

PUBLIC SERVICE COMMISSION

ISAZISO SECANDELO LE-15 SEKOMISHONIYENKONZO
KARHULUMENTE KUNYE NE-OFISIYEKOMISHONIYENKONZO
KARHULUMENTE NgokomThetho wokuPhakanyiswa koFikelelo kuLwazi,
2000 (umThetho oyiNombolo yesi-2 ka-2000)

ITHUBA LONYAKA-MALI: 2011/2012

AGASTI 2011



**ISAZISO SECANDELO LE-15 SEKOMISHONI YENKONZO KARHULUMENTE
KUNYE NE-OFISI YEKOMISHONI YENKONZO KARHULUMENTE
NgokomThetho wokuPhakanyiswa koFikelelo kuLwazi, 2000 (umThetho
oyiNombolo yesi-2 ka-2000)**

ITHUBA LONYAKA-MALI: 2011/2012

IZIQULATHO

1. INTSHAYELELO	3
2. IIREKHODI EZIFUMANEKA NGOKUZENZEKELAYO NGOKWECANDELO LE- 15 LOMTHETHO WOKUPHAKANYISWA KOFIKELELO: IKOMISHONI YENKONZO KARHULUMENTE KUNYE NE-OFISI YEKOMISHONI YENKONZO KARHULUMENTE	3
3. INDLELA OLUFUMANA NGAYO UFIKELELO KWIIREKHODI.....	12
4. UKUHLAZIYWA/UKUPAPASHWA KWESI SAZISOOTICE.....	12
5. IMALI EHLAWULWAYO	13
6. UKUCIMA INXENYE YEREKHODI ECELWAYO	12

1. INTSHAYELELO

Icandelo le-15 lomThetho wokuPhakanyiswa koFikelelo kuLwazi, ka-2000 (umThetho oyiNombolo yesi-2 ka-2000), umisela ukuba “iGosa loLwazi leziko likarhulumente, ekubhekiselwe kulo kumhlathi (a) okanye (b)(i) kwinkcazo “ziko likarhulumente” kwicandelo loku-1, kufuneka, ngokusekelwe kumathuba athile hayi ngaphantsi kokukanye kunyaka ngamnye, lingeniser kuMphathiswa inkcazo ye-

(a) *Ndidi zeerekhodi zeziko likarhulumente ezifumaneka ngokuzenzekelayo ngaphandle kokuba umntu acele ufikelelo ngokwalo mThetho, kuqukwa iindidi ezinjalo ezifumanekela-*

(i) uhlolo ngokomthetho ongaphandle kwalo mThetho;

(ii) ukuthenga okanye ukukhuphela kwiziko; kunye

(iii) nakwiziko ngaphandle kwentlawulo; kunye

(b) *nokuba ulufumana njani na ufikelelo kwiirekhodi ezinjalo”.*

IKomishoni yeNkonzo kaRhulumente (Public Service Commission) (PSC) / i-Ofisi yeNkonzo kaRhulumente (Office of the Public Service Commission) (OPSC's) kwizaZiso ezihlaziyiweyo zeCandelo le-15 zithobela imimiselo yeCandelo 15 (2) lomThetho wokuPhakanyiswa koFikelelo kuLwazi, 2000 onika ufikelelo kwiirekhodi ezifumaneka ngokuzenzekelayo.

2. IIREKHODI EZIFUMANEKA NGOKUZENZEKELAYO NGOKWECANDELO LE-15 LOMTHETHO WOKUPHAKANYISWA KOFIKELELO KULWAZI, 2000: IKOMISHONI YENKONZO KARHULUMENTE (PUBLIC SERVICE COMMISSION) (PSC) KUNYE NE-OFISI YEKOMISHONI YENKONZO KARHULUMENTE (OFFICE OF THE PUBLIC SERVICE COMMISSION) (OPSC)

2.1 Zonke iingxelo ezipapashiweyo kwaye zathiwa thaca ePalamente kunye nakwiziNdlu zoWiso-mThetho zamaPhondo zifumaneka ngokuzenzekelayo kwiwebhusayithi ye-PSC (www.psc.gov.za). Ngasezantsi luhlu lweeNgxelo ezivezwe yi-PSC:

2011

- A Meta-Evaluation of a Review of Land Redistribution for Agricultural Development (LRAD) (ukuJongwa kwaKhona kwe-Meta-Evaluation yokwaBiwa

- koMhlaba kuPhuhliso lwezoLimo) Project Performance (ukuSebenza kweProjekithi (2001- 2006)
- The Trend Analysis on Complaints Lodged with the Public Service Commission (uCazululo loMkhwa kwiziKhalazo eziFakwe kwiKomishoni yeNkonzo kaRhulumente): KwimiNyaka-Mali ka-2005/2006 - 2009/2010
 - Profiling and Analysis of the most Common Manifestations of Corruption and its related Risks in the Public Service (iProfayili kunye noCazululo kobuKho obuXhaphakileyo boRhawaphilizo kunye neMingcipheko eNxulumene nalo)
 - Seventh Consolidated Public Service Monitoring and Evaluation Report Evaluation (iNgxelo yesiXhenxe yoHlolo eHlanganisiweyo yokuJonga nokuHlola kwiNkonzo kaRhulumente: Umjikelo 2009/2010
 - Medium Term Strategic Plan (uYilo lweSicwangciso seXesha eliPhakathi)

2010

- State of the Public Service Report 2010 (iSimo seNgxelo yeNkonzo kaRhulumente)
- Evaluation of the Impact of the Policy and Procedures on Incapacity Leave and Ill-Health Retirement (PILR) on Sick Leave Trends in the Public Service (UkuHlolwa kweMpembelelo kuMgaqo-nkqubo neeNkqubo ngeKhefu lokungaKwazi ukusebenza kunye noMhlahaphantsi ngenxa yokugula kuMkhwa weKhefu lokuGula kwiNkonzo kaRhulumente)
- Consolidated Public Service Monitoring Evaluation Report on the Department of Housing (Human Settlements) Evaluation Cycle 2009/2010 (Inxelo eHlanganisiweyo yoHlolo lokuJonga kwiNkonzo kaRhulumente kwiSebe lezeziNdlu (ukuHlaliswa kwabaNtu) kuMjikelo woHlolo ka-2009/2010)
- Consolidated Report on Inspections of Primary Health Care Delivery Sites: Department of Health (iNgxelo eHlanganisiweyo kuHlolo lweeNdawo uKhathalelo olunguNdoqo lweMpilo)
- Overview of the Implementation of the Financial Disclosure Framework: Financial Year 2008/2009 (iSishwankathelo sokuPhunyezwa kweNkqubo-siKhokelo yokuXela kwiziMali: kuNyaka-Mali ka-2008/2009)
- Public Service Commission Annual Report 2009/2010 (iNgxelo yoNyaka yeKomishoni yeNkonzo kaRhulumente ka-2009/2010)
- Consolidated Public Service Monitoring Evaluation Report for the North West Province 2009/2010 Evaluation Cycle (iNgxelo eHlanganisiweyo yokuJonga uHlolo kwiNkonzo kaRhulumente yePhondo lomNtla Ntshona kuMjikelo woHlolo ka-2009/2010)

- An Assessment of the State of Professional Ethics in the Western Cape Provincial Government (uHlolo lweSimo seeNqobo eziseSikweni zobuGcisa kuRhulumente wePhondo leNtshona Koloni)
- Key Drivers of Citizen Satisfaction with Public Service Delivery: Pilot Report 2009/2010 (AbeNzi bokwaNeliseka okunguNdoqo kwabeMi kuNikezo lweNkonzo kwiNkonzo kaRhulumente: iNgxelo yoLingo 2009/2010)
- Report on the Assessment of the Effectiveness of Thusong Service Centres in Integrated Service Delivery (iNgxelo ngokuSebenza kwamaZiko eeNkonzo zeThusong kuNikezo lweNkonzo oluHlanganisiweyo)
- Report on the Implementation of the Performance Management and Development System for Senior Managers in the Limpopo Province (iNgxelo ngokuPhunyezwa koLawulo lokuSebenza kunye neNkqubo yabaPhathi abaPhezulu kwiPhondo laseLimpopo)
- Template for Developing Guidelines on Public Participation (uMzekeliso wokuPhuhlisa iziKhokelo kuThabatho Nxaxheba loluNtu)

2009

- National Anti-Corruption Forum: Report on the Implementation of Resolutions made by Parliament and its Committees on Corruption (uMbutho oChasene noRhwaphilizo weSizwe: iNgxelo ngokuPhunyezwa kweziGqibo ezeNziwe yiPalam)
- ente kunye neeKomiti zayo kuRhwaphilizo)
- Report on the Effectiveness of Public Service Leadership in the Promotion of Intergovernmental Relations (iNgxelo ngokuSebenza kobuNkokheli beNkonzo kaRhulumente ekuPhakanyisweni koNxulumano oluPhakathi kooRhulumente)
- Assessment of the State of Human Resource Management in the Public Service (uHlolo lweSimo soLawulo lwezeMicimbi yabaSebenzi kwiNkonzo kaRhulumente)
- Fact Sheet: Grievance Resolution for the 2008/2009 Financial Year (Imiba: iziSombululo zeziKhalazo kuNyaka-mali ka-2008/2009)
- An Evaluation of Integration and Coordination in the Integrated Sustainable Rural Development Programme (uHlolo lokuHlanganiswa noLungelelwaniso kwiNkqubo yoPhuhliso oluHlanganisiweyo oluziNzileyo lwamaPhandle)
- Report on the Assessment of the Public Sector Education and Training Authority's Contribution Towards the Development of Skills and Career Progression Prospects in the Public Service (iNgxelo kuHlolo lweGalelo likaGunyaziwe weCandelo likaRhulumente leMfuno noQeqesho ngokuBhekisele kuPhuhliso lwezaKhono kunye neMpumelelo yokuQhubela Phambili kwiMisebenzi enokuLandelwa kwiNkonzo kaRhulumente)

- Consolidated Report on Inspections of Service Delivery Sites: South African Police Service (iNgxelo eDityanisiweyo kuHlolo lweeNdawo eziNika iiNkonzo: iNkonzo yamaPolisa oMzantsi Afrika)
- Evaluation of Supply Chain Management Practices Within the R200 000 Threshold (uHlolo loLawulo lweMisebenzi eFumana iiNkonzo kunye neNika iMisebenzi kwiNgeniso yema-R200 000)
- Medium Term Strategic Plan 2009/2010 – 2011/2012 (uYilo lweSicwangciso seXesha eliPhakathi 2009/2010 – 2011/2012)
- An Assessment of the Impact of the Work of the Public Service Commission on Public Policy and Practice in South Africa (uHlolo lweMpembelelo zoMsebenzi weNkonzo yeKomishoni kaRhulumente kumGaqo-nkqubo kaRhulumente neZenzo eMzantsi Afrika)
- Report on the Assessment of the Quality of Support provided by the Department of Health to Emergency Medical Service Practitioners (iNgxelo ngoMgangatho weNkxaso enikwa liSebe lezeMpilo kubaSebenzi beeNkonzo zoNyango zeNgxakeko)
- Overview of the Implementation of the Financial Disclosure Framework: Financial Year 2007/2008 (iSishwankathelo sokuPhunyezwa kweNkqubo-sikhokelo yokuXela iziMali: uNyaka-Mali 2007/2008)
- A Meta-Evaluation of the Mid-Term Review of the Expanded Public Works Programme (i-Meta-Evaluation yeSishwankathelo seXesha eliPhakathi kwiNkqubo eYandisiweyo yeMisebenzi kaRhulumente)
- Report on the Evaluation of the Implementation of the Batho Pele Principle of Courtesy (iNgxelo kuHlolo lokuPhunyezwa komThetho-siseko weBatho Pele woNcedo)
- Report on Financial Misconduct for the 2007/2008 Financial Year (iNgxelo ekuziPhatheni kakuBi kwezeMali kuNyaka-mali ka-2007/2008)
- An Assessment of the State of Professional Ethics in the Limpopo Provincial Government (uHlolo lweeNqobo eziseSikweni zamaGcisa kaRhulumente kuRhulumente wePhondo laseLimpopo)
- Report on the Evaluation of the Implementation of the Batho Pele Principle of Information (iNgxelo kuHlolo lokuPhunyezwa komThetho-siseko weBatho Pele woLwazi)
- State of the Public Service Report 2009 (iSimo seNgxelo yeNkonzo kaRhulumente ka-2009)

2008

- Measuring of the Effectiveness of the National Anti-corruption Hotline: Second Biennial Report (ukuLinganiswa ukuSebenza komNxeba ongaHlawulelwayo weSizwe oChasene noRhwaqaphilizo: iNgxelo yeSibini kaNyaka-mbini)
- Management of Job Applicants with a Criminal Record in the Public Service (uLawulo lwabaFaki zicelo zoMsebenzi abaneRekhodi loLwaphulo-mthetho kwiNkonzo kaRhulumente)
- Report on the Evaluation of Service Delivery at the Department of Home Affairs: Visa Applications and Port Control (iNgxelo kuHlolo loNikezo lweNkonzo yeSebe leMicimbi yezeKhaya: iziCelo zeeVisa kunye noLawulo lweMida)
- Report on the Analysis of Performance Agreements as an Effective Performance Management Tool (iNgxelo kuCazululo lweziVumelwano zokuSebenza njengeSixhobo soLawulo lokuSebenza esiSebenzayo)
- Report on the Assessment of Public Participation Practices in the Public Service (iNgxelo kuHlolo lweZenzo zoThabatho Nxaxheba kwiNkonzo kaRhulumente)
- Report on the Implementation of the Performance Management and Development System for Senior Managers in the Northern Cape - November (iNgxelo kuPhunyezo loLawulo lokuSebenza kunye neNkqubo yoPhuhliso kubaphathi abaPhezulu kumNtla Koloni – Novemba)
- Report on Grievance Trends in the Public Service for the periods 1 April 2006 to 31 March 2007 and 1 April 2007 to 31 March 2008 (iNgxelo kwimiKhwa yeziKhalazo kwiNkonzo kaRhulumente kumathuba 1 Aprili 2006 ukuya kuma-31 Matshi 2007 kunye noku-1 Aprili 2007 ukuya kuma-31 Matshi 2008)
- Founding Document on Organisational Performance Assessment in the Public Service (uXwebhu oluSisiseko kuHlolo lokuSebenza koMbutso kwiNkonzo kaRhulumente)
- Fact Sheet: Monitoring Compliance with the Requirements of the Financial Disclosure Framework for the 2007/2008 Financial Year (Imiba: ukuThotyelwa koHlolo neeMfuneko zeNkqubo-sikhokelo yokuXelwa kwezeziMali kuNyaka-mali ka-2007/2008)
- Consolidated Report on Inspections of Service Delivery Sites: Departments of Education (iNgxelo eDityanisiweyo kuHlolo lweeNdawo eziNika iiNkonzo: amaSebe ezeMfundo)
- Audit of Selection Processes (uPhicotho-ncwadi lweeNkqubo zoKhetho)
- PSC Annual Report 2007/2008 (iNgxelo yoNyaka ye-PSC ka-2007/2008)
- A Report on Strategic Issues Emanating from the Evaluation of Heads of Department (iNgxelo kwiMiba yoCwangciso eVela kuHlolo lweeNtloko zeSebe)

- The Turnover Rate of Heads of Department and its Implications for the Public Service (iZinga loMsebenzi oweNziweyo weeNtloko zeSebe kunye neeMpembelelo zawo kwiNkonzo kaRhulumente)
- Monitoring Fact Sheet on Complaints Lodged with the Public Service Commission during the 2007/2008 Financial Year (ukuJonga iMiba kwiziKhalazo eziNgenisiweyo kwiKomishoni yeNkonzo kaRhulumente ngexa loNyaka-mali ka-2007/2008)
- Evaluation of the Consistency of Sanctions Imposed for Misconduct in the Public Service (uHlolo lokuFana koKwayo oluWiselwe ukuziPhatha kakuBi kwiNkonzo kaRhulumente)
- Fifth Consolidated Public Service Monitoring and Evaluation System Report - Research Cycle 2007/2008 (iNgxelo eDityanisiweyo yesiHlanu yeNkqubo yokuJonga nokuHlola kwiNkonzo kaRhulumente – uMjikelo woPhando 2007/2008)
- Report on the Evaluation of the National School Nutrition Programme (NSNP) (iNgxelo kuHlolo lweNkqubo yeSondlo yeziKolo yeSizwe (NSNP))
- Assessment on Disability Equity in the Public Service (uHlolo kubuLungisa kuKhubazeko kwiNkonzo kaRhulumente)
- Citizen Satisfaction Survey: Provincial Agricultural Services (uPhando lokoNeliseka kwabeMi: iiNkonzo zoLimo zamaPhondo)
- Guidelines for the Evaluation of Heads of Department (iziKhokelo zoHlolo lweeNtloko zeSebe)
- State of the Public Service Report 2008 (iNgxelo yeSimo seNkonzo kaRhulumente 2008)
- Report on the Management of Gifts in the Public Service (iNgxelo kuLawulo lweziPho kwiNkonzo kaRhulumkente)
- Report on the Implementation of the Performance Management System for Senior Managers in the North West Province (iNgxelo kuPhunyezo lweNkqubo yoLawulo lokuSebenza kubaPhathi abaPhezulu kwiPhondo lomNtla Ntshona)
- The Payment of Performance Incentives to Heads of Department without Annual Performance Evaluations Conducted (iNtlawulo yeziNto eziNomtsalane kwiiNtloko zeSebe kungaQhutywanga uHlolo lweMisebenzi loNyaka)
- Report on the Evaluation of the Training Needs of Senior Managers in the Public Service (iNgxelo kuHlolo lweMfuno zoQeqesho kubaPhathi abaPhezulu kwiNkonzo kaRhulumente)
- Report on the Implementation of the *Batho Pele* Principle of Openness and Transparency in the Public Service (iNgxelo kuPhunyezo lomThetho-siseko weBatho Pele wokungaFihli nokuXela konke kwiNkonzo kaRhulumente)

- Basic Concepts in Monitoring and Evaluation (iMiba eSisiseko ekuJongeni nasekuHloleni)
- National Anti-Corruption Forum Annual Report 2006/2007 (iNgxelo yoNyaka yoMbutho weSizwe eChasene noRhwapilizo 2006/2007)
- Medium Term Strategic Plan 2008/2009 – 2010/2011 (uYilo lweSicwangciso seXesha eliPhakathi 2008/2009 – 2010/2011)
- Forging a Formidable Legacy to Anchor our Democracy: The Public Service Commission 1199 (Ukwenza iNkxaso yeLifa elingaPheliyo kwiDemokrasi yethu: iKomishoni yeNkonzo kaRhulumente 1199)
- Overview on Financial Misconduct for the 2006/2007 Financial Year (iSishwankathelo sokuziPhatha kakuBi ngokwaseziMalini kuNyaka-mali 2006/2007)

2007

- Conceptual Framework for Meta-evaluation – December (Inkqubo-sikhokelo yeNgqikelelo kwi-Meta-evaluation – Disemba)
- Toolkit for the Management of Poor Performance in the Public Service – December (iKiti yeziXhobo kuLawulo lokuSebenza okuLambathayo kwiNkonzo kaRhulumente)
- Fourth Consolidated Public Service Monitoring and Evaluation report – Research Cycle 2006 /2007 (iNgxelo yeSine eDityanisiweyo yokuJonga nokuHlola kwiNkonzo kaRhulumente)
- Protocol for Summoning of Witnesses (iProtokoli yokuBizwa kwamaNgqina)
- An Assessment of Professional Ethics in the KwaZulu-Natal Provincial Administration (uHlolo lweNqobo eziseMgangathweni zobuGcisa kuLawulo lwePhondo lakwaZulu-Natal)
- Oversight Report on the Verification of Qualifications in the Public Service (iNgxelo yoMba wokuQinisekiswa kweziQinisekiso kwiNkonzo kaRhulumente)
- Report on the Indebtedness of Public Servants (iNgxelo ngokuba namaTyala kwabaSebenzi bakaRhulumente)
- Report on the Implementation of Fraud Prevention Plans in the Public Sector (iNgxelo kuPhunyezo lwamacebo okuThintela uLwaphulo-mthetho kwiNkonzo kaRhulumente)
- Report on the Evaluation of Government's Poverty Reduction Programme (iNgxelo kuHlolo lweNkqubo yokweHliswa kobuHlwempu kaRhulumente)
- Report on the Audit on Vacancy Rates in National and Provincial Departments (iNgxelo kuPhicotho-ncwadi ngamaZinga eziThuba kumaSebe eSizwe nawePhondo)

- Report on the Proceedings of the International Human Resource Management Conference (2007) (iNgxelo kwiiNkqubo zeNkomfa yoLawulo lweMicimbi yabaSebenzi yamaZwe ngamaZwe)
- Report on the Evaluation of the Batho Principle of Value for Money in the Public Service (iNgxelo kuHlolo lokuPhunyezwa komThetho-siseko weBatho Pele kwiXabiso leMali kwiNkonzo kaRhulumente)
- Report on the Evaluation of the Implementation of the Batho Principle of Consultation (iNgxelo kuHlolo lokuPhunyezwa komThetho-siseko weBatho Pele wokuCebisana)
- Trend Analysis Of Complaints Lodged with the Public Service Commission during the 2006/2007 Financial Year (uCazululo lweziKhalazo eziFakiweyo kwiKomishoni yeNkonzo kaRhulumente kuNyaka-mali 2006/2007)
- Report on Grievance Trends in the Public Service (iNgxelo kuMkhwa weziKhalazo kwiNkonzo kaRhulumente)
- Implementation of the Promotion of Access to Information Act, (Act 2 of 2000) in the Public Service (ukuPhunyezwa komThetho wokuPhakanyiswa koFikelelo kuLwazi, (umThetho wesi-2 ka-2000) kwiNkonzo kaRhulumente)
- Citizen Satisfaction Survey 2006/2007: Department of Home Affairs, Department of Trade and Industry, Transport Services by Provincial Departments (uPhando loKonelsieka kwabeMi 2006/2007: iSebe leMicimbi yezeKhaya, iSebe lezoRhwebo noShishino, iiNkonzo zezoThutho ngamaSebe amaPhondo)
- Protocol on Announced and Unannounced Visits (iProtokoli kwiziHlandlo zoTyelelo eziBhengeziweyo kunye nezo zingaBhengezwanga)
- Consolidated Report on Inspections of Public Service Delivery Sites (iNgxelo eDityanisiweyo kuHlolo lweNdawo zoNikezo Nkonzo zikaRhulumente)
- Report on the Management of Poor Performance in the Public Service (iNgxelo ekuLawulweni kokuSebenza okuLambathayo kwiNkonzo kaRhulumente)
- Report on the Investigation into the Management of Public Servants in Terms of Prevailing Provisions who are elected as Municipal Councillors in the Limpopo and Western Cape Provinces (iNgxelo kuPhando kuLawulo lwabaSebenzi bakaRhulumente ngokwamaGatya oYisayo abo baKhethwe njengooCeba bakaMasipala kumaPhondo elaseLimpopo kunye nelaseNtshona Koloni)
- National Anti-Corruption Forum Annual Report 2005/2006 (iNgxelo yoNyaka yoMbutsho oChasene noRhwaphilizo weSizwe ka-2005/2006)
- State of the Public Service Report 2007 (iNgxelo yeSimo seNkonzo kaRhulumente 2007)
- Report on the Audit of Reporting Requirements and Departmental Monitoring and Evaluating Systems within National and Provincial Government (iNgxelo

- kuPhicotho-Ncwadi leeMfuneko zokuXela kunye neeNkqubo zokuJonga kunye nezokuHlola kuRhulumente weSizwe kunye nowePhondo)
- Report on Senior Management Compliance with Performance Agreements in the Eastern Cape Provincial Administration (iNgxelo ekuLawulweni kweeMbambano zoMdla neziVumelwano zokuSebenza kuLawulo lwePhondo leMpuma Koloni)
 - Report on the Management of Conflicts of Interest through Financial Disclosures (2007) (iNgxelo ekuLawulweni kweeMbambano zoMdla ngoXelo lweziMali (2007)
 - An Assessment of Professional Ethics in the Free State Third Consolidated Public Service Monitoring and Evaluation Report (iNgxelo eDityanisiweyo yesiThathu yoHlolo lweeNqobo eziseSikweno zobuGcisa yokuJonga nokuHlola kwiNkonzo kaRhulumente)
 - Report on an Audit of Government's Poverty Reduction Programmes and Projects (iNgxelo kuPhicotho-Ncwadi lweeNkqubo neeProjekithi zokweHliswa kobuHlwempu zikaRhulumente)
 - Report on Financial Misconduct for the 2005/2006 Financial Year Measuring the Effectiveness of the National Anti-Corruption Hotline (NACH) (iNgxelo ngokuziPhatha kakuBi kwezeMali kuNyaka-mali ka-2005/2006 eLinganisa ukuSebenza komNxeba weSizwe oChasene noRhwapilizo (NACH)
 - Guide on Performance Management for Social Development Departments (iSikhokelo kuLawulo lokuSebenza kumaSebe oPhuhliso lweNtlalo)
 - PSC Annual Report 2006/2007 (iNgxelo yoNyaka ye-PSC ka-2006/2007)
 - Content Report on First Biennial Labour Relations conference for the Public Service (iNgxelo yoMxholo kwiNkomfa yokuQala kaNyaka-mbini ngoNxulumano lwabaSebenzi kwiNkonzo kaRhulumente)
 - Report on Role Clarification and Relationships at the Executive Interface-February (iNgxelo ekuCacisweni kweNdimba kunye nobuDlelwane kuMmandla weSigqeba-Febuwari)
 - Report on the Audit into the Granting of Performance Rewards in the Departments of Education at both the National and Provincial Levels (iNgxelo kuPhicotho-ncwadi ekuNikweni kwamaBhaso okuSebenza kumaSebe ezeMfundo kumaNqanaba eSizwe kunye nawamaPhondo)
 - Content Report on First Biennial Labour Relations Conference for the Public Service (iNgxelo yoMxholo weNkomfa yokuQala kaNyaka-mbini kuNxulumano lwabaSebenzi kwiNkonzo kaRhulumente)

2006

- Trend Analysis on Complaints Lodged with the PSC during 2004/2005 and 2005/2006 Financial Years (uCazululo lomKhwa ekuFakweni kweziKhalazo kwi-PSC ngexa leMinyaka-mali ka-2005/2006 kunye neye-2005/2006)
- Compliance with the Promotion of Administrative Justice Act, 2000 (Act No.3 of 2000) (umThetho wokuThotyelwa koLawulo lokuPhakanyiswa kobuLungisa, 2000)
- National Anti-Corruption Hotline Toolkit (IKiti yeziXhobo zomNxeba weSizwe oChasene noRhwapilizo)
- Gender Mainstreaming Initiatives in the Public Service (AmaPhulo okUSeebza ngezeSini kwiNkonzo kaRhulumente)
- Citizen Satisfaction Survey: Economic and Infrastructure Services Sector (uPhando lokoNeliseka koMmi: iCandelo leeNkonzo zoQoqosho zezaKhiwo)
- Overview of Financial Misconduct for the 2004/2005 Financial Years (iSishwankathelo sokuziPhatha kakuBi kwezeMali seMinyaka-mali ka-2004/2005)
- Report on a Guideline on School District Management (iNgxelo kwiSikhokelo kuLawulo lweSithili seSikolo)
- A Guideline on School District Management (iSikhokelo kuLawulo lweSithili seSikolo)
- Report on Managing Conflicts of Interest in the Public Service (iNgxelo ekuLawuleni iMpixano yoMdla kwiNkonzo kaRhulumente)
- Report on the Evaluation of the Policy Framework on Managing HIV and AIDS in the Public service (iNgxelo kuHlolo loMgaqo-nkqubo weNkqubo-sikhokelo yokuLawula i-HIV ne-AIDS kwiNkonzo kaRhulumente)
- State of the Public Service Report 2006 (iSimo seNgxelo yeNkonzo kaRhulumente 2006)
- Consolidated Report on the KwaZulu-Natal and Free State Procurement and Distribution of Learner and Teacher Support Material (iNgxelo eDityanisiweyo ekuThengweni kunye nasekuKhutshweni kweMathiriyeli yeNkxaso kaTitshala noMfundi)
- An Audit of Affirmative Action in the Public Service (uPhicotho-Ncwadi kuManyathelo okuBuyekeza abo babeHlelekile ngaPhambili kwiNkonzo kaRhulumente)
- The Verification of Qualifications of Middle Managers on Levels 11 and 12 in the Public Service (UQinisekiso lweziQinisekiso kubaPhathi abaPhakathi kumaNqanaba 11 nele-12 kweNkonzo kaRhulumente)
- Report on Measuring the Efficacy of the Code of Conduct for Public Servants (iNgxelo ekuLinganisweni kokuSebenza kweKhowudi yokuziPhatha kwabaSebenzi bakaRhulumente)

- Guide on Performance Management for Social Development Departments (IsiKhokelo ngoLawulo lokuSebenza kumaSebe oPhuhliso lwezeNtlalo)
- Guideline on the Management of Suspensions (IsiKhokelo ngoLawulo lokuNqunyanyiswa eMsebenzini)
- PSC Annual Report 2005/2006 (iNgxelo yoNyaka ye-PSC ka-2005/2006)

2005

- The Evaluation of Service Standards in the Public Service (UkuHlolwa kweMigangatho yeNkonzo kwiNkonzo kaRhulumente)
- Citizens' Forums: Case Studies from the Eastern Cape and Mpumalanga (imiButho yabeMi: Imizekeliso evela eMpuma Koloni naseMpumalanga)
- The Review of Sector Policing and the SAPS' Role in Community Crime Prevention Initiatives (UkuJongwa kwaKhona kobuPolisa kwiCandelo kunye neNdima ye-SAPS kumaNyathelo oThintelo lolwaPhulo-mthetho kuluNtu)
- Citizen Satisfaction Survey: Overview Report of the Criminal Justice Sector (uPhando lokwaNelsieka kwabeMi: (iNgxelo yeSishwankathelo kwiCandelo lezobuLungisa kuLwaphulo-mthetho)
- Assessing the Role of Labour Relations Officers in the Public Service (UkuHlola iNdima yamaGosa yezoNxulumano lwabaSebenzi kwiNkonzo kaRhulumente)
- The Evaluation of Heads of Department for the 2001/2002 Financial Year (ukuHlolwa kweeNtloko zamaSebe kuNyaka-mali ka-2001/2002)
- Report on the Management of State Housing (iNgxelo kuLawulo lweSimo seziNdlu)
- State of the Public Service Report 2005 (iSimo seNgxelo yeNkonzo kaRhulumente ka-2005)
- Guidelines: Verification of Qualifications in the Public Service (iziKhokelo: ukuQinisekiswa kweziQinisekiso kwiNkonzo kaRhulumente)
- Report on Financial Misconduct 2002/2003 and 2003/2004 Financial Years (iNgxelo yokuziPhatha kakuBi eziMalini kooNyaka-mali baka-2002/2003 no-2003/2004)
- PSC Annual Report 2004/2005 (iNgxelo yoNyaka ye-PSC ka-2004/2005)

2004

- Report on the State of Performance Management Systems in the South African Public Service (iNgxelo ngeSimo seeNkqubo zokuSebenza kwiNkonzo kaRhulumente yoMzantsi Afrika)
- Procedure for Conducting Public Administration Investigations (iNkqubo yokuQhuba uPhando kuLawulo lukaRhulumente)

- Implementing Financial Disclosure Requirements – A Comparative Desk Study on Best Practices concerning the Implementation of Financial Disclosure Frameworks (ukuPhumeza iiMfuneko zokuXela kwezeMali – uMzekeliso wokuThelekisa kwiZenzi eziGqwesileyo eziphathelene nokuPhunyezwa kweNkqubo-ziKhokelo zokuXela kwezeziMali)
- Report on the Management of the Subsidized Motor Transport Scheme (iNgxelo kuLawulo lweSikim seNkxaso yeziThuthi)
- Investigation into the Re-employment of Persons due to Ill-Health (uPhando ekuQeshweni kwaKhona kwabaNtu ngeNxa yokuGula)
- Remunerative Work Outside the Public Service (uMsebenzi oHlawulelwayo ngaPhandle kweNkonzo kaRhulumente)
- The Abilities of Departments to deal with Devolved Authority regarding Remuneration and Conditions of Service (UkuKwazi kweSebe ukujongana noGunyaizwe ngokuphathelene noMvuzo kunye neeMeko zeNgqesho)
- State of the Public Service Report 2004 (iSimo seNgxelo yeNkonzo kaRhulumente ka-2004)
- PSC Annual Report 2003/2004 (iNgxelo yoNyaka ye-PSC ka-2003/2004)

2003

- Audit of Anti-corruption Capabilities of Departments (UPhicotho-ncwadi lokubuKho boRhwaphilizo kumaSebe)
- Report on Establishment of a Whistle blowing Infrastructure for the Public Service (iNgxelo ekuSekweni kweSakhiwo sokuXela kwiNkonzo kaRhulumente)
- Investigation into the Management of Discipline in the Public Service (uPhando kuLawulo loQeqesho kwiNkonzo kaRhulumente)
- The Causes and Effects of Mobility amongst Senior Management Service and Professional Staff in the Public Service (OonoBangela kunye neziPhumo zokuHamba phakathi kweNkonzo yabaPhathi abaPhezulu kunye nabaSebenzi abangamaGcisa kwiNkonzo kaRhulumente)
- The Dispute Resolution Mechanisms in the Public Service (IiNdlela zokuSonjululwa kweziKhalazo kwiNkonzo kaRhulumente)
- Best Practices on Risk Management Frameworks for the Public Service (iZenzo eziGqwesileyo kwiNkqubo-ziKhokelo zoLawulo lomNgcipheko kwiNkonzo kaRhulumente)
- PSC Annual Report 2002/2003 (iNgxelo yoNyaka ye-PSC ka-2002/2003)

- A Toolkit on Recruitment and Selection (IsiXhobo ekuFunweni nasekuKhethweni kwabaSebenzi abaTsha)
- Report on the Evaluation of the National Housing Subsidy Scheme (iNgxelo ngoHlolo lweSikim seNkxaso seziNdlu seSizwe)
- Report on the Evaluation of the Service Delivery Innovation of the Creation of Agencies at the Department of Transport (iNgxelo ngokuHlolwa kokuTsha kuNikezo lweNkonzo kwee-Arhente zoYilo kwiSebe lezoThutho)
- Report on the Evaluation of the Department of Transport and its Agencies (iNgxelo ngoHlolo lweSebe lezoThutho kunye nee-Arhente zalo)
- Report on Financial Misconduct (iNgxelo ngokuziPhatha kakuBi kwezeMali)
- Report on the Evaluation of Land Administration in the Eastern Cape (iNgxelo ngoHlolo loLawulo loMhlaba eMpuma Koloni)
- Citizen Satisfaction Survey: Overview Report 2001/2002 (uPhando lokoNeliseka kwabeMi: IsiShwankathelo seNgxelo 2001/2002)

2002

- The Review of Departments' Annual Reports as an Accountability Mechanism (UkuJongwa kwaKhona kweeNgxelo zoNyaka zeSebe njengeNdlela yokuThatha uXanduba)
- Monitoring and Evaluation System Pilot Study in the Northern Cape (UPhononongo lolingo lweNkqubo yokuJonga nokuHlola kuMntla Koloni)
- Monitoring and Evaluation of the Provincial Multi Purpose Community Centres: MPCCs (UkuJongwa nokuHlolwa kwamaZiko oluNtu eNzelwe iziNto eziNinzi amaPhondo: MPCCs)
- State of the Public Service Report 2002 (iNgxelo yeSimo seNkonzo kaRhulumente 2002)
- Framework for the Evaluation of HODs (Inkqubo-sikhokelo yokuHlola ii-HODs)
- Explanatory Manual on the Code of Conduct (Incwadi eCacisayo yeKhowudi yokuziPhatha)
- Effective Management of National Hotlines (ULawulo oluSebenzayo lweMinxeba enokutsalelwa yeSizwe)
- Integrated Risk Management (uLawulo loMngcipheko oluHlanganisiweyo)
- Report on Black Listing (iNgxelo ekuBekweni kuluHlu lwabangaHlawuliyo)
- Evaluation of Fleet Management in the Eastern Cape (uHlolo loLawulo lweFliti eMpuma Koloni)
- Report on the Management of Senior Managers' Performance Agreement (iNgxelo kuLawulo lweSivumelwano sokuSebenza sabaPhathi abaPhezulu)

- Report on Disability Equity in the South African Public Service (iNgxelo kubuLungisa ekuKhubazekeni kwiNkonzo kaRhulumente yoMzantsi Afrika)
- Report on the Sick Leave Trends in the Public Service (iNgxelo kuMkhwa weKhefu lokuGula kwiNkonzo kaRhulumente)
- PSC Annual Report (iNgxelo yoNyaka ye-PSC)
- Guidelines on the Management of Suspensions (iziKhokelo kuLawulo lokunqunyanyiswa)
- Survey on the Handling of Appeals (uPhando ekuPhathweni kweziBheni)
- Report on Risk Management: A Provincial Perspective (iNgxelo kuLawulo loMngcipheko: uMbono wePhondo)
- Report on the Effective Management of Hotlines (iNgxelo kuLawulo oluSebenzayo lwemiNxeba etsalelwayo)

2001

- Guidelines to Follow when Considering the Merits of an Appeal Case of Misconduct (IziKhokelo xa uThathela iNgqalelo iiMerithi zeSibheni kwiTyala lokuziPhatha kakuBi)
- Ethics Survey – 2001: Ethics in Practice (uPhando lweeNqobo eziseSikweni – 2001: (IiNqobo eziseSikweni ziseNziwa)
- PSC Annual Report 2001/2002 (iNgxelo yoNyaka ye-PSC 2001/2002)
- State of the Public Service Report 2001 (Isimo seNgxelo yoNyaka yeNkozno kaRhulumente 2001)
- Verification of Qualifications of Senior Managers in the Public Service (UkuQinisekiswa kweziQinisekiso zabaPhathi abaPhezulu kwiNkonzo kaRhulumente)
- Report on the Management of Suspensions (iNgxelo ngokulawulwa koNqunyanyiso)
- A Review of South Africa's National Anti-Corruption Agencies (UkuJongwa kwaKhona kwee-Arhente eziChasene noRhwaphilizo zeSizwe zoMzantsi Afrika)

2000

- PSC Annual Report (iNgxelo yoNyaka ye-PSC)
- Evaluation of the Department of Home Affairs (UkuHlolwa kweSebe lezeMicimbi yeKhaya)
- Case Study on the South African Post Office: Improving Customer Service (Umzekeliso ngePosi yoMzantsi Afrika: ukuPhucula iNkonzo yabaXhasi)
- Dismissals as a Result of Misconduct (ukuGxothwa ngeNxa yokuziPhatha kakuBi)

- Evaluation of Department's Annual Reports as an Accountability Mechanism (ukuHlolwa kweeNgxelo zoNyaka zeSebe njengeNdlela yokuThatha uXanduva)
- Policy on Annual Reporting (Umgako-nkqubo kwiNgxelo yoNyaka)
- Career Management in the Public Service (uLawulo lweMisebenzi enokuLandelwa kwiNkonzo kaRhulumente)
- Management of Probationary Appointments within the Public Service Departments at National Level (UkuLawulwa kweNgqesho yokuJonga abaNtu iXesha eliThile Phambi kokubaQesha isiGxina kumaSebe eNkonzo kaRhulumente kwiNqanaba leSizwe)
- The State of Representativeness in the Public Service (AbaMeli bakaRhulumente kwiNkonzo kaRhulumente)
- Home Affairs Batho Pele and Management Audit Investigations (i-Batho Pele yeMicimbi yezeKhaya noLawulo loPhando kwiMicimbi yezeKhaya)
- Investigation into Land Administration, Geographic Information System Fleet Management in the Eastern Cape (uPhando kuLawulo loMhlaba, uLawulo lokuPhathwa Fiti lweNkqubo yoLwazi yeJografi)
- Survey of Compliance with Batho Pele Policy (uPhando lokuThobela uMgako-nkqubo weBatho Pele)
- Half Yearly Report to Parliament (iNgxelo yeSiqingatha soNyaka ePalamente)
- PSC Annual Report 2000/2001 (iNgxelo yoNyaka ye-PSC ka-2000/2001)

1999

- Evaluation of the Department of Home Affairs (UHlolo lweSebe leMicimbi yezeKhaya)
- Report on the Management of Leave in the Public Service (iNgxelo ngoLawulo lweKhefu kwiNkonzo kaRhulumente)
- Report on the Management of Remunerated Overtime in the Public Service (iNgxelo ngoLawulo lweXesha eloNgezelelweyo eliSetyenzwayo eliHlawulelwayo kwiNkonzo kaRhulumente)
- Evaluation of Annual Reports as an Accountability Mechanism (uHlolo lweeNgxelo zoNyaka njengeNdlela yokuThatha uXanduva)
- Report on the Investigation into Dismissals as a Result of Misconduct (iNgxelo ngoPhando lokuGxothwa ngenxa yokuziPhatha kakuBi)
- PSC Annual Report 1998/1999 (iNgxelo yoNyaka ye-PSC ka-1998/1999)

2.2 Ulwazi malunga ne-PSC

- Injongo noMbono
- Imisebenzi

- Ukwakhiwa
- Igunya
- IMimandla enguNdoqo yokuSebenza

linkcukacha zoqhagamshelwano ze-OPSC

Umthetho

IziKhokelo nemiThetho

lifom

Izinto ezixelelwa abeendaba

lintetho

Uxwebhu oluphathelene noFikelelo kuLwazi (njengeNcwadi neCandelo le-15 leSaziso)

Imisebenzi kwi-OPSC

linkomfa eziye zasingathwa

3. INDLELA OLUFUMANA NGAYO UFIKELELO KWIIREKHODI

Ulwazi kunokufikelelwa kulo kwiwebhisayithi ye-PSC ku-www.psc.gov.za

Ngeposi, evela:

KwiCandelwana: Communication and Information Services

Ingqalelo: Mr Ben De Villiers

Private Bag X121

PRETORIA

0001

Nge-imeyile: Bend@opsc.gov.za, Inombolo yomnxeba: (012) 352 1059, Ifeksi: (012) 325 8344

Amaxwebhu anokufunyanwa kwakhona kuMnu Ben De Villiers e-Room G07, Commission House, Corner Hamilton and Ziervogel Streets, Arcadia, Pretoria.

** Kufuneka kuqatshelwe ukuba iingxelo ezingqalene ngqo nesebe ezaqulunqwa yi-PSC ziyafumaneka kumasebe azo hayi kwi- PSC/OPSC.*

4. UKUHLAZIYWA/UKUPAPASHWA KWESI SAZISO

Isaziso se-PSC/OPSC seCandelo le-15 siyakuhlaziwa ngonyaka. ISaziso siyakupapashwa kwiGazethi kaRhulumente okungenani kanye ngonyaka kwaye incwadi yayo iya kuba ngeendleko ze-PSC/OPSC.

5. IMALI EHLAWULWAYO

Imali ekukuphela kwayo ehlawulwayo (ukuba kukho nayiphi na) yokufikelela kwirekhodi equkiweyo kwisaziso ngokwe '4' ngasentla, yimali emiselweyo yokuveliswa kwayo kwakhona.

6. UKUCIMA INXENYE YEEREKHODI EZICELIWEYO

IGosa loLwazi linokucima nayiphi na inxenye yerekhodi exelwe ku (1)(a) (icandelwana (1)(a) leCandelo 15 lomThetho) ngasentla, leyo ngesicelo sofikelelo, inako okanye kufuneka yaliwe ngokweSahluko sesi-4 sale Nxenye.

NgokweCandelo (15), icandelwana (5), lomThetho, "iCandelo le-11 kunye nalo naliphi na igatya lalo mThetho elinxulumene nelo candelo elingangeniyi kulo naluphi na udidi lweerekhodi eziqukuweyo kwisaziso ngokwecandelwana (2)". ICandelo le-11 liphathelene "nelungelo lokufikelela kwiirekhodi zamaziko karhulumente".



Republic of South Africa

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