

**WESTERN CAPE
PROVINCIAL
PARLIAMENT**

**5 YEAR
STRATEGIC
PLAN**

2005/06 – 2009/10

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FOREWORD

2005 marks the 50th Anniversary of the Freedom Charter – a manifesto of the people of South Africa reflecting the kind of society we should actively seek to build. The Anniversary follows not only on our celebration of a decade of freedom and democracy, but also comes at a time where we as South Africans and as the people of the Western Cape in particular can pride ourselves on the successful completion of our third democratic elections in April 2004. As public representatives we've received a fresh mandate to act in unity in building a winning nation, a people united and a society free of racism, sexism, inequality, unemployment, poverty and disease - a people prospering together in the kind of society as envisaged in the Freedom Charter.

The Western Cape Provincial Parliament is a product of constitutional and democratic change. As an institution it is mandated to deepen democracy, pass laws that are just, ensure public participation in the legislative process, exercise oversight over the executive and to ensure good governance. The South African Constitution provides the necessary imperative for the legislative sector to transform since it is founded on the values of human dignity, the achievement of equality, the advancement of human rights, democracy and freedom amongst other things. These values provide a framework for the kind of society that we aspire to - the kind of society that also the Freedom Charter speaks to when it says "South Africa Belongs To All Of Us" and that "The People Shall Govern".

The legislative sector broadly and the Western Cape Provincial Parliament in particular have to actively contribute towards the realization of our constitutional imperatives. We have to commit to "People First" and to being an effective Parliament that is responsive to the needs of our people. As an institution we need to base our vision, programmes and actions on these imperatives so that our Constitution can become a living document amongst us. Parliament has to become a living institution with public participation as a foundational principle. The Western Cape Provincial Parliament, as the

custodian of parliamentary democracy in the province, has to consolidate people's participation and ownership in the legislative process. Our programmes therefore deliberately place great emphasis on taking Parliament to the People.

One of the imperatives for ensuring the deepening of parliamentary democracy is the need for constant development of human resources, both at political and administrative levels. It is for this reason that people management and development, particularly at administrative level, is prioritised. Capacity-building programmes and other initiatives have also been designed to empower Members to effectively fulfil their obligations.

In pursuance of our strategic objectives, the WCPP will, inter-alia, undertake the following over the MTEF period:

- The development and implementation of new institutional arrangements for the WCPP that would, inter-alia, reflect on matters pertaining to governance, policies and practices;
- The development and implementation of a new corporate identity reflecting the institution and its work, the organisational values, the people of the Western Cape and how best to foster ownership of the institution;
- Enhanced public participation in the legislative process and the development and implementation of a best practice model for the WCPP;
- New and improved Rules and Procedures to ensure that the WCPP is able to fulfil its constitutional mandate effectively.

As Speaker, I am privileged to have been entrusted with certain responsibilities of leadership. I'm confident that with common action - Members, Staff and the Public acting together – we will but only increase the capacity of the Western Cape Provincial Parliament to achieve our collectively desired outcomes over the next MTEF period.

We call on all citizens of our province to actively participate to make the Western Cape Provincial Parliament a true voice of the people and thereby ensuring that this document is actively implemented across our entire province.

We should all respond to this call and heed its imperatives if our history is to count for anything and if our children are to receive a future where hope and opportunity reign free.

SHAUN BYNEVELDT
SPEAKER

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PART A: STRATEGIC OVERVIEW

1. Overview of Strategic Plan

The strategic plan for the Western Cape Provincial Parliament sets out for the Members, staff and especially the public a statement of our vision, mission and values as well as our priorities for the next five years.

People first - the principles of Batho Pele – will underline our efforts to make the Western Cape Provincial Parliament a people-owned institution.

To achieve this the following strategic goals have been set, viz

- Promote and market the Western Cape Provincial Parliament and its activities.
- Engage all the people of the province in matters affecting them, in the activities of the Western Cape Provincial Parliament.
- Sustain a legislative process that produces good and just laws.
- Vigorous oversight of the Executive.
- Effective, efficient and economic management of resources.
- Equip and develop Members and staff of the Western Cape Provincial Parliament.
- Improve support services to Members.
- Improve governance.
- Provide legal advice and ensure legal compliance with National and Provincial Legislation affecting the Western Cape Provincial Parliament.
- Strengthen relations with relevant organisations.

With the necessary resources at our disposal including a willing and capable staff and the support of the members and other stakeholders the Administration of Parliament is more than able to meet the challenges and give effect to this plan.

RG HINDLEY

ACTING SECRETARY TO PARLIAMENT (ACCOUNTING OFFICER)

DATE:30 March 2005

2. Vision

A Parliament that is dynamic, publicly owned and pro-active in its pursuit of its constitutional responsibilities.

3. Mission

The Western Cape Provincial Parliament is an institution committed to:

- Informing, involving and educating all sectors of society in its processes and work;
- Passing laws that are good and just;
- Vigorously overseeing government action and holding it to account;
- Co-operating with all spheres of government and contributing to the national effort; and
- Providing an environment, which stimulates personal growth and investment in human capital.

4. Values

In the strive for service excellence and best practice the following values are subscribed to:

Professionalism

Impartiality

Integrity

Mutual respect

Efficiency

People centred

Accountability

Transparency

Equality

Equity

5. Sectoral situation analysis

The Western Cape Provincial Parliament is a unicameral parliament established under the Constitution of the Republic of South Africa (Act 108 of 1996.) Through the application of its legislative authority, the Provincial

Parliament oversees the provincial executive, makes law and promotes public participation in all its activities.

The Speaker has the powers, functions and responsibilities as conferred upon his Office by the Western Cape Law on the Powers and Privileges of the Provincial Legislature (Law 3 of 1995). The Chief Executive Officer of the Parliament is the Secretary who is appointed by the Speaker.

6. Summary of organisational environment and challenges

6.1. Organisational design

The current organogram is under review to be aligned with the new focus of the Western Cape Provincial Parliament.

6.2. Delegations and performance agreements

- **Delegations**

All delegations by the Accounting Officer are in writing. The delegations are subject to any limitations or conditions prescribed in terms of legislation or as the relevant Treasury may impose. The delegations are also subject to limitations and conditions set by the Accounting Officer.

6.3. IT systems

The Provincial Parliament utilises transversal systems (BAS, PERSAL, LOGIS, etc.), which enable it to monitor and fulfil its core functions. The functional training department of the Western Cape Provincial Administration provides transversal system training and software training is procured through recognised IT training institutions.

However, the Provincial Parliament will review all systems and processes during the 2005/06 financial year to assess if the IT

systems meet all the requirements of the organisation and if it is necessary to implement new systems more appropriate to the parliamentary environment.

6.4. Performance management system

The current performance management system (PMS) was implemented on 1 April 2003.

The purpose of the performance management system is to assess job performance in support of ongoing quality improvement and individual growth and development.

The setting and agreement of objectives and outcomes by the employee and his/her supervisor in line with the strategic objectives of the institution is the basis of the system. Quarterly assessments are performed with a final assessment at the end of the performance period. A monetary reward that may consist of a salary increase and/or percentage bonus may be awarded.

The current PMS is under review and the new policy that will address the current concerns will be implemented in the 2005/06 financial year.

6.5. Financial management

The Provincial Parliament's budget constitutes 0.17% of the provincial budget. The year-on-year average expenditure over the recent 3 years was approximately 98% of the total adjusted budget.

No unauthorised or wasteful expenditure occurred in the last 3 financial years and debts and losses are timeously managed and followed-up.

The Basic Accounting System is utilised by the Provincial Parliament to ensure sound financial management. The on-line system facilitates the ease of queries and up to the minute management information.

The new Chart of Accounts was also implemented from 1 April 2004. The chart is in line with international accounting and economic reporting standards.

The finance officials' management capacity is improved and supported by individual development plans and expert tutoring by colleagues in key development and competency areas. Staff is continuously nominated to attend courses/workshops on new developments in the financial field presented by external organizations, i.e. SAIGA and IPFA.

A process to make finance officials aware and prepare them for the conversion from the modified cash basis of accounting to the accrual basis of accounting commenced in the 2004/05 financial year and will be continued in the following financial year.

6.6. Audit queries

The Western Cape Provincial Parliament received unqualified audit reports for the last 5 years. Queries arising from the audit by the Office of the Auditor-General were addressed as informal queries.

7. Legislative and other mandates

The core objectives are based on the following constitutional and other legislative and functional mandates:

- (i) The Constitution of the Republic of South Africa (Act 108 of 1996)**

The Constitution is the supreme law of the Republic; law or conduct inconsistent with it is invalid, and the obligations imposed by it must be adhered to.

(ii) The Constitution of the Western Cape (Act 1 of 1998)

This Constitution applies only to the Western Cape. Subject to the national Constitution, it is the highest law in the Western Cape, and the obligations imposed by it must be adhered to.

(iii) The Powers, Privileges and Immunities of Parliament and Provincial Legislatures Act (Act 4 of 2004)

This Law defines the powers, privileges and immunities of Provincial Legislatures.

(iv) The Public Finance Management Act (Act 1 of 1999)

This Act promotes the objective of good financial management in order to maximise delivery through the efficient and effective use of limited resources and to modernise the system of financial management in the public sector.

(v) Standing Rules

The Standing Rules govern the proceedings and internal arrangements of the Provincial Parliament.

The main powers, functions and responsibilities of the Western Cape Provincial Parliament derived from the Constitutions and other law include –

- consider legislation;
- ensure provincial organs of state are accountable to it;
- maintain oversight of the provincial executive;
- facilitate public involvement in its processes and work; and
- conduct its business in an even manner.

The Standing Rules of the Provincial Parliament provide a framework to carry out all the above functions and responsibilities.

If the Financial Administration of Parliament and Provincial Legislatures Bill is passed by Parliament it will have an effect on the manner in which the financial affairs of the Provincial Parliament are managed.

8. Broad policies, priorities and strategic goals

All our efforts, projects and initiatives will be focused to touch and change the lives of the people of the Western Cape and to make this legislature a place where all the people of this Province share a sense of belonging and ownership. The principles of Batho Pele – People First will be at the centre of everything we do.

To achieve this the following strategic goals have been set, viz

- Promote and market the Western Cape Provincial Parliament and its activities.
- Engage all the people of the province in matters affecting them, in the activities of the Western Cape Provincial Parliament.
- Sustain a legislative process that produces good and just laws.
- Vigorous oversight of the Executive.
- Effective, efficient and economic management of resources.
- Equip and develop Members and staff of the Western Cape Provincial Parliament.
- Improve support services to Members.
- Improve governance.
- Provide legal advice and ensure legal compliance with National and Provincial Legislation affecting the Western Cape Provincial Parliament.
- Strengthen relations with relevant organisations.

9. Information systems to monitor progress

Performance is evaluated in relation to general performance indicators of timeliness, quality and/or quantity.

The main evaluation of Parliament's performance is based on comments made by Members and other stakeholders, including comments in the Chamber and other fora. The In-Year Monitoring Report provides monthly information on expenditure trends that can be linked to the achievement or non-achievement of set objectives. The Annual Report reflects at year-end the success of Parliament in attaining its desired outcomes. The Secretary's Report indicates general activities of the Western Cape Provincial Parliament over the preceding calendar year.

10. Description of strategic planning process

The Speaker, Deputy Speaker and top management had several meetings to workshop a new vision and mission that is aligned with the new policy direction of the current Presiding Officers. All staff was consulted on the proposed vision and mission. Broad strategic goals were then determined to achieve the new vision and mission. Thereafter the relevant General Managers, with their respective Section Heads, formulated the strategic initiatives of each key functional section.

Section Heads, with their staff, then proposed and finalised measurable objectives and outputs and assigned performance measures with monitoring mechanisms.

Each working unit drafted specific approaches aimed at supporting the functional and corporate strategy whilst achieving operational unit objectives. Operational plans were also devised. These plans will be utilised by each individual to focus on the key performance areas established for the year ahead.

PART B: PROGRAMME AND SUB-PROGRAMME PLANS

11. Programme 1: Administration of the Provincial Parliament

11.1. Situation analysis

This programme provides for the following:

- Overall management of the Administration of Parliament, including the Office of the Secretary and Office of the Speaker and Deputy Speaker.
- Corporate Services, including financial and supply chain management, human resources management and administrative services.

All systems, processes and procedures will be reviewed to assess whether they are inline with the new direction of always placing people at the centre of what we do and identified best practice models. Special emphasis will be placed on IT systems and the Performance Management System.

Should the Financial Administration of Parliament and Provincial Legislatures Bill be passed by Parliament it will affect the manner in which the financial affairs of the Provincial Parliament will be managed.

11.2. Policies, priorities and strategic objectives

Strategic objectives for Programme 1: Administration of the Provincial Parliament

<p>STRATEGIC GOAL: Strengthen relations with relevant organizations</p> <p>STRATEGIC OBJECTIVES:</p> <p>To strengthen international, national and local relations</p>
<p>STRATEGIC GOAL: Effective, efficient and economical management of resources</p> <p>STRATEGIC OBJECTIVES:</p> <p>Effective, efficient and economical management of financial, human and</p>

physical resources
<p>STRATEGIC GOAL: Equip and develop Members and staff of the Western Cape Provincial Parliament</p> <p>STRATEGIC OBJECTIVES:</p> <p>To establish a well developed and effective staff complement</p> <p>To equip and develop Members to fulfil their constitutional function adequately</p>
<p>STRATEGIC GOAL: Improve governance</p> <p>STRATEGIC OBJECTIVES:</p> <p>To ensure that systems, processes and procedures are aligned with the new vision</p>
<p>STRATEGIC GOAL: Improve support services to Members</p> <p>STRATEGIC OBJECTIVES:</p> <p>To maintain and improve support services to Members to enhance service delivery</p>

11.3. Analysis of constraints and measures planned to overcome them

Apart from financial constraints, the new legislation, new prescribed processes and systems will contribute to human resources capacity constraints. However, Parliament will continue to provide opportunities to enhance the competencies of individuals and provide a culture that values and recognises training and development.

11.4. Description of planned quality improvement measures

All systems, processes and procedures will be reviewed to ensure that the best quality services are delivered to our customers. Emphasis will be placed on the IT systems and the Performance Management System.

12. Programme 2: PROCEDURAL SERVICES

12.1. Situation analysis

Members require the services provided for in this programme to support them to perform their constitutional functions. The continued commitment towards the transformation of the provincial Parliament into is the central theme of all functions performed in this programme. These functions, in broad terms, include the following:

- The participation of Members in open debate in various parliamentary fora (plenary sittings, committee meetings, public hearings, outreach initiatives, etc).
- Oversight functions of Members over the Executive (questions to Ministers in the House, examination of Departments' annual reports, examination of public accounts, etc)
- Participation by Members in legislative process, including passing the budget for the Province (power of amendment, facilitation of public involvement in its processes, initiating legislation, etc)
- Public participation and involvement and public education initiatives regarding its processes and work.

Due to the supportive nature of services rendered, the Division is by and large dependant on political direction from various policy-making structures, i.e. the House, Rules Committee, Presiding Officers, Programming Authority and portfolio committees. Feedback from Members suggests that they are generally satisfied with services rendered and the support they receive. It remains a high priority to improve on services and support to Members.

An election year remains a huge challenge for the Administration for the simple reason that there is a fresh intake of new Members and, importantly, that the strategic direction of the new Parliament can only be established once the new policy making structures are in place and

a new direction is set. However, constitutional functions need to be performed although shifts in focus could occur.

The expressed commitment by the Speaker to build a people-centred institution will be given content to in the years to come and will result in the channelling of resources to enhancing public participation and education in its work, processes and procedures. This will involve various line function units and the services they provide.

12.2. Policies, priorities and strategic objectives

Strategic objectives for Programme 2: Procedural Services

<p>STRATEGIC GOAL: Promote and market the Western Cape Provincial Parliament and its activities</p> <p>STRATEGIC OBJECTIVES:</p> <p>To actively promote and market the services of the Western Cape Provincial Parliament by continuously assessing its communication and media strategies to ensure maximum exposure to all the people of the province</p>
<p>STRATEGIC GOAL: Engage all the people of the province in matters affecting them in the activities of the Western Cape Provincial Parliament</p> <p>STRATEGIC OBJECTIVES:</p> <p>To develop models of public participation to enhance involvement by the people of the Western Cape in Parliamentary activities including public education on constitutional rights and responsibilities</p>
<p>STRATEGIC GOAL: Sustain a legislative process that produces good and just laws</p> <p>STRATEGIC OBJECTIVE:</p> <p>Efficient and effective support Members to exercise their lawmaking responsibilities by providing sound procedural advice and administrative support and researched information</p>
<p>STRATEGIC GOAL: Vigorous oversight of the Executive</p>

STRATEGIC OBJECTIVE:

To provide administrative and procedural back-up for Members to play their oversight role and hold the executive to account

STRATEGIC GOAL: Provide legal advice and ensure legal compliance with National and Provincial Legislation affecting the WCPP

STRATEGIC OBJECTIVE:

To comply with National and Provincial Legislation affecting the WCPP and to provide legal advice of the highest quality to Presiding Officers, Committees, Members and Secretary

12.3. Analysis of constraints and measures planned to overcome them

The general election in April 2004 resulted in an influx of new Members and the election of new Presiding Officers. Committees were reduced and clustered putting strain on support services rendered to them. The newly elected Parliament is also in the process of determining the strategic direction of the institution, which could affect the operation of existing structures. The Speaker has committed himself to enhancing public participation and education initiatives and to ensure the involvement by the people of the province in its processes. This could lead to the possible realignment of services. The way the institution is governed will also come under the spotlight to ensure proper governance processes.

12.4. Description of planned quality improvement measures

To improve the quality of the services provided by the programme the following interventions are planned:

- Review of the public participation and education programmes
- Development of a communication strategy with the widest possible target audience
- Review of the Standing Rules to especially enhance oversight and public participation in activities of the WCPP

- Review of systems, processes and procedures to ensure quality service delivery

13. Programme 3: FACILITIES AND BENEFITS OF MEMBERS

This Programme provides for:

- allowances to the Members of the Provincial Parliament to fulfill their constitutional functions;
- catering services to Members of the Provincial Parliament and their guests; and
- predetermined contributions to medical aid and pension funds, parliamentary and related institutions and personal accident insurance.

13.1. Situation analysis

The contributions and increases for the majority of activities provided for in this programme are predetermined by external institutions, e.g. contributions to medical aid and pension funds.

The demand for allowances to members and political parties increases as the Members are consistently striving to improve their relationship with their constituents. Provincial Parliament is also intensifying its activities, e.g. increasing the number of sitting days and committee meetings.

Members require catering services during periods when the House and committees meet. They also host functions and entertain guests and need catering services for this reason. Previously catering services were provided on an ad-hoc basis, during parliamentary activities, by a variety of service providers. Catering services on an ad-hoc basis and especially the utilisation of a variety of caterers is an administrative nightmare because the quality of the food and service cannot always be guaranteed. The matter of catering will be investigated and proposals will be submitted to streamline this service.

The key challenge is to enable members and political parties to fulfil their constitutional functions; to serve the citizens of the Western Cape and to ensure timeous and accurate administration and payment of allowances.

13.2. Policies, priorities and strategic objectives

Strategic objectives for Programme 3: Facilities and benefits of Members

STRATEGIC GOAL: Improve support services to Members

STRATEGIC OBJECTIVES:

To provide enabling facilities and allowances to Members and political parties to serve the people of the Western Cape

13.3. Analysis of constraints and measures planned to overcome them

From time to time some political parties and Members do not submit the required documentation as prescribed and this impacts on the service delivery. The policies in respect of Members' facilities will be reviewed and Members will be required to ensure compliance with the prescribed processes.

14. Capital investment, maintenance and asset management plan

The Western Cape Provincial Parliament has no fixed assets, only moveable assets such as furniture and equipment. These items are generally in good condition, as many items were acquired during the last four financial years. Heads of Section are responsible for the control of moveable assets in their relevant sections. They must conduct a stock-take every quarter and report any discrepancies to the Head: Finance and Supply Chain Management for investigation. The Finance and Supply Chain Management conducts an annual overall stock-take.

The budgets for major capital projects and general building maintenance are allocated with the Department of Transport and Public Works. The following projects were identified in the 5 year strategic accommodation plan submitted in 2002/03, but have not yet been finalised due to financial and/or time constraints:

- Upgrading of office accommodation on the 6th floor to accommodate catering staff – (Time)
- Upgrading of 3 existing cameras in the Chamber, including the pan-and-tilt units – (Financial)

Other capital projects envisaged and subject to available funds for the new year include:

- The conversion of Ground floor office space, 7 Wale Street, into a classroom-type facility for public education as well as office accommodation for Public Education Unit staff
- The upgrading of 6th floor, 15 Wale Street, toilet facilities
- Conversion of a portion of the dining room into a cafeteria-style facility, including the cafeteria infrastructure

VOORWOORD

Die jaar 2005 is die vyftigjarige herdenking van die totstandkoming van die *Freedom Charter* – ’n manifes van die mense van Suid-Afrika, waarin ’n samelewing weerspieël word van dié aard waarvan ons die bestendinging geesdriftig behoort na te streef. Nie alleen volg dié herdenking in die naweë van ons viering van ’n dekade van demokrasie nie, maar vind dit ook plaas op ’n tydstop waarop ons, as Suid-Afrikaners, en as die mense van die Wes-Kaap in die besonder, ons kan roem op die geslaagde afhandeling van ons derde demokratiese verkiesing in April 2004. As openbare verteenwoordigers, het ons ’n hernieude mandaat ontvang om eendragtig op te tree in die opbou van ’n oorwinnende nasie, ’n verenigde nasie en ’n nasie vry van rassisme, seksisme, ongelykheid, werkloosheid, armoede en siekte – ’n nasie wat gedy in ’n samelewing van die aard wat in die *Freedom Charter* beoog word.

Die Wes-Kaapse Provinsiale Parlement is die produk van grondwetlike en demokratiese kentering. As instelling, beskik hy oor die mandaat om die demokrasie te verdiep, wetgewing uit te vaardig wat billik is, te sorg vir openbare deelname aan die wetgewende proses, toesig uit te oefen oor die uitvoerende gesag en toe te sien dat goeie regeringsbestuur geskied. Die Suid-Afrikaanse Grondwet maak voorsiening vir die nodige verpligting op die wetgewende arm om te verander, aangesien hy geskoei is op die waardes van onder meer menswaardigheid, die bewerkstelling van gelykheid, die bevordering van menseregte, van die demokrasie en van vryheid. Dié waardes verskaf die raamwerk vir die soort samelewing wat ons nastrewe – ’n samelewing van die aard waarvan ook in die *Freedom Charter* melding gemaak word, wanneer gesê word “Suid-Afrika behoort aan ons almal” en “Die mense moet regeer”.

Die wetgewende arm in die breë, en die Wes-Kaapse Provinsiale Parlement in die besonder, moet aktief bydra tot volbrenging van ons dwingende grondwetlike verpligtings. Ons moet ons verbind tot “Mense Eerste” en tot bewerkstelling van ’n doeltreffende parlement wat reageer op die behoeftes van ons mense. As instelling, is dit vir ons nodig om ons visie, ons programme

en ons handelings op dié dwingende verpligtings te skoei sodat ons Grondwet 'n lewende dokument in ons midde kan word. Die Parlement moet 'n lewende instelling word, met openbare deelname as fundamentele beginsel. As bewaarder van die parlementêre demokrasie in die provinsie, moet die Wes-Kaapse Provinsiale Parlement mense se deelname en eienaarskap in die wetgewende proses konsolideer. Bygevolg, word in ons programme doelbewus swaar klem gelê op die proses van die Parlement na die mense toe te bring.

Een van ons verpligtings ter verdieping van die parlementêre demokrasie lê in die behoefte aan deurlopende ontwikkeling van mensebronne, beide op die politieke en die administratiewe vlak. Dít is dan ook die rede waarom bestuur en ontwikkeling van mensebronne voorrang geniet. Programme vir die opbou van vermoëns en van ander inisiatiewe word ook geformuleer met die oog op bemagtiging van lede tot doeltreffende nakoming van hul verpligtings.

In die nastrewe van ons strategiese doelstellings, gaan die Wes-Kaapse Provinsiale Parlement gedurende die MTEF-periode onder meer die volgende onderneem:

- Formulering en inwerkingstelling van nuwe institusionele reëlings vir die Wes-Kaapse Provinsiale Parlement wat onder meer 'n uitwerking gaan toon op kwessies rakende bestuur, beleidsrigtings en praktyke;
- Formulering en inwerkingstelling van 'n nuwe korporatiewe identiteit wat die instelling en sy werk en organisatoriese waardes weerspieël, asmede die mense van die Wes-Kaap en maniere waarop eienaarskap van die instelling ten beste aangewakker kan word;
- Bevordering van openbare deelname aan die wetgewende proses, en formulering en inwerkingstelling van die beste praktiese model vir die Wes-Kaapse Provinsiale Parlement;

- Nuwe en verbeterde reëls en prosedures ten einde te sorg dat die Wes-Kaapse Provinsiale Parlement in staat is om sy grondwetlike mandaat doeltreffend na te kom.

As Speaker, is ek bevoorreg omdat sekere verantwoordelikhede van leierskap aan my toevertrou word. Ek vertrou dat deur gesamentlike handeling – lede, personeel en die publiek wat tesame optree – ons bloot die vermoë van die Wes-Kaapse Provinsiale Parlement kan verhoog ten einde, gedurende die volgende MTEF-periode, ons gesamentlik begeerde resultate te bereik.

Ons versoek al die burgers van ons provinsie om aktief daaraan mee te doen om van die Wes-Kaapse Provinsiale Parlement die ware stem van die mense te maak en sodoende te sorg dat dié dokument dwarsoor ons ganse provinsie aktief ten uitvoer gelê word.

Ons moet almal op dié versoek reageer en die verpligtings daarin vervat, ter harte neem indien ons wil hê ons geskiedenis moet hoegenaamd betekenis hê en ons kinders moet 'n toekoms tegemoetgaan waarin hoop en geleentheid vrye teuels geniet.

SHAUN BYNEVELDT
SPEAKER

INHOUDSOPGAWE

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DEEL A: STRATEGIESE OORSIG

1. Oorsig van Strategiese Plan

In die strategiese plan vir die Wes-Kaapse Provinsiale Parlement word, vir die lede, die personeel, en veral vir die publiek, 'n uiteensetting gegee van ons visie, ons missie en ons waardes, asook van ons prioriteite vir die volgende vyf jaar.

Mense eerste – die beginsels van Batho Pele – gaan die kern vorm van ons pogings om van die Wes-Kaapse Provinsiale Parlement 'n instelling te maak wat deur die mense besit word.

Om dít te bewerkstellig, word die volgende strategiese doelwitte voor oë gehou, te wete

- Bevordering en bemarking van die Wes-Kaapse Parlement en sy bedrywighede.
- Betrokkenheid van al die mense van die provinsie by die bedrywighede van die Wes-Kaapse Parlement vir sover dit aangeleenthede betref wat hulle raak.
- Instandhouding van 'n wetgewende proses wat goeie en regverdigde wette voortbring.
- Toesig oor die uitvoerende gesag.
- Doeltreffende, doelmatige en ekonomiese bestuur van bronne.
- Die toerus en ontwikkeling van lede en personeel van die Wes-Kaapse Provinsiale Parlement.
- Verbetering van ondersteuningsdienste aan lede.
- Verbetering van openbare bestuur.
- Verlening van regsadvies en besorging van voldoening aan nasionale en provinsiale wetgewing wat die Wes-Kaapse Provinsiale Parlement raak.
- Versterking van betrekkinge met verbandhoudende organisasies.

Met die nodige middele tot ons beskikking, met inbegrip van gewillige en bekwame personeel en die ondersteuning van lede en ander belanghebbendes, is die Administrasie van die Parlement meer as in staat om die uitdagings die hoof te bied en aan dié plan gevolg te gee.

RG HINDLEY

WAARNEMENDE SEKRETARIS VAN DIE PARLEMENT
(REKENINGPLIGTIGE BEAMPTE)

DATUM: 30 Maart 2005

2. Visie

'n Parlement wat dinamies en in openbare besit is en wat proaktief optree in die nakoming van sy grondwetlike verantwoordelikhede.

3. Missie

Die Wes-Kaapse Provinsiale Parlement is 'n instelling wat hom verbind tot:

- Voorligting aan en betrokkenheid en opvoeding van alle sektore van die gemeenskap met betrekking tot sy prosesse en werkverrigting;
- Aanneem van wetgewing wat goed en billik is;
- Streng toesig oor regeringsoptrede, terwyl die regering ook tot verantwoording geroep word;
- Samewerking met alle regeringsfere en die lewering van 'n bydrae tot die nasionale poging; en
- Skep van 'n omgewing waarin persoonlike groei en besteding aan mensekapitaal aangewakker word.

4. Waardes

In die strewe na lewering van uitmuntende diens en nakoming van die beste praktyke geniet die volgende waardes voorrang:

Professionalisme

Onpartydigheid

Integriteit

Onderlinge respek

Doeltreffendheid

Mensgerigtheid

Rekenpligtigheid

Deursigtigheid

Gelykheid

Billikheid

5. Ontleding van sektorale situasie

Die Wes-Kaapse Provinsiale Parlement is 'n eenkamerparlement wat tot stand gekom het kragtens die Grondwet van die Republiek van Suid-Afrika (Wet 108 van 1996.) In die uitoefening van sy wetgewende gesag hou die

Provinsiale Parlement toesig oor die uitvoerende gesag, maak hy wette en bevorder hy openbare deelname aan al sy bedrywighede.

Die Speaker beskik oor die magte, funksies en verantwoordelikhede wat aan dié amp toegewys is deur die Wes-Kaapse Wet op die Bevoegdhede en Voorregte van die Provinsiale Wetgewer (Wet 3 van 1995). Die Hoofuitvoerende amptenaar van die Parlement is die Sekretaris, wat deur die Speaker aangestel word.

15. Opsomming van organisatoriese omgewing en uitdagings

15.1. Organisasoriese ontwerp

Die bestaande organogram word tans hersien ten einde dit in ooreenstemming te bring met die nuwe fokus van die Wes-Kaapse Provinsiale Parlement.

15.2. Delegasies en werkverrigtingsooreenkomste

- **Delegasies**

Alle delegasies deur die Rekeningpligtige Amptenaar geskied skriftelik. Dié delegasies is onderhewig aan watter beperkings en voorwaardes ook al by wetgewing voorgeskryf, of deur die betrokke Tesourie opgelê word. Dié delegasies is ook onderhewig aan beperkings en voorwaardes deur die Rekeningpligtige Beampte gestel.

15.3. IT-stelsels

Die Provinsiale Parlement benut dwarsleggende stelsels (BRS, Persal, Logis, ens), wat hom in staat stel om sy kernfunksies te kontroleer en uit te voer. Die departement vir funksionele opleiding van die Wes-Kaapse Provinsiale Administrasie bied opleiding in transversale stelsels aan, terwyl opleiding in die

gebruik van programmatuur deur erkende IT-opleidingsinstellings onderneem word.

Die Provinsiale Parlement gaan nietemin gedurende die boekjaar 2005-06 alle stelsels en prosesse hersien om te bepaal of die IT-stelsel voldoen aan al die vereistes van die organisasie en of dit straks nodig is om nuwe stelsels toe te pas wat geskikter is vir die parlementêre omgewing.

15.4. Prestasie bestuur stelsel

Die huidige stelsel van bestuur van prestasie is op 1 April 2003 in werking gestel.

Die doel van die prestasiebestuurstelsel is om 'n beoordeling te doen van werkverrigting, ter wille van voortegesette gehalteverbetering en individuele groei en ontwikkeling.

Die vasstel van en ooreenkoms oor doelwitte en uitkomste deur die werknemer en sy/haar toesighouer ooreenkomstig die instelling se strategiese doelwitte vorm die grondslag van die stelsel. Kwartaallikse beoordelings word gedoen, met 'n finale beoordeling aan die einde van die prestasieperiode. Die toekenning van 'n geldelike beloning, wat die vorm van 'n salarisverhoging en/of 'n persentasiebonus kan aanneem, is ook 'n moontlikheid.

Die teenswoordige prestasie bestuur stelsel word hersien, en die nuwe beleid, waarin van huidige kwellings werk gemaak sal word, gaan gedurende die boekjaar 2005-06 toegepas word.

15.5. Finansiële bestuur

Die Provinsiale Parlement se begroting behels 0,17% van die provinsiale begroting. Die gemiddelde besteding van jaar tot jaar

oor die laaste drie jaar het nagenoeg 98% van die totale aangesuiwerde begroting beloop.

Geen ongemagtigde of vrugtelose uitgawes het gedurende die laaste drie boekjare voorgekom nie, en skulde en verliese word betyds ondervang en opgevolg.

Die basiese rekeningkundige stelsel word deur die Provinsiale Parlement toegepas ten einde toe te sien dat gesonde finansiële bestuur geskied. Die aanlynstelsel vergemaklik die hantering van navrae en verskaf inligting wat oondwarm is.

Die nuwe “*Standard Chart of Accounts*” is ook op 1 April 2004 in werking gestel. Die tabel is in ooreenstemming met internasionale rekeningkundige en ekonomiese verslaggewingstandaarde.

Die bestuursvermoëns van die finansieamptenare word opgeskerp en gerugsteun deur individuele ontwikkelingsplanne en deskundige onderrig deur kollegas op sleutelterreine van ontwikkeling en bedrewenheid. Personeel word deurlopend benoem om kursusse/werksessies in nuwe ontwikkelings op die finansiële terrein by te woon, wat aangebied word deur eksterne organisasies, byvoorbeeld SAIGA en IPFA.

'n Proses waardeur finansieamptenare bewus gemaak word van en voorberei word op omskakeling van die aangepaste kontantgrondslag na die aanwasgrondslag van boekhouding het in die boekjaar 2004-05 begin en word in die volgende boekjaar voortgesit.

15.6. Ouditnavrae

Die Wes-Kaapse Provinsiale Parlement het die afgelope vyf jaar ongekwalifiseerde ouditverslae ontvang. Navrae voortspruitend

uit die oudit deur die Ouditeur-generaal is as informele navrae beredder.

16. Wetgewende en ander mandate

Die kerndoelwitte word geskoei op die volgende grondwetlike en ander wetgewende en funksionele mandate:

(vi) Die Grondwet van die Republiek van Suid-Afrika (Wet 108 van 1996)

Die Grondwet is die opperste wet van die Republiek; wetgewing of gedrag in stryd daarmee is ongeldig, en die verpligtings wat daardeur opgelê word, moet nagekom word.

(vii) Die Grondwet van die Wes-Kaap (Wet 1 van 1998)

Dié Grondwet is slegs op die Wes-Kaap van toepassing. Behoudens die nasionale Grondwet, is dit die opperste wet in die Wes-Kaap, en die verpligtings wat daardeur opgelê word, moet nagekom word.

(viii) Die Wet op die Bevoegdheid, Voorregte en Immuniteite van die Parlement en Provinsiale Wetgewers (Wet 4 van 2004)

Dié wet omskryf die bevoegdhede, voorregte en immuniteite van die Parlement en Provinsiale Wetgewers.

(ix) Die Wet op Bestuur van Openbare Finansies (Wet 1 van 1999)

Dié wet bevorder die doelwit van goeie finansiële bestuur ten einde lewering te maksimeer by wyse van die doeltreffende en doelmatige aanwending van beperkte middele en modernisering van die stelsel van finansiële bestuur in die openbare sektor.

(x) Reglement

Die Reglement reguleer die verrigtings en interne reëlings van die Provinsiale Parlement.

Die hoof bevoegdhede, funksies en verantwoordelikhede van die Wes-Kaapse Provinsiale Parlement ontleen aan die Grondwet en ander wetgewing sluit in –

- oorweging van wetgewing;
- verseker dat provinsiale staatsorgane aan hom verantwoording doen;
- toesig hou oor die provinsiale uitvoerende gesag;
- fasilitering van openbare deelname op die prosesse en werk; en
- die uitvoering van werksaamhede in 'n toeganklike manier.

Die Reglement van die Provinsiale Parlement stel 'n raamwerk daar vir die uitvoering van bogenoemde funksies en verantwoordelikehede.

Indien die *Financial Administration of Parliament and Provincial Legislatures Bill* deur die Parlement aangeneem word, gaan dit 'n uitwerking hê op die wyse waarop die finansiële aangeleenthede van die Provinsiale Parlement gehanteer word.

17. Breë beleidsrigtings, prioriteite en strategiese doelwitte

Al ons ondernemings, projekte en inisiatiewe gaan so gerig word dat hulle die lewe van die mense van die Wes-Kaap aanraak en verander en van dié wetgewer 'n plek maak waar al die mense van dié provinsie mededeelgenote is en 'n tuiste en besit vind. Die beginsels van Batho Pele – Mense Eerste gaan die spilpunt vorm waarom alles wentel wat ons doen.

Om dít te verwesenlik, streef ons die volgende doelstellings na, te wete

- Bevordering en bemaking van die Wes-Kaapse Parlement en sy bedrywighede.
- Betrokkenheid van al die mense van die provinsie by die bedrywighede van die Wes-Kaapse Parlement vir sover dit aangeleenthede betref wat hulle raak.

- Instandhouding van 'n wetgewende proses wat goeie en regverdige wette voortbring.
- Toesig oor die uitvoerende gesag.
- Doeltreffende, doelmatige en ekonomiese bestuur van bronne.
- Die toerus en ontwikkeling van lede en personeel van die Wes-Kaapse Provinsiale Parlement.
- Verbetering van ondersteuningsdienste aan lede.
- Verbetering van bestuur.
- Verlening van regsadvies en besorging van voldoening aan nasionale en provinsiale wetgewing wat die Wes-Kaapse Provinsiale Parlement raak.

Versterking van betrekkinge met verbandhoudende organisasies.

18. Inligtingstelsels om vordering te kontroleer

Werkverrigting word beoordeel ooreenkomstig algemene werkverrigtingsmaatstawe aan die hand van stiptelikheid, gehalte en/of hoeveelheid.

Die belangrikste beoordeling van die Parlement se werkverrigting word geskoei op uitsprake van lede en ander belanghebbendes, met inbegrip van kommentaar gelewer in die Raadsaal en elders. Die In-Jaarmoniteringsverslag verskaf maandeliks inligting in verband met uitgawe tendense en kan as skakel beskou word met die verwesenliking, al dan nie, van die gestelde doelwitte. Die Jaarverslag weerspieël die Parlement se jaareindsukses met bereiking van sy begeerde resultate. In die Sekretaris se Verslag word 'n aanduiding gevind van die algemene bedrywighede van die Wes-Kaapse Provinsiale Parlement gedurende die voorafgaande kalenderjaar.

19. Beskrywing van prosesse van strategiese beplanning

Die Speaker, Adjunkspeaker en topbestuur het verskeie werksessies gehou om te besin oor 'n nuwe visie en missie wat in ooreenstemming is met die nuwe beleidsrigting van die huidige voorsittende beamptes. Alle personeellede is geraadpleeg oor die voorgestelde visie en missie.

Breë strategiese doelwitte is daarná bepaal met die oog op verwesenliking van die nuwe visie en missie. Vervolgens het die betrokke algemene bestuurders, tesame met hul afdelingshoofde, die strategiese inisiatiewe van elke sleutelfunksieafdeling geformuleer.

Afdelingshoofde, tesame met hul personeel, het hierop meetbare doelwitte en resultate gefinaliseer en werkverrigtingsmaatstawe, asook kontroleringsmeganismes, vasgestel.

Elke werkeenheid het bepaalde benaderings geformuleer, gerig op steun aan die funksionele en korporatiewe strategie, onderwyl die doelwitte van die operasionele eenheid terselfdertyd bereik word. Operasionele planne is ook ontwerp. Dié planne gaan deur elke individu aangewend word om te konsentreer op die sleutelwerkverrigtingsterreine wat vir die komende jaar vasgestel is.

DEEL B: PROGRAM- EN SUBPROGRAMPLANNE

20. Program 1: Administrasie van die Provinsiale Parlement

20.1. Situatieontleding

Dié program maak vir die volgende voorsiening:

- Oorhoofse bestuur van die Administrasie van die Parlement, met inbegrip van die Kantoor van die Sekretaris en die Kantoor van die Speaker en van die Adjunkspeaker.
- Korporatiewe dienste, met inbegrip van finansiële en verkrygingsbestuur, bestuur van mensebronne en administratiewe dienste.

Alle stelsels, prosesse en prosedures gaan hersien word ten einde te beoordeel of hulle in ooreenstemming is met die nuwe rigting van mense te alle tye die spilpunt te maak van wat ons doen en of hulle die beste modelle vir die praktyk aandui. Spesiale klem gaan geplaas word op IT-stelsels en op die stelsel van prestasiebestuur.

Indien die *Financial Administration of Parliament and Provincial Legislatures Bill* deur die Parlement aangeneem word, gaan dit die wyse beïnvloed waarop die finansiële aangeleenthede van die Provinsiale Parlement bestuur word.

20.2. Beleidsrigtings, prioriteite en strategiese doelwitte

Strategiese doelwitte vir Program 1: Administrasie van die Provinsiale Parlement

STRATEGIESE DOELSTELLING:	Versterking van betrekking met verbandhoudende organisasies
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STRATEGIESE DOELWITTE:

Om internasionale, nasionale en plaaslike betrekking te verstewig

STRATEGIESE DOELSTELLING:	Doeltreffende, doelmatige en ekonomiese
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bestuur van hulpbronne	
STRATEGIESE DOELWITTE:	
Doeltreffende, doelmatige en ekonomiese bestuur van finansiële, mense- en fisieke hulpbronne	
STRATEGIESE DOELSTELLING:	Die toerus en ontwikkeling van lede en personeel van die Wes-Kaapse Provinsiale Parlement
STRATEGIESE DOELWITTE:	
Om 'n deeglik ontwikkelde en doeltreffende personeelkomponent te vestig	
Om lede toe te rus en te ontwikkel om hul grondwetlike funksie toereikend te vervul	
STRATEGIESE DOELSTELLING:	Verbetering van bestuur
STRATEGIESE DOELWITTE:	
Om toe te sien dat stelsels, prosesse en prosedures in ooreenstemming is met die nuwe visie	
STRATEGIESE DOELSTELLING:	Verbetering van ondersteuningsdienste aan lede
STRATEGIESE DOELWITTE:	
Om ondersteuningsdienste aan lede te handhaaf en te verbeter ten einde dienslewering te bevorder	

20.3. Ontleding van beperkings en maatreëls wat beplan word om dié te bowe te kom

Benewens finansiële beperkings, gaan die nuwe wetgewing, nuwe voorgeskrewe prosesse en stelsels 'n bydrae lewer tot beperkings op die vermoëns van mensebronne. Die Parlement sal nietemin voortgaan om geleenthede te skep vir bevordering van die bedrewehede van individue, en ook met die bewerkstelling van 'n kultuur waarin opleiding en ontwikkeling na waarde geskat word en erkenning geniet.

20.4. Beskrywing van beplande maatreëls om gehalte te verbeter

Alle stelsels, prosesse en prosedures gaan hersien word ten einde toe te sien dat dienste van die beste gehalte aan ons kliënte gelewer word. Klem gaan geplaas word op IT-stelsels en op die stelsel van prestasiebestuur.

21. Program 2: PROSEDUREDIENSTE

21.1. Situasiaontleding

Lede het die dienste nodig waarvoor in dié program voorsiening gemaak word ten einde aan hulle die steun te bied wat nodig is vir hulle om hul grondwetlike funksies uit te voer. Voortgesette verbintenis tot die omvorming van die provinsiale Parlement is die sentrale tema van alle funksies wat kragtens die onderhawige program uitgevoer word. Breedweg gestel, sluit dié funksies die volgende in:

- Deelname van lede aan ope debat in die onderskeie parlementêre forums (volle sittings, komiteevergaderings, openbare verhore, uitreikingsiniasitiewe, ensovoorts).
- Toesighoudende funksies van lede oor die uitvoerende gesag (vrae aan Ministers in die Huis, ondersoek van departemente se jaarverslae, ondersoek van openbare rekenings, ensovoorts).
- Deelname van lede aan die wetgewende proses, met inbegrip van goedkeuring van die begroting vir die provinsie (gesag tot wysiging, bemiddeling in openbare betrokkenheid in sy prosesse, die aanvoer van wetgewing, ensovoorts).
- Openbare deelname aan en betrokkenheid by inisiatiewe in openbare opvoeding met betrekking tot sy prosesse en werk.

Vanweë die ondersteunende aard van dienste gelewer, is die afdeling weliswaar vir politieke leiding afhanklik van verskeie beleidmakende strukture, te wete die Huis, die Reëlskomitee, die voorsittende beamptes, die programbemeringsgesag en die portefeuljekomitees.

Terugvoering van lede wil hê dat hulle oor die algemeen tevrede is met die dienste wat gelewer word en die ondersteuning wat hulle ontvang. Verbetering van dienste en van steun aan lede bly van hoë voorrang.

'n Verkiesingsjaar bly vir die Administrasie 'n geweldige groot uitdaging, om die eenvoudige rede dat 'n nuwe groep lede opdaag en, nóg belangriker, dat die strategiese rigting van die nuwe Parlement slegs gevestig kan word sodra die nuwe beleidmakende strukture op dreef kom en 'n nuwe koers aangedui word. Ondanks moontlike verskuiwing van fokus, moet grondwetlike funksies nogtans uitgevoer word.

Aan die Speaker se uitgesproke verbintenis tot die bewerkstelling van 'n mensgerigte instelling gaan in die komende jare beslag gegee word, en dit gaan lei tot kanalisering van ons middele ter wille van die bevordering van openbare deelname aan en opvoeding in sy werksaamhede, prosesse en prosedures. Dit gaan ook verskeie lynfunksie-eenhede betrek, tesame met die dienste wat hulle lewer.

12.2. Beleidsrigtings, prioriteite en strategiese doelwitte

Strategiese doelwitte vir Program 2: Prosesdiedienste

STRATEGIESE DOELSTELLING: Bevordering en bemaking van die Wes-Kaapse Provinsiale Parlement en sy bedrywighede

STRATEGIESE DOELWITTE:

Om die dienste van die Wes-Kaapse Provinsiale Parlement aktief te bemak en te bevorder deur sy kommunikasie- en mediastrategieë op deurlopende grondslag te beoordeel ten einde te sorg vir maksimum blootstelling daarvan aan al die mense van die provinsie

STRATEGIESE DOELSTELLING: Betrokkenheid van al die mense van die provinsie by die bedrywighede van die Wes-Kaapse Provinsiale Parlement vir sover dit aangeleenthede betref wat hulle raak

STRATEGIESE DOELWITTE:

<p>Om modelle van openbare deelname te formuleer waardeur betrokkenheid van die mense van die Wes-Kaap by parlementêre bedrywighede bevorder word, met inbegrip van openbare opvoeding in grondwetlike regte en verantwoordelikhede</p>
<p>STRATEGIESE DOELSTELLING: Instandhouding van 'n wetgewende proses wat goeie en regverdigte wette voortbring</p> <p>STRATEGIESE DOELWIT:</p> <p>Doeltreffende en doelmatige ondersteuning aan lede om hul wetgewende verantwoordelikhede na te kom deur te sorg vir gesonde prosedurele advies en administratiewe steun, asook vir nagevorste inligting</p>
<p>STRATEGIESE DOELSTELLING: Streng toesig oor die uitvoerende gesag</p> <p>STRATEGIESE DOELWIT:</p> <p>Om administratiewe en prosedurele rugsteuning aan lede te bied sodat hulle hul toesighoudende rol kan vervul en die uitvoerende gesag aanspreeklik kan hou</p>
<p>STRATEGIESE DOELSTELLING: Verleng aan regsadvies en te sorg vir die nakoming van nasionale en provinsiale wetgewing wat die Wes-Kaapse Provinsiale Parlement raak</p> <p>STRATEGIESE DOELWIT:</p> <p>Om te voldoen aan nasionale en provinsiale wetgewing wat die Wes-Kaapse Provinsiale Parlement raak en om regsadvies van die hoogste gehalte aan voorsittende beamptes, komitees, lede en die Sekretaris te verskaf</p>

12.3. Ontleding van beperkings en maatreëls wat beplan word om dié te bowe te kom

Die algemene verkiesing van April 2004 het 'n toevloei van nuwe lede meegebring, asook die verkiesing van nuwe voorsittende beamptes. Die getal komitees is verminder en komitees is saamgevoeg, wat stremming geplaas het op die ondersteuningsdienste wat aan hulle gelewer word. Die nuut verkose Parlement verkeer ook in die proses

om dié instelling se strategiese koers te bepaal, waardeur die werkinge van bestaande strukture beïnvloed kan word. Die Speaker verbind hom tot opskerpings van openbare deelname en opvoedingsinisiatiewe en wil toesien dat die mense van die provinsie met die prosesse van die Provinsiale Parlement gemoeid raak. Dít kan moontlik meebring dat dienste herskik word. Die wyse waarop die instelling bestuur word, gaan ook onder die loep geneem word ten einde te sorg vir behoorlike prosesse van openbarebestuur.

12.4. Beskrywing van beplande maatreëls vir gehalteverbetering

Ten einde die gehalte te verbeter van dienste wat ingevolge dié program gelewer word, word die volgende stappe beoog:

- Hersiening van die programme vir openbare deelname en opvoeding
- Formulerings van 'n kommunikasie-strategie met die wydste moontlike teikengehoor
- Hersiening van die Reglement, veral met die oog op opknapping van die Wes-Kaapse Provinsiale Parlement se bedrywighede met betrekking tot toesighouding en openbare deelname
- Hersiening van stelsels, prosesse en prosedures ten einde te sorg vir dienslewering van gehalte

22. Program 3: FASILITEITE EN BYVOORDELE VAN LEDE

Dié program maak voorsiening vir:

- toelaes aan die lede van die Provinsiale Parlement sodat hulle hul grondwetlike funksies kan vervul;
- verversingsdienste aan lede van die Provinsiale Parlement en hul gaste; en
- vooraf bepaalde bydraes tot mediese hulp- en pensioenfondse, parlementêre en verwante instellings en persoonlike ongeluksversekering.

22.1. Situasiaontleding

Die bydraes en verhogings in die geval van die meeste bedrywighede waarvoor in dié program voorsiening gemaak word, byvoorbeeld bydraes tot mediese hulp- en pensioenfondse, word vooraf deur eksterne instellings bepaal.

Die behoefte aan toelaes vir lede en politieke partye neem toe namate lede konsekwent strewe na 'n verbeterde verhouding met hul kiesers. Die Provinsiale Parlement skerp ook sy bedrywighede op, byvoorbeeld deur die getal sittingsdae en komiteevergaderings te vermeerder.

Gedurende tydperke waarin die Huis en komitees vergader, het lede verversingsdienste nodig. Hulle reël ook gesellighede en onthaal gaste, en ook dáárvor het hulle 'n behoefte aan verversingsdienste. Voorheen is verversingsdienste vir parlementêre bedrywighede deur 'n verskeidenheid spyseniers op *ad hoc*-grondslag verskaf. Verversingsdienste op *ad hoc*-grondslag, en veral die gebruik van 'n verskeidenheid spyseniers, is 'n administratiewe nagmerrie omdat die gehalte van die voedsel en die diens nie altyd gewaarborg kan word nie. Die kwessie in verband met spyseniering gaan ondersoek en voorstelle voorgelê word om dié diens te stroomlyn.

Die belangrikste vereiste is dat lede en politieke partye in staat gestel word om hul grondwetlike funksies te verrig, om die burgery van die Wes-Kaap te dien en te sorg vir stiptelike en akkurate administrasie en uitbetaling van toelaes.

22.2. Beleidsrigtings, prioriteite en strategiese doelwitte

Strategiese doelwitte vir Program 3: Fasiliteite en byvoordele van lede

STRATEGIESE DOEL: Verbetering van ondersteuningsdienste aan lede

STRATEGIESE DOELWITTE:

Om bemagtigende geriewe en toelaes aan lede en politieke partye te verskaf sodat hulle die mense van die Wes-Kaap kan dien

22.3. Ontleding van beperkings en maatreëls wat beplan word om dié te bowe te kom

Van tyd tot tyd lê politieke partye en lede nie die vereiste dokumentasie voor wat voorgeskryf word nie, en dít het 'n uitwerking om dienslewering. Die beleidsrigtings in verband met lede se geriewe gaan hersien word en van lede vereis word om te sorg vir nakoming van die voorgeskrewe prosesse.

23. Plan vir kapitaalbelegging, instandhouding en batebestuur

Die Wes-Kaapse Provinsiale Parlement besit geen vaste bates nie; slegs roerende bates, soos meubels en toerusting. Die laasgenoemde is meestal in goeie toestand, aangesien heelwat daarvan gedurende die laaste vier boekjare aangekoop is. Hoofde van Afdelings is verantwoordelik vir die beheer oor roerende bates in die betrokke afdelings en moet elke kwartaal 'n voorraadopname doen en alle afwykings, vir ondersoek, aan die Hoof: Finansies en Voorsieningsketteringbestuur rapporteer. Die Hoof: Finansies en Voorsieningsketteringbestuur onderneem 'n jaarlikse voorraadopname.

Die begrotings vir baie belangrike kapitaalprojekte en vir algemene instandhouding van geboue berus by die Departement van Vervoer en Openbare Werke. Die volgende projekte is in die vyfjaar- strategiese verkrygingsplan uitgewys, wat in 2002-03 voorgelê, maar, vanweë finansiële en/of geldelike beperkings, nog nie afgehandel is nie:

- Opknapping van kantoorruimte op die sesde verdieping ten einde verversingspersoneel te huisves – (Tyd)
- Opknapping van drie bestaande kameras in die Raadsaal, met inbegrip van swaai- en kanteleenhede – (Finansieel)

Ander beoogde kapitaalprojekte vir die nuwe jaar, onderhewig aan beskikbare geld, sluit die volgende in:

- Omskepping van grondvlakruimte, Waalstraat 7, in 'n tipe klaskamergerief vir openbare opvoeding, asook vir kantoorruimte vir die personeel van die eenheid Openbare Opvoeding
- Opknapping van toiletgeriewe op die sesde verdieping, Waalstraat 15
- Omskepping van 'n gedeelte van die eetkamer in 'n gerief in die kafeteriastyl, met inbegrip van infrastruktuur vir die kafeteria.

IMBULAMBETHE

U-2005 uphawula iSikhumbuzo seminyaka engama-50 yeTshata yeNkululeko – imanifesto yabantu baseMzantsi Afrika ebonisa uhlobo loluntu ekufuneka silwakhe ngokubonakalayo. Esi Sikhumbuzo asilandeli kuphela imibhiyozo yethu yeminyaka elishumi yenkululeko nedemokrasi, kodwa sifika ngexesha apho thina njengabantu baseMzantsi Afrika kwanabantu baseNtshona Koloni ngokubanzi sinokuzingca ngokuphumelela unyulo lwethu lwesithathu lwedemokrasi ngo-Aprili 2004. Njengabameli boluntu sifumene isigunyaziso esitsha sokusebenza ngobumbano ekwakheni isizwe esiphumelelayo, abantu abamanyeneyo noluntu olukhululekileyo kubandlulululo ngokwebala, ubandlululo ngokwesini, ukungalingani, intswelangqesho, intlupheko nezifo – abantu abaphumelela kunye kwintlalo yoluntu ekuthethwe ngayo kwiTshata yeNkululeko.

IPalamente yePhondo leNtshona Koloni sisiqhamo senguqu yomgaqo-siseko nedemokrasi. Njengeziko, inikwe uxanduva lokuqinisa idemokrasi, iphumeze imithetho enobulungisa, iqinisekise intathoxaxheba yoluntu kwinkqubo yowiso-mthetho, umsebenzi wokuba liliso kwisigqeba kwanokuqinisekisa ulawulo lobulungisa. UMgaqo-siseko woMzantsi Afrika ubonelela ngekhubalo elifunekayo lokuzalisekisa icandelo lezowiso-mthetho lokuguqula elisekelezelwe phantsi kweenqobo zesidima soluntu, ukufikelela kulingano, ukuqhubela phambili amalungelo oluntu, idemokrasi nenkululeko phakathi kwezinye izinto. Ezi nqobo zibonelela ngesiseko sohlobo loluntu esilulangazelelayo – uhlobo loluntu nayo iTshati yeNkululeko ebhekisa kulo xa isithi “uMzantsi Afrika ngoWethu Sonke” kwanokuba “aBantu Baya kuLawula”.

Icandelo lezowiso-mthetho ngokubanzi kwanePalamente yePhondo leNtshona Koloni ngokubanzi kufuneka zibe negalelo elibonakalayo ekufikeleleleni koko sikufunayo ngokomgaqo-siseko. Kufuneka sizibophelele “kuBantu kuQala” kwaye sibe yiPalamente ekhathalayo ngeemfuno zabantu bethu. Njengeziko kufuneka sizinzise umbono, iinkqubo nezenzo zethu koku kufunekayo ukuze uMgaqo-siseko wethu ube luxwebhu oluphilayo.

IPalamente kufuneka ibe liziko eliphilayo elinentathoxaxheba yoluntu esisiseko sako konke esikwenzayo. IPalamente yePhondo leNtshona Koloni, njengomgcini wedemokrasi yepalamente kwiphondo, mayiqinise intathoxaxheba yabantu nobunini benkqubo yowiso-mthetho. Iinkqubo zethu ngoko ke zigxininisa ekuseni iPalamente eBantwini yaye ke oko sikwenza sikugqalile.

Okunye okubalulekileyo ekuqinisekiseni kokuqiniswa kwedemokrasi yepalamente yimfuneko yophuhliso lwarhoqo lwecandelo lezabasebenzi, kumanqanaba omabini ezopolitiko nelezolawulo. Kungesi sizathu ukuba ulawulo nophuhliso lwabantu, ngakumbi kwinqanaba lezolawulo, lubalulwa nje. Iinkqubo zokunika amandla kwanamanye amalinge nawo aqulunqiwe ukuxhobisa aMalungu ukuba afezekise uxanduva lwawo.

Kumalinge okuphumeza iinjongo zesicwangciso sethu, i-WCPP iza kuthi, phakathi kwezinye izinto, yenze oku kulandela ngexesha le-MTEF:

- Uphuhliso nomiliselelo lwamalungiselelo eziko amatsha e-WCPP aza kuthi, phakathi kwezinye izinto, abonakalise imiba emalunga nolawulo, imigaqo-nkqubo nesikwenzayo;
- Uphuhliso nomiliselelo lophawu olutsha lweziko olubonisa iziko nomsebenzi walo, iinqobo zeziko, abantu baseNtshona Koloni neyona ndlela ingcono yokufaka ubunini beziko;
- Intatho-nxaxheba ekhuthazwayo kwinkqubo yezowiso-mthetho kwanophuhliso nomiselelo lwemodeli eyiyeyona ingcono yokusebenza ye- WCPP;
- IMithetho neMigaqo emitsha ukuqinisekisa ukuba i-WCPP iyakwazi ukufezekisa isigunyaziso sayo somgaqo-siseko ngokusebenzayo.

NjengoSomlomo, ndinelunda lokuba ndinikwe ngokuthenjwa uxanduva olulodwa lobunkokeli. Ndiqinisekile ukuba xa sonke sisebenza kunye - aMalungu, iSitafu noLuntu lubambisene – siza kwandisa amandla

ePalamente yePhondo leNtshona Koloni ukuze sifezekise iinjongo zethu xa sisonke ngeli xesha le-MTEF lizayo.

Simemelela bonke abemi bephondo lethu ukuba bathabathe inxaxheba ngokubonakalayo ekwenzeni iPalamente yePhondo leNtshona Koloni ibe lilizwi labantu kwanokuqinisekisa ukuba olu xwebhu lumiliselwa ngokubonakalayo kwiphondo xa lilonke.

Kufuneka silisabele xa sisonke eli khwelo kwaye sikunake okufunwa lilo ukuba sifuna ukuba imbali yethu ibe nento eyithethayo ukuze abantwana bethu babe nekamva apho ithemba namathuba efumaneka ngokukhululekileyo.

SHAUN BYNEVELDT

USOMLOMO

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ICANDELO A: AMAGQABANTSHINTSHI NGESICWANGCISO

1. AMagqabantshintshi ngeSicwangciso sokuSebenza

Isicwangciso sokusebenza sePalamente yePhondo leNtshona Koloni sichazela aMalungu, isitafu sethu nangakumbi uluntu ngengxelo yombono, umnqophiso neenqobo kananjalo nokuza kubaluleka kule minyaka mihlanu izayo.

ABantu kuqala – imigaqo yeBatho Pele – iza kugxininisa kwimizamo yethu ukwenza iPalamente yePhondo leNtshona Koloni iziko eliphantsi kwezandla zabantu.

Ukuze sifikelele koku ezi njongo zilandelayo zesicwangciso ziye zabekwa, ngolu hlobo:

- Ukuphakamisa nokuthengisa iPalamente yePhondo leNtshona Koloni nemisebenzi yayo.
- Ukubandakanya bonke abantu bephondo kwimiba ebachaphazelayo, kwimisebenzi yePalamente yePhondo leNtshona Koloni.
- Ukugcina inkqubo yowiso-mthetho evelisa imithetho elungileyo nenobulungisa.
- Ukuqinisa ekubeni ngunogada kwiSigqeba.
- Ulawulo olubonakalayo, olusebenzayo nolwezoqoqosho lwemithombo.
- Ukuxhobisa nokuphuhlisa aMalungu nesitafu sePalamente yePhondo leNtshona Koloni.
- Ukuphucula iinkonzo zenkxaso kuMalungu.
- Ukuphucula ulawulo.
- Ukubonelela ngengcebiso yezomthetho nokuqinisekisa uthotyelo lezomthetho woMthetho kaZwelonke nowePhondo ochaphazela iPalamente yePhondo leNtshona Koloni.
- Ukuqinisa ubudlelane kunye nemibutho efanelekileyo.

Ngenxa yemithombo efunekayo esinayo kuquka ukuzimisela nesitafu esikwaziyo ukusebenza kunye nenkxaso yamalungu nabanye ababandakanyekayo uLawulo lwePalamente lukwazi kangangoko ukufikelela kwimiceli-mngeni kwanokwenza ukuba esi sicwangciso sisebenze.

RG HINDLEY

**UNOBHALA OBAMBELEYO KWIPALAMENTE (IGOSA ELINOXANDUVA
LOKUNIKA INKCAZA)**

UMHLA: 31 Matshi 2005

2. Umbono

IPalamente eshukumayo, eyeyoluntu nesebenzayo ekwenzeni uxanduva lwayo lomgaqo-siseko.

3. Umnqophiso

IPalamente yePhondo leNtshona Koloni liziko elizibophelele:

- Ekwaziseni, ekubandakanyeni nasekufundiseni onke amacandelo oluntu kwiinkqubo nomsebenzi wayo;
- Ekuphumezeni imithetho elungileyo nenobulungisa;
- Ekwakheni umkhanyo ngamandla umsebenzi karhulumente kwanokuba yenziwe ukuba iphendule;
- Ekusebenzisaneni nawo onke amanqanaba karhulumente nasekwenzeni igalelo kumzamo kazwelonke; kunye
- Nasekuboneleleni okusingqongileyo, okuvuselela ukhulo lomntu kwanotyalomali kubasebenzi.

4. Iinqobo

Ukuzabalazela inkonzo egqwesileyo nowona msebenzi mhle kuhanjiswa nezi nqobo zilandelayo:

Ubungcali

Ukungathabathi cala

Isidima

Imbeko omnye komnye

Ukusebenza ngokubonakalayo

Ulawulo lwabantu

Ukuthabatha uxanduva

Ukungafihlisi

Ulingano

Ulungelelaniso

5. Uhlalutyo lwemeko yamacandelo

IPalamente yePhondo leNtshona Koloni yipalamente enetsheyimba enye esekwe phantsi koMgaqo-siseko weRiphabliki yoMzantsi Afrika (uMthetho 108 ka-1996). Isebenzisa igunya layo lowiso-mthetho, iPalamente yePhondo ilawula isigqeba sephondo, yenze imithetho ize ikhuthaze intathoxaxheba yoluntu kuyo yonke imisebenzi yayo.

USomlomo unamagunya, imisebenzi noxanduva olunikezelwe kula Ofisi yakhe nguMthetho weNtshona Koloni naMalungelo awodwa eNdlu yoWiso-mthetho yePhondo (uMthetho 3 ka-1995). IGosa eliyiNtloko yeSigqeba lePalamente nguNobhala, owonyulwa nguSomlomo.

6. Isishwankathelo semeko yeziko nemiceli-mngeni

6.1. Indlela elime ngayo iziko

Ubume beziko bangoku bolawulo buphantsi koqwalaselo ukuze lungqamane nengqwalasela entsha yePalamente yePhondo leNtshona Koloni.

6.2. Izigunyaziso nezivumelwano zokusebenza

- **Izigunyaziso**

Zonke izigunyaziso zeGosa elinoXanduva zenziwa ngembalelwano. Izigunyaziso zixhomekeke kwimilinganiselo okanye iimeko ezichazwe ngokwemigaqo yezomthetho okanye njengoko iSebe lezoGcino-mali elifanelekileyo linokugunyazisa. Izigunyaziso zikwaxhomekeke kwimilinganiselo neemeko ezibekwe nguNobhala.

6.3. Iinkqubo ze-IT

IPalamente yePhondo isebenzisa iinkqubo ezixananazileyo (FMS, PERSAL, LOGIS, njl.njl.), eziyenza ukuba ikwazi ukuhlola

nokuzalisekisa imisebenzi yayo. Uqeqesho lwenkqubo exananazileyo lubonelelwa liSebe lezoQeqesho leMisebenzi lePhondo leNtshona Koloni kwaye uqeqesho lwekhompyutha lwenzelwa ithenda kumaziko e-IT aziwayo.

Nangona kunjalo, iPalamente yePhondo iza kuphinda iqwalasele zonke iindlela neenkqubo kunyakamali ka-2005/06 ukuphonononga ukuba ingaba iinkqubo ze-IT ziyafikelela kuzo zonke iimfundo zeziko na kwaye nokuba ingaba kuyimfuneko ukuqalisa iinkqubo ezintsha ezifaneleke ngakumbi kwimeko yasepalamente.

6.4. Inkqubo yokuvuzwa ngokwentsebenzo

Inkqubo entsha yokuvuzwa ngokwentsebenzo (PMS) yamiselwa ngowo-1 Aprili 2003.

Injongo yenkqubo yokuvuzwa ngokwentsebenzo kukuphonononga isakhono somsebenzi ukuxhasa uphuculo oluqhubayo lomgangatho kwanokukhula nophuhliso lomntu.

Ukubekwa nesivumelwano seenjongo neziphumo ezenziwa ngumqeshwa kumnye nomphathi wakhe zihambelana ngqo neenjongo ezicwangcisiweyo zeziko sisiseko sale nkqubo. Uvavanyo lwaqho ngekota luyenziwa luze uvavanyo lokugqibela lube sekupheleni kwexesha lovavanyo lomsebenzi. Umvuzo wemali unganonyuso lomvuzo okanye kunanikezelwa ibhonasi ngokwepesenti.

Le PMS yangoku iphantsi kwengqwalasela kwaye iumgaqo-nkqubo omtsha oza kuhoyana neenkxalabo zangoku uza kumiliselwa kunyakamali ka-2005/06.

6.5. Ulawulo lwezemali

Uhlahlo lwabiwo-mali lwePalamente yePhondo lwenza i-0.17% yohlahlo lwabiwo-mali lwephondo. Inkcitho yomyinge wonyaka ngonyaka kule minyaka mi-3 ibe malunga nama-98% etotali yohlahlo lwabiwo-mali oluhlengahlengisiweyo.

Akukho nkcitho ingagunyaziswanga okanye yalahleko ithe yenzeka kule minyakamali mi-3 idlulileyo kwaye namatyala neelahleko zilawulwa ngexesha kwaye zilandelwe.

INkqubo yoBalo-mali eSisiseko isetyenziswa yiPalamente ukuqinisekisa ulawulo olululo lwezemali. Inkqubo yekhompuyutha yenza ukuba kube lula ukujongana nezikhalazo kunye nokufumana nolona luncinci ulwazi ngezolawulo.

ITshati entsha yeziMali nayo imiselwe ngowo-1 Aprili 2004. itshati ihambelana nemigangatho yobalo-mali neyoniko lwengxelo yezoqoqosho yehlabathi.

Amandla awo onke amagosa olawulo lwezimali aphuculiwe aze axhaswa zizicwangciso zophuhliso zomntu ngamnye kunye noqeqesho olwenziwe ngamahlakani kwimiba engundoqo yophuhliso lwezakhono. Abasebenzi basoloko betyunjwa ukuba bazimase izifundo zoqeqesho/ucweyo ngokutsha okwenzekayo kwicandelo lezemali olunikezelwa yimibutho yangaphandle, ukutsho oko i-SAIGA ne-IPFA.

Inkqubo yokwenza amagosa ezemali azi kwaye alungiselelwe ukuguquka asuke kwindlela yokubala imali ngexesha isebenza aye kwindlela apho imali ibalwa ingekasebenzi iqale ngonyakamali ka-2004/05 kwaye iza kuqhuba nakulo nyakamali ulandelayo.

6.6. Izikhalazo zophicotho-zincwadi

IPalamente yePhondo leNtshona Koloni ifumene iingxelo ezingaqinisekiswa zophicotho-zincwadi kule minyaka mi-5 igqithileyo. Izikhalazo ezivukileyo zithatyathwe njengezikhalazo ezingekho mthethweni.

7. Uxanduva lwezowiso-mthetho nolunye

linjongo eziphambili zisekelezelwe kule misebenzi ilandelayo yomgaqo-siseko neminye yowiso-mthetho:

(xi) UMgaqo-siseko weRiphabliki woMzantsi Afrika (uMthetho 108 ka-1996)

UMgaqo-siseko ngowona mthetho mkhulu weRiphabliki; umthetho okanye ukuziphatha okungangqinelaniyo nawo akusebenzi, kwaye uxanduva olunyanzeliswa nguwo maluthotyelwe.

(xii) UMgaqo-siseko weNtshona Koloni (uMthetho 1 ka-1998)

Lo Mgaqo-siseko usebenza eNtshona Koloni kuphela. NgokoMgaqo-siseko kwazwelonke, ngowona mthetho uphezulu eNtshona Koloni, kwaye okunyanzeliswa nguwo makuthotyelwe.

(xiii) UMthetho weNtshona Koloni waMagunya naMalungelo awodwa eNdlu yoWiso-mthetho yePhondo (uMthetho 3 ka-1995)

Lo Mthetho uchaza amagunya namalungelo awodwa eNdlu yoWiso-mthetho yePhondo, kwaye ubonelela ngemiba ehambelana nawo.

(xiv) UMthetho woLawulo lweziMali zoLuntu (uMthetho 1 ka-1999)

Lo Mthetho ukhuthaza injongo yolawulo oluhle lwezimali ukwenzela ukwandisa unikezelo lwenkonzo ngosetyenziso olululo nolubonakalayo lwemithombo elinganisiweyo kwanokuphucula inkqubo yolawulo lwezimali kwicandelo likarhulumente.

(xv) IMithetho eSisigxina

IMithetho eSisigxina ilawula iinkqubo namalungiselelo angaphakathi ePalamente yePhondo.

UMthetho waMagunya amatsha, aMalungelo awodwa nokungenakuChukunyiswa wePalamente neziNdlu zoWiso-mthetho zaMaphondo, 2004 (uMthetho 4 ka-2004) uza kuba nefuthe ekusebenzeni kwePalamente yePhondo.

Ukuba uMthetho osaYilwayo woLawulo lweziMali wePalamente neziNdlu zoWiso-mthetho zaMaphondo uphunyeziwe uza kuba nefuthe kwindlela imicimbi yezemali yePalamente yePhondo elawula ngayo.

8. Imigaqo-nkqubo, okubalulekileyo neenjongo ezicwangcisiweyo

Zonke iinzame, iiprowujekthi namalinge ethu aza kunika ingqwalasela ekuchukumiseni nasekuguquleni ubomi babantu baseNtshona Koloni kwanokwenza le ndlu yowiso-mthetho ibe yindawo apho bonke abantu beli Phondo baza kuziva beyinxalenye yalo yaye ilelabo. Imigaqo yeBatho Pele – aBantu kuQala iza kuba sembindini wayo yonke into esiyenzayo.

Ezi njongo zilandelayo zicwangcisiweyo zithe zamiselwa ke ngoko:

- Ukuphakamisa nokuthengisa iPalamente yePhondo leNtshona Koloni nemisebenzi yayo.
- Ukubandakanya bonke abantu bephondo kwimiba ebachaphazelayo, kwimisebenzi yePalamente yePhondo leNtshona Koloni.

- Ukugcina inkqubo yowiso-mthetho evelisa imithetho elungileyo nenobulungisa.
- Ukwakhela umkhanyo ngamandla iSigqeba.
- Ulawulo lwemithombo olubonakalayo, olusebenzayo nolwezoqoqosho.
- Ukuxhobisa nokuphuhlisa aMalungu ePalamente yePhondo leNtshona Koloni.
- Ukuphucula iinkonzo zenkxaso zaMalungu.
- Ukuphucula ulawulo.
- Ukubonelela ngengcebiso yezomthetho nokuqinisekisa uthotyelo loMthetho kaZwelonke nowePhondo ochaphazela iPalamente yePhondo leNtshona Koloni.
- Ukuqinisa ubudlelane nemibutho efanelekileyo.

9. Iinkqubo zolwazi zokuhlola inkqubela-phambili

Intsebenzo ivavanywa ngokumayela nezalathisi-ntsebenzo jikelele zexesha, umgangatho nobungakanani.

Oloni vavanyo luphambili lwePalamente lwentsebenzo lusekelezelwe kwiintetha ezenziwa ngamalungu nabanye abachaphazelekayo, kuquka iintetha kwiTsheyimba nakwezinye iindawo. INgxelo yoNyaka yoPhononongo ibonelela ngolwazi lwenyanga kwiindlela zenkcitho ezinokwayanyaniswa nempumelelo okanye ukungaphumeleli kweenjongo ezibekiweyo. INgxelo yoNyaka ibonakalisa ekupheleni konyaka impumelelo yePalamente ekufikeleleni kwiziphumo ezinqwenelekayo. INgxelo kaNobhala ibonakalisa imisebenzi jikelele yePalamente yePhondo leNtshona Koloni kulo nyaka uphelileyo.

10. Inkcazo yenkqubo yesicwangciso sokusebenza

USomlomo, uSekela-Somlomo kwanabalawuli abaphezulu babambe uthotho lweentlanganiso ukuphonononga ukufikelela kumnqophiso nombono omtsha owayamene nesikhokelo somgaqo-nkqubo omtsha wala Magosa oNgameleyo akhoyo. Ngoko ke aBalawuli-Jikelele

abafanelekileyo bekunye neeNtloko zaMacandelo abo, baqulunqe amalinge acwangcisiweyo ecandelo ngalinye.

liNtloko zaMacandelo, kunye nabasebenzi bathe baphakamisa baza bagqibezela iinjongo ezilinganisekayo neziphumo kunye nemilinganiselo yesakhono enikezelweyo neendlela zohlolo.

Izicwangciso zokusebenza nazo ziqulunqwe yiyunithi nganye yokusebenza, ukuyila iindlela ezithe ngqo ezijoliswe ekuxhaseni isicwangciso sokusebenza neseziko, kwangaxeshanye kufikelelwa kwiinjongo zokusebenza kweyunithi. Izicwangciso zokusebenza nazo zaqulunqwa. Ezi zicwangciso ziza kusetyenziswa ngumntu ngamnye ukunika ingqwalasela kwiindawo ezingundoqo zomsebenzi womntu ngamnye ezimiselwe unyaka esijonge kuwo.

ICANDELO B: IZICWANGCISO ZENKQUBO NEZENKQUTYANA

11. INkqubo 1: ULawulo lwePalamente yePhondo

11.1. Uhlalutyo lwemeko

Le nkqubo ibonelela ngoku kulandelayo:

- Ulawulo olupheleleyo loLawulo lwePalamente, kuquka i-Ofisi kaNobhala ne-Ofisi kaSomlomo nekaSekela Somlomo.
- IiNkonzo zeZiko, kuquka ulawulo lwezemali nolokuthengwa kweempahla zeziko, ulawulo lwecandelo lezabasebenzi neenkonzo zolawulo.

Zonke iindlela, iinkqubo nemigaqo iza kuphinda iqwalaselwe ukuphonononga ukuba ingaba ziyahambelana nomkhomba-ndlela omtsha osoloko ubeka abantu embindini wesikwenzayo kwaza kwachongwa ezona ndlela zingcono zokusebenza. Ugxininiso olulodwa luza kubekwa kwiinkqubo ze-IT kwaneNkqubo yokuVuzwa ngokweNtsebenzo.

Ukuba uMthetho osaYilwayo woLawulo lwezeMali lwePalamente kunye neziNdlu zoWiso-mthetho zaMaphondo uphunyeyiwe yiPalamente uza kuchaphazela indlela eza kulawulwa ngayo imiba yezemali yePalamente yePhondo.

11.2. Imigaqo-nkqubo, okubalulekileyo neenjongo ezicwangcisiweyo

linjongo ezicwangciselwe iNkqubo 1: ULawulo lwePalamente yePhondo

INJONGO ECWANGCISIWEYO: Ukuqinisa ubudlelane kunye nemibutho efanelekileyo

IINJONGO EZICWANGCISIWEYO:

Ukuqinisa ubudlelane bezizwe ngezizwe, obesizwe nobommandla

INJONGO ECWANGCISIWEYO: Ulawulo olululo, olusebenzayo noloqoqosho lwemithombo

<p>IINJONGO EZICWANGCISIWEYO:</p> <p>Ulawulo olululo, olusebenzayo loqoqosho lwezemali, abasebenzi kunye nephathekayo</p>
<p>INJONGO ECWANGCISIWEYO: Ukuxhobisa nokuphuhlisa aMalungu nesitafu sePalamente yePhondo leNtshona Koloni</p> <p>IINJONGO EZICWANGCISIWEYO:</p> <p>Ukuseka isitafu esiphuhliswe nesisebenza kakuhle</p> <p>Ukuxhobisa nokuphuhlisa aMalungu ukuze azalisekise imisebenzi yawo yomgaqo-siseko ngokufanelekileyo</p>
<p>INJONGO ECWANGCISIWEYO: Ukuphucula ulawulo</p> <p>IINJONGO EZICWANGCISIWEYO:</p> <p>Ukuqinisekisa ukuba iindlela, iinkqubo nemigaqo ihambelana nombono omtsha</p>
<p>INJONGO ECWANGCISIWEYO: Ukuphucula iinkonzo zenkxaso kuMalungu</p> <p>IINJONGO EZICWANGCISIWEYO:</p> <p>Ukugcina nokuphucula iinkonzo zenkxaso kuMalungu ukuqhubela phambili unikezelo lweenkonzo</p>

11.3. Uhlalutyo lwemiqobo nekuza kwenziwa ukumelana nayo

Ngaphandle kwemiqobo yezemali, umthetho omtsha, iinkqubo nemigaqo emitsha echaziweyo iza kudala imiqobo kumandla ecandelo lezabasebenzi. IPalamente iza kubonelela ngamathuba okuphakamisa izakhono zabantu ize ibonelele ngenkcubeko exabisa nethi iluvuze uqeqesho nophuhliso.

11.4. Inkcaza yeendlela ezicetyilweyo zophuculo lomgangatho

Zonke iindlela, iinkqubo nemigaqo iza kuphinda iqwalaselwe ukuqinisekisa ukuba ezona nkonzo zingcono ziyanikezelwa kubaxhasi bethu. Ugxininiso luza kubekwa kwiinkqubo ze-IT nakwiNkqubo yokuVuzwa ngokweNtsebenzo.

12. INkqubo 2: IINKONZO ZENKQUBO

12.1. Uhlalutyo lwemeko

AMalungu afuna iinkonzo ezibonelelwa kule nkqubo ukuwaxhasa ekwenzeni imisebenzi yawo yomgaqo-siseko. Ukuzibophelela okuqhubayo ukuya kwiinguqu zePalamente yephondo ngumxholo ophambili wemisebenzi yonke eyenziwa kule nkqubo. Le misebenzi ngokwentetho embaxa iquka oku kulandelayo:

- Intathonxaxheba yaMalungu kwingxoxo-mpikiswano evulelekileyo kwiiforam ezahlukeneyo zepalamente (iindibano zokuhlala kweNdlu, iintlanganiso zekomiti, umanyelo-zimvo zoluntu, amalinge okufikelela eluntwini, njl.njl.)
- Imisebenzi yokongamela yaMalungu kwiSigqeba (imibuzo kuBaphathiswa kwiNdlu, uvavanyo lweengxelo zonyaka zaMasebe, uvavanyo lweemali zoluntu, njl.njl.)
- Intathonxaxheba yaMalungu kwinkqubo yowiso-mthetho, kuquka ukuphuyezwa kohlahlo lwabiwo-mali lwePhondo (igunya lokwenza izilungiso, uququzelelo lobandakanyeko loluntu, ukuyila umthetho, njl.njl.)
- Intathonxaxheba nobandakanyeko loluntu kunye namalinge ezemfundo yoluntu malunga neenkqubo nomsebenzi wayo.

Ngenxa yobume benkxaso beenkonzo ezinikezelwayo, iCandelo ngokubanzi lixhomekeke kulawulo lwezopolitiko oluphuma kwimibutho eyahlukeneyo eyila imigaqo-nkqubo, ukutsho oko, iNdlu, iKomiti yeMigaqo, aMagosa oNgameleyo uGunyaziwe weNkqubo neekomiti zesebe. Ingxelo yaMalungu ibonakalisa ukuba onelisekile ngokubanzi yinkxaso ayifumanayo. Ihleli iyinto ebaluleke kakhulu ukuba kuphuculwe iinkonzo nenkxaso enikwa aMalungu.

Imiceli-mngeni ephambili ejongene neli Candelo kukugcina umgangatho weenkonzo ezinikezelwayo kwanokuqinisa umdla

wentathonxaxheba yoluntu nemfundo yoluntu yeenkqubo zepalamente ukuze kuqinisekiswa ubandakanyeko olukhulu loluntu kuzo zonke izigqibo ezibachaphazelayo.

Unyaka wolonyulo uhlala ungumceli-mngeni kuLawulo ngenxa yesizathu esilula sokuba kufika aMalungu amatsha, nokunye, okubalulekileyo, kukuba umkhombandlela wokusebenza kwePalamente entsha usekwa kuphela xa amacandelo okwenza umgaqo-nkqubo omtsha ekho. Nangona kunjalo, imisebenzi yomgaqo-siseko kufuneka yenziwe nangona ingqwalasela inokuba kwezinye izinto.

Ukuzibophelela okuvakaliswe nguSomlomo kokhwakha iziko labantu kuza kuba ngumxholo kule minyaka izayo kwaye oku kuza kukhokelela ekuhanjiseni kwemithombo ukuphakamisa intathonxaxheba nemfundo yoluntu kumisebenzi, kwiinkqubo nemigaqo yayo. Oku kuza kubandakanya iyunithi zokusebenza eziliqela kunye neenkonziso ezibonelela ngazo.

12.2. Imigaqo-nkqubo, okubalulekileyo neenjongo ezicwangcisiweyo

linjongo ezicwangciselwe iNkqubo 2: iInkonzo zeNkqubo

INJONGO ECWANGCISIWEYO: Ukuphakamisa nokuthengisa iPalamente yePhondo leNtshona Koloni kunye nemisebenzi yayo

IINJONGO EZICWANGCISIWEYO:

Ukuphakamisa nokuthengisa ngokusebenzayo iinkonzo zePalamente yePhondo leNtshona Koloni ngokuthi rhoqo kuvavanywe izicwangciso zayo zonxibelelwano nosasazo ukuqinisekisa ukuba abantu beli phondo bayazi ngayo

INJONGO ECWANGCISIWEYO: Ukubandakanya bonke abantu bephondo kwimiba ebachaphazelayo kwimisebenzi yePalamente yePhondo leNtshona Koloni

IINJONGO EZICWANGCISIWEYO:

Ukuphuhlisa iindlela zentathonxaxheba yoluntu ukuphakamisa

ubandakanyeko lwabantu baseNtshona Koloni kwimisebenzi yePalamente kuquka ufundiso loluntu ngamalungelo noxanduva lomgaqo-siseko

INJONGO ECWANGCISIWEYO: Ukugcina inkqubo yowiso-mthetho evelisa imithetho elungileyo nenobulungisa

INJONGO ECWANGCISIWEYO:

Inkxaso ebonakalayo nesebenzayo kuMalungu ukuze asebenzise uxanduva lwawo lokwenza umthetho ngokubonelela ngengcebiso eyiyo yezenkqubo nenkxaso yezolawulo kunye nolwazi oluphandiweyo

INJONGO ECWANGCISIWEYO: Ukongamela ngamandla iSigqeba

INJONGO ECWANGCISIWEYO:

Ukubonelela ngoncedo lwezolawulo nolwezenkqubo kuMalungu ukuze adlale indima yawo yolongamelo aze enze ukuba isigqeba siluhoye uxanduva lwaso

INJONGO ECWANGCISIWEYO: Ukubonelela ngengcebiso yezomthetho kwanokuqinisekisa uthotyelo ngokusemthethweni loMthetho weSizwe nowaMaphondo ochaphazela i-WCPP

INJONGO ECWANGCISIWEYO:

Ukuthobela uMthetho weSizwe nowaMaphondo ochaphazela i-WCPP kwanokubonelela ngengcebiso yezomthetho ekowona mgangatho uphezulu kuMagosa oNgameleyo, iiKomiti, aMalungu noNobhala

12.3. Uhlalutyo lwemiqobo nekuza kwenziwa ukumelana nayo

Unyulo-jikelele ngo-Aprili 2004 lukhokelele ekufikeni kwaMalungu amatsha kwakunye nolyulo lwaMagosa oNgameleyo amatsha. IiKomiti ziye zacuthwa zaza zabunjwa ngokwamaqela, nto leyo ebeke uxinzelelo kwiinkonzo ezinikezelwa kuzo. IPalamente esandula ukonyulwa nayo ikwinkqubo yokumisela umkhombandlela wokusebenza weziko, nto leyo ingachaphazela ukusebenza kwamacandelo ekhoyo. USomlomo uzibophelele ekuphakamiseni intathoxaxheba yoluntu kwanamalinge ezemfundo kwanokuqinisekisa ubandakanyeko lwabantu bephondo kwiinkqubo zayo. Oku kungakhokelela ekubeni kubekho unxulunyaniso lweenkonzo. Indlela elilawulwa ngayo eli ziko nayo iza kuba phantsi kweliso elibukhali ukuqinisekisa iinkqubo ezizizo zolawulo.

12.4. Inkcaza yeendlela ezicetyiweyo zophuculo lomgangatho

Ukuphucula umgangatho weenkonzo ezibonelelwa yinkqubo, kucetywa ukuba kwenziwe oku kulandelayo:

- Ukuqwalaselwa kwakhona kwentathoxaxheba yoluntu neenkqubo zezemfundo
- Uphuhliso lobuchule bezonxibelelwano ukuze kufikelelwe kubantu baninzi
- Ukuqwalaselwa kwakhona kweMithetho eSisigxina ukuze kukhuthazwe ukugada ukuba kwenziwa into eyiyo na nentathoxaxheba yoluntu kwimisebenzi ye-WCPP
- Ukuqwalasela kwakhona iindlela, iinkqubo nemigaqo ukuqinisekisa unikezelo lweenkonzo olusemgangathweni

13. INkqubo 3: IZIBONELELO NEENZUZO ZAMALUNGU

Le Nkqubo ibonelela:

- ngezibonelelo kuMalungu ePalamente yePhondo ukuzalisekisa imisebenzi yomgaqo-siseko;
- ngeenkonzozokutya kuMalungu ePalamente yePhondo kwaneendwendwe zawo; kunye
- nemirhumo emiselwe kwangaphambili kuncedo lwezonyango kunye nezimali zomhlalaphantsi, amaziko asepalamente kwananxulumene nawo kunye ne-inshorensi yomntu yengozi.

13.1. Uhlalutyo lwemeko

Izixaxoxo nokwanda koninzi lwemisebenzi ebonelelwe apha kule nkqubo igqitywa ngamaziko angaphandle, umz. imirhumo kwiingxowamali zezonyango nezemihlalaphantsi.

Ibango lezibonelelo kumalungu namaqela ezopolitiko liyanda kuba amalungu asoloko ezama ukuphucula ubudlelane bawo kunye nabo abameleyo. IPalamente nayo iyayandisa imisebenzi yayo, umz. ukwanda kwinani leentsuku zokuhlala neentlanganiso zekomiti.

AMalungu afuna iinkonzozokutya ngamaxeshapho iNdlu neekomiti zidibana. Kwakhona aMalungu asindleka amatheko aze atende iindwendwe zawo, ngoko ke azifunela esi sizathu iinkonzozokutya. Ngaphambili iinkonzozokutya ziye zanikezelwa okwethutyana, ngexesha lemisebenzi yepalamente, ngabanikezeli benkonzo yokutya abahlukeneyo. Iinkonzozokutya ngokwethutyana kwanangakumbi usetyenziso lweenkonzo ezahlukeneyo zokutya yintloko ebuhlungu leyo kwezolawulo kuba umgangatho wokutya nenkonzo akusoloko kuqinisekiwe ngawo. Umba weenkonzo zokutya uza kuphandwa kwaye iziphakamiso ziza kungeniswa zokuqinisekisa ukuba le nkonzo isebenza kakuhle.

Umceli-mngeni ophambili kukwenza ukuba amalungu namaqela ezopolitiko afezekise imisebenzi yawo yomgaqo-siseko kwaye

akhonze abemi baseNtshona Koloni kunye nokuqinisekisa ulawulo lwarhoqo noluchanekileyo kwanokuhlawula izibonelelo.

13.2 Imigaqo-nkqubo, okubalulekileyo neenjongo ezicwangcisiweyo

linjongo ezicwangciselwe iNkqubo 3: IZibonelelo neenzuzo zaMalungu

INJONGO ECWANGCISIWEYO: Ukuphucula iinkonzo zenkxaso kuMalungu

IINJONGO EZICWANGCISIWEYO:

Ukubonelela ngezibonelelo ezinika isakhono kuMalungu nakumaqela ezopolitiko ukuze asebenzele abantu baseNtshona Koloni

13.1. Uhlalutyo lwemiqobo nekuza kwenziwa ukumelana nayo

Amaqela ezopolitiko namalungu akasoloko enikezela ngamaxwebhu afunekayo ngokuchanekileyo kwaye oku kuba nefuthe kunikezelo lwenkonzo. Imigaqo-nkqubo malunga nezibonelelo zaMalungu iza kuphinda iqwalaselwe yaye naMalungu kuza kufuneka eqinisekise uthotyelo lweenkqubo ezichaziweyo.

14. Utyalomali lwemali eyinkunzi, ulondolozo nesicwangciso solawulo lwee-asethi

IPalamente yePhondo leNtshona Koloni ayinazi-asethi zisisigxina, kuphela inee-asethi ezihambisekayo ezifana nefanitshala nezixhobo zokusebenza. Ezi zinto zisemgangathweni, kuba ezininzi zithengwe kwaba nyakamali bane badlulileyo. IiNtloko zaMacandelo zinoxanduva lokulawula ii-asethi ezihambisekayo kumacandelo azo. Kufuneka ziqhube ubalo lwezinto ezikhoyo qho ngekota zize zinike ingxelo yokungangqinelaniyo kwiNtloko: yoLawulo lwezeMali neZibonelelo ukuze iphande. Icandelo loLawulo lwezeMali neZibonelelo liqhuba ubalo qho ngonyaka lwezinto zonke ezikhoyo.

Uhlahlo lwabiwo-mali lweeprowujekthi ezinkulu zemali kwanokugcinwa kwesakhiwo sikwimo elungileyo lunikezelwa kwiSebe lezoThutho neMisebenzi. Ezi prowujekthi zilandelayo ziye zachongwa kwisicwangciso esimalunga neofisi seminyaka emi-5 esingeniswe ngo-2002/03, kodwa azikagqitywa ngenxa yemiqobo yezemali neyexesha:

- Uphuculo lwee-ofisi kumgangatho we-6 ukuze kuhlaliswe abasebenzi beenkonzo zonikezelo lokutya – (iXesha)
- Uphuculo lwekhamera ezi-3 ezikhoyo kwiTsheyimba, kuquka iiyunithi zokujika-jika iikhamera – (iziMali)

Ezinye ii-prowujekthi zemali ezicingwayo nezixhomekeke kubukho bezimali kulo nyaka mtsha ziquka:

- Uguqulo lwee-ofisi ezikuMgangatho oPhantsi, e-7 Wale Street, ukuba zibe ngathi ligumbi lokufundela ukulungiselela imfundo yoluntu kananjalo ne-ofisi yabasebenzi beYunithi yokuFundiswa koLuntu
- Uphuculo lomgangatho we-6, e-15 Wale Street, nezibonelelo zezindlu zangasese
- Uguqulo lwesiqingatha segumbi lokutyela ukuba sibe sisibonelelo sevenkile yokutya, kuquka izixhobo zevenkile yokutya.