IKOMISHONI YENKONZO KARHULUMENTE

INCWADI YEKOMISHONI YENKONZO KARHULUMENTE KUNYE NE-OFISI YEKOMISHONI YENKONZO KARHULUMENTE

Ngokwecandelo le-14 lomThetho wokuPhakanyiswa koFikelelo kuLwazi, 2000 (umThetho oyiNombolo yesi-2 ka-2000)

ITHUBA LONYAKA-MALI: 2010/2011

AGASTI 2010

IZIQULATHO

1. IMISEBENZI YEKOMISHONI YENKONZO KARHULUMENTE (PUBLIC SERVICE COMMISSION) (PSC) 1

2. UKWAKHIWA KWE-PSC 3

3. IINKCUKACHA ZOQHAGAMSHELWANO ZEGOSA LOLWAZI NOOSEKELA BALO 4

4. ISIKHOKELO SEKOMISHONI YAMALUNGELO OLUNTU YOMZANTSI AFRIKA SOKUBA UWUSEBENZISA NJANI UMTHETHO 5

5. UFIKELELO KWIIREKHODI 6

5.1 Inkcazo yezinto ezo i-PSC inazo iirekhodi kunye neendidi zeerekhodi ezigciniweyo kwinto nganye 6

5.2 Ukuxela ngokuzithandela kunye neerekhodi ezifumaneka ngokuzenzekelayo 7

5.3 Inkqubo yesicelo 8

6. IINKONZO EZIFUMANEKAYO KULUNTU KUNYE NOKUBA UFIKELELA NJANI KUZO 9

6.1 Iinkonzo 9

6.2 Ulufumana njani ufikelelo kwiinkonzo 10

7. ULUNGISELELO OLUVUMELA UTHABATHO NXAXHEBA LOLUNTU EKWENZIWENI KOMGAQO-NKQUBO KUNYE NOKWENZIWA KWEMISEBENZI 10

7.1 Umgaqo-nkqubo nomthetho owazisayo 10

8. ULUNGISO OLUFUMANEKAYO NGOKUNXULUMENE NEZENZO OKANYE UKUSILELA UKWENZA 11

8.1 Iinkqubo zokuxela 11

8.2 Olunye ulungiso oluxhasayo 13

8.3 Umsebenzi wokuxela 13

9. UKUHLAZIYWA KWENCWADI 13

10. UKUFUMANEKA KWENCWADI 13

1. IMISEBENZI YEKOMISHONI YENKONZO KARHULUMENTE (PUBLIC SERVICE COMMISSION) (PSC)

IKomishoni yeNkonzo kaRhulumente (Public Service Commission) (PSC) liziko likarhulumente elizimeleyo nelingathathi cala, lisekwe ngokweCandelo le-196 loMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996. I-PSC umsebenzi wayo kukuxhobisa, phakathi kwezinye izinto, ukuphanda, ukujonga nokuhlola ulungiselelo kunye nolawulo lweNkonzo kaRhulumente. Eli gunya likwafaka uhlolo lwempumelelo, okanye ukunqongophala ngaphaya koko kweenkqubo zikaRhulumente. Okunxulumene nala magunya akhankanywe ngasentla, i-PSC inesibophelelo sokuphakamisa amanyathelo okuqinisekisa ukusebenza kunye nokwanela komsebenzi kwiNkonzo kaRhulumente kunye nokuphakamisa iinqobo ezisemgangathweni kunye nemithetho-siseko yolawulo lokurhulumente njengoko kumiselwe kuMgaqo-siseko, kwiNkonzo kaRhulumente xa iyonke.

Igunya le-PSC

I-PSC ilithatha igunya layo kumacandelo ele-195 nele-196 oMgaqo-siseko, 1996. iCandelo le-95 limisela iinqobo ezisemgangathweni nemithetho-siseko elawula inkonzo karhulumente, ekufuneka iphakanyiswe yi-PSC. Ezi nqobo zisemgangathweni nemithetho-siseko yile:

- umgangatho ophezulu weenqobo ezisesikweni zobucgisa bomsebenzi
- ukusetyenziswa kwezibonelelo okwaneleyo, okunoqoqosho nokusebenzayo
- ulawulo lukarhulumente oluqhelansiwe nophuhliso
- ulungiselelo lweenkonzo olungakhethi cala, olufanelekileyo nangendlela eenobulungisa, kungabikho kukhethwa
- ukusabela kwiimfuno zabantu kunye nokukhuthaza uluntu ukuba luthabathe inxaxheba ekwenziweni komgaqo-nkqubo
- ulawulo lukarhulumente oluthatha uxanduva
- ukusebenzisa ukungafihli
- ukusetyenziswa kolawulo lwemicimbi yabasebenzi kakuhle kunye nezenzo zokuphuhlisa amakhondo emisebenzi
- ulawulo lwenkonzo karhulumente olunomelo kwingqesho kunye nakwizenzo zolawulo lwezabasebenzi ngokusekelwe ekukwazini, ukungabi nakhethe, ubulungisa, kunye nemfuno yokulungisa ukungalingani kwangaphambili.

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

- ukuphakamisa iinqobo ezisemgangathweni kunye nemithetho-siseko, njengoko kumiselwe kwiCandelo le-195, kwiNkonzo kaRhulumente yonke
- ukuphanda, ukujonga nokuhlola ulungiselelo, ulawulo kunye nezenzo kwezabasebenzi kwiNkonzo kaRhulumente, ingakumbi ukubambelela kwiinqobo ezisemgangathweni nemithetho-siseko emiselwe kwicandelo le-195 kunye neenkqubo zenkonzo karhulumente
- ukundlulula amanyathelo okuqinisekisa ukusebenza okungamandla nokwaneleyo kwiNkonzo kaRhulumente
- ukunika imiyalelo ejolise ekuqinisekiseni ukuba iinkqubo zezabasebenzi ezinxulumene nokufunwa kwabasebenzi abatsha, ukutshintshwa, ukunyuselwa nokugxothwa ziyangqinelana neenqobo ezisemgangathweni nemithetho-siseko emiselwe kwiCandelo le-195
- ukunika ingxelo kwimisebenzi yayo yayo kunye nokwenziwa kwemisebenzi yayo, kuqukwa naziphi na izinto enokuzifumanisa kuphando enokulenza kunye nemiyalelo namacebo enokuwanika, kunye nokubonelela ngohlolo kuyokuma ekubeni iinqobo ezisemgangathweni nemithetho-siseko emiselwe kwiCandelo le-195 iyathotyelwa na; kunye;
- ngemvume yayo, okanye ngokufumana nasiphi na isikhalazo,

    - ukuphanda nokuhlola ukusetyenziswa kwezenzo zezabasebenzi nezolawulo lukarhulumente kunye nokunika ingxelo kugunyaziwe wesigqeba obandakanyekayo nendlu yowiso-mthetho
    - ukuphanda ngezikhalazo zabasebenzi beNkonzo kaRhulumente eziphathelene nokwenziweyo kunye nokungenziwanga ngokusemthethweni kunye nokunika ulungiso olufanelekileyo
    - ukuhlola nokuphanda ukubambelela kwiinkqubo ezisebenzayo kwiNkonzo kaRhulumente
    - ukucebisa amaziko karhulumente esizwe nawamaphondo ngokuphathelene nezenzo zezabasebenzi kwiNkonzo kaRhulumente, kuqukwa nezo zinxulumene nokufunwa kwabasebenzi abatsha, ingqesho, ukutshintshwa, ukugxothwa kunye neminye imiba yamakhondo emisebenzi yabasebenzi kwiNkonzo kaRhulumete

ImiMandla yokuSebenza enguNdoqo

Umsebenzi we-PSC wakhiwe ngokujikeleze imimandla yokusebenza engundoqo emitahthu:

- ukujongwa kwakhona kobunkokheli nemicimbi yabasebenzi
- uphuculo lonxulumano lwabasebenzi
- ulawulo nohlolo

- uhlolo lonikezo lweenkonzo nokuthobela
- uphando lolawulo lukarhulumente
- iinqobo ezisesikweni zobugcisa kumsebenzi

2. UKWAKHIWA KWE-PSC

Imvelaphi

I-PSC yasekwa ngokwecandelo le-196 loMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996. UMgaqo-siseko umisela ukuba kukho i-PSC enye kwiRiphabliki yoMzantsi Afrika, enamalungu ali-14, amahlanu awonyulwe ngokwesincomo seNdlu yoWiso-mThetho. Ilungu ngalinye lonyulwe kwiphondo ngalinye kwalithoba, emva kokonyulwa yiNkulumbuso yephondo ngokwesincomo sekomiti yeNdlu yoWiso-mThetho yePhondo. Amalungu kuye kubhekiselwe kuwo njengabaKomishinala. Bonke abaKomishinala bonyulwa nguMongameli. Inkqubo yolonyulo lwabaKomishinala ilawulwa ngumThetho weNkonzo kaRhulumente, 1997, obonelela ngolawulo lwe-PSC kunye nemicimbi enxulumene nayo NgokomThetho, umKomishinala wonyulwa ixesha leminyaka emihlanu, elivuselelwa ixesha elinye kuphela. I-PSC iphethwe nguSihlalo owonyulwe nguMongameli kubaKomishinala abonyuliweyo.

I-PSC inoxanduba kwiNdlu yoWiso-mThetho kwaye kufuneka inike ingxelo kuyo ngonyaka. Kufuneka inike ingxelo kwakhona kwiNdlu yoWiso-mThetho yephondo elibandakanyekayo ngemisebenzi yephondo ngalinye. I-PSC ixhaswa yi-Ofisi yeKomishoni yeNkonzo kaRhulumente (Office of the Public Service Commission) (OPSC), e-Ofisi eyiNtloko yayo isePitoli kunye nee-Ofisi zeMimandla kwiphondo ngalinye. UMlawuli-Jikelele oliGosa eliPhetheyo, wongamele i-OPSC.

Amalungu eKomishoni

UMongameli wonyula uMkomishinala njengoSihlalo kunye nomnye njengoSekela-Sihlalo we-PSC. Aba balandelayo ngamalungu e-PSC:

<u>Abonyulwe ziziNdlu zoWiso-mThetho zamaPhondo</u>

- Gqirha R Mgijima (Gauteng), kwaye wonyulwe njengoSihlalo nguMongameli
- Nks PM Tengeni (KwaZulu-Natal), kwaye wonyulwe njengoSekela Sihlalo nguMongameli
- Mnu S Mafanya (Mpuma Koloni)
- Mnu P Helepi (Freyistata)
- Mnu MZ Mawasha (Limpopo)
- Mnu DS Mkhwanazi (Mpumalanga)

- IPhondo lomNtla Ntshona – *belingenamntu kwisithuba ngexesha lokungeniswa kwale ncwadi*
- Nks M Marais-Martin (mNtla Koloni)
- Gqirha Gavin Woods (Ntshona Koloni)

Abonyulwe yiNdlu yoWiso-mThetho

- Gqwetha M Malahlela
- Nks S Nkosi
- Nks J Matsomela
- Mnu B Mthembu

UKwakhiwa koLawulo

UKwakhiwa kombutho we-PSC kuyilwe ngokujikeleze iinjongo zayo zocwangciso kwaye okulandelayo imimandla yayo yokusebenza. Umsebenzi we-PSC wakhiwe ujikeleleze imimandla yokusebenza engundoqo emithandathu njengoko ibonisiwe phantsi kwenqaku loku-1 ngasentla. Le mimandla yohlulwe yangamaSebe amane, njengoko kuchaziwe ngasezantsi:

ISebe: Ulawulo

Injongo yeli sebe kukulawula, ukuququzelela kunye nokunika inkxaso yolawulo kwi-PSC ne-ofisi.

ISebe: UbuNkokheli neZenzo zoLawulo

Injongo yeli sebe kukuphakamisa ubunkokheli obulungileyo kwiNkonzo kaRhulumente, ulawulo lwemicimbi yabasebenzi, unxulumano lwezabasebenzi nezenzo zemisebenzi.

ISebe: UkuJonga nokuHlola

Injongo yeli sebe kukuseka umgangatho ophezulu wonikezo lweenkonzo, ukuhlola nolawulo olulungileyo kwinkonzo kaRhulumente.

ISebe: iSidima nokuChasana noRhwaphilizo

Injongo yeli sebe kukwenza uphando kulawulo lukarhulumnete, ukuphakamisa umgangatho ophezulu wokuziphatha ngokweenqobo ezisesikweni kumsebenzi onobugcisa phakathi kwabasebenzi bakarhulumente kunye nokufaka isandla ekulweni urhwaphilizo.

3. IINKCUKACHA ZOQHAGAMSHELWANO ZOLWAZI LWAMAGOSA KUNYE NOOSEKELA

UMlawuli-Jikelele we-OPSC, nguMnu Mashwahle Diphofa, uligosa lolwazi ngokomThetho wokuPhakanyiswa koFikelelo kuLwazi iinkcukacha zoqhagamshelwano zikaMnu Diphofa zingale ndlela ilandelayo: mashwahled@opsc.gov.za, Inombolo yomnxeba (012) 352-1011. OoSekela maGosa oLwazi e-OPSC ngala:

a. Sekela Mlawuli-Jikekelele: ubuNkokheli nezeNzo zoLawulo – bekungekho mntu kwisithuba ngexesha lokungeniswa kwale ncwadi
b. Mnu Indran Naidoo, Sekela Mlawuli-Jikekelele: ukuJonga nokuHlola, i-imeyile: indrann@opsc.gov.za, Inombolo yomnxeba: (012) 352 1039
c. Sekela Mlawuli-Jikekelele: isiDima nokuChasana noRhwaphilizo - bekungekho mntu kwisithuba ngexesha lokungeniswa kwale ncwadi
d. Nks Bontle Lerumo, Sekela Mlawuli-Jikekelele: iiNkonzo eziButheleneyo, i-imeyile: bontlel@opsc.gov.za, Inombolo yomnxeba (012) 352 1194
e. Mnu Humphrey Ramafoko, UMlawuli: uNxibelelwano neeNkonzo zoLwazi, i-imeyile: humphreyr@opsc.gov.za, Inombolo yomnxeba (012) 352 1196.

Idilesi

Postal address:
Private Bag X121
Pretoria
0001

Idilesi yeSitalato:
Commission House
Corner Hamilton and Ziervogel Streets
Pretoria
0001

Iwebhusayithi: www.psc.gov.za
Inombolo yomnxeba: (012) 352 1000
Ifeksi: (012) 325 8344

4. ISIKHOKELO SEKOMISHONI YAMALUNGELO OLUNTU YOMZANTSI AFRIKA NGOKUBA UWUSEBENZISA NJANI NA UMTHETHO

Isikhokelo sokuba uwusebenzisa njani na umThetho wokuPhakanyiswa koFikelelo kuLwazi, 2000, siyafumaneka kwiKomishoni yamalungelo oluNtu yaseMzantsi Afrika. Imibuzo inokusiwa ku:

IKomishoni yamaLungelo oluNtu
IYunithi ye-PAIA
ICandelo loPhando namaXwebu
(South African Human Rights Commission:
PAIA Unit
The Research and Documentation Department)

Private Bag X2700
Houghton 2041
Inombolo yomnxeba: 011-484 8300
Ifeksi: 011 484 1360
Iwebhusayithi: www.sahrc.org.za
I-imeyile:PAIA@sahrc.org.za

5. UFIKELELO KWIIREKHODI

INKCAZO YEZINTO I-PSC ENEEREKHODI KUZO KUNYE NEENDIDI ZEEREKHODI EZIGCINIWEYO KWINTO NGANYE

Ngenjongo zokulungiselela isicelo ngokomThetho, inkcazo yezinto i-PSC egcine iirekhodi kuzo kunye neendidi zeerekhodi ezigciniweyo kwinto nganye:

- AmaCebo okuPhucula uNikezo lweeNkonzo
- ITshata yeeNkonzo
- AmaPhepha aThiwe Thaca
- IiRekhodi zeNtlanganiso zeeNgxoxo neNkomfa
- Amaphepha eendaba angaphakathi
- Amaphepha eendaba angaphandle nemagazini
- INgxelo yoNyaka ye-PSC
- IiPosta
- Iingxelo ezipapashiweyo ze-PSC
- Imigaqo-nkqubo yeCandelo labaSebenzi
- Iifayile zobuqu
- Ulwazi olunxulumene nokuqeqeshwa kwabasebenzi
- Uhlahlo lwabiwo-mali

- AmaCebo eSicwangciso seXesha eliPhakathi
- Izingeniso zeNkqubo-siKhokelo yeNkcitho yeXesha eliPhakathi
- Iingxelo zemali
- Imigaqo-nkqubo yokuthengelwa isebe izinto
- Irejista yempahla yesebe
- Amaxwebhu ethenda afunyenwe kubaniki zinkonzo, emva kokuba inikiwe ithenda
- Iikontraki nabaniki zinkonzo
- Imizuzu yeeKomishoni zoMbutho weNkonzo kaRhulumente zoluNtu
- Iirekhodi zikaJaji White
- Uphicotho-ncwadi nophando kwizenzo zolawulo lukarhulumente
- IiNgxelo zamaTyala omNxeba eziChasene noRhwaphilizo zeSizwe
- INgxelo yeziMali yabaPhathi abaPhezulu
- Imizuzu yeentlanganiso zeQumrhu eliChasene noRhwaphilizo leSizwe
- Iingxelo zezikhalazo
- Izikhokelo namaxwebhu eprotokoli

5.2 UKUXELA NGOKUZITHANDELA KUNYE NEEREKHODI EZIFUMANEKA NGOKUZENZEKELAYO

ICandelo le-15 leSaziso sokuXela ngokuziThandela le-PSC/OPSClihlaziywa ngonyaka kwaye liyafumaneka kwiwebhusayithi ye- PSC, www.psc.gov.za. Olu hlaziyo luthobela amagatya eCandelo le-15 (2) lomThetho wokuPhakanyiswa koFikelelo kuLwazi. ICandelo le-15 leSaziso se-PSC/OPSC linika ufikelelo phakathi kwezinye izinto, kuzo zonke iingxelo ze-PSC ezipapashiweyo kwaye zathiwa thaca epalamente, ngokunjalo nezinye iirekhodi ezikwiwebhusayithi ye-PSC, engadanga umntu enze isicelo ngokwalo mThetho ukhankanyiweyo.

Kufuneka kuqatshelwe ukuba iingxelo zephondo elithile kunye nezingqalene nesebe eziqulunqwe yi-PSC ziyafumaneka kumaphondo lawo kunye nakumasebe kodwa hayi kwi-PSC/OPSC. Ukongeza, iNgxelo yoNyaka ye-PSC, amaphetshana eendaba/iimagazini, iiposta, namaphetshana, zihlala zifumaneka kwiCandelwana: uNxibelelwano neeNkonzo zoLwazi ngokuqhagamshelana noMnu Ben De Villiers, ku-bend@opsc.gov.za, okanye kwinombolo yomnxeba. (012) 352 1059. Uluhlu oluneenkcukacha lwamaxwebhu afumaneka ngokulula luqulethwe kwiSaziso seCandelo le-15 ekubhekiselwe kulo ngasentla.

5.3 INKQUBO YESICELO

5.3.1 Sivunywa okanye saliwe nini isicelo

Inkqubo emayilandelwe ngokuphathelene nokuvunywa okanye ukwaliwa kwesicelo solwazi iqulethwe kuMgaqo-nkqubo we-OPSC kumThetho wokuPhakanyiswa koFikelelo kuLwazi[1]. UMgaqo-nkqubo ufumaneka kwiwebhusayithi ye-PSC ku-(www.psc.gov.za).

5.3.2 Ingaba isicelo esinye sifikelela njani kwirekhodi

- Umceli kufuneka asebenzise ifom (iFom A) eyapapashwa kwiGazethi kaRhulumente, iSaziso sikaRhulumente R187 sowe-15 Febuwari 2002.

- Umceli kufuneka akhombise ukuba ucela ikopi yerekhodi na okanye ufuna ukuya kwii-ofisi ze-PSC/OPSC azokulijonga irekhodi. Ngenye indlela, ukuba ngaba irekhodi ayiloxwebhu liliphepha, linokujongwa ngendlela eceliweyo, apho kwenzekayo.

- Ukuba ngaba umntu ucela ufikelelo ngendlela ethile (umzekelo, ikopi eliphepha, ikopi yeletroniki, njalo njalo) umceli kufuneka afumane ufikelelo ngaloo ndlela, ngaphandle kokuba ukwenza oko kuya kuphazamisa ngokungafanelekanga ukuqhutywa kombutho karhulumente obandakanyekayo (PSC/OPSC), okanye umonakalo kwirekhodi, okanye kophule ilungelo lombhali elimnini walo ingenguye urhulumente. Ukuba ngaba ngezizathu ezibonakalayo ufikelelo ngeke lunikwe ngohlobo oluceliweyo kodwa lunokunikwa ngolunye uhlobo, kufuneka ke kubalwe imali kuqala ngokwendlela ecelwe kuqala ngumceli.

- Ukuba, kusongezwa kwimpendulo ebhaliweyo kwisicelo sakhe serekhodi, umceli ufuna ukwaziswa ngesigqibo ngayo nayiphi na enye indlela, umzekelo, ngomnxeba, oku makukhonjiswe.

- Ukuba ngaba umceli ucela ulwazi egameni lomnye umntu, indlela isicelo esenziwa ngayo kufuneka ikhonjiswe.

- Ukuba ngaba umceli akakwazi ukubhala nokufunda, okanye ukhubazekile, isicelo serekhodi singenziwa ngomlomo. IGosa loLwazi maligcwalise ifom egameni lomceli onjalo lize limnike ikopi yefom egcwalisiweyo.

[1] OPSC Policy on PAIA.

5.3.3 Imali ehlawulwayo

Zimbini iintlobo zentlawulo ekufuneka zihlawulwe ngokomThetho, zezi; imali yesicelo kunye nemali yofikelelo (ukwaziswa ngesigqibo esiphathelene nokunikwa ufikelelo).

- Umceli ofuna ufikelelo kwiirekhodi equlethe ulwazi lobuqu olumalunga nomceli akufunwa ukuba ahlawule imali yesicelo. Wonke omnye umceli kufuneka ahlawule imali yesivcelo engama-R35 (ehlawulwa kumaziko karhulumente).

- IGosa loLwazi malazise umceli (ngaphandle komceli wobuqu)ngesaziso, ecela umceli ukuba ahlawule imali emiselweyo (ukuba kukho nayiphi na) kwaye ayidiphozithe (ukuba kukho nayiphi na) phambi kokuba ulungiso lwesicelo olungaphaya lwenziwe.

- Umceli unokufaka isibheno sangaphakathi, apho kufanelekileyo, okanye isicelo enkundleni ngokuchasene nebhidi okanye intlawulo ecelwayo.

- Emva kokuba igosa lolwazi lisenzile isigqibo kwisicelo, umceli kufuneka aziswe ngesigqibo esinjalo ngendlela umceli angathanda ukwaziswa ngayo.

- Ukuba ngaba isicelo sivunyiwe kufuneka kuhlawulwe enye imali engaphezulu yoveliso kwakhona kunye nokukhangela nolungiselelo lwalo naliphi na ixesha elongezelelekileyo elifunekayo elidlulileyo kwiiyure ezimiselweyo zokukhangela kunye nokulungisa ukuxela kweerekhodi.

- Ufikelelo kwirekhodi luyakubanjwa de umceli ahlawule yonke imali ehlawulwayo.

6. IINKONZO EZIFUMANEKAYO KULUNTU NOKUBA UFIKELELA NJANI KUZO

6.1 IINKONZO

Njengoko kumiselwe kwinqaku loku-1, i-PSC/OPSC ayiniki zinkonzo ngqo kuluntu. Ngoko ke abaxhasi bethu yiNdlu yoWiso-mThetho, iziNdlu zoWiso-mThetho zamaPhondo, amanye amasebe karhulumente kunye namaziko/imibutho karhulumente. Koko, ulwazi oluthile malunga neNkonzo kaRhulumente, umzekelo, uphando ngokwaneliseka kwabemi oluzama ukuphonononga okulindelweyo kunye neembono zabemi ngokuphathelene nonikezo lweenkonzo lukarhulumente, lungafumaneka kwiCandelwana: iiNkonzo zoLwazi nezoNxibelelwano ngokuqhagamshelana noMnu

Ben De Villiers, ku- bend@opsc.gov.za, okanye kwiNombolo yomNxeba (012) 352 1059. Uluntu kwkahona lunalo ufikelelo kumnxeba ongahlawulelwayo oChasene noRhwaphilizo weSizwe weNkonzo kaRhulumente (0800 701 701), olawulwa yi-PSC.

6.2 ULUFUMANA NJANI UFIKELELO KWIINKONZO

Abaxhasi be-PSC/OPSC banokufumana ufikelelo kwiinkonzo zayo ngokwenza isicelo esiya ku:

The Director-General: Office of the Public Service Commission

Idilesi yeposi:
Private Bag X121
PRETORIA
0001

Idilesi yesitalato:
Commission House
C/o Hamilton and Ziervogel Streets
PRETORIA

U/abantu ekunokuqhagamshelwana nabo:
Mashwahle Diphofa, Inombolo yomnxeba: (012) 352 1011
Ifeksi: (012) 325-8323
Idilesi ye-imeyile: Mashwahle@opsc.gov.za
Iwebhusayithi: www.psc.gov.za

7. ULUNGISELELO OLUVUMELA UKUBANDAKANYEKA KOLUNTU EKWENZIWENI KOMGAQO-NKQUBO KUNYE NOKWENZIWA KWEMISEBENZI

7.1 UMGAQO-NKQUBO NOMTHETHO OWAZISAYO

Igunya le-PSC kukujonga kunye nokuhlola iinkqubo zeNkonzo kaRhulumente ngenjongo yokunika icebo, kwaye apho kukho khona imfuneko, ukuqhuba uphando lokuphonononga iindlela zokuphucula unikezo lwenkonzo kwinkonzo karhulumente. Nangona i-PSC ingabandakanyeki ngqo ekwenziweni komgaqo-nkqubo, ngeenkqubo zayo kuluntu, ukudibana nokuhlola umsebenzi inika umgangatho kuluntu lokuba babe nentetho ngqo ekubeni bafuna ukuba yenziwe njani na imigaqo-nkqubo. Imizekelo yeenkqubo ezinjalo iquka:

- Ukuhlolwa kokusebenza nokwakhiwa kombutho ukunika amacebo kwiintloko zamasebe kunye neenkokeli zezopolitiko kunye nokuba le mimandla mibini ingaphuculwa njani na.

- Uhlolo lweenkqubo neendlela oluquka uhlolo olunzulu lokubaluleka kweenkqubo kunye neendlela, ukusebenza kunye nokwanela kweenkqubo neendlela ngokunjalo nolungiselelo kunye noyilo lwenkqubo/indlela.

- Uphando lokoneliseka kwabemi oluhlola ukusebena konikezo lwenkonzo ngokokubona kwabemi abangabasebenzisi benkonzo ethile.

- Amaqumrhu abemi asebenzisa iindlela zokuthabatha inxaxheba ukubongoza amacebo kubemi okuba zingaphuculwa njani na iziphumo zeenkqubo zikarhulumente.

I-PSC iyaqhuba ngokungapheliyo ngeentlobo ezahlukeneyo zophando eziphelela kwiingxelo eziye zithiwe thaca kwiNdlu yoWiso-mThetho, kwiziNdlu zoWiso-mThetho zamaPhondo, kunye nakumaphondo ngamanye. Ezi ngxelo zisetyenziswa ukwazisa iinkqubo zokwenziwa komgaqo-nkqubo nomthetho.

Ukongeza kunye naxa kuyimfuneko, i-PSC iyila imithetho nezikhokelo ezijoliswe ekuphuculeni ulawulo kunye/okanye unikezo lweenkonzo kwiNkonzo kaRhulumente. Ngamanye amaxesha imithetho kunye nezikhokelo/imigaqo-nkqubo ekhoyo iyajongwa kwakhona ukuba ingene kutshintsho lokusebenza/ukwakhiwa kwiNkonzo kaRhulumente.

8. ULUNGISO OLUFUMANEKAYO NGOKUNXULUMENE NOKUTHATHA AMANYATHELO OKANYE UKUSILELA UKUTHATHA AMANYATHELO

Ezi nkqubo zilandelayo ziyakusebenza kubemi ukuba baxele okanye balungise ukungalungi, ukungafaneleki nokungabikho mthethweni kwezenzo okanye ukungenziwa okusemthethweni okwenziwa yi-PSC/OPSC okanye nabaphi na abasebenzi bayo.

8.1 IINKQUBO ZOKUXELA

8.1.1 Ulungiso olunxulumene nezenzo okanye ukusilela ukwenza ngokomThetho wokuPhakanyiswa koFikelelo kuLwazi. Ugunyaziwe wezibheno zangaphakathi ngeenjongo zalo mThetho nguSihlalo we-PSC (amacandelo elama-74 ukuya kwelama–77 lomThetho wokuPhakanyisa koFikelelo kuLwazi). Emva kokugqiba ulungiso lwangaphakathi, kunokufakwa isicelo enkundleni (amacandelo elama-78 ukuya kwelama– 82 lomThetho wokuPhakanyisa koFikelelo kuLwazi).

8.1.2 Umsebenzi weNkonzo kaRhulumente unokufaka isikhalazo ukuba siphandwe yi-PSC ngokuphathelene nokwenza okanye ukungenzi okusemthethweni(iCandelo lama-35 lomThetho weNkonzo kaRhulumente, 1994). Imithetho ephathelene nokuba usifaka njani isikhalazo esinjalo yapapashwa kwiGazethi kaRhulumente 23635 yowe-19 Julayi 2002 kwaye ungafikelela kuyo kwiwebhusayiti ye-PSC, www.psc.gov.za.

8.1.3 Umntu unokusebenzisa ulungiso lwezabasebenzi ngokuphathelene nezenzo okanye ukungenziwa okusemthethweni kwezemisebenzi, oku, iimbambano zamalungelo (umThetho weNkonzo kaRhulumente, 1994, nomThetho woNxulumano lwezabaSebenzi, 1995).

8.1.4 Umntu unokufaka isikhalazo kumhloli wezabasebenzi ngokuphathelene nakuphina ukophulwa komThetho weeMeko ezisisiSeko zeNgqesho, 1997 (umThetho wama-75 ka-1997 – iCandelo lama-78(1)(a)), okanye umThetho woLingano kwiNgqesho, 1998 (umThetho oyiNombolo yama-55 ka-1998 – iCandelo lama-34(e)).

8.1.5 Umntu unokufaka isikhalazo kuMkhuseli woluNtu ngokuphathelene nesenzo okanye ukungenziwa okusemthethweni okukrokelwayo okungekho mthethweni okanye okungafanelekanga okukrokrelwayo (njengoko kuchaziwe kuMgaqo-siseko kunye nakumThetho woMkhuseli woluNtu, 1994 (umThetho oyiNombolo yama-23 ka-1994)).

8.1.6 Umntu unokufaka isikhalazo kwiKomishoni yamaLungelo oluNtu ngokuphathelene nesenzo okanye ukungenziwa okusemthethweni okukrokrelwayo ukuba kumisela ukugxojwa okanye kusongela ilungelo elingundoqo (ngokomThetho weKomishoni yamaLungelo oluNtu, 1994 (umThetho oyiNombolo yama-54 ka- 1994)).

8.1.7 Ukuze ukhuselwe kwimpindezelo ngenxa yokuxela okuphathelene nokuziphatha okungekho mthethweni okanye okungafanelekanga okwenziwa ngumqeshi

okanye ngomye umsebenzi, umntu obandakanyekayo unokulandela iinkqubo zokuxela kumThetho wokuXela oKhuselweyo, 2000 (umThetho oyiNombolo yama-26 ka- 2000).

8.1.8 Ukusetyenziswa kwezinye izinto zokulungisa ezisemthethweni ezifana nokumiselwa kwenkqubo ukuze kujongwe enkundleni amanyathelo athathiweyo okanye angathathwanga ngokomThetho wokuPhakanyiswa koLawulo lobuLungisa, 2000 (umThetho oyiNombolo yesi-3 ka-2000).

8.2 OLUNYE ULUNGISO OLUXHASAYO

8.2.1 Umntu unokucela izizathu zamanyathelo athathiweyo okanye angathathwanga ngokomThetho wokuPhakanyiswa kolawulo lobuLungisa, 2000 (iCandelo lesi-5).

8.2.2 Umntu unokucela ufikelelo kwiirekhodi zesebe likarhulumente okanye elinye iqumrhu likarhulumente ngokomThetho wokuPhakanyiswa koFikelelo kuLwazi, 2000 (iCandelo le-11).

8.3 UXANDUVA LOKUNIKA INGXELO

8.3.1 Umsebenzi kwinkonzo kaRhulumente, ngexesha lokwenza kwakhe imisebenzi yakhe, unyanzelekile ukuba ngokweKhowudi yokuziPhatha yeNkonzo kaRhulumente anike ingxelo kwiziphathamandla ezifanelekileyo, ubuqhetseba, urhwaphilizo, ukuqesha izihlobo, ukungalawuli kakuhle kunye naso nasiphi na esinye isenzo esimisela ityala okanye esingekho mthethweni emdleni woluntu. Umsebenzi, osilelayo ukuthobela oku, unetyala lokungaziphathi kakuhle njengoko kuxeliwe kuMmiselo B.3 no-C.4.10 kwiSahluko sesi-2 seMimiselo yeNkonzo kaRhulumente, 2001.

8.3.2 Imfanelo yomqeshi kunye nomsebenzi ngamnye yokuxela ulwaphulo-mthetho kunye nakuphi na okunye ukuziphatha kakubi emsebenzini nayo ikwafaka umThetho wokuXela oKhuselweyo, 2000 (iNtshayelelo).

9. UKUHLAZIYWA KWENCWADI

I-PSC/OPSC, xa kuyimfuneko, iyakuhlaziya ize ipapashe incwadi ekubhekiselwe kuyo kwicandelwana (1) leCandelo le-14, ngamakhefu angekho ngaphezulu kunyaka omnye.

10. UKUFUMANEKA KWENCWADI

Le ncwadi iyakwenziwa ifumaneke okungenani ngeelwimi ezintathu ezisemthethweni ngale ndlela ilandelayo:

- iyakungeniswa kwiKomishoni yamaKungelo oluNtu yoMzantsi Afrika
- ifumeneke kuzo zonke ii-ofisi ze-PSC/OPSC
- iyakuposelwa kwiwebhusayiti ye-PSC (www.psc.gov.za).