



**INKULUMO KANGQONGQOSHE WEZOKUTHUTHA, UKUPHEPHA  
NOKUXHUMANISA UMPHAKATHI, UMNUZ BHEKI CELE NGENKATHI  
EVAKASHELE OSONKONTILEKA BAKAZIBAMBELE EMPENDLE  
NGOLWESIBILI MHLAKA 18 OCTOBER 2005.**

**Ngibanibingelela nonke.**

- Uma sikhuluma ngezentuthuko uZibambele uwuhlelo oluseluncane kodwa oluza nezimanga. Ngenkathi luqala lolu hlelo ngonyaka ka-2000, uMnyango wezokuThutha KwaZulu-Natal wazibophezela ngokuthi kumele kushaye unyaka ka-2010 kube sekunosonkontileka bakaZibambele abangaphezulu kuka-40 000. Ngithanda ukunazisa namhlanje ukuthi sengiyalele uMnyango wami ukuthi sibe sesihlangane ngo-2009 lesi sibalo.

- Kumele siziqhenye ngokuthi ngo-August 2005 nje bese sinikeze umsebenzi osonkontileka bakaZibambeke abangu-25 267 kanti abangu-24 004 kulaba bekungomama ababheke imindeni bese kuthi abangu-1 263 kube ngamadoda, sikwenza lokhu ngemali engaphezulu kuka-R278 million ekhokhelwa labo sonkontileka sebebonke.
  
- Ngicabanga ukuthi sonke sazi kahle ukuthi izakhamizi zaseNingizimu Afrika, njengesizwe, azithathwa njengabantu abathanda ukonga imali. Imali engu-R3 million ebese yongiwe amaqembu, esiwabiza ngama-saving club, ngo-August kulo nyaka iyimizamo nempumelelo okudinga oZibambeke Saving Club bashayelwe elikhulu ihlombe ngako.
  
- La maqembu okonga imali aseqalile ukuba ng umhlahlandlela nakwezinye izinhlelo zikahulumeni zokulwa nobuphofu nezigquguzela ukwesekwa kwababencishwe amathuba ngenxa yobulili. Ukubakhona koZibambeke Saving Clubs sekube nomthelela omuhle ekutheni amalunga ala maqembu athole kalula usizo namathuba afana nalawa:
  - UMnyango wezaseKhaya ekukhishweni komazisi;
  - UMnyango wezeNhlalakahle ekukhipheni izibonelelo zemali yokukhubazeka, isondlo sezingane nempesheni yabadala;

- UMnyango wezoLimo ezinhlelweni zokulekelela imindeni ukuba ithole ukudla nokutshalwa kwezihlahla zezithelo;
  - UMnyango wezokuThuthukiswa koMnotho ekubunjweni kwemifelandawonye;
  - UMnyango wezoLimo ngezinhlelo zawo zokusiza imifelandawonye yoZibambeke ukuba yenze imikhiqizo yezolimo njenge-rice ezindaweni ezingasetshenziswa emakhaya KwaZulu-Natal (okwamanje i-rice lisahamba phambili ngokuthuthukisa umnotho emazweni angaphandle iNingizimu Afrika elithenga kuwona).
  - Kusukela ngo-2006 osonkontileka bakaZibambeke bazobe sebengena naseMnyangweni wezeMfundo ngohlelo lwemfundo yabadala olwaziwa nge-ABET.
- Ngokucacile nje singathi uhlelo lukaZibambeke lokugcina imigwaqo isesimweni seluzikhombisile ukuthi luwuhlelo oluyimpumelelo eyisimanga ekulweni nobuphofu. Kungalesi zathu luze lwathola umklomelo owaziwa ngeMpumelelo Award njengohlelo oluyimpumelelo lokulwa nobuphofu eNingizimu Afrika. Siyacabanga-ke ukuthi ngokuthola ukwesekwa okufanele kasonkontileka bakaZibambeke, ngala ma-saving club abo,

uZibambele ngeke agcine nje ngokuba uhlelo lokulwa nobuphofu kodwa uzokuba uhlelo oluza nentuthuko emiphakathini.

- Ngakho-ke kuningi okufanele sikujabulele ngoZibambele.
  
- Nokho-ke, kungumsebenzi wami ukuba ngixwayise labo basebenzi boMnyango nabezinkampani eziqashwe uMnyango, esithi ama-consultant, abangafuni ukuhambisana nemigomo, izinhlelo ezilandelwayo nezikhathi ezibekiwe okuyizinto ezibalulekile ohlelweni lukaZibambele. Sekujwayelekile ukuba ngithole izikhalo zokuthi:
  - Amathuluzi awalethwanga kosonkontileka ngakho-ke abakwazi ukwenza imisebenzi yabo ngendlela engcono;
  
  - Kwesinye isikhathi kuba nabasebenzi abafaka ipolitiki kulolu hlelo; Osonkontileka babuye bakhokhelwe suhambe isikhathi kanti futhi ngempela kukhona osonkontileka abaqhubeka nokuseebenza bengakakhokhelwa;
  
  - Uthola ukuthi umhlabathi wokuvala imigodi awulethwa ngesikhathi;
  
  - Osonkontileka sebewunxuse izikhathi eziningi uMnyango ukuba uthathe emiholweni yabi imali eya esikhwameni sokonga ngoba

lokhu kwenza kube lula futhi kuphephe ukonga. Nalokhu bekungakenzeki namanje;

- Kwezinye izindawo abekho abantu abaqaphe umsebenzi nokwenza abanye osonkontileka bazilovele bangasebenzi.
  
- Ngizithatha njengezibalulekile lezi zikhalo, ikakhulukazi uma ubheka ukuthi ngaphambi kokuba lolu hlelo ludluliselwe ezifundeni zethu ukuba luphathwe khona, imigomo, imigudu elandelwayo nezikhathi ezibekiwe konke kwacaciswa kahle. Ngifuna ukusebenzisa leli thuba ukuba ngigcizelele ukuthi uZibambele uyingxenye yohlelo loMnyango wezokuThutha KwaZulu-Natal lokugcinwa kwemigwaqo isesimweni futhi kumele luphathwe ngaleyo ndlela. UZibambele njengohlelo lokugcinwa kwemigwaqo isesimweni luzohlale lukhona. Akulona uhlelo lwesikhashana ongalushaya indiva uma usebenzela uMnyango wezokuThutha KwaZulu-Natal.
  
- Phezu kwalokho futhi ngithanda ukuqwashisa osonkontileka bakaZibambele ukuthi kumele bahlale bazi ukuthi iqhaza labo ekwenzeni imigwaqo ihlale isesimweni libaluleke kabi. Kumele bakubeke emahlombe abo-ke ukuthi baqinisekise ukuthi benza umsebenzi wabo ngokuthembeka nangendlela egculisayo. Ukuba sesimweni esibi komgwaqo okwenziwa

ukunganakekelwa kahle kuba nomphumela omubi kubasebenzisi bomgwaqo besifundazwe. Masiyeke ukuhlala ngaphansi kwezihlahla noma sishiye ama-cone bese sinyamalala siye emakhaya ngesikhathi sokusebenza. Kumele sithathe ezokuphepha emgaqweni njengomsebenzi obaluleke kakhulu kulolu hlelo sibheke okusanda kwenzeka KwaNongoma.

- Kubalulekile ukuba sizithokozele izihlelo ezifana noZibambeke noVukuzakhe kumele zenganyelwe zibe ingxenye yosiko loMnyango wethu uma imigomo nemigudu elandelwayo seyibekiwe kwahlolwa nokuthi iyasebenza yini. Intuthuko akuyona into ongayihlukanisa nemisebenzi yoMnyango.
- Uhlelo lwethu lukaZibambeke luthathwa njengolugcono eNingizimu Afrika. Njengoba sikhuluma nje seluzosabalaliswa eNingizimu Afrika yonke njengengxenye ye-Expanded Public Works Programme okuwuhlelo lukahulumeni lokudala amathuba emisebenzi kubantu. Asikwazi-ke ukuvele sihlale phansi sivumele uZibambeke ashaywe indiva ngaphakathi eMnyangweni wethu. Sesibeke umhlahlandlela weNingizimu Afrika yonke futhi kumele siyithathe ngokuzimisela indawo yethu yokuhola lapha.

- UNgqongqoshe wezokuThutha kuzwelonke noMqondisi Jikelele bamagange ngokubona lolu hlelo lusabalala kuzo zonke izifundazwe. Kulokhu nje uMqondisi Jikelele uzohlangana neNhloko yoMnyango ukuze kuqalwe ukwenza lo msebenzi ube ngokazwelonke.

**Ngiyabonga.**