IKOMISHONI YENKONZO KARHULUMENTE

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IZIQULATHO

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1. SINGOOBANI

IKomishoni yeNkonzo kaRhulumente (Public Service Commission) (PSC) liziko leCandelo le-10 soMgaqo-siseko weRiphabliki yoMzantsi Afrika, 1996. UMgaqo-siseko umisela ukuba kukho i-PSC enye kwiRiphabliki yoMzantsi Afrika, enamalungu ali-14, amahlanu awonyulwe nguMongameli ngesindululo seNdlu yoWiso-mThetho. Konyulwa ilungu elinye kwiphondo ngalinye kwalithoba, emva kokonyulwa yiNkulumbuso yephondo ngokwesindululo seNdlu yoWiso-Mthetho yePhondo. Amalungu kuye kubhekiselwe kuwo njengabaKomishinala. Abahlanu kubaKomishinala bazinze kwi-ofisi ye-PSC enguNdlunkulu ePitoli ngexa abalithoba abaseleyo bazinze kumaphondo abo. UMkomishinala wonyulwa ixesha leminyaka emihlanu, elivuselelwa ixesha elinye elongezelelekileyo kuphela. I-PSC iphethwe nguSihlalo, okwasebenza njengoGunyaziwe weSigqeba we-Ofisi yeKomishoni yeNkonzo kaRhulumente. USihlalo kunye noSekela Sihlalo bonyulwa nguMongameli kubaKomishinala abonyuliweyo.

I-PSC inoxanduva kwiNdlu yoWiso-mThetho kwaye kufuneka inike ingxelo kwiNdlu yoWiso-mThetho ngonyaka ngemisebenzi kunye nokusebenza kwayo, kunye nakwizindlu zowiso-mthetho zamaphondo ngemisebenzi yayo kwiphondo.

I-PSC ixhaswa yi-Ofisi yeKomishoni yeNkonzo kaRhulumente (Office of the Public Service Commission) (OPSC), e-Ofisi yeSizwe yayo isePitoli kunye nee-ofisi zamaphondo kwiphondo ngalinye. I-OPSC yonganyelwe nguMlawuli-Jikelele okwasebenza njengeGosa eliPhetheyo. Amalungu abasebenzi be-OPSC aqeshwe ngokomThetho weNkonzo kaRhulumente ka-1994.

Umbono

Intshatsheli yokugqwesa kwiNkonzo kaRhulumente kulawulo lwedemokrasi eMzantsi Afrika.

Injongo

Ukuphakamisa imithetho-siseko yedemokrasi exelwe kumgaqo-siseko kunye neenqobo ezisemgangathweni kuyo yonke iNkonzo kaRhulumente ngo-

- phando, ukujonga, ukuhlola, ulawulo kunye nolawulo lwequmrhu, kunye nezenzo kwezabasebenzi;
- kundulula amanyathelo okuqinisekisa ukusebenza okungamandla nokwaneleyo;
- ukunika imiyalelo ejolise ekuqinisekiseni ukuba iinkqubo zezabasebenzi ezinxulumene nokufunwa kwabasebenzi abatsha, ukutshintshwa, ukunyuselwa nokugxothwa;
- ukucebisa kwizenzo zabasebenzi; kunye
- nokunika ingxelo ngemisebenzi yayo.

2. YINTONI ESIYENZAYO

I-PSC ithatha igunya layo kumaCandelo ele-195 nele-196 oMgaqo-siseko, 1996. ICandelo le-195 limisela iinqobo ezisemgangathweni kunye nemithetho-siseko ephethe ulawulo lukarhulumente, kufuneka iphakanyiswe yi-PSC. Ezi nqobo zisemgangathweni kunye nemithetho-siseko yile:

a. umgangatho ophezulu weenqobo ezisemgangathweni zokusebenza ngobugcisa;
b. ukusetyenziswa ngolwaneleyo,ngokunoqoqosho nangokubonakalayo kwemithombo;
c. ulawulo lukarhulumente oluqhelaniswe nophuhliso;
d. ulungiselelo lweenkonzo ezingenamkhethe, ezifanelekileyo kwaye ezinobulungisa, kwaye ezingakhethiyo
e. ukusabela kwiimfuno zabantu kunye nokukhuthaza ulungu ukuba luthabathe inxaxheba ekwenziweni kwemigaqo-nkqubo;
f. inkonzo karhulumente ethatha uxanduva;
g. ukufaka ukungafihli;
h. ukuvezwa kolawulo lwemithombo elungileyo yabantu kunye nophuhliso lwezenzo zemisebenzi enokulandelwa;
   kunye
i. ulawulo lukarhulumente olumelweyo ngezenzo zengqesho nolawulo lwabasebenzi okusekelwe ekubeni nako, ukungaphenjelelwe ziimvakalelo zobuqu, ubulungisa kunye nemfuno yokulungisa ukungangqinelani kwangaphambili.

NgokweCandelo le-196 (4) loMgaqo-siseko, 1996, imsebenzi kunye namagunya e-PSC yile:

a. ukuphakamisa iinqobo ezisemgangathweni kunye nemithetho-siseko, njengoko kumiselwe kwiCandelo le-195, kwiNkonzo kaRhulumente yonke;
b. ukuphanda, ukujonga nokuhlola ulungiselelo, ulawulo kunye nezenzo kwezabasebenzi kwiNkonzo kaRhulumente;
c. kundulula amanyathelo okuqinisekisa ukusebenza okungamandla nokwaneleyo kwiNkonzo kaRhulumente;
d. ukunika imiyalelo ejolise ekuqinisekiseni ukuba iinkqubo zezabasebenzi ezinxulumene nokufunwa kwabasebenzi abatsha, ukutshintshwa, ukunyuselwa nokugxothwa ziyangqinelana neenqobo ezisemgangathweni nemithetho-siseko emiselwe kwicandelo le-195;
e. ukunika ingxelo kwimisebenzi yayo yayo kunye nokwenziwa kwemisebenzi yayo, kuqukwa naziphi na izinto enokuzifumanisa kuphando enokulenza kunye nemiyalelo namacebo enokuwanika, kunye nokubonelela ngohlolo kuyokuma ekubeni iinqobo ezisemgangathweni nemithetho-siseko emiselwe kwicandelo le-195 iyathotyelwa na;
f. ngemvume yayo, okanye ngokufumana nasiphi na isikhalazo-

i. ukuphanda nokuhlola ukusetyenziswa kwezenzo zezabasebenzi nezolawulo lukarhulumente kunye nokunika ingxelo kugunyaziwe wesigqeba obandakanyekayo nendlu yowiso-mthetho;
ii. ukuphanda ngezikhalazo zabasebenzi beNkonzo kaRhulumente eziphathelene nokwenziweyo kunye nokungenziwanga ngokusemthethweni kunye nokunika ulungiso olufanelekileyo;
iii. ukuhlola nokuphanda ukubambelela kwiinkqubo ezisebenzayo kwiNkonzo kaRhulumente; kunye
iv. nokucebisa amaziko karhulumente esizwe nawamaphondo ngokuphathelene nezenzo zezabasebenzi kwiNkonzo kaRhulumente, kuqukwa nezo zinxulumene nokufunwa kwabasebenzi abatsha, ingqesho, ukutshintshwa, ukugxothwa kunye neminye imiba yamakhondo emisebenzi yabasebenzi kwiNkonzo kaRhulumente; kunye

g. nokusebenza okanye ukwenza amagunya kunye nemisebenzi eyongezelelekileyo emiselwe ngumThetho wasePalamente.

Umsebenzi we-PSC wakhiwe ngokujikeleze le mimandla yokusebenza engundoqo mithandathu ilandelayo:

- Ukuphuculwa kobudlelwane babasebenzi;
- Ukujongwa kwakhona kobunkokheli nemicimbi yabasebenzi;
- Ukuhlolwa kolawulo;
- Uhlolo lonikezo lweenkonzo nokuthobela;
- Uphando lolawulo lukarhulumente; kunye
- Iinqobo ezisesikweni zobugcisa kumsebenzi.

3. NGUBANI OPHETHEYO

UGqwetha Richard Sizani nguSihlalo we-PSC. USihlalo nguGunyaziwe weSigqeba we-OPSC ngokomThetho weNkonzo kaRhulumente. Ngaphaya koko, i-PSC inabaKomishinala abahlanu (5) kwi-Ofisi enguNdlunkulu kunye nakwi-ofisi nganye yePhondo eyonganyelwe nguMkomishinala ozinze kwiPhondo.

UGqirha Dovhani Mamphiswana waqeshwa kwisikhundla sokuba ngu-DG ukusukela ngowo-1 Juni 2016 kwaye ukwa nguNobhala weKomishoni..

4. IMIGANGATHO YETHU, SIHLANGABEZANA NJANI NAYO KUNYE NEZIPHUMO EZIPHUNYEZIWEYO

I-PSC inoYilo lokuPhucula uNikezo lweeNkonzo oluvunyiweyo (Service Delivery Improvement Plan) (SDIP) lweminyaka-mali ka-2016/17 ukuya ku-2018/19. Olu Yilo lusebenza ukwazisa abantu ekusetyenziswana nabo ngokuphathelene nemigangatho

yonikezo nkonzo ye-PSC. Ikopi ye-SDIP iyafumaneka kwiwebhusayithi ye-PSC (www.psc.gov.za). Iitheyibhile ezingezantsi zibonisa imigangatho yonikezo nkonzo ye-PSC kunye neengxelo ngenkqubela eyenziweyo ekuphumezeni le migangatho.

Itheyibhile yoku-1: Iinkonzo ezingundoqo ezinikwayo kunye nemigangatho

IiNkonzo ezinguNdoqo	Abaxhamli	UMgangatho weNkonzo waNgoku/woku Qala	UMgangatho weNkonzo oNqwenelekayo	IMpumelelo Ngqo
Isifo seswekile kunye nezikhalazo eziphandiweyo	• Abasebenzi bakarhulumente • Amasebe karhulumente	Ama-872 ezikhlalazo kuvimba weenkcukacha apho ama-781 (90%) agqitywa (ngokuphathelene nonyaka-mali ka-2015/2016)	Ama-80% oezikhalazo zabasebenzi abakumanqanaba emivuzo ye-2 ukuya kwi-12 yagqitywa kuma-30 eentsuku zokusebenza zomhla wokufunyanwa kwawo onke amaxwebhu abandakanyekayo Ama-80% oezikhalazo zamalungu aPhezulu INkonzo yoLawulo yagqitywa kuma-45 eentsuku zokusebenza ukusuka wokufunyanwa kwawo onke amaxwebhu abandakanyekayo	Kuma-709 ezikhalazo ezibhalisiweyo kuvimba weenkcukacha we-PSC, ama-615 (87%) agqitywa. Kuma-615 amatyala agqityiweyo, kubekho amatyala angama-560 amanqanaba emivuzo 2-12, apho ama- 456 (81%) agqitywa kwiintsuku zokusebenza ezingama-30 zokufunyanwa kolwazi olubandakanyekayo ama-55 amatyala angama-615 agqityiweyo yayingawamalungu eNkonzo yoLawulo ePhezulu, apho ama-51 (93%) agqitywa kwiintsuku ezingama-45 zokusebenza ukusuka kumhla wokufunyanwa kolwazi olubandakanyekayo
Uphando oluqhutyiweyo mhlawumbi ngokokwalo okanye ngokufunyanwa kwazo naziphi na izikhalazo ezifakiweyo kunye nezicelo ezenziweyo	Izindlu zowiso-mthetho zeSizwe kunye nezamaphondo • Abasebenzi bakarhulumente • Amasebe karhulumente • Uluntu	ama-510 ezikhalazo kuviumba weenkcukacha apho ama-371 (73%) agqityiweyo (ngokuphathelene nonyaka-mali ka-2015/2016)	ama-80% eengxelo zexeshana kwizikhalazo agqitywa kwiinyanga ezi-3 ukusuka kumhla wokufunyanwa kwawo onke amaxwebhu abandakanyekayo ama-80% eengxelo kwizikhalazo agqitywa kwiintsuku ezingama-45 ukusuka kumhla wokufunyanwa kwawo onke amaxwebhu abandakanyekayo	Ama-360 ezikhalazo ebekuvimba weenkcukacha, apho ama-303 (84%) aye agqitywa. Kwezi zikhalazo zigqityiweyo ama-61 (20%) agqitywa ngophando, apho 49 (80%) agqitywa kwiinyanga ezi-3 zokufunyanwa kwawo onke amaxwebhu abandakanyekayo i-148 (49%) lamatyala afakiweyo kunyaka-mali ka-2016/17 agqitywe/avalwa njengamatyala agqitywe kwangoko, apho i-126 (85%) lagqitywa kwiintsuku ezingama-45 zokufunyanwa kwawo onke amaxwebhu abandakanyekayo

Itheyibhile yesi-2: Ulungiselelo lweBatho Pele nabaxhamli

liNkonzo ezinguNdoqo	ULungiselelo lwaNgoku/lokuQala	ULungiselelo oluNqwenelekayo	IMpumelelo yaNgoku
nezikhalazo eziphandiweyo	**Ukucebisana**		
	Ukudibana nomfaki sikhalazo ngexa lophando	Ukudibana nomfaki sikhalazo ngexa lophando	Bonke abasebenzi abanezikhalazo bayadityaniswa njengenxenye yenkqubo yophando.
	Ukudibana nesebe elibandakanyekayo ngexa lophando	Ukudibana nesebe elibandakanyekayo ngexa lophando	Onke amasebe adityaniswa ngexa lophando ngezikhalazo.
	Inkqubo yolamlo inokulandelwa ukuze kusonjululwe isikhalazo	Inkqubo yolamlo inokulandelwa ukuze kusonjululwe isikhalazo	Inkqubo yolamlo ilandelwe kwumatyala amabini (2), ekukhokelele ekufikeleleni kwizivumelwano zokulungisa phakathi kwamaqela.
	Inkqubo yolamlo kufuneka igqitywe kwiintsuku ezingama-30 zokwaziswa	Inkqubo yolamlo kufuneka igqitywe kwiintsuku ezingama-30 zokwaziswa	Inkqubo yolamlo elandelwe kumatyala amabini (2) yagqitywa kwiintsuku ezingama-30 zokwaziswa kwamaqela.
	Ekugqityweni kwetyala, i-PSC inako, apho kuyimfuneko ukwenza ingxelo yexeshana ikuba ifumaneke kumaqela achaphazelekayo ukuba anike izimvo	Ekugqityweni kwetyala, i-PSC inako, apho kuyimfuneko ukwenza ingxelo yexeshana ikuba ifumaneke kumaqela achaphazelekayo ukuba anike izimvo	Kuba kungakhange kubekho phando lwetyala, akukho zingxelo zexeshana ziye zenziwa ukuba zifumaneke phantsi kwexesha elibandakanyekayo.
	Ukuziphatha kakuhle		
	Ukuvunywa kokufunyanwa kwesikhalazo kwiiyure ezingama-48 zokufunyanwa kwaso ngaphaya koko	Ukuvunywa kokufunyanwa kwesikhalazo kwiiyure ezingama-48 zokufunyanwa kwaso ngaphaya koko	Zonke izikhalazo zavunywa kwiiyure ezingama-48 zokufunyanwa kwaso ngaphaya liCandelwana eliyiNtloko
	Ingxelo yomnxeba kwinqanaba lenkonzo efunyenweyo	Ingxelo yomnxeba kwinqanaba lenkonzo efunyenweyo	Ingxelo yomnxeba kwinqanaba lenkonzo efunyenweyo kwi … yeemeko
	Ukuncedisa umsebenzi onesikhalazo ekugcwaliseni iFom yeSikhalazo	Ukuncedisa umsebenzi onesikhalazo ekugcwaliseni iFom yeSikhalazo	Abasebenzi abanezikhalazo bancedisiwe ekugcwaliseni iFom yeSikhalazo apho kuceliweyo
	Ukufumana iinkonzo zetoliki ukuba kuyimfuneko	Ukufumana iinkonzo zetoliki ukuba kuyimfuneko	Abaphandi abaluqondayo ulwimi olusetyenziswe kakhulu ngulowo unesikhalazo babelwe ukuba bancede abanye abaphandi ngexa leentlanganiso kunye nodliwano-ndlebe. Ngoko ke khange kubekho mfuneko yeetoliki zangaphandle.
	Ufikelelo		
	IimiThetho yeziKhalazo ipapashwe kwiwebhusayithi ye-PSC	IimiThetho yeziKhalazo ipapashwe kwiwebhusayithi ye-PSC	IimiThetho yeziKhalazo ipapashwe yathunyelwa kwiwebhusayithi ye-PSC ngo-Oktobha ka-2016
	ImiThetho yeziKhalazo inokusiwa kwabo kusetyenziswana nabo xa iceliwe	ImiThetho yeziKhalazo inokusiwa kwabo kusetyenziswana nabo xa iceliwe	ImiThetho yeziKhalazo inokusiwa kwabo kwii-DG/HOD oko kusenziwa ngememo kwaye imiThetho nayo inokuthunyelelwa abo kusetyenziswana nabo xa iceliwe

IiNkonzo ezinguNdoqo	ULungiselelo lwaNgoku/lokuQala	ULungiselelo oluNqwenelekayo	IMpumelelo yaNgoku
	Abasebenzi abanezikhalazo banokungenisa izikhalazo zabo ngeposi, i-imeyile, ifeksi, ziziswe ngesandla okanye beze	Abasebenzi abanezikhalazo banokungenisa izikhalazo zabo ngeposi, i-imeyile, ifeksi, ziziswe ngesandla okanye beze	Abasebenzi abanezikhalazo banngenise izikhalazo zabo ngeposi, i-imeyile, ifeksi, ziziswe ngesandla okanye bazile
	Izikhalazo zinokufakwa kwi-Ofisi enguNdlunkulu okanye kwi-Ofisi yePhondo	Izikhalazo zinokufakwa kwi-Ofisi enguNdlunkulu okanye kwi-Ofisi yePhondo	Ama-709 ezikhalazo afakwe kwi-Ofisi enguNdlunkulu kunye nakwi-Ofisi yePhondo ye-PSC.
	Ulwazi		
	Umsebenzi onesikhalazo kunye ne-EA banikwe iinkcukacha zoqhagamshelwano zomphandi	Umsebenzi onesikhalazo kunye ne-EA banikwe iinkcukacha zoqhagamshelwano zomphandi	Abasebenzi abanezikhalazo kunye ne-EA banikwe iinkcukacha zoqhagamshelwano zabaphandi
	Umsebenzi onesikhalazo kunye ne-EA ebandakanyekayo bazisiwe ngesiphumo sesikhalazo kwiintsuku ezingama-30 zokufunyanwa kwalo lonke ulwazi	Umsebenzi onesikhalazo kunye ne-EA ebandakanyekayo bazisiwe ngesiphumo sesikhalazo kwiintsuku ezingama-30 zokufunyanwa kwalo lonke ulwazi	Abasebenzi abanezikhalazo kunye nee-EA ezibandakanyekayo bazisiwe ngesiphumo sesikhalazo kwiintsuku ezingama-30 zokufunyanwa kwalo lonke ulwazi
	Ukupapasha isibhengezo esisemthethweni solawulo lwesikhalazo	Ukupapasha isibhengezo esisemthethweni solawulo lwesikhalazo	Ipapashe isibhengezo esisemthethweni solawulo lwesikhalazo ngewebhusayithi ye-PSC ngoSeptemba 2016.
	Ukufikelela gabalala nokungafihli		
	Ukwazisa isebe elibandakanyekayo ngesikhalazo	Ukwazisa isebe elibandakanyekayo ngesikhalazo	Onke amasebe zisiwe ngezikhalazo ezifunyenweyo
	Ukwazisa umsebenzi onesikhalazo ngenkqubo yezikhalazo kunye namaxesha amiselweyo	Ukwazisa umsebenzi onesikhalazo ngenkqubo yezikhalazo kunye namaxesha amiselweyo	Abasebenzi abanezikhalazo bazisiwe ngenkqubo yezikhalazo kunye namaxesha amiselweyo
	Ukwazisa umsebenzi onesikhalazo ngemeko yophando rhoqo	Ukwazisa umsebenzi onesikhalazo ngemeko yophando rhoqo	Abasebenzi abanezikhalazo bazisiwe ngemeko yophando rhoqo
	Ukunxibelelana ngesiphumo sophando lwayo ngokubhaliweyo kumsebenzi onesikhalazo kunye ne-EA	Ukunxibelelana ngesiphumo sophando lwayo ngokubhaliweyo kumsebenzi onesikhalazo kunye ne-EA	Isiphumo sophando kunxityelelwene ngaso ngokubhaliweyo kumsebenzi onesikhalazo kunye ne-EA
	Umsebenzi onesikhalazo okanye i-EA yazisiwe ukuba uphando olusesikweni luza kuqhutywa	Umsebenzi onesikhalazo okanye i-EA yazisiwe ukuba uphando olusesikweni luza kuqhutywa	Akukho phando lusesikweni luqhutyiweyo
	Ulungiso		
	Ukuba isikhalazo asisonjululwanga kwixesha elixeliweyo, umsebenzi	Ukuba isikhalazo asisonjululwanga kwixesha elixeliweyo, umsebenzi onesikhalazo kunye ne-EA ebandakanyekayo baya kwaziswa	Akukho lunxibelelwano lusiwe kubasebenzi abanezikhalazo kunye nee-EA ngokuphathelene nokulibaziseka ekugqityweni kwezikhalazo

IiNkonzo ezinguNdoqo	ULungiselelo lwaNgoku/lokuQala	ULungiselelo oluNqwenelekayo	IMpumelelo yaNgoku
	onesikhalazo kunye ne-EA ebandakanyekayo baya kwaziswa kwaye banikwe izizathu ngokulibaziseka	kwaye banikwe izizathu ngokulibaziseka	
	Ukulandelela ekuphunyezweni kwezindululo	Ukulandelela ekuphunyezweni kwezindululo	Ukulandelela ekuphunyezweni kwezindululo kwrenziwe ngekota
	Ukuba kukho ukungoneliseki ngokuphatha isikhalazo, iqela elichaphazelekayo linokungenisa iFom yeSikhalazo ngeNkonzo yeSikhalazo	Ukuba kukho ukungoneliseki ngokuphatha isikhalazo, iqela elichaphazelekayo linokungenisa iFom yeSikhalazo ngeNkonzo yeSikhalazo	Akukho ziFom zeSikhalazo ngeNkonzo yeSikhalazo zifunyenweyo
	Ixabiso lemali		
	Iqela leePhaneli lisekiwe ukuxoxa ngezikhalazo	Iqela leePhaneli lisekiwe ukuxoxa ngezikhalazo	Kuma-709 ezikhalazo ezibhalisiweyo kuvimba weenkcukacha we-PSC, ama-615 (87%) agqitywa ngokucebisana namasebe kunye nabasebenzi abanezikhalazo, kunye nokulandela iingcebiso zeePhaneli
	Intlanganiso yephaneli ibanjwa kuphela xa kukho ngaphezulu kwamatyala ali-10 aza kuxoxwa	Intlanganiso yephaneli ibanjwa kuphela xa kukho ngaphezulu kwamatyala ali-10 aza kuxoxwa	Ukuphucula ixesha lezikhalazo, iintlanganiso zePhaneli zabanjwa ngokusekelwe kwinyanga kunye naxa kuvela imfuno. nakuba kunjalo, i-PSC isebenzise izibonelelo zonxibelelwano ukulondoloza kwiindleko
	Izibonelelo zonxibelelwano ezisetyenzisiweyo	Izibonelelo zonxibelelwano ezisetyenzisiweyo	Iziboneleo zonxibelelwano ezisetyenzisiweyo xa kukho imfuneko
	Ixesha		
	Izikhalazo zabasebenzi kumanqanaba emivuzo 2 – 12 zagqitywa kwiintsuku ezingama-30 zokusebenza ukususka kumhla wokufunyanwa kwawo onke amaxwebhu abandakanyekayo	Izikhalazo zabasebenzi kumanqanaba emivuzo 2 – 12 zagqitywa kwiintsuku ezingama-30 zokusebenza ukususka kumhla wokufunyanwa kwawo onke amaxwebhu abandakanyekayo	Kuma-709 ezikhalazo ezibhalisiweyo kuvimba weenkcukacha we-PSC, ama-615 (87%) agqitywa. Kumatyala agqityiweyo angama-615, kubekho amatyala angama-560 amanqanaba emivuzo 2-12, apho ama- 456 (81%) agqitywa kwiintsuku zokusebenza ezingama-30 zokufunyanwa kolwazi olubandakanyekayo
	Izikhalazo zamalungu eNkonzo yoLawulo ePhezulu zagqitywa kwiintsuku ezingama-45 zokusebenza ukususka kumhla wokufunyanwa kwawo onke amaxwebhu abandakanyekayo	Izikhalazo zamalungu eNkonzo yoLawulo ePhezulu zagqitywa kwiintsuku ezingama-45 zokusebenza ukususka kumhla wokufunyanwa kwawo onke amaxwebhu abandakanyekayo	Ama-55 amatyala angama-615 agqityiweyo yayingawamalungu eNkonzo yoLawulo ePhezulu, apho ama-51 (93%) agqitywa kwiintsuku ezingama-45 zokusebenza ukususka kumhla wokufunyanwa kolwazi olubandakanyekayo
Abaphandi baqhube mhlawumbi ngokuvuma kwabo okanye ngokufumana naziphi na izikhalazo ezifakiweyo kunye	**Ukucebisana**		
	Ukudibana nomfaki sikhalazo ngexa lophando	Ukudibana nomfaki sikhalazo ngexa lophando	Abaphandi badibene nabafaki zikhalazo ngexa lophando, apho kuyimfuneko, umzekelo, apho ulwazi olongezelelekileyo belufunwa.
	Ukudibana nesebe elibandakanyekayo ngexa	Ukudibana nesebe elibandakanyekayo ngexa lophando	Abaphandi kunye/okanye abaKomishinala badibana nawo onke amasebe abandakanyekayo ngexa lophando.

IiNkonzo ezinguNdoqo	ULungiselelo lwaNgoku/lokuQala	ULungiselelo oluNqwenelekayo	IMpumelelo yaNgoku
nezicelo ezenziweyo	lophando		
	Ukungenisa ingxelo yophando yexeshana kwi-EA/HoD ukuba inike izimvo	Ukungenisa ingxelo yophando yexeshana kwi-EA/HoD ukuba inike izimvo	Ama-53 eengxelo zexeshana angeniswa kwii-EA kunye/okanye kwii-HoD ukuba banike izimvo.
	I-EA/HoD yanikwa ithuba lokunika izimvo kwiintsuku ezingama-30 ukusuka kumhla wokufumana ingxelo yexeshana	I-EA/HoD yanikwa ithuba lokunika izimvo kwiintsuku ezingama-30 ukusuka kumhla wokufumana ingxelo yexeshana	Zonke ii- EA kunye/okanye ii-HoD zanikwa ithuba lokunika izimvo kwiintsuku ezingama-30 ukusuka kumhla wokufumana ingxelo yexeshana. Kwezinye iimeko, iimpendulo zange zifunyanwe kwii-EA kunye/okanye kwiiNtloko zamaSebe ngexesha elimiselweyo.
	Ufikelelo		
	IimiThetho yeziKhalazo ipapashwe kwiwebhusayithi ye-PSC	IimiThetho yeziKhalazo ipapashwe kwiwebhusayithi ye-PSC	IimiThetho yeziKhalazo eyayifakwe kwigazethi ngoJanywari 2017, yathunyelwa kwiwebhusayithi ye-PSC ngoFebruwari ka-2017 kwaye ithunyelwa kwabo kusetyenziswana nabo xa iceliwe. Ngokuphathelene nendlela yokuzifumana, izikhalazo ezifunyenwe ngeposi, i-imeyile, inkonzo yomyalezo omfutshane, ifeksi, umnxeba okanye buqu zifakwa ngalo naluphi na ulwimi olusemthethweni. Ziphelele izikhalazo ezingama-360 ezifunyenweyo, apho izikhalazo ezili-151 zazinxulumene ne-Ofisi enguNdlunkulu kwaye ama-209 enxulumene nee-Ofisi zamaPhondo.
	ImiThetho yeziKhalazo inokusiwa kwabo kusetyenziswana nabo xa iceliwe	ImiThetho yeziKhalazo inokusiwa kwabo kusetyenziswana nabo xa iceliwe	
	Izikhalazo zinokungeniswa ngeposi, i-imeyile, inkonzo yomyalezo omfutshane, ifeksi, umnxeba okanye buqu	Izikhalazo zinokungeniswa ngeposi, i-imeyile, inkonzo yomyalezo omfutshane, ifeksi, umnxeba okanye buqu	
	Izikhalazo zinokufakwa kwi-Ofisi enguNdlunkulu okanye kwi-Ofisi yePhondo	Izikhalazo zinokufakwa kwi-Ofisi enguNdlunkulu okanye kwi-Ofisi yePhondo	
	Isikhalazo singafakwa ngalo naluphi na ulwimi olusemthethweni	Isikhalazo singafakwa ngalo naluphi na ulwimi olusemthethweni	
	Ukuziphatha kakuhle		
	Ukuvunywa kokufunyanwa kwesikhalazo kwiiyure ezingama-48 ukusuka kumhla wokufunyanwa liGosa loPhando	Ukuvunywa kokufunyanwa kwesikhalazo kwiiyure ezingama-48 ukusuka kumhla wokufunyanwa liGosa loPhando	AmaGosa aPhandayo avuma ukufumana izikhalazo kwiiyure ezingama-48 ukusuka kumhla wokufunyanwa kwazo.
	Ingxelo yomnxeba kwinqanaba lenkonzo efunyenweyo.	Ingxelo yomnxeba kwinqanaba lenkonzo efunyenweyo.	imiThetho yeziKhalazo yaFakwa kwiGazethi ngowama-20 Janywari 2017. Ngexa yexesha lale ngxelo ukusuka kumhla wokuqala kokusebenza kwemiThetho eliye lakhawuleza ukuba kuxelwe ngempumelelo ngqo.
	Ukwazisa umfaki sicelo ngokubhalwe phantsi zingedlulanga iintsuku ezingama-30 ezisemva kokufunyanwa kwesikhalazo ukuba ingaba i-PSC iza kusiphanda na okanye hayi isikhalazo. Ukunceda umfaki sikhalazo ekugcwaliseni iFom yeSikhalazo	Ukwazisa umfaki sicelo ngokubhalwe phantsi zingedlulanga iintsuku ezingama-30 ezisemva kokufunyanwa kwesikhalazo ukuba ingaba i-PSC iza kusiphanda na okanye hayi isikhalazo. Ukunceda umfaki sikhalazo ekugcwaliseni iFom yeSikhalazo	

IiNkonzo ezinguNdoqo	ULungiselelo lwaNgoku/lokuQala	ULungiselelo oluNqwenelekayo	IMpumelelo yaNgoku
	Ukufikelela gabalala nokungafihli		
	Ukwazisa umntu isikhalazo esifakwe ngaye.	Ukwazisa umntu isikhalazo esifakwe ngaye.	imiThetho yeziKhalazo yaFakwa kwiGazethi ngowama-20 Janywari 2017. Ngexa yexesha lale ngxelo ukusuka kumhla wokuqala kokusebenza kwemiThetho eliye lakhawuleza ukuba kuxelwe ngempumelelo ngqo. Ngaphaya koko, bonke abantu abachaphazelekayo kwaye abafakiweyo kwisikhalazo bayaziswa ngesikhalazo kunye nokuba, abafaki zikhalazo bazisiwe ngenkqubo yezikhalazo kunye namaxesha amiselweyo. Okokugqibela, ii-EA/HoD zinikwe iingxelo zokugqibela eziqulethe okufunyanisiweyo kuphando, iingcebiso, izindululo, kunye/okanye imiyalelo.
	Ukwazisa umfaki sikhalazo ngenkqubo yezikhalazo kunye namaxesha amiselweyo.	Ukwazisa umfaki sikhalazo ngenkqubo yezikhalazo kunye namaxesha amiselweyo.	
	Kunokwaziswa umfaki sikhalazo ngesimo sophando rhoqo.	Kunokwaziswa umfaki sikhalazo ngesimo sophando rhoqo.	
	I-EA/HoD inikwe ingxelo yokugqibela	I-EA/HoD inikwe ingxelo yokugqibela	
	Ulwazi		
	Ukuba abafaki zikhalazo abafaka izikhalazo ngqo kwi-PSC azamkelwa yi-PSC, umfaki sikhalazo kufuneka aziswe kwiintsuku ezingama-21 zesigqibo.	Ukuba abafaki zikhalazo abafaka izikhalazo ngqo kwi-PSC azamkelwa yi-PSC, umfaki sikhalazo kufuneka aziswe kwiintsuku ezingama-21 zesigqibo.	imiThetho yeziKhalazo yaFakwa kwiGazethi ngowama-20 Janywari 2017. Ngexa yexesha lale ngxelo ukusuka kumhla wokuqala kokusebenza kwemiThetho eliye lakhawuleza ukuba kuxelwe ngempumelelo ngqo
	Ukuba isikhalazo sele sithunyelwe kwelinye iziko, umfaki sikhalazo uya kwaziswa kwiintsuku ezingama-21 ukusuka kumhla wokufunyanwa kwesikhalazo ukuba i-PSC ngeke isiphande.	Ukuba isikhalazo sele sithunyelwe kwelinye iziko, umfaki sikhalazo uya kwaziswa kwiintsuku ezingama-21 ukusuka kumhla wokufunyanwa kwesikhalazo ukuba i-PSC ngeke isiphande.	
	Abafaki zikhalazo abaziswe ngesiphumo sesikhalazo ekusetyenzwe ngazo baya kwaziswa ngesigqibo msinyane kanganeentsuku ezili-10 ukusuka kumhla ityala elivalwe/eligqitywe ngawo.	Abafaki zikhalazo abaziswe ngesiphumo sesikhalazo ekusetyenzwe ngazo baya kwaziswa ngesigqibo msinyane kanganeentsuku ezili-10 ukusuka kumhla ityala elivalwe/eligqitywe ngawo.	
	Kunokwaziswa umfaki sikhalazo ngesiphumo sophando apho kungaqhagamshelanekiyo nabo	Kunokwaziswa umfaki sikhalazo ngesiphumo sophando apho kungaqhagamshelanekiyo nabo.	Abafaki zikhalazo bazisiwe ngesiphumo sophando apho kunokugaqhagamshelwana nabo.
	Ulungiso		
	Ukuba isikhalazo asisonjululwanga kwixesha elixeliweyo, amaqela achaphazelekayo aya kwaziswa ngezizathu zokulibaziseka.	Ukuba isikhalazo asisonjululwanga kwixesha elixeliweyo, amaqela achaphazelekayo aya kwaziswa ngezizathu zokulibaziseka.	imiThetho yeziKhalazo yaFakwa kwiGazethi ngowama-20 Janywari 2017. Ngexa yexesha lale ngxelo ukusuka kumhla wokuqala kokusebenza kwemiThetho eliye lakhawuleza ukuba kuxelwe ngempumelelo ngqo. Ngaphaya koko, i-PSC iye yalandelela ukuphunyezwa kwezindululo kunye nokukhutshwa kwemiyalelo ngokunxulumene nazo zonke iingxelo zokugqibela
	Ukulandelela ekuphunyezweni	Ukulandelela ekuphunyezweni kwezindululo	

IiNkonzo ezinguNdoqo	ULungiselelo lwaNgoku/lokuQala	ULungiselelo oluNqwenelekayo	IMpumelelo yaNgoku
	kwezindululo kunye nokukhutshwa kwemiyalelo.	kunye nokukhutshwa kwemiyalelo.	ezikhutshiweyo. Isiphumo esihle kukuba ukungoneliseki kwaye kwavezwa kuMlawuli-Jikelele.
	Ukuba kukho ukungoneliseki ngokuziphatha kweGosa eliPhandayo, iqela elichaphazelekayo linokungenisa isikhalazo kuMlawuli-Jikelele	Ukuba kukho ukungoneliseki ngokuziphatha kweGosa eliPhandayo, iqela elichaphazelekayo linokungenisa isikhalazo kuMlawuli-Jikelele	
	Ixabiso lemali		
	Iqela leePhaneli lisekiwe ukuxoxa ngezikhalazo.	Iqela leePhaneli lisekiwe ukuxoxa ngezikhalazo	Iqela leePhaneli (iPhaneli yeziKhalazo) yadibana izihlandlo ezili-12 ukuxoxa ngezikhalazo.
	Intlanganiso yephaneli ibanjwa kuphela xa kukho ngaphezulu kwamatyala ali-10 aza kuxoxwa.	Intlanganiso yephaneli ibanjwa kuphela xa kukho ngaphezulu kwamatyala ali-10 aza kuxoxwa.	Iintlanganiso zephaneli zabanjwa kwakhona kwinani elincinane lamatyala ukuqinisekisa ukugqitywa kwezikhalazo kwiinyanga ezi-3 zokufumana onke amaxwebhu abandakanyekayo.
	Iziboneleo zonxibelelwano ezisetyenzisiweyo.	Iziboneleo zonxibelelwano ezisetyenzisiweyo	Iziboneleo zonxibelelwano ezisetyenzisiweyo xa kukho imfuneko.
	Ixesha		
	Izikhalazo ezigqitywe kwiinyanga ezi-3 ukusukela kumhla wokufunyanwa kwamaxwebhu abandakanyekayo.	Izikhalazo ezigqitywe kwiinyanga ezi-3 ukusukela kumhla wokufunyanwa kwamaxwebhu abandakanyekayo.	Kwizikhalazo ezingama-360 ezifakiweyo, ama-303 (84%) ezikhalazo aye agqitywa. Kwezi zikhalazo zigqityiweyo – Ama-61 (20%) agqitywa/avalwa ngophando, apho ama-49 (80%) agqitywa kwiinyanga ezi-3 zokufunyanwa kwamaxwebhu abandakanyekayo.
	Amatyala agqitywe kwangoko agqitywe kwiintsuku zingama-45 zokufunyanwa kwamaxwebhu abandakanyekayo.	Amatyala agqitywe kwangoko agqitywe kwiintsuku zingama-45 zokufunyanwa kwamaxwebhu abandakanyekayo.	I-148 (49%) amatyala afakiweyo kunyaka-mali ka-2016/17 agqitywe/avalwa njengamatyala agqitywe kwangoko, apho i-126 (85%) lagqitywa kwiintsuku ezingama-45 zokufunyanwa kwawo onke amaxwebhu abandakanyekayo.

Itheyibhile yesi-3: Isixhobo solwazi lonikezo lweenkonzo

Isixhobo soLwazi saNgoku/sokuQala	ISixhobo soLwazi esiNqwenelwayo	IMpumelelo yaNgoku
Ukuqinisekisa ufikelelo olubanzi, iingxelo ze-PSC zinikwa abantu ekusetyenziswana nabo.	Ukuqinisekisa ufikelelo olubanzi, iingxelo ze-PSC zinikwa abantu ekusetyenziswana nabo.	Zonke iingxelo ze-PSC zinikwe ngokungqinelana nesicwangciso zokunikwa kwaye zonke iingxelo ezipapashiweyo zibekwa kwiwebhusayithi ye-PSC (www.psc.gov.za) ukuze zifikeleleke ngokulula.

Isixhobo soLwazi saNgoku/sokuQala	ISixhobo soLwazi esiNqwenelwayo	IMpumelelo yaNgoku
Iikopi ezingamaphepha zeengxelo zinikwa abantu ekusetyenziswana nabo abachaphazelekayo kwaye kwezinye iimeko, iingxelo zinikwa ngeletroniki.	Iikopi ezingamaphepha zeengxelo zinikwa abantu ekusetyenziswana nabo abachaphazelekayo kwaye kwezinye iimeko, iingxelo zinikwa ngeletroniki.	Iikopi ezingamaphepha zeengxelo zinikwe abantu ekusetyenziswana nabo abachaphazelekayo kwaye, iingxelo ezikhethekileyo ze-PSC zapapashwa kwiwebhusayithi ye-PSC.

Itheyibhile yesi-4: INdlela yezikhalazo

Indlela yeziKhalazo zaNgoku/zokuQala	INdlela eNqwenelwayo yeziKhalazo	IMpumelelo Ngqo
Zonke izikhalazo ziyarekhodwa zize ziphendulwe kumaxesha amiselweyo awabelwe zona Izikhalazo ezivela kuluntu zisiwe kuMkhuseli woluNtu	Zonke izikhalazo ziyarekhodwa zize ziphendulwe kumaxesha amiselweyo awabelwe zona Izikhalazo ezivela kuluntu zisiwe kuMkhuseli woluNtu	Zonke izikhalazo ekusetyenzwe ngazo ngexesha lokunikwa kwengxelo zirekhodwe uvimba wesimo seemeko kwaye zaphendulwa kwixesha elimiselweyo ebelabelwe zona. Uphando luqhutywe kwaye lwagqitywa kwiiyanga ezi-3 zokufunyanwa kwamaxwebhu abandakanyekayo Amatyala agqitywe kwangoko agqitywa kwiintsuku zingama-45 zokufunyanwa kwamaxwebhu abandakanyekayo. Izikhalazo ezivela kuluntu zisiwe kuMkhuseli woluNtu ngokungqinelana ne-MoU phakathi kwe-OPSC noMkhuseli woluNtu.

5. SIJOLISE EKUZIPHUCULENI NJANI IINKONZO ZETHU

NgokweMimiselo kaNondyebo, iGosa elinoXanduva leziko kufunwa ukuba lilungise uyilo lwesicwangciso sethuba leNkqubo-sikhokelo yeNkcitho yeXesha eliPhakathi elizayo ngokunjalo noYilo lokuSebenza loNyaka. UYilo lwesiCwangciso se-PSC kwimiNyaka-Mali ka- 2015/16 - 2019/20 lubonisa iinjongo eziqhelaniswe neziphumo zesicwangciso ezo i-PSC iza kuzama ukuziphumeza kwithuba loYilo lweSicwangciso seXesha eliPhakathi. UYilo lokuSebenza loNyaka lwe-PSC lonyaka-mali ka-2016/17 nayo luye lwakhutshwa kwaye lubonelela ngesishwankathelo sohlahlo lwabiwo-mali lwe-PSC, ingqikelelo yeNkqubo-sikhokelo yeNkcitho yeXesha eliPhakathi ngokunjalo neenjongo zesicwangciso ze-PSC.

Iikopi ze-SDIP, uYilo lweSicwangciso noYilo lokuSebenza loNyaka ziyafumaneka ngesicelo kuMlawuli: UNxibelelwano neeNkonzo zoLwazi, uMnu Humphrey Ramafoko. Iinkcukacha zakhe zoqhagamshelwano zezi: Umnxeba: (012) 352 1196, I-imeyile: humphreyr@opsc.gov.za. Amaxwebhu akwafumaneka nakwiwebhusayithi ye-PSC, www.psc.gov.za.

6. UMBUTHO NABASEBENZI

Ukwakhiwa kwequmrhu kunezithuba ezingama-285 kulwakhiwo oluvunyiweyo, kuquka nabaKomishinala abali-14. **Itheyibhile engezantsi yesi-5** ibonisa inani elipheleleyo lezithuba ezigcwalisiweyo ukususela ngowama-31 Matshi 2017, ngokwendawo.

Itheyibhile yesi-5: Ukuxelwa kwabasebenzi ngokweendawo

Indawo	Inani labasebenzi
I-Ofisi yePhondo leMpuma Koloni - eQonce	10
I-Ofisi yePhondo yaseFreyistata - e-Bloemfontein	10
I-Ofisi yePhondo yaseGauteng - e-Johannesburg	11
I-Ofisi enguNdlunkulu - ePitoli	176
I-Ofisi yePhondo laKwaZulu-Natal -eMgungundlovu	9
I-Ofisi yePhondo laseLimpopo - Polokwane	11
I-Ofisi yePhondo yaseMpumalanga - Nelspruit	9
I-Ofisi yePhondo lomNtla Koloni - e-Kimberley	10
I-Ofisi yePhondo lomNtla Ntshona - eMmabatho	9
I-Ofisi yasePalamente - eKapa	3
I-Ofisi yePhondo leNtshona Koloni - eKapa	9
KUPHELELE	**267**

Itheyibhile yesi-6 ngezantsi inika ukohlukaniswa kwenani elipheleleyo labasebenzi (kuqukwa nabasebenzi abanokukhubazeka kunye nabaKomishinala) ngesini nohlanga kulo ngalunye kwezi ndidi zilandelayo zemisebenzi.

Itheyibhile yesi-6: ngezantsi inika ukohlukaniswa kwenani eliphelelelyo labasebenzi (kuqukwa nabasebenzi abanokukhubazeka) ngesini nohlanga kulo ngalunye kwezi ndidi zilandelayo zemisebenzi ukususela ngowama-31 Matshi 2017

Udidi lomsebenzi	Yindoda				Ngowasetyhini				Kuphelele
	OMnyama	Owebala	Li-Indiya	Mhlophe	OMnyama	Owebala	Li-Indiya	Mhlophe	
Abalawuli mthetho, amagosa aphezulu nabaphathi (amaNqanaba 13 – 16)	15	4	1	2	17	1	1	3	44
Amagcisa kwimisebenzi yawo (amaNqanaba 9 – 12)	49	2	1	8	39	2	2	6	109
Amagcisa kunye nomsebenzi onxulumene noko (amaNqanaba 6 – 8)	12	1	0	0	40	1	1	0	55
Oomabhalana (amaNqanaba 3 – 5)	16	0	0	0	23	2	1	0	42
Ababenxi kwiiNkonzo nakwiintengiso	0	0	0	0	0	0	0	0	0
Abasebenzi abanezakhono bezolimo nabezokuloba	0	0	0	0	0	0	0	0	0
Abasebenzi bemisebenzi yezandla norhwebo olunxulumeneyo	0	0	0	0	0	0	0	0	0
Abasebenzisi nabahlanganisi boomatshini abakhulu noomatshini	0	0	0	0	0	0	0	0	0
Imisebenzi elula neyesiqhelo (Inqanaba 1 – 2)	1	0	0	0	7	0	0	0	8
KUPHELELE	**93**	**7**	**2**	**10**	**126**	**6**	**5**	**9**	**258**
Abasebenzi abanokukhubazeka	**2**	**0**	**0**	**1**	**1**	**0**	**0**	**2**	**6**

Ulwazi olongezelelweyo

Amanye amalungu abasebenzi be-PSC bazi ezimbini okanye ngaphezulu zeelwimi ezilishumi elinanye ezisemthethweni zoMzantsi Afrika, njengesiBhulu, isiNgesi, IsiNdebele, SiSwati, IsiXhosa, IsiZulu, Sepedi, Sesotho, Setswana, Tshivenda neXitsonga.

7. UHLAHLO LWABIWO-MALI

I-PSC ifumene uhlahlo lwabiwo-mali olupheleleyo lwama- R247, 759.00 kunyaka mali ka-2017/18. Itheyibhile yesi-7 ngasezantsi ibonisa ucazululo lokuba lusetyenziswe njani uhlahlo lwabiwo-mali:

Itheyibhile yesi-7: Ucazululo lwenkcitho engundoqo

Into	INkcitho Ngqo
ICandelo loku-1: Ulawulo	125, 565
ICandelo lesi-2: UbuNkokeli nemiSebenzi yoLawulo	38,984
ICandelo lesi-3: UkuJonga nokuHlola	33,785
ICandelo lesi-4: IMfezeko nokuChasene noRhwaphilizo	48,961
Inkcitho iphelele yamacandelo	**247,295**
Imivuzo yabasebenzi	179,887
Uqeqesho	441

8. IINKCUKACHA ZOQHAGAMSHELWANO

Ngolwazi oluthe vetshe, nceda uqhagaqhagamshelane no:

Gqir. Dovhani Mamphiswana
UMlawuli Jikelele: OPSC
Umnxeba: (012) 352 1000
Ifeksi: (012) 325 8322
Idilesi yeposi: Private Bag x121, Pretoria, 0001
I-imeyile: dovhanim@opsc.gov.za
Iikopi zeengxelo ezipapashiweyo ze-PSC zifunyanwe kwi-ofisi engundlunkulu ye-PSC kunye nakwii-ofisi zamaphondo. Iingxelo zikwafumaneka nakwiwebhusayithi ye-PSC, www.psc.gov.za.

9. SINGAFUNYANWA PHI

I-OFISI ENGUNDLUNKULU:
USihlalo: Gqwetha Richard Sizani
UMlawuli Jikelele: Gqirha Dovhani Mamphiswana
Commission House
536 Francis Baard
Arcadia
PRETORIA
0001
UMnxeba: (012) 352 1000
Ifeksi: (012) 325 8382

KWI-OFISI YEPALAMENTE:
IGosa lePalamenter: Nks Noziphiwo Gwaza
Sanlam Golden Acre Building
21st Floor, Adderley Street
CAPE TOWN

8001
Umnxeba: (021) 418 4940
Ifeksi: (021) 418 1362

II-OFISI ZAMAPHONDO:

IPhondo leMpuma Koloni
UMkomishinala: Mnu Singata Mafanya
UMlawuli wePhondo: Mnu Loyiso Mgengo

IPhondo leFreyistata
UMkomishinala: Gqirha Henk Boshoff
UMlawuli wePhondo Nks Boitumelo

91 Alexander Road
KING WILLIAM'S TOWN
5601
Umnxeba: (043) 643 4704
Ifeksi: (043) 642 1371

IPhindo laseGauteng
UMkomishinala: Mnu Michael Seloane
UMlawuli wePhondo Nks Dorothy Nkwanyana
Ten Sixty-Six Building
16th Floor, 35 Pritchard Street
JOHANNESBURG
2001
Umnxeba: (011) 833 5721
Ifeksi: (011) 834 1200

IPhondo laseMpumalanga
UMkomishinala: Mnu David Mkhwanazi
Umlawuli wePhondo: Mnu Cameron Jacobs
19 Russel Street
NELSPRUIT
1200

UMnxeba:(013)7554070
Ifekisi :(013) 752 5814

IPhondo laseLimpopo
UMkomishinala: Mnu George Mashamba
UMlawuli wePhondo Nks Thembekile Makhubele
Kirk Patrick Building
40 Schoeman Street
POLOKWANE
0699
Umnxeba: (015) 291 4783
Ifeksi: (015) 291 4683

Mogwe
62 Fedsure Building
3rd Floor, St Andrews Street
BLOEMFONTEIN
9301
Umnxeba: (051) 448 8696
Ifeksi: (051) 448 4135

IPhondo laKwaZulu-Natal
UMkomishinala: Gqirha Pearl Sithole
UMlawuli wePhondo: Akekho
iDube Building
Ground Floor, 294 Burger Street
PIETERMARITZBURG
3201
Umnxeba: (033) 345 9998
Ifekisi: (033) 345 8505

IPhondo lomNtla Koloni
UMkomishinala: Nks Moira Marais-Martin
UMlawuli wePhondo: Mnu Jacques Malan
Woolworths Building, 1st Floor
Corner Chapel & Lennox Streets
KIMBERLEY
8301
Umnxeba: (053) 832 6222
Ifeksi: (053) 832 6225

IPhondo lomNtla Ntshona
UMkomishinala: Dr Moeletsi Leballo
UMlawuli wePhondo: Akekho
Shop 111, Ground Floor
Unit 1, Megacity Shopping Centre
Cnr Sekame Street & Dr James Moroka Drive
MMABATHO
2735
Umnxeba: (018) 384 1000
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