KOMISHINI YENKONZO KARHULUMENTE

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ISEBE	**iKomishoni yeNkonzo kaRhulumente**
INGXELO EYA KUBEMI	**Unyaka-mali 2010/2011**

1. SINGOOBANI

IKomishoni yeNkonzo kaRhulumente (Public Service Commission) (PSC) yasekwa ngokweCandelo le-196 loMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996. Liziko ekukuphela kwalo elisekwe ngokweCandelo le-10 loMgaqo-siseko. 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 abonyulwe ngesincomo seNdlu yoWiso-mThetho bazinze kwi-Ofisi eyiNtloko, ngexa amalungu aseleyo azinze kumaphondo abo. Inkqubo yokuqeshwa kwabaKomishinala ilawulwa ngumThetho weKomishoni weNkonzo kaRhulumente, 1997, obonelela ngolawulo lwe-PSC kunye nemicimbi enxulumene nayo, NgokomThetho, uMkomishinala wonyulwa ixesha leminyaka emihlanu, elivuselelwa ngexesha elongezelelweyo leminyaka emihlanu elinye kuphela. I-PSC yonganyelwe nguSihlalo owonyulwe nguMongameli kubaKomishinala abonyuliweyo.

I-PSC yiyo ethathela kuyo uxanduva lweNdlu yoWiso-mThetho kwaye kufuneka inike ingxelo kuyo ngonyaka. Kufuneka kwakhona inike ingxelo kwiNdlu yoWiso-mThetho yephondo ngokuphathelene nemisebenzi yayo kwiphindo ngalinye.

I-PSC ixhaswa yi-Ofisi yeKomishoni yeNkonzo kaRhulumente (Office of the Public Service Commission) (OPSC), i-ofisi yayo eyintloko isePitoli kwaye ii-ofisi zemimandla zikwiphondo ngalinye. I-OPSC yonganyelwe nguMlawuli Jikelele, oliGosa eliThatha uXanduva. Amalungu angabasebenzi be-OPSC onyulwa ngokomThetho weNkonzo kaRhulumente ka- 1994.

Umbono

I-PSC ngumbutho ozimeleyo ongakhethi cala osekwe nguMgaqo-siseko, 1996, ukuphakamisa ugqweso kulawulo kwiNkonzo kaRhulumente ngokuphakamisa imo engqongileyo enobugcisa neenqobo ezisesikweni kunye nokongeza ixabiso kulawulo lukarhulumente oluthathela kulo uxanduva, olunobulungisa, olusebenzayo, olukhutheleyo, olungenalo urhwaphilizo kwaye olusabelayo kwiimfuno zabantu boMzantsi Afrika.

Injongo

I-PSC ijolise ekuphakamiseni imithetho-siseko yedemokhrasi ekhuselweyo ngokomgaqo-siseko kunye neenqobo ezisemgangathweni zeNkonzo kaRhulumente ngokuphanda, ukujonga, ukuhlola, ukunxibelelana, kunye nokunika ingxelo ngolawulo lukarhulumente. Ngeenkqubo zophando, iyakuqinisekisa ukuphakanyiswa kokugqwesileyo kulawulo kunye nonikezo lweenkonzo ezinobulunga nezinokugcinakala.

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. ukuphanda, ukujonga nokuhlola umbutho, ulawulo nezenzo zabasebenzi kwiNkonzo kaRhulumente, ingakumbi ukubambelela kwiinqobo ezisemgangathweni nemithetho-siseko ebekwe kwiCandelo le-195 kunye neenkqubo zeNkonzo 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. ukuxela ngemisebenzi 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

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:

a. **ISebe: UbuNkokheli neZenzo zoLawulo** lenza ukuba i-PSC iphakamise ubunkokheli obububo beNkonzo kaRhulumente, ulawulo lwemicimbi yabasebenzi, unxulumano lwezabasebenzi kunye nezenzo zokusebenza

b. **ISebe: UkuJonga nokuHlola** lenza ukuba i-PSC iseke umgangatho ophezulu wofezekiso lweenkonzo, uhlolo kunye nolawulo olululo kwiNkonzo kaRhulumente

c. **ISebe: IMfezeko kunye nokuChasene noRhwaphilizo** lenza ukuba i-PSC iqhube uphando lolawulo lukarhulumente, ukuphakamisa umgangatho ophezulu

wokuziphatha ngokweenqobo ezisesikweni phakathi kwabasebenzi bakarhulumente kwaye lifake isandla ekuthinteleni nasekulweni

d. **IiNkonzo eziButheleneyo** zixhasa amasebe emisebenzi emithathu ngokunika iinkonzo zolawulo

3. NGUBANI OPHETHEYO

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

UMlawuli-Jikelele we-OPSC nguMnu Mashwahle Diphofa oliGosa eliPhetheyo ngokomThetho woLawulo lweMali kaRhulumente.

4. IMIGANGATHO YETHU, SIHLANGABEZENE NJANI NAYO NEZIPHUMO EZIPHUNYEZIWEYO

Imigangatho yethu yofezekiso lweenkonzo ze-PSC iqulethwe kuYilo loPhuculo loFezekiso lweeNkonzo (Service Delivery Improvement Plan) (SDIP) lonyaka-mali ka-2010/11. I-SDIP isebenza njengenkqubo-sikhokelo yokwazisa abathelelani ngokuphathelene nemigangatho yofezekiso nkonzo ye-PSC. Olu luhlu lulandelayo lubonisa amacandelo e-SDIP ngokunjalo nenkqubela eyenziweyo ekuphumezeni uyilo.

Iinkonzo ezingundoqo	**Iiklayenti**	**Umgangatho wangoku**	**Impumelelo engundoqo ithelekiswa nemigangatho**
Ukuqhuba uphando kwimicimbi enxulumene nabasebenzi kunye nokwenza uphando ngezikhalazo zabasebenzi bakarhulumente	Amasebe karhulumente	Ingxelo enezinto ezifunyanisiweyo kunye nezincomo igqityiwe Ama-80% azo zonke izikhalazo ezithunyelweyo agqitywe kwiinyanga ezintathu ukususka kumhla wokufunyanwa kwawo onke	Iingxelo ngeendlela zokuSonjululwa kweziKhalazo kuNyaka-Mali ka-2009/10 yagqitywa Ingxelo ngoLawulo lweziKhalazo ukuchonga iZenzo eziGqwesileyo kunye ne kunye neNgxelo kuLawulo lwamaNyathelo okuNqumamisa kwiNkonzo kaRhulumente zaye zaqulunqwa. Iphepha lophando kwiiNgxoxo zoThetha-thethwano kwiNkonzo kaRhulumente lisaqhutywa INkomfa yezoNxulumano lwabaSebenzi yesi-2 kanyaka-mbini yaye yabanjwa kwaye ingxelo ngenkomfa isaqhuba I-PSC ifumene izikhalazo ezingama-572 ezo ama-141 (25%) azo aye athunyelwa lwi-PSC ngenxa yokungathotyelwa kwamaxesha amiselweyo njengoko kumiselwe yimiThetho yeziKhalazo. Ama-30 (30%) amatyala zange afakwe

Iinkonzo ezingundoqo	Iiklayenti	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
		amaxwebhu abandakanyekayo	ngokusesikweni kwaye kwezi memo, abasebenzi bacetyiswa ukuba bafake izikhalazo ezisesikweni kumacandelo angawabo, amatyala ama-2 (0.3%) aye afakwa ngabo babengabasebenzi kwaye aye athunyelwa kooGunyaziwe beSigqeba abanoxanduva (Executive Authorities) ((EAs). Amatyala ali-125 (22%) aye agqitywa ekupheleni konyaka-mali; apho ama-67 (54%) amatyala aye asonjululwa ngaphakathi. Ephelele ngama-219 (38%) amatyala angekagqitywa ngenxa yolwazi olungaphelelanga olunikwe ngamacandelo
Ukuphucula kunye nokuphakamisa ubuNkokheli kwiNkonzo kaRhulumente	I-Ofisi kaMongameli Amasebe karhulumente Icandelo lemfundo Imibutho engekho phantsi kukarhulumente Amabhunga esiGqeba amaPhondo	Iingxelo ezinezinto ezifunyanisiweyo kunye nezindululo yagqitywa	Ingxelo ngokuPhunyezwa koLawulo lokuSebenza kunye neNkqubo yoPhuhliso kubaPhathi abaPhezulu kwiPhondo laseNtshona Koloni yaye yagqitywa yaze iNgxelo ngePhondo kuHlolo lokuPhunyezwa ekufunweni kwabaSebenzi abaTsha kunye neZenzo zoKhetho kurhulumente weNgingqi yangeniswa kwi-PSC ukuba iyivume
UkuHlola ukuSebenza kweeNtloko zamaSebe (Heads of Department) (HoDs)	I-Ofisi kaMongameli Amasebe karhulumente Icandelo lemfundo Imibutho engekho phantsi kukarhulumente Amabhunga esiGqeba amaPhondo	Zonke ii-HoD ezifanelekileyo eziphumeleleyo zihloliwe Izivumelwano zokusebenza zee-HoD zaye zajongwa zaze zahlolwa Iingxelo ezinezinto ezifunyanisiweyo kunye nezindululo yagqitywa	Izikhokelo zokuHlolwa kwee-HoDs kuNyaka-Mali ka-2009/10 zapapashwa ngo-Oktobha 2010. Ii-HoDs zesizwe ezingama-23 kunye nezingama-48 zamaphondo zaye zangenisa ii-PA zazo zonyaka-mali ka-2009/10. IiNtloko zamaSebe (HoDs) zesizwe ezisi-7 ziye zahlolwa, apho ezi-5 zazihlolelwa imijikelo yohlolo yangaphambili kwaye ezi-2 zahlolelwa umjikelo ka-2009/10. Ii-HoD zamaphondo ezingama-43 zaye zahlolwa, apho ama-37 ayehlolelwa umjikelo wangaphambili kwaye isi-6 sasihlolelwa umjikelo ka-2009/2010 Ii-HoDs ezingama-33 zesizwe kunye nezingama-75 zamaphondo zaye zangenisela iziVumelwano zazo zokuSebenza (Performance Agreements) (PAs) unyaka-mali ka-2010/11. Uhlaziyo ePalamente kunye nakwiSigqeba ngokufayilwa kwee-Pas zonyaka-mali ka-2010/11
Ukujonga kwakhona	Izigqeba Amasebe	Iingxelo ngokufunyanisiweyo	Ingxelo ngeZenzo zoPhuhliso kwezeMicimbi yabaSebenzi

Iinkonzo ezingundoqo	Iiklayenti	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
ukuphunyezwa kwezenzo zezibonelelo zabasebenzi ngokukhutshwa kweengxelo zophando nezincomo	karhulumente Izindlu zowiso-mthetho Abafaki zikhalazo	nezincomo yagqitywa	kwiNkonzo kaRhulumente kunye neNgxelo ngobude bexesha leNgqesho ngokweBakala lweNkonzo yabaLawuli abaPhezulu amanqanaba 13-16 yaye yaqulunqwa
Uhlolo lwamasebe kuthelekiswa kwiinqobo ezisemgangathweni ezidweliswe kwicandelo le-195 loMgaqo-siseko	Amasebe karhulumente Isigqeba Ipalamente IziNdlu zoWiso-mThetho zamaPhondo Icandelo loluntu (kwezemfundo, imibutho yoluntu)	Iingxelo ngokufunyanisiweyo nezincomo yaye yagqitywa	Kwiingxelo ezingama-21 zamasebe zokujonga kunye nokuhlola (monitoring and evaluation (M&E) ezijolise ekubambeleleni kwamasebe kwiinkqobo ezisemgangathweni kunye nemithetho–siseko yoMgaqo-siseko kulawulo lukarhulumente, e-1 yaye yagqitywa, ezisi-8 zaqulunqwa, ezili-9 zangeniswa kumasebe abandakanyekayo ukuba anike izimvo kwaye ezi-3 zisaqhuba Ingxelo yesi-7 eDityanisiweyo yeNkonzo kaRhulumente yoMjikelo woHlolo ka-2009/10 ye-M&E yaye yagqitywa
Ukuhlolwa kweSimo seNkonzo kaRhulumente	Amasebe karhulumente ISigqeba IPalamente YamaPhondo Uwiso-mthetho Icandelo loluntu	Iingxelo ngokufunyanisiweyo nezincomo yaye yagqitywa	Ingxelo yeSimo seNkonzo kaRhulumente eFreyistata yaye yaqulunqwa. ISimo sika-2011 seNgxelo yeNkonzo kaRhulumente phantsi komxholo: *Ukuvezwa kokutsha kuNikezo lweNkonzo kaRhulumente okuSebenzayo* kuyaqhuba
Uhlolo lwempumelelo lweenkqubo ezichongiweyo zikarhulumente	Amasebe karhulumente ISigqeba IPalamente YamaPhondo Uwiso-mthetho Icandelo loluntu	Iingxelo ngokufunyanisiweyo nezincomo yaye yagqitywa	Ingxelo ngeNkqubo yeNkxaso yamaFama kunye neeNkonzo zoPhuhliso ekubonelelwa ngayo ngamaSebe eSizwe kunye nawePhondo ezoLimo yaye yaqulunqwa Ingxelo ye-Meta-Evaluation kwiiNkqubo zokweHliswa kobuHlwempu yaye yangeniswa kwi-PSC ukuba iyivume
Ukuhlolwa kofezekiso lweenkonzo	Amasebe karhulumente Isigqeba Iikomiti eziJongene neMicimbi yamaSebe IziNdlu zoWiso-mthetho zamaPhondo Ezemfundo Imibutho engekho phantsi kukarhulumente	Iingxelo ngokufunyanisiweyo nezincomo yaye yagqitywa	Uhlolo lwaye lwenziwe kwizikhululo zamapolisa ezithile kwiinkonzo zophando kwaye iingxelo zaye zagqitywa Ingxelo ngeNdima yokwenziwa kwe-Arhente koNikezo Nkonzo lweNkonzo kaRhulumente kumaCandelo aKhethiweyo kunye neNgxelo ngokuSebenza kwe-Batho Pele *kuNikezo lweeNkonzo kwiNkonzo kaRhulumente* zaye zaqulunqwa
Amanyathelo acetywayo okuqinisekisa ukusebenza okusebenzayo	Amasebe karhulumente Isigqeba Iikomiti zeMicimbi ejongene namaSebe	Iingxelo ngokufunyanisiweyo nezincomo yaye yagqitywa	INgxelo ngoPhando lokwaNeliseka olusekelwe kwiMiba yangeniswa kwi-PSC ukuba iyivume

Iinkonzo ezingundoqo	Iiklayenti	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
kwiNkonzo kaRhulumente	IziNdlu zoWiso-mThetho zamaPhondo Ezemfundo Imibutho engekho phantsi kukarhulumente		Isikhokelo ngoMbutho weNkonzo kaRhulumente saye sagqitywa
Ukuphanda ngezenzo ezingafanelekang a okanye ezingonelanga zenkonzo karhulumente	Amasebe karhulumente Isigqeba IiKomiti zeMicimbi ejongene namasebe IziNdlu zoWiso-mthetho zamaPhondo Kwezemfundo Imibutho engekho phantsi kukarhulumente	Ama-80% ophando agqitywa kwiinyanga ezintathu ukusukela wokufunyanwa kwawo onke amaxwebhu Iingxelo kunye nezinto ezifunyanisiweyo nezincomo zigqitywe	Ama-72 ophicotho-ncwadi aye athiwa thaca lwaze uphando oluphele leyo lwezi-4 ezifakiweyo ngokwemiThetho yeziKhalazo zavalwa/zagqitywa. Uphando olungaphaya lwezili-14 oluphele leyo kunye nezingama-79 ezithiwe thaca belusaqhuba Ngeli xesha kuthethwa ngalo. Kubekho **amatyala ali-719 anxulumene nonikezo lweenkonzo** kwidatabase efakwe ngomNxeba oChasene nolwaPhulo-mThetho weSizwe (National Anti-Corruption Hotline) (NACH). Kwezi, amatyala angama-614 aye adlulela kwiminyaka-mali ka-2005/06 ukuya koka-2009/10. Amatyala aseleyo ali-105 aye afakwa ngexa lethuba ekuthethwa ngalo. Amatyala angama-398 aye agqitywa Ingxelo yoHlalutyo lweNdlela eLandelwayo kwiziKhalazo eziFakwe kwi-PSC ngexa loNyaka-mali ka-2009/2010 yaye yagqitywa INgxelo ngokuziPhatha kakuBi ngokwaseziMalini yaye yaqulunqwa
Ukuseka umkhwa wokuziphatha ngokomsebenzi owenzayo kwiNkonzo kaRhulumente	Isigqeba Amasebe kaRhulumente IziNdlu zoWiso-mThetho Abafaki zikhalazo	Ukunika inkxaso ye-ofisi kuMbutho oChasene noRhwaphilizo weSizwe Ukulawula ubukhulu bokuthobela kwiNkqubo-sikhokelo yokuXela uLwazi lweMali (Financial Disclosure Framework (FDF) ngamalungu e-SMS Ukulawulwa komNxeba oChasene noRhwaphilizo weSizwe Ukubamba ngempumelelo iintlanganiso zengxoxo nokunika	Iinkonzo ze-ofisi zaye zanikwa i-NACF. Iikomiti ezine zoPhumezo ze-NACF, iintlanganiso ezimbini ze-EXCO kunye nenye ye-NACF zaye zabanjwa Ama-81% ezinga lokuthobela aye aphunyezwa kumasebe ngokuphathelene ne-FDF Ngokwe-NACH, amatyala ali-1 340 orhwaphilizo aye athunyelwa kwiiprotokoli ekuvunyelwene ngazo kumasebe Iintlanganiso zeengxoxo ezimbini zaye zabanjwa nabalawuli bamaphondo ngokulawulwa kwe-NACF

Iinkonzo ezingundoqo	Iiklayenti	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
		iingxelo ngeenkqubo Ukuqwalasela kwakhona iKhowudi yokuziPhatha kunye negazethi kwiMimiselo yeNkonzo kaRhulumente Ukuqonda okusekelwe kwiinqobo ezisesikweni zomsebenzi kunye nokuchasana norhwaphilizo	Iintlanganiso zeengxoxo ezintathu zaye zabanjwa ukuze ziphakamise iKhowudi yokuziPhatha Intlanganiso ngokuphakanyiswa kweenqobo ezisesikweni zokusebenza kwiNkonzo kaRhulumente yaye yabanjwa kwaze kwakhutshwa neencwadana zokwazisa ngokuchasana norhwaphilizo ngexa lentlanganiso leyo
Ulawulo olululo lwezimali	AbaKomishinala Abasebenzi be-OPSC Abaniki nkonzo Umphicothi-Ncwadi Jikelele UNondyebo weSizwe Amasebe karhulumente	Ukuhlolwa kwenkcitho kunye nokusetyenziswa kohlahlo lwabiwo-mali ekwabiweni kohlahlo lwabiwo-mali	Iziphumo zonyaka-mali ka-2010/11 azikaziwa kuba inkqubo yophicotho-ncwadi isaqhuba IiNtlanganiso zeKomiti yoHlahlo Lwabiwo-Mali zenyanga zaye zabanjwa ukuze kuhlolwe inkcitho kwaye iingxelo ezifimfuneko zaye zangeniswa kuNondyebo weSizwe
Ukunika inkxaso yonxibelelwano neyolwazi phakathi kwezinye izinto, ngokupapasha umsebenzi we-PSC oko kusenziwa ngamaphulo abachola-choli beendaba kunye nemiboniso; kunye nokuthiwa thaca nokusasazwa kweengxelo ezipapashiweyo	Abakomishinala Abasebenzi be-OPSC	Imisebenzi yocholacholo ndaba kwiingxelo ezikhethekileyo ezipapashiweyo ze-PSC iye yabanjwa Ukuthiwa thaca kunye nokusasazwa kwangethuba kweengxelo ezipapashiweyo ze-PSC	Umsebenzi wophando we-PSC waye wafikelela kubantu abaninzi oko kusenziwa ngezeendaba, iintlanganiso kunye nemiboniso ukukhankanya ezimbalwa Iingxelo ze-PSC zaye zathiwa thaca kwakhona ePalamente kunye nakwiziNdlu zoWiso-mThetho zamaPhondo kwangethuba ngokungqinelana neCandelo le-196(4)(e) loMgaqo-siseko, 1996. Iingxelo ezi zaye zaphinda zabekwa kwakhona kwi-website (**www.psc.gov.za**) ukuze uluntu lukwazi ukufikelela kuzo
Ukulawula, ukugcina kunye nokuqinisekisa ukusetyenziswa ngokwaneleyo kwezakhiwo, iinkqubo neenkonzo xa zizonke ze-IT	Abakomishinala Abasebenzi be-OPSC	Imisebenzi ye-IT eqhutywe ngokungqinelana nemithetho-siseko nezenzo ezigqwesileyo ze-IT	Ukuphunyezwa kwe-Microsoft SharePoint ukuze kulungelelaniswe ukusebenza kweqela, ukwabelana ngolwazi kunye nokulungiswa kwamaxwebhu Ukufunyanwa kwee-laptops ezintsha zamagosa kaninzi ekufuneka ukuba asebenze ngaphandle e-ofisini esenza uphando Ukuhlaziywa kwe-data-line kwaye kwagqitywa kwii-Ofisi zeMimandla KwaZulu-Natal naseNtshona Koloni Ukuzibandakanya kuyilo

Iinkonzo ezingundoqo	Iiklayenti	Umgangatho wangoku	Impumelelo engundoqo ithelekiswa nemigangatho
			lokufunyanwa kwentlekele ukuze kulungiselelwe ukufunyanwa kakuhle kweenkqubo zetekhnoloji zolwazi olungundoqo
Ukufunwa kwabasebenzi abatsha kunye nokugcinwa kwabasebenzi abawaziyo umsebenzi wabo ukuqinisekisa ukufezekiswa kweenkonzo kwi-OPSC	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-2010/11 ephuma kuYilo lweMicimbi yezabaSebenzi yexesha lika-2008 ukuya ku-2012 yaye yaqulunqwa yaze yangeniswa kwiSebe leNkonzo kaRhulumente noLawulo Ama-44% ezithuba ezingenabantu zaye zagcwaliswa kwiinyanga ezi-3 ngexesha lonyaka-mali ka-2010/11. Ukulibaziseka ekugcwalisweni kwezinye izithuba ezingenabantu ngexa leenyanga ezi-3 kwaba sisiphumo, phakathi kwezinye iozinto, semiceli mngeni enxulumene nobukho banmalungu ephaneli (kwizithuba zebakala le-15) kunye nokuba abagqatswa abonyuliweyo kufuneke ukuba besebenze ixesha abalinikele isaziso kubaqeshi babo. I-2% yokwaliwa kwezithuba iye ekugcwalisweni kweziThuba kwinqanaba lweNkonzo yoLawulo ePhezulu (Senior Management Service) (SMS) ngenxa yokurhoxa kunye nokutshintshwa kwamalungu e-SMS amabini asetyhini. Abasetyhini bebemele ama-39% ecandelo labasebenzi liphelele lamalungu e-SMS. Inani labasebenzi basetyhini lehla lisuka kwi-127 ngoMatshi 2010 lisiya kwi-116 ngoMatshi 2011. Ngenxa yokuthatha umhla laphantsi ngenxa yempilo embi komnye wabasebenzi abanokukhubazeka, okwangoku i-PSC iqeshe abantu abane abanokukhubazeka. Oku kwenza i-1.8% yaba basebenzi banokukhubazeka

5. SICEBA UKUZIPHUCULA NJANI IINKONZO ZETHU

Ukuze iziphucule ngokuqhubayo iinkonzo zayo, i-PSC iye iyijonge kwakhona i-SDIP yayo qho ngonyaka njengoko kufunwa yiMimiselo yeNkonzo kaRhulumente. NgokweMimiselo kaNondyebo, iGosa eliThatha uXanduva leziko kufunwa ukuba lilungise uyilo lwesicwangciso seNkqubo-sikhokelo seNkcitho yexesha eliphakathi (Medium Term Expenditure Framework). uYilo lweSicwangciso esiPhakathi se-PSC's seMinyaka-Mali ka-2011/12 – 2015/16 sesokuqala ukuba sivezwe ngokwenkqubo-sikhokelo entsha eniwke nguNondyebo weSizwe. Olu yilo lubonisa iziphumo zesicwangciso iinjongo kunye

nemibono eqhelanisiweyo eza kugxila kuzo i-PSC ukuze iziphumeze kwithuba loYilo lweSicwangciso esiPhakathi (Medium Term Strategic Plan).

Iikopi ze-SDIP zexesha lemali lika-2011/12 kunye noYilo lweSicwangciso samaxeha emali ka-2011/12 – 2015/16 ziyafumaneka kwaye zicelwa kuMlawuli: Iinkonzo zoNxibelelwano noLwazi, uMnu Humphrey Ramafoko. Iinkcukacha zakhe zoqhagamshelwano zezi: Inombolo yomnxeba (012) 352 1196, I-imeyile: humphreyr@opsc.gov.za. Omabini la maxwebhu ayafumaneka kwakhona kwi-website ye-PSC, www.psc.gov.za

6. UMBUTHO KUNYE NABASEBENZI

Kumbutho onabasebenzi abangama-28, kuqukwa nabaKomishinala, ziphelele zizithuba ezingama-218 ezigcwalisiweyo. Ukohlulwa kwabasebenzi ngokwendawo kungale ndlela ilandelayo:

Indawo	Inani labasebenzi
I-Ofisi yoMmandla yaseMpuma Koloni - eQonce	7
I-Ofisi yoMmandla yaseFreyistata – e-Bloemfontein	7
I-Ofisi yoMmandla yaseGauteng – e-Johannesburg	6
I-Ofisi eyiNtloko - ePitoli	159
I-Ofisi yoMmandla yaKwaZulu-Natal - eMgungundlovu	6
I-Ofisi yoMmandla yaseLimpopo - ePolokwane	7
I-Ofisi yoMmandla yaseMpumalanga – e-Nelspruit	6
I-Ofisi yoMmandla yomNtla Koloni- e-Kimberley	7
I-Ofisi yoMmandla yomNtla Ntshona- eMmabatho	6
I-Ofisi yePalamente -eKapa	3
I-Ofisi yoMmandla weNtshona Koloni - eKapa	4
KUPHELELE	**218**

Ngasezantsi kohlulwe inani eliphelelelyo labasebenzi ngokwesini nohlanga (kuqukwa nabasebenzi abakhubazekileyo) kudidi ngalunye lwale misebenzi ilandelayo ukusukela ngowama-31 Matshi 2011.

Iindidi zemisebenzi	Amadoda				Abasetyhini				Bephelele
	AbamNyama	AbeBala	AmaNdiya	AbaMhlophe	AbamNyama	AbeBala	AmaNdiya	AbaMhlophe	
Abaphathi abaphezulu	22	2	2	2	11	2	1	4	46
Abaphathi abaphakathi	29	2	0	8	31	2	2	4	78
Abolawulo/oomabhalana	16	0	1	1	25	1	3	1	48
Abasebenzi beenkonzo nentengiso, Abesigxina	16	1	0	0	25	4	0	0	46
Imisebenzi elula	0	0	0	0	0	0	0	0	0
KUPHELELE	**83**	**5**	**3**	**11**	**92**	**9**	**6**	**9**	**218**

Abasebenzi abakhubazeki leyo	**1**	**0**	**0**	**1**	**1**	**1**	**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

Uhlahlo lwabiwo-mali olupheleleyo lwe-PSC belusisi-R134 595 000 kunyaka-mali ka-2010/11. Ngasezantsi kukohlulwa okubonisa ukuba luchithwe njani na:

ICandelo loku-1: ULawulo	R 70 885 000
ICandelo lesi-2: Ubunkokheli neZenzo zoLawulo	R 20 166 000
ICandelo lesi-3: UkuJonga nokuHlola	R 20 608 000
ICandelo lesi-4: IMfezeko nokuChasene noRhwaphilizo	R 22 365 000
Uhlahlo lwabiwo-mali lweenkqubo	**R 134 024 000**
Imivuzo yabasebenzi	R 92 310 000
Uqeqesho	R 843 417 000

8. IINKCUKACHA ZOQHAGAMSHELWANO

Ngolwazi oluthe vetshe, nceda uqhagamshelane no
Nks Bontle Lerumo
USekela Mlawuli Jikelele: Corporate Services
INombolo yomNxeba: (012) 352 1195
Idilesi: Private Bag X121, Pretoria, 0001
I-imeyile: bontlel@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
UMlawuli-Jikelele:Mnu Mashwahle Diphofa
Commission House
Corner Hamilton & Ziervogel Streets
PRETORIA
0083
Inombolo yomnxeba: (012) 352 1000

I-OFISI YASEPALAMENTE
IGosa lasePalamente: Nks Noziphiwo Gwaza
Sanlam Golden Acre Building
1st Floor
Adderley Street
CAPE TOWN

IFeksi: (012) 325 8382

8001
Inombolo yomnxeba (021) 418 4940
IFeksi: (021)418 5040

II-OFISI ZEMIMANDLA

IPhondo laseMpuma Koloni
UMkomishinala: Mnu Singatha Mafanya
UMlawuli woMmandla: 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: Akekho
UMlawuli woMmandla: 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 woMmandla: Nks Sophia Santho
62 Fedsure Building
3rd Floor, St Andrews Street
BLOEMFONTEIN
9301
Inombolo yomnxeba (051) 448 8696
IFeksi: (051) 448 4135
IFeksi (021) 421 4060

IPhondo laseNtshona Koloni
UMkomishinala: Akekho
UMlawuli woMmandla oBambeleyo: Mnu Ronald Erasmus
Sanlam Golden Acre Building
21st Floor, Adderley Street
CAPE TOWN
8000
Inombolo yomnxeba (021) 421 3980

IPhondo lomNtla Ntshona
UMkomishinala: Akekho
UMlawuli woMmandla:Mnu Patrick Funani
Mmabatho Post Office Building
Ground Floor, University Drive
MMABATHO
2735
Inombolo yomnxeba (018) 384 1000
IFeksi: (018) 384 1012

IPhondo laseLimpopo
UMkomishinala:Mnu Matome Mawasha
UMlawuli woMmandla:Mnu Martin Chale
Kirk Patrick Building
40 Schoeman Street
POLOKWANE
0701
Inombolo yomnxeba (015) 291 4783
IFeksi: (015) 291 4683

IPhondo laseMpumalanga
UMkomishinala: Mnu David Mkhwanazi
UMlawuli woMmandla: Mnu Walter Mnisi
19 Russel Street

IPhondo lakwaKwaZulu-Natal
UMkomishinala: Nks Phelele Tengeni
UMlawuli woMmandla:Mnu Bongani Khonjwayo
iDUBE Building

NELSPRUIT
1200
Inombolo yomnxeba: (013) 755 4070
IFeksi: (013) 752 5814

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

294 Burger Street
PIETERMARITZBURG
3201
Inombolo yomnxeba: (033) 345 9998
IFeksi: (033) 345 8505

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Private Bag X121, Pretoria, 0001

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cnr Hamilton & Ziervogel Streets
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0800 701 701