



Isifundazwe saKwaZulu-Natali

I-Operation Sukuma Sakhe

Imodeli Yokuqalisa Ukusebenza

Imihlahlandlela YokuDidiyela



STAND UP AND BUILD



STAND UP AND BUILD

Kuvunywe ngu:

Mnu NVE Ngidi

UMqondisi-Jikelele: Isifundazwe saKwaZulu Natali

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ISekela loMqondisi-Jikelele: Uhlelo lukaSukuma Sakhe

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Isifundazwe saKwaZulu-Natali



Izifingqo

AIDS	Acquired Immune Deficiency Syndrome Ingculazi	MEC	Member of the Executive Committee Ilungu leKomidi eliLawulayo
CCG	Community Caregiver Onakekela uMphakathi	MDG	Millennium Development Goal Injongo yezokuThuthukiswa kweNkulungwaneminyaka
CDW	Community Development Worker Abasebenzi Bezokuthuthukisa uMphakathi	NISIS	National Integrated Social Information System Uhlelo lukaZwelonke lolwazi loMphakathi oludiyelwe
CM	Community Mobiliser Umkhuthazi woMphakathi	NGO	Non-Government Organisation Inhlango eNgekho Phansi kukaHulumeni
COHOD	Committee of Heads of Departments Ikomidi leziNhloko zeMinyango	OSS	Operation Sukuma Sakhe Uhlelo lukaSukuma Sakhe
DDG	Deputy-Director General Isekela loMqondisi-Jikelele	PTT	Provincial Task Team Iqembu eliQokiwe lesiFundazwe
DTT	District Task Team Iqembu eliQokiwe lesiFunda	SV	Sport Volunteer Ivolontiya lezeMidlalo
EO	Extension Officer Osebenza ukuNwebela eMphakathini	SCPV	Social Crime Prevention Volunteer Ivolontiya lokuVimbela ubuGebengu eMphakathini
FBO	Faith-Based Organisation Inhlango eSekelwe eNkolweni	TB	Tuberculosis Isifo sofuba
HIV	Human Immunodeficiency Virus Igciwane leSandulela-Ngculazi	TTEC	Task Team Executive Committee Ikomidi eliPhezulu leQembu eliQokiwe
HOD	Head of Department Inhloko yoMnyango	WHO	World Health Organisation Inhlango yezeMpilo yoMhlaba
HSRC	Human Sciences Research Council Umkhandlu woCwaningo weSayensi yaBantu	WOP	War on Poverty UkuLwa nobuBha
IDP	Integrated Development Plan Uhlelo lweNtuthuko oludiyelwe	WR	War Room Uphiko lwamaSu nokweLuleka
KPI	Key Performance Indicator Izinkomba zeMisebenzi eBalulekile	WTT	Ward Task Team Iqembu eliQokiwe leWadi
KZNI	KwaZulu-Natal KwaZulu-Natali	YA	Youth Ambassador Inxusa leNtsha
LTT	Local Task Team Iqembu eliQokiwe laseKhaya		

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Umyalezo ovela



kuDkt Zweli Mkhize
Undunankulu: Isifundazwe
sakwaZulu-Natali

Uhulumeni wesiFundazwe saKwaZulu-Natali usubeke izinyathelo zokuqinisekisa ukuthi ubuholi obusha bufaka buphinde bukhuthaze isiko elinamandla lemisebenzi emihle ngokwedlulele yamahasimende ngazo zonke izikhathi. Lokhu sekwemukeleke ngokubanzi njengolunye lwezimpawu eziyisisekelo sikaHulumeni wesiFundazwe omusha.

Okubaluleke kakhulu wukuba sikhumbule ukuthi abantu abavota okhethweni olwedlule benza kanjalo ngoba babenamathemba ekusasa elingcono. Ngokuvota, babesebenzisa inkululeko yabo futhi ngenxa yalokho-ke sidinga ukuhlala sizikhumbuza ukuthi le nkululeko eyabantu abejwalekile bezwe lethu kanti yibo okumele badle izithelo zenkululeko ngendlela eshintsha izimpilo zabo zibe ngcono.

Nganoma yingasiphi isikhathi sihlala situsa abasebenzi bethu bakahulumeni kanye neMinyango kaHulumeni abamizamo yabo iholela ekuhlizekweni okungcono kwemisebenzi kaHulumeni kubantu. Izwe elisathuthuka njengaleli lethu lidinga iqembu elizinikele emigomweni yokwenza izinto ngendlela engachemile, ukwethembeka, ubuqotho kanye nokusebenzela abantu ngokuzithoba.

NjengoNdunankulu wesiFundazwe, ngokubambisana namalungu oMkhandlu oLawula isiFundazwe, sizinikele ukwakha iqembu labantu abasebenza emphakathini abonogqozi, abazimisele ukusebenza ngokuzikhandla bebambisene ukuphucula izimpilo zabo bonke abantu bethu.

Sethule uhlelo lokuhlola indlela yokusebenza ukubhekisisa ikhwalithi yomsebenzi owenziwe kanye nomthelela obe nawo. Sivumelene neziNhloko zethu zeMinyango ngeqoqo lezinjongo ezifanayo ezibekiwe njengoba sakha ikusasa ndawonye. Amalungu oMkhandlu oLawulayo azoqapha ukusebenza kwabo, kuthi – mina ngiqaphe iqembu elihlinzeka ubuholi bezombusazwe esiFundazweni sethu.

Siphinde selula nesandla ukusebenza nawo wonke umuntu kwaZulu-Natali obonayo ukuthi uHulumeni ngeke akwazi ukwenza konke. Simeme abaholi bendabuko, abaholi bezenkolo, abafundisa emanyuvesi, iziNhlango ezingezona ezikaHulumeni (ama-NGO) kanye namalungu ejwayelekile omphakathi wethu ukuba bazibandakanye ohlelweni lukaHulumeni lokusebenza.

Okubalulekile, sethule kabusha uHlelo lukaSukuma Sakhe. Uhlelo lukaSukuma Sakhe kuhloswe ngalo ukudidiyela imisebenzi kaHulumeni ukuze kuqinisekise ukuthi kucetshiswa izimpilo zezakhamuzi zethu. Lusukela esiqubulweni esibhalwe sophawu lukaHulumeni wethu wesiFundazwe saKwaZulu-Natali: 'Masisukume Sakhe' – Let Us Stand Up and Build!

USukuma Sakhe uwuhlobo oluthi kuzakhamuzi: 'UHulumeni ngeke akwenze yedwa – umphakathi kumele usukume ubambisane noHulumeni ukwakha kabusha isisekelo somphakathi wethu'. Kusengaphikiswana kuthiwe akukho okungavimba abantu baleli zwe lapho behlangane futhi bedonsela endaweni eyodwa.

Sigqugquzelwa wukuthi ubuholi kuHulumeni kanye nesibambisene nabo emphakathini basebenza ndawonye ukuqinisekisa ukuthi iMisebenzi kaHulumeni iba nenqubo yokuvuselelwa.

Asibumbane sisebenze kanzima ukuqinisekisa ukuthi 'iKwaZulu-Natali iqhubezela iNingizimu Afrika phambili.'

Umyalezo ovela



kuMnu NVE Ngidi
uMqondisi-Jikelele: Isifundazwe
saKwaZulu-Natali

Igunya elinikwe uHulumeni yilabo abamkethile ukuletha impilo engcono kuzo zonke izakhamuzi, ngaphandle kokubheka ukuthi zavotela bani.

Kungenxa yalokhu uHulumeni waKwaZulu-Natali evuselela ukuzinikela ukuzimisela kwakhe ukuletha imisebenzi ebalulekile kuyo yonke imiphakathi yakulesi sifundazwe esihle.

Kuyangijabulisa ukubona ukuthi abaphethe njengamanje ngaphansi kobuholi bukaNdunankulu uZweli Mkhize namalungu eKomidi lakhe eLilawulayo, usenqume ukuvuselela iphrojekthi ehloniphekile ka 'Sukuma Sakhe' – Stand up and Build.

Umongo wephrojekthi ka 'Sukuma Sakhe' wukufaka onke amalungu omphakathi ukuba emukele aphinde afake ngaphakathi kuwona ukuthi uHulumeni ngeke akwazi ukukwenza konke eyedwa ekuletheni intuthuko.

Intando yeningi ingokuthathwa kwesibopho yithi ngezimpilo zethu. UHulumeni ufisa ukugqugquzela isiko lokuzimela, ngaso lesi sikhathi evuma ukuthi umphakathi wakhiwa yilelo nalelo lungu lomphakathi.

Emva komuntu ngamunye, inongo yomphakathi wumndeni. Bese kushiwo ukuthi imindeni ejabule yenza imiphakathi ejabule, kanti imiphakathi ejabule yenza izizwe ezijabule.

Ngale phrojekthi ka 'Sukuma Sakhe' sithi ngamaphrojekthi anjengo 'Muzi owodwa ingadi eyodwa' (One Home One Garden), singakha imiphakathi ephile kahle nejabule. Izobe isizala imiphakathi ejabule kakhulu kanye nehlumayo eyoholela esizweni esinempilo kanye nesijabule kakhulu.

Ukwakha isizwe kungokwethu sonke. Thina njengezakhamuzi zalesi sifundazwe esihle kufanele sibhukule sicele inselelo sibhekane nezinsalelo ezesabekayo zokungakwazi ukufunda nokubhala, ububha, ubugebengu kanye nempilo engeyinhle.

Ngakho-ke sishayela ihlombe uNdunankulu, abaLawulayo kanjalo nesiShayamthetho sase-KZN ngokuzinikela kwabo ukuholela lesi sifundazwe ekusaseni elingcono nelinempumelelo.

Ngokubambisana singenza okuningi.

Isingeniso

Abantu abaningi baseNingizimu Afrika kade belinde ngokubekezela ukuba kube ngcono izimo zabo zezenhlahlo kanye nezomnotho kusukela kowe-1994. Ukuqedwa kobumpofu sekube yiphuzu elikhulu kwezombusazwe, ezenhlalakahle nezokuziphatha kubo bonke abantu abazibophezele ekusebenzeni abantu baseNingizimu Afrika. Ukuzinikela emazweni omhlaba sekwenziwe ukuqeda ububha ngokwamukela ama-MDG (Millenium Development Goals) okuyiziNjongo zokuThuthukiswa zeNkulungwaneminyaka.

Okukhulu okufuqa ukungabikho kwempilo wubuphofu. Ngakolunye uhlangothi, ubuphofu bakha impilo engeyinhle ngokuphoqa abantu ukuba baphile ezindaweni eziminyene ezinokufinyelela okungenele emanzini ahlanzekile kanye nasekuthuthweni kwendle. Ukwengeza lapho, abantu abampofu abakwazi ukufinyelela emithini yokwelapha, ezokuxhumana emphakathini kanye nasemfundweni okubenza bahlale bengenalo ulwazi olwanele ngezingcuphe zempilo. Ngakolunye uhlangothi, impilo engeyinhle iholela ekungeneni kwemali eholwayo okuncishisiwe noma ekulahlekelweni yiyo unomphela okudala ubuphofu. Ngakho-ke inhloso wukudidiyela kanye nokuhlanganisa yonke imizamo yabo bonke abanesabelo ukuba baphucule izimpilo zemiphakathi.

IKwaZulu-Natali iyisifundazwe sesibili ngobukhulu eNingizimu Afrika ngokuba nabantu abalinganiselwa kwizigidi eziyi-10.2 (Community Survey, 2007). Ucwangingo lwe-SA National Burden of Disease (2000) lukhombisa ukuthi iminyaka evame ukuphilwa abantu KwaZulu-Natali ilinganiselwa kuma-52 eminyaka (Bredshaw nabanye, 2006). Izizathu eziphambili zokufa esiFundazweni ezeyamaniswa nobuphofu kanye nokungathuthuki yiGciwane leSandulela-Ngculazi (i-HIV) kanye neNgculazi (i-AIDS), isiFo soFuba (i-TB), izifo ezidalwa yizimuncigazi, izimo zokugula ngaphambi kokubeletha kanye nezangemva kokubeletha kanye nokungondleki (Bradshaw nabanye, 2006).

Imiphumela yocwangingo lukaZwelonke lwaseNingizimu Afrika lwe-HRSC kowezi-2008 ngokudlana, ukwenzeka, ukuziphatha kanye nokwedluliswa kweGciwane leSandulela-Ngculazi (i-HIV) iphinde yabeka i-KZN ngaphezu kwezinye iziFundazwe ngezinga elingamaphesenti ayi-15.8 lobuningi babathelekayo. Ucwangingo luphinde lukhombise ukuthi umthwalo weGciwane-leSandulela-Ngculazi (i-HIV) noweNgculazi (i-AIDS) usathwelwe yiqembu labantu abakhona abangabesifazane lapho o-1 kwaba-3 eqoqweni lontanga abaneminyaka yobudala engama-25 nangaphezulu ethelelekile. Ngemuva kwezifo ezihlobene neGciwane leSandulela-Ngculazi kanye neNgculazi, isiFo soFuba yisifo esilele isibili ekudaleni ukufa esiFundazweni njengoba abantu abatholakala benaso banda besuka kwi-98,498 kowezi-2004 baya kwi-109,556 kowezi-2007 (ERT.net, kowezi-2007), simele umthwalo oyizehlakalo eziyi-1.054 kubantu abayi-100,000 okuyisibalo esiphindwe kahlanu ngaphezu kwesilinganiso samazinga enhlekelele ngokwezilinganiso zeNhlango yezeMpilo eMhlabeni (i-World Health Organisation). Kulokhu kuthetheleka yisiFo soFuba okungenani amaphesenti angama-70 aphinde abe neGciwane leSandulela-Ngculazi (Wallegren K, 2007 njengoba ecashunwe kwi-Social Sector Flagship). Ukuqubuka kwesiFo soFuba esingelapheki ngemithi yaso esibulala abantu abaningi kunaleso esejwayelekile kwenze isimo saba sibi kakhulu esiFundazweni.

KuNhlolanja, kowezi-2008, uMkhankaso “wokuLwa nobuBha” wamanyezelwa yilowo owayenguMongameli wezwe uMbeki eNkulumweni yesiMo seZwe. E-KZN, uMkhankaso “wokuLwa nobuBha” wethulwa ezindaweni ezintathu eziqokwe wumongameli. UHulumeni wesiFundazwe wabe esethatha lezo zindawo njengengxenywe yoHlelo okuKhangiswa Ngalo lwase-KZN, kanti ngoMbasa kowezi-2011, wethula kabusha uhlelo olubizwa nge-Operation Sukuma Sakhe (i-OSS). Izinto ezinhlanu ezihamba phambili kuHulumeni wesiFundazwe zigxile kwimodeli yokulethwa kwemisebenzi ye-OSS eziyilezi:

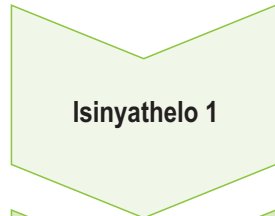
- Ukuthuthukiswa kwezindawo zasemakhaya/ukuphuculwa kwezolimo kanye nokuqiniseka ngokudla
- Ukwakha imisebenzi ehloniphekayo kanye nokukhula komnotho
- Ukulwisana nobugebengu
- Imfundo
- Ezempilo

Umphumela othandekayo wemodeli yokulethwa kwemisebenzi wukuqalisa ukusebenza kohlelo lokulethwa kwemisebenzi oluphelele, olusebenza ngendlela, olusebenza ngokulindelekile noluyikhlwalithi olufaka isandla emphakathini ozimele ngendlela esimeme. Ukuba umphakathi uzimele kubalulekile ukuthi amalungu omphakathi angahlali dekle alindele ukunikezwa izidingo kodwa ubambe iqhaza emaswini endawo azoba nomthelela ezimpilweni zawo. Ngokubamba iqhaza komphakathi, umuntu ngamunye angakwazi ukuxhumana nabanye futhi bazokwazi ukuthatha izinqumo ngokwemizamo yabo bebodwa nalapho behlangene bephokophele ukuzenzela impilo engcono. UHulumeni wase-KZN useshicilele isiVumelwano sezAkhamuzi ebalula ukuthi yimiphi imisebenzi ezohlinzekwa nokuthi iyohlinzekwa kanjani kube kugcizelelwa ukuphuculwa kokulethwa kwemisebenzi.

Njengoba kungabonakala kuMdwebho 1, i-OSS iqinisekisa ukuthi izakhamuzi zizibandakanya ngokuphelele ohlelweni lwazo lokufunda, ukukhula kanye noshintsho njengoba ziyingxenywe yohlelo kusukela ekuqaleni. Imisebenzi yeNtuthuko ngokusebenzisa i-OSS ilethwa kuwo wonke amaqembu antekenteke kanti akukho muntu noma qembu eliyokwenqatshelwa ukufinyelela ukusizakala nganoma yisiphi isizathu.

Isingeniso

Umdwebho 1: Izinyathelo zokuqonda iziDingo zeMizi nezoMphakathi



- Abanakekela uMphakathi (ama-CCG) bavakashela inani lemizi elibekiwe lapho umuntu oletha ulwazi ikakhulukazi inhloko yomuzi enika ulwazi ngezidingo zomuntu ngamunye, ezomuzi kanye nezomphakathi
- Ithuluzi lokuThola ngesiMo soMuzi liigcwaliswa ama-CCG bese kubonakala isisekelo esizosetshenziswa
- Amanxusa eNtsha (amaYouth Ambassadors) (ama-YA) ahlalana nentsha emizini, ezikoleni, emasontweni, emakilabhini, njll. ukuze kuhlonzwe ngokuhlanganyela izidingo kanye nezinsalelo zentsha



- Ama-CCG kanye nama-YA athatha ulwazi oluyisisekelo aluyise oPhikweni lwamaSu NokweLuleka (i-War Room) masonto onke
- Amalungu oPhiko lwamaSu NokweLuleka ahlola izidingo kuhlonzwe nezidingo ezihamba phambili (ezisheshayo)
- Ama-YA asebenza nentsha ukubhekana nezidingo kanye nezinsalelo ezibhekene nentsha



- UPhiko lwamaSu NokweLuleka ludingida izidingo bese luhambisa ulwazi kumuntu okwedluliselwa kuye kulowo nalowo mnyango ukuze zisetshenzwe
- Idatha eyisisekelo yanjalo ngesonto iyahlanganiswa bese ithunyelwa eQenjini lakuleyo ndawo eliQokiwe nakwiMinyango efanele ukuze isetshenziswe
- Iminyango ihlinzeka imisebenzi ngokusebenzisa uPhiko lwamaSu NokweLuleka
- Ama-CCG ahlinzeka imibono emizini
- Ezingeni lamawadi, izixazululo zidingidwa noHulumeni nabanye okubanjiswene nabo ukuba bemukele izinhlelo zentsha
- Ama-YA ahlinzeka imibono entsheni

I-OSS igqugquzela ukudidiyelwa kwemisebenzi ephelile eqhamuka kubahlinzeki bemisebenzi abehlukene njengeMinyango kaHulumeni, amaBhizinisi angaphansi kukaHulumeni kanye noMphakathi njengoba ibuka ukulethwa kwezinhlelo ezilwisana nobubha njengesibophu somuntu wonke. Isu kuhloswe ngalo ukudidiyela imisebenzi ezokwazi ukusiza imiphakathi ngokubambisana ukuqeda ubuhlwempu. Ukudidiyela kuyisu elilandela uhlelo oluthile okuchaza ukuthi izinhlelo ziyoqalisa ukusebenza ukuqinisekisa ukuthi imiphakathi iyasizwa ukufinyelela ukusizakala okudingekayo. Imisebenzi ye-OSS ihlukaniswe amazinga amathathu ngokokubaluleka; eliseduze, elimaphakathi kanye nelesikhathi eside njengoba kubhalwe ngezansi (bheka isiThasiselo 2 ukuze uthole uhlu lwale misebenzi):

- **imisebenzi eseduze (okungephikiswane ngayo okumele ibe isiqediwe ezinsukwini ezingama-90);**
- **eyesikhathi esimaphakathi (okumele ixazululwe ezinsukwini ezingama-91 kuya kweziyi-180); kanye**
- **eyesikhathi eside (esingaphezu kwezinsuku eziyi-180).**

Ukuba nesu elididiyelwe kuchaza ukuthi izinhlelo zonke zikaHulumeni (kuzwelonke, kwisifundazwe kanye nakumasipala) zidlala indima echazwe yacaca. Kuqinisekisa ukuthi iMinyango eyehlukene kaHulumeni isebenza ngokubambisana nokuthi kusetshenziswe ithuluzi lokuhlela elididiyelwe.

Ukudidiyela akugcini nje ngokuhlinzekwa kwemisebenzi yilabo abahlinzeka imisebenzi. Imiphakathi nayo iyafakwa ukuqinisekisa ukuthi ifaka isandla entuthukweni yayo nokuthi iyakwazi ukuphunyula kunoxhaka wobuhlwempu uma ingasekho ohlelweni lwe-OSS.

Imodeli yokuqalisa ukusebenza ibandakanya izihloko ezehlukene ezidingekayo ukwakha amaqembu aqokiwe asebenzayo. Kubalulekile ukuba nokuqonda kwalokhu:

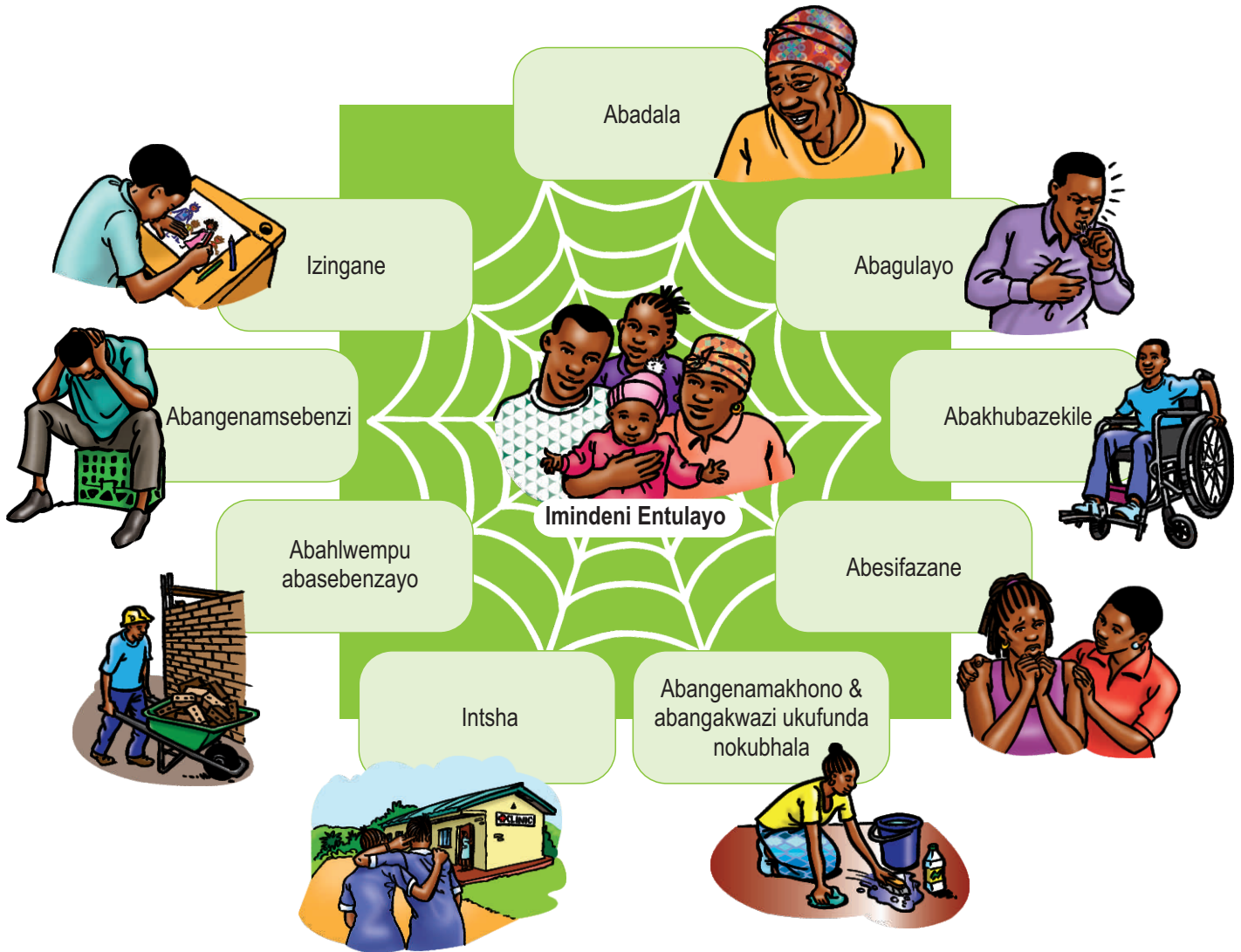
- Ukuthi obani abahlomulayo (isigaba 2)
- Injongo kanye nezinhloso ze-OSS (isigaba 3)
- Izindawo ezibalulekile ze-OSS (isigaba 4)
- Ukwehlukanisa i-OSS ngokwezikhungo (isigaba 5)
- Obani abanesabelo nokuthi bathola baphinde bawagcine kanjani amalungu (isigaba 6 nesesi-7)
- Kuhlinzekwa kanjani ukuqeqesha kanye nokuhola kanjalo nokuxazulula ukungaboni ngaso linye (isigaba 8 nesesi-9)
- Indlela yokuhlonza abazoba ngabameleli kanye nokuthuthukisa isu lokuxhumana (isigaba 10)
- Ukuthi iyini imodeli yokulethwa kwemisebenzi nokuthi lithuthukiswa kanjani isu lokuqalisa ukusebenza (isigaba 11 nese-12)
- Ukuthi i-OSS iqashelwa futhi ihlolwe kanjani nokuthi kwabelwana kanjani ngezindaba zempumelelo kanjalo nezifundo (isigaba 13 nese-14)

Abahlomula nge-OSS

2

Abahlomulayo abahamba phambili nge-OSS amaqembu antekenteke kuwo wonke asemizini entulayo. Amaqembu antekenteke kuwo wonke achazwa njengabesifazane, izingane, intsha, abadala abangasebenzi abangaqashiwe noma abahola kancane, abantu abangenamakhono kanye nabangakwazi ukufunda nokubhala, abanokugula okuyisimbelambela, abantu abaphila nokukhubazeka kanye nasebekhulile.

Umdwebo 2: Abahlomula nge-OSS



3.1 Inhlosombono

Ngokubambisana nabaholi abazinikele, sakha imisebenzi okuphilwa ngayo esimeme, ngokuhlinzeka imisebenzi edidiyelwe emiphakathini, kugququzele impilo engcono kubo bonke.

3.2 Inhlosomgomo

Ukuhlinzeka imisebenzi ephilele, edidiyelwe nesabalala ezinhlangothini ezehlukene emiphakathini ngokubambisana okuyikho nokusebenza ngendlela.

3.3 Inhloso Eyiqoqa

I-OSS ihlose ukwakha kabusha isithunzi somphakathi ngokugququzelela ukuziphatha okuligugu kwabantu, ukulwa nobubha, ubugebengu, izifo, ukuntula kanye nokulimala komphakathi, iqinisekisa ukwakhiwa kabusha kwendlela yokuziphatha okulungile ngokusebenzisana ngokubambisana okuyimpumelelo. Ubambiswano lufaka nomphakathi (abaholi bezenkolo kanye nabendabuko, amaqembu antekenteke, amabhizinisi), abalingani okubanjiswene nabo kwezentuthuko, imiphakathi kanye neMinyango kaHulumeni bonke abasebenza ndawonye ukuhlinzeka imisebenzi exubile edidiyelwe ezohlinzekelwa imiphakathi.



3.4 Izinjongo

Injongo yesu eyiqoqa wukudidiyela, ukuhlela kanye nokongamela imisebenzi eyenzeka ezinhlangothini ezehlukene emiphakathini. Ukuze kutholakale lokhu, i-OSS inezinjongwana eziyisi-6:

1. Ukwakha kanye nokugcina amaqembu aqokiwe asebenza ngendlela emazingeni esifundazwe, esifundeni, emakhaya kanye nakumawadi ukuze alethe imisebenzi edidiyelwe kumuntu ngamunye, emizini kanye nasemiphakathini;
2. Ukwakha izinhlela ze-OSS zabantu abasebenza ngendlela eyiyo nangekhono kuwo wonke amazanga okuqalisa ukusebenza e-OSS;
3. Ukuqonda kanye nokuhlonza izindawo ezinobuphofs kanye nokukhathaza umphakathi emawadini;
4. Ukuhlinzeka imisebenzi ephilele, edidiyelwe neyenzeka ezinhlangothini ezehlukene emiphakathini;
5. Ukumela ukuzibandakanya kwe-OSS kubo bonke abanesabelo ngokuyimaketha kanye nokwazisa; kanye
6. Nokuqaphela, ukuhlela, ukuhlinzeka imibono kanye nokulandelela ukulethwa kwemisebenzi.



Indlela elandelwayo nge-OSS wukuqoqa ulwazi, ukwakha inqolobane yemininingwane yezidingo ezihlonziwe bese kuthathwa ulwazi ngendlela enamazinga ahlukene luyiswe emaQenjini aQokiwe kumaWadi, kwabasemakhaya, eziFundeni kanye nawasesiFundazweni. Ezingeni lewadi, emva kokuba ama-CCG ehlinzeke ukungenelela okusheshayo lapho kudingeka khona, izidingo ziyahlolwa ziphinde zibekwe phambili, bese zedluliselwa kubantu okwedluliselwa kubo eMinyangweni eyehlukene ukuba bathathe izinyathelo bese zedluliselwa ezingeni eliphezulu uma kunesidingo.

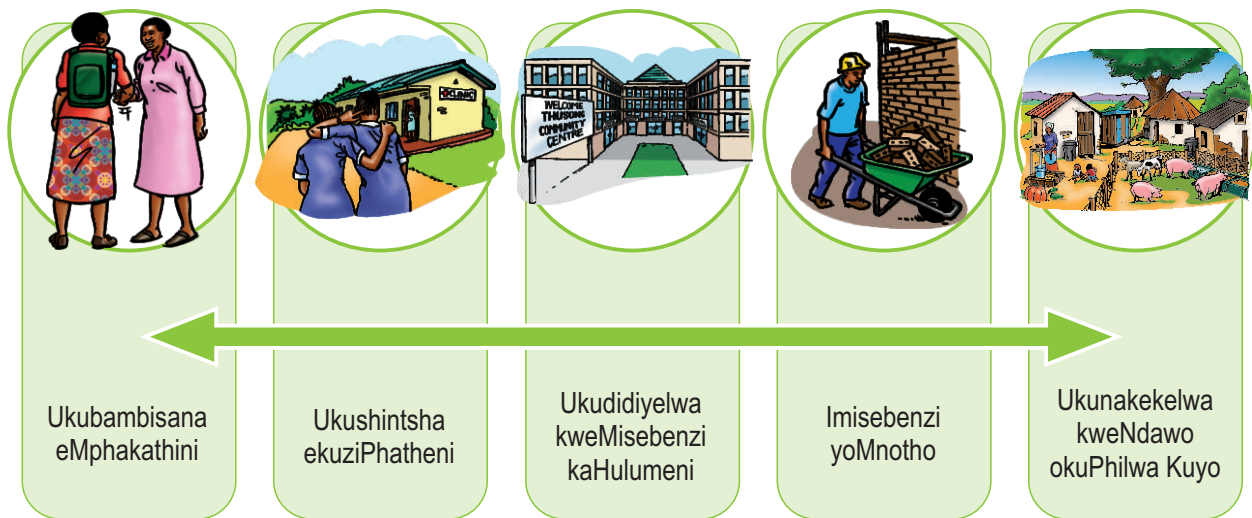
Ingxenye ebaluleke kakhulu wukuqapha inqubeko yezidingo ezihamba phambili ezedluliselwe phambili kumuntu oqokelwe ukubhekela lokho ukubheka ukuthi ikhona yini inqubekela phambili eyenzekile ukuze kubuyiselwe imibono emiphakathini ezingeni lewadi.

IziNdawo eziNhlanu eziBalulekile ze-OSS

4

Uhlelo lukaSukuma Sakhe lunezindawo ezinhlanu ezibalulekile, njengokubambisana emphakathini, ukushintsha kokuziphatha, ukudidiyelwa imisebenzi kaHulumeni, imisebenzi yomnotho kanye nokunakekelwa kwendawo okuphilwa kuyo. Le mikhakha ebalulekile ibuye ihlangane, njengoba kungabonakala kuMdwebo 3:

Umdwebo 3: Izindawo eziNhlanu eziBalulekile zoHlelo lukaSukuma Sakhe



Ukubambisana eMphakathini

Ekuthuthukisweni komphakathi, kubalulekile ukubandakanya umphakathi kusukela ekuqaleni ukuze wazi amalungelo awo, ube ngabanikazi bohlelo futhi ube yingxenywe yesixazululo. UHulumeni udlala indima ebalulekile ekubambisaneni nomphakathi ukuhlinzeka imisebenzi eyiyo ngamazinga ayiwo emisebenzi.

Izakhamuzi ziyagqogquzelwa u “Kwazi amalungelo abantu njengesakhamuzi”. Ngokubamba iqhaza komphakathi, uHlelo lukaSukuma Sakhe ludala indawo lapho imiphakathi ingaveza khona izikhalo zayo mayelana nemisebenzi kaHulumeni bese idingida izihloko ezinjengomoya wabasebenzi, ukuziphatha ngendlela kwabasebenzi bakaHulumeni, ukwenza umsebenzi ngesikhathi kanye nokufinyelela emisebenzini, njll. UPhiko lwamaSu nokweLuleka lungasetshenziswa njengethuba lokwazisa umphakathi ngemigomo ye-Batho Pele kanjalo nesiVumelwanohatha sezAkhamuzi. Ngale ndlela, umphakathi ungaziswa wuHulumeni ngemisebenzi ongayilindela kanti umphakathi wona ungabe usuwazisa uHulumeni ngemisebenzi oyitholile. UPhiko lwamaSu nokweLuleka kumele luxhunywe enombolweni yocingo yokwazisa uNdunankulu ukusiza ukubhekana nezikhalazo.

Ukushintsha ekuziphatheni

Ekubambisaneni emphakathini, uHulumeni unesibopho kwizakhamuzi kuthi ukushintsha ukuziphatha kwizakhamuzi kube yisibopho sezakhamuzi. AbaNakekela uMphakathi ababizwa ngokuthi ngama-Community Caregivers (ama-CCG) ngesu lokuhamba indlu nendlu bazobe beletha ushintsho kwezempilo nezokuziphatha ngokuxhumana namalungu omndeni. Ngaphezu kwabaNakekela uMphakathi, sekuqokwe amaQembu amaNxusa eNtsha ama-Youth Ambassadors (ama-YA) kuzo zonke iziFunda esiFundazweni ukusiza ngokushintsha ukuziphatha kontanga yabo. AmaNxusa eNtsha ayosebenzisana ngokubambisana noMnyango wezeMidlalo kanye nokuNgcebeleka kanye nowezobuCiko namaSiko ekwakheni amakilabhu ezobuciko, awamasiko kanye nawemidlalo yentsha. Amanxusa eNtsha asebenza ngokubambisana namaVolontiya ezeMidlalo. Isibopho sesakhamuzi wukungasebenzisi kabi amalungelo aso kanjalo namalungelo abanye. Ukwenza izinto eziphusile ukuziphatha ngokuqikelela ngezindaba zokuya ocansini, ukwenza ucansi oluphephile, ukuhlonipha umthetho, ukuvimba ubugebengu, ukuvimba udlame nokuphila impilo enemphilo.

Ukudidiyelwa kwemisebenzi kaHulumeni

Yonke iMinyango kaHulumeni, izinhlangano zomphakathi kanye nemikhakha ezimele bayanxenxwa ukuba bafake isandla ekulethweni kwemisebenzi ngendlela edidiyelwe ngokusebenzisa uPhiko lwamaSu nokweLuleka. Iminyango kaHulumeni ingabantu abanesabelo

ababalulekile kwiwadi, esifundeni kanye nasezingeni lesifundazwe ukuqinisekisa ukuthi imisebenzi ilethwa ngokuhambisana nezidingo zomphakathi ezihlonziwe. Ukuqinisekisa ukusebenza ngendlela koPhiko lwamaSu nokweLuleka, lolo nalolo Phiko lwamaSu nokweLuleka kumele lube nohlu olubhaliwe lwemisebenzi kaHulumeni etholakalayo kwiwadi ngayinye. IMinyango kaHulumeni eyehlukene, emihlanganweni yoPhiko lwamaSu nokweLuleka, iyavumelana ngendlela imisebenzi ezolethwa ngayo ngokuhambisana nemigomo yeBatho Pele kanye nesiVumelwano SezAkhamuzi. Emzameni wokunweba lapho kufinyelela khona uHulumeni emiphakathini kanye nokusheshisa izimpendulo zikaHulumeni ezidingweni zemizi kanye nezomphakathi, isigungu somphakathi wabasebenza phakathi kwabantu (AbaSebenzi abaThuthukisa uMphakathi ababizwa ngokuthi ngama-Community Development Workers, ama-CCG, ama-YA, abaSebenzi bokuNwebela eMphakathini, amaVolontiya ezeMidlalo, amaVolontiya okuVimbela ubugebengu eMphakathini), zididiyelwe zabelwa iwadi ngalinye ukusiza ukuthola isithombe somuzi nesomphakathi kusetshenziswa iThuluzi lokwakha Isithombe seMizi. Inhloso wukubhekana nezinkinga zomuntu ngamunye, ezomuzi kanye nezomphakathi ngendlela enokuhlanganyela nokuziqoqa kanye nokuzihlanganisa enqolobaneni yemininingwane eyodwa bese zedluliselwa ngendlela ehlelekile oPhikweni lwamaSu nokweLuleka.

Imisebenzi yezomnotho

Ukuthuthukiswa kwengqalasizinda emphakathini kuxhumene namathuba okudala imisebenzi emiphakathini yasemakhaya. UPhiko lwamaSu nokweLuleka lusiza ukudala ukufinyelela kanye nokuxhumana nezimakethe kubakhiqizi bandawo bezimpahla kanye nemisebenzi. Olunye uhlelo olubalulekile olwasungulwa wuNdunankulu yilolu lwe “Khaya elilodwa iNgadi eYodwa” okuwuMkhankaso owethulwa eNkandla ziye-18 kuNtulikazi kowezi-2009. Okubaluleke kakhulu kulo mkhankaso wukulwa nendlala, ukungondleki kanye nokudala imisebenzi. Uhlelo lokuqala lwasuka ekhaya elilodwa ingadi eyodwa lwaya ezingadini zomphakathi ngomfuqo womkhiqizo owodwa esigodini esisodwa kanye nokulimela ibhizinisi ukuze kukhule umnotho. Imihlangano yoPhiko lwamaSu nokweLuleka igqugquzela okunye ukuxoxisana phakathi kweMinyango kaHulumeni nemikhakha ezimele ngokuthi azoyisiza kanjani imiphakathi ukudala imisebenzi (isib. ezezindlu, imigwaqo kanye nemitholampilo) kanye namathuba amabhizinisi. Ukutshala izimali okuqhamuka ohlelweni lwengqalasizinda lukaHulumeni kuyodala isimo esikwaziyo ukufukamela ukudala imisebenzi esiFundazweni.

Ukunakekela iNdawo

Ukuthuthukiswa kwengqalasizinda emphakathini kuxhumene namathuba okudala imisebenzi emiphakathini yasemakhaya. IziMpiko zamasu nokweLuleka zisiza ukudala ukufinyelelwa nokuxhumana nezimakethe kubakhiqizi bendawo bezimpahla kanye nemisebenzi. Olunye uhlelo olubalulekile olwasungulwa wuNdunankulu olwe “Khaya elilodwa iNgadi eYodwa” okuwuMkhankaso owethulwa eNkandla ziye-18 kuNtulikazi kowezi-2009. Okubaluleke kakhulu kulo mkhankaso wukulwa nendlala, ukungondleki kanye nokudala imisebenzi. Uhlelo lokuqala lwelulwa lwasuka ekhaya elilodwa ingadi eyodwa lwaya ezingadini zomphakathi ngokuthemba umkhiqizo owodwa esigodini esisodwa kanye nokulimela ibhizinisi ukuze kukhule umnotho. Imihlangano yoPhiko lwamaSu nokweLuleka lugqugquzela ukuxoxisana phakathi kweMinyango kaHulumeni nemikhakha ezimele ngokuthi izoyisiza kanjani imiphakathi ukudala imisebenzi (isib. ezezindlu, imigwaqo kanye nemitholampilo) kanye namathuba amabhizinisi. Ukutshala izimali ohlelweni lwengqalasizinda olwenziwa nguHulumeni kuyodala isimo esikwaziyo ukufukamela ukudala imisebenzi esiFundazweni.

Indima yabaKhuthazi baseMphakathini ekuShintsheni ukuziPhatha eMphakathini

Abakhuthazi boMphakathi (abaholi bezombusazwe okufaka kubo uNdunankulu, oNgqongqoshe basesiFundazweni, amaLungu ePhalamende lesiFundazwe, iziMeya, amaKhansela, abaHoli beNdabuko, abaHoli bezeNkolo, abaHoli boMphakathi oSebenzayo, abaHoli boMphakathi, abaNakekela uMphakathi, amaNxusa eNtsha kanye nabo bonke abaSebenza Phakathi kwabaNtu) bangaba nomthelela ekuziphatheni kanye nasezintweni ezithinta indawo okuphilwa kuyo ezimayelana nalokho kuziphatha okuphucula ngokuqondile nangokungaqondile impilo, kuvimbele ukugula noma zivikele umuntu ngamunye ekulimaleni. Ukushintsha kokuziphatha kungenzeka ngohlelo lokuxhumana olungukuthumela kanye nokwemukela ulwazi ngezihloko ezehlukene phakathi kwabantu. Kungenzeka abantu bebhokene ubuso nobuso, emaqenjini noma ngokusebenzisa



abezindaba njengabomsakazo. Ukuze ukuxhumana kwenzeke ngendlela, uMkhuthazi kudingeka azilalele ngokucophelela izinkinga ukuthola izixazululo zezingqinamba ezitholwa abantu ezibenzela ubunzima ukushintsha indlela yokuziphatha. Ngokukhulumisana, izinkinga zingaxazululeka okwenza kube lula ukukhuthaza ushintsho ekuziphatheni.

Izindikimba zaleyo naleyo nyanga yonyaka, ezimela izihloko ezizodingidwa ngokukhulumisana nomphakathi, sezenziwe kufakwa nezinsuku zeKhalenda likaZwelonke elinezindikimba zoMnyango. Sekuqokwe uMnyango oholayo kwezezindikimba okuwunikeza ithuba lokusabalalisa imiyalezo ehamba phambili equkethwe amapheshana, amaphosta, izincwajana noma izinto zokuqeqesha. Kulolo nalolo hlobo lomkhuthazi wophakathi, izihloko ezihamba phambili kwezingadingidwa zakhelwe inyanga nenyanga (bheka isiThasiselo 1). Njengabaholi abehlukene kanye nabakhuthazi bomphakathi, niyacelwa ukuba nisebenzise lezi zihloko ezingxoxweni zenu nomphakathi wakinikanjalo nakwezokuxhuma kwenu emicimbini ebalulekile. Izinto ezingasetshenziswa ziyatholakala ngaleyo naleyo ndikimba.

Ukwehlukaniswa kwe-OSS ngezikhungo

5

Kunezinhlaka ezintathu ezihamba phambili ze-OSS, uhlaka lwezombusazwe, uhlaka olubhekene nokuhlela umsebenzi kanye nohlaka oluqaphayo.

Olubhekela Ezombusazwe

Amaqembu Aqokelwe Ukuhlela

Amakomidi Aqaphayo

Lolo nalolo hlaka lusebenza emazingeni wonke kaHulumeni, esifundazweni, esifundeni, kumasipala kanye nakwiwadi. Amaqembu aqokelwe ukuhlela aqokethe iQembu eliQokiwe lesiFundazwe (i-PTT), iThimba eliQokiwe esiFundeni (i-DTT), kanye neQembu eliQokiwe laseKhaya (i-DTT) neQembu eliQokiwe leWadi (i-WTT) eliphindwe laziwe ngoPhiko lwamaSu nokweLuleka (i-War Room). Lelo nalelo qembu eliqokiwe libika ezinhlakeni zombili zezombusazwe kanye neziqaphayo ezikhonjiswe kuMdwebho 4. Kunezinga eliphakeme lezokwesekwa ngokwezombusazwe kwi-OSS esiFundazweni, esiFundeni, kuHulumeni waseKhaya kanye nakwiWadi.

IQembu eliQokiwe lesiFundazwe lesekwe amakomidi amabili abhekele ezobuchwepheshe, iKomidi leziNhloko zeMinyango (i-COHOD) kanye nawo wonke amaKlasta. I-OSS iyiphuzu elihlala likhona kumaphuzu okukhulunywa ngawo kwi-COHOD nakuwo wonke amaKlasta. Ukwesekwa kohlelo kuleli zinga eliphezulu kukhuphula ukubonakala kanye nokubaluleka kwalo. Ezingeni lezombusazwe, i-OSS yesekwa wuNdunankulu kanye nangamaLungu eKomidi labaLawulayo (Members of the Executive Committee) ama-(MEC).

Umkhuthazi omkhulu we-OSS wuNdunankulu waKwaZulu-Natali. UNdunankulu, o-MEC neziNhloko zeMinyango banikezwe izifunda eziyi-11 ukuze babambe indima yokuba ngabaKhuthazi ngasohlangothini lwezombusazwe nolokuphatha ngokulandelana kwalokhu. Ngaphezu kwalokho, kuqokwe uMkhuthazi (Esesikhundleni eSikhulu) ezingeni lesifundazwe, waqokwa njengoMdidiyeli wesiFundazwe esiFundeni kanti le ndima eyokweseka isiFunda ukuze sitholele i-OSS ukwemukelwa nokwesekwa kubo bonke abanesabelo nokusiza ukuxukuza izinsizakusebenza.

Ezingeni lesifunda, iMeya yeSifunda inguMkhuthazi ngokwezombusazwe. USihlalo weQembu eliQokiwe yesiFunda ukhethwa phakathi kwamalungu eQembu eliQokiwe. IQembu eliQokiwe lesiFunda lesekwa yiKomidi leZikhulu zikaMasipala wesiFunda.

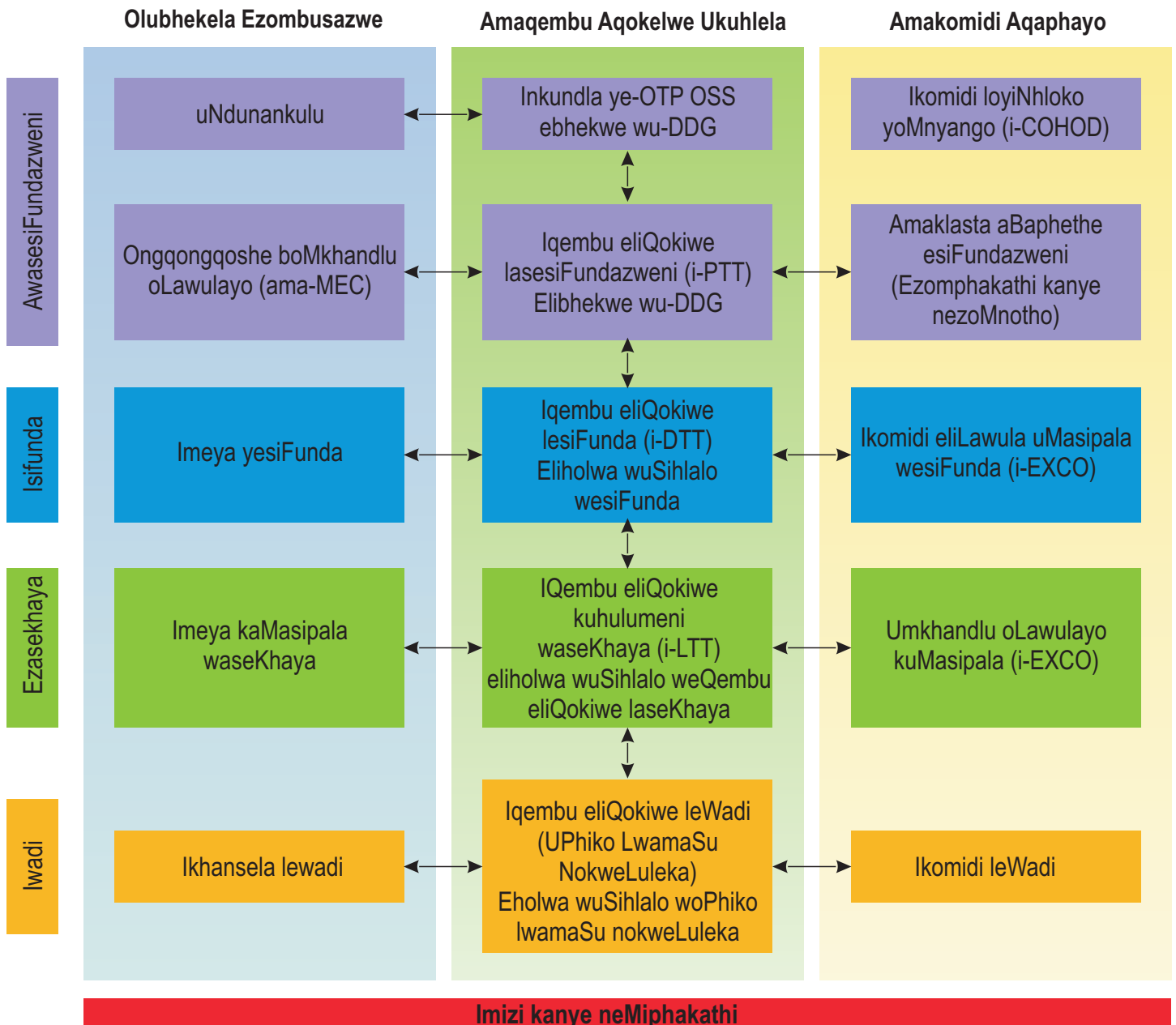
Ezingeni likamasipala wasekhaya, iMeya yesiFunda inguMkhuthazi yezombusazwe. USihlalo weQembu eliQokiwe likahulumeni wasekhaya ukhethwa phakathi kwamaLungu eQembu eliQokiwe kuhulumeni wasekhaya. IQembu eliQokiwe kuhulumeni wasekhaya lesekwa wuMkhandlu weZikhulu eziLawulayo kuMasipala (i-EXCO).

Ezingeni lewadi, uMkhuthazi yiKhansela leWadi kanye neNkosi. USihlalo weQembu eliQokiwe leWadi ukhethwa phakathi kwamaLungu oPhiko lwamaSu NokweLuleka. IQembu eliQokiwe leWadi lesekwa yiKomidi leWadi.

Ukwehlukaniswa kwe-OSS ngezikhungo

5

Umdwebo 4: Izinhloko zoHlelo lukaSukuma Sakhe



Imicibisholo ichaza kokubili okuyizindlela zokubika kanye nokuhamba kolwazi

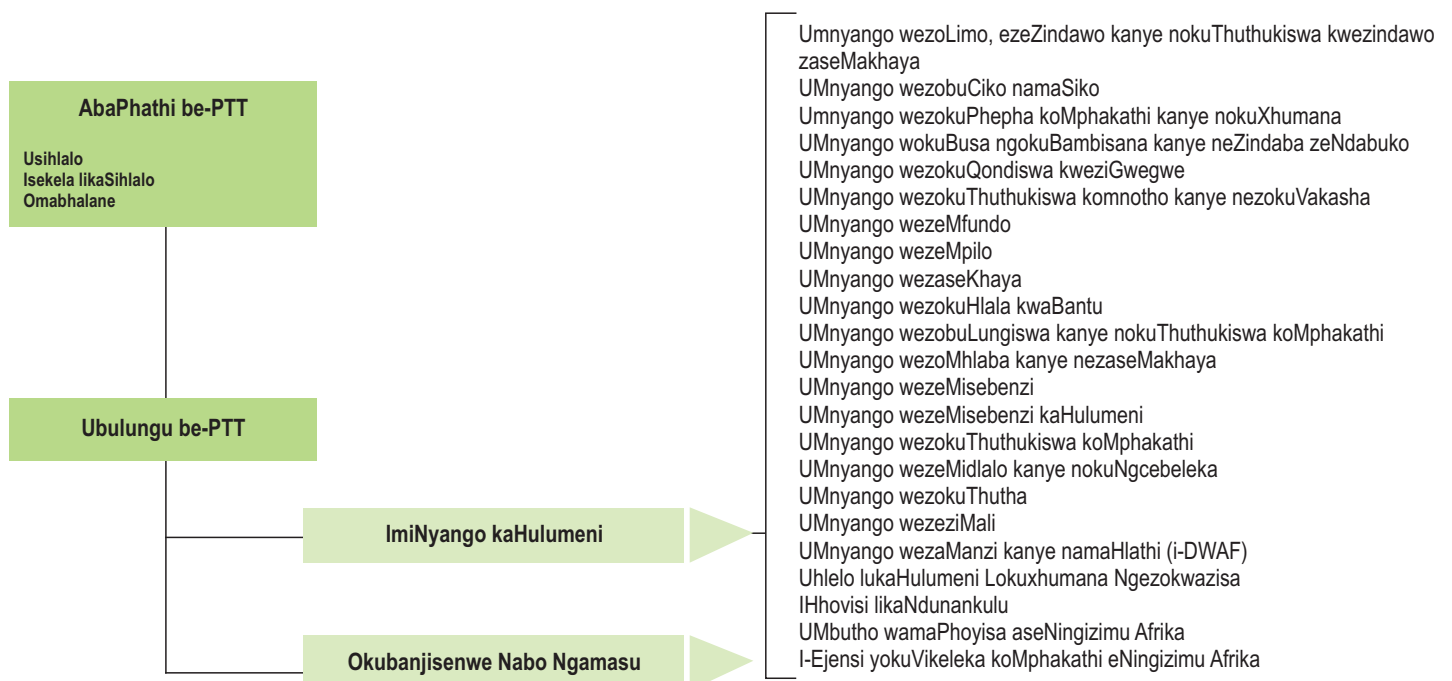
Ukwehlukaniswa kwe-OSS ngezikhungo

Izindima kanye neziBopho zamaQembu aQokiwe

Ukuba yilungu leQembu eliQokiwe kudinga ukuba kufakwe isikhathi kanye nokuzinikela kusukela ekuqaleni ngokuzimisela ukuhlala ohlelweni. Ubulungu budinga ukuba nentshisekelo emiphakathini kanye nokuhlinzeka ukweseka ukuthola izixazululo zezidingo ezihlonziwe.

5.1 IQembu eliQokiwe lesiFundazwe

Ukwakheka kwe-PTT



Ukwehlukani kwe-OSS ngezikhungo

5 Iqembu eliQokiwe lesiFundazwe

Iqembu eliQokiwe lesiFundazwe kumele ligcine umfutho wokusebenza ngendlela kwe-OSS ezingeni lesifundazwe kanti nezindima kanye nezibopho zalo:

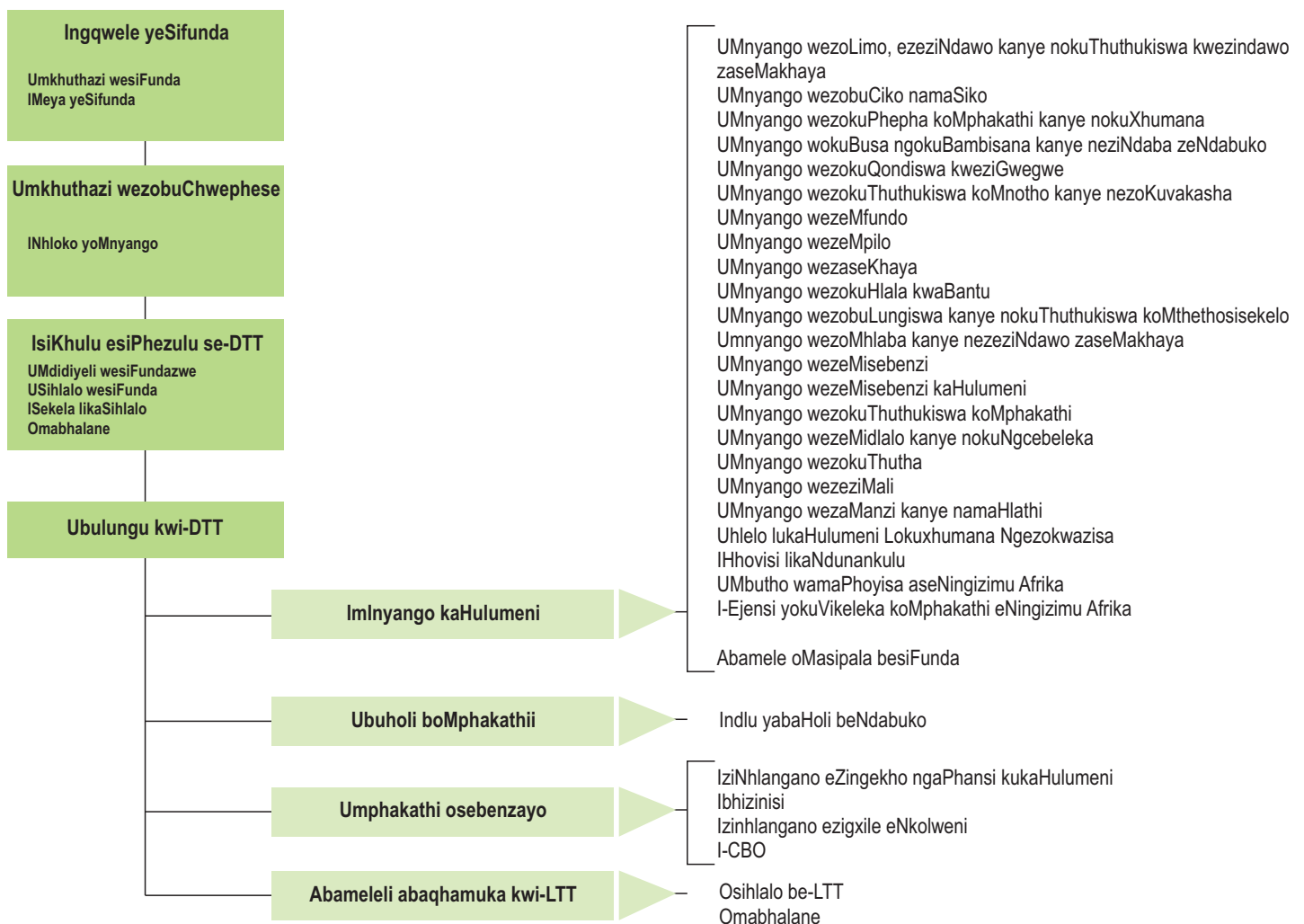
- Ukuhlinzeka umhlahlandlela onamasu ngohlelo ezingeni lezasekhaya kanye nokuthuthukisa izinhlelo zeSu kanye nezokuQalisa ukuSebenza
 - Ukuqinisekisa ukuthi amasu afaka izinjongo zayo yonke imisebenzi
 - Ukuqinisekisa ukuthi izinhlelo ziqukethe izinkomba ezibalulekile zokusebenza
 - Ukuqinisekisa ukuthi imisebenzi esezinhlelweni kumasu inikezelwe amalungu athile eqenjini elikhonjwe
- Ukuqalisa ukusebenza kwemodeli ngokwakha umphakathi onempilo kanye nosimeme onika amandla kwabesifazane kanye nentsha nehola ukushintsha ukuziphatha. Le modeli izoqaliswa ukusebenza ngokwehlukana kwezindawo ngokungenelela okucacile nokwenzeka manje, esikhathini esilingene kanye neside
- Ukuthatha isibopho kulabo abanesabelo ezingeni lesiFundazwe, okufaka abanikelayo kanye nokubanjiswene nabo emabhizinisini, iziNhlangothi eziNgekho ngaPhansi kukaHulumeni (ama-NGO), imiFelandawonye, njll
- Ukuthuthukisa inxakanxaka yezibopho ezihlonza izinhlelo zobuhlobo, izindima zikaHulumeni, izikhungo ezisekayo kanjalo nokufaka izindaba zokuphatha njengezinhlelo ezibekiwe zokusebenza, izikhathi ezibekiwe kanye nezinsizakusebenza ezithile ezidingekayo ukuhlalabazana nezinhlelo ezibekiwe ezinjengezinsizakusebenza zezezimali kanye nezabasebenzi
- Ukuthola izinsizakusebenza ze-OSS kanye nokunxenxa amavolontiya angeziwe
- Ukwenza iziNhlelo zokuXhumana kanye nokuMelelwa kwi-OSS ezingeni lesiFundazwe
- Ukwethula kanye nokuqalisa ukusebenza kwe-OSS ezingeni lesiFundazwe
- Ukuhlonza kanye nokubhekana nezinsalelo zohlelo ezihlobene nokuqalisa ukusebenza kwe-OSS bese zishintsha isu lokuqalisa ukusebenza
- Ukuhlinzeka ukweseka kokucathulisa emaQenjini aQokiwe ngemisebenzi elandelayo:
 - Ukweseka ukusungulwa kweQembu eliQokiwe lesiFundazwe;
 - Ukweseka ukwakhiwa nokuqalisa ukusebenza kwesibini lesiFundazwe;
 - Ukubheka izinsalelo ezitholwe yiwo wonke amaqembu e emazingeni asesifundeni, aseKhaya kanye nawoPhiko LwamaSu NokweLuleka;
 - Ukuthatha isibopho sokuqeqesha abasebenza ngaphakathi komphakathi ukwakha isiThombe sesimo soMuzi;
 - Ukudidiyelwa kwezikhathi zokuthuthukisa amakhono ngamalungu eQembu eliQokiwe lesiFundazwe;
 - Ukuhlinzeka imihlahlandlela yeziFundazwe ngezidingo zokufakwa kanye nangomumo wemibiko eya eQenjini eliQokiwe lesiFundazwe; kanye
 - Nokuqapha inqubekela phambili yokuqalisa ukusebenza ezingeni lesiFundazwe.



Ukwehlukaniswa kwe-OSS ngezikhungo

5.2 Iqembu eliQokiwe leSifunda

Ukwakheka kwe-DDT



Ukwehlukaniswa kwe-OSS ngezikhungo

5 Iqembu eliQokiwe lesiFunda

Ezingeni lesiFunda, izidingo zobulungu wukuzinikela ukuqinisekisa ukuthi izinkinga zihlonziwe nokuzinikea ukuqinisekisa ukuthi zonke izidingo ezihlonziwe zixazululiwe ngesikhathi esibekiwe. Umhlahlandlela kumele utholakale kwi-PTT ngokwemigomo yokwethulwa kanye nokuqalisa ukusebenza koHlelo lwe-OSS. Izindima kanye nezibopho zamalungu eQembu eliQokiwe lesiFunda wukwenza lokhu:

- Ukuhlinzeka umyalelo oyisu ngohlelo ezingeni lezasekhaya kanye nokuthuthukisa izinhlelo eziyiSu zezasekhaya nezokuqalisa ukusebenza
 - Ukuqinisekisa ukuthi izinhlelo zifaka izinhloso ezibekiwe zayo yonke imisebenzi
 - Ukuqinisekisa ukuthi izinhlelo zifaka izinkomba zokusebenza ezibalulekile (ama-KPI)
 - Ukuqinisekisa ukuthi imisebenzi esezinhlelweni yabelwe amalungu eqembu aqokiwe
- Ukuhlinzeka ngomyalelo oyisu wohlelo ezingeni lesiFunda kanye nokwakha iSu eliyilo, ukuqalisa ukusebenza kanjalo nokuqinisekisa ukuthi uhlelo lunezinhloso ezibekiwe zokwenziwa komsebenzi
- Ukuthatha isibopho ngendlela yokuhlela edidiyelwe nabantu abanesabelo abehlukene
- Ukuba nesibopho sokulawula abantu abanesabelo ezingeni lesiFunda, okufaka naMakhosi, oMasipala, iBhizinisi, iziNhlangothi eziNgekho ngaphansi kukaHulumeni, iziNhlangothi ezigxile eMphakathini kanye nezinye izinhlangano ezesekeyo
- Ukuthuthukisa uHlelo lokuXhumana kanye nokuMeelelwa lwe-OSS ezingeni lesiFunda
- Ukuthuthukisa, ukwethula kanye nokuqalisa ukusebenza i-OSS ezingeni lesiFunda
- Ukwethula i-OSS ezingeni lesiFunda
- Ukwethula i-OSS ezingeni lasekhaya kanye nokweseka ukusungulwa kweQembu eliQokiwe laseKhaya
- Ukuhlonza kanye nokubhekana nezinsalelo eziyinkinga ezitholwa yiwo wonke amaQembu aQokiwe esiFunda, asekhaya nakwiWadi ikakhulukazi ezingeni loPhiko lwamaSu nokweLuleka
- Ukuhlonza izidingo zokuqeqesha kanye nokwenza amathuba o okuthuthukiswa kwamakhono kuwo wonke amalungu eqembu eliQokiwe
- Ukuhlanganisa imininingwane kanye nokuhambisa imibiko eQenjini eliQokiwe lesiFundazwe
- Ukuqapha inqubekela phambili, ukusebenza kanye nokuqalisa ukusebenza kohlelo lwe-OSS kanye nokuhlonza izindawo enesiminyaminyama esivimba ukwenzeka kwezinto kanye namasu okuzixazulula ezingeni lesiFunda
- Ukuhlinzeka ukweseka okucathulisa iQembu eliQokiwe lasekhaya kanye noPhiko lwamaSu nokweLuleka ngale misebenzi elandelayo:
 - Ukweseka ukusungulwa kweQembu eliQokiwe laseKhaya neziMpiko zaMasu nokweLuleka;
 - Ukweseka ukuthuthukiswa kanye nokuqalisa ukusebenza kwamasu asekhaya;
 - Ukubhekana nezinsalelo wonke amaqembu aqokiwe emazingeni esiFunda, aseKhaya kanye nawoPhiko lwamaSu nokweLuleka ahlalagabazane nawo;
 - Ukuthatha isibopho sokubutha, ukwaba kanye nokuqeqesha abasebenza phakathi kwemiphakathi abangama-CCG ukuba bakhe isiThombe iMizi;
 - Ukuhlanganisa amathuba okuthuthukiswa kwamakhono enzelwe iqembu eliQokiwe laseKhaya kanye namalungu oPhiko lwamaSu nokweLuleka;
 - Ukuhlinzeka imihlahlandlela kanye nokuqeqeshwa kwamaQembu aQokiwe aseKhaya kanye noPhiko lwamaSu nokweLuleka ngezidingo zenqubo ye-OSS kanye nangesakhiwo s semibiko eqonde eQenjini eliQokiwe eSifundeni; kanye
 - Nokuqapha inqubekela phambili yokuqalisa ukusebenza kohlelo ezingeni le-LTT kanye nakweloPhiko lwamaSu nokweLuleka.

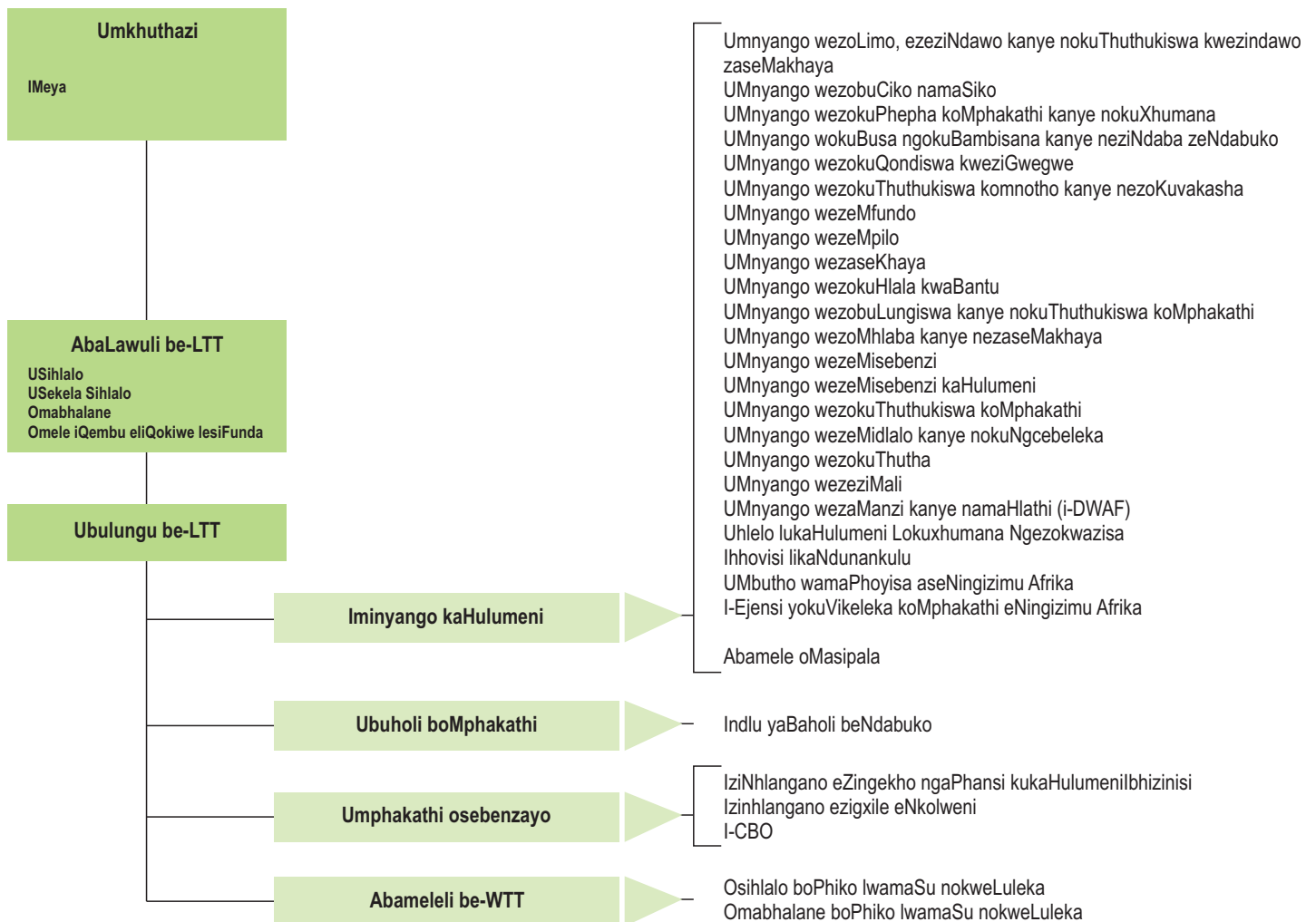


Ukwehlukaniswa kwe-OSS ngezikhungo

5.3 IQembu eliQokiwe laseKhaya

AmaQembu aQokiwe aseKhaya adinga namalungu amaqembu azinikele nanokuzibophezela azosebenzela ukufeza izinjongo zoHlelo lwe-OSS.

Ukwakheka kwe-LTT



Ukwehlukaniswa kwe-OSS ngezikhungo

Kudingeka kutholakale izeluleko eziqhamuka eQenjini eliQokiwe lesiFunda ngokuhambisana nangokuqalisa ukusebenza koHlelo lwe-OSS. IQembu eliQokiwe lesiFunda liyohlinzeka ukuqeqesha ngezidingo zokubika kanti liyohambisa imibiko ye-LTT iqonde ezingeni lesiFundazwe. Ezingeni **Iqembu eliQokiwe laseKhaya**, izidingo zobulungu wukuzinikela ukuqinisekisa ukuthi zonke izidingo kubhekenwe nazo ngesikhathi esibekiwe. Izindima kanye nezibopho zamalungu eQembu eliQokiwe laseKhaya yilokhu:

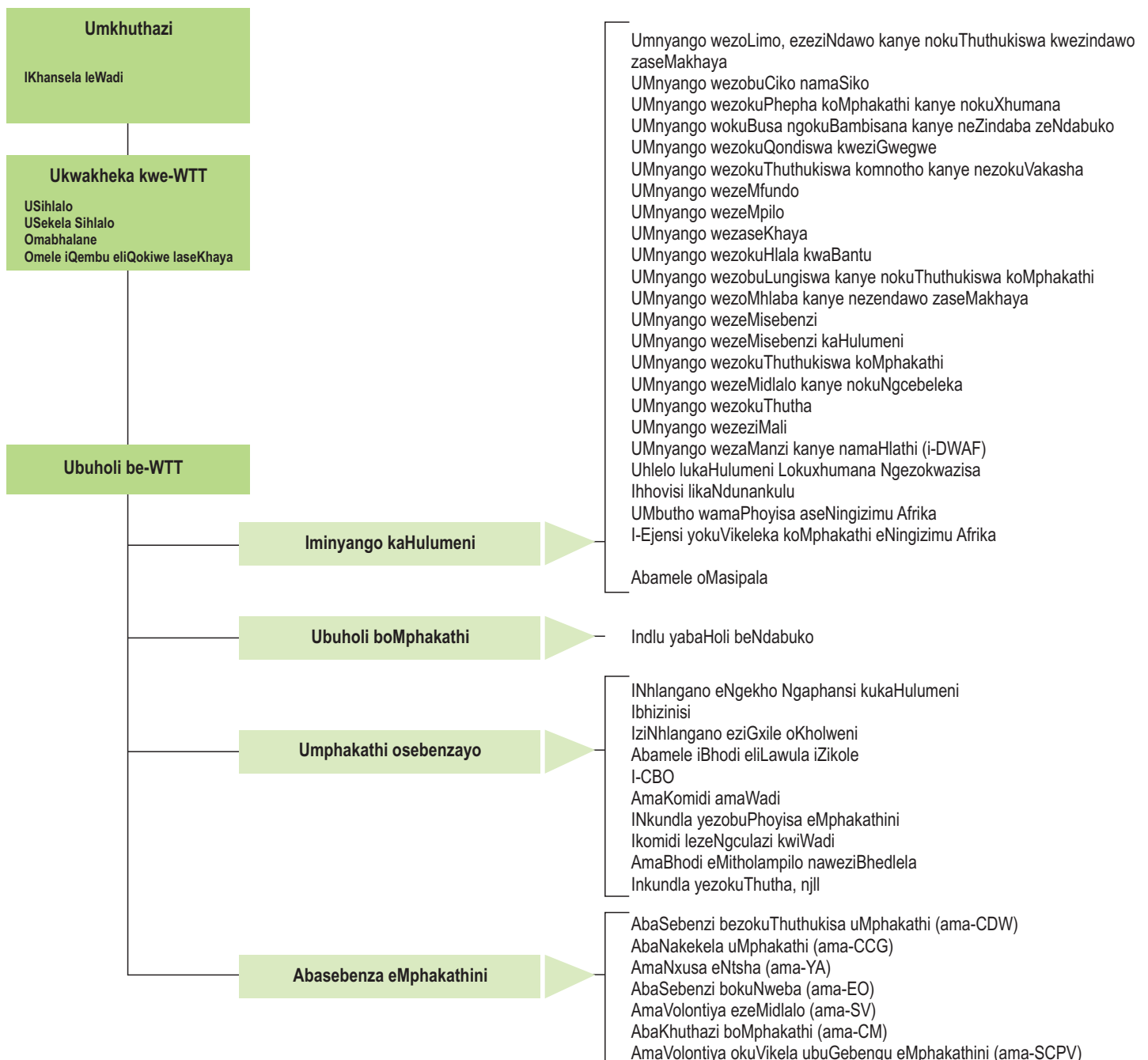


- Ukuhlinzeka umyalelo oyiwo wohlelo ezingeni lasekhaya kanye nokuthuthukisa izinhlelo zamaSu nezokuqalisa ukusebenza
 - Ukuqinisekisa ukuthi amasu afaka izinjongo ezihlosiwe zayo yonke imisebenzi
 - Ukuqinisekisa ukuthi amasu afaka izinkomba zokusebenza ezisemqoka (ama-KPI)
 - Ukuqinisekisa ukuthi imisebenzi esezinhlelweni yabelwe amalungu eQembu akhethekile
- Ukuthatha isibopho sokuhlela okudidiyelwe nabo bonke abantu abanesabelo
- Ukusebenza ngendlela noMasipala wasekhaya ukuqinisekisa ukuthi izinhlelo ze-LTT zifakiwe oHlelweni lukaMasipala lweNtuthuko eDidiyelwe (i-IDP)
- Ukuthatha isibopho sokuphathwa kwalabo bantu abanesabelo ezingeni lasekhaya, okufaka aMakhosi, oMasipala, amaBhizinisi asekhaya, iziNhlangozi eziNgekho ngaPhansi kukaHulumeni, iziNhlangozi ezigxile eMphakathini kanye nazo zonke ezinye izinhlangano ezisekayo
- Ngokulandela uhlelo lwe-DTT, basungule uHlelo loMphakathi Lokwazisa nokuMelela lwe-OSS ezingeni lasekhaya ukuze lwemukelwe futhi lwesekwe
- Ukulandela imihlahlandlela ebekiwe ekwethuleni kanye nasekuqaliseni ukusebenza kwe-OSS ezingeni lasekhaya
- Ukuhlonza kanye nokubhekana nezinsalelo ezibhekene neQembu eliQokiwe laseKhaya ngendlela egxile ekutholeni isixazululo
- Ukuhlinzeka ukuqeqesha ngamathuba okuthuthukisa amakhono amalungu eQembu eliQokiwe lasekhaya
- Ukuqinisekisa ukuthi usihlalo weQembu eliQokiwe laseKhaya umelwe emihlanganweni yesithangami sokufundisana, emihlanganeweni nasezikhathini ezenzelwe ukuhlela ze-IDP yasekhaya
- Ukuqinisekisa ukuthi imibiko ifakwe ngokulandela isakhiwo esifanele eQenjini eliQokiwe lesiFunda
- Ukuqhubeka nokuqapha inqubekela phambili ngokuyiqhathanisa nezinjongo ezibekiwe ngesikhathi sokuqalisa ukusebenza kohlelo kanye nokuhlonza nokuxazulula ukuminyana okuvimba ukuhamba kahle kwezinto ohlelweni
- Ukuhlinzeka umhlahlandlela kanye nokwesekwa ngokucathuliswa oPhikweni lwamaSu nokweLuleka ngale misebenzi elandelayo:
 - Ukweseka ukusungulwa kweziMpiko zamaSu nokweLuleka;
 - Ukusiza ngokuthuthukisa imihlahlandlela yokwenziwa kwemisebenzi yoPhiko lwamaSu nokweLuleka;
 - Ukweseka ukuthuthuka kanye nokuqalisa ukusebenza kwezinhlelo zasoPhikweni lwamaSu nokweLuleka;
 - Ukubhekana nezinsalelo ezikhona eziMpikweni zamaSu nokweLuleka;
 - Ukuthola izinsizakusebenza zoPhiko lwamaSu nokweLuleka;
 - Ukugugqezela amathuba okuthuthukisa amakhono kumalungu asoPhikweni lwamaSu nokweLuleka;
 - Ukuhlinzeka imihlahlandlela eyenzelwe iziMpiko zaMasu nokweLuleka ngezidingo zesakhiwo semibiko efakwa iqondiswe eQenjini eliQokiwe lasekhaya; kanye
 - Nokuqapha inqubekela phambili yokuqalisa ukusebenza kohlelo ezingeni loPhiko lwamaSu nokweLuleka;
 - Irekhodi lazo zonke izithombe ezakhiwe zemizi kwiwadi okumele zibhalwe kuma-spreadsheets yi-LTT.

Ukwehlukaniswa kwe-OSS ngezikhungo

5.4 Iqembu eliQokiwe leWadi

Ukwakheka kwe-WTT



Ukwehlukaniswa kwe-OSS ngezikhungo

Umhlahlandlela kufanele utholakale eQenjini eliQokiwe laseKhaya maqondana nokwethulwa kanye nokuqalisa ukusebenza koHlelo lwe-OSS okufaka nokusungulwa koPhiko lwamaSu nokweLuleka. Iqembu eliQokiwe laseKhaya liyohlinzeka ukuqeqesha ngezindaba zenqubo kanti liyodlulisela imibiko yoPhiko lwamaSu nokweLuleka ezingeni leQembu eliQokiwe laseKhaya. Ezingeni **loPhiko lwamaSu nokweLuleka**, izidingo zobulungu wukuzinikela ukuqinisekisa ukuthi izinkinga ziyahlonzwa kanye nokuzinikela ukuqinisekisa ukuthi zonke izindaba ziyaxazululwa ngesikhathi esibekiwe futhi kwaziswe nomphakathi. Izindima kanye nezibopho zamalungu oPhikweni lwamaSu nokweLuleka wukwenza lokhu:



- Ukuba nesibopho esiphelele emahlombe ngokuphathwa okusebenzayo oPhikweni lwamaSu nokweLuleka
 - Ukuqinisekisa ukuthi aMakhosi, iziNhlango eziNgekho ngaPhansi kukaHulumeni, izinhlangano ezisekelwe oKholweni kanye nezisekelwe eMphakathini kanjalo nabanye abanesabelo bayamenywa ukuba babambe iqhaza emihlanganweni
 - Ukuqinisekisa ukuthi uPhiko lwamaSu nokweLuleka lunemithombo eyiyo ukuze lusebenze ngokusezingeni eliphelele
- Ukuqinisekisa ukuthi imihlangano yamasonto onke neQembu eliQokiwe iba khona nokuthi bonke abanesabelo kanye namalungu omphakathi bayamenywa ukuba bayethamele
- Ukuthatha isibopho ngokwabelwa kanye nokulungiselela uqeqesho kanye nokulawulwa kwabasebenza emiphakathini
- Ukuhlinzeka umhlahlandlela, ukwesekwa kanye nokucathulisa abasebenza emiphakathini ngokubaqeqesha kanye nokubanika ulwazi
- Ukweseka abasebenza emiphakathini ukuba baphenye baphinde balandelele imizi eqokiwe kanye nokuhlinzeka ngezimpendulo ngezinqinamba zayo
- Ukweseka ukuqoqwa kwedatha eyenziwe ngokufanayo, ukulawulwa kwedatha kanye nezinhlelo zokucubungulza idatha ezingeni lewadi
- Ukuqinisekisa ukuthi amaThuluzi okwakha isiThombe sesimo seMizi okwakha isiThombe sesimo seMizi kanye nedatha yokufaka ulwazi oluyilo, olurekhodiwe nolubekwe ngendlela yokuthi kutholakale kalula uma kudingeka
- Ukuhlanganisa ulwazi kanye nokuhambisa imibiko kwi-LTT ngendlela elandelwayo edingekayo efanayo kungakedluli isikhathi esibekiwe
- Ukuqinisekisa inqubekela phambili yokuqalisa ukusebenza kohlelo iyaqashelwa ngoHlelo lokuQalisa ukuSebenza kanye nokulandelela kuzo zonke izingqinamba ezisasele
- Ukuqinisekisa ukuthi ukwesekwa kuyahlinzekwa eMinyangweni kaHulumeni efanele kwinqubo yokuxazulula izingqinamba eziveziwe nokusiza ngokungenelela ekulethweni kwemisebenzi nasezinhlelweni ezingeni lewadi
- Ukuqinisekisa ukuthi iMihlangano yamasonto onke oPhikweni lwamaSu nokweLuleka, iMihlangano enwetshiwe yoPhiko lwamaSu nokweLuleka nyanga zonke kanye neMihlangano yokubuyisa iMibono yoMphakathi njalo ngamakota iyabanjwa
- Ama-CDW (e-1 ngoPhiko lwamaSu nezeLuleko ngalunye) azosebenza ngabo bonke abasebenza emiphakathini oPhikweni lwamaSu nokweLuleka bese eba yingxenye kaoMabhalane wasoPhikweni lwamaSu nokweLuleka ngokuhlanganyela nabaSebenza eMphakathini ngokusemthethweni. OPhikweni lwamaSu nokweLuleka lapho kungekho khona ama-CDW oSebenza eMphakathini ngokuseMthethweni uyohlinzeka imisebenzi
- Ama-CDW ayohlinzekwa ngokuthi akwazi ukufinyelela kwikhompyutha nge-COGTA ukusiza ngokufaka idatha kwikhompyutha, ukwedlulisela umsebenzi, ukulandelela imisebenzi kanye nokubika

Abanesabelo kwi-OSS

Bane abanesabelo ababalulekile abasebenzela izindlalifa zomphakathi okuyilaba:

- UHulumeni (kaZwelonke, wesiFundazwe kanye noHulumeni waseKhaya)
- Abaholi boMphakathi;
- Izinhlangano zoMphakathi (ama-CBO, ama-NGO, ama-FBO, abamabhizinisi, iziNkundla zoMphakathi) kanye;
- NabaSebenza eMphakathini

Abahlomulayo abantu abagcina bethola ukwesekwa ngohlelo lwe-OSS. Injongo enkulu ye-OSS wukuqinisekisa ukuthi amaqembu ahlosiwe abuthaka ayesekwa njengokwezidingo zawo nangendlela edidiyelwe kanye nesebenza ngendlela. Isizathu se-OSS wukuhlinzeka ukweseka okudingekayo kubantu ababuthaka, imizi kanye nemiphakathi ukuqeda ububha nemithelela yabo emibi ezimpilweni zabantu.

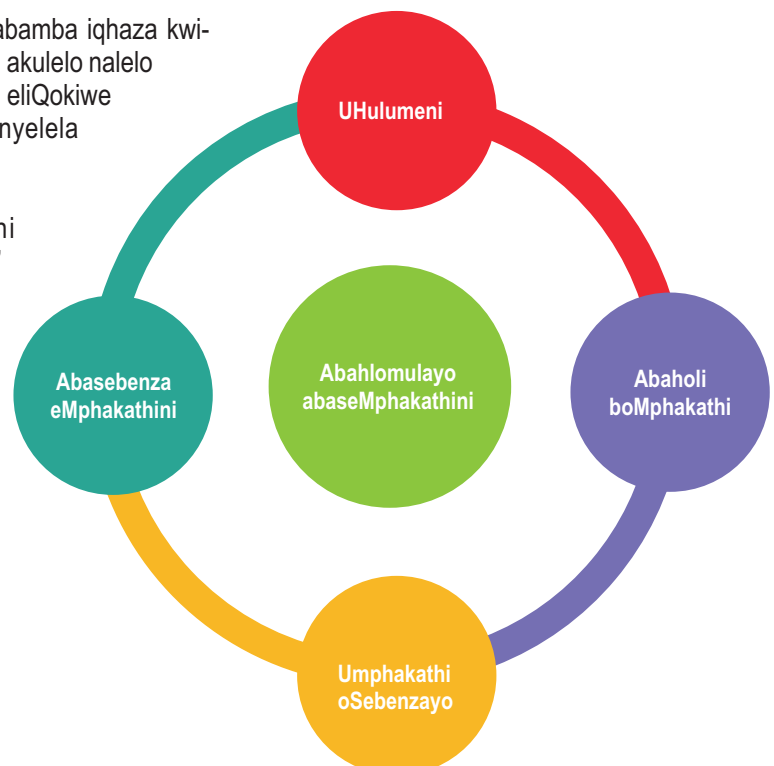
Izinzuzo zabantu bamaqembu abuthaka zibalulekile ngoba zingaba nemithelela engaguqula izimpilo zabantu njengoba kuchazwe ngezansi:

- **Abesifazane** – njengoba kungaba yibona abahamba phambili babe ngabaholi ohlelweni lwe-OSS phakathi komphakathi kanti futhi yibona emaqenjini ababuthaka abangakhulula imizi yabo ekuhluphekeni;
- **Izingane ezineminyaka engaphansi kweyisi-6** – njengoba kuyohlizelwa ukwesekwa ngokukhuliswa kwezingane ezincane, kanye nokufinyelela ekunakekelweni kwempilo okuyisisekelo ukuze kuqinisekise ukuthi kunqamuke ugibe lobubha bezizukulwane;
- **Izingane ezineminyaka engaphansi kweyi-18** – ngoba ingane ngayinye eneminyaka yezingane eziya esikoleni ziyogqugquzelwa ukuba ziye esikoleni ngoba imfundo ibalulekile ekusaseni lazo;
- **Intsha engasebenzi nengenamakhono** – njengoba iyogqugquzelwa ukuba iqedele noma ibuyele emfundweni kanye nasekuqeqeshweni ukuze ibe nekusasa kanjalo nokuphucula ukukwazi ukuthola amathuba okufaka isandla emphakathini;
- **Abadala abangasebenzi** – ngoba bayothola ukuthuthukiswa kwamakhono ukuphucula amakhono abo ukwenza ngcono ithuba lokubheka amathuba okuqashwa kanye naletha imali;
- **Abangenamakhono nabangakwazi ukufunda nokubhala** – ngoba bayogqugquzelwa ukuphucula amakhono abo bakwazi ukufunda nokubhala ukuze bazikhanyisele bona nemindeneni yabo bese bephucula amathuba abo okuthola imali kanye nemisebenzi;
- **Abaphila nokukhubazeka, abanezifo ezingelapheki kanye nabadala** – njengomongo wokubumbana kwabantu wokuba kuhlinzekwe ukunakekela kulabo abangakwazi ukuzinakekela bona.

Kunezinzuzo ezechukene kulelo nalelo qembu labanesabelo ababamba iqhaza kwi-OSS. Kodwa-ke, uhlelo lunguzandla ziyagezana ngoba amalungu akulelo nalelo qembu labanesabelo kulindeleke ukuba abambe iqhaza eQenjini eliQokiwe le-OSS kanye nokusiza uHulumeni wesiFundazwe ukufinyelela ezinhlosweni zokulwa nobubha.

Ukuma ndawonye kungaba nomphumela ekwakhiweni kwemiphakathi enemipilo nekwazi ukuzimela. Igama elithi “iMpilo” lifaka izinto eziningi zezenhlalo, ezomnotho, impilo yasemzimbeni kanye nasemqondweni kanti yilokho i-OSS ehlose ukukuzuzwa ngokuqeda ububha ngokungenelela ngezindlela ezechukene ukuphucula izimpilo zabantu emiphakathini. Umbono “wesitolo esinakho konke” udala ithuba lokuthi yonke iminyango ibambisane ekulethweni kwemisebenzi ezingeni likahulumeni wasekhaya.

Umdwebo 5: Abanesabelo kwi-OSS



Abanesabelo kwi-OSS

6.1 UHulumeni

UHulumeni ungonesabelo obalulekile oHlelweni lwe-OSS njengoba ekwazi ukusebenzisa uhlelo njengesisekelo okungalethelwa kuso imisebenzi ebalulekile neyesikhathi eside. Abanesabelo kuHulumeni bamelwe yiMinyango kaHulumeni eyehlukene kuwo womathathu amazinga, kuzwelonke, esifundazweni kanye nasekhaya.

Kunezinzuzo eziningi kwabanesabelo abehlukene kwi-OSS. Izinzuzo zomkhakha kaHulumeni yilezi:

- Ukukwazi ukuhlinzeka imisebenzi ngendlela edidiyelwe kanye nehambisanayo
- Ukugwema ukuphindaphindeka kwemisebenzi ngokuhlela okuhlanganyelwe kanye nokuhambisanayo eMinyangweni kaHulumeni
- Ukukwazi ukwabelana nokuqoqela ulwazi kanye nezinsizakusebenza ukuthola imiphumela ephhelele ngendlela eyiyo kanye nengambi eqolo
- Ukukwazi ukuhlinzeka imiphakathi ngohlelo oluphelele lwemisebenzi
- Ukukwazi ukuba nomthelela kanye nokwenza izinhlelo zama-IDP
- Ukukwazi ukwabelana ngezinsizakusebenza ye-M&E ngenhloso yokuhlela idatha
- Ithuba lokuxhumana nabalingani abasebenza kweminye iminyango ukwabelana ngezifundo kanye nezipiliyoni
- Ithuba lokukhombisa ukuthi uHulumeni uyabakhathalela abantu bakhe
- Ithuba lokwedlulisela amakhono ngokusebenza namanye amaQembu aQokiwe
- Ithuba lokuxhumana ngqo nemiphakathi emazingeni aphantsi
- Ithuba lokuphucula impilo ibe ngcono okuyoba nomphumela wempilo engcono nokuyonciphisa umthwalo ezindaweni zokusebenzela zempilo yomphakathi

6.2 Abaholi boMphakathi

Abaholi boMphakathi bangabantu abadlala indima ezindabeni zomphakathi kanti leli qembu lifaka aBaholi beNdabuko, aMakhosi, iNduna, amaKhansela amaWadi kanye nabanye abantu abahlonishwayo emphakathini.

Izinzuzo ze-OSS kubaHoli boMphakathi yilezi:

- Ithuba lokubambisana noHulumeni nabanye abanesabelo ukwenza umehluko obonakalayo ngokuletha imisebenzi ezingeni lomphakathi
- Ithuba lokuba yingxenywe yenkundla emmele izindaba ezibalulekile zomphakathi
- Ukukwazi ukuziphendulela ngokuthuthukisa kanye nokuqapha iziNhlelo zokuSebenza eMphakathini
- Ithuba lokubamba iqhaza ohlelweni lwentando yeningi ngokuba nethuba lokuba nesandla ezinhlelweni zikaHulumeni wesiFundazwe ezingeni lesifunda
- Ukukwazi ukuletha izidingo zomphakathi ukuba nomthelela wezinhlelo zikaHulumeni wesiFundazwe kanye nezinqubo zokuhlela
- Ukukwazi ukufinyelela ekuthuthukisweni kwamakhono namathuba okuqeqesha ngokubamba iqhaza emaqenjini aqokiwe ehlukene kanye noPhiko lwamaSu nokweLuleka

6.3 Izinhlangano zoMphakathi

Izinhlangano zoMphakathi njengezinhlangothini eziNgekho ngaPhansi kukaHulumeni, izinhlangano ezigxile emphakathini, izinkundla zebhizinisi kanye nezomphakathi zihlinzeka imisebenzi eya ngqo emiphakathini ezingeni leWadi. Azesekwa wuHulumeni, imikhakha ezimele, amasonto noma abanye abanikelayo futhi zidlala indima ebalulekile ekusizeni umphakathi emzamweni wezwe wokulwisana nobubha.

Izinzuzo ze-OSS ezingatholwa wumphakathi yilezi:

- Ithuba lokukwazi ukuxhumana nabanye kanye nokubambisana neMinyango kaHulumeni kanye nabanye abanesabelo abasebenza kwiwadi
- Ukukwazi ukukhetha imisebenzi kanye nokugwema ukuphindaphindeka kwemisebenzi
- Ukukwazi ukusebenza, ukudidiyela kanye nokuthola izinsizakusebenza yokukhulisa okuphuma ekulethweni kwemisebenzi
- Ukukwazi ukwabelana kanye nokusabalalisa idatha yokuqapha nokuhlola (i-M&E) ukwenza ngcono ukuhlela imisebenzi
- Ikhono lokuhlanganisa ulwazi ngokusebenzisa imibiko ehlanganyelwe nokukhuluma nemiphakathi
- Ithuba lokuhlinzeka imisebenzi emisebenzini ngendlela efaka konke

Abanesabelo kwi-OSS

- Ukukwazi ukuhlonza izikhala ekulethweni kwemisebenzi nokwenza amathuba okuqubuka kweziNhlango eziNgekho Phansi kukaHulumeni ezingeni lohulumeni basemakhaya
- Ukukwazi ukuqhamuka nokuthuthukiswa kwamakhono kanye namathuba okuqeqesha ngokubamba iqhaza emaqenjini aqokiwe
- Ithuba lokufinyelela ezimakethe kanye nokwakha amathuba amabhizinisi amasha

6.4 Abasebenza eMphakathini

Abasebenza eMphakathini abantu abadlala indima ebalulekile ekubeni nomthelela empilweni kanye nasekushintsheni ukuziphatha ezingeni lomphakathi. Kunabantu abambalwa emiphakathini abasebenza kuwo ngqo njengabaSebenzi abaThuthukisa uMphakathi, abaNakekela uMphakathi, amaNxusa eNtsha, abaSebenzi bokuNwetshwa kwezoLimo, amaVolontiya ezeMidlalo kanye nabaKhuthaza iMiphakathi. Yilowo nalowo uhlinzeka imisebenzi ebalulekile emazingeni ehlukene emphakathini, njengokugqogquzelwa kwephrojekthi ye “khaya elilodwa ingadi eyodwa” izimpilo ezingcono, ukwakha isiThombe sesimo seMizi, ukuvimbela kanye neminye imisebenzi. Abasebenzi baseMphakathini bathola imali ethile ebekelwe ukubabonga ngemisebenzi abayenzile ngaphezu kokuqeqeshwa.

Izinzuzo ze-OSS kuleli qembu laBasebenza eMphakathini:

- Amaqembu esekwa yiQembu eliQokiwe leWadi bese liba yingxenye yobuxhakaxhaka obuvulekile bamaqembu
- Bayakwazi ukuhlinzeka imisebenzi ngeminyango eletha imisebenzi
- Bayakwazi ukukala umthelela wokushintsha komphakathi ngamathuluzi okuqapha
- Bayakwazi ukufinyelela ekuthuthukisweni kwamakhono kanye namathuba okuqeqesha
- Banethuba lokukhuphula ukuzethemba kwabo, isithunzi sabo kanye nokubaluleka kwabo emphakathini abahlala nabasebenza kuwo

Ukuthola nokuGcina ubuLungu kumaQembu aQokiwe e-OSS

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Amaqembu aba khona ngenxa yesizathu kanti adinga amalungu azinikele nasebenzayo ukugcina umsebenzi uqhubeka ngendlela. Ukuba namalungu azinikele kunika isiqiniseko ukuthi uyoqhubeka nokuhamba umkhumbi “nezandla zonke zibekwe endaweni ezifanele” okuyiqinisekisa ukuthi i-OSS ihlala yenza umsebenzi wayo. Kunezindlela ezehlukene okukhethwa ngazo amalungu:

Ithebula 1: Izindlela zokukhetha

Indlela	Ukuchaza
Ukhetho	Abantu bayaphakanyiswa bese bekhethwa bangene eKomidini eliPhezulu leqembu eliqokiwe
Ukubutha amalungu okwengeza	Abantu bakhethelwa eQenjini eliQokiwe yisiFunda noma yisiKhulu seQembu eliQokiwe isib.iziKhulu zikaHulumeni
Abangene ngokwezikhundla zabo	Abantu baqokwa ngokwesikhundla abanaso, isib. iMeya, iKhansela leWadi, umuntu oSebenza ngokuThuthukiswa koMphakathi, njll
Ukukhethwa kwabangaphandle	Abantu bakhethwa ezinhlanganweni zangaphandle, amaqembu, amabhizinisi, abantu, njll

Nakuba amanye amalungu ekhethwa ngezindlela ezintathu zokuqala, abanye bakhethwa ezindaweni zangaphandle. Kubalulekile ukuba amalungu akhethwe ezindaweni ezingaphandle akhethwe ngokucophelela njengoba ukuqhubeka kwabo nokufaka isandla eqenjini kubalulekile ukuba liphumelele. Lesi sigaba sihlizekela ukuqhamuka nesu lobulungu elinempumelelo kanye neqhinga lokubutha amalungu eqembu.

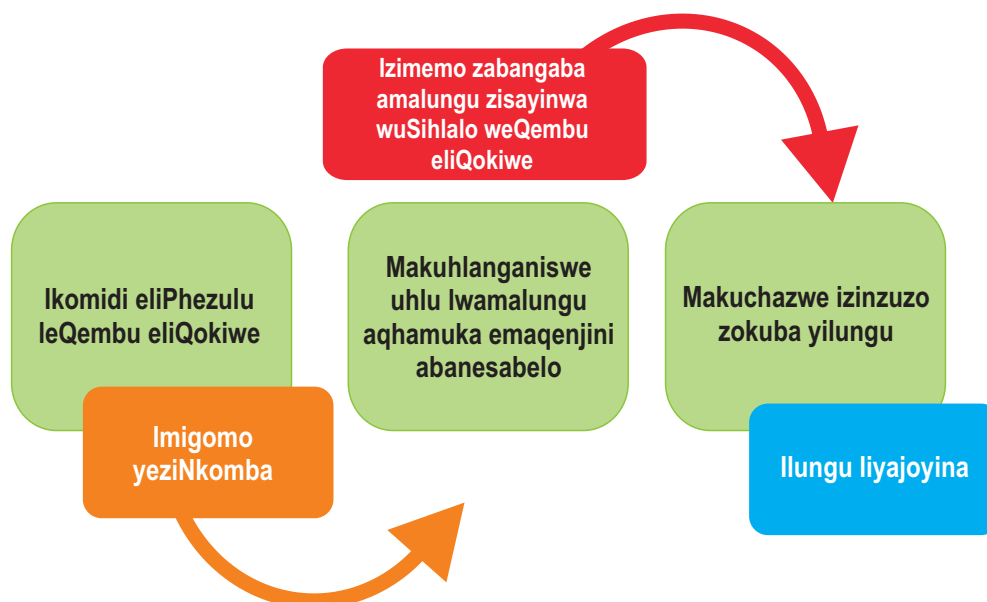
Ukuthola nokuGcina ubuLungu kumaQembu aQokiwe e-OSS

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Izinyathelo ezisohlelweni zibekwe ngale ndlela elandelayo:

1. IKomidi eliKhulu leQembu eliQokiwe liyonika umhlahlandlela kanye nokweseka ekukhethweni kwamalungu
2. Imigomo eyiNkomba yamaQembu aQokiwe ehlukeni iyonika umhlahlandlela ngokuthi ngubani okumele asoshelwe ukubuthwa.
3. Ukubutha amalungu azojoyina iqembu eliqokiwe yisibopho seKomidi eliPhezulu leQembu eliQokiwe (i-TTEC) ngokuhlanganyela namalungu eQembu eliQokiwe
4. Esinye sezinyathelo zokuqala okumele zilandelwe ohlelweni lokubutha wukuba i-TTEC ihlanganise uhlu lwabangaba amalungu avela kuleso naleso sigaba seqoqo labanesabelo. Le mihlahlandlela elandelayo isetsheniswa kulolu hlelo:
 - Bheka amalungu omphakathi akwazi ukukhuthaza umphakathi, enza umehluko njengamanje, azinikele, azibophezele, asebenza ngokuzikhandla kanye nafuna imiphumela kanye nafaka isandla ngokuqondile empumelelweni yohlelo lwe-OSS
 - Hlela izinhlolembono nge-TTEC bese emema ababambiqhaza ukuba bazofakwa imibuzo
 - Chaza ngokucacile izinzuzo zobulungu kulabo abangaba amalungu
 - Khetha amalungu amasha bese uwamema ngokuwabhalela
 - Hlela ukuthwasiswa ngokusemthethweni kanye nokuqeqeshwa kwamalungu amasha ukuze aqonde izindima zawo kanye nezibopho anazo

Umdwebo 6: Uhlelo lokuHeha amaLungu eMithonjeni yaNgaphandle



Okwenza ubulungu kufaka ukuzimisela ukusebenza kanzima, ukuzinikela, ukuzibophezela kanye nokufuna imiphumela. Noma ngabe aqokwe kanjani amalungu adinga ukuba nendlela eyamukelekile yokusebenza kanye nemigomo bese ekwazi ukulandelela izinkinga zize zixazululeke. Adinga ukuba namakhono amahle okuxhumana kanye nokukwazi ukusebenzisana nawo wonke amazinga emiphakathini.

Onke amalungu adinga ukunikwa ikhophi yeMigomo eyiNkomba kanjalo nokuchazwa okubhalwe phansi kwemisebenzi okuyodingeka akwenze. Ayodinga ukuba nohlelo lokusebenza oluchaziwe ukuze akwazi ukuqonda ukubaluleka kwendima yawo lapha.

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Ukuheha kanye nokugcinwa kwamalungu eqembu kubalulekile ekuqaliseni ukusebenza okuyimpumelelo komzamo we-OSS. Ukuze kuqinisekiswa ukusebenza okuqhubekayo, kubalulekile ukugcina amalungu azi ngokwenzekayo. Amasu akhethiwe okugcina amalungu ahlinzekwe kuThebula 2.

Ithebula 2: Amasu abantu kanye neziNqubo okuGcina aMalungu

Amasu aBantu	Amasu eziNqubo
Makunconywe ukufaka isandla okwenziwa amalungu eqembu	Bamba imihlangano ngosuku olufanayo njalo nesonto noma ngenyanga ukuze kwazeke kuwo wonke umuntu
Enza imihlangano ijabuleleke bese kumenywa amalungu ukuba asebenze kumaprojekthi	Thola indawo engaguquki yokubamba imihlangano
Gqugquzela amalungu ukuba anike imininingwane ngamaprojekthi futhi ethule amaprojekthi abambe iqhaza kuwo	Qqinisekisa ukuthi imihlangano iqala iphinde iphele ngesikhathi esibekiwe
Uma amalungu engeke akwazi ukwethamela umhlangano othile, mawagqugquzelwe ukuthumela umuntu ozowamela ukuba enze izethulo aphinde abike esikhundleni sawo	Lungisa futhi uSabalalise izincwadi zohlelo lomhlangano (i-Ajenda) kanye neSaziso soMhlangano esontweni elilodwa ngaphambi kwemihlangano
Gqugquzela izingxoxo eziphilile kanye nezinkulumbo-mpikiswamo	Bhala amaminithi ngekhompyutha futhi usabalalise amaMinithi emihlangano ezinsukwini ezimbili emva komhlangano
Bonga amalungu ngalokho asekuzuzile	Bhala konke osekuphonyelelwe uma kubukwa uhlelo lomsebenzi
Hlela imicimbi yomphakathi kanye nokuzikhipha kwamalungu eqembu kanye nemindeni yawo	Gcina ifayela elinemininingwane ephelele yamalungu elenzelwe ukugcinwa kwamarekhodi nokuba kukwazeke ukuvuselela

Amalungu avame ukujoyina iQembu eliQokiwe ngoba efuna ukufaka isandla emphakathini. Kodwa, aphinde afune ukuzuza wona uqobo ngokuba amalungu kanti okunye kwalokho kungaba yilokhu:

- Ukuzizwa bebalulekile eqenjini eliqokiwe futhi befaka isandla emphakathini
- Ukunikwa amathuba okufunda amakhono amasha kanye nokufundiswa ngezingqinamba abanentshisekelo kuzo.
- Ukunikwa ithuba lokusebenza ezindabeni kanye nakumaprojekthi angaphucula izimpilo zabo kanye nezemindeni yabo kanye nomphakathi abasebenza kuwo.
- Ukuzizwa beyingxenywe yeqembu elenza umehluko ezimpilweni zabantu
- Ukuzibandakanya emisebenzini ebathokozisayo noma eyongeza okuthile ezimpilweni zabo noma zomphakathi
- Ukuzizwa beklonyelisiwe ngokwemigomo yomumo womuntu ngamunye, ukukwazi ukuzithuthukisa kanye nokufinyelela emathubeni okuthola umsebenzi

INqubo yokuLawulwa kobuLungu beQembu eliQokiwe:

1. Ukugcina inqolobane yemininingwane kanye nokurekhoda le mininingwane elandelayo:
 - a. Amagama agcwele amalungu
 - b. Ikheli lasekhaya kanye nemininingwane yokuxhumana
 - c. Isikhundla emsebenzini, inhlangano kanye
2. Ngokobulungu, rekhoda usuku lokuqala ukuba yilungu bese uhlonza usuku lwesaziso sokuvuselela ubulungu. Isibonelo, uma ilungu lingathamelanga inani elithile lemihlangothi, ngosuku lokuvuselela, lingesulwa kwinqolobane yemininingwane yamalungu.
3. Kukhethwe uNobhala ozogcina inqolobane yemininingwane yobulungu kanye nozohlinzeka ulwazi olusha ngamalungu amasha, ukukhansela kanye nokuvuselelwa emihlanganweni yanyanga zonke yeQembu eliQokiwe.

Ukuqeqesha nokuCathulisa

8.1 Izincazelo

Abaholi kanye nezimenenja ze-OSS ezibambe iqhaza ohlelweni lwe-OSS bayobizwa ukuba bazohlinzeka umkhombandlela, ukucathulisa kanye nokuqeqesha emaqenjini abo kanye nakumalungu eKomidi eliPhezulu leQembu eliQokiwe.

Ukuqeqesha kanye nokucathulisa kumele kuhlinzekwe abakhuthazi kanye namalungu eQembu eliQokiwe njengoba lokhu kungamakhono amahle ukuba nawo.

“Ukucathulisa wukuhambisa ngababili umuntu (umcathulisi) onolwazi lukangoti noma ikhono nomunye umuntu (ocathuliswayo) ofisa ukuthola ulwazi noma ikhono ukuze athuthukise ulwazi ngezimsebenzi.” – kusho uMichael Zey, wakwi-Mentor Connection.

Ukuqeqesha kungachazwa njengendlela yokuqondisa, ukuyalela kanye nokuqeqesha umuntu noma iqembu labantu, ngenhloso yokuthola injongo noma ukuthuthukisa amakhono athile.

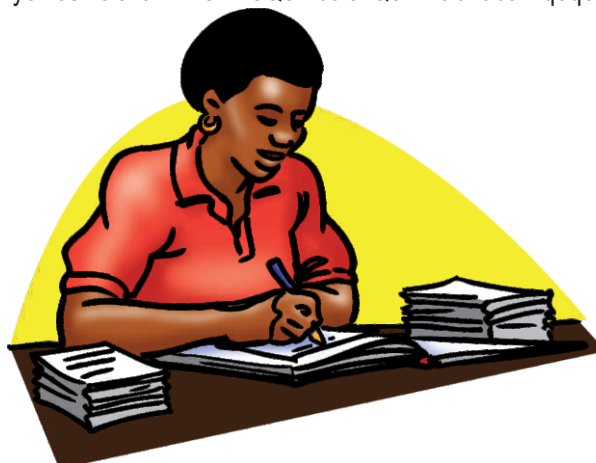
“Angiyeki ukuhlala ngimangazwa amandla ohlelo lokuqeqesha ukuthola amakhono noma ithalente elalikade lifihlekile kumuntu, nokube sekunika izindlela zokuxazulula izinkinga ezazingaxazululeki ngaphambili.” – kusho uJohn Russell, uMqondisi oLawulayo, kwaHarley-Davidson Europe Ltd.

Ukucathulisa kumayelana nentuthuko ephelele yomuntu ngamunye ngesikhathi ukuqeqesha kukuncane futhi kugxile ezinhlosweni ezikhethekile noma amakhono. Abacathulisi bahlinzeka umhlahlandlela oyiwo kanye nokweseka okutholakala ukusiza onesabelo, okusetshenzwa naye noma ilungu leqembu eliqokiwe, ngombono wokuphucula indlela yokwenza umsebenzi.

8.2 Izindima kanye nezibopho zabaCathulisi kanye nabaQeqeshi

Ukuba abaqeqeshi kanye nabacathulisi kudinga ukubekezela kanye nokuzinikela njengoba abantu bafunda ngesivini sabo amakhono amasha kanye namasu okuyilawa:

- Ukuhlonza izidingo ezechukene zokuqeqesha kanye nokucathulisa abantu
- Ukuhlinzeka ukuqeqesha okuqhubekayo nokwenziwa usemsebenzini
- Ukulandelela inqubekela phambili eyenziwe ngohlelo lokuqeqesha
- Ukuqeqeshela ukusebenza ndawonye kanye nokuqinisekisa ukusebenza ngendlela kwezinhlobo zeqembu eliqokiwe
- Ukuqeqesha amalungu ezinhlelweni zomsebenzi kanye nokukala inqubekela phambili eyenziwe
- Ukuqeqesha amalungu ukuba asebenzise izinhlelo zokuphatha kanye nokuhlinzeka ukweseka kokuqala
- Ukugqogqezela ukuhlanganisa imisebenzi eyehlukeneyo namanye amalungu kanye nabanesabelo
- Ukufundisa ngamasu asebenza ngendlela kanye nawokuxazulula izinkinga anobuciko nokuthi izinselelo kungahlangatshezwana kanjani nazo kanye nokubhala lokhu phansi ngendlela yokwenza umbiko ukuze kwedluliselwe ezingeni elilandelayo esakhiweni se-OSS
- Ukuqhubeka nokuqinisekisa ukusetshenziswa kokuphuculwa kwamakhono okulawula kanye nawobuholi
- Ukuhlinzeka amathuba okuqhubeka nokuqeqesha kanye nokuqeqesha ngamakhono ayinkinga kanye nolwazi
- Ukuhlinzeka umhlahlandlela kanye nosizo ezakhiweni zeQembu eliQokiwe ukuba ziqoqe ziphinde zikhuthaze izinsizakusebenza



Ukulawulwa kokuNgqubuzana

9.1 Incazelo

Ukungezwani yisimo sokuphikisana, sokungavumelani noma ukungahambelani phakathi kwabantu ababili noma ngaphezulu noma iqoqo labantu. Ukungezwani kwi-OSS ngeke kugwemeke ngoba kunamaqembu ehlukene abanesabelo, kuyilelo nalelo linezinhloso zalo, imibono kanye nendlela yokwenza izinto.

Umbono obaluleke kakhulu okumele uqhutshwelwe phambili, ukuthi ngale kokwehlukana, wonke umuntu asebenzele inhloso eyodwa ukuze kuphumelele uhlelo lwe-OSS. Ngakho-ke kunenhloso efanayo noma injongo.

Ukulawula ukungezwani akuyona into elula kanti amalungu kungenzeka adinge ukuqeqeshwa ekubhekaneni nokuxabana phakathi kanye nangaphandle kwamaqembu. Amalungu kanye neKomidi eliPhezulu leQembu eliQokiwe kumele abe abantu abalalelayo nokuthi azame ukuxazulula ukungezwani ngokusekela ngokuba kuwine wonke umuntu.

9.2 Ukubhekana nokungezwani eMihlanganweni

Kuyanconywa ukuba izinhloso ezifanayo zoHlelo lwe-OSS zihlale zisobala endlini lapho kuzoba khona izingxoxo njengoba lokhu kuzosiza abantu bahlale begxile kokubekwe phambili. Ukuze kusizwe ukusebenza ezimweni zokungezwani, izinyathelo ezilandelayo zingasetshenziswa uma kubhekwe nokungezwani emihlanganweni (bheka iThebula 3).

Ithebula 3: Izinyathelo zokubhekana nokuNgqubuzana eMihlanganweni

Isinyathelo	Ukuchaza	Isibonelo
1	Lalela	Nika bonke abantu ithuba lokubeka imibono yabo ungabaphazamisi noma ubangene emlonyeni Ungagxishi imibono yakho kulokho omunye akushilo uma ungavumelani naye
2	Hlola ukuqonda	“Ungakwazi ukuchaza lokho ngenye indlela” Noma “Anginaso isiqiniseko sokuthi ngiyakuqonda okuchazayo”
3	Cacisa bese ufingqa	“Ubona ukuthi lena yindlela okumele kwenziwe ngayo” noma “Kungabe nginephutha uma ngingathatha ngokuthi ungathanda ukuba kwenziwe ngale ndlela?”
4	Qhamuka nezixazululo eziphakanyisiwe	“Kunganjani uma singayenza ngale ndlela ukuze wonke umuntu athokoze?” noma “Yiluphi olunye ulwazi ozoludinga ukuze lukusize ukuba ufinyelele esiphethweni?” noma “Singakushintsha kanjani lokhu ukuba sifinyelele isimo lapho “kuzowina khona wonke umuntu” lapho sonke sifaka okuncane ukuze sizuze okuncane?”
5	Isiphetho	“Ukuze kuxazululwe lokhu, siyavuma ukusebenzisa lesi sixazululo esilandelayo”

Ukulawulwa kokuNgqubuzana

9.3 Ukubeka iMithetho okuSetshenzelwa Phezu Kwayo

Ngesikhathi sokungezwani kungenzeka kube nokuhluthuka ngakho-ke kubalulekile ukuba kubekwe imigomo yokulawula lokhu. Le migomo ingabhalwa ngekhompyutha isatshalaliswe noma ikhangiswe kwifliphushadi odongeni lapho ingalokhu ikhonjwa khona ngesikhathi somhlangano. Isitatimende esibaluleke kakhulu sithi:

“Sikule nto ndawonye kanti sinezinhloso ezifanayo, ngakho-ke asisukume sakhe”

Kunezindaba ezehlukene okungamele kubhekwane nazo ngesikhathi semihlangano. Ezinye izindaba kanye nezinyathelo eziphakanyisiwe zicaciswe eThebuleni 4.

IThebula 4: Izinyathelo eziNconywayo

Udaba	Isinyathelo esiNconywayo
Amalungu egqugquzela okufiswa yiwo	Ukukhumbuza amalungu ukubheka endaweni eyodwa
Amalungu engaboni ngaso linye	Ukukhumbuza amalungu ukubheka endaweni eyodwa
Amalungu ayadinwa bese eyamemeza	Beka umoya phansi ugxile odabeni olusezithebeni
Amalungu awagudluki kulokho akucabangayo	Ukuvumela imibono ibekwe izwakale
Amalungu akha amaqembu ngobungani	Ubagqugquzele ukuba bazihlanganise namaqembu amakhulu
Amalungu awafuni ukubamba iqhaza	Ukubafaka nokubakhipha
Amalungu aphakamisa izinkinga ezinkulu	Hlukanisa izingxenyana ezincane, nezisebenzekayo
Ilungu liyenqaba ukubambisana namanye	Xoxa eceleni nomlamuli ukuxazulula izinkinga

Ukumela nokuXhumana

10.1 Ukumela

Ukumela yinqola okuhlanganiswa ngayo ukwesekwa ngenhloso ethile noma inqubomgomo. Inhloso wukufundisa, ukwazisa, ukuba nomthelela kanye nokushintsha umqondo ngenxa yokweseka umbono othile kanye nokugqugquzela ukushintsha inqubomgomo. Kodwa, ukumelwa kudinga “uMkhuthazi” ozohamba phambili ekwesekeni umkhankaso uze ufinyelele empumelelweni ubukwa njengento ephuthumayo. Ngaphandle kwabakhuthazi asebevele babelwe i-OSS yisifundazwe, isiFunda kanye neQembu eliQokiwe likahulumeni wasekhaya kumele baqoke abakhuthazi baseduze okumele baqhubeke nokumela ushintsho kanye nokuphucula ngokusebenza nabanesabelo abahlonziwe ukuqinisekisa ukuthi izinhloso ze-OSS kuyahlangatshezwana nazo.

Izibonelo zokumelwa yilezi:

- Ukwethula umbono, izinhloso kanye nesu lokusebenza le-OSS emaqenjini abanesabelo ukuba bakhuthaze ukutholakala kwezinsizakusebenza, ukwethulwa idatha yokuqapha nokuhlola (i-M&E) kanye nokukhombisa ‘izikhala’ ukugqugquzela ukweseka abanesabelo
- Isimemo esibhaliwe ukunxenxa abanesabelo abazimisele ukuzinikela ezinhlosweni ze-OSS
- Umhlango nomphakathi kanye namabhizinisi ukuze kutholakale okunye ukwesekwa ngokubazisa ngezinhloso ze-OSS

10.2 Ukuxhumana

Ukuxhumana kuwuhlelo lokushintshana ngolwazi phakathi kwabantu. Ukuxhumana okuyikho kubalulekile kwi-OSS njengoba impumelelo yephrojekthi incike ekuxhumaneni okucacile kwawo wonke amaqembu abanesabelo:

- Ukubhalwa kanye nokukhishwa kwamaminiithi ayo yonke imihlangano ayiswe kumalungu
- Ukubhalwa kanye nokukhishwa kwemibiko ye-OSS kumalungu kanye nabanesabelo
- Ukuhlela izingqungquthela zabezindaba ukwedlulisa idatha ebalulekile ye-M&E ye-OSS
- Ukuba nezingxoxo emsakazweni ukucela amalungu omphakathi ukuba abambe iqhaza ekuthuthukiseni imiphakathi yawo

10.3 Ukukhetha abameleli kanye nabaKhuthazi

UMkhuthazi kungaba wumuntu noma isikhungo. Umuntu ngamunye udinga ukukwazi ukuxhumana nokuthi akwazi ukuba nomthelela kwabanye ukuze afake isandla kokulindelwe, ngesikhathi izikhungo zingaba yinoma yiliphi ibhizinisi noma inhlango engaphucula izindaba ngasohlangothini lwe-OSS.

Omune wemisebenzi ebalulekile wukuhlonza, kusetshenziswa iQembu eliQokiwe, izinselelo ezehlukene kanye ‘nezikhala’ ohlelweni lwe-OSS lokuletha imisebenzi. Lezi zinselelo kubhekwana nazo ngesikhathi kuthuthukiswa isu lokuxhumana.

Isu lokuxhumana elifanayo kumele lithuthukiswe yiQembu eliQokiwe ukuze lisetshenziswe abaKhuthazi ukuze kuqinisekise ukuthi umyalezo uyikhwalthi kanye nezinga elifanayo. Lokhu kwenzeka kakhulu lapho i-OSS kumele yethulwe kakhulu.



IThebula 5 liveza izinyathelo ezehlukene zeMetriksi yokuMelwa kwezokuXhumana okumele igcwaliswe kanye neKomidi leQembu eliQokiwe kanye nawo wonke amalungu.

Ukumela nokuXhumana

Ithebula 5: IMethriksi yokwazisa ngokuMelwa yeQembu eliQokiwe laseKhaya

Iqembu labanesabelo	Inhloso yoMyalezo (kungani)	Ukuchaza uMyalezo (Ini)	Okwedlulisa uMyalezo (ubani)	Othole uMyalezo (uya kubani)	Umgudu wokuXhumana	Iziqubu
<i>Isibonelo</i>						
Umnyango kaHulumeni	Ukwethulwa kabusha kwe-OSS esiFundeni	Umbono, icebo, izinhloso kanye nezinjongo ze-OSS	Usihlalo we-LTT/iMeya	Iminyango kaHulumeni	Umhlangano womuntu ngamunye Imihlangano ye-MANCO	Kwenziwa kanye ngoLwezi
Umkhakha ozimele	Ukumema abanesabelo ebhizinisini ukuba bajoyine iqembu eliqokiwe le-OSS	Umbono, icebo, izinhloso kanye nezinjongo ze-OSS	Usihlalo we-LTT/iMeya	Olawula ibhizinisi	Umhlangano womuntu ngamunye Incwadi yesimemo	Kwenziwa kanye ngoLwezi kwase kwenziwa nyanga zonke emva kwalokho
Inhlangano engekho ngaphansi kukaHulumeni (i-NGO)	Ukumema iziNhlango eziNgekho ngaphansi kukahulumeni ukuba zijoyine iqembu eliqokiwe lewadi	Umbono, icebo, izinhloso kanye nezinjongo ze-OSS	Usihlalo we-LTT/iMeya	Isikhulu esiPhezulu (u-CEO)	Umhlangano womuntu ngamunye Incwadi yesimemo	Kwenziwa kanye ngoLwezi kwase kwenziwa nyanga zonke emva kwalokho
Amalungu oMphakathi	Ukwakha ukwazi nge-OSS	Umbono, icebo, izinhloso kanye nezinjongo ze-OSS	Usihlalo we-LTT/iMeya	Izinkundla zokubonisan zomphakathi	Imibuthano yoMphakathi	Kwenziwa kanye ngoLwezi kwase kwenziwa nyanga zonke emva kwalokho

Imodeli yokuLethwa kweMisebenzi

11.1 Ukumiswa kweSakhiwo

Ngaphambi kokuqalisa ukusebenza kwemodeli yokulethwa kwemisebenzi, ukusungulwa kwezidingo zeQembu eliQokiwe okumele kube sekuhlangatshezwane nazo. Imisebenzi yokuqala ingathatha phakathi kwezinyanga eziyisithupha neziyisishiyagalolunye ukuba iphele kanti ngalesi sikhathi kumele kube nemisebenzi eminingi esiqaliwe. Lokhu kufaka ukuqonda izinhloko zesiFundazwe, isiFunda kanye namaWadi. Eziningeni likamasipala wasekhaya, isibonelo, iQembu eliQokiwe laseKhaya likanye noSihlalo woPhiko lwamaSu nokweLuleka bayodingida izindaba ezifana nalezi:

- uhlaka lwesikhungo
- isu lokuxhumana lombono kanye nezinhloso ze-OSS kubo bonke abanesabelo ukuthola ilungelo lokuthenga kanye nokweseka
- ukukhiqiza ukummelwa kwabanesabelo kanye nesu lokuxhumana
- ukuhlonza amazinga adingekayo okulethwa kwemisebenzi eMinyangweni kaHulumeni eyehlukene
- isivumelwano ngokubeka phambili amawadi kanye nokwabiwa kwama-CCG kumaWadi
- ukuhlinzeka ukuqeqesha ama-CCG ngokusebenzisa iThuluzi lokwakha isiThombe sesimo seMizi

11.2 Ukwabiwa kweziNsizakusebenza

Ama-CCG ayokhethwa aphinde abelwe inani elibekiwe lemizi eWadini yawo ezingeni lesiFunda uma esethole ukuqeqeshwa okuyikho mayelana nokwakha isiThombe sesimo seMizi. Ukuqeqesha okunjalo kuyofaka nokwethulwa kwezinhloso, izinjongo kanye nemigomo yoHlelo lwe-OSS, amakhono okuxhumana ngendlela, ukusebenzisa ithuluzi lokwakha isiThombe sesimo seMizi kanjalo nokuhlanganiswa kwenqolobane yemininingwane kanye nemibiko. Ukuqeqesha kuyophinde kufake nomkhombandlela walabo abethamele umhlango njengoba ama-CCG kumele ethamele imihlangano yoPhiko lwamaSu nokweLuleka njalo ngesonto aphinde ethule akutholile.

Njengoba kungabonakala kuMdwebi 7, ama-CCG angena umuzi nomuzi kwiWadi agcwalise iziThombe zokwakha isimo semizi, bese egcwalisa idatha enze umbiko ofingqiwe. Amarekhodi kumele agcinwe ngokucophelela ayo yonke imizi evakashelwe. Lolu lwazi luyiswa oPhikweni lwamaSu nokweLuleka bese kwenziwa umbiko ofingqiwe – izidingo zibekwa phambili bese zedluliselwa kwi-LTT eziyisa kumuntu oqondene eMinyangweni kaHulumeni eyehlukene.

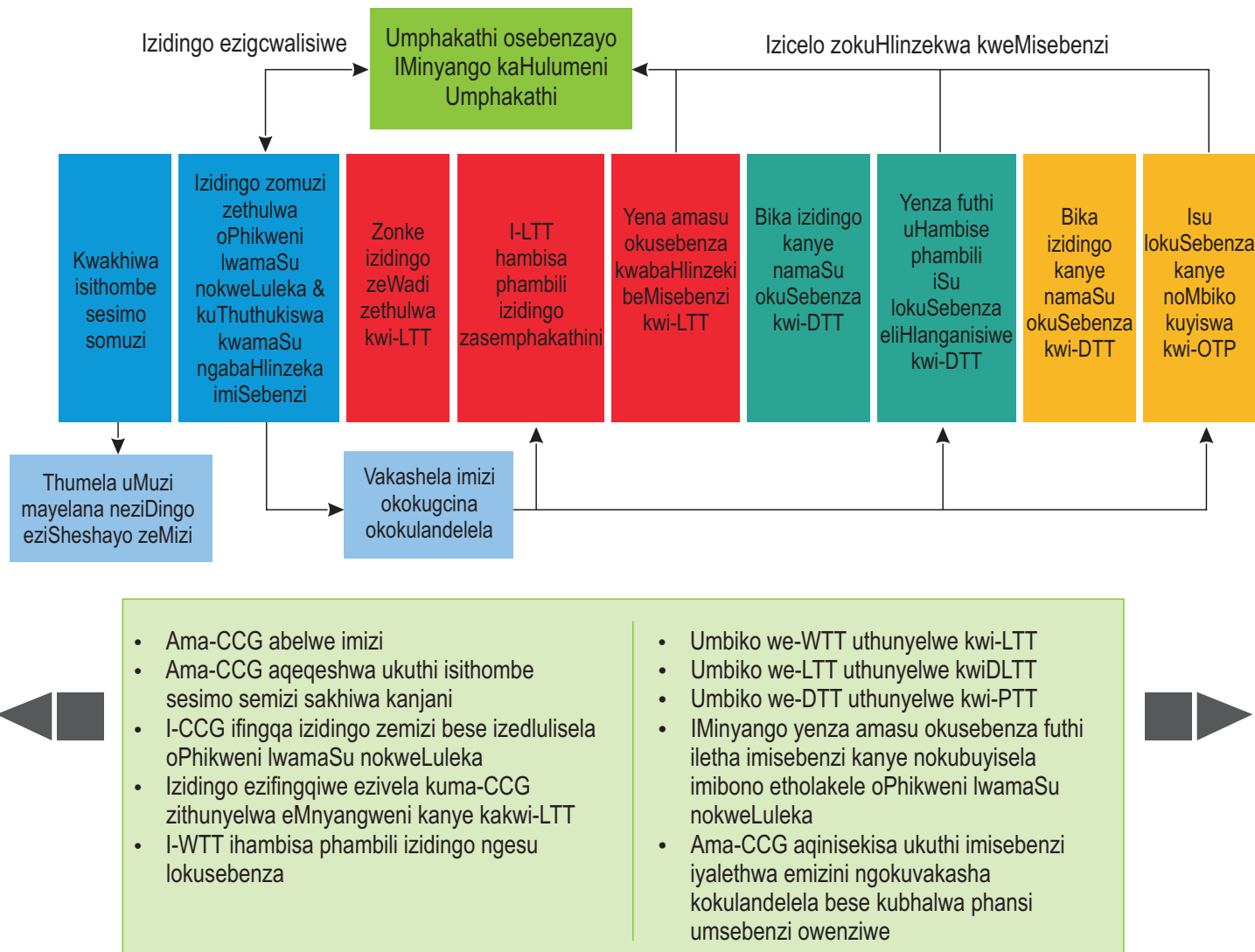
Iminyango kaHulumeni ibe isithuthukisa uhlelo lwayo lokusebenza kuleyo naleyo Wadi, olube selubhuyiselwa e-War Room. Ulwazi luhamba phakathi koPhiko lwamaSu nokweLuleka, i-LTT, i-DTT, i-PTT kanye neMinyango kaHulumeni kanye noPhiko lwamaSu nokweLuleka e iyohlinzeka imibiko yenqubekela phambili ngesikhathi benza ukuvakasha kokulandelela. Ama-CCG ayohlinzeka imisebenzi kumalungu emizi wona ayobe eseluleka uPhiko lwamaSu nokweLuleka gemisebenzi elethiwe.

Amaqoqo emisebenzi yamanje, eyesikhathi esifushane kanye neyesikhathi eside eyenzelwe awadi ahlwempu kakhulu atholakala kwisiThasiselo 2.



Imodeli yokuLethwa kweMisebenzi

Umdwebo 7: Uhlelo lokuLethwa kweMisebenzi



Lwakhiwa Kanjani Uhlelo Lokuqalisa Ukusebenza

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12.1 Isu lokuQalisa ukuSebenza (ISu lokuSebenza) loPhiko lwamaSu nokweLuleka

Ukwakha isu lokuqalisa ukusebenza ngomsebenzi woHlelo lwe-OSS kubalulekile. Uhlelo lokusebenza luyibalazwe elikhombisa indlela edingwa yiphrojekthi ukuze iqhubekela phambili isukelwa ekuhleleni kuya ekuqalisweni kokusebenza kwezinhloso.

Isu noma uhlelo lwesu lungabonakala njengendawo yokugcina yemisebenzi kanti uhlelo lokuqalisa ukusebenza luyindlela yokufinyelela lapho. Kudingeka izinsizakusebenza ukuze isu liqale ukusebenza.

Isu lokuqalisa ukusebenza libeka obala imisebenzi edinga ukwenziwa ngesikhathi esithize esibekiwe. Kubalulekile ukuthi bonke abadlala indima ephambili, kanye namalungu azokwenza le misebenzi, abe khona ngesikhathi kuthuthukiswa leli su.

Isu lokuqalisa ukusebenza lingasetshenziswa njengethuluzi lokuQapha kanye nokuHlola njengoba linalolu lwazi olundalelayo:

KUNGANI?	Isizathu sokwenziwa kwephrojekthi kanye nezinjongo zayo
YINI?	Imisebenzi okumele yenziwe
NINI?	Lapho kumele ibe isiqediwe khona
UBANI?	Onesibopho samuphi umsebenzi okumele wenziwe
NGAKANANI?	Isabelozimali esikhona

Lezi zingxenye ezehlukene zohlelo lokuqalisa ukusebenza olugxile KOKUFAKWAYO (izinsizakusebenza) kanye NOKUPHUMAYO (imiphumela). Incwadi ewumhlahlandlela izoba wuHlelo lweSu lwe-OSS yase-KZN njengoba izoveza izinhloso kanye nezinjongo ze-OSS esiFundazweni. Izinyathelo zokuthuthukisa isu lokuqalisa ukusebenza:



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Kusukela kumasu ayinhloso kungakhiwa izinhloso ezincane. Kuleyo naleyo nhloso encane kubhalwe uhlu lwemisebenzi ehlukene oluyingxenye yesu lokuqalisa ukusebenza.

Kulowo nalowo msebenzi, kubalulekile ukuvumelana namalungu ngezibopho ezechukene okumele aphenyule ngazo anike nezinsiza zokuqedela imisebenzi ethile. Kungaba umuntu oyedwa noma isikhungo. Kungaba namalungu amaningana eqembu elingaphansi kweliqokiwe akhethelwe ukusiza ekuqedeni umsebenzi. Ngenxa yokuthi kumele kubikwe, kuyaphakanyiswa ukuba kube khona oyedwa "ongumnikazi" womsebenzi.

Kulowo nalowo msebenzi owenziwayo, umuntu owubhekile kumele abeke isikhathi sokuqala kanye nesokuqeda ngokubonisana namalungu eqembu elingaphansi kweliqokiwe. Khumbula umthamo womsebenzi kumuntu ngamunye bese kuhlonzwa lapho kungadingeka khona usizo olwengeziwe olungadingeka. Kala ngendlela ukuthi kuzothatha isikhathi esingakanani ukuqeda umsebenzi. Kulowo nalowo mhlangothi weqembu eliqokiwe, iKomidi eliPhezulu lingaqapha uhlelo lokusebenza kanye nokucela imibiko ukuba yethulwe kanye nokuhambisana nohlelo lokusebenza. Ngenxa yalokho, amalungu eqembu eliqokiwe okumele abike ngokuqeda ngempumelelo imisebenzi esohlelweni lomsebenzi. Chaza ukulandela kanye nobudlelwane phakathi kwemisebenzi. Umsebenzi ngamunye kungenzeka uncike ekuqedweni komunye kuqala.

Kumasu ayinhloso kwakhiwa izinhloso ezincane. Isu eliyinhloso kuThebula 6 lenzelwe ukwakha kanye nokugcina iqembu eliqokiwe elisebenzayo ezingeni leWadi. Izinhloso ezincane ezimbili wukwethula kabusha i-OSS kanye nokwakha uhlelo senhlangano ye-WTT. Njengomphumela wokuqeda kwemisebenzi, kuqhamuka okuphumayo. Izibonelo zokuphumayo zesu lomsebenzi owethulwe kwiThebula 6 yilezi:

1. Ukwethula kabusha umcimbi
2. Kuphothulwa ukwakheka kwenhlangano

Imiphumela ingenxa yomthelela wokutholaka ekugcineni. Ngokwethula i-OSS kubo bonke abanesabelo kwiwadi, abantu bayeseka kakhulu imisebenzi ye-OSS. Umphumela uyoba wukwaziwa kakhulu kwe-OSS kubantu bonke abakwiwadi. Ngokuba nesakhiwo sokusebenza i-WTT nemiphumela eyehlukile ehlobene nenhloso yeqembu eliqokiwe elisebenzayo, omunye umphumela kuyoba amaqembu aqokiwe asebenzayo (bheka iThebula 6).

iThebula 6: Isibonelo soHlelo lokuSebenza

Inhloso eyisu	Inhloso eyisu	Uhlu lwemisebenzi	Ngubani	Nini	Okuphumayo	Umphumela
Ukwakha kanye nokugcina iqembu eliqokiwe elisebenzayo ezingeni lewadi ukuletha imisebenzi edidiyelwe emizini kanye nasemiphakathini	1. Ukwethulwa kabusha kwe-OSS kwiwadi	Ukuthuthukisa kanye nokuqalisa ukusebenza kwesu lokwethula	I-VN	20 Mandulo	Isu lokwethula	Ukwazi kabanzi nge-OSS emphakathini wonke kwabanesabelo oPhikweni lwamaSu nokweLuleka
		Ukwethulwa kwendlela yokuziphatha	I-AN	20 Lwezi	Umcimbi wokwethula	
	2. Ukwakha uhlelo lokusebenza kwenhlangano ye-WTT	Ukuvuma ukwenza uhlu lwabantu kanye nezikhungo ezingamenyelwa izinto ezechukene	I-VN	1 Mandulo	Ukuphothulwa kwesakhiwo senhlangano	Iqembu eliqokiwe elisebenza ngokugcwele
		Ukufaka amalungu eqenjini eliqokiwe	I-AN	10 Mandulo		
		Ukunika ama-CCG kanye nabasebenzayo ukuba bathole isimo semizi	I-ES	15 Mandulo		
		Njll				

Lwakhiwa Kanjani Uhlelo Lokuqalisa Ukusebenza

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12.2 Uzihlonza kanjani futhi uzilawula kanjani izingcuphe

Ingcuphe yithuba lokuba khona kwesehlakalo esingaba nomthelela ongemuhle kwiphrojekthi. Uma izingcuphe sezihlonziwe kumele kuhlonzwe imisebenzi eyiyo. Lokhu kuyingxenywe yohlelo oluqondile okumele lubhekwe yiwo wonke umcimbi noma iphrojekthi. Emva kokuba iphrojekthi isiqalile, izenzeko (amavariyebhuli) ezilukhuni ukuzilindela ezingadala izingcuphe ezintsha. Ukuhlelela, ukuhlonza kanye nokunciphisa ingcuphe ezigabeni ezehlukene ngesikhathi kuqhubeka iphrojekthi kanti kungasiza ukuba iphrojekthi ihambisane nesikhathi. Kubalulekile ukubeka phambili izingcuphe ukuze kuthuthukiswe amasu abekelwe into ethile emicimbini engase yenzeke naleyo engaba nemithelela engemihle. Ezinye izibonelo zezinto ezihamba phambili kwi-OSS kanye nezindlela zokuvimbela izingcuphe ezikhonjiswe kuThebula 7.

Ithebula 7: Amaphuzu aPhambili ayiNgcuphe nokuNgenelela

Izingcuphe ezihamba phambili	Izindlela zokuvimbela izingcuphe
Awekho ama-CCG enele abelwe iwadi ukuze akhe isithombe sesimo semizi	Iya eMinyangweni eyehlukene kaHulumeni ukucela amavolontiya asempakathini nabasebenzayo kwi-OSS ukuze kwelekelelwe emisebenzini yokwakha isiThombe sesimo seMizi
Ukungaxhumani ngokwanele nabaholi bomphakathi	Bonisana nabaholi bomphakathi ekuqaleni kwephrojekthi ubameme ukuba babe amalungu oPhikweni lwamaSu nokweLuleka
Ukushoda kokukwazi ukwenza umsebenzi kwabaphethe, ukuthumela, ukulawula kanye nokubika ezingeni leqembu eliqokiwe	Cela ukuqeqeshwa kwabaholi abaphethe, ukulungiselela uhlelo lokulandelana ngokuthola izikhundla ikakhulukazi ngezikhundla zoSihlalo beQembu eliQokiwe. Makuvunyelwane ngemigomo yezithunywa uma amalungu aqavile engeke akwazi ukwethamela imihlangano yamaqembu aqokiwe
Iminyango kaHulumeni ayihambisi phambili ukulethwa kwemisebenzi emiphakathini eqokiwe	Yenzani izinhlelo zokubambisana neMinyango kaHulumeni futhi uthintane namabhezini kanye nezinhlangano zemiphakathi, iziNhlangothi eziNgekho ngaPhansi kukaHulumeni noma abanikela ngokuthile ukuze weseke izikhewu ezisekulethweni kwemisebenzi
Ukweseka okungenele okuQhamuka kubaPhathi abaPhezulu	Qinisekisa ukuthi i-OSS iyingxenywe yezivumelwano zokusebenza ezibalulekile

Ukuqapha nokuHlola

Amandla okuKala iMiphumela

- Uma ungayikali imiphumela, ungekwazi ukubona impumelelo uyehlukanise nokwehluleka.
- Uma ungayiboni impumelelo, ngeke ukwazi ukuyiklomelisa.
- Uma ungakwazi ukuklomelisa impumelelo, kungenzeka ukuthi uklomelisa ukwehluleka.
- Uma ungayiboni impumelelo, ngeke ukwazi ukufunda kuyo.
- Uma ungakwazi ukubona ukwehluleka, ngeke ukwazi ukukulungisa.
- Uma ukwazi ukukhombisa imiphumela, ungawina ukwesekwa wumphakathi.

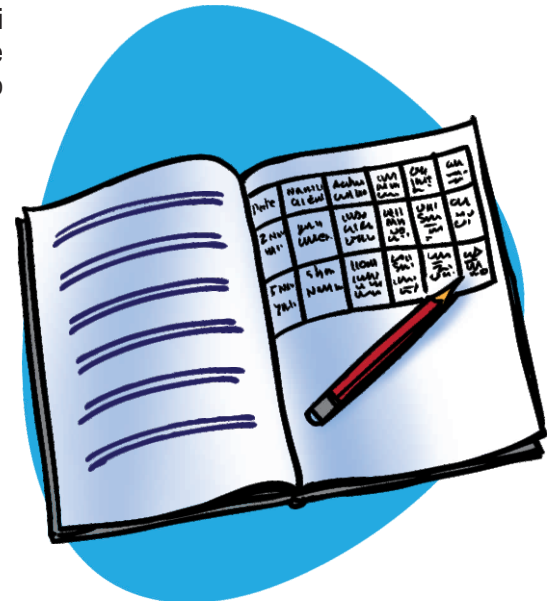
Umthombo: Isiguqulelo esivela ku-Osborne & Gaebler 1992.

13.1 Ukuqapha

Ukuqapha kuchazwa njengokuqoqa idatha okwenziwa njalo ukukala inqubekela phambili okuya ekufinyeleleni ezinhlosweni ze-OSS. Kwi-OSS ukuqapha kufaka ukusetshenziswa kwezinkomba ukulandelela okufakwayo, izinhlelo kanye nokuphumayo. Ngale ndlela, amaqembu aQokiwe ehlukene ayakwazi ukuhlonza izikhala ekuqaleni kohlelo bese kuxukuzwa imisebenzi ekhona ukuze kufinyelelwe ezinhlosweni kanye nasemiphumeleni. Izinkomba ziyizinjongo ezingakaleka zibalwe kanti zingakalwa ukubona ukuthi izinhloso kufinyelelwe kahle kanjani kuzo. Kubalulekile ukuthi izinkomba zifane kuyo yonke i-OSS ukuqinisekisa isu elifanisiwe ukukala umthelela wohlela.

Njengesibonelo, izinkomba ezikhethwe ngendlela ziyosiza iqembu eliqokiwe ukuthola izimpendulo zemibuzo elandelayo:

- Yimiphi imisebenzi ehlinzekwa kulabo abahlomulayo nge-OSS
 - Umthamo ongakanani futhi kangakanani?
- Imisebenzi ididiyelwe kahle kangakanani futhi ihlinzekwa kanjani amaqembu aqokiwe ehlukene
 - Ezingeni le-PTT, le-DTT kanye ne-LTT?
- Yibaphi abahlomulayo abazathola ukwesekwa
 - Inani labahlomulayo okufinyelelwe kulo kanye
 - Nohlobo lomsebenzi ohlinzekelwe bona?



13.2 Ukuhlola

Ukuhlola kumayelana nokukala UMTHELELA wokungenelela njengoba umuntu edinga ukuhlonza ukuthi isinyathelo sithathiwe senze umehluko ezimpilweni zabahlomulayo. Ukuhlola kuhamba ngesikhathi, ukuhlola ngezikhathi ezithile iphrojekthi ye-OSS ukuze kukalwe inqubekela phambili eyenziwe ukufinyelela ezinjongweni ezibekiwe. Ukuhlola kuyisikali okukalwa ngaso osekuqediwe kanye nalokho okusadinga ukwenziwa, nokuthi izinsizakusebenza eyongeziwe isadingeka yini.

Izindlela ezigxile ocwaningweni kanye nakwisayensi ziyasetshenziswa ukuhlolwa kokusebenza ngendlela kohlelo. Ukuhlola kuphendula imibuzo embalwa:

- Kungabe kwafinyelelwa emphakathini ohlosiwe?
- Kungabe kwafinyeleleka ezinhlosweni zohlelo?
- Kwaba nomthelela muni kwabahlomulayo?

Isibonelo: Emva kokungenelela okugqugquzela ukusebenzisa amakhondomu, kungaba kukhona ukwehla kwezinga lokukhulelwa okungahleliwe esifundeni?

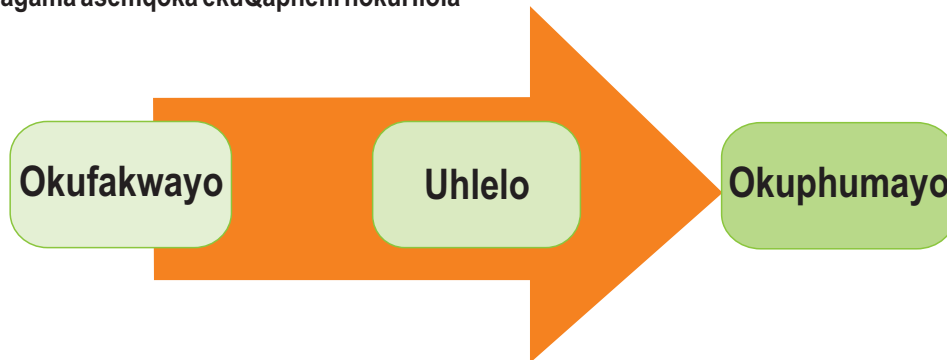
Ukuhlola kuhlale kudinga ukuba nesisekelo njengoba lokhu kuyoba yisikali sokukala imisebenzi ehleliwe. Okukala ukuhlola kuyofaka amavariyebhuli angaba nomthelela emiphumeleni.

Ukuqapha nokuHlola

13.3 Amagama asemqoka ekuQapheni kanye nasekuHloleni

Amagama okuQapha nokuHlola abandakanya okufakwayo, izinhlelo kanye nokuphumayo njengengxenye yohlelo kanti lokhu kuvamise ukuqhamuka kokunye kuye kokunye njengoba kuxhumane.

Umdwebo 8: Amagama asemqoka ekuQapheni nokuHlola



Okufakwayo

Lokhu kuchaza izinsizakusebenza ezehlukene ezidingekayo ukusebenza kwiphrojekthi okuzofaka ukuthi iqembu eliqokiwe elenza umsebenzi walo selisunguliwe, inani lama-CGG aqeqeshiwe akhona, inani lamalungu eqembu eliqokiwe, inani labantu abaqondene abaqeqeshiwe, inani labantu okugxilwe kubo bokuQapha nokuHlola, inani lamaThuluzi okwakha isiThombe sesimo seMizi agcwalisiwe kanjalo nanoma yiziphi ezinye izinsizakusebenza ezidingekayo ukuze lokhu kuqalise ukusebenza.

Uhlelo

Lokhu kufaka iqoqo lemisebenzi, njengengxenye yohlelo, lapho izinsizakusebenza yabasebenzi, yezimali neminye yenziwa ithoalakale bese isetshenziswa ukuthola imiphumela elindeleke kwiphrojekthi. Ingxenye yalolu hlelo iyoba ama-CCG aphuma aye emphakathini ukuyokwakha isiThombe sesimo seMizi, ukwenziwa kokuhlolwa kwezidingo zemizi kanye nokuhlinzekwa kwemisebenzi njengokudluliselwa oPhikweni lwamaSu nokweLuleka kanye nokulethwa kwamaphasela okudla.

Okuphumayo

Imiphumela esheshayo etholakele ngokwenziwa kwemisebenzi yephrojekthi, njengenani lamaphrofayli emizi erejistiwe, izinhlobo kanye nenani labahlomulayo okufinyelelwe kuzo kanye nenani lemisebenzi elethiwe.

Izinkomba

Ukukala okungabalwa okubekwe ekuqaleni kohlelo. Izinkomba ziveza izinto ezibalulekile zempumelelo yohlelo kanti kuyofaka umphakathi okuqondiswe kuwo ukuba kwakhiwe isithombe ngawo, inani lezingqinamba kanye nezidingo ezihlonziwe kanye nenani lamaphasela okudla okulethwe kumuntu ngamunye kanye nasemindenini.

13.4 Iinzuzo zokuQapha kanye nokuHlola

UkuQapha kanye nokuHlola kusiza izimenenja kanye nabasebenza kwiphrojekthi ukuba baqonde ukuthi iphrojekthi ye-OSS iqhubeka njengoba kuhlalelwe yini kanye nokuqinisekisa imisebenzi yokufakwayo, okuphumayo kanye nezinto ezingaphandle kusetshenziswa ngendlela. Ngokuqapha kanye nokuhlola imisebenzi ye-OSS, iQembu eliQokiwe liyokwazi ukuhlonza ukuthi “inzuzo yokutshalwa kwezimali” ibe yini. Izibonelo yilezi:

- Hlonza ukuthi ukuthi izinsizakusebenza (abasebenzi, imali, amathuluzi) ezinikele kwiphrojekthi ye-OSS isetshenziswe ngendlela eyiyo
- Yiba sesimweni sokukwazi ukubika ngesikhathi esichithwe yiqembu eliqokiwe endaweni yokusebenza kanye nemiphakathi esebenza izinto ze-OSS

Ukuqapha nokuHlola

- Ukukwazi ukurekhoda kanye nokubala izinhlobo ezehlukene zemisebenzi kanye nokweseka okuhlinzelwe kwabahlomulayo
- Ukukwazi ukurekhoda kanye nokubala inani lamacala edluliselwe phambili eMinyangweni kaHulumeni eyehlukene uPhiko lwamaSu
- Ukukwazi ukurekhoda kanye nokubala inani labahlomulayo ezahlinzekelwa imisebenzi yiMinyango kaHulumeni njengoweziLimo, owezaseKhaya, owezeMpilo kanye nowokuThuthukiswa koMphakathi kanye neminye
- Ukuhlonza 'izikhala' zokulethwa kwemisebenzi nokuqhamuka nezindlela zokuphucula kanjalo nokuthuthukisa ikhwalithi yokulethwa imisebenzi ezindlalifeni okuqondiswe kuzo
- Ukuqinisekisa ukuthi ukulethwa kwemisebenzi okuqaliswe emiphakathini kuhambelana namazinga abekiwe esiVumelwano seZakhamuzi ezisebenzini zikahulumeni zase-KZN
- Ukuhlinzekwa kwemibiko nezimibono kwabahlomulayo, emiphakathini, kumaQembu aQokiwe ehlukene kakubaphathi abakhulu nabaqambi bezinqubomgomo eMinyangweni kaHulumeni ehlukene ngemisebenzi elethwe ngokusebenzisa i-OSS

Uhlelo lokuqapha okujulile kanye nokuhlola kuyogqugquzela iqembu eliqokiwe le-OSS emazingeni esiFundazwe, eSifundeni, kuhulumeni waseKhaya kanye neQembu leWadi ukukala ukusebenza kwabo kanye nokuhlonza umthelela awenzayo ezingeni lomphakathi.

13.5 Ukulawula iDatha

Ukuba nenqolobane yeminingwane eveza okuyikho ibalulekile kunoma iyiphi iphrojekthi njengoba lezi zinhlobo zakha umklamo wokukala inqubekela phezulu. Ngakho-ke, ukuqoqa idatha kumele kube okwamanje kuphinde kwenziwe ngendlela esebenzayo neyiyi ukuqinisekisa ukuthi lonke ulwazi lungoluhambisana nesikhathi. Ukuqinisekisa ukuthi ulwazi luyilo kanye nokungathenjela kulo luyasetshenziswa ukuqapha kanye nokuhlola kwe-OSS, imigomo elandelayo kumele ilandelwe:

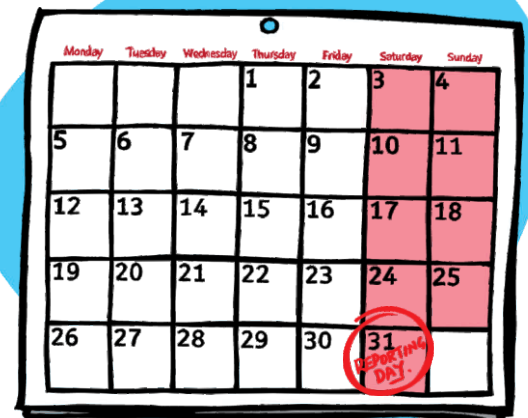
- Ukuqoqa ulwazi kanye nokulufaka ekhompuyutheni kumele kwenziwe kuhambelane nemihlahlandlela ebekiwe
- Amathuluzi ukuqoqa idatha namafomu mawasetshenziswe ngokufana njalo kuyo yonke imizi kanye nemiphakathi
- Uhlelo lokusetshenzwa kwedatha kumele luqondwe ngokucacile yilabo abanesibopho sokulawula idatha ye-OSS
- Idatha eqoqiwe kumele ibe eyamanje futhi ingashintshashintshi ngakho-ke kuyodinga ukuba ihlolwe ukuqinisekisa ukuthi ingeyiyo futhi iveza ngokucacile, imisebenzi ehlinzekiwe kanye nezindlalifa okufinyelelwe kuzo
- Izincazelo zezingxenywe zedatha kanye nabahlomulayo yokubala izinkomba kumele zitholakale kuwo wonke amalungu eqembu kanti kumele isetshenziswe njalo kuwo wonke amazinga okubika e-OSS

a. Izinhlelo zokuLawula iDatha

Kunohlelo lokulawula idatha olusetshenziswa yi-OSS lokuqoqa kanye nokubika ngedatha. Loluhlelo luseSikhungweni esaziwa ngele-Nerve Centre eHhovisi likaNdunankulu, eMgungundlovu.

Uma amafomu okwakha isithombe sesimo somuzi esegcwaliswe yiyo yonke imizi kwiwadi aphinde athunyelwa wuPhiko lwamaSu nokweLuleka ayiswa esikhungweni esaziwa ngele-nerve centre, ulwazi lomuzi ngamunye lube selufakwa kwikhompuyutha. Lokhu kuchaza ukuthi kuzoba nerekhodi layo yonke imizi nabo bonke abantu abahlala kuleyo mizi kanye nezidingo zabo. Lezi zidingo zibe sezithunyelwa eMinyangweni kaHulumeni oqondene ukuze uthathe izinyathelo eziyizo nezohlinzeka ukungenelela (imisebenzi). ISistimu ingalandela imisebenzi ehlinzekelwe izidingo ezidingekayo. Ngale ndlela, njengomkhuthazi emiphakathini uyokwazi ukuthi yimiphi imisebenzi ehlonziwe kwiwadi nokuthi yimiphi imisebenzi ehlinzekwa yiMinyango kaHulumeni nokuthi yimiphi imisebenzi esasele edinga ukwedluliselwa phambili ezingeni eliphakeme njengeHhovisi likaNdunankulu.

Isistimu ilawulwa yiphasiwedi ukuze lonke ulwazi ngabazuzayo luhlale luyimfihlo nokuthi kube abantu abakhethlekile abangakwazi ukufinyelela kulo.



Ukuqapha nokuHlola

13.6 Imibiko isetshenziswa nini, kanjani?

Ngokwe-OSS ukubika izinqubo, lelo nalelo Qembu eliQokiwe kulindeleke ukuba lihlenganise imibiko ezingeni lalo bese liyihambisa ezingeni elilandelayo. Kusetshenziswa amathemplethi okubika alandelayo:

- Umbiko weNyanga woPhiko lwamaSu nokweLuleka
- Umbiko weKota woPhiko lwamaSu nokweLuleka
- Umbiko weNyanga we-LTT
- Umbiko weNyanga we-DTT

Imibiko engenhla ihlenganiswe yaphinde yathunyelwa ngendlela elandelayo:

- I-WTT ithumela imibiko yenyanga kwi-LTT
- I-WTT ihlenganisa imibiko yenyanga ukuze idingidwe emihlanganweni yamakota yoPhiko lwamaSu nokweLuleka
- I-LTT ithumela imibiko yenyanga kwi-DTT
- I-DTT ithumela imibiko yenyanga kwi-PTT

13.7 Ukuthatha isinyathelo

Iminyango kaHulumeni kumele isebenzise ulwazi oluvela ekucutshungulweni kwemibiko ye-OSS ahanjiswa kuyona. Indima yayo wukuthatha izinyathelo eziyizo ukubhekana kanye nokuxazulula izindaba eziqukethwe emibikweni. IMinyango kaHulumeni ebhekana nezindaba ezehlukene kumele ikhethe abantu abaqondene ngaphakathi eMinyangweni ukuba babhekane nezindaba ezithile. Lezi zindaba kumele zixazululwe ngesikhathi esithile esibekiwe kanti kumele kubuyiselwe iMibiko yokuQhubekayo emaQenjini aQokiwe nyanga zonke.

Ukufunda noKwabelana

Ukuqapha kanye nokuhlola kumele kuxhunyaniswe nokufunda nokwabelana njengoba kuveza umbono ngokuqhubeka kohlelo uma ukuqathaniswa nezinjongo ezibekiwe ngokubuka impumelelo kanye nezinselelo. Ngokuzibheka izifundo zingabhalwa ukuze sikwazi ukuphinda lokho okwasebenza kahle. Ukufunda kanye nokubhala nacho kubalulekile ukuze singawaphindi amaphutha ethu. Ngakho-ke kubalulekile ukwabelana ngezindaba ezizogugquzela abanye. Ngezansi kunesibonelo sempumelelo ebhaliwe evela kuWadi 3 kuMasipala waseMlalazi ongaphansi kwesiFunda sasOthungulu.

Isibonelo esicutshunguliwe kuWadi 3, kuMasipala waseMlalazi ongaphansi kwesiFunda sasOthungulu Ukusukuma kanye noKwakha Ndawonye

Iwadi 3 eseMbongolwane yagcotshwa wuNkunankulu wase-KZN, uDkt Zweli Mkhize ziye-6 kuLwezi kowezi-2009. Inabantu abalinganiselwa kwizi-8,000 abahlala emizini eyi-1,280 endaweni esemakhaya kakhulu ngaphansi kukaMasipala waseMlalazi eSifundeni sasOthungulu esaziwa ngokungafinyeleleki emisebenzini eyisisekelo, imigwaqo enetiyela, iningi labantu abangasebenzi kanye nobubha obukhulu (uVusi Zikhali, uSihlalo we-WTT). Kodwa, iWadi 3 ikhombisa ukuthi ukusebenza kanzima nokusebenza ndawonyengoPhiko lwamaSu nokweLuleka kungenza umehluko ekusizeni imiphakathi izisize yona.

Kusukela ekuqaleni, umphakathi ngosizo lwekhansela lewadi waqala uPhiko lwamaSu nokweLuleka kanye nabaholi bomphakathi ababe sebekhetha ikomidi eliphezulu loPhiko lwamaSu nokweLuleka. Abasebenzi abavolontiyayo **emphakathini** baziveza ukuze basize ukuphrofayla imizi kanye nokuletha ulwazi olubalulekile ngezidingo zomphakathi oPhikweni lwamaSu nokweLuleka. Emva kwesikhathi, **ukubamba iqhaza komphakathi** kwaphinde kwaqhutshezelwa aBanakekeli boMphakathi (ama-CCG) ababesebenzisa “izwi lomlomo” ngesikhathi bengena indlu nendlu okwenza umphakathi wazi ngoPhiko lwamaSu nokweLuleka. Emihlanganweni yamasonto onke oPhikweni lwamaSu nokweLuleka, umphakathi waveza izidingo zawo, ukwaneliseka noma ukungeneliseki kwawo kanye nezinhlelo zawo zokusiza. Emihlanganweni yamasonto onke uMsebenzi weNtuthuko yoMphakathi urekhoda zonke izidingo zomphakathi ezihlonziwe.

Ukuthembeka koPhiko lwamaSu nokweLuleka kuphinde kwenziwe ngcono **wukubamba iqhaza kukaHulumeni** ngeMinyango kaHulumeni eyehlukene ebhekele ukulethwa kwemisebenzi. UPhiko lwamaSu nokweLuleka **yindawo** ebalulekile yokusondelanisa umphakathi kanye noHulumeni; okugugquzela ukubambisana okudingekayo ukuxazulula izinkinga zomphakathi. “Abantu bayakujabulela ukuthi (uHulumeni) iminyango yethamela imihlangano bese ihlinzeka imisebenzi” – kusho uThandazile Ngema, oBheke ama-CCG.

Ukuze kubikwe kuphinde kukhushulwe izidingo zomphakathi ziye kwelinye izinga, i-CDW kaWadi 3 ihlonza isidingo sokudala iThempulethi yoMbiko woDaba olwafingqa amaphuzu aphambili eThuluzi lokwakha isiThombe sesimo seMizi izingxenywe ezi-4: ukuphi umuzi; udingani; yiziphi izinyathelo okumele zithathwe ukubhekana nezidingo nokuthi wubani obhekele lokho. Uma usuqedliwe uMbiko woDaba ube sewedluliselwa oPhikweni lwamaSu nokweLuleka lapho okube sekuqhutshwa khona izidingo



Iwadi 3 eMbongolwane



Amalungu e-WTT

Ukufunda noKwabelana

eMnyangweni kaHulumeni oqondene. Lolu **hlelo lokulawula ulwazi olungaqondile** selusize ukwakha isithombe somuzi, umphakathi udinga ukubika okuveniwe nokwenziwe kwaba lula kwama-CCG oPhikweni lwamaSu nokweLuleka; okukhombisa inhlakanipho kanye **nokuzama kabusha** ezingeni lomphakathi.

Uma izidingo sezidingidiwe oPhikweni lwamaSu nokweLuleka, imiphakathi, ukubambisana neziNhlango ezingekho ngaphansi kukaHulumeni ezingxoxweni noHulumeni ngokuthi ungasizwa kanjani umphakathi osebenza ngokubambisana ukusiza iWadi 3 “Sukuma Wakhe”. Lokhu kubambisana kwaba nomphumela ekuletheni imisebenzi ebalulekile ehlonzwe ama-CCG kanye nomphakathi njengo (a) izindlu ezingama-59 ezakhiwe, (b) izindlu zangasese ezihlinzekwe emizini cishe eyi-1,000, (c) amathangi amanzi ayi-145 afakwa ukuze akhongozele amanzi azosetshenziswa emzini, (d) izingadi zomphakathi eziqaliwe eziyi-10, (e) izinkulisa ezakhiwe kanye (f) imitapo yolwazi engomahamba nendlwana. “Umpakathi uyaluthanda uHlelo lukaSukuma Sakhe; bayayibona imisebenzi elethwayo” – kusho uPrudence Kubheka, osebenza nama-CCG.



Indlu esanda kwakhiwa

Ukusimama kanye **nokuzibika uma kunesidingo** koHlelo lukaSukuma Sakhe kuphinde kuqhutshezelwe wumphakathi “ozenzela wona” ngokusebenza ngokubambisana ezingadini zokudla zomphakathi kanye nokwabelana ngamanzi avela emathangeni amanzi nomakhelwane. Ama-CCG afundisa umphakathi ngemisebenzi ebalulekile yezempilo nezenhlalakahle. “Ukuqeqesha okuningi sekwenziwe ukufundisa umphakathi ngokukhiqiza ukudla ukuze uzondle” – kusho uMlando Ntuli (i-CDW), uNobhala oPhikweni lwamaSu nokweLuleka. Ukungena kwabholi bendabuko kubalulekile kanti kuWadi 3 kudlale indima enkulu; bakhuthaza umphakathi ukuba uthathe izinyathelo. “Abantu bayazi ngohlelo kanti bayawujabulela umsebenzi” – kusho iNkosi uNtuli.

Ukuxhumana phakathi kwasoPhikweni lwamaSu nokweLuleka, uHulumeni kanye nomphakathi bekulokhu kubalulekile futhi kungelula. Ama-CCG abelana ngolwazi oluqoqwe emizini bese bebuyisela ulwazi kubahlali oluvela oPhikweni lwamaSu nokweLuleka mayelana nokulethwa kwemisebenzi. Akuyona yonke iMinyango kaHulumeni eyethamela yonke imihlangano yoPhiko lwamaSu nokweLuleka kanti ezinye izindlela zokuxhumana njengocingo kanye nefeksi neQembu eliQokiwe lasekhaya ziyasetshenziswa ukuyigcina inolwazi. Nakuba kusungulwa izindlela zokuxhumana ezingaqondile phakathi kweminyango kaHulumeni kanye noPhiko lwamaSu nokweLuleka, izindlela zokuxhumana eziqondile ezisetsenziswa masonto onke ziyathandeka ukuze zibuyisele imibono yomphakathi oPhikweni lwamaSu nokweLuleka.



Ithange lamanzi elikhongozela amanzi emvula

Ukongeza, ubuholi obuphezulu oPhikweni lwamaSu nokweLuleka bukhombise **amakhono amahle ekuxazululeni izinkinga, ukuxhumana kanye nokuthola izinsizakusebenza** isib. Izikhulu zithole indlu evumela uPhiko lwamaSu nokweLuleka ukuba yenze imihlangano masonto onke endlini ebekelwe lokho. Lokhu kwenze ukuba kube lula emphakathini ukuba wazi ukuthi kumele uye kuphi uma ufuna kubhekwané nezidingo zawo. Ekuqaleni ukukhethwa kukaSihlalo we-WTT kwaholela ekungenelisekini kwamalungu omphakathi njengoba ayengeyena owakuleyo ndawo. Kodwa ngenxa yokusebenza ngokuzikhandla, ukukwazi ukuqhamuka nezinto ezintsha nokuphumelela ukuletha imisebenzi, umphakathi usuthambise izinhliziyo ngosihlalo we-WTT. “Ubuholi buyahlonishwa wumphakathi” – kusho uNkk. Thoko Luthuli Nyandu, uSihlalo we-DTT.

Ukufunda noKwabelana

Iwadi 3 ibe nempumelelo emangazayo kodwa futhi ihlangabezane nezayo **izinselelo**; ezinye zinqotshiwe kanti ezinye zibe **yizifundo** ezinkulu. Ukuze isebenze kahle ngokwanelisayo, uPhiko lwamaSu nokweLuleka ludinga amathuluzi okubika, kanye nokuzinikela okukhulu okuvela kuHulumeni ukusiza ukubeka phambili imisebenzi. Lokhu kuyosiza uPhiko lwamaSu nokweLuleka ukuba ikhiphe **isu lokulethwa kwemisebenzi** yesikhathi esifishane, esimaphakathi kanye neside neligqamisa izibopho kanye nezinsuku ezibekiwe ukuze bonke abanesabelo baziphendulele. “Okumangazayo ngoWadi 3 wukubamba iqhaza komphakathi ezindabeni zoPhiko lwamaSu nokweLuleka noma ungabuza liphi ilungu lomphakathi – liyazi nge-OSS” – kusho uNksz. T Ngwenya, uMgqugquzeli wesiFundazwe we-OSS yasOthungulu.



Ingadi yokudla yomphakathi

Amalungu oPhiko lwamaSu nokweLuleka asizana ukuzimela. Babengathanda ukuthola ukuqeqeshwa ngendima ababezoyidlala, kodwa amanye ama-CCG ayeke aqeqeshwa ngaphambilini nge-PMTCT, iTB, ukondliwa kanye nokuncelisa baphinde basizana. USihlalo woPhiko lwamaSu nokweLuleka ovela eMnyangweni wezeMpilo kanye namanye amalungu oPhikweni lwamaSu nokweLuleka asebenzisa ulwazi ayeluthole esikhathini esidala kanye namakhono aphinde asiza ngokuqeqesha kanye nokukhomba indlela. IsiFunda sahlizeka ukuqeqesha ngokwakha isiThombe sesimo seMizi.

Iwadi 3 ikhombise ukuthi uPhiko lwamaSu nokweLuleka lungaholela oshintshweni oluhle nomphakathi kanye noHulumeni nengabalingani bangempela. Lolu Phiko lwamaSu nokweLuleka selusifundise ukuthi nakuba ushintsho kuyinto ethatha isikhathi eside, luqala ngokuba omunye nomunye kithi eNingizimu Afrika azibophezele ekuzithuthukiseni. UHlelo lukaSukuma Sakhe lusihlinzeka ngethuba elibalulekile lokusebenza ndawonye noHulumeni kanjalo nemiphakathi ukuze sibize bonke “basukume bakhe” iNingizimu Afrika esizigqajayo ngayo.

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IsiThasiselo 1

Izinyanga	Umasingana	Unhlolanja
Izindikimba	UKUBUYELA ESIKOLENI (Izingane okumele zibe sesikoleni ngokweminyaka)	UCANSI OLUPHEPHILE KANYE NOKUPHEPHA KWENDAWO (Ukubopha konke)
UMnyango oHolayo	I-DoE/i-OTP	I-DoE/i-OTP
AbaKhuthazi boMphakathi		
Bonke abaNkuthazi	Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) nokuhlolela iGciwane leSandulela-Ngculazi (i-HIV), isiFo soFuba (i-TB) (Ukuphucula umkhankaso wokwazi umumo wakho); imithi yokudambisa igciwane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) bokumelana nesiFo soFuba (i-HIV), igciwane lesandulela-ngculazi kanye nokunye ukwelashwa, ukungondleki okumele kwedluliselwe emtholampilo Ukumelana nodlame olubhekiswe kwabobulili obuthile, abantu abaphila nokukhubazeka kanye nabantu abadala	Ukuphucula ucansi oluphephile, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) kanye nokwedluliselwa kweGciwane leSandulela-Ngculazi, isiFo soFuba (i-TB) (Ukuphucula umkhankaso wokwazi umumo wakho); Imithi yokuDambisa iGciwane leSandulela-ngculazi, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) bokumelana nesiFo soFuba, igciwane lesandulela-ngculazi (i-HIV) kanye nokunye ukwelashwa, kwedluliselwe emtholampilo. Ukumelana nodlame olubhekiswe kwabobulili obuthile, abantu abaphila nokukhubazeka kanye nabantu abadala
Bonke abaNkuthazi	Imigomo yokufaka izicelo zezimali zesibonelelo sezingane kanye nesabantu abaphila nokukhubazeka Ukuhlunga ukuze kubonakale isimo (ukuhlonza) nokwedlulisa omazisi	Imigomo yokufaka isicelo sendlu
Abanakekela uMphakathi (ama-CCG)	Ukuhlunga izingane ezisekhaya kugxilwe kakhulu ezinganeni eziphila nokukhubazeka ezingayi esikoleni bese ziyiswa esikoleni esiseduzane	Ukuphucula ukudla okunempilo, ukubaluleka kokuzivocavoca ukuhlanzeka, ukuphepha ekhaya, (bheka isiFundo se-CCG Foundation)
Amanxusa eNtsha (ama-YA)/iNkundla yokuThuthukisa iNtsha	Ukuhlunga izingane ezisekhaya kugxilwe kakhulu ezinganeni eziphila nokukhubazeka ezingayi esikoleni bese ziyiswa esikoleni esiseduzane	Ukuphucula ukudla okunempilo, ukubaluleka kokuzivocavoca ukuhlanzeka, ukuhlanzeka kwendawo, ucansi oluphephile kanye nokusetshenziswa kwamakhondomu
Abasebenzi bokuNwetshwa kwezoLimo (ama-EO)	Ukusopha izikole ukugqugqezela ukusungulwa kwezingadi zokudla	Ukusopha umphakathi ukuba usungule izingadi zokudla, ukuphucula ukudla okunempilo kanye nokuzivocavoca, ukugqugqezela imiphakathi ukuba yenze imvundiso, ukufundisa ngokwenza ucansi oluphephile
AmaVolontiya ezeMidlalo (ama-SV)	Ukusopha izikole ukuba zibambe iqhaza emidlalweni	Ukuhlola ukusebenza ngendlela kwezindawo zemidlalo kanye nokungecebeleka, ukufundisa ngokwenza ucansi oluphephile
Amakhosi	Ukubheka ukusebenza ngendlela kwezikole nokuthi zinazo zonke izinto zokufunda eziyisisekelo	Ukuphucula ukudla okunempilo, ukubaluleka kokuzivocavoca ukuhlanzeka, ukuhlanzeka kwendawo, ukwedlulisela amaklayenti kuma-CCG kanye nama-YA, ukufundisa ngocansi oluphephile
iNkundla yaBesifazane	Ukuqinisekisa ukuthi izingane zasendaweni ukuba ziye esikoleni	Ukuphucula ukudla okunempilo, ukubaluleka kokuzivocavoca ukuhlanzeka, ukuphepha ekhaya, ukuhlanzeka kwendawo, izifo ezingosomathuba, ukufundisa ngocansi oluphephile
iNkundla yaBesilisa	Ukuqinisekisa ukuthi izingane zasendaweni ukuba ziye esikoleni	Ukuphucula ukudla okunempilo, ukubaluleka kokuzivocavoca ukuhlanzeka, ukuphepha ekhaya, ukuhlanzeka kwendawo, izifo ezingosomathuba ezikuhlasela ngoba ungekho esimweni esifanele
Ama-NGO/ama-CBO/ama-FBO	Ukuhlunga izingane emphakathini kanye nasesontweni bese ziyiswa esikoleni esiseduze	Ukuphucula ukudla okunempilo, ukubaluleka kokuzivocavoca ukuhlanzeka, ukuphepha ekhaya, ukuhlanzeka kwendawo, izifo ezingosomathuba ezikuhlasela ngoba ungekho esimweni esifanele, ukufundisa ngocansi oluphephile kanye nokusetshenziswa kwamakhondomu
iBhodi eliLawula iSikole	Ukubheka ukusebenza ngendlela kwezikole Ukuthola inyumfomu (umfaniswano) yesikole nokungakhokhi imali yesikole ezinganeni ezintulayo	Ukuphucula imidlalo ezikoleni, ukuphepha ezikoleni, ukwakhiwa kwezingadi zokudla kanye nokutshala imithi ukuphucula indawo, ukuphucula ukwenza ucansi oluphephile
Abelaphi beNdabuko	Ukugqugqezela izingane zasendaweni ukuba ziye esikoleni	Ukuphucula ukudla okunempilo, ukubaluleka kokuzivocavoca ukuhlanzeka, ukuphepha ekhaya, ukuhlanzeka kwendawo, izifo ezingosomathuba, ukufundisa ngocansi oluphephile
ABaholi beNdabuko	Ukuqinisekisa ukuthi izingane zasendaweni ukuba ziye esikoleni	Ukuphucula ukudla okunempilo, nokuzivocavoca, ukufundisa ngokwenza ucansi oluphephile
Abalingani bebhizinisi	Fukamela isikole noma fukamela ingane ongayizali	Ukuphucula ukudla okunempilo, nokuzivocavoca, ukufundisa ngokwenza ucansi oluphephile
Abalingani bakuMasipala	Ukuqinisekisa ukuthi izikole zinemisebenzi eyisisekelo	Ukuphucula ukudla okunempilo, nokuzivocavoca, ukufundisa ngokwenza ucansi oluphephile

IsiThasiselo 1 *(siyaqhutshwa)*

Izinyanga	Undasa	UMBasa
Izindikimba	AMALUNGELO ABANTU (Ukubopha konke)	IZIFO EZINGELAPHEKI (Ukubopha konke)
UMnyango oHolayo	I-DoH/i-DSD/i-OTP	I-DoH/i-OTP
AbaKhuthazi boMphakathi		
Bonke abakhuthazi	Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) nokuhlolela iGciwane leSandulela-Ngculazi (i-HIV), isiFo soFuba (i-TB) (Ukuphucula umkhankaso wokwazi umumo wakho); imithi yokudambisa igciwane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) ukumelana nesifo soFuba (i-TB), igciwane lesandulela-ngculazi (i-HIV) kanye nokunye ukwelashwa, ukungondleki okumele kwedluliselwe emtholampilo Ukumelana nokuhlukunyezwa ngokobulili kanye nokuhlukunyezwa kwezingane, abantu abaphila nokukhubazeka kanye nabantu abadala	Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) nokuhlolela iGciwane leSandulela-Ngculazi (i-HIV), isiFo soFuba (i-TB) (Ukuphucula umkhankaso wokwazi umumo wakho); imithi yokudambisa igciwane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) ukumelana nesifo soFuba (i-TB), igciwane lesandulela-ngculazi (i-HIV) kanye nokunye ukwelashwa, ukungondleki okumele kwedluliselwe emtholampilo Ukumelana nokuhlukunyezwa ngokobulili kanye nokuhlukunyezwa kwezingane, abantu abaphila nokukhubazeka kanye nabantu abadala
Bonke abakhuthazi	Ukuphucula isiVumelwano seZakhamuzi kanye neNcwajana yaMalungelo aBantu	Imigomo yokufaka izicelo zemali yesibonelelo zezingane kanye nabantu abaphila nokukhubazeka
Abanakekela uMphakathi (ama-CCG)	Fundisa ngokungemukeleki kanye nokucwaswa; izinto ezingamanga kanye nezingamaqiniso ngeGciwane (bheka isifundo se-CCG Foundation)	Dingida izimpawu, ukuzilolonga & ukudla ngendlela ukuvimbela isifo sikashukela, umfutho ophezulu wegazi, amafutha egazini, ukumelwa yinhliziyi, isifo sohlangothi, umdlavuza webele, umdlavuza wamasende, ukugula ngengqondo (bheka isifundo se-CCG Foundation)
Amanxusa eNtsha (ama-YA)/iNkundla yokuThuthukisa iNtsha	Fundisa ngokungemukeleki kanye nokucwaswa; izinto ezingamanga kanye nezingamaqiniso ngeGciwane leSandulela-Ngculazi (i-HIV)	Ukuphucula ukudla okunempilo kanye nokuzivocavoca ukuvimbela izifo ezingelapheki, ukugula ngengqondo, ukusungula amaklabhu ezemidlalo kanye nawentsha
Abasebenzi bokuNwetshwa kwezoLimo (ama-EO)	Ukugqugquzela umkhankaso weKhaya elilodwa Ingadi eyodwa	Ukufundisa ngokudla ngendlela kanye nokuphepha kokudla Ukuphakamisa uLwesithathu njengosuku lokuguga kahle
AmaVolontiya ezeMidlalo (ama-SV)	Ukuphucula ukubamba iqhaza emidlalweni	Ukuphucula ukuzivocavoca ukuvimbela izifo ezingelapheki Ukuphucula amalungelo okuzala
Amakhosi	Ukuphucula amalungelo ezingane, ukumela ukwehlisa ukungabukwa kahle kanye nokucwaswa Ukuqwashisa ngokungewona amaqiniso okuvamile, ukukhula kanye nobuthakathi	Ukuhlola ukusebenza ngendlela kwezindawo zemidlalo kanye nokungebeleka Ukuphucula izindawo ezilula ukusebenziseka kubantu abaphila nokukhubazeka
iNkundla yaBesifazane	Ukufundisa ngamalungelo abesifazane nezindaba zobulili Ukuqwashisa ngokungewona amaqiniso okuvamile, ukukhula kanye nobuthakathi	Dingida izimpawu, ukuzilolonga & ukudla ngendlela ukuvimbela isifo sikashukela, umfutho ophezulu wegazi, amafutha egazini, ukumelwa yinhliziyi, isifo sohlangothi, umdlavuza webele, umdlavuza wamasende, ukugula ngengqondo
iNkundla yaBesilisa	Ukufundisa ngokucwasa; izindaba ezingamanga nezingamaqiniso ngeGciwane leSandulela-Ngculazi (i-HIV) Ukufundisa ngamalungelo abesifazane, ezingane kanye nabantu abaphila nokukhubazeka	Dingida izimpawu, ukuzilolonga & ukudla ngendlela ukuvimbela isifo sikashukela, umfutho ophezulu wegazi, amafutha egazini, ukumelwa yinhliziyi, isifo sohlangothi, umdlavuza webele, umdlavuza wamasende, ukugula ngengqondo
Ama-NGO/ama-CBO/ama-FBO	Ukufundisa ngokucwasa; izindaba ezingamanga nezingamaqiniso ngeGciwane leSandulela-Ngculazi (i-HIV) Ukufundisa ngosoMqulu wamaLungelo kanye nezibopho	Dingida izimpawu, ukuzilolonga & ukudla ngendlela ukuvimbela isifo sikashukela, umfutho ophezulu wegazi, amafutha egazini, ukumelwa yinhliziyi, isifo sohlangothi, umdlavuza webele, umdlavuza wamasende, ukugula ngengqondo
iBhodi eliLawula iSikole	Ukufundisa ngokucwasa; izindaba ezingamanga nezingamaqiniso ngeGciwane leSandulela-Ngculazi (i-HIV)	Ukufundisa ngokucwasa; izindaba ezingamanga nezingamaqiniso ngeGciwane leSandulela-Ngculazi (i-HIV)
Abelaphi beNdabuko	Ukufundisa ngokucwasa; izindaba ezingamanga nezingamaqiniso ngeGciwane leSandulela-Ngculazi (i-HIV)	Ukufundisa ngokudla okunempilo kanye nokuzivocavoca Ukuqwashisa ngempilo yengane nekamama obelethile
ABaholi beNdabuko	Ukufundisa ngokucwasa; izindaba ezingamanga nezingamaqiniso ngeGciwane leSandulela-Ngculazi (i-HIV) Ukufundisa ngoSoMqulu wamaLungelo kanye nezibopho	Ukufundisa ngokucwasa; izindaba ezingamanga nezingamaqiniso ngeGciwane leSandulela-Ngculazi Ukufundisa ngoSomqulu wamaLungelo kanye nezibopho
Abalingani bebhizinisi	Ukufundisa ngokucwasa; izindaba ezingamanga nezingamaqiniso ngeGciwane leSandulela-Ngculazi endaweni yokusebenza Ukufundisa ngoSoMqulu wamaLungelo kanye nezibopho	Ukufukamela iklabhu yezemidlalo, ukugqugquzela imidlalo phakathi kwabasebenzi kanye nentsha emphakathini
Abalingani bakuMasipala	Ukufukamela iklabhu yezemidlalo, ukugqugquzela imidlalo phakathi kwabasebenzi kanye nentsha emphakathini	Ukuhlola indlela yokusebenza yezindawo zemidlalo kanye nokungebeleka

IsiThasiselo 1 *(siyaqhutshwa)*

Izinyanga	Unhlaba	Unhlangulana
Izindikimba	IZINGANE (ezingaphansi kwe-18)	INTSHA (18 kuya kuma-35)
UMnyango oHolayo	I-DoH/i-DSD/i-OTP	I-DoH/i-DSD/i-OTP
AbaKhuthazi boMphakathi		
Bonke abakhuthazi	Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) nokuhlolela iGciwane leSandulela-Ngculazi, isiFo soFuba (Ukuphucula umkhankaso wokwazi umumo wakho); imithi yokudambisa igciwane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) ukumelana neSifo soFuba, igciwane lesandulela-ngculazi (i-HIV) kanye nokunye ukwelashwa, ukungondleki okumele kwedluliselwe emtholampilo Ukumelana nodlame olubhekiswe kwabobulili obuthile, abantu abaphila nokukhubazeka kanye nabantu abadala	Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) nokuhlolela iGciwane leSandulela-Ngculazi, isiFo soFuba (Ukuphucula umkhankaso wokwazi umumo wakho); imithi yokudambisa igciwane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) ukumelana nesiFo soFuba, igciwane lesandulela-ngculazi (i-HIV) kanye nokunye ukwelashwa, ukungondleki okumele kwedluliselwe emtholampilo Ukumelana nodlame olubhekiswe kwabobulili obuthile, abantu abaphila nokukhubazeka kanye nabantu abadala
Bonke abakhuthazi	Imigomo yokufaka izicelo zemali yezibonelelo zezingane kanye nezingane eziphila nokukhubazeka	Imigomo yokufaka izicelo zezimpesheni zokugula zezingane kanye nabantu abaphila
Abanakekela umphakathi (ama-CCG)	Intuthuko yeziNgane eziseNcane, ukunakekelwa kwezinsana nezingane, ukuhlunga ukuze kubonakale isimo (ukuhlonza) izingane ziskrinelwa ukugoma, ukungondleki, ukufundisa imithi yasekhaya, ukuhlukunyewa kwezingane, imisebenzi yomphakathi eyenzelwe izingane (bheka isiFundo se-CCG Foundation)	Ukuphucula ukusetshenziswa kwamakhondomu abesilisa kanye nabesifazane ukuvimbela iGciwane leSandulela-Ngculazi (i-HIV), ukusoka kwabesilisa esibhedlela, ukufundisa, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) kanye nokwedlulisela ngeziFo eziThathelwana ngokocansi (bheka isiFundo se-CCG Foundation)
Amanxusa eNtsha (ama-YA)/INKundla yokuThuthukisa iNtsha	Ukumelana nokuhlukunyezwa kwezingane Ukubika/ukuhlonza izingane eziphila nokukhubazeka ezingekho esikoleni	Ukuphucula ukusetshenziswa kwamakhondomu abesilisa kanye nabesifazane ukuvimbela iGciwane leSandulela-Ngculazi (i-HIV), ukusoka kwabesilisa esibhedlela, ukufundisa, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) kanye nokwedlulisela ngeziFo eziThathelwana ngokocansi, ukuphucula imisebenzi elula ukwenziwa yintsha, ukumelana nokusetshenziswa kwezidakamizwa
Abasebenzi bokuNwetshwa kwezoLimo (ama-EO)	Ukufundisa izingane ezikoleni ukuba zibambe iqhaza ezingadini zokudla zasesikoleni Ukuphucula umkhankaso weNgcane eyodwa isiHlahla esiSodwa seziThelo	Ukusopha intsha ukuba ibambe iqhaza kumaprojekthi ezingadi zokudla emphakathini
AmaVolontiya ezeMidlalo (ama-SV)	Ukugqugquzela izingane ukuba zibambe iqhaza emidlalweni Ukuphucula izindawo ezilula kubantu abaphila nokukhubazeka	Ukugqugquzela intsha ukuba ibambe iqhaza emidlalweni
Amakhosi	Ukumelana nokuhlukunyezwa kwezingane Ukumela imisebenzi elula ukwenziwa yizingane	Ukumela imisebenzi elula ukwenziwa yintsha
INKundla yaBesifazane	Ukufundisa ngokuhlukunyezwa kwezingane, imisebenzi yezehlakale ezinganeni	Ukufundisa ngokusebenzisa amakhondomu abesilisa nabesifazane, iziFo eziThathelwana ngokoCansi ukuSoka kwaMadoda eSibhedlela
INKundla yabesiLisa	Ukufundisa ngokuhlukunyezwa kwabantwana, imisebenzi yomphakathi kubantwana	Ukufundisa ngokusebenzisa amakhondomu abesilisa nabesifazane, iziFo eziThathelwana ngokoCansi ukuSoka kwaMadoda eSibhedlela
Ama-NGO/ama-CBO/ama-FBO	Intuthuko yeziNgane eziseNcane, ukunakekelwa kwezinsana nezingane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) izingane ziskrinelwa ukugoma, ukungondleki, ukufundisa imithi yasekhaya, ukuhlukunyewa kwezingane, imisebenzi yomphakathi eyenzelwe izingane	Ukufundisa ngokusebenzisa amakhondomu abesilisa nabesifazane, iziFo eziThathelwana ngokoCansi, ukuSoka kwamadoda eSibhedlela
IBhodi eliLawula iSikole	Ukubona izimpawu zokuhlukunyezwa kwezingane kanye nokuzibika	Ukufundisa ngokuchazwa ukushesha uzibandakanye ekuyeni ocansini
Abelaphi beNdabuko	Ukubona izimpawu zokuhlukunyezwa kwezingane kanye nokuzibika Ukubika izingane eziphila nokukhubazeka ezingekho esikoleni	Ukufundisa ngokusebenzisa amakhondomu abesilisa nabesifazane, iziFo eziThathelwana ngokoCansi ukuSoka kwaMadoda eSibhedlela
ABaholi beNdabuko	Ukubona izimpawu zokuhlukunyezwa kwezingane kanye nokuzibika	Ukufundisa ngokuchazwa ukushesha uzibandakanye ekuyeni ocansini
Abalingani bebhizinisi	Fukamela ingane ongayizali	Ukugqugquzela izinhlelo zokufunda-sakusebenza eziqasha intsha
Abalingani bakuMasipala	Shicilela imisebenzi yokunakekela abantwana emphakathini	Shicilela izikhungo zokuphepha ze-MMC

IsiThasiselo 1 *(siyaqhutshwa)*

Izinyanga	Untulikazi	Uncwaba
Izindikimba	ABESILISA (Isonto leMisebenzi kaHulumeni)	ABESIFAZANE (kusukela kuMntwana weNtombazane kuya eSalukazini)
UMnyango oHolayo	I-DSD/i-DoH/i-OTP	I-DSD/i-DoH/i-OTP
AbaKhuthazi boMphakathi		
Bonke abakhuthazi	Ukuphucula umkhankaso waMadoda kanye neMpilo Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) nokuhlolela iGciwane leSandulela-Ngculazi (i-HIV), isiFo soFuba (i-TB) (Ukuphucula umkhankaso wokwazi umumo wakho); imithi yokudambisa igciwane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) ukumelana neSifo soFuba (i-TB), igciwane lesandulela-ngculazi (i-HIV) kanye nokunye ukwelashwa, okumele kwedluliselwe emtholampilo. Ukumelana nodlame olubhekiswe kwabobulili obuthile kanye nokuhlukunyezwa kwezingane nabantu abadala	Ukuphucula ukunikwa amandla omnotho kwabesifazane Ukwedlulisela abesifazane kwi-PMCT Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) nokuhlolela iGciwane leSandulela-Ngculazi (i-HIV), isiFo soFuba (i-TB) (Ukuphucula umkhankaso wokwazi umumo wakho); imithi yokudambisa igciwane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) ukumelana neSifo soFuba (i-TB), igciwane lesandulela-ngculazi (i-HIV) kanye nokunye ukwelashwa, okumele kwedluliselwe emtholampilo Ukumelana nodlame olubhekiswe kwabobulili obuthile kanye nokuhlukunyezwa kwezingane nabantu abadala
Bonke abakhuthazi	Imigomo yokufaka izicelo zemali yesibonelelo kubantu abadala	Imigomo yokufaka izicelo zezimpesheni zokugula zezingane kanye nabantu abaphila nokukhubazeka
Abanakekela uMphakathi (ama-CCG)	Ukuphucula ukuSoka kwaBesilisa eSobhedlela, ukusebenzisa amakhondomu, iziFo eziThathelwana ngokoCansi, izifo ezingelapheki	Skrina bese wedlulisela ukuhlelelwa ukukhulelwa kanye nokubhaliswa kusenikhathi emtholampilo, ukugoma izingane, ukuhlelelwa umndeni, ukufundisa ngemigomo yokukhipha isisu, ukuhlunga ukuze kubonakale isimo (ukuhlonza) kwabadala ngokungondleki, ukufundisa ngezifo ezithathelwana ngocansi (bheka isiFundo se-CCG Foundation)
Amanxusa eNtsha (ama-YA)/Inkundla yokuThuthukisa iNtsha	Ukuphucula ubudoda kanye nokulingana ngokobulili	Ukufundisa ngokukhulelwa kwentsha, imigomo yokuhushula izisu, ukuhlelelwa umndeni
Abasebenzi bokuNwetshwa kwezoLimo (ama-EO)	Ukuqwashisa amadoda kanye nezifo	Ukusopha abesifazane ukuba baqale amaprojekthi ezingadi zokudla emphakathini
AmaVolontiya ezeMidlalo (ama-SV)	Ukuqwashisa amadoda kanye nempilo yawo	Ukugqugquzela abesifazane ukuba babambe iqhaza emidlalweni
Amakhosi	Ukuphucula ukusungulwa kwamaqembu esekayo amadoda	Ukusokwa kwabesilisa esibhedlela, ukusetshenziswa kwamakhondomu, iziFo eziThathelwana ngokoCansi kanye neziFo ezingosomathuba ezikuhlasela ngoba ungekho esimweni esifanele
Inkundla yaBesifazane	Ukugqugquzela amadoda ukuba ajoyine amaqembu esekayo	Ukufundisa ngokukhulelwa umndeni, izimo zokukhipha isisu, ukusokwa kwabesilisa esibhedlela, ukusetshenziswa kwamakhondomu, iziFo eziThathelwana ngokoCansi kanye neziFo ezingosomathuba ezikuhlasela ngoba ungekho esimweni esifanele
Inkundla yaBesilisa	Ukuphucula ukusungulwa kwamaqembu esekayo	Ukufundisa ngokukhulelwa umndeni, izimo zokukhipha isisu, ukusokwa kwabesilisa esibhedlela, ukusetshenziswa kwamakhondomu, iziFo eziThathelwana ngokoCansi kanye neziFo ezingosomathuba ezikuhlasela ngoba ungekho esimweni esifanele
Ama-NGO/ama-CBO/ama-FBO	Ukuphucula ukusungulwa kwamaqembu esekayo	Ukumelana ukunikwa mandla ezomnotho kwabesifazane
IBhodi eliLawula iSikole	Ukugqugquzela ukubamba iqhaza kobaba emidlalweni yasesikoleni	Hlunga ukuze ubheke ubukhona besimo (Skrina) bese wedlulisela ukuhlelelwa ukukhulelwa kanye nokubhaliswa kusenikhathi emtholampilo, ukugoma izingane, ukuhlelelwa umndeni, ukufundisa ngemigomo yokukhipha isisu, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) abadala ngokungondleki, ukufundisa ngezifo ezithathelwana ngocansi kanye neziFo ezingosomathuba ezikuhlasela ngoba ungekho esimweni esifanele
Abelaphi beNdabuko	Ukufundisa ngokunakekela kanye nokweseka	Ukugqugquzela ukubamba iqhaza kwabazali emidlalweni yasesikoleni
ABaholi beNdabuko	Ukusungula amaqembu esekayo emphakathini	Skrina bese wedlulisela ukuhlelelwa ukukhulelwa kanye nokubhaliswa kusenikhathi emtholampilo, ukugoma izingane, ukuhlelelwa umndeni, ukufundisa ngemigomo yokukhipha isisu, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) abadala ngokungondleki, ukufundisa ngezifo ezithathelwana
Abalingani bebhizinisi	Fukamela iqembu esekayo, ushicilele amaqembu esekayo ephaphandabeni eliseduzane	Ukusungula amaqembu esekayo emphakathini
Abalingani bakuMasipala	Sihicelela uhlu lwamaqembu okweseka	Fukamela iqembu esekayo, ushicilele amaqembu esekayo ephaphandabeni eliseduzane
		Ukumela ukulingana kwabesifazane

IsiThasiselo 1 *(siyaqhutshwa)*

Izinyanga	Umandulo	Umfumfu
Izindikimba	AMAGUGU KANYE NOMKHANKASO WOKUVUSELELA INDLELA YOKUZIPHATHA (Ukubopha konke)	UKUPHEPHA KOKUDLA, ABANTU ABADALA (60+), UBUBHA KANYE NOKUTHUTHUKISWA KWEZINDAWO ZASEMAKHAYA (Ukubopha konke)
UMnyango oHolayo	I-OTP	I-DEARD/i-OTP
AbaKhuthazi boMphakathi		
Bonke abakhuthazi	Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) nokuhlolela iGciwane leSandulela-Ngculazi, isiFo soFuba (i-TB) (Ukuphucula umkhankaso wokwazi umumo wakho); imithi yokudambisa igciwane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) ukumelana neSifo soFuba, igciwane lesandulela ngculazi kanye nokunye ukwelashwa, ukungondleki okumele kwedluliselwe emtholampilo Ukumelana nodlame olubhekiswe kwabobulili obuthile kanye nokuhlukunyezwa kwezingane nabantu abadala	Ukuphuculwa kwamalungelo abantu abadala. Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) nokuhlolela iGciwane leSandulela-Ngculazi, isiFo soFuba (Ukuphucula umkhankaso wokwazi umumo wakho); imithi yokudambisa igciwane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) ukumelana neSifo soFuba, igciwane lesandulela ngculazi kanye nokunye ukwelashwa, ukungondleki okumele kwedluliselwe emtholampilo Ukumelana nodlame olubhekiswe kwabobulili obuthile kanye nokuhlukunyezwa kwezingane nabantu abadala
Bonke abakhuthazi	Ukuphucula ukusetshenziswa ngendlela kwemali yesibonelelo ukusimamisa izimpilo	Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) kanye nokudlulisa omazisi
Abanakekela uMphakathi (ama-CCG)	Ukumela izakhamuzi ezinesibopho sokufinyelela emisebenzini Ukuphucula umoya wobuNtu	Ukukhombisa imizi izingadi zokudla ezigqugquzela iKhaya elilodwa iNgadi eyodwa, iSikole esisodwa iNgadi eyodwa, iSonto elilodwa iNgadi eyodwa, iSigodi esisodwa uMkhqizo owodwa Ukuphucula ukudla okunempilo, ukuzivocavoca, ukunakekela abantu abadala ukuvimbela izifo ezingelapheki, amaqembu okweseka
Amanxusa eNtsha (ama-YA)/iNkundla yokuThuthukisa iNtsha	Ukumela izakhamuzi ezinesibopho, ukugqugquzela ukushintsha kokuziphatha Ukuphucula umoya wobuNtu	Ukumela izingadi zemiphakathi kanye nomkhankaso wekhaya elilodwa ingadi eyodwa, ukugqugquzela intsha ukuba ibambe iqhaza ezingadini zemiphakathi ukuze kwenziwe imali Ukumela ukuhlonishwa kwabantu abadala
Abasebenzi bokuNwetshwa kwezoLimo (ama-EO)	Ukugxila ekwenzeni imali kanye nasezingadini zokudla Ukugxila kwabesifazane kanye nomhlaba	Ukusopha imizi ukuba iqale izingadi zokudla
AmaVolontiya ezeMidlalo (ama-SV)	Ukugcina izindawo zemidlalo nezokungebeleka	Gqugquzela ababambiqhaza kumaphrojekthi ezingadi zokudla ukuba babambe iqhaza emidlalweni
Amakhosi	Ukumela izinkolelo ezizwakalayo zomndeni nomphakathi	Ukukhoniwa komhlaba okuzolinywa kuzo izingado zokudla zomphakathi
iNkundla yaBesifazanes	Ukuphucula ukwethembeka, ukuba neqiniso kanye nokusebenza ngendlela; ukuphucula impilo ngamaphrojekthi angenisa imali	Ukugqugquzela umkhankaso weKhaya elilodwa iNgadi eyodwa Ukunika amandla abesifazane basemakhaya
iNkundla yaBesilisa	Ukuphucula ukwethembeka, ukuba neqiniso kanye nokusebenza ngendlela ngamaphrojekthi angenisa imali	Ukugqugquzela umkhankaso weKhaya elilodwa iNgadi eyodwa
Ama-NGO/ama-CBO/ama-FBO	Ukuvikela indawo kanye nezizinda zamagugu Ukuphucula izinhlelo eziyimikhuba nezingamasiko Ukumela ubulungiswa nokuba neqiniso	Ukusiza imizi ukuba isungule izingadi zokudla ngokuphucula umkhankaso weKhaya elilodwa iNgadi eyodwa
iBhodi eliLawula iSikole	Ukuvikela indawo kanye nezizinda zamagugu Ukuphucula izinhlelo eziyimikhuba nezingamasiko	Ukugqugquzela ukusungulwa kwezingadi zokudla ezikoleni kanye nakubafundi ababambe iqhaza, ukugqugquzela ukubamba iqhaza kogogo nomkhulu emidlalweni yasesikoleni
Abelaphi beNdabuko	Ukuphucula ukwethembeka, ukuba neqiniso kanye nokusebenza ngendlela	Ukugqugquzela ukusungulwa kwezingadi zokudla, ukugqugquzela ukunakekela kanye nokweseka abantu abadala
ABaholi beNdabuko	Ukusebenzisa amandla enkolo ukubeka izinga eliphezulu lendlela yokuziphatha	Ukugqugquzela ukusungulwa kwezingadi zokudla
Abalingani bebhizinisi	Ukusebenzisa amandla abezindaba ukuphucula ukuvuselela ukuziphatha	Ukuhlinzeka ukufinyelela ezimakethe
Abalingani bakuMasipala	Ukugcina kanye nokuphucula ukusetshenziswa kwezizinda zamagugu	Ukwakha ukubambisana ngokuvikeleka kokudla emphakathini

IsiThasiselo 1 *(siyaqhutshwa)*

Izinyanga	Ulwezi	Uzibandlela
Izindikimba	I-GBV/UKUSEBENZISA IZIDAKAMIZWA/ UKUHLUKUMEZA (Ukubopha konke)	UKUPHEPHA EMGWAQWENI/ UKUKHUBAZEKA (Ukubopha konke)
UMnyango oHolayo	I-DSD/i-OTP	I-DoT/i-OTP
AbaKhuthazi boMphakathi		
Bonke abakhuthazi	Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) nokuhlolela iGciwane leSandulela-Ngculazi, isiFo soFuba (i-TB) (Ukuphucula umkhankaso wokwazi umumo wakho); imithi yokudambisa igciwane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) ukumelana nesiFo soFuba (i-TB), igciwane lesandulela-ngculazi (i-HIV) kanye nokunye ukwelashwa, okumele kwedluliselwe emtholampilo Ukumelana nodlame olubhekiswe kwabobulili obuthile kanye nokuhlukunyezwa kwezingane nabantu abadala	Ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) nokuhlolela iGciwane leSandulela-Ngculazi, isiFo soFuba (i-TB) (Ukuphucula umkhankaso wokwazi umumo wakho); imithi yokudambisa igciwane, ukuhlunga ukuze kubonakale ubukhona (ukuhlonza) ukumelana nesiFo soFuba (i-TB), igciwane lesandulela-ngculazi (i-HIV) kanye nokunye ukwelashwa, okumele kwedluliselwe emtholampilo Ukumelana nodlame olubhekiswe kwabobulili obuthile kanye nokuhlukunyezwa kwezingane nabantu abadala
Bonke abakhuthazi	Imigomo yokufaka isicelo semali yesibonelelo sabantu abadala kanye nabantu abaphila nokukhubazeka	Ukuphucula amalungelo amaqembu antekenteke
Abanakekela uMphakathi (ama-CCG)	Ukubona izimpawu zodlame emndenini kanye nokulubika ukumelana nodlame emndenini kanye nokusetshenziswa kwezidakamizwa (bheka isiFundo se-CCG Foundation)	Ukuphucula ukuphepha emgwaqweni emphakathini kanye nokugqogqezela ukusetshenziswa kwezitimela njengezithuthi Ukuphucula amalungelo abantu abaphila nokukhubazeka Dlulisela abantu abaphila nokukhubazeka lapho bezofinyelela khona ezintweni ezingabasiza ezivela kwi- DSD
Amanxusa eNtsha (ama-YA)/iNkundla yokuThuthukisa iNtsha	Ukumelana nodlame olubhekiswe kwabesifazane kanye nokusetshenziswa kwezidakamizwa Ukumela indima yamadoda ekuqedeni i-GBV Ukuphucula umkhankaso wezinsuku eziyi-16 zokumelana nodlame olubhekiswe kwabesifazane kanye nezingane	Ukugqogqezela ukuphepha emgwaqweni kontanga kanye nakwababamba iqhaza emidlalweni; ukugqoka ngendlela ekhombisa lokho kwababamba iqhaza emidlalweni, Ukugqogqezela umkhankaso kaFika uPhila
Abasebenzi bokuNwetshwa kwezoLimo (ama-EO)	Ukusopha ukuba abesifazane abahlukunyeziwe kanye nalabo abangabahlukumezi babambe iqhaza ezingadini zokudla	Ukugqogqezela ukusetshenziswa kwezitimela njengezithuthi
AmaVolontiya ezeMidlalo (ama-SV)	Ukumelana nodlame olubhekiswe kwabesifazane kanye nokusetshenziswa kwezidakamizwa Ukumela indima yamadoda ekuqedeni i-GBV	Ukugqogqezela ukusetshenziswa kwezitimela njengezithuthi Ukugqogqezela ukubamba iqhaza kwezemidlalo kwabantu abaphila nokukhubazeka
Amakhosi	Ukumelana nokuhlukunyezwa kwabesifazane Ukumelana nokusetshenziswa kwezidakamizwa Ukumela ukuqedwa kokuhlukunyezwa kwabantu abadala Ukumela indima yamadoda ekuqedeni i-GBV	Ukusabalalisa amaphosta kaFika uPhila emphakathini Ukumela amaphoyisa omgwaqo kanye nezimpawu zomgwaqo
iNkundla yaBesifazanes	Ukubona izimpawu zodlame emndenini kanye nokulubika ukumelana nodlame emndenini kanye nokusetshenziswa kwezidakamizwa Ukumela indima yamadoda ekuqedeni i-GBV	Ukubaluleka kokufasa amabhande emotweni kanye nokusebenzisa izindlela zabahamba ngezinyawo Ukuphucula umkhankaso kaFika uPhila Ukuphucula ukubamba iqhaza kwabantu abaphila nokukhubazeka
iNkundla yaBesilisa	Ukubona izimpawu zodlame emndenini kanye nokulubika ukumelana nodlame emndenini kanye nokusetshenziswa kwezidakamizwa Ukumela indima yamadoda ekuqedeni i-GBV	Ukubaluleka kokufasa amabhande emotweni kanye nokusebenzisa izindlela zabahamba ngezinyawo Ukuphucula umkhankaso kaFika uPhila Ukuphucula ukubamba iqhaza kwabantu abaphila nokukhubazeka
Ama-NGO/ama-CBO/ama-FBO	Ukubona izimpawu zodlame emndenini kanye nokulubika ukumelana nodlame emndenini kanye nokusetshenziswa kwezidakamizwa Ukumela indima yamadoda ekuqedeni i-GBV	Ukusabalalisa amaphosta kaFika uPhila emphakathini Ukuhlinzeka imisebenzi kubantu abaphila nokukhubazeka
iBhodi eliLawula iSikole	Ukubona izimpawu zodlame emndenini kanye nokulubika ukumelana nodlame emndenini kanye nokusetshenziswa kwezidakamizwa	Ukuphucula ukuphepha emgwaqweni ezinganeni Ukuhlinzeka amarempu abantu abaphila nokukhubazeka
Abelaphi beNdabuko	Ukumelana nodlame emndenini kanye nokusetshenziswa kwezidakamizwa	Ukuba okungabukelwa kuye ekuphepheni emgwaqweni emphakathini
ABaholi beNdabuko	Ukumelana nodlame emndenini kanye nokusetshenziswa kwezidakamizwa	Ukuphucula ukuphepha emgwaqweni kwabahamba ngezinyawo ikakhulukazi kulabo abaphila nokukhubazeka
Abalingani bebhizinisi	Shicilela uhlu lwamaqembu okweseka ukusetshenziswa kwezidakamizwa	Ukuxhasa izindawo eziphephile zokuwela esikoleni ukubhekelela abantu abaphila nokukhubazeka
Abalingani bakuMasipala	Shicilela uhlu lwamaqembu okweseka ukusetshenziswa kwezidakamizwa and GBV	Ukufaka izimpawu zomgwaqo, ukuphucula ukuthotshelwa kwemithetho yomgwaqo, abahamba ngezinyawo abawelela ezikoleni nasezimpambanamgwaqo eziminyene Ukuphucula izindawo ezilula kwabakhubazekile

IsiThasiselo 2

*Iqoqo lemisebenzi
yamaWadi aNtula
kaKhulu*

Ukungenelela	Umyango oHamba Phambili	Umyango oSizayo	Iklasta	Eside/esiphakathi /esifushane
Izindawo zokufihla ikhanda kwabayizisulu zezinhlekelele	I-DHS	I-DAERD, i-GOGTA	Iklasta yoMphakathi	30 izinsuku+
Izinhlelo zokunika amandla kwabayizindlalifa zakwa-SASSA (isib. ukukhokhelwa)	I-SASSA	Yonke iMinyango	Iklasta yoMphakathi	30 izinsuku+
Ukuhlinzekwa kwendawo yokufihla ikhanda emaqenjini antekenteke	I-DHS	I-DSD, i-COGTA ne-DAERD	Iklasta yoMphakathi	90 izinsuku+
Ukuhlinzeka ukubekwa kwamaqembu antekenteke	I-DSD	OwobuLungiswa, i-DOH, i-SAPS	Iklasta yoMphakathi	90 izinsuku+
Ukuhlanganyela intuthuko yamakhadi omuntu ngamunye nokufaka ulwazi olunemininingwane	I-OTP	Yonke iMinyango	Onke amaklasta	90 izinsuku+
Ukusungulwa kwamabhange okudla nezindawo ezinika ukudla kwamahhala kwemindeni ephethwe yizingane kanye nemisebenzi efanisiwe ezindaweni ze-NIP	I-DSD	I-COGTA, i-DOH kanye nayo yonke iMinyango	Iklasta yoMphakathi	90 izinsuku+
Ukuhlinzekwa kwezinhlelo zokuqeqesha ngamakhono alula kulezi zindawo ezilandelayo: ukufundiswa ngempilo, uhlelo olususelwa emthamweni, ukuba wumzali, amakhono okuvimbela ubugebengu emphakathini	I-DOE	I-DCSL, i-DSD, i-DOH, i-DAC	Iklasta yoMphakathi	90 izinsuku+
Ukukhuthazwa kwamaphrojekthi abesifazane kanye nentsha, ukusopha amaqembu esekwayo, abezobuciko, amaklabhu aseduze, ukuxhumana kwabesifazane kanye nawo wonke amaqembu asemphakathini bese kwedluliselwa kwi-DEDT ukuze kwakhiwe imifelandawonye	I-DSD	I-DAC kanye nayo yonke iMinyango	Iklasta yoMphakathi	90 izinsuku+
Ukuhlinzeka inethi yokuvikela komphakathi emaqenjini antekenteke (FCG/CSG,DG, SRD)	I-SASSA	I-DHA, i-DSD, i-DOJ	Iklasta yoMphakathi	90 izinsuku+
Ukwakhiwa kwezakhiwo ukuphucula izinhlelo zemidlalo kanye nokungebebeleka	I-DSR	I-DOE ne-COGTA	Iklasta yoMphakathi	90 izinsuku+
Ukurejista izikhungo zemfundo yabadala, ukubekwa kwabantu ezindaweni ezikhona zemfundo yabadala	I-DOE	I-DOL	Iklasta yoMphakathi	90 izinsuku+
Ukurejista izindawo ze-ECD, ukwedlulisela izingane ezindaweni ezikhona	I-DSD	I-DOE	Iklasta yoMphakathi	90 izinsuku+
Ukwedlulisela izingane ezingekho esikoleni esikoleni esiseduzane zikwazi ukufinyelela ekondliweni esikoleni kanye nasemfundweni yamahhala	I-DOE	I-DSD	Iklasta yoMphakathi	90 izinsuku+
Uhlelo lokungakhokhi imali yesikole	I-DOE		Iklasta yoMphakathi	90 izinsuku+
Amaphoyisa abonakalayo, ukuhlinzekwa kwesikole kanye imfundo yokuphepha emgwaqweni	I-SAPS	I-DCSL, i-DOE	UbuLungiswa, ukuVikela buGebengu kanye nokuPhepha	90 izinsuku+
Imfundo kanye nokuvikela iGciwane leSandulela-Ngculazi, ukwenyusa ukuqashisa ngempilo eyiyo, ubugebengu, ukusebenzisa izidakamizwa ezikoleni kanye nasemphakathini kanye nomkhankaso wokuqinisa Ukuhulelwa kwentsha	I-DOH kanye ne-DSD	I-DOE, i-SAPS kanye nayo yonke iMinyango	Iklasta yoMphakathi	90 izinsuku+
Ukuqinisa ukubambana phakathi kwe-DOH kanye naBasebenzi bezokwelapha ngokoMdabu	I-DOH	I-COGTA	Iklasta yoMphakathi	90 izinsuku+

IsiThasiselo 2 *(siyaqhutshwa)*

*Iqoqo lemisebenzi
yamaWadi aNtula
kaKhulu*

Ukungenenelela	Umnyango oHamba Phambili	Umnyango oSizayo	Iklasta	Eside/esiphakathi /esifushane
Ukurejista okubalulekile (ukufaka isicelo sikamazisi, ukubika ngesikhathi noma emva kwesikhathi kokuzalwa, imishado kanye nokufa)	I-DHA	I-DOE, i-DOH, i-SAPS, i-DSD	Iklasta yoMphakathi	90 izinsuku+
Ukusungula/ukuqalisa ukusebenza kweziNkundla zamaPhoyisa eMphakathini kanye namakomidi asezitaladini	I-DCSL	I-DSD, i-SAPS, i-COGTA	UBuLungiswa, ukuVikela buGebengu kanye nokuPhepha	90 izinsuku+
Ukuhlinzekwa kwezingadi zokudla	I-DAERD	I-DOE, i-DOH, i-DSD, i-COGTA	Iklasta yoMphakathi	90 izinsuku+
Izindawo ezisiza abayizisulu eziteshini zamaphoyisa	I-DCSL	I-SAPS	UBuLungiswa, ukuVikela buGebengu kanye nokuPhepha	90 izinsuku+
Ukuhlinzeka imisebenzi edidiyelwe ngezikhungo ezibizwa ngama-Thusong Centres	I-COGTA	I-DSD/Yonke iMinyango	Ukuthuthisa uMphakathi	90 izinsuku+
Ukuhlinzekwa kwabasizi babashayeli	I-DOH	I-COGTA	Iklasta yoMphakathi	90 izinsuku+
Ukuhlinzekwa kwezithuthi zabafundi	I-DOE	I-DOT	Iklasta yoMphakathi	90 izinsuku+
Uhlelo lwempilo yami ikusasa lami	I-DOE		Iklasta yoMphakathi	90 izinsuku+
Umkhankaso wokushintsha indlela yokuziphatha	I-DSD	I-DAC, i-DOH, i-DOE	Iklasta yoMphakathi	90 izinsuku+
Imfundo yontanga/abangani basemphakathini – Amakhono obuHoli	I-DOE		Iklasta yoMphakathi	90 izinsuku+
Uhlelo loMkhankaso weKhwilithi yokuFunda kanye nokuFundisa	I-DOE		Iklasta yoMphakathi	90 izinsuku+
Ukuphucula izindawo zokukhokhelwa ngesithunzi zamahhlo ezimpesheni kaMasipala asetshenziswa njengendawo zokuholela	I-SASSA	I-COGTA	Ama-LM	180 izinsuku+
Ukusungula imifelandawonye ezoletsha amabhangane okudla	I-COGTA	I-DAEA, i-DEDT	Iklasta yoMnotho	180 izinsuku+
Izinhlelo zamakhono eMpilo ezibhekene nokuqalisa ukusebenza yamaKlabhu eNtsha/iZikhungo/ama-Ejensi	I-DSR	I-DSD	Iklasta yoMphakathi	180 izinsuku+
Ukuhlinzeka yeMisebenzi we-PHC (i-VCT, ukwedluliselwa kwabantu abanokugula okungelapheki kanye nezimo eziphuthumayo, ukungenenelela kwe-DOTS, kanye nohlelo oluNwetshiwe lokuGoma kwezingane ezineminyaka engaphansi kweyisi-5, imisebenzi yezempilo yabazalayo kanye nezingane, okusetshenziselwa ukuthola izakhamzimba, ukuhlinzekwa kokulawulwa kokudidiyela kwemisebenzi yezifo zasebuncaneni)	I-DOH	I-DSD, i-DOE	Iklasta yoMphakathi	180 izinsuku+
Ukubuyiselwa kwabenze amacala emiphakathini	DCSL	I-DSD, Abemisebenzi yokuQondisa izigwegwe kanye nayo yonke iMinyango	UBuLungiswa, ukuVikela buGebengu kanye nokuPhepha	180 izinsuku+
Ukwedlulisela imindeni kanye nemiphakathi eQenjini lokuPhepha koKudla/izingadi zokudla kwemizi	DAERD	Yonke iMinyango	Iklasta yoMphakathi	180 izinsuku+

IsiThasiselo 2 (siyaqhutshwa)

*Iqoqo lemisebenzi
yamaWadi aNtula
kaKhulu*

Ukungenelela	Umyango oHamba Phambili	Umyango oSizayo	Iklasta	Eside/esiphakathi /esifushane
Ukwedlulisa iQembu lokuVikela uKudla ukufinyelela eMhlabeni eMnyangweni weziNdaba zeziNdawo/Imikhandlu yeNdabuko/uMasipala waseKhaya, ukuhlinzeka ukwakhiwa kwesisekelo sabanikazi bomhlaba wasemakhaya ukuze kukhiqizwe izitshalo	I-DAERD	I-COGTA, OwezoLimo	Iklasta yoMnotho	180 izinsuku+
Ukuhlinzeka kwemisebenzi yemidlalo kanye nokungcebeleka	I-DSR	I-COGTA	UkuThuthukiswa kwabaNtu	180 izinsuku+
Ukuhlola amakhono emizi eqokiwe	I-DOL	I-DOE, i-COGTA, i-DEDT, i-DHE	UkuThuthukiswa kwabaNtu	180 izinsuku+
Ukubeka uHlelo lokuThuthukiswa kwamaKhono (amakhono ezobuchwepheshe kanye nobuholi, ukuhlinzeka kwemifundaze yokungena kwentsha ezikoleni, ukurejista labo abanamakhono abafuna umsebenzi	I-DOE	I-DOL, Yonke iMinyango	UkuThuthukiswa kwabaNtu	180 izinsuku+
Abaphethe imidlalo/ukuqeqesha amavolontiya	I-DSR		Iklasta yoMphakathi	180 izinsuku+
Ukuhlinzeka koHlelo lokuFunda nokuBhala kwabaDala (isib. Umkhankaso wokuFunda nokuBhala we-Masifundisane, Kha Ri Gude) kulabo abangakwazi ukufunda nokubhala	I-DOE	Yonke iMinyango	UkuThuthukiswa kwabaNtu	180 izinsuku+
Ukwedlulisa eMnyangweni weMisebenzi ngeMisebenzi yokuVikela uMsebenzi (ukufaka umholo omncane kulabo abahlonziwe)	I-DOL	Yonke iMinyango	UkuThuthukiswa kwabaNtu	180 izinsuku+
Imisebenzi edidiyelwe emaqenjini antekenteke ngeSikhungo esiPhethe konke – i-ECD, iklabhu yesiDlo sasemini sabadala, ideski leNtsha, indawo ye-NIP yezintandane kanye nabahaqekile namaphrojekthi angenisa imali	I-DSD	I-DOH/i-SASSA/Yonke iMinyango	Ukuvikelwa kwabaNtu no nokuthuthukisa uMphakathi	180 izinsuku+
Ukurejista, ukwakha izisekelo kanye nesiKhwama eziNhlanganweni zoMphakathi oSebenzayo ohlonziwe, kanye neziNkundla zabeSifazane neNtsha	I-DSD	Yonke iMinyango	Ukuvikelwa kwabaNtu nokuthuthukisa uMphakathi	180 izinsuku+
Ukusabalalisa umthethosisekelo kanye nesivumelwano sezakhamuzi kuyo yonke imizi	I-OTP	Yonke iMinyango	Ukuthuthukisa uMphakathi	180 izinsuku+
Ukuhlinzeka kobuciko obusamdlalo nobubukwayo kanye nokuthuthukiswa kwemisebenzi yezandla kanye nezinhlelo zokuphucula isimo	I-DAC	I-DEDT Yonke iMinyango	Yezabantu nezokuthuthukisa uMphakathi	180 izinsuku+
Ukuhlanganisa ukuhlinzeka kwemisebenzi yokuthuthukisa ulimi (ukuhumusha, ukutolika, ukuhlola, ukuthuthukiswa kwamatemu, ukuphuculwa kwemibhalo kanye nentuthuko)	I-DAC	UkuThuthukiswa kwabaNtu	UkuThuthukiswa kwabaNtu	180 izinsuku+
Ukufaka emggeni kanye nokuhlanganisa amaphrojekthi omnotho womhlaba	I-DAERD	Yonke iMinyango	Iklasta yoMnotho	180 izinsuku+
Ukusungulwa kwamaphrojekthi ehlukile noma amandla avuselekayo	owaMandla	I-Eskom, DTI	Iklasta yoMnotho	180 izinsuku+
Ukuhlinzeka kwemisebenzi yamasu ezolimo	I-DAEA	I-DEDT	Iklasta yoMnotho	180 izinsuku+

IsiThasiselo 2 (siyaqhutshwa)

*Iqoqo lemisebenzi
yamaWadi aNtula
kaKhulu*

Ukungenelela	Umyango oHamba Phambili	Umyango oSizayo	Iklasta	Eside/esiphakathi /esifushane
Ukuqalisa ukusebenza kokuhlangana komphakathi kanye nezinhlelo zokuvuselela ukuziphatha	I-DAC	Yonke iMinyango	Ukuthuthisa uMphakathi	180 izinsuku+
Ukwakhiwa kwengqalasizinda engafaki izinqola kanye nezindawo (abafundi, abantu abadala, abantu abaphila nokukhubazeka)	I-DOT	I-DAERD/Yonke iMinyango	Iklasta yoMphakathi	180 izinsuku+
Ukuhlinzeka indawo yokufihla ikhanda emaqenjini antekenteke (isib. Amakhaya abadala)	I-DHS	I-DSD, i-DAERD	Iklasta yoMphakathi	365 izinsuku+
Ukubhekana nokulimala kwendlela yokuziphatha entsheni ngezinhlelo zokudlala kumawadi abekwe phambili	I-DSR		Iklasta yoMphakathi	365 izinsuku+
Ukufinyelela kwengqalasizinda, imisebenzi eyisisekelo (uges, amanzi, ukuthuthwa kwemfucuzo) kanye nezeziNdlu (okufaka ngesi welanga)	I-COGTA	I-DWAF, UMyango wezaMandla, i-DAERD, i-DHS, Yonke iMinyango	Iklasta yoMphakathi	365 izinsuku+
Ukuhlinzekwa kwezinto zobuciko kanye namasiko, izikhungo zobuciko bomphakathi, izindawo eziyizigcinamagugu kanye nemitapo yolwazi lomphakathi	I-DAC	I-COGTA kanye ne-DAERD	Iklasta yoMphakathi	365 izinsuku+
Ukuhlinzekwa kweziteshi zamaphoyisa ezingomahamba nendlwana	I-DCSL	I-SAPS, i-DPW	UbuLungiswa, ukuVikela buGebengu kanye nokuPhepha	365 izinsuku+
Imisebenzi yezikhathi ezimfishane eyakhiwe ukweseka imidlalo ngohlelo lwempilo (i-SV)	I-DSR		Iklasta yoMphakathi	365 izinsuku+
Ukuhlinzekwa kwengqalasizinda yesikole	I-DOE	I-DPW kanye ne-COGTA, i-DAERD	Iklasta yoMphakathi	1–3 iminyaka
Ukuhlinzekwa kwemisebenzi yomitapo yolwazi yomphakathi kanye nokuhlinzeka ukwesekwa ngezinhlelo zemfundo	I-DAC	I-DOE, COGTA	Ukuthuthisa uMphakathi	1–3 iminyaka

Umkhankaso wokweHla okuKhulu eKufeni koMama kanye nezingane:

INingizimu Afrika iyanakekela: Akekho umuntu wesifazane okumele ashone ngesikhathi ezala. Inhloso ye-CARMMA wukusheshisa ukuqalisa ukusebenza kweziphakamiso ezihamba phambili kanye namasu okwehlisa ukuba ntekenteke kanye nokufa ngokumelwa ekuzaleni okunekhwalithi kanye nokunakekela impilo yengane, ukuqinisa uhlelo lwempilo, ukunika umphakathi amandla, ukubandakanya umphakathi kanye nokuhlanganyela okuyikho nabalingani kanye nabanesabelo.

IsiThasiselo 3

[Igama] uPhiko lwamaSu nokweLuleka

**Uhlelo lukaSukuma Sakhe
Isaziso kanye ne-ajenda yomhlangano we-WTT**

Kukhishwa isaziso somhlangano weQembu eliQokiwe lewadi loPhiko lwamaSu nokweLuleka lwe-[IGAMA]

Umhlangano	Umhlangano weQembu eliQokiwe leWadi – Igama loPhiko lwamaSu nokweLuleka				
Usuku lomhlangano		Isikhathi sokuqala	10h00	Isikhathi sokuqeda	13h00
Indawo yoMhlangano					
Usihlalo woMhlangano		Ucingo			
Unobhala		Ucingo l-imeyili			

Uhlelo lomhlangano (i-ajenda)

Okubhaliwe	Uhlelo lomhlangano (i-ajenda)	Umuntu okuqondiswa kuye	Isikhathi esibekiwe
1	Ukuvula kanye nokwemukela	Usihlalo we-WTT	5 min
2	Izingeniso kanye neziXoliso	Usihlalo we-WTT	5 min
3	Ukubuyekwezwa kwamaminithi omhlangano odlule	Usihlalo we-WTT	10 min
4	Ukuvunywa kwamaminithi omhlangano odlule	Usihlalo we-WTT	3 min
5	Umbiko kaSihlalo we-LTT/uMcathulisi we-WTT	Usihlalo we-LTT	5 min
6	Umbiko owenziwa nguSihlalo we-WTT	Usihlalo we-WTT	5 min
7	Imibiko ye-CCG (inani lemizi eqokiwe, inani lemisebenzi ehlonzwe wumnyango kaHulumeni, kanye nenani lemisebenzi ehlinzekelwe imizi):		
7.1	CCG 1:	CCG	15 min
7.2	CCG 2:	CCG	15 min
7.3	CCG 3:	CCG	15 min
7.4	CCG 4:	CCG	15 min
7.5	CCG 5:	CCG	15 min
7.6	CCG 6:	CCG	15 min

IsiThasiselo 3 *(siyaqhutshwa)*

	Uhlelo lomhlangano (i-ajenda)	Umuntu okuqondiswa kuye	Isikhathi esibekiwe
8	Imibiko yoMnyango:	Umuntu oBhekele uMnyango	
8.1	Umnyango wezoLimo, iziNdaba zezindawo kanye nokuThuthukiswa koMphakathi waseMakhaya	Umuntu oBhekele uMnyango	5 min
8.2	Umnyango wezeMfundo	Umuntu oBhekele uMnyango	5 min
8.3	Umnyango wezeMpilo	Umuntu oBhekele uMnyango	5 min
8.4	I-SASSA	Umuntu oBhekele uMnyango	5 min
8.5	Umnyango wokuThuthukiswa koMphakathi	Umuntu oBhekele uMnyango	5 min
8.6	Umnyango wezindaba zaseKhaya	Umuntu oBhekele uMnyango	5 min
8.7	I-COGTA	Umuntu oBhekele uMnyango	5 min
8.8	Umnyango wezeMidlalo kanye nokuNgcebeleka	Umuntu oBhekele uMnyango	5 min
8.9	Noma yimuphi omunye uMnyango	Umuntu oBhekele uMnyango	15 min
9	Umbiko wokuqapha kanye nokuHlola – ezingeni leWadi	Umuntu oBhekele ukuQapha nokuHlola (i-M&E) we-WTT	10 min
10	Izimemezelo	Konke	10 min
11	Eziwayelekile	Konke	15 min
12	Usuku loMhlangano olandelayo woPhiko lwamaSu nokweLuleka	Usihlalo we-WTT	2 min
13	Ukufingqa kanye nokuVala	Usihlalo we-WTT	10 min

Isayinwe

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IsiThasiselo 4

Uhlelo lukaSukuma Sakhe Amaminithi oMhlangano we-WTT

Umhlangano	Umhlangano weQembu eliQokiwe leWadi – Igama loPhiko lwamaSu nokweLuleka				
Usuku lomhlangano		Isikhathi sokuqala	10h00	Isikhathi sokuqeda	13h00
Indawo yoMhlangano					
Usihlalo woMhlangano		Ucingo			
Unobhala		Ucingo l-imeyili			

I-ajenda

Okubhaliwe	Uhlelo lomhlangano (i-ajenda)	Amaminithi	Oqondene	Usuku olubekiwe
1	Ukuvula kanye nokwemukela	Isib. Umhlangano waqala ngomkhuleko wokuvula owenziwa ngu xxxx. Usihlalo we-WTT wemukela onke amalungu emhlanganweni.		
2	Isingeniso kanye neziXoliso	Isib. Uhlu lwamagama ababekhona lwazungeza. Ilungu nelungu lazethula. La malungu alandelayo athumela izixoliso: 1. 2.		
3	Ukufundwa kwamaminithi omhlangano odlule	Isib. Azibanga bikho izindaba ezivuka emaminithini omhlangano owedlule NOMA Lezi zinto ezilandelayo zavuka emaminithini omhlangano odlule: 1. 2.		
4	Ukwemukelwa kwamaminithi omhlangano odlule	Isib. Amaminithi omhlangano owaba zi-3 kuNhlabathi kowezi-2011 aqinisekiswa njengayiwo.		
5	Umbiko kaSihlalo we-LTT/Umcathulisi we-WTT			
6	Umbiko kaSihlalo we-WTT			
7	Imibiko ye-CG:			
7.1	CCG 1:			
7.2	CCG 2:			

IsiThasiselo 4 *(siyaqhutshwa)*

	Uhlelo lomhlangano (i-ajenda)	Amaminithi	Oqondene	Usuku olubekiwe
7.3:	CCG 3:			
7.4:	CCG 4:			
7.5:	CCG 5:			
7.6:	CCG 6:			
8	Imibiko yeMinyangos:			
8.1	Umnyango wezoLimo, iziNdaba zezeNdawo kanye nokuThuthukiswa kweziNdawo zaseMakhaya			
8.2	Umnyango wezeMfundo			
8.3	Umnyango wezeMpilo			
8.4	I-SASSA			
8.5	Umnyango wokuThuthukiswa koMphakathi			
8.6	Umnyango weZasekhaya			
8.7	I-COGTA			
8.8	Umnyango wezeMidlalo kanye nokuNgcebeleka			
8.9	Noma yimuphi omunye uMnyango			
9	Umbiko wokuQapha kanye nokuHlola – ezingeni leWadi			
10	Izimemezelo			
11	Ezejwayelekile			
12	Usuku lomhlangano olandelayo woPhiko lwamaSu nokweLuleka			
13	Ukufingqa kanye nokuVala			

Isayinwe

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Umshwana Wokungabi Nasibopho we-USAID

Ukwakhiwa kwale ncwadi kwenzeke ngenxa yokusekela kwaBantu BaseMelika nge-U.S. Agency for International Development (USAID) ngaphansi kweSivumelwano Sokubambisana No. 674-A-00-08-00008-00. Okuqukethwe kuyo kuwumthwalo we-BroadReach Healthcare futhi akuvezi imibono ye-USAID noma uHulumeni Wase-United States.

I-BroadReach Healthcare

I-BroadReach Healthcare yinkampani yezixazululo zokunakekelwa kwempilo emhlabeni wonke ezibophezele ekwakheni nasekuthuthukiseni izixazululo ezinkulu ukuze kwandiswe ukufinyelela izinsizakalo zezempilo emhlabeni jikelele. Sisebenzisa ubuchule bethu empilweni yomhlaba wonke ezinsizakalweni eziyisihlanu eziyisisekelo: amanethiwekhi okuphakela; ukuqinisa izimiso zezempilo; ukufundisa isiguli nokuhlela umphakathi; ubumbano lukahulumeni nezinhlangano ezizimele; nokuxhumana nabanye ukuze kutholakale amasu. Emkhakheni ngamunye kulezi zinsizakalo, umsebenzi wethu uhlanganisa imikhuba engcono kakhulu evela kuhulumeni enokuphumelela ebhizinisini kanye nokusebenza kahle kwemboni ezimele ukuze ibhekelele izinselele namathuba ezempilo emazweni ngamazwe. Le nhlanganisela yethu kahulumeni nezinhlangano ezizimele iye yasiza i-BroadReach ukuba yakhe iphothifoliyo yamaprojekthi ezempilo aqala izinto ezintsha zamakhasimende ahlukahlukene kuhlanganise izinhlangano zamazwe ngamazwe, amabhizinisi amancane naphakathi nendawo, ama-ejensi abanikelayo anezingxenye ezimbili, amabhange okuthuthukiswa kokuthile anezingxenye eziningi, kanye nezinye izinhlangano zomphakathi.

I-BroadReach Healthcare inamahhovisi eWashington, DC; eKapa naseGoli, eNingizimu Afrika; eNairobi, eKenya; eShanghai, eChina; naseZurich, eSwitzerland.

I-BroadReach Healthcare (Pty) Ltd
EKapa Ucingo: (021) 514 8300
EGoli Ucingo: (011) 727 9500

Umshwana Ovamile Wokungabi Nasibopho

Le ncwadi iye yenziwa kusetshenziswa imithombo eqashelwa emhlabeni wonke ebonisa ulwazi olungcono kakhulu olutholakalayo namuhla mayelana neNgculaza Negciwane Layo kanye nezihloko ezihlobene nayo, ngesikhathi inyatheliswa. I-BroadReach Healthcare LLC noma iyiphi enye inhlangano ebihlangene nokulungiselelwa nokushicilelwa kwale ncwadi, ngeke iqinisekise ukuthi ngokuya ngolwazi olusha lwezesayensi noma intuthuko ezinqubweni zalo mkhakha, lolu lwazi luyohlala lunembile futhi/noma luphelele njalo esikhathini esizayo. Le ncwadi ayithathi indawo futhi ayedluli noma yiluphi ulwazi olunikezwe ngumnakekeli wakho wezokwelashwa.



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