

# IKHOMISHINI YEMISEBENTI YAHULUMENDE

***UMBIKO WEMNYAKA  
KUTAKHAMUTI  
WE WEMNYATIMALI WA  
2012/2013***



## **LITHEBULA LALOKUCUKETFWE**

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## **1. SINGUBOBANI**

Ikhomishini Yemisebenti Yahulumende (i-PSC) yasungulwa ngekulandzela Sigaba 196 seMtsetfosisekelo weRiphabhuliki yeNingizimu Afrika, 1996. UMtsetfosisekelo utsi kuba ne-PSC yinye yeRiphabhuliki yaseNingizimu Afrika, lecuketse emalunga lali-14, lasihlanu wona ke akhetfwa ngesincomo seSigungu saVelonkhe. Lilunga linye likhetfwa kusinye saletifundza leyimfica, kwekutonyulwa nguNdunankhulu wesifundza ngesincono sekomiti yeSishayamtsetfo seSifundza. Lamalunga abitwa njengaboKhomishana. BoKhomishani labasihlanu basebentela ehhovisi lelikhulu le-PSC ePitoli bese kutsi lawa lasele layimfica ahlala etifundzeni tawo. Khomishana ucashwa sikhatsi seminyaka lesihlanu, lesivuselelwa kuphela ithemu yinye leyengetiwe. I-PSC iholwa nguSihlalo, lophindze asebente njengeSiphatsimandla Lesengamele. Sihlalo ukhetfwa nguMengameli kuboKhomishana lamatonyuliwe.

I-PSC itiphendvulela kuSigungu saVelonkhe futsi kumele njalo ngemnyaka ibike kuSigungu Savelonkhe ngemisebenti yayo nangekusebenta, futsi nakutishayamtsetfo tetifundza ngemisebenti yayo etifundzeni.

I-PSC yesekelwa liHhovisi leKhomishini yemiSebenti yaHulumende (i-OPSC), neliHhovisi leliKhulu layo lelisePitoli nemaHhovisi etifundza kusifundza ngasinye. I-OPSC iholwa nguMcondzisi-Jikelele, lophindze asebente njengeSiphatsimandla Lesilawulako. Emalunga esitafu e-OPSC acashwa ngekulandzela uMtsetfo wemiSebenti yaHulumende wanga-1994.

### **Umbono**

Ingcwele yebuhle bekuphatfwa kwahulumende ekwanganyelweni ngembuso wentsandvo yelinyenti eNingizimu Afrika.

### **Umgomo**

Kwenyusa imigomo nemagugu entsandvo yelinyenti langcweliswe kumtsetfosisekelo eMsebenti waHulumende ngekuqhanya, kucaphela, kulinganisa, kuchumana nangekubika ngekuqhathwa kwahulumende.

## **2. YINI LESIYENTAKO**

I-PSC isusela ligunya layo kutigaba 195 na 196 teMtsetfosisekelo, 1996. Sigaba 195 sikhombisa emagugu kanye nemigomo leyengamele kuphatfwa kwahulumende, lekumele kwekutsi yenyuswe yi-PSC. Lamagugu nemigomo ngulena lelandzelako:

- a. lizinga lelisetulu lwekutiphatsa ngebucwepheshe;

- b. kusetjentiswa kwemitfombolusito ngelikhono, ngekonga nangemphumelelo;
- c. kuphatfwa kwahulumende ngendlela letfutukisako;
- d. kuniketwa kwetinsita ngendlela lengakhetsi, lenebulungiswa futsi lelinganako, ngaphandle kwelubandlululo;
- e. kuphendvula tidzingo tebantfu kanye nekugcugcutela sive kutsi sihlanyanele ekwakhiweni kwenchubomgomo;
- f. kuphatfwa kwahulumende lokutiphendvulelako;
- g. kuphokelela kuba selubala;
- h. kuhlanyelwa kwakuphatfwa kwemitfombolusito yeluntfu lokuhle kanye nemikhuba yekutfutukisa; futsi
- i. kuphatsa kwahulumende lokumelako kanye nemikhuba yekuphatsa basebenti ngekuya ngelikhono, inhloso, bulungiswa kanye nesidzingo sekulungisa kungalingani kwesikhatsi lesindlulile

Ngekulandzela Sigaba 196 (4) seMtsetfosisekelo, 1996, imisebenti kanye nemandla e-PSC ngulena lelandzelako:

- a. kwenyusa emagugu kanye nemigomo, njengobe ibekiwe kuSigaba 195, kuwo wonkhe uMsebenti waHulumende;
- b. kuphenya, kucaphela, kanye nekulinganisa kuhlelwa kanye nekuphatfwa, nemikhuba yetisebenti teMsebenti waHulumende;
- c. kuphakamisa tindlela tekucinisekisa kusebenta lokukahle futsi lokunemphumelelo ngekhatshi 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 yaya kanye nekwenta kwayo imisebenti yayo kufaka ekhatshi nobe nguyiphi imiphumela lengayenta kanye netinkhombandlela kanye neteluleko letingatshiketa; kanye nekuhlola kutsi ngabe lamagugu nalemigomo lebekwe kuSigaba 195 kuyatfotjelwa na;
- f. kungaba 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 : futsi
  - iv. kweluleka imitimba yavelonkhe neyesifundza macondzana nemikhuba yebasebenti kuMsebenti waHulumende, kufaka ekhatshi kucashwa, kukhetfwa, kuyiswa kulenye indzawo, kukhululwa kanye naletinye tinhlangothi temisebenti yebasebenti kuMsebenti waHulumende; futsi

- g. nekusebentisa emandla langetiwe nobe kwenta leminywe imisebenti lengetiwe lemiswe nguMtsetfo wePhalamende.

Umsebenti we-PSC uhlelwe ngalemikhakha lelandzelako yekusebenta lesitfupha:

- kwenta ncono budlelwane betemisebenti;
- kubuyeketa buholi nemitfombolusito yeluntfu;
- kucaphela kubusa;
- kuhlola kuphakelwa kwetinsita nekutfobela tinchubomgomo;
- Kuphenya ngekuphatfwa kwahulumende; futsi
- Netinkambo tekutiphatsha emsebentini.

Lemikhakha yehlukaniswe ngalamagatja ekusebenta lalandzelako, kufaka ekhatsi Tinsita Tenhlangano:

- a. **Ligatja: Buholi nemiKhuba yekuPhatsha libukene nekwenyusa buholi lobunhle kuMsebenti waHulumende, kuphatfwa kwemitfombolusito yeluntfu, budlelwano betemisebenti kanye nemikhuba yemisebenti**
- b. **Ligatja: Kucaphela Nekuhlola libukene nekumisa lizinga lelisetulu lwekuphakelwa kwetinsita, kucaphela kanye nekuphatsha lokuhle kuMsebenti waHulumende.**
- c. **Ligatja: Bucotfo Nekulwa nenkhohlakalo libukene nekuphenya ekuphatfweni kwahulumende, kwenyusa lizinga lelisetulu lekutiphatsha kubasebenti bahulumende kanye nekufaka ligalelo ekuvikeleni nasekudzeni inkhohlakalo.**
- d. **Ligatja: Tinsita Tenhlangano liniketa bonkhe baphatsi be-PSC kanye netinsita tekwesekela letibekwe ndzawonye.**

### **3. NGUBANI LOPHETSE**

Sihlalo we-PSC nguMnu Ben Mthembu futsi uSiphatsimandla Lesengamele ngekweMtsetfo weMsebenti waHulumende.

Umcondzisi Jikelele we-OPSC nguNjingalwati Richard Levin futsi uSiphatsimandla Lesiphendvulako ngekulandzela uMtsetfo Wekuphatfwa Kwetimali Tahulumende.

**4. EMAZINGA ETFU, SIHLANGABETANE NAWO NJANI KANYE NEMIPHUMELA LETFOLIWE**

Luhlelo Lwekwentancono Kuphakelwa Kwetinsita lwe-PSC (i-SDIP) lolufaka ekhatsi umnyakatimali wa 2012/13 belungakemukelwa kufika kumhlaka 31 Mashi 2013. Loku bekuncenga yekuntjintja etidzingweni tekubika nasekubuyeketweni lokunyenti lokwentiwe kule-SDIP ngemihlanganosikolo. Ngenca yaloko, i-SDIP yemnyakatimali wa 2011/2012, iyatfolakala kuwebhusayithi ye-PSC ([www.psc.gov.za](http://www.psc.gov.za)), isasebenta. **Lithebula 1** likhombisa tincenye te-SDIP kanye nenchubekelaphambili leyentiwe ekuphumeleliseni loluhlelo.

**Lithebula 1: Tinsita letinkhulu letiniketiwe nemazinga**

<b>Tinsita Lenkhulu</b>	<b>Emakhasimende mbamba</b>	<b>Likhono lemakhasimende</b>	<b>Lizinga Lemsebenti</b>	<b>Timphumelelo mbamba ngekulinganisa nemazinga</b>
Kuklatiya ngetindzaba letiphatselene nemisebenti kanye nekuphenya tikhalo tebasebenti bahulumende	Hulumende ematiko ahulumende	Hulumende ematiko ahulumende	Umbiko lonemiphumela netincomo letiphetsiwe  80% wetikhalo letindlulisiwe tiphetfwe ngekhatsi kwetinyanga letintsatfu kusukela ngelusuku lwekutfolwa kwemiculu lefanele	Imibhalo lefinyetiwe yebucwepheshe yemukelwe nga-Agasti 2012 nangaMashi 2013, ngekulandzelana. Lemibhalo lefinyetiwe yetfulwe kuNdvuna Yemisebenti Yahulumende Nekuphatfwa  Umbhalo wetikhalo wemukelwe ngaDisemba 2012  Inkomfa Yebudlelwano Kutemisebenti Yemnyakambili yesi-3 indluliselwe kumnyakatimali wa 2013/14  Kubanjwe imihlanganosikolo lelishumi nakunye futsi kwahlanganiswa nembiko futsi lofakiwe kuhlolwa emaphutsa ngaDisemba 2012  I-PSC itfole tikhalo letingu-727 kwatsi letingu -377 (52%) tavalwa/taphetfwa ngetizatfu letitsite. Kusele linani lemacala langu-350 (48%) ngenca yemningwane longakapheleli loniketwe ngematiko
Kwenta ncono nekwenyusa Buholi Bemsebenti Wahulumende	Lihhovisi laMengameli Ematiko ahulumende Tikhungo temfundvo Tinhlangano letingekho ngaphasi kwahulumende Imikhandlu Leyengamele Tifundza	Hulumende wasekhaya (Bomasipalati)	Umbiko lonemiphumela netincomo letiphetsiwe	Kuhlolwe umphumela welinani lekuvalwa kwetikhala wema-HoD ngekusebenta kwematiko. Umbiko lonekuguculwa waphetfwa ngaJuni 2012  Kuhlolwe kusebenta kahle kwebuholi beMsebenti waHulumende ekulungiseni kuphasiswa kwelucwaningo lolungantjintji kumatiko nabomasipalati labakhetsiwe. Umbiko uphetfwe yi-OPSC ngaJuni 2012
Kwentancono Kwemikhuba yemitfombolusito yeluntfu Kumisebenti	Sigungu Ematiko ahulumende Sishayamtsetfo	Hulumende Wasekhaya (Bomasipalati)	Kukhicitwe imibiko Lelinemiphumela netincomo	11 Imihlangano yekuhlala ematafuleni yaphetfwa kunalena lengu-2 lebeyihlelwe ekucaleni  Ngenca yekukhuliswa kwemgamu wemiklamo netincabhayi ekuhleleni

Tinsita Lenkhulu	Emakhasimende mbamba	Likhono lemakhasimende	Lizinga Lemsebenti	Timphumelelo mbamba ngekulinganisa nemazinga
Yahulumende ngekukhicitwa kwemibiko yekuklaya lehamba netincomo				<p>ema-inthaviyu nebabambimsuka, imiklamo ngetivimba tekugcwalisa tikhala kuMisebenti Yahulumende, kukhetfwa kwesitafu setindvuna kanye nekuhlola kusetjentiswa kweLuhlakamsebenti Lwemtsetfosimiso Wetimali Temgicinimafa kanye neMtfombolusito Weluntfu Welitiko Lemisebenti Yahulumende Nekuphatfwa yendluliselwe ku-Agasti 2013</p> <p>Kwentiwa luphenyo lolwengetiwe ngembiko ngeLuhlelo Lwekucaphela Nekutfufukisa Kusebenta lwe tigaba 2-12 kucinisa imiphumela yembiko</p>
Kucaphela kuSebenta kwetiNhloko temaTiko (ema-HoDs)	<p>Lihhovisi laMengameli Ematiko ahulumende Tikhungo temfundvo Tinhlangano letingekho ngaphasi kwahulumende Imikhandlu Leyengamele Tifundza</p>	Hulumende wasekhaya (Bomasipalati)	<p>Kutawulingaswa ema-HoD lafanelekile lawa imiculu yabo iniketiwe ku-PSC</p> <p>Tivumelwano tekusebenta (ema-PA) tema-HoD ticashelwe futsi talinganiswa</p>	<p>Ikhabinethi iniketwe ngekwemtsetfo futsi yemukela Imemorandamu Yekhabhinethi lephuma kuNdvuna Yemisebenti Yahulumende Nekuphatfwa lehlontga kuphetsa kulinganiswa kwema-HoD kumjikeleto wekulinganisa kwanga 2010/2011 nanga 2011/2012. Inkhombandlela lenetinkhomba tekuphetsa kulinganisa lokusele ikhishiwe kutewusita ema-HoD nema-EA ngenchubo njengobe ibekiwe kusincumo seKhabhinethi. Kulinganiswe linani leliphelile lema-HoD langu-25 ngeemjikeleto wekusebenta wanga 2010/2011. Lokunye futsi, linani leliphelile lema-HoD langu-20 ngeemjikeleto wekusebenta wanga 2011/2012. Kwanyalo i-PSC ikunchubo yekuphetsa kulinganiswa kwema-HoD lafake imiculu yekulinganiswa yawo kuminyakatimali yanga 2010/2011 nanga 2011/2012</p> <p>Ema-HoD langu-85% afake ema-PA awo ku-PSC kufika kumhlaka 31 Mashi 2013. Onkhe ema-PA lafakiwe acinisekise bunjalo kantsi teluleko tiniketiwe kuma-EA nema-HoD lafake ema-PA</p> <p>Inchazelombhalo ngekufayelwa kwema-PA yemukelwe ngaSeptemba 2012 futsi yendluliselwa kubo babambimsuka labafanele</p>
Kulinganiswa kwematiko ngemagugu labalwe kusigaba 195 seMtsetfosisekelo	<p>Ematiko ahulumende Sigungu lphalamende Tishayamtsetfo tetifundza Umkhakha wesive (tikolo tekufundza, yinhlanga tesive)</p>	<p>Ematiko ahulumende Sigungu lphalamende Tishayamtsetfo tetifundza Umkhakha wesive (tikolo tekufundza, yinhlanga tesive)</p>	<p>Buningi</p> <p>Kuphetfwe imibiko lenemiphumela netincomo</p>	<p>Kukhishwe imibiko lengu-17 ngekulinganiswa kwemiphumela yekutlobela kwematiko kuMigomo yeMtsetfosisekelo yeKuphatfwa Kwahulumende</p>

<b>Tinsita Lenkhulu</b>	<b>Emakhasimende mbamba</b>	<b>Likhono lemakhasimende</b>	<b>Lizinga Lemsebenti</b>	<b>Timphumelelo mbamba ngekulinganisa nemazinga</b>
Kulinganisa kweSimo seMsebenti waHulumende	Ematiko ahulumende Sigungu Iphalamende Tishayamtsetfo tetifundza Umkhakha wesive (tikolo tekufundza, yinhlanga tesive)	Ematiko ahulumende Sigungu Iphalamende Tishayamtsetfo tetifundza Umkhakha wesive (tikolo tekufundza, yinhlanga tesive)	Umbiko lonemiphumela netincomo letiphetsiwe	Kukhishwe siphakamiso ngekusetjentiswa lokuchubekako kwetisombululo tasePhalamende tangamhlaka 15 Novemba 2011 ngeSimo seMbiko weMsebenti waHulumende 2010
Kulinganisa imphumelelo yetinhlelo tahulumende letibukiwe	Ematiko ahulumende Sigungu Iphalamende Tishayamtsetfo tetifundza Umkhakha wesive (tikolo tekufundza, yinhlanga tesive)	Ematiko ahulumende Sigungu Iphalamende Tishayamtsetfo tetifundza Umkhakha wesive (tikolo tekufundza, yinhlanga tesive)	Kuphetfwe imibiko lenemiphumela netincomo	Umbiko ngekuLinganiswa Kweluhlelo Lwetinsita Telusha Lwavelonkhe
Kulinganisa kuphakelwa kwetinsita	Ematiko ahulumende Sigungu Iphalamende Tishayamtsetfo tetifundza Umkhakha wesive (tikolo tekufundza, yinhlanga tesive)	Ematiko ahulumende Sigungu Iphalamende Tishayamtsetfo tetifundza Umkhakha wesive (tikolo tekufundza, yinhlanga tesive)	Buningi  Kuphetfwe imibiko lenemiphumela netincomo	<p>Kwemukelwe imiphumela lemibili lesukela ekuhlolweni lokwentiwe Litiko Letebulungiswa Nekutfutukiswa Kwemtsetfosisekelo (DoJ&amp;CD) lokubuke kunsalelamuva yemacala etiNkantolo tetiGodzi yemukelwa yi-PSC, lekungulena-</p> <ul style="list-style-type: none"> <li>• Umbiko lofinyetiwe webucwepheshe loniketa sibonelo lesisezingeni lelisetulu semiphumela; kanye</li> <li>• Nembiko lohlanganisiwe locuketse setfulo lesiphelele ngemiphumela netincomo macondzana nato tonkhe tiNkantolo tetiGodzi letihloliwe</li> </ul> <p>Kuhlola kwentiwe futsi imibiko yemukelwe yi-PSC ngalendlela lelandzelako:</p> <ul style="list-style-type: none"> <li>• Umbiko munye (1) lowentiwe etitesheni temaphoyisa eMpumalanga Kapa, lobuke ekubeni khona kwemanti, kususwa kwetinsia kanye nagezi</li> <li>• Imibiko lengu-3 leyentiwe kuLitiko Letemfundvo ekuhloleni</li> </ul>

<b>Tinsita Lenkhulu</b>	<b>Emakhasimende mbamba</b>	<b>Likhono lemakhasimende</b>	<b>Lizinga Lemsebenti</b>	<b>Timphumelelo mbamba ngekulinganisa nemazinga</b>
				<p>emfundweni lebuke ekubeni khona kwetakhiwancanti tekweca imifula ngebantwana basemaphandleni etifundzeni taKaZulu-Natali naseLimpopo</p> <p>Umbiko nge-Citizens Forum Toolkit lesetjentiswa kuMasipalati wase-Ermelo wemukelwe yi-PSC</p>
Kunconota tindlela tekucinisekisa kusebenta lokukahle futsi lokunemphumelelo ngekhatsi kweMsebenti waHulumende	Ematiko ahulumende Sigungu lphalamende Tishayamtsetfo tetifundza Umkhakha wesive (tikolo tekufundza, yinhlango tesive)	Ematiko ahulumende Sigungu lphalamende Tishayamtsetfo tetifundza Umkhakha wesive (tikolo tekufundza, yinhlango tesive)	Umbiko lonemiphumela netincomo letiphetsiwe	<p>Umbiko ngeLuklayo lwekuNetiseka kwetakhamuti ngekuphakelwa kwetinsita kwahulumende wamukelwa yi-PSC</p> <p>Kuphetfwe umbiko ngekulinganiswa kwenchubo yekucinisekiswa kwetinchubo letisetjentiswa kumatiko nakubomasipalati wamukelwa yi-PSC</p> <p>Kubanjwe imihlangano yekulalelwa kwemphakatsi lengu-7 (kunalena lengu-4 lebeyihlelwe ekucaleni)</p>
			Bunjalo	<p>Kusidzingo sekwentancono lokuchubekako kumazinga ekuphatsa imiklamo nekuncishiswa kwesikhatsi sekuphenya, i-PSC iphumelele kuletinyenti tinfo tayo. Imiphumela yeluphenyo lwayo ibeke tivimba letisemcoka ekuphakelweni kweMsebenti Wahulumende futsi yagcizelela sidzingo setindlela letihlelenjisiwe futsi letihlanganisiwe kucinisekisa Umsebenti Wahulumende losebenta kahle futsi ngemphumelelo ngekuhambisana neligunya lemtsetfosisekelo</p>
			Kubonisana	<p>Ngekuvumelana nesibopho semtsetfosisekelo sekucinisekisa kuhlanganyela kwesive, kuniketa imphendvulo ngemsebenti wayo wekuphenya futsi nekubika ngemisebenti yayo, i-PSC ngesikhatsi nasekuphetfweni kwemiklamo yayo ihlelembise kubonisana kakhulu ngemiphumela yeluphenyo nangetincomo</p> <p>Imihlangano yekulalelwa kwesive isetjentiselwe kubonisana nabo bonkhe babambimsuka kudzingo se-PSC sekwentancono imitamoyematiko yekubhadala baphakeli betinsita ngesikhatsi futsi nekucinisekisa kwekutsi Emabhizinisi Lamancane, Lasemkhatsini Nalamancane kakhulu ayasekelwa</p>
Kwentiwa lucwaningo nekuphenya	Ematiko ahulumende Emakomiti	Ematiko ahulumende Emakomiti	80% wekuphenya kuphetfwe ngekhatsi kwetinyanga letintsatfu kusukela ngelusuku	<p>42. 4% wekuphenya kuphetfwe ngekhatsi kwetinyanga letintsatfu kusukela ngelusuku lwekutfolwa kwemiculu. Sikhatsi lesisemkhatsini sekuphetfa luphenyo tinyanga letingu-4 kuya etinyangeni letingu-6</p>

<b>Tinsita Lenkhulu</b>	<b>Emakhasimende mbamba</b>	<b>Likhono lemakhasimende</b>	<b>Lizinga Lemsebenti</b>	<b>Timphumelelo mbamba ngekulinganisa nemazinga</b>
imikhuba yekuphatsa kuhulumende	Ephothifoliyo Yesigungu lesiphetse Tishayamtsetfo tetifundza Tikhungo temfundvo Tinhlango letingekho ngaphasi kwahulumende	Ephothifoliyo Yesigungu lesiphetse Tishayamtsetfo tetifundza Tikhungo temfundvo Tinhlango letingekho ngaphasi kwahulumende	Iwekutfolwa kwemiculu	
Inchazelombhalo ngekungatiphatsi kahle kutetimali kumnyakatimali wanga-2011/2012			Yemukelwe ngaFebhuwari 2013	Umbiko wemukelwe ngaMashi 2013
Kubanjwe tinkhulumiswano tekuhlala etafuleni			Ubanjwe ngamhlaka ngaMashi 2013	Inkhulumiswano yasetafuleni yekungatiphatsi kahle ngetimali yabanjwa yi-PSC ngaFebhuwari 2013
Kusungula lisiko lekutiphatsa ngebucwepheshe kuMsebenti waHulumende	Sigungu Ematiko ahulumende Tishayamtsetfo Labakhalako	Sigungu Ematiko ahulumende Tishayamtsetfo Labakhalako	<p>Kuniketa lusito lwebubhalane bebucwepheshe kuForamu Lelwa Nenkohlakalo yavelonkhe (i-NACF)</p> <p>Kuphatsa indlela yekutifobela kuLuhlaka Lwekudzalula Ngetimali (i-FDF) kumalunga lasetikhundleni letiphakeme</p> <p>Kuphatfwa Kwenombolo Yekulwa Nenkohlakalo Yavelonkhe (i-NACH)</p>	<p>Tinsita temisebenti yebubhalane tiniketwe i-NACF. Kubanjwe Imihlangano Yekomiti Yesigungu se-NACF lengu-2</p> <p>I-NACF yesine ibanjwe ngemphumelelo. Kukhishwe umbiko ngekubuyeketwa kwe-NACF.</p> <p>Kufinyelelwe kulinani lekutifobela lelingu 89% ngematiko avelonkhe newetifundza macondzana ne-FDF</p> <p>I-PSC ihlolise 89% wemafomu ekudzalula ngetetimali kantsi ema-EA elulekwe ngekuncubutana kwetimfuno ngekhatshi kwematiko abo</p> <p>Ngekulandzela i-NACH, emacala langu 1 963 enkohlakalo lasolelwako andluliswa macondzana ngetindlela lekuvunyelwene ngato kumatiko</p> <p>Tiphatsimandla letingu 2 202 titfolwe tinemacala ekungatiphatsi kahle lahlobene nemisebenti yenkhohlakalo phakatsi kwamhlaka 1 Septemba 2004 kuya kumhlaka 31 Mashi 2013</p> <p>Luhlelo loluchunyiwe lwe-NACH lwafakwa kumatiko langu-4 nakusifundza sinye</p> <p>Kuvakashwe ngaphandle kwekubika kuwo onkhe ematiko Fuleyistata ngaJuni 2012 naseNyakatfo Nshonalanga kanye naseNshonalanga Kapa ngaNovemba 2012. Kwentiwe lucwaningo lolungabikwa ku-Ejensi</p>

<b>Tinsita Lenkhulu</b>	<b>Emakhasimende mbamba</b>	<b>Likhono lemakhasimende</b>	<b>Lizinga Lemsebenti</b>	<b>Timphumelelo mbamba ngekulinganisa nemazinga</b>
			<p>Kuphatsa ngemphumelelo kwemihlanganosikolo kanye nemibiko kutinchubo</p> <p>Kwatisa ngetinkambo tebucwepheshe kanye nekulwa nenkhohlakalo</p>	<p>Yekucinisekiswa Kwetenhlakahle yaseNingizimu nga-Okthoba 2012 kute kwentiwe silinganiso setimphendvulo kanye nekuvalwa kwemacala enkhohlakalo lesolelwako lelikwe ku-NACH</p> <p>Kukhishwe lucwencwe ngekuphatfwa kwetikhalo lolufakwe ku-PSC</p> <p>Kwentiwe imihlanganosikolo ngekwenyuswa kwe-NACH eNyakatfo Nshonalanga ngaNovemba 2012</p> <p>Kubanjwe imihlanganotikolo lesihlanu kutfutukisa Lucwebu Lwekutiphatsa lweMsebenti Wahulumende</p> <p>Kukhishwe umbiko wesimo sekutiphatsa ngebucwepheshe eMpumalanga Kapa</p> <p>Kwentiwe sifundvo sekucatsanisa ku-FDF</p>
Kuphatsa timali ngendlela lefanele	Bokhomishana Sitafo se-OPSC Baphakeli betinsita Umcwaningimabhu ku Jikelele Umgcinimafa Wavelonkhe Hulumende ematiko ahulumende	Bokhomishana Sitafo se-OPSC Baphakeli betinsita Umcwaningimabhu ku Jikelele Umgcinimafa Wavelonkhe Hulumende ematiko ahulumende	Kucashelwa kwenchitfomali kanye nekusetjentiswa kwebhajethi ngekhatsi kwebhajethi leniketiwe	<p>Umpfumela wenchubo yekucwaniga yemnyakatimali wa-2012/13 usachubeka. Lucwaningo loluhlobile lwatfolwa ngemnyakatimali wa 2011/12</p> <p>Kubanjwe Imihlangano Yekomiti Yebhajethi yangenyanga</p>
Kuniketa lusito lwetekuchumana nemniningwane kunalolunye, kumaketha umsebenti we-PSC ngemikhankaso yemsakato kanye nemibukiso	Bokhomishana Sitafo se-OPSC	Bokhomishana Sitafo se-OPSC	Imihlangano nebetindzaba leyentiwe ngemibiko lekhetsiwe leshicelelwe ye-PSC	Umsebenti we-PSC wamakethwa kumicimbi lefana nemihlangano yekulalelwa kwesive, imihlangano yekuhlala ematafuleni nakumihlanganosikolo. Lokunye futsi, kuhlalelwe tinkhulumomibuto temisakato naboKhomishana
Kuphatsa, kugcina	Bokhomishana	Bokhomishana	Imisebenti ye-IT leyentiwa	Ema-server ahlanganiswa ngemphumelelo esikhungweni sedatha

<b>Tinsita Lenkhulu</b>	<b>Emakhasimende mbamba</b>	<b>Likhono lemakhasimende</b>	<b>Lizinga Lemsebenti</b>	<b>Timphumelelo mbamba ngekulinganisa nemazinga</b>
nekucinisekisa kusebentisa lokufanele kwesakhiwoncanti setheknoloji yemningwane (i-IT), tindhlelo netinsita	Tiphatsimandla te-OPSC	Tiphatsimandla te-OPSC	ngekulandzela tinchubomgomo te-IT kanye nemikhuba lemhle	<p>ngekusebentisa i-VM Ware Technology</p> <p>I-exchange server yakhuliselwa ku-Microsoft Exchange 2010, kute tiphatsimandla tikhona kubona ema-imeyili ayo ngco ku-inthanethi</p> <p>Kukhuliswe i-Active Directory (AD) software lesetjentiswa kuphatsa basebentisi kuluchungechunge kusuka ku 2003 kuya ku 2012</p> <p>Kutfutukise iforamu yekuchumana ku-online yaboKhomishana (i-Commissioner's blog)</p> <p>Kutfutukiswe Luhlakamsebenti Lwekwengamela i-IT ye-PSC</p> <p>Kuphakanyiswe lizinga lwelwati lwesitatu ngetindzaba letiphatselene nekuphepha kwe-IT</p>
Kucashwa nekugcinwa kwesitafu lesisebent kahle kucinisekisa kuphakelwa kwetinsita ku-OPSC	Kucasha Bazuzi Bacashwa Tindhlelo Baphatsi	Kucasha Bazuzi Bacashwa Tindhlelo Baphatsi	Kucasha nekukhetsa lokwentiwa ngekulandzala iNchubomgomo Yekucasha Nekukhetsa	<p>Umbiko Wekusetjentiswa Kweluhlelo Lwemitfombolusito Yeluntu wemnyakatimali wanga 2011/12 wahlanganiswa ngaSeptemba 2012 futsi walandzela ngeku kuLitiko Lebasebenti Bahulumende Nekuphatfwa</p> <p>Letinye tikhala temisebenti tigcwaliswe ngesikhatsi ngemnyakatimali wanga-2012/13. A 1. Kugcwaliswa kwetikhala kukhule nga-2% kusigaba Sebaphatsi Labasetulu. Bantfu labasikati bamele linani lelingu-48% lemalunga esitafu lesisetulu. Sibalo sebasebenti labasikati sehle kusuka ku-118 ngaMashi 2012 saya ku-133 ngaMashi 2013. I-PSC icashe bantfu labasihlanu labanekukhubateka. Loku kusho linani lelingu-2.04% lesitafu lesiphelele</p>
I-Supply Chain Management (i-SCM) lelawulako  Kuphatfwa kwemphahla lokuncono	Bokhomishana Sitafu se-OPSC Baphakeli betinsita Lamanye ematiko ahulumende	Bokhomishana Sitafu se-OPSC Baphakeli betinsita Lamanye ematiko ahulumende	<p>Imisebenti ye-SCM le yentiwa ngekulandzela imitsetfo ye-SCM</p> <p>Kucashiswa kwemphahla lokwentiwa ngekulandzela i-GIAMA nemitsetfo nemazinga</p>	<p>Kutsengwa kwetimpahla netinsita kwentiwa ngekulandzela imitsetfo ye-SCM</p> <p>Inchubo yekutfolwa kwendzawo yelihhovisi yentiwa ngaphambi kwekuphela kwesivumelwano sekucasha</p>

<b>Tinsita Lenkhulu</b>	<b>Emakhasimende mbamba</b>	<b>Likhono lemakhasimende</b>	<b>Lizinga Lemsebenti</b>	<b>Timpumelelo mbamba ngekulinganisa nemazinga</b>
Kuphatfwa kwekuphepha lokusebenta ngempumelelo futsi lokunelikhono			Kuphatsa kwentiwe imitsetfo lefanele  kukhuseleka ngekulandzela yekukhuseleka	Luphiko Lwemaphoyisa aseNingizimu lwente lucwaningo lwekuphepha emahhovisini etigodzi letingu-3  I-Ejensi Yekukhuseleka Kwembuso yenye i-Pyrotechnical Surveillance eHhovisi leSifundza saseNshonalanga Kapa naseHhovisi lasePhalamende  Imisebenti Yekukhuseleka ye-OPSC Ihlole Kukhuseleka Kwetakiwo emahhovisi etifundza langu-3  Kwentiwe i-indaksheni Yekukhuseleka kutiphatsimandla leticashiwe letinsha

## 5. NGABE SIHLOSE KWENTA NCONO NJANI TINSITA TETFU

I-PSC isebentisa i-SDIP yemnyakatimali wanga 2011/12 ngalesikhatsi isalindze kwemukelwa ngekwemtsetfo kwe-SDIP yemnyakatimali wanga 2012/13, letawufaka sikhatsi seminyaka lengu-3. Ngekulandzela imi-Tsetfosimiso yeMgcinimafa, Siphatsimandla Lesiphendvulako sesikhungo sidzingeka kwekutsi silungiselele luhlelo lwelisu lwekusebenta lweluhlakamsebenti lweNchitfomali yeSikhatsi lesiseMkhatsini. Kanye neLuhlelo Lwekusebenta Lwemnyaka. Loluhlelo Lwemasu ekusebenta lwe-PSC Lwemnyakatimali yanga-2012/14 - 2016/18 lukhoshiwe futsi lukhombisa imiphumela yetinhloso letitawulwelwa yi-PSC kute iphumelele kulesikhatsi Seluhlelo Lwelisu Lwethemu Lesemkhatsini. Luhlelo Lwekusebenta Lwemnyaka lwe-PSC lwemnyakatimali wanga 2013/14 nalo lokushicilelwe futsi luniketa sibonelo sebhajethi ye-PSC, tilinganiso teLuhlakamsebenti Lwemnyaka lwe-PSC lwemnyakatimali Yesikhatsi Lesisemkhatsini kanye netinhloso telisu lwekusebenta lwe-PSC.

Emakhophi e-SDIP, Luhlelo Lwelisu Lwekusebenta neLuhlelo Lwekusebenta Lwemnyaka ayatfolakala ngekucela kuMcondzisi: Kuchumana netiNsita teMniningwane, Mnu Humphrey Ramafoko. Imininingwane yakhe yekuchumana ngulena: Lucingo: (012) 352 1196, incwadzigezi: humphreyr@opsc.gov.za. Lemiculu yomibili iphindze itfolakale kuwebhusayithi ye-PSC, [www.psc.gov.za](http://www.psc.gov.za)

## 6. INHLANGANO KANYE NESITAFU

I-PSC inesitafu lesingu-245, lesifaka ekhatsi boKhomishani. **Lithebula 2** ngaphasi lukhombisa linani leliphela letikhala letigcwaliswe kusukela ngamhlaka 31 Mashi 2013, ngekuya ngendzawo.

**Lithebula 2: Kwehlukaniswa kwesitafu ngekuya ngendzawo**

Indzawo	Sibalo sesitafu
Lihhovisi Lesifundza saseMpumalanga Kapa - King William's Town	7
Lihhovisi Lesifundza saseFuleyistata - Bloemfontein	7
Lihhovisi Lesifundza saseGauteng - Johannesburg	8
Lihhovisi Lelikhulu - Pretoria	179
Lihhovisi Lesifundza saKaZulu-Natali - Pietermaritzburg	6
Lihhovisi Lesifundza saseLimpopo - Polokwane	7
Lihhovisi Lesifundza saseMpumalanga - Nelspruit	7
Lihhovisi Lesifundza saseNyakatfo Kapa - Kimberley	7
Lihhovisi Lesifundza saseNyakatfo Nshonalanga - Mmabatho	7
Lihhovisi lasePhalamende - Khephithaweni	3
Lihhovisi Lesifundza laseNshonalanga Kapa - Khephithaweni	7
<b>LINANI LELIPHELELE</b>	<b>245</b>

**Lithebula 3** ngaphasi liniketa sehlukano sesibalo lesiphelele sebasebenti (kufaka ekhatsi basebenti labakhubatekile) ngebulili nangebuve kusinye kuletigaba temisebenti letilandzelako.

**Lithebula 3: Sibalo lesiphelele sebasebenti (kufaka ekhatsi basebenti labakhubatekile) kusinye kuletigaba temisebenti letilandzelako kusukela ngamhlaka 31 Mashi 2013:**

Tigaba tetikhundla (SASCO)	Umdvuna				Umsikati				Sibalo lesiphelele
	Um-Afrika	Umkhaladzi	Umndi ya	Umhl ophe	Um-Afrika	Umkhaladzi	Umndi ya	Umhl ophe	
Baphatsi labakhulu	20	3	2	4	20	2	1	4	56
Baphatsi labasemkhatsi ni	32	1	1	7	28	2	2	5	78
Basebenti betekuphatsa/ bomabhalane	23	1	0	0	38	2	3	1	68
Basebenti betinsita nebekutsengisa, Labacashwe ngalokuphelele	17	0	0	0	19	2	0	0	38
Tikhundla letiphasi	1	0	0	0	4	0	0	0	5
<b>LINANI LELIPHELELE</b>	<b>93</b>	<b>5</b>	<b>3</b>	<b>11</b>	<b>109</b>	<b>8</b>	<b>6</b>	<b>10</b>	<b>245</b>
<b>Tisebenti letinekukhuba teka</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>

## Umniningwane longetiwe

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, Sipedi, Sisutfu, Sitswana, Sivenda, kanye neSitsonga.

## 7. IBHAJETHI

Ibhajethi seyiphelele ye-PSC beyingu R 162 117 000 yemnyakatimali wa 2012/13. Lithebula 4 ngephasi sehlukano kwekutsi ibhajethi yasetjentiswa njani:

**Lithebula 4: Sehlukani senchitfomali mbamba**

Lutfo	Inchitfomali Mbamba
Luhlelo 1: Umsebenti wekuphatsa	R85 150 000
Luhlelo 2: Imisebenti Yebuholi Nekuphatsa	R24 793 000
Luhlelo 3: Kucaphela Nekulinganisa	R22 234 000
Luhlelo 4: Bucotfo Nekulwa Nenkhohlakalo	R29 899 000
<b>Inchitfomali seyiphelele netinhlelo</b>	<b>R162 076 000</b>
Imiholo yesitafu	R111 863 000

<b>Lutfo</b>	<b>Inchitfomali Mbamba</b>
Luhlelo 1: Umsebenti wekuphatsa	R85 150 000
Kucecesha	R963 803

## **8. IMINININGWANE YEKUTSINTSANA**

Kutfola umniningwane lowengetiwe, uyacelwa kutsi utsintse:

Njing Richard M Levin  
 Umcondzisi-Jikelele: OPSC  
 Lucingo: (012) 352 1011  
 Ifeksi: (012) 325 8322  
 Likheli Leliposi: Sakaposi x121, Pitoli, 0001  
 Incwadzigezi: richardl@opsc.gov.za

Emakhophi ayo yonkhe imibiko leshicelelwe yi-PSC ayatfolakala eHhosisini leliKhulu kanye nasemaHhosisini etiFundza. Imibiko iphindze itfolakale kuwebhusayithi ye-PSC, [www.psc.gov.za](http://www.psc.gov.za)

## **9. SINGATFOLAKALA KUPHI**

### **LIHHOVISI LELIKHULU:**

Sihlalo: Mnu Ben Mthembu  
 Umcondzisi-Jikelele: Njing Richard M Levin  
 Commission House  
 Corner Hamilton & Zivogel Streets

### **PITOLI**

**0083**

Lucingo: (012) 352 1000  
 Ifeksi: (012) 325 8382

### **LIHHOVISI LEPAHELENDE**

Siphatsimandla sePhalamende: Nks  
 Noziphiwo Gwaza  
 Sanlam Golden Acre Building  
 21<sup>st</sup> Floor, Adderley Street

### **KHEPHITHAWENI**

**8001**

Lucingo: (021) 418 4940  
 Ifeksi: (021) 418 1362

### **EMAHHOVISI ETIFUNDZA:**

#### **Sifundza saseMpumalanga Kapa**

Khomishani: Mnu Singata Mafanya  
 Umcondzisi Wesifundza: Mnu Loyiso Mgengo  
 91 Alexander Road

#### **KING WILLIAM'S TOWN**

**5601**

Lucingo: (043) 643 4704  
 Ifeksi: (043) 642 1371

#### **Sifundza saseFuleyistata**

Khomishana: Mnu Paul Helepi  
 Libamba Lemcondzisi Wesifundza:  
 Mnu Matela Mohale  
 62 Fedsure Building  
 3<sup>rd</sup> Floor, St Andrews Street

#### **BLOEMFONTEIN**

**9301**

Lucingo: (051) 448 8696  
 Ifeksi: (051) 448 4135

**Sifundza saseGauteng**

Khomishana: Mnu Michael Seloane  
Umcondzisi Wesifundza: Nks Dorothy  
Nkwanyana  
Ten Sixty-Six Building  
16<sup>th</sup> Floor, 35 Pritchard Street

**JOHANNESBURG**

**2001**

Lucingo: (011) 833 5721

Ifeksi: (011) 834 1200

**Sifundza sakaZulu-Natali**

Lisekela Lasihlalo futsi ne  
Khomishana: Mnu Phelele Tengeneni  
Umcondzisi Wesifundza: Mnu Bongani  
Khonjwayo  
iDUBE Building

Ground Floor, 294 Burger Street

**PIETERMARITZBURG**

**3201**

Lucingo: (033) 345 9998

Ifeksi: (033) 345 8505

**Sifundza saseMpumalanga**

Khomishana: Mnu David Mkhwanazi  
Libamba Lemcondzisi Wesifundza: Mnu Barney  
Mavimbela  
19 Russel Street

**NELSPRUIT**

**1200**

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Ifeksi: (013) 752 5814

**Sifundza saseNyakatfo Kapa**

Khomishani: Nks Moira Marais-Martin  
Umcondzisi Wesifundza: Mnu Jacques  
Malan  
Woolworths Building, 1<sup>st</sup> Floor

Corner Chapel & Lennox Streets

**KIMBERLEY**

**8301**

Lucingo: (053) 832 6222

Ifeksi: (053) 832 6225

**Sifundza saseLimpopo**

Mnu Matome Mawasha  
Umcondzisi Wesifundza: Nks Thembekile  
Makhubele  
Kirk Patrick Building  
40 Schoeman Street

**POLOKWANE**

**0699**

Lucingo: (015) 291 4783

Ifeksi: (015) 291 4683

**Sifundza saseNyakatfo Khomishana:**

**Nshonalanga**

Khomishana: Nks Mosa Sejosingoe  
Umcondzisi Wesifundza: Nks Thato  
Mohapi

Mmabatho Post Office Building

Ground Floor, University Drive

**MMABATHO**

**2735**

Lucingo: (018) 384 1000

Ifeksi: (018) 384 1012

**Sifundza saseNyakatfo Kapa**

Khomishana: Dkt Gavin Woods

Umcondzisi Wesifundza: Mnu Paul

Rockman

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**KHEPHITHAWENI**

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