



2018/19

INGXELO YONYAKA



Casidra

**Masibebanye KuPhuhliso
lwase maPhandleni**

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B-BBEE	Ukuxhotyiswa kwezoQoqosho kwabantu abaNyama
BGCMA	I-arhente yoLawulo lweBreede-Overberg
CASIDRA	I-Arhente yaseKapa yoPhuhliso oluHlangeneyo oluzinzileyo kwiindawo ezisemaphandleni
CASP	Comprehensive Agricultural Support Programme
CEO	Igosa lesiGqeba eliyiNtloko
CPAC	Ikomiti yoKwabiwa kweProjekthi yeeNkonzo
DEA	Department of Environmental Affairs
DEADP	Department of Environmental Affairs and Development Planning
DEDAT	Isebe loPhuhliso lwezoQoqosho nezoKhenketho
DPAC	Ikomiti yoKwabiwa kweProjekthi zeSebe
DRDLR	Isebe lokuPhuhliswa kwasemaPhandleni nokuVuselelwa kweMihlaba
DWS	Isebe leMicimbi yezaManzi
EPWP	INkqubo yeMisebenzi yoLuntu eYandisiweyo
FSD	Food Security Directorate
GRAP	Imithetho-siseko yokuNika iNgxelo eYamkelekileyo Jikelele
HR	Izibonelelo zabaSebenzi
HTC	Haarlem Transformation Committee
LTD	Inomda
LREAD	Land Reform Advisory Desk
MoA	Isivumelwano sokusebenzisana
PFMA	Umthetho woLawulo lweMali zikaRhulumente
PR	Public Relations
PWC	PricewaterhouseCoopers
SG	Strategic Goal
SMME	Amashishini amaNcinci, aPhakathi namaKhulu
SOC	Inkampani kaRhulumente
UTA	Icandelo loNcedo lwezobuGcisa
WCDoA	Western Cape Department of Agriculture
WCED	Western Cape Education Department



Ukwakha ubudlelwane ngundoqo kwizinto esizenzayo njengeSebe lezoLimo, ubudlelwane esibakhileyo phakathi kwethu, **iCasidra**, icandelo labucala kwanamafama ethu bubo obube nefuthe kwizinto esiziphumezileyo kweli candelo.

Kulo nyaka-mali odlulileyo, sikhuphe iziphumo zophando oluzimeleyo ezibonise ama-72% empumelelo phakathi kwamafama asakhasayo esiwaxhasayo kweli phondo. Olu phuculo olusuka kuma-62% ngokophando oludlulileyo lubekho ngenxa yenkxaso, uqeqesho namaphulo okufikelela kwiimarike athe avulwa leli Sebe, ngeNkqubo yoomaTheng' eThengisa, exhaswa licandelo labucala nesetyenziswa ngoncedo oluvela kwi**Casidra**.

Ngenxa ye**Casidra**, amafama afumana uqeqesho lokugcina iingxelo kwanokufikelela kwiimarike, izinto ezo ezingundoqo kwimpumelelo yawo.

Icandelo lezolimo liye lagagana nemingeni emininzi kulo nyaka, kodwa ke ngenxa yokubambisana namahlakani ethu, siye sakwazi ukuqubisana nayo.

Imbalela iye yaqhubeka iyinto exhalabisa kakhulu kwimimandla ethile yeli phondo kulo nyaka-mali, kwaye uncedo lwe**Casidra** ekufumaneni isiqabu kule mbalela kube luncedo olukhulu, ekuncedeni amafama amaninzi aphumele ngaphaya kwala manzithinzithi.

iCasidra ikwadle indima ebalulekileyo kukhuseleko lokutya kweli phondo, ityala izitiya zokutya kwimizi engama-867 nezitiya zokutya zasekuhlaleni ezingama-64. Ezi zitiya zokutya zivelisa ukutya okwahlukahlukeneyo nokunesondlo okuninzi kubahlali balapha.

Kulo nyaka-mali, **iCasidra** iqeshe iinkokeli ezintsha, iGosa eliPhezulu lesiGqeba (iCEO) elitsha kwanoSihlalo weBhodi omtsha ezithe zazimanya nale ntlangano. Ndikholelwa kwelokuba ziza kuba sisiqalo esihlaziyekeleyo nesitsha esiza kuvuselela **iCasidra** zize ziqhube uphuhliso lwezolimo kweli phondo ngamandla nokuzimisela.

Ndithanda ukuthi maz' enethole kwiinkokeli nakubasebenzi be**Casidra** ngokuzibophelela ixesha elingaka ekusincedeni njengeSebe ukufezekisa ezi njongo zethu, ekukhuliseni ezolimo, ekudaleni imisebenzi nasekufaken' isandla kuqoqosho lwezolimo lweli phondo.

UGq. Ivan Meyer
UMphathiswa wezoLimo
19 Agasti 2019



Ingabula-zigcawu

Ebudeni bonyaka-mali ka-2018/19, iCasidra iqhubekile iququzelela ukusetyenziswa kweprojekthi kwidabi lokulwisana neNxele likaKhetsekile kwanokungalingani kumaphandle amaninzi eNtshona Koloni egameni leziko elisixhasa ngemali kwaneHlakani lethu, eliliSebe lezoLimo laseNtshona Koloni. Into ephambili esijolise kuyo isekukuba lhlakani elitsal' iintambo nelidal' iinguqu kuphuhliso lwemimandla esemaphandleni ngeenkqubo zolimo nophuhliso lwezoqoqosho kwakunye nohlaziyo oluzinzileyo lomhlaba.

Amavandlakanya eqhinga lequmrhu loluntu kwanokusebenza kwequmrhu loluntu kwicandelo elijongene nalo

Lo nyaka-mali uze iinguqu ezininzi kubume bentlangano yethu kokubini ngaphandle nangaphakathi. Okokuqala, kubekho iinguqu kwizikhundla zabaPhathiswa njengeGosa eliPhezulu leCasidra, uMnu. Alan Winde, ongene kwisikhundla esitsha soKhuseleko loLuntu, kwanoNkszn. Beverley Schäfer othe waba ngoPhathiswa wamaThuba oPhuhliso lwezoQoqosho de kwaba lulonyulo lukaZwelonke ngoMeyi 2019; apho uGqr. Ivan Meyer wathi wangena ezihlangwini zakhe njengoMphathiswa wezoLimo omtsha.

Kwiqumrhu lethu lilonke, siye sathi ndlela-ntle kowayesakuba ngusihlalo wethu, uGqr. Leonie Coetzee. UGqr. Coetzee wazimanya neBhodi ngo-2013 kwaye sibamba ngazibini ngegalelo alenzileyo kule minyaka mihlanu. Kwakhona kube luvuyo olukhulu ukwamkela abalawuli abangesosiGqeba esiPhezulu abatsha ababini, abanguMnu. Werner Abrahams kwanoMarius Wüst, kwiBhodi yethu. Siyakuvuyela ukuba kunye nabo njengamalungu eBhodi kwaye sijonge lukhulu kwigalelo labo elixabisekileyo.

Lowo wayesakuba liGosa eliPhezulu lesiGqeba, uMichael Brinkhuis, wafaka isicelo sakhe sokurhoxa ngoNovemba 2018 waza washiya kwesi sikhundla ekupheleni kukaDisemba 2018 ngenjongo yokuqhubela phambili nomsebenzi wakhe. IBhodi yamngqenelela ukuba zanga iinkomo zakhe zingazal' amaduna namathokazi yaze yaqalisa inkqubo yokubeka i-CEO entsha, into ke leyo eyenzeke ngaphambi kokuphela konyaka-mali ka-2018/19. Ekuqaleni kukaMatshi 2019, sakuvuyela ukwazisa nokwamkela uAshley Seymour ukuba athathe iintambo njenge-CEO yethu entsha. UMnu. Seymour usisisele senyathi ngamava kumacandelo abucala nawoluntu. IBhodi, abaPhathi kwanabaSebenzi bamamkela ngezandla ezishushu kwaye bajonge lukhulu kuye ekukhokeleni iCasidra.

Ukuhanjiswa kweenkonzo eCasidra kuseyinto ephambili. Kokubini iGunya eliPhezulu kwanamahlakani ethu kuquka abo bahlomlayo eNtshona Koloni baye bafune siphendule ngezinto esizenzayo. IsiVumelwano sabaneZabelo sika-2018/19 satyikitywa phakathi kwabaLawuli beBhodi kunye neGunya eliPhezulu ngokwesiGunyaziso seKhabhinethi sika-2007. IBhodi yeCasidra iqhubekile ixhasa kwaye ikhuthaza abaPhathi ukuba babonakalise ifuthe elihle leCasidra kuluntu lwaseMaphandleni. Kulo nyaka-mali, iCasidra iqhubekile idlala indima ephambili ekusebenziseni iiprojekthi ezixhaswa ngemali yi-CASP, nezixhasa inani elikhudlwana lamafama amatsha eNtshona Koloni.

Uninzi lwezi projekthi bezinemingeni, ephambili kuloo mingeni ibe zizinto zokusebenza kwaneziseko zophuhliso zokumilisela amacandelo ezoqoqosho nawemveliso. Ukukhawulelana nale mingeni kubalulekile ekubeni nefuthe elibonakalayo. Siye sayilondoloza imbali yethu yokuzidla neyaziwayo yokulawula imali yoluntu ebudeni beli xesha.

Ulawulo lwefama i-Anhalt Iwanikwa uMbutho womHlaba woLuntu waseHaarlem (iCPA) oza kulawula le fama egameni loluntu. Oku kusemva kokuba i-CPA imisele inkampani yabucala, i-Anhalt Boerdery (Pty) Ltd, eyiNkampani esebenzayo yoshishino lokulima. ICasidra ifhe ngokwangoku, yaqhubeka ilawula ifama eyiWaaikraal neyi-Amalienstein ngokwesivumelwano kunye ne-WCDoA. Ulawulo lweefama zikarhulumente beluphantsi kweCasidra ukususela ebutsheni beminyaka yoo-90, yaye ngeli lixa ukutshintshelwa kwezi fama kumacandelo oshishino oluzinzileyo kuseyintsindabadala, iCasidra isazibophelele ekufumaneni izisombululo eziya kukhokelela kutshintsho oluyimpumelelo kubanini-mhlaba abafanelekileyo kungekudala.

Amaqhinga oBudlwane

Likhona lona ixabiso kwiCasidra ekumiseleni nasekukhuthazeni iqhinga lobudlelwane kumacandelo oluntu nawabucala. Le nto ifanele ixhase uphuhliso lwamaphandle kwaneenkqubo zentsebenziswano kunye noogxa bezorhwebo ukuya phambili. Siqhubekile sisakha, silondoloza kwaye sisandisa iqhinga lobudlelwane namaSebe kaRhulumente, amaShishini namanye amahlakani afanelekileyo kulo lonke iPhondo ngenjongo yokuhambisa inqanaba elilindelekileyo leenkonzo kwabo baxhamlayo. Sihlole iinkqubo ngenjongo yokuvula amathuba enzecandelo lezolimo. Ukubangaba sihe saba nempumelelo kwaneenkqubo zeengulelo. Ubudlelwane beCasidra namaSebe kaRhulumente, amaqumrhu awohluka-hlukeneyo, njl. busebuhle.

Iqhinga lamaThuba eCasidra

AbaPhathi, bexhaswa yiBhodi, baphatha beyeka behlole iqhinga lamathuba kunye namahlakani ezoshishino akwaneenjongo ezifanayo nezethu. Sikholelwa kwelokuba kukho ukuzimisela kumaqumrhu ezoshishino ekubeni ngamahlakani namaqumrhu anyanisekileyo, nathenjweyo afana neCasidra anokukhawulelana neenjongo ezinjengezi, ingakumbi ezifana nezecandelo lezolimo. Ukubangaba sihe saba nempumelelo kule nkalo, loo nto ingenza iCasidra ibe nobugcwabalalana obuthe chatha ukongeza kubugcwabalalana esibufumana eluntwini ukuze siqhube uphuhliso lwamaphandle.

IliZwi loMbulelo

Sithi maz' enethole kumaHlakani ethu ngenkxaso yawo eqhubekayo. Sifumene umkhomba-ndlela kokubini kwabo babefudula bengabaPhathiswa bethu kwaye sijonge lukhulu ekusebenzisweni noMphathiswa ulvan Meyer. ICasidra isoloko isebenzela ukugqwesa yaye eyona nto ebaluleke kunene isoloko ifuna ukukhawulelana nezinto ezilindelwe ngamahlakani kwane-WCDoA njengomxhasi wethu ngemali.

Thina sinenyhweba yokusebenza ngaxhatha-lyne neNtloko yeSebe lezoLimo laseNtshona Koloni, abaPhathi abaPhezulu kwanabasebenzi xa bebonke ngenjongo yokuba nefuthe elikhudlwana kwabo baxhamlayo nasekuhanjisiweni kweenkonzo okugqwesileyo. Kwanga iinkomo zabo zingazala amaduna namathokazi.

Ndinombulelo kwaye ndithi nangamso kwiBhodi yeCasidra ngenxa yokundivotela ngokundithemba ekubeni ndixhuzule imikhala. Iqhinga lobunkokeli kwanegalelo lenu eliqhubekayo ekukhawulelaneni kweCasidra neenjongo zethu zokuxhasa uphuhliso lwamaphandle luxatyiswa qagitha.

Abaphathi kwanabasebenzi baqhubekile bebonakalisa ukuzibophelela okukhulu ekwenzeni umahluko kubomi babantu basemaphandleni esibasebenzelayo. Ndibamba ngazibini kwaye ndithi ngadinwa nangomso kwimizamo yenu. Umqokumbelo

Sinemincili ngokungazenzisiyo ekufezekiseni isigunyaziso sethu, esisesi, 'uPhuhliso lwezoLimo noQoqosho kumaPhandle kwanokuVuselelwa komHlaba' kwaye sihe swii iingqondo yile nto siyenzayo yokuba nefuthe kubomi boluntu lwethu lwaseMaphandleni eNtshona Koloni.

UAinsley Moos
USihlalo
iCasidra SOC Ltd
19 Agasti 2019



Ebudeni balo nyaka-mali odlulileyo, **iCasidra** iqhubekile ekubeni ngundoqo ekusetyenzisweni kweeprojekthi ezixhaswa ngemali nguRhulumente, ingakumbi xa siqonda ukuba uphuhliso lwamaphandle yeyona nto ephambili esijolise kuyo. Abasebenzi kwanezakhono zokulawula iiprojekthi nezinto zokusebenza ekukhuthazeni uphuhliso lwezoqoqosho nasekudaleni amathuba engqesho kwakunye nokusetyenziswa ngokubonakalayo kweeprojekthi kwimimandla esemaphandleni kuyashokoxeka, ithi ke loo nto ukwazi kwe**Casidra** ukusebenza ngesantya esiphezulu nokuhambisana kwayo neemeko kwimeko elawulwa ngokungqongqo ibeinezinto zokusebenza ezinganelanga kwakunye nokukumela ngeenyawo ukusebenzisa kwayo iiprojekthi ekufezekiseni isigunyaziso enaso nokunikezela iinkqubo ezixhaswa ngemali ngurhulumente ngenkonzo engabizi mali eninzi neyimpumelelo kusabalulekile kwaye kufanelekile.

Kwenziwa isiVumelwano namaHlakani qho ngonyaka phakathi kweBhodi yabaLawuli be**Casidra** njengeGunya eliNika iNgxelo kwakunye neGunya eliPhezulu egameni likaRhulumente waseNtshona Koloni. Le nto ke sisiseko selungiselelo lokusebenza kwaye ixhaswa ngokubhekele phaya sisiGunyaziso seKhabhinethi sika-2007.

Ebudeni balo nyaka, imbalela enkulu ethe yambatha iPhondo leNtshona Koloni, isengomnye wemingeni emikhulu. Noko ke, loo nto inyanzele abantu bethu ukuba baxoze mphini wumbi yaye uninzi lwabantu bayibonile indlela abanobuchule ngayo xa bejongene nemingeni enzima. **iCasidra** iqhubekile idlala indima ebalulekileyo ekusetyenzisweni kwezibonelelo kwanoncedo loLawulo lweeNtlekele kumafama aswantsuliswa yimbalela kwinkoliso yemimandla yeNtshona Koloni.

Ukuguquka kwemozulu kusengomnye wemingeni emikhulu ojongene necandelo lezolimo kwaye kufuneka iqhinga elichubekileyo nelizinzileyo. Ukuqinisekisa iinkqubo zolimo zemveliso eqhubekayo yaye okona kubalulekileyo ukhuseleko lokutya eMzantsi Afrika, eli lizwe kufuneka lijoliswe ingqalelo yalo enkudlwana ekukhuseleni izinto ezisingqongileyo nasekusebenziseni ngozinzio iinkqubo zendalo kwakunye nemithombo yamanzi.

iCasidra isebenzise iNkqubo yokuXhasa ngokuPheleleyo ezoLimo (iCASP) egameni le-WCDoA. Ngenxa yezibopho zomthetho kazwelonke ezibonakalayo, amaphulo enxaso exesha elizayo athe ancitshiswa yaye kuza kujoliswa ingqalelo ekubekeni abo baxhamlayo ngoku kwinqwanqwa eliphezulwana lemisebenzi ngenjongo yokuthi funqu ifuthe lenkxaso yesibonelelo sikarhulumente.

Ukuze sinyuse ingxowa-mali yethu, siye sajolisa ingqalelo emandla ekuthengiseni iinkonzo ze**Casidra** zolawulo lweeprojekthi kwamanye amasebe namaziko karhulumente kulo nyaka wale ngxelo. Kubekho imingqandandana yeeprojekthi ezithe zafunyanwa zaze zasetyenzwa phantsi kweNkqutyana; eloluNye ulawulo lweeProjekthi, engadibenanga ngqo noshishino. Inkonzo ye-SMME ye**Casidra** iququzelele inkxaso nophuhliso lweeprojekthi zokudala amathuba engqesho, uphuhliso lwamashishini amatsha kwanamashishini akhoyo, kuququzelelwa amahlakani enxaso-mali nokuvula amathuba oshishino. Kwenziwa iiprojekthi zabathengi abanjengeLandCare, iSebe lezaManzi noGutyulo (iDWS), iSebe lemiCimbiyokusiNgqongileyo, iCapeNature, iMarket Access, iFinancial Record-keeping, iSebe lezoLimo, amaHlathi nokuLoba (iDAFF) kwane-Arhente yoLawulo lwemiThombo yaManzi oMlambo iBreede-Gouritz (iBGCMA). Ezi projekthi ke zisusela ekugecweni kwemithi engaqhelekanga ngakuMlambo iBerg, ukuguqulwa kwebhayomes ibe ziimveliso zoqoqosho kuQoqosho oluluHlaza, ukuvuselelwa kwamaziko okhenketho lwezoqoqosho kwanokubekwa kweziseko zophuhliso zokuqokelela amanzi ukwenzela amakhaya eendawo ezisemaphandleni nanjengenxalenye yephulo lokhuseleko lokutya.

iCasidra iqhubekile ilawula ifama yaseWaaikraal neyase-Amalienstein egameni le-WCDoA de kuqunjelwe iqhinga lokudluliselwa kolawulo kurhulumente. Ezi fama zimbini bezingasebenzi kangako ngenxa yemingeni yembalela ekhoyo ngeli xesha. E-Amalienstein, kwaqeshwa umphathi wefama omntsha. IDama iJongensland lafikelela kowona mlinganiselo osezantsi kumashumi eminyaka kwaye imisebenzi yokulima e-Amalienstein iye yaphazamiseka kanobom ngenxa yomlinganiselo wamanzi afumanekayo okunkcenkcesha. Kwathengwa ukutya kweenkomo ngenjongo yokunika umhlambi weenkomo umxhesho de lidlule eli xesha kude kuvuseleleke namadlelo alinyiweyo. Le fama iye yafumana uncendo oluvela kwi-WCDoA ukuze ithenge umxhesho wemfuyo. Kuyo nje yonke le mingeni yokungabi namanzi awonelelo okunkcenkcesha, kwafunyanwa isivuno esikhulu sembewu yetswele.

EWaaikraal, kwakunkcenkceshwa kancinane kakhulu yaye i-WCDoA yagunyazisa imali yesiqabu kwimbalela, eyasetyenziselwa ekombeni iqula lamanzi kwiinzame zokufumana amanzi ngexesha lembalela. Ngelishwa, loo manzi awanakusetyenziswa ngenxa yokuba emtyuba kakhulu. Isivuno sembewu yetswele sathwaxwa yimbalela, yonke ihabile yatshaza yaye neetumata azizange ziyalwe.

Ebudeni beli xesha, ukugqithiselwa ngokusesikweni kwefama yase-Anhalt kuMbutho woLuntu wemiHlaba (iCPA) kuqhuba kakuhle. **iCasidra** igqithisele imisebenzi yale fama kwi-Anhalt Boerdery (Pty) Ltd esandul' ukusekwa ngoSeptember 2018. Ngoko ke, le fama isetyenzwa yi-Anhalt Boerdery (Pty) Ltd isonganyelwa yiKomiti yesiGqeba ebonjwe yi-DRDLR, i-WCDoA, **iCasidra** kwane-CPA.

Ebudeni bonyaka, ubukhulu bomsebenzi kwiNkqubo yoPhuhliso loQoqosho lwasekuHlalani kwanoShishino uye watshintsha ngenxa yokuguqulwa kwengqalelo yethu ngumxhasi wenkqubo ngemali. Ngoko ke, umsebenzi we**Casidra** kwiinjongo zeqhinga loku-1 nelesi-2 awuzange ufezekiswe. Imali yeNkqutyana 4.1: UPhuhliso lomSebenzi waseFama nengu-4.2: UPhuhliso lweeNdawo ezisemaPhandleni lwathiwa xhaa yi-WCDoA kunyaka-mali ka-2018/2019 kwaye izinto ekwakujoliswe kuzo azizange zifezekiswe.

Lo nyaka-mali uphele ngeentshukumo eziliqela kwade kwakho nemfuneko yokwenza inguqu. Ezi nguqu ziquke nenguqu yeGosa lesiGqeba esiPhezulu, ukubekwa koSihlalo weBhodi omntsha kwanoSekela-Sihlalo we**Casidra** kwakunye nokubekwa kweGosa eliPhezulu eliPhetheyo kwaneGosa eliyiNtloko: kwezobuChwepheshe.

Senza umbulelo kwabo babesakuba ngamaGunya esiGqeba esiPhezulu ababini kwakunye nabasebenzi be-ofisi abazinikelelo ababewamkela kwaye bewuqonda umsebenzi we**Casidra** baze baqhubeka bekhuthaza abasebenzi bethu ukuba iliso labo lihlale litsoliswe emsebenzini.

Sibamba ngazibini kwiNtloko yeSebe (iHOD) yeSebe lezoLimo laseNtshona Koloni, uNkszn. J Isaacs, kwaneqela lakhe labaPhathi abaPhezulu xa lilonke ngokuthi gqolo besithembile – kwelokuba **iCasidra** sisixhobo esibalulekileyo se-WCDOA.

Umbulelo wethu ukwajoliswe kuSihlalo kwaneBhodi yabaLawuli xa iyonke ngokusithemba, ngokusixhasa nangokusikhokela ekubhexheleni le Nkampani kwikhondo elililo. Ubunkokeli benu xa ninonke buxabiseke kakhulu kwaye bufanelekile kwimpumelelo yethu.

KubaPhathi nabasebenzi be**Casidra**, sithi ukuzibophelela nokuzinikela kwenu kumsebenzi wenu ngenjongo yokwenza umahluko kubomi babantu beendawo zasemaphandleni eNtshona Koloni kuxatyiswa kakhulu. Niziintshatsheli kwaye nifanele nizidle ngaloo nto. Ndithi maz' enethole kuni nonke ngokundamkela ngeengalo ezingenamikhinkaji nangokundixhasa kwimpumelelo eqhubekayo ye**Casidra** ndijonge lukhulu kuhambo lwalo nyaka ozayo.

UAshley Seymour
iGosa eliyiNtloko eliPhetheyo
iCasidra SOC Ltd
19 Agasti 2019

ICANDELO A: INGCACISO NGOKUBANZI INGXELO YOXANDUVA NOKUQINISEKISA UKUCHANEKA KWENGXELO YONYAKA

Ngokolwazi lwethu noko sikholelwa kuko, siqinisekisa oku kulandelayo:

Zonke iinkcukacha neemali ezichaziweyo kwiNngxelo yoNyaka azahlukanga kwiingxelo zemali eziphicothiweyo nguAuditor General South Africa.

Ingxelo yoNyaka igqibelele, ichanekile kwaye ayinazimpazamo. INgxelo yoNyaka ilungiswe ngokwemigaqo yeNngxelo yoNyaka njengoko ikhutshiwe nguNondyebo weSizwe.

Iingxelo zemali zoNyaka (Isigaba E) zilungiswe ngokwemigangatho esebenzayo yeGRAP kwiziko loluntu.

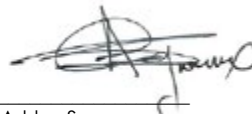
Osemagunyeni lokunika ingxelo iimali unoxanduva lokwenza amalungiselelo eengxelo zemali zonyaka ngezigqibo ezenziweyo kwezi nkcukacha.

Osemagunyeni lokunika ingxelo unoxanduva lokumisela nokuphumeza inkqubo yolawulo lwangaphakathi, weyenzelwe ukubonelela ngesiqinisekiso sokunyaniseka nokuthembeka kweenkcukacha zoMsebenzi, iinkcukacha zezabasebenzi neengxelo zemali zonyaka.

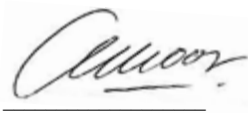
Abaphicotho-zincwadi bangaphandle bavakalisa uluvo oluzimeleyo ngeengxelo zemali zonyaka.

Ngokoluvo lwam, iNngxelo yoNyaka fibonakalisa imisebenzi, iinkcukacha zoMsebenzi, iinkcukacha zezabasebenzi nemiba yezemali zeziko loluntu kunyaka-mali ophela ngomhla wama-31 kuMatshi ngo-2019.

Yours faithfully



UAshley Seymour
IGosa eliyiNtloko eliPhetheyo
ICasidra SOC Ltd
19 Agasti 2019



UAinsley Moos
USihlalo
ICasidra SOC Ltd
19 Agasti 2019

ICANDELO A: INGCACISO NGOKUBANZI IINDLELA ZOKUZIPHATHA

Ukwandisa amathuba oPhuhliso
lwezoLimo noQoqosho
kwiindawo ezisemaphandleni
ngokokugqwesa kolawulo
lweprojekthi.

UMNQOPHISO

UMBONO

Ukuba ngumbhobho wohlumo
woluntu oluzimeleyo noluzinzileyo.

IXABISO

Ukunyaniseka:

Sisebenza ngendlela yokuziphatha kakuhle sithembekile, sinyanisekile, sifanelekile kwaye sizimisele.

Ukuziphatha ngokusesikweni:

Senza umsebenzi ogqwesileyo sinesimo esihle owenziwa ngabantu abanezakhono abasebenza ngeyona ndlela ihambelana noshishino.

Inkathalo:

Sifuna okona kungcono kulungele abafumana iinkonzo zethu nabasebenzi, sibaphathe ngentlonelo kwaye sizifake ezihlangwini zabo, ngelishesha sinonelela ukungafani kwethu.

Siqhuba ngendlela yophuhliso:

Songeza ixabiso eluntwini nakwishishini ukuqinisekisa uhlumo oluzinzileyo.

Ubuchule neendlela ezintsha:

Sizimisele ekufumaneni izisombululo ezingcono nezinozinto

IziGunyaziso zoMgaqo-siseko

UMgaqo-siseko waseMzantsi Afrika, 1996 neMgaqo-siseko Wephondo Wentshona koloni (Umthetho we-1 ka-1998):

- Imimandla abasebenzisana kuyo ngokoMthetho iSizwe nePhondo:
 - EzoLimo
 - IziCwangciso noPhuhliso loMmandla
 - Ukulondolozwa koMhlaba
 - EzoKhenketho
 - Urhwebo
 - Uphuhliso lwasemaPhandleni
- Micimbi yokusiNgqongileyo
- Imimandla yomsebenzi wePhondo ngokoMthetho:
- Provincial Planning

IziGunyaziso zoMgaqo-siseko

- Iziphumo zeSizwe zesi-4,5,6,7 neze-10
- IiNjongo eziCwangcisiweyo zePhondo zoku-1,2,3,4 neze-5
- IsiGunyaziso seKhabhinethi **yaseCasidra**: "Uphuhliso lwezoLimo nezoQoqosho ngokomba wasemaphandleni nokuVuselelwa kweMihlaba" in terms of Resolution 271/2007 of the Provincial Cabinet
- Inkqubo yokuVuselelwa kweMihlaba nokunxulumene noko (LARP)
- IziCwangciso esiHlangeneyo soKhuseleko lokufumaneka kokutya nesijongene nezondlo
- Inkqubo yellima Letsema
- Inkqubo yoPhuhliso olubanzi lwasemaphandleni (CRDP)
- IziCwangciso sokuKhula nesoPhuhliso sePhondo
- IziCwangciso eziHlangeneyo zoPhuhliso zooMasipala
- Inkqubo enika iNkxaso ebanzi kwezoLimo (CASP)
- Inkqubo eHlangeneyo yoKhuseleko lokufumaneka kokutya nejongene nezondlo
- IziCwangciso esiHlangeneyo soKhuseleko lokufumaneka kokutya
- National Development Plan
- SA National Disaster Management Framework

IziGunyaziso zezoMthetho

Imiba yabasebenzi:

- Basic Conditions of Employment Act (Umthetho wama-75 ka-1997)
- Employment Equity Act (Umthetho wama-55 ka-1998)
- Labour Relations Act (Umthetho wama-66 ka-1995)
- Pension Funds Act (Umthetho wama-24 ka-1956)
- Public Holidays Act (Umthetho wesi-6 ka-1994)
- Skills Development Act (Umthetho wama-97 ka-1998)
- Skills Development Levies Act (Umthetho we-9 ka-1999)
- Tobacco Products Control Act (Umthetho wama-83 ka-1993)

Imiba yezeMali:

- Companies Act (Umthetho wama-71 ka-2008)
- Income Tax Act (Act 58 ka-1962)
- Preferential Procurement Policy Framework Act (Umthetho wesi-5 ka-2000)
- Public Finance Management Act (Umthetho woku-1 ka-1999)

Ezinye iziGunyaziso zezoMthetho:

- Broad- Based Black Economic Empowerment Act (Umthetho wama-53 ka-2003)
- Conservation of Agricultural Resources Act (Umthetho wama-43 ka-1983)
- Consumer Protection Act (Umthetho wama-68 ka-2008)
- National Credit Act (Umthetho 34 ka-2005)
- Promotion of Access to Information Act (Umthetho wesi-2 ka-2000)
- Sub-division of Agricultural Land Act (Umthetho wama-70 ka-1970)
- Regulation of Interception of Communications and Provision of Communication related Information Act (Umthetho wama-70 ka- 2002)
- Annual Sectoral Determination 13: Farm Worker Sector, South Africa



DR. IVAN MEYER
Minister of Agriculture

NGABASEMAGUNYENI



AINSLEY MOOS
Chairperson



ELTON JEFTHAS
Vice- Chairperson



JOHANN KIRSTEN



WERNER ABRAHAMS



ZAREENA NACKERDIEN



GUGU NTULI



ESTIAN CALITZ



GERARD MARTIN



MARIUS WÜST

LIGOSA ELISAMAGUNYENI



ASHLEY SEYMOUR
Chief Executive Officer



FREEK VAN ZYL
Chief Financial Officer



MASIBONGE SILEVU
Chief Officer: Technical



DAVID NEFDT
Chief Officer: Projects



LOINICE SECONDS
Human Resources Manager



EXPERIENCE MATSHEDISO
Public Relations/
Communications Manager



JOHAN BRONKHORST
Manager: Regional



CARL BORAINÉ
Accountant

Sithethanje i-AGSA iqhuba iinkqubo zophicotho-zincwadi ngenkcazelo yokusebenza ngenjongo yokunikezela isiqinisekiso esivakalayo ekuqunyelweni kophicotho-zincwadi. Umakumbelo wophicotho-zincwadi zokusebenza malunga neenjongo ezimiselwe kwangaphambili uqukiwe kwingxelo eya kubaPhathi, kwanezinto ezifunyanisiweyo zifakwe phantsi komxholo othi iInjongo eziMiselwe kwangaPhambili kule Nxelelo kwezinye izinto ezifunekayo ngokomthetho kwiNxelelo yoMphicothi-zincwadi.

Jonga iphepha lama-93 ukuya kwelama-95 kwiNxelelo yoMphicothi-zincwadi Jikelele, epapashwa njengeCandelo E: Inkcazelo yeMali.

ICANDELO B: INGCACISO YOMSEBENZI UHLAHLELO LWESIMO: UBUME BOKUNIKEZELWA KWENKONZO

Ebudeneni bonyaka-mali ka-2018/19, iCasidra iqhubeka inikezela iinkonzo kumaSebe ePhondo leNtshona Koloni, kumaqumrhu kaRhulumente nakwicandelo labucala ngokwesigunyaziso sayo, esisesi 'uphuhliso lwezolimo noqoqosho kwimeko yasemaphandleni neyokuvuselelwa komhlaba'. iCasidra liShishini lePhondo leNtshona Koloni. Lihlakani elixhuzul' imikhala nelibangela utshintsho kwidabi lokugxoth' ikati eziko nokungalingani kwimimandla emininzi yeendawo ezisemaphandleni, okubangelwa kukungabi nazinto ezoneleyo zokusebenza, imali eyoneleyo kwanenkxaso yamaziko neyophuhliso.

Into eluncedo kukhuphiswano lweCasidra kukusebenza kwayo phantsi komthetho woLawulo lweMali zoLuntu (iPFMA), imiGaqonkqubo yeziNiki-maXabiso, njl. kunye negama elihle ezenzele lona kwanobudlelwane bayo necandelo likaRhulumente waseNtshona Koloni. Enye into ekwabaleleke ngokulinganayo yindlela le Nkampani egxininisa ngayo kwiinkqubo ezifanelekileyo nokusebenzisa imimiselo kaNondyebo kaZwelonke nowePhondo elawula yonke into esiyenzayo, ekuqa ukuthobela, ulawulo lwababoneleli beenkonzo (iSCM), ukwenza iiprojekthi, njl. Kuyo yonke le nto, iCasidra iyakwazi ukusebenza ngesantya, ikwazi ukuhambisana neemeko ezinemingeni kwaye ayithumeli xa kufuneka kusetyenziwe kwiiprojekthi.

Izakhono ezingundoqo zeCasidra zibekwe ngokwezi ndlela zintathu, ezizezi:

- ULawulo lweeProjekthi
- UkuNika iingcebiso ngobuChwepheshe bezoLimo neeNgcebiso ngokuVuselelwa koMhlaba
- UPuhliso loQoqosho lwasekuHlaleni nolweeNdawo ezisemaPhandleni

Ngo-2018/19, iCasidra ikhuphe, yahlola yaza yanikezela phantse ngeethenda ezingama-300 ithobela iinkqubo ezisemthethweni nezenziwa elubala, into ke leyo ebaluleke kunene kuthi. Kwenziwa iiprojekthi ezininzi ngokwezivumelwano zeNtsebenziswano (iMoAs) ezatyikitywa ngathengi abohlukahlukeneyo, kwaye zazibekwa elisweni rhoqo yaye kunikwa iingxelo ngazo.

IiProjekthi ze-CASP neze-Ilima Letsema

Ebudeneni bokuthambeka kwalo nyaka-mali, iCasidra ixhase amafama amatsha amaninzi ngeeprojekthi ezixhaswa ngemali yi-CASP ne-Ilima Letsema ze-WCDoA. Ezi projekthi zazixhaswa ngemali nguRhulumente ukwenzela amaphulo ophuhliso lwezolimo ephondweni. Injongo yazo ephambili kukudala amathuba engqesho ngeli lixa ngaxesha-nye zisebenzisa izinto zokusebenza ezinozinto nokusetyenziswa komhlaba ukuze kwenziwe imveliso. Le yimali eninzi ethe yasetyenziswa yiCasidra.

Iimfuno eziphambili zabaxhamlayo zohlukile ngokweefama ezo. Ezi mfuno ziquka iziseko zophuhliso ezifunekayo ezifana nezixhobo, izakhiwo zasefama, izixhobo zokunkcenkchesha, amaqula embiweyo amanzi, ukufaka iingcingo, iimveliso, imisebenzi yolondolozo lwezinto zokusebenza namaziko asisiseko okupakisha imveliso ngeli lixa ngaxesha-nye kukho imingeni emandla ngethuba lokulima, ingakumbi xa bewuphosile umhlola xa bewungcisa ibe loo into inezipho eziliqela ezichaphazela ukuhanjiswa kwangexesha kwale nkxaso, ngokukodwa xa iimali zingathunyelwanga kwangexesha. Iimali ezithunyelwa ezivela kuNondyebo kaZwelonke ukuya kowePhondo zifika zizizxa ezingalinganiyo njengeepesenti ezingama-20/30/30/20 yale mali yesibonelelo ngekota.

IiProjekthi ze-DEA /iNkqubo yokuKhuculwa kweziTyalo ezingaQhelekanga neyokuSebenza ngaManzi

Ebudeneni bonyaka-mali ka-2018/19, iCasidra yaphinda yabekwa iSebe lemiCimbi yokusiNgqongileyo (iDEA) njenge-Arhente yokuSebenza yaye ke, iqhubekile sandisa iNkqubo yokuKhuculwa

iNtlobo zeziTyalo ezingaQhelekanga nezingaFunekiyo emilanjani. Oku kulandela isivumelwano seminyaka emithathu sokulawula iNkqubo yokuSebenza ngaManzi kuMlambo iBerg neBreede, ethe yaqulunyelwa ngempumelelo ngo-2016/17. Le Nkqubo yayinkudlwana kunangaphambili. Ngeli lixa iNkqubo yokuGeca yayijoliswe ekususweni kweziTyalo ezingaQhelekanga nasekulawuleni amanxweme omlambo, iCasidra yahlola ngenjongo yokuguqula ibhayomes ibe ziimveliso ezinokusetyenziswa ekuveliseni ifanitsha namalahle. Ezi mveliso zathi ke zavavanywa zaze zalungiselelwa ukuthengiswa kulo nyaka-mali. Kwayilwa uphawu (logo) lokuVuselelwa ngokuTsha kweMimandla yeNdyebe yokusiNgqongileyo (REAP) ukuze iqondwe kwangoko njengomqondiso onxulumene nophuhliso lwenkqubo enozinto neyeenguqu apho iinkuni zemithi engaqhelekanga ziguqulelwa ekubeni ziimveliso ezilulutho kokusingqongileyo eziya kuba negalelo kurhwebo lokulingelwa ukusetyenziswa into ke eya kuphumela ekufunquleni iqondo loqoqosho nentlalo.

IInkqubo yeLandCare

iCasidra isebenzise iNkqubo yeLandCare egameni le-WCDoA. Le Nkqubo ijoliswe kulondolozo nokuvuselelwa kweenkqubo zendalo ngenjongo yokuphungula umthwalo kwimithambo yamanzi, yaye ngale Nkqubo uluntu oluninzi lwaseMaphandleni luxhamle kumathuba ezingxungo zengqesho kwanogeqesho. Ebudeneni bokusebenza, kwafikelelwa kwini elikhulu loluntu kwaze kwadaleka namathuba awoneleyo engqesho. Iiprojekthi zazohlukahlukeneyo ukususela kwiiprojekthi zomsebenzi onzima ukuya kwiiprojekthi zophando nobuchwepheshe bezi mini zolondolozo lobutyebi bezendalo.

IiMali zoLawulo lweeNtlekele kwaneMozulu/nokusiNgqongileyo

Nangona iintlekele zingavumisi, iCasidra idlale indima ebalulekileyo ekukhutshweni kwezibonelelo zoLawulo lweeNtlekele kwanoncedo kumafama athwaxwe yimbalela kwinkoliso yemimandla yeNtshona Koloni. Iinkqubo zayo ezinempumelelo nokukwazi kwayo ukukhawulezisa iintlawulo kuye kwaqinisekisa ukuhanjiswa kweenkonzo zeNkqubo yoLawulo lweeNtlekele.

iCasidra yafumana imvume yokukhupha iimali zesiqabu seentlekele ezivela kwi-WCDoA kunyaka-mali ka-2018/19. Injongo yezi mali yayikukunceda amafama athe onakaliselwa iziseko zawo zophuhliso ngenxa yezikhukula. Iinkqubo zokuLungisa uMonakalo weziKhukula zikwafumana nenkxaso evela kwi-Arhente zoLawulo lweMilambo kwaneNkqubo zeLandCare. Iyonke imali ethe yasetyenziswa ekupheleni konyaka-mali ka-2018/19 ibe zizigidi ezingama-R377,9. UkuHlolwa kweFuthe lokusiNgqongileyo (iEIA) kwaqulunyelwa kwaye umsebenzi wenziwa kulo nyaka-mali.

IProjekthi kaMasipala waseDrakenstein

iCasidra iqhubekile iqalisa iinzame zayo ezihlaziyiweyo ekuncedeni oomasisipala basekahlaleni kumsebenzi wabo wophuhliso lwemiba edl' umzi. Ukusetyenziswa kweemveliso zokuhanjiswa kweenkonzo eziphuhlise kangangeminyaka emininzi yiCasidra, ukwenzela uluntu lwemimandla yoomasisipala basemaphandleni, kwavalelwa kukushokoxeka kwemali yokusebenza. Kulo nyaka-mali, iCasidra ikwazile ukunceda uMasipala waseDrakenstein kumsebenzi weprojekthi yokukhuculwa kuMlambo iBerg.

IInkqubo leKomiti yeProjekthi yoKwabiwa iNdyabo

iCasidra iqhubekile ixhasa iKomiti zoKwabiwa kweNdyabo (iCPAC) ezohlukahlukeneyo ngeenkqubo namaxwebhu afanelekileyo ngolo hlobo izincazela ngolwazi lokusebenza kweprojekthi.

Indyabo yenyama yeNkomo neyeGusha zadityaniswa ukuze ziyile iNyama eBomvu ye-CPAC, kwanendyebo yeNyama yeNkukhu neyeHagu, zona zadityaniswa ukuba ziyile iNyama emHlophe ye-CPAC, kwabe kukho nabathunywa bokwaba imali yenkxaso ye-CASP kubantu abafake izicelo abafanelekayo ngokwemimiselo ebekiweyo. Ii-CPAC ziqinisekisa ukuba iiprojekthi ezindululwayo zihambisana nemimiselo yokukhethwa nokuthi olu lwabiwo lubekwa kwindawo ephambili ngokwezinto ezingundoqo ekufuneka zifizekise yi-WCDoA.

ICandelo loNcedo lobuChwepheshe kwaneCandelo leeNgcebiso zokuVuselelwa koMhlaba

ICandelo loNcedo lobuChwepheshe (iUTA) eCasidra limaxhaphetshu zizicelo zeenkonzo kwanezoncedo lobungcali. Izicelo zeenkonzo zisusela kwizicelo zamafama amancinane nafuna inkcazelo yokucwangcisa ifama, imigaqo-nkqubo nokuphonononga iziphumo, ukuya kwezamashishini amakhulu afuna uncedo lokwaba izabelo kwanamanye amalungiselelo.

Ukuze aqhembe ifuthe kumba wokuVuselelwa nokuGuqulwa koMhlaba, umphathiswa wamaThuba ezoQoqosho uyile iCandelo leeNgcebiso zokuVuselelwa koMhlaba (iLREAD) eCasidra ngenjongo yokunika umkhomba-ndlela kumafama, amashishini, oomaspala kwanabanini-mhlaba ukuze benze izivumelwano ezinozinto zomhlaba ekuguqulweni kwezolimo ngokwe-NDP. Esi sesinye sezikhokelo zenguqu sokuqubisana ngokwahlukileyo nemingeni yokuVuselelwa koMhlaba. Iinjongo ze-LREAD kukunika iingcebiso kubathengi malunga nemizkelo yeentlobo zoshishino eziza kuba negalelo ekufizekiseni kwezinto ejolise kuzo i-NDP, ukunika inkxaso kwiiKomiti zoMhlaba wesithili nowezolimo ekuvuseleleni umhlaba, njengoko kuchazwe kwi-NDP, into theth' ukuthi, ukunakanwa nokufunyanwa komhlaba wokulima obuncinane obungama-20%; ukunika umkhomba-ndlela weli qumrhu kwii-CPAC ezixhasa iiprojekthi; nokuqinisekisa ukuba iCasidra ihambisana nale nkqubo njengomsebenzi nokwenza luqilima i-UTA ukuze ifizekise isigunyaziso sayo seCandelo lokuVuselelwa koMhlaba.

I-LREAD iqhubekile inceda bonke ababandakanyekayo, njengabanini-mhlaba, ngezicelo zotshintsho. I-LREAD ixhasa ngemali yi-WCDoA yaye inceda eli candela ekuququzeleleni ukudluliselwa kwama-20% yomhlaba kumafama antsundu ngo-2030. Izakhono kwanolwazi olungaxolisiyo lwabantu abatsha luye lwabonwa njengesinye sezizathu eziphambili zokuba iiprojekthi zokuVuselelwa koMhlaba ziwe phantsi.

ULawulo lweeFama zikaRhulumente

I-Casidra iqhubekile ilawula ifama yaseWaaikraal neyase-Amalienstein egameni le-WCDoA de kuqunjelwe iqhinga lokudluliselwa kolawulo kurhulumente. Uzinzo lweWaaikraal ne-Amalienstein luxhomekeke kwinkxaso-mali eyonelelo yokusebenzisa amaqhinga eenguqu avele neCasidra nawamikezelwa kwiPhondo emva phayaa ngo-2010. Noko ke, i-Casidra isalinde ukugunyaziswa kwanokuxhaswa ngemali kwamaqhinga eenguqu.

Imbalela esithe sayibona kule minyaka igqithileyo (ngo-2016 nango-2017) iphinde yayigqebha elinye iduma iWaaikraal ne-Amalienstein, nanjengoko ingeniso eyenziwe ukususela ngo-2010 ibe yilahleko ethile. Ezi fama okwangoku azenzi ngeniso yaye kufuneka kwenziwe eminye imisebenzi yokulima, kodwa ke ngenxa yokuba izifama zikarhulumente, azikwazi ukufumana imali yezoshishino.

Ukufun' isitya ebumnyameni mayela neqhinga lotshintsho nokunqongophala kwenkxaso-mali ethe rhoqo kube ngumngcipheko othande ukuba sisu segazi kwiCasidra ne-WCDoA, yaye kuye kwakhawulelwana nawo ngesivumelwano seSebe lezoThutho kwanemiSebenzi yoLuntu lokuba kuthiwe thaca iqhinga loshishino olukwinqanaba eliphezulu phambi kweKhabhinethi oluza kuthi xa urhulumente ethe wathath' iintambo kutsho kubekho ukuxhotyiswa koluntu nokuvuselelwa komhlaba.

Ebudeneni bonyaka, isiVumelwano soLawulo lwe-Anhalt lwadluliselwa kuMbutho woLuntu woMhlaba (iCPA) ekuqubudeni kukaSeptemba 2018. I-Casidra iqhubekile iququzelela ukudluliselwa kwale fama kwanoxanduva lwayo kwi-CPA. Isicwangciso sokuxhotyiswa kwabantu, esavela neCasidra saze samkelwa yi-CPA, sabekwa elisweni ngenjongo yokuqinisekisa ukuba yonk' into yaqhubeka ngokwezicwangciso.

Kwafunyanwa uncedo oluvela kwiJobs Fund, okwexeshana, ukuze kusungulwe ihektare ezili-14 zeziqhama, ezenziwa ngempumelelo e-Anhalt. Le nto yayitsho yathi funqu le fama eyayisele isenza ingeniso kwaye yayilawulwa yimali ephuma kwakuyo ingekho imali-mboleko.

IziSeko zoPhuhliso zasemaPhandleni nokuGxothwa kweKati eZiko

Iprojekthi zophuhliso loshishino zeCasidra zikhokelela ekukhuleni koqoqosho yaye zakha ukhuseleko loluntu, ingakumbi kwidolophu ezisemaphandleni. I-Casidra iququzelela iqela leeNkqubo zoQeqesho lweMfundo eBhekele Phaya (FET) kwanezokuQeqeshelwa izakhono ezithile eziphuhlisa izakhono ezingundoqo kuluntu oluhlomla kwiinkqubo ezithile.

UKhuseleko lokuTywa lwamaKhaya oLuntu

Inkqubo yoKhuseleko lokuTywa lwamaKhaya oLuntu iqhubekile ixhasa izitya zoluntu namakhaya ngezixhobo zokulima ezisisiseko nezinto zokutya kwisithuba seminyaka emihlanu. Ebudeneni balo nyaka-mali, kwafikelelwa kwizitya zokutya zamakhaya angama-867 kwanezoluntu ezingama-63 yiCasidra ne-WCDoA. Ukuqinisekisa uzinzo oluthe chatha, kusungulwe iqhinga lokubeka ababoneleli beenkonzo bokuxhasa amakhaya kabini ngeveki, baqhuba iinkqubo zoqeqesho namanye amathuba entengiso. Eyona nto engamandla luzinzo kwimveliso nakwiinkqubo zokutya izinto eziphuma emhlabeni. Ukusebenzisa amanzi angwevu asele esebenzile nokwenza umgquba ngundoqo weli phulo.

I-CPAC yokhuseleko lokuTywa iququzelele iinzame zesiqabu phakathi kwamahlakani karhulumente. I-Casidra isebenza njengonobhala yaye iququzelela ukusungulwa kokusetyenziswa kweenkqubo ezingakumbi zokungenelela ngenjongo yozinzo nolondolo lwamanzi olujoliswe kokusingqongileyo. Imbalela eqhubekayo nesigqibo sokuba akukho manzi kamasipala anokutsetyenziswa nakweziphilwa iiprojekthi zezitya sibe nefuthe ekukhutshweni koncedo yaze yanyanzelisa namaphulo okusetyenziswa ngobunono kwamanzi kwaneenkqubo zokuvulisa izityalo.

UQoqosho lwasekuHlaleni noPhuhliso loShishino

Le Nkqubo yayijoliswe ekufunquleni ukukhula koqoqosho nokudalwa kwamathuba engaqesho kwimimandla esemaphandleni ngokuququzelela nokukhuthaza utyalo-mali oluvela kwicandelo labucala kunye nenkxaso yophuhliso loqoqosho lwasekuhlaleni nolwamashishini ngokubanzi. Noko ke, ebudeneni bonyaka-mali ka-2018/19, ubukhulu bomsebenzi weCasidra ekufizekiseni iinjongo zeqhinga 1 nelesi-2 buguqukile ngenxa yokutshintshwa ngumxhasi wenkqubo. Ngoko ke, imali yokuxhasa iNkqutyana 4.1: UPhuhliso lomSebenzi waseFama neyi-4.2: UPhuhliso lweNdawo ezisemaPhandleni zayekwa yi-WCDoA kunyaka-mali ka-2018/2019 yaye izinto ekwakujoliswe kuzo azizange zifizekise.

INkqubo yoPhuhliso oluPheleleyo lwaseMaPhandleni neNkqubo yoPhuhliso lomSebenzi waseFama

Ebudeneni buka-2018/19, i-Casidra icwangcise ukunabisa iNkqubo yoPhuhliso oluPheleleyo lwaseMaPhandleni (iCRDP) ukuba ijoliswe ekudaleni ubudlelwane kuphuhliso lwemimandla yasemaphandleni. Amaphulo eNkqubo yoPhuhliso lomSebenzi waseFama liza neenkqubo zokungenelela ekuqubisaneni neengxaki zokuhlala kwanemiba yentlalo-ntle. La maphulo neenkqubo zazijoliswe ekuqiniseni ngamaphulo oqeqesho kwaye zijoliswe ekuxhaseni amashishini kwanokuhanjiswa kweenkonzo ezimbalwa. Ngenxa yeemeko ezingenakubonwa kwangaphambili ngumxhasi wale nkqubo, le Njong yeQhinga yashenxiswa kulo nyaka-mali.

UPhuhliso lomSebenzi wezoLimo

I-Casidra yayicwangcise ukuxhasa i-WCDoA ekuqhubeni iNkqubo yoPhuhliso lomSebenzi waseFama nokudlala indima yokuba ngumququzeleli kwanomlawuli phakathi kweentlangano ezingenzi-nzuzo ezohlukahlukeneyo, icandelo labucala, i-WCDoA nabanye ababandakanyekayo ekusebenziseni le Nkqubo. Oku kuquka inkxaso yokusebenza neyoshishino kwiintlangano ezingenzi-nzuzo ezixhaswa yi-WCDoA ezisebenzisa iiprojekthi zezakhono kwanezophuhliso lwezentlalo ngelokuxhobisa abasebenzi bezolimo. Ngenxa yeemeko ezingenakubonwa kwangaphambili ngumxhasi wale nkqubo, le Njong yeQhinga yashenxiswa kulo nyaka-mali.

UPhuhliso lweeNdawo ezisemaPhandleni

Ebudeni beminyaka-mali egqithileyo, i**Casidra** idlale indima ebalulekileyo njengomququzeleli weNkqubo yoLawulo lwasemaPhandleni kwaye isebenzisa esi sikhundla sayo ekugayeni inkxaso kumaqumrhu nababandakanyekayo abohlukahlukeneyo ekusebenziseni izinto eziluncedo ze-WCDoA. Le Nkqubo, exhaswa yi-WCDoA, ibe nefuthe elimandla kuphuhliso lwentlalo noqoqosho kwanozinto kwimimandla esemaphandleni. Ngonyaka-mali ka-2018/19, inkonzo ye**Casidra** kule Nkqubo yayekiswa.

EziNye iNkonzo zoLawulo lweeProjekthi

I**Casidra** yazibophelela phantsi kwale Nkqutyana ukuze inikezele iinkonzo kubathengi abatsha nabo bakhoyo xa kukho imfuneko yokulawula iprojekthi, ulawulo kwanokufumana iinkonzo zababoneleli beenkonzo kwiiipjekthi ezithile kwabe kugxininiswa ekudaleni amathuba engqesho. Kulo nyaka-mali, kwenziwe ezi projekthi zilandelayo njengoko zichazwe ngezantsi:

UkuFikelela kwiiMnikelela kwaneeNkqubo zokuGcina iingxelo zeMali

I**Casidra** yaququzelela iNkqubo yokuGcina iingxelo zeMali egameni le-WCDoA. Le Nkqubo yanceda amafama asakulaywa ngoqeqesho kwiincwadi zemali nasekuwaxhaseni ekugcineni iincwadi zemali.

Ebudeni balo nyaka-mali, kwanikezelwa inkxaso engakumbi kumafama akudidi lwe-BEE ngeNkqubo yokuFikelela kwiiMnikelela, ukuze kuncedwe amashishini antsundu afikelele kwiimarike ngokurhwebelana nakwimiboniso ekwakuboniswa kuyo iimveliso zoMzantsi Afrika. Amashishini antsundu ancedwa ngenjongo yokufikelela nemveliso yawo kwiimarike zeli nezamanye amazwe.

IiProjekthi zeQhinga loPhuhliso lwamaPhandle

Ebudeni balo nyaka-mali, i**Casidra** iqhubekile isebenzisa iiprojekthi zeminyaka ngeminyaka egqithileyo ebezingagqitywanga ekuthambekeni konyaka-mali ka-2017/2018. Iiprojekthi ezintlanu zeqhinga lokukhawulelana neemfuno zoluntu lwasemaphandleni eNtshona Koloni zasetyenziswa ngokwezinto ebezibekwe luBalo lweeNtsapho eziSebenza kwezoLimo.

Kwajoliswa kumathuba emisebenzi, uQeqesho loLutsha olunguMthinjana lwasemaPhandleni, iNkxaso yezeNtlalo ekuSetyenzisweni kakuBi kweziYobisi nakuPhuhliso lwezaKhono zobuChwepheshe. Kwagqitywa kangangeepesenti ezingama-48% zezi projekthi ekupheleni kwalo nyaka-mali.

Ingxowa-mali yokuXhasa Abo baziVulela amaShishini

Ebudeni balo nyaka-mali, kwasungulwa ingxowa-mali entsha ngoDisemba 2018 phakathi kwe**Casidra** neSebe loPhuhliso loQoqosho noKhenketho (iDEDAT). Injongo yale Ngxowa-mali yayikunikela ngemali-mboleko yokupetsha kwii-SMME. Ekupheleni kwalo nyaka-mali, inani lezicelo zemali-mboleko ezithe zamkelwa zaze zakhutshiwa bezingama-47 kwimali ezizigidi ezi-R3 028 335.

ICANDELO B: INKCAZELO ENGOKUSEBENZA UHLAHLELO LWEEMKO: UBUME BEQUMRHU

I**Casidra** ineqela leengcali zemisebenzi ngemisebenzi eliwuthand' egazini umsebenzi walo elizibopheleleyo ekubeni nefuthe elikhulu kuphuhliso lwasemaphandleni nelisebenza namahlakani ethu kwicandelo likarhulumente nelabucala. Ngenxa yokukhula kwemfuneko yeengcebiso zobuchwepheshe nenkxaso, abasebenzi ababandakanyeka kwezobuchwepheshe bahlanganisiwe bayila iqela eliliCandelo loLawulo lwezobuChwepheshe (iTMU), ngeli lixa bona abaphathi beeprojekthi behlanganisiwe bayila iqela eliliCandelo loLawulo lweeProjekthi (PMU).

I-PMU ye**Casidra** ihlanganisa zonke iinkqubo ezinxulumene neeprojekthi yaye ize ifezekise izinto kufuneka zifeziwe kwiiipjekthi ezohlukahlukeneyo zolimo, ezokuvuselelwa komhlaba, ezenkxaso yophuhliso loshishino, ezophuhliso lwamashishini, kwanezolawulo lokusingqongileyo kwanezo zokudalwa kwemisebenzi kubathengi abohlukahlukeneyo. I-TMU, kwelinye icala, ijoliswe ekusebenzeni kweeprojekthi zeziseko zophuhliso zolimo yaye ikwanikezela inkonzo yenkxaso kwezobuchwepheshe, ulawulo nezini-maxesha kumaCandelo ale Nkampani.

Ezi nkqubo zandisa imisebenzi yethu yangaphakathi yaye zisenze sakwazi ukunikezela ngolawulo lweeprojekthi olungenachaphaza ngo-2018/19. Kubalulekile ukuba i**Casidra** ihlale ihambisane nemeko eguquguqukayo yomthetho noshishino ngeli lixa iqinisekisa uhanjiso lweenkonzo olululo. Iinkqubo zangaphakathi zilungiselelwe ukuba imigaqo-nkqubo ye**Casidra** ihambisane namaxesha kwaye iphucuke ukuze ingqamane nenjongo yeqhinga lokujolisa ekugqesweni kulawulo lweeprojekthi ngenjongo yohanjiso lweenkonzo olufanelekileyo.

Iinkqubo yenkxaso-mali ekuvunyelwene ngayo phakathi kwe**Casidra** ne-WCDoA luye lwaqinisekisa ukuba kukho uzinzo ngokwasemalini kwikota ephakathi. Ukuxhuma kweendleko nokunyuka kwamaxesha xa kufhelekiwa nenkxaso-mali yequmrhu ethe gqolo ukushokoxeka ngenxa yokungabikho kweenkonzo nokudodobala kokukhula kooqoqosho, kuye kwangena kanobom epokothweni ye**Casidra**.

Ngenxa yoko i**Casidra** ithengisa iinkonzo zayo kuwo onke amasebe karhulumente namaziko angaphandle ngenjongo yokudala iindlela ezintsha zokwenza ingeniso nokunyusa ingxowa-mali yeeiprojekthi.

Ukugaya kwe**Casidra** abasebenzi kulawulwa yinjongo yayo yokuba yiNkampani yoLawulo lweeProjekthi engungqa-phambili, ngoko ke, i**Casidra** iwa ivuka igaya abantu abafanelekileyo nabakhuthaleyo. Iinkqubo zokuphuhlisa abasebenzi yinto ephambili kweli qumrhu yaye zijoliswe ekukhuliseni izakhono nokuphucula ukufaneleka kwamalungu eqela leli qumrhu.

Ebudeni bonyaka, i**Casidra** iye yafihl' induku emgqubeni kwimpilo-ntle yabasebenzi ngokusebenzisa amaphulo awohlukahlukene. Into ebekujoliswe kuyo ngo-2018/19 ibiyimpilo-ntle ngokwasemphefumleni yaye ibe neziqhamo ezihle kuphando olungokwaneliseka olwenziwa minyaka le kubasebenzi oluhlolwa ngokweenkalo ezohlukahlukeneyo zeli qumrhu.

ICandelo lezabaSebenzi lethu liqhubekile linesicwangciso sabantu abaza kungena ezihlangwini zabanye ngenjongo yokuphuhlisa nokuqinisekisa isicwangciso esicetyiweyo xa abasebenzi besiya kudla umhlala-phantsi okanye xa beshiya izikhundla zabo. I**Casidra** ikwazile ukugaya, ukurhwebesha nokufaka abantu abakudidi lwe-EE kwizikhundla ebekunzima ngaphambili ukuba bafakwe kuzo. Ukugaywa kwabantu abakhubazekileyo kunkqenqeza phambili nanini na xa kukho izikhundla ezifanele zigcwaliswe.

I**Casidra** isalibambile iqhinga layo lephulo eliluhlaza ngenjongo yokunciphisa ukusetyenziswa kwekhaboni. Kuye kwabekwa elisweni kwabekwa nemilinganiselo yamaphulo awohlukahlukene kwi-Ofisi yethu yeNgingqi, kwiifama nakwi-Ofisi eliKomkhulu lethu. Le mlinganiselo iqulunqwe kwiNgciso yamaPhulo aluHlaza, echaphazela ukusetyenziswa kwamaphepha, iindleko zokuhamba, ukusetyenziswa kwamanzi kwanombane.

linkcazelo ye**Casidra** ekwiwebhu yolawulo lweeprojekthi kwanesicelo sezinki-maxabiso, iCasper, iyaqhubeka isebenza njengesixhobo sezoshishino. Le nkqubo ivumela bonke ababandakanyekayo basebenzise inkcazelo yeprojekthi ngokuthi bafikelele kwiprojekthi abayifunayo kule nkqubo yenkcazelo ekwiwebhu. Kongezwe izinto ezininzi onokuzisebenzisa njengoko kuvavanywa le nkqubo yaye isulungekiswa nanjengoko isenziwa isebenze kuzo zonke iinkqubo zeli qumrhu.

Ixabiso lesicelo eso lixhomekeke kwinkcazelo yeprojekthi efumanekayo enokufikelelwa ngabo bonke ababandakanyekayo abanokuyifumana ngokucofa nje iqhosha kwi-intanethi. Esi sixhobo sinceda ekukhawuleziseni uhanjiso lweenkonzo, siphucula unxibelelwano kwaye asiyongozi kwizinto ezisingqongileyo ngeli lixa sicutha ubukho bekhabhoni. Ebudeni buka-2018/19, le nkqubo yandiswa ukuze ikhuphe ingxelo yokusebenza ngeenjongo zokunika iingxelo zophicotho-mali.

Ngenxa yamaxesha anzima ezoqoqosho nokucuthwa kolwabiwo-mali ajongene nako uRhulumente, amaNyathelo okuGcina iNdleko zingaNinzanga, njengoko zichazwe nguNondyebo kaZwelonke, ezi zinto zamiliselwa kwi**Casidra**. Oku kwenziwa ngenjongo yokuqiniseisa ukuba le Nkampani inenkathalo ekusebenziseni kwayo ubugcwalalana enabo ngempumelelo, ngoqoqosho nangendlela engafihlakalanga. Siye siqinisekise ukuba bonke abasebenzi bayaziqonda iimeko ezigqubayo zoqoqosho kwaye benza iinzame ezinkulu ekuphuculeni imali abayichithayo. Ngaphezu koko, silubek' elisweni ulwabiwo-mali ukuze siphucule iinkqubo kwiindleko

eziphantsi, ukuphumelela kwinkqubo yeziniki-maxabiso nokuphepha ukudiywaza kwiindleko ukuze siqinisekise ukuba iinkqubo neenkonzo ezihanjiswayo zihambisana nemali enikezelweyo. Izinto ezenziwayo ziphicothwa ngokungqingwa ngenjongo yokuthintela inkcitho ehesheshe, engagunyaziswanga okanye eyokudiywaza ngemali.

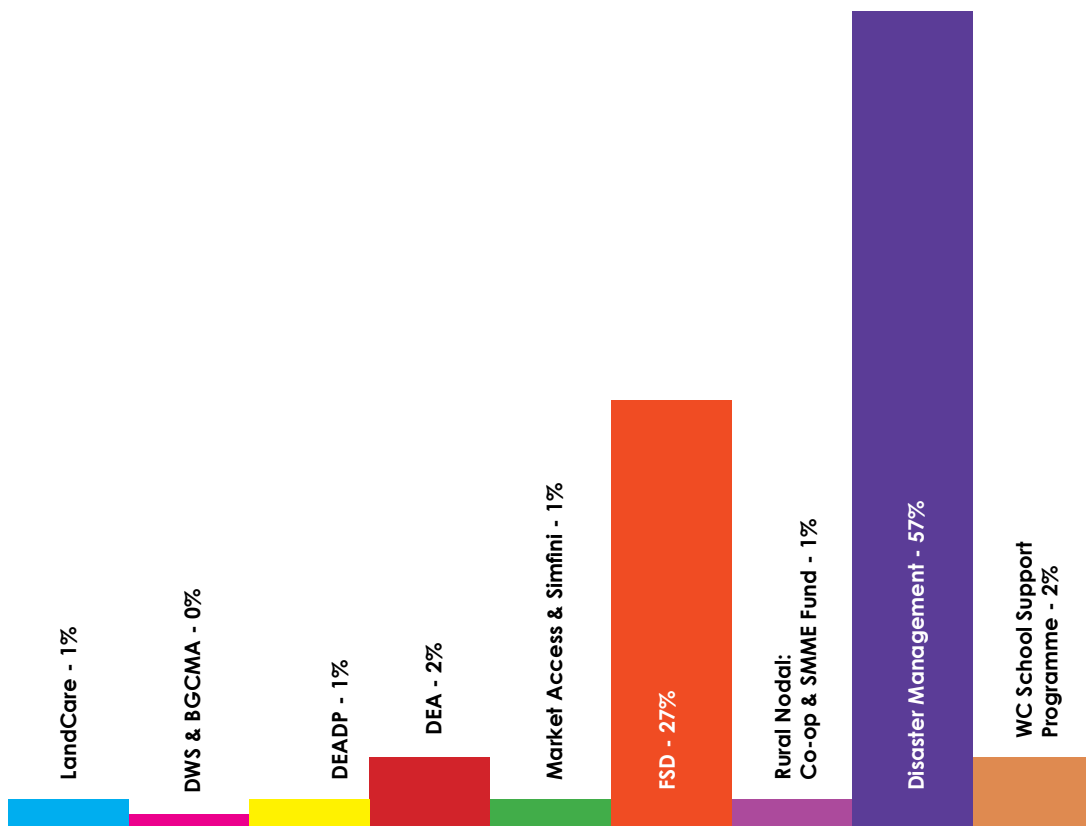
Ukukalishwa kolwabiwo-mali kuza kwenza i**Casidra** ukuba iqhubeka ihlola amathuba ezoshishino nokwandisa ingeniso yayo. Iindleko zabasebenzi ngundoqo kwiindleko yaye ngoqeqesho, abasebenzi basetyenziswa ngcono.

Kuye kwamiliselwa uVimba oyintloko kaRhulumente wokubhalisa ababoneleli beenkonzo, ukuze ababoneleli abaninzi bakwazi ukuzibhalisela kwi-intanethi. Noko ke, abasebenzi be**Casidra** baqhubekile befumana izicelo zokunika uncedo kwabo bangakwaziyo ukufikelela kule nkqubo.

Siqhubekile sisenza igama lale Nkampani laziwe ngokubanzi ngokusebenzisa amaqonga awohlukahlukeneyo kubudlelwane bethu noluntu/nababandakanyekayo, ngokuthengisa, ngobudlelwane bamajelo eendaba, ngezibhengezo nangoshishino lwasekuhlaleni.

Iinkqubo yokuNika iingxelo yeKota ngokuSebenza (i-eQPRS) ekwiwebhu, eyasekwa sisiGqeba seSebe leNkulumbuso lokuSebenza nokuBek' eLisweni, ukuze ithathe indawo yenkqubo yokunika ingxelo endala yeMicrosoft Excel, iye yamiliselwa kwabe kungekho makhwiniba angako.

UHLAHLO LWABIWO-MALI OLUSELEYO PHANTSI KOLAWULO LOWAMA-2018/19



UPHUHLISO LOMGAQO-NKQUBO OLUNGUNDOQO KUNYE NEENGUQU ZOMTHETHO

Alukho.

IINJONGO EZIJOLISE 1	
Iinjongo Ezijoliswe Kwiziphumo Ezicwangcisiweyo1	ICasidra ibonelela ngenkonzo yolawulo kuMnyango wezoLimo weNtshona-Kapa ukuphumelelisa iinjongo zabo.
Iinjongo Ezicwangcisiweyo	KuMgaqo-nkqubo weSebe loPhuhliso lwaseMaPhandleni nokuVuselelwa koMhlaba (iDRDLR) inkqubo yoTshintsho kwiNgeniso, epapashwe ngoMeyi 2011, inyaniso ikukuba inkoliso yeehektare ezizizigidi ezi-6 zomhlaba wolimo ezidluliselwe kwiNkqubo yokuVuselelwa koMhlaba azisavelisi kwaphela yaye ziye zasilela. Esinye sezizathu zale nto kukuba, ikakhulu umhlaba unikwe amaqela amakhulu abantu abaxhamlayo ngaphandle kwamalungiselelo ayimpumelelo equmrhu okwenza lo mhlaba ube nemveliso ngokuqhubekayo. Isizathu sesibini sikukuba akukho nkxaso eyoneleyo enikezelwayo kwabo baxhamlayo abathi ikakhulu babe nolwazi nje oluncinane kakhulu lokulima namava kwanezakhono zokuphatha ezingengako. Esesithathu isizathu sikukuba kwakukho ukungangqamani kweNkqubo yeNkxaso ePheleleyo yezoLimo (iCASP) kunye neNkqubo yokuVuselelwa koMhlaba, kwaye inkxaso eyanikezelwayo ayizange ikhawulelane nazo zonke iifundo zabantu abatsha abafake izicelo kumba wemveliso yezolimo ngendlela eyondelelanisiweyo nepheleleyo. Kwaye kwathiwa akukho basebenzi boneleyo kurhulumente malunga nokusetyenziswa ngokupheleleyo kwezi nkqubo. Ngokudibanisa amava nolwazi lwezolimo kwanezakhono zokulawula iiprojekthi kwanemali eyoneleyo neenkqubo zikarhulumente, iCasidra iza kuqhubeka ixhasa iSebe ekukhupheni iimali ze-CASP. Iiprojekthi ezisetyenzwayo eziqikelelwa kuma-230 zokuVuselelwa koMhlaba zixhaswa yi-WCDoA ngezibonelelo zemali ukuze kunikezelwe iziseko zophuhliso ezibonakalayo zezicwangciso zoshishino lweeprojekthi. Elinye iphulo lokuxhasa le njongo kukubandakanyeka kweQhinga leMveliso yezoLimo le-DAFF, kuphuhliso lwamaphandle nokuzibophelela kwinjongo yokuvuselelwa koMhlaba wolimo. Amalungiselelo equmrhu leqhinga lenkxaso elihloniyelweyo asikelwe phezu kwenkqubo lezendyebo. Amava alulutho anxulumene nemveliso nawokuthengisa adityaniswa kunye kwi-CPAC kwinto nganye eyindyebo kwezilithoba, kwaye isetyenziselwa ukuhlola iiprojekthi ukuba zilulutho kangakanani na kwanokunikezela ngemali yenkxaso ye-CASP kwabo bafaka izicelo. ICasidra iza kudlala indima ephambili ekuququzeleleni iinkqubo kwizinto ezithile eziyindyebo, isebenze njengonobhala wazo ize isebenzise izicwangciso ezigunyazisiweyo zeeprojekthi kwizinto eziyindyebo iCasidra ebandakanyeka kuzo. Iifama ezintathu ezizezikarhulumente (ezizezeSebe loPhuhliso lwamaPhandle nokuVuselelwa koMhlaba kwaneSebe lePhondo lezoThutho nemiSebenzi yoLuntu), ukususela phaya kwiminyaka yoo-1980 njengoko iiprojekthi zokubuyiselwa koMhlaba zazilawulwa yiCasidra. Ifama yase-Anhalt ikwinkqubo yokudluliselwa eluntwini lwaseHaarlem yaye iCasidra ibe nesandla ekubaxhobiseni ukuze bazimele. Nangona lo mhlaba ungedluliselwa, ishishini ladaluliselwa kwi-Anhalt Boerdery (Pty) Ltd, inkampani enabalawuli abasuka eluntwini. Ukususela kumhla woku-1 ku-Epreli 2019, iCasidra iza kudlala nje indima yokuxhasa njengenxalenye yeKomiti yoLawulo lwale fama, de ube lo mhlaba udluliselwe. I-WCDoA inoxanduva lokuququzelela i-CRDP kwiindawo ezithile zeNtshona Koloni ngenjongo yokuvuselela uluntu lwaseMaPhandleni olonwabileyo nozinzileyo. IiNjongo zeQhinga lale Nkqubo ichazwe ngokwale ndlela elandelayo: • Onke amasebe ephondo namagunya karhulumente wasekuhlaleni anikezela ngeenkonzo ngendlela elungelelanisiweyo neyondeleleneyo ngokumisela iikomiti zolawulo zamasebe ngamasebe. • Ukudalwa kwamagumrhu eentlangano zoluntu ngenjongo yokuxhobisa uluntu ngokuphathelele ukuchongwa nokusetyenziswa kweeprojekthi ezintsha. • Ukumiselwa kweeprojekthi zoqoqosho, ezophuhliso loluntu nezeziseko zophuhliso ukuze kuququzelelwe ukukhula koqoqosho. • Ukuqeqeshelwa izakhono kwabantu abangaphangeliyo. • Ingaqesho ezinzileyo eyenzelwe abantu abangaphangeliyo. • Ukuphuculwa kokhuseleko lokutya ngeenkqubo zokungenelela emakhayeni abantu. Nangona iSebe liza kujolisa kwindima yabahlali ekulungiseleleni ukusebenza kwequmrhu, iCasidra iza kujolisa ekusebenziseni iiprojekthi ezichongiweyo ngokunikezela ngeenkonzo zolawulo lweeprojekthi oluphum' izandla. UNxulumaniso kwiKhadi lamaNqaku eCandelo loLuntu: UmThengi (wangaPhandle)
Konke Okuphunyeziweyo	Ukuphumelela kwale njongo icwangcisiweyo kunxulumene ngokupheleleyo kwaye kuyachazwa kwiNkqubo yesi-2

IINJONGO EZIJOLISE 2

Iinjongo Ezijoliswe Kwiziphumo Ezicwangcisiweyo 2	Ukunika inkxaso kumaphulo asekuhlaleni oqoqosho nophuhliso lwamashishini kwimimandla esemaphandleni ngenjongo yokudala nokuququzelela imeko elungele loo nto, ukuququzelela ukukhula koqoqosho nokudala amathuba engqesho, ngokukhuthaza ukusetyenziswa kwamaphulo aluhlaza, ngokunikezela ngenkxaso noqeqesho lwezoqoqosho.
Iinjongo Ezicwangcisiweyo	Uqoqosho lweNtshona Koloni, njengomnikeli obalulekileyo kuqoqosho lwesizwe, lugxininisa ukubaluleka kwamangenelo karhulumente kunye nomgaqo-nkqubo ukugcina nokukhokhela ukukhula koqoqosho. Nangona icandelo lezolimo lunokuba yimbombo yengqiqo nengqondo yophuhliso lwamaphandle, isimo esilungiselelwe uqoqosho lolimo oluyimpumelelo, umsebenzi wentlalo nendalo ngowona unikela ngokupheleleyo kuphuhliso lwamaphandle. Xa kuqwalaselwa uphuhliso lwamaphandle, ingqalelo kufuneka ithatyathelwe ikhono elililo lophuhliso lwemimandla kamasipala ukulungiselela ukuyila ubume obuthi buxhase utyalo-mali lwecandelo langasese oluya kuyila amathuba azinzileyo emisebenzi kwiingingqi zoluntu wasemaphandleni. Uphuhliso lwamaphandleni alunakuba sisigunyaziso ekukuphela kwaso sesebe elinye. Amangenelo aphuma kwii-arhente zikarhulumente, amaqumrhu aphantsi kolawulo lukarhulumente kunye necandelo langasese aya kudingeka ukulungiselela ukwenza impembelelo ebonakalayo. Kule nkalo, izinto ezingundoqo zemeko elungele amaphulo ophuhliso loqoqosho zifanele ziquke: - Amanqanaba awandisiweyo ezakhono - Ukufikelela kuzo zonke iinkonzo zophuhliso lwamashishini - Ukulungela nokufikelela kwiimarike. Ukufunyanwa kwengcaciso yoshishino kumafama amancinane noosomashishini kwimimandla yasemaphandleni kunokuba ngungqu phambili wokukhula koqoqosho nokuyilwa kwemisebenzi, kodwa okuyinyaniso iNtshona Koloni kokokuba iindawo zenkxaso zoshishino ezikhoyo ezibalulekileyo ezili-14 zikummandla waseKapa, xa kuthelekiswa nenye kuphela ekummandla omkhulu wasemaphandleni. Iinjongo zeqhinga zenkqubo zichazwa njengoku kulandelayo: - Ukuququzelela uxhotyiso loqoqosho loosomashishini abakhulayo kunye namashishini amancinane. - Ukuququzelela ulwazi lwamathuba oqoqosho ngokuphuculwa kwelungelo lokufumana kumalinge emali nangengawo awemali. - Ukunceda ekuyileni ubume obuthi buxhase utyalo-mali lwecandelo langasese ngocwangciso olufanelekileyo lwecandelo likarhulumente kunye notyalo-mali kwiingingqi zoluntu wasemaphandleni. - Ukukhuthaza ukumilisela kwamalinge aluhlaza. - Ukuyila ubume obuncedayo nokuququzelela inkxaso yoqoqosho nokubekwa kweliso. ICasidra iya kudlala indima yolawulo lweprojekti nakuyiphi na kwiiprojekti ezichongiweyo ezithe zisingathe ezi njongo zeqhinga zingasentla. Unxulumaniso kwiKhadi lamanqaku leCandelo likaRhulumente: UMthengi (wangaphandle).
Konke Okuphunyeziweyo	Ukuphumelela kwale njongo icwangcisiweyo kunxulumene ngokupheleleyo kwaye kuyachazwa kwiNkqubo yesi-2, yesi-3 neyesi-4

IINJONGO EZIJOLISE 3

Iinjongo Ezijoliswe Kwiziphumo Ezicwangcisiweyo 3	Ukulawula imithombo yobutyebi ngempumelelo nokuqinisekisa ngolawulo olululo lwamashishini ukuze ifezekise uphicotho-zimali olungenachaphaza kunyaka-mali ngamnye.
Iinjongo Ezicwangcisiweyo	Iqumrhu elifana neCasidra liphezu kohanjiso lweenkonzo oluyimpumelelo ekuxhaseni amasebe karhulumente kwinjongo ethile. Ngoko ke, lifanele livunyelwe libe nabasebenzi kwaye likwazi ukunika ingqalelo kumsebenzi eliwenzayo. Iinkonzo zokunika inkxaso zale Nkampani (ezemali nezolawulo, ezabasebenzi, ezobudlelwane nabasebenzi, ezobudlelwane noluntu nezoxibekelelwano, kwanenkcazelo yeteknoloji) kufuneka zilungelelaniswe ngohlobo lokuba zixhase amasebe osetyenziso lweprojekthi ngendlela eyiyo neyimpumelelo. Ukwalek' umsundulo, ukugcinwa kwabasebenzi yinto ephambili kweli qhinga. Ulawulo lwamashishini lweCasidra, iBhodi neekomiti zayo zihleliwe kwaye zisebenzisa imigaqo yeNgxelo kaKumkani IV. ICasidra ikwazimisele kwimisebenzi yabantu bayo kwaneqhinga layo eliluhlaza. Ukuzinza kweli qumrhu yeyona ixhalabisa ngokumandla kwiBhodi nakwiqela labaPhathi bayo. Unxulumaniso kwiKhadi lamanqaku eCandelo loLuntu: EzeMali; INkqubo yangaPhakathi nokuFunda kwanokuKhula kwabaSebenzi (ngaPhakathi).
Konke Okuphunyeziweyo	Ukuphumelela kwale njongo icwangcisiweyo kunxulumene ngokupheleleyo kwaye kuyachazwa kwiNkqubo yesi-2, yesi-3 neyesi-4

IINJONGO EZIJOLISE 4	
Iinjongo Ezijoliswe Kwiziphumo Ezicwangcisiweyo 4	Phuhlisa uphumelelise uPhuhliso loMfuziselo we Casidra ngo2020.
Iinjongo Ezicwangcisiweyo	Izinto efanele inikezele ngazo iCasidra ngoku sithethayo zimalunga noku: - Izakhono zokulawula iiprojekthi - Amalungiselelo olawulo ayimpumelelo - linkqubo eziyimpumelelo zemali - Ukukwazi ukukhuphisana ngokwezoshshino - Ukusukumela phezulu mayela neemfuno Kwilixa eligqithileyo, abathengi ikakhulu bebephelela kumasebe ephondo amabini, angala i-WCDoA kwane-DEDAT, mayela nezinto abafanele banikezele ngazo kwabo bathile bahlomlayo ngokusebenzisa iinkqubo ezithile eziqhutywa ngala masebe mabini. Ngokwembali yayo, izakhono nokuyilwa kwayo, iCasidra iyakwazi ukuthengisa iinkonzo zayo kwamanye amasebe karhulumente. ICasidra izenzele umzila kuphuhliso nokusebenzisa amaphulo ophuhliso kwimimandla esemaphandleni eNtshona Koloni. ICasidra ifikelele kwinqanaba lohambo lwayo apho ifuna ukufikelela ngaphandle nokuxhobisa abanxaxheba eluntwini ukuba basebenzise amaphulo ophuhliso aneziphumo. Le Nkampani ijonge ukumisela icandelo loqeqesho nophuhliso olunokuza nemali ethe chatha kwiCasidra. Le Nkampani iqhube uphando olupheleleyo lokuyilwa kweli qumrhu ngo-2015, oluye lwahlola ubume bayo obukhoyo iphezu kweqhinga lale Nkampani. Isiphumo solu phando lubalaselise ukumiselwa ngokutsha kwemisebenzi. Izindululo ezivele kolu phando zagunyaziswa yiBhodi ukuba zisetyenziswe ngokwezigaba. ICasidra ijonge ukumiselwa kwesigqeba solawulo lweeprojekthi ngo-2020. UNxulumaniso kwiKhadi lamaNqaku eCandelo loLuntu: UmThengi (wangaPhandle); INkqubo yangaPhakathi nokuFunda kwanokuKhula komSebenzi (ngaPhakathi)
Konke Okuphunyaziweyo	Ukuphumelela kwale njongo icwangcisiweyo kunxulumene ngokupheleleyo kwaye kuyachazwa kwiNkqubo yoku-1, yesi-2, yesi-3 neyesi-4
IINJONGO EZIJOLISE 5	
Iinjongo Ezijoliswe Kwiziphumo Ezicwangcisiweyo 5	Ukulondoloza nokwandisa isakhono solawulo lweeprojekthi njenge-arhente esebenza ngokubanzi isebenzisa uqeqesho lolawulo lweeprojekthi kwaneenkqubo zolwazi.
Iinjongo Ezicwangcisiweyo	ICasidra kufuneka ihlale 'ilola' izakhono zayo ngokuqinisekisa uqeqesho olusemanqwanqweni aphezulu ngokuqhubekayo kubasebenzi bayo ngenjongo yokunceda le Nkampani ibe liqela elisebenza ngokugqwesileyo kwiiprojekthi. ICasidra ayinakukwazi ukunikezela inkonzo engenachaphaza ukuba ayilukhathalelanga uphuhliso lwabasebenzi bayo. Umbono 'wequmrhu elifundayo' ukwafuna ukuxhaswa ngolwazi lwetecnoloji kubaphathi beeprojekthi kwanenkqubo yolwazi lolawulo olunempumelelo. UNxulumaniso kwiKhadi lamaNqaku eCandelo loLuntu: UmThengi (wangaPhandle); INkqubo yangaPhakathi nokuFunda kwanokuKhula komSebenzi (ngaPhakathi)
Konke Okuphunyaziweyo	Ukuphumelela kwale njongo icwangcisiweyo kunxulumene ngokupheleleyo kwaye kuyachazwa kwiNkqubo yoku-1, yesi-2, yesi-3 neyesi-4
IINJONGO EZIJOLISE 6	
Iinjongo Ezijoliswe Kwiziphumo Ezicwangcisiweyo 6	Ukuphuhlisa nokukhulisa iimarike ezintsha ngenjongo yokubuyisela iindleko ngomlinganiselo weepesenti ezi-3 ngonyaka.
Iinjongo Ezicwangcisiweyo	ICasidra SOC Limited ifanele isukumele phezulu ekuthengiseni iinkonzo zayo kwamanye amasebe karhulumente. Ukuze iqinisekiso uzinzo kwikamva layo, le Nkampani ifanele ichonge kwaye iphuhlise iimarike ezintsha ngenjongo yokwenza ingeniso ethe chatha. Le nto ingenziwa kungakhange kushenxwe kumbono wesigunyaziso sale Nkampani. Izakhono kwanamandla akhethekileyo eCasidra angayivumela ibe ngumboneleli weenkonzo ongungqa-phambili kumasebe ephondo nakazwelonke. UNxulumaniso kwiKhadi lamaNqaku eCandelo loLuntu: UmThengi (wangaPhandle); EzeeMali (ngaPhakathi)
Konke Okuphunyaziweyo	Ukuphumelela kwale njongo icwangcisiweyo kunxulumene ngokupheleleyo kwaye kuyachazwa kwiNkqubo yesi-3 neyesi-4.

INJONGO

Injongo yenkqubo kukubonelela ngobunkokheli, ngesikhokelo esicwangcisiweyo nangeenkondo zenkxaso efanelekileyo kwiinkqubo ezithile ze**Casidra**.

INKQUTYANA

- 1.1 Ubudlelwane boluntu, ukuThengisa noNxibelelwano
- 1.2 ULawulo lweMali
- 1.3 ULawulo lwezaBasebenzi
- 1.4 UQeqesho lweQhinga
- 1.5 ULawulo lweQumrhu

ULUHLU LWEENJONGO ZEQHINGA

Inkqubo 1: Iinkonzo zeQumrhu	
Inkqutyana 1.1: Ubudlelwane boluntu, ukuThengisa noNxibelelwano	
Injongo eCwangcisiweyo yoku-1	Ukunikezela inkonzo yonxibelelwano lwangaphakathi nolwangaphandle kwiNkampani neeprojekthi (SG 3, 4 nelesi-6)
Ingxelo yenjongo	Ukwenza igama lale Nkampani, iiprojekthi neenkondo zayo zaziwe ngokubanzi ngokunikezela inkonzo yonxibelelwano lwangaphakathi nolwangaphandle.
Isisekelo	Ukuphuhlisa nokusebenzisa iqhinga lorhwebo nonxibelelwano kwanesicwangciso sokulawula ukuqulunqwa nokupapashwa kwazo zonke iincwadi ngenjongo yokuthobela kwequmrhu ngokusebenzisa iinkonzo ezongezelekileyo zokuhlela ezisemgangathweni. Ukubhengezwa kwale Nkampani kuza kujoliswa kumathuba asimahla okanye angabizi mali eninzi. Ukwaziwa kwequmrhu lale Nkampani kuza kuhlala kubekwe elisweni. Iintengiso nezibhengezo zale Nkampani ziza kujoliswa kubathengi abafanelekileyo, njengoko kuchazwe kweli qhinga. Uququzelelo kwanokurhwebesha kukwangqineke kungundoqo ekufuneni ushishino olutsha kule Nkampani.
Inkcazelo noBudlelwane	Iinjongo zoBuchule besi 3, besi4, nobesi 6
Inkqutyana 1.2: ULawulo lweMali	
Injongo eCwangcisiweyo yoku-2	Ukunikezela ngeenkondo zolawulo ezifanelekileyo nezisebenzayo kwinkampani nakwiiprojekthi (SG4)
Ingxelo yenjongo	Ukuqinisekisa ukuthotyelwa kwayo yonke imithetho nemimiselo efanelekileyo yezemali, ngokukodwa umthetho woLawulo lweMali zoLuntu kwanoMthetho weNkampani.
Isisekelo	Yonke imihla yokunika ingxelo yomthetho iyafikelelwa. Ukubotshwa kwebhanti ngokwasezimalini kulindelekile ngo-2019/20 loo nto ke ingenza kungasafazwa kwiinkcitho.
Inkcazelo noBudlelwane	INJONGO EKUJOLISWE KUYO 4
Inkqutyana 1.3: ULawulo lwezaBasebenzi	
Injongo eCwangcisiweyo yoku-3	Ukunikezela ngenkonzo yezabasebenzi engenachaphaza neyimpumelelo kwiNkampani nakwiiprojekthi (SG 3 neyesi-5)
Ingxelo yenjongo	• Ukunikezela inkonzo yezabasebenzi engenachaphaza neyimpumelelo ngokuthi: • Kukhuthazwe impilo-ntle yabasebenzi • Kwakhiwe ubudlelwane obububona nabasebenzi • Kubekho ulungelelaniso olufanelekileyo lwabasebenzi
Isisekelo	• Kucwangciswe iintlanganiso zekomiti yabasebenzi ezimbini kwaneentlanganiso ezi-4 zamaqonga abasebenzi • Kuhlolwe ukusebenza amatyeli ama-2 • Kuseetyenziswe amaphulo apheleleyo ama-3 empilo-ntle
Inkcazelo noBudlelwane	Izinto elijolise kuzo iQhinga 3 nelesi-5

ULUHLU LWEENJONGO ZEQHINGA

INkqutyana 1.4: UQeqesho lweQhinga

Injongo eCwangcisiweyo yoku-4	Ukunikezela ngoqeqesho lweqhinga kwiNkampani (SG 4 neyesi-5)
Ingxelo yenjongo	Ukuqinisekisa uzinzo lwe Casidra kwilixa elizayo njengenkampani yolawulo lweprojekthi ephum' izandla.
Isisekelo	- Izifundo ezinesiqinisekiso zangaphakathi zolawulo lweprojekthi - Kuqeqeshwe abasebenzi abali-111 - Ilibhasari ezisi-8 zokufumana iimpepha zemfundo
Inkcazelo noBudlelwane	Izinto eliJolise kuzo iQhinga 4 nelesi-5

INkqutyana 1.5: ULawulo lweQumrhu

Injongo eCwangcisiweyo yoku-5	Ukuqinisekisa ngolawulo loshishino (SG4)
Ingxelo yenjongo	Ukunikezela ngenkonzo engenachaphaza neyimpumelelo ekuthotyelweni kwemigaqo yolawulo lwequmrhu.
Isisekelo	Izenzo zolawulo lwequmrhu lweCasidra kwindlela iBhodi neekomifi zayo ezihlelwe ngayo nezilawulwa ngayo yimigaqo yeNgxelo kaKumkani IV. ICasidra ayihleki nanye ehlekisayo ngokuphathelele izenzo zabantu kwaneqhinga eliluHlaza. Uzinzo lwequmrhu luyeyona nto ephambili kwiBhodi neqela labaPhathi.
Inkcazelo noBudlelwane	Iinjongo Zobuchule besi 4

EKUJOLISWE KUKO KONYAKA KWENJONGO YEQHINGA 2018/19

INkqubo 1: IiNkonzo zeQumrhu

Injongo eCwangcisiweyo	Okona kuPhunyeziweyo 2017/2018	Ekujoliswe kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo2018/2019	Uluvo ngokunxaxha
Inani lamaphulo ongenelelo lweenkonzo zonxibelelwano	8	8	8	-	
Inani leenkonzo eziyimpumelelo nez-ingenachaphaza zolawulo lwemali	15	1	1	-	
Inani leenkonzo zolawulo lwezabasebenzi ezingenachaphaza neziyimpumelelo	14	11	11	-	
Inani lamaphulo oqeqesho longenelelo lweqhinga	24	29	29	-	
Inani leenkonzo zenkxaso yolawulo lwequmrhu	10	10	10	-	

**IZALATHISI EZIPHAMBILI ZOMSEBENZI, EKUJOLISWE
KUKO OKUCWANGCISIWEYO NOKONA KUPHUNYELELWEYO**

INkqutyana 1.1: Ubudlelwane boluntu, ukuThengisa noNxibelelwano

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Okona kuPhunyeziweyo 2017/2018	Ekujoliswe kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo- 2018/2019	Uluvo ngokunxaxha
Inani leencwadi eziqulunqiweyo zapapashwa	7	7	7	7	7	-	
Inani leziganeke eziqquzelelweyo/zalawulwa	1	1	1	1	1	-	

INkqutyana 1.2: ULawulo lweMali

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Okona kuPhunyeziweyo 2017/2018	Ekujoliswe kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo- 2018/2019	Uluvo ngokunxaxha
Uluvo loPhicotho-zincwadi oluvela ku-AG-SA ngokonyaka-mali odlulileyo	1	1	1	1	1	-	

INkqutyana 1.3: ULawulo lwezaBasebenzi

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Okona kuPhunyeziweyo 2017/2018	Ekujoliswe kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo- 2018/2019	Uluvo ngokunxaxha
Inani lamaphulo empilo-ntle nokukhuthaza intsebenziswano asetyenzisiweyo	-	4	4	3	4	1	Izinto ezifunekayo ngo-komsebenzi zanda
Inani leentlanganisano zekomiti yabasebenzineqonga labasebenzi	-	8	8	6	6	-	
Inani lokuhlolwa kokusebenza kwenkampani ngokubanzi okuququzelelweyo	3	3	2	2	2	-	

INkqutyana 1.4: UQeqesho lweQhinga

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Okona kuPhunyeziweyo 2017/2018	Ekujoliswe kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo- 2018/2019	Uluvo ngokunxaxha
Izifundo ezineziqinisekiso zoLawulo lweProjekthi	-	-	-	1	1	-	
Inani lamaphulo ophuhliso noqeqesho oluhambelana neqhinga leCasidra	23	24	24	28	29	1	Izinto ezifunekayo zokuqeqeshelwa ukusebenza

INkqutyana 1.5: ULawulo lweQumrhu

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2014/2015	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Ekujolise kuko okucwangcisiweyo 2017/2018	Okona kuPhunyeziweyo 2017/2018	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo- 2017/2018	Uluvo ngokunxaxha
Inani lamaxwebu olalo angenisiweyo ngokwemiyalelo kaNondyebo	10	10	10	10	10	-	

UKUSEBENZA KWENKQUBO

INkqutyana 1.1: UBudlelwane noLuntu, ukuThengisa noNxibelelwano

ICandelo loBudlelwane noLuntu, ukuThengisa noNxibelelwano liyaqhubeka linikezela iinkonzo ezifanelekileyo kwiiNkqubo neeprojekthi ze**Casidra** ezingqamene nalo. Ukusetyenziswa kwezinto ekujolise kuzo zizalathisi zokusebenza kufezekiswe ngendlela ebekucetywe ngayo kwisiCwangciso seQumrhu sika-2018/19. Zonke iincwadi ezipapashwayo, eziquka isiCwangciso seQumrhu, iNgxelo yoNyaka, iileta zeendaba zangeKota kwaneencwadana ezohlukeneyo zokuthengisa, zaqulunqwa, zapapashwa zaze zahanjiswa kubo bonke ababandakanyekayo kwangexesha.

INkqutyana 1.2: ULawulo lweMali

ICasidra ifikelele kwingxelo yophicotho-zincwadi lwangaphandle olungenachaphaza ityeli lama-29 ngoku kwiiNgxelo zeMali.

INkqutyana 1.3: ULawulo lwezabaSebenzi

ICasidra ikholelwa ngokumandla kwelokuba xa sikhulisa abantu bethu, sikhulisa ishishini lethu. Iinkqubo zokuphuhlisa kwabasebenzi ziyinto ephambili kweli qumrhu nasekujoliseni ekuphuculeni izakhono neemphepha zemfundo kumalungu eqela labasebenzi. Ezi nkqubo ziquka iintlanganiso zokusebenza (workshops)/kwanoqeqesho, ukuxhasa amalungu abasebenzi kuhambo lokuzifuna nasekuncedeni ekuqondeni izimbo

zokuziphatha, indlela yokulungisa ukuziphatha ngenjongo yokuqinisa ubudlelwane ukuze kuvunwe iziqhamo ezingcono kwiimeko ezithile.

ICandelo lezabaSebenzi lizifake zatshon' iinzapho kumaphulo apheleleyo empilo-ntle yabasebenzi. Imeko yobudlelwane obuvuthiweyo babasebenzi ilondolozwa kwamajelo onxibelelwano evulekile, iintlanganiso zekomiti yabasebenzi, iintlanganiso zeqonga labasebenzi kwaneenkqubo zangaphakathi ezingenachaphaza zokusingathwa kwezikhalazo. ICasidra inenkqubo ephenjelelwa kukusebenza ejoliswe ekuphakamiseni lonke igalelo lomsebenzi ngokuphathalele umgangatho nobuninzi bomsebenzi lowo, ejoliswe kuwo wonke umsebenzi nokuhanjiswa kweenkonzo.

INkqutyana 1.4: UQeqesho lweQhinga

Ebudeni balo nyaka-mali, iCasidra ifumene isiqinisekiso kwiiNkonzo zeSeta ukuze iqhube izifundo ezimfutshane zoLawulo lweProjekthi.

INkqutyana 1.5: ULawulo lweQumrhu

ICasidra iyithobele imimiselo kaNondyebo yaze yafaka iingxelo zeMali zoNyaka zayo, i-CIPC, iingeniso zonyaka ze-B-BBEE, uhlahlo lwabiwo-mali, isiCwangciso seQumrhu nesiVumelwano sabanezaBelo kwangexesha.

IQHINGA LOKULUNGISA IMIMANDLA YOKUSEBENZA NGAPHANTSI KOKULINDELWEYO

Ayikho.

IINGUQU KOKUJOLISWE KUKO OKUCWANGCISIWEYO

Ayikho.

UNXULUNYANISO LOKUSEBENZA NOHLAHLA LWABIWO-MALI

Inkqubo	2017/2018			2018/2019		
	Ulwabiwo-mali	Eyona Nkcitho	Inkcitho (engaphezulu)/engaphantsi	Ulwabiwo-mali	Eyona Nkcitho	Inkcitho (engaphezulu)/engaphantsi
IiNkonzo zeQumrhu	R	R	R	R	R	R
ULawulo lweziMali	4 014 883	7 692 805	(3 677 922)	4 345 000	4 105 372	239 628
Ubuchwephesha kwiiNkcukacha (IT)	357 420	243 031	114 389	570 000	371 959	198 041
ULawulo lwaBasebenzi	13 420 814	10 835 686	2 585 128	14 475 000	11 122 879	3 352 121
URhulumentlo loBambiswano	75 029	17 442	57 587	79 000	6 882	72 118
UbuDlelwane bukaWonke-Wonke, uRhwebo noNxibelelwano	326 138	308 404	17 734	358 000	329 654	28 346
CAPITAL	1 132 792	1 276 887	(144 095)	2 027 000	947 959	1 079 041
IYONKE	19 327 076	20 374 255	(1 047 179)	21 854 000	16 884 705	4 969 295

=Le nkqubo okuphambili kuyo inomsebenzi wenkxaso. Ixabiso lay lisekuxhaseni amasebe omsebenzi okokuba anikezele ngenkonzo yobugcisa.

INJONGO

- Ukulawula iifama ezithile zikarhulumente (umz. e-Anhalt, e-Amalienstein naseWaaikraal) ngendlela ezinzileyo ukugqithisela oku kumaziko afanelekileyo.
- Ukuqinisekisa ngendlela ezinzileyo yokunika inkxaso kumafama amatsha nazinzileyo (kubandakanywa abaxhamla kuvuselelo lomhlaba nabasebenzi basezifama).

INKQUTYANA

- 2.1 ULawulo lweeFama zikaRhulumente
- 2.2 INkxaso yoMfama noPhuhliso

ULUHLU LWEENJONGO ZEQHINGA

linjongo Ezijoliswe Kwiziphumo Ezicwangcisiweyo1	Ukulawulwa kweefama zikarhulumente ngendlela ezinzileyo ukuze zigqithiselwe kwiziko elifanelekileyo ukuba lizifumane (SG 1)
Ingxelo yenjongo	Ukunikezela ngesakhono sokulawula ifama, ezabantu nezemali, kwiifama ezimbini zikarhulumente eNtshona Koloni ukuze ziphuhlise ngokwamaphulo avunyiweyo njengoko echazwe kwizicwangciso zeqhinga lotshintsho (ngaphandle kokuba lixhaswa ngemali yi-WCDoA) kwaneemali zengeniso yazo; ukuba zifikelele kuzinzo kwisithuba seminyaka emihlanu yesivumelwano.
Isisekelo	IWaaikraal ne-Amalienstein beziphantsi kolawulo lwe<i>Casidra</i> iminyaka emininzi, kodwa ukususela ngo-2010 ezi fama zimbini zibe phantsi kwe-WCDoA. Ngaphambi ko-2010, ezi fama bezingenzi ngeniso ngokwesimo sazo zabezidinga nemali yokwandisa imisebenzi yokulima. I-WCDoA icele i<i>Casidra</i> iqulunge amacebo okwenza utshintsho, awathi agqitywa ngo-2010, kodwa yabe i-WCDoA ingenakukwazi ukuwaxhasa ngemali ngokupheleleyo loo macebo (ngokuyinxenye iWaaikraal yayixhaswa ngemali njengenxalenye yophuhliso lwe-CRDP yabe yona i-Amalienstein ifumana inkxaso-mali kwi-CASP ngo-2017 ngenjongo yokuphucula inkqubo yokuncenkcesha yale fama). Injongo yecebo lokwenza utshintsho yayikukuzenza zibe nengeniso nozinzo, kwabe kufuneka nemali yokusungula amaphulo amatsha, kodwa kwanokuhlulwa imali eshotayo yokusebenza de kwaqhutywa amaphulo amatsha ngokupheleleyo kwaye zohlulwe ngokulinganayo. Loo mbono awuzange ufezekiswe, nanjengoko inkxaso-mali yaathi yawa nganeno ekufezekiseni onke amaphulo ophuhliso njengoko ayephakanyiswe kwi-cebo lokwenza utshintsho. Imali eshotayo yaya inyuka ngenxa yokuba ezi fama zazinganakwenza ibango le-VAT. Ngoko ke, uxanduva lwe<i>Casidra</i>, ukunyusa la maphulo akhoyo ngoku ngobugcwabalalana enabo ize igcine le mpahla ingonakaliswa. Ebudeneni beli xesha lale ngxelo, i-Amalienstein ithwaxwe kanobom yimbalela yaye ukuncenkcesha bekufuneka kupheleliswe kumaxesha athile, yaye ukususela ekuqaleni kuka-2019 bekuyekiswe ngokupheleleyo, into ke leyo eyenza ukuba ukutya kwemfuyo kuthengwe nalapho kwabakhona inkcitho engaphaya. Le fama bekufuneka inikezele ngamanzi okusela ngabantu eZoar. Ekupheleni kwelo xesha, imeko yayisemaxongo njengoko elinye idama lalome qoko labe elinye likwi-7% yamanzi. ISebe lagunyazisa inkxaso-mali eyongezelelekileyo esisigidi esi-R1.4 kule fama ukwenzela u-2018/19 ngenxa yolwamvila lwembalela. Imeko ekhoyo yembalela ikwathwaxe iWaaikraal kanobom kwaye wonke umlinganiselo wamanzi onikezelwa eluntwini wapheliswa. Le nto ibangele kubekho imveliso encinane kakhulu ukususela ngo-2017/18 yaye amasimi ehabile onke atshaza neenkomo zathengiswa. IWaaikraal yayineenkomo zohlobo lwesiNguni, kodwa kwafuneka zithengisiwe ngenxa yokuba kwakungekho apho lungathengiswa khona olu hlobo lweenkomo, yabe icebo ikukuthenga ezinye iinkomo eziza kwenza uhlobo olunengeniso.
Inkcazelo noBudlelwane	linjongo Zobuchule besi 1
linjongo Ezijoliswe Kwiziphumo Ezicwangcisiweyo2	Ukuququzelela nokuphunyezwa kweprojekthi zezolimo ukuze zixhamle kwezemihlaba ngokwenkxaso-mali karhulumente (SG 1)
Ingxelo yenjongo	Ukusebenzisa iziseko zophuhliso zolimo nenkxaso yesibonelelo semveliso kwiifama ezixhamlayo eNtshona Koloni kubasebenzi abasebenzisa izixhobo nezakhono zokulawula iipprojekthi ukuze umsebenzi ube yimpumelelo kwaye ungabi nachaphaza ngokwexesha elicwangcisiweyo longenelelo olo.
Isisekelo	Ebudeneni beminyaka egqithileyo, inkxaso-mali enikwe i<i>Casidra</i> ngenjongo yokunceda iifama ezineziseko zophuhliso, ngaphandle kwenkxaso-mali yezinto zokusebenza ngokuzimeleyo, ibiphakathi kwezigidi ezingama-R68 ngonyaka. Inani leprojekthi ezinokuxhaswa ngezi mali liye lancipha ngenxa yobuninzi bezicelo zezibonelelo yaye imalunga nama-76. Kulindeleke ukuba isibonelelo sibe phantsi koxinzelelo kunyaka ozayo njengoko kulindeleke nokucutywa kohlahlo lwabiwo-mali. Kuqhutywa iipprojekthi kulo lonke eli phondo yaye azinakuphelela nje kummandla omnye. Ngenxa yokuba ulimo lusenziwa ngamaxesha athile enyakeni, uninzi lwezi projekthi ziipprojekthi zeminyaka ngeminyaka yaye ngenxa yokuba inkxaso-mali isuka kwiSebe likaZwelonke ngezixa ezine ngonyaka, iipprojekthi zidlulela kunyaka olandelayo. Inani leprojekthi ezidlulela komnye unyaka zicuthwa kakhulu unyaka ngamnye, kodwa azinakubethwa ngoyaba njengoko kusekho ezingama-30 ekusafuneka zidluliselwe komnye unyaka unyaka ngamnye. I<i>Casidra</i> inikezela ngenkxa yequmrhu kumaqela amabini ngenjongo yokuqinisekisa uthotyelo nokusebenza, kwaye inceda amaye asibhozo ngokuba ngunobhala wazo. Iinkonzo ze-UTA kwabo bafake izicelo kwinkqubo yesibonelelo se-CASP ziye zanozinzo kwaye kufunyanwa izicelo ezimbalwa kakhulu zokugqibezela izicwangciso zoshishino ezifanele ziphuhlise. Eyona nto efuneka ngamandla ligalelo kwinkalo ethile, ukuba nezabelo ngokwemigqaliselo ye-B-BBEE nokucwangcisa ngezemali unyaka ngamnye. Kumiselwe iCandelo leeNgcebiso ngokuVuselelwa koMhlaba mayela namaphulo okuvuselelwa komhlaba.
Inkcazelo noBudlelwane	linjongo Zobuchule besi 1

INkqubo yesi-2: Ulimo Nohlaziyo Lomhlaba

Injongo eCwangcisiweyo	Okona kuPhunyeziweyo 2017/2018	Ekujolise kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo-2018/2019	Uluvo ngokunxaxha
Inani leefama zikarhulumente ezilawulwa ngozindo de zidluliselwe kwigumrhu elifanelekileyo	3	2	3	1	Ifama yase-Anhalt ayikadluliselwa
Inani leeprojekthi zolimo eziqhutyiweyo zaze kusenzelwa abaxhamla kwezolimo ngenkxaso-mali karhulumente	146*	83*	142	59	Into ekujolise kuyo exhomekeke kwimfuneko. Kufunyenwe izicelo ezingakumbi kunezo bezilindelwe

*= Izinto ekujolise kuzo zixhomekeka kwimfuneko ekhoyo yaye ukwenziwa kwazo akukho semandleni eCasidra.

IZALATHISI EZIPHAMBILI ZOMSEBENZI, EKUJOLISWE KUKO OKUCWANGCISIWEYO NOKONA KUPHUNYELELWEYO

INkqutyana 2.1: ULawulo lweeFama zikaRhulumente

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Okona kuPhunyeziweyo 2017/2018	Ekujolise kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo-2018/2019	Uluvo ngokunxaxha
Inani lezicwangciso zefama nganye ezenziweyo ukwenzela iifama zikarhulumente	3	3	3	2	3	1	Ifama yase-Anhalt ayidluliselwa, iCasidra ifanele iqulunge uhlahlo lwabiwo-mali yaye isayilawula le fama
Inani leengxelo zemali zenyanga zonke noqikelelo lwemali yokusebenza olwenziweyo	36	36	36	24	24	-	
Inani leeprojekthi zokubek' elisweni nokuhlala kwanokutyelela le ndawo	34	33	20	20	22	2	Ngenxa yembalela bekufuneka amatyelelo angakumbi
Inani leentlanganiso zabaphathi nabasebenzi kule ndawo	33	33	20	20	22	2	Abaphathi befama bavakalelwa kukuba kufuneka unxibelelwano olungakumbi

INkqutyana 2.2: INkxaso yoMfama noPhuhliso

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Okona kuPhunyeziweyo 2017/2018	Ekujolise kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo-2018/2019	Uluvo ngokunxaxha
Inani leeprojekthi ze-CPAC ezincedise ngeziseko zophuhliso ezibonakalayo kulo nyaka umiyo	51	46*	64	25*	37	-12	Into ekujolise kuyo exhomekeke kwimfuneko
Ipesenti yeeprojekthi ezingadlulanga kumhla wokugqitywa kwazo kwisithuba seenyanga ezintathu ezibekiweyo ngokwesicwangciso esisisiseko seprojekthi	60%	(82/180) 45.56%	47.74%	(324/541) 60%	37.03%	- 22.97%	Imbalelanokusilela ukucwangcisa iiprojekthi ezigunyazisiweyo kuphazamisene nomsebenzi

INkqutyana 2.2: INkxaso yoMfama noPhuhliso

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Okona kuPhunyeziweyo 2017/2018	Ekujolise kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo- 2018/2019	Uluvo ngokunxaxha
Inani lee-CPAC ezincedisileyo ekwenziweni kweeprojekthi kunye/okanye iinkonzo zokubhala	9	9	8	9	9	-	
Umyinge womlinganiselo wamanqaku omgangatho (1-5) kwabaxhamlayo ngokokuhlola kwenkonzo enikezelwa ngumboneleli wayo	4.66	4.52	4.71	4	4.68	0.68	AbaPhathi beeProjekthi bafumana amanqaku angakumbi.
Inani lezicwangciso zoshishino ezihloliweyo/ eziphuhlisiweyo neengcebiso zomthetho ezinikezelwe yi-UTA	4	33*	29	15*	38	23	Into ekujolise kuyo ixhomekeka kwimfuneko leyo
Inani lemibuzo esonjululiweyo (eyezeteknoloji/ eyezeMali/ eye-EIA/ eyezi-fundo zeFuthe) yi-UTA	98	36*	31	30*	34	4	Elona nani liqinisekisiweyo lemibuzo esonjululiweyo ngama-34.
Inani lamaphulo ongenelelo lokuvuselelwa komhlaba elincedwe yi-LREAD	-	36*	43	20*	48	28	Into ekujolise kuyo ixhomekeka kwimfuneko leyo. Kufunyenwe izicelo ezingakumbi kunokuba bekucetyiwe
Inani leeprojekthi zolimo ezenziweyo nezigunyaziswe yi-DPAC	13	17*	9	8*	22	14	Into ekujolise kuyo ixhomekeka kwimfuneko leyo
Inani leengxelo zenkqubela yekota kuzo zonke iiprojekthi nentengo	4	4	4	4	4	-	
Inani leeprojekthi zolimo ezixhaswe ngemali ukususela kwiminyaka egqithileyo, zeminyaka ngeminyaka	36	53	71	50	83	33	Kugqitywe iiprojekthi ezingakumbi zeminyaka egqithileyo

*= Izinto ekujolise kuzo zixhomekeka kwimfuneko ekhoyo yaye ukwenziwa kwazo akukho semandleni eCasidra.

I-AMALIENSTEIN neWAAIKRAAL

I-Amalienstein neWaaikraal zilawulwa egameni le-WCDoA, yaye sithethanje zombini azisebenziki ngenxa yokuba imisebenzi yolimo incitshiswe kakhulu (ngenxa yokungabikho kwemali eyoneleyo) yokuqhuba umsebenzi kwezi fama. Oku kunjalo ingakumbi e-Amalienstein enezakhiwo neziseko zophuhliso ezinkulu. Le nto yenziwa mbi nangakumbi ngenxa yokuba ezi fama, kuba zixhaswa ngemali ngurhulumente, azikwazi ukwenza ibango le-VAT ngezinto ezizisebenzisileyo. I-VAT itsalwa kwinkoliso yezinto ezisetyenziswayo, kodwa hayi ngeneniso (imbewu, ihabile nobisi). Ubusela nokonakaliswa kwezinto nako kuzichanile ezi fama ngokwasemalini, hayi nje ngenxa yeendleko zokubuyiselwa kwezo zinto zibiweyo nezonakalisiweyo, kodwa kwaneendleko zokuqesha oonogada ebusuku nangeempela-veki. Imbalela ethwaxa zombini ezi fama, ukususela ngo-2017/18, nayo iye yakugqibezela ukusebenzeka kwezi fama.

Ezi fama zifumana inkxaso-mali ngonyaka (e-Amalienstein ngama-R2 103 151 kuquka ne-R1 400 000 elisisibonelelo sembalela ukanti eWaaikraal li-R1 730 849 ngo-2018/19) evela kurhulumente, kodwa kuyo yonke le minyaka ezi mali bezingonelanga ekubuyiselweni impahla yexabiso, singasathethi ke ngamaphulo amatsha kube kukho nale mbalela ikhoyo ecaleni eyenza izinto zibe mandundu nangakumbi.

Ukhlaziya kwengxelo yamanzi kummandla wase-Amalienstein kwanokuqulunqwa koxwebhu oluchaza ngenkqubo namanyathelo okudlulisela lo mhlaba karhulumente eluntwini agqitywa njengexalenye yesicwangciso soshishino sekamva esikumanqwanqwa aphezulu malunga nale fama. Njengoko okwakalokunje iWaaikraal ingekabi nalo iqumrhu eza kudluliselwa kulo, iCandelo lokuVuselelwa koMhlaba eCasidra yathwaliswa imhembu yokusungula iingxoxo mayela nalo mba. Ubudlelwane bezabasebenzi kwanempilo-ntle yabasebenzi kuqutyiswana nazo kwezi fama njengoko kwasungulwa amaqonga abasebenzi kwaneenkqubo zempilo-ntle. Iinkqubo zempilo-ntle azipheleli nje kwezi fama kodwa zidlulela naseluntwini kunye neenkqubo zokuxhotyiswa, ukuncediswa kwabantu ngamaziko e-intanethi kwanethala leencwadi elincinane eWaaikraal. E-Amalienstein kukho iGosa loPhuhliso loLuntu elisebenza isigxina.

I-Casidra kuye kwafuneka ibe neqhinga elikhoyo malunga nabo baza kungena ezikhundleni zabaPhathi beFama ezi. Umngcipheko wokuyeka kwabantu kulo msebenzi kukhawulelwana nawo ngokuqesha nangokuqeqesha abancedisi. Ukungakwazi ukunika aba bantu izithuba ezisisigxina kungumngeni. Imisebenzi eyenziwa e-Amalienstein mincinane kakhulu ukuba kungade kufuneka iSekela-Mphathi, kodwa ke kuye kwabekwa uMntu oliLiso kubaSebenzi (Supervisor) owathi waqeqeshwa waza waxhotyiselwa ukuthathela kuye imisebenzi ezisiseko yoMphathi weFama, xa kungayimfuneko. Ngelishwa, uye wayeka emsebenzini. Ngenxa yobume bemali kule fama ngenxa yembalela, kwagqitywa ekubeni kungabikho mntu oza kufakwa ezihlangwini zakhe.

I-AMALIENSTEIN

Iifama zase-Amalienstein zineenkomo zobisi, ihabile, amadlelo eenkomo kwanembewu yemifuno, kwaye inendawo yokufikela iindwendwe kwanevenkile yasemaphandleni. Ivenkile le yona iqeshiselwe usomashishini wasekuhlaleni, kodwa ke ugqibe ekubeni makaphume kweso sivumelwano. Ebengakafunyanwa ke ngoku omnye umntu onokuphinda aqeshiselwe yona.

Aba basebenzi balandelayo beCasidra baqeshwe kule fama: UMphathi weFama kwakunye nabasebenzi abali-13 abakwizivumelwano zokusebenza iminyaka ethile ezithezandiswa de kube ngumhla wama-31 kuMatshi 2020 (uMabhalana, uMbhexeshi woPhuhliso loLuntu, abasebenzi aba-3 bobisi nabasebenzi jikelele abasi-7 abankcenkceshayo nom-1 osebenza egadini). Kwaqeshwa abantu abane ixeshana njengooNogada eBusuku nokuSenga ngeeMpela-veki). Kwaqeshwa abasebenzi bakaRhulumente abali-12 e-Amalienstein.

Kwaqeshwa ukuya kutsho kuma-35 abasebenzi bamaxesha athile enyakeni bevuna itswele, ukubotshwa kwehabile neminye nje imisebenzi.

Ngokomyinge, ziinkomo ezingama-95 ebezisengwa yonke le mihla, into ke ethi zimbalwa kunezo kwakujoliswe kuzo ngokohlalo lwabiwo-mali ezili-120. Oku kwabangelwa kukuthengiswa kweenkomo ezininzi ezazinengxaki ukuze angapheli amadlelo kwaneenkomo ezininzi ezazingade zizale amathole ngo-2017 ngenxa yembalela. Le nto iza kubangela kusengwe inani elikhulu leenkomo ngo-2019. Imveliso yenkomo nganye ngosuku yayizili-18.7, ithi ke loo nto zininzi kakhulu kuneelitha ezili-18 ekwakujoliswe kuzo ngokohlalo lwabiwo-mali. Iinkomo ezimbalwa kunezo bekujoliswe kuzo nokuthenga ukutya kwemfuyo okuthe xhaxhe kuye kwayikhama mpela ingeniso yobisi. Kwabuywa ngeneno kwingeniso ekwakujoliswe kuyo ngonyaka.

Ukufa kwamathole awanyayo bekungu-0%, ngaphantsi kwe-10% ekwakujoliswe kuyo ngokohlalo lwabiwo-mali. Kwafa izilwanyana ezidala ezili-10, ngaphantsi kwezili-11 ekwakujoliswe kuzo ngokohlalo lwabiwo-mali.

Ngo-2013 kwafakwa imveliso yembewu yemifuno e-Amalienstein. Kufanele kukhunjulwe ke ukuba le fama ayinayo inkqubo yokunkcenkcesha ethontsizayo yaye kwafuneka kuxozwe mphini wumbi kwinkqubo yokunkcenkcesha yalapha ukusuka kwizifafazi ezincinane ezazisetyenziswa kumabhoma eziqhamo. Okwangoku ke iziphumo zisancomeka. Imbewu yetswale (1.92 hekt) yafakwa ngo-2018 kwisivumelwano neKlein Karoo Seed aze avunwa ngoDisemba 2018. I-Amalienstein ivune ama-3780 kg yembewu (leyo li-1 968 kg ngokwehektare nganye), ibethe ngaphaya kwama-800 kg ebekujoliswe kuzo ngokohlalo lwabiwo-mali yabe yophula irekhodi le fama. Ukuvundiswa kwembewu kwaba ngaphezu kwama-90% yaye ingeniso elindelekileyo iza kubetha ngaphaya kwama-R400 000. Nangona kukho imingeni ethile, imveliso yembewu idale amathuba amaninzi emisebenzi kuluntu oluhlompuzekileyo.

Ukususela ngo-2017 imbalela ibe nefuthe elibi kwiinkcitho zale fama, njengoko kwafuneka kuthengwe ukutya kwemfuyo endaweni yamadlelo angenakunkcenkceshelwa. Ngomhla wama-25 kuDisemba 2018, iZoar yaphelwa tu ngamanzi yaye kwafuneka i-Amalienstein iqalise ukunikezela ngamanzi okusela kwidolophu yonke imihla. NgoJanuwari 2019, umlinganiselo wedama lale fama wehla wangaphantsi kwe-10% kwathothiswa ukunkcenkcesha kwaze ekugqibeleni kwayekwa ngokupheleleyo. Kune iimvula ezithile ngoFebhruwari 2019 kwaye iZoar yaphinda yakwazi ukufumana amanzi kwidama layo kwakhona, kodwa le nto yazinza nje kuphela idama lase-Amalienstein kodwa ayizange igqule nto yokungabikho kwamanzi okunkcenkcesha. Ngenxa yokungabikho kwamanzi okunkcenkcesha, amadlelo akavelisi nto yaye kwafuneka kuthengwe ukutya kwemfuyo, loo nto ke yabangela ukuba le fama iphelelwe ziimali ngoMatshi 2019. I-WCDoA yagunyazisa iivawutsha ezisisigidi esi-R1.313 zokuthenga ukutya kwemfuyo phantsi kwesibonelelo seNkxaso-mali yeMbalela yaze eyokuqala iivawutsha yakhutshwa ngomhla wama-28 kuMatshi 2019.

IWAAIKRAAL

IWaaikraal ivelisa iinkomo, ihabile, imbewu yemifuno nezinye ii-oli ezibalulekileyo. Izixhobo zokulima zamafama asakulayo kwiindawo ezingqonge iWaaikraal zilungiswa kwiziko loomatshini likarhulumente, neWaaikraal isebenzisa iiteletele nezixhobo zokulima ngexabiso elibekiweyo.

Aba basebenzi balandelayo beCasidra baqeshwe kule fama: uMphathi kweProjekthi nabasebenzi abali-14 (uMncedisi weMveliso, uMabhalana, uMntu oliLiso kubaSebenzi nabaSebenzi jikelele abali-11) abanezivumelwano de kube ngumhla wama-31 kuMatshi 2020.

Kwaqeshwa ukuya kutsho kwi-10 labasebenzi bexeshana okanye abasebenza amaxesha athile enyakeni ekuvunweni kwembewu yetswale nasekubotshweni kwehabile. Mnye qha umsebenzi karhulumente kule fama.

Le fama isatsitsithekiswa yimbalela emandla eyaqala ngo-2016. Umthombo ophambili wamanzi okunkcenkcesha eWaaikraal, oliDama laseStompdrift, woma qoko ebutsheni buka-2017. Umlinganiselo wesabelo seli dama wancitshiswa waya ku-0% kwisihlandlo sesibini kuphela kwiminyaka engama-22 yaye kwafuneka konke ukunkcenkcesha kuyekwe, ngaphandle kwamanzi awayegcinwe kwidama eligcina amanzi ale fama kwaze kwafunyanwa namanye amanzi ngo-2018, kodwa kwaxolwa kusakulinywa imbewu yetswale ku-2017 no-2018 wonke kwaze kwafakwa ne-oats ne-teff ngo-2018. Ihektare ezi-5.5 zeRosemary yemveliso ye-oli ebalulekileyo zagcinwa zisebenza kwaye azizange zibe nemveliso ngo-2018, into ke leyo eyabangela ilahleko yemali eqikelelwa phaya kwi-R148 500.

Akukho zitumata zafakwayo ngo-2017 nango-2018 yaye ngenxa yoko, ukuya kutsho kwi-100 labasebenzi bamaxesha athile enyakeni abazange baqeshwa. Ilahleko yemali iqikelelwa phaya kuma-R675 000 ngonyaka.

Ebutsheni buka-2019, le fama yayingenamanzi yabe ingenako nokulima iitswele. Imbalela iyibethe kanobom ngasezimlini. Inkxaso-mali yimbalela efunyenwe ngo-2017 iquke iinkqubo zokunciphisa ifuthe leembalela kwilixa elizayo kuquka ukombiwa kwamanzi, okwenziwa ngo-2019. Kwagqitywa ekubeni bangalaliswa abasebenzi.

Umlambi weenkomo wona kwafuneka ucuthwe ngo-2017 yaye amathole azo athengiswa asemancinane kunokuba kuqhele ukuba njalo, nalo nto yabangela kubekho ingeniso encinane ngesilwanyana ngasinye. NgoMatshi 2019, kwagqitywa ekubeni uthengiswe wonke umhlambi ukuze kusetyenziswe loo ngeniso ekuthengeni iinkomo ukuphela kwembalela. Le nto ihambisana nesigqibo sokufuna olunye uhlobo lweenkomo endaweni yohlobo lwesiNguni ngenxa yamaxabiso aphantsi ekhilogram nganye efunyanwa ngohlobo lwesiNguni.

Ukunkcenkcesha kuwo onke amasimi ehabile kwayekiswa ekupheleni kuka-2016, nto leyo eyabangela phantse kungabikho mveliso ukususela ngoko. Ihektare ezingama-56 zehabile zavelisa nje kuphela iitoni ezi-2 ngo-2018/19 xa kuthelekiswa nohlahlo lwabiwo-mali lweetoni ezingama-282. Ihabile kwiihektare ezingama-22 zomhlaba omkhulu yayekiswa. Xa kwafunyanwa ithontsana lamanzi kwafakwa i-oats ne-teff, ezavelisa iitoni ezili-150 (sisi-6.8 seetoni ngokwehekt). Enye i-oats ne-teff yanikwa iinkomo ngenxa yokungabikho kokutya kwemfuyo yaye eninzi yathengiswa. Ilahleko yemali yehabile ngenxa yemali ye-oats ne-teff eyayinesaphulelo, ingangesigidi esi-R1 573 782 ngo-2018/19.

Imbewu yetswale yona yavunwa ngoDisemba 2018 yaze yahanjiswa kumthengi ngoJanuwari 2019. Ubunzima bokugqibela bambewu ecociweyo yayiyi-379.35kg (i-190 kg ngehektare nganye), buncinane kakhulu kuhlalo lwabiwo-mali lwama-300 kg ngehektare nganye, yaye kungenxa yezityalo ezingoonozala ezazingaphantsi kunangonyaka ogqithileyo (ngokucetyiswa ngumthengi). Ingeniso yaba li-R152 108, incinane kakhulu kunohlahlo lwabiwo-mali lwama-R234 000 yaye ixabiso lekhilogram nganye laliphezulu kunelo lalijongiwe ngokohlahlo-lwabiwo mali.

I-ANHALT

I-Anhalt ivelisa ama-apile namapele, kwaye isebenzisa ize ilawule umzi wokupakisha waseHaarlem, eyindawo yeSebe lemiSebenzi yoLuntu nezoThutho, ukupakisha iziqhamo zale fama. Le fama yenza ingeniso yaye ilima ngemali yayo.

Ukususela ngoSeptemba 2018, iqesha abayo abasebenzi ngaphandle komsebenzi omnye owathunyelwa ukusuka e**Casidra** ukuya kwi-Anhalt (Pty) Ltd ngomhla woku-1 kuMatshi 2019.

Imveliso yamabhoma iquka iihektare ezingama-58.57 zama-apile kunye nehektare ezi-6.93 zamapele. Amabhoma angekavelisi angangehektare ezili-10.27. ukutyalwa ngokutsha kwamabhoma kufuna utyalo-malo, kwaye ke le yinkqubo engumsina-ndozele, kodwa le fama ikwazile ukuba yinxalenye yephulo leJobs Fund yeHortgro yokulima i-14.15 lehektare kubalimi abatsha.

Isivuno sika-2019 saqala ngoJanuwari 2019 kwaye siza kugqitywa ngoJuni 2019. Noko izinto ziyaxolisa, kodwa kuyathandabuzeka ukuba irekhodi lesivuno sika-2018 lingophulwa. Ngokuphathelele esika-2018 isivuno, singanika le ngxelo elandelayo.

Zombini isivuno sika-2018 semigqomo engama-9110 kwanesivuno sehektare nganye seetoni ezingama-50.71 zaba zezona ziphezulu kunangaphambili (kunyaka odlulileyo yaba ngama-38.47 eetoni/hekt). Le rekhodi yesi sivuno kungathiwa ibangelwe kukumane kuyekwa ukutyala kuphinde kuqaliswe, njengoko unyaka ongaphambili weza nesivuno esiphantsi, kodwa mhlawumbi ngenxa yolawulo olululo kwanegalelo lezobugcisa elenziwa kwiminyaka embalwa egqithileyo.

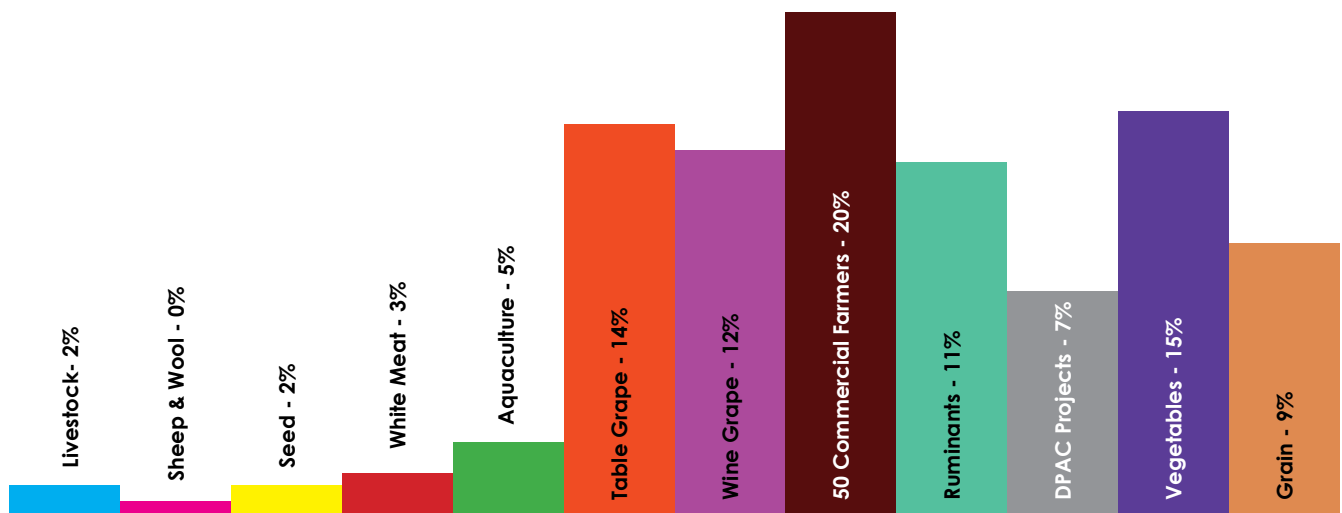
Ipesenti yokuthunyelwa kwemveliso kwamanye amazwe eziipesenti ezingama-45.42% yayingeyiyo eyona iphezulu kwezangaphambili, kodwa ingaphezu komyinge weminyaka emihlanu ilandelelana. Ikakade leminyaka emithathu egqithileyo lokujongis' umetyisw' ezantsi kwezinto liyavuka. Ngenxa yesivuno esiphezulu, itotali yemveliso eyathunyelwa kwamanye amazwe yayiphakathi kwezona totali ziphezulu kunangaphambili. Le nto, kwakunye nokuxhuma kwamaxabiso ezinto ezithunyelwa kwamanye amazwe kubangele ukunyuka ngokumandla kwengeniso.

Ingeniso yezinto eziphuma kule fama yaba zizigidi ezingama-R20 588 639 xa ithelekiswa nebijongiwe ngokohlahlo lwabiwo-mali ezizigidi ezili-R13 235 359. Ingeniso yango-2018 yanda kangange-100% ukususela ngo-2017 kwaye yaba yeyona ngeniso iphezulu kunangaphambili, ekubeni eyangaphambili ephezulu yaba zizigidi ezili-R14 488 218.

Imveliso ethunyelwe kwamanye amazwe ibe negalelo elingangama-74.5% kule ngeniso, zabe izinto ezithunyelweyo zingama-45.4% kuphela, into ke leyo ebonisa ukubaluleka kokuthumela izinto kwamanye amazwe into eninzi kangangoko. Oku kubangelwa ngumyinge wengeniso ngokwekhilogram yento ethunyelwayo ekubeni uli-R10.07 ukanti kwisiqhamo salapha zii-R5.10 yaye eyejusi yeziqhamo yi-R1.17. ixabiso lokuthunyelwa kwezinto kwamanye amazwe lalingaphezulu nge-16% kunelonyaka odlulileyo kwaye ixabiso lasekuhlaleni lona lingaphantsi nge-1%.

INKqutyana 2.2 INKxaso noPhuhliso lwamaFama

Umlinganiselo womgangatho kwabaxhamlayo kwinkonzo yolawulo lweeprojekthi ye ubonisa ukuba sisi-4.68 sabathengi aboniselakileyo. Kodwa ke ukugqitywa kokuhanjiswa kweenkonzo kwangexesha, kwabanjezelwa kakhulu ziinkqubo zolawulo nothotyelo ezingekho semandleni ethu. Ubukhulu bomsebenzi wabaphathi beeprojekthi nabo buyasichaphazela isantya sokugqitywa komsebenzi. Zingama-41% kuphela iiprojekthi ezagqitywa ngokwamaxesha abekwa ngethuba lokucwangciswa kweeprojekthi.



IQHINGA LOKULUNGISA IMIMANDLA YOKUSEBENZA NGAPHANTSI KOKULINDELWEYO

Ayikho.

IINGUQU KOKUJOLISWE KUKO OKUCWANGCISIWEYO

Ayikho.

UNXULUNYANISO LOKUSEBENZA NOHLAHLO LWABIWO-MALI

Inkqubo	2017/2018			2018/2019		
	Ulwabi- wo-mali	Eyona Nkcitho	Inkcitho (engaphezulu)/ engaphantsi	Ulwabi- wo-mali	Eyona Nkcitho	Inkcitho (engaphezulu)/ engaphantsi
	R	R	R	R	R	R
Ulimo Nohlaziyo Lomhlaba	8 891 627	8 632 738	258 889	9 418 000	9 430 828	(12 828)
TOTAL	8 891 627	8 632 738	258 889	9 418 000	9 430 828	(12 828)
= Umsebenzi wenkqubo uhambelene nezibonelelo zemali yohlahlo lwabiwo-mali.						

INJONGO

Ukubonelela ngeenkonzo zolawulo lweprojekthi ezijongene neeprojekthi zophuhliso lwaseMaphandleni namanyathelo eziqinisekisiweyo zokuphucula umgangatho wempilo yabantu abakwiindawo ezisemaphandleni, ukujongana ngobunye neemfuno zentlalo nezooqoqosho kubantu basemaphandleni nokudalwa kwemisebenzi kwiindawo

eziqinisekisiweyo.

INKQUTYANA

- 3.1 Iinkonzo zoPhuhliso lweZibonelelo
- 3.2 UKhuseleko loLuntu noKutya kuMakhaya
- 3.3 Iinkonzo ezizezinye zoLawulo lweProjekthi

ULUHLU LWEENJONGO ZEQHINGA

linjongo Ezijoliswe Kwiziphumo Ezicwangcisiweyo1	Ukubonelela ngeenkonzo zolawulo lweprojekthi ukusabela kwiinkqubo nakumalinge eziseko ezingundoqo kwezolimo kwiindawo zasemaphandleni (SG 1, 3)
Ingxelo yenjongo	Ukunikezela ngeenkonzo zolawulo noququzelelo lweprojekthi ngenjongo yokukhuthaza nokusebenzisa iiprojekthi zophuhliso lwaseMaphandleni kwiindawo ezichongiweyo ze-CRDP nakwimimandla echongiweyo ngaphaya kwezo ndawo.
Isisekelo	INKqubo ye-CRDP yaqala kuphela ngo-2010 ayikazenzeli umzila ke okwangoku ukuxela ukuba ibhekisa ngaphi. Inkxaso-mali entsha evela kuRhulumente kaZwelonke yemimandla echongiweyo inikwe i-DRDLR okanye yaphinda yafakwa kwizinto ezingundoqo kuhlalo lwabiwo-mali lweSebe. Ushishino lwezoLimo belusoloko luxhaswa ngemali ephantsi minyaka le.
Inkcazelo noBudlelwane	Izinto eliJolise kuzo iQhinga 1 nelesi-3
linjongo Ezijoliswe Kwiziphumo Ezicwangcisiweyo2	Ukunceda iindawo ezibuthathaka namakhaya ngeendlela zokuba bazenzele ukutya kwabo (SG 2, 3)
Ingxelo yenjongo	Ukuchonga iimfuno, izisombululo zenkxaso nokubonelela ngeenkonzo nezinto zokunceda amakhaya noluntu olusebugxwayibeni ekukhetheni imimandla yeNtshona Koloni ekuziveliseleni ukutya, ngokuvula nokutyala izitiya zemifuno etyalwa ngamaxesha athile.
Isisekelo	Ebudeni bale minyaka egqithileyo, inani ebekujongwe kulo liye landa ngokuthe ngcembe laya kuma-2000, kodwa ngenxa yokushokoxeka kwenkxaso-mali lehla lisenyuka okwamanzi olwandle. Kulindeleke ukuba lizinze phakathi kwe-1500 ukuya kutsho kwi-1800 ngonyaka. Xa kunokubakho inkxaso-mali ethe chatha ekupheleni konyaka ngamnye ngokuthi kongiwe kwezinye iinkqubo, la manani anganokratya. Njengoko kunjalo nangezinye iiprojekthi zolimo, amaxesha onyaka kwanokufumaneka kwangexesha kwenkxaso-mali kungenza iiprojekthi zidlulele nakomnye unyaka-mali olandelayo. Eli nani liye lehla lisenyuka ngokumandla ukusuka malunga nama-900 ukuya kuma-500 ukuya kuma-839 ngenxa yemigudu emandla ukususela ngo-2015 ekukhawuleziseni inkqubo yokugunyaziswa nokugqitywa komsebenzi, kodwa ukudlulela kwawo kunyaka olandelayo akunakuphetshwa. Ekubeni phantse onke amakhaya eminyaka egqithileyo egqityiwe nawo onke amakhaya aqale kulo nyaka, ok ukwenza kusale kuphela inkxaso eqhubekayo ngezinto zemveliso de zibe zigqityiwe iiprojekthi. Izitiya zoluntu bezimalunga ne-110 ngonyaka, kodwa kwakulindele lihle ngenxa yenkxaso-mali encinane ekhoyo. Ngo-2016/17 kwenziwa ezingama-88 nezingama-72 ngo-2017.
Inkcazelo noBudlelwane	Izinto eliJolise kuzo iQhinga 2 nelesi-3

ULUHLU LWEENJONGO ZEQHINGA

Iinjongo Ezijoliswe Kwiziphumo Ezicwangcisiweyo3	Ukubonelela ngeenkonzolawulo lweprojekthi ukusabela kwiinkqubo nakumalinge eziseko ezingundoqo kwezolimo (SG 1, 2, 3, 5)
Ingxelo yenjongo	Ukukhawulelana nezicelo ezivela kubathengi abatsha nabo sele bekhona ekulawuleni iiprojekthi, kulawulo nasekuboneleleni ngeenkonzolawulo kwiinkqubo ezichongiweyo ezijoliswe kwabaxhamlayo bezolimo baseNtshona Koloni.
Isisekelo	Inxalenye enkulu yeenkonzo zolawulo lweprojekthi kule minyaka mithathu igqithileyo belusekelwe kulawulo kwisibonelelo senkxaso-mali yesiQabu seNtlekele. Ukwenzeka kwale nto akubonakali kungekenzeki into enokwenziwa iya kubonakala ngoko xa isenzeka. Inkxaso-mali yeeNtlekele yezikhukula zango-2011 nango-2013 ephantse ibe zizigidi ezingama-R266 iza kusetyenziswa de ube ngo-2019, njengoko ibandakanya imisebenzi emikhulu yobunjinieli bolwakhiwo ibe kufuneka nesigunyaziso sefuthe lokusingqongileyo. Iimbalela zango-2015 zaphinda nango-2017 ziye zafuna kwaye ziseza kufuna inkxaso-mali ethe chatha. Ngo-2017, kwanikezelwa ngezigidi ezingama-R94 ngokwale njongo. Iiprojekthi ezikhethekileyo ze-WCDoA ezingayamenanga nenkqubo ethile, kodwa ezinikezela ngeenkonzolawulo, zigunyaziswa yiKomiti yeSebe yoLwabiwo lweProjekthi (iDPAC). Zonke ezi projekthi zihlobene nokunikezelwa kwalwa Nkqutyana. Ngaphezulu ezeMfundo noQeqesho zisebenza ngokusondeleleneyo ne-WCDoA ekukhawulelaneni neNjongo zeQhinga leSebe, iziPhumo zikaZwelonke kwaneNjongo zeQhinga lePhondo. Le Nkqubo ifumana malunga nezigidi ezili-R9 ngonyaka. Le Nkqubo ifanele iquke uqeqesho lwexeshana olubiza imali eninzana kwaye ijoliswe kumaqela amancinane. Kulindelwe into efanayo ngokuphathelele inkxaso-mali nakumjikelo weminyaka emithathu. Ebudeni bekota egqithileyo, iinkqubo ezinxulumene kakhulu neNkqubo yeNkxaso noPhuhliso lwamaFama ye-WCDoA zibe nekontraka ne-DWS, ne-DEA kwakune-BGCMA. Ezi nkqubo ziseza kuqhubeka nakwikota elandelayo nokunikezelwa okungakumbi kwenkxaso-mali, kwaye amathuba okwandisa olu ncedo amkelwa ngezandla ezishushu. Isivumelwano seminyaka emithathu seNkqubo yokuQokelela aManzi eMvula sityikityiwe. ICapeNature incedwa ngolawulo lweprojekthi zophuhliso olutsha lwezokhenketho kwiindawo zayo zolondolozo lwezendalo. Ukususela ngo-2013, ulawulo lweprojekthi yeNkqubo yeLandCare lwanikwa i-WCDoA ngokwesivumelwano. Oku kwathi chintsi izigidi ezili-R9 zeeprojekthi eziphantsi kolawulo lweCasidra. Le Nkqubo iquka ukudalwa kweziseko zophuhliso, ingakumbi ukubiya ngocingo nemisebenzi yokukhuselwa kwemilambo, kwakunye neprojekthi zokudala amathuba emisebenzi enjengokugecwa kwezityalo ezingaqhelekanga. Eli phulo liseza kuqhubeka ebudeni bale kota elandelayo, kodwa ubukhulu balo buqikelelwa kuma-50 eprojekthi kwaye luza kuqhutywa ngokwemfuneko ekhoyo.
Inkcazelo noBudlelwane	Izinto eliJolise kuzo iQhinga 1, 2, 3 nelesi-5

IZINTO EBKIJOLISWE KUZO YINJONGO YEQHINGA NGONYAKA NGO-2018/19

Inkqubo 3: UPhuhliso lweziSeko zoPhuhliso zasemaPhandleni nokuDanjiswa kweNdlala					
Injongo eCwangcisiweyo	Okona kuPhunyeziweyo 2017/2018	Ekujoliswe kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukuxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo2018/2019	Uluvo ngokuxaxha
Inani leeNkonzo zolawulo lweProjekthi ezinikezelweyo ngelokukhawulelana neNkqubo namaPhulo ezolimo asemaPhandleni umz., i-CRDP, njl.	3	2*	0	-2	Akukho zicelo zitsha zifunyenweyo yaye iiprojekthi ezindala azigqitywanga
Inani leprojekthi ezincedisiweyo zoKhuseleko loKutya koLuntu namaKhaya	1 778	1 478*	1 657	179	Iiprojekthi ezingakumbizeminyaka egqithileyo zagqitywa kunokuba zazicwangcisiweyo
Inani leziNye iNkonzo zolawulo lweProjekthi	124*	105*	100*	-5	Iiprojekthi agqitywa kade kunokuba zazicwangcisiwe ngenxa yeengxaki zokuthengisa ibhayomes

*= Ekujoliswe kuko kuqhutywa libango nomphumela ongekho kwicandelo leCasidra lempembelelo.

IZALATHISI EZIPHAMBILI ZOMSEBENZI, EKUJOLISWE KUKO OKUCWANGCISIWEYO NOKONA KUPHUNYELELWEYO

INkqutyana 3.1: IiNkonzo zoPhuhliso lweziSeko zoPhuhliso

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Okona kuPhunyeziweyo 2017/2018	Ekujolise kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo-2018/2019	Uluvo ngokunxaxha
Inani leprojekthi zophuhliso lwase-maphandleni ezicwangcisiweyo nezenziweyo kulo nyaka	-	-	3	1*	0	-1	Akukho zicelo zeeprojekthi ezifunyenweyo ezifuna ukwenziwa
Inani leprojekthi ezixhaswe nge-mali zeminyaka egqithileyo, ezenziwe iminyaka ngeminyaka	-	-	-	1*	0	-1	Iipprojekthi ezindala azikagqitywa

INkqutyana 3.2: UKhuseleko loKutya koLuntu namaKhaya

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Okona kuPhunyeziweyo 2017/2018	Ekujolise kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo-2018/2019	Uluvo ngokunxaxha
Inani leprojekthi zokhuseleko lokutya zoluntu ezifezekisiweyo kulo nyaka	121	88	72	68*	63	-5	Ukwenziwa kwazo kwaphazanyiswa yimbalela
Inani leprojekthi zokhuseleko lokutya zamakhaya ezifezekisiweyo kulo nyaka	1 227	1 056*	875	810*	867	57	Asetyenziswa ngakumbi amatanki amanzi
Inani lamaphulo okhuseleko lokutya ancediweyo	1	1	1	1	1	-	
Inani leengxelo zenkqubela yekota kuzo zonke iipprojekthi neenkqubo	4	4	4	4	4	-	
Inani leprojekthi zokhuseleko lokutya zoluntu namakhaya ezenziweyo iminyaka ngeminyaka	1 077	942	839	600	727	127	Kwafunyanwa inkxaso-mali

*= Ekujolise kuko kuqhutywa libango nomphumela ongekho kwicandelo leCasidra lempembelelo.

INkqutyana 3.3: IiNkonzo ezizezinye zoLawulo lweProjekthi

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Okona kuPhunyeziweyo 2017/2018	Ekujolise kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo-2018/2019	Uluvo ngokunxaxha
Ixabiso lenkxaso-mali yeentlekele encede amafama ngokwe-MoA	R58.15M	R53.607M*	R108.939M	R80M*	R167.510M	R79.832M	Ngenxa yembalela nemililo, kwabeka imali engakumbi ukwenzela iipprojekthi zeentlekele

INkqutyana 3.3: IiNkonzo ezizezinye zoLawulo lweProjekthi

Isalathisi soMsebenzi	Okona kuPhunyeziweyo 2015/2016	Okona kuPhunyeziweyo 2016/2017	Okona kuPhunyeziweyo 2017/2018	Ekujolise kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo-2018/2019	Uluvo ngokunxaxha
Inani leprojekthi ezixhaswe ngemali ukususela kwiminyaka egqithileyo, ezenziwa iminyaka ngeminyaka	102	22	54	34	29	-5	Akufunyenwanga nkxaso-mali
Inani leprojekthi ezintsha ezenziwe kulo nyaka	69	57*	70	60*	71	11	Kwafunyanwa inkxaso-mali engakumbi
Inani lamafama aqeqeshwe kwizifundo ezinesiqinisekiso eziqhutyiweyo	2 378	2 830*	4 138	2 400*	1 490	-910	Uqeqesho lubakho xa kukho imfuneko ngokwe-WCDoA
Inani lamafama aqeqeshwe kwizifundo ezingenasiqinisekiso eziqhutyiweyo	3 586	2 833*	3 745	2 500*	2 140	-360	Uqeqesho lubakho xa kukho imfuneko ngokwe-WCDoA

*= Izinto ekujolise kuzo zixhomekeka kwimfuneko ekhoyo yaye ukwenziwa kwazo akukho semandleni eCasidra.

UKUSEBENZA KWENKQUBO

PROGRAMME PERFORMANCE

INkqutyana 3.1: IiNkonzo zoPhuhliso lweziSeko zoPhuhliso

Umsebenzi wale Nkqutyana wenziwe njengephulo leqhinga elikhulu ekuxhaseni amaphulo okulungiswa kwemveliso yezolimo nasekuxhaseni amaZiko okuXhasa iMveliso yamaFama e-CRDP. Le mfuneko ecace nakuthathatha ayizange iqalise nokuqalisa ukusebenza ngokwamanani awayelindelekile yaye ebudeni bonyaka, kwaxhaswa amashishini amabini ezolimo, kodwa akakagqitywa. Inkoliso yezi zicelo zenkxaso-mali zifika zixingxe kwizinto ezifunwa ngumthetho nemimiselo engumqobo endleleni yenkqubela.

INkqutyana 3.2: UKhuseleko loKutya koLuntu namaKhaya

Kwafunyanwa inkxaso-mali ezizigidi ezili-R14.65 ngenjongo yokunceda uluntu namakhaya asebugxwayibeni ukuze azivelisele okwawo ukutya. Imali awayabelwayo yakhutshelwa ukutya izitya zoluntu ezingama-64 kwanezitya zamakhaya ezingama-867. Ukushokoxeka kwenkxaso-mali awayabelwayo kwaphazamisana nokutya ebutsheni bonyaka nasekupheleni konyaka, kwavela izigidi ezili-R9.3 zivela kweminye imithombo. Ifuthe lembalela lisakuchaphazela ukugqitywa kwalo msebenzi yaye ngamanzi angwevu kuphela okanye imithombo yangaphandle enokusetyenziswa.

Ngenkxaso-mali esuka kwiimali ebezabelwe unyaka ongapambili, kwagqitywa ukwenziwa kwezitya ezingama-651 zamakhaya kwanezitya zoluntu ezingama-76. Ezi zitya zicwangciswa zize zixhotyiswe ngokusebenzisana nabanye ababandakanyeka bakarhulumente kolu shishino abeze nenkxaso-mali yezi zitya. Phantsi kokunika ingxelo ngale Nkqutyana 3.3, kuboniswe imali engumnikelo ozizigidi ezi-R3 ukwenzela iinkqubo zokuqokelela amanzi emvula ezingama-375 kwi-BGCMA, kodwa iSebe lezeMpilo kwaneSebe lezeMfundo kwanoomasipala basekuhlaleni bayinxalenye yolawulo nokwabiwa kwezitya zamakhaya. Ngo-Oktobha 2018 kwabanjwa uSuku loKutya lweHlabathi olwaba yimpumelelo enkulu eBrandwacht.

Ekuxhaseni izitya zasezidolophini zokhuseleko lokutya, kwaxhaswa iiprojekthi ezimbini (ezixhasa izigidi ezi-R3.438). Ezi projekthi ziqhutywa ngokwamaqela kwaye zancedwa ngeengcebiso zemveliso nangokuthengisa ezo mveliso. Zisebenza njengeefama zasekuhlaleni zeendawo ezimbini ezohlukahlukeneyo.

INkqutyana 3.3: EziNye IiNkonzo zoLawulo lweeProjekthi

Umsebenzi wale nkqutyana woLawulo lweeNtlekele wongezelelwa njengento ejolise ekuchitheni izigidi ezingama-R80 ngonyaka kwisiCwangciso seQumrhu sika-2018/19. Inkxaso-mali yoLawulo lweeNtlekele zezikhukula, eyafunyanwa yiCasidra ngo-2014 nango-2015, yongezwa ngezigidi ezili-R17.483 kwaye isasetyenziswa. Ibandakanya imisebenzi yobunjinieli bolwakhiwo olukhulu ekuzinzisweni kwamanyweme emilambo kunyezicwangciso ezinde zolwakhiwo. Izigidi ezili-R19.719 eziseleyo zemali eyabiweyo ezingama-R87 yachithwa kunyaka ka-2018/19 kwaye phantsi zonke ezo mali zifakwe kwiiprojekthi.

Imbalela yeminyaka emithathu egqithileyo kwimimandla eSwarthland/kuNxweme oluseNtshona nakuMbindi weKaroo kubangele ukuba inkxaso-mali yabiwe ngokutsha kwi-WCDoA ukunceda amafama asweleyo, yaye kwakhutshwa izigidi ezingama-R213.063 ngo-2018/9. Kule mali, imali esuka kunyaka ongapambili ezizigidi ezili-R14.830 kuhlawulwe izigidi ezili-R166.261 ukuza kuthi gaa ngoku, kwanezizigidi ezili-R134.267 ezichithwe enyakeni.

Ekupheleni konyaka, inkxaso-mali exabisa izigidi ezili-R11.305 yabelwa iindawo ezachanwa yimililo kwiGarden Route. Ukusetyenziswa kwale nkxaso-mali kuqale ngo-2019.

IProjekthi yeLandCare ijoliswe ekubuyiseleni uzinzo kulawulo lomhlaba namanzi kokubini kwiindawo ezisemaphandleni nezisezidolophini. Ibandakanya ulawulo oluhlonyelweyo noluzinzileyo lwemithombo yendalo apho kuthi kubonwe khona kuze kukhawulelwane noonobangela abayintloko bokudodobala kwemithombo yendalo. Oku, kuquka iProjekthi zeSebe zokwaBelana ngokulinganayo (DESP) ne-EPWP, zikwiCandelo loLawulo oluzinzileyo lweMithombo le-WCDoA yaye likwaneenjongo ezifanayo.

Ezi projekthi kunikwa ingxelo ngazo phantsi kwendawo ethi iNkqubo yeMinyaka ngeMinyaka apho kunikwa khona ingxelo ngezinto zeminyaka ngeminyaka ngaxesha-nye.

KwiLandCare 2018 umthombo odityanisiweyo wenkxaso-mali, kwacwangciswa iiprojekthi ezingam-50 kwisabelo sohlahlo lwabiwo-mali esizizigidi ezili-R10.68 ukuze sisetyenziswe kwiZithili ezahlukahlukeneyo zoomasipala baseNtshona Koloni. Kuhlalo lwabiwo-mali lunolke olwadluliselwayo, kwakusetyenziswe izigidi ezisi-R8.52 ekupheleni konyaka wengxelo.

Isixa esongezelekileyo sama-R712 830 sadluliselwa phantsi koQoqosho oluluHlaza ukuze kwenziwe ngokubhekele phaya izinto eziya kwandisa ukusetyenziswa ngokukuko kwebhayomes efunyenwe ekuqecweni kwezityalo ezingaqhelekanga kuMlambo iBerg. Njengoko uphando nesicwangciso soshishino sangaphambili sixelile, imveliso yamalahlale yenye indlela esebenzisekayo, kwaqhutywa iintlanganisano nomboneleli ophambili wamalahlale eNtshona Koloni. Lo mbonileli wabonisa ukuba umgangatho wamalahlale asuka kwizityalo ezingaqhelekanga awamkelekanga. Kwaqhutywa uvavanyo ngemithi eyagcw kuMlambo iBerg lwaze lwasiwa kumzi-mveliso worhwebo KwaZulu Natal. Kwaqhutywa uvavanyo nayeYunivesithi yaseStellenbosch kwaye la malahlale afumaniseka ekumgangatho ophezulu kuzo zonke iimveliso ezithengiswayo eNtshona Koloni. Kwenziwa amaphulo angakumbi okuthengisa. Kwahlatyw' ikhwelo lenkxaso ngezibhengezo kumashishini emveliso ukuze abe neemveliso ezithengiseka ngakumbi ezivela kwimithi engaqhelekanga. Loo thenda ayikanikwa mntu kwaye iza kuhlolwa.

Iprojekthi enye (1) yeLandCare neprojekthi ezintlanu (5) ze-DESP ezaxhaswayo ngaphambili zenziwa ngokupheleleyo zagqitywa ebudeni balo nyaka-mali wale ngxelo. Amaphulo okugcisa izityalo ezingaqhelekanga axabiswa izigidi ezi-R3.5 nawo agqitywa.

UMasipala waseDrakenstein wafumana inkxaso-mali ukuze aqeshe umboneleli weenkonzo ukuba enze iProjekthi yoPhuculo loMlambo iBerg. ICasidra yaqeshwa ukuba yenze le projekthi ngoJulayi 2018, nto leyo equka ukususa imithi engaqhelekanga ecaleni koMlambo iBerg kwi-Aboretum. Uhlahlolw' lwabiwo-mali lwale projekthi ngama-R586 487 yaye ama-58% aloo nkxaso-mali asetyenziswa ekupheleni konyaka-mali ka-2018/19. Ngasekupheleni konyaka-mali ka-2017/18, kwakhutshwa izigidi ezi-R5 ukuze kombiwe amaqula amanzi kwimimandla ethwaxwa yimbalela kuNxweme oluseNtshona. Uninzi lwale mimandla aluzange lukwazi ukuncedwa ngamaqula amanzi ngenxa yomgangatho ophantsi wamanzi anodongwe (amanzi abambeke ngaphantsi kolwalwa lwamatye okanye udongwe olubeka uxinzelelo kumanzi alapho) kwafuneka ke ngoko ezo mali zabelwe izicelo ezisuka kweminye imimandla ethwaxwa yimbalela.

IsiBonelelo seSixa sokuNkcenkesha sakwa-Ebenhaeser ekudala sijongwe ngamehlw' abomvu, esixhaswa ngemali yi-DRDLR, saphazanyiswa zizibheni ezingaphele ndawo ngokuphathelele lowo efanele inikezelwe kuye loo thenda. Ngelinye umsebenzi waqalisa ngo-2018 zaze zaqalisa neprojekthi ezisebenzisana nawo. Iintlawulo zeengcali ezihlobene nale projekthi ye-DRDLR zihlawulwa yi-WCDoA. Ukususela kunyaka ongaphambili, kwakhutshwa izigidi ezili-R10 ukuze kwenziwe isigaba sesi-2 sokomaba nzulu umhlaba yaye amathafa atyalwa ibhali ukuwakhusela emoyeni nothuli lungangcolisi idolophana. Kwakhutshwa isixa esongezelekileyo sezigidi ezili-R10 yi-WCDoA ukwenzela uphuhliso lokuncenkesha kwifama. Ukucwangcisa nokuyila sekuqalisile, kodwa akuzange

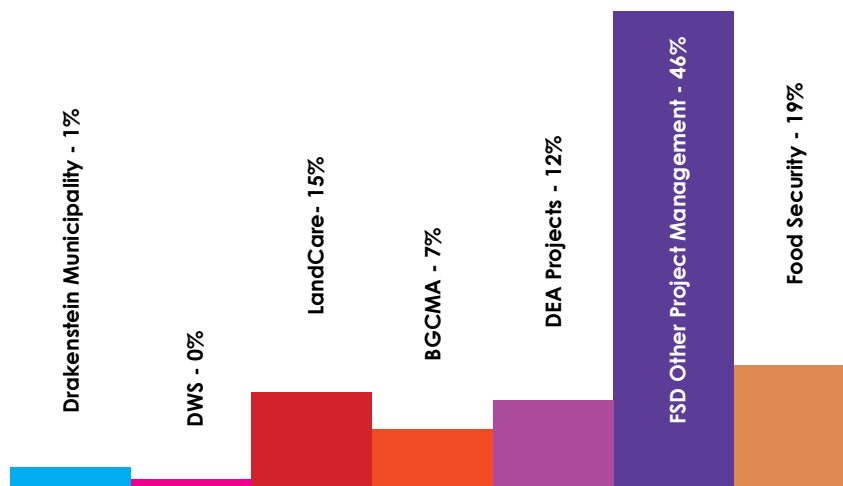
kufezekiswe ekupheleni konyaka. Ukuphononongwa komhlaba ngokubhekele phaya kwenziwe ukuze kufunyaniswe ukuba kufanelekile na ukuncenkeshela iindawo ezisemazantsi.

Iprojekthi yoLungiso lweziXhobo kaRhulumente, equka ulawulo lweetelelele ezingama-72, isaqhuba kwaye ifumene inkxaso-mali kwi-WCDoA ukwenzela ulondolozo neelayisenisi. Ezi zixhobo ngoku nazo ziba zidala zibe neendleko zokuzilungisa zisithi chatha. Ezinye izixhobo zisetyenziswa kakhulu, ingakumbi kwimimandla elima ukutya okuziinkozo, ngeli lixa kweminye imimandla ejolise ngakumbi kukhuseleko lokutya izisebenzisa nje kancinci ezi zixhobo okanye ukugcinwa kwazo zisemgangathweni kungena kakhulu epokothweni.

INKqubo yokuQeqeshwa kwamaFama ye-WCDoA iyaququzelelwa ngezifundo ezinesiqinisekiso nezingenasiqinisekiso ngokwemfuneko ekhoyo. Imfuneko yezifundo ezinezinqinisekiso yayisephantsi kakhulu yaye ama-62% ekujoliswe angafikelelwa kulo nyaka. Inkqubo yamaFama imadolw' anzima ukuzithathela uxanduva lwexesha elide kwanezifundo ezinezinqinisekiso yaye akhetha izifundo ezimfutshane ezingazukufuna ahlolwe. Inani elikujoliswe kulo malunga nezifundo ezingenazinqinisekiso nalo kusabethwa nganeno kulo njengoko likuma-85%. Inani ekujoliswe kulo linzima kakhulu ukulixela kwangaphambili, njengoko iimfuno zoqeqesho zingafani kuxhomekeka ekubeni bangaphi abafake izicelo ezitsha kwinkqubo yesibonelelo senkxaso-mali. Kwenziwa isivumelwano seprojekthi entsha kunye ne-DEA&DP ekulingeni iNkqubo yoLawulo lokusiNgqongileyo eSandveld. Ekubambisaneni noshishino lwezolimo eSandveld, kuza kuveliswa iziCwangciso zoLawulo lweZinga leeFama kumfama ngamnye ukuze kulungiswe ukugqawidza okwenziwayo kokusingqongileyo ukunceda amafama anqwalayo kwi-EMF nokuchongwa kwanokulondolozwa kweendawo ezithintela ungquzulwano naku nokulondolozwa kwebhayosiyi esemngciphekweni omkhulu. Iliqela imiba yezomthetho kwanokungaqinini komnqwazi kumafama esele kuvellile.

Umsebenzi owenziwe yi-DEA phantsi kweprojekthi ka-2017 yokuSebenzela aManzi kuMlambo iBerg waqakunjelwa ebudeni bonyaka. Ithenda entsha yokuba yi-Arhente eSebenzayo kwiminyaka emithathu ezayo yafakwe ngo-2017 yaze yanikezelwa ekupheleni ko-2018. Kugqityiwe kona ukucwangcisa le projekthi, kodwa nkqi ukuba umsebenzi ugalise. ICasidra yanikwa isivumelwano esimalunga nezigidi ezili-R10 ngonyaka ukuba iqhuba nomsebenzi owodwa wokugcisa imithi engaqhelekanga nokulondolozwa loo mimandla kunye nokwaba uncedo olukhethekileyo lwembalela oluzizigidi ezingama-R52.365. Iprojekthi iza kugcisa imithi engaqhelekanga nokukhusela iziseko zophuhliso zamanzi kwanokunceda amafama emimandla enembalela yaseKaroo baqeshe abasebenzi bawo basezifama ekugceni le mithi.

INKQUBO 3: ABANYE ABAXHASI BENGXOWA-MALI ECELWE NGOWMA 2018/19



IQHINGA LOKULUNGISA IMIMANDLA YOKUSEBENZA NGAPHANTSI KOKULINDELWEYO

Ayikho.

IINGUQU KOKUJOLISWE KUKO OKUCWANGCISIWEYO

INjongo yeQhinga 3.1 yashenxiswa kwisicwangciso seQumrhu sika-2019.

UNXULUNYANISO LOKUSEBENZA NOHLAHO LWABIWO-MALI

Inkqubo	2017/2018			2018/2019		
	Ulwabi-wo-mali	Eyona Nkcitho	Inkcitho (engaphezulu)/engaphantsi	Ulwabi-wo-mali	Eyona Nkcitho	Inkcitho (engaphezulu)/engaphantsi
	R	R	R	R	R	R
Uphuhliso Lwezibonelelo Za-semaphandleni Nokudanjiwa Kwendlala	6 284 560	6 179 744	104 816	6 778 000	6 251 350	526 650
TOTAL	6 284 560	6 179 744	104 816	6 778 000	6 251 350	526 650

= Ukusebenza kwenkqubo kuhambelene nezibonelelo zemali yohlahlo lwabiwo-mali.

INKQUBO YESI-4: UPHUHLISO LOQOQOSHO LWENGINGQI NOSHISHINO

INJONGO

Ukukhuthaza ukuhluma kwezoqoqosho nokudalwa kwemisebenzi kwiindawo ezisemaphandleni ngokuphembelela nokukhuthaza utyalo-mali kumacandelo abucala nenkxaso kuphuhliso jikelele loqoqosho ekuhlaleni.

INKQUTYANA

- 4.1 Uphuhliso lwaBasebenzi beFama
- 4.2 Inkqutyana 4.2: Uphuhliso lweNdawo yaseMaphandleni
- 4.3: Ezinye iinkonzo zoLawulo lweProjekthi

ULUHLU LWEENJONGO ZEZHINGA

Injongo eCwangcisiweyo yoku-1	Ukukhuthaza umbono omhle neemeko zentlalo nezozoqosho kubasebenzi basezifama nakwiintsapho zabo ngokubonelela ngophuhliso nangoqeqesho kwizakhono zobomi ukuphucula ubomi babo (SG 1, 2, 3, 5, 6)
Ingxelo yenjongo	Ukuququzelela amaphulo eprojekthi zoqeqesho nophuhliso lwabasebenzi bezolimo namalungu eentsapho zabo ukuphucula umfanekiso wabo kwaneemeko zentlalo nezozoqosho.
Isisekelo	Intshona Koloni likhaya phantsi kwikota yabasebenzi bezolimo beli lizwe. Le nto ibonisa ukuba ekulimeni kweli Phondo abasebenzi bafukuza ngamandla kunakwezinye iindawo zeli lizwe. Ngokomhlaba, kwiPhondo leNtshona Koloni, imisebenzi yasefama mikhulu kakhulu yaye yohlukahlukeneyo, yaye ke ngoko kubalulekile ukufunqula nokunceda abasebenzi bezolimo ngandlela zonke.
Inkcazelo noBudlelwane	Ngokubanzi, abasebenzi bezolimo namalungu eentsapho zabo bangamakheswa kwisininzi soluntu kwaye abasoloko befikelela kuqeqesho lwezakhono zobomi. Ngaphezu koko, kwiimeko ezininzi, abanalo noluncinane ufana ngeengozi zokusebenzisa kakubi iziyobisi kwanefuthe ezinokuba nalo ekudubadubeni intlalo yoluntu kwiindawo abahlala kuzo. Ngoko ke, kubalulekile ukudala ukuzidla kubasebenzi bezolimo nakumalungu eentsapho zabo, njengoko benegalelo kwimpumelelo yeli candelo. Ukufakan' imilomo noomasipala namanye amaSebe kubalulekile ekukhawulelaneni neemfuno ezichongiweyo zabasebenzi bezolimo. Kwakhona, ukubambisana kuzo zonke iinkqubo zikarhulumente kwiinzame zokunikezela inkonzo ngendlela engcono, nepheleleyo kwimimandla esemaphandleni etyunjwe yi-CRDP nakwiifama, exhaswa ngamaphulo eenkqubo ezohlukahlukeneyo, zibe yinto ephambili esidibanisayo.
Injongo eCwangcisiweyo yoku-2	Ukuququzelela ngempumelelo ulawulo nokusetyenziswa kweNkqubo kaZwelonke yoPhuhliso oluPheleleyo lwasemaphandleni kwimimandla etyunjiweyo yaseNtshona Koloni (SG 1, 2, 3, 5, 6)
Ingxelo yenjongo	Ukuphucula ngokupheleleyo umgangatho wobomi boluntu oluhlala kwimimandla esemaphandleni ngenkqubo elawulwayo yophuhliso phakathi kwawo omathathu amacandelo karhulumente, uluntu lwasemaphandleni kwanecandelo labucala.
Isisekelo	Ama-33% abantu baseNtshona Koloni bahlala ngaphandle kommandla kamasipala ombaxa weKapa. Uphando olwenziwe kumaphulo okuthatha iinkcukacha zamakhaya lubhentsise ukuba ezinye iindawo zasemaphandleni zinomlinganiselo wentswela-ngqesho eyokuthi xaxhe kuma-80%.
Inkcazelo noBudlelwane	Intswela-ngqesho eya ithathi' unyawo, ngenxa yokungabikho kotyalo-mali nezakhono kwimimandla esemaphandleni, isisiqweqwedisela endlaleni enkulu nakwiingxaki zentlalo noqoqosho. Le nto ikwagxotha abantu ibase ezidolophini njengoko abantu abangakumbi befudukela ezixekweni ngeliya kuzingela ingqesho, into ke leyo ephinda ibeke uxinzelelo olukhulu kwimithombo eluncedo yasezidolophini. Le Nkqubo ibambisana norhulumente wengingqi, onke amasebe ephondo kwane-DRDLR ngeqela elisebenza ngoCwangciso olujoliswe kwiinkalo ezithile noluHloniyelweyo, olulawulwayo nolweeNdawo neliNikezela ngenkonzo kwakunye neekomiti ezilawulayo ezininzi kwimimandla esemaphandleni zamasebe ngamasebe njengeBhunga labaBandakanyekayo.

Injongo eCwangcisiweyo yoku-3	Ukunikezela ngenkonzo yoLawulo lweeProjekthi ngelokukhawulelana namaPhulo oPhuhliso lwezoLimo noloQoqosho (SG 1, 2, 3, 5, 6)
Ingxelo yenjongo	Ukusabela kwizicelo ezitsha nezo zabathengi ekudala bekho ekulawuleni iiprojekthi, kulawulo naseboneleleni ngeenkonzo kwiiprojekthi ezichongiweyo kugxininiswe kumaphulo okudala imisebenzi.
Isisekelo	Ukususela ngo-2013 de kube ngu-2015, bekukhona uchatha ukususela kwiiprojekthi ezixabisa izigidi ezi-R4.2 ukuya kwizigidi ezingama-R35, 4 phantsi kwale Nkqutyana: EziNye iNkonzo zoLawulo lweeProjekthi. Ufunqu omkhulu kwiinkonzo zoLawulo lweeprojekthi wawenzelwe iProjekthi eKhethekileyo yokuGecwa kweMithi engaqhelekanga kunxweme loMlambo iBerg. Ebudeni bonyaka ka-2016/2017, inkxaso-mali yeeprojekthi yeSebe lemiCimbi yokusiNgqongileyo lilodwa yayizizigidi ezi-R6.784 kwaze ngo-2017/18 le mali yathi chatha yaya kutsho kwizigidi ezi-R10.338. Kukhuthazwa yaye kuququzelelwa iiprojekthi zentsebenziswano phakathi kwamaqumrhu anxulumene nezolimo kwanokusingqongileyo kutsho kudaleke amathuba emisebenzi.
Inkcazelo noBudlelwane	Le projekthi inxulumene ne-WCDa, ekubeni ikhawulelana neengxaki zeziseko zophuhliso kwiifama kuquka umgangatho wamanzi ofunwa ngamafama aseNtshona Koloni. Kusungulwe iqhinga lobudlelwane nokufumana inkxaso-mali phakathi kweSebe leLandCare noomasipala.

EKUJOLISWE KUKO KONYAKA KWENJONGO YEQHINGA 2018/19
Inkqubo Yesi-4: UPhuhliso loQoqosho lweNgingqi noShishino

Injongo eCwangcisiweyo	Okona kuPhunyeziweyo 2017/2018	Ekujoliswe kuko okucwangcisiweyo 2018/2019	Okona kuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo 2018/2019	Uluvo ngokunxaxha
Inani lamaphulo ophuhliso lwabasebenzi bezolimo aququzelelweyo kwiPhondo	18	22	0	-22	Akukho nkxaso-mali eyafumanekayo yale projekthi
Inani lenkxaso yemali nengeyoyamali eye kwiindawo ezisemaphandleni	272	80*	13	-67	Inkqubo yavalwa
Inani leenkonzo zenkxaso yoLawulo lweeprojekthi kwimimandla yophuhliso loqoqosho	18	16	3	-13	Isivumelwano esinye sityikitywe ngoDisemba 2018 kuphela

IZALATHISI EZIPHAMBILI ZOMSEBENZI, EKUJOLISWE KUKO OKUCWANGCISIWEYO NOKONA KUPHUNYELELWEYO
Inkqutyana 4.1: UPhuhliso lwaBasebenzi beFama

Isalathisi soMsebenzi	Okona KuPhunyeziweyo 2015/2016	Okona KuPhunyeziweyo 2016/2017	Okona KuPhunyeziweyo 2017/2018	Ekujoliswe kuko Okucwangcisiweyo 2018/2019	Okona KuPhunyeziweyo 2018/2019	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo- 2018/2019	Uluvo ngokunxaxha
Inani lokubanjwa kwamabhaso abalaseleyo engingqi eNtshona Koloni	15	15	16	15	0	-15	Akukho nkxaso-mali eyafumanekayo yale projekthi
Inani leeprojekthi zoqeqesho nophuhliso lomsebenzi wezolimo axhaswe ngemali	171	129	2	7	0	-7	Akukho nkxaso-mali eyafumanekayo yale projekthi

INkqutyana 4.2: UPuhlisso lweNdawo yaseMaphandleni

Isalathisi soMsebenzi	Okona KuPhunyeziweyo 2014/2015	Okona KuPhunyeziweyo 2015/2016	Okona KuPhunyeziweyo 2016/2017	Ekujoliswe kuko Okucwangcisiweyo 2017/2018	Okona KuPhunyeziweyo 2017/2018	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo- 2017/2018	Uluvo ngokunxaxha
Inani lee-COS ezinikwe inkaso yolawulo	-	16	16	16	2	-14	INkqubo yayekiswa
Inani lamaqumrhu oluntu abhalisiweyo	33	42	28	10	4	-6	INkqubo yayekiswa
Inani lamaqumrhu oluntuancedwe ngamaphulo eengcebiso zoshishino	178	254	224	54	7	-47	INkqubo yayekiswa

INkqutyana 4.3: Ezinye iNkonzo zoLawulo lweProjekthi

Isalathisi soMsebenzi	Okona KuPhunyeziweyo 2014/2015	Okona KuPhunyeziweyo 2015/2016	Okona KuPhunyeziweyo 2016/2017	Ekujoliswe kuko Okucwangcisiweyo 2017/2018	Okona KuPhunyeziweyo 2017/2018	Ukunxaxha koko kujoliswe kuko okucwangcisiweyo ukuya kokona kuPhunyeziweyo ngo- 2017/2018	Uluvo ngokunxaxha
Inani leeprojekthi zemiNyaka ngemiNyaka	8	12	18	16	3	-13	IsiVumelwano se-DEA satyikitywa kwiKota yesi-3

* Kulinganiswe ngokuhambelana nenani leengxelo ezingenisweyo ezilungiselelwe iiprojekthi

UKUSEBENZA KWENKQUBO

INkqutyana 4.1 UPuhlisso lomSebenzi waseFama

Injongo yale Nkqutyana yayikukhawulelana nemiba eyokuhlalukeneyo ehlobene nempilo-ntle kwaneemeko zentlalo noqoqosho zabasebenzi basezifama neentsapho zabo kwimimandla esemaphandleni. Intlupheko yabasebenzi basezifama isoloko ingavakali phakathi kwemiba eyohlukahlukeneyo ephakanyiswayo kwicandelo lezolimo. Ubugxwayiba abaphila kubo kunye nemivuzo ephantsi sisonka semihla ngemihla kweli candelo. **ICasidra** yanikwa umsebenzi wokufuna ababoneleli beenkonzo abanokunikezela ngeenkqubo zoqeqesho nezokhono zobomi ngelokuphucula umgangatho wobomi babasebenzi basezifama neentsapho zabo. **ICasidra** ayizange kufuneke iqhube nokwenza le misebenzi phantsi kwale Nkqutyana ngo-2018/2019. Imali eyasalayo esisigidi esi-R1 459 313 yachazwa njengokonga yiKomiti yeSebe yoLwabiwo lweeProjekthi (iDPAC).

INkqutyana 4.2 UPuhlisso lweNdawo ezisemaPhandleni

Into ephambili eyayijolise kuyo le Nkqutyana yayikukudala iqonga lentsebenziswano lamacandelo awohlukahlukeneyo karhulumente, noluntu kwanecandelo labucala ngenkqubo elawulwayo yophuhliso. Injongo yayikukuchonga nokuqhuba amaphulo okuphucula umgangatho wobomi boluntu lwaseMaphandleni. **ICasidra** yanikwa umsebenzi wokulawula intlanganiselo yarhoqo yeBhunga labaBandakanyekayo kwimimandla eyohlukahlukeneyo yeNtshona Koloni. **ICasidra** ayizange kufuneke iqhube nokwenza le misebenzi phantsi kwale Nkqutyana ngo-2018/2019. Imali eyasalayo engama-R847 717 yachazwa njengokonga yiKomiti yeSebe yoLwabiwo lweeProjekthi (iDPAC).

INkqutyana 4.3: Ezinye iNkonzo zoLawulo lweeProjekthi

Le Nkqutyana yanikezela ngeenkonzo kubathengi abatsha nabo sekudala bekhona xa kukho imfuneko yokulawula iiprojekthi, ulawulo nokubonelela ngeenkonzo kwiiprojekthi ezichongiweyo kugxininiswa kumathuba okudala imisebenzi.

INkqubo yokuGcina iingxelo zeMali (iSIMFINI)

Le Nkqubo yayixhaswa ngemali yi-WCDoA, njengoko inenjongo yokuqinisekisa ukuba amafama asakhulayo axhaswa ngenkqubo ephelileyo nechanileyo yokugcina iingxelo zemali. **ICasidra** ifumene iinkonzo zomboneleli weenkonzo oza kwenza umsebenzi wokucina iingxelo zemali. Kunyaka-mali ka-2018/2019, uhlahlo lwabiwo-mali lwesigidi esi-R1 289 00 lwagunyaziswa ekwathi kuso ama-52% ahlawula lo mboneleli weenkonzo onikezela ngeenkonzo zokugcina iingxelo zemali kumafama angama-45.

INkqubo yokuFikelela kwiiMarike

Le Nkqubo iququzelela ukuFikelela kwiiMarike zamaNye amaZwe nezeli iZwe koosomashishini abancinane nakwabo baxhamlayo be-CASP kwiCandelo lezolimo. Kunyaka-mali ka-2018/2019, kwabekelwa bucala izigidi ezi-R6 110 413 ukwenzela le Nkqubo. Ezi mali zasetyenziselwa ukufumana iinkonzo zomboneleli weenkonzo othi aqeqeshe, akhuthaze aze axhase amafama ekufikeleleni kwiimarike zeli nezamanye amazwe. Kwalungiselelwa nohambo lokubonisa ngemveliso yawo kwiFruit Logistica kwelaseNetherlands nelaseBerlin nokuya kumboniso oyifood and Hotel China. Kwakhona kwaxhaswa ngemali iindleko zeziseko zophuhliso zoMnyhadala wezoLimo woMboniso weSonka saMasi.

IiProjekthi zeQhinga loPhuhliso lwasemaPhandleni

Kwabekelwa bucala imali engangesigidi esi-R1 000 000 kunyaka-mali ka-2017/2018 ukwenzela iiprojekthi ezintlanu (5) zeqhinga lokukhawulelana neemfuno zoluntu lwasemaphandleni (eziquka ezabasebenzi bezolimo nezeentsapho zabo) ngokusekelwe kwiziphumo zokuBalwa kweeNtsapho zabaSebenzi bezolimo. Ezi projekthi zintlanu (5) zeqhinga zajoliswa kumathuba emisebenzi, uQeqesho loLutsha olunguMthinjana lwasemaPhandleni, iNkxaso yezeNtlalo ekuSetyenzisweni kakuBi kweziYobisi, uPhuhliso lokuQala eBuntwaneni, nakuPhuhliso lwezakhono zobuchwepheshe. Zizonke ezi projekthi zazisele zigqitywe kangangama-48% ekupheleni konyaka-mali ka-2018/19.

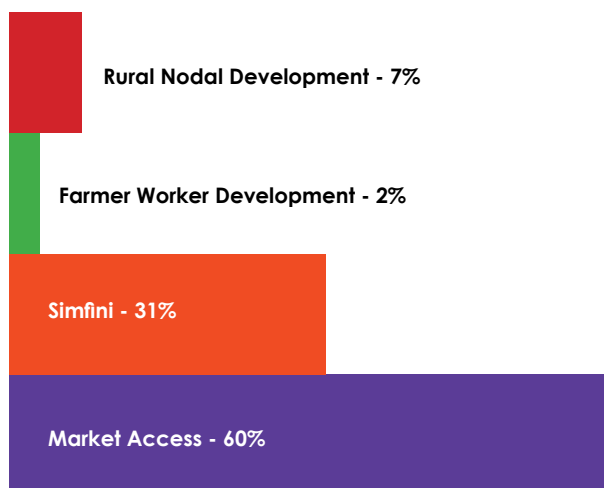
UkuBalwa kwamaKhaya abaSebenzi bezolimo

Ebudeni balo unyaka-mali, i**Casidra** igqibe ukuBalwa kwamaKhaya abaSebenzi bezolimo kwaye ibisagqibezela ubuchwepheshe bewebhu yale projekthi.

INGxowa-mali yokuXhasa amaShishini amaNcinane

I**Casidra** isebenzise iNkxowa-mali yokuXhasa amaShishini amaNcinane entsha, ejoliswe ekunikeni imali-mboleko ezingama-400 kwii-SMME. Ekuthambekeni kwalo nyaka-mali, inani lezicelo zemali-mboleko ezivunyiweyo zaze zakhutshwa bezingama-47 zixabisa izigidi ezi-R3 028 335 zizonke.

INKQUBO 4: INKXASO-MALI ECELIWEYO NGOWAMA 2018/19



IQHINGA LOKOYISA IINKALO ZOKUNGASEBENZI KAKUHLE

Inkqutya 4.3: EziNye iNkonzo zokuLawula iiprojekthi

IiProjekthi zeQhinga loPhuhliso lwasemaPhandleni nokuBalwa kwamaKhaya abaSebenzi bezolimo azifumenanga nkxaso-mali kunyaka-mali ka-2018/2019. Eminye yemisebenzi yonyaka odlulileyo isaqhutywa.

I**Casidra** yatikitya isivumelwano esitsha ne-DEDAT ekuLawuleni iNkxowa-mali yokuXhasa amaShishini amaNcinane. Ukwenziwa kwale projekthi kuqale ngoFebhruwari 2019 ngeemali-mboleko ezingama-47 eziye zavunywa zaze zanikezelwa ekupheleni konyaka-mali ka-2018/2019.

IINGUQU KWIZINTO EKUJOLISWE KUZO EZICWANGCISIWEYO

Ukuxhaswa ngemali kweNkqutyanas 4.1: UPhuhliso lomSebenzi waseFama kwane-4.2: UPhuhliso lweeNdawo ezisemaPhandleni kwayekwa yi-WCDoA kunyaka-mali ka-2018/2019. Ngoko ke, akwazekanga ukufikelela kwizinto ebekujoliswe kuzo.

UNXULUNYANISO LOKUSEBENZA NOHLAHLA LWABIWO-MALI

Inkqubo	2017/2018			2018/2019		
	Ulwabi-wo-mali	Eyona Nkcitho	Inkcitho (engaphezulu)/engaphantsi	Ulwabi-wo-mali	Eyona Nkcitho	Inkcitho (engaphezulu)/engaphantsi
	R	R	R	R	R	R
UPhuhliso loQoqosho lweNgingqi noShishino	3 980 407	3 733 116	247 291	3 943 000	3 483 885	459 115
IYONKE	3 980 407	3 733 116	247 291	3 943 000	3 483 885	459 115

= Umsebenzi wenkqubo wawuhambelana nezibonelelo zemali yohlahlo lwabiwo-mali.

UKUQOKELELWA KWENGENISO
(Akusebenzi oku apha)

UTYALO-MALI OLUKHULU
(Akusebenzi oku apha)

Azikhho izicelo ezifunyenweyo.

INGXELO YOLAWULO LWEQUMRHU YONYAKA OPHELE NGOMHLA WOKU-1 KUMATSHI 2019

1. Ingabula-zigcawu

IBhodi yabaLawuli be**Casidra** izibophelele kwimigaqo yolawulo lwequmrhu oluyimpumelelo kwaye isebenzela ukuba neyona migaqo iphakamileyo yokuthembeka neyokuziphatha. Le Bhodi iyayiqonda imfuneko yokuphatha imicimbi yale Nkampani ngokuthembeka nangokweenkqubo zolawulo lwamaqumrhu ezamkelwe ngokubanzi.

2. UkuThobela iNgxelo kaKumkani (King IV)

Le Bhodi iyazixhasa iinkqubo zokuziphatha kwamaQumrhu aseMzantsi Afrika njengoko zidalulwe kwiNgxelo kaKumkani ngokuphathelele uLawulo kwanemiGaqo kaKumkani yokuziphatha (iKing IV) yaye yonelisekile kukuba le Nkampani iwuthobele umthetho nemimiselo yaseMzantsi Afrika kulo nyaka-mali.

UXwebhu lweBhodi kunye namaXwebhu eeKomiti athiwa thaca ukuze iBhodi iwahlale, ngokuthobela izindululo zikaKumkani (iKing IV).

3. IBhodi yabaLawuli

IBhodi yabaLawuli inoxanduva lolawulo olupheleleyo noluyimpumelelo lwale Nkampani. Le Bhodi iyilwe ngabalawuli abahlanu ukuya kwabalithoba abazimeleyo abangengomalungu esigqeba esiphezulu.

UGqr. Coetzee washiya kwiBhodi yabaLawuli ngomhla wama-22 kuNovemba 2018.

UMnu. Moos noMnu. Jeffthas ngokulandelelana kwabo batyunjwa njengoSihlalo nanjengoSekela-sihlalo kwintlanganiso yeBhodi eyayibanjwe ngomhla wama-22 kuNovemba 2018.

UMnu. Abrahams noMnu. Wüst babekwa njengabalawuli ngomhla wesi-5 kuFebhruwari 2019.

USihlalo weBhodi ngumlawuli ozimeleyo ongesosigqeba esiphezulu ngokwezinto ezifunwa nguKumkani (King IV).

Abalawuli abangesosigqeba esiphezulu bonyulwa ngokoXwebhu lweBhodi kwaye ukuphinda babekwe akuzenzekeli, kodwa kuyavotwa.

Le bhodi ikwaneekomiti ezine ezikhuthelelyo ezichophela imiba ethile ekhethekileyo, eyile uPhicotho-zincwadi noMngcipheko, ukuTyumba, imiVuzo neyezeNtlalo nokuziPhathha. Ikomiti nganye inoxwebhu nesigunyaziso sayo.

Kulo nyaka-mali esiwuhloleyo iBhodi idibene izihlandlo ezine yaze yajolisa, kwiqhinga ukubek' elisweni ukusebenza, ulawulo nohlalo-lwabiwo-mali. Eminye imiba enokuthanani neenjongo zeNkampani xa zizonke zashukuxwa kwaze kwagunyaziswa imigaqo-nkqubo eyohlukahlukeneyo.

IBhodi iyakwazi ukufikelela kuyo yonke inkcazelo yeNkampani, iingxelo namaxwebhu ukuze ikwazi ukwenza imisebenzi yayo.

4. UXwebhu lweBhodi yeCasidra

Iinjongo

Iinjongo zolu Xwebhu kukulawula indlela eluqhutywa ngayo ushishino yiBhodi ngohambisana nemigaqo yolawulo olululo. Olu Xwebhu luchaza imisebenzi ethile efanele yenziwe ngamalungu eBhodi ewonke kwanemisebenzi efanele yenziwe ngumntu ngamnye kuwo. Iinjongo zolu Xwebhu zibandakanya ukuqinisekisa ukuba onke amalungu eBhodi asebenza egameni lala Nkampani ayayazi imisebenzi noxanduva lwawo njengamalungu eBhodi kwanomthetho nemimiselo echaphazela ukuziphatha kwawo, kwanokuqinisekisa ukuba imigaqo yolawulo olululo iyasetyenziswa kuyo yonke into ayenzayo kule Nkampani nayeenza egameni leNkampani.

IiNdima noxanduva

- Asebenza njengentsika novimba wolawulo lwequmrhu ngokulawula ubudlelwane balo nabaLawuli, abo baneSabelo nabanye ababandakanyekayo kule Nkampani ngokuhlobene nemigaqo efanelekileyo yolawulo lwequmrhu.
- Anika umkhomba-ndlela wenkqubo edityanisiweyo yeqhinga, umngcipheko, ukusebenza kwanozinzo ngokuthi:
 - Abe negalelo nangokugunyazisa iqhinga;
 - Asale exolile lellokuba kwiqhinga, kwiqumrhu nakwizicwangciso zoshishino akukho kroba lemingcipheko elingahlolwanga ngokucokisekileyo ngabaLawuli;
 - Achonge iinkalo eziphambili zokusebenza nezemingcipheko;
 - Aqinisekise ukuba iqhinga liza kuba neziphumo ezizinzileyo; kwaye
 - Aqwalasele uzinzo njengethuba lezoshishino elingumkhomba-ndlela wokuyilwa kweqhinga.
- Anikezela ngobunkokeli obuphum' izandla phezu kwesiseko sokuziphatha kakuhle.
- Aqinisekisa ukuba le yiNkampani, kwaye ibonakala injalo, njengequmrhu elingummi onenkathalo ngokuxabisa hayi nje kuphela imiba yezemali yoshishino lwale Nkampani kodwa nefuthe imisebenzi yezoshishino enalo kokusingqongileyo naseluntwini esebenza phakathi kwalo.
- Aqinisekisa ukuba imigaqo yokuziphatha yale Nkampani isetyenziswa ngokufanelekileyo.
- Aqinisekisa ukuba iNkampani ineKomiti ephum' izandla nezimeleyo yoPhicotho-zincwadi neyeMingcipheko.
- Anoxanduva wolawulo lomngcipheko.
- Anoxanduva lolawulo lwenkcazelo yezeteknoloji.
- Aqinisekisa ukuba inkampani ithobela imithetho esebenzayo.
- Aqinisekisa ukuba kukho umngcipheko ojongise kwimpumelelo ngokusekelwe kuphicotho-zincwadi lwangaphakathi.
- Aqinisekisa ngenyathelo lequmrhu xa iimbono zababandakanyekayo zisizisa isihlava kwigama leNkampani.
- Aqinisekisa ukuthembeka kweNgxelo yoNyaka edityanisiweyo yeNkampani.
- Asebenzela ukulungelwa kweNkampani ngokuqinisekisa ukuba abalawuli ngabanye:
 - Babambelela kwimigaqo yokuziphatha esemthethweni;
 - Bayavunyelwa ukuba bafumane iingcebiso ezizimeleyo malunga nemisebenzi yabo emva kwenkqubo ekuvunyelwene ngayo; kwaye
 - Badiza iimbambano ezikhoyo okanye ezicingelwayo kwiBhodi baze bajongane nazo ngokufanelekileyo.
- Aqalisa iinkqubo zokuhlanguka ishishini ngokukhawuleza nje ukuba iNkampani isezingxakini zemali.
- Rhoqo ngonyaka, kwintlanganiso yeBhodi engaphambi kweNtlanganiso Jikelele yoNyaka, onyula umlawuli ozimeleyo ongesosigqeba njengoSihlalo weBhodi.
- Abeka aze aqinisekise ukuhlolwa kokusebenza kweGosa eliPhezulu lesiGqeba.
- Aqinisekisa ukuthotyelwa kwamasolotya esiVumelwano sabaneSabelo.
- Aphuhlisa isicwangciso seqhinga lexesha elide njengoko sifuneka ngokwe-PFMA.

5. Ukubekwa kweBhodi

Abalawuli abangesosigqeba abakwiBhodi ye**Casidra** abekwa ngokwesiVumelwano esiHlangeneyo kwaye ukuphinda abekwe akuzenzekeli.

Isinye kwisithathu esisebenzayo sabalawuli, abangesosigqeba, abazimeleyo, okanye inani elisondele kakhulu kwisinye esithathwini, sifanele sirhoxe ezikhundleni kwiNtlanganiso yoNyaka Jikelele kunyaka ngamnye ongumngqakathi.

Abalawuli abafanele barhoxe ngabo bebekwezi zikhundla kangangexesha elide ukusuka kolona lonyulo lwakutshanje, kodwa abantu ababekwa njengabalawuli ngosuku olunye, ngabalawuli ngokwabo abaya kugqiba ngomntu ofanele arhoxe.

Abalawuli abafanele barhoxe bangaphinda babekwe futhi (ngokuqinisekiswa ngumthetho) kwiNtlanganiso Jikelele yoNyaka, ngaphandle kokuba xa umlawuli efinca amashumi asixhenxe eminyaka ubudala ngexesha ekwesi sikhundla, loo mntu akanakuphinda abekwe.

6. Ukuzimasa iintlanganiso zeBhodi

IBhodi yadibana izihlandlo ezine kwiintlanganiso ezicetyiweyo ebudeni bonyaka-mali yaye ababezimasile bame ngolu hlobo lulandelayo:

ABALAWULI	MEY	AGAS	NOV	MATS
WU Abrahams (appointed 5/02/2019)	-	-	-	✓
E Calitz	A	✓	✓	✓
L Coetzee (resigned 22/11/2018)	✓	A	✓	-
EJ Jeffhas	✓	✓	✓	✓
JF Kirsten	✓	✓	✓	✓
GJ Martin	✓	✓	✓	✓
AV Moos	✓	✓	✓	✓
ZT Nackerdien	✓	✓	✓	✓
GM Ntuli	✓	A	✓	✓
M Wüst (appointed 5/02/2019)	-	-	-	A

Legend: ✓ = Attendance, **A** = Apologies,

7. Ukuhlawulwa kweBhodi

Ngokwamasolotya ecandelo 28.1.1 emiMiselo kaNondyebo ekhutshwe ngokoMthetho we-PFMA 1 ka-1999, zonke izinto zabaLawuli zidizwe kwiiNgxelo zeMali. Ukuhlawulwa kwabaLawuli kuhlolwa qho ngonyaka ngokwesetyhula kaNondyebo kaZwelonke.

8. Ukuhlolwa kokusebenza kweBhodi

USekela-sihlalo we**Casidra** wabekelwa ukukhokela inkqubo yokuhlolwa kokusebenza kweBhodi ye**Casidra** kwaneekomiti zayo. IBhodi yagunyazisa inkqubo esemthethweni yangaphakathi yokuhlola ngemibuzo yokuzihlola yaye uNobhala weNkampani wanikezela ngoncedo. Iziphumo zale nkqubo yokuzihlola echaziweyo zahlalutywa nguSekela-sihlalo, iGosa eliPhezulu lesiGqeba kwanoNobhala weNkampani. Sithethanxe akukabikho gxeke

9. Ukujongana nezabelo

Abalawuli, amalungu olawulo nabasebenzi beNkampani abanazo izabelo kwiNkampani.

10. IiKomiti zeBhodi

Zonke iiKomiti zeBhodi zisebenza phantsi kwamaxwebhu abhaliweyo athe ahlolwa aze agunyaziswa yiBhodi. Akukho nto efihlwayo kwaye zonke izinto zichazwa ngokupheleleyo zisuka kwiiKomiti zeBhodi zisiya kwiBhodi. OoSihlalo beekomiti bayafumaneka ukunika iBhodi iingxelo ngomlomo malunga nezinto ezenziwe ziikomiti kutshanje kwanemisebenzi yazo kwiintlanganiso ezilandelayo zeBhodi. IiKomiti ziyaxhotyiswa ukuba zikwazi ukufumana iingcebiso zangaphandle zeengcali xa kuyimfuneko ukwenjengalo.

UNobhala weNkampani unikezela ngeenkonzo zokubhala kuyo nganye kwezi Komiti.

IBhodi inenkolo ethi ezi Komiti ziye zathi, kulo nyaka siwuhlolayo, zenza imisebenzi yazo ngokwendlela echazwe kumaXwebhu azo.

Isishwankathelo seeKomiti kwanezigunyaziso zazo zichazwe apha ngezantsi.

10.1 IKomiti yoPhicotho-zincwadi nokuseMngciphekweni

Ukubunjwa kwayo

IKomitiyoPhicotho-zincwadinokuseMngciphekweniibunjwengabalawuli ubuncinane abathathu abazimeleyo abangesosigqeba abonyulwa kwiNtlanganiso Jikelele yoNyaka.

Amalungu ayo ekupheleni konyaka-mali ibinguMnu. WU Abrahams, uNjing. E Calitz (onguSihlalo), uNjing. JF Kirsten, uNkszn. ZT Nackerdien, uMnu. M Wüst.

UMnu. Abrahams noMnu. Wüst babekwa njengamalungu eKomiti yoPhicotho-zincwadi nokuseMngciphekweni ngomhla we-12 kuMatshi 2019.

USihlalo

IBhodi yabaLawuli ibeka uSihlalo kumalungu eKomiti.

Izihlandlo zeentlanganiso

Iintlanganiso zeKomiti zibanjwa rhoqo ukuba iKomiti ibona kufanelekile, kodwa ke iqhele ukudibana ubuncinane kabini kunyaka wekhalenda.

Le Komiti idibene kabini ebudeni bonyaka-mali yaye ababezimasile bame ngolu hlobo lulandelayo:

ABALAWULI	JUL	FEB
E Calitz	✓	✓
WU Abrahams (appointed March 2019)	-	-
JF Kirsten	A	✓
AV Moos	✓	-
ZT Nackerdien	✓	✓
M Wüst (appointed March 2019)	-	-

Legend: ✓ = Attendance, **A** = Apologies
 *Mr Moos resigned from the Audit and Risk Committee following his election as Chairperson on 22 November 2018.

Uphicotho-zincwadi lwangaphandle

- Ityumba umphicothi-zincwadi ozimeleyo wangaphandle ukuba bekwe ngoneSabelo ngokoMthetho weNkampani, ka-2008 nawo nawuphi na omnye umthetho ohlobene nokubekwa kwabaphicothi-zincwadi.

Uxanduva lwayo oluyintloko

- Igunyazisa imimiselo yokusebenza nokuhlulwa komsebenzi womphicothi-zincwadi wangaphandle.
- Ibek' iliso kwaye inika ingxelo ekuzimeleni, kumgangatho nasekubeni ngongenachaphaza komphicothi-zincwadi wangaphandle kwiiNgxelo zoNyaka zeMali, inika nengqwalasela kwimigaqo yobungcali neyomthetho.
- Igunyazisa izivumelwano zeenkonzo ezingezozaphicotho-zincwadi ukuba zenziwe ngumboneleli weenkonzo.
- Iqinisekisa ukuba le Komiti inenkqubo yokwaziswa nabuphi na ubugawidigawidi obunokuxelwa (njengoko kuchazwe kuMthetho woPhicotho-zincwadi, ka-2005) obuboniweyo nobunokuxelwa ngumphicothi-zincwadi wangaphandle.
- Ibonisana ngohlobo, ubungakanani kwaye icwangcisele uphicotho-zincwadi kunye nomphicothi-zincwadi ngaphambi kokuba uphicotho-zincwadi luqaliswe yaye, xa kubonakala kufanelekile, nasebudeni bophicotho-zincwadi.
- Ihlola, kunye nabaphicothi-zincwadi bangaphandle, izinto abazifumanisileyo kumsebenzi wabo.

- Iqwalasela zonke iimeko nemingcipheko engachaphazela ukuthembeka kwengxelo edityanisiweyo, ngokomzekelo, umfanekiso-ngqondweni okhohliso, izigqibo ezibalulekileyo, izigqibo zokunika ingxelo ezenziweyo, izenzo zokubek' elisweni okanye ezokunyanzelisa zequmrhu elilawulayo, ubungqina obenza kuthandabuzeke inkcazelo epapashwe ngaphambili, inkcazelo yezinto ezingekenzeki, njalo njalo.
- Ihlola iiNngxelo zoNyaka zeMali, isishwankathelo senkcazelo edityanisiweyo namaxwebhu akwanjalo.
- Yenza amagqabantshintshi kwicandelo leeNngxelo zoNyaka zeMali kwiingxelo zemali, iinkqubo zokubhala imali nomgangatho wolawulo lweemali zangaphakathi.
- Ihlola ukucaca nokuphelela kokudizwe kwimiba yozinzo kwengxelo edityanisiweyo ngelokuqinisekisa ukuba inokuthenjwa kwaye ayikhabani nenkcazelo yezemali.
- Yenza isindululo kwiBhodi enobana kufuneka okanye akufuneki kusetyenziswe umntu wangaphandle oza kuqinisekisa kwimiba ebonakalayo yozinzo.
- Yenza isindululo sokugunyaziswa kwengxelo edityanisiweyo yiBhodi.

Uphicotho-zincwadi lwangaphakathi

- Igunyazisa isicwangciso sophicotho-zoncwadi lwangaphakathi.
- Ibek' elisweni yaye ihlola ukungabi nachaphaza komsebenzi wophicotho-zincwadi lwangaphakathi.
- Ihlola ize ibonisane ngobungakanani bomsebenzi wophicotho-zincwadi lwangaphakathi, imiba echongiweyo neziphakamiso.
- Inikezela ngomthombo wenkcazelo, xa kufanelekile, mayela neziganeke zobuqhetseba, urhwaphilizo, ukungaziphathi kakuhle, ubugqwidigqidi neminye imingcipheko.

Ulawulo lokusemngciphekweni

- Iqwalasela iqhinga lolawulo lokusemngciphekweni, imiGaqo yeziMilo kwanesiCwangciso sokuThintela uBuqhetseba.
- Ibek' elisweni ukuhlolwa ngokuqhubekayo kolawulo lokusemngciphekweni nokusetyenziswa kweqhinga nesicwangciso.
- Yenza izindululo kwiBhodi malunga namazinga okunyanzelisa nomdla wokusemngciphekweni ize ikubek' elisweni ukulawulwa koko kusemngciphekweni naloo mdla ngokugunyaziswa yiBhodi.
- Iqinisekisa ukuba abaphathi baqwalasela kwaye bathatha amanyathelo okubek' elisweni okusemngciphekweni nokukhawulelana nako.
- Ivakalisa uluvo olusesikweni lweKomiti phambi kweBhodi malunga nokuba yimpumelelo kwenkqubo kwanenkqubo yolawulo lokusemngciphekweni.
- Ihlola ingxelo esexesheni, ephelileyo nefanelekileyo malunga nokulawulwa kokusemngciphekweni okufanele kuqukwe kwiNngxelo yoNyaka edityanisiweyo.

Abamenywayo

USihlalo weKomiti yoPhicotho-zincwadi nokuseMngciphekweni, ngokokubona kwakhe, angamema amanye amalungu eBhodi yabaLawuli okanye abaphicothi-zincwadi bangaphakathi ukuba bazimase nokuze bathethe kwiintlanganiso zale Komiti.

IGosa eliPhezulu lesiGqeba kwakunye neGosa eliPhezulu leMali bazimasa zonke iintlanganiso zeKomiti ukanti abamenywa kwiiseshoni eziyimfihlo.

Iintlanganiso zikwazinyaswa nangabaphicothi-zincwadi bangaphakathi nabangaphandle nangamalungu abandakanyekayo abaphathi.

Ukufikelela

Abaphicothi-zincwadi bangaphandle nabangaphakathi iingcango zihlala zivuliwe ukuba bafikelele kwiKomiti yoPhicotho-zincwadi nokuseMngciphekweni, njalo beqinisekisa ukuba ukuzimela kwabo akuphazamiseki nangayiphi na indlela.

10.2 IKomiti yoLawulo lwezabaSebenzi (HR) nemiVuzo

Ukubunjwa kwayo

IKomiti yoLawulo lwezabaSebenzi nemiVuzo ibunjwe ubuncinane ngabalawuli abathathu abazimeleyo abangesosigqeba.

Amalungu ayo ekupheleni konyaka-mali ibinguMnu. WU Abrahams, uMnu. EJ Jeffthas (onguSihlalo), uNjing. JF Kirsten, uNkszn. ZT Nackerdien, uNkszn. GM Ntuli.

UMnu. Abrahams wabekwa njengelungu leKomiti yoLawulo lwezabaSebenzi nemiVuzo ngomhla we-12 kuMatshi 2019.

USihlalo

USihlalo wayo utyunjwa yiBhodi.

Izihlandlo zeentlanganiso

Iintlanganiso zale Komiti zibanjwa xa kuyimfuneko kodwa ubuncinane kabini ngonyaka.

Le Komiti ibambe iintlanganiso ezintlanu ebudeni bonyaka-mali. Iintlanganiso yesibini ngo-Epreli 2018 yaqhutywa ngeminxeba yaze eyangoJanuwari 2019 neyangoFebhruwari 2019 iintlanganiso yaqhutywa nge-imeyili. Abazizimasayo/ nabathatha inxaxheba beme ngolu hlobo lulandelayo:

DIRECTORS	APR	APR	NOV	JAN	FEB
WU Abrahams (appointed 12/03/2019)	-	-	-	-	-
EJ Jeffthas	✓	T	✓	E	E
JF Kirsten	A	T	✓	E	E
ZT Nackerdien	✓	T	✓	E	E
GM Ntuli	✓	T	✓	E	N
Legend: ✓ = Attendance, A = Apologies, E = Email, T = Teleconference, N = No response.					

Uxanduva lwayo oluyintloko

- Yongamela ukumiselwa nokusetyenziswa kwemigaqo-nkqubo yemivuzo malunga nemivuzo yabasebenzi.
- Ihlola iziphumo zokusetyenziswa kwemigaqo-nkqubo enobana le migaqo-nkqubo ikhuthaza ukufezekiswa kweenjongo zeqhinga ize ikhuthaze ukusebenza komntu ngamnye na. Le Komiti iza kwenza isindululo sezinto emazeniwe ukuphucula loo meko kwiBhodi.
- Inikezela ngenkcazelo eyoneleyo koneSabelo nakwiBhodi ukuba ihlole umgaqo-nkqubo wemivuzo.
- Iqinisekisa ukuba abasebenzi bafumana imivuzo esesikweni nefana neyabo benza umsebenzi wabo.
- Iqinisekisa ukuba umvuzo wabaPhathi ugqitywa ngokuzimeleyo ngamalungu eBhodi nabaPhathi abangenamdlalo wobuqu kwisiphumo sesigqibo eso, becinga nangemeko yezimali yeNkampani le. IKomiti ingakhetha ukusebenzisa ichule elithile, elangaphakathi okanye elangaphandle, ukuze yenze isigqibo esisiso. IGosa eliPhezulu lesiGqeba kunye nelungu labaPhathi lisenokungabikho xa kuxoxwa ngomvuzo walo ngaphandle kokuba kufunwa linikezele ngenkcazelo ethile, libekhona ukuze linikezele nje ngaloo nkcazelo qha qwaba.
- Iqinisekise ukuba kwenziwa amalungiselelo omhlala-phantsi wokunceda abasebenzi.
- Yenza izindululo malunga nenkqubo yemivuzo yeNkampani.

- Yenza imisebenzi yayo ngokwalathiswa yiBhodi.
- Yazisa abaPhathi malunga nokudendwa kwabasebenzi, imali zokudendwa kwabasebenzi, ukudla umhlala-phantsi ngaphambi kwexesha, ukusingatha ukukhubazeka ngokwasempilweni, njalo njalo.

Abamenywayo

IKomiti ingakhetha ukusebenzisa ichule elithile, elangaphakathi okanye elangaphandle, ukuze yenze izigqibo ezizizo. Akukho lungu labaPhathi elifanele libekhona xa kuxoxwa ngomvuzo okanye imali yalo ngaphandle kokuba licelwe ukuba linike inkcazelo ethile.

10.3 IKomiti eChongayo

Ukubunjwa kwayo

Amalungu eKomiti eChongayo abekwa yiBhodi. IKomiti eChongayo ibunjwe ubuncinane ngamalungu amathathu azimeleyo angabalawuli abangesosigqeba.

Amalungu ayo ekupheleni konyaka-mali ibinguMnu. AV Moos (onguSihlalo), uMnu. GJ Martin, uNksn. ZT Nackerdien, uNksn. GM Ntuli noMnu. M Wüst.

UMnu. Wüst wabekwa njengelungu leKomiti eChongayo ngomhla we-12 kuMatshi 2019.

USihlalo

USihlalo uchongwa yiBhodi.

Izihlandlo zeentlanganiso

Iintlanganiso zeKomiti zibanjwa xa kuyimfuneko.

Le Komiti ibambe iintlanganiso ezimbini ebudeni bonyaka-mali. Zombini ezi ntlanganiso zaqhutywa ngomnxeba. Ababethatha inxaxheba kuyo bame ngolu hlobo lulandelayo:

DIRECTORS	OCT	OCT ¹	NOV	JAN
L Coetzee (resigned 22/11/2018)	A	A	-	-
EJ Jeffthas (ad hoc member)	✓	✓	-	-
JF Kirsten (ad hoc member)	✓	✓	-	-
GJ Martin	✓	✓	✓	✓
AV Moos	A	✓	✓	✓
ZT Nackerdien (appointed 22/11/2018)	-	-	✓	A
GM Ntuli	✓	A	✓	✓
M Wüst (appointed 12/03/2019)	-	-	-	-

Legend: ✓ = Attendance, **A** = Apologies, ¹The October 2018 meeting was adjourned.

Uxanduva lwayo oluyintloko

- Ichonga amalungu afanelekileyo anokungena kwiBhodi.
- Ihlola iireferensi nembali yabagqatswa ngaphambi kokubachonga.
- Yenza kube semthethweni ukubekwa kwabaLawuli ngesivumelwano phakathi kweNkampani nomLawuli.

10.4 IKomiti yezeNtlalo neziMilo

Le Komiti yasungulwa phantsi koMthetho weNkampani, ka-2008.

Ukubunjwa kwayo

Amalungu eKomiti yezeNtlalo neziMilo abekwa yiBhodi. IKomiti yezeNtlalo neziMilo ibunjwe ubuncinane ngabalawuli abathathu abazimeleyo nabangesosigqeba.

Amalungu ayo ekupheleni konyaka-mali ibinguMnu. EJ Jeffthas, uMnu. GJ Martin, uMnu. AV Moos noNksn. GM Ntuli (onguSihlalo).

USihlalo

USihlalo uchongwa yiBhodi.

Izihlandlo zeentlanganiso

Iintlanganiso zale Komiti zibanjwa xa kuyimfuneko.

Le Komiti ibambe iintlanganiso yanye ebudeni bonyaka-mali. Abathatha inxaxheba kuyo ngaba balandelayo:

ABALAWULI	NOV
L Coetzee (resigned 22/11/2018)	-
EJ Jeffthas	✓
GJ Martin	✓
AV Moos	✓
GM Ntuli	✓

Legend: ✓ = Attendance

Uxanduva lwayo oluyintloko

- Ibek' iliso kwimisebenzi yeNkampani, iqwalasela nawuphi na umthetho ofanelekileyo, ezinye izinto ezifunwa ngumthetho okanye imigaqo exhaphakileyo efanelekileyo, kwimiba efana nophuhliso lwezentlalo noqoqosho, ubume bequmrhu elilungileyo, okusingaqongileyo, impilo nokhuseleko loluntu, ubudlelwane nabathengi nokubambelela kwezabasebenzi nengqesho.
- Itsalela engqalelweni yeBhodi imiba eyigunyazisiweyo xa kuyimfuneko.
- Inika ingxelo koneSabelo kwiNtlanganiso Jikelele yoNyaka yeNkampani kwimiba eyigunyazisiweyo sayo.

Abamenywayo

IKomiti yezeNtlalo neziMilo inegunya lokufumana iingcebiso nokufuna uncedo ngaphakathi nangaphandle kwimiba yezomthetho, iincwadi zemali, nezinye iingcebiso.

11. UNobhala weNkampani

Bonke abaLawuli bayafikelela kuNobhala weNkampani othi aqinisekise ukuba iinkqubo zeBhodi, imigaqo nemimiselo esebenzayo isetyenziswa ngokupheleleyo.

UNobhala weNkampani ugcina iBhodi lisazi ngeenguqulelo ezifanelekileyo zomthetho nolawulo olululo. UNobhala weNkampani wongamela ukuqhelaniswa kwabaLawuli abatsha nokuqhubeka eqeqesha abaLawuli.

Inkcazelo eyimfuneko kwintlanganiso yeBhodi nganye ithunyelwa kubaLawuli kwangexesha ngaphambi kwentlanganiso ukuze baziqhelanise nenkcazelo leyo baze baqwalasele inkcazelo yeNkampani mayela nomthetho nokuzibophelela kwabo.

Ukubekwa kwamaxwebhu kwiintlanganiso zeBhodi kwenziwa kwiimeko ezithile qha nakhona ngemvume kaSihlalo.

USihlalo weNkampani ubekwa yiBhodi.

12. Inkxalabo ekhoyo

Ngokwesindululo seKomiti yoPhicotho-zimali nokuseMngciphekweni, iBhodi iziqwalasele izibakala noqikelelo ethembele kulo ekugqibeni kwelokuba ushishino luza kuqhubeka luyinkxalabo kunyaka-mali ozayo.

AbaLawuli banoluvo oluthi ushishino luza kuba yinto eyinkxalabo kunyaka ozayo yaye ingxelo yabo kule nkalo ikwiNngxelo yoXanduva lwabaLawuli kwiNngxelo zeMali zoNyaka.

13. ULawulo lwangaphakathi

IBhodi iyalwamkela uxanduva lwayo lokuqinisekisa ukuba iNkampani isebenzisa yaye ibek' iliso kwimpumelelo yeenkqubo zolawulo lwangaphakathi, ezemali nezokusebenza. Ezi nkqubo zenzelwe ingxelo engeyiyo nelahleko.

Ulawulo lwangaphakathi, olwemali nolokusebenza olulondolozwa yiNkampani lwenzelwe ukusinika isiqinisekiso esifanelekileyo malunga:

- Nokulondolozwa kwee-asethi zingasetyenziswa zingagunyaziswa okanye ngokungafanelekanga;

- Nothotyelo lwemithetho nemimiselo esebenzayo;
- Nokulondolozwa ngokufanelekileyo kweencwadi zemali; yaye
- Nokufaneleka nokuthembeka kwenkcazelo yemali.

Umsebenzi wophicotho-zincwadi wangaphakathi naba-phicothi-zincwadi bangaphandle bahlola ngokuzimeleyo ukufaneleka nokuba yimpumelelo kolawulo lwangaphakathi. AbaPhathi baphucula iinkqubo zolawulo lwangaphakathi emva kwezindululo zomPhicothi-zincwadi Jikelele kule nkalo.

14. Ulawulo lokusemngciphekweni

IBhodi iyalwamkela uxanduva olupheleleyo lweenkqubo zolawulo lokusemngciphekweni lweNkampani.

Okusemngciphekweni kwiNkampani kuchongiwe kwaze kwabhalwa kwisicwangciso sokusemngciphekweni. Iinkqubo ezifanelekileyo zolawulo lwangaphakathi zikhona yaye ziyalolongwa. Ukwenziwa kweenkqubo zolawulo kwangexesha nokuthobela iinkqubo zolawulo kubekw' elisweni ngaphakathi.

15. Info ebambekayo

Zonke iziganeko ezibalulekileyo, okusemngciphekweni nezinye izinto zidziwe kwiingxelo nakwiNkxelo yoNyaka.

16. Ukuthintela ubuqhetseba nomnxeba wokudiza ubuqhetseba

IsiCwangciso sokuThintela uBuqhetseba kunye nokubudiza (kumnxeba wokudiza ubuqhetseba) bezikhona kulo nyaka-mali ekuncedeni ukuqinisekisa ukuba umngcipheko wobuqhetseba ubekw' elisweni yaye uyancitshiswa.

Umnxeba wokudiza ubuqhetseba kulapho nawuphi na umsebenzi okanye obandakanyekayo enokuthi engazixelanga igama yaye ahlale eyimfihlo, axele nayiphina into eyenzekayo ekrokrasiyo okanye ekukungaziphathi kakuhle kwiNkampani. Iingxelo zithunyelwa ngqo kwiGosa eliPhezulu lesiGqeba zize zixelwe kwiKomiti yoPhicotho-zincwadi nokuseMngciphekweni.

Akukho nto ekhe yafika kwiKomiti ethi kwenzake okanye kukrokreleka ilahleko yemali, ubuqhetseba okanye impazamo ebisengachaphazela iNkampani kulo nyaka esiwuhlalo.

17. Izibophelelo zezivumelwano namanyathelo omthetho

Kwafikelelwa kwisivumelwano liSebe lezoLimo laseNtshona Koloni ngokudlulisela iimali kwiCasidra. Ukuzibophelela ngokwesivumelwano ne-PFMA kufezekisiwe. Izivumelwano zeeprojekthi zatyikitywa ngabaxhasi bemali beprojekthi ezohlu-kahlukeneyo. Iingxelo yenziwa ngokwamasolotyva ezivumelwano nobungakanani bemali budiziwe kwiNkxelo yoNyaka. Inkampani inokuthatha amanyathelo omthetho kwimisebenzi yayo eqhelekileyo. Akukho mabango enziweyo ngokuchasene neNkampani.

18. UkuXhohyiswa kwaBantu abaNyama ngokuBanzi kwezoQoqosho (B-BBEE)

Ukuqinisekiswa kophicotho-zimali kugqitywe yi-arhente ezimeleyo yokuhlela, ukuqinisekisa ubume beNkampani mayela ne-B-BBEE.

Uphicotho-zincwadi lwagqitywa ngoMeyi 2018 kwaye iCasidra ifumene amanqaku oMgangatho wesi-6 (umgangatho wokunika ingqalelo kokufunwayo ongama-60%).

19. Umsebenzi wophicotho-zincwadi lwangaphakathi

Umsebenzi wophicotho-zincwadi lwangaphakathi oluzimeleyo ubusenziwa ngaphandle kuze kunikwe iingxelo ngqo kwiKomiti yoPhicotho-zincwadi nokuseMngciphekweni ize idlulele kwiGosa eliPhezulu lesiGqeba.

Abaphicothi-zincwadi bangaphakathi bafakan' imilomo nabaphicothi-zincwadi bangaphandle ukuba kuthintelwe ukuphindaphindeka kwezinto.

Izinto ezifunyenweyo nezindululo zazo zonke iinkqubo zangaphakathi zophicotho-zincwadi zixelwa abaphathi neKomiti yoPhicotho-zincwadi nokuseMngciphekweni.

20. Izimilo

UmGaqa wokuziPhatha weCasidra unikwe wonke umsebenzi.

IKomiti yezeNtalo neziMilo yasekwa ngo-2012 yaye le Komiti yadibana kabini ebudeni bonyaka-mali.

IKomiti yahlola iingxelo yemisebenzi yayo ngokwasemthethweni malunga noMthetho weNkampani.

21. IINGXELO ZAMALUNGU EBHODI:



AV (Ainsley) Moos

UBUDALA: 41

IZIQINISEKISO ZEMFUNDO

- BA (Sociology, Psychology)
- BPhil Hons (Journalism)
- MBA (US)
- Sanlam Executive Leadership Programme (Gibs)
- Media24 Executive Leadership Programme (Wits)
- Naspers Executive Leadership Programme (Harvard)

ISIHLOKO

Umongameli oziMeleyo noNgekho kwiSebe loLawulo

UNYAKA AWAQESHA NGAWO 2013

UBULUNGU BEKOMITI

- IKomiti yoPhicotho-zincwadi Nokusemngciphekweni
- IKomiti yeNtalo neyeendlela zokuziphatha

OBUNYE LOBONGAMELI/NEZINYE IZIKHUNDLA ZOBUPHATHISWA

Member of the Stellenbosch University Council

IZAKHONO, UBUCHULE NAMAVA

U-Ainsley Moos lilungu lesiGqeba elinoxanduva lobuDiekwane beQumrhu nabaBandakanyekayo kwa-African Rainbow Capital (ARC) yaye usebenza kwiBhodi zeenkampani eziliqela eziphantsi kwe-ARC. Xa engekho kwa-ARC usebenza kwibhunga leYunivesithi yaseStellenbosch njengosekela-sihlalo nakwiKomiti eziliqela zebhunga. Ukhe wasebenza iminyaka emi-6 kwaSanlam neli-11 kwa-Media24, ihlalani leNaspers. Unesidanga se-BA, iBPhil (kwezobuNtatheli) ne-MBA kwiYunivesithi yaseStellenbosch.



EJ (Elton) Jeffthas

UBUDALA: 45

IZIQINISEKISO ZEMFUNDO

- B-Tech Horticulture (CPUT)
- MPhil Agriculture System Management (US)

ISIHLOKO

Independent non-executive director

UNYAKA AWAQESHA NGAWO 2016

UBULUNGU BEKOMITI

- Remuneration Committee
- Social and Ethics Committee

OBUNYE LOBONGAMELI/NEZINYE IZIKHUNDLA ZOBUPHATHISWA

- Deputy Chairman of African Farmers' Association of South Africa Western Cape

- Non-executive Director of Deciduous Fruit Development Chamber
- Trustee member of Deciduous Fruit Development Trust
- Deputy Chairman of Western Cape Agricultural Unity Forum

IZAKHONO, UBUCHULE NAMAVA

U-Elton Jeffthas ungomnye wabaseka i-Agribusiness in Sustainable Natural African Plant Products Southern Africa ekwangumLawuli oPhetheyo wayo. Ukwangumfama nomnye wabanini weDefynne Nursery evelisa iiplam ezithunyelwa ngaphandle. Waqala ukusebenza kwa-ARC eyingcali ekulimeni iFynbos. Ubuchule bakhe kukuphuhlisa amashishini ezolimo nokukhuthaza ukuqalisa amashishini phakathi kwamafama kumazwe awohlukahlukeneyo aseZantsi kweSahara ye-Afrika.

21. IINGXELO ZAMALUNGU EBHODI:



GM (Gugu) Ntuli

UBUDALA: 45

IZIQINISEKISO ZEMFUNDO

- BBus QUT (Australia)
- BAppSc QUT (Australia)
- MBA Sports Management
- Diploma: French Language

ISIHLOKO

Umongameli oziMeleyo noNgekho kwiSebe loLawulo

UNYAKA AWAQESHA NGAWO
2008

UBULUNGU BEKOMITI

- Ikomiti yopicotho nomngcipheko (usihlalo)
- Ikomiti yentlawulo
- Ikomiti yesebe lombuso olawulayo

OBUNYE LOBONGAMELI/NEZINYE IZIKHUNDLA ZOBUPHATHISWA

- Member of Cricket South Africa Transformation Division Committee
- Director of African Sports Management Association

IZAKHONO, UBUCHULE NAMAVA

UGugu Ntuli, owayefudula eliGosa eliPhetheyo lesiGqeba kwiZiko lemiSebenzi yezeMidlalo leYunivesithi yaseStellenbosch, kwanezamajelo osasazo nobudlelwane boluntu kwa-Adidas South Africa. Usisisele senyathi xa kusiziwa kwezokuphatha kwanobuchule kulawulo lweqhinga, ezokuthengisa, ezonxibelelwano nobudlelwane boluntu kwanezamajelo osasazo.



Prof. E (Estian) Calitz

UBUDALA: 69

IZIQINISEKISO ZEMFUNDO

- BCom
- DCom (Economics)

ISIHLOKO

Independent non-executive director

UNYAKA AWAQESHA NGAWO
2011

UBULUNGU BEKOMITI

IKomiti yoPhicotho-zincwadi nokusemngciphekweni (Usihlalo)

OBUNYE LOBONGAMELI/NEZINYE IZIKHUNDLA ZOBUPHATHISWA

- Ilungu lamaQumrhu, iiKomiti neeBhodi ezininzi
- Waba lilungu le: IBhodi yabaMeli beNngxowa-Mali yomHlala-Phantsi yeYunivesithi yase-Stellenbosch
- Waba ngumHlali-ngaPhambili kwanelungu: IKomiti yoPhicotho-zimali, kuMnyango wezeMfundo, kuRhulumente weNtshona-Kapa

IZAKHONO, UBUCHULE NAMAVA

Unjing Estian Calitz, nguNjingalwazi wezoQoqosho kwaneHlakathi kwezoPhando kwiYunivesithi yase-Stellenbosch, sisisele senyathi kwezoqoqosho nasekuyilweni komgaqo-nkqubo wezemali kwa-neminyaka engaphezu kwama-20 njengesifundiswa, okuquka ukubhala malunga nama-40 amangaku eencwadi ezohlukahlukeneyo (iijenali, iincwadi, njl.), maxawambiubanesivumelwanosokwenza uphando ngeeprojekthi zikarhulumente nokuhlohla njengonjingalwazi otyelelayo kuMzantsi Afrika ngokubanzi naseJamani. Wayefudula engumLawuli Jikelele weSebe lezeMali (ngoku elinguNondyebo kaZwelonke) kuRhulumente waseMzantsi Afrika, wayefudula eyiNgqonyela yeZiko lezoQoqosho neNzululwazi yoLawulo yaye ekwafudula engumLawuli wesiGqeba: wezeMali kwiYunivesithi yaseStellenbosch.



ZT (Zareena) Nackerdien

UBUDALA: 35

IZIQINISEKISO ZEMFUNDO

- BCom Hons (Accounting)
- Chartered Accountant (SA)

ISIHLOKO

Umongameli oziMeleyo noNgekho kwiSebe loLawulo

UNYAKA AWAQESHA NGAWO
2016

UBULUNGU BEKOMITI

- IKomiti yoPhicotho-zincwadi nokusemngciphekweni

IZIKHUNDLA ZOBUPHATHISWA

ILungu leWestern Cape Branch Association ye-Advancement Black Accountants zeSouthern Africa – kwiBursary Portfolio.

IZAKHONO, UBUCHULE NAMAVA

UZareena Nackerdien wayefudula engumphathi kwaPricewaterhouse-Coopers apho wagqibezela khona amangaku akhe. Uchithe iinxalenye ezohlukahlukeneyo zomsebenzi wakhe kushishino lophicotho-zincwadi/ nokuqinisekisa umgangatho. Ngoko ke wazimanya neQela lakwaSanlam Group ngo-2014 kwaye sithethanje uyinxalenye yeSanlam Glacier Financial Reporting Team. Unamava ekuhlalutyeni/ ekutoliken iinkcazelo engemali nakulawulo lweenkqubo zemali exhasa umsebenzi wezemali.

OBUNYE LOBONGAMELI/NEZINYE

21. IINGXELO ZAMALUNGU EBHODI:



Prof. JF (Johann) Kirsten

UBUDALA: 57

IZIQINISEKISO ZEMFUNDO

- BSc Agric- US – 1983
- BSc Agric Hons – US – 1985
- MSc Agric - University of Pretoria – 1989
- PhD - University of Pretoria – 1994

ISIHLOKO

Umongameli oziMeleyo noNgekho kwiSebe loLawulo

NYAKA AWAQESHA NGAWO
2018

UBULUNGU BEKOMITI

- IKomiti yoPhicotho-zincwadi noMngcipheko
- IKomiti yoHlawulo lweMivuzo

OBUNYE LOBONGAMELI/NEZINYE IZIKHUNDLA ZOBUPHATHISWA

- Louisvale Wines (Pty) Ltd
- Karoo Development Foundation Trust
- Meat of Origin Karoo (NPC)
- Rich Rewards Trading (Pty) Ltd

IZAKHONO, UBUCHULE NAMAVA

Unjing Johann Kirsten ngumLawuli weZiko loPhando lwezoQoqosho kwiYunivesithi yaseStellenbosch. Inxalenye enkulu yokusebenza kwakhe, uNjing. Kirsten wayenguNjingalwazi neNtloko yeSebe lezoQoqosho lwezoLimo kwiYunivesithi yasePitoli. Wayekwafudula esebenza njengelungu lokwexeshana lebhunga kwiBhunga lezokuThengisa kwezoLimo likaZwelonke kwaye ungumLawuli kwiinkampani eziliqela. Amava ache nomsebenzi wakhe omkhulu uquka izifundo zophando, ukuhlola nokubhala amanqaku ezemfundo nawezomsebenzi.



GJ (Gerard) Martin

UBUDALA: 43

IZIQINISEKISO ZEMFUNDO

- BSc
- National Diploma Economic Management Analysis
- MCom Wine Business Management

ISIHLOKO

Umongameli oziMeleyo noNgekho kwiSebe loLawulo

UNYAKA AWAQESHA NGAWO
2013

UBULUNGU BEKOMITI

- Nomination Committee
- Social and Ethics Committee

OBUNYE LOBONGAMELI/NEZINYE IZIKHUNDLA ZOBUPHATHISWA

- Trustee Cape Winemakers Guild
- Director Wine Training South Africa
- Director First Step Academy

IZAKHONO, UBUCHULE NAMAVA

UGerard Martin sithethanje uxelenga eWinetech njengomLawuli wesiGqebas. Isikhundla sakhe sangaphambili, kwakule nkampani, wayengumphathi: EkuGqithisele nakuQeqesho lwezoBugcisa. Ngaphambi koko, wayesebenza kwaMetropolitan ukususela ngo-1999 de kwango-2002 kwizikhundla ezintathu ezohlukahlukeneyo ngaphambi kokuzimanya noShishino loMdiliya oMfaxangiweyo eMzantsi Afrika njengeNgcali yeNkcazelo kwanomPhathi de kwango-2003. Unomdla kakhulu ekuphuhliseni koluntu.



M (Marius) Wüst

UBUDALA: 49

IZIQINISEKISO ZEMFUNDO

- B. Eng (Civil) - kwiYunivesithi yaseStellenbosch
- B Com Hons – kwiYunivesithi yaseNatal
- Chartered Accountant (SA)

ISIHLOKO

Onafhanklike Nie-uitvoerende Direkteur

UNYAKA AWAQESHA NGAWO
2019

UBULUNGU BEKOMITI

- Oudit- en Risikokomitee
- Nominasiekomitee

OBUNYE LOBONGAMELI/NEZINYE IZIKHUNDLA ZOBUPHATHISWA

- Geen

IZAKHONO, UBUCHULE NAMAVA

UMarius Wüst sithethanje uliGosa eliPhezulu lezeMali kuMasipala waseBergrivier. Ngaphambi koko, ebebambe kwaisikhundla esifanayo kuMasipala waseStellenbosch kwaye ukhe wasebenza njengomLawuli weziSeko zoPhuhliso kuNondyebo wePhondo leNtshona Koloni nanjengomLawuli weziSeko zoPhuhliso lukaMasipala kwiSebe likaRhulumente weNgingqi eNtshona Koloni. UMnu Wüst wakhe waxelenga eLiquigro Holdings njengomPhathi wezeMali, njengomThunywa wezeTeknoloji kwiBhanki yezoPhuhliso yoMzantsi Afrika, njengomPhathi weProjekthi kwa-ASLO Projects Global wabamba nezikhundla eziliqela njengoMbali wemali, umQikeleli, umPhathi weProjekthi kwa-ASLA Construction. Ngaphambi koko, wayengumQeqeshwa kwezoBhala iMali kwaDeloitte & Touche kwanoNonjineli weProjekthi kwaStewart Scott Consulting Engineers.



WU (Werner) Abrahams

UBUDALA: 37

IZIQINISEKISO ZEMFUNDO

- Bachelor of Commerce - Accounting - eUCT
- Bachelor of Commerce Honours - Accounting - eUKZN
- B Compt Honours / CTA - UNISA
- Chartered Accountant (SA)

ISIHLOKO

Onafhanklike Nie-uitvoerende Direkteur

UNYAKA AWAQESHA NGAWO
2019

UBULUNGU BEKOMITI

- Sosiale en Etiese Komitee
- Maatskaplike en Etiese Komitee

OBUNYE LOBONGAMELI/NEZINYE IZIKHUNDLA ZOBUPHATHISWA

- Geen

IZAKHONO, UBUCHULE NAMAVA

UWerner Abrahams usebenza njengoSekela mLawuli kwiYunivesithi yase. Waqala ukusebenza njengomPhathi wamaTyala kwaNedbank Limited Business Banking ngo-2010. Emva kokuba wazimanya neWest Coast TVET College njengeGosa eliPhakamileyo lezeMali kamva wonyusela waba liGosa eliPhezulu lezeMali.

1. IIMFUNO ZOMTHETHO KWANEZINYE

IKomiti yoPhicotho-zincwadi nokuseMngciphekweni iyavuyiswa kukunikezela ngale ngxelo, njengoko kuyimfuneko ngokwecandelo lama-51(1)(a)(ii) nelama-76(4)(d) loMthetho woLawulo lweeMali zoLuntu, ka-1999 ("uMthetho").

Icandelo 38(1)(a) loMthetho woLawulo lweeMali zoLuntu, ka-1999 ufuna amagosa anika ingxelo kumasebe karhulumente aqinisekisa ukuba amaqumrhu afumana iimali ezidluliselweyo asebenzisa ulawulo oluyimpumelelo, olungenachaphaza nolungafihli nto kwaneenkqubo zolawulo zangaphakathi. Imimiselo yalo Mthetho yiyo egqibayo ngophicotho-zincwadi nangezinto ezifunekayo kuphicotho-zincwadi lwangaphakathi.

Izenzo ezithile zokungathobeli zachazwa ngumPhicothi-zincwadi Jikelele kwaye siqubisana nazo.

Iingxelo zemali ze**Casidra** zilungiselelwa ngokungqamene nemiGaqo eyaziwa ngokuBanzi yoGcino lweeNgxelo zeMali.

2. UXANDUVA LWABAPHATHI

IGosa eliNika iNgxelo linoxanduva lokunika umkhomba-ndlela weqhinga lequmrhu, amanyathelo amakhulu afanele athathwe, imigaqo-nkqubo yokusemngciphekweni, uhlalo lwabiwo-mali lonyaka kwanezicwangciso zoshishino, ukubek' iliso ekusebenzeni nokumisa iinkqubo ezizizo zokuphatha.

Ukususela ekuveleni kwayo ngo-Oktobha 1989, eyayisebenzisa elinye igama ngoko, i**Casidra** ifumene uphicotho-zincwadi lwemali olungenagxoke naxanasi lwamashumi amathathu eminyaka ilandelelana.

I**Casidra** isebenzise iinkqubo ezifanelekileyo zolawulo lwangaphakathi ebudeni bonyaka-mali kwaye imingcipheko eyachongwayo yalawulwa ngokufanelekileyo. Iinkqubo zenkcazelo yeteknoloji ezisetyenzisiweyo ukunceda abaphathi bezifanelekileyo kwaye ziyimpumelelo.

3. UXANDUVA LWEKOMITI YOPHICOTHO-ZINCWADI NOKUSEMNGCIPHEKWENI

IKomiti yoPhicotho-zincwadi nokuseMngciphekweni ibhale uxwebhu oluchaza ubungakanani bomsebenzi namagunya ayo yaye olu Xwebhu luhlaziywa qho ngonyaka. Ukususela ngomhla wama-29 ku-Agasti 2006 uxanduva lweKomiti yoPhicotho-zincwadi lwandiswa lwaquka ukulawula okusemngciphekweni. Kunyaka ophelileyo, iKomiti yoPhicotho-zincwadi nokuseMngciphekweni iye yakhawulelana noxanduva lwayo ngokolu Xwebhu.

Le Komiti ihlole yaze yalungisa uXwebhu lweKomiti yoPhicotho-zincwadi nokuseMngciphekweni, oluhlaziywa qho ngonyaka lwaze lwagunyaziswa yiBhodi. Izicwangciso zophicotho-zincwadi lwangaphakathi nolwangaphandle nazo zaqwalaselwa zaze zagunyaziswa.

Iingxelo yeKomiti yoPhicotho-zincwadi nokuseMngciphekweni isekelwe kumsebenzi owenziwe ngumPhicothi-zincwadi Jikelele waseMzantsiAfrika naziiinkampanizophicotho-zincwadi ezinjenge-BVA Bellville Incorporated no-Alberto Prins. Uphicotho-zincwadi lwenziwa ngokwezicwangciso zangaphandle nezangaphakathi ezisekelwe kokusemngciphekweni okugunyaziswe yiKomiti yoPhicotho-zincwadi nokuseMngciphekweni.

4. IMISEBENZI YEKOMITI YOPHOCOTHO-ZINCWADI NOKUSEMNGCIPHEKWENI

IKomiti yoPhicotho-zincwadi nokuseMngciphekweni yenze imisebenzi yayo ngokoXwebhu lwayo yaze yabambelela kulo ngokoMthetho ngale nlela ilandelayo:

- Sizihloli iziphumo kwaneNgxelo zoNyaka zeMali, saze senza isindululo kwiBhodi ukuba izigunyazise.
- Siyihloli iNgxelo yoLawulo, saze senza isindululo kwiBhodi ukuba izigunyazise.

Ekuhloleni kwayo le Komiti:

- Ithathe amanyathelo afanelekileyo okuqinisekisa ukuba iingxelo zoNyaka zeMali zilungiselelwe ngokungqamene nemiGaqo eyaziwa ngokuBanzi yokubalwa kweMali

eMzantsi Afrika nangokwendlela efunwa nguMthetho weNkampani waseMzantsi Afrika;

- Iqubisene nezinto ezixhalabisayo okanye izikhalazo malunga nemigaqo-nkqubo yokubalwa kwemali, uphicotho-zincwadi nokuqulethwe ziiNgxelo zoNyaka zeMali neenkqubo zolawulo lwangaphakathi lwemali;
- Ihlole iingxelo zangaphandle zophicotho-zincwadi malunga neeNgxelo zoNyaka zeMali ekuza kusetyenziswa kuzo izindululo zika-AG;
- Iphawule ukuba umPhicothi-zincwadi Jikelele waseMzantsi Afrika ukhethe ukuthi, ngokwecandelo 4(3)(a) loMthetho woPhicotho-zincwadi zoLuntu, ka-2004 (uMthetho nom. 25 ka-2004), enze uphicotho-zincwadi lwe**Casidra** SOC Ltd ukususela kunyaka-mali ka-2018/19 ukubheka phambili.
- Iwuqinisekise umgangatho, iinkonzo nokuzimela komphicothi-zincwadi wangaphandle, iBVA Bellville Incorporated, njengomphicothi-zincwadi weprojekthi ze**Casidra** ku-2019 nokuphawula ukuba uMnu. CFP Jordaan wakwa-BVA Bellville Incorporated ngumphicothi-zincwadi otyunjweyo. (ngokwemigaqo yophicotho-zincwadi yale nkampani abaphicothi-zincwadi nabaphathi abatyunjweyo abanoxanduva lophicotho-zincwadi bayatshintshwa qho kwiminyaka emihlanu); yaye
- Igunyazise iintlawulo zophicotho-zincwadi nezomsebenzi wabaphicothi-zincwadi bangaphandle.

5. IINKQUBO ZOLAWULO LWANGAPHAKATHI NOKUSEMNGCIPHEKWENI

Iinkqubo yolawulo yenzelwe ukunika isiqinisekiso esivakalayo mayela nokufezekisa iinjongo kwezi nkalo zilandelayo:

- Ukulondolozwa kweengxelo ezifanelekileyo zeencwadi zemali nokuthembeka kwenkcazelo yemali esetyenziswa kwi**Casidra**;
- Ukufaneleka kweenkqubo zolawulo lwangaphakathi lwemali;
- Ukuthobela imithetho, imimiselo nemigaqo yokuziphatha esebenzayo;
- Ukubonwa nokucuthwa kwemingcipheko emikhulu ehlobene nobuqhetseba, udumo lwethu, ulawulo olungelulo, nokubekeka ubutyala okunokubakhona kwanelahleko, kuquka ukulondolozwa kwee-asethi;
- Ukulawulwa ukuphazamisana komdla wenkampani nomdla weBhodi yabaLawuli nabaPhathi;
- Iimpumelelo yemisebenzi;
- Ukufanelekakweenkqubo zokulawula okusemngciphekweni;
- Uphicotho-zincwadi lwangaphakathi nenkqubo kwanendlela yokuqulunqa iingxelo zokulawula okusemngciphekweni kwaye, xa kufanelekile, nokufaka izindululo kwiBhodi; yaye
- Ukufanelekakweenkqubo zokulawula okusemngciphekweni, iinkqubo zolawulo nkqu nolawulo.

I**Casidra** inenkqubo ephelileyo yohlahlo lwabiwo-mali lonyaka nokunika ingxelo eneenkcukacha qho ngenyanga. IGosa eliNika iNgxelo kwaneqela labaPhathi bahlola uhlalo lwabiwo-mali lonyaka kwaneendleko ezenzeke ngokwenene ngokuqhubekayo baze banike ingxelo qho ngekota kwiBhodi ngeyona nto yenziweyo xa bethlekisa namanani ohlahlo lwabiwo-mali. Kohlulwa kakuhle phakathi koshishino oluyintloko noshishino lokwenza iprojekthi ethile. Iingxelo zemali mayela neeprojekthi ezohlukahlukeneyo eziphethwe nezikwaxhaswa ngemali yi**Casidra** egameni leHlakani lethu, uRhulumente waseNtshona Koloni, kunikwa ingxelo ngazo yize ziphicothwa ngokwahlukileyo kwiingxelo zoNyaka zeMali ze**Casidra**.

Inkqubo yolawulo lwangaphakathi ibekw' elisweni yaye kunikwa ingxelo ngayo kwiBhodi yabaLawuli. Kusetyenziswa iinkqubo zangaphakathi ngenjongo yokunika isiqinisekiso sokuba i-asethi zikhuselekile yaye iintlawulo zenziwa ngokwesigunyaziso sabaPhathi. Iinkqubo zokubek' elisweni ziquka ukuhlolwa ngabaphathi nokuvavanywa ngabaphicothi-zincwadi. U-AG uvavanye iintlawulo zemali waze wenza izindululo ezibhekele phaya zokuphucula.

Uluhlu lokusemngciphekweni luhlaziya rhoqo kunikwe nengxelo ngalo qho ngekota kwiBhodi.

Oovimba beekhompyutha (servers) be**Casidra** bahlaselwa kanobom yintsholongwane yobuxhakaxha beekhompyutha ngomhla wesi-5 kuMatshi 2019. Eso siganeko sabikwa kwa-SAPS kwaze kwathathwa amanyathelo okhuseleko ngenxa yoko.

Zonke iziganeko ezihlobene nokuqhwalala kwezi nkqubo zolawulo kwanezinye iinkqubo okwenzeke kunyaka esiwuhloleyo kuqutyiswana nazo ngokukhawuleza yiKomiti.

6. UKUTHOBELA

Ukuthobela imithetho nemimiselo esebenza kwa**Casidra** luxanduva lwelungu ngalinye labaPhathi yaye kubekw' elisweni ngokubambiseneyo.

I**Casidra** iyithobele imithetho, imimiselo nemigaqo-nkqubo, kwanomgaqo wokuziphatha we**Casidra**. Ezinye izenzo zokungathobeli zachazwa ngu-AG yaye kuqutyiswana nazo.

Iingxelo zokusemngciphekweni nokuthobela zaphawulwa kwiintlanganiso zeKomiti yoPhicotho-zincwadi nokuseMngciphekweni.

Kwafunyanwa izikhalazo ezine zokubonelela ngeenkonzo kunyaka-mali ka-2018/19. Uphando lwangaphakathi lwangqina ukuba iinkqubo ze**Casidra** zalandelwa ngokufanelekileyo. Omnye wabakhalazayo wasidlulisela isikhalazo sakhe kwiSebe lezoLimo laseNtshona Koloni, kwi-Ofisi yoMphathiswa, kuMkhuseleli woLuntu nakumajelo eendaba. IKomiti yoPhicotho-zincwadi nokuseMngciphekweni ye**Casidra** yawuphanda lo mbandela nayo ayizange ifumane ubugqwidigqidi okanye into ebambekayo ngezo zikhalazo. IKomiti yoPhicotho-zincwadi nokuseMngciphekweni yenza isindululo sokuba eyona ndlela ingcono yokusingatha lo mbandela ngokubhekele phaya kukufumana uluvo lomphicothi-zincwadi wangaphandle.

Lo mbandela waphandwa emva kokuphela konyaka. Umphicothi-zincwadi ozimeleyo wanika ingxelo ethi, ngokusekelwe kwiinkqubo ezisetyenzisiweyo nenkcazelo ayifumeneyo, bonelisekile ukuba inkqubo yeziniki-maxabiso nokuhlolwa kwayo yayihambisana namasolotya eNkqubo nomGaqo-nkqubo weeThenda zoLuntu kwanomthetho osebenzayo. Bagqiba kwelokuba iinkqubo zeethenda zoluntu zenziwa ngokungqamene nemithetho nemimiselo esebenzayo.

Kunyaka esiwuhloleyo ayikho enye into ethe yafika kwinqalelo yeKomiti ebonisa ukungathobeli nayiphi na imithetho, imimiselo nomgaqo wokuziphatha.

7. UKUTHINTELA UBUQHETSEBA

IsiCwangciso sokuThintela uBuqhetseba sabekwa ebudeni bonyaka-mali. Kukwakho neqonga lokudiza ubuqhetseba ngelokuqinisekisa ukuba umngcipheko wobuqhetseba ubekw' elisweni yaye uyacuthwa.

8. UPHICOTHO-ZINCWADI LWANGAPHAKATHI

IKomiti yoPhicotho-zincwadi nokuseMngciphekweni ifezekisa indima yayo malunga neeNgxelo zoNyaka zeMali zeNkampani kwanenkqubo yokunika ingxelo, kuquka inkqubo yangaphakathi yolawulo lwezemali. Inoxanduva lokuqinisekisa ukuba umsebenzi wophicotho-zincwadi wangaphakathi kwiNkampani uzimele yaye unemithombo yoncedo, unomqolo negunya kwiqumrhu usenza ukuba lenze imisebenzi yalo.

Ngaphezu koko, iKomiti yoPhicotho-zincwadi nokuseMngciphekweni yongamela intsebenziswano phakathi kwabaphicothi-zincwadi bangaphakathi nabangaphandle kwaye ingunozakuzaku phakathi kweBhodi yabaLawuli nale misebenzi. Umsebenzi wophicotho-zincwadi lwangaphakathi wanikwa umntu wangaphandle.

Uphicotho-zincwadi lwangaphakathi lwahlola ukufaneleka kweenkqubo zolawulo zangaphakathi ngokuzimeleyo lwaze lwenza izindululo zokuphucula.

Emva kwezindululo zika-AG, abaPhathi baseza kuqhubeka belondoloza iinkqubo zolawulo lwangaphakathi baze baphucule.

9. INKXALABO EKHOYO

Ngokwesindululo seKomiti yoPhicotho-zimali nokuseMngciphekweni, iBhodi iziqwalasele izibakala noqikelelo ethembele kulo ekugqibeni kwelokuba ushishino luza kuqhubeka luyinkxalabo kunyaka-mali ozayo.

IKomiti inoluvo oluthi, ngenxa yesiVumelwano neHlakani lethu kwanendlela exhaswa ngayo ngemali i**Casidra**, ushishino luza kuqhubeka luyinkxalabo kunyaka ozayo.

10. AMALUNGU EKOMITI YOPHICOTHO-ZINCWADI NOKUSEMNGCIPHEKWE NI NOKUZIMASA IINTLANGANISO

Iinkcukacha mayela noku zikwiNgxelo yoLawulo.

11. UKUZIMASA IINTLANGANISO

Abaphicothi-zincwadi bangaphakathi nabangaphandle njengoko bebesebenzela iNkampani njengabaphicothi-zincwadi bazizimasile baze banika ingxelo kuzozonke iintlanganiso zeKomiti yoPhicotho-zincwadi nokuseMngciphekweni. IGosa eliPhetheyo lesiGqeba kwaneGosa eliyiNtloko leMali iingcango zihlala zivuliwe kubo ukuzimasa iintlanganiso yaye abaphathi abachaphazelekayo bazizimasile iintlanganiso xa bemenyiwe.

12. IINTLANGANISO EZIYIMFIHLO

Iintlanganiso zeKomiti yoPhicotho-zincwadi nokuseMngciphekweni ziba ziintlanganiso eziyimfihlo phakathi kwamalungu eKomiti kunye nabaphicothi-zincwadi bangaphakathi nabangaphandle.

13. UKUZIMELA KWABAPHICOTHI-ZINCWADI BANGAPHANDLE

Kwingcaciso yabo kwiKomiti yoPhicotho-zincwadi nokuseMngciphekweni, abaphicothi-zincwadi bangaphandle bakuqinisekisa ukuzimela kwabo

IZINTO EZIBEKWE PHAMBILI KULAWULO LWEZABASEBENZI KUNYAKA WALE NGXELO KWANEFUTHE LEZI ZINTO ZIPHAMBILI	
IZINTO EZIPHAMBILI KWI-HR	IFUTHE
UKUPHUNYEZWA NGEMPUMELELO KOLUHLU OLUPHELELEYO LWEZABASEBENZI	- Inkqubo yeMicimbi yaBasebenzi (S-Cubed) isetyenziselwa ukwandisa unikezelo lwenkonzo, ukwaneliseka komthengi nemveliso. - IsiCwangciso sokuNgena eziKhundleni zaBanye sele sikhona yaye sihleli sibekwe elisweni, ngenjongo yokuphuhlisa nokuqinisekisa ukungena eziKhundleni zabanye okucwangcisiweyo xa abasebenzi besiya kudla umhlala-phantsi okanye beyeka emsebenzini.
ULAWULO LWEZABASEBENZI OLUCWANGCISIWEYO	- Eli qumrhu lihlala lingasemoyeni malunga nolungiso olutsha lwemithetho yezabasebenzi lize lihlengahlengise ngokwaloo migaqo-nkqubo. - ICasidra kutshanje ifumene isiqinisekiso kwiNkonzo zeSeta ukuququzelela izifundo ezimfutshane zolawulo lweprojekthi.
UHLAHO LWABIWO-MALI LWEZABASEBENZI	Ulwabiwo-mali loLawulo lwezabasebenzi luhlala lubekwe elisweni.
UTSHINTSHO	- Qho ngonyaka ngoSeptemba kwenziwa uphando ngokwaneliseka kwabasebenzi. - Qho ngonyaka kwenziwa amaphulo empilo-ntle. - Utshintsho lubekwe elisweni ngokuthobela umGaqa-nkqubo woTshintsho wethu. - Sihlala sizama ukuphuhlisa inkcubeko ekhuthaza nekwaxabisa ukwahlukahluhana nemvelaphi yabo bonke abasebenzi.
UQEQUESHO OLUCWANGCISIWEYO	- Uqeqesho lweqhinga lujolise ekuphuculeni izakhono nokuphucula iziqinisekiso zemfundo zamalungu eqela lequmrhu lethu yaye lungqamaniswe nesicwangciso sezakhono zasemsebenzini, iimfuno zequmrhu nolwabiwo-mali olugunyazisiweyo. - Siyaqhubeka sizama ukuphuhlisa inkcubeko yequmrhu yokufunda nokuziphuhlisa

UYILO LWESIKHOKELO SABASEBENZI NOBUCHULE BOKUTSALA NOKURHWEBESHA ABASEBENZI ABANEZAKHONO NABANESIPHIWO

Inkqubo yoLawulo lwaBasebenzi (S-Cubed) isetyenziselwe ukwandisa uhambo lweenkonzo, ukwaneliseka kwabathengi nokuvelisa.

Uthotho loYilo lusendaweni eyiyo kwaye iyaqhubeka ukuqwalasela. Ibonisa ukuphuhlisa kwamathuba omsebenzi kwiNkampani yabo bonke abasebenzi.

Ukufumana abasebenzi kukhokelwa yinjongo yiProjekthi yoLawulo ekhethwe yiNkampani. Ngoko ke, senza iinzame ukufumana abo bawulungelelo umsebenzi nabanomfutho woko.

ISIKHOKELO SOLAWULO SOMSEBENZI KUBASEBENZI

ICasidra iphumeze inkqubo yophuhliso-lawulo lokuzibonakalisa lombane usekelwe koko kuvunywe kuMgaqa-Nkqubo weEPMDs.

IINKQUBO ZEMPILO YABASEBENZI

ICasidra iyathenga kwiinkqubo zempilo zabasebenzi ukunyusa izinga lendlela yokuphila enempiyo nekhuthaza uhlobo olululo lwempilo. Amaphulo kanyanga-ntathu ajonge kwizihloko zomxholo. Ingqiniseko yeemveliso ezivela ecaleni zalamaphulo zibubungqina kuhlolo lokwaneliseka kwabasebenzi obukulungiselelo lonyaka olulinganiswa nezinye nje izinto ezisisiseko sempilo.

UPHUHLISO LOMGAQO-NKQUBO

Le migaqa-nkqubo ilandelayo iphuhlisiwe kwaye ijongiwe:

- Umsebenzi ovela kuMgaqa-nkqubo wekhaya
- UMgaqa-nkqubo woLuleko neKhowudi
- UMgaqa-nkqubo woLawulo loMsebenzi
- UMgaqa-nkqubo weSocial Media

IMPUMELELO

Bukhona ubudlelwane obuthile obunempilo phakathi kwabasebenzi kolungiselelo, luquka iifama.

IZICWANGCISO/IINJONGO ZEXESHA ELIZAYO KWEZABASEBENZI

ISALATHISI SOMSEBENZI 1: UKUPHUNYEZWA NGEMPUMELELO KOLUHLU OLUPHELELEYO LWEZABASEBENZI

1.1 Ukuphumeza isicwangciso sokugcina abasebenzi

ISALATHISI SOMSEBENZI 2: ULAWULO OLUCWANGCISIWEYO LWEZABASEBENZI

2.1 Ukunika imvume nesiqinisekiso sesiFundo soLawulo lweProjekthi

ISALATHISI SOMSEBENZI 3: ULWABIWO-MALI LWEZABASEBENZI

3.1 Ukwenza nokulawula ulwabiwo-mali lwezabasebenzi olusebenzayo.

3.2 Ukuphemebelela ulwabiwo-mali loqeqesho nolokujongana nempilo entle ezifama.

ISALATHISI SOMSEBENZI 4: UTSHINTSHO

4.1 Ukuqhubeka noPhando loKwaneliseka kwabasebenzi ngoNyaka

4.2 Ukuqhubeka ukuba nosuku lonyaka lolwakhiwo lweqela.

4.3 IQhinga lweThutho loQeqesho noPhuhliso lujolise ekuphuhliseni nawuphi na umqeshwa nokuhlanganisa iinjongo zomntu kunye neenjongo/nombono weNkampani.

4.4 Ukwenza isicwangciso sokuphumeza izinto ngokufaka izimo ezitsha ezincinci nezincinane

4.5 Ukwenza uphohonongo loPhando xa kuqeshwa unontlalontle wasezifama

4.6 Ukuqhubeka ukujongana neengxaki zentlalo kwiifama ngendlela ehlangeneyo

ISALATHISI SOMSEBENZI 5: UQEQUESHO OLUCWANGCISIWEYO

5.1. Ukuphumeza uqeqesho olucwangcisiweyo njengomba ophambili kwisiCwangciso sezaKhono emsebenzini

5.2. Ukwenza isifundo solawulo lweprojekthi ibe sesivunyiweyo esisiqinisekiso

5.3. Ukusiwa kwamanye amaziko kolawulo lwetalente noqeqesho lweqela elijongene neprojekthi

ISALATHISI SOMSEBENZI SESI-6: EZABASEBENZI ZANGAPHANDLE

6.1 Ukujonga ukubanako ukusebenza kokuphunyezwa kweZiko loQeqesho leCasidra.

6.2 Inkqubo yokufumana iingcebiso ngaphandle ngezabasebenzi.

AMANANI KUKONGAMELA ULAWULO LWEZABASEBENZI

IINDLEKO ZABASEBENZI NGOKWENKQUBO: ABASEBENZI ABAQESHWE ISIGXINA NABAQESHWE ITHUTYANA

Inkqubo	Zizonke iindleko zeziko (R'000)	Iindleko zezabasebenzi (R'000)	Iindleko zezabasebenzingokwe-% yenkcitho iyonke	Inani labasebenzi	Umlinganiselo weendleko zabasebenzi ngomsebenzi ngamnye (R'000)
Uhlawulo Labawuli	231	231	100	8	29
Iinkonzo ezihlanganisiweyo	19 466	9 359	48	17	551
Uphuhliso loQoqosho namaShishini asekuHlalani	9 432	9 010	96	14	644
EzoLimo nokuVuselelwa koMhlaba ne Uphuhliso lweziseko ezingundoqo nokuNcithiswa kwenTlupheko	6 294	5 783	92	13	445
E-Amalienstein	3 483	3 415	98	6	569
E-Anhalt	6 541	1 272	20	18	71
E-Waaikraal	3 846	1 289	34	18	72
BEBONKE	49 664	30 044	61	95	195

IINDLEKO ZABASEBENZI NGOKWENKQUBO: ABASEBENZI BASEFAMA ABASEBENZA NGAMTHUBA ATHILE ONYAKA

Inkqubo	Zizonke iindleko zeziko (R'000)	Iindleko zezabasebenzi (R'000)	Iindleko zezabasebenzingokwe-% yenkcitho iyonke	Inani labasebenzi	Umlinganiselo weendleko zabasebenzi ngomsebenzi ngamnye (R'000)
E-Amalienstein	6 541	248	4	18	13
E-Anhalt	10 388	498	5	36	13
E-Waaikraal	4 414	274	6	15	18
BEBONKE	26 612	3 098	12	135	23

* Kusebenza umlinganiselo ophantsi ngeyure, iindleko zomvuzo nomsebenzi ngamnye ziyahluka kuxonyekeke kwi-yure ezizizo neentsuku ezithe zasetyenzwa ngethuba ngalinye lonyaka nangenkqubo nganye

ANHALT

Inkqubo	Zizonke iindleko zeziko (R'000)	Iindleko zezabasebenzi (R'000)	Iindleko zezabasebenzingokwe-% yenkcitho iyonke	Inani labasebenzi	Umlinganiselo weendleko zabasebenzi ngomsebenzi ngamnye (R'000)
Salarisse	0	806	0	21	38
Lone	0	0	0	0	0
BEBONKE	0	806	0	21	38

IINDLEKO ZEZABASEBENZI NGOKOKUHLLELWA KWEMIVUZO

Inkqubo	Iindleko zezabasebenzi (R'000)	Iindleko zezabasebenzingokwe-% yenkcitho iyonke	Inani labasebenzi	Umlinganiselo weendleko zabasebenzi ngomsebenzi ngamnye (R'000)
Abalawuliabakwizinga eliphezulu	231	0.8	8	29
Abalawuli abaphezulu	975	3.2	1	975
Abaneziqinisekiso ezisesikweni	7 101	23.6	6	1 184
Abanezakhono	18 736	62.4	45	416
Abanengxenywe yezakhono	437	1.5	5	88
Abangenazakhono	2 562	8.5	30	85
BEBONKE	30 044	100	95	316

UKUWONGWA NGOMSEBENZI

Inkqubo	Ukuwongwa ngomsebenzi	Iindleko zokuwongwa ngomsebenzi (R'000)	I-% yokuwongwa ngomsebenzi kwiindleko zizonke zabasebenzi (R'000)
Abalawuliabakwizinga eliphezulu	0	0	0
Abalawuli abaphezulu	0	0	0
Abaneziqinisekiso ezisesikweni	6	192	0.6
Abanezakhono	29	305	1
Abanengxenywe yezakhono	2	22	0.1
Abangenazakhono	30	45	0.2
BEBONKE	67	567	1.9

IINDLEKO ZOQEQUESHO

Inkqubo	Zizonke iindleko zeziko (R'000)	Iindleko zezabasebenzi (R'000)	Iindleko zezabasebenzingokwe-% yenkcitho iyonke	Inani labasebenzi	Umlinganiselo weendleko zabasebenzi ngomsebenzi ngamnye (R'000)
Uhlawulo Labawuli	231	0	0	0	0
Iinkonzo ezihlanganisiweyo	975	6	0.6	1	6
Uphuhliso loQoqosho namaShishini asekuHlaleneni	7 101	21	0.3	3	7
EzoLimo nokuVuselelwa koMhlaba ne Uphuhliso lweziseko ezingundoqo nokuNcithiswa kweNtlupheko	18 736	257	1.4	40	6
E-Amalienstein	437	2	0.5	1	2
E-Anhalt	2 562	10	0.4	4	2
E-Waaiakraal					
BEBONKE	30 044	296	1	49	6

IMISEBENZI NEZITHUBA EZIKHOYO

Inkqubo	2016/2017 Inani labasebenzi	2017/2018 Izithuba ezivunyiweyo	2017/2018 Inani labasebenzi	2017/2018 Izithuba ezikhooyo	% van yezithuba ezikhooyo
AbaLawuli beBhodi	9	9	8	1	11
Undlunkulu	48	46	45	1	2
I-ofisi yoMmandla	6	7	7	0	0
E-Amalienstein	21	23	19	4	17
E-Anhalt	29	33	26	7	21
E-Waaiakraal	13	16	15	1	6
BEBONKE	126	134	120	14	10

Inkqubo	2016/2017 Inani labasebenzi	2017/2018 Izithuba ezivunyiweyo	2017/2018 Inani labasebenzi	2017/2018 Izithuba ezikhooyo	% van yezithuba ezikhooyo
Abalawuliabakwizinga eliphezulu	9	9	8	1	11
Abalawuli abaphezulu	1	1	1	0	0
Abaneziqinisekiso ezisesikweni	6	6	5	1	17
Abanezakhono	49	49	49	0	0
Abanengxenywe yezakhono	7	6	6	0	0
Abangenazakhono	54	63	51	12	19
BEBONKE	126	134	120	14	10

UKUTSHINTSHAKWENGQESHO

Inkqubo	2016/2017 Inani labasebenzi	2017/2018 Izithuba ezivunyiweyo	2017/2018 Inani labasebenzi	2017/2018 Izithuba ezikhooyo	% van yezithuba ezikhooyo
Abalawuliabakwizinga eliphezulu	9	1	2	8	11
Abalawuli abaphezulu	1	0	0	1	0
Abaneziqinisekiso ezisesikweni	6	0	1	5	17
Abanezakhono	49	9	9	49	0
Abanengxenywe yezakhono	7	0	1	6	0
Abangenazakhono	54	0	3	51	19
BEBONKE	126	10	16	120	10

AMANANI KUKONGAMELA ULAWULO LWEZABASEBENZI

Isizathu	Inani	I-% yenani lilonke labasebenzi abayekileyo
Ukusweleka	1	3
Ukugxothwa	1	3
Ukuphelelwa yikhontrakthi	4	12
Impilo engekho ntle	0	0
Ukuyeka	4	12
Umdlala-phantsi	0	0
Esinye	21	70
BEBONKE	31	100

ISIZATHU SOKUYEKA KWABASEBENZI

Uhlobo lamanyathelo oluleko	Inani
Isilumkiso somlomo	0
Isilumkiso esibhaliweyo	6
Isilumkiso esibhaliweyo sokugqibela	2
Ukugxothwa	2
Ukurhoxiswa	2
BEBONKE	12

OKUNXULUMENE NEZABASEBENZI: UKUNGAZIPHATHI KAKUHLE NAMANYATHELO OLULEKO

Inkqubo	INDODA							
	Omnyama		OweBala		Indiya		Omhlophe	
	Okhoyo	Ekujoliswe kuko	Okhoyo	Ekujoliswe kuko	Okhoyo	Ekujoliswe kuko	Okhoyo	Ekujoliswe kuko
Abalawuliabakwizinga eliphezulu	0	0	4	4	0	0	2	2
Abalawuli abaphezulu	0	0	1	1	0	0	0	0
Abaneziqinisekiso ezisesikweni	0	1	0	1	0	0	3	1
Abanezakhono	6	8	13	14	0	0	5	6
Abanengxenywe yezakhono	1	1	0	2	0	0	1	1
Abangenazakhono	0	6	47	20	0	0	0	1
BEBONKE	7	16	65	42	0	0	11	11

UBUME BOKULINGANA EKUJOLISWE KUKO NOKULINGANA NGOKWENGQESHO

Inkqubo	IBHINQA							
	Omnyama		OweBala		Indiya		Omhlophe	
	Okhoyo	Ekujoliswe kuko	Okhoyo	Ekujoliswe kuko	Okhoyo	Ekujoliswe kuko	Okhoyo	Ekujoliswe kuko
Abalawuliabakwizinga eliphezulu	1	1	0	0	0	0	1	1
Abalawuli abaphezulu	0	0	0	0	0	0	0	0
Abaneziqinisekiso ezisesikweni	0	1	1	1	0	0	1	1
Abanezakhono	6	5	11	10	0	0	8	6
Abanengxenywe yezakhono	0	1	4	4	0	0	0	1
Abangenazakhono	0	9	5	20	0	0	0	0
BEBONKE	7	17	21	35	0	0	10	9

Inkqubo	ABASEBENZI ABAKHUBAZEKILEYO							
	Omnyama		OweBala		Indiya		Omhlophe	
	Okhoyo	Ekujoliswe kuko	Okhoyo	Ekujoliswe kuko	Okhoyo	Ekujoliswe kuko	Okhoyo	Ekujoliswe kuko
Abalawuliabakwizinga eliphezulu	0	0	0	0	0	0	2	2
Abalawuli abaphezulu	0	0	0	0	0	0	0	0
Abaneziqinisekiso ezisesikweni	0	0	0	0	0	0	3	1
Abanezakhono	0	0	0	1	0	0	5	6
Abanengxenywe yezakhono	1	1	0	0	0	0	1	1
Abangenazakhono	0	0	0	0	0	0	0	1
BEBONKE	1	1	0	1	0	0	11	11

Uluvo

1. Ndenze uphicotho-zincwadi kwiiNngxelo zeMali ze**Casidra** (SOC) Ltd ezikwiphepha 55 ukuya kwelama-69, eziquka iNngxelo yoBume beMali ngomhla wama-31 kuMatshi 2019, iNngxelo yokuSebenza kweMali, iNngxelo yoTshintsho kwiisethi eziseleyo neNngxelo yeMali ePhuma iNgena kunyaka ophelileyo, kunye namagqabantshintshi kwiiNngxelo zeMali, kuquka isishwankathelo semigaqo-nkqubo ebalulekileyo yokubalwa kwemali.
2. Kolwam uluvo, iiNngxelo zeMali ezilapha zintle, ngazo zonke iindlela ezibonakalayo, uBume beMali e**Casidra** (SOC) Ltd ngomhla wama-31 kuMatshi 2019, nokuSebenza kweMali yayo neMali ePhuma iNgena kunyaka ophelileyo ngokungqamene nemiGaqa eyaziwa ngokuBanzi yokuBalwa kweMali (iGRAP) kwaneemfuno zoMthetho woLawulo lweMali zoLuntu eMzantsi Afrika, ka-1999 (uMthetho Nom. 1 ka-1999) (iPFMA) kwanoMthetho weeNkampani waseMzantsi Afrika, ka-2008 (uMthetho Nom. 71 ka-2008) (uMthetho weeNkampani).

Isiseko soluvo lwam

3. Ndenze uphicotho-zincwadi lwam ngokwemiGaqa yeHlabathi yoPhicotho-zincwadi (ii-SA). Uxanduva lwam phantsi kwaloo migaqa ichazwe ngokubhekele phaya kuxanduva lomPhicothi-zincwadi Jikele mayela nophicotho-zincwadi kwicandelo leeNngxelo zeMali lale Nngxelo yomPhicothi-zincwadi.
4. Akukho nto endidibanisa nale nkampani ngokwecandelo 290 nelama-291 lemiGaqa yokuziphatha yeengcali zababali-mali yeBhodi yeHlabathi yemiGaqa yokuziPhatha yabaBali-mali necandelo 1 nelesi-3 lemiGaqa yokuziPhatha yeHlabathi yeeNgcali zabaBali-mali leBhodi yeHlabathi yemiGaqa yokuziPhatha yabaBali-mali (kuquka imiGaqa yeHlabathi yokuZimela) (imigaqa ye-IESBA), kunye nezinto ezifunekayo ezihambelana nophicotho-zincwadi lwam eMzantsi Afrika. Ndizifekisile olunye uxanduva lwam lwemiGaqa yokuziphatha ngokungqamene nezi zinto zifunwa yimigaqa ye-IESBA.
5. Ndikholelwa ekuthini ubungqina bophicotho-zincwadi endibufumeneyo banele yaye bufanelekile ekunikeni isiseko soluvo lwam.

Omnye umbandela

6. Nditsalela ingqalelo kule miba engezantsi. Uluvo lwam aluphenjelelwanga mntu kule miba.

Ishedyuli ezongezelelekileyo ezingaphicothwanga

7. Inkcazelo eyongezelelekileyo ekwiphepha 70 ukuya kwelama-73 asiyonxalenye yeeNngxelo zeMali yaye ifakwe njengenkcazelo eyongezelelekileyo. Andiziphicothanga ezi shedyuli, yaye ngenxa yoko, akukho luvo endinalo ngazo.

Ixesha elidlulileyo eliphicothwe ngumphicothi-zincwadi wangaphambili

8. IiNngxelo zeMali zonyaka odlulileyo zaphicothwa ngumphicothi-zincwadi wangaphambili ngokwecandelo 4(3) loMthetho woPhicotho-zincwadi zoLuntu ngomhla wama-23 ku-Agasti 2018.

Uxanduva lweBhodi yabaLawuli ngokuphathelele iiNngxelo zeMali

9. IBhodi yabaLawuli, eliGunya eliNika iNngxelo, inoxanduva lokulungiselela nokunikezelwa ngokusesikweni kweNngxelo zeMali ngokwe-GRAP nezinto ezifunwa yi-PFMA noMthetho weeNkampani, yaye ngenxa yolo lulawulo lwangaphakathi njengeGunya eliNika iNngxelo ligqiba ekubeni kuyimfuneko ukukhuthaza ukulungiselelwa kweNngxelo zemali ezingenachaphaza lengxelo engatshongo khona, enobana oko kubangelwe bubuqhetseba okanye yimposiso.
10. Ekulungiseleleni iiNngxelo zeMali, iGunya eliNika iNngxelo linoxanduva lokuhlola ukwazi kwe**Casidra** (SOC) Ltd ukughubeka kuyinkxalabo ekhoyo, lidize, ngokwale meko, imiba ehlobene nokuba yinkxalabo ekhoyo lize lisebenzise loo meko yenkxalabo ekhoyo njengesiseko sobalo-mali ngaphandle kokuba iqumrhu elifanelekileyo lolawulo linenjongo yokuyichitha le nkampani okanye iyeke imisebenzi yayo, okanye alinandlela yimbi elinokwenza ngayo ngaphandle kokwenjenjalo.

Uxanduva lomPhicothi-zincwadi Jikelele ekuphicothweni kweNngxelo zeMali

11. Iinjongo zam kukufumana isiqinisekiso esivakalayo malunga nokokuba iiNngxelo zeMali xa zizonke azinachaphaza lengxelo engatshongo khona na, enobana oko kubangelwe bubuqhetseba okanye yimposiso, nokukhupha iNngxelo yomPhicothi-zincwadi equka uluvo lwam. Isiqinisekiso esivakalayo sisiqinisekiso esiphakame kakhulu, kodwa ayisisiqinisekiso sokuba uphicotho-zincwadi lwenziwe ngokuhambisana nee-SA kaloku isoloko ibonakala ingxelo engatshongo khona xa ikhona. Iingxelo ezingatshongo khona zinokubangelwa bubuqhetseba okanye imposiso yaye zigqalwa njengezibambekayo ukuba, nganye kuzo okanye xa zizonke, zinokuphambela izigqibo ezingoqoqosho zabo benza izigqibo ngenxa yezi Nngxelo zeMali.
12. Ingcaciso ethe vetshe yoxanduva lwam ekuphicotheni iiNngxelo zeMali iqukiwe kwisihlomelo sale Nngxelo yomPhicothi-zincwadi.

Ingabula-zigcawu namavandlakanya

13. Ngokuvisisana noMthetho woPhicotho-zincwadi zoLuntu waseMzantsi Afrika, ka-2004 (uMthetho Nom. 25 ka-2004) (iPAA) nesaziso jikelele esikhutshwe kuwo, ndinoxanduva lokunika ingxelo ngezinto ezibambekayo endizifumeneyo kwinkcazelo yokusebenza ebikiweyo ngokuchasene neenjongo ezicwangcise kwangaphambili zeenkqubo ezityunjiweyo ezifakwe kwingxelo yokusebenza yonyaka. Ndilandele iinkqubo ukuze ndibone izinto endinokuzifumana hayi neenjongo yokuqokelela ubungqina ukuze ndivakalise ukuqiniseka.
14. Ezam iinkqubo zikhawulelana nenkcazelo yokusebenza ekwingxelo, efanele isekelwe phezu kwamaxwebhu okusebenza agunyazisiweyo enkampani. Andikuhlolanga ukuphelela nokufaneleka kwezalathisi zokusebenza eziqukiweyo kumaxwebhu ezicwangciso. Iinkqubo zam azifikelelanga nakwezaphi na izinto ezidziweyo okanye zibethe ngenqindi phantsi malunga namaqhinga okusebenza acwangcisiweyo kwanenkcazelo malunga namaxesha ezayo asenokuba aqukiwe njengenxalenye yenkcazelo yokusebenza ekwingxelo. Ngenxa yoko, izinto endizifumanisileyo aziyanga nokuya apho.
15. Ndikuhlolile ukusebenziseka nokuthembeka kwenkcazelo yokusebenza ekwingxelo ngokomgaqa ophuhlisiweyo wolawulo lokusebenza nesikhokelo sokunika ingxelo, njengoko kuchaziwe kwisaziso jikelele, kwezi nkqubo zityunjiweyo kwiiNngxelo yoNyaka engokuSebenza kwenkampani kunyaka ophela ngomhla wama-31 kuMatshi 2019:

INKQUBO	AMAPHEPHA KWINGXELO YONYAKA
Inkqubo Yesi-2: ULimo noHlaziyo loMhlaba	24 – 25
Inkqubo Yesi-3: UPuhliso lweZibonelelo zase-Maphandleni nokuDanjiswa kweNdlala	30 – 32
Inkqubo Yesi-4: UQoqosho lweNgingqi noPhuhliso loShishino	35 – 36

16. Ndilandele iinkqubo ukugqiba enobana inkcazelo engokusebenza ekwingxelo ifakwe ngokuchanileyo kusini na nokuthi ukusebenza bekuhambelana na namaxwebhu akwizicwangciso zokusebenza agunyazisiweyo. Ndisebenzise iinkqubo ezibhekele phaya ukugqiba enobana izalathisi nezinto ekujoliswe kuzo bezinokumetwa yaye zifanelekile na, ndaze ndahlola ukuthembeka kwenkcazelo engokusebenza ekwingxelo kugqiba enobana ifanelekile, ichanile yaye iphelele na.
17. Izinto ezibambekayo endizifumanisileyo malunga nokusebenziseka nokuthembeka kweenkqubo ezityunjiweyo zezi zilandelayo:

INGXELO EZIMELEYO YOMPHICOTHI-ZINCWADI EYA KWINDLU YOWISO-MTHETHO YEPHONDO LENTSHONA KOLONI NGECASIDRA SOC LIMITED

INKqubo 2-- Ezolimo nokuVuselelwa koMhlaba

2.2.6: Inani lemibuzo esonjululweyo (eyobuceducedu/ eyezemali/ eye- EIA/eyokuphononongwa kwefuthe)

18. Izinto eziphunyeziweyo ngokwengxelo yenani lezinto ekujoliswe kuzo ezingama-34 zenani lemibuzo esonjululweyo (eyobuceducedu/eyezemali/eye-EIA/eyokuphononongwa kwefuthe) azithembakali ekubeni eli qumrhu belingenayo inkqubo yolawulo lokusebenza efanelekileyo yokulondolozisa iirekhodi zokunika ingxelo ethembekileyo ngezinto ekujoliswe kuzo eziphunyeziweyo. Ngenxa yoko, kwezinye iimeko andikwazanga ukufumana ubungqina bophicotho-zincwadi obufanelekileyo nobaneleyo ngeli lixa kwezinye iimeko ubungqina obuxhasayo bebukhabana nento ekuthiwa iphunyeziweyo kwingxelo. Ngokobungqina obuxhasayo obunikezelweyo, izinto eziphunyeziweyo bezili-15, kodwa andikwazanga ukungqinisa ngokubhekela phaya oko kuphunyeziweyo ngokwengxelo ngezinye iindlela. Ngenxa yoko, andikwazanga ukugqiba enobana bekufuneka olunye uhlehlengiso olubhekele phaya kusini na kwinto ekuthiwa iphunyeziweyo ngokwengxelo.
19. Andikwazanga ukufumana ubungqina obaneleyo nobufanelekileyo bophicotho-zincwadi kwizinto eziphunyeziweyo ngokwengxelo yezalathisi ezimbini kwezili-16 malunga nale nkqubo. Oku bekungenxa yemida ebibekwe kubungakanani bomsebenzi wam. Andikwazanga ukungqinisa izinto eziphunyeziweyo ngezinye iindlela. Ngenxa yoko, andikwazanga ukugqiba enobana bekufuneka naluphi na uhlehlengiso kwizinto ekuthiwa ziphunyeziweyo kwingxelo yonyaka engokusebenza kwizalathisi ezidweliswe ngezantsi:

Inombolo yesalathisi	Ingcaciso yeSalathisi
2.2.5	Inani lezicwangciso zoshishino ezihloliweyo/ zaphuhlisa noluvo lomthetho olunikezelwe yi-UTA
2.2.7	Inani lamaphulo okuvuselelwa komhlaba ancedwe yi-LREAD

INKqubo 3 – UPuhliso lweziSeko zoPhuhliso zasemaPhandleni nokuDanjiswa kweNdala

3.2.2: Inani leeprojekthi zokhuseleko lokutya zamakhaya ezenziweyo kulo nyaka omiyo

20. Andikwazanga ukufumana ubungqina bophicotho-zincwadi obaneleyo nobufanelekileyo bophicotho-zincwadi bezi zinto ekuthiwa ziphunyeziweyo kwisalathisi sale nkqubo. Oku bekungenxa yemida ebibekwe kubungakanani bomsebenzi wam. Andikwazanga ukungqinisa ezi zinto kuthiwa ziphunyeziweyo ngezinye iindlela. Ngenxa yoko andikwazanga ukugqiba enobana bekufuneka naluphi na uhlehlengiso kwizinto ekuthiwa ziphunyeziweyo kwingxelo yonyaka engokusebenza kwesi salathisi.

3.3.4: Inani lamafama aqeqeshiweyo kwizifundo ezinezinqinisekiso eziqquzelelweyo

21. Andikwazanga ukufumana ubungqina bophicotho-zincwadi obaneleyo nobufanelekileyo kwinto ekujoliswe kuyo ebicwangcisiwe yamafama angama-2 400 aqeqeshwe ngezifundo ezinezinqinisekiso into ke ebonisa ukuba bezihlelwe kwangaphambili kwabe kufuneka nokusebenza okukwizinga elithile kunye/okanye indlela yokubala. Oku kubangelwe kukungabikho kwengcaciso yobuceducedu yesalathisi esichaza indlela eziya kukalishwa ngayo ezi zifundo zinezinqinisekiso ziququzelelweyo. Andikwazanga ukuvavanya ngezinye iindlela enobana into ekujoliswe kuyo sesi salathisi ibichazwe ngokucacileyo kusini na.

3.3.5: Inanilamafama aqeqeshiweyo kwizifundo ezingenazinqinisekiso eziqquzelelweyo

22. Andikwazanga ukufumana ubungqina bophicotho-zincwadi obaneleyo nobufanelekileyo kwinto ekujoliswe kuyo ebicwangcisiwe yamafama angama-2 500 aqeqeshwe kwizifundo ezingenazinqinisekiso into ke ebonisa ukuba bezihlelwe kwangaphambili kwabe kufuneka nokusebenza okukwizinga elithile kunye/okanye indlela yokubala. Oku kubangelwe kukungabikho kwengcaciso yobuceducedu yesalathisi esichaza indlela eziya kukalishwa ngayo ezi zifundo zingenazinqinisekiso ziququzelelweyo. Andikwazanga ukuvavanya ngezinye iindlela enobana into ekujoliswe kuyo sesi salathisi ibichazwe ngokucacileyo kusini na.

23. Andivezanga nayiphi na into ebambekayo endiyifumanisileyo mayela nokusebenziseka nokuthembeka kwenkcazelo yengxelo engokusebenza kwezi nkqubo zilandelayo:
- Inkqubo 4 – UPuhliso lwezoQoqosho lweNgingqi nolwamaShishini.

Omnye umbandela

24. Nditsalela ingqalelo kulo mba ongezantsi:

Ukufezekiswa kokuJoliswe kuko okuCwangcisiweyo

25. Jonga kwiNgcxelo yoNyaka engokuSebenza kwiphepha 24 ukuya kwelama-36 ukuze ufumane inkcazelo yezinto ekujoliswe kuzo ezicwangcisiweyo eziphunyeziweyo kulo nyaka kwaneengcaciso ezinikiweyo malunga nokuphunyezwa nganeno/ngaphezulu kwizinto ekujoliswe kuzo ezicwangcisiweyo eziliqela. Le nkcazelo ifanele iqwalaswe ngokwezinto ezibambekayo ezifunyanisiweyo malunga nokusebenziseka nokuthembeka kwenkcazelo engokusebenza ekwengxelo kwisiqu 17 ukuya kwesama-22 kule ngxelo.

Uhlehlengiso lweengxelo ezibambekayo ezingatshongo khona

26. Ndizichongile iingxelo ezingatshongo khona kwiNgcxelo yoNyaka engokuSebenza enikezelwe ukuba iphicothwe. Ezi ngxelo zingatshongo khona bezikwinkcazelo engokusebenza kwingxelo yeNkqubo 2 – Ezolimo nokuVuselelwa koMhlaba, iNkqubo 3 – UPuhliso lweziSeko zoPhuhliso zasemaPhandleni nokuDanjiswa kweNdala kwaneNkqubo 4 – UPuhliso loQoqosho lweNgingqi nolwamaShishini. Njengoko abaphathi beye ekugqibeleni bazilungisa ezinye zeengxelo ezingatshongo khona, ndiveze izinto ezibambekayo engokusebenziseka nokuthembeka kwenkcazelo yengxelo engokusebenza. Ezo zingalungiswanga nazi apha ngasentla.

INGXELO YOKUPHICOTHA UKUTHOTYELWA KOMTHETHO

Ingabula-zigcawu namavandlakanya

27. Ngokuvisisana ne-PAA kunye nesaziso jikelele esikhutshwe kuyo, ndinoxanduva lokunika ingxelo ngezinto endizifumanisileyo ezibambekayo malunga nokuthobela kwenkampani imiba ethile yomthetho oyintloko. Ndilandele inkqubo ukuze ndibone izinto endinokuzifumana hayi ngenjongo yokuqokelela ubungqina ukuze ndivakalise ukuqiniseka.
28. Izinto endizifumanisileyo ezibambekayo malunga nokuthobela imiba ethile yomthetho oyintloko zezi zilandelayo:

Ulawulo lwabaBoneleli beeNkonzo neziVumelwano

29. Abufumanekanga ubungqina obaneleyo nobufanelekileyo bophicotho-zincwadi bokuba iimpahla, imisebenzi kwaneenkono zanikezelwa kwinkqubo yeethenda esesikweni, elinganayo, engafihli nto neyokhuphiswano, njengoko iyimfuneko ngokwecandelo 51(1)(a)(iii) le-PFMA.
30. Inkqubo yamanqaku ayizange isetyenziswe kwiithenda ezithile zeempahla neenkono ezixabiswa ngaphezu kwama-R30 000, njengoko kuyimfuneko ngokwecandelo 2(a) loMthetho wesikhokelo somGaqo-nkqubo weeThenda. Ukungathobeli okukwanjalo kukhona kwingxelo yonyaka ongaphambili.

ENYE INKCAZELO

31. IGunya eliNika iNgcxelo linoxanduva malunga nenye inkcazelo. Enye inkcazelo ibandakanya inkcazelo equkwe kwiNgcxelo yoNyaka, equka ingxelo yabaLawuli, ingxelo yeKomiti yoPhicotho-zincwadi kwanesiqinisekiso solawulo lokuseMngciphekweni njengoko siyimfuneko ngokoMthetho weeNkampani.
32. Enye inkcazelo ayiquki iNgcxelo zeMali, iNgcxelo yomPhicothi-zincwadi nezo Nkqubo zityunjiweyo kwiNgcxelo yoNyaka engokuSebenza ekuthe kwaniwka ingxelo ngazo ngokukhethekileyo kwiNgcxelo yomPhicothi-zincwadi. Uluvo lwam ngeNgcxelo zeMali nezinto endizifumanisileyo kwinkcazelo yengxelo engokusebenza nokuthotyela komthetho aziyiquki enye inkcazelo yaye andivakalisi uluvo lwam lophicotho-zincwadi ngayo okanye naluphi na uhlobo lwengqinisekiso ngayo. Malunga nophicotho-zincwadi lwam, uxanduva lwam kukufunda enye inkcazelo le, ndize ngokwenjalo ndiqwalasele enobana enye inkcazelo le iyavumelana na neNgcxelo zeMali kwaneenkqubo ezityunjiweyo ezikwiNgcxelo yoNyaka engokuSebenza, okanye ulwazi lwam endilufumene kolu phicotho-zincwadi, okanye kungenjalo ibe ibonakala ingachazwanga kakuhle.

33. Akukho nto endinganika ingxelo ngayo kule inkalo.

AmaKhwiniba kuLawulo lwangaPhakathi

34. Ndiye ndalugwalasela ulawulo lwangaphakathi olubandakanye uphicotho-zincwadi lwam lweeNngxelo zeMali, ndanika ingxelo ngenkcazelo engokusebenza kwingxelo nokuthotyelwa komthetho ochaphazelekayo; noko ke, injongo yam ibengekokuvakalisa naluphi na uhlobo lwengqinisekiso kulo. Imiba ekunikwe ingxelo ngayo ngezantsi iphelela nje kumakhwiniba olawulo lwangaphakathi abangele izinto endizifumanisileyo kwingxelo engokusebenza nezinto endizifumanisileyo ngokuthotyelwa komthetho iqukiwe kule ngxelo.

35. INgxelo yoNyaka engokuSebenza ineengxelo ezingatshongo khona ezingalungiswanga. Ukunika iingxelo ngezalathisi nobungqina obuxhasayo bebungasekelwanga kwingcaciso enobuceducedu yesalathisi kwisiCwangciso sokuSebenza soNyaka. Kwezinye iimeko, izalathisi zazingaqulunqwanga ngokwemigaqo ye-SMART.

36. Iinkqubo zokunxaxha ezingafanelekanga zalandelwa kwiimeko apho isiniki-maxabiso besinokufunyanwa okanye kulandelwe inkqubo yeethenda enokhuphiswano. Ngaphezu koko, izizathu zokunxaxha azizange zibhalwe ngokufanelekileyo zize zigunyaziswe. Inkampani ayizange iqinisekise ukuba umGaqo-nkqubo wabaBoneleli beeNkonzo uyahambisana nezinto ezifunekayo ngokwe-PFMA kunye nemiMiselo kaNondyebo.

**ICANDELO E: INGCACISO YEMALI: INGXELO YOXANDUVA
LWABALAWULI KUNYAKA OPHELA NGE 31 MATSHI 2019**

AbaLawuli banoxanduva lokulungiselela, ukuthembeka nokunikezelwa ngokusesikweni kweeNngxelo zeMali ze**Casidra** SOC Limited. IiNngxelo zeMali ezibhalwe kwiphepha 54 to 73 zilungiselelwe ngokwemiGaqa eyaZiwa ngokuBanzi yokuBalwa kweMali eMzantsi Afrika nangendlela efunwa nguMthetho weeNkampani waseMzantsi Afrika. Ezi ngxelo zixhaswa zizigqibo ezivakalayo nezobulumko naluqikelelo olwenziwe ngabaPhathi.

Into yenkxalabo ekhoyo yenziwe kulungiselelwa iiNngxelo zeMali. Imeko yemali ngokweli xeshana isentle, kodwa ukusuka apha ukuya phambili kwixesha elikude umgaqo wenkxalabo ekhoyo uhambisana ngqo nokudluliselwa kwemali oyoneleyo kwangexesha nangokuqhubekekayo ngurhulumente nokufumana inkxaso-mali eyongezelelekileyo ukwenzela inkcitho ekhoyo. Ukusebenza kwenkampani ukubheka phambili kuxhaswa naziNngxelo zeMali.

Kwakhona abalawuli banoxanduva lwenkqubo yolawulo lwangaphakathi lwemali yeNkampani. Ezi nkqubo zenzelwe ukunika ingqiniseko esengqiqweni, kodwa hayi ephela leyo malunga nokuthembeka kweeNngxelo zeMali nokukhusela ngokufanelekileyo, ukuqinisekisa nokuhlala sinika ingxelo ngee-asethi, kunye nokuthintela kwanokubona ingxelo engatshongo khona nelahleko. Akukho nto ekhe yeza kwingqalelo yabaLawuli ebonisa ukuba nakuphi na ukuqhwalala kwezinkqubo zolawulo, kwanezinye iinkqubo okwenzekileyo kunyaka esiwuhlobo.

AbaLawuli bayavuma ukuba ekugqibeleni banoxanduva ngolawulo nokhuseleko lwewebhusayi nasekusetyenzisweni nasekulawulweni kwenkqubo yokuhanjiswa kweeNngxelo zoNyaka kwaneNngxelo zeMali ngobuxhakaxhaka beekhompuyutha. Ezi nkqubo zolawulo nokuthembeka kwewebhusayi aziqkwanga kuphicotho-zincwadi lweeNngxelo zeMali. Nangona abalawuli neNkampani bekwazi ukubaluleka kokulondoloza ulawulo oluluqilima, abalawuli nabaPhicothi-zincwadi abanakulwamkela uxanduva lotshintsho olwenziwe kwiiNngxelo zeMali emveni kokuba zipapashwe okokuqala kwiwebhusayithi.

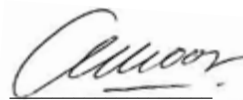
IiNngxelo zeMali ziphicothwe ngabaphicothi-zimali abazimeleyo, abakwaPricewaterhouseCoopers Incorporated, ababefikelela kuzo zonke iingxelo zemali kwaneenkukacha ezihlobene nazo, kuquka imiZuzu yazo zonke iintlanganisano zamalungu eBhodi yabaLawuli. AbaLawuli bakholelwa kwelokuba yonke ingcaciso enikwe abaphicothi-zimali abazimeleyo ngethuba lokuphicotha kwabo zisemgangathweni yaye zifanelekile.

INgxelo yoPhicotho-zincwadi yomPhicothi-zincwadi Jikelele waseMzantsi Afrika ikwiphepha 51 ukuya 53.

IiNngxelo zoNyaka zeMali zonyaka ophele ngomhla wama-31 kuMatshi 2019 zagunyaziswa yiBhodi yabaLawuli kwaye zityikitywe egameni leBhodi ngu:



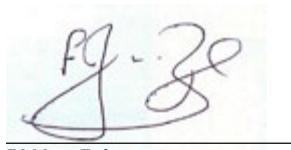
UAshley Seymour
IGosa eliyiNtloko eliPhetheyo
ICasidra SOC Ltd
19 Agasti 2019



UAinsley Moos
USihlalo
ICasidra SOC Ltd
19 Agasti 2019

Isiqinisekiso sikaNobhala

Ngokwecandelo 88(2)(e) loMthetho weNkampani, 71 ka-2008, le nkampani ifake kuMbhalisi weNkampani yonke ingeniso njengoko ifuneka kwinkampani yoluntu phantsi kwalo Mthetho yaye iingeniso ezinjalo ziyinyaniso, zichanile kwaye zisixesheni.



FJ Van Zyl

19 Agasti 2019

UNOBHALA WENKAMPANI

ICANDELO E: INGCACISO YEMALI INGXELO YABALAWULI KA 31 MATSHI 2019

1. UHlobo loShishino

ICasidra SOC Limited yinkampani karhulumente esebenza njengenkampani yophuhliso kaRhulumente waseNtshona Koloni. ngokoMthetho woLawulo lweMali zoLuntu, **iCasidra** idweliswe njengeshishini likarhulumente wephondo elikuShedyuli 3D.

Umbono wale Nkampani kukudala iinguqu zokuhluma nokudala uluntu olukwaziyo ukuziphilela.

Iinjongo ezongezelelekileyo ezikwingxelo yokusungulwa kwayo zezi:

- ukugxoth' ikati eziko ngokukhula ngokubanzi kwezoqoqosho nophuhliso lwaseMaphandleni; kunye
- uphuhliso nokugaya abasebenzi.

Isishwankathelo esibanzi semisebenzi nokufezekiswa kweenjongo kuchaziwe kumavandlakanya akule Ngxelo yoNyaka.

2. Imeko yemali

Imeko yemali yoshishino nemisebenzi yale Nkampani ichazwe ngokucacileyo kwiingxelo zemali ezihamba nale ngxelo. Kunyaka-mali odlulileyo, le Nkampani ichithe kwiindleko zokusebenza izigidi ezingama-R27,06 (2018: izigidi ezingama-R24,55) ngaphambi kokudluliselwa kwemali, ekuka iVAT, ibizizigidi ezingama-R29,62 (2018: izigidi ezingama-R26,22) evela kwiSebe lezoLimo laseNtshona Koloni.

Imeko yemali ngokweli xeshana isentle, kodwa ukusuka apha ukuya phambili kwixesha elikude umgaqo wenkxalabo ekhoyo uhambisana ngqo nokudluliselwa kwemali oyoneleyo kwangexesha nangokuqhubekayo ngurhulumente nokufumana inkxaso-mali eyongezelelekileyo ukwenzela inkcitho ekhoyo. AbaLawuli bakholelwa kwelokuba **iCasidra** inemali eyoneleyo yokuqhubeka isebenza ukuya kwixesha elizayo elingaziwayo.

3. Abaphicothi-zincwadi

UmPhicothi-zincwadi Jikelele wachazela **iCasidra** i-AGSA ikhethe ukuthi, ngokwecandelo 4(3)(a) loMthetho woPhicothi-zincwadi zoLuntu, ka-2004 (uMthetho nom. 25 ka-2004), iqhube uphicothi-zincwadi zeCasidra SOC Ltd ukususela kunyaka-mali ka-2018/19 ukubheka phambili.

4. ISabelo seMali

Isabelo semali esigunyazisiweyo nesikhutshiweyo asikatshintshi. Isabelo sale Nkampani yayizizigidi ezingama-R32,81 ngomhla wama-31 kuMatshi 2019 (2018: izigidi ezingama-R34,12). URhulumente waseNtshona Koloni unesabelo esipheleleyo sale Nkampani.

5. ISahlulo

Akukho sahlulo esibhengeziweyo okanye esihlawuliweyo kulo nyaka (2018: R Nil).

6. AbaLawuli

Aba balawuli bangesosigqeba basebenze ebudeni bonyaka-mali:

Gqr	L Coetzee	USihlalo - warhoxa 22/11/2018
Mnu	AV Moos	USihlalo - wonyulwa 22/11/2018
Mnu	WU Abrahams	
Njing	E Calitz	
Mnu	EJ Jeffthas	uSekela-sihlalo - wonyulwa 22/11/2018
Njing	JF Kirsten	
Mnu	GJ Martin	
Nkszn	ZT Nackerdien	
Nkszn	GM Ntuli	
Mnu	M Wüst	

Ezinye iinkcukacha zabaLawuli zichazwe kwiNgxelo yoLawulo.

7. IGosa loLuntu, uNobhala weNkampani neDilesi eBhalisiweyo

IGosa loLuntu noNobhala weNkampani nguMnu FJ van Zyl. Idilesi ebhalisiweyo yeNkampani nantsi:

22 Louws Avenue	PO Box 660
Southern Paarl	Southern Paarl
7646	7624

8. Isikhokelo sokunika ingxelo yemali

Iingxelo zemali **zeCasidra** zilungiselelwe ngokwemiGaqo eyaZiwa ngokuBanzi yokuBalwa kweMali eMzantsi Afrika (iGRAP).

9. Iziganeko emva komhla wengxelo

Akukho ziganeko eziya kuba nefuthe elimandla kwimeko yeNkampani ezenzeke phakathi kokuphela komhla wonyaka-mali nokugunyaziswa komhla weNgxelo zoNyaka zeMali.

STATEMENT OF FINANCIAL POSITION		2019	2018
as at 31 March 2019	Notes	R	R
ASSETS			
Current assets			
Trade and other receivables from exchange transactions	12	1 266 278	595 290
Prepayments	13	248 006	209 246
Cash and cash equivalents	14	22 523 398	21 525 003
Project cash and cash equivalents	32	504 969 692	340 653 924
		529 007 374	362 983 463
Non-current assets			
Property and equipment	7	7 563 987	7 164 807
Intangible assets	8	50 553	88 266
Investment property	9	418 643	424 287
Other financial assets	11	5 885 298	8 030 000
		13 918 481	15 707 360
TOTAL ASSETS		542 925 855	378 690 823
LIABILITIES			
Current liabilities			
Trade and other payables from exchange transactions	16	1 253 748	371 084
VAT payable	17	448 602	34 850
Provisions	18	3 079 532	2 771 367
Project creditors	32	504 969 692	340 653 924
		509 751 574	343 831 225
Non-current liabilities			
Deferred income tax liabilities	19	364 165	741 762
TOTAL LIABILITIES		510 115 739	344 572 987
NET ASSETS			
Ordinary shares	15	25 000 000	25 000 000
Accumulated surplus		7 810 116	9 117 836
TOTAL NET ASSETS		32 810 116	34 117 836
TOTAL NET ASSETS AND LIABILITIES		542 925 855	378 690 823

STATEMENT OF FINANCIAL PERFORMANCE		2019	2018
for the year ended 31 March 2019	Notes	R	R
REVENUE			
Revenue from non-exchange transactions		25 753 913	22 998 246
Transfer funding - Agriculture Western Cape		29 617 000	26 218 000
Less: Value Added Tax		(3 863 087)	(3 219 754)
Revenue from exchange transactions		10 187 729	14 802 580
Rendering of services		2 215 206	6 976 581
Interest earned - external investments	21	6 584 898	6 887 975
Rental of facilities	22	269 599	176 088
Other income	23	1 118 026	761 936
TOTAL REVENUE		35 941 642	37 800 826
Auditors' remuneration		779 792	372 072
Personnel expenses	24	22 247 678	21 007 520
Personnel expenses - Prescribed officers	25	5 669 275	5 655 178
Consultancy fees - HR		151 803	103 288
Rental paid		203 375	168 054
Training, skills levy and bursaries		1 082 881	1 057 967
Travel and accommodation		1 478 941	1 713 423
Directors' remuneration	25	231 004	271 026
Repairs and maintenance	26	225 945	268 776
Depreciation	27	479 562	624 649
General expenses	28	2 963 894	7 041 614
EXPENSES		35 514 150	38 283 567
OTHER LOSSES		(2 112 809)	(1 706 893)
Gain on sale of assets		83 575	374 292
Loss on property and equipment scrapped		(11 148)	-
Loss on revaluation of other assets	11	(2 185 236)	(2 081 185)
Deficit before income tax		(1 685 317)	(2 189 634)
Income tax expense	29	377 597	640 601
DEFICIT FOR THE YEAR		(1 307 720)	(1 549 033)

STATEMENT OF CHANGES IN NET ASSETS for the year ended 31 March 2019	SHARE CAPITAL R	ACCUMULATED SURPLUS R	TOTAL R
2018			
Balance at 1 April 2017	25 000 000	10 666 869	35 666 869
Net deficit for the year	-	(1 549 033)	(1 549 033)
Balance at 31 March 2018	25 000 000	9 117 836	34 117 836
2019			
Balance at 1 April 2018	25 000 000	9 117 836	34 117 836
Net deficit for the year	-	(1 307 720)	(1 307 720)
Balance at 31 March 2019	25 000 000	7 810 116	32 810 116

STATEMENT OF CASH FLOWS for the year ended 31 March 2019	Notes	2019 R	2018 R
Cash flow from operating activities			
Cash receipt from customers		35 941 642	38 175 118
Cash paid to suppliers and employees		(40 951 971)	(46 484 974)
Cash utilised in operating activities	30	(5 010 329)	(8 309 856)
Cash flow from investment activities			
Purchase of intangible assets	8	(101 107)	(176 533)
Investment property improvements	9	-	(165 861)
Purchase of other financial assets	11	(40 534)	(22 676)
Interest received	21	6 584 898	6 887 975
Dividends received	23	216 170	178 219
Proceeds from sale of property and equipment	30	196 149	550 000
Purchase of property and equipment	31	(846 852)	(911 817)
Cash generated from investing activities		6 008 724	6 339 307
Net movement in cash and cash equivalents		998 395	(1 970 549)
Cash and cash equivalents at 1 April		21 525 003	23 495 552
Cash and cash equivalents at 31 March	14	22 523 398	21 525 003

**AMANQAKU KWIINGXELO ZEMALI NGEZOBOMI
IZIBHENO AZIKHUTSHELwanga kwaye ZINOKUCELWA
UKUQHUTYWA**

1. GENERAL INFORMATION

Casidra SOC Limited acts as development agency for the Western Cape Government. In accordance with the Public Finance Management Act, **Casidra** has been listed as a Schedule 3D provincial government business enterprise.

The Company is a state-owned company incorporated and domiciled in South Africa. The address of its registered office is 22 Louws Avenue, Southern Paarl.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

2.1 Presentation of financial statements

The financial statements are prepared in accordance with Standards of Generally Recognised Accounting Practice (GRAP), including any interpretations and directives issued by the Accounting Standards Board. These financial statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention as the basis of measurement, unless specified otherwise. The principal accounting policies, which have been consistently applied to all the years presented, are disclosed below.

2.2 Functional and presentation currency

Items included in the financial statements are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The financial statements are presented in South African Rand (ZAR), which is the Company's functional and presentation currency.

2.3 Property and equipment

Buildings consist mainly of offices. All property and equipment are stated at historical cost less accumulated depreciation taking into account the residual value. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the assets' carrying amount or recognized as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the Statement of Financial Performance during the financial period in which they are incurred.

Land is not depreciated. On the following, depreciation is calculated on the straight-line method to allocate their cost or revalued amounts to their residual values over their estimated useful lives:

Buildings	50 years
Office furniture and equipment	5 - 20 years
Vehicles	4 - 20 years
Computers	3 - 5 years

The assets' residual values, estimated useful lives and depreciation method are reviewed annually for indicators that factors may have changed and are adjusted prospectively, if appropriate, at each reporting date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing the proceeds on sale with the assets' carrying amount. These are included in the Statement of Financial Performance.

When revalued assets are sold, the amounts included in other reserves are transferred to retained earnings.

2.4 Investment property

Investment property comprising of an office building is held for long-term rental yields and is not occupied by the Company.

All investment property is stated at historical cost less accumulated depreciation, taking into account the residual value. Historical cost includes expenditure that is directly attributable to the acquisition of the property. Subsequent costs are included in the property's carrying

amount only when it is probable that future economic benefits or increased service potential associated with the item will flow to the Company and the cost of the item can be measured reliably.

Repairs and maintenance are charged to the Statement of Financial Performance during the financial period in which they are incurred. Depreciation is calculated on the straight-line method to allocate their cost or revalued amounts to their residual values over their estimated useful lives. The useful life is 50 years.

2.5 Intangible assets

Intangible assets are acquired through exchange transactions and are stated at historical cost less accumulated depreciation taking into account the useful lives of the assets which is estimated to be two years. Historical cost includes expenditure that is directly attributable to the acquisition of the assets.

Subsequent costs are included in the assets' carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably or when there's an increase in the service potential for the asset.

2.6 Impairment of non-financial assets

Assets that are subject to amortisation or depreciation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units). Non-financial assets, other than goodwill, that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

2.7 Financial assets

2.7.1 Classification

The Company classifies its financial assets in the following categories: Financial assets at fair value and loans and receivables at amortised cost. The classification depends on the purpose for which the financial assets were acquired. Management determines the classification of its financial assets at initial recognition and re-evaluates this designation at every reporting date.

a. Financial assets at fair value

This category consists of 'financial assets held for trading', and those designated at fair value at inception. A financial asset is classified in this category if acquired principally for the purpose of selling in the short-term or if so designated by Management.

Derivatives are also categorised as 'held for trading' unless they are designated as hedges. Assets in this category are classified as current assets if they are either held for trading or are expected to be realised within 12 months of the reporting date.

b. Loans and receivables at amortised cost

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for maturities greater than 12 months after the reporting date. These are classified as non-current assets. Loans and receivables are classified as 'Trade and other receivables' from exchange transactions in the Statement of Financial Position.

2.7.2 Recognition and measurement

Regular purchases and sales of investments are recognised on trade-date – the date on which the Company commits to purchase or sell the asset.

Financial assets carried at fair value are initially recognised at fair value and transaction costs are expensed in the Statement of Financial Performance.

Investments are derecognised when the rights to receive cash flows from the investments have expired or have been transferred and the Company has transferred substantially all risks and rewards of ownership.

Financial assets and other financial assets are subsequently carried at fair value. Loans and receivables and held-to-maturity investments are carried at amortised cost using the effective interest method.

Gains or losses arising from changes in the fair value of the 'Financial assets at fair value' category, including interest and dividend income, are presented in the Statement of Financial Performance, in the period in which they arise.

The fair values of quoted investments are based on current bid prices. If the market for a financial asset is not active, the Company establishes fair value by using valuation techniques. These include the use of recent arm's length transactions, reference to other instruments that are substantially the same, discounted cash flow analysis and option pricing models, making maximum use of market inputs and relying as little as possible on entity-specific inputs.

The financial assets are assessed at each reporting date to determine whether there is objective evidence that a financial asset or a group of financial assets is impaired.

2.7.3 Trade receivables from exchange transactions

Trade receivables from exchange transactions are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for impairment of trade receivables from exchange transactions is established when there is objective evidence that the Company will not be able to collect all amounts due according to the original terms of receivables. Significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments are considered indicators that the trade receivable is impaired.

The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. The amount of the provision is recognised in the Statement of Financial Performance.

2.7.4 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less.

2.7.5 Trade payables from exchange transactions

Trade payables from exchange transactions are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

2.8 Share Capital

Ordinary shares are classified as equity.

2.9 Deferred income tax

The tax expense for the period comprises deferred tax. Tax is recognised in the Statement of Financial Performance.

The current income tax charge is calculated on the basis of tax laws enacted or substantively enacted at the reporting date in countries where the Company's subsidiaries operate and generate taxable income. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establish provisions, where applicable, on the basis of amounts expected to be paid to tax authorities.

Deferred income tax is provided in full, using the liability method, on temporary differences arising between the tax basis of assets and liabilities and their carrying amounts in the financial statements.

Deferred income tax is determined using tax rates that have been enacted or substantively enacted by the reporting date and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Deferred income tax assets are recognised to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilised.

Deferred tax assets relating to the carry forward of unused tax losses are recognised to the extent that it is probable that future taxable profit will be available against which the unused tax losses can be utilised.

2.10 Provisions

Provisions are recognised when: the Company has a present legal or constructive obligation as a result of past events; it is more likely than not that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as interest expense.

2.11 Revenue recognition

Revenue, net of value-added taxation, is derived from services rendered and is measured at the fair value of the consideration received or receivable.

Revenue from non-exchange transactions refers to transfer funding received from the Western Cape Department of Agriculture.

Revenue from exchange transactions refers to revenue that accrued to the Company in return for services rendered, the value of which approximates the consideration received or receivable. The revenue from exchange transactions is recognised as follows:

(a) Rendering of services

Rendering of services are recognised in the accounting period in which the services are rendered, by reference to completion of the specific transaction assessed on the basis of the actual service provided as a proportion of the total service to be provided.

(b) Interest income

Interest income is recognised on a time-proportion basis using the effective interest method. When a receivable is impaired, the Company reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument, and continues unwinding the discount as interest income. Interest income on impaired loans is recognised using the original effective interest rate.

(c) Dividend income

Dividend income is recognised when the right to receive the payment is established.

2.12 Dividend distribution

Dividend distribution to the Company's shareholders is recognised as a liability in the Company's financial statements in the period in which the dividends are approved by the Company's shareholders.

2.13 Compensation of employees

Remuneration to employees is recognised in the Statement of Financial Performance as the services are rendered, except for non-accumulating benefits which are only recognised when the specific event occurs. The Company has opted to treat its provisions for leave pay and performance bonuses as provisions.

The costs of short-term employee benefits are recognised during the period in which the employee renders the related service. The liability for leave pay is based on the total accrued leave days at year end and is shown as a provision in the Statement of Financial Position. The Company recognises the expected cost of performance bonuses only when the Company has a present legal or constructive obligation to make such payment and a reliable estimate can be made.

2.14 Leases

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the Statement of Financial Performance on a straight-line basis over the period of the lease.

3. FINANCIAL RISK MANAGEMENT

3.1 Financial risk factors

The Company's activities expose it to a variety of financial risks: market risk (including currency risk and price risk), credit risk, liquidity risk, fair value cash flow risk and fair value interest rate risk. The Company's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the Company's financial performance.

The Board provides principles for overall risk management as well as policies covering specific areas, such as foreign exchange risk, interest rate risk, credit risk, use of derivative financial instruments and non-derivative financial instruments, and the investment of excess liquidity.

a. Market risk

i. Foreign exchange risk

The Company does not operate internationally and is not exposed to foreign exchange risk arising from various currency exposures.

ii. Price risk

Other than exposure to investments in equity of other entities the Company is not subject to other material price risks. The effect of a 5% increase/(decrease) in the fair value of the Company's other financial assets on the Company's equity would be as follows:

Effect on equity	2019 R	2018 R
Increase of 5%, equity will increase with	294 265	401 500
Decrease of 5%, equity will decrease with	(294 265)	(401 500)

b. Credit risk

The Company has a limited concentration of credit risk. The Company has no credit facility and has policies that limit the amount of credit exposure to any financial institution. Funds are invested with reputable financial establishments.

c. Liquidity risk

Liquidity risk is the risk that the Company will not be able to meet its financial obligations as they fall due. The Company's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities, when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Company's reputation.

Cash flow requirements are monitored with monthly cash forecasts which includes the servicing of financial obligations, but excludes the potential impact of extreme circumstances that cannot be reasonably predicted. The Company's financial liabilities are limited to trade and other payables which are repayable within 12 months.

d. Cash flow and fair value interest rate risk

The Company is exposed to cash flow interest rate risk in South Africa that arises from changes in the SA Reserve Bank's repo rate. The Company's financial assets subject to interest rate risk include cash and short-term bank deposits that are invested at variable rates.

Refer to note 10.1 for the disclosure of the Company's exposure to interest rate risks and the effective interest rate on financial instruments as at reporting date.

The Company earns interest on cash and short-term bank deposits. If the interest rate should change by 0,5% (all other factors remaining unchanged) the effect on profit would be as follows:

Effect on profit	2019 R	2018 R
Increase of 0,5%, profit will increase with	658 490	688 798
Decrease of 0,5%, profit will decrease with	(658 490)	(688 798)

e. Capital risk management

The Company's objectives when managing capital are to safeguard the Company's ability to continue as a going concern in order to provide benefits for the shareholder and other stakeholders and to maintain an optimal capital structure to reduce the cost of capital.

3.2 Fair value estimation

The following table presents and analyses, by valuation method, the Company's other financial assets that are measured at fair value.

Other financial assets	2019 R	2018 R
Unadjusted quoted prices in active market for identical assets	4 433 344	6 594 960
Direct asset prices	1 570 552	1 617 643
	6 003 896	8 212 603

The fair value of financial instruments traded in active markets is based on quoted market prices at the reporting date. The quoted market price used for financial assets held by the Company is the current bid price.

The nominal values less impairment provision of trade receivables and payables are assumed to approximate their fair values. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Company for similar financial instruments.

4. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

4.1 Critical accounting estimates and assumptions

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

a. Property and equipment

Depreciation on assets is calculated over their estimated useful lives, taking into account the residual value of the asset at the end of its useful life.

Certain office furniture and equipment is expected to remain in use for longer than ten years from the date of purchase. As a result, the remaining useful lives of these assets increased and their estimated residual values may decrease. The effect of these changes on the actual and expected depreciation in the current and future periods is not disclosed because the cost of estimating the expenses does not exceed the benefits.

4.2 Critical judgements in applying the entity's accounting policies

Management did not make any critical judgements in applying the entity's accounting policies.

5. RELATED PARTIES

Related parties are persons or entities with the ability to control or exercise significant influence over the entity (or vice versa) in making financial and operational decisions or if both parties are subject to common control. Related party relationships where control exists are disclosed irrespective of whether there have been transactions between the related parties. Related party disclosures for transactions that took place on terms and conditions considered to be "at arms length" and "in the ordinary course of business" are not disclosed.

6. NEW STANDARDS AND INTERPRETATIONS

The entity has chosen not to early adopt the following standards and interpretations:

GRAP 20 - Related-party disclosures	1 April 2019
GRAP 32 - Service concession arrangements: grantor	1 April 2019
GRAP 34 - Separate financial statements	1 April 2020
GRAP 35 - Consolidated financial statements	1 April 2020
GRAP 36 - Investments in associates and joint ventures	1 April 2020
GRAP 37 - Joint arrangements	1 April 2020
GRAP 38 - Disclosure of interests in other entities	1 April 2020
GRAP 108 - Statutory receivables	1 April 2019
GRAP 109 - Accounting by principals and agents	1 April 2019
GRAP 110 - Living and non-living resources	1 April 2020
IGRAP 1 Applying the probability test on initial recognition revenue (amendments)	1 April 2020
IGRAP 17 - Service concession arrangements where a grantor controls a significant residual interest in an asset	1 April 2019
IGRAP 18 - Recognition and derecognition of land	1 April 2019
IGRAP 19 - Liabilities to pay levies	1 April 2019
IGRAP 20 Accounting for adjustments to revenue	1 April 2020
Guideline Accounting for arrangements undertaken in terms of the national housing programme	1 April 2019

Management has considered all of the above-mentioned GRAP Standards issued but not yet effective and anticipates that the adoption of these standards will not have a significant impact on the financial position, financial performance or cash flows of the entity.

7. PROPERTY AND EQUIPMENT

	Land and Buildings	Vehicles	Furniture and Equipment	Computers	TOTAL
	R	R	R	R	R
2018					
Carrying value at 1 April	4 991 368	966 500	306 163	520 835	6 784 866
Cost	5 034 587	1 635 791	1 215 296	1 567 129	9 452 803
Accumulated depreciation	(43 219)	(669 291)	(909 133)	(1 046 294)	(2 667 937)
Additions	155 749	575 432	17 483	163 153	911 817
Disposals and transfers	(175 708)	-	-	-	(175 708)
Cost	(175 708)	-	-	-	(175 708)
Accumulated depreciation	-	-	-	-	-
Depreciation	(43 444)	(125 472)	(26 329)	(160 923)	(356 168)
Carrying value at 31 March	4 927 965	1 416 460	297 317	523 065	7 164 807
Cost	5 014 628	2 211 223	1 232 779	1 730 282	10 188 912
Accumulated depreciation	(86 663)	(794 763)	(935 462)	(1 207 217)	(3 024 105)
2019					
Carrying value at 1 April	4 927 965	1 416 460	297 317	523 065	7 164 807
Cost	5 014 628	2 211 223	1 232 779	1 730 282	10 188 912
Accumulated depreciation	(86 663)	(794 763)	(935 462)	(1 207 217)	(3 024 105)
Additions	12 064	618 638	22 251	193 899	846 852
Disposals and transfers	-	(101 425)	(8 877)	(2 272)	(112 574)
Cost	-	(443 345)	(12 325)	(45 411)	(501 081)
Accumulated depreciation	-	341 920	3 448	43 139	388 507
Depreciation	(43 564)	(147 173)	(26 757)	(117 604)	(355 098)
Carrying value at 31 March	4 896 465	1 786 500	283 934	597 088	7 563 987
Cost	5 026 692	2 386 516	1 242 705	1 878 770	10 534 683
Accumulated depreciation	(130 227)	(600 016)	(958 771)	(1 281 682)	(2 970 696)

Land and buildings consist of erven 26168 (2 809m²), title deed T52255/2008, 3163 (569m²) and 3164 (558m²), title deed T54412/1998, situated in the Drakenstein Municipality, Paarl and the buildings thereon.

No property and equipment is held as security. There are no capital assets currently under construction.

Land is at a value of R670 224 (2018: R670 224) and not depreciated.

The repairs and maintenance contractors cost was R225 945 (2018: R179 766) and materials R26 512 (2018: R16 993).

8. INTANGIBLE ASSETS		2019 R	2018 R
Computer Software			
Carrying value at the beginning of the year		88 266	174 570
Cost		1 226 164	1 049 631
Accumulated depreciation		(1 137 898)	(875 061)
Additions		101 107	176 533
Depreciation		(138 820)	(262 837)
Carrying value at the end of the year		50 553	88 266
Cost		1 327 271	1 226 164
Accumulated depreciation		(1 276 718)	(1 137 898)
There are no repairs and maintenance cost and no capital assets currently under construction.			

9. INVESTMENT PROPERTY		2019 R	2018 R
Carrying value at the beginning of the year		424 287	264 070
Cost		432 257	266 396
Accumulated depreciation		(7 970)	(2 326)
Additions		-	165 861
Depreciation		(5 644)	(5 644)
Carrying value at the end of the year		418 643	424 287
Cost		432 257	432 257
Accumulated depreciation		(13 614)	(7 970)
The property consists of an office building erected on erf 26 168 as described in note 6. There are no capital assets currently under construction. No investment property is held as security and the fair value, based on replacement values, is R2,83m (2018: R2,83m).			
The direct operating expenses were:			
Repairs and maintenance contractors		-	89 010
Insurance		2 080	2 088
		2 080	91 098
The income earned was:			
Rental income		246 240	162 000

10.1 FINANCIAL INSTRUMENTS BY CATEGORY		2019 R	2018 R
The accounting policies for financial instruments have been applied to the line items below.			
Assets as per Statement of Financial Position	Interest rate %		
Amortised cost	2019 2018		
Trade and other receivables from exchange transactions		1 266 278	595 290
Project cash and cash equivalents		504 969 692	340 653 924
Cash and cash equivalents	0 - 7,54 0 - 7,44	22 523 398	21 525 003
Fair value			
Other financial assets		5 885 298	8 030 000
Total		534 644 666	370 804 217

10.1 FINANCIAL INSTRUMENTS BY CATEGORY	2019 R	2018 R
Liabilities as per Statement of Financial Position		
Amortised cost		
Trade and other payables from exchange transactions	1 253 748	371 084
Project creditors	504 969 692	340 653 924
TOTAL	506 223 440	341 025 008

10.2 CREDIT QUALITY OF FINANCIAL ASSETS	2019 R	2018 R
The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to external credit ratings or to historical information about counterparty default rates.		
Trade and other receivables from exchange transactions		
Counterparties without external credit rating:		
Between 0 and 3 months:	1 266 278	595 290

11. OTHER FINANCIAL ASSETS	2019 R	2018 R
Number of shares Listed Securities		
3 765 Kaap Agri Limited	118 598	182 603
41 741 Pioneer Food Group Limited	3 344 289	5 184 232
41 741 Quantum Foods Holdings Limited	146 094	177 399
7 333 Sanlam Limited	540 882	625 505
68 806 Zeder Investments Limited	283 481	425 221
Listed Securities	4 433 344	6 594 960
Unlisted securities		
10 679 (2018:10 323) Nedgroup Growth fund unit trust	255 220	252 091
3 089 (2018: 3 003) Old Mutual unit trust	1 196 734	1 182 949
Unlisted securities	1 451 954	1 435 040
Total securities	5 885 298	8 030 000
At 1 April	8 030 000	10 088 509
Additions	40 534	22 676
Fair value adjustment	(2 185 236)	(2 081 185)
Non-current portion	5 885 298	8 030 000
The maximum exposure to credit risk at the reporting date is the carrying value of the total securities. None of these financial assets is either past due or impaired.		

12. TRADE AND OTHER RECEIVABLES FROM EXCHANGE TRANSACTIONS	2019 R	2018 R
Projects	1 229 533	573 760
Staff debtors - vehicle insurance	36 745	21 530
Current portion	1 266 278	595 290
As of 31 March the following trade receivables from exchange transactions were due but not impaired: Up to 3 months		
Projects	1 229 533	573 760
Staff debtors - vehicle insurance	36 745	21 530
The carrying values approximates the fair values.	1 266 278	595 290

13. PREPAYMENTS	2019 R	2018 R
Prepaid Insurance	248 006	209 246

14. CASH AND CASH EQUIVALENTS	2019 R	2018 R
Cash in bank	7 679 700	1 675 874
Call Investments	14 825 296	19 831 027
Cash on hand and deposits	18 402	18 102
	22 523 398	21 525 003

15. ORDINARY SHARES	Number of shares	Ordinary shares R	2019 R	2018 R
At 31 March	25 000 000	25 000 000	25 000 000	25 000 000
The total authorised number of ordinary shares is 25 000 000 (2018: 25 000 000). All issued shares are fully paid-up.				

16. TRADE AND OTHER PAYABLES FROM EXCHANGE TRANSACTIONS	2019 R	2018 R
Sundry creditors	1 163 055	242 107
Personal fund	11 643	11 977
Projects	79 050	117 000
	1 253 748	371 084

17. VAT PAYABLE	2019 R	2018 R
SARS - VAT	448 602	34 850

18. PROVISIONS	2019 R	2018 R
Leave provision		
Opening balance	2 245 367	1 785 618
Movement for the year	267 165	459 749
Closing balance	2 512 532	2 245 367
Performance bonuses		
Opening balance	526 000	525 938
Movement for the year	41 000	62
Closing balance	567 000	526 000
	3 079 532	2 771 367

19. DEFERRED INCOME TAX LIABILITY	2019 R	2018 R
The analysis of deferred tax assets and liabilities is as follows:		
Deferred tax assets:		
Assessed loss	(55 545)	(215 749)
Investment property	-	(2 232)
Property and equipment	2 400	(21 866)
Leave provision	(703 509)	(628 703)
Total deferred tax assets	(756 654)	(868 550)
Deferred tax liabilities:		
Other financial assets	1 120 819	1 610 312
Total deferred tax liabilities	1 120 819	1 610 312
Net deferred tax liabilities	364 165	741 762
Non-current	364 165	741 762
Net deferred tax liabilities	364 165	741 762
The gross movement on the deferred income tax account is as follows:		
Opening balance	741 762	1 382 363
Assessed loss	160 204	(31 939)
Property and equipment	24 266	(12 165)
Investment property	2 232	(1 581)
Leave provision	(74 806)	(128 730)
Other financial assets	(489 493)	(466 186)
Closing balance	364 165	741 762

20. REVENUE FROM EXCHANGE TRANSACTIONS
Revenue from exchange transactions represents the invoiced value of services and excludes Value Added Tax.

21. INTEREST EARNED - EXTERNAL INVESTMENTS	2019 R	2018 R
Interest received	6 584 898	6 887 975

22. RENTAL OF FACILITIES	2019 R	2018 R
Investment property	246 240	162 000
Other	23 359	14 088
	269 599	176 088

23. OTHER INCOME	2019 R	2018 R
SETA and other income	770 747	459 977
Bad debt recovered	11 250	27 355
Bursary repayments	119 859	96 385
Dividends received	216 170	178 219
	1 118 026	761 936

24. PERSONAL EXPENSES	2019 R	2018 R
Basic salary	18 832 588	17 802 229
Allowances	548 912	615 939
Bonus	391 703	376 367
Company contributions	1 763 434	1 730 900
Long service awards and leave pay and provision	711 042	482 085
	22 247 678	21 007 520

25. PRESCRIBED OFFICERS & DIRECTORS	2019 R	2018 R
Basic salary	4 491 994	4 555 264
Allowances	359 620	379 620
Bonus	119 551	149 633
Company contributions	410 124	394 401
Insurance and other	287 985	176 260
	5 669 275	5 655 178
Basic salary		
Chief Executive Officer - M Brinkhuis (2019 for 9 months)	962 043	1 165 313
Chief Executive Officer - AC Seymour (4 weeks)	82 828	-
Chief Officer Projects - D Nefdt (11 months)	1 002 091	-
Chief Officer Projects - TE Mlonyeni (11 months)	-	1 168 656
Chief Officer Technical - K Oosthuizen	1 170 621	1 062 230
Chief Financial Officer - FJ van Zyl	1 274 411	1 159 064
	4 491 994	4 555 264
Allowances		
Chief Executive Officer - M Brinkhuis (2019 for 9 months)	90 000	120 000
Chief Executive Officer - AC Seymour (4 weeks)	10 000	-
Chief Officer Technical - K Oosthuizen	139 620	139 620
Chief Financial Officer - FJ van Zyl	120 000	120 000
	359 620	379 620
Bonus		
Chief Executive Officer - M Brinkhuis	-	55 133
Chief Officer Projects - TE Mlonyeni	-	19 181
Chief Officer Technical - K Oosthuizen	57 915	36 488
Chief Financial Officer - FJ van Zyl	61 636	38 832
	119 551	149 633
Company contributions		
Chief Executive Officer - M Brinkhuis (2019 for 9 months)	79 304	96 888
Chief Executive Officer - AC Seymour (4 weeks)	8 899	-
Chief Officer Projects - D Nefdt (11 months)	92 086	-
Chief Officer Projects - TE Mlonyeni (11 months)	-	89 379
Chief Officer Technical - K Oosthuizen	101 699	90 597
Chief Financial Officer - FJ van Zyl	128 137	117 538
	410 124	394 401

25. PRESCRIBED OFFICERS & DIRECTORS			2019 R	2018 R
Insurance and other				
Chief Executive Officer - M Brinkhuis (2019 for 9 months)			160 772	57 891
Chief Executive Officer - AC Seymour (4 weeks)			2 763	-
Chief Officer Projects - D Nefdt (11 months)			28 588	-
Chief Officer Projects - TE Mlonyeni (11 months)			-	27 747
Chief Officer Technical - K Oosthuizen			56 082	54 132
Chief Financial Officer - FJ van Zyl			39 780	36 489
			287 985	176 260

25. PRESCRIBED OFFICERS & DIRECTORS			2019 R		2018 R	
Non-Executive Directors	Fees	Travel	Total	Fees	Travel	Total
Abrahams WU	3 669	273	3 942	-	-	-
Calitz E Prof	25 256	2 871	28 127	26 090	1 873	27 963
Coetzee L Dr.	11 892	5 517	17 409	34 502	14 362	48 864
Jeffthas EJ	33 398	1 704	35 102	32 500	2 006	34 506
Kirsten JF Prof	26 442	2 900	29 342	6 956	201	7 157
Martin GJ	26 778	-	26 778	19 316	234	19 550
Moos AV	31 780	2 738	34 518	31 744	3 712	35 456
Nackerdien ZT	28 706	-	28 706	19 316	234	19 550
Ntuli GM	23 997	3 084	27 081	24 260	2 257	26 517
Oliver GA Adv	-	-	-	25 544	10 701	36 245
Roos JH	-	-	-	13 044	2 174	15 218
	211 917	19 087	231 004	233 272	37 754	271 026

26. REPAIRS AND MAINTENANCE CONTRACTORS			2019 R	2018 R
Computers			1 098	8 397
Vehicles			51 066	19 542
Property and equipment			173 781	151 827
Total - Property and Equipment			225 945	179 766
Total - Investment property			-	89 010
Total			225 945	268 776

27. DEPRECIATION			2019 R	2018 R
Buildings			43 564	43 444
Computers			117 604	160 923
Furniture and equipment			26 757	26 329
Vehicles			147 173	125 472
Investment property			5 644	5 644
Intangible assets			138 820	262 837
			479 562	624 649

28. GENERAL EXPENSES			2019 R	2018 R
Communication			476 253	464 577
Municipal services			429 888	415 548
Membership - IT and other			465 629	422 859
Drought support			-	4 000 000
Other			1 592 124	1 738 630
			2 963 894	7 041 614

29. INCOME TAX EXPENSE	2019 R	2018 R
Deferred tax (refer note 19)	(377 597)	(640 601)
Income tax expense	(377 597)	(640 601)
Reconciliation of effective tax rate		
Casidra's theoretical tax that would arise using the domestic tax rate applicable to the deficit differs from Casidra's actual tax on the deficit and is reconciled as follows:		
Deficit before tax	(1 685 317)	(2 189 634)
Tax using domestic tax rate (theoretical)	(471 889)	(613 098)
Tax effects of:		
Dividends received	(60 528)	(49 901)
Depreciation - Buildings and Investment property	40 277	-
Profit on sale of assets	(23 401)	-
Capital gains tax	18 721	41 620
Other financial assets - Fair value adjustment	122 373	116 546
Non-taxable income - Loans recovered	(3 150)	(7 659)
Utilisation of assessed loss	-	(128 109)
Actual tax charge	(377 597)	(640 601)
No provision is made for income tax due to the company having a calculated tax loss amounting to R198 376 (2018: R770 533).		

30. CASH UTILISED IN OPERATIONS	2019 R	2018 R
Deficit for the year	(1 307 720)	(1 549 033)
Income Tax	(377 597)	(640 601)
Depreciation	479 562	624 649
Gain on sale of assets	(83 575)	(374 292)
Other financial assets - fair value adjustment	2 185 236	2 081 185
Provisions movement	308 165	459 811
Investment income	(6 801 068)	(7 066 194)
Operating deficit before changes in working capital	(5 596 997)	(6 464 475)
Changes in working capital		
(Increase)/ decrease in trade and other receivables from exchange transactions	(670 988)	206 085
Increase in prepayments	(38 760)	(20 723)
Increase/(decrease) in VAT payable	413 752	(42 472)
Increase/(decrease) in trade and other payables from exchange transactions	882 664	(1 988 271)
Changes in working capital	586 668	(1 845 381)
Cash utilised in operations	(5 010 329)	(8 309 856)
In the Statement of Cash Flows, proceeds from sale of property and equipment comprise:		
Net carrying value - property and equipment	112 574	175 708
Profit on disposal of property and equipment	83 575	374 292
Proceeds from sale of property and equipment	196 149	550 000

31. PURCHASE OF PROPERTY AND EQUIPMENT	2019 R	2018 R
Land and buildings - improvements	12 064	155 749
Computers	193 899	163 153
Furniture and equipment	22 251	17 483
Vehicles	618 638	575 432
	846 852	911 817

32. PROJECT CASH EQUIVALENTS AND CREDITORS	2019 R	2018 R
Cash on hand and deposits	504 969 692	340 653 924
Project creditors	(504 969 692)	(340 653 924)
	-	-

Casidra managed the administration of various projects on behalf of government departments. The cash on hand and deposits are the total amount not spend at year end.

The detail of the project cash equivalents as well as the expenditure per project for the year are disclosed in Annexure A.

33. EVENTS AFTER THE REPORTING DATE
No material events which may have a significant influence on the financial position of the Company occurred between the financial year end date and the approval date of the financial statements.

34. RELATED PARTIES	2019 R	2018 R
The following entity and persons are deemed to be related parties to the Company:		
The Western Cape Department of Agriculture is the Company's sole Shareholder and the Provincial Minister of Economic Opportunities is the Executive Authority;		
The directors listed in the Directors' Report are the Accounting Authority;		
- Key Management personnel levels 14 to 15.		
Related party transactions		
Western Cape Department of Agriculture - funding received	25 753 913	22 998 246
Directors' remuneration - 10 individuals	231 004	271 026
Key Management personnel levels 14 to 15 employee costs - 4 individuals	5 669 275	5 655 178

35. RESTATEMENT OF COMPARATIVES	Restated 2018 R	Previously stated R
The following amounts for 2018 regarding repairs and maintenance and consumables had been reclassified and restated to fit the current year's disclosure:		
Repairs and maintenance contractors	268 776	266 227
Travel and accommodation	1 713 423	1 732 965
General expenses (consumables)	7 041 614	7 024 621
	9 023 813	9 023 813

CASIDRA SOC LIMITED

MANAGED PROJECTS

ANNEXURE A

Casidra managed the administration of the following projects and the projects' cumulative receipts and payments are as follows:

Project name and funder WCDa	Balance 2018-03-31	Received from funders	Internal transfers	Other income	Projects completed previous year	Utilised 2019	Balance 2019-03-31
CASP Cape Winelands - available	38 385 244						19 442 408
WCDa and interest	66 851 807	19 000 000	(10 081 785)	1 808 187	(29 411 472)	-	48 166 737
Items expensed	(28 466 563)	-	-	-	29 411 472	(29 669 238)	(28 724 329)
CASP Central Karoo - available	6 880 561						7 979 141
WCDa and interest	8 178 468	5 800 000	(2 377 953)	518 838	-	-	12 119 353
Items expensed	(1 297 907)	-	-	-	-	(2 842 305)	(4 140 212)
CASP Savings - available	695 972						4815 623
WCDa and interest	2 611 361	-	4 274 871	333 500	-	-	7 219 732
Items expensed	(1 915 389)	-	-	-	-	(488 720)	(2 404 109)
CASP Interest - available	13 146 402						11 319 551
WCDa and interest	15 092 873	-	7 621 465	847 452	(7 170 170)	-	16 391 620
Items expensed	(1 946 471)	-	-	-	-	(10 295 768)	(5 072 069)
CASP Winelands/Overberg - available	53 867 384						79 311 812
WCDa and interest	85 017 518	72 040 619	3 544 199	5 145 641	(85 017 518)	-	80 730 459
Items expensed	(31 150 134)	-	-	-	-	(55 286 031)	(1 418 647)
CASP West Coast - available	26 860 769						32 156 872
WCDa and interest	31 932 080	31 094 000	(477 859)	3 211 547	(31 932 080)	-	33 827 688
Items expensed	(5 071 311)	-	-	-	-	(28 531 585)	(1 670 816)
CASP West Coast Metro - available	9 109 827						8 037 159
WCDa and interest	24 107 801	12 237 009	(2 696 116)	1 736 653	(24 107 801)	-	11 277 546
Items expensed	(14 997 974)	-	-	-	-	(12 350 214)	(3 240 387)
2011/2012 Flood relief - available	113 421 392						92 813 895
WCDa and interest	242 884 831	-	(4 000 000)	7 492 465	-	-	246 377 296
Items expensed	(129 463 439)	-	-	-	-	(24 099 962)	(153 563 401)

CASIDRA SOC LIMITED

MANAGED PROJECTS (CONTINUED)

ANNEXURE A

Project name and funder WCDa	Balance 2018-03-31	Received from funders	Internal transfers	Other income	Projects completed previous year	Utilised 2019	Balance 2019-03-31
Flood relief 2013 - available	39 098 163	17 483 000	4 000 000	3 698 868	(25 646 565)	-	57 877 347
WCDa and interest	63 980 151	-	-	-	-	-	63 515 454
Items expensed	(24 881 988)	-	-	-	-	(6 402 684)	(5 638 107)
Drought relief	26 634 135	-	-	-	-	-	124 169 306
WCDa - Western Cape and interest	94 744 012	232 163 000	-	2 380 243	(94 744 012)	-	234 543 243
Items expensed	(68 109 877)	-	-	-	-	(137 008 072)	(110 373 937)
LandCare	283 916	-	-	-	-	-	43 181 780
WCDa and interest	8 930 568	51 682 000	(1 157 821)	(169 840)	(8 930 568)	-	51 694 019
Items expensed	(8 646 652)	-	-	-	-	(8 796 155)	(8 512 239)
Rural Nodal Support Programme - available	604 746	-	-	-	-	-	129 719
WCDa and interest	251 308	-	-	(204 754)	(251 308)	-	204 754
Items expensed	353 438	-	-	-	-	(679 781)	(75 035)
* Amalienstein - available	22 121	-	-	-	-	-	81 929
WCDa and income	8 435 380	2 103 151	1 400 000	3 558 198	(8 435 380)	-	7 061 349
Items expensed	(8 413 259)	-	-	-	-	(7 001 541)	(6 979 420)
Anhalt - available	3 044 884	-	-	-	-	-	1 922 852
Income	13 853 323	-	-	-	(11 930 471)	-	1 922 852
Items expensed	(10 808 439)	-	-	-	-	(1 122 032)	-
* Waalkraal - available	726 022	-	-	-	-	-	24 496
WCDa and income	4 818 561	1 730 849	-	1 357 471	(4 818 561)	-	3 088 320
Items expensed	(4 092 539)	-	-	-	-	(3 789 846)	(3 063 824)
Total WCDa	332 781 538	445 333 628	1 049 001	32 463 657	(332 395 906)	(328 363 934)	483 263 890
Total project funding and interest received	671 490 042	-	-	-	-	-	818 140 422
Total already expensed	(338 908 504)	-	-	-	-	-	(334 876 532)

* The Financial Statements of these projects have been prepared in accordance with the basis for accounting described in note 2 to the Projects' Financial Statements.

CASIDRA SOC LIMITED

MANAGED PROJECTS (CONTINUED)

ANNEXURE A

Project name and funder Other	Balance 2018-03-31	Received from funders	Internal transfers	Other income	Projects completed previous year	Utilised 2019	Balance 2019-03-31
Clearing and restoration - available	7 753 990	-	-	-	-	-	-
DEA	19 415 596	-	-	235 042	(19 650 638)	-	-
Items expensed	(11 661 606)	-	-	-	-	(7 989 032)	-
Client other - available	-	-	-	-	19 650 638	-	430 168
Other and interest	-	-	-	2 803 648	-	-	2 803 648
Items expensed	-	-	-	-	-	(2 373 480)	(2 373 480)
DEA Project - available	39 912	-	-	-	-	-	20 435 625
DEA and interest	9 824 150	20 575 544	(1 049 001)	1 706 804	(9 824 150)	-	21 233 347
Items expensed	(9 784 238)	-	-	-	-	(837 634)	(797 722)
Entrepreneurial fund - available as capital	-	-	-	-	9 824 150	-	767 708
DEDAT funding and interest	-	3 374 800	-	117 342	-	-	3 492 142
Items expensed	-	-	-	-	-	(2 724 434)	(2 724 434)
LED fund - available	-	-	-	-	-	-	-
DEDAT and interest	8 037 821	-	-	-	(8 037 821)	-	-
Items expensed	(8 037 821)	-	-	-	-	-	-
West Coast BD Centre - available	78 484	-	-	-	8 037 821	-	72 301
DEDAT and interest	494 734	-	-	4 522	-	-	499 256
Items expensed	(416 250)	-	-	-	-	(10 705)	(426 955)
WC Schools Support Programme - available	-	-	-	-	-	-	-
WCED and interest	28 594 555	-	-	-	(28 594 555)	-	-
Items expensed	(28 594 555)	-	-	-	-	-	-
Total Other	7 872 386	23 950 344	(1 049 001)	4 867 358	(66 107 164)	(13 935 285)	21 705 802
Total project funding and interest received	66 366 856	-	-	-	-	-	28 028 393
Total already expensed	(58 494 470)	-	-	-	-	-	(6 322 591)
Total project funds available	340 653 924	469 283 972	-	37 331 015	(398 503 070)	(342 299 219)	504 969 692
Total project funding and interest received	738 056 898	-	-	-	-	-	846 168 815
Total already expensed	(397 402 974)	-	-	-	-	-	(341 199 123)

Each project has its own set of records and annual financial statements. These statements were audited by BVA Belville Inc. and all the audit reports were unqualified.

CASIDRA SOC LIMITED

MANAGED PROJECTS (CONTINUED)

ANNEXURE A

	2018 R	2109 R
Reconciliation of project funds received		
Balance at the beginning of the year	645 666 739	738 056 898
Projects completed previous year	(238 386 260)	(398 503 070)
Funds received from DEA&DP	3 500 000	-
Funds received from DEA	16 679 985	20 575 544
Funds received from DEDAT	-	3 374 800
Funds received from WCED	7 504 222	-
Funds received from WCDoA	252 042 888	445 333 628
Income and interest received	51 049 324	37 331 015
Balance at the end of the year	738 056 898	846 168 815
Reconciliation of project funds applied		
Balance at the beginning of the year	325 835 033	397 402 974
Less: Projects completed previous year	(238 386 260)	(398 503 070)
Plus: Funds applied during the year	309 954 201	342 299 219
Balance at the end of the year	397 402 974	341 199 123
CASP = Comprehensive Agricultural Support Programme DEA = Department of Environmental Affairs DEA&DP = Department of Environmental Affairs and Development Planning DEDAT = Department of Economic Development and Tourism WCDoA = Western Cape Department of Agriculture WCED = Western Cape Education Department		

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Casidra
**“We Deliver Project
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