



Custodian of Good Governance

IKOMITJHINI YABASEBENZI BAKARHULUMENDE

UMBIKO WONYAKA OYA EZAKHAMUZINI
WESIKHATHI SEEMALI SE- 2010/2011

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UMNYANGO	IKomitjhini yabaSebenzi bakaRhulumende
UMBIKO WEZAKHAMUZI	Unyaka weemali we-20010/2011

1. SIBOBANI

IKomitjhini yabaSebenzi bakaRhulumende (PSC) yahlonywa ngokwesiGaba 196 somThethosisekelo weRiphabhliki yeSewula Afrika, 1996. Iliziko elilodwa elahlonywa ngokweSahluko 10 somThethosisekelo. UmThethosisekelo uveza kobana kune-PCS yinye yeRiphabhliki yeSewula Afrika enamalunga ali-14, abahlanu babo abaqhatjhwe ngesiphakamiso seKoro yePalamende eKulu. Ilunga linye liqhatjhwe eemfundeni ezilithoba ngasinye, ngemva kokukhethwa nguNdunakulu wesifunda ngesiphakamiso sekomidi yesiBethamthetho seemFunda. Amalunga abizwa ngaboKomitjhinara begodu bakhethwa nguMongameli. Boke aboKomitjhinara baqhatjhwa nguMongameli. AboKomitjhinara abahlanu abaqhatjhwe ngesiphakamiso seKoro yePalamende eKulu banzinze e-Ofisini eKulu, lokha amalunga aseleko anzinze eemfundeni zawo. Ikambiso yokuhqhatjhwa kwaboKomitjhinara ibuswa mThetho, 1997 weKomitjhini yabaSebenzi bakaRhulumende okghonakalisa ukulawulwa kwe-PSC kanye neendaba eziphathelene nayo. NgokomThetho, uKomitjhinara uqhatjhwa isikhathi sesikhundla seminyaka emihlanu esivuseleleka isikhathi sinye kwaphela esingezelelweko sesikhundla. IKomitjhini irholwa nguSihlalo oqhatjhwe nguMongameli waboKomitjhinara abakhethiweko.

I-PSC inesibopho eKorweni yePalamende eKulu begodu kufanele ibike kiyo unyaka nonyaka. Kufanele ibike nesiBethamthethweni sesifunda esibandakanyekako emisebenzinayo eemfundeni ngasinye.

I-PSC isekelwa li-Ofisi leKomitjhini yabaSebenzi bakaRhulumende (OPSC) ne-ofisayo ekulu ePitori kanye nama-ofisi weengodi eemfundeni ngasinye. I- irholwa mNqophisi Zombebele osiPhathiswa esiziPhendulelako. Abasebenzi be-OPSC baqhatjhwa ngokomThetho we-1994 wabaSebenzi bakaRhulumende.

Umbono

IKomitjhini yabaSebenzi bakaRhulumende (PSC) iyihlangano ezijameleko nengathathi ihlangothi etlanywe mThethosisekelo, 1996, ukuthuthukisa ubuhle ekubuseni ngaphakathi kwakaRhulumende ngokuthuthukisa ibhoduluko elihlelekileko nelinemikghwa kanye nokungezelela ubugugu kurhulumende onesibopho, olinganako, osebenzako, ophumelelako, onganabukhwabanisi kanye nophendula iindingo zabantu beSewula Afrika.

Umsebenzi

IKomitjhini yabaSebenzi bakaRhulumende (PSC) inqophe ukuthuthukisa ikambisolawulo kanye neemilo zikaRhulumende ezifakwe emThethwenisisekelo ngokuphenya, ukutjheja, ukulinganisa,

ukuthintana kanye nokubika ngokuphatha kwakarhulumende. Ngeendlela zekambiso yokurhubhulula, izokuqinisekisa ukuthuthukiswa kobuhle ekubuseni kanye nokwethulwa kwemisebenzi yentengo ephasi neragela phambili.

2. SENZANI

I-PSC ifumana igunya layo eenGabeni 195 no 196 zomThethosisekelo, 1996. IsiGaba 195 siveza amagugu kanye nekambisolawulo ebusa urhulumende ekufanele ithuthukiswe yi-PSC. Imilo kanye nekambisolawulo ngilezi:

- a. izinga eliphezulu lemikghwa ehlelekileko
- b. ukusetjenziswa okuyipumelelo kweentlabagelo
- c. ukuphatha kwakarhulumende kokuthuthukisa okunqotjhiweko
- d. ukunikelwa kwemisebenzi ngendlela engathathi ihlangothi nelinganako, ngaphandle kokuthatha ihlangothi
- e. ukuphendula iindingo zabantu kanye nokukhuthaza umphakathi ukuhlanganyela ekwenziweni komgomo
- f. urhulumende onesibopho
- g. ukuthuthukisa ukuba bupepenene
- h. ukuthuthukisa ukuphathwa kwabasebenzi kanye nokuthuthukiswa kwemisebenzi yamabizelo
- i. urhulumende omjameli onomsebenzi kanye nabasebenzi imisebenzi yokuphatha edzimelele ekghonweni, umnqopho, ukungathathi ihlangothi kanye nesidingo sokulungisa ukungalingani kwesikhathi esidlulileko

NgokwesiGaba 196(4) somThethosisekelo, 1996, imisebenzi kanye namandla we-PSC ngilawa:

- a. ukuthuthukisa amagugu kanye nekambisolawulo njengombana aveziwe esiGabeni 195, kuye woke uRhulumende
- b. ukuphenya, ukutjheja kanye nokulinganisa ihlangano, imisebenzi yokuphatha kanye neyabasebenzi bakaRhulumende khulukhulu ukubambelela eemilweni nekambiswenilawulo evezwe esiGabeni 195 kanye nekambiso kaRhulumende
- c. ukuphakamisa iindlela zokuqinisekisa ukusebenza kuhle nokuyipumelelo ngaphakathi kwakaRhulumende
- d. ukunikela iindlela ezingqotjhiswe ekuqinisekiseni kobana ikambiso yabasebenzi ephathelene nokufumana, ukutjhidisa, ukukhuphula kanye nokuqotha kukhambisana namagugu kanye nekambisolawulo evezwe esiGabeni 195
- e. ukubika ngemisebenzayo kanye nokwenziwa kwemisebenzayo kubalwa nananyana ngikuphi ukufumana abangakwenza kanye neendlela nesiluleko engasinikela; kanye nokunikela ukulinganiswa kobubanzi amagugu kanye nekambisolawulo ezivezwe esiGabeni 195 ekukhambisenwe nakho begodu
- f. kungaba ngesivumelwano sayo namkha ekufumaneni nanyana ngisiphi isinghonyayo,
 - i. ukuphenya kanye nokulinganisa ukusetjenziswa kwabasebenzi nemisebenzi

- karhulumende kanye nokubika eemphathimandleni neembethamthethweni ezifaneleko
- ii. ukuphenya iinghonyayo zabasebenzi kuRhulumende manqophana nezenzo ezisemthethweni namkha imitjhapho begodu nokuphakamisa iinsombululo ezifaneleko
 - iii. ukutjheja kanye nokuphenya ukubambelela ekambisweni efunekako kuRhulumende
 - iv. ukweluleka iinhlango zombuso zelizwelo nezeemfunda manqophana nemisebenzi yabasebenzi kuRhulumende kubalwa naleyo ephathelene nokufumana, ukuqhatjha, ukutjhidisa, ukukhululwa kanye nezinye iingcinye zamabizelo wabasebenzi kuRhulumende

Umsebenzi we-PSC wakheke ngemisebenzi eqakathekileko:

- Ukuthuthukisa itjhebiswano kwezabasebenzi
- Uburholi kanye neemBuyekezo zeZiko eliPhatha abaSebenzi,
- UkuTjhejwa kokuBusa,
- UkweThulwa kwemiSebenzi kanye neenLinganiso zokuziphatha ngendlela eyamukelekako,
- Amaphenyo kaRhulumende
- ImiKghwa eHlelekileko.

Iinhloko zihlukaniseke ngamagatja alandelako wemisebenzi yokuthoma:

- a. **Igatja: Imisebenzi yobuRholi kanye nokuPatha** ikghonakalisa i-PSC ukuthuthukisa uburholi obuzwisisekako bakaRhulumende, ukuphathwa kwabasebenzi, itjhebiswano kezemisebenzi kanye neendlela zokusebenza zabasebenzi
- b. **Igatja: Ukutjheja kanye nokuLinganisa** kukghonakalisa i-PSC ukuhloma izinga eliphezulu lokwethulwa kwemisebenzi, ukutjheja kanye nokubusa okuhle kuRhulumende
- c. **Igatja: Ukuhlangana kanye nokuLwisana nobukhohlakali** kukghonakalisa i-PSC ukwenza amaphenyo karhulumende, ukuthuthukisa izinga eliphakamileko lemikghwa yokuziphatha phakathi kwabasebenzi bakarhulumende kanye nokufaka isandla ekukhandeleni nekulwisaneni nobukhohlakali
- d. **Imisebenzi yehlangano** isekela amagatja amathathu wemisebenzi yokuthoma ngokunikela imisebenzi yokuphatha

3. NGUBANI ONESIBOPHO

U-Nom Ben Mthembu unguSihlalo weKomitjhini yemiSebenzi kaRhulumende ngokuya komthetho weZabaSebenzi

UMnu. Mashwahle Diphofa umNqophisi Zombebele we-Ofisi yeKomitjhini yomSebenzi

kaRhulumende. NgokomThetho wezabasebenzi bakaRhulumende usiPhathiswa esiziPhendulelako ngokuya komThetho wokuPhathwa kweeMali zakaRhulumende

4. AMAZINGETHU, INDLELA ESIWAFIKELELE NGAYO KANYE NEMIPHUMELA EZUZIWEKO

I-PSC ithuthukisa iHlelo layo lokuThuthukisa ukweThulwa kwemiSebenzi (SDIP) ngokonyaka we-2010/11 (SDIP) isebenza njengehlala lokwazisa abanekareko manqophana nemikghwa yekambisolawulo yokwethulwa kwemisebenzi ye-PSC. Ithebula elandelako itjengisa iingcenywe ze-SDIP kanye neragelo phambili elenzwe ekuphumeleliseni ihlelo ngesikhathi sonyaka weemali we-2010/11.

Imisebenzi eqakathekileko	Amatlayenti	Umukghwa wekambisolawulo	Ukuzuza kwamambala ngokuphikisana nemikghwa yekambisolawulo
Yenza irhubhululo ngeendaba zetjhebiswano lezemisebenzi begodu iphenye iinghonyoyilo zabasebenzi bakarhulumende	Iminyango karhulumende	Umbiko ngokufunyenweko kanye neemphakamiso kuphethiwe Ama-80% wazo zoke iinghonyoyilo ziqediwe eenyangeni ezintathu ukusuka ngedeyithi yokufumana yoke imitlolo efaneleko	ITjhidi lePhuzu lokuSombulula iinghonyoyilo zomnyaka we-2009/2010 kuRhulumende laqedwa Umbiko wokuPhatha iinghonyoyilo uveze ukusebenza okuphuma phambili nombiko wepengu yokujamisa kwesikhatjhana kwabasebenzi kurhulumende. Iphepha lerhubhululo lokuKhulumisana ngokuHlanganyela kurhulemende lisaragwa ukuya phambili Ikhonferense yesibili emayelana netjhebiswano lezabasebenzi yabajwa begodu nombiko wekhonferense usaraga uyaphambili I-PSC ifumene iinghonyoyilo ezima-572 nanyana kunjalo imilandu ama-141 (25. %) ithunyelwe ku-PSC njengobana khenge ikhambisane nesikhathi esibekiweko njengobana kusitjho imilayo yeinghonyoyilo. Imilandu ema-30 (5%) Imilandu leyo ayikabikwa ngokomthetho, abasebenzi bayeleliswa kobana babike imilandu leyo eminyangweni yabo, 2 (0.3%) yenziwa ngilabo egade babasebenzi eyadluliselwa kumphathiswa ezifaneleko (EAs). Imilandu ema-125 (22%) yaqedwa ekupheleni komnyaka weemali; lapho imilandu ema-67 (54%) yasombululwa ngaphakathi. Inani lemilandu ema-219 (38%) ayikaqedwa ngonobangela wemininingwana engakapheleleli enikelwa minyango
Ukuthuthukisa nokuthuthaza uburholi emkhakheni wezabaSebenzi bakaRhulumende	UboNgameli Iminyango karhulumende limFundiswa linhlangano ekungasizo zikarhulumende ImiKhandlu ePhethe iimFunda	Umbiko onemiphumela neemphakamiso yenziwe	Umbiko wokuPhumelelisa ukweLusa ukusebenza kunye nendlela yokuThuthukisa abaSebenzi beenKhundla eziPhezulu esiFundeni seTjhingalanga Kapa kwaqedwa bese umbiko wokuhlola iindlela zokuphumelelisa nokuqatjha emkhakheni kaRhulumende weKhaya wathunyelwa ku-PSC kobana uvuywe
Ukubeka ilihlo kokusebenza kweNhlolo zeemiNyango	UboNgameli Iminyango karhulumende limfundiswa linhlangano ekungasizo zikaRhulumende ImiKhandlu yeemFunda	Zoke iinhloko zeminyango (HODs) zihlungiwe limvumelwano zokusebenza zeenHloko zemiNyango zilusiwe bezahlungwa Imibiko nekufunyenweko kuphethiwe ngokulandela okuqothelweko	Imihlahlandlela yomzombe wokuhlunga we-2009/10 yakhutjhw ngo-Oktoba 2010 ZiinHloko zemiNyango ephakathi ezili-7 ezahlungwa, okungaba-5 bahlugwa emzombeni ogadungileko bese ba-2 bahlungelwa umzombe we-2009/10. Iinhloko zeminyango ephakathi ezima-43 zahlungwa, lapho aba-37 bebahlungwe emizombeni egadungileko bese aba-6 bahlungelwa umzombe we-2009/10. linhloko zeminyango ophakathi ezima-33 nezeminyango yeemfunda ezima-75 zazalisa iimVumelwano zokuSebenza (PAs) zomnyaka we-2009/10 Ukwaziswa kwePalamende mayelana nokuzalisa iimvumelwano zokusebenza komnyaka weemali 2010/11 kusaragela phambili
Buyekeza ukusetjenziswa kwemisebenzi yeziko lezokuqatjha kwabasebenzi ngokukhiqizwa kwemibiko yokurhubhulula	Iminyango karhulumende limbethamthetho zemfunda Abanghonyoyili	Umbiko nokufunyenweko kunye neemphakamiso kuphethiwe	Umbiko wokuSebenza ngeFanelo kwabaSebenzi bakaRhulumende kunye neTjhidi lamaPhuzu mayelana nesikhathi esibekiweko sokusebenza kwamalunga wabaphathi abaphezulu kumaleveli 13-16 kwatlanywa

kanye neemphakamiso			
Ukuhlungwa kweminyango mayelana neemilo ezirhenyiswe esigabeni 195 somThethosisekelo	Iminyango karhulumente Ikhabinethe IPalamende limbethamthetho o zeemFunda Ukulawula komphakathi (iimfundiswa, iinhlango zomphakathi)	Umbiko nokufunyenweko kunye neemphakamiso kuphethiwe	Imibiko ema-21 yokuHlola nokuHlungwa kweminyango (M&E) yomnyango ngokukhambisana namagugu kanye nendlela yakambisolawulo yomThethosisekelo wakaRhulumente, ku-1 kwaswapheliswa u-8 kwatlanywa, i-9 yathunyelwa eminyangweni efaneleko kobana iveze amazizo bese mi-3 isaragwa ukuya phambili Umbiko wekhomba oHlangeneko M&E womzombe we-2009/10 waqedwa
Ukuhlungwa kobuJamo bakaRhulumente	Iminyango karhulumente Ikhabinethe IPalamende limbethamthetho o zeemFunda Ukulawula komphakathi	Umbiko nokufunyenweko kunye neemphakamiso kuphethiwe	Itjhidi lephuzu likarhulumente wabasebenzi beFreyistata latlanywa Umbiko karhulumente ngaphasi kwesihloko: ukusungula <i>ukuSebenza ngeFanelo kwakaRhulumente kusaragwa ukuya phambili</i>
Ukulinganiswa kwepumelelo yamahlelo ahlathululiweko karhulumente	Iminyango karhulumente Ikhabinethe Amakomidi apheleko limbethamthetho o zeemFunda Ukulawula komphakathi	Umbiko nokufunyenweko kunye neemphakamiso kuphethiwe	Umbiko weHlelo lokuSekela nokuThuthukisa abaLimi ekwenziwe minyango yeemfunda nomnyango ophakathi wezelimo utlanywiwe Umbiko wokuhlungwa kwe-Meta mayelana nehlelo lokuphungula indlela wadluliselwa ku-PSC kobana uvunywe
Ukuhlolwa kokwethulwa kwemisebenzi	Iminyango karhulumente Ikhabinethe limbethamthetho o zeemFunda iimfundiswa linhlango ezingasi zakarhulumente	Imibiko enokufunyenweko kanye neemphakamiso	Ukuhlola kwenziwe eentetjhini ezikhethiweko zamapholisa kuqothelwe imisebenzi yabaphenyi begodu nemibiko iqediwe Umbiko weNdima yama-Ejensi mayelana nokuletha izenzelwa ebantwini emikhakheni ekhethiweko nombiko wokusebenza ngefanelo kwe-Batho Pele kurhulumente kwatlanywa
Phakamisa iindlela zokuqinisekisa ukusebenza okuyipumelelo ngaphakathi kwakaRhulumente	Iminyango karhulumente Ikhabinethe Amakomidi apheleko limbethamthetho o zeemFunda iimfundiswa linhlango ezingasi zakarhulumente	Imibiko enokufunyenweko kanye neemphakamiso	Umbiko wokuHlola ukwaNeliseka kwezaKhamuzi mayelana nokuphakelwa kwezenzelwa ezinikelwa mbuso kwadluliselwa ku-PSC kobana kuvunywe Umbiko weHlolo mbono yokwaNeliseka kweZakhamuzi kwadluliselwa ku-PSC kobana uvunywe
Ukuphenya ukungasebenzi kuhle kukarhulumente nokwenza ngcono ukuthuthukisa uburholi bukarhulumente	Iminyango karhulumente Ikhabinethe Amakomidi apheleko limbethamthetho o zeemFunda iimfundiswa linhlango ezingasi zakarhulumente	Ma-80% wamaphenyo aselelenziwe kungakapheli iinyanga ezintathu ukusukela ngelanga lokufumana imitlolo Imibiko nekufunyenweko kanye neemphakamiso	Ukuhlola kwama- <i>desktop</i> ama-72 nephenyo elipheleleko elasungulwa ngokuya kweenghonyayo laqedwa. Begodu amaphenyo ali-14 nokuphenywa okuma-79 kwama- <i>desktop</i> kusaragwa ukuya phambili Ngesikhathi sokubuyekeza, bekunemilandu ema-719 ethintana nokuletha izenzelwa ebantwini ngokusebenzisa umTato wokuBika ubuKhohlakali (NACH). Kilemilandu ema -614 eyadluliselwa onyakeni kusukela ku-2005/06-2009/2010. Imilandu eseleko eli-125 yavulwa ngesikhathi sokubuyekeza. Imilandu ema-398 yaqedwa Umbiko wokutsenga ituthuko mayelana neenghonyayo ezibikwe ku-PSC ngesikhathi

			<p>somnyaka weemali we-2009/10 uqediwe</p> <p>Umbiko wokungaphathi kuhle iimali onyakeni weemali we-2009/10 waqedwa</p>
Ukusungula isiko lokuziphatha kuhle kwabasebenzi bombuso	Ikhabinethe lminyango karhulumende limBethamthetho o zeemfunda Abanghonyoyi li	<p>Nikela ngesizo likanobhala kwiForamu eLwa nobuKhohlakali</p> <p>Ukuphatha kokukhambisana nesisekelelo sokusebenzisa iimali ((FDF) malunga wabasebenzi abaphethe iinkhundla eziphezulu</p> <p>Ukulawulwa kweziko lemitato yokulwa nobokhohlakali</p> <p>Ukubamba ngokuphumelela iimfundo bandulo kunye nokubika ngeenkambiso</p> <p>Ukubuyekeza ukuziphatha ngefanelo kunye nokusetjenziswa kwemilayo ekugazethe yombuso</p> <p>Ijima lokuyelelisa elakhelwe ekuziphatheni ngefanelo nokulwa nobukhohlakali</p>	<p>Isizo likanoBhala lanikelwa ku-Foramu yoKulwa nobuKhohlakali (NACF.)</p> <p>Ama-88% enziwa ukukhambisana neminyango mayelana nokubika kwabasebenzi bakarhulemende ngezomnotho wabo - (FDF)</p> <p>Ngokuya kwe-NACH, 1 117 yemilandu yeensolelo zobukhohlakali eyakhanjiswa ngendlela efanele yenziwe minyango</p> <p>limfundobandulo ezimbili zabanjwa ngokubambisana nabaphathi beemfunda mayelana nokulawula i-NACH</p> <p>Ukukhuthaza ukuziphatha ngefanelo ebasebenzini bakarhulumende begodu imatheriyali yokulwisana nobukhohlakali nayo yaphadhlalajwa.</p>
Ukulawula okuzawakalako kokusetjenziswa kweemali	Abokomitjhinar a Abasebenzi be-OPSC Abenzi misebenzi Umhloli wembali zombebele IsiKhwama seeMali seNarha lminyango karhulumende	Ukubeka ilihlo kokusetjenziswa kweemali ezinikelweko.	<p>Umphumela womnyaka weemali we-2010/11 usengakaziwa njengobana ukuhlola kusaragela phambili</p> <p>Imihlangano yamakomidi wokusetjenziswa kweemali waqobe ngenyanga yabanjwa mayelana nokulawula ukusetjenziswa kweemali kunye nemibiko efaneleko yaletlwa emNyangweni weeMali</p>
Ukunikela ngezethintwano kunye nelwazi , ukukhangisa umsebenzi we-PSC emaphephandabeni nemirhatjhwani kunye nokuphadhlalajwa kwebibiko ekhutjhiweko	AboKomitjhinar a Abasebenzi be-OPSC	<p>Imisebenzi yabosondaba yenziwa mayelana nemibiko ekhethiweko</p> <p>Ukuvezwa nokuphadhlalajwa ngesikhathi imibiko ye-PSC</p>	<p>Umsebenzi werhubhululo le-PSC wafinyelela kubalaleli abanengi kusetjenziswa iinrhatjhi, iintafula eziyindulunga nemiqaliso.</p> <p>Imibiko ye-PSC godu yavezwa ePalamende kunye neembethamthwethweni zeemfunda ngokukhambisana nesigaba 196(4) (e) somThethosisekelo, 1996. begodu imibiko yavezwa kuwebhsayithi (www.psc.gov.za) kobana ikwazi ukiufunyanwa mphakathi</p>
Ukulawula, ukulungisa nokuqinisekisa ukusetjenziswa komthangala sisekelo wezetheknoloji	AboKomitjhinar a Abasebenzi be-OPSC Abanikeli bemisebenzi	Ukusetjenziswa kwetheknoloji kwahlolwa ngokukhambisana nemigomo nokusetjenziswa ngeqophelo eliphezulu	<p>Ukuphuyeleliswa kwe-Microsoft SharePoint kobana kukhgonakaliswe ukusebenza kwesiqhema, ukwabelana ngelwazi nokuphathwa kweencwadi</p> <p>Kwanikelwa amakhompyutha aphantsi (<i>laptops</i>) kumphathiswa ezisebenza kanengi ngaphandle kwama-ofisi kobana zenze amaphenyo.</p> <p>Ukukhuliswa kwama <i>Data-lines</i> kwenziwa ema-ofisini</p>

			weemfunda kwaZulu -Natal neTjhingalanga Kapa Ukuzibandakanya ehlelweni lokubonelela ihlekelele kobana kulungiselelwe ukufumaneka kwelwazi eliqakathekileko lethekehnoloji nomthangala sisekelo nangabe kuba nehlekelele
Ukuqatjha nokuhlalisa abasebenzi abanamakghono kobana kuqinisekiswa ukufezeka kokuphakelwa kwezenzelwa ku-OPSC	Ukukhethwa kwabadlilifa/ ukukhethwa kwabaphathi behlelo	Ukuqatjha abasebenzi kwenziwe umgomo nokukhetha abanekghono ngokulandela wokuqatjha	Umbiko wokuPhumelelisa iHlelo labaSebenzi lomnyaka weemali we-2009/10 elivela ehlelweni lokuThuthukisa abaSebenzi lomnyaka we-2008-2012 latlanywa beladluliselwa ku-PSC emNyangweni wezabaSebenzi bakaRhulumende nokuPhatha Ama-44% weekhundla zomsebenzi zazaliswa ngaphambi kokuphela kweenyanga ezinthathu ngesikhathi somnyaka we-2011/11. Ukuriyada kokuzaliswa kweenkhundla ngaphambi kokuphela kweenyanga ezi-3 kwabangelwa bonobangela abathile, okufaka hlangana ukungabi khona kwabahlungi (beenkhundla zamaleveli 15) kunye nalapho abakhethiweko abazokuhlungwa kufuze banikele ngenothi kubaqatjhi babo. Kube nokungathathwa komsebenzi okwenzekileko okuka-2 ngonobangela wokutjhiya umsebenzi nokuthunyelwa komunye umnyango kwamalunga weemPhathiswa eziPhezulu. Abantu bengubo bajamele ama-39% wabasebenzi abaziimphathiswa eziphezulu.. isibalo sabasebenzi bengubo sehlile kusukela e-127 kuya e-116 ngoMatjhi 2011. Ngonobangela wokugula, komsebenzi okhubazekileko, Kwagadesi i-PSC iqatjhe abantu abakhubazekileko abane. Lokhu kutjho kobana kuna-1,8% yabasebenzi abakhubazekileko

5. INDLELA ESINQOPHE UKUTHUTHUKISA NGAYO IMISEBENZETHU

Nakuzakuragelwa phambili nokunikelwa ngezenzelwa, I-PSC kufuze ibuyekeze I-SDIP yayo kanye ngomnyaka njengobana kutjho imithethomilayo yeziko labasebenzi bakaRhulumende NgokwemiThetholawulo womNyango kaRhulumende ophatha iimali, isiPhathiswa esiziPhendulelako seziko kufuneka bona silungise ihlelo lamaqhinga lesikhathi seHlahla yeThemu ePhakathi yeeNdleko (MTEF). Ihlelo lamaqhinga leThemu ePhakathi (MTSP) le- PSC lihlahlala umsebenzi we-PSC begodu lisebenza njengesisekelo sokuhlolwa kokusebenza kwalo ngabanekareko ngemva kwesikhathi se-MTEF. I-MTSP yeenkhathi ze- 2009/10 – 2011/12 inikela ilwazi ngomsebenzi i-PSC ehlela ukuwuthoma ngesikhathi esizako.

Amakhophi we-SDIP yesikhathi somnyaka weemali we- 2011/10 kanye ne- MTSP yeenkhathi ze- 2009/10 – 2011/12 womabili ayafumaneka ngokuwabawa kumNqophisi: wezokuThintana nemiSebenzi yezeLwazi, uMnu. Humphrey Ramafoko. linomboro zakhe zomtato ngilezi (012) 352 1196, Imeyila: humphreyr@opsc.gov.za. Begodu yomibili imitlolo iyafumaneka kuwebhusayithi ye-PSC, www.psc.gov.za.

6. IHLANGANO KANYE NENANI LABASEBENZI

I-PSC inabasebenzi abama- 248, kubalwa naboKomitjhina. Inani elipheleleko leenkhundla ezima-218 zizalisiwe ngoMatjhi 2011. Ukuhlukaniswa kwabasebenzi ngokweendawo kungendlela elandelako:

Indawo	Inani labasebenzi
I-Ofisi yesiGodi sePumalanga Kapa - King William's Town	7
I-Ofisi yesiGodi se-Free State - Bloemfontein	7
I-Ofisi yesiGodi se-Gauteng - Johannesburg	6
I-Ofisi eKulu - Pitori	159
I-Ofisi yesiGodi saKwaZulu-Natal - Pietermaritzburg	6
I-Ofisi yesiGodi seLimpopo - Polokwane	7
I-Ofisi yesiGodi seMpumalanga - Nelspruit	6
I-Ofisi yesiGodi seTlagwini Kapa - Kimberley	7
I-Ofisi yesiGodi seTlhagwini Tjhingalanga - Mmabatho	6
I-Ofisi yePalamende - Cape Town	3
I-Ofisi yesiGodi seTjhingalanga Kapa - Cape Town	4
INANI ELIPHELELEKO	218

Ngaphasi kuhlukanisa amanani apheleleko wabasebenzi (kubalwa nabasebenzi abanokukhubazeka) ngokobuhlanga nangokobulili: kilemikhakha elandelako kusukela ngomhlaka 31 Matjhi 2011:

Imikhakha yeenkhundla (SASCO)	Bembaji				Bengubo				Inani
	Abanzi ma	Amakhala di	Aman diya	Abam hloph e	Abanzi ma	Amakhala di	Aman diya	Abam hloph e	
AbaPhathi abaPhezulu	22	2	2	2	11	2	1	4	46
AbaPhathi abaPhakathi	29	2	0	8	31	2	2	4	78
AbomaBhalana	16	0	1	1	25	1	3	1	48
Abasebenzi ebathengisako basafuthi	16	1	0	0	25	4	0	0	46
Imisebenzi elula	0	0	0	0	0	0	0	0	0
INANI	83	5	3	11	92	9	6	9	218
Abasebenzi abanokuKhubazeka	1	0	0	1	1	1	0	0	4

Ilwazi lokungezelela

Abanye babasebenzi be-PSC bajayele amalimi amabili namkha amanengi wamalimi alitjumi nanye asemthethweni weSewula Afrika, isib. IsiBhuru, isiNgisi, isiNdebele, isiSwati, isiXhosa, isiZulu, Sepedi, Sesotho, Setswana, Tshivenda, kanye nesi Xitsonga.

7. ISABELO SEEMALI

inani elipheleleko lesabelo seemali se-PSC sonyaka weemali we-2010/11 gade kuli-R 134 595 000 begodu ngaphasi kuhlukaniswa kwendlela esasetjenziswa ngayo:

I-Ayithemu	Imali esetjenzisiweko
Ihlelo 1: Ukuphatha	R70 885 000
Ihlelo 2: Izenzo zoburholi kanye nokuPhatha	R20 166 000
Ihlelo 3: UkuTjheja kanye nokuLinganisa	R20 608 000
Ihlelo 4: Ukuthembeka kanye nokuLwisana nobukhwabanisi	R22 365 000
Inani elipheleleko lesabelo seemali zamahlelo	R134 024000
Imirholo yabasebenzi	R92 310 000
Ukubandula	R843 417,94

8. IMININGWANA YOKUTHINTANA

Ukufumana ilwazi elidephileko sibawa uthinte
 UMma Bontle Lerumo
 Isekela lakamNqophisi Zombebele: Imisebenzi yeHlangano
 Inomboro yomrhala: (012) 352 1195
 Isiphande: Private Bag X121, Pretoria, 0001
 Imeyila: bontlel@opsc.gov.za

Yoke imibiko ekhutjhe yi-PSC iyafumaneka emzimkhulu nema-ofisini weeemfunda we-PSC begodu imibiko iyafumaneka kuwebhusathi ye-PSC, www.psc.gov.za.

9. SINGATHOLAKALA KUPHI

I-OFISI EKULU

Mnqophisi Zombebele: Mr Mashwahle Diphofa
 Indlu yeKomitjhini
 21st Floor
 Corner Hamilton & Ziervogel Streets
PRETORIA
0083
 Umrhala: (012) 352 1000
 Ifeksi: (012) 325 8382

I-OFISI YEPALAMENDE

Isiphathiswa sePalamende: Ms Nozipho Gwaza
 Sanlam Golden Acre Building
 Adderley Street
CAPE TOWN
8001
 Umrhala: (021) 418 4940
 Ifeksi: (021) 418 5040

REGIONAL OFFICES

IsiFunda sePumalanga Kapa

UKomitjhinara: Mr Singata Mafanya

IsiFunda se-Gauteng

UKomitjhinara: Akunamuntu ophethe isikhundla

UmNqophisi wesiGodi: Mr Loyiso Mgengo

91 Alexander Road

KING WILLIAM'S TOWN

5601

Umrhala: (043) 643 4704

Ifeksi: (043) 642 1371

UmJaphethe omNqophisi wesiGodi: Ms Dorothy

Nkwanyana

Ten Sixty-Six Building

16th Floor, 35 Pritchard Street

JOHANNESBURG

2001

Umrhala: (011) 833 5721

Ifeksi: (011) 834 1200

IsiFunda se-Free State

UKomitjhina: Mr Paul Helepi

UmNqophisi wesiGodi: Ms Sophia Santho

62 Fedsure Building

3rd Floor, St Andrews Street

BLOEMFONTEIN

9301

Umrhala: (051) 448 8696

Ifeksi: (051) 448 4135

IsiFunda seTjhingalanga Kapa

UKomitjhina: Akunamuntu ophethe isikhaundla

UmJaphethe omNqophisi wesiGodi: Mr Ronald

Erasmus

Sanlam Golden Acre Building

21st Floor, Adderley Street

CAPE TOWN

8000

Umrhala: (021) 421 3980

Ifeksi: (021) 421 4060

IsiFunda seTihagwini Tjhingalanga

UKomitjhina: Akunamuntu ophethe isikhundla

Umjaphethe omNqophisi wesiGodi: Mr Patrick Funani

Mmabatho Post Office Building

Ground Floor, University Drive

MMABATHO

2735

Umrhala: (018) 384 1000

Ifeksi: (018) 384 1012

IsiFunda seLimpopo

UKomitjhina: Mr Matome Mawasha

UmNqophisi wesiGodi: Mr MM Chale

Kirk Patrick Building

40 Schoeman Street

POLOKWANE

0701

Umrhala: (015) 291 4783

Ifeksi: (015) 291 4683

IsiFunda seMpumalanga

Commissiner: Mr DS Mkhwanazi

UmNqophisi wesiGodi: Mr SW Mnisi

19 Russel Street

NELSPRUIT

1200

Umrhala: (013) 755 4070

Ifeksi: (013) 752 5814

IsiFunda saKwaZulu-Natal

Usekela sihlalo noKomitjhina:

Ms Phelele Tengeneni

UmNqophisi wesiGodi: Mr Bongani Khonjwayo

Idube Building

249 Burger Street

PIETERMARITZBURG

3201

Umrhala: (033) 345 9998

Ifeksi: (033) 345 8505

IsiFunda seTlhagwini Kapa

UKomitjhinarara: Ms Moira Marais-Martin

UmNqophisi wesiGodi: Mr Jacques Malan

1st Floor, Woolworths Building

Corner Lennox & Chapel Streets

KIMBERLEY

8300

Umrhala: (053) 832 6222

Ifeksi: (053) 832 6225



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Fax: +27 352 8382
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