ngaphansi kohlelo lwe Hospital Revitalization ngalonyaka ozoqalwa.

Sekube nenqubekela phambili yengqalasizinda kulo mnyango kanye naseminyangweni engamakhasimende. Isigaba sezengqalasizinda sesenze ipulani lokufezwa kwezidingo zabantu eligxile ezindleleni zokwenza umsebenzi (systems) kanye nezindaba zabasebenzi (Human Resource issues).

Inselelo ebhekene neminyango engamakhasimende ngeyokuhlangabezana nemibandela zePulani Elididiyelwe Lentuthuko Yengqalasizinda (IDIP) njengokwenza amalungiselelo ngaphambi kwesikhathi, isilinganiso esiyiso somsebenzi, kanye nokulethwa kwamapulani singakedluli isikhathi.

Umnyango Wezemfundo kanye noMnyango Wezempilo seyibambe iqhaza kulolu hlelo lwe IDIP futhi isihlangabezene nemibandela ye IDIP.

Njengamanje uMnyango usungenisa uhlelo lwemisebenzi yokwakha amahhovisi ngokulandela ngokugcwele indlela yokwakha okuthiwa yi Green Design futhi seyilubhalisile kwabenhlangano i-Green Building Council of South Africa ukuze kulinganiswe iqophelo elikulo (full star rating).

Umsebenzi wokuhlola (pilot project) usehhovisi lesifunda i-Sisonke phansi kuka Masipala waseXopo futhi lwenganyelwe umnyango Wezemisebenzi. Isabelo mali

salomsebenzi wokuhlola singu R26 wezigidi zamarandi futhi kulindeleke ukuthi kube nokonga ezindlekweni, isibonelo, ugesi namanzi. Kungokokuqala ukuba uMnyango uqalise ngohlelo olunje endaweni eyidolobha.

Uhlelo Olunwetshiwe Lwemisebenzi Yomphakathi (Iqhaza lo Mnyango Wezemisebenzi Yomphakathi ku EPWP Yesifundazwe)

Umnyango Wezemisebenzi Yomphakathi KwaZulu Natali uyasifaka isandla ekudaleni amathuba emisebenzi ngohlelo lwe EPWP kulesi sifundazwe ngokusebenzisa izindlela ezidinga kuqashwe abasebenzi abaningi lapho kwenziwa imisebenzi yengqalasizinda. Angaphezulu kuka 35 548 amathuba emisebenzi adalekile ngokuphela kuka Febhuwari 2011. Umnyango kubhekeke ukuthi udale amathuba emisebenzi angu 28 000 ngokuphela konyaka wezimali u 2011/2012 ngesabelomali sengqalasizinda kanye nesabelomali se EPWP (EPWP Incentive Grant).

Ngaphezu kwale mpumelelo uMnyango Wezemisebenzi Yomphakathi unikezwe imali engu R659 400 evela ku EPWP Incentive Grant ngonyaka wezimali u 2009/2010 ngenxa yokuphumelela kwawo ukudala amathuba emisebenzi futhi kulindeleke ukuthi uthole u R508 000 ngonyaka wezimali u 2011/2012.Isabelomali se EPWP sesibuyiselwe emphakathini ukuze iyodala amanye futhi amathuba emisebenzi ngohlelo lo Mnyango Wezemisebenzi Yomphakathi olubizwa ngokuthi Izandla Ziyagezana ngalo okuqashwe isibalo sabantu esiyi 143. Kwadaleka amanye amathuba emisebenzi angu 120 ngesikhathi kwakhiwa ama Sign Boards Omkhankaso Wokuqwashisa Ngegculaza (HIV/AIDS Awareness Campaign) kuso sonke isiFundazwe.

National Youth Service Programme

Uhlelo okuthiwa yi National Youth Service ngalo kuhloswe ukuba kuhlinzekwe intsha ngamakhono obuchwepheshe khona lapho intsha ibe ithola ithuba lokusebenzela umphakathi njengendlela yokwakha isizwe. Ngonyaka Wezimali u 2010/2011 uMnyango Wezemisebenzi Yomphakathi kwaZulu Natali usunikeze

izitifiketi kubafundi abayi 220 abaphothulile ukuqeqeshwa ibanga lika NQF level 3 Lokwakha Ngamatshe (Construction Masonry). Ingamashumi amathathu nesishiyagalombili (38) intsha engosonkontileka ephuma esifundeni iSisonke nayo ethole izitifiketi emuva kokuphothula izifundo ze Construction Contracting Leadership (NQF level 2) ngazo okuhloswe ukuba ibe ngosonkontileka abangcono Embonini Yezokwakha. Bangamashumi amahlanu nesishiyagalombili (58) abanye ababambe iqhaza abenze izifundo ze Capentry NQF level 3 nabo abemukeliswe izitifiketi. Konke ukuqeqesha okutholwa yintsha yaKwaZulu Natali kusemthethweni ngakho kwenza ukuthi intsha iqasheke. Kuze kube manje bangamashumi amane nambili abafundi asebeqashwe ngokugcwele.

Isivumelwano Sokusebenzisana (Memorandum of Understanding) sisayiniwe phakathi koMnyango Wezemisebenzi Yomphakathi kanye noMnyango Wobambiswano Nezindaba Zomdabu sokuba abafundi asebephothulile bathunyelwe komasipala njengengxenye yokuphetha lokho kuqeqeshwa. Ekuqaleni konyaka wezimali u 2010/2011 uMnyango wathola isabelo esingu R5,2 wezigidi zamarandi ukuba uqalise ngohlelo lwe NYS. Intsha engu 120 yabuthwa kuso sonke isifundazwe sakwaZulu Natali ukuba ibambe iqhaza.

Masakhe Emerging Contractor Development Programme (Masakhe ECDP)

Database (Imininingwane)

Kulishwa ukuthi uhlelo lwe Masakhe ECDP alutholi sabelomali. I-Database isikhulile ngesibalo sawosonkontileka ababhalise ngonyaka wezimali owedlule sisuka ku 5 447 siya ku 5755. Iningi lalabosonkontileka lintula ulwazi lobuchwepheshe.

Ngonyaka wezimali u 2010/2011 bangu 367 oSonkontileka abaqeqeshiwe ukugcwalisa iThenda kanye nangenqubo ye Supply Chain Management. Osonkontileka abangu 40 bayingxenye yokuqeqeshwa emsebenzini (learnership programme) kanti abangu 38 sebethole ukuqeqeshwa ezingeni lika NQF2.

Bangu 48 osonkontileka abakhethwa ukuba bathole ukuqeqeshwa ezingeni lika NQF2 kodwa ngenxa yesibalo sabashiya phakathi, isibalo sehlisiwe saba ngu 39. Laba bafundi sebeqedile ukufunda kwasekilasini kanti njangamanje sebeqedela ukufunda ngokwenza (Portfolio of Evidence).

Ngonyaka wezimali u 2011/2012 umnyango uzocwaninga ukuthi kungaba njani nxa kuxhumaniswa imininingwane ye Masakhe ECDP naleyo yakwa CIDB neyakwa SARS.

***Mentorship (Ukuqeqeshelwa Emsebenzini*)**

Inqubo yokuqeqeshela emsebenzini seyivunyiwe futhi imininingwane yalabo abazoba ngabaqeqeshi seyiqoqiwe. Uhlelo luqalisiwe esifundeni sase North Coast kodwa njengamanje akukho lutho olwenzekayo ngenxa yokuntuleka kwemali yokuqhuba umsebenzi.

Ukuhlinzeka Ngosizo Lwama Professional

Bangu 419 abathola imisebenzi kuhulumeni asebesizakele ngalolu hlelo. Isibalo esingu 183 sama Professionals kwabamnyama (HDIs) kanye nesingu 104 okungesibo abamnyama (non-HDIs) nabo bathole usizo. Umnyango sewenze inqubo yama Consultant asafufusa (Emerging Consultants) ukuze kukhuthazwe ukungena kulo mkhakha kwama professionals amasha. Uhlelo luzokwethulwa bese kufundiswa ngalo ngonyaka wezimali u 2011/2012.

IMISEBENZI EYISIPESHELI KANGQONGQOSHE

Uhlelo Lokunakekela Imvelo

Ihhovisi lika Ndunankulu ngokubambisana noMnyango Wezemisebenzi, noMnyango Wezolimo Nezemvelo kanye noMnyango Wentuthuko Yasemakhaya noMnyango Wokuhlaliswa Kwabantu seyiwuphothulile umbhalo onguMhlahlandlela we KwaZulu Natal Green Programme okuhloswe ngawo ukuba kutshalwe izihlahla nezithelo zemvelo kuso sonke isifundazwe sakwaZulu Natali. Ayisibalo esingu 200 amathuba emisebenzi ezodaleka ngalolu hlelo

olunesabelo sika R9,5 wezigidi zamarandi sivela eminyangweni ebambisene naloMnyango.

Uhlelo lweFenisha

Uhlelo lwefenisha luqalwe ngonyaka owedlule futhi luyaqhubeka kuloMnyango njengenye yezindlela zokonga kanye nokunikeza umphakathi amakhono. Lolu hlelo lwaqaliswa esiFundeni saseThekwini futhi sesisabalele nakwezinye izifunda zoMnyango. Ezinye izikole sezilibambe ngazo zombili leli thuba lokuvuselela ifenisha yesikole. Sibheke ukuthi lolu hlelo lusabalale luthinte abantu abaningi, kuye ngemali eyongiwe ngoba njengamanje luthola imali yokwesekwa evela ekongeni.

ISIPHETHO

Umnyango Wezemisebnzi Yomphakathi uzinikele ekubeni ngumethuli ovelele wezidingo zeminyango yesifundazwe. Sifuna ukukwenza lokhu ngokuqinisekisa ukuthi sisebenzisa isabelomali sethu ngokuhlakanipha ukuze kube nomsebenzi ofanele inani lemali okhokhelwe wona, wenziwe ngesikhathi esifanele ngenani elingcono kumakhasimende ethu.

Uma sengiphetha Mphathisihlalo, ngifisa ukuzwakalisa ukubonga kwami kuNdunankulu uDkt Zweli Mkhize kanye nesisebenza nabo kuKhabhinethi naseMkhandlwini Oshayumthetho ngokungeseka nangosizo lwabo. Ngifisa futhi ukubonga kuNhloko yoMnyango, uDkt Madlopha kanye nethimba lezimenenja kanye nabasebenzi boMnyango abenze ngakwazi ukusebenza nginolwazi ngomsebenzi.

Ngiyohlala ngikuthokozela ukusebenza nabo futhi ngiyakholwa ukuthi ngokubambisana singenza okuningi. Mangedlulise futhi izwi lokubonga kumakomiti abheke umsebenzi womnyango ngokungeseka kwawo nangokusola ngendlela eyakhayo. Ngibonge futhi ngokukhethekile kubasebenzi behhovisi lami nabesigaba sezokuxhumana, abasebenza kanzima nangokuzinikela.

Ngifisa futhi ukuzwakalisa ukubonga kwami emndenini wami ngokungeseka, ikakhulukazi ngokukhethekile ku Cham Govender ngezeluleko zakhe nangosizo lwakhe.

Mphathisihlalo, kuyintokozo kimi ukuba ngethule IBhajethi yonyaka ka 2011/2012 ukuba ivunywe kanje:

Uhlelo 1: Ezokuphatha	R238 527 izigidi
Uhlelo 2: Izakhiwo nomhlaba kahulumeni	R609 895 izigidi
Uhlelo 3: Ukuhlinzeka ngamabhilidi, izakhiwo	
Nempahla yokusebenza	R371 985 izigidi
Isamba:	**1 220 407 izigidi**