

**USOMQULU WEZAKHAMIZI
ZAKWAZULU
NATALI**



**PROVINCE OF KWAZULU-NATAL
ISIFUNDAZWE SAKWAZULU-NATALI**

**USOMQULU WEZAKHAMIZI
ZAKWAZULU
NATALI**

SIZINIKELE EKUNIKEZELENI NGEZIDINGONGQANGI ZENU
OKUSEZINGENI ELIPHEZULU



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2009-2014



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ELIPHEZULU**



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ISENDALELO SIKANDUNANKULU



Siyaziqhenya thina njengohulumeni oqokwe yini abantu besiFundazwe saKwaZulu-Natali, ngokucija lomqulu, okuwuMqulu wezaKhamizi zaKwaZulu-Natali.

Lo Somqulu ususelwa kuMthethosivivinyo wamaLungelo njengalokhu uhlInzekelwe kwiSahluko 2, izigaba 7 kuya ku 39, zoMthethosisekelo waseRiphabhulikhi yaseNingizimu Afrika.

USomqulu wezaKhamizi uyasibophezel a thina njengohulumeni wenu ekutheni izakhamizi zakulesi sifundazwe zihlinzekelwe ngolwazi olukhombisa ngemigudu elandelwayo uma umsebenzi ungenziwa ngendlela efanele. Ngalokhu ngokwenqubo yalomqulu, uhulumeni uyazibophezel a ekutheni weseke amalungelo enu njengezakhamizi, ngokuhambisana nezinhlinzezo zoMthethosisekelo weRiphabhulikhi, futhi nanjengoba ebekiwe kuMthethosivivinyo wamaLungelo.

Siyakuqonda ukuthi uhlelo lokulethwa kwezidingongqangi zomphakathi kufanele lusebenze ngendlela efanele nelindelekile kwizakhamizi, nokuthi izisebenzi zikahulumeni kumele ziziphathe ngendlela efanelekile nehlale ithuthukisa ukwenziwa ngcono kwelungelo lezakhamizi eliziholela empilweni engcono.

Njengohulumeni sizibophezele kwinqubomgomo yokuBeka abantu Phambili. Kungenxa yalenqubomgomo ebesinayo enqondweni esiholele ekwakheni uhlaka lwalo mqlu.

Ngokuqonda ukuthi angeke sakwazi ukwenza lokhu sisodwa, ngakho siyanimeme njengezakhamizi ukuba niziqaphe ngeso lokhozi izisebenzi zikahulumeni ukuze kulandelelw e yonke imisebenzi emibi egcolisa igama likahulumeni.



Siyakuqonda ukuthi kukhona izinto eziphazamisa imiphakathi ezinjengezempi, ububha, ezemfundo, izindlu kanye nokunye. Usomqulu ngalokhu uzokwengula ulwembu kuhulumeni, ukuze zikwazi zonke izakhamizi ukucaciseleka ngamalungelo azo, ngakolunye uhlangothi ube uqinisekisa ukuthi izisebenzi zikahulumeni ziziphatha ngendlela eqotho – engenakho ukukhwabanisa kanye nengenakho ukuziphatha budlabha – ngezikathhi zonke, kuwo wonke amazinga omphakathi.

Ngokukhishwa kwawo, ngalokhu siyazibophezela njengohulumeni kwizinqubomgomo zobulungiswa, zokwethembeka, zobuqotho kanye nokusebenza ngokuzithoba nabantu baKwaZulu-Natali.

UDOKOTELA ZL MKHIZE

UNDUNANKULU WESIFUNDAZWE SAKWAZULU-NATALI



USOMQULU WEZAKHAMIZI WAKWAZULU-NATALI

UMONGO WOKUSUNGULWA KUKASOMQULU WEZAKHAMIZI

UMthetho osaDingidwa omayelana noGuquko ekuHlinzekweni kweziDingo zoMphakathi (1997) ubeka izinto eziyisishiyagalombili eziseqhulwini, kanti phakathi kwazo ukuguqulwa kokuhlinzekwa kwezidingo zomphakathi kuhamba phambili. Lokhu kubangelwa ukuthi uguquko emisebenzini kahulumeni eNingizimu Afrika luyobhekwa ngephuzu elilodwa ngaphezu kwamanye: ukuba bukhali kwalo ekuhlinzekeni izidingo ukuze kuLangatshezwane nezidingongqangi zabantu baseNingizimu Afrika. Ngakho-ke, ukuphuculwa kokuhlinzekwa kwezidingo kuyiyona njongo enkulu yohlelo lokuguqulwa kokuhlinzekwa kwezidingo zomphakathi.

Uhulumeni waKwaZulu-Natali uyakuqonda ukuthi, ngaphezu kokuba abantu bekhombise ukumethemba uhulumeni ophethe ngokumvotela, abantu bakulesi sifundazwe batshale izimali zabo abazisebenza kanzima ngokufaka isandla ekukhulisweni kwengeniso yesizwe. Ngakho-ke imali yabakhokhi bentela eyenza uhulumeni akwazi ukusebenza. Kuba yisibophezelo kwezopolitiki, kwezomnnotho nangokwempilo jikelele ukuthi uhulumeni asebenzele abakhokhi bentela ngokuzinikela.

Ukuphendula ikhwelo loguquko ekuhlinzekweni kwezidingo zomphakathi, uNdunankulu wesifundazwe uqalise ukuba kubuyekezwe uSomqulu weZakhamizi, kusetshenziswa indlela okwakhiwe ngayo owase-United Kingdom. USomqulu weZakhamizi ucacisa ukuthi IYIPHI imisebenzi okumele ihlinzekwe, nokuthi izohlinzekwa KANJANI, kugxilwa kakhulu ekwenzeni ngcono nasekusheshiseni izindlela okumele zisetshenziswe uma kuhlinzekwa izidindo.

Okubaluleke kakhulu futhi kuwo wonke uSomqulu weZakhamizi, izakhamizi zimanya ukuba zibambe iqhaza ekuqapheni ukuthi ngabe izidindo zihlinzekwa ngendlela efanele nesheshayo yini. USomqulu uphinde uchaze izinyathelo ezingathathwa uma ukuhlinzekwa kwezidingo kungagculisi. Lena yindlela entsha yokuzibophezelokuzinikela ekuhlinzekeni ngezidindo. Ukubuyekezwa kwayo kugxile kakhulu ekubhekeleleni izakhamizi,



ekuqhubeleni phambilli imigomo ye-Batho Pele.

Izinto okuyizo ezingumgogodla ekuthuthukisweni kukaSomqulu weZakhamizi yilezi ezilandelayo:

1. Isibopho somthetho:

- 1.1 UMthethosisekelo weRiphabhulikhi yaseNingizimu Afrika, 1996
- 1.2 UMthetho wemiSebenzi yoMphakathi, 1994
- 1.3 IMithetho yokuChibiyela imiThetho yemiSebenzi yoMphakathi, 1997 / 1998
- 1.4 UMthetho weKhomishana yemiSebenzi yoMphakathi, 1997
- 1.5 UMthetho wokuChibiyela imiThetho yemiSebenzi yoMphakathi, 1998
- 1.6 UMthetho wokuPhathwa kweziMali zikaHulumeni, 1999
- 1.7 UMthetho wokuGqugquzelu ubuLungiswa kwezokuPhatha, 2000
- 1.8 UMthetho osaDingidwa woGuquko ekuHlinzekweni kweziDingo zoMphakathi (Batho Pele)
- 1.9 IMithethonqubo yemiSebenzi yoMphakathi kanye
- 1.10 Neminye imithetho ephathelene nemisbenzi yomphakathi

2. Imigomo yokubusa okuhle, ehlose ukuba kubhekelelw
ngokulunganayo izinjongo zezomnotho kanye nezinjongo zezenhlalo
kanjalo naphakathi kwenjongo yomuntu ngamunye kanye nenjongo
yomphakathi wonkana, injongo enkulu kungeyokuqinisekisa ukuba
kube nokuphatha okuhle ezimalini, enhlalweni, nasemvelweni.

- 2.1 **Ukuziphatha okuhle** - ukuzibophezela kweminyango ukulandela indlela yokuziphatha eyamukelekile emhlabenji jikelele futhi ethathwa njengelungile nefanele;
- 2.2 **Ukuba sobala** – ukwenza kube lula kumuntu ongaphandle ukuthi akwazi ukucacelwa izenzo ezenziwayo, izinto eziphathelene nomnotho kanye nezindaba okungezona ezezimali eziphathelene nomnyango ngenxa yokutholakala kolwazi oludingekayo, olukhishwa ngokwethembeka, ngendlela



efanele nangazikhathi zonke;

2.3 **Ukuzimela** – izinhlelo zangaphakathi nezinqumo eziphathwa ngendlela ezimele ezingavumeli ukugxambukela okungafanele;

2.4 **Isibopho sokubika** ngezinqumo nezinyathelo ezithathwayo;

2.5 **Ukuzibophezela** – ukuvumela ukuba ubizelwe esigcawini esithile, wamukele ukuthathelwa izinyathelo zokuqondiswa izigwegwe kanye/noma ukuhlawuliswa ngephutha olenzile;

2.6 **Ukungenzeleli/ukulingana** – ukwamukela nokuhlonipha amalungelo abanye abantu;

2.7 **Ukunakekela umphakathi** – ukuqaphela nokungelela ezintweni ezithinta inhlalo, ukugxila kakhulu ekubhekeleleni izinga lempilo nokuhlonipha izinto ezithinta amalungelo abantu nawemvelo.

Kafishane, ukubusa okuhle kukhombisa ukubaluleka kokubumbana ngokomoya, ukuphokophelela enjongoeni eyodwa, ukuba nomusa, ukuba wusizo, ubuntu, ukwethembana nokukholelwa ekungenzelelini kwabantu, kanye, nasethembeni elingapheli ngenxa yokukholelwa kuMninizimandla Onke.

USomqulu weZakhamizi uhlobene noHlelo lokuKhula neNtuthuko IwesiFundazwe. I-PGDS iyithuluzi okuhloswe ngalo ukuba kuhlonzwe izidingongqangi ezithile futhi kuthathwe izinyathelo ezifanele zokuthi zifezekiswe. USomqulu weZakhamizi ungumkhombandlela wokwenziwa kwemisebenzi yomphakathi KwaZulu-Natali ngokuthi uhlinzeke ngezindlela zokuthi kufezekiswe lezo zinto eziseqhulwini ezihlonziwe esifundazweni. I-PGDS ibhekana nezinselelo zentuthuko zesifundazwe kanti uSomqulu weZakhamizi ukhalima abasebenzi bakahulumeni ukuthi babe yinqola okuyiyona ehlinzeka izidingo emizamweni yokufezevisa izinselelo ezbibhekene neKwaZulu-Natali njengesifundazwe esisathuthuka.



IMIGOMO YOKUZINIKELA OKUDINGEKAYO EKUHLINZEKWENI KWEZIDINGO

Abasebenzi bakahulumeni bayolawulwa yimigomo ye-Batho Pele lapho behlinzeka izidingo zezakhamizi zaKwaZulu-Natali. Ngakho-ke bayazibophezela kulokhu okulandelayo:

1) UKUBONISANA

“Kuyoboniswa nezakhamizi ngezinga lemisebenzi kahulumeni ezhlinzekwa ngayo, futhi noma nini uma kunokwenzeka, ziyonikwa ithuba lokuzikhethela emisebenzini ehlinzekwayo”.

Ngenxa yalokhu, yonke iminyango iyazibophezela kulezi zinhlelo zokubonisana ezilandelayo:

- Ukusungulwa kwezigungu ezifanele zokubonisana ezhambelana naleyo misebenzi ehlinzekwayo kanye nalabo bantu ebhekiswe kubo;
- Ukusungulwa nokuqaliswa kwezindlela zokuhlola ezizosetshenziswa uma kwenziwa ucwaningo mayelana nokweneliseka kwamakhasimende uma kwenziwa umsebenzi, ezingeni lomnyango nasezingeni lesifundazwe. Ezingeni lesifundazwe ucwaningo luyokwenziwa kanye ngonyaka; kanye
- Nokuhlinzekwa kwemibiko yamakota onyaka neyesigamu sonyaka kanjalo neyokuphela konyaka ukuze ihlolwe umphakathi, amabhukwana omnyango, kanye nemibiko nemikhankaso yasemphakathini.

2) AMAZINGA OMSEBENZI

“Izakhamizi ziyokwaziswa ngezinga imisebenzi kahulumeni eyohlinzekwa ngalo ukuze zazi okumele zikulindele. La mazinga ayokwenziwa ngendlela ephoqeleyo kodwa futhi efezekayo”.

Ngenxa yalokhu yonke iminyango iyazibophezela ezinhlelwani ezintsha zamazinga emisebenzi kanje:

- Ukwakha nokuqalisa uSomqulu wokuZibophezela ekuHlinzekweni kweziDingo kanye noHlelo



IoKwenza Ngcono ukuHlinzekwa kweziDingo, olunamazinga emisebenzi afanele nadingekile, njengengxenye yohlelo IoKwakhiwa kwaMasu oluhabisana noMthetho osaDingidwa woGuquko emiSebenzini yoMphakathi (1997), lonyaka wezimali ka 2005/6;

- Ukuhabisana okuphelele nohlaka olulawula ezokuphatha;
- Ukuhabisana okuphelele nemithetho kanye nzinqubomgomoezithile zomnyango;
- Ukuhlinzekwa kwayo yonke imisebenzi ethenjisiwe ngokuhabisana nohlelo lokusebenza oluphasisiwe futhi ngokulandela isabelomali esihlinzekiwe kulowo nyaka wezimali ngamunye; kanye
- Indlela okusetshenzwe ngayo iyobhekwa iqhathaniswa namazinga abebekiwe onyaka ngamunye kanjalo nokuthi amazinga abebekiwe kuhlangatszewene yini nawo, lokhu kuyokwensiwa unyaka nonyaka.

3) UKUTHOLAKALA KWEZIDINGO

“Zonke izakhamizi ziyothola ngokulinganayo izidingo ezifanelekile ukuzithola”

Ngenxa yalokhu, yonke iminyango iyazibophezela ezinhlelweni ezintsha zokwenza ngcono ukutholakala kwezidingo kanje:

- Ukusungulwa kwamasu alekelela ukuhlinzekwa kwezidingo futhi lokhu kuyofakwa ezinhlelweni ezihlelwayo zayo yonke iminyaka yezimali;
- Ukusungulwa kukaLayini weziNgcingo wesiFundazwe ozosebenza njengendlela yokuxhumana mayelana nemisebenzi yomphakathi KwaZulu-Natali ngekota yokuqala yonyaka wezimali ka 2009/10;
- Ukusungulwa kwezikhungo ezihlinzeka izidingo ezinhlobonhlobo eminyakeni emi-3 kuya kwemi-5 ezayo;
- Ukusungulwa kwewebhusayithi okutholakala kuyona izidingo futhi kwaziswe izakhamizi ngobukhona bayo neminingwane eyiquethe ngoNdasa ka 2011;
- Ukwenza kube lula kuzo zonke izikhungo zosizo ukuthi abantu abakhubazekile bakwazi ukufinyelela kuzo; kanye



- Nokusimamisa indlela okuputhathwa ngayo izakhamizi ezindaweni okutholakala kuzo usizo kanjalo nalapho sekuhlinzekwa ngezidingo.

4) INHLONIPHO

"Izakhamizi ziyophuthwa ngenhlonipho futhi zinakekelwe"

Ngenxa yalokhu, yonke iminyango iyazibophezela ezinhlelweni ezintsha zokukhombisa inhlonipho kumakhasimende kanje:

- Ukuhlinzeka ngoqequesho mayelana nokuputhathwa kwamakhasimende okubandakanya imigomo yeBatho Pele kanjalo nezindlela zokusebenza ezihambisana nayo kubo bonke abasebenzi ababhekana nomphakathi;
- Ukusatshalaliswa kolwazi, ukuqwashisa kanye nokwenza imihlangano yokucobelelana mayelana neNqubo yokuziphatha kubaSebenzi bakaHulumeni kubo bonke abasebenzi bakahulumeni ababhekana nomphakathi;
- Ukuqequesha mayelana nenqubo elandelwayo yokubika kubo bonke abathintekayo kanye nabasebenzi ababaluleke kakhulu;
- Ukuhlinzeka ngoqequesho mayelana nokuhlukahlukana kwamasiko kubo bonke abasebenzi bakahulumeni;
- Ukuqequesha kwabasebenzi abemukela amakhasimende ngaphambi kokubabeka etafuleni lokwamukela amakhasimende;
- Ukuwazisa mayelana nokutholakala kwencwadi ethunyelwe ezinsukwini ezintathu zokusebenza;
- Ukuphendula ngokushesha incwadi ethunyelwe; kanye Nokwenza ngcono ubudlelwano babasebenzi, inqubo yokuziphatha, inqubo yokugqoka kanye nokusetshenziswa ngendlela kocingo lokufona.

5) ULWAZI

"Izakhamizi ziyonikezwa ulwazi olugcwele futhi oluyiqiniso mayelana nemisebenzi kahulumeni ezifanele ukuyithola"

Ngenxa yalokhu, yonke iminyango iyazibophezela ezinhlelweni ezintsha



zokwenza ngcono ukukhishwa kolwazi kanje:

- Ukushicilewa kombhalo obuyekeziwe kaSomqulu weZakhamizi wesiFundazwe saKwaZulu-Natali;
- Ukushicilewa kwemiphumela yocwaningo mayelana nokuneliseka kwamakhasimende ezinyangeni ezintathu Iwenziwe;
- Ukukhulumu nezakhamizi ngolimi leso naleso sakhamuzi esiyoluzwa uma sixoxa nomsebenzi kahulumeni;
- Lonke ulwazi luyotholakala ngezilimi ezipfundazweni (okuyisiZulu, isiNgisi nesiBhunu);
- Ukusebenzisa izinto eziponakalayo uma kusatshalaliswa ulwazi (njengezithombe, nezimpawu) ukuze kubhekowane nezingqinamba ezibangelwa ulimi kanye nemfundo; kanye
- Nokushicilela umkhankaso othi “Yazi amaLungelo Akho okuHlinzekwa ngeziDingo) njengengxenye kaSomqulu weZakhamizi. Umkhankaso uyoqhutshwa ezinyangeni eziyisithupha zokuqala ngemuva kokwamukelwa kukaSomqulu weZakhamizi futhi uyoqhubeka usebenze ngokuhambisana noSomqulu weZakhamizi.

6) UKUVULELEKA NOKUBA SOBALA

“Izakhamizi ziyonikwa ulwazi ngokuthi asebenza kanjani amazinga omathathu kahulumeni okungokazwelone, owesifundazwe nohulumeni basekhaya, kanjalo namanani emisebenzi ehlinzekwayo”.

Ngenxa yalokhu, yonke iminyango iyazibophezelwa ezinhlelweni ezintsha zokuvuleleka nokuba sobala kanje:

- Ukuhlinzeka nokushicilela umbiko wonyaka woMnyango kubo bonke abathintekayo ekupheleni konyaka wezimali ngamunye. Umbiko wesifundazwe nawo uyoshicilelw minyaka yonke.
- Imibiko yamakota onyaka (uNtulikazi, uMfumfu, uMasingana noMbasa) iyothunyelwa kabantu abathintekayo;
- Imibiko ngamasu oKwenza Ngcono ukuHlinzekwa kweziDingo iyobandakanya okufeziwe ngokulandelwa kohlelo lokusebenza, isabelomali esisetshenzisiwe kanjalo nokuthi



ilandeliwe yini imigomo yeBatho Pele;

- Ukuhambisana okuphelele noMthetho wokuGquqquzelukuTholakala koLwazi; kanye
- Nokuqinisekisa ukuthi imininingwane yokuxhumana yezikhulu ezithintekayo itholakale.

7) UKULUNGISA ISIMO: UKUBHEKANA NEZIKHALAZO

“Uma izinga lomsebenzi ebelithenjisiwe kungahlangatshezwananga nalo, kuyoxoliswa kwizakhamizi, ziyonikezwa incazel egoegcwelo futhi kulungiswe lowo monakalo ngokushesha. Uma kunezikhalazo ezivelayo, izakhamizi ziyonikwa impendulo enokuzwelana nazo futhi kuperhendulwe ngendlela ewusizo”

Ngenxa yalokhu, yonke iminyango iyazibophezela ezinhlelweni ezintsha zokubhekana nezikhalazo:

- Ngokusungula nokuqalisa inqubomgomo yezikhala nohlaka kwenqubo okuqala ukusebenza ngoZibandlela ka 2010;
- Ngokuqequesha abasebenzi ekubhekaneni nezikhalazo;
- Ngokuxazulula izinkinga/izikhala ngezikhathi ezinqunyiwe;
- Ngenqubo yokufakwa kwezikhalazo iyotholakala kwiwebhusayithi; kanye
- Nangamaqembu athile azokhombisa ukuthi asehlaziye aphinde asebenzisa izikhala ukwenza ngcono ukuhlinzekwa kwezidingo; njll.

8) AMANANI AFANELE

“Imisebenzi yomphakathi iyohlinzekwa ngendlela engabizi futhi efanele ukuze kuhlinzekwe izakhamizi ngendlela eyifanele imali yazo”.

Ngenxa yalokhu yonke iminyango iyazibophezela ezinhlelweni ezintsha zokuqinisekisa amanani afanele kanje:

- Ukuhlinzekwa kwezidingo ngokulandela uhlelo lokusebenza kusetshenziswa izimali ezabelwe lowo msebenzi - okuyobikwa ngakho embikweni wonyaka, kanye
- Nokuthola izindlela ezifanele zokusebenza / kwenziwe ngcono izinhlelo zokusebenza ezongayo eziyobandakanywa



emibikweni yamakota onyaka nawaminyaka yonke.

9) UKUGQUGQUZELA UKUPHUCULWA KOKUSEBENZA NOKUHLOMULISA NGOMSEBENZI OMUHLE

"Iminyango iyoqinisekisa ukuthi kwakhiwa izimo zokusebenza ezilungele ukuhlinzekwa kwezidindo ukuze kuthuthukiswe amakhono abasebenzi ukuze bahlinzeke ngezidindo ngendlela esezenegeni".

Ngenxa yalokhu, yonke iminyango iyazibophezela ezinhlelweni ezintsha zokugqugquzelu ukuphuculwa kokusebeza nokuhlomulisa ngomsebenzi omuhle - Abaholi bayosungula izinhlelo:

- Eziggugquzelu ukuphuculwa kokusebenza nokusungulwa kwamasu amasha;
- Ezivumela ukuba kwensiwe imisebenzi efanele;
- Eziqaphela futhi zihlomulise umsebenzi omuhle;
- Ezihlonza izindlela ezintsha zokuhlomulisa ngomsebenzi omuhle;
- Ezilandela izindlela zokusebenza (amasu, imibono, amaqhinga amasha) eziqhamuka nomsebenzi ngamunye nokuthi zingaki eziisetshenzisiwe kanye nomthelela wazo; futhi
- Ezixhumanisa uSomqulu nohlelo lokuKlonyeliswa ngemiSebenzi eNcomekayo lukaNdunankulu.

10) IGALELO LOKUHLINZEKWA KWEMISEBENZI YOMPHAKATHI

"IMinyango iyobheka futhi ibike, isebezisa zonke izinhlelo zeBatho Pele, igalelo lokuhlinzekwa kwemisebenzi yomphakathi ngokuncike kwiBatho Pele empilweni yezakhamizi zaKwaZulu-Natali, eminyakeni emithathu yokuqala, ngemuva kwalokho, njalo ngemuva kweminyaka emihlanu".



11) UBUHOLI NOHLELO LWENQUBEKELAPHAMBILI

“Bonke abaholi ababambe iqhaza ekuhlinzekweni kwezidingo zomphakathi kumele bahlinzeke ngobuholi, bakhe izinhlelo, babonisane nabasebenzi, bakhe ubudlelwano obufanele futhi bakhombise ubuholi obuqotho”.

Ngenxa yalokhu, yonke iminyango iyazibophezela kulezi zinhlelo ezintsha ezilandelayo zokuthuthukisa ubuholi:

- Ukusungulwa kwamasu okusebenza asebenzayo, asebenzisekayo futhi ahambisana nezinhlelo futhi agxile ekunakekelweni kwamakhasimende, futhi ashicilelwengokusesha ngemuva kokuphothulwa;
- Ukusungula izinhlelo abaholi abayothola ngazo imibiko evela kulabo abangaphansi kwabo ngokwezikhundla, abasezingeni labo, abangasezikhundleni eziphezulu nakumakhasimende mayelana nendlela abaphethe ngayo, amakhono okuxazulula ukungaboni ngasoliniye, ukuxhumana, ukugqugquzela, ukuthatha izinqumo namakhono okuxhumana nabanye abantu;
- Abaholi kumele babe namasu okuzithuthukisa bona ekuqaleni konyaka wezimali ngamunye ahambisana nezivumelwano zokusebenza abanazo.

UKWENZA I-BATHO PELE IBE YIMPUMELELO:

“Ngokubambisana sishaya Isigubhu sokuhlinzekwa kwezidingo okuhle”.

Isigubhu, uphawu oluhlonishwayo e-Afrika, umsindo waso kanye nokunaneleka kwaso kukhombisa izinga eliphezulu lokuzibophezela, umfutho, ukuzimisela kanye nothando lokwenza okuthile. Ukuqinisekisa ukuthi iBatho Pele iba yimpumelelo, abaholi eMyangweni ngamunye banejoka:

- Lokuthuthukisa ulwazi abanalo kanjalo nolwabasebenzi babo, mayelana neBatho Pele njengenqubomgomoeahlonishwayo kahulumeni yokuhlinzekwa kwezidingo edinga ukwesekwanokusetshenziswa;
- Lokuqinisekisa ukuzimisela, uthando kanye nokuqonda



mayelana nohlelo, futhi ngokuhlanganyela bathathe izinyathelo ezisheshayo zokwenza ngcono nokusheshisa ukuhlinzekwa kwezidingo;

- Lokufundisa kabusha bonke abasebenzi nababambe iqhaza mayelana nokubaluleka kokuhlinzekwa ngendlela efanele kwezidingo;
- Lokubandakanya ukuqeleshwa ngokuphathwa ngendlela kwamakhasimende oHlelweni Iweminyango Iwaminyaka yonke IwaMakhono okuSebenza futhi kuqinisekiswe ukuthi kuyaqhutshewa nokuqeleshwa kwabasebenzi ababhkana ngqo namakhasimende;
- Lokubandakanya imigomo yeBatho Pele, amasu ahambisana nayo, oSomqulu bokuziBophezela ekuHlinzekweni kweziDingo, amaSu okuHlinzekwa kweziDingo (SDIP) nokuqeleshewa ukunakekela amakhasimende ezinhlelweni zeminyango zokuqeleshwa abasebenzi abasha; kanye Nelokuvuselela imigomo yeBatho Pele KwaZulu-Natali ngemihlangano yokucobelelana, ngezindlela zokuobelelana ngezamasiko, ngezigungu, ngezinhlelo zokuqeleshwa abasebenzi, ngokuqeleshwa nokubhekwa kwamasiko.

Sekusungulwe isiGungu seBatho Pele ngaphansi kobuholi bukaMqondisi-Jikelele ukuze kulungiselelwwe ukwenziwa ngendlela imisebenzi yomphakathi egxile futhi elawulwa umphakathi okuhambisana nezinquo zokuziphatha nezinhlelo ezicacile zokuzihlonipha. UPhiko lokuThuthukiswa kokuHlinzekwa kweziDingo olungaphansi koPhiko oluyiNhloko oluDidiyela imiSebenzi yoMphakathi eHhovisi likaNdunankulu ilona oluyolawula lolu Hlelo.

Izinhlosongqangi zesiGungu yilezi:

- Ukudiyela ukuqaliswa kukaSomqulu wokuziBophezela ekuhlinzeleki iziDingo namaSu okwenza Ngcono ukuhlinzekwa kweziDingo esiFundazweni saKwaZulu- Natali;
- Ukweluleka iminyango kahulumeni mayelana nokuhunyushwa nokuqaliswa kwezidingo zoguquko nemigomo yeBathoPele;
- Ukuhlinzeleka ngenkundla lapho iminyango izocobelelana



- ngempumelelo ebe nayo nezindlela ezingcono zokusebenza, nokuthi zishicilelwe;
- Ukudidiyela izinhlelo zoguquko ezibonisa iminyango ngokusebenza kwazo kanye nokufaneleka kwezinhlelo;
 - Ukugcina imininingwane yazo zonke izinto ezinomthelela ekuletheni uguquko esifundazweni ngenhlosa okungaba eyokubika noma eyokusethenziswa iminyango njengesizinda solwazi;
 - Ukuhlola umthelela wemigomo yeBatho Pele kubasebenzi nakwizakhamizi; kanye
 - Nokwemukela ukusebenza okuhle ezingeni lesifundazwe ngokuhlela nokuphatha umcimbi wemiKlomelo yokuSebenza okuHle kaNdunankulu.

OKULINDELEKILE EMNYANGWENI NGAMUNYE KAHULUMENI WESIFUNDAZWE NEYOHULUMENI BASEKHAYA: IMIBONO NALOKHO OKUNGAHLINZEKWA

Yonke iminyango iyoSungula oSomqulu bokuziBophezela ekuHlinzekeni iziDingo ngokulandela imigudu ebekwe kulo Somqulu weZakhamizi. Lokhu kuyohlonza:

- I. Indawo lapho umnyango ukhona;
- II. Amajoka omnyango ngamunye;
- III. Imisebenzi ehlinzekwa umnyango;
- IV. Imihlomulo ehlobene nemisebenzi ehlinzekwayo;
- V. Imigomo yokuHlinzekwa kweziDingo (Batho Pele). Lokhu kusho:

- (a) **Ukubonisana**
- (b) **Amazinga omsebenzi**
- (c) **Ukutholakala kolwazi**
- (d) **Inhlonipho**
- (e) **Ulwazi**
- (f) **Ukuvuleleka nokuba sobala**
- (g) **Ukuhlela kabusha, ukubhekana nezikhalazo**
- (h) **Amanani ayifanele imali**
- (i) **Ukugqugquzelia impucuko nokuklonyelisa**



ngomsebenzi omuhle

- (j) Umthelela wokuhlinzekwa kwezidingo
- (k) Nokuba nombono wobuholi nezinhlelo eziya phambili

VI. Amazinga omsebenzi;

VII. Ukubhekana nemibuzo nabantu okuxhunyanwa nabo.

AMAZINGA AJWAYELEKILE

Kuyoba yingxene yanoma imuphi umnyango esifundazweni ukulandela imikhombandlela ejwayelekile ebekwe ngezansi. Kuyothatha uhulumeni wesifundazwe cishe izinyanga eziyisithupha ukushicilela uSomqulu nokuthi ubandakanye umphakathi “emkhankasweni omkhulu wokwazi amalungelo akho”. Ukushicilela uSomqulu kuyohambisana nokuhlinzekwa kwezidingo njengoba kuthenjisiwe.

Lapha ngezansi kunezibonelo zokuthi iminyango iyobhekwa kanjani, okumele, noma ikanjani:

- Kube khona itafula losizo elikhona kuzo zonke izindawo ezihilinze ka izidingo ezinyangeni eziyisithupha lwethuliwe;
- Bonke abasebenzi bagqoke izingqebhezana ezinamagama abo;
- Kwakhwiwe izikhungo zokushaya ucingo ezinyangeni eziyisithupha;
- Ucingo luphendulwe ngemizuzwana eyisithupha;
- Izikhulu zenze imizamo yokunciphisa isikhathi esichithwa ezingcingweni - singeqi emizuzwini emithathu ocengweni ngalunye kuyoba yimigudu esetsenziswayo;
- Abasebenzi bazineze ukuthi bangobani namahhovisi/neminyango yabo uma bephendula izingcingo;
- Abasebenzi bazinikele ukusiza kanye/noma ukudlulisela imibuzo emnyangweni/ ophikweni olufanele uma kunesidingo;
- Abasebenzi badlulise imiyalezo ngaphandle kokubambezeleka okungenasidingo;
- Abasebenzi bafeze izethembiso abazethembisile



- kumakhasimende ezinsukwini ezi-3 zokusebenza;
- Abasebenzi baphendule emibuzweni nasezikhalweni ezibhalwe phansi ezinsukwini ezi-5 zokusebenza;
- Abasebenzi baphendule ezikhalazweni ezilethwa ngocingo ezinsukwini ezine zokusebenza;
- Abasebenzi baphendule ezikhalazweni ezithunyelwa ngamakhompyutha ezinsukwini ezintathu zokusebenza;
- Amawebhusayithi esifundazwe naweminyango avuselelwe njalo uma kunesidingo, futhi
- Izincazelo zinikezwe, kuxoliswe futhi kuqhanyukwe namasu okulungisa isimo azosetshenziswa ileyo ndawo yokusebenza ethintekayo.



IHHOVIKI LIKANDUNANKULU



DKT. ZL MKHIZE UNDUNANKULU

Ngombono “Wokuba yisiznda sobuholi bukahhulumeni lapho sikhomba indlela yokwenza izimpilo zabobonke abantu ukuba zibengcono” ihhovisi likaNdunankulu lizibophezela kuloku okulandelayo:

- UkuBusa isiFundazwe, uKwakha iziNqubomgomomo nemisebenzi yokuHlela -
- Ukuqinisekisa ukuBuswa kwesiFundazwe ngendlela eyiyo, ukwakhiwa kweNqubomgomomo nemisebenzi yokuHlela kuHulumeni wesifundazwe.
- Ukubusa, ukwakhiwa kweNqubomgomomo ukuhlela nokuqapha nokuhlola amazinga okuhlinzekwa kwezidingo kuhulumeni wesifundazwe -
- Ukuqinisekisa kuwo wonke uhulumeni wesifundazwe, ukusebenzisana ngendlela efanele, ukwakhiwa kwenqubomgomomo, ukuhlela nokuqapha nokuhlola amazinga okuhlinzekwa kwezidingo kuhulumeni wesifundazwe.
- Ukucwaninga nemisebenzi yokuphathwa kolwazi efanele -
- Ukuba nekhono lokwenza ucwaningo nemisebenzi yokuphathwa kolwazi efanele.



- Ukudidiyela kweqhaza lomphakathi ekubuseni, ekuphathweni kohlelo Iwezikhalazo zezakhamizi nokwehlisa izigameko zokukhwabanisa nenkohlakalo -
- Ukuba neHhovisi loMxhumanisi woMphakathi elingaphakathi lokugqugquzelwa ukubamba iqhaza komphakathi, elizozhuba izinhlelo zezikhalazo zezakhamizi futhi elizonciphisa izehlakalo zokukhwabanisa nenkohlakalo kuhulumeni wesifundazwe.
- Ukwakha nokuDidiyela izinhlelo ezibalulekile zentuthuko -
- Ukuba nomsebenzi wokwakha nokudidiyela izinhlelo ezibalulekile zentuthuko ngaphakathi kuhulumeni.
- Ezokuxhumana, ezokuthuthukiswa kwabasebenzi, ezokwelulekwa kwezomthetho, nezokuhlinzekwa kwezidingo ezikuhulumeni wesiFundazwe futhi eziqhutshwa yiwona -
- Ukufezekisa ezokuxhumana, ezokuthuthukiswa kwabasebenzi, ezokwelulekwa kwezomthetho nezokuhlinzekwa kwezidingo ezenziwa uhulumeni wesiFundazwe.
- Izimo zokubusa ezihambisana nokuhlonishwa kwamalungelo abantu, nokuthuthukiswa kwezesayensi nobuchwepheshe, kanye nokongiwa nokuphathwa kwezinto ezingamagugu zamasiko -
- Ukuqinisekisa ukuba khona kwezimo zokubusa ezihambisana nokuhlonishwa kwamalungelo abantu, nokugqugquzelwa kwesayensi nobuchwepheshe, kanye nokongiwa nokuphathwa kwezinto ezingamagugu zamasiko.
- Ukuba neso lokulawula ezokugembula, imboni yezemidlalo yemali nokubheja kanye nokubhekela ukuqoqwa kwengeniso -
- Ukuba nemqubomgomu nemithetho elawulayo mayelana nezokugembula, nemboni yemidlalo yemali nokubheja nokuqinisekisa ukuthi yonke ingeniso kaHulumeni wesiFundazwe iquoqwa ngokufanele.



IZINHLELO EZISEQHULWINI

- UHlelo lokuTholakala koKudla nabaLimi abasaThuthuka
- Ukwakha imiPhakathi ePhilile futhi eSimeme
- UHlelo oluDidiyele IweNtsha nabesiFazane

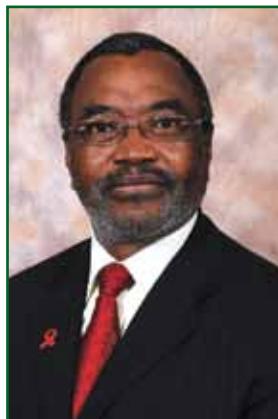
IMININGWANE YOKUXHUMANA

UMQONDISI JIKELELE	MNU. NVE NGIDI
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Ifeksi :	033-394 4505
I-imeyili :	mokoenan@premier.kzntl.gov.za
Okungaxhunywana naye:	Ms Nontuthuko Mokoena

Sizinikele ekunikezeleni ngezidingongqangi zenu okusezingeni eliphezulu



UMNYANGO WEZOKUPHEPHA NOKUXHUNYANISWA KOMPHAKATHI



MNU. TW MCHUNU

ILungu IoMkhandlu oPhethe elibhekelle ezokuPhepha nokuXhunyaniswa koMphakathi:

Umbono womnyango ukubona “Abantu baKwaZulu-Natali bephila endaweni ephephile futhi evikelekile”

UMnyango wezokuPhepha nokuXhunyaniswa koMphakathi usukhule waba ngaphezu nje kokuba umnyango wokuqapha abantu ngamaphoyisa. Manje usuyisizinda lapho imiphakathi izinqumela yona izindlela ezoqashwa ngazo, ngalokho wenza ngcono ukuzethemba kwabantu futhi wakha ukwethembana phakathi wamaphoyisa nabantu.

Ngenxa yalokhu, umnyango uyazibophezela ukusebenzisa izindlela zokuqinisekisa ukuphepha nokuvikeleka kwezakhamizi zaKwaZulu-Natali ngokuthi:

- Uqaphe amazinga okusebenza oPhiko IwamaPhoyisa aseNingizimu Afrika KwaZulu-Natali;
- Uphenye futhi ubhekane nezikhalazo mayelana nokusebenza



- koPhiko IwamaPhoyisa aseNingizimu Afrika;
- Uqequeshe isiGungu sokuQapha emiPhakathini ukuze kugqugquzelwe ukusebenza ngokuzimisela nokubika;
- Uqinise izinhlelo zokwakha ukuthula uma kuba nesidingo;
- Wakhe futhi usebenzise uhlelo oludidiyele lokuthuthukiswa kwentsha;
- Wakhe izinhlelo zokugwema ubugebengu ezihlangabezana nezidingo zesifundazwe nezemiphakathi;
- Uqalise imikhankaso yokuwashisa ukuze kwandiswe izinhloso zikaSomqulu weziSulu;
- Uqashe amavolontiya aqeqeshiwe azobhekana nobugebengu obusemphakathini; akhe namasu okugwema ubugebengu futhi asimamise ukuxhumana phakathi kwemiphakathi noPhiko IwamaPhoyisa;
- Ukusebenzisana nemiphakathi ngenhloso yokwakha ‘ubumbano ekulweni nobugebengu’;
- Ukuvula inkundla efanele yokuxoxisana nemiphakathi nokunxenxa imiphakathi ukuba ibambe iqhaza ukulwela indawo enokuthula, enozinzo nephephile ngokusebenzisa iziNgxoxo zeNqubekelaphambili zoMphakathi;
- Ukwakha imiklamo yokubhekana nezinselelo zezokuphepha emiphakathini ehlukahlukene esifundazweni;
- Ukukhulisa iqhaza lomphakathi ezinhlelwani zokubhekana nobugebengu, njengohlelo Iwamavolontiya, olunhlosongqangi yalo ukuvikela ubugebengu emphakathini;
- Ukuqhubeka nokugqugquzela ukudidiyelwa kwabahleli bamasu abasemkhakheni wezobuLungiswa abaqhamuka emazingeni ehlukahlukene kahulumeni ukuze bahlele futhi baveze izindlela zokugcina umthetho;

Imibiko iyohlinzekwa ngezigamu zonyaka ngokusebenza nekhono lomnyango ukubhekana nezikhalo zezakhamizi.

UMnyango uyazibophezela ukusimamisa ukusebenza kwavo ngemisebenzi oyihlinzekayo nokuhlinzekela ukubamba iqhaza komphakathi okunezithelo.



IZINHLELO EZISEQHULWINI

I-Operation Hlasela ebandakanya lokhu okulandelayo:

- Ukutshalwa kwamaVolontiya aLwa nobuGebengu
- UHlaka lokuVikelwa kwezobuLungiswa nezokuPhepha IwaKwaZulu-Natali
- “UMklamo obhekene neMpahla eNtshontshiwe”
- I-Operation “Khuz’umhlola”
- Uhlelo Iwezingxoxo zomphakathi
- ImiKlomelo yoMphakathi yezokuQapha yeLungu loMkhandlu oPhethe
- IThathulwazi - Ukuqequeshwka koMphakathi kwezokuQapha
- UHlelo oluDidiyele lokuThuthukiswa kweNtsha

IMININGWANE YOKUXHUMANA

INHLOKO YOMNYANGO	NKSZ. YE BACUS
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UMNYANGO WEZOKUTHUTHA



MNU. TW MCHUNU

ILungu IoMKhandlu oPhethe elibhekele ezokuThutha:

Ngombono “wokuNotha ngezokuThutha” umnyango uzibophezelu kulokhu:
Ukwakha nokugcina imigwaqo ephephile;

- Ukugqugquzela ukusetshenziswa ngendlela ephephile kwemigwaqo ngezinhlelo zaho zezokuphepha njengokufundisa, imikhankaso yokuqwashisa, ukubandakanya izikole, ukubandakanya amasonto nabanye ababambe iqhaza kanjalo nomphakathi wonkana;
- Ukuqinisekisa ukulandelwa kwemithetho yomgwaqo ngokuqashwa kwamaphoyisa omgwaqo enele;
- Ukuqinisekisa intando yeningi ngezinhlaka zezokuxhumana ezibandakanya abantu abathatha izinqumo eziGungwini zeziThuthi zoMgwaqo zaseMakhaya, emiKhandlwini yezokuPhepha eMgwaqeni yoMphakathi, ezigungwini zabagibeli nakososeshini bamatekisi, njll;
- Ukusebenzisa ezokuthutha njengezindlela ezisheshayo zokuletha intuthuko kwezolimo, kwezokuvakasha nakweminye imikhakha;



- Ukwenza ngcono uhlelo lwezithuthi zomphakathi ukubhekela izidingo zabagibeli ngokusebenzisa izimoto eziphephile, ingqalasizinda ephephile yamarenki, ukuphuculwa kwemizila yojantshi; kanye
- Nokufaka isandla ekulweni nendlala, nasekuthuthukisweni komnotho ngezinhlelo zawo ezibalulekile.

IZINHLELO EZISEQHULWINI

- Uhlelo lokusungulwa kwamathuba emisebenzi i-Zibambele okuhloswe ngalo ukuqasha imizi ehlwempu yasemakhaya
- Uhlelo lwe-Vukuzakhe lokuqequesha nokuqasha osonkontileka abasafufusa bezobunjiniyela
- ARRUP: Uhlelo lokulungiswa kwemigwaqo Iwe-African Renaissance ukuze kwakhwi imigwaqo emisha futhi kulungiswe ingqalasizinda ekhona
- Uhlelo lokwakhiwa kwemigwaqo yasemakhaya i-Kushunquthuli
- Izinhlelo zezokuphepha emgwaqeni okuhloswe ngazo ukunciphisa izingozi engwaqeni

IMININGWANE YOKUXHUMANA

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Okungaxhunywana naye:	Nksz. Busi Ngcobo



UMNYANGO WEZOKUTHUTHUKISWA KOMNOTHO NEZOKUVAKASHA



MNU. M MABUYAKHULU

ILungu loMkhandlu oPhethe elibhekele ezokuThuthukiswa koMnotho nezokuVakasha:

Ngombono “Wokuthi iKwaZulu-Natali ibe nomnotho osimeme owenza ngcono izimpilo zabantu bakhona”, umnyango uyazibophezela:

- Ukunciphisa ububha ngama-50% ngo 2014;
- Ukuhlinzeka ngezimo zokusebenza ezifanele ukuze kwakhiwe imisebenzi ezinzile;
- Ukuhlinzekela nokugqugquzel a ukuthuthukiswa kwamakhono;
- Ukuhlinzekela ukutholakala kwezinsiza ezibalulekile kwabampofu;
- Ukugqugquzel a amabhizinisi emphakathini;
- Ukuhulisa umnotho ngama-8% ngonyaka ka 2014;
- Ukuhlinzekela nokugqugquzel a ukuhlelwa kokuthuthukiswa komnotho okudidiyele;
- Ukuhlinzekela nokweseka ukwenziwa ngcono kokuncintisana kwezimboni zakuleli ezingeni lomhlaba;
- Ukugqugquzel a ukusungulwa kwamaBhizinisi amancane



(SMME) nemiphilandawonye;

- Ukuhlinzekela ezohwebo kanye nokungena kotshalomali lwangaphandle;
- Ukugqugquzela ukuphatha okuhle kwezamabhizinisi;
- Ukuqinisa ukulandelwa kwemithetho ethile nezinqubomgomozikahulumeni;
- Ukuhlinzekela ubudlelwane nababambe iqhaza ekuthuthukisweni komnotho wesifundazwe;
- Nokuba yisikhungo esisebenza ngokuncomekayo.

IMINININGWANE YOKUXHUMANA

INHLOKO YOMNYANGO	NKSZ. C COETZEE
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I-imeyili	keshnee.williams@kznded.gov.za
Okungaxhunywana naye:	Keshnee Williams



UMNYANGO WOMGCINI-MAFA ESIFUNDAZWENI SAKWAZULU-NATALI



NKK CM CRONJÉ

ILungu IoMkhandlu oPhethe elibhekele iHhovisi IoMgcini-mafa esiFundazweni:

Umbono walomyango Ukuba yisizinda esiyisibonelo ekuphatweni kwezimali ezweni lonke.

Lomnyango uzinikele kuloko okulandelayo

- Wonke amakhasimende ayonakwa ngesikhathi engena emahhovisi ethu futhi ahanjiswe emahhovisi afanele ebhilidini lethu
- Ababuza ngoba bethola imisebenzi kuhulumeni bayophendulwa imibuzo engakapheli amahora angamashumi amabili nane bebzile
- Izinombolo zama supplier ziyokhishwa zingakapheli izinsuku eziyisikhombisa
- Umbiko ohaniswa emphakathini wokusebenza komnyango uyonikeyelwa emphakathini minyaka yonke
- Izikhalaizo ngomkhonyovu ziyosukunyelwa engakapheli amasonto amabili



- Imikhonyovu emincane iyophothulwa zingakapheli izinyanga ezine
- Imikhonyovu enzima iyothatha phakathi konyaka kanye nonyaka nezinyanga eziyisithupha
- Abasenzela imisebenzi (suppliers) bayokhokhelwa ezinsukwini ezingamashumi amabili nanhlanu
- Ucingo luyophelwa lusakhale kathathu
- Uma usilethele isikhala zo siyokwazisa ukuthi sisitholile zingaphelile izinsuku ezintathu bese sikwazisa ukuthi isiphetho uzosithola nini
- Bonke abasebenzi bazogqoka izigqebhezana ezinamagama abo uma besemsebenzini
- Izinombolo zocingo zisobala uma ungena emahhovisi ethu ukuze ukwazi ukusithinta uma ungenelisekile
- Sicela nisibikele uma kunomkhonyovu kulenombolo 0800 313 233

IMINININGWANE YOKUXHUMANA

INHLOKO YOMNYANGO	MNU. L.S MAGAGULA
Ikheli lendawo :	145 Chief Albert Luthuli Rd, Pietermaritzburg,3201
Ikheli lomgwaqo :	PO Box 3613,Pietermaritzburg, 3201
Ucingo :	033-8974200
Ifeksi :	033-342 2632
I-imeyili:	07h30 to 16h15
Okungaxhunywana naye:	servicecharter@kzntreasury.gov.za



UMNYANGO WEZOBUCIKO NAMASIKO



NKK W.G. THUSI

ILungu IoMkhandlu oPhethe elibhekelle ezobuCiko namaSiko:

Ngombono Ukunotha nokubumbana komphakathi ngobuCiko namaSiko, umnyango uzibophezele:

- Ukuhlinzeka izinhlelo zokuqeleshwa nezingqalasizinda zokuthuthukiswa kobuntu ngokubamba iqhaza ezinhlelweni zezamasiko okubandakanya intsha, abesifazane nabakhubazekile
- Ukwelikelela izinhlangano zezobuCiko namaSiko ukugquqquzelwa, ukwakha nokugcina amasiko ukuze kuhlomule izakhamizi. Lokhu kuyokwenziwa ngezinhlelo ezisimeme njengokuqoshwa kobuciko, ukukhangiwa nemigidi
- Ukuqinisekisa ukuthi kusethenziswa zonke izilimi zontathu esifundazweni (IsiZulu, IsiNgisi nesiBhunu)
- Ukwenza yonke imiphakathi ifinyelele kalula ezidingweni ngokwakha, ngokulungisa nangokugcwalisa nokwenza lula imitapo yowlazi nokokugcina ulwazi
- Ukwakha isimo esenza ukuba kuthuthukiswe futhi kongiwe zonke izinhlobo zobuciko namasiko esifundazweni
- UkuFaka isandla ekwakhiweni kwempilo esimeme kubantu



baKwaZulu-Natali nokukhulisa osomabhizinisi abasathuthuka emkhakheni wezobuciko namasiko

- Ukuhlinzeka ngemitapo yowlazi, ngolwazi nangolwazi olugciniwe okusezingeni lomhlaba kubantu besifundazwe
- Ukuhlinzekela uguquko nokukhula komnotho ngomkhakha wobuciko namasiko esifundazweni
- Ukwenza ngcono ukuhlinzekwa kwezidingo ngokusimamisa ubambiswano lokusebenzisana neminye iminyango kahulumeni, amabhizinisi nezinhlangano ezizimele
- Ukuguqula umnyango ube yinhlangano esebezayo futhi esheshayo yokufunda
- Ukwakha nokugcina ukubusa ngokubambisana okuhle
- Ukusheshisa uguquko ekulondolozweni kwamagugu ezweni ngokwakha nokuphatha izigcinamagugu



IZINHLELO EZISEQHULWINI

- UHlelo lokuKhuliswa kwamaKhono esiFundazweni, iNqubekelaphambili yoMphakathi nokuhlunyelelisa kwezimilo
- Izindlela zokuxhaswa ngezimali kwezikhungo sobuciko zomphakathi esifundazweni nezinye izinhlaka kubandakanya ama-NGO
- Ukufakwa kwezigcunamagugu nemitapo yolwazi ngaphansi kwesifundazwe
- Ukutholakala kwe-Internet kuyo yonke imitapo yolwazi engaphansi kwesifundazwe
- Ukwenyusa amazinga ezinhlelo zokwakhiwa kwenggalasizinda yemitapo yolwazi nezikhungo zobuciko zemiphakathi
- Uhlelo lokuthuthukiswa kokubhala ngokuthi kutholakale ababhali abanekhono ngokwenziwa kwemihlangano yokucobelelana, kwemincintiswano nokwakhiwa kwamakilabhu okubhala
- Uhlelo oludidiyele IwezokuBaza
- Ukugqugquzelwa isiPhandla seSizwe noPhawu IweSizwe

IMININGWANE YOKUXHUMANA

INHLOKO YOMNYANGO	NKK. CN KHUMALO
Ikhelo lendawo :	222 Jabu Ndlovu Street, PIETERMARITZBURG
Ikheli leposi :	Private Bag X9140, PIETERMARITZBURG, 3200
Ucingo :	033) 264 3422
Ifeksi :	(033) 342 2516
I-imeyili:	nengat@dact.gov.za
Okungaxhunywana naye:	Nksz. Thembu Nenga



UMNYANGO WEZEMIDLALO NOKUNGCEBELEKA



Nkk. WG THUSI

ILungu IoMkhandlu oPhethe elibhekelle ezemidlalo nokuNgcebeleka:
UMbono wethu ukwakha “Imiphakathi ebumbene futhi ephilile ngezemidlalo nokungcebeleka”.

Umnyango uyazibophezela ukuthi:

- Wonke amakilayenti angena eMnyangweni ayothola ukunakwa. Isikhathi sokulinda endaweni yokwamukela izivakashi angeke seqe emizuzwini engama-30.
- Ucingo luyophendulwa lusakhale kathathu kuphela.
- Izikhalazo zocingo nezibhalwe phansi ziyophendulwa ezinsukwini eziyi-14.
- Izicelo zokuthola usizo eMnyangweni ziyophendulwa emasontweni amabili.
- Bonke abasebenzi bayogqoka izigqebhezana ezinamagama abo.
- Amakilayenti ayophathwa ngenhlonipho.
- Imiphakathi iyokwaziswa ngezinhlelo nemisebenzi ehlinzekwa umnyango.



- Kuyolokhu kuboniswa nabo bonke ababambe iqhaza, njengabantu, izinhlangano zezemidlalo nososeshini mayelana nezinga lokuhlinzekwa kwabo ngezidingo.
- Ukukhokhelwa kwezinhlango zezemidlalo nezinye izinhlangano kuyokwenziwa futhi kuphothulwe ezinyangeni ezintathu ngemuva kokuqala konyaka omusha wezimali.

IMININGWANE YOKUXHUMANA

INHLOKO YOMNYANGO	MNU. GV SANGWENI
Ikheli lendawo :	135 Pietermaritz Street, Pietermaritzburg
Ikheli leposi :	Private Bag X9141, Pietermaritzburg, 3200
Ucingo :	(033) 897 9403; (033) 8979 452
Ifeksi :	(033) 897 9422
I-imeyili :	gv.sangweni@kzndsr.gov.za / pretty.majola@kzndsr.gov.za
Okungaxhunywana naye:	Nksz. Thobile Ngubane
Ikheli leWeb:	www.kzndsr.gov.za



UMNYANGO WEZOLIMO, EZEMVELO NOKUTHUTHUKISWA KWEZINDAWO ZASEMAKHAYA



NKK L JOHNSON

**ILungu IoMkhandlu oPhethe elibhekelle ezoLimo, ezeMvelo
nokuThuthukiswa kweziNdawo zaseMakhaya:**

Ngombono “Wokuba ngongqa phambili ekusetshenzisweni komhlaba ukukhiqiza, ekutholakaleni kokudla nakwinhlalakahle kwezemvelo” uMnyango uyazibophezela kulokhu okubalulekile okulandelayo:

1. UPhiko IwezoLimo:

- Luyohlinzeka ngokwandiswa, ngokwesekwa nangokuqeleshwa kwabali, kugxilwa kakhu, ekuthuthukisweni kwabali abasafufusa ezindaweni zomphakathi nokweseka labo abahlomula oHlelweni lokuBuyiselwa koMhlaba.
- Luyodidiyela nokuqalisa imiklamo yokutholakala kokudla ngokubambisana neminyango eddelana nalo, nomasipala nezinye izinhlangano ezinikelayo.



- Luyohlinzekela ukukhuliswa kophiko nokusungulwa kwamabhizinisi amancane, lugxile kakhulu kubantu ababuthaka, ikakhulukazi intsha, abesifazane nabakhubazekile.
- Luyoba umzila wokugquqquzela ukutshalwa kwezimali, ubudlelwane, imifelandawonye, ukukhangisa nokuthuthukiswa kwamabhizinisi ezolimo kanjalo nokusebenzisana phakathi kukahulumeni nemikhakha yezemvelo ukuhola nokweseka ukuthuthukiswa kwezolimo.

2. UPhiko lwemiSebenzi **yezeMvelo:**

- Luyoqinisekisa ukusungulwa kwamasu, kwezinhlelo nezikhungo ukuqinisekisa ukubusa okunokubambisana kwezemvelo, lapho kuqaliswa izinhlaka ezisimeme zentuthuko.
- Luyokwenza uphenyo kwezemvelo ukuze kutholakale ulwazi oluyosiza ekuthathweni kwezinqumo ezifanele ngezindlela zokusebenza ekuphathweni kwemvelo.
- Luyoqinisekisa ukusimama, ukuqapha nokubika esifundazweni ngokuthi kwakhiwe, kuphathwe futhi kusatshalaliswe ulwazi lwezemvelo ukuze kuthathwe izinqumo ezingcono ezinhlelweni zentuthuko eziqhutshwayo.

3. UPhiko **Iwezezilwane** luhlose:

- Ukwelula futhi luthuthukise uhlelo lokwenza ngcono iMboni yeMfuyo KwaZulu-Natali njengengxenye yoHlelo lokuGuqluwa kwezoLimo.
- Uhlelo lokwelashwa kwezilwane kanye nolososanyensi bokuZalaniswa kweziLwane babheke iziNhlangano zeziFunda zeMfuyo ohlelweni lokuzalanisa izilwane, lokulawulwa kwamadlelo kanye nokuqeleshwa mayelana nonakekelwa kwezilanwe kwezokwelashwa.
- Ukuba nesibalo esiqinisekisiwe mayelana nezilwane ezikhona esiFundazweni.
- Ukuhlinzeka ngezinsiza zokwelashwa kwezilwane ezikhonekayo.



- Ukuhlinzeka ngokuqequeswa nokuthuthukiswa ekusebenzeni nawezobuchwepheshe; kanye
- Nokudlulisela umsebenzi wokuhlolwa kwezilwane kubalimi nasemiphakathini eyayincishwe amathuba phambilini.

IZINHLELO EZISEQHULWINI

- Ukutholakala kokudla
- Umklamo wokutshalwa kwezithombo
- Ukukhulisa kwezithombo
- Uhlelo Iwamakhowe
- Uhlelo Iwemfuyo
- Isu elididiyele lentuthuko i-Makhathini
- Uhlelo lokweseka ezolimo olubanzi
- Uhlelo lokubhekana nezimila okungezona ezakuleli
- Ukunakekelwa komhlaba
- Uhlelo lokutshalwa kwezihlahla i-Greening for 2010 FIFA World cup and beyond
- Ukuthuthukiswa kwengqalasizinda

IMININGWANE YOKUXHUMANA

INHLOKO YOMNYANGO	DKT. S MKHIZE
Ikhelo lendawo :	1 Cedara Road, Cedara
Ikheli leposi :	Private Bag X 9059, Pietermaritzburg, 3200
Ucingo :	(033) 355 9108
Ifeksi :	(033) 355 9293
I-imeyili :	hodpa@hodpa@kzndae.gov.za mailto:isaiah.mahlangu@kzndae.gov.za
Okungaxhunywana naye:	Isaiah Mahlangu



UMNYANGO WEZOKUTHUTHUKISWA KOMPHAKATHI



DR BM HADEBE

Ilungu loMkhandlu oPhethe elibhekelle ukuThuthukiswa koMphakathi:

Umbono woMnyango wezokuThuthukiswa koMphakathi “ukugqugquzela impilo engcono ngohlelo oludidiyele lwemiSebenzi yokuThuthukiswa koMphakathi”.

- Ukuhlinzeka ngemisebenzi yokweseka ezokuphatha nokusebenza
- Ukuhlinzeka ngemisebenzi yokuthuthukisa intsha
- Ukuqalisa izinhlelo zokuthuthukiswa komphakathi ezididiyele
- Ukuhlinzeka izinhlelo zokuthuthukiswa kwamakhono kwi-NPO ukuze kwakhiwe indawo esimeme



- Ukugqugquzelu ucwaningo olumayelana nezibalo zabantu, ukwakhwa kwenqubomgomu nokuhlela
- Ukuholu nokuqinisa ubudlelwane bezikhungo nokuthuthukisa ezabasebenzi

IMININGWANE YOKUXHUMANA

INHLOKO YOMNYANGO	MNU. BL NKOSI
Ikheli lendawo :	208 Hoosen Haffejee Street, Pietermaritzburg, 3200
Ikheli leposi :	Private Bag X 9144, Pietermaritzburg, 3200
Ucingo :	033 341 9620
Ifeksi :	033 2645435
I-imeyili :	Khayelihle.cele@kzsocdev.gov.za
Okungaxhunywana naye:	Ms Khayelihle Cele



UMNYANGO WEZEMFUNDU



MNU. ES MCHUNU

ILungu IoMkhandlu oPhethe elibhekelle ezeMfundo:

Umbono woMnyango wezeMfundo waKwaZulu-Natali ngowomphakathi ofundile, onamakhono nothuthukile.

Ngalokhu, izakhamizi zingalindela ukuthi umnyango:

- Uhlizike ngemfundo eseizingeni eliphezulu ngokufundisa okufanele kuzo zonke izikhungo zemfundo;
- Uqinisekise ukuphathwa ngendlela efanele kwamahhovisi nezhkhungo kugxilwe kwimiphumela, ukusebenza ngokuzimisela, ukuxhumana okufanele nokuhlinzekwa kwezidingo okusezingeni.
- Ukuqinisekisa ukuziphatha ngendlela efanele nenhlonipho kubo bonke abasebenzi ngokugcina isithunzi somnyango;
- Ukubeka izilinganiso ezifanele ukuqinisekisa ukuphepha nokuvikeleka kwabafundi nothisha ezikoleni nabo bonke abasebenzi ezikhungweni nasemahhovisi ezemfundo;
- Ukubhekana ngqo nemfundo yabadala ngemiKhankaso okuyi-Masifundisane ne-Khari Gude ngokwandisa izinga lemfundu



- yabadala ngama-92% ngonyaka ka 2014;
- Ukuhlinzekela abafundi ngamagumbi okufundela aphephile, ngamanzi ahlanzekile nezindlu zangasese okuzoqalwa ngezindlu zangasese eziyi-3500, izakhiwo zemisebenzi yezokuphatha ezingama-150 namagumbi okufundela amasha ayizi-2800;
- Ukwelula ukuhlinzekwa kokudla ezikoleni kusukela ezikoleni zamabanga aphansi 1-3 kuyofika ezikoleni zamabanga aphakathi futhi kuhlinzekwe ukudla izinsuku ezingama-197 ngo 2014;
- Ukwandisa isibalo sabafundi abahlomula ezithuthini zabafundi zamahhala babe yizi-13 000 ngo 2014;
- Ukwandisa isibalo zezikole okungakhokwa kuzo ngama-60% ngo 2014;
- Ukwenyusa izibalo zabafundi abenza u-Grade R ngama-98% ngo 2014;
- Ukwenza ngcono ukufundwa kwezifundo ezibalulekile njengezibalo, isayensi nezobuchwepheshe ngokwandisa ukwesekwa kwezikole nokwenza ngcono ukufundwa kwezibalo ngokuhlolwa kohlelo (Ibanga 3 no 6) ngama-60%, ibanga 9 no 12 ngama-70% ngo 2014;
- Ukusheshisa ukufundwa kwezobuChwepheshe kwezoLwazi nokuXhumana ezikoleni nokuhlinzeka ngamatlabhorethri ezikoleni ezingama-60%, zonke izikole zibe namakhompyutha abaphathi futhi kuxhunywane nayo ngawo ngo 2014.

IMININGWANE YOKUXHUMANA

INHLOKO YOMNYANGO	DR SNP SISHI
Ikheli lendawo :	247 Burger Street, Pietermaritzburg
Ikheli leposi :	Private Bag X 9137, Pietermaritzburg, 3200
Ucingo :	(033) 392 1004
Ifeksi :	(033) 392 1203
I-imeyili :	Susan.Fourie@kzndoe.gov.za
Okungaxhunywana naye:	Susan Fourie



UMNYANGO WEZOKUHLALISWA KWABANTU



NKK M GOVENDER

ILungu IoMkhandlu oPhethe elibhekelle ezokuHlaliswa kwaBantu:

Ngombono wokuthi bonke abantu babe nezindlu okungezabo ngokubandakanya izikhungo ezahlukahlukene nababambe iqhaza ekuhlinzekweni kwendawo elawulekayo nefanele”, umnyango uziphezele:

- Ukuqedu imikhukhu KwaZulu-Natali ngo 2014;
- Ukusimamisa ukubusa nokuhlinzekwa kwezidingo;
- Ukuqinisekisa ukusungulwa kwemisebenzi ngokuhlinzekwa kwezindlu;
- Ukusheshisa ukuhlinzekwa kwezindlu ezindaweni zasemakhaya;
- Ukusheshisa ukuvuselelwa kwamaHostela noHlelo lokuwaThuthukisa;



- Ukuhlinzeka ngamathuba ezindlu ezikhokhelwa nyanga zonke;
- Ukuvula amathuba okuthi kwakhiwe izindlu (ikakhulukazi komasipala);
- Ukugqugquzela ukuthi kube nobunikazi bemizi;
- Ukuhlinzeka ngezindlu kubantu ababuthaka kubandakanya labo abanesifo seSandulela Ngculazi neNgculazi;
- Ukuqinisekisa ukuhlinzekwa kwezindlu eziyizitezi; kanye
- Nokuqalisa uHlelo lokuHlinzekwa ngosizo lwezeziMali.

IMINININGWANE YOKUXHUMANA

INHLOKO YOMNYANGO	NKSZ. G GUMBI-MASILELA
Ikheli lendawo :	203 Church Street, Pietermaritzburg,
Ikheli leposi :	Private Bag X9152, Pietermaritzburg, 3200
Ucingo :	(033) 392 6400
Ifeksi :	(033) 845 6454
Okungaxhunywana naye:	Portia Myakayaka



UMNYANGO WEMISEBENZI YOMPHAKATHI



NKK M GOVENDER

ILungu loMkhandlu oPhethe elibhekele imiSebenzi yoMphakathi: Isibopho soMnyango wemiSebenzi yoMphakathi ukuhlinzeka ngezidingo zokuphathwa kwengqalasizinda nezakhwi zeminyango ngamakhasimende ethu esifundazweni saKwaZulu-Natali. Ukuze sifeze lokhu futhi siphumelelise izinjongo zethu zihambisane nezidingo zenqubomgomu kahulumeni, umnyango uzibophezele ekuhlinzekeni, phakathi kokunye okubalulekile, lokhu okulandelayo ngalesi sikhathi sokuba sesikhundleni sika 2009 - 2014:

- Ukusimamisa nokwenza ngcono ukuhlelwa, ukuphathwa nokuqaliswa imisebenzi nezenzo zokuphathwa kwengqalasizinda
- Ukwakha nokuqaliswa izinhlelo ezisiza ukuthuthukiswa kwengqalasizinda ngokuvuselelwa kwezolimo
- Ukuhlela kahle izinhlelo zethu ukuze sikhathi ukulwa nobubha nokudala amathuba emisebenzi
- Ukuqasha nokuqinisa izindlela zokukhiqiza zabasebenzi emkhakheni wezokwakha nokuphathwa komhlaba
- Ukuqinisekisa ukwanda okubonakalayo kwezinhlelo zemisebenzi yomphakathi okuhambisana nokwanda kwemikhakha yengqalasizinda neyzakhwi ukweseka



- ukusungulwa kwemisebenzi
- Ukuqala izinhlelo ezihlose ukuqashwa kwabesifazane, intsha nabantu abakhubazekile ngaphakathi emnyangweni
- Ukuhlinzekela, ukugqugquzela nokwakha amakhono ahambisana nomkhakha emikhakheni yezokwakha nokuphathwa kwezakhiwo (imifundaze, amakhono okufunda nawokusebenza ngezinhlelo okuyimiSebenzi yeNtsha kaZwelonke, ukuthuthukiswa kosonkontileka nezakhiwo);
- Ukuqedu ukusaphaza nokwenza ngcono ukuhlinzekwa kwezidingo ngokuqinisa impi ebhekiswe ekulweni nokukhwabanisa nenkohlakalo nokubuyisa isithunzi somnyango

IMININGWANE YOKUXHUMANA

INHLOKO YOMNYANGO	DKT. FB MADLOPHA
IKheli lendawo :	191 Prince Alfred Street, Pietermaritzburg
Ikheli leposi :	Private Bag X 9137, Pietermaritzburg, 3200
Ucingo :	(033) 355 5562
Ifeksi :	(033) 355 5683
I-imeyili :	Head.works@kznworks.gov.za
Okungaxhunywana naye:	Ms ZE Mfusi



UMNYANGO WEZEMPILO



DKT. S DHLOMO

ILungu IoMKhandlu oPhethe elibhekelle ezeMpilo:

Umbono woMnyango wezeMpilo “Ukuvikela impilo. Ukwenza izakhiwo zezempiло zisebenzele umphakathi”.

Ngenxa yalokhu, umnyango uyazibophezela ekuphatheni ngendlela uhlelo lwezempiло olubhekana nezidingo, futhi olukhombisa ikhono lokwenza umsebenzi. Lokhu kuyofezekiswa ngelesi sikhathi sokuba sesikhundleni esikhethelwe sona ngokuthi kugxilwe kakhulu kulezi zinto ezibalulekile ezilandelayo:

- Ukwenza ngcono izinga lokunakekela elihlinzekwa ezibhedlela nasemitholampilo ngokuthi kwensiwe ngcono uhlelo lokunakekelwa kwezempiло nokuphathwa kwalo. Isibhedlela esisodwa isifunda ngasinye lapho ngonyaka ngamunye wezimali kuyokwenziwa izinhlelo zoshintsho.
- Ukuphuculwa kwezibhedlela kuyokwenziwa ukuze kuqedwe ukuguga kwengqalasizinda yezibhedlela. Ngaphezu kwalokho, kuyosetshenziswa amathuba avezwu esibambisene nabo emkhakheni ozimele futhi ahломulise izakhamizi zeziFundazwe.
- Ukuhlinzekwa kobuholi obuhlelekile nokwakhiwa



kobambiswano nomphakathi ukuze kube nempilo engcono ngokuthi kusimamiswe imisebenzi ebalulekile yezempilo egxile kakhulu emisebenzini esemazingeni okuqala, ukunakekelwa komphakathi kanye nokuvikeleka ezifweni.

- Ukuqhutshelwa nokuqaliswa kweSu elibanzi leSandulela Ngculazi neNgculazi kugxilwe kakhulu ekusetshenzisweni kohlelo lwezigaba ezahlukene olugxile ekuvikeleni, ikakhulukazi ukuvikelwa kokuDlulisela kweGciwane leSandulela-Ngculazi lisuka kuMama liya eNganeni.
- Ukuqhutshewa nokuqaliswa kweSu lokuLawulwa kweSifo siFuba ngendlela egqugquzela umphakathi ukuthi wazi ukuthi lesi sifo siyelapheka, nokwelashwa kumahhala.
- Ukugqugquzela abantu mayelana nempilo engcono kugxilwe kakhulu eMpilweni yokuPhathwa kweziNgane, yeziNgane neyabesiFazane. Ukuvikelwa kwezifo ezinemishanguo yokuvikela ngamakhambi okuvikela kanye nokuPhathwa okuDidiyele kweziFo zeziNgane ukwelapha izingane ezigulayo ezingeni lezibhedlela zikahulumeni (PHC) yizinhlelo ezamukelwe umhlaba wonke ezibekwe phambili uMnyango.
- Ngesikhathi sokuhlela esilandelayo, uMnyango uzojuba ukuba kwensiwe ucwaningo oluwlukahlukene ukuze kutholakale ulwazi oluyosiza ukuhlelwa, ukuhlinzekwa nokuqashwa nokuhlolwa kwezempi. Ucwaningo olunzulu kanye nokutholakele kuyonika ubufakazi bezindlela zokungenelela nezinhlelo eziyosetshenziswa.

IMINININGWANE YOKUXHUMANA

INHLOKO YOMNYANGO	DKT. S ZUNGU
Ikheli lendawo :	11 Floor South Tower, 330 Langalibalele Street; Pietermaritzburg; 3201
Ikheli leposi :	Private Bag X9051; Pietermaritzburg; 3201
Ucingo :	033 395 2799
Ifeksi :	033 345 0792
I-imeyili :	Samantha.foulkes@kznhealth.gov.za
Okungaxhunywana naye:	Ms Samantha Cheatli



UMNYANGO WEZOKUBUSA NGOKUBAMBISANA NEZOMDABU



NKSZ N DUBE

ILungu IoMkhandlu oPhethe elibhekele ezokuBusa ngokuBambisana nezoMdabu:

Ngombono “Wokubusa ngokubambisana okulawulwa abantu, okugxile ekuhlinzekweni kwezidingo ngendlela efezekisa izidingo zomphakathi”, uMnyango wezokuBusa ngokuBambisana nezoMdabu, “njengeNsika yezokuDidiyela” ukuzekuboniswanenezhinkazombusoezingenilasekhaya, usuhlonze lezi zinjongo zamasu ezilandelayo kusukela ku 2010 kuya ku 2014:

- Ukweseka nokusimamisa ukusebenza kwezikhungo zohulumeni basekhaya nezikhungo zomdabu ukuze zihlinzeke ngendlela efanele izidingo zomphakathi;
- Ukuqinisa ezokubusa ngokubambisana neminyango kahulumeni, namabhizinisi kahulumeni, nomasipala, nezikhungo zendabuko ukuze kuhlanganwe futhi kusetshenziswane ezinhlelwani zokuhlinzekwa kangcono kwezidingo; kanye
- Nokugqugquzelu ukuqapha ngendlela efanele ukuhlinzekwa



kwezidingo kanjalo nesibopho sokubika mayelana nokuhlinzekwa kwzidingo, ukwabelana ngolwazi nokuhlinzeka ulwazi olwethembekile oluzokweseka izinqumo ezithathwayo ngokwenqubomgomgo.

Ukufezekisa lezi zinjongo, uMnyango usuhloze amakilayenti awo abalulekile:

- OkungoHulumeni baseKhaya; kanye
- NeziKhungo zoBuholi boMdabu

Lo Mnyango uyazibophezela:

- Ukweseka nokuthuthukisa amakhono **komasipala** mayelana:
 - nokushintshwa ngendlela engenazihibe kweziphathimandla zomasipala uma sekuthatha ezinye iziphathimandla ukuze kuqinisekiswe ukuthi iMikhandlu yoMasipala isebenza ngokuphelele ezinyangeni ezintathu kwedlule ukhetho lomasipala; ukuqala izinhlelo ezicacile zokupathwa kwezimali ukuze kuqinisekiswe ukuthi kuyahanjiswana nemithetho yezimali yomasipala futhi amabhuku ezimali ahlale ehlanzekile;
 - ukubhekana nezinkinga zokupaththa budlabha, ukukhwabanisa nenkohlakalo kanjalo nokuphenywa kwezinsolo;
 - ukuhlinzekwa kwengqalasizinda ukuze kufewze izinjongo zentuthuko zekhuluminyaka zokuthola amanzi, ukuthuthwa kwendle nogesi;
 - ukubuyekezwa nokuphuculwa kwama-IDP;
 - ukusungulwa kwezinhlaka zomphakathi zokubamba iqhaza entuthukweni kubandakanya amakomidi amawadi;
 - ukwakhwa kohlelo olusebenzayo nolusheshayo lokuLawulwa kweziNhlekelele.



- Ukwesekwa nokuthuthukiswa kwamakhono **ezikhungweni zobuholi bomdabu** ukuze:
 - kudluliselwe kalula amandla ngemuva kokhetho lweMikhandlu yoMdabu neziNdlu zobuHoli boMdabu zeziNdawo kanjalo neNdlu yobuHoli boMdabu yesiFundazwe nokuqinisekisa ukuthi yonke imiKhandlu neziNdlu zobuHoli boMdabu zisebenza ngokuphelele ezinyangeni ezintathu kudlule ukhetho;
 - kusebenze ngendlela efanele negculisayo iziNdlu zobuHoli boMdabu eziyi-11 zezindawo;
 - kusebenze ngendlela efanele negculisayo iNdlu yobuHoli boMdabu yesiFundazwe;
 - kuqeleshwe futhi kuthuthukiswe amakhono esikhungweni sobukhosie kubandakanya amaKhansela oMdabu ukuze enze imisebenzi yawo yokuthuthukisa umphakathi;
 - kuphathwe ngendlela efanele necacile izimali ikakhulukazi kuma-akhawunti esiKhwama sezomdabu; futhi
 - kwakhiwe futhi kusetshenziswe izikhungo zokuPhatha zoMdabu nezindlu zamaKhosi.
- Mayelana **nomphakathi:**
 - kuphendulwe zonke izincwadi ezithunyelwe zingakedluli izinsuku eziyi-7;
 - kusizwe ngezimpendulo kulabo masipala nezikhungo zobuholi bomdabu uma lezo zikhungo zingaphendulizi ezinsukwini ezingama-30;
 - kucutshungulwe zonke izicelo ezingokomthetho ngesikhathi esidingekayo;
 - kuphenywe noma iziphi izinsolo zokuhlinzekwa kwezidingo okungagculisi ezinsukwini eziyi-14 futhi kuphendulwe mayelana nezinyathelo ezithathiwe ezinsukwini ezingama-30;
 - kukhokhelwe imisebenzi ekhishiwe noma impahla



- ehlinzekiwe ezinsukwini ezingama-30; kuperhendulwe ucingo lusakhale kahlanu futhi kuperhendulwe imiyalezo eshiywe ocingweni ezinsuwini ezimbili;
- kuperhendulwe ama-imeyili ezinsukwini ezintathu;
- izivakashi ebezinephoyinti ziyoisizwa ngesikhathi obekunqunywe ngaso lelo phoyinti;
- izivakashi ebezingenalo iphoyinti ziyoisizwa ingakapheli imizuzu engama-30, ngemuva kwalokho kuyobe sekunqunywa iphoyinti;

IMININGWANE YOKUXUMANA

INHLOKO YOMNYANGO	MS N QHOBOSHEANE
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IKheli leposi :	Private Bag X9078; Pietermaritzburg; 3200
Ucingo :	033 395 2831/ 3118
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Isendialelo

Uhulumeni wesiFundazwe saKwaZulu-Natali ngaphansi kobuholi bukaMhlonishwa uNdunankulu uZweli Mkhize unentokozo ukwethulela izakhamizizaKwaZulu-Natali amalungelo azonjengabantu, nokuzibophezela kwesifundazwe ukuvikela la malungelo ngokuthi usungule uSomqulu wamaLungelo okuThola iziDingo.

Lo Somqulu ususelwe kuSomqulu wamaLungelo njengoba kuhlinzekwe kwiSahluko 2, izigaba 7 no 38 zoMthethosisekelo waseNingizimu Afrika, 1996 futhi ubhekene nezinto ezithinta ukuhlinzekwa kwezidindo.

Lesi sinyathelo singukufezeka kwesimemezelu esenziwa kuSomqulu weZakhamizi wesiFundazwe saKwaZulu-Natali ukuthi izakhamizi ziyoohlinskwa ngolwazi olugqamisa imigudu okumele ilandelwe uma kubekuka engcupheni amazinga okuhlinzekwa kwezidindo. Kungenxa yalokhu-ke okwenze uhulumeni wakhetha ukuqala ngokunazisa ngamalungelo enu njengabantu baseNingizimu Afrika neZakhamizi zaKwaZulu-Natali.

Ngakho-ke lo Somqulu uyinsika ekuhlinzekweni kwezidindo zomphakathi, okuyinto uHulumeni wesiFundazwe saKwaZulu-Natali azimisele ukuyihlonipha nokulawulwa iyona. Ungowokuhakambisa amalungelo abantu baKwaZulu-Natali nokuqinisekisa ukuphatha okwethembekile ngokuhlinzekwa kwezidindo okucacile, okongayo, okungenzeleli futhi okunehlonipho.

Amalungelo aqukethwe lapha ancike emikhawulweni ethile, kodwa-ke nayo imikhawulo leyo iyoncika ekutheni ifanele futhi inesidindo... “emphakathini ophila ngokwentando yeningi, oxile ekuhlonishweni kwesithunzi somuntu, onokulingana futhi onenkululeko” (UMthethosisekelo weRiphabhulikhi yaseNingizimu Afrika, 1996: Isigaba 36).

Nazi ezinye izinto ezibhekwayo phakathi kokunye:

- (a) Uhlobo lwelungelo;
- (b) Ukabaluleka kwenhlosa yomkhawulo;
- (c) Uhlobo kanye nobungako bomkhawulo;



- (d) Ukuhambisana phakathi komkhawulo nenhoso yawo; futhi
(e) Ukuba nemikhawulo emincane kusho ukufezekiswa kwenhoso.

Uhulumeni wesifundazwe uyothatha amagxathu afanele, ngezinsizakusebenza onazo, ukuze kuqinisekiswe ukufezwa kwelungelo ngalinye elibalulwe lapha ngezansi.

Kafushane, uSomqulu wamaLungelo okuThola iziDingo wese ka imisebenzi uhulumeni wesifundazwe saKwaZulu-Natali azibophezele kuyona, ngalokho uqinisekisa amalungelo ezakhamizi okuthola izidindo ezisezingeni

Ukusebenza

Lo Somqulu usebenza kuzo zonke izakhamizi zaKwaZulu-Natali okuyizona ezihlomulayo kuSomqulu weZakhamizi esiFundazweni saKwaZulu-Natali, kuSomqulu wokuziBophezelu ekuHlinzekweni kweziDingo wemiNyango yesiFundazwe kanye nakumaSu oKwenza Ngcono ukuHlinzekwa kweziDingo. Ubophezelu zonke izinhlaka zikaHulumeni wesifundazwe saKwaZulu-Natali.

YAZI AMALUNGELO AKHO OKUTHOLA IZIDINGO

Ukulingana

Wonke umuntu uyalingana phambi kukaHulumeni wesifundazwe saKwaZulu-Natali (KZNPA) futhi unelungelo lokuphathwa nokuhlomula ngendlela elinganayo emisebenzini yethu yokuhlinzeka izidindo. Ukulingana kubandakanya ukuhlomula ngokuphelele nangokulinganayo kuzo zonke izidindo. Ukuze kugqugquzelwe ukulingana, kungasetshenziswa imithetho nezinye izilinganiso ezakhelwe ukuvikela noma ukusimamisa abantu noma imikhakha yabantu abahlukunyezwu impatho engafanele. Inqubo yezincomo neyezikhalazo ekulo mbhalo iwuhlelo lwethu oluyisinyathelo sokuqala sokubhekana nezikhalo zenu.

I-KZNPA ngeke ibandlulule ngokungafanele, ngqo noma ngandlela thile, noma ubani ngenxa yesizathu noma yezizathu ezibandakanya ubuhlanga, ubulili, ukukhulelwa, ukushada noma ukungashadi, umphakathi noma



uhlobo lwabantu ophuma kulo, ibala, isimo sobulili, iminyaka, ukukhubazeka, inkolo, imigomo yokuphila, inkolelo, isiko, ulimi kanye nokuzalwa.

Isithunzi

Uhlelo lwethu luyoqinisekisa ukuthi isithunzi namalungelo akho kuyahlonishwa futhi kuyavikelwa ngazikhathi zonke uma kuba nokuxhumana okumayelana nokuhanjwa kwezidingo emphakathini.

Ilungelo nokuVikeleka

Ilungelo lakho lokukhululeka nokuvikeleka liyohlonishwa futhi livikelwe. Inqubo yethu yezincomo nezikhalazo iqinisekisa inkululeko yakho yokuveza imibono nezikhalazo ngendlela esikuphatha ngayo uma sihlinzeka izidingo wena ofanelekile ukuzithola.

Ubumfihlo

Ilungelo lakho lokuba nemfihlo kumele livikeleke ngandlela zonke. Lokhu kusho ukuthi, noma iluphi ulwazi oluni keza isikhulu sikahulumeni kumele lumphathwe njengoluyimfihlo futhi akumele lukhulunywe nomunye umuntu ngaphandle kwakho, ngaphandle uma leyo ngxoxo ihlose ukuxazulula inkinga wena, njengekhasimende lethu, obhekene nayo.

Ilungelo lenkolo nelenkolelo

Ilungelo lakho lemigomo yakho yokuphila, lenkolo nelenkolelo yakho liyovikelwa. Ngakho-ke, ngisho phakathi kokufa nokuphila, angeke uphoqwe ukuba uzibandakanye ezenzweni nasezinhlwelweni eziphikisana nalokho oyikho nokholelwa kukhona.

Ilungelo lokuveza imibono yakho

Uyaqinisekiswa ukuthi unelungelo lokuba nelungelo lokuveza imibono yakho nganoma iyiphi indlela elula kuwena, inqobo nje uma leyo mibono ingahambisanodlame noma nokulwa, futhi kungeyona imibono enenzondo noma yokuchukuluza ngenhloso yokulimaza, okuncike ebuhlengeni, ebaleni, ebulilini noma enkolweni.



Ukuba yisakhamuzi

Kuyilungelo lakho ukuba yisakhamuzi seRiphabhulikhi yaseNingizimu Afrika nokuhlomula ngalokho emisebenzini kahulumeni, futhi awusoze wemukwa leli lungelo.

Inkululeko yokuhamba nokuhlala

Kuyilungelo lakho ukuthi uhlale noma ikuphi kwiRiphabhulikhi yaseNingizimu Afrika futhi ushiye leli zwe noma lesi sifundazwe uma ufisa.

Indawo

Unelungelo lokuba sendaweni engenabo ubungozi empilweni nakwinhlalahakahle yakho, indawo engenakho ukungcola futhi engenakho ukukahlamezeka futhi indawo evikelekile, ukuze kuhlomule isizukulwane samanje nezizukulwane ezizayo ngomthetho ofanele nangezinye izindlela.

Ukuba nendlu

Umuntu ngamunye unelungelo lokuthola indlu yokuhlala efanele. Uhulumeni wesifundazwe uyothatha izinyathelo ezifanele zomthetho, ngezinsizakusebenza ezikhona, ukuze afezekise leli lungelo. Uhulumeni wesifundazwe uyoqinisekisa ukuthi akekho okhishwa ekhaya lakhe, noma obhidlizelwa ikhaya lakhe, ngaphandle komyalelo wenkantolo ngemuva kokubhekwa kwazo zonke izimo ezikhona.



Ukunakekelwa kwezempi lo kuthola izidingo zezempi

Wonke umuntu unelungelo lokuthola:

- (a) ukunakekelwa kwezempi, kubandakanya ukunakekelwa kwezempi kokubeletha;
- (b) ukudla namanzi okwanele; kanye
- (c) nezidingo zempi kanjalo nezidingo zempi zalabo abangakwazi ukuzisiza bona nalabo abathembale kubo.

Akekho oyonaqatshelwa ukwelashwa ezimweni eziphuthumayo.

Izingane

Ukuqinisekisa amalungelo ezingane esifundazweni saKwaZulu-Natali, uhulumeni wesifundazwe uyogqugquzela ukuba kulandelwe imiyalelo yesigaba 28 soMthethosisekelo weRiphabulikhi yaseNingizimu Afrika. Lesi sigaba sikhuluma ngamalungelo engane angenakuguqulwa.

Imfundo

Wonke umuntu unelungelo lokuthola imfundo eyisisekelo, kubandakanya imfundo eyisisekelo yabadala nenyi imfundo, lapho uhulumeni wesifundazwe, ngezindlela ezifanele, eyokwenza ibe khona futhi itholakale.

Ulimi, isiko, inkolo, imiphakathi yezilimi ezahlukene

Wonke umuntu unelungelo lokusebenzisa ulimi aluthandayo nokubamba iqhaza esikweni nasenkolweni ekhethwe nguyen. Akekho oyosebenzisa la malungelo ngendlela engahambisan nezinhlinzeko zikaSomqulu wamaLungelo. Uhulumeni wesifundazwe ngalokhu uyazibophezel ekuqinisekisi ukuthi izikhulu zikahulumeni ziyawahlonipha la malungelo nzuku zonke uma zixhumana nani futhi zingasebenzisi ukwahlukana ngokwamasiko nangokolimi ukubandlulula noma isiphi isakhamuzi.

Ukutholakala kolwazi

Zonke izakhamizi zaKwaZulu-Natali ziyoba nelungelo lokuthola ulwazi olugcinwe uhulumeni wesifundazwe oludingekayo ukuze kwensiwe noma



kuvikelwe noma imaphi amalungelo.

Ukuphatha ngendlela efanele

Wonke umuntu unelungelo lokuphathwa ngendlela esemthethweni, efanele futhi engenzeleli, kanjalo nelungelo lokunikezwa izizathu ezibhalwe phansi uma kwenzeka ilungelo lakhe liphazamiseka.

Ukusebenzisa amalungelo akho okuthola izidingo

Izakhamizi zinelungelo lokuza emahhovisi ethu njengoba kuhlongozwe kwinqubo yezincomo nezikhalazo, uma zibona ukuthi ilungelo elivela kulo mbhalo linyatheliwe noma lisengozini. Izinqubo ezibekiwe azivimbeli isakhamuzi ukudlulisela isikhalaZulu saso ezikhulwini eziphezulu uma sibona kunesidingo, kufanele futhi kunesizathu.

Ukuchazwa kwalo Somqulu wamaLungelo okuThola iziDingo

UHulumeni wesiFundazwe saKwaZulu-Natali uyowachaza la malungelo avela kulo mbhalo ukugquqquzel aukwethembeka okuyikhona msuka wokuzibophezela ekuHlinzekweni kweziDingo okubeka abantu baKwaZulu-Natali phambili. Lokhu kuyahambisana nemigomo yeBatho Pele, noSomqulu weZakhamizi wesiFundazwe saKwaZulu-Natali, noSomqulu wokuziBophezela ekuHlinzekweni kweziDingo wemiNyango kanye namaSu oKwenza Ngcono ukuHlinzekwa kweziDingo.

Inqubo Yokuncoma Nokukhalaza

Sizothanda ukuninika ilungelo lokuthola izizathu ezibhalwe phansi zezenzo eziphathelene nokuphatha njengoba kuhlongozwe esigaben 33 soMthethosisekelo weRiphabhulikihi yaseNingizimu Afrika, 1996. UMthetho wokuGquqquzel a uBulungiswa kwezokuPhatha, 2000 uyiSendlalelo sezinqubo zethu.

“Uma izinga lomsebenzi ebelithenjisiwe lingazange liHlinzekwe, kuyoxoliswa kwizakhamizi, zinikezwe incazel ephelele futhi kwenziwe



imizamo yokulungisa lelo phutha ngokushesha. Uma kuba nezikhalazo, izakhamizi ziyonikwa impendulo yokuzwelana nazo.”

Ngokuhambisana nokuzibophezela okukuSomqulu weZakhamizi waKwaZulu-Natali, uhulumeni wesifundazwe wethula le nqubo yezikhala. Inqubo yakhiwe ukuze isetshenziswe yiyo yonke iminyango kahulumeni wesifundazwe.

Kuyinhloso kahulumeni wesifundazwe ukuqinisekisa ukuthi kubhekvana ngendlela efanele nezikhalazo ngendlela ezokwenelisa wena njengesakhamuzi sethu esibalulekile. Siyakumema ukuba usebenzise zonke izinhlaka ezikhona ukusisiza ukuze senze okufanele zisuka nje.

Izincomo:

Sizothanda ukwemukela, ukuqhakambisa nokuklomelisa ukusebenza okuhle ohlangothini Iwabasebenzi bakahulumeni abazinikela ngokweqile emsebenzini yabo ukwenza abantu baKwaZulu-Natali bazizwe bebalulekile. Sisizeni sincome labo abasebenza ngokuphindiwe ukuze izinhlelo zethu zokuhlinzekwa kwezidingo zibonakale zisebenza. Nina, njengezakhamizi zethu ezibalulekile niyobe nenze lukhulu uma nisazisa ngalabo enibona ukuthi bakufanele ukutuswa nokunconya kuhulumeni wethu.

Siyobonga kakhulu uma izincomo zenu zingabhalwa phansi njengoba lokho kuyosisiza ezinhlelweni zethu zokuqopham amarekhodi nokwenza lula izinhlelo zethu zobufakazi.

Imibono yenu yamu keleke kakhulu, ngakho-ke niyacelwa ukuba nisibhalele (nizoyithola imininigwane yethu yokuxhumana ekugcineni kwalo mbhalo wezinqubo).

Izikhalazo ezingenambandela

Emizamweni yethu yokubhekana nezikhalazo zenu ngokushesha, welulekwa ukuba uhambise isikhala sakho esikhulwini esisetafuleni lokumukela amakhasimende uma kakhona ‘okungahambi kahle’. Yenza imizamo yokulungisa lolo daba nesikhulu. Uma ungeneliseki ngalokhu, ngandlela thile, ungalandela inqubo yokukhalaza esemthethweni.



Izinqubo yokufaka izikhala zo esemthethweni

Izinga 1: Lokhu kungenziwa ngqo kuleyo ndawo yokusebenza

- (a) Thola imininingwane yenhloko/yomphathi waleyo ndawo yokusebenza ufake isikhala zo sakho
- (b) Faka isikhala zo sakho ngomlomo noma ngencwadi. Kunconya ukuba kwensiwe izikhala zo ngencwadi;
- (c) Nikeza imininingwane ephelele yesikhala zo;
- (d) Hlinzeka ngayo yonke imininingwane ezosiza uma sesixhumene nave. Lokhu kubalulekile ukuze kwensiwe uphenyo ngemuva kwalokho futhi kubikwe;
- (e) Cela ukuba bakucacisele ukuthi ungayithola nini impendulo kulelo hhovisi.

Uma unga neli sekise ngempendulo mayelana nesikhala zo sakho kwinhloko yaleyo ndawo yokusebenza, ungasixazulula ezikhulwini eziphezulu ukuze siphinde sicutshungulwe.

Izinga 2: Izikhulu eziphezulu

- (a) Bhekisa isikhala zo sakho kwiNhloko yoMnyango, ucele ukuba kubuyekezwe isinqumo senhloko yendawo yokusebenza;
- (b) Bhala isikhala zo sakho phansi; futhi
- (c) Landela lezi zinyathelo ezibhalwe ngasenhla.

Okwenziwa wuHulumeni ngezikhalazo

- (a) Ukukhombisa ukuthi usitholile isikhala zo ezinsukwini ezintathu zokusebenza sitholakele;
- (b) Ukwenza isikhala zo sakho sibe yimfihlo ngendlela esifanele;
- (c) Ukuphenya kabanzi ngesikhala zo;
- (d) Ukuhlinzeka ngezilinganiso zokuthi kungase kuthathe isikhathi esingakanani ukuxazulula isikhala zo;
- (e) Ukuholisa ngendlela efanele;
- (f) Ukuhaza zonke izinyathelo ezithathwa izikhulu zethu;



- kanye
- (g) Nokuqala izindlela zokulungisa izimo ezisheshayo nezisebenzayo.

Lokhu okulandelayo kungaba usizo ukubhekana nezikhalazo:

- (a) Igama lakho nemininingwane yokuxhumana;
- (b) Izinga (amazinga) elithintekayo;
- (c) Incazelo yesikhala zo sakho; kanye
- (d) Nezinyathelo ongathanda ukubona zithathwa.

Izakhamizi zaKwaZulu-Natali ziyoahlale njalo zinethuba lokufaka izikhalazo zazo eHhovisi loMvikeli woMphakathi. Nakuba kunjalo siyaninxusa ukuba niqale ngokusebenzisa le nqubo ebekwe ngasenhla. Kuyinhloso yethu ukuqinisekisa ukulungisa ngozwelo wonke amaphutha enzekayo ahlangene nomsebenzi kuhulumeni wesiFundazwe saKwaZulu-Natali.

Khumbula, ukweneliseka kwakho yiyona njongo yethu enkulu. Sifuna ukuhlinzeka izidingo okuyizona ezinifanele.

Sigquqquzelu ukuthi njengezakhamizi zesifundazwe saKwaZulu Natali nisebenzise izinombolo zamahhala ezikhona eminyangweni kaHulumeni ukudlulisa izikhalazo nokungeleliseki kwenu. Ngaphandle kokwenzenjalo lemininingwane engezansi yokuxhumana nohhulumeni ingasetshenziswa nayo.

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Ucelwa ukuba uthumele izincomo, izikhala zo nemibono mayelana nokuhlinzekwa kwezidingo ku:

Mnuz Mafezwe Khanyile
Ihhovisi likaNdunankulu
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INDAWO YOKUBHALA

Sizinikele ekunikezeleni ngezid dingongqangi zenu okusezingeni eliphezulu



INDAWO YOKUBHALA

Usomqulu Wezakhamizi WaKwazulu Natali