IKOMISHINI YENKONZO KARHULUMENTE

INGXELO YONYAKA YABEMI YEXESHA LEZIMALI LIKA- ***2012/2013***

PUBLIC SERVICE COMMISSION

PSC

Custodian of Good Governance

IZIQULATHO

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1. SINGOOBANI

IKomishoni yeNkonzo kaRhulumente (Public Service Commission) (PSC) yasekwa ngokweCandelo le-196 loMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996.. UMgaqo-siseko umisela ukuba inye i-PSC kwiRiphabliki yoMzantsi Afrika, inamalungu ali-14, amahlanu kuwo onyulwe ngokwesincomo seNdlu yoWiso-mThetho. Ilungu elinye lonyulwe kwiphondo ngalinye kwalithoba, emva konyulo olwenziwe yiNkulumbuso yephondo ngesincomo sekomiti yeNdlu yoWiso-mThetho lwePhondo. Amalungu kubhekiselwe kuwo njengabaKomishinala kwaye onyulwa nguMongameli. AbaKomishinala abahlanu bazinze kwi-Ofisi eyiNtloko ye-PSC ePitoli ngexa amalungu aseleyo alithoba azinze kumaphondo abo. UMkomishinala wonyulwa ixesha leminyaka emihlanu, elivuselelwa ngexesha elinye elongezelelweyo. I-PSC yonganyelwe nguSihlalo, osebenza njengoGunyaziwe weSigqeba. USihlalo wonyulwa nguMongameli kubaKomishinala abonyuliweyo.

I-PSC yiyo ethathela kuyo uxanduva lweNdlu yoWiso-mThetho kwaye kufuneka inike ingxelo kwiNdlu yoWiso-mThetho ngokusebenza kwayo kunye nakwizindlu zowiso-mthetho zamaphondo ngemisebenzi yazo kwiphondo.

I-PSC ixhaswa yi-Ofisi yeKomishoni yeNkonzo kaRhulumente (Office of the Pnee-ofisi zamaphondo kwiphondo ngalinye. I-OPSC yonganyelwe nguMlawuli Jikelele, okwasebenza njengeGosa eliThatha uXanduva. Amalungu angabasebenzi be-OPSC onyulwa ngokomThetho weNkonzo kaRhulumente ka- 1994.

Umbono

Intshatsheli yolawulo lukarhulumente olugqwesileyo kulawulo lwedemokhrasi eMzantsi Afrika.

Injongo

Ukuphakamisa imithetho-siseko kunye neenkqobo ezisemgangathweni zedemokhrasi zomgaqo-siseko zeNkonzo kaRhulumente ngophononongo, uphando, ukuhlola, ukuvavanya ukunxibelelana kunye nokunika ingxelo kulawulo lukarhulumente .

2. YINTONI ESIYENZAYO

I-PSC ifumana igunya layo kumaCandelo ele-195 nele-196 loMgaqo-siseko, 1996. Icandelo le-195 limisela iinqobo ezisemgangathweni nemithetho-siseko elawula urhulumente, ekufuneka iphakanyiswe yi-PSC. Ezi nqobo zisemgangathweni kunye nemithetho-siseko yile:

a. umgangatho ophezulu weenqobo ezisesikweni zobugcisa

b. ukusetyenziswa kwezibonelelo okwaneleyo, okunoqoqosho nokusebenzayo
c. ulawulo lukarhulumente oluphuhliswe ngokunoqhelaniso
d. ulungiselelo lweenkonzo ngendlela engakhethiyo, efanelekileyo nenobulungisa, ngaphandle kokuthathwa kwamacala
e. ukusabela kwiimfuno zabantu kunye nokukhuthaza uluntu ukuba luthabathe inxaxheba ekwenziweni komgaqo-nkqubo
f. ulawulo lukarhulumente oluthathela kulo uxanduva
g. ukwamkela ukungafihli
h. ukuveza ulawulo lwemicimbi yabasebenzi olufanelekileyo kunye nezenzo zophuhliso lwemisebenzi enokulandelwa.
i. ulawulo lukarhulumente olungummeli olunezenzo zengqesho nolawulo lwabasebenzi ezisekelwe ekubeni nako, ukungathathi icala, ukufaneleka kunye nemfuno yokulungisa ukungafani kwexa langaphambili

NgokweCandelo le-196(4) loMgaqo-siseko, 1996, imisebenzi kunye namagunya e-PSC yile:

a. ukuphakamisa iinqobo ezisemgangathweni kunye nemithetho-siseko, njengoko kumiselwe kwiCandelo le-195, kwiNkonzo kaRhulumente yonke;
b. ukuphononongа, ukuhlola kunye nokuvavanya ukuququzelelwa nolawulo, kunye nezenzo zabasebenzi kwiNkonzo kaRhulumente;
c. ukundululula amanyathelo ukuqinisekisa ukusebenza ngamandla nangokwaneleyo kwiNkonzo kaRhulumente
d. ukunika imiyalelo ejoliswe ekuqinisekiseni ukuba iinkqubo ezinxulumene nokufunwa kwabasebenzi abatsha, ukutshintshwa, unyuselo nokugxothwa ziyangqinelana neenqobo ezisemgangathweni nemithetho-siseko emiselwe kwiCandelo le-195
e. ukunika ingxelo ngokunxulumene nemisebenzi yayo kunye nokwenziwa kwemisebenzi yayo, kuqukwa naziphi na izinto ezifunyanisiweyo enokuzenza kunye nemiyalelo namacebo anokuyinika; kunye nokunika uhlolo oluya kuma apho iinqobo ezisemgangathweni kunye nemithetho-siseko emiselwe kwiCandelo le-195 ezithotyelwe ngayo kwaye
f. mhlawumbi ngokwesivumelwano sayo, okanye ekufumaneni nasiphi na isikhalazo,
    i. ukuphanda kunye nokuhlola abasebenzi kunye nezenzo zolawulo lukarhulumente kunye nokunika ingxelo kugunyaziwe olawulayo obandakanyekayo nakwindlu yowiso-mthetho
    ii. ukuphanda ngezikhalazo zabasebenzi kwiNkonzo kaRhulumente esiphathelene nezenzo okanye ukungenzi ngokusemthethweni kunye nokwenza izincomo zolungiso olufanelekileyo
    iii. ukuhlola nokuphanda ukubambelela kwiinkqubo ezisebenzayo kwiNkonzo kaRhulumente
    iv. ukucebisa amasebe esizwe kunye nawamaphondo ngokuphathelene

nezenzo zabasebenzi kwiNkonzo kaRhulumente, kuqukwa nezi zinxulumene nokufunwa kwabasebenzi abatsha, ingqesho, utshintsho, ukugxothwa kunye neminye imiba yemisebenzi yabaSebenzi bakaRhulumente; kunye

g. Nokusebenzisa okanye ukwenza amagunya okanye imisebenzi eyongezelelekileyo emiselwe ngumThetho wePalamente.

Umsebenzi we-PSC wakhiwe ngokujikeleze le mimandla yokusebenza emithandathu engundoqo ilandelayo:

- UkuPhuculwa kweMicimbi yabaSebenzi
- UbuNkokheli nokuJongwa kwaKhona kweziBonelelo zoluNtu
- UkuHlolwa koLawulo
- UFezekiso lweeNkonzo kunye noHlolo lokuThobela
- UPhando loLawulo loluNtu
- IiNqobo eziseSikweni zobuGcisa.

Le mimandla ifakwe kula maqela amasebe emisebenzi alandelayo kuqukwa neeNkonzo zeQumrhu:

a. **ISebe: UbuNkokheli neZenzo zoLawulo** linoxanduva lokuphakamisa ubunkokheli obububo beNkonzo kaRhulumente, ulawulo lwemicimbi yabasebenzi, unxulumano lwezabasebenzi kunye nezenzo zokusebenza

b. **ISebe: UkuJonga nokuHlola** linoxanduva lokuseka umgangatho ophezulu wofezekiso lweenkonzo, uhlolo, uvavanyo kunye nolawulo olululo kwiNkonzo kaRhulumente

c. **ISebe: IMfezeko kunye nokuChasene noRhwaphilizo** linoxanduba lokuqhuba uphando lolawulo lukarhulumente, ukuphakamisa umgangatho ophezulu wokuziphatha ngokweenqobo ezisesikweni phakathi kwabasebenzi bakarhulumente kwaye lifake isandla ekuthinteleni nasekulweni urhwaphilizo kwiNkonzo kaRhulumente

d. **Icandelo: IiNkonzo zeQumrhu** linika ulawulo ulawulo xa lulo lwe-PSC kunye neenkonzo zenkxaso ezingundoqo.

3. NGUBANI OPHETHEYO

USihlalo we-PSC nguMnu Ben Mthembu, onguGunyaziwe weSigqeba ngokomThetho weNkonzo kaRhulumente.

UNjingalwazi Richard Levin nguMlawuli Jikelele we-OPSC kwaye uliGosa elinoXanduva ngokomThetho woLawulo lweMali kaRhulumente.

4. IMIGANGATHO YETHU, SIHLANGABEZENE NJANI NAYO NEZIPHUMO EZIPHUNYEZIWEYO

UYilo loPhuculo lokuNikezwa iiNkonzo (Service Delivery Improvement Plan (SDIP) lonyaka-mali ka-2012/13 lwaye alwavunywa ngowama-31 Matshi 2013. Oku bekungenxa yotshintsho kwiimfuneko zokunika ingxelo kunye nokujongwa kwakhona okwenziweyo kwi-SDIP oko kusenziwa ngeentlanganiso zeengxoxo. Ngenxa yoko, i-SDIP kunyaka-mli ka-2011/2012, efumanekayo kwiwebhusayithi ye-PSC (**www.psc.gov.za)** lusasebenza. **ITheyibhile yoku-1** ngasezantsi ibonisa amacandelo e-SDIP ngokunjalo nenkqubela eyenziweyo ekuphumezeni uyilo.

ITheyibhile 1: linkonzo ezingundoqo ezinikiweyo nemigangatho

linkonzo ezingundoqo	Abaxhasi bokuqala	Abo bangaba ngabaxhasi	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
Ukuqhuba uphando kwimicimbi enxulumene nabasebenzi kunye nokwenza uphando ngezikhalazo zabasebenzi bakarhulumente	Amasebe karhulumente	Amasebe karhulumente	Ingxelo enezinto ezifunyanisiweyo kunye nezincomo igqityiwe Ama-80% azo zonke izikhalazo ezithunyelweyo agqitywe kwiinyanga ezintathu ukusuka kumhla wokufunyanwa kwawo onke amaxwebhu abandakanyekayo	Iileta zobugcisa ezi-2 zaye zavunywa ngo-Agasti ka-2012 nangoMatshi ka-2-013, ngokulandelelana. Iileta zobugcisa zangeniswa kuMphathiswa weeNkonzo zikaRhulumente noLawulo Uxwebhu lwezikhalazo lwavunywa ngoDisemba ka-2012 INkomfa yezemiSebenzi kaNyaka-mbini yesi-3 yadluliselwa kunyaka-mali ka-2013/14 Iintlanganiso zeengxoxo ezili-11 zaye zaqhutywa yaze nengxelo yaqulunqwa yangeniswa ukuba ithathelwe ingqalelongo Disemba ka-2012. I-PSC ifumene izikhalazo ezingama-727 apho amatyala angama-377 (52%) avalwa/agqitywa ngezizathu ezahlukeneyo. Ephelele ngamatyala angama-350 (48%) asaxhonyiweyo ngenxa yolwazi olingaphelelanga olunikwe ngamasebe.
Ukuphucula kunye nokuphakamisa ubuNkokheli kwiNkonzo kaRhulumente	I-Ofisi kaMongameli Amasebe karhulumente Icandelo lemfundo Imibutho engekho phantsi kukarhulumente Amabhunga esiGqeba amaPhondo	Oorhulumente bengingqi (ooMasipala)	Iingxelo ezinezinto ezifunyanisiweyo kunye nezindululo yagqitywa	Ukusebenza kwezinga lengeniso kwii-HoDs ekusebenzeni kwamasebe kwaye kwahlolwa. Ingxelo equlunqiweyo yagqitywa ngoJuni ka-2012. Ukusebenza kobunkokheli kwiNkonzo kaRhulumente ekulungiseni ukuqinisekiswa kophicotho-ncwadi oluzingileyo kumasebe kunye noomasipala abakhethiweyo kwaye kwahlolwa. weenzame zobunkokheli beNkonzo kaRhulumente ekulungiseni uqiniselo oljzingileyo lophicotho-ncwadi kumasebe nakoomasipala abakhethiweyo kwaye kwaqulunqwa. Ingxelo yagqitywa yi-OPSC ngoJuni ka-2012.
Ukuphucula izenzo zemicimbi ephathelene	Isigqeba Amasebe	Oorhulumente bengingqi (ooMasipala)	Iingxelo/amaxwebhu anokufunyanisiweyo kunye	Kwabanjwa iintlanganiso ezili-11 endaweni yezi-2 ezazicetyiwe kuqala

linkonzo ezingundoqo	Abaxhasi bokuqala	Abo bangaba ngabaxhasi	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
nabasebenzi kwiNkonzo kaRhulumente ngokwenziwa kweengxelo zophando ezinezincomo	kaRhulumente Indlu yoWiso-mThetho		nezincomo ezenziweyo	Ngenxa yokwandiswa kwesikowupu seeprojekithi kunye nemiceli mngeni ekumiseleni udliwano-ndlebe nabantu ekusetyenziswana nabo, iiprojekithi ngokuvalwa kokugcwaliswa kwezithuba kwiNkonzo kaRhulumente, ukuqeshwa kwabasebenzi besebe kunye nohlolo lweNkqubo-sikhokelo yoLawulo lweSebe lweNkonzo kaRhulumente noLawulo lwemiThombo yeMicimbi yabaSebenzi neziMali zikaNondyebo kunatyiselwe ukuya ku-Agasti 2013. Uphando olongezelelweyo luyenziwa kwingxelo engokuHlolwa nokuPhuhliswa kweNkqubo yokuSebenza kumanqanaba 2-12 ukwandisa okufunyanisiweyo kwingxelo.
Ukuhlolwa kolawulo lokusebenza kweeNtloko zamaSebe	I-Ofisi kaMongameli Amasebe karhulumente Icandelo lemfundo Imibutho engekho phantsi kukarhulumente Amabhunga esiGqeba amaPhondo	Oorhulumente bengingqi (ooMasipala)	Ii-HoDs amaxwebhu azo anikiweyo zizakuhlolwa yi-PSC Izivumelwano zokusebenza (performance agreements)zeeHoD zizakuhlolwa kwaye zivavanywe	Ikhabhinethi iye yamkela kwaye yavuma iMemorandan yeKhabhinethi evela kuMphathiswa weNkonzo kaRhulumente noLawulo endulula uyilo lokugqibezela uhlolo lwee-HoDs kwimijikelo yohlolo ka-2010/2011 kunye no-2011/2012. Isikhokelo esinemigaqo yokugqityezelwa kohlolo olungekenziwa saye senziwa ukuze sincede ii-HoDs nee-EAs ngenkqubo njengoko ichaziwe kwisigqibo seKhabhinethi. Ziphelele zii-HoDs ezingama-25 ezihloliweyo ngexa lomjikelo wokusebenza ka-2010/2011. Ngaphaya koko, ii-HoDs eziphelelelyo ezingama-20 zaye zahlolwa kunyaka-mali ka-2011/2012. I-PSC okwangoku ikwinkqubo yokugqibezela uhlolo lwee-HoDs ezingenise amaxwebhu azo ohlolo eminyaka-mali ka-2010/2011 kunye noka-2011/20-12. Ama-85% ee-HoDs afake ii-PA zawo kwi-PSC ukusukela ngowama-31 Matshi 2013. Zonke ii-PA ezifunyenweyo zaqinisekiswa umgangatho kwaye kwacetyiswa ii-EAs nee-HoDs ezingenise ii-PAs Uxwebhu ngokufayilwa kwee-PAs lwaye lwavunywa ngoSeptemba ka-2012 kwaye lwathunyelwa kwabo

linkonzo ezingundoqo	Abaxhasi bokuqala	Abo bangaba ngabaxhasi	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
				bantu kusetyenziswana nabo babandakanyekayo.
Uhlolo lwamasebe kuthelekiswa kwiinqobo ezisemgangathweni ezidweliswe kwicandelo le-195 loMgaqo-siseko	Amasebe karhulumente Ipalamente yeSigqeba lziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu)	Amasebe karhulumente Ipalamente yeSigqeba lziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu)	Ubuninzi Iingxelo ngokufunyanisiweyo nezincomo yaye yagqitywa	Iingxelo ezili-17 ngokufunyanisiweyo xa bekuhlolwa ukubambelela kwamasebe kwimiThetho-siseko yoMgaqo-siseko yoLawulo iye yenziwa.
Ukuhlolwa kweSimo seNkonzo kaRhulumente	Amasebe karhulumente Ipalamente yeSigqeba lziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu)	Amasebe karhulumente Ipalamente yeSigqeba lziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu)	Iingxelo ngokufunyanisiweyo nezincomo yaye yagqitywa	Isindululo ngokuphunyezwa kolonyuso sesiGqibo sePalamente sowe-15 Novemba 2011 ngeSimo seNgxelo yeNkonzo kaRhulumente ka-2010 saye sakhutshwa.
Uhlolo lwempumelelo lweenkqubo ezichongiweyo zikarhulumente	Amasebe karhulumente Ipalamente yeSigqeba lziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu)	Amasebe karhulumente Ipalamente yeSigqeba lziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu)	Iingxelo ngokufunyanisiweyo nezincomo yaye yagqitywa	Ingxelo ngokuHlolwa kweNkqubo kweNkonzo yoluTsha yeSizwe yaqulunqwa.
Ukuhlolwa kofezekiso lweenkonzo	Amasebe karhulumente Ipalamente yeSigqeba lziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu)	Amasebe karhulumente Ipalamente yeSigqeba lziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu)	Ubuninzi Iingxelo ngokufunyanisiweyo nezincomo yaye yagqitywa	Imiba emibini evela kuhlolo olwaqhutywa kwiSebe lezobuLungisa noPhuhliso loMgaqo-siseko (Department of Justice and Constitutional Development (DoJ &CD) ejolise kwintsilelo kumatyala akwiiNkundla zeMimandla yavunywa yi-PSC, eyile- • Incwadi yobugcisa enika isishawankathelo sezinto ezifunyanisiweyo; kunye • Nengxelo ehlanganisiweyo equlethe intetho ebanzi yezinto ezifunyanisiweyo kunye nezincomo ngoknxulumene nazo zonke iiNkundla zeMimandla ezihloliweyo.

linkonzo ezingundoqo	Abaxhasi bokuqala	Abo bangaba ngabaxhasi	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
				Uhlolo lwaqhutywa kwakhona kwaye ingxelozavunywa yi-PSC ngale ndlela ilandelayo: • Ingxelo e-1 ngohlolo oluqhutywe kwizikhululo zamapolisa eMpuma Koloni, eyayijolise kubukho bamanzi, ezogutyulo kunye nombane. • Iingxelo ezi-3 ngohlolo oluqhutywe kwiSebe lezeMfundo ngofikelelo kwimfundo kujoliswe kubukho bezakhiwo zokunqumla umlambo kwabantwana basezilalini kumaphndo akwaZulu-Natali naseLimpopo Ingxelo ngeQumrhu labeMi le-Toolkit kuMasipala wase-Ermelo yavunywa yi-PSC.
Amanyathelo acetywayo okuqinisekisa ukusebenza okusebenzayo kwiNkonzo kaRhulumente	Amasebe karhulumente Ipalamente yeSigqeba IziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu)	Amasebe karhulumente Ipalamente yeSigqeba IziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu)	Iingxelo ngokufunyanisiweyo nezincomo yaye yagqitywa Ubuninzi Ukudibana	Ingxelo kuPhando lokoNeliseka kwabeMi olwaqhutywa ngokusekelwe kwimiba engundoqo yokoneliseka kwabemi yavunywa yi-PSC Ingxelo ngohlolo lwenkqubo yokuQinisekiswa kweziQinisekiso okusetyenziswa kumaSebe kunye nooMasipala yavunywa yi-PSC. Iintlanganiso zoluntu ezisi-7 (endaweni yezi-4 ezazicetywe kuqala) zaqhutywa Ngemfuno yempucuko enyukayo kumgangatho wolawulo lweprojekithi kunye nokwehlisa ixesha lophando, i-PSC iphumeze yonke imiba yayo. Okufunyanisiweyo kuphando lwayo kuveze izithintelo ezingundoqo kunikezo lweenkonzo kwiNkonzo kaRhulumente kwaye yagxininisa imfuno yeendlela eziququzelelweyo nezihlanganisiweyo zokuqinisekisa iNkonzo kaRhulumente esebenzayo neyoneleyo engqinelanayo negunya layo loMgaqo-siseko Ngokungqinelana nokubalulekileyo komgaqo-siseko kokuqinisekisa uthabatho nxaxheba loluntu, ukunika

linkonzo ezingundoqo	Abaxhasi bokuqala	Abo bangaba ngabaxhasi	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
				iingxelo kumsebenzi wayo wophando kunye nokunika ingxelo ngemisebenzi yayo, i-PSC ngexa kunye nasekugqityweni kweeprojekithi zayo iye yaququzelela ukuzibandakanya okuqinileyo kwizinto ezifumene kuphando kunye nezincomo Iintlanganiso zoluntu zasetyenziswa ukudibana nabo bonke abantu ekusetyenziswana nabo ababandakanyekayo kumzamo we-PSC wokuphucula iinzame zamasebe zokuhlawula abaniki zinkonzo nempahla kwangexesha kunye nokuqinisekisa ukuba amaShishini amaNcinane, aPhakathi namaNcinane kaKhulu ayaxhaswa.
Ukuqalisa uphicotho-ncwadi lwezimali zikarhulumente kunye nokuphanda kwizenzo zolawulo zikarhulumente Uxwebhu ngokuphathwa kakubi kwezimali kunyaka-mali ka-2011/12 Ingxoxo ezisingethweyo	Amasebe karhulumente Ipalamente yeSigqeba IziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu) Imibutho engekho phantsi kukarhulumente	Amasebe karhulumente Ipalamente yeSigqeba IziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu) Imibutho engekho phantsi kukarhulumente	Ama-80% ophando agqitywa kwiinyanga ezintathu ukusukela wokufunyanwa kwawo onke amaxwebhu Kwavunywa ngoFebruwari 2013 Isingethwe ngoMatshi 2013	Ama-42.4% ophando aye agqitywa kwiinyanga ezintathu ukusuka kumhla wokufunyanwa kwawo onke amaxwebhu. Ixesha eliphakathi lokugqiba uphando ibe sisi-4.6 seenyanga. Ingxelo yavunywa ngoMatshi 2013 Iingxoxo ezahlalelwayo ngokuphathwa kakubi kwezimali zaye zasingathwa yi-PSC ngoFebruwari 2013.
Ukuseka umkhwa wokuziphatha ngokomsebenzi owenzayo kwiNkonzo kaRhulumente	Amasebe kaRhulumente weSigqeba IziNdlu zoWiso-mThetho Abafaki zikhalazo		Ukunika inkxaso ye-ofisi kuMbutho oChasene noRhwaphilizo weSizwe (National Anti-Corruption Forum (NACF) Ukulawula ubukhulu bokuthobela kwiNkqubo-sikhokelo yokuXela uLwazi lweMali (Financial Disclosure	Iinkonzo zoomabhalane zaye zanikezwa i-NACF, Intlanganiso ezi-2 zeKomiti yeSigqeba ye-ze-NACF zaye zabanjwa I-NACF yesine yabanjwa ngempumelelo. Ingxelo ngokujongwa kwakhona kwe-NACF yaye yanikwa Ama-89% okuthobela ayaphunyezwa ngamasebe esizwe kunye nawephondo ngokuphathelene ne-FDF

linkonzo ezingundoqo	Abaxhasi bokuqala	Abo bangaba ngabaxhasi	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
				I-PSC yaphicotha ama-89% eefom zokuxelwa kwezimali kwaye ii-EAs zaye zacetyiswa ngeempixano ezinokuba khona zemidla kumasebe azo
			Ukulawulwa komNxeba oChasene noRhwaphilizo weSizwe (National Anti-Corruption Hotline) (NACH)	Ngokwe-NACH, amatyala ali-1 963 orhwaphilizo aye abhekiselwa kungqinelwano neeprotokoli ekuvunyelwene ngazo zamasebe. Inkqubo esebenzisa iwebhu ye-NACH yaye yafakwa kumasebe ama-4 kunye nakwiphondo eli-1 Utyelelo lwesiquphe lwaye lwaqhutywa kuwo onke amasebe eFreyistata ngoJuni ka-2012 kunye nasemNtla Ntshona naseNtshona Koloni ngoNovemba ka-2012. Uphicotho-ncwadi lwesiquphe lwaqhutywa kwi-South African Social Security Agency ngo-Oktobha ka-2012 ukuphucula izinga lokunika ingxelo kunye nokuvalwa kwamatyala orhwaphilizo olusolwayo oluxelwe kwi-NACH.
				I-Fact Sheet engokuLawulwa kweziKhalazo eyayifakwe kwi- PSC yaye yagqitywa
			Ukusingatha ngempumelelo iintlanganiso zengxoxo nokunika iingxelo ngeenkqubo	Iintlanganiso zeengxoxo zaye zaqhutywa ezingokukhuthazwa kwe-NACH kumNtla Ntshona ngoNovemba ka-2012
			Ukuqonda okusekelwe kwiinqobo ezisesikweni zomsebenzi kunye nokuchasana norhwaphilizo	Iintlanganiso ezintlanu zeengxoxo zaye zabanjwa ukuze ziphakamise iKhowudi yokuziPhatha kwiNkonzo kaRhulumente Ingxelo ngohlolo lwesimo seeNqobo eziseSikweni zobuGcisa keMpuma Koloni yaye yagqitywa
Ulawulo olululo lwezimali	AbaKomishinala Abasebenzi be-OPSC Abaniki nkonzo	AbaKomishinala Abasebenzi be-OPSC Abaniki nkonzo	Ukuhlolwa kwenkcitho kunye nokusetyenziswa kohlahlo lwabiwo-mali ekwabiweni kohlahlo lwabiwo-	Iziphumo zenkqubo yophicotho-ncwadi zonyaka-mali ka-2012/13 zisaqhuba

linkonzo ezingundoqo	Abaxhasi bokuqala	Abo bangaba ngabaxhasi	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
	Umphicothi-Ncwadi Jikelele UNondyebo weSizwe Amasebe karhulumente	Umphicothi-Ncwadi Jikelele UNondyebo weSizwe Amasebe karhulumente	mali	liNtlanganiso zeKomiti yoHlahlo Lwabiwo-Mali zenyanga zaye
Ukunika inkxaso yonxibelelwano neyolwazi phakathi kwezinye izinto, ngokupapasha umsebenzi we-PSC oko kusenziwa ngamaphulo abachola-choli beendaba kunye nemiboniso;	Abakomishinala Abasebenzi be-OPSC	Abakomishinala Abasebenzi be-OPSC	Imisebenzi yocholacholo ndaba kwiingxelo ezikhethekileyo ezipapashiweyo ze-PSC iye yabanjwa	Umsebenzi w we-PSC waye waphawulwa ngemisitho efana neentlanganiso zoluntu, iintlanganiso ezihlalelwayo kunye neentlanganiso zeengxoxo. Ngaphaya koko, udliwano-ndlebe nabacholi beendaba lwaye lwalungiselelwa abaKomishinala
Ukulawula, ukugcina kunye nokuqinisekisa ukusetyenziswa ngokwaneleyo kwezakhiwo, iinkqubo neenkonzo xa zizonke ze-IT	Abakomishinala Abasebenzi be-OPSC	Abakomishinala Abasebenzi be-OPSC	Imisebenzi ye-IT eqhutywe ngokungqinelana nemithetho-siseko nezenzo ezigqwesileyo ze-IT	Ii-server zadityaniswa ngempumelelo kwiziko ledatha kusetyenziswa ubuChwepheshe be-VM I-exchange server yaye yahlaziywa yasiwa kwi-Microsoft Exchange 2010, oko kusenza ukuba amagosa afikelele ngqo kwii-imeyile ezivela kwi-intanethi I-Active Directory (AD)software esetyenzisiwa ukulawula abasebenzisi kuthungelwano yaye yahlaziywa ukusuka kuma-2003 ukuya kuma-212 Iqumrhu lonxibelelwano kwikhompyutha labaKomishinala laye laphuhliswa (i-blog yabaKomishinala)
Ukufunwa kwabasebenzi abatsha kunye nokugcinwa kwabasebenzi abawaziyo umsebenzi wabo ukuqinisekisa ukufezekiswa kweenkonzo kwi-OPSC	Ukonyulwa kwabaxhamli/ abaphathi beNkqubo yabonyulwa	Ukonyulwa kwabaxhamli/ abaphathi beNkqubo yabonyulwa	Ukufunwa kwabasebenzi abatsha kunye nokhetho lwenziwa ngokungqinelana noMgaqo-Nkqubo wokuFunwa kwabaSebenzi abaTsha noKhetho	Ingxelo yezeMicimbi yabaSebenzi yoYilo lokuPhumeza yonyaka-mali ka-2011/12 yaqulunqwa ngoSeptemba ka-2012 yaze yangeniswa kwiSebe leeNkonzo zikaRhulumente noLawulo Ezinye izithuba ezingenabantu zaye zagcwaliswa kwangethuba ngexa lonyaka-mali ka-2012/13. Ukwenyuka nge-1, 2% kwaye kwenzeka

linkonzo ezingundoqo	Abaxhasi bokuqala	Abo bangaba ngabaxhasi	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
				ekugcwalisweni kwezithuba kwinqanaba le-SMS. Abasetyhini bamela ama- 48, 2% abasebenzi bephelele bamalungu e-SMS. Inani labasebenzi basetyhini lenyuka lisuka kwi-118 ngoMatshi ka-2012 ukuya kwi- 133 ngoMatshi ka-2013. I- PSC iqeshe abantu abahlanu abanokukhubazeka. Oku kutolikwa njenge-2.04% yabasebenzi xa bebonke. xa bephelele
ICandelo elinoxanduva elilawula ukufunwa nokukhutshwa kweenkonzo (supply chain management) (SCM) Ulawulo lwepropati oluphuculiweyo ULawulo olwaneleyo nolusebenzayololawulo lokhuselo	Abakomishinala Abasebenzi be-OPSC AbaNiki Nkonzo Amanye amasebe karhulumente	Abakomishinala Abasebenzi be-OPSC AbaNiki Nkonzo Amanye amasebe karhulumente	Imisebenzi ye-SCM< eqhutywa ngokungqinelana nemimiselo ye-SCM Ingqesho yepropati yenziwe ngokuthotyelwa kwe-GIAMA kunye nezithethe nemigangatho ULawulo lokhuselo luqhutywe kuphotyelwa imimiselo yokhuselo ebandakanyekayo	Ukufunyanwa kwempahla neenkonzo kwenziwe ngokungqinelana nemimiselo ye- SCM Inkqubo yokufunyanwa kwendawo ye-ofisi yenziwe phambi kokuba isivumelwano sengqesho siphelelwe INkonzo yamaPolisa yoMzantsi Afrika yenze uphicotho-ncwadi lokhuseleko kwii-ofisi zamaphondo ezi-3 I-Arhente yoKhuselo lukaRhulumente iqhube amanyathelo oCupho lwezobuGcisa (Pyrotechnical Surveillance) kwi-Ofisi yePhondo yaseNtshona Koloni kunye nakwi-Ofisi yasePalamente IiNkonzo zoKhuselo ze-OPSC ziqhube uHLolo loKhuselo eMzimbeni kwii-ofisi zamaphondo ezi-3 Ukwaziswa kokhuseleko kumagosa asanda kuqeshwa kuqhutyiwe

5. SICEBA UKUZIPHUCULA NJANI IINKONZO ZETHU

I-PSC isebenzisa i-SDIP yonyaka-mali ka-2011/12 ngexa isalindele ukuvunywa kwe-SDIP yonyaka-mali ka-2012/13, eyakusebenza ithuba eliminyaka emi-3. NgokweMimiselo kaNondyebo, iGosa eliNoxanduva leziko kufuneka lilungise uyilo lesicwangciso lwethuba elizayo leNkqubo-sikjokeloyeNkcitho yeXesha eliPhakathi ngokunjalo noYilo lokuSebenza loNyaka. UYilo lweSicwangciso lwe-PSC' kwimiNyaka-Mali ka-2013/14 - 2017/18 senziwa kwaye sibonakalisa iinjongo neembono zeziphumo ezisekelwe kwisicwangciso ezo i-PSC izakuzama ukuziphumeza kwithuba loYilo lweSicwangciso seThuba eliPhakathi.. UYilo lokuSebenza loNyaka lwe-PSC kunyaka-mali ka-2013/14 nayo lwaye lwenziwa kwaye lunika isishwankathelo sohlahlo lwabiwo-mali lwe-PSC, iingqikelelo zeNkqubo-sikhokelo yeNkcitho yeThuba eliPhakathi ngokunjalo neenjongo zesicwangciso ze-PSC.

Iikopi ze-SDIP, uYilo lweSicwangciso kunye noYilo lweSicwangciso sokuSebenza soNyaka ziyafumaneka ngesicelo kuMlawuli: IiNkonzo zoNxibelelwano noLwazi, uMnu Humphrey Ramafoko. Iinkcukacha zakhe zoqhagamshelwano zezi: Inombolo yomnxeba (012) 352 1196, I-imeyile: humphreyr@opsc.gov.za. Amaxwebhu ayafumaneka kwakhona kwi-website ye-PSC, **www.psc.gov.za**.

6. UMBUTHO KUNYE NABASEBENZI

I-PSC inabasebenzi abangama-253, abaquka abaKomishinala. **ITheyibhile yesi-2** ngasezantsi ibonisa inani elipheleleyo lezithuba ezigcwalisiweyo ukusukela ngoMatshi 2012, ngokwendawo

Itheyibhile yesi-2: Ukuchazwa kwabasebenzi ngokwendawo

Indawo	Inani labasebenzi
I-Ofisi yePhondo yoMmandla yaseMpuma Koloni - eQonce	7
I-Ofisi yePhondo yoMmandla yaseFreyistata – e-Bloemfontein	7
I-Ofisi yePhondo yoMmandla yaseGauteng – e-Johannesburg	8
I-Ofisi eyiNtloko - ePitoli	159
I-Ofisi yePhondo yoMmandla yaKwaZulu-Natal - eMgungundlovu	6
I-Ofisi yePhondo yoMmandla yaseLimpopo - ePolokwane	6
I-Ofisi yePhondo yoMmandla yaseMpumalanga – e-Nelspruit	6
I-Ofisi yePhondo yoMmandla yomNtla Koloni- e-Kimberley	7
I-Ofisi yePhondo yoMmandla yomNtla Ntshona- eMmabatho	6
I-Ofisi yePhondo yePalamente -eKapa	3
I-Ofisi yePhondo yoMmandla weNtshona Koloni - eKapa	6
KUPHELELE	**221**

ITheyibhile yesi-3 ngasezantsi ibonisa inani elipheleleyo labasebenzi (kuqukwa nabasebenzi abanokukhubazeka) ngesini kunye nohlanga kulo ngalunye kwezi ndidi zemisebenzi.

.ITheyibhule 3: Inani elipheleleyo labasebenzi (kuqukwa abasebenzi abanokukhubazeka) kulo ngalunye kwezi ndidi zemisebenzi ukusukela nhowama-31 Matshi 2013

lindidi zemisebenzi	Amadoda				Abasetyhini				Beph elele
	Abam Nyama	AbeBala	AmaNdi ya	AbaMh lophe	Abam Nyama	AbeBala	AmaNdi ya	AbaM hlophe	
Abaphathi abaphezulu	20	3	2	4	20	2	1	4	56
Abaphathi abaphakathi	32	1	1	7	28	2	2	5	78
Abolawulo/oom abhalana	23	1	0	0	38	2	3	1	68
Abasebenzi beenkonzo nentengiso, Abesigxina	17	0	0	0	19	2	0	0	38
Imisebenzi elula	1	0	0	0	4	0	0	0	5
KUPHELELE	**93**	**5**	**3**	**11**	**109**	**8**	**6**	**10**	**245**
Abasebenzi abakhubazekil eyo	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**4**

Ulwazi olongezelelweyo

Amanye amalungu abasebenzi e-PSC azi ezimbini okanye ngaphezulu zeelwimi ezisemthethweni zoMzantsi Afrika, njengesiBhulu, isiNgesi, IsiNdebele, IsiSwati, IsiXhosa, IsiZulu, Sepedi, Sesotho, Setswana, Tshivenda, ne-Xitsonga.

7. UHLAHLO LWABIWO-MALI

I-PSC ifumene uhlahlo lwabiwo-mali lwe-R162 117 kunyaka-mali ka-2012/13.ITheyibhile yesi-4 ngasezantsi ibonisa ukuba luchithwe njani na uhlahlo lwabiwo-mali:

Itheyibhile yesi-4: Ukuboniswa kwenkcitho ngqo

ICandelo loku-1: ULawulo	R 85 150 000
ICandelo lesi-2: Ubunkokheli neZenzo zoLawulo	R 24 793 000
ICandelo lesi-3: UkuJonga nokuHlola	R 22 234 000
ICandelo lesi-4: IMfezeko nokuChasene noRhwaphilizo	R 29 899 000
Uhlahlo lwabiwo-mali lweenkqubo	**R 162 076 000**
Imivuzo yabasebenzi	R 111 863 000
Uqeqesho	R 963 803

8. IINKCUKACHA ZOQHAGAMSHELWANO

Ngolwazi oluthe vetshe, nceda uqhagamshelane no

Njingalwazi Richard M Levin
UMlawuli Jikelele: OPSC
INombolo yomNxeba: (012) 352 1011
Ifeksi: (012)325 8322
Idilesi yePosi: Private Bag X121, Pretoria, 0001
I-imeyile: richardl@opsc.gov.za

Iikopi zazo zonke iingxelo ezipapashwe ze-PSC ziyafumaneka kwi-Ofisi eyiNtloko kunye nee-Ofisi zeMimandla ze-PSC. Iingxelo zikwafumaneka kwi-website ye-PSC, **www.psc.gov.za**.

9. APHO SIFUNYANWA KHONA

I-Ofisi eyintloko
Usihlalo: Mnu Ben Mthembu
UMlawuli-Jikelele:Njing.Richard M Levin
Commission House
Corner Hamilton & Ziervogel Streets
PRETORIA
0083
Inombolo yomnxeba: (012) 352 1000
IFeksi: (012) 325 8382

I-OFISI YASEPALAMENTE
IGosa lasePalamente: Nks Noziphiwo Gwaza
Sanlam Golden Acre Building
1st Floor
Adderley Street
CAPE TOWN
8001
Inombolo yomnxeba: (021) 418 4940
IFeksi: (021)418 5040

II-OFISI ZEMIMANDLA

IPhondo laseMpuma Koloni
UMkomishinala: Mnu Singatha Mafanya
UMlawuli wePhondo: Mnu Loyiso Mgengo
91 Alexander Road
KING WILLIAM'S TOWN
5601
Inombolo yomnxeba: (043) 643 4704
IFeksi: (043) 642 1371

IPhondo lase-Gauteng Province
UMkomishinala: Mnu Michael Seloane
UMlawuli wePhondo : Nks Dorothy Nkwanyana
Ten Sixty-Six Building
16th Floor, 35 Pritchard Street
JOHANNESBURG
2001
Inombolo yomnxeba (011) 833 5721
IFeksi: (011) 834 1200

IPhondo laseFreyistata
UMkomishinala: Mnu Paul Helepi
UMlawuli oBambeleyo wePhondo: Mnu Matela Mohale
62 Fedsure Building

IPhondo laseNtshona Koloni
UMkomishinala: Gq.Gavin Woods
Umlawulo wePhondo: Mnu Paul Rockman

3rd Floor, St Andrews Street
BLOEMFONTEIN
9301
Inombolo yomnxeba: (051) 448 8696
IFeksi: (051) 448 4135

IPhondo lomNtla Ntshona
UMkomishinala:Nks Mosa Sejosingoe
UMlawuliwePhondo:Nks Thato Mohapi
Mmabatho Post Office Building
Ground Floor, University Drive
MMABATHO
2735
Inombolo yomnxeba: (018) 384 1000
IFeksi: (018) 384 1012

IPhondo laseMpumalanga
UMkomishinala: Mnu David Mkhwanazi
UMlawuli oBambeleyo wePhondo Mnu Barney Mavimbela
19 Russel Street
NELSPRUIT
1200
Inombolo yomnxeba: (013) 755 4070
IFeksi: (013) 752 5814

IPhondo lomNtla Koloni
UMkomishinala: Nks Moira Marais-Martin
UMlawuli wePhondo: Mnu Jacques Malan
Woolworths Building, 1st Floor,
Corner Chapel & Lennox Streets
KIMBERLEY
8300
Inombolo yomnxeba: (053) 832 6222
IFeksi: (053) 832 6225

Sanlam Golden Acre Building
21st Floor, Adderley Street
CAPE TOWN
8000
Inombolo yomnxeba: (021) 421 3980
IFeksi (021) 421 4060

IPhondo laseLimpopo
UMkomishinala:Mnu Matome Mawasha
Mlawuli wePhondo Nks Thembekile Makhubele
Kirk Patrick Building
40 Schoeman Street
POLOKWANE
0701
Inombolo yomnxeba: (015) 291 4783
IFeksi: (015) 291 4683

IPhondo lakwaKwaZulu-Natal
UMkomishinala: Nks Phelele Tengeni
UMlawuli wePhondo:Mnu Bongani Khonjwayo
iDUBE Building
Gound Floor, 294 Burger Street
PIETERMARITZBURG
3201
Inombolo yomnxeba: (033) 345 9998
IFeksi: (033) 345 8505