



health

Department:  
Health  
PROVINCE OF KWAZULU-NATAL

**Inkulumo yeSabelomali sonyaka wezi-2015/16 eyethulwa  
nguNgqongqoshe wezeMpilo KwaZulu-Natali, uDkt. Sibongiseni  
Dhlomo, esiShayamthetho sesiFundazwe KwaZulu-Natali mhla  
ziyi-13 kuNhlaba wezi-2015**

Somlomo

Ndunankulu waKwaZulu-Natali – Mhlonishwa Senzo Mchunu,  
Macingwane

Sihlalo kanye naMalungu Ekomidi Elibhekele EzeMpilo KwaZulu-Natali  
Bozakwethu, Malungu Omkhandlu Olawulayo

Malungu Ahloniphekile eSishayamthetho

ZiMeya, aMakhansela naMakhosi

Sihlalo naMalungu oMkhandlu Obhekelele Ingculazi esiFundazweni

Nhloko yoMnyango wezeMpilo Esabambile - uDkt Lindiwe Simelane

Zimenenja zoMnyango wezeMpilo

Basebenzi bezempilo eSifundazweni sonke

Zicukuthwane ezikhethekileyo

Mphakathi waKwaZulu-Natali

Abemithombo yabezindaba,

Bafowethu nodadewethu

Somlomo, singuMnyango oqashe abasebenzi abangaphansi kancane nje kwezi-80 000, sibona kufanelekile ukuba sithulele isigqoko uNgqongqoshe wezeMisebenzi kaHulumeni kanye Nokuphathwa Kwayo, osanda kulandulela leli, futhi oyibekile induku ebandla, ekhombisa ukuba nozwelo olukhulu, uMhlonishwa Collins Chabane - Sengathi umphefumulo wakhe ungalala ngoxolo!

Ukwethulwa kwenkulumo yethu yesabelomali yonyaka wezi-2015 kuye kwaqondana nomgubho weminyaka engama-60 kwashicilelwa uSomqulu weNkululeko, lapho abasandulelayo babeka lezi zinhlosongqangi ezilandelayo maqondana nokunikezelwa kwezinsiza zezempilo kuleli lizwe lethu:

*“Uhlelo lwezempilo lokuvikela okumele luqhutshwe nguhulumeni;  
Bonke abantu bazohlizekwa mahhala ngosizo lwezempilo kanye nokulaliswa esibhedlela, kanjalo nokunakekelwa komama nabantwana ngokukhethekile ...”*

Sesifezekisiwe lesi sethembiso sabantu bakithi esenziwa ngonyaka we-1955. Osekufanele nje sikwenze ukuba sisiqhubezele phambili. Simelwe ukusithuthukisa nje; kanti uhlelo i-National Health Insurance (NHI) yiyona ndlela esiyikhethile esizoyisebenzisa ukufezekisa lokhu.

Somlomo, le nkulumo iphinde yaqondana nokwethulwa kombiko omaqondana nezwe lethu ozokwethulwa nguMengameli, uMhlonishwa Jacob Zuma, kwingqungquthela, i-General World Assembly, mayelana

nenqubekela phambili eseyenziwe yiNingizimu Afrika ekufezekiseni iziNhlosongqangi Zentuthuko Yekhulunyaka.

Inkulumo yanamuhla futhi ihambelana ngqo noHlelo Lwentuthuko LukaZwelonke (NDP) lowezi-2030 kanti ihlinzeka umbiko ofingqiwe maqondana nokuthi uMnyango, ngokoHlelo i-**Operation Sukuma Sakhe** ngokunjalo nezinhlelo ezigxile kwezempilo, uphumelele kanjani ekwenzeni ngcono impilo nenhlalakahle yezakhamuzi zakithi.

I-NDP ihlose ukuba ngonyaka wezi-2030, iNingizimu Afrika ibe:

- Seyenze ngcono isikhathi esilindelekile sokuphila kwabantu besilisa nabesifazane saba yiminyaka yobudala engama-70,
- Seyinesizukulwane esiningi esineminyaka engaphansi kwengama-20 esingenaso iSandulela-ngculazi,
- Seyinciphise ngokubonakalayo ukubhebhethaka mawala kwezifo,
- Seyinciphise ngokubonakalayo izinga lokushona kwezingane ezisanda kuzalwa libe ngaphansi kwezingama-20 ezinganeni eziyinkulungwane ezizalwa ziphila,
- Seyinciphise izinga lokushona kwezingane ezingaphansi kweminyaka eyisi-5 libe ngaphansi kwezingama-30 kweziyinkulungwane.

Umsebenzi esijutshelwe ukuba siwenze singuMnyango wezeMpilo ukufezekisa "*Ukuphila impilo ende nenhle kubantu bonke baseNingizimu Afrika.*"

Ukuze sifezekise le nhlosongqangi, uMnyango uhlonze amasu agxile ebufakazini kanye nezinhlelo zokubhekana nokubhebhethaka mawala kwezifo KwaZulu-Natali. Lokhu kubandakanya:

1. Ukukhula kanye nokusabalala kwalolu bhubhane lwe-HIV ne-AIDS;
2. Izinga eliphezulu leSifo soFuba;
3. Izinga eliphezulu lokushona komama kanye nezingane ezisanda kuzalwa;
4. Udlame nokulimala; Kanye
5. Nokwanda kwezehlakalo zezifo ezingathathelani.

Ngaphansi kwesiqubulo: “Siqhubezela phambili ukunikezelwa kosizo lwezempilo KwaZulu-Natali” kanjalo nokusebenza ngokubambisana nabalingani bethu kanye nomphakathi, sibe nenqubekela phambili ebonakalayo ekwenzeni ngcono imiphumela yezempilo esiFundazweni sakithi njengalokhu kufakazelwa yilobu bufakazi esibubonayo.

## **ISANDULELA-NGCULAZI NENGCULAZI (HIV/AIDS)**

Somlomo, IKwaZulu-Natali inabantu abangaphezu kuka-1,6 million abaphila negciwane lesandulela-ngculazi.

Nakuba-ke lokhu kungabukeka kungumqansa ongenakukhwelwa mbongolo, singabika nje ngokukhulu ukuzigqaja ukuthi ukusebenza ngokuhlanganyela kwesifundazwe kube negalelo impela ekubhekaneni nalolu bhubhane lweSandulela-ngculazi. Izinhlelo ezintsha eziqalisiwe zokusheshisa ukuvikela nokwelapha lesi sifo zibe nezithelo ezinhle impela ezenze isiFundazwe sahlonishwa emhlabeni wonke nakuzwelonke njengalokhu kuzwelonke sekuthathiselwe ezinhlelweni eziningi esiqhamuke nazo.

Owabe enguMengameli uNelson Mandela, ngesikhathi ephetha inkulumo yakhe eNgqungqutheleni yeNgculazi yonyaka wezi-2000, eyabe iseThekwini, wadlulisa amazwi okuqwashisa anohlolze, wathi:

“Namhlanje e-Afrika, iNgculazi ibulala isibalo sabantu abaningi ukudlula isamba sesibalo sabantu abafa kuzona zonke izimpi ezake zabakhona, indlala nezikhukhula, kanye nomonakalo owadalwa yizifo ezibulalayo ezifana nomalaleveva.

Ikhahlameza imindeni nemiphakathi, ifaka ingcindezi futhi inqinda amandla izikhungo zezempilo; kanti futhi igubezele izikole njengalokhu ithatha nabafundi kanye nothisha.”

Somlomo, siyazigqaja ukumemezela ukuthi siyiKwaZulu-Natali siye sasinaka isexwayiso sikaTata Mandela. Njengalokhu sizosingatha iNgqungquthela YeNgculazi Yomhlaba wonke yama-21, kusukela mhla ziyi-17 kuya mhla zingama-22 kuNtulikazi ngonyaka ozayo; sizokwazi ukuxoxa izindaba eziletha ithemba elizofezekiswa. Izizwe zomhlaba wonke zizokwazi ukufunda kulesi siFundazwe izinhlelo ezisebenzayo eziphusile zokuthi singaguqulwa kanjani lesi simo.

Ngokusebenzisana nabo bonke ababambiqhaza bethu, sikwazile:

- Ukusungula izikhungo zezempilo zomphakathi ezingama- **632** ezihlinzeka ngosizo lwe- ART.
- Ukwandisa uhlelo lokuhlinzeka ngemishanguzo yokuthithibalisa iSandulelangculazi (ARV) ukuze lolu lube uhlelo olukhulukazi emhlabeni wonke ngokuba neziguli ezithatha imishanguzo ezi- **904 278** kubandakanya nezingane eziyi- **6 350** ezingaphansi kweminyaka yobudala eyi- 15.

- Ukunciphisa ukutheleleka kwengane ngegiwane leSandulelangculazi lisuka kumama kusuka kuma- **22% ngonyaka wezi-2008 kuya kuma-5% ngonyaka wezi- 2010 futhi okumanje sekube yi-1, 5%. Ngowezi-2018**, sihlose ukuba lokhu sikunciphise kuze kube **yi-0, 5%**.
- Ukuhlinzeka ngohlelo lokwaluleka kanye nokuhlola abantu abayi- **2 579 763** ngokusebenzisa **uMkhankaso wethu Wokwaluleka Nokuhlolela iSanduleIngculazi**.
- Ukuhlonza izindawo eziyi- **2 482 eziyiZizinda ezithathwa ngokuthi zinamathuba amakhulu okuthelelana ngaleli gciwane**, okubandakanya amathaveni, izitolo, amarenki amatekisi, izindawo zasemapulazini, izikhungo zemfundo ephakeme, amahostela, amahhotela ngokunjalo nasezimayini. Lezi zindawo futhi ziye zaba **iZizinda Zokusabalalisa Amakhondomu**, kanti onyakeni odlule wezimali, uMnyango usabalalise amakhondomu abesilisa ayi-**142 199 152** kanye nawabesifazane ayi-**3 400 632** esiFundazweni sonkana.
- Ukuqalisa uhlelo lokuhlinzeka **ngeZinsiza Zezempilo emaRenki Amatekisi** olubandakanya izinsiza zokuhlola ukugula okungatheni, izifo ezithelelana ngokocansi, iSifo soFuba (TB) kanye neSandulelangculazi (HIV); ngokunjalo nokuhlinzekwa kwezinsiza zokuhlela umndeni nokusabalalisa amakhondomu. Lolu hlelo sisanda kulwethula nje kuSoseshini Wamatekisi waseXobho, esiFundeni iHarry Gwala, mhla zingama-29 kuMbasa wezi- 2015, kanye nase Renki yamatekisi eMtubatuba ngosuku olulandelayo.

- Ukunikeza nge-**Post Exposure Prophylaxis** ezikhungweni zezempilo ezingama- **302** kulabo abayizisulu zokhlukunyezwa ngokocansi. Ngeshwa, sesiphawule ukukhuphuka kwezehlakalo zokhlukumeza ngokocansi zaye zafinyelela enanini eliyizi- **11 288** lamacala abikwe ezikhungweni zezempilo kulo nyaka odlule. Okushaqisayo nje, isibalo esiphezulu sezingane ezihlukunyezwa ngokocansi. Kusukela kuMfumfu kuya kuZibandlela wezi- 2014, amacala okhlukumeza ngokocansi ayi-**1 129 kwayi- 3 063** kwabe kungawezingane ezihlukunyezwe ngokocansi **ezingaphansi kweminyaka yobudala eyi-12.**
- Ukusoka Ezikhungweni Zezempilo lapha esiFundazweni amadoda kanye nabafana abayi- **520 000** selokhu iSilo sethula ngokusemthethweni lolu hlelo, okuyindlela yokunqanda ukubhebhethaka kweSandulela-ngculazi. IsiFundazwe siyazigqaja ukubika ukuthi azikho izigameko zokushumpulwa nokushona esezike zabikwa selokhu kwaqaliswa lolu hlelo. Inani labesilisa abasokwa eZikhungweni Zezempilo (MMC) lenyuka unyaka nonyaka, kanje:

  - Kusuka kuMbaso wezi-2010 – kuya kuNdasa wezi-2011: **37 234**
  - Kusuka kuMbaso wezi-2011- kuya kuNdasa wezi-2012: **100 700**
  - Kusuka kuMbaso wezi-2012 - kuya kuNdasa wezi-2013: **121 228**
  - Kusuka kuMbaso wezi-2013 - kuya kuNdasa wezi-2014: **134 146**

- Kusuka kuMbasa wezi-2014 – kuya kuNhlolanja wezi-2015: (lezi zibalo zikaMbasa wezi-2014 – kuya kuNdasa wezi- 2015 zisahlanganiswa, kanti kulindeleke ukuba zenyuke)

Somlomo, sibonga siyanconcoza ngoholo nobuholi bukaNdunankulu, uMhlonishwa Senzo Mchunu njengalokhu enguSihlalo woMkhandlu obhekelele iNgculazi esiFundazweni. SinguMnyango, siyazibophezela ukusebenzisa isabelomali sethu sonyaka wezimali wezi- 2015/2016, ukwenza inqubekela phambili ebonakalayo njengalokhu siqalisa uHlelo olubizwa nge- “Stepping Up the Efforts/ S’khuphula Umfutho” HIV Epidemic Response for Kwazulu-Natal Strategy olwethulwa nguNdunankulu uMhlonishwa uSenzo Mchunu eMkhandlwini obhekelele Ingculazi esiFundazweni.

Ngaphansi koholo lwakhe, sihlonze izingxenye esizogxila kuzo ezibizwa nge-90% yokufezekisa umbono othi ngonyaka wezi-2020 siyobe sesikunciphise ngo 90% ukutheleleka okusha; sinciphise ngo 90% izinga lokubandlulula futhi kwehle ngo 90% ukushona ngenxa yeNgculazi. Sesime ngomumo ukuze senze lokho uNdunankulu asiyalela ukuba sikwenze njengalokhu ahlaba ikhwelo:

- Lokwenyusa isibalo sokusokwa kwabesilisa ezikhungweni zezempilo;
- Lokuqinisekisa ukuthi zonke izakhamuzi ziyakwazi ukufinyelela kuzinsiza zokwalulekwa nokuhlololwa iSandulelangculazi;
- Lokuqinisekisa ukuthi zonke iziguli ezifanelekile ukuthola imishanguzo yokuthithibalisa igciwane leSandulelangculazi ziyafakwa ohlelweni kubandakanya lezo ezine- CD4 engaphansi



kwama-500, omama abakhulelwe abaneSandulelangculazi ngokunjalo nezingane ezingaphansi kweminyaka yobudala emihlanu.

- Lokuqinisekisa ukuthi zonke iziguli ezikunoma yiluphi uhlelo lokwelashwa zilandela zonke izidingo zokwelashwa kwazo.
- Lokuqinisa izinhlelo zokusebenzisana neForamu Yabesilisa ukuze kwenyuswe izinga lokwamukelwa kohlelo lokusokwa kwabesilisa ezikhungweni zezempilo, kugxilwe kakhulu kwabesilisa asebekhulile.
- Lokugxila ezindaweni ezinabantu besilisa abaningi, njengaseNgula power station, izezimbonini nasemahostela.
- Lokugxila kwabezenkolo kubandakanya nebandla lamaNazaretha.
- Lokusebenza ngokubambisana nezikhungo zentsha ukuze kuhehwe intsha engasafundi ekutheni izibandakanye ohlelweni lokusokwa kwabesilisa ezikhungweni zezempilo.
- Lokwenza ngcono izindlela zokufinyelela ezinsizeni zokusokwa kwabesilisa ezikhungweni zezempilo ezindaweni okunzima ukufinyelela kuzo ngokuba kusetshenziswe imitholampilo engomahambanendlwana.
- Lokumaketha kanye nokwandisa isibalo sokusatshalaliswa kwamakhondomu ayimibalabala nanuka kahle aseqale ukutholakala kusukela ngoNdasa wezi-2015.

Somlomo, sekusele kancane ukuthi sifezekise le mpokophelo yokuqeda nya iNgculazi njengalokhu u**Michel Sidibé** amemezela ekusongweni kweNgqungquthela Yengculazi eyabe iseMelbourne ngonyaka wezi-2014, enkulumweni esihloko sayo sasithi; The Last Climb: Ending Aids, Leaving No One Behind, lapho athi:

*'Namhlanje, ngithi ngonyaka wezi- 2030 ayibe seyiphele nya iNgculazi.*

*Umbono wami wokuqeda iNgculazi umi kanje: ukuhlola ngokuzithandela kanye nokuthola imishanguzo yokwelashwa kwawo wonke umuntu; kuyona yonke indawo; wonke umuntu ophila neSandulelangculazi abe sezingeni lokuthi igciwane selithithibele; kungabibikho oshonayo ngenxa yesifo esiphathelene neNgculazi noma ozalwa eneSandulelangculazi; bese abantu abaphila neSandulelangculazi baphathwe ngesizotha, bavikelwe yimithetho futhi bakwazi ukuhamba futhi bahlale ngokukhululeka nanoma yikuphi emhlabeni.'*

Somlomo; impela iKwaZulu Natali izozifizekisa izinhlosongqangi zayo, sibonga asiphezi kuSekela Sihlalo woMkhandlu obhekelele iNgculazi esiFundazweni, uMnu. Mdletshe; umphakathi; abalingani bethu kwezentuthuko; abaholi bezoMdabu nabezeNkolo kanye namalungu omphakathi ahlanganyela nathi ezinhlakeni zoHlelo i-Sukuma Sakhe.

## **ISIFO SOFUBA (TB)**

Somlomo, kuqhutshwa izinhlelo ezinohlonze ekufezekiseni injongo yokwakha 'Umhlaba ongahaqiwe iSifo soFuba' kungekho muntu oshonayo, onesifo nokhahlamezeke ngenxa yeSifo soFuba.

Izinga eliphezulu labantu abatheleleke ngako kokubili, i-TB ne-HIV, okuyimanje babalelwa kuma- 65%, libhebhethekiswa nawudaba lokwephuza kokuhlonzwa nokwelashwa kwalesi Sifo soFuba (TB) kubantu abaneSandulelangculazi (HIV). Siyazama ukubhekana nalokhu

njengalokhu siqalise izinhlelo ezididiyele ezibhekele i-HIV ne-TB ezingeni lomphakathi kanye nasezikhungweni zezempilo.

Ngonyaka wezi-2014, kwahlonzwa abantu abaneSifo soFuba ababalelwa ku-**82 840**, kanti **abangama-8 % kumbe abayi-6 710 kubo kwabe kuyizingane ezineminyaka yobudala engaphansi kweyisihlanu (5)**. Izifunda ezihamba phambili kwaba uGu, iTheku kanye noThungulu zona ezinezibalo zabantu abahlaselwe yi-TB abayi-1000 kubantu abayi- 100 000.

Somlomo, nakuba isiFundazwe sakithi sinengcindezi enkulu ye-TB ezweni lonkana, imiphumela yokwelashwa kwayo seyitshengisa ukuba ngcono kakhulu kule minyaka. Izinhlelo ezinohlonze ezikanye nezinsiza zezokwelapha zokulwa nalolu bhubhane esiziqalisile ezikhungweni zezempilo nasemphakathini, zikwazile ukwenyusa izinga lokwelashwa ngempumelelo lisuka kuma- **55% ngowezi-2005 laba ngama-86.3% ngowezi-2013**.

Izinhlelo Zokungenelela ezigxile ekunciphiseni ingcindezi yalesi sifo esiFundazweni zibandakanya:

- Ukuqinisa izinhlelo ezididiyele ngokusebenzisa uhlelo i- **Operation Sukuma Sakhe** ngokunjalo nokuqinisa ukusebenzisana nabalingani bethu kwezentuthuko ekuqinisekiseni ukuthi abantu bayahlolwa futhi bathatha imishanguzo ngokwethembeka.
- **Ukudidiyelwa kwezinhlelo zokulawula i-HIV kanye ne-TB kanye nokuqaliswa kokunikezelwa kwemishanguzo yokwelashwa ezigulini ezine-TB ne-HIV ezikhungweni zezempilo zomphakathi eziyi- 779** ngokuhambelana namasu

ahlabahlosile amenezelwa nguMengameli wethu, uMhlonishwa Jacob Zuma.

- Ukwethulwa kohlelo olusha lokusetshenziswa kwemishini ebizwa ngama-Gene Xpert machines esiFundazweni, kube negalelo elikhulu ekuhlonzeni ngokushesha i-TB kanye ne MDR-TB, okwenza ukuba kuqaliswe ukwelashwa esikhathini esingamahora angama-24 kuya kwangama-48 kuhlonzwe isifo.
- EsiFundazweni kunamathimba ayi-**102** ahamba ezulazula efuna labo abayeka ukuthatha imishanguzo ye-TB noma ye-HIV kungakashayi isikhathi esimisiwe, ukuze aqinisekise ukuthathwa kwemishanguzo ngendlela enokwethembeka. La mathimba avakashela imindeni ukuze ahlinzeke ngosizo lokweseka nokuqapha ngqo ukuthi imishanguzo iyathathwa, lokhu kuqinisekisa ukuthi iziguli ziyiphuza ngendlela imithi ikakhulukazi lezo ezine-TB engasazweli emaphilisini ajwayelekile, okufanele ziyithathe izinyanga ezingama-24 kuya kwezingama-36.
- Izinhlelo esizibekela lo nyaka wezimali esikuwo zibandakanya uhlelo lokuqeqeshwa kwabahlengikazi abangama-40, oluzohlinzekwa yi-John Hopkins University ukuze bakwazi ukunikezela uhlelo lokwelapha i- MDR-TB ezigulini. Kumanje, sesinabahlengikazi abayisishiyagalolunye (9) abasesibhedlela sase-Murchison nase-Vryheid asebeqeqeshelwe ukunikezela ngalolu hlelo lokwelapha.

Somlomo, ngivumele ngithi ukuthula kancane bese ngincoma, ngibonge futhi ngizwakalise ukuthakasela kwami ukwesekwa okujulileyo esikunikezwa ngabalingani bethu abakuzwelonke nakanjalo

nabasemazweni angaphandle okwenze kwaba nale mpumelelo ebonakalayo:

- Ukwehla kwezehlakalo ze- HIV zisuka kuma-3.8 % ngonyaka wezi-2005 zaba kuma- 2.3 % ngowezi- 2008;
- Ukuncipha kwezehlakalo ezibikwayo zokushona kwabantu ngenxa ye- HIV ne AIDS zisuka ku- 67 429 ngowezi-2008/09 zaba ngu-54 337 ngowezi-2010/11;
- Ukuncipha kokutheleleka kwengane ngegciwane leSandulelangculazi lisuka kumama kusuka kuma-22 % ngowezi-2008 laya kuma-1.5 % njengamanje;
- Izinga lokwelashwa ngempumelelo kwe-TB ngowezi- 2008 labe lingama-73%, ngowezi-2013 labe selingama- 84%;
- Ukwenza ngcono isikhathi esilindelekile sokuphila sisuka eminyakeni yobudala engama-54 kuya kwengama-60; ngokunjalo,
- Iziguli ezingaphezulu kwezi-900 000 esezingene ohlelweni lokwelashwa ngemishanguzo yokuthithibalisa iSandulelaNgculazi (i- ART) KwaZulu-Natali.

Impela, imizamo yethu edidiyele ibe nomphumela omuhle ekugwemeni kokushona kwabantu **KwaZulu-Natali** cishe abayi-**65 000**.

## **IMPILO YOMAMA**

Njengoba sesifinyelela ekupheleni kwesikhathi esibekiwe seziNhlosongqangi Zentuthuko Yekhulunyaka, sikhathazekile ngezinga elisalokhu liphezulu lokushona komama abazithwele esiFundazweni nakuba kube nenqubekela phambili ebonakalayo ekunciphiseni isibalo

sokushona komama abakhulelwe, lapho i-HIV ne- AIDS kuseyiyo enomthelela omkhulu.

Isibalo sokushona komama abazithwele ezikhungweni zezempilo zikahulumeni sikhombisa ukwehla okungatheni, kusuka kuma- **363 ngonyaka wezi - 2011/12 kuya kuma- 274 onyakeni wezi-2014/15** (ekupheleni kukaMasingana wezi -2015).

Nazi izinhlelo eseqalisiwe ukuze kwenziwe ngcono impilo yomama abazithwele:

- Ukusungulwa kwaMathimba Ongoti Besifundazwe kanye noNgoti Bezokwelapha Bezifunda ukuze kwenziwe ngcono izinga lezokwelapha ngokusebenzisa izinhlelo zokwelulekwa ngokomsebenzi nokwesekwa kwabasebenzi bezempilo yilabo Ngoti. Njengamanje sinongoti abangama- **47** abasatshalaliswe eSifundazweni sonkana kwabangama-**219** ezweni lonkana.
- Kuqeqeshwe abaQeqeshi kanye Nabeluleki abangama -277 maqondana neZinyathelo Ezisemqoka Ekusingathweni Kwezimo Eziphuthumayo Kwezokubelethisa (i-ESMOE) ukuze kwenziwe ngcono izimo zokunakekelwa kwabasikwayo kanye nababelethayo.
- Kuqaliswe i-Siyanqoba, **uHlelo Lokwenza Ngcono Iqophelo**, kuwo onke amawadi okubelethisa ukuze kwenziwe ngcono ukunakekelwa komama ngesikhathi besikwa kanye nokusetshenziswa kwe-Partogram ukuze kuhlonzwe izimo eziphuthumayo.
- Ukuqiniswa komkhankaso wokukhuthazwa kwe- Mom-Connect, okuwuhlelo lokuthunyelwa kwemiyalezo (ama- SMS) komama ekhuluma ngezihloko zezempilo ezahlukahlukene maqondana

nokukhulelwa kanye nokunakekelwa kwengane, okuyinto ehlo misa abantu besifazane ngolwazi olusemqoka ngesikhathi bekhulelwe kanye nangemuva kokukhulelwa. Lolu hlelo luphinde luthumele izikhalo nezincwadi zamakhasimende eHhovisini likaZwelonke.

- Ukuhlinzeka ngeZinsiza Zokuhlela Umndeni/ Zokuvimbela Ukukhulelwa kuzo zonke iZikhungo zezeMpilo zikaHulumeni kubandakanya nokwethulwa kohlelo lokuhlela nge- Implanon ukuze kubhekwane nenkinga yokukhulelwa okungadingekile kanye nobunobungozi, ukukhulelwa kwentsha kanjalo nokuhushulwa kwezisu okungaphephile.
- Ukusebenzisa uhlelo lwe-**Operation Sukuma Sakhe** ukukhuthaza kanye nokuqinisekisa ukuyoxukuza komama besanda kuzithola ukuthi bazithwele, okunomthelela omuhle oHlelweni Lokugwema Ukutheleleka Kwengane Ngegcwane Elisuka Kumama [i-PMTCT].
- Ukusabalalisa oNompilo (ama-CCG) ukuze baqhakambise uhlelo lokunakekelwa emva kokubeletha olubizwa nge- 6X6X6 Post Natal Care Principle. Lapha, bonke omama abazithwelwe baxhunyaniswa noNompilo abasezindaweni abahlala kuzo. Emva kokubeletha, uNompilo uyaziswa ukuthi umama usephumile esibhedlela ukuze ezovakashelwa aphinde aqashwe.
- Ukuqhubeka nokuqinisa **uMkhankaso Wokwehliswa Kwezinga Lokugula kanye Nokushona Komama Abazithwele kanye Nezingane e-Afrika** (i-CARMMA). Maqondana nalokhu, sesisungule iZikhungo Zokuhlalisa Omama Abazithwele ezikhungweni zezempilo zikaHulumeni, ngokubhekelela ikakhulukazi izindawo ezisemakhaya; okuyilezi:

- ❖ I-Niemeyer Hospital **Emajuba**;
- ❖ I-Qadi Clinic; i-Halley Stott Clinic kanye ne- Osindisweni Hospital **eThekwini**;
- ❖ I-St Appollinaris Hospital kanye ne-Rietvlei Hospital kanjalo nePholela Clinic ngaphansi kwe**Harry Gwala**;
- ❖ I-Montebello Hospital kanye neNtunjambili Hospital ngaphansi kweLembe,
- ❖ I-GJ Crookes Hospital kanye ne-Turton CHC ngaphansi koGu;
- ❖ I-Appelsbosch Hospital eMgungundlovu;
- ❖ I-Mosvold Hospital kanye neMseleni Hospital e**Mkhanyakude**;
- ❖ I-Greytown Hospital kanye ne-Douglas Clinic e**Mzinyathi**;
- ❖ I-Ladysmith Hospital, i-Escourt Hospital kanye ne-Emmaus Hospital o**Thukela**,
- ❖ I-Catherine Booth Hospital; iKombe Hospital kanye neNkandla Hospital o**Thungulu**;
- ❖ I-Ceza Hospital kanye ne-Vryheid Hospital e-**Zululand**.

Ngaphezu kwalokhu, ngizobe ngihola **umkhankaso olwisana nokuhushulwa kwezisu ngokungekho semthethweni** kulesi sifundazwe. Amalungu azoqaphela ukuthi kunokwanda kwezikhangisi ezisezixotsheni zikagesi kanye nasemabhokisini kagesi ezethembisa ukuhushulwa kwezisu ngendlela ephephile, esheshayo nengabuhlungu. Konke lokhu ngukuhushula izisu ngokungekho semthethweni futhi akukho okuphephile ngakho; esikhundleni salokho kubeka engozini impilo yomama abasebancane kanye nabantu besifazane ezweni lethu. Ngalo mkhankaso wethu, sihlose:



- Ukunxenxa amaqembu, amathimba ezokuxhumana nezinhlangano eSifundazweni sonkana ukuba sisebenzisane emkhankasweni wokulwisana nokuhushulwa kwezisu ezindaweni ezingagunyaziwe ngokusemthethweni;
- Ukwakha ubudlelwano bokusebenzisana nongoti bezempilo, uhulumeni, abasebenzi bomphakathi kanye nezinhlangano zamalungelo abantu;
- Ukukhuthaza ukuba semthethweni kwelungelo lokuhushula isisu ngokuphephile kanye nokuqhakambisa izinhlelo zokuba ngumama ngendlela ephephile kanye nokuhlela umndeni.
- Ukugqugquzela ubuholi babantu besifazane abasebancane kulo mkhankaso kuwo onke amazanga.
- Ukuhlanganisa kanye nokusabalalisa imibiko esemqoka ephikisana nomkhankaso wokungakwazi ukuzikhethela kanye nokushumayela umyalezo wokuthi ukuhushula isisu kuyisinqumo esilungile.

Sizoqalisa lo mkhankaso ngokuba sibe nenhlalaluhide ngaphansi kwesiqubulo esithi "Anti-Unsafe Abortion" okuhumusheka ngokuthi "Ukulwisana Nokuhushulwa Kwezisu Ngendlela Engaphephile". Kule nhlalaluhide kuzobe kukhona bonke abaphathi bezibhedlela bephelezela ngabafundi basemakolishi abahlengikazi abazobe begqoke umfaniswano wabo omhlophe, aMaphoyisa aseNingizimu Afrika kanye nabasebenzi bakahulumeni. Ukuphumelela kwalo mkhankaso kuncike ekubambisaneni kwethu noPhiko lwamaPhoyisa aseNingizimu Afrika kanjalo noPhiko Lwezokushushisa Lukazwelonke. Ngakho-ke, ngithatha leli thuba ukuba ngidlulise isimemo eKomidini Lesishayamthetho Elibhekele Ezokuphepha (Security Cluster) ukuba libambe iqhaza kulo

mkhankaso obalulekile ukuze nalo libe negalelo ekuqedeni lokhu kusocongwa komama abasebancane.

## **IMPILO YEZINGANE**

Somlomo, siyasebenzisana noMnyango Wezasekhaya ekuqinisekiseni ukuthi zonke izingane ezizalelwe ezibhedlela zethu ziphuma ezikhungweni zethu sezinazo iZitifiketi Zokuzalwa.

Emizamweni yethu futhi yokubhekana nemiphumela ngqo eqondene nempilo yezingane, siqalise uhlelo olubizwa nge - **Phila Mntwana**, olugxile ikakhulu ekuhlonzeni ngokushesha ukungondleki kanye ne- TB ezinganeni ezingaphansi kweminyaka emihlanu yobudala.

Sisebenzisa ama- war room e-**Operation Sukuma Sakhe** emawadini ukuze sihlizweke ngezinsiza ezibanzi zokukhuthaza ezempilo. Ukuhlelela ukungondleki ezingeni lomphakathi kwenziwa ngokuthi kukalwe ububanzi bengalo okuyinto ebizwa nge-Mid Upper Arm Circumference (i-MUAC) bese kuthi labo abatholakale bengondlekile badluliselwe emitholampilo.

Leli yithuluzi elisetshenziswa emiphakathini nasemitholampilo ukuhlonza ukukhula okungabazisayo kanye nokungakhuli sampela kwezingane. Leli thuluzi linemibala, oLuhlaza satshani; kube oPhuzi bese kuba oBomvu. Uma isikali sengane sibe kumaki oPhuzi kusho ukuthi leyo ngane inoKungondleki Okudlangayo kodwa akukakabi kubi kakhulu futhi leyo ngane kumele idluliselwe eMtholampilo engakapheli amahora angama-24.

Uma isikali sengane sibe kumaki oBomvu, lokho kusho ukuthi ingane inoKungondleki Okudlangile, nosekukubi kakhulu futhi kumele isiwe ngokushesha emtholampilo oseduze ukuze ihloliswe ngumhlengikazi obhekelela uHlelo lokuLawulwa Kwezifo Zabantwana Oludidiyele bese emdlulisela esibhedlela ukuze alaliswe.

KwaZulu-Natali siphinde sigqugquzela nokwakhiwa **kweZikhungo Ezihlinzeka Ngobisi Lwebele** okuyinto eyahlonzwa yiNhlango yezeMpilo Yamazwe Ngamazwe ngokuba semqoka ekugqugquzeleni ukuncelisa ubisi lwebele ukuze kulwiswane nokungondleki kwezingane kanjalo kuncishiswe ukugula kanye nokushona kwezingane. Sonke kufanele siwuseke lo mqondo njengalokhu ama-28.7% ezingane ezingaphansi kweminyaka emihlanu ezishonayo KwaZulu-Natali kutholakala ukuthi zibulawa ngokungondleki okusezingeni eliphezulu.

Siyazigqaja ngempumelelo esiyenzekile maqondana nalokhu. Ngenyanga edlule ngivakashele i- Stanger Hospital Donor Human Milk Bank, ngaya emawadini akhona Okunakekelwa kweZingane Ezisanda Kuzalwa. Ngifike ngabona isikhungo esihle kakhulu esisingethwe yithimba labasebenzi bemikhakha eyahlukahlukane, elibandakanya uMhlengikazi onguNgoti Ekunakekelweni Kwezingane ezisanda kuzalwa; Obhekelele Ukulawulwa Kokuthetheleka Ngezifo kanjalo noMeluleki Ongaqeqeshiwe.

Ngingabika futhi ukuthi njengamanje sinezinye iZikhungo Ezihlinzeka Ngobisi Lwebele ezakhiwe ezibhedlela zikahulumeni kulesi sifundazwe; okuyizibhedlela i - Grey's, i-Edendale, i-Newcastle, i-King Edward VIII, i-Mahatma Gandhi Memorial, i-Lower Umfolozi War Memorial kanjalo neSikhungo Somphakathi Esihlinzeka Ngobisi Lwebele esisodwa esiseThembaLethu, eThekwini.

Empeleni, ngokupheleleyo sihlela ukwakha iZikhungo Ezihlinzeka Ngobisi Lwebele kuzo zonke iZibhedlela Zezifunda Ezinkulu bese kuba namagatsha eZibhedlela Zezifunda Ezincane, siphinde sakhe amawadi Okunakekelwa kweZingane Ezisanda Kuzalwa amane asezingeni elimaphakathi kulezo zifunda ezingenazo iZibhedlela Zezifunda Ezinkulu.

Izingane okufanele ukuba zihlomule kulolu hlelo zifaka:

- izingane ezizalwe ngomama abagula kakhulu.
- izingane ezizalwe ngomama abangekho ngenxa yesimo sempilo kumbe ezinye izimo (izintandane).
- izingane ezizalwe singakafiki isikhathi ezingakwazi ukuthola ubisi lomama bazo.
- Izingane ezilahliwe.

Somlomo; ngivumele ngiphinde ngigcizelele eminye imihlomulo esemqoka yobisi lwebele, okuyile:

- Ubisi lwebele luhlinzeka ngazo zonke izakhamzimba ezidingwa yingane ukuze ikhule futhi yakheke kahle ngokomzimba ezinyangeni eziyisithupha zokuqala.
- Ubisi lwebele luqukethe izinhlayiyana ezisiza ekuqiniseni amasosha omzimba enganeni futhi lunegalelo ekuvikeleni izifo ezijwayelekile ezifana nesifo sohudo kanye nesifo sokungenwa ngamanzi emaphashini, i- pneumonia.
- Izingane ezincela ubisi lwebele azivamisile ukuba nezifo eziphathelele nenkinga yokuphefumula kanye nokuphathwa yizindlebe uma kuqhathaniswa nezingane ezincela ubisi olusethinini.

- Ubisi lwebele luqethe okuthile okukhethekile okugcina izibilini zinempilo. Lokhu kusiza ekunciphiseni amathuba okungenwa yizifo.
- I- Colostrum (ubisi lokuqala umntwana alutholayo uma nje eqeda kuzalwa) luthathwa njengomgomo wokuqala. Lolu bisi lunotho ngezivikeli futhi lusemqoka emntwaneni osedlulile manje esigabeni sokuvikeleka esibeletweni kodwa osebhokene nazo zonke izinhlobo zezifo endaweni asephila kuyo. Umntwana angeke azithole ndawo lezi zivikelimzimba (nanoma ngabe ubisi lwethini olubiza kanjani).

Somlomo, sisaninga nangenye inqubekela phambili ezokwenza ngcono impilo yezingane zethu kulo nyaka wezimali. Sizosebenza ngokubambisana neMinyango Wezokuthuthukiswa Komphakathi kanjalo nowezeMfundo njengoba sesihlonze uHlelo loKukhuliswa Kwezingane Zisencane ngokuthi yiyona ndawo esizoyibeka eqhulwini.

## **IMPILO YABANTU BESIFAZANE**

- **Uhlelo olubizwa nge-Phila Ma**

Somlomo, siyaqhubeka nokufaka umfutho kumkhankaso i-Phila Ma okuhloswe ngakho ukuqinisekisa ukuthi senza ngcono izindlela zokuthi abantu besifazane bakwazi ukuthola kusenesikhathi ukuhlololwa umdlavuza webele kanye nowesibelethe kanye nezinye izinsiza eziqondene nabantu besifazane besemakhaya noma emadolobheni.

Ukusebenza ngokubambisana nabezamabhizinisi, izikhungo zezempilo, imindeni, imiphakathi kanye nabo bonke ababambiqhaza kulo mkhankaso kuzobamba iqhaza elibonakalayo ekunqandweni kokushona

kwabantu ngenxa yomdlavuzwa olaphekayo. Ngalo mkhankaso, sifuna abantu besifazane bakwazi ukufinyelela ekuhlolweni umdlavuzwa webele nowesibeletho, ekufundeni ngezempilo, kanye nezinye izinsiza kanjalo nokukhuthaza ukuthola kusenesikhathi kanye nokukhetha indlela yokuziphatha enempilo.

Kuze kube manje, siyathokoza ngempumelelo eyenzekile, njengalokhu izinga lokuzohlola impilo jikelele lenyukile ukusuka **kuma-37% ngonyaka wezi-2013/2014 kuya kuma-78.2% ngonyaka wezi - 2014/2015**. Ngakho-ke asithandabuzi ukuthi KwaZulu-Natali singakwazi ukunciphisa ukushona okuhlobene noMdlavuzwa uma sithola ukwesekwa okuthe xaxa kubo bonke abaholi bomphakathi ze kwenyuswe izinga lokuhlolwa kwabantu. Khumbula, ukuhlonzwa kusenesikhathi kwanoma yiluphi uhlobo lomdlavuzwa kuhlenga impilo.

## **AMALUNGELO AMAQONDANA NEMPILO YEZOCANSI KANYE NOKUZALA**

- **Umkhankaso Ngendlela Yokuzivikela Embaxambili**

Somlomo, lo mkhankaso wethulwa eSifundeni saseMajuba mhla ziye- 13 kuNdasa wezi- 2015, futhi uzokwethulwa nakuwo wonke amakolishi angama-TVET esiFundazweni. Lo mkhankaso kuhloswe ngawo ukukhuthaza ukuziphatha ngendlela ephephile maqondana nezocansi nokuzala, kubandakanya indlela yokuzivikela ekabili ukuze kugwenywe ukukhulelwa okungadingekile nokungaphephile, ukukhulelwa kwentsha, kanjalo nezifo ezithathelana ngokocansi nokuthetheleka nge- HIV.

Kuyiqiniso elingephikiswe ukuthi ziyisigidi izingane ezizalwayo ngonyaka eNingizimu Afrika, ama- 8% azo, okuyizi- 80 000 ngokwezibalo, zizalwa ngomama abasebancane.

Kuyiqiniso futhi ukuthi iKwaZulu-Natali iyona enesibalo esiphezulu kakhulu sabantu abakhahlanyezwe yigciwane le-HIV; abakhahlamezeke kakhulu yintsha ephakathi kweminyaka eyi-15 nengama-20. Ngaphezu kwalokho, ucwaningo olusanda kwenziwa olubizwa nge- Ante Natal Care sero-surveillance lukhombise ukuthi bangama-22% abantu abasha abakhulelwe abatholakala bene- HIV.

Lapha seluleka labo abangakwazi ukuhlala bengayi ocansini ukuthi basebenzise amakhondomu abesilisa noma abesifazane kanye nokunye okusetshenziselwa ukuvimbela ukukhulelwa njenge- Implanon noma okunye ngesikhathi esisodwa. Sinazo nezinye izindlela zokuvimbela ukukhulelwa esingabala kuzo amaphilisi i- Mini-Pill, Umjovo, i-Implant kanye nokufaka iluphu.

Ukugqugquzela impilo yentsha, uhulumeni unikezela :

- Ngamakhondomu mahhala,
- Kusokwa mahhala, kuphinde
- Kunikezelwe ngezinye izinhlelo zokuhlela mahhala.

Siqonde ukugxilisa kakhulu lo Mkhankaso Wendlela Yokuzivikela Ekabili ezikhungweni zemfundo ephezulu, ikakhulu ama-Technical, ama-Vocational, iZikole kanye neziKhungo Zemfundo Ephakeme, phambilini ebezaziwa ngamaKolishi angama-TVET. Siqale emaKolishi amathathu aseMajuba TVET ngoNdasa wezi-2015; kanti kusasa, ziyi-15 kuNhlaba,

sizobe siseKhampasini yaseMgungundlovu; Amalungu Ahloniphekile ayamenywa ukuba azokweseka kulo mbhidlango ohlose ukuqinisekisa ukuthi izingane zethu ziphothula izifundo zazo ziphila impela.

## **UHLELO OLUBHEKELELA UKUKHUBAZEKA KANYE NOKUHLUMELELISA**

Somlomo, okunye okuseqhulwini eMnyangweni ukwenza ngcono indlela yokuthola izinsiza zokuhlumelelisa eSifundazweni, ngenhloso yokuhlinzekela abantu abakhubazekile kanye nemindeni yabo impilo eseqophelweni eliphezulu.

UMnyango usabalalise ama- **Community Service Therapists ayi-171**, okubalwa kuwo ama- Physiotherapists, ama-Occupational Therapists, ama-Speech Therapists kanye nama-Audiologists ezindaweni zasemakhaya. Lokhu kwenzelwa ukuthi kube lula ukutholakala kwalezi zinsiza ukuze sihambisane nokushiwo yi-United Nations Convention maqondana namaLungelo Abantu Abakhubazekile, lapho ithi kumele izinsiza zokuhlumelelisa zihlinzekwe ezindaweni eziseduzane nalapho abantu behlala khona.

Siphinde sasungula isikhungo esibizwa **nge-Medical Orthotics & Prosthetics Training Project** ngokubambisana ne-Durban University of Technology ngenhloso yokwandisa isibalo sabahlinzekimsebenzi emkhakheni kahulumeni. Abafundi bayaqeqeshwa ukuba benze izilinganiso zezinsiza zokweseka izitho zomzimba kanye nokuzakha lezi zinsiza. Inani labafundi sebebonke esinabo kulolu hlelo bangama- 94, kanti abangama- 64 kulaba, bafunda ngemifundaze ekhishwe



nguMnyango. Iqembu lokuqala labafundi lizophothula uqeqesho lwalo ngonyaka wezi -2017.

Umpfumelango walomsebenzi uzonciphisa isikhathi sokulinda izinsiza zokwesekela izitho zomzimba eSifundazweni, kanti futhi unegalelo kwinqubekela phambili esayenza ngonyaka wezimali wezi - 2014/2015. Ngalowo nyaka wezimali amakhasimende ayizi-**714 856** afinyelela kuzinsiza zokuhlumelelisa eSifundazweni. Lokhu kwaba ngukwenyuka ngama- 26% kusukela onyakeni owandulela lowo.

## **EZEMISEBENZI YOKUNAKEKELWA KWAMEHLO**

- **IsiBhedlela Sokunakekelwa Kwamehlo, I-McCord Eye Care Hospital**

Somlomo, kuyintokozo enkulu kimi ukuthi namhlanje ngimemezele ukuthi isibhedlela i-McCord esiseThekwini manje sesingesikaHulumeni ngokuphelele (100%).

Sesingabika manje ukuthi kusukela mhla lu-1 kuMbaso wezi-2015, lesi sikhungo sizoguqulwa ngokwezigaba ukuze sibe yiSikhungo Sokunakekelwa Kwamehlo Esiphambili kulesi Sifundazwe.

Esigabeni sokuqala (1), yonke imisebenzi eqondene namehlo ekade yenziwa eziBhedlela i-St Aidan's kanye ne-Addington seyidluliselwa esiBhedlela i-McCord ukuze kuqinisekise ukusetshenziswa ngokwanele kwezinsiza ezifanele.

Ukusetshenziswa kwalesi sibhedlela kuzosisiza sandise inani lokunikezelwa kwemisebenzi yokwengulwa kwamehlo eyenziwa ngonyaka, okuyinto ezoholela ekwehlisweni kwesibalo sabantu abangaboni kanye nobubha obuhambisana nalokhu.

Uma lesi sibhedlela sesisebenza ngokugcwele, sizobe sesihlinzeka ngalezi zinsiza ezilandelayo:

- Igumbi lokuhlinza iziguli ezingumthamo omkhulu ezizokwengulwa amehlo
- UPhiko Olubhekelela ukwelashwa kwamehlo kuphela
- UPhiko Lokulungiswa kwamehlo
- UPhiko Lokusiza Abangaboni Kahle
- UPhiko Lokunakekela Amehlo Abantwana
- Uphiko Lokwenza ucwaningo ngokuqondene nezifo zamehlo
- UPhiko Lokufinyelela Emphakathini
- Izinsiza zokubamba imihlangano ngokusebenzisa ubuchwepheshe bokuxhumana ngezingcingo (Teleconferencing), Ukwenza ucwaningo kanye Nokufundisa;
- Ukuqeqeshwa kanye Nokuthuthukiswa Kwezemfundo;
- Ukuqeqeshwa Ngokwesekwa Kwabahlengikazi Abalekelela Emisebenzini yokwelashwa kwamehlo;
- Ukuqeqeshwa Ngokwesekwa Kodokotela Bamehlo; kanye

- Nezinsiza zokunakekelwa kwamehlo ngokusebenzisa ukuxhumana ngobuchwepheshe ukweseka umkhankaso wokunakekelwa kwamehlo.

Sinxusa aMalungu kanye nomphakathi wonkana ukuba basisebenzise lesi sikhungo futhi babe yingxenye yokuvulwa kwaso uma uNdunankulu, uMhlonishwa Senzo Mchunu esesivula ngokusemthethweni ekupheleni kwalo nyaka ophezulu.

## **IMISEBENZI YEZEMPILO EMAQONDANA NOMLOMO**

Isikhungo Sokuqeqeshela Ezempilo Emaqondana noMlomo naMazinyo esisesibhedlela i-King Dinuzulu yisona esikhulukazi kulesi siFundazwe saKwaZulu-Natali. Sihlinzeka ngezinsiza eziningi ezinhlobonhlobo ezihlinzekwa ngoDokotela Bamazinyo; Ongoti Bezokuhlazeka Komlomo, ama- Dental Therapists; amaDental Assistants; ama-Sessional Orthodontists; ama-Maxillofacial Practitioners; ama-Periodontics ngokunjalo nama-Oral Medicine and Dental Technicians. Lesi sikhungo siphinde sibe yindawo yokuqeqeshwa kwabafundi abafundela imisebenzi emaqondana nokuNakekelwa Kwamazinyo kanye Nokuhlazeka Komlomo.

Ukuze senze ngcono izindlela zokufinyelela ezindaweni ezingakwazi ukuthola lezi zinsiza ngendlela efanele, **sinoMahambanendlwana Bezokunakekelwa Kwamazinyo abayisi-8**, owodwa wabo wanikelwa ngabakwa-Colgate Palmolive LTD ukuze ulekelele ohlelweni olubhekelele ezempilo ezikoleni.

Kuthengwe **izihlalo ezisetshenziswa emagunjini ezokuNakekelwa Kwamazinyo ezingama-30** ezihanjiswe ezifundeni ezihlonziwe.

Sihambise eziyishumi (10) eThekwini, ezinhlanu (5) esifundeni ILembe, ezi-3 oThukela, ezimbili (2) e-Zululand, ezimbili (2) oGwini, ezintathu (3) eSisonke, ezintathu (3) eMajuba, esisodwa (1) eMzinyathi kanye nesisodwa (1) eMgungundlovu.

UMnyango uphinde wasabalalisa **odokotela bamazinyo abazobhekelela umphakathi abangama-30** ezikhungweni ezakhele isiFundazwe sonkana ukuze kwenziwe ngcono indlela yokufinyelela ezinsizeni zezempilo ezimaqondana nomlomo namazinyo.

Kulo nyaka wezimali wezi-2015/2016 uMnyango uzogxila ekuqiniseni izinhlelo ezinohlonze zokugqugquzela ezempilo kanye nokuvikela ngokusebenzisa izinhlelo ezigxile ezikoleni zokukhuthaza ukuxubha; ukuhlinzeka ngezinsiza zokufakelwa kwamazinyo kubantu abadala/ abahola impesheni ngokunjalo nokuqinisekisa ukuthi isiFundazwe sinabo omahambanendlwana bokunakekelwa kwamazinyo.

## **IZIFO EZINGALAPHEKI**

Sizoqhubeka nokukhuthaza bonke abantu abadala ukuba babambe iqhaza ohlelweni lokunakekelwa komzimba ngokugqugquzela iNdelela Yokuphila Okunempilo. Kuzoqhutshwa ngomfutho uhlelo lokugomela umkhuhlane kuzona zonke izikhungo zezempilo ukuze kuncishiswe ukugula kanye nokushona kwabantu abanezifo ezingalapheki. Ngaphezu kwalokhu, kulo nyaka wezi-2015/2016 sizokwandisa izinhlelo zokuvikela kanye nokuhlolwa kusenesikhathi, ukuze kuhlonzwe bese kwelashwa ngokushesha izinkinga zamehlo, izifo ezihambisana nomfutho wegazi, izifo zikashukela, ukukhubazeka kanye nokuphazamiseka komqondo.

## **UKUQEQESHA KWABASEBENZI BEZEMPILO**

Somlomo, njengamanje uMnyango uqashe abasebenzi abayizi-**76 122**, abayizi-**33 705** babo bangabaHlengikazi; abayizi-**3 672** ngoDokotela; bese kuthi abayi-**1 580** bangama-Therapist, okubalwa kubo ama-Radiographer, ama- Speech Therapist kanye nama-Physiotherapist bese kuthi inani elisele elalabo basebenzi abenza imisebenzi yokweseka.

### **Ukuqeqeshwa Kwabahlengikazi**

UMnyango wezeMpilo KwaZulu-Natali uneKolishi lawo Lobuhlengikazi elinamakhampasi asabalele esiFundazweni sonkana. NgoMandulo wezi-2014, kwathweswa iziqu **abahlengikazi abayizi-2 523**, abakuyona yonke imikhakha, nokuyinto eyandise kakhulu inani labasebenzi bezempilo.

Lokhu, kubandakanya le mikhakha elandelayo:

- Ngonyaka wezi-2014, kuthweswe iziqu **abahlengikazi abangama-61 abangongoti emkhakheni wezokuBelethisa kanye Nokunakekela Kwabantwana Abasanda Kuzalwa (Midwifery and Neonatal Nursing Science)**;
- **Abahlengikazi abangama-36 baphothule izifundo zabo emkhakheni wezokuBelethisa Okusezingeni Eliphezulu** ngokusebenzisana okukhona phakathi kweNyuvesi yakwaZulu-Natali kanye neKolishi Lobuhlengikazi laKwaZulu-Natali;
- **Abahlengikazi abayi-100 baphothule izifundo zabo ngaphansi komklamo oxhaswe ngezimali yi-Atlantic Philanthropies.** Lokhu

kuzolekelela uMnyango ekwenzeni ngcono imiphumela ngqo ebhekelela impilo yomama kanye nempilo yezingane.

- **Abahlengikazi abangama-20 abangoNgoti Emkhakheni Wezokwelashwa Kwamehlo (Ophthalmology)** bathweswe iziqu, nokuyinto ezothuthukisa ezemisebenzi yokunakekelwa kwamehlo esiFundazweni.
- Ngonyaka wezi-2014, **abaHlengikazi bezokuNakekelwa Kwezempilo (PHC)** abangama-255 baphothule izifundo zabo eKolishi Lobuhlengikazi. Kunabanye abafundi abangama-200 abaqalise ukuqeqeshwa ngoNhlanguvana wezi-2014. Lokhu kuzoqinisa ukuhlelwa kabusha komkhakha we-PHC ngokunjalo nokuqaliswa kokusebenza kohlelo i-NHI ezifundeni ezintathu (3) okusalingwa kuzo lolu hlelo.

## **UHLELO LOKUQEQESHWA KODOKOTELE OLUBIZWA NGE-MANDELA/CASTRO MEDICAL TRAINING PROGRAMME**

Somlomo, ngalesi sivumelwano esiyinqophamlando, njengamanje iKwaZulu-Natali seyihambise abafundi abayizi-789 abaqeqeshelwa ubudokotela e-Cuba, kanti oDokotela abangama-85 asebepothule izifundo zabo sebaqashwe ngokugcwele nguMnyango.

Ekupheleni kukaNcwaba wezi-2015, sizophinde sihambise abanye abafundi abayi-13 kulona lolu hlelo, okufaka kubona abafundi abathathu (3) abazali babo abenze isiphakamiso sokuthi izingane zabo bazozikhokhela bona zonke izindleko zokufunda. Siyethemba ukuthi lolu tshalomali lwesikhathi eside ekuqeqesheni odokotela, okubandakanya

nodokotela abaqeqeshwa ngaphakathi ezweni, luzoqinisekisa ukuba khona kodokotela esiFundazweni sethu.

## **UKUQEQESHA KODOKOTELE ABAREJISTELE UKUBA NGONGOTI (REGISTRAR TRAINING)**

NgoNtulikazi wezi-2015, sizothatha **odokotela abangama- Registrar abangama-43** bese kuthi ngoMasingana wezi-2016 sithathe abaningana, ngethemba lokuthi sizokwenyuselwa ngama- -5% isabelomali esisinikiwe. Imikhakha ezobekwa eqhulwini kubalwa kuyo: i-Cardiothoracic; i-Anaesthetics; i-Dermatology; i-Family Medicine; i-Neurology; i-Nuclear Medicine; i-Paed surgery kanye ne-Plastic surgery.

## **Imisebenzi Yemikhakha Yezempilo Ehambisanayo (Ama- Allied Health Profession)**

ISikhwama Somfundaze soMnyango sixhasa ngemali ukuqeqeshwa kwabasebenzi abakule mikhakha elandelayo ukuze kwandiswe inani labasebenzi kulesi siFundazwe:

- Abafundi abayizi-**94 abenza izifundo ze- Medical Orthotics and Prosthetics** bafunda e-Durban University of Technology.
- Abafundi abayi-**119 abenza izifundo ze-Clinical Associate** bafunda e-University of Pretoria, e-Wits kanye nase-Walter Sisulu.
- **Abahlengikazi Abagogodile abayi-15 bathola uQeqesho Lokwelapha Ukwethuka (Trauma)** e-Netcare Education.

- **Abafundi abenza izifundo zezokukhuthazwa kwezempilo (Health Promotion) abayi-13** benza iziqu ze-Health Promotion e-Walter Sisulu University.
- **Ama- Radiographer angama-40** asebenza kuma-CHC, aqeqeshwa kwi-ultrasonography e-Durban University of Technology okuyinto edingekayo impela uma umuntu efuna ukuba yi- ultrasonographer.
- **Abahlengikazi Abagagodile aba-3** bafunda ngokugcwele e-University of Cape Town lapho benza khona i-Diploma in Critical Child Care.

Ngalesi sikhwama somfundaze, uMnyango uphinde uxhase ngemali yokufunda abantu abaphase umatikuletsheni abangasebenzi abangama-**260** ukuze bafundele imikhakha eyahlukene yezemisebenzi yeZempilo emaNyuvesi ahlukehlukehene kuleli. Lokhu kwenza isibalo sifinyelele kuma-**858** wabantu sesebonke abahlomule ngeMifundaze yoMnyango wezeMpilo KwaZulu-Natali abafunda emaNyuvesi akuleli, iningi labo liqhamuka ezindaweni zasemakhaya nokuyilapho bezosebenza khona uma sebephothule izifundo zabo. NgoMasingana wezi-2015; kuhlinzekwe ngosizo lwemifundaze kanje:

- Abafundi abangama-**83** abenza izifundo zobuDokotela
- Abafundi abangama-**22** abenza izifundo zokuba ngoSokhemisi
- Abafundi abangama-**28** abenza izifundo zokuba ngama-Radiographer
- Abafundi abayi-**127** abenza izifundo Zemisebenzi Yemikhakha Yezempilo Ehambisanayo (Allied Health Professions).



Siphinde sakha **uBudlelwane Bokusebenzisana** ngenhloso yokwandisa ukukhiqizwa kwabasebenzi bezempilo abagagodile emikhakheni yamakhono antulekayo. Obunye balobu budlelwane sibakhe nenhlangano, **Umthombo Youth Development Foundation**, eyelekelela ngemali kulabo abaphase umatikuletsheni abahlonzwe uMnyango ezindaweni zasemakhaya eziFundeni uMkhanyakude; e-Zululand kanye nasoThungulu ukuba bafundele imikhakha yezempilo. NgoMasingana kowezi-2015, uMnyango uqashe labo asebethole iziqu zabo abangama-30 ngosizo lwale Nhlangano.

## **UKUQEQESHELWA UKUKHULUMA ULIMI LWEZIMPAWU**

Kuyintokozo futhi ukuba simemezele ukuthi uMnyango unikezwe ama-**R2.8 million** ngabe-HWSETA ukuze uqalise izifundo zokuqeqeshela ukukhuluma ngolimi lwezimpawu kubasebenzi abangama-**700**. Lolu wuhlelo oluhle kakhulu oluzothuthukisa indlela yokuthola usizo kalula nangokulinganayo kwabantu abaphila nokukhubazeka.

## **UKWENZIWA NGCONO KWENDLELA YOKUNAKEKELA JIKELELE**

- **Isimo Somtholampilo Osezingeni Elifiswayo (Ideal Clinic Status)**

Somlomo; mhla ziyi-18 kuLwezi wezi-2014, uMengameli waseNingizimu Afrika, uMhlonishwa Jacob Zuma wethula ngokusemthethweni umklamo wezeMpilo obizwa nge-**Operation Phakisa** (Ukufezekiswa kanye Nokunakekelwa Kahle koMtholampilo Osezingeni Elifiswayo). Lolu hlelo lwathathiselwa ohlelweni lwase-Malaysia ukuze kufezekiswe isiqubulo

esithi, “Big Fast Results” okuhumusheka ngokuthi ,“Imiphumela Ehlabahlosile Ngesikhathi Esincane”.

Izinhlosongqangi zalokhu **ukudala isimo sokusebenza ngokusobala**, ukwelekelela **ekususeni izithiyo** kanye nezingqinamba ezibhidlangile emitholampilo yomphakathi ngaphansi komkhakha wezempilo. Lolu hlelo luphinde lugxile ekwenzeni iZikhungo zezeMpilo Ezitholakala emiphakathini zihambisane nendlela esiyibiza ngokuthi “Indlela elandelwayo naMaqophelo oMtholampilo Osezingeni Elifiswayo”.

Somlomo, uMtholampilo Osezingeni Elifiswayo uba nalokhu okulandelayo:

- Uhlinzeka ngosizo oluphelele lwezinsiza ezahlukahlukene nsuku zonke futhi amalungu omphakathi akudingeki ukuthi elokhu ebuya ngezinsuku ezahlukene ezothola izinsiza ezahlukahlukene.
- Unezinsizakusebenza ezanele kubandakanya nemithi.
- Uphatha kahle iziguli futhi uzidlulisela endaweni efanele ngokulandela imigomo nemiyalelo yezokwelapha.
- Usebenzisana kakhulu namalungu omphakathi kanye nabanye ababambiqhaza ekugqugquzeleni ezempilo kanye nenhlalakahle yazo zonke izakhamuzi.
- Uyisikhungo amalungu omphakathi azigqajayo ngokusibiza ngokuthi “ngumtholampilo wethu” kunokuthi “ngumtholampilo kahulumeni” kumbe “yisikhungo sezempilo sikahulumeni”.

Emizamweni yokwenza ngcono izinga lokuhlinzekwa kwezinsiza zezempilo, uMnyango ususungule ihhovisi elizoqinisekisa ukuhambelana naMaqophelo Ezempilo.

Ekusebenziseni umgomo othi "Mazibuye Emasisweni", siqhuba izinhlelo ezizokwenza ngcono lokho okuhlonzwe kwaba yizinselelo.

SinguMnyango wezeMpilo KwaZulu-Natali, onyakeni wezimali wezi-2015/16, sizibophezele ekuqinisekiseni ukuthi imitholampilo yethu eyi-**198** kuleyo engama-**591** izuza okungenani ama-80% (isimo esigculisayo) maqondana "Nokufezekiswa kanye Nokunakekelwa Kahle koMtholampilo Osezingeni Elifiswayo". Njengamanje, umtholampilo waseFaye, eMshwathi kanye nomtholampilo ePhatheni eMgungundlovu ihlonzwe yaba yiMitholampilo esebenza ngokuncomekayo, yabalulwa njengeMitholampilo Esezingeni Elifiswayo, ngesikhathi kwenziwa ucwaningo.

Somlomo, emzamweni wethu **wokwenza ngcono nakakhulu ukunakekela**, sigcine sesibona ukuthi kumele **sixhumane ngqo** nababambiqhaza abangaphakathi kanye nabangaphandle kwalesi Fundazwe.

Imizamo yethu iqiniswe kakhulu ngumhlangano wokucobelelana ngolwazi esibenawo nazo zonke iZikhulu Eziphezulu zezibhedlela kanye naBasebenzi Bezokuxhumana Nomphakathi (ama-PRO) bazo, kuhlangelwe esiBhedlela i-Addington. Okwakugcizelelwa kulo mhlangano kwabe kuwudaba lokuqinisekisa ukuthi asikho ngisho nesisodwa isiguli esiphuma esikhungweni sezempilo singaneme kanye nokuthi ama-PRO kumele abonakale futhi atholakale ukuze akwazi ukubhekana nezikhalo. Ngaphezu kwalokho, uMnyango sewuhlanganise

ibhukwana elithi "Guide to Health Services" okungukuthi "Umhlahlandlela Wezinsiza Zezempilo" phakathi kokunye, eliyalela abasebenzisi bezinsiza zezempilo ngamalungelo kanye nezibopho zabo, izinsiza zezempilo ezihlinzekwa uMnyango, izinga lalezi zinsiza, kanye nemigudu okumele bayilandele uma benezikhalo.

Siphinde saba nomhlangano obuvulelekile **weSithangamu Sokubonisana Ngezempilo sesiFundazwe** obubanjelwe e-Royal Show Grounds ngaphansi kwesiqubulo esithi: "Moving Health care forward in KZN", okuhumusheka ngokuthi, "Siqhubezela phambili ukunikezelwa kosizo lwezempilo KwaZulu-Natali". Lapha siye sakwazi ukuhlanganisa ndawonye bonke ababambiqhaza okubalwa kubo iZikhulu Eziphezulu (CEO); aMabhodi Ezibhedlela; Izifundiswa kanye namalungu omphakathi, bonke babambe iqhaza ezingxoxweni ezimaqondana nokunikezelwa kwezinsiza zezempilo.

Ngalo mhlango, sifunde lukhulu futhi sisazoqhubeka nale mihlangano, kubandakanya ukusingathwa kwezinkundla ezivulelekile zosuku ezibhedlela ezizovumela ukuba abasebenzisi bezibhedlela bakwazi ukubeka imibono yabo kanye nezikhalo abanazo.

UMnyango wezeMpilo KwaZulu-Natali **uneHhovisi LikaMxazululi** njengalokhu kuyalelwe nguMthetho WezeMpilo KwaZulu-Natali, wezi-2009.

UMxazululi ubhekelele ukwenza uphenyo lwezikhalo zalabo abasebenzisa izinsiza zezempilo kanjalo nokungasebenzi ngendlela efanele kwezikhungo zezempilo. Nanoma ngabe siyanyuka isibalo samacala asenkantolo okumangalelwa koMnyango, iqhaza elibanjwa nguMxazululi ekusombululeni izikhalo liyabonakala. Ngakho-ke, sinxusa umphakathi

ukuba usebenzisane naleli hhovisi njengoba ezikhalweni ezingama-224 ezafakwa KwaZulu-Natali ngonyaka wezimali wezi-2014/15, kwasonjululwa eziyi-167. Kwezinye izimo, abasebenzi bezempilo baye baqondiswa izigwegwe ngenxa yeziphakamiso zemiphumela yophenyo yoMxazululi.

Mhla ziye-31 kuNdasa wezi-2015, siphinde sethula Indlela Elandelwayo Yokwengamela Izikhalo kaZwelonke, egcizelela lokhu okushiwo nguSomqulu Wamalungelo Eziguli.

## **EZEMISEBENZI YEZIMO EZIPHUTHUMAYO**

Somlomo; siyazi ukuthi kunezinsalelo ezibhekene nalo mkhakha, ikakhulu ezithinta izindaba zabasebenzi eziholele ekubeni kube neziteleka ezingavikelekile kanye nokucekelwa phansi kwempahla kaHulumeni. Ngokubambisana neNhloko yoMnyango Esabambile, sibambe imihlangano nabo bonke aBaphathi Bezifunda kweZemisebenzi Yezimo Eziphuthumayo (EMS) kanye nakweZemisebenzi yokuHlolwa Kwezidumbu (Pathology) ukuze sixoxisane ngalezi zinkinga ngenhloso yokuba sizixazulule zingaphinde zibe khona. Sizonazisa ngokuqhubekayo ngalezi zingxoxo.

Nakuba zikhona lezi zinsalelo; kuningi osekuzuziwe esingabala kukho:

- Ukwethulwa **kweZipopolo Ezenza Kube Lula Ukubona Ebusuku (Night Vision Goggles)** ezizosetshenziswa ezindizeni ezinophephela emhlane ezimbili ezisebenza oPhikweni Lwezemisebenzi Yezindiza Zezempilo ezizokwenza bakwazi

ukubhekana nezimo eziphuthumayo nasebusuku, ikakhulu ezibhedlela zesifunda ezisemakhaya.

- Abasebenzi abangama-46 abavela kuzona zonke izifunda baphothule izifundo zabo ze- **Intermediate Life Support (ILS)** okuwukuqeqeshwa okuthatha izinyanga ezine. Lokhu kwandise isibalo sabasebenzi abakulo mkhakha abazokwazi ukubhekana nezimo eziphuthumayo.
- Abafundi abayi-17 baphothule izifundo zokuba yi- **Emergency Medical Technician (ECT)** okuyisifundo esithatha iminyaka emibili esizokwenza bakwazi ukunikezela ngezinhlobonhlobo zemithi yokwelapha futhi bakwazi nokusebenzisa imishini yokulekelela ukuphefumula.
- Kuqhutshwe izifundo **ze-Defensive Drive Training Course** ngenhloso yokunciphisa izinga lezingozi kanye nokuthuthukisa uKunikezelwa Kosizo Lwezempilo Oluphuthumayo.
- Kuqhutshwe izifundo neZemisebenzi Yezimo Eziphuthumayo Eziqondene ngqo nokubhekana nokuqubuka kwesifo se- Ebola nokuqinisekisa ukunakekelwa ngendlela efanele kweziguli ezinalesi sifo ngabasebenzi bezimo eziphuthumayo.
- Kuqaliswe ubudlelwane bokusebenzisana ne- Durban University of Technology ukuze ihlinzeke izifundo zonyaka owodwa zokuba nguMsizi Wezezimo Eziphuthumayo (Emergency Care Assistant) kanye nezeminyaka emibili zokuba nguChwepheshe Kwezemisebenzi Yezimo Eziphuthumayo (Emergency Medical Technician) ukuze kwandiswa abasebenzi abanamakhono oPhikweni Lwemisebenzi Yezimo Eziphuthumayo.

- Ukusungulwa koPhiko Lokuqeqesha Abezimo Eziphuthumayo esibhedlela eMcCord okuzokwenza kube lula ukususa abasebenzi abasophikweni oluse-Northdale bayiswe endaweni entsha ukuze kwenziwe ngcono izinhlelo zokuqeqesha nokuthuthukiswa kwabafundi.

## **AMA-AMBULENSI AMASHA**

Kuzosatshalaliswa ama-ambulensi amasha alungiswe ngokuphelele angama-63 ukuze kube yiwo asebenza esikhundleni salawo asemadala. Lokhu kuzokwenza ngcono isimo sokusebenza, kwehlise nezindleko zokulokhu kukhandwa. Wonke lawa ma-ambulensi amasha azonikezelwa ezifundeni esenabo bonke ubuxhakaxhaka bezokwelapha obusezingeni le-Intermediate Life Support.

## **IZIZINDA ZEZOKUTHUTHA IZIGULI**

Sekuthengwe **amabhasi okuthutha iziguli ezihleliwe ahlalisa abantu abangama-23** ukuze alekelele ekuthutheni iziguli eziyiswa ezibhedlela Inkosi Albert Luthuli, iNgwelezane kanye nase-Grey's. UMnyango usulinde ukuba kuphothulwe ukugcwaliswa kwamaphepha athile kwezokuphatha ngaphambi kokuba udlulisele lezi zithuthi ezifundeni.

Ezinye izithuthi zeziguli zizodluliselwa eziFundeni ezincane ezine (4) bese kuthi ezintathu (3) zinikezelwe eziFundeni eziqhuba uhlelo lwe- NHI ngenhloso yokuthuthukisa isu lokunabisela ukutholakala kosizo lokwelashwa kubona bonke abantu.

## **Izikhala Zomsebenzi ezikhona oPhikweni Lwama-ambulensi**

Kuzoqashwa abasebenzi abangama- **Emergency Care Technician** kanye nabe- **Advanced Life Support** abangama-60 ukuze kwenziwe ngcono izinga lokunakekelwa kweziguli. Kuzoqashwa abasebenzi abayi-12 be- Basic Life Support kanye nabanye abane be- Intermediate Life Support ukuba basebenze esiteshini sama-ambulensi esisha esisemtholampilo e-Pomeroy, esifundeni uMzinyathi. Kuzoqashwa nabanye abasebenzi **abayi-10 be- Basic Life Support kanye nabanye abayi-6 be-Intermediate Life Support** abazosebenza esiteshini sama-ambulensi esisha esikhungweni esisha, iJozini Community Health Centre, eMkhanyakude, njengalokhu kuzovulwa izibhedlela ezincane ezimbili maduzane nje.

## **Imisebenzi Yezindiza Zezempilo**

Kuzogcwaliswa izikhala eziyi-8 zaBasebenzi be- Advanced Life Support ukuze kwenziwe ngcono izinga lokufinyelela kwezokwelashwa okusezingeni eliphezulu kweziguli nalezo ezinenkinga yokwethuka kanye nalabo abayizisulu zezingozi zezimoto kanye nezinye izinhlobo zezingozi.

## **UMklamo i-Sukuma**

UPhiko lwethu Lwemisebenzi Yezimo Eziphuthumayo lusebenza kanzima lubambisene neminyango ethintekayo ukuqinisekisa ukuthi lo mklamo uba yimpumelelo. Sonke sajabula kakhulu ngesikhathi uMhlonishwa



uNdunankulu, uSenzo Mchunu ethula ngokusemthethweni lo mklamo eNkulumweni Yesimo sesiFundazwe. Enkulumweni yakhe, uMhlonishwa uNdunankulu wathi:

*“Siyawuthakasela kakhulu umbono walo Mklamo, i-Project Sukuma, okuwuhlelo oluqhutshwa ngokubambisana nguMnyango Wezempilo KwaZulu-Natali, Ezempilo kwezoMbutho Wezempi eNingizimu Afrika (SAMHS), uMnyango wezeMfundo KwaZulu-Natali kanye neHhovisi likaNdunankulu ukuze kuqeqeshwe intsha ezosebenza oPhikweni Lwezemisebenzi Yezimo Eziphuthumayo kubandakanya eZokwelapha Olwandle (Maritime Medical Service) noPhiko Lokuhlenga Ngokutshuza Emanzini (Diving Rescue Service) esifundazweni.”*

Somlomo; lolu hlelo kuhloswe ngalo ukuba kukhiqizwe abasebenzi bezimo eziphuthumayo abanamakhono futhi abaqotho emsebenzini wabo. Kuhloswe ngalo ukuba kubhekwane nalokhu okulandelayo:

- Ukungasebenzi kwentsha okusabelele isifundazwe sonke,
- Ukwentuleka kwezinhlelo zokuqeqesha emkhakheni wezeMpilo YezoMbutho Wezempi eNingizimu Afrika (SAMHS) kanye nakweZemisebenzi Yezimo Eziphuthumayo (EMS); kanye
- Nokungaziphathi kahle kwabasebenzi Bezimo Eziphuthumayo.

Kuhlonzwe indawo entsha ezosetshenziselwa ukwakhiwa kwesikhungo, esiyi- Academy, esizokwazi ukukhiqiza abasebenzi abaqotho, abaqeqeshwe ngendlela efanele kwezeMisebenzi Yezimo Eziphuthumayo. I-Project Sukuma izokwehlisa izinga eliphezulu lokuntuleka komsebenzi nobubha esifundazweni futhi ibe yenza ngcono izinga LezeMisebenzi Yezimo Eziphuthumayo ehlinzekelwa iziguli zakuleli

lizwe. Asebephothule izifundo zabo bazoqashwa ophikweni lwe-SAMHS noma lwe-EMS KwaZulu Natali ukuze kuthuthukiswe ukuhanjiswa kwezidingo okwenziwa yilezi zinhlaka.

## **IMISEBENZI YOKWELEKELELA EZIKHUNGWENI ZOKWELAPHA**

### **Ezemisebenzi Yelondolo**

Somlomo, sesiphinde saba nenqubekelaphambili ebonakalayo ekwenzeni ngcono eZemisebenzi Yelondolo.

Kuhamba kahle impela ukulungiswa kabusha kweLondolo yesiFunda eseThekwini, **i- Durban Regional Laundry**, futhi ngoZibandlela wezi-2014, sazibophezela ohlelweni olusivumela ukuba sikwazi ukusebenzisa imishini yaselondolo ngesikhathi kulungiswa kabusha. Lokhu kuholele ekwehleni kwezindleko ebesingena kuzo ngokusebenzisa amalondolo azimele.

Onyakeni wezimali wezi- 2015/2016, sizothenga **aMaloli aselondolo amane amasha ceke** azoba namagumbi ahlukene okugcina impahla ehlanzekile kanye nawokugcina impahla engcolile ukuze sihambelane nemigomo Yokulawulwa Nokuvikelwa Kokusabalala Kwamagciwane.

UMnyango ubeke eceleni isamba esingama- **R20 million** ngenhloso yokuthenga isitokwe esiningi sezimpahla zokundlala imibhede nezokugqoka zeziguli ukuze kunciphe ukushoda kwezingubo zeziguli ezikhungweni zezempilo. Esifundeni saseMzinyathi besihlele ukusebenzisa imali eyizigidi ezingama-**50**, sibe sesithola ukuthi lomsebenzi uzobiza izigidi ezingama-**200**. Bekukhona eminye imisebenzi

ebeyimelwe yenziwe elondolo esesibhedlela i-Prince Mshiyeni okulapho sibe sesisebenzisa lezigidi ezimangama-50.

Kumanje kunemishini ethengiwe yaselondolo laseDundee ezoxhunywa maduzane nje. Inkampani ezoxhuma lemishini isinikeziwe igunya lokwenza loko.

## **EZEMISEBENZI YOKUKHISHWA KWEMITHI**

UMnyango uqalise uHlelo Olukhulu Lokukhishwa Nokusatshalaliswa Kwemithi Yezifo Ezingelapheki **{{Central Chronic Medicine Dispensing and Distribution Programme (CCMDD)}** oluzobhekelela zonke izikhungo zezempilo ngenhloso yokwenza kube lula ukufinyelela kwezokwelashwa, nokunciphisa ukugcwala ezikhungweni zezempilo ngokunjalo nokunciphisa isikhathi sokulinda ukuthola imithi. Lolu hlelo lusebenza ngokuhambisana nohlelo lokulingwa kokusebenza kwe-NHI. Sikhuluma nje, **zingama-69 izikhungo** ezingaphansi kwezifunda ezintathu eziqhuba uhlelo lokulinga ukusebenza kwe-NHI, okuyiziguli eziyi- **66 126** ezingaphansi kwalolu hlelo.

**Izikhungo Ezizimele Okulandwa Kuzo Imithi ezingama-21** zinikezwe umsebenzi wokunikeza imithi iziguli ezilashelwa izifo ezingelapheki ukuze kube lula ukuba umphakathi uthole imithi yalezi zifo noma esedlulile amahora okusebenza.

Lo mklamo sewuzonatshiselwa nakwezinye izifunda ngale kwalezo okulingwa kuzo ukusebenza kwe-NHI, lapha kuzobekwa eqhulwini iTheku ngenxa yokuba nenani eliphezulu labantu abahlala kulona kanye

nokugcwala ngokweqile okukhona ezikhungweni zezempilo eziseThekwini.

### **Ezobuchwepheshe Bolwazi**

Ngenxa yokwentuleka kwezimali okukhungethe izwe lonke, uMnyango usuqalise izinhlelo zokwenza kube semthethweni ukusebenza kwezinhlaka zawo zezoBuchwepheshe Bolwazi uphinde ube neSu Lezobuchwepheshe Bolwazi eligunyaziwe. Izinhlelo eziningi ezizoqaliswa zizobe zigxile ekusetshenzisweni KwezoBuchwepheshe Bolwazi ngenhloso yokunciphisa izindleko zokusebenza, bese kuthi imali eyongiwe lapho isetshenziselwa ukubhekana nemikhakha ebucayi yezokwelapha. Isibonelo, uMnyango uzothuthukisa izinsiza zokubamba imihlangano ngezingcingo (tele-conferencing) nangomabonakude (video conferencing) ukuze kuncishiswe ukuhamba ngezithuthi kwabasebenzi beyosebenzela ngaphandle kwamahhovisi. Lokhu kuzophinde kwehlise izindleko ezikhokhelwa abasebenzi zokuhamba beyokwenza umsebenzi ngaphandle kwamahhovisi abo. (Subsistence and Travelling claims.)

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### **IMISEBENZI YEZOBUCHWEPHESHE BEZOKWELAPHA**

Somlomo, uMnyango uqhube izinhlelo eziningi ngenhloso yokwenza ngcono izinga lokunikezela ngezidingo zezempilo:

- Ngokuthengwa kwemishini ebizwa ngama- **CT Scanner** emine ezofakwa ezibhedlela i- King Edward VIII, i-Stanger, i-Greys kanye nase- Addington. Nakuba ukufakwa kwale mishini kuhlelwe ukuba kuphothulwe ngoNtulikazi wezi-2015, sizobeka eqhulwini izibhedlela i-Stanger kanye ne-Addington.

- Ngokuvulwa kwezinye **izikhungo ezine ezincane zokukhanda imishini yobuchwepheshe bezokwelapha, ama- Health Technology Services Satellite Workshop**, ezibhedlela i-Edendale, i-Newcastle, iMadadeni kanye ne-Ladysmith ukuze kwenziwe ngcono ukulungiswa kwemishini ngokushesha ezibhedlela nasemitholampilo. Isikhungo esincane sokukhanda imishini esiseMadadeni siyasebenza kuyimanje futhi sinabasebenzi ababili abangochwepheshe ekukhandeni le mishini, Izibhedlela i-Edendale ne-Newcastle zisesigabeni sokuqalisa ukusebenza kwalo mklamo kanti ukwakhiwa kwesikhungo esincane salolu hlobo esifundeni i-Ladysmith kuyaqhubeka.
- Ngokufakwa komshini i-**Lodox Equipment** emakhazeni amane okuyilawa; amakhaza ase-Phoenix, aku-Gale Street, ase-Prince Mshiyeni nase-Richards Bay. Lokhu kusemqoka kakhulu ngoba zonke izidumbu ezinamanxeba okudutshulwa kufanele zifakwe emshinini we- X-Ray ngaphambi kokuba zihlinzwe ukuze kuhlonzwe imbangela yokushona.
- Ngokuthengwa kwama- **Mobile C-Arms** amane ezibhedlela i-Ladysmith; i-St Andrews; i-Stanger ne- King Edward VIII kanye nemishini engomahambanendlwana ebizwa nge-**Mobile X-ray Bucky Units** eyi-12 ezibhedlela i-Addington; i-Bethesda; i-Charles Johnson Memorial; i-Edendale; i-GJ Crookes; i-Greys; i-King Edward VIII; i-Ladysmith; uMseleni; uMphumulo; iNtunjambili kanye ne-Wentworth. Le mishini izosetshenziselwa ukuhlonza izifo zamathambo emawodini lapho kulele khona iziguli ezigula kakhulu ezingeke zikwazi ukuhanjiswa egunjini elikhulu elinomshini we- X-Ray ukuba ziyohlolwa.

## **UMSHUWALENSE WEZEMPILO KAZWELONKE (i-NHI)**

Somlomo, lapha KwaZulu Natali sineziFunda ezintathu ezilinga ukusebenza kwe-NHI.

Ukuphumelela nokungaphumeleli kwe-NHI eNingizimu Afrika, (esethemba ukuthi izophumelela); kuzobonakala lapha KwaZulu Natali kwazise yithina esinezindawo eziningi ezilinga ukusebenza kwayo.

Ukulinga ukusebenza kwe-NHI kugxile kulokhu:

- Ukwenza ngcono ukufinyelela kuzinsiza zezempilo eziseqophelweni kubo bonke abantu baseNingizimu Afrika, kungakhathelekile ukuthi sinjani isimo sabo sezomnotho, sezenhlalo noma sezomsebenzi.
- Ukuqinisekisa ukwabiwa ngokulinganayo kwezinsizakusebenza, kubandakanya nezinsizakusebenza zezezimali, phakathi kwezikhungo zikahulumeni kanye nezomkhakha ozimele.
- Ukuqinisa ukusebenza ngempumelelo kohlelo lwezempilo, ikakhulukazi eziKhungweni zikaHulumeni zezeMpilo.

Njengalokhu ukuqeqeshwa kobuholi kuyinto emqoka kakhulu ekuqiniseni kohlelo lwezempilo, uMnyango weseke iziMenenja Eziyizinhloko eziningana ukuba zenze izifundo zobuholi okuyi-Masters in Public Health, i-Albertina Sisulu Leadership Programme for Health (ASELPH) kanye ne-Oliver Tambo Fellowship Foundation Programme.

Somlomo, isiFundazwe siqalise izinhlelo eziningana ezifundeni okulingwa kuzo ukusebenza kwe-NHI, lapho sithatha izindlela ezinhle ezibonakale

zisebenza ziyosetshenziswa nakwezinye izifunda esiFundazweni. Lokhu kubandakanya lezi zinhlelo ezilandelayo:

- Ukuqashwa koDokotela ngokwezinkontileka
- Ukwenziwa ngcono kwengqalasizinda
- Ukufakwa kobuxhakaxhaka bobuChwepheshe bezoLwazi
- Amathimba Abhekele Ezempilo Yemindeni
- Amathimba Abhekele Ezempilo Yasezikoleni
- Ukusatshalaliswa koChwepheshe bezeMpilo eziFundeni
- Ukusungulwa kohlelo olubizwa ngePhila Mntwana (Izikhungo Zabantwana zezeMpilo)
- Ukusungula Izizinda Zokusabalisa Imishanguzo Yezifo Ezingelapheki.

Leli thebula elilandelayo linikeza imininingwane yezibalo zezinhlelo zethu ezimaqondana ne-NHI:

<b>Amathimba Emphakathini</b>	<b>Agxile</b>	<b>UMzinyathi</b>	<b>UMgungundlovu</b>	<b>Amajuba</b>	<b>ISAMBA</b>
Amathimba Abhekele Ezempilo Yemindeni	11	14	11	<b>36</b>	
Amathimba Abhekele Ezempilo Yasezikoleni	15	23	9	<b>47</b>	
OChwepheshe bezeMpilo eziFundeni	3/7	4/7	2/7	<b>9/21</b>	

<b>Amathimba Emphakathini</b>	<b>Agxile</b>	<b>UMzinyathi</b>	<b>UMgungundlovu</b>	<b>Amajuba</b>	<b>ISAMBA</b>
ODokotela Ababhekele Ezempilo Yemindeni Abaqashwe ngokwezinkontileka	11	14	7 (bazoqashwa ngowezi- 2014/15)	<b>25</b>	
Izikhungo zePhila Mntwana	54	47	37	<b>140</b>	
Abasizi bosoKhemisi	17 baqashwe yi- Aurum  (13 bazoqashwa nguMnyango)	9	10	<b>36</b>	
Abasizi boDokotela Bamazinyo	2	0	0	<b>2</b>	
Izizinda Zokusabalisa Imishanguzo Yezifo Ezingelapheki	6	22	3	<b>31</b>	
ONompilo Abasebenza Emiphakathini	419	890	403	<b>1712</b>	
Izimoto Ezingomahambanendlwana zoDokotela Bamazinyo	1	1	1	<b>3</b>	
Izimoto zezeMpilo Ezihambela Izikole	14 (Kuneloli elilodwa le- NHI eliqondene nezempilo	23 (Kuneloli elilodwa le-NHI eliqondene nezempilo	9	<b>46</b>	



Amathimba Emphakathini	Agxile	UMzinyathi	UMgungundlovu	Amajuba	ISAMBA
		yasezikoleni)	yasezikoleni)		
Imoto Yokunakekelwa Kwamehlo	1	1	1	0	2
Izimoto zoDokotela Abaqashwe ngokwezinkontileka	2	2	2	2	6

Imizamo yethu yokuhlinzeka ngezempilo eziseqophelweni kanye nokulinga ukusebenza kwe-NHI inconywe kakhulu nguMugivhela Rambado onguMqondisi Wethimba likaMongameli elibhekele Ukuqapha Ukwenziwa Komsebenzi, njengalokhu kubikwe ephephandabeni i-New Age yangomhla ziyi-10 kuMandulo wezi-2014:

*'Sivakashe izikhathi eziningana kungazelelwe ezibhedlela zikahulumeni kanye nasemitholampilo ezweni lonke futhi-ke kumele sisho ukuthi abaNkwaZulu Natali yibona abahamba phambili ekulawulweni kokulethwa kwentuthuko kanye nokunakekelwa okuseqophelweni eliphezulu kwezikhungo zezempilo phezu kwezinsalelo ababhekene nazo. Bayisibonelo sendlela esifuna izikhungo zethu ze-NHI zisebenze ngayo.'*

## UKUTHUTHUKISWA KWENGQALASIZINDA YEZEMPILO

- **I-Dr Pixley ka Isaka Seme Regional Hospital:** Isiza sadluliselwa ngokusemthethweni mhla ziyi-16 kuMasingana wezi-

2015, kanti-ke lo msebenzi oqalwe njengomsebenzi oyigugu elikhulu loMnyango wethu– kulindeleke ukuba uphothulwe eminyakeni emine ngezindleko ezilinganiselwa kuma- **R2.8 billion.**

- **I –Bethesda Hospital:** Sekuphothuliwe ukwakhiwa kweGumbi Labantwana (Paediatric Ward) elisha kanye neGumbi Lomama Lokulindela (Mother Waiting Lodge) elinemibhede engama-20 elidle ama-R25 million.
- **I-Addington Hospital:** Iyaqhubeka imiklamo emikhulukazi yokulungiswa kabusha kwalesi sibhedlela. Asephothuliwe amagumbi okuhlinzela iziguli kanti kulindelekele ukuthi imipheme yengaphandle yalesibhedlela ibe isiphothuliwe ngenyanga kaNhlangulana wezi-2015. Isamba sesisonke sezindleko ngama-R202.8 million.
- **I-Lower Umfolozi War Memorial Hospital:** Sekuphothuliwe ukulungiswa kophiko oludala ngokunjalo nokwakhiwa kophiko olusha. Lo mklamo udle ama-R427.6 million.
- **Isibhedlela i-Newcastle Hospital:** UMnyango usebenzise ama-R6,8 million ukwenza ngcono amakheshi kulesi sibhedlela kanti lokhu sekuphothuliwe.
- **INgwelezane Hospital:** Sekusele kancane liphothulwe igumbi elisha labagula ngengqondo. Isamba sesisonke sezindleko ngama-R180 million. Usuqalile uMnyango ukwakha igumbi lokuhlinzela iziguli elinemibhede eyi-192.
- **I-Emmaus hospital:** Kuyaqhubeka ukunwetshwa kwalesi sibhedlela ngezindleko ezingama-R132.2 million.

- **I-KZN Children's Hospital:** Sekuphuthuliwe ukwakhiwa kwesiKhungo sokuHlola/isiKhungo sokuQeqesha (Assessment Centre/Training Centre); ukulungiswa kweMipheme Yengaphandle lesakhiwo 'sesibhedlela esidala' kanye nekhaya elidala labahlengikazi'. Sewuqalile umsebenzi wokwakhiwa kwesizinda semisebenzi emikhulu kanye nendawo yokupaka. Kulindeleke ukuthi lo mklamo uphuthulwe ngowezi-2018 ngezindleko ezingama-R300 million.
- **IJozini Community Health Centre:** Sekuphuthulwe ama-90% alo mklamo, kanti uzokudla ama-**R268.5 million**.
- **I-Pomeroy Community Health Centre:** Lo mklamo usuphuthuliwe kanti udle ama-**R161 million**.
- **I-Dannhauser Community Health Centre,** esidle isamba sama- **R164.9 million**. Lo mklamo usuphuthuliwe kanti sinokujabula okukhulu ukuthi uNdunankulu wethu, uMhlonishwa uSenzo Mchunu uzovula lesi sikhungo esisezingeni eliphezulu mhla zingama-27 kuNhlaba wezi-2015.
- **I-Phoenix Mortuary:** Sekuphuthuliwe ukwenziwa ngcono kwalesi sikhungo okudle ama-**R87.3 million**.
- **INgwelezane Clinic:** Ukulungiswa kwawo kabusha okudle isamba sama-R3.6 million, sekuphuthuliwe.
- **IJozini Malaria Health Complex:** Ukubhidlizwa kwesakhiwo esikhona njengamanje esisesizeni 383 kanye nokwakhiwa kwezindlu ezine ezinegumbi elilodwa lokulala, amagalaji, kanye nemipheme yezimoto (Ukulungiswa kabusha kwezindlu ezimbili kanye nemipheme yezimoto) sekuphuthuliwe ngezindleko zama-R5.047 million.
- **I-Ekuhlengeni Life Care Centre:** Ukulungiswa kwalesi sikhungo okudle ama-**R45.8 million**, sekuphuthuliwe.

- **Isithebe Clinic** ngaphansi kwesiFunda ILembe: Sekuphothuliwe ukwakhiwa Kwezindlu zabaHlengikazi okudle ama-**R18.7 million**.
- **IShongweni Dam Clinic** ngaphansi kwesiFunda i-Ethekwini: Ukwakhiwa komtholampilo omusha (Isigaba 9) okudle ama-**R11.2 million**, sekuphothuliwe.
- **IMwolokohlo Clinic** eNdwedwe: Ukwengezwa kwezakhiwo kanye nokulungiswa komtholampilo ngokunjalo nokwakhiwa Kwezindlu zabaHlengikazi okudle ama-**R14.1 million**, sekuphothuliwe.
- **IMqatsheni Clinic** ngaphansi kukaMasipala KwaSani: Sewuphothuliwe lo mtholampilo ngezindleko zama-**R14.1 million**.
- **IGwaliweni Clinic** ngaphansi kukaMasipala iJozini: Sekuphothuliwe ukwakhiwa komtholampilo omusha kanye nendlu yonogada ngezindleko zama-**R14.017 million**.
- **I-Enhlekiseni Clinic** ngaphansi kwesiFunda i-Zululand: Ukwakhiwa komtholampilo omncane, Izindawo Zokuhlala kanye neNdlu yoNogada okudle ama-**R14.7 million**, sekuphothuliwwe.

**ESIBHEDLELA EMSELENI** sivule ngokusemthethweni:

- **UPhiko lokucutshungulwa kwegazi (HAST Unit)** oludle ama-R5 700 000
- **Igumbi Leziguli Zabesifazane** elidle ama-R18 970 000
- **Igumbi Lezokwelapha kanye neziNdawo Zokuhlala Abasebenzi** ezinamafulethi angama-24 ngesamba sezindleko ezingama-R27 355 635.58

Somlomo; lokhu okungenhla akusona isithombe sayo yonke iMiklamo Yengqalasizinda eyenziwa esiFundazweni sonkana; kuveza nje leyo

emikhulukazi. Sineminye eminingi imiklamo yokulungiswa, ukukhandwa, kanye nokwakhiwa kabusha kwezikhungo eqhubekayo ezodla isamba sama-**R1, 55 Billion** yoNyaka Wezimali wezi-2015/16 seyiyonke. Ama-**R435 million** alesi samba siwabekela ukwakhiwa kwezikhungo ezintsha bese kuthi ama-**R1,115 Billion** kube awokulungiswa kanye nokwenziwa ngcono kwezakhiwo ezivele zikhona njengamanje.

## **UKULWISANA NENKOHHLAKALO**

Ngonyaka wezi-2009, uMnyango wasungula izinhlelo zawo zangaphakathi ukuze ukwazi ukubamba ukukhwabanisa kanye nenkohlakalo, ukuphenya izinsolo, ukuthatha izinyathelo zokuqondiswa kwezigwegwe ezenzweni zenkohlakalo kanye nokwedlulisela izinsolo zenkohlakalo ezinhlakeni zomthetho ezifanele, uma kunesidingo. Ukukhombisa ukuthi uMnyango uluthathela phezulu kangakanani udaba lokulwisana nokukhwabisa kanye nenkohlakalo, eminyakeni emihlanu eyedlule uMnyango usuphothule amacala angama-498 athinta abasebenzi abangama-406 bazo zonke izigaba.

Onyakeni wezimali wezi-2014/15, uMnyango ubuyelwe ama-R 2.9 million ngenxa yophenyo olubandakanya ukubuyiswa kwezimali kubasebenzi abathola eminye imiholo ngokwenza iMisebenzi Yangaphandle kweZinhlaka zikaHulumeni (Remuneration for Work Outside the Public Service [RWOPS]) ngokunjalo nezimali ezibuyiswe kubasebenzi bezempilo abasebenzela ezinye izinhlaka ngezikhathi okufanele ngabe bayaphumula ngazo nangale kokuthola imvume eMnyangweni.

Ngithanda ukuthumela isexwayiso kubo bonke abasebenzi kanye nabahlinzeka ngemisebenzi sokuthi angeke sayibekezelela nakancane inkohlakalo. Okumqoka nangaphezulu, ukuthi ukuxoshwa kwabasebenzi bethu abasezikhundleni eziphezulu noma ukuthi nabo sebake baphenywa kumele kuthumele umyalezo ocacile kuwo wonke umuntu wokuthi uMnyango uzolwisana nokukhwabanisa ngokunjalo nenkohlakalo ngaphandle kokwesaba kanye nokukhetha amabala kanti futhi angeke uzibekezelele izenzo ezinjalo.

## **SESIPHETHA**

Somlomo; ngokwesekwa yibo bonke uBuholi, iZazi kwezeMfundo, aBasebenzi kanye nemiphakathi yethu, sizibophezele ukusebenza kanzima embhidlangweni wethu wokuthi zonke izakhamuzi zethu ziphile impilo enhle futhi ende. Ngethulela lendlu ehloniphekileyo isabelomali sohlelo ngalunye nesethemba ukuthi sizoqhubezela phambili ukunikezelwa kosizo lwezempilo olusezingeni eliphezulu kulesi siFundazwe sethu.

Isabelomali Sesisonke sowezi-**2015/16: R32 981 786**

**UHlelo 1: EZOKUPHATHA -R737 119**

**UHlelo 2: EZEMISEBENZI YEZIBHEDLELA ZEZIFUNDA -R15 578 862**

**UHlelo3: EZEMISEBENZI YEZEMPILO YEZIMO EZIPHUTHUMAYO-**

**R1 160 311**

**UHlelo 4: EZEMISEBENZI YEZIBHEDLELA ZESIFUNDAZWE-**

**R8 775 638**

**UHlelo 5:** EZEMISEBENZI YEZIBHEDLELA EZINKULU- **R3 984 966**

**UHlelo 6:** EZESAYENSI YEZEMPILO KANYE NOKUQEQESHA-

**R1 055 250**

**UHlelo 7:** EZEMISEBENZI YEZOKWESEKA EZOKUNAKEKELWA

KWEZEMPILO- **R138 288**

**UHlelo 8:** UKUPHATHWA KWEZIKHUNGO ZEZEEMPILO- **R1 551 352**

Ngithanda ukuthatha leli thuba ngibonge umndeni wami ngokungeseka, ngibonge ubuholi obuqotho bukaNdunakulu wethu ubaba UMhlonishwa uSenzo Mchunu, ngibonge ozakweni abawoNgqongqosshe kanye namalungu e-Portfolio Committee. Ngithanda nokubonga iNhloko yoMnyango esabambile uDkt. Lindiwe Simelane, abaphathi bomnyango, amathimba asebenza ngaphansi kwabo, nabobonke abasebenzi bomnyango kuzona zonke izinhloko kusosonke isifundazwe ngokungeseka.

Ngiyabonga