



Custodian of Good Governance

IKHOMISHINI YEBASEBENTI BAHULUMENDE

UMBIKO WEMNYAKA KUTAKHAMUTI WESIKHATSI
SETIMALI SANGA 2010/2011

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LITIKO	Ikhomishini Yebasebenti Bahulumende
UMBIKO KUTAKHAMUTI	Umnyaka Wetimali wanga 2010/2011

1. SINGUBOBANI TSINE

Ikhomishini Yebasebenti Bahulumende (iPSC) yasungulwa ngekulandzela Sigaba 196 seMtsetfosisekelo weRiphabhuliki yeNingizimu Afrika, 1996. Nguso kuphela sikhungo lesimiswe ngekulandzela Sehluko 10 seMtsetfosisekelo. UMtsetfosisekelo utsi kuneKhomishini Yebasebenti Bahulumende yinye yeRiphabhuliki yeNingizimu Afrika, lenemalunga langu-14, lasihlanu lakhetfwa ngekunconotwa Sishayamtsetfo Savelonkhe. Lilunga ngalinye likhetfwa ngusifundza ngasinye kuletiyimfica, emva kwekutonyulwa nguNdvunankhulu wesifundza ngesiphakatsi sekomiti yeSishayamtsetfo Sesifundza. Lamalunga abitwa njengaboKhomishani. Lamalunga abitwa njengaboKhomishana kantsi bakhetfwa nguMengameli. LaboKhomishana labasihlanu labakhetfwe ngekuphakanyiswa Sishayamtsetfo Savelonkhe aba seHhovisi leliKhulu, bese kutsi lamalunga lasele abe setifundzeni tabo. Inchubo yekukhetfwa kwaboKhomishana yenganyelwe nguMtsetfo weKhomishini yebaSebenti baHulumende, 1997, lovumela kulawulwa kwe-PSC kanye netindzaba letihlobene nayo. Ngekuya ngeMtsetfo, Khomishana ukhetfwa sikhatsi seminyaka lesihlanu, lesivuselelwa ithemu yinye lengetiwe kuphela dvu. Ikhomishini iholwa nguSihlalo lokhetfwe nguMengameli kuboKhomishana labatonyuliwe.

I-PSC itiphendvulela kuSishayamtsetfo Savelonkhe futsi kumele ibike njalo ngemnyaka. Kumele iphindze ibike kuSishayamtsetfo sesifundza ngemisebenti yesifundza ngasinye.

Mengameli wakhetsa emalunga ekucala e-PSC lacale kusebenta ngamhlaka 1 Janawari 1999. Kodvwa, kucala kwemisebenti lesemtsetfweni kwe-PSC kwabanjelelwa kwate kwaba ngumhlaka 1 Julayi 1999 ngenca yebulukhuni betemtsetfo ngaletinye tinhlangotsi teMtsetfo weSichibiyelo semiTsetfo yebaSebenti baHulumende, 1997.

I-PSC yesekelwa liHhovisi leKhomishini yebaSebenti baHulumende (i-OPSC), lenelihhovisi layo lelikhulu ePitoli kanye nemahhovisi etifundza esifundzeni ngasinye. I-OPSC iholwa nguMcondzisi-Jikelele, loSiphatsimandla lesiLandzisako. Emalunga esitafu se-OPSC acashwa ngekulandzela uMtsetfo webaSebenti baHulumende wanga-1994.

Umbono

I-PSC ngumtimba lotimele futsi longakhetsi lowakhiwe nguMtsetfosisekelo, 1996, kwelekelela kunganyelwa lokunhle kuMsebenti waHulumende ngekwenyusa simondzawo

sebucwepheshe nekutiphatsa kahle kanye nekwengeta ligugu ekuphatfweni kwesive lokulandzisako, lokulinganako, lokusebenta kahle, lokuyimphumelelo, lokungenankhohlakalo nalokuphendvula tidzingo tebantfu baseNingizimu Afrika.

Ungomo

I-PSC ihlose kwenyusa imigomo yembuso wentsandvo yelinyenti lekuMtsetfosisekelo kanye nemagugu eMsebeni waHulumende ngekuphenya, kucaphela, kulinganisa kuchumana kanye nekubika ngekuphatfwa kwahulumende. Ngetinchubo tekuphenya, itawucinisekisa kwenyusa bunhle bekwengamela kanye nekuphakelwa kwetinsita letikhonakalako futsi letisimeme letisezingeni.

2. YINI LESIYENTAKO

I-PSC itfola ligunya layo kutiGaba 195 na 196 teMtsetfosisekelo, 1996. Sigaba 195 sibeka emagugu nemigomo leyengamela kuphatfwa kwahulumende, lekumele kwekutsi yenyuswe yi-PSC. Lamagugu nalemigomo ngulena:

- a. lizinga lelisetulu lekutiphatsa ngebucwepheshe
- b. kusetjentiswa kahle, lokongako futsi lokuyimphumelelo wemitfombolusito
- c. kuphatfwa kwahulumende lokugcile entfutukeni
- d. kuniketwa kwetinsita ngendlela lengakhetsi, lenebulungiswa futslisa lelinganako, ngaphandle kwekubandlulula
- e. kuphendvula tidzingo tebantfu kanye nekugcugcutela sive kutsi sihlanganyele ekwakhiweni kwenchubomgomo-kwakha
- f. kuphatfwa kwahulumende lokutiphendvulelako
- g. kuphokelela kuba selubala
- h. kuhlanyelwa kwekuphatfwa kwemitfombolusito yeluntfu lokuhle kanye nemikhuba yekutfutukisa umsebeni
- i. kuphatsa kwahulumende lokumelako kanye nemikhuba yekuphatsa basebenti ngekuya ngelikhono, inhloso, bulungiswa kanye nesidzingo sekulungisa kungalingani kwesikhatsi lesindlulile

Ngekulandzela Sigaba 196(4) seMtsetfosisekelo, 1996, imisebeni nemandla e-PSC ngulena:

- a. kwenyusa emagugu kanye nemigomo, njengobe ibekiwe kuSigaba 195, kuwo wonkhe uMsebeni waHulumende
- b. kuphenya, kucaphela kanye nekulinganisa inhlango, imikhuba yekuphatsa kanye

nebasebenti beMsebenti waHulumende, ikakhulukati kutfotjelwa kwemagugu kanye nemigomo lebekwe kuSigaba 195 kanye netinchubo teMsebenti waHulumende

- c. kuphakamisa tindlela tekucinisekisa kusebenta lokukahle futsi lokunemphumelelo ngekhatsi kweMsebenti waHulumende
- d. kukhombisa tindlela letihlosiswe kucinisekisa kutsi tinchubo tebasebenti letihlobene nekucasha, kundluliselwa, kwenyuswa kanye nekucoshwa tihambisana nemagugu kanye nemigomo lebekwe kuSigaba 195
- e. kubika kumisebenti yayo kanye nekusebenta kwemisebenti yayo, kufaka ekhatsi nobe nguyiphi imiphumela lengayenta kanye neteluleko lengatiniketa; kanye nekuniketa silinganisa sekutfotjelwa kwemagugu kanye nemigomo njengobe ibekiwe kuSigaba 195 futsi

f.

ungaba ngesivumelwano sayo, nobe ngekutfolwa kwesikhalo,

- i. kuphenya kanye nekulinganisa kusetjentiswa kwebasebenti kanye nemikhuba yekuphatsa kuhulumende kanye nekubika kutiphatsimandla letifanele kanye nakusishayamtsetfo
- ii. kuphenya tikhalo tebasebenti kuMsebenti waHulumende macondzana netento letisemtsetfweni futsi inconoti emakhambi lafanele
- iii. kucaphela kanye nekuphenya kutfotjelwa kwetinchubo letifanele kuMsebenti waHulumende
- iv. kweluleka imitimba yembuso yavelonkhe neyettiffundza macondzana nemikhuba yebasebenti kuMsebenti waHulumende, kufaka ekhatsi lena lehlobene nekucasha, kukhetsa, kundlulisa, kukhipha emsebentini kanye naletinye tinhlangotsi temisebenti yebasebenti kuMsebenti waHulumende

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Umsebenti we-PSC uhlelwe ngalemikhakha lelandzelako yekusebenta lesitfupha:

- Kwenta ncono Budlelwano Betemisebenti
- Kubuyeketwa Kwebuholi Nemitfombolusito yeLuntfu
- Kucaphela Kubusa
- Kuphakelwa Kwetinsita Nekuhlola Kutfotjelwa
- Kuphenya Kuphatfwa Kwahulumende
- Tinkhambo Tebucwepheshe.

Lemikhakha yehlukaniswe ngalamagatja ekusebenta lalandzelako:

- a. **Ligatja: Buholi nemiKhuba yekuPhatsa** lisita i-PSC kwenyusa buholi lobunhle kuMsebenti waHulumende, kuphatfwa kwemitfombolusito yeluntfu, budlelwano

betemisebenti kanye nemikhuba yemisebenti

- b. **Ligatja: Kucaphela nekuLinganisa** lisita i-PSC kusungula lizinga lelisetulu lekuphakelwa kwetinsita, kucaphela kanye nekwengamela lokunhle kuMsebenti waHulumende
- c. **Ligatja: Bucotfo neKulwa neNkhohlakalo** lisita i-PSC kuphenya kuphatfwa kwahulumende, kunyusa lizinga lelisetulu lwekutiphatsa ngendlela lefanele kubasebenti bahulumende futsi bafake ligalelo ekuvimbeleni nasekucedzeni inkhohlakalo
- d. **Luphiko Lwetinsita Tenhlangano** lusekela lamagatja ekusebenta lamatsatfu ngekuniketa ngetinsita tekuphatsa

3. NGUBANI LOPHETSE

Sihlalo we-PSC nguDkt Ralph Mgijima, loSiphatsimandla Lesengamele ngekeMtsetfo weMsebenti waHulumende.

Umcondzisi Jikelele we-OPSC nguMnu Mashwahle Diphofa, loSiphatsimandla lesiPhendvulako ngekulandzela uMtsetfo wekuPhatfwa kwetiMali taHulumende.

4. EMAZINGA ETFU, SIHLANGABETANE NAWO NJANI KANYE NEMIPHUMELA LETFOLIWE

Emazinga ekuphakelwa kwetinsita -PSC acuketfwe kuLuhlelo Lwekwenta ncono Kuphakelwa Kwetinsita (i-SDIP) lwayo lwemnyakatimali wa-2009/10. I-SDIP isebenta njengeluhlakamsebenti lwekwatisa babambimsuka macondzana nemazinga ekuphakelwa kwetinsita e-PSC. Lelithebula lelilandzelako likhombisa tincenye te-SDIP kanye nenchubekela phambili ekuphumeleliseni loluhlelo ngesikhatsi semnyakatimali wanga 2008/09.

Tinsita letimcoka	Emakhasimende	Lizinga lanyalo	Impumelelo mbamba ngekulinganisa nemazinga
Kuklatiya ngetindzaba letiphatselene nemisebenti kanye nekuphenya tikhalo tebasebenti bahulumende	Ematiko ahulumende	Umbiko lonemiphumela netincomo letiphetsiwe 80% wetikhalo	Impumelelo mbamba ngekulinganisa nemazinga I-Fact Sheet yetiSombululo tetiKhalo kuMsebenti waHulumende ngeMnyakatimali wa-2009/10 iphetsiwe Kuhlanganiswe uMbiko ngekuPhatfwa kwetiKhalo kutfola

Tinsita letimcoka	Emakhasimende	Lizinga lanyalo	Impumelelo mbamba ngekulinganisa nemazinga
		<p>letindlulisiwe tiphetfwe ngekhatsi kwetinyanga letintsafu kusukela ngelusuku lwekutfolwa kwemiculu lefanele</p>	<p>imiKhuba leNcono kanye neMbiko ngekuPhatfwa kwekuMiswa ngekweCwayisa kuMsebenti waHulumende Liphepha leluklayo ngekuCazulula ndzawonye imiholo kuMsebenti waHulumende lusachubeka</p> <p>I-2nd Biennial Labour Relations Conference ibanjiwe kantsi umbiko wenkomfa usabhalwa</p> <p>I-PSC itfole tikhalo letingu-572 bese kutsi letingu-141 (25%) tandlulise ku-PSC ngenca yekungahambisani netikhatsi letibekiwe njengobe kuncunyiwe kumiTsetfo yetiKhalo. 30 (5%) atizangwe tifikwe ngalokusemtsetfweni futsi ngenca yaloko, tisebenti telulekwa kwekutsi tifake letikhalo ngalokusemtsetfweni nematiko ato, emacala langu-2 (0.3%) afakwe tisebenti takudzala le wona andluliselwa ngutiPhatsimandla letiNgamele letifanele. Emacala langu-125 (22%) aphefwa ekupheleni kwemnyakatimali; kantsi emacala langu-67 (54%) aphefwa ngekhatsi. Kusele linani lemacala langu-19 (38%) ngenca yemningwane longakapheleli loniketwe ngenatiko</p>
<p>Kwenta ncono nekwenyusa Buholi Bemsebenti Wahulumende</p>	<p>Lihhovisi laMengameli Ematiko ahulumende Tikhungo temfundvo Emakomiti Tinhlangano letingekho ngaphasi kwahulumende Imikhandlu Leyengamele Tifundza</p>	<p>Umbiko lonemiphumela netincomo letiphetsiwe</p>	<p>Umbiko ngekuSetjentiswa kweLuhlelo lwekuPhatsa kuSebenta neNtufufuko lwebaPhatsi labaKhulu kuSifundza saseNshonalanga Kapa uphetsiwe futsi neMbiko ngekuHlolwa kanye nekuSetjentiswa kwemiKhuba yekuHeha basebenti kanye nekuKhetsa kuHulumende wasemaKhaya wetfuliwe ku-PSC kutsi wemukelwe</p>
<p>Kucaphela kuSebenta kwetiNhloko temaTiko (HoDs)</p>	<p>Lihhovisi laMengameli Ematiko ahulumende Tiphatsimandla Letengamele nema-HoDs</p>	<p>Umbiko ngenchubekelapam bili leyentiwe ekugcwalisweni kwetivumelwano tekusebenta kwema-HoDs</p>	<p>Tinkhombandlela tesikhatsi sekulinganisa sa-2009/10 tashicelelwa nga-Okthoba 2010</p> <p>Tinhloko temaTiko langu-7 avelonkhe (ema-HoD) talinganisa, kantsi letingu-5 betilinganiselwa tikhatsi</p>

Tinsita letimcoka	Emakhasimende	Lizinga lanyalo	Impumelelo mbamba ngekulinganisa nemazinga
	Lihhovisi laMengameli Ematiko ahulumende Tikhungo temfundvo Emakomiti Tinhlangano letingekho ngaphasi kwahulumende Imikhandlu Leyengamele Tifundza	ukhishiwe Seluleko kutiPhatsimandla Letengamele ngekusebenta kwema-HoDs abo Umbiko lonemiphumela netincomo letiphetsiwe	tekulinganiswa letindlulile kantsi letimbili bekusikhatsi sa-2009/10. Kulinganiswa ema-HoD etifundza langu-43, langu-37 bekutikhatsi letindlulile kantsi langu-6 esikhatsi sa-2009/10 Ema-HoD avelonkhe langu-33 newetifundza langu-75 afake tiVumelwano tekusebenta tawo (ema-PA) ngemnyakatimali wa-2010/11 Iphalamande neSigungu sisatiswa ngekufakwa kwema-PA emnyakatimali wa-2010/11
Kubuyeketwa kwekuphonyeleli swa kwemikhuba yemfombolusito weluntfu ngekukhicitwa kwemibiko yekuklaya kanye netincomo	Lihhovisi laMengameli Ematiko ahulumende Tikhungo temfundvo Emakomiti Tinhlangano letingekho ngaphasi kwahulumende Imikhandlu Leyengamele Tifundza	Umbiko lonemiphumela netincomo letiphetsiwe	Kuhlanganiswa uMbiko ngemiKhuba yekuTfufukiswa kwemiTfombolusito yeLuntfu kuMsebenti waHulumende kanye ne-Fact Sheet ngeSikhatsi sekuCashwa ngeLibanga lemalunga eMsebenti wekuPhatsa laseTulu emaBanga 13 - 16
Kulinganiswa kwematiko ngemagugu labalwe kusigaba 195 seMtsetfosisekelo	Ematiko ahulumende Sigugu IPhalamende Tishayamtsetfo Tetifundza Indzawo yesive (tikhungo temfundvo, tinhlangano temphakatsi)	Imibiko lenemiphumela netincomo iphetsiwe	Kumibiko kulengu-21 yekucaphela nekulinganiswa (M&E) yematiko lebuke ekutfobeleni kwematiko kwemagugu nemigomo yeMtsetfosisekelo yekuphatfwa kwahulumende, kuphetfwe mu-1, lengu-8 ihlanganiswa, lengu-9 ifakwe kumatiko lafanele kutsi kutfolwe imibono kanye lengu-3 isasetjentwa Umbiko wesi-7 we-M&E yeSikhatsi sekuLinganisa sanga-2009/10 uphetsiwe
Kulingani kweSimo seMsebenti waHulumende	Ematiko ahulumende Sigugu IPhalamende Tishayamtsetfo	Imibiko lenemiphumela netincomo iphetsiwe	Kuhlanganiswa umbhalo wesimo seMsebenti waHulumende eFuleyistata Umbiko weSimo sanga-2011

Tinsita letimcoka	Emakhasimende	Lizinga lanyalo	Impumelelo mbamba ngekulinganisa nemazinga
	Tetifundza Indzawo yesive		seMsebenti waHulumende ngaphasi kwengcikitsi: <i>Tingucuko tekuPhakelwa kwetiNsita teMsebenti waHulumende usentiwa</i>
Kulinganiswa kwemphumelelo yetinhlelo tahulumende letiboniwe	Ematiko ahulumende Sigugu IPhalamende Tishayamtsetfo Tetifundza Indzawo yesive	Imibiko lenemiphumela netincomo iphetsiwe	Kuhlanganiswe umbiko ngetiNhlelo tekweSekela baLimi netiNsita tekuTfufukisa letiniketwa ngemaTiko aVelonkhe newetiFundza etekuLima Umbiko we-Meta-Evaluation ngetiNhlelo tekuNciphisa buPhuya letikhetsiwe ufakwe ku-PSC kutsi wemukelwe
Kulinganiswa kuphakelwa kwetinsita	Ematiko ahulumende Sigugu Emakomiti ePhothifoliyo Tishayamtsetfo Tetifundza Tikhungo temfundvo Tinhlango letingekho ngaphasi kwahulumende	Imibiko lenemiphumela netincomo iphetsiwe	Kuhlolwe titeshi temaphoyisa letikhetsiwe kubukwe ngco kutinsita temadithekthivi kantsi nemibiko iphetsiwe Kuhlanganiswe umbiko wenzima yekuniketwa kwema-Ejensi kuPhakelwa kwetiNsita taHulumende kumiKhakha leKhetsiwe futsi kwahlanganiswa neMbiko ngekuSebenta kahle kweBatho Pele ekuPhakelwa kwetiNsita taHulumende
Kunconota tindlela kucinisekisa kusebenta ngendlela lekahle nangemphumelo ngekhatsi kweMsebenti waHulumende	Ematiko ahulumende Sigugu Emakomiti ePhothifoliyo Tishayamtsetfo Tetifundza Tikhungo temfundvo Tinhlango letingekho ngaphasi kwahulumende	Imibiko lenemiphumela netincomo iphetsiwe	Umbiko ngeLuklayo lwekuNetiseka kweTakhamuti ngekuPhakelwa kwetiNsita kwaHulumende wadakwa ku-PSC kutsi wemukelwe Kuphetfwe ithempuleti yetiNkhombandlela teNtfufuko ekuHlanganyeleni kweMphakatsi
Kuphenya imikhuba lephume endleleni yekungasebenti kahle kuhulumende	Ematiko ahulumende Sigugu Emakomiti ePhothifoliyo Tishayamtsetfo Tetifundza Tikhungo temfundvo Tinhlango letingekho ngaphasi kwahulumende	80% wekuphenya kuphetfwe ngekhatsi kwetinyanga letintsafu kusukela ngelusuku lwekutfolwa kwemiculu	Kuvalwe/kuphetfwe lucwaningo lwangcondvomshini lwemacala langu-72 futsi kwentiwa luphenyo lwemacala langu-4 lafakwe ngekulandzela Imitsetfo Yetikhalo Lamanye emacala langu-14 aphenywa ngalokuphelele kantsi langu-72 entiwa ngangcondvomshini Ngalesikhatsi lesibuyeketwako, kunemacala lahlobene nekuphakelwa kwetinsita langu-719 kudathabhesi lafakwe ngeNombolo Yekulwa Nenkhonhlakalo Yavelonkhe (i-NACH). Kulamacala, langu-614

Tinsita letimcoka	Emakhasimende	Lizinga lanyalo	Imphumelelo mbamba ngekulinganisa nemazinga
			<p>kusukwa nawo kuminyaka timali ya-2005/06-2009/10. Emacala lasese langu-105 afakwe ngalesikhatsi lesibuyeketwako. Kuphetfwe emacala langu-398</p> <p>Kuphetfwe umbiko we-Trend Analysis ngetiKhalo letiFakwe ku-PSC ngeMnyakatimali wanga-2009/10.</p> <p>Kuhlanganiswe uMbiko wekungatiPhatsi kahle kutetiMali kuMnyakatimali wanga-2009/10</p>
<p>Kusungula lisika lekutiphatsa ngebucwephe she kuMsebenti waHulumende</p>	<p>Sigungu Ematiko ahulumende Tishayamtsetfo Tikhalo</p>	<p>Kuniketa lusito lwebubhalane bebucwephe she kuForamu Lelwa Nenkohlakalo yavelonkhe</p> <p>Kuphatsa indlela yekutfobela kuLuhlaka Lwekudzalula Ngetimali kumalunga lasetikhundleni letiphakeme</p> <p>Kuphatfwa Kwenombolo Yekulwa Nenkohlakalo Yavelonkhe</p> <p>Kuphatsa ngemphumelelo kwemihlanganosiko lo kanye nemibiko kutinchubo</p> <p>Kubuyeketa Lucwebu Lwekutiphatsa futsi kugazethwe imiTsetfotimiso kuMsebenti waHulumende</p> <p>Kwatisa ngetinkambo tebucwephe she kanye nekulwa nenkhohlakalo</p>	<p>Tinsita temisebenti yebubhalane tiniketwe iForamu Yavelonkhe Lelwa Nenkohlakalo (i-NACF)</p> <p>Kutfolwe lizinga lelingu-88% lekutfobela kumatiko macondzana neLuhlakamsebenti Lwekudzalula Ngetetimali</p> <p>Ngekulandzela i-NACH, emacala enkhohlakalo lesolelwako langu-1 117 andluliswa ngekubuka tindlela lekuvunyelwene ngato nematiko</p> <p>Kubanjwe imihlangano lemibili nge-NACH kumatiko etifundza newavelonkhe</p> <p>Kubanjwe imihlanganotikolo lemitsatfu kutfutukisa Lucwebu Lwekutiphatsa</p> <p>Kwaba nemhlangano wekuhlala etafuleni wekwenyusa iNkambo yekutiphatsa eMphilweni yasesiVeni futsi kwaniketwa tincwajana letimayelana nekulwa</p>

Tinsita letimcoka	Emakhasimende	Lizinga lanyalo	Impumelelo mbamba ngekulinganisa nemazinga
			nenkhohlakalo ngesikhatsi semgubho
Kuphatsa timali ngendlela lefanele	Bokhomishana Sitafu se-OPSC Baphakeli betinsita Umcwaningimabhu ku Jikelele Umgcinimafa Wavelonkhe Ematiko aHulumende	Kucashelwa kwenchitfomali kanye nekusetjentiswa kwebhajethi ngekhati kwebhajethi leniketiwe	Umpumela wemnyakatimali wa-2010/11 usengakatiwa njengobe inchubo yekucwaninga isachubeka Kubanjwe imiHlangano yeKomimiti yeBhajethi yetiNyanga kucaphela inchitfomali kantsi nemibiko ledzingekile yafakwa kuMgcinimafa waVelonkhe
Kuniketa lusito lwekuchumana nemniningwane, kumaketha umsebenti we-PSC ngemikhankaso yemsakato kanye nemibukiso; nekubeka etafuleni kanye nekusabalalisa imibiko leshicelelwe	Bokhomishana Sitafu se-OPSC	Imihlangano nebetindzaba leyentiwe ngemibiko lekhetsiwe leshicelelwe ye-PSC Kwetfula nekusatjalaliswa ngesikhatsi kwemibiko ye-PSC leshicelelwe	Umsebenti werisetji we-PSC ufinyelele kutihlwele letinyenti ngekusebentisa umsakato, imihlangano yasematafuleni kanye nemibukiso Imibiko ye-PSC yetfulwa ePhalamende nakutiShayamtsetfo tasetiFundzeni ngesikhatsi lesifanele ngekulandzela Sigaba 196(4)(e) seMtsetfosisekelo, 1996. Imibiko iphindze yafakwa kuwebhusayithi (www.psc.gov.za) kutsi ifinyeleleke esiveni
Kuphatsa, kugcina nekucinisekisa kusebentisa lokufanele kwetisetjentiswa te-IT, tinhlelo netinsita	Bokhomishana Sitafu se-OPSC	Imisebenti ye-IT leyentiwa ngekulandzela tinchubomgomo te-IT kanye nemikhuba lemihle	Kufakwe i-Microsoft SharePoint kute kwentiwa malula kusebenta kwelicembu, kwabelana ngemniningwane nekuhlela imiculu Kutsengwe ema-laptops lamasha etisebenti letidzingakala kwekutsi tisebente ngaphandle kwelihhovisi Kukhuliswe i-data-line kumaHhovisi etiFundza takaZulu-Natili naseNshonalanga Kapa Sitibandzakanye kuluhlelo lwekululama kunhlekelele kute sitilungiselele kubuyisa ngalokucolisekile kwetinhlelo temniningwane losemcoka kanye netidzingoncanti uma kungenteka kube nenhlekelele
Kucashwa nekugcinwa kwesitafu lesisebent kahle kucinisekisa kuphakelwa kwetinsita ku-	Bazuzi bekucashwa/bacas hwa Baphatsi betinhlelo	Kucasha nekukhetsa lokwentiwa ngekulandzala iNchubomgomo Yekucasha Nekukhetsa	Kuhlanganiswe uMbiko Wekusetjentiswa Kweluhlelo Lwemitfombolusito Yeluntfu wemnyakatimali wanga 2010/11 losukela kuLuhlelo Lwemitfombolusito Yeluntfu lefaka sikhatsi anga 2008-2012

Tinsita letimcoka	Emakhasimende	Lizinga lanyalo	Imphumelelo mbamba ngekulinganisa nemazinga
OPSC			<p>wahlanganiswa futsi wafakwa kuLitiko Lebasebenti Bahulumende Nekuphatfwa</p> <p>Kugcwaliswe tikhala letivulekile letingu-44% ngekhatsi kwetinyanga letingu-3 ngemnyakatimali wanga-2010/11. Kubambeleleka ekugcwaliseni tikhala ngekhatsi kwetinyanga letingu-3 kube sizatfu setincabhayi mayelana nekutfolakala kwebantfu bephaneli (kutikhundla tesigaba 15) nanekutsi emakhandindethi lakhetsiwe kumele afake emanthisi nebacashi babo. Kugcwaliswa kwetikhundla kwehle nga-2% etikhundleni tebaphatsi labasetulu (SMS) ngenca yekwesula kanye nekuhamba kwemalunga esitafu lesisetulu lamabili. Bantfu labasikati bamele linani lelingu-39% lemalunga esitafu lesisetulu. Sibalo sebasebenti labasikati sehle kusuka ku-127 ngaMashi 2010 saya ku-116 ngaMashi 2011. Ngenca yekutsatsa umhlalaphasi wekugula kwesisebenti sinye lesikhubatekile, kwanyalo i-PSC icasha bantfu labane labakhubatekile. Loku kusho linani lelingu-1.8% lesitafu lesiphelele</p>

5. NGABE SIHLOSE KWENTA NCONO NJANI TINSITA TETFU

Kute ichubeke yente ncono imisebenti yayo, i-PSC ibuyeketa i-SDIP yayo njalo ngemnyaka njengobe kufuneka ngekulandzela imiTsetfotimiso yeMsebeni waHulumende. Ngekulandzela imiTsetfosimiso yeMgcinimafa, Siphatsimandla Lesiphendvulako sesikhungo sidzingeka kwekutsi silungiselele luhlelo lwelisu lwekusebenta lweluhlakamsebenti lweNchitfomali yeSikhatsi lesiseMkhatsini. Luhlelo lweLisu lwekuSebenta lwe-PSC lwemiNyakatimali 2011/12 - 2015/16 lwekukucala lwekutsi lukhishwe ngekulandzela luhlakamsebenti lolusha lwetinhlelo tekusebenti letiniketwe nguMgcinimafa waVelonkhe. Loluhlelo lukhombisa imiphumela yetinhloso letitawulwelwa yi-PSC kute iphumelele kulesikhatsi Seluhlelo Lwelisu Lwethemu Lesemkhatsini.

Emakhophi e-SDIP esikhatsi semnyakatimali wa-2011/12 kanye neweLuhlelo lweLisu lwemiNyakatimali wanga-2011/12 - 2015/16 ayatfolakala ngekucela kuMcondzisi: Kuchumana netiNsita teMniningwane, Mnu Humphrey Ramafoko. Imininingwane yakhe

yekuchumana ngulena: Luc: (012) 352 1196, incwadzigezi: humphreyr@opsc.gov.za.
Lemiculu yomibili iphindze itfolakale kuwebhusayithi ye-PSC, www.psc.gov.za

6. INHLANGANO KANYE NESITAFU

Kusitafu lesingu-248, kufaka ekhatsi boKhomishana. Linani letikhala letingu-218 beseligcwalisiwe ngamhlaka 31 Mashi 2011. Kwehlukani swa kwesitafu ngekuya ngetindzawo kungalenzela:

Indzawo	Linani lesitafu
Lihhovisi Lesigodzi saseMpumalanga Kapa - King William's Town	7
Lihhovisi Lesigodzi saseFuleyistata - Bloemfontein	7
Lihhovisi Lesigodzi saseGauteng - Johannesburg	6
Lihhovisi Lelikhulu - Pretoria	159
Lihhovisi Lesigodzi saKaZulu-Natali - Pietermaritzburg	6
Lihhovisi Lesigodzi saseLimpopo - Polokwane	7
Lihhovisi Lesigodzi saseMpumalanga - Nelspruit	6
Lihhovisi Lesigodzi saseNyakatfo Kapa - Kimberley	7
Lihhovisi Lesigodzi saseNyakatfo Nshonalanga - Mmabatho	6
Lihhovisi lasePhalamende - Cape Town	3
Lihhovisi Lesigodzi laseNshonalanga Kapa - Cape Town	4
ITHOTHALI	218

Ngaphasi sehlukeniso sesibalo lesiphelele sebasebenti ngebulili nangebuve (kufaka ekhatsi basebenti labakhubatekile) kusinye kuletigaba temisebenti letilandzelako kute kube ngumhlaka 31 Mashi 2011:

Tigaba temsebenti	Labadvuna				Labasikati				Ithothali
	Ma-Afrika	Makhaladzi	Ma-Indiya	Laba mhlophe	Ma-Afrika	Makhaladzi	Ma-Indiya	Laba mhlophe	
Baphatsi labakhulu	22	2	2	2	11	2	1	4	46
Baphatsi labasemkhatsini	29	2	0	1	25	1	3	1	78
Basebenti bekuphatsi/bo mabhalane	16	0	1	1	25	1	3	1	48
Basebenti betinsita nebekutsengisa, Balomphele	16	1	0	0	25	4	0	0	46
Tikhundla letiphasi	0	0	0	0	0	0	0	0	0
ITHOTHALI	83	5	3	11	92	9	6	9	218

Basebenti labanekukhub ateka	1	0	0	1	1	1	0	0	4
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Umniningwane lowengetiwe

Lamanye emalunga etfu esitafu se-PSC akhona kukhuluma kahle timbili nobe ngetulu tilwimi letisemtsetfweni taseNingizimu Afrika letilishumi nakunye, k.k. Sibhunu, Singisi, Sindebele, Siswati, Sichosa, Sizulu, Sipedu, Sisutfu, Sitswana, Sivenda, kanye neSitsonga.

7. IBHAJETHI

Ibhajethi seyiphelele ye-PSC beyingu R 134 595 000 yemnyakatimali wa 2010/11. Ngephasi sehlukano kwekutsi yasetjentiswa njani:

I-Ayithemu	Inchitfomali Mbamba
Luhlelo 1: Umsebenti wekuphatsa	R70 885 000
Luhlelo 2: Imisebenti Yebuholi Nekuphatsa	R20 166 000
Luhlelo 3: Kucaphela Nekulinganisa	R20 608 000
Luhlelo 4: Bucotfo Nekulwa Nenkhohlakalo	R22 365 000
Ibhajethi seyiphelele netinhlelo	R134 024000
Imiholo yesitafu	R92 310 000
Kucecesha	R843 417,94

8. IMININGWANE YEKUCHUMANA

Kutfolela umniningwane lowengetiwe, tsintsa

Nks Bontle Lerumo

Lisekela leMcondzisi-Jikelele: Corporate Services

Inombolo Yelucingo: (012) 352 1195

Likheli: Private Bag X121, Pretoria, 0001

incwadzigezi: bontlel@opsc.gov.za

Emakhophi ayo yoonkhe imibiko leshicelelwe yi-PSC ayatfolakala eHhovisili leliKhulu kanye nasemaHhovisini etiGodzi. Imibiko iphindze itfolakale kuwebhusayithi ye-PSC, www.psc.gov.za.

9. SINGATFOLAKALA KUPHI

LIHHOVISI LELIKHULU

LASEPHALAMENDE

Umcondzisi-Jikelele: Mnu Mashwahle Diphofa

Commission House

LIHHOVISI

Sanlam Golden Acre Building

21st Floor

Adderley Street

Corner Hamilton & Ziervogel Streets

PRETORIA

0083

Luc: (012) 328 7690

Ifeksi: (012) 325 8382

CAPE TOWN

8001

Luc: (021) 418 4940

Ifeksi: (021) 418 5040

EMAHHOVISI ETIGODZI

Sifundza saseMpumalanga Kapa

Khomishana: Sikhala

Libamba Lemcondzisi Wesifundza: Mnu Loyiso Mgengo Umcondzisi Wesifundza: Ms

91 Alexander Road

KING WILLIAM'S TOWN

5601

Luc: (043) 643 4704

Ifeksi: (043) 642 1371

Sifundza saseGauteng

Khomishana:

Dorothy Nkwanyane

Ten Sixty-Six Building

16th Floor, 35 Pritchard Street

JOHANNESBURG

2001

Luc: (011) 833 5721

Ifeksi: (011) 834 1200

Sifundza saseFuleyistata

Khomishana: Mnu Paul Helepi

Umcondzisi Wesigodzi: Nks Sophia Santho

62 Fedsure Building

3rd Floor, St Andrews Street

E-BLOEMFONTEIN

9301

Luc: (051) 448 8696

Ifeksi: (051) 448 4135

Sifundza saseNshonalanga Kapa

Khomishana: Sikhala

Libamba Lemcondzisi Wesifundza:

Mnu Ronald Erasmus

Sanlam Golden Acre Building

21st Floor, Adderley Street

E-CAPE TOWN

8000

Luc: (021) 421 3980

Ifeksi (021) 421 4060

Sifundza saseNyakatfo Nshonalanga

Khomishana: Sikhala

Umcondzisi Wesifundza: Nks KG Seabelo Umcondzisi Wesifundza: Mnu MM Chale

Mmabatho Post Office Building

Ground Floor, University Drive

MMABATHO

2735

Luc: (018) 384 1000

Ifeksi: (018) 384 1012

Sifundza saseLimpopo

Khomishana: Sikhala

Umcondzisi Wesifundza: Mnu MM Chale

Kirk Patrick Building

40 Schoeman Street

POLOKWANE

0701

Luc: (015) 291 4783

Ifeksi: (015) 291 4683

Sifundza saseMpumalanga

Khomishana: Mnu DS Mkhwanazi
Umcondzisi Wesigodzi: Mnu SW Mnisi
19 Russel Street

NELSPRUIT**1200**

Luc: (013) 755 4070
Ifeksi: (013) 752 5814

Sifundza saKaZulu-Natali

Libamba Lasihlalo naKhomishana: Nks
PM Tengen

Umcondzisi Wesigodzi: Mnu BFM
Khonjwayo

249 Burger Street

PIETERMARITZBURG**3201**

Luc: (033) 345 9998
Ifeksi: (033) 345 8505

Sifundza saseNyakatfo Kapa

Khomishana: Nks K Mathews
Umcondzisi Wesifundza: Mr J Malan
1st Floor, Woolworths Building
Corner Lennox & Chapel Streets

KIMBERLEY**8300**

Luc: (053) 832 6222
Ifeksi: (053) 832 6225



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Private Bag X121, Pretoria, 0001

Commission House
cnr Hamilton & Ziervogel Streets
Pretoria, 0083

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