IKHOMISHANE YEZEMISEBENZI KAHULUMENI

UMBIKO WONYAKA OYA KUZAKHAMUZI WONYAKAZIMALI WE-2012/2013

PUBLIC SERVICE COMMISSION

PSC

Custodian of Good Governance

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1. SINGOBANI

IKhomishane Yezemisebenzi Kahulumeni (i-PSC) yasungulwa ngokweSahluko se-196 soMthehosisekelo weRiphabhlikhi yaseNingizimu Afrika wonyaka we-1996. UMthethosisekelo ubeka ukuthi kuzoba khona i-PSC eyodwa eRiphabhlikhi yaseNingizimu Afrika, eyakhiwe amalungu ayi-14, okunguthi amahlanu awo aqokwa ngesincomo sesiSigungu Sikazwelonke. Ilungu elilodwa liqokwa kwesinye nesinye sezifundazwe eziyisishiyagalolunye, ngemuva kokuphakanyiswa nguNdunankulu wesifundazwe ngesincomo sekomidi lesiShayamthetho Sesifundazwe. La malungu abizwa ngokuthi ngoKhomishane. Okhomishane abahlanu batholakala ekomkhulu le-OSC ngenkathi abasele abayisishiyagalolunye batholakala kuzifundazwe zabo ngemfanelo. UKhomishane uqokelwa isikhathi esiyiminyaka emihlanu, esivuseleleka isikhathi sethemu elilodwa. I-PSC iphethwe nguSihlalo, ophinde asebenze njengeSiphathimandla Esikhulu. USihlalo uqokwa nguMongameli phakathi koKhomishane abaphakamisiwe.

I-PSC ibika kusiGungu Sikazwelonke futhi ifanele ibike njalo ngonyaka kusiGungu Sikazwelonke ngekwenzayo nangensebenzo, kanye nakuzishayamthetho zezifundazwe ngekwenzayo kuzifundazwe.

I-PSC isekelwa yiHhovisi Lekhomishani Yemisebenzi Kahulumeni (i-OPSC), enamaHhovisi ekomkhulu layo ePitoli kanye namahhovisi ezifunda kusifundazwe ngasinye. I-OPSC iholwa nguMqondisi-Jikelele, ophinde asebenze njengeSikhulu Engumgcini-Ma-akhawunti. Amalungu abasebenzi be-OPSC aqokwa ngokoMthetho Wemisebenzi Kahulumeni wonyaka we-1994.

Inhlosombono

Ngukumela ukuphathwa kahle komphakathi ekulawuleni kwentando yeningi eNIngizimu Afrika.

INtshisekelo

Ngukukhuthaza imigomo namagugu entando yeningi agcinwe kumthethosisekelo kuMisebenzi Kahulumeni ngokuphenya, kucwaningwe, kuqashwe, kuhlolwe kuxhunywane futhi kubikwe ngokuphathwa kwemisebenzi kahulumeni.

2. YINI ESIYENZAYO

I-PSC ithola ukugunyazwa kwayo kuSahluko se-195 nese-196 soMthethosisekelo wonyaka we-1996. ISahluko se-195 sibeka amagugu nemigomo yokulawula ukuphathwa komphakathi, okufanele kuqhutshekiselwe phambili yi-PSC. La magugu nemigomo yilawa alandelayo:

a. amazinga amakhulu enkambiso yolwazi enhle;
b. ukusetshenziswa kwemithombo okuyimpumelelo nokungcono futhi okungabizi;
c. intuthuko egxile ekuphathweni komphakathi;
d. ukuhlizeka izinsizo ngokungakhethi, ngokungenzeleli nangendlela yokulingana, ngaphandle kokuthatha amacala;
e. ukuphendula kuzidingo zabantu kanye nokugqugquzela ukubamba iqhaza komphakathi ekwenziweni kwenqubomgomo;
f. ukuphatha umphakathi ngobuqotho;
g. ukuphoqelela ubusobala;
h. ukugxilisa ukuphatha okuhle kwabasebenzi kanye nezinqubo zokuthuthukisa imisebenzi; kanye
i. ukuphatha ngokumela umphakathi ngezinqubo zokusebenza kanye nezokuphathwa kwabasebenzi okusekelwe ekukhoneni, ubuqotho, ukungenzeleli kanye nesidingo sokulungisa ukungalingani kwangaphambilini.

NgokweSahluko se-196 soMthethosisekelo wonyaka we-196, imisebenzi namandla e-PSC yilawa alandelayo:

a. ukuqhubekisela phambili amagugu nemigomo, njengoba ibekiwe kuSahluko se-196, kuyo yonke imiSebenzi Kahulumeni;
b. ngukuphenya, ukuqapha, iphinde ihlole ukuhleleka nokuphathwa kwezinqubo zabasebenzi kuMisebenzi Kahulumeni;
c. ukuhlongoza izinyathelo zokuqinisekisa ukusebenza ngempumelelo nakangcono ngaphakathi kumiSebenzi Kahulumeni;
d. ukunika imiyalo ehlose ukuqinisekisa ukuthi izinkambiso zabasebenzi ezimayelana nokubuthwa, ukudluliswa, ukukhula, ukuxoshwa zihambisana namagugu nemigomo ebekwe kuSahluko se-195;
e. ukubika ngemisebenzi yayo kanye nensebenzo emisebenzini yayo, kumbandakanya nanoma yikuphi okutholakele engakwenza nemiyalo kanye nokweluleka engakunikeza, kanye nokuhlinzeka ngokuhlola ukuthi ingabe alandelwa kangakanani amagugu nemigomo njengoba ebekwe kusahluko se-194;
f. ngokuthanda kwayo, noma ekutholeni nanoma ngabe isiphi isikhalazo-
    i. ngukuphenya futhi ihlole ukusetshenziswa kwezinqubo zezabasebenzi nokuphathwa komphakathi futhi ibike kusiphathimandla esikhulu esifanele nesishayamthetho esifanele.
    ii. ngukuphenya izikhalazo zabasebenzi eMisebenzini Kahulumeni mayelana nokwenza okusemthethweni noma ukungenzi futhi income izixazululo ezifanele;
    iii. ngukuhlola futhi iphenye ukulandelwa kwezinkambiso ezisetshenziswa emiSebenzini KaHulumeni; kanye
    iv. nokweluleka izinhlaka zombuso kuzwelonke nakuzifundazwe mayelana nezinqubo zezabasenzi kuMisebenzi Kahulumeni, kumbandakanya lezo

ezimayelana nokubuthwa, ukuqokwa, ukudluliswa, ukuxoshwa kanye nezinye izinto zemisebenzi yabasebenzi kumiSebenzi Kahulumeni; kanye

g. Nokusebenzisa amandla angeziwe noma ukwenza imisebenzi engeziwe emiswe ngoMthetho Wephalamende.

Umsebenzi we-PSC wakhelwe ukubhekana nezinkundla zokusebenza ezibalulekile eziyisithupha ezilandelayo:

- Ukuthuthukiswa kobudlelwane babasebenzi;
- Ubuholi kanye nokubukezwa kwezabasebenzi;
- Ukuqhashwa kokulawula;
- Ukwethulwa kwezinsizo kanye nokulandela ukuhlola;
- Uphenyo ekuphathweni komphakathi; kanye
- Nenkambo enhle yolwazi.

Lezi zinkundla zehlukaniswe kulawa maGatsha alandelanayo okusebenza, kumbandakanya neZinsizo Ngaphakathi Enhlanganweni:

a. IGatsha: IziNqubo Zobuholi Nokuphatha libheke ukukhuthaza ubuholi obuhle kumiSebenzi Kahulumeni, ukuphatha ezabasebenzi, ubudlelwano babasebenzi nezinqubo zezabasebenzi.

b. IGatsha: UkuQapha Nokuhlola libheke ukusungula amazinga amakhulu okwethulwa kwezinsizo, ukuqapha kanye nokuphatha okuhle emiSebenzini Kahulumeni.

c. IGatsha: IsiThunzi Nokulwa Nenkohlakalo libheke ukuphenya ngokuphathwa komphakathi, ukukhuthaza amazinga amakhulu okuziphatha ngenkambiso yolwazi enhle kwabasebenzi bakahulumeni kanye nokuba neqhaza ekuvimbeni nasekunqandweni kwenkohlakalo.

d. IGatsha: Izinsizo Ngaphakathi Enhlanganweni lihlinzeka ngokuphatha jikelele kwe-PSC kanye nokusekelwa kwezinsizo okundawonye.

3. NGUBANI OPHETHE

USihlalo we-PSC nguMnu Ben Mthembu futhi uyiSiphathimandla Esikhulu ngokoMthetho Wemisebenzi Kahulumeni.

UMqondisi-Jikelele we-OPSC nguSol. Richard Levin futhi oyisiKhulu Esingumgcini Ma-akhawunti ngokoMthetho Wokuphathwa Kwezezimali Zikahulumeni.

4. AMAZINGA ETHU, SIWAFEZE KANJANI KANYE NEMIPHUMELA EPHUNYELELISIWE

UHlelo Lokwenza Ngcono Ukwethulwa kwezinsizo lwe-PSC (i-SDIP) lonyakazimali we-2012/13 alwamukelwanga kusukela mhla zi-31 Mashi 2013. Lokhu kwaba ngenxa yezinguquko kuzidingo zokubika kanye nokubukezwa okuzimele okwenziwe ku-SDIP ngemihlangano yokucobelelana ngolwazi. Ngenxa yalokhu, i-SDIP yonkazimali we-2011/2012, etholakala ku-website ye-PSC (**www.psc.gov.za**), iyona esasebenza. **Ithebula loku-1** ngezansi likhomba izingxenye ze-SDIP kanye nokuqhubekeka osekwenzekile ekuqaliseni uhlelo.

Ithebula loku-1: Izinsizo ezibalulekile ezihlinzekwayo kanye namazinga

Izinsizo Ezibalulekile	Amakhasimende Okuyiwona Wona	Abangahle Babe Amakhasimende	Izinga losizo	Ukuphunyeleliswa Okuyikona Kona Kuqhathaniswa Namazinga
Ukwenza ucwaningo ngemidanti yobudlelwano babasebenzi kanye nokuphenya izikhalazo zabasebenzi bakahulumeni	Iminyango Kahulumeni	Iminyango Kahulumeni	Ukubika ngokutholakele kanye nezincomo eziphethiwe Ama-80% azo zonke izikhalazo ezidlulisiwe aphethwe kungakapheli izinyanga ezintathu kusukela ngosuku lokutholakala kwayo yonke imibhalo efanele	Ukwaziswa kafushane ngomsebenzi oku-2 kwamukelwa ngo-Agasti 2012 nangoMashi 2013, ngokulandelana. Ukwaziswa kafushane ngomsebenzi kwadluliselwa kuNgqongqoshe woMnyango Wezemisebenzi Kahulumeni Nokuphathwa Kwayo Ukwethulwa kwamaqiniso ngezikhalazo kwamukelwa ngoDisemba 2012 INkomfa Yamnyakamibili Yobudlelwana Babasebenzi yadluliselwa kunyakazimali we-2013/14 Imihlangano yokucobelelana ngolwazi eyi-11 yabanjwa futhi imibiko yenziwa futhi yadluliselwa ukuba ibhekwe ngoDisemba 2012 I-PSC yathola izikhalazo ezingama-727 okungukuthi ezingama-377 (ama-52%) amacala avalwa/aqedwa ngezizathu ezahlukene. Isamba sama-350 (ama-48%) samacala asasele ngenxa yolwazi olungaphelele oluhlinzekwe yiminyango
Ukwenza ngcono nokuqhubekisela phambili ubuholi kuMisebenzi Kahulumeni	IHhovisi Likamongameli IMinyango Kahulumeni Abazemfundo Ephakeme Izinhlangano Ezingozimele geqe Imikhandlu Emkhulu Yezifundazwe	Ohulumeni basekhaya (Omasipala)	Ukubika ngokutholakele kanye nezincomo kwaphethwa	Umphumela wezinga lemali engenayo lama-HoD ekusebenzeni kweminyango wahlolwa. Umbiko osasetshenzwa waphethwa ngoJuni 2012 Ukusebenza ngempumelelo kwabaholi beMisebenzi Kahulumeni ekulungiseni ukungafaneleki okusocwaningwenimabhuku oluqhubekayo kuminyango ekhethiwe nakomasipala kwahlolwa. Umbiko waphethwa yi-PSC ngoJuni 2012
Ukwenziwa ngcono kwezinqubo zezabasebenzi kuMisebenzi Kahulumeni	Abaphathi Iminyango Kahulumeni Isishayamthetho	Ohulumeni basekhaya (oMasipala)	Imibiko/ukwethulwa kwamaqiniso okunemiphumela nezincomo ezenziwe	I-11 lezingxoxiswano ezaphthwa ngaphandle kwezi-2 njengoba bekukade kuhleliwe Ngenxa yokwelulwa kobukhulu kwamaphrojekhthi nezinselelo ekubeni nezinhlolombono kanye nokusetshenziswana nabo, amaphrojekhthi

Izinsizo Ezibalulekile	Amakhasimende Okuyiwona Wona	Abangahle Babe Amakhasimende	Izinga losizo	Ukuphunyeleliswa Okuyikona Kona Kuqhathaniswa Namazinga
ngokukhiqiza imibiko yocwaningo enezincomo.				ngezihibe zokuvala izikhala zemisebenzi kuMisebenzi Kahulumeni, ukuqokwa kwabasebenzi ehhovisi likangqongqoshe kanye nokuhlolwa kokusetshenziswa koMnyango Wezemisebenzi Kahulumeni Nokuphathwa Kwezabasebenzi kanye noHlaka Likagcinisikhwama Lokulawulwa ezezimali kwelulelwa ku-Agasti 2013 Ucwaningo olwengeziwe lwamazinga 2-12 luyenziwa ngokubika ngoHlelo Lokuqapha Nokuthuthukiswa Kokusebenza ukuze kuqiniswe okutholakele ombikweni
Ukuqashwa kokuphatha kokusebenza kweziNhloko Zomnyango (ama-HoD)	IHhovisi Likamongameli Iminyango Kahulumeni Abazemfundo Ephakeme Izinhlangano Ezingozimele Geqe Imikhandlu Emkhulu Yezifundazwe	Ohulumeni basekhaya (oMasipala)	Ama-HoD afanelekayo omibhalo yawo inikezwe i-PSC azohlolwa Izivumelwano zokusebenza zama-HoD (ama-PA) zaqashwa futhi zahlolwa.	Ikhabhinethi yamukela futhi yavuma iMemorandamu Yekhabhinethi evela kuNgqongqoshe Womnyango Wemisebenzi Kahulumeni kanye Nokuphathwa Kwayo ehlongoza uhlelo lokuphetha ukuhlolwa kwama-HoD kwemijikelo yokuhlolwa ye-2010/2011 neye-2011/2012. Isikhokhela esinemihlahlandlela ngokuphethwa kokuhlolwa obekusasele sakhiqizwa ukuze sisize ama-HoD kanye nama-EA ngenqubo njengoba ichazwe isinqumo seKhabhinethi. Isamba sama-HoD angama-25 ahlolwa ngomjikelo wokusebenza we-2010/2011. Ukwedlula kulokho, isamba sama-HoD angama-20 ahlolwa ngomjikelo wokusebenza we-2011/2012. I-PSC njengamanje esenqubeni yokuphetha ukuhlolwa kwama-HoD afake imibhalo yawo yokuhlolwa konyakazimali we- 2010/2011 nowe-2011/2012 Ama-85% ama-HoD afake ama-PA awo ku-PSC kusukela mhla zi-31 Mashi 2013. Onke ama-PA aqinisekiswa ikhwalithi futhi ukwelulekwa kwanikezwa kuma-EA nama-HoD afake ama-PA Ukwetghulwa kwamaqiniso ngokufayilwa kwama-PA kwamukelwa ngoSephtemba 2012 futhi kwadluliselwa kulabo okusetsheswana nabo abafanele
Ukuhlola kweminyango iqhathaniswa namagugu asohlwini lesahluka se-195 soMthethosisekelo	Iminyango Kahulumeni Abaphathi IPhalamende Izishayamthetho Zezifundazwe Umkhakha womphakathi (abezemfundo	Iminyango Kahulumeni Abaphathi IPhalamende Izishayamthetho Zezifundazwe Umkhakha	Ubuningi Imibiko ngokutholakele kanye nezincomo kwaphethwa	Imibiko eyi-17 ngokuhlolwa kwemiphumela yokulandela kweminyango iMigomo Yomthethosisekelo Yokuphathwa Komphakathi yakhiqizwa

Izinsizo Ezibalulekile	Amakhasimende Okuyiwona Wona	Abangahle Babe Amakhasimende	Izinga losizo	Ukuphunyeleliswa Okuyikona Kona Kuqhathaniswa Namazinga
	ephakeme, izinhlangano zomphakathi)	womphakathi (abezemfundo ephakeme, izinhlangano zomphakathi)		
Ukuhlolwa Kwesimo Semisebenzi Kahulumeni	Iminyango Kahulumeni Abaphathi IPhalamende Izishayamthetho Zezifundazwe Umkhakha womphakathi (abezemfundo ephakeme, izinhlangano zomphakathi)	Iminyango Kahulumeni Abaphathi IPhalamende Izishayamthetho Zezifundazwe Umkhakha womphakathi (abezemfundo ephakeme, izinhlangano zomphakathi)	Ukubika ngokutholakele kanye nezincomo kwaphethwa	Ukuhlongozwa ngokuqalisa okukhulayo kwezixazululo zePhalamende zomhla zi-15 Novemba 2011 ngoMbiko Wezimo Semisebenzi Kahulumeni wonyaka we-2010 kwenziwa
Ukuhlolwa kwempulelo yezinhlelo eziphawuliwe zikahulumeni	Iminyango Kahulumeni Abaphathi IPhalamende Izishayamthetho Zezifundazwe Umkhakha womphakathi (abezemfundo ephakeme, izinhlangano zomphakathi)	Iminyango Kahulumeni Abaphathi IPhalamende Izishayamthetho Zezifundazwe Umkhakha womphakathi (abezemfundo ephakeme, izinhlangano zomphakathi)	Imibiko ngokutholakele kanye nezincomo kwaphethwa	Umbiko ngokuHlolwa Kohlelo Lukazwelonke Losizo Lwentsha wenziwa
Ukuhlola kokwethulwa kosizo	Iminyango Kahulumeni Abaphathi IPhalamende Izishayamthetho Zezifundazwe Umkhakha womphakathi (abezemfundo	Iminyango Kahulumeni Abaphathi IPhalamende Izishayamthetho Zezifundazwe Umkhakha	Ubuningi Imibiko ngokutholakele kanye nezincomo kwaphethwa	Okuvelayo okubili okuvela ekuhlolweni okwenziwe nguMnyango Wezobulungiswa Nokuthuthukiswa Komthethosisekelo (i-DoJ&CD) okugxile ekusileleni kwamacala eziNkantolo Zezifunda kwamukelwa yi-PSC, okungukuthi - • Ukwaziswa kafushane ngokuhlinzeka ngezinga eliphezulu lokukhiwa phezulu kokuvelayo; kanye

Izinsizo Ezibalulekile	Amakhasimende Okuyiwona Wona	Abangahle Babe Amakhasimende	Izinga losizo	Ukuphunyeleliswa Okuyikona Kona Kuqhathaniswa Namazinga
	ephakeme, izinhlangano zomphakathi)	womphakathi (abezemfundo ephakeme, izinhlangano zomphakathi)		• Nombiko ohlanganisiwe oqukethe isethulo esiphelele sokuvelayo kanye nezincomo mayelana nazo zonke iZinkantolo Zezifunda ezihloliwe Ukuhlolwa kwenziwe futhi imibiko yamukelwa yi-PSC njengoba kulandela: • 1 umbiko ngokuhlolwa okwenziwe kuziteshi zamaphoyisa eMpumalanga Kapa, ngokugxila ekutholakaleni kwamanzi, ukuthuthwa kwendle nokubakhona kukagesi • 3 umbiko ngokuhlolwa okwenziwe eMnyangweni Wezemfundo ngokufinyeleleka emfundweni egxile ekutholakaleni kwezingqalasizinda zokuwela imifula zezingane zasemaphandleni kusifundazwe saKwaZulu-Natal nasaseLimpopo Umbiko ngeNqokelela Yamathuluzi Ezakhamizi asetshenziswa nguMasipala wase-Ermelo wamukelwa yi-PSC
Ukuphakanyiswa kwezinyathelo zokuqinisekisa ukusebenza ngempumelelo nakangcono ngaphakathi kumiSebenzi Kahulumeni.	Iminyango Kahulumeni Abaphathi IPhalamende Izishayamthetho Zezifundazwe Umkhakha womphakathi (abezemfundo ephakeme, izinhlangano zomphakathi)	Iminyango Kahulumeni Abaphathi IPhalamende Izishayamthetho Zezifundazwe Umkhakha womphakathi (abezemfundo ephakeme, izinhlangano zomphakathi)	Ukubika ngokutholakele kanye nezincomo kwaphethwa	Umbiko ngoCwaningo Lokwaneliseka Kwezakhamizi owenziwe ususelwa kuzinto ezibalulekile ezilawula ukwaneliseka kwezakhamizi wamukelwa yi-PSC Umbiko ngezindlela zokuqinisekisa kokuhlolwa kokufaneleka ezisetshenziswa yiminyango nomasipala wamukelwayi-PSC 7 (kunoku-4 obekuhlelwe ngaphambilini) ukulalela komphakathi kwenziwe
			Ikhwalithi	Emizamweni eqhubekayo yokuqutshekiswa kokuthuthukiswa kwamazinga ephrojekhthi yokuphatha nokwehliswa kwesikhathi socwaningo, i-PSC yaphumelelisa okuyimiphumela yayo okuningi. Okutholakale kocwaningo lwayo kwabeka phambili izingqinamba ezibalulekile zokwethulwa kweZinsizo Zikahulumeni futhi kugcizelele isidingo sezindlela ezihleliwe nezimbandakanyayo ukuqinisekisa iMisebenzi Kahulumeni eyimpumelelo nengcono ngokuhambelana nokugunyazwa kwayo ngumthethosisekelo
			Ukuxhumana	Ngokuhambelana nokubalelulekile komthethosisekelo kokuqinisekisa ukubamba iqhaza komphakathi, ukunikeza izimpendulo ngocwaningo

Izinsizo Ezibalulekile	Amakhasimende Okuyiwona Wona	Abangahle Babe Amakhasimende	Izinga losizo	Ukuphunyeleliswa Okuyikona Kona Kuqhathaniswa Namazinga
				lomsebenzi wayo kanye nokubuka ngokwenziwa yiyo, i-PSC ngesikhathi samaphrojekhthi nasekupheleni kwawo yaqhuba ukumbandakanywa okukhulu ngokutholakele ocwaningweni lwayo kanye nakumiphumela Imihlangano nomphakathi yasetshenziswa ukuxhumana nabo bonke okusetshenziswana nabo emizamweni ye-PSC yokwenza ngcono imizamo yeminyango yokukhokhela abahlinzekizinsizo ngesikhathi kanye nokuqinisekisa ukuthi iZimboni Ezincane, Ezimaphakathi Nezinkulu ziyesekelwa
Ukwenza ucwaningomabhuku kanye nophenyo lwezinqubo zokuphathwa komphakathi	Iminyango Kahulumeni Abaphathi Amakomidi Ephothifolo Isifundazwe Izishayamthetho Abazemfundo Ephakeme Izinhlangano Ezingozimele Geqe	Iminyango Kahulumeni Abaphathi Amakomidi Ephothifolo Esifundazwe Izishayamthetho Abazemfundo Ephakeme Izinhlangano ezingozimele Geqe	Ama-80% ophenyo aphethwa kungakapheli izinyanga ezintathu kusukela ngosuku lokutholakala kwayo yonke imibhalo	Ama-42.4% ophenyo aphethwa kungakapheli izinyanga ezintathu kusukela ngosuku lokutholakala kwayo yonke imibhalo. Isikhathi esilingene sokuphetha uphenyo kwabe kuyizinyanga eziyi-4.6
Ukwethulwa kwamaqiniso ngokungaziphathi kahle kwezezimali konyakazimali we-2011/12			Wamukelwa ngo-Febhuwari 2013	Ukwethulwa kwamaqiniso ngezikhalazo kwamukelwa ngoMashi 2013
Ukuxoxisana/izingxoxo zamaqembu kwenziwa			Kwabanjwa ngoMashi 2013	Ukuxoxisana/izingxoxo zamaqembu ngokungaziphathi kahle kwezezimali zabanjwa yi-PSC ngoFebhuwari 2013
Ukwakhiwa kwesiko lokuziphatha ngolwazi eMisebenzini Kahulumeni	Abaphathi Iminyango Kahulumeni Abaphathi Izishayamthetho Izikhalazo	Abaphathi Iminyango Kahulumeni Abaphathi Izishayamthetho Izikhalazo	Ukuhlinzeka ngokusekelwa kolwazi konobhala kuForamu Kazwelonke Yokulwisa Inkohlakalo (i-NACF) Ukuphathwa ubukhulu bokulandelwa koHlaka Lokudalulwa Kwezezimali (i-FDF) ngalamalungu e-SMS	Izinsizo zonobhala zahlinzekwa ku-NACF. Imihlangano emi- 2 Yamakomidi Abaphathi be-NACF eyabanjwa I-NACF yesine yabanjwa ngempumelelo. Umbiko ngokubukezwa kwe-NACF wakhiqizwa Ama-89% okulandelwa kwamazinga aphunyeleliswa kuminyango kazwelonke neyezifundazwe mayelana ne-FDF I-PSC yacubungula ama-89% amafomu okudalulwa kwezezimali futhi ama-EA alulekwa ngokushayisana ngokomsebenzi okukhona

Izinsizo Ezibalulekile	Amakhasimende Okuyiwona Wona	Abangahle Babe Amakhasimende	Izinga losizo	Ukuphunyeleliswa Okuyikona Kona Kuqhathaniswa Namazinga
				ngaphakathi kuminyango
			Ukuphathwa Kwezincingo Eziphuthumayo Zokulwa Nenkohlalo (i-NACH)	Ngokwe-NACH, amacala ayi-1 963 enkohlakalo adluliswa ngokuhambelana namaphrothokholi okuvunyelwene ngawo kuminyango Isamba sezi-2 202 sezikhulu ezitholakele zinamacala okungaziphathi kahle okumayelana nezenzo zenkohlakalo phakathi komhla zi-1 Sephtemba 2004 ukuya mhla zi-31 Mashi 2013 Uhlelo oluvunyelwe yi-inthanethi lwe-NACH lafakwa kuminyango emi-4 nakusifundazwe esi-1 Ukuvakasha okungalindelekile kwenziwa kuyo yonke iminyango eFrestata ngoJuni 2012 kanye naseNyakatho-Ntshonalanga ngoNovemba 2012. Ucwaningomabhuku olungalindelekile lenziwa ku-Ejensi yaseNingizimu Afrika Yezenhlalakahle ngo-Okhthoba 2012 ukwenza ngcono izinga lokuphendula kanye nokudalulwa kwamacala enkohlakalo esolwayo abikwe ku- NACH Umbiko ngokuphathwa kwezikhalazo ezifakwe ku-PSC wakhiqizwa
			Ukubamba ngempumelelo imihlangano yokucobelelana ngolwazi nokubika ngezinkambiso	Imihlangano yokucobelelana ngolwazi yabanjwa ngokuqhutshekiselwa phambili kwe-NACH eNyakatho-Ntshonalanga ngoNovemba 2012. Imihlanganao yokucobelelana ngolwazi emi-5 yabanjwa ngokukhuthaza iMithetho Yokuziphatha Kumisebenzi Kahulumeni
			Ukuqwashiswa kwenziwa ngenkabiso enhle yolwazi kanye nokulwa nenkambiso	Umbiko ngesimo senkambiso enhle yolwazi kuHulumeni waseMpumalanga Kapa wakhiqizwa Ucwaningo oluqhathanisayo lwe-FDF lwenziwa
Ukuphathwa Kwezezimali Ngemfanelo	OKhomishane Abasebenzi be-OPSC Abahlinzekizinsizo Umcwaningimabhuku-	OKhomishane Abasebenzi be-OPSC Abahlinzekizinsizo	Ukuqashelwa kwezindleko kanye nokusetshenziswa kwesabelozimali kumikhawulo enikwe kusabelozimali	Umphumela wenqubo yoncwaningomabhuku yonyakazimali we-2012/13 usaqhutshwa. Ucwaningomabhuku olungenamaphutha lwatholakala ngonyakazimali we-2011/12

Izinsizo Ezibalulekile	Amakhasimende Okuyiwona Wona	Abangahle Babe Amakhasimende	Izinga losizo	Ukuphunyeleliswa Okuyikona Kona Kuqhathaniswa Namazinga
	Jikelele Umgcinisikhwama Kazwelonke Iminyango Kahulumeni	Umcwaningimabhu ku- Jikelele Umgcinisikhwama Kazwelonke Iminyango Kahulumeni		IMihlangano Yonyaka Yamakomidi ezabelozimali yabanjwa
Ukuhlinzeka ngokuxhumana kanye nokusekelwa kolwazi kokunye, ukuthengisa umsebenzi we-PSC ngemikhankaso yezokusakaza kanye nemiboniso	OKhomishane Abasebenzi be-OPSC	OKhomishane Abasebenzi be-OPSC	Okwenziwayo kokusakaza okukhethwe emibikweni eshicilelwe egciniwe	Umsebenzi we-PSC wathengiswa ngemicimbi efana nokulalelwa komphakathi, ukuxoxisana kwamaqembu kanye nemihlangano yokucobelelana ngolwazi. Ukudlula lapha, izinhlolombono zabokusakaza zahlelwa noKhomishane
Ukuphatha, ukugcina nokusetshenziswa ngempumelelo kwazo zonke izingqalasizinda zobuchwepheshe bolwazi (i-IT), izinhlelo kanye nezinsizo	OKhomishane Izikhulu ze-OPSC	OKhomishane Izikhulu ze-OPSC	Imisebenzi ye-IT eyenziwe ngokuhambelana nezinqubomgomo ze-IT kanye nezinqubo ezingcono -	Izingodlalwazi zahlanganiswa ngempumelelo kusikhungo sedatha kusetshenziswa uBuchwepheshe be-VM Ware Ingodlalwazi yokushitshana ngolwazi yenziwa ngcono yaba yi-Microsoft Exchange 2010, okwenza kube lula ukuba izikhulu zifinyeleleke kuma-imeyili ngokusebenzisa i-inthanethi Isofthiwe ye-Active Directory (ye-AD) esetshenziselwa ukulawula abasebenzisi abakunethiwekhi yenziwa ngcono kusukela ngonyaka we-2003 ukuya kowe-2012 Iforamu yokuxhumana nge-inthanethi yaMakhomishani yasungulwa (Ibhlogi Yokhomishani) Uhlaka lokulawula i-IT le-PSC lakhiwa Kwakhushulwa izinga lokuqashiswa kwabasebenzi ngemidanti yokuvikeleka ye-IT
Ukubuthwa nokugcinwa kwabasebenzi	Ukuqokelwa emsebenzini Abazuzayo Abaqokiwe	Ukuqokelwa emsebenzini Abazuzayo	Ukubuthwa nokukhethwa kwenziwe ngokuhambelana neNqubomgomo Yokubutha	Umbiko Wokusetshenziswa Kokuhlelelwa Kwezabasebenzi wonyakazimali we-2011/12 wenziwa ngoSephtemba 2012 futhi wafakwa ngokushesha kuMnyango Wezemisebenzi Kahulumeni

Izinsizo Ezibalulekile	Amakhasimende Okuyiwona Wona	Abangahle Babe Amakhasimende	Izinga losizo	Ukuphunyeleliswa Okuyikona Kona Kuqhathaniswa Namazinga
abafanele ukuze kuqinisekiswe ukwethulwa kwezinsizo ze-OPSC	Uhlelo Abaphathi	Abaqokiwe Uhlelo Abaphathi	Nokukhethwa Kwabasebenzi	Nokulawulwa Kwayo Ezinye zezikhala zemisebenzi zavalwa njalo ngonyakazimali we-2012/13. Ama-1.2% abe khona okukhula ekuvalweni kwezikhala zemisebenzi ezingeni le-SMS. Abesimame bamele ama-48.2% esamba esiphelele sabasebenzi abalekelela amalungu ezinga le-SMS. Inani labasebenzi besimame likhuphuke lisuka e-118 ngoMashi 2012 laya e-133 ngoMashi 2013. I-PSC yaqasha abantu abanokukhubazeka abahlanu. Lokhu kungabuye kubekwe njengama-2.04% esamba sabasebenzi esiphelele
Ukuphathwa Kweketanga Lokuthenga Okuziphendulelayo (i-SCM) Ukuphathwa kangcono kwempahla Ukuphathwa kangcono nangempumelelo kwezokuvikeleka	OKhomishane Abasebenzi be-OPSC Abahlinzekizinsizo Eminye iminyango Kahulumeni	OKhomishane Abasebenzi be-OPSC Abahlinzekizinsizo Eminye iminyango Kahulumeni	Imisebenzi ye-SCM Eyenziwa ngokuhambelana nemithetho ye-SCM Ukuqashwa kwempahla kwenziwa ngokuhambelana ne-GIAMA kanye nemigomo namazinga Ukuphathwa kokuphepha kwenziwa ngokuhambelana nemibandela efanele yezokuphepha	Ukutholakala kwezimpahla nezinsizo kwenziwa ngokwemibandela ye-SCM Inqubo yokutholakala kwendawo yamahhovisi yenziwa ngaphambu kokuba kuphele isivumelwano sokuqashiselana Ezamaphoyisa AseNingizimu Afrika zenza ucwaningomabhuku lokuphepha kumahhovisi ama-3 ezifundazwe I-Ejensi Yezokuphepha Yombuso yenza ukuqashwa kweziqhumane emahhovisi esiFundazwe saseNtshonalanga Kapa naseMahhovisi Ephalamende Izinsizo Zokuphepha ze-OPSC zenza ukuhlolwa kokuphepha kumahhovisi ama-3 ezifundazwe Ukwaziswa Ngomsebenzi Wezokuphepha kwezikhulu ezisandwa kuqashwa kwenziwa

5. SIHLOSE KANJANI UKWENZA IZINSIZO ZETHU NGCONO

I-PSC isebenzisa i-SDIP ngonyakazimali we-2011/12 ngenkathi ilinde ukwamukelwa kwe-SDIP konyakazimali we-2012/13, okuzothatha isikhathi esiyiminyaka emi-3. NgokweZimiso Zomgcinisikhwama, uMgcini-Ma-akhawunti wesikhungo udingeka ukuba alungise uhlelo lwamasu abalulekile ewalungiselela uHlaka Lezindleko Zesikhathi Esimaphakathi esizayo kanye noHlelo Lonyaka Lokusebenza. UHlelo Lwamasu Le-PSC loNyaka Wezezimali we-2013/14–2017/18 lwenziwa futhi lukhomba imiphumela ebalulekile evela kuzinhloso kanye nezintshisekelo i-PSC elelwa ukuziphumelelisa ngesiKhathi Esimaphakathi Sohlelo Olubalulekile. UHlelo Lonyaka Lokusebenza lwe-PSC lonyakazimali we-2013/14 lwenziwa futhi luhlinzeka ngokhiwa phezulu kwesabelozimali se-PSC, nokubekisa koHlaka Lezindleko Zesikhathi Esimaphakathi kanye nezinhloso ezibalulekile ze-PSC.

Amakopi e-SDIP, Uhlelo Olubalulekile kanye Nohlelo Lonyaka Lokusebenza luyatholakala uma lucelwa kuMqondisi: iZinsizo Zokuxhumana Nezolwazi, uMnu Humphrey Ramafoko. Imininingwane yakhe yokuxhumana ilena: ucingo: (012) 352 1196, i-imeyili: humphreyr@opsc.gov.za. Imibhalo iyatholakala futhi ku-website ye-PSC ethi: **www.psc.gov.za**.

6. INHLANGANO NOKUBUTHWA KWABASEBENZI

I-PSC inabasebenzi abangama-245, abambandakanya oKhomishani. **Ithebula lesi-2** ngezansi likhombisa inani eliyisamba esiphelele lezikhala zemisebenzi ezivaliwe kusukela mhla zi-31 Mashi 2013, kuye ngokwezindawo.

IThebula lesi-2: Ukuhlakazwa kwabasebenzi kuye ngokwendawo

Indawo	Inani Labasebenzi
IHhovisi lesifundazwe saseMpumalanga Kapa - eKing William's Town	7
IHhovisi lesiFundazwe saseFreyistata - eBloemfontein	7
IHhovisi lesiFundazwe saseGauteng – eGoli	8
IKomkhulu – ePitoli	179
IHhovisi lesiFundazwe saKwaZulu-Natali – ePietermaritzburg	6
IHhovisi lesiFundazwe saseLimpopo - ePolokwane	7
IHhovisi lesiFundazwe saseMpumalanga - eNelspruit	7
IHhovisi lesiFundazwe saseNyakatho Kapa – eKimberley	7
IHhovisi lesiFundazwe saseNyakathi-Ntshonalanga - eMmabatho	7
IHhovisi Lephalamende – eKapa	3
IHhovisi lesiFundazwe saseNtshonalanga Kapa - eKapa	7
ISAMBA	**245**

IThebula lesi-3 ngezansi lihlinzeka ngokuhlakazwa kwesamba senani labasebenzi (kumbandakanya abasebenzi abanokukhubazeka) ngokobulili nobuzwe kolunye nolunye lalezi zinhla ezilandelayo.

IThebula lesi-3: Isamba senani labasebenzi (kumbandakanya abasebenzi abanokukhubazeka) kolunye nolunye lalezi zinhla ezilandelayo kusukela mhla zi-31 Mashi 2013

Izinhla zemisebenzi (i-SASCO)	Owesilisa				Owesimame				Isamba
	Um-Afrika	Ikhaladi	Owase Ndiya	OMhlophe	Um-Afrika	Ikhaladi	Owase Ndiya	OMhlophe	
Abaphathi abakhulu	20	3	2	4	20	2	1	4	56
Abaphathi abaphakathi	32	1	1	7	28	2	2	5	78
Abasebenzi ehhovisi/onobhala	23	1	0	0	38	2	3	1	68
Abasebenza ngezinsizo kanye nokuthengisa, Unomphela	17	0	0	0	19	2	0	0	38
Imisebenzi ephansi	1	0	0	0	4	0	0	0	5
ISAMBA	**93**	**5**	**3**	**11**	**109**	**8**	**6**	**10**	**245**
Abasebenzi abanokukhubazeka	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**4**

Ulwazi olwengeziwe

Amanye amalungu abasebenzi be-PSC akwazi ukukhuluma izilimi ezisemthethweni zaseNingizimu Afrika ezimbili noma ngaphezulu, okungukuthi isiBhunu, isiNgisi, isiNdebele, iSiSwati, isiXhosa, isiZulu, iSepedi, iSesotho, iSetswana, iTshivenda neXitsonga.

7. ISABELOZIMALI

I-PSC yathola isamba sesabelozimali esingama-R162 117 000 sonyakazimali we-2012/13. **IThebula lesi-4** ngezansi lihlinzeka ngokuhlakazwa okukhomba ukuthi isabelozimali sizosetshenziswa kanjani:

IThebula lesi-4: Ukuhlakazwa kwezindleko okuyizona zona

Into	Izindleko okuyizona zona
Uhlelo loku-1: Ukuphatha	Ama-R85 150 000
UHlelo lwesi-2: IGatsha: Izinqubo Zobuholi Nokuphatha	Ama-R24 793 000
UHlelo lwesi-3: Ukuqapha Nokuhlola	Ama-R22 234 000
UHlelo lwesi-4: Isithunzi Nokulwa Nenkohlakalo	Ama-R29 899 000
Isamba sezindleko zezinhlelo	**Ama-R162 076 000**
Imiholo yabasebenzi	Ama-R111 863 000
Ukuqeqesha	Ama-R963 803

8. IMININGWANE YOKUXHUMANA

Ukuthola ulwazi oluthe xaxa sicela nixhumane:

noSol. Richard M Levin
UMqondisi-Jikelele: OPSC
Ucingo: (012) 352 1011
Ifeksi: (012) 325 8322
Ikheli Leposi: Private Bag x121, Pretoria, 0001
I-email: richardl@opsc.gov.za

Amakopi ayo yonke imibiko eshicilelwe ye-PSC atholakala ekomkhulu le-PSC nakumahhovisi ezifundazwe. Imibiko iyartholakala futhi ku-website ye-PSC ethi: www.psc.gov.za.

9. SITHOLAKALA KUPHI

IKOMKHULU:
USihlalo: uMnu Ben Mthembu
UMqondisi-Jikelele: uSol Richard M Levin
Commission House
Corner Hamilton & Ziervogel Streets
PRETORIA
0083
Ucingo: (012) 352 1000
Ifeksi: (012) 325 8382

IHHOVISI LASEPHALAMENDE:
Isikhulu Sasephalamende: uNks Noziphiwo Gwaza
Sanlam Golden Acre Building
21st Floor, Adderley Street
CAPE TOWN
8001
Ucingo: (021) 418 4940
Ifeksi: (021) 418 1362

AMAHHOVISI EZIFUNDAZWE:

IsiFundazwe saseMpumalanga Kapa
Ukhomishane: uMnu Singata Mafanya
UMqondis Wesifundazwe:
uMnu Loyiso Mgengo
91 Alexander Road
KING WILLIAM'S TOWN
5601
Ucingo: (043) 643 4704
Ifeksi: (043) 642 1371

IsiFundazwe saseFreyistata
Ukhomishane: uMnu Paul Helepi
Ibamba-Mqondisi Wesifundazwe:
uMnu Matela Mohale
62 Fedsure Building
3rd Floor, St Andrews Street
BLOEMFONTEIN
9301
Ucingo: (051) 448 8696
Ifeksi: (051) 448 4135

IsiFundazwe saseGauteng
Ukhomishane: uMnu Michael Seloane
UMqondisi Wesifundazwe: uNks Dorothy Nkwanyana
Ten Sixty-Six Building
16th Floor, 35 Pritchard Street
JOHANNESBURG
2001
Ucingo: (011) 833 5721
Ifeksi: (011) 834 1200

IsiFundazwe saseMpumalanga
UKhomishane: uMnu David Mkhwanazi
IBamba-Mqondisi Wesifundazwe: UMnu Barney Mavimbela
19 Russel Street
NELSPRUIT
1200
Ucingo: (013) 755 4070
Ifeksi: (013) 752 5814

IsiFundazwe saseLimpopo
UKhomishane: uMnu Matome Mawasha
UMqondisi Wesifundazwe: uNks Thembekile Makhubele
Kirk Patrick Building
40 Schoeman Street
POLOKWANE
0699
Ucingo: (015) 291 4783
Ifeksi: (015) 291 4683

IsiFundazwe saKwaZulu-Natali
Usekela-Sihlalo kanye
UKhomishane: uNks Phelele Tengeni
UMqondisi Wesifundazwe: uMnu Bongani Khonjwayo
iDUBE Building
Ground Floor, 294 Burger Street
PIETERMARITZBURG
3201
Ucingo: (033) 345 9998
Ifeksi: (033) 345 8505

IsiFundazwe saseNtshonalanga Kapa
uKhomishane: uNks Moira Marais-Martin
UMqondisi wWesifundazwe: uMnu Jacques Malan
Woolworths Building,1st Floor
Corner Chapel & Lennox Streets
KIMBERLEY
8301
Ucingo: (053) 832 6222
Ifeksi: (053) 832 6225

IsiFundazwe saseNyakatho-Ntshonalanga
Ukhomishane: uNks Mosa Sejosingoe
UMqondisi Wesifundazwe: uNks Ms Thato Mohapi
Mmabatho Post Office Building
Ground Floor, University Drive
MMABATHO
2735
Ucingo: (018) 384 1000
Ifeksi: (018) 384 1012

IsiFundazwe saseNtshonalanga Kapa
UKhomishane: UDkt Gavin Woods
UMqondisi Wesifundazwe: uMnu Paul Rockman
Sanlam Golden Acre Building
21st Floor, Adderley Street
CAPE TOWN
8001
Ucingo: (021) 421 3980
Ifeksi: (021) 421 4060