

# IKHOMISHINI YEBASEBENTI BAHULUMENDE



**UMBIKO WEMNYAKA KUTAKHAMUTI  
WE  
MNYAKATIMALI WANGA-2017/18**

## **LITHEBULA LALOKUCUKETFWE**

### **LIKHASI**

1. SINGUBOBANI .....	1
2. YINI LESIYENTAKO .....	2
3. NGUBANI LOPHETSE .....	3
4. EMAZINGA ETFU, SIHLANGABETANE NAWO NJANI KANYE NEMIPHUMELA LETFOLIWE.....	3
5. NGABE SIHLOSE KWENTA NCONO NJANI TINSITA TETFU .....	12
6. INHLANGANO KANYE NESITAFU .....	12
7. IBHAJETHI.....	13
8. IMINININGWANE YEKUTSINTSANA.....	14
9. SINGATFOLAKALA KUPHI.....	14

## **1. SINGUBOBANI**

Ikhomishini Yemisebenti Yahulumende (i-PSC) sikhungo sesehluko 10 lesisungulwe 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 nguMengameli kusinye saletifundza leyimfica, ngemuva kwekukhetfwa nguNdvunankhulu wesifundza ngesincono seyeSishayamtsetfo seSifundza. Lamalunga abitwa njengaboKhomishana. Bokhomishani labasihlanu basebentela ehhovisi lavelonkhe 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 sehhovisi leKhomishini Yemisebenti Yahulumende. Sihlalo neLisekela Lasihlalo bakhetfwa nguMengameli kuboKhomishana labakhetsiwe.

I-PSC iphendvula 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 lavelonkhe 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 Bemisebenti Yahulumende ekwanganyelweni ngembuso wentsandvo yelinyenti eNingizimu Afrika.

### **Umgomo**

Kwenyusa imigomo nemagugu entsandvo yelinyenti lakhonjiswe kumtsetfosisekelo kuwo wonkhe uMsebenti waHulumende

- ngekuphenya, kucaphela, kulinganisa inhlangno nekuphatfwa, kanye nemikhuba yebasebenti;
- kunconota tindlela tekucinisekisa kusebenta ngemphumelelo nangelikhono;
- kuniketa tinkhombandlela macondzana nekutfobela kanye netinchubo tebasebenti mayelana nekucasha, kuyiswa kulenye indzawo, kwenyuswa kanye nekucoshwa;
- kweluleka ngemikhuba yebasebenti; kanye
- nekubika ngemisebenti yabo.

## **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. a lizinga lelisetulu lwekutiphatsa ngebucwepheshe;
- b. kusetjentiswa kwemitfombolusito ngelikhono, ngekonga nangempumelelo;
- c. a kuphatfwa kwahulumende ngendlela letfutukisako;
- d. kuniketwa kwetinsita ngendlela lengakhetsi, lenebulungiswa futsi lelinganako, ngaphandle kwelubandlululo;
- e. kuphendvula tidzingo tebantfu kanye nekugcugcutela sive kutsi sihlanganyele ekwakhiweni kwenchubomgomo;
- f. kuphatfwa kwahulumende lokutiphendvulelako;
- g. kuphokelela kuba selubala;
- h. kuhlanyelwa kwekuphatfwa 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 lokunempumelelo 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 letingatniketa; 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 kutfojtelwa kwetinchubo letifanele kuMsebenti waHulumende : futsi
  - iv. kweluleka imitimba yavelonkhe neyesifundza macondzana nemikhuba yebasebenti kuMsebenti waHulumende, kufaka ekhatsi kucashwa, kukhetfwa, kuyiswa kulenye indzawo, kukhululwa kanye naletinye tinhlangotsi 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 tekutiphatsa emsebentini.

### **3. NGUBANI LOPHETSE**

Ummeli Richard Sizani nguSihlalo wePSC. Sihlalo uSiphatsimandla Lesengamele selihhovisi ngekulandzela Umtsetfo Wemisebenti Yahulumende. Lokunye, iKhomishini iba naboKhomishana labasihlanu (5) Ehhovisi Lavelonkhe futsi Lihhovisi Lesifundza liholwa nguKhomishana wesifundza.

Dkt Dovhani Mamphiswana wakhetfwa kulesikhundla sekuba nguMcondzisi-Jikelele kusukela ngamhlaka 1 Juni 2016 futsi unguMabhalane weKhomishini.

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

I-PSC yemukele Luhlelo Lwekwentancono Kuphakelwa Kwetinsita (i-SDIP) lweminyakatimali yanga-2016/17 kuya ku-2018/18. Loluhlelo lusebenta njengeluhlakamsebenti lwekwatisa babambimsuka macondzana nemazinga ekuphakelwa kwetinsita e-PSC. Ikhophi ye-SDIP iyatfolakala kuwebhusayithi ye-PSC ([www.psc.gov.za](http://www.psc.gov.za)). Lamathebula ngaphasi akhombisa emazinga ekuphakelwa kwetinsita e-PSC kanye nemibiko ngenchubekela phambili leyentiwe ngekuphunyeleliswa kwalamazinga.

**Lithebula 1: Tinsita letinkhulu letiniketive nemazinga**

Tinsita Lenkhulu	Bazuzi	Lizinga Lemsebenti Lamanje/Mbam ba	Lizinga Lemsebenti Lelifiswako	Umphumela Mbamba
Tikhalo letiphenyiwe	<ul style="list-style-type: none"> <li>• Basebenti bahulumende</li> <li>• Hulumente ematiko</li> </ul>	tikhalo letingu-872 kudathabhesi lapho khona letingu-781 (90%) tiphetsiwe (macondzana nemnyakatimali wanga-2015/2016 )	<p>80% wetikhalo tebasebenti labakutigaba temholo kusukela ku 2 – 12 tiphetsiwe ngekhatsi kwemalanga ekusebenta langu-30 kusukela ngelusuku yonkhe imiculu ledzingekile</p> <p>80% wetikhalo temalunga Emsebenti Wekuphatsa Lasetulu tiphetsiwe ngekhatsi kwemalanga ekusebenta langu-45 kusukela ngelusuku lwekutfola yonkhe imiculu ledzingekile</p>	Kuletikhalo letingu 709 letibhaliswe kudathabhesi yePSC, kuphetfwe letingu 615 (87%). Kulamalanga langu-615 laphetsiwe, bekunemacala langu-560 emiholo yetigaba 2-12, lapho khona langu-456 (81%) aphefwe ngekhatsi kwemalanga ekusebenta langu-30 ngemuva kwekutfolwa kwemningwane lodzingekile emacala langu-55 kulawa langu-615 laphetsiwe bekawemalanga Emsebenti Wekuphatsa Lasetulu, lapho khona langu-51 (93%) aphefwa ngekhatsi kwemalanga ekusebenta langu-45 ngemuva kwekutfola umningwane lodzingekile
Kuphenya lokwentiwe ngentsandvo yayo nobe ngenca yekutfola nobe ngutiphi tikhalo letifakiwe kanye neticelo letentiwe	<p>tishayamtsetfo tavelonkhe kanye netetifundza</p> <ul style="list-style-type: none"> <li>• Basebenti bahulumende</li> <li>• Hulumente ematiko</li> <li>• Sive</li> </ul>	tikhalo letingu-510 letikudathabhesi lapho khona letingu-371 (73%) tiphetsiwe (macondzana nemnyakatimali wanga-2015/2016 )	<p>80% wemibiko yesikhashana ngetikhalo letiphetsiwe ngekhatsi kwetinyanga letingu-3 ngemuva kwekutfola yonkhe imiculu ledzingekile</p> <p>80% wemibiko yetikhalo lephetsiwe ngekhatsi kwemalanga-45 ngemuva kwelusuku lwekutfola yonkhe imiculu ledzingekile</p>	tikhalo letingu-360 betikudathabhesi, lapho khona letingu-303 (84%) taphetsiwe. Kuletikhalo letiphetsiwe letingu-61 (20%) tiphetsiwe ngekuphenya, bese kutsi letingu-49 (80%) taphetsiwe ngekhatsi kwetinyanga letingu-3 tekutfolwa kwemiculu lefanele emacala langu-148 (49%) lafakwe ngemnyakatimali wanga-2016/17 aphefwa nobe avalwa njengemacala etisombululo letiphangisako, bese kwatsi langu-126 (85%) aphefwa ngekhatsi kwemalanga langu-45 ekutfolwa kwayo yonkhe imiculu lefanele

**Lithebula 2: Emalungiselelo eBatho Pele kanye nebazuzi**

Tinsita Lenkhulu	Emalungiselelo Amanje/Mbamba	Emalungiselelo Lafiswako	Imiphumela Mbamba
Kugogonyeka netikhalo letiphenyiwe	<b>Kubonisana</b>		
	Kutsintsana nalabatsikametekile ngesikhatsi sekuphenya	Kutsintsana nalabatsikametekile ngesikhatsi sekuphenya	Bonkhe basebenti labanesikhalo bayatsintfwa njengencenye yenchubo yekuphenya.
	Kutsintsana nematiko lafanele ngesikhatsi sekuphenya	Kutsintsana nematiko lafanele ngesikhatsi sekuphenya	Onkhe ematiko atsintsiwe ngesikhatsi sekuphenywa kwetikhalo.
	Inchubo yekulamula ingalandzelwa kute kusionjululwe sikhalo	Inchubo yekulamula ingalandzelwa kute kusionjululwe sikhalo	Inchubo yekulamula ilandzelwe emacaleni lamabili (2), lekuholele etivumelwaneni phakatsi kwemacembu lamabili.
	Inchubo yekulamula kumele iphetfwe ngekhati kwemalanga langu-30 ekutfolwa kwesatiso	Inchubo yekulamula kumele iphetfwe ngekhati kwemalanga langu-30 ekutfolwa kwesatiso	Inchubo yekulamula lelandzelwe kulamacala lamabili (2) yaphetfwa ngekhati kwemalanga langu-30 ekutfolwa kwesatiso kulamacembu.
	Ekuphetfweni kwesikhalo, iPSC, lapho kudzingeke inganiketa emacembu latsintsekile umbiko wesikhashana kutsi ente imibono	Ekuphetfweni kwesikhalo, iPSC, lapho kudzingeke inganiketa emacembu latsintsekile umbiko wesikhashana kutsi ente imibono	Njengobe bekute kuphenya, kute imibiko yesikhashana leniketiwe ngesikhatsi sekubuyeketa.
	<b>Kuhlonipha</b>		
	Kuvuma kutfolwa kwesikhalo ngekhati kwema-awa langu-48 ekutfolwa kwaso	Kuvuma kutfolwa kwesikhalo ngekhati kwema-awa langu-48 ekutfolwa kwaso	Tonkhe tikhalo tivunywe ngekhati kwema-awa langu-48 ekutfolwa nguloLuphiko Lolukhulu
	Umbiko welucingo ngelizinga lemsebenti lotfoliwe	Umbiko welucingo ngelizinga lemsebenti lotfoliwe	Umbiko welucingo ngelizinga lemsebenti watfolwa kulamacala ...
	Kusita sisebenti lesinesikhalo ekugcwaliseni Lifomu Lesikhalo	Kusita sisebenti lesinesikhalo ekugcwaliseni Lifomu Lesikhalo	basebenti labanesikhalo basitwa ekugcwaliseni Lifomu Lesikhalo lapho kucelwe khona
	Kutfolwa tinsitya temhumushi lapho kudzingeke khona	Kutfolwa tinsitya temhumushi lapho kudzingeke khona	Baphenyi labavisisa lulwimi lolusetjentiswa kakhulu ngumuntfu lotsintsekile bacelwa kwekutsi basite labanye baphenyi ngesikhatsi semihlangano nekubuta imibuto. Ngako-ke besingekho sidzingo sekusebentisa bahumushi bangaphandle.
	<b>Kufinyeleleka</b>		
	Imitseto Yetikhalo ifakwa kuwebhusayithi ye-PSC	Imitseto Yetikhalo ifakwa kuwebhusayithi ye-PSC	Imitseto Yetikhalo yafakwa kuwebhusayithi ye-PSC nga-Okthoba 2016
	Imitsetfo Yetikhalo ingasatjalaliswa kubahlanganyeli nangabe bayicela	Imitsetfo Yetikhalo ingasatjalaliswa kubahlanganyeli nangabe bayicela	Imitsetfo Yetikhalo isatjalalisiwe kuBacondzisi Jikelele nakuTinhloko Tematiko ngememo futsi Lemitsetfo iphindze yasatjalaliswa kubahlanganyeli ngekucela
basebenti labanesikhalo bangafaka tikhalo tabo ngeliposi, nge-imeyili, ngefeksi ngesansla nobe ngekufika ngco	basebenti labanesikhalo bangafaka tikhalo tabo ngeliposi, nge-imeyili, ngefeksi ngesansla nobe ngekufika ngco	basebenti labanesikhalo bafake tikhalo tabo ngeliposi, nge-imeyili, ngefeksi ngesansla nobe ngekufika ngco	

Tinsita Lenkhulu	Emalungiselelo Amanje/Mbamba	Emalungiselelo Lafiswako	Imiphumela Mbamba
	Tikhalo tingafakwa Ehovisi Lavelonkhe nobe Ehovisini Lesifundza	Tikhalo tingafakwa Ehovisi Lavelonkhe nobe Ehovisini Lesifundza	Kufakwe tikhalo letingu-709 Ehovisini Lavelonkhe nasemaHhovisi Etifundza ePSC.
<b>Umniningwane</b>			
	basebenti labanesikhalo ne-EA baniketwe imininingwane yekutsintsana yemphenyi	basebenti labanesikhalo ne-EA baniketwe imininingwane yekutsintsana yemphenyi	basebenti labanesikhalo nema-EA baniketwe imininingwane yekutsintsana yebaphenyi
	sisebenti lesinesikhalo ne-EA batiswe ngemphumela wesikhalo ngekhati kwemalanga langu-30 ekutfolwa kwawo wonkhe umniningwane	sisebenti lesinesikhalo ne-EA batiswe ngemphumela wesikhalo ngekhati kwemalanga langu-30 ekutfolwa kwawo wonkhe umniningwane	Tisebenti letisintsekile nema-EA atiswe ngemphumela wesikhalo ngekhati kwemalanga langu-30 ekutfolwa kwawo wonkhe umniningwane
	Kushicelela umniningwane wekuphatfwa kwetikhalo	Kushicelela umniningwane wekuphatfwa kwetikhalo	Kushicelelwe umniningwane wekuphatfwa kwetikhalo ngewebhusayithi yePSC ngaSeptemba 2016.
<b>Kuba selubala nekungabi nemfihlo</b>			
	Kwatisa litiko lelifanele ngesikhalo	Kwatisa litiko lelifanele ngesikhalo	Onkhe ematiko atiswe ngetikhalo letifoliwe
	Kwatisa sisebenti lesinesikhalo ngenchubo yesikhalo nangetikhatsi letibekiwe	Kwatisa sisebenti lesinesikhalo ngenchubo yesikhalo nangetikhatsi letibekiwe	Sisebenti lesinesikhalo satsiwe ngenchubo yesikhalo nangetikhatsi letibekiwe
	Kwatisa sisebenti lesinesikhalo ngesimo sekuphenya ngato tonkhe tikhatsi	Kwatisa sisebenti lesinesikhalo ngesimo sekuphenya ngato tonkhe tikhatsi	Tisebenti letinesikhalo tatisiwe ngesimo sekuphenya ngato tonkhe tikhatsi
	Kwatisa ngemphumela wekuphenya ngekubhala kusisebenti lesinesikhalo kanye ne-EA	Kwatisa ngemphumela wekuphenya ngekubhala kusisebenti lesinesikhalo kanye ne-EA	Umpumela wekuphenya watiswe ngekubhala kusisebenti lesinesikhalo kanye ne-EA
	Sisebenti lesinesikhalo nobe i-EA satsiwa ngekubhala nangabe kutawentiwa kuphenya lokuhlelekile	Sisebenti lesinesikhalo nobe i-EA satsiwa ngekubhala nangabe kutawentiwa kuphenya lokuhlelekile	Kute kuphenya lokuhlelekile lokwentiwe
<b>Kulungisa lokonakele</b>			
	Nangabe sikhalo singacatululwa ngekhati kwesikhatsi lesibekiwe, lesisebenti lesinekhalo kanye ne-EA lefanele batawelulekwa futsi baniketwe tizatfu talokubambeleleka	Nangabe sikhalo singacatululwa ngekhati kwesikhatsi lesibekiwe, lesisebenti lesinekhalo kanye ne-EA lefanele batawelulekwa futsi baniketwe tizatfu talokubambeleleka	Kute kuchumana lokucondziswe etisebentini letinetikhalo nakuma-EA macondzana nekubambeleleka ekuphetfweni kwetikhalo
	Kulandzelela kuphunyeleliswa kwetincomo	Kulandzelela kuphunyeleliswa kwetincomo	Kulandzelela kuphunyeleliswa kwetincomo kwentiwe njalo ngekota
	Nangabe anganetiseki	Nangabe anganetiseki ngekuphatfwa	Kute Emafomu Etikhalo latfoliwe



Tinsita Lenkhulu	Emalungiselelo Amanje/Mbamba	Emalungiselelo Lafiswako	Imiphumela Mbamba
	ngekuphatfwa kwesikhalo, licembu lelitsintsekile lingafaka Lifomu Lesikhalo (Grievance Service Complaint Form)	kwesikhalo, licembu lelitsintsekile lingafaka Lifomu Lesikhalo (Grievance Complaint Form)	
<b>Umsebenti wemali</b>			
	Kwentiwe Emacembu Emaphaneli kutewukhulumisana ngetikhalo	Kwentiwe Emacembu Emaphaneli kutewukhulumisana ngetikhalo	Kuletikhalo letingu 709 letibhaliswe kudathabhesi yePSC, kuphetfwe letingu 615 (87%) ngekubonisana nematiko nanye netisebenti letinethalalo, futsi nekulandzela sincumo semaPhaneli
	Umhlangano wephaneli ubanjwe kuphela nangabe bekunemacala langu-10 lekumele kukhulunyiswano ngawo	Umhlangano wephaneli ubanjwe kuphela nangabe bekunemacala langu-10 lekumele kukhulunyiswano ngawo	Kwentancono sikhatsi sekusebenta ngetikhalo, imihlangano yePhaneli ibanjwe njalo ngenyanga futsi nanganabe nakuba khona sidzingo. Kodvwa, iPSC isebentise tinsita tayo temhlangano welucingo konga tindleko
	Kusetjentiswa tinsita temhlangano welucingo	Kusetjentiswa tinsita temhlangano welucingo	Kusetjentiswa tinsita temhlangano welucingo nangabe kuba nesidzingo
<b>Sikhatsi</b>			
	Tikhalo tebasebenti labakutigaba 2 - 12 tiphetfwe ngekhatshi kwemalanga ekusebenta langu-30 kusukela ngelusuku lwekutfola yonkhe imiculu lefanele	Tikhalo tebasebenti labakutigaba 2 - 12 tiphetfwe ngekhatshi kwemalanga ekusebenta langu-30 kusukela ngelusuku lwekutfola yonkhe imiculu lefanele	Kuletikhalo letingu 709 letibhaliswe kudathabhesi yePSC, kuphetfwe letingu 615 (87%). Kulamacala langu-615 laphetfiwe, bekunemacala langu-560 emiholo yetigaba 2-12, lapho khona langu-456 (81%) aphefwe ngekhatshi kwemalanga ekusebenta langu-30 ngemuva kwekutfolwa kwemningwane lofanele
	Tikhalo temalunga Emsebenti Wekuphatsa Losetulu tiphetfwe ngekhatshi kwemalanga ekusebenta langu-45 kusukela ngelusuku lwekutfola yonkhe imiculu lefanele	Tikhalo temalunga Emsebenti Wekuphatsa Losetulu tiphetfwe ngekhatshi kwemalanga ekusebenta langu-45 kusukela ngelusuku lwekutfola yonkhe imiculu lefanele	55 of the 615 concluded cases were for members of the Senior Management Service, of which 51 (93%) were concluded within 45 working days of receipt of relevant information
Emacala laphenywa ngekutsandza kwayo nobe ngekutfola nobe ngutiphi tikhalo letifakiwe kanye neticelo letentiwe	<b>Kubonisana</b>		
	Kutsintsana nemunfu lonesikhalo ngesikhatsi sekuphenya	Kutsintsana nemunfu lonesikhalo ngesikhatsi sekuphenya	Baphenyi batsintsane nebanfu labanethalalo ngesikhatsi sekuphenya, lapho kudzingeke khona, sib. lapho bekudzingakala khona umningwane lowengetiwe.
	Kutsintsana nematiko lafanele ngesikhatsi sekuphenya	Kutsintsana nematiko lafanele ngesikhatsi sekuphenya	Baphenyi kanye/nobe Bokhomishana batsintsana nawo onkhe ematiko ngesikhatsi sekuphenya.
	Kufaka umbiko wekuphenya wesikhatsi ku-EA/ku-HoD kute kwentiwe imibonot	Kufaka umbiko wekuphenya wesikhatsi ku-EA/ku-HoD kute kwentiwe imibonot	Imibiko yekuphenya yesikhashana lengu-53 yetfulwe kuma-EA/nobe kuma-HoD kute kutfolwe imibono.
	I-EA/HoD iniketwe litfuba lekwentu imibono ngekhatshi kwemalanga langu-30 kusukela ngelusuku lwekutfolwa kwembiko wesikhashana	I-EA/HoD iniketwe litfuba lekwentu imibono ngekhatshi kwemalanga langu-30 kusukela ngelusuku lwekutfolwa kwembiko wesikhashana	Onkhe ema-EA/ nobe ema-HoD aniketwe litfuba lekwentu imibono ngekhatshi kwemalanga langu-30 kusukela ngelusuku lwekutfolwa kwembiko wesikhashana Kuletinye tehlakalo, timphendvulo atikatfolakali kuma-EA kanye/nobe Kutinhloko Tematiko ngekhatshi kwesikhatsi lesibekiwe.

Tinsita Lenkhulu	Emalungiselelo Amanje/Mbamba	Emalungiselelo Lafiswako	Imiphumela Mbamba
	<b>Kufinyeleleka</b>		
	Imitsetfo Yetikhalo ifakwa kuwebhusayithi ye-PSC	Imitsetfo Yetikhalo ifakwa kuwebhusayithi ye-PSC	Imitsetfo Yetikhalo yafakwa kugazethih ngaJanawari 2017, yafakwa kuwebhusayithi yePSC ngaFebhuwari 2017 futsi yasatjalaliselwa bahlanganyeli ngekucela. Macondzana nendlela yekwamukela, tikhalo tiffolwa ngeliposi, nge-imeyili, ngelusito lwemilayeto lemishane, ngefeksi, ngelucingo nobe ngemuntfu futsi tifikwa nganobe nguluphi lulwimi lolusemtsetfweni.  Kutfolwe linani lelitikhalo letingu-360, lapho khona tikhalo letingu-151 beticondzane neLihhovisi Lavelonkhe kantsi letingu-209 betimacondzana nemaHhovisi Etifundza.
	Imitsetfo Yetikhalo ingasatjalaliswa kubahlanganyeli nangabe bayicela	Imitsetfo Yetikhalo ingasatjalaliswa kubahlanganyeli nangabe bayicela	
	Tikhalo tingafakwa ngeliposi, nge-imeyili, ngelusito lwemilayeto lemishane, ngefeksi, ngelucingo nobe ngemuntfu	Tikhalo tingafakwa ngeliposi, nge-imeyili, ngelusito lwemilayeto lemishane, ngefeksi, ngelucingo nobe ngemuntfu	
	Tikhalo tingafakwa Ehhovisi Lavelonkhe nobe Ehhovisini Lesifundza	Tikhalo tingafakwa Ehhovisi Lavelonkhe nobe Ehhovisini Lesifundza	
	Sikhalo singafakwa nganobe nguluphi lulwimi lolusemtsetfweni	Sikhalo singafakwa nganobe nguluphi lulwimi lolusemtsetfweni	
	<b>Kuhlonipha</b>		
	Kuvuma kutfolwa kwesikhalo ngekhati kwema-awa langu-48 kusukela ngelusuku lwekutfolwa lokwentiwa Siphatsimandla Lesiphenyako	Kuvuma kutfolwa kwesikhalo ngekhati kwema-awa langu-48 kusukela ngelusuku lwekutfolwa lokwentiwa Siphatsimandla Lesiphenyako	Tiphatsimandla Letiphenyako tivuma kutfolwa kwato tonkhe tikhalo ngekhati kwema-awa langu-48 kusukela ngelusuku lwekutfolwa.
	Umbiko welucingo ngelizinga lemsebenti lotfoliwe.	Umbiko welucingo ngelizinga lemsebenti lotfoliwe.	Imitsetfo Yetikhalo yafakwa kugazethi ngamhlaka 20 Janawari 2017. Ngenca yesikhatsi salombiko kusukela ngelusuku lwekucala kusebenta kwaleMitsetfo, kusedvute kakhulu kubika ngemphumelelo mbamba.
	Kwatisa ummangali ngekubhala kungakendluli emalanga langu-30 ngemuva kwekutfola sikhalo nangabe iPSC itawuphenya nobe ingeke iphenye lesikhalo. Kusita ummangali ekugcwaliseni Lifomu Lesikhalo	Kwatisa ummangali ngekubhala kungakendluli emalanga langu-30 ngemuva kwekutfola sikhalo nangabe iPSC itawuphenya nobe ingeke iphenye lesikhalo. Kusita ummangali ekugcwaliseni Lifomu Lesikhalo	
	<b>Kuba selubala nekungabi nemfihlo</b>		
	Kwatisa lomuntfu lekufakwa sikhalo ngaye.	Kwatisa lomuntfu lekufakwa sikhalo ngaye.	Imitsetfo Yetikhalo yafakwa kugazethi ngamhlaka 20 Janawari 2017. Ngenca yesikhatsi salombiko kusukela ngelusuku lwekucala kusebenta kwaleMitsetfo kusedvute kakhulu kubika ngemphumelelo mbamba. Nanobe kunjalo, bonkhe bantfu labatsintsekile futsi labafakwako esikhaweni bayatiswa ngesikhalo futsi nekutsi, bamangali bayatiswa ngenchubo yetikhalo nangetikhatsi takhona. Kwekucina, ema-EA/HOD aniketwa imibiko yekucina lecuketse lokutfoliwe, seluleko, tincomo kanye/nobe tinkhombandlela.
	Kwatisa ummangali ngenchubo yetikhalo nangetikhatsi letibekiwe	Kwatisa ummangali ngenchubo yetikhalo nangetikhatsi letibekiwe	
	Kwatisa ummangali ngesimo sekuphenya ngato tonkhe tikhatsi	Kwatisa ummangali ngesimo sekuphenya ngato tonkhe tikhatsi	
	I-EA/HoD iniketwa umbiko wekucina	I-EA/HoD iniketwa umbiko wekucina	
	<b>Umniningwane</b>		

Tinsita Lenkhulu	Emalungiselelo Amanje/Mbamba	Emalungiselelo Lafiswako	Imiphumela Mbamba
	Nangabe kufakwa kwesikhalo ngco kuPSC kungamukelwa yiPSC, ummangali kumele atiswe ngekhatsi kwemangali langu-21 ngesincumo.	Nangabe kufakwa kwesikhalo ngco kuPSC kungamukelwa yiPSC, ummangali kumele atiswe ngekhatsi kwemangali langu-21 ngesincumo.	Imitsetfo Yetikhalo yafakwa kugazethi ngamhlaka 20 Janawari 2017. Ngenca yesikhatsi salombiko kusukela ngelusuku lwekucala kusebenta kwaleMitsetfo kusedvute kakhulu kubika ngemphumelelo mbamba
	Nangabe sikhalo sesindluliselwe kulesinye sikhungo, ummangali utawatiswa ngekhatsi kwemalanga langu-21 kusukela ngelusuku lwekutfolwa kwesikhalo kutsi iPSC angeke isiphenye.	Nangabe sikhalo sesindluliselwe kulesinye sikhungo, ummangali utawatiswa ngekhatsi kwemalanga langu-21 kusukela ngelusuku lwekutfolwa kwesikhalo kutsi iPSC angeke isiphenye.	
	Bamangali batisiwe ngemphumela wetikhalo lekusetjentwe ngato njengemacala etisombululo letiphutfumako ngekhatsi kwemalanga langu-10 kusukela ngelusuku lekuvalwe/lekuphetfwe ngalo sikhalo.	Bamangali batisiwe ngemphumela wetikhalo lekusetjentwe ngato njengemacala etisombululo letiphutfumako ngekhatsi kwemalanga langu-10 kusukela ngelusuku lekuvalwe/lekuphetfwe ngalo sikhalo.	
	Kungatiswa ummangali ngemphumela weluphenyo lapho batfolakala khona	Kungatiswa ummangali ngemphumela weluphenyo lapho batfolakala khona.	
<b>Kulungisa lokonakele</b>			
	Nangabe sikhalo singacatululwa ngekhatsi kwesikhatsi lesibekiwe, emacembu latsintsekile atawatiswa ngetizatfu tekubambeleleka.	Nangabe sikhalo singacatululwa ngekhatsi kwesikhatsi lesibekiwe, emacembu latsintsekile atawatiswa ngetizatfu tekubambeleleka.	Imitsetfo Yetikhalo yafakwa kugazethi ngamhlaka 20 Janawari 2017. Ngenca yesikhatsi salombiko kusukela ngelusuku lwekucala kusebenta kwaleMitsetfo kusedvute kakhulu kubika ngemphumelelo mbamba. Nanobe kunjalo, iPSC ilandzelele kuphunyelelwa kwetincomo futsi nekuniketwa kwetinkhombandlela macondzana nayo yonkhe imibiko yekugcina lekhishiwe. Umphumela lomuhle kutsi kute kungenetiseki lokuphakanyisiwe kuMcondzisi-Jikelele.
	Kulandzelela kuphunyelelwa kwetincomo kanye nekuniketwa kwetinkhombandlela.	Kulandzelela kuphunyelelwa kwetincomo kanye nekuniketwa kwetinkhombandlela.	
	Nangabe ungenetiseki ngekutiphatsa kweSiphatsimandla Lesiphenyako, licembu lelitsintsekile lingafaka sikhalo kuMcondzisi-Jikelele	Nangabe ungenetiseki ngekutiphatsa kweSiphatsimandla Lesiphenyako, licembu lelitsintsekile lingafaka sikhalo kuMcondzisi-Jikelele	
<b>Umsebenti wemali</b>			
	Kwentiwe Emacembu Emaphaneli kutewukhulumisana ngetikhalo.	Kwentiwe Emacembu Emaphaneli kutewukhulumisana ngetikhalo	Emacembu Emaphaneli (Iphaneli Yetikhalo) ihlangane emahlandla langu-12 kutewukhulumisana ngetikhalo.
	Umhlangano wephaneli ubanjwe kuphela nangabe bekunemacala langu-10 lekumele	Umhlangano wephaneli ubanjwe kuphela nangabe bekunemacala langu-10 lekumele kukhulunywano ngawo.	Imihlangano yepaneli iphindze yabanjwa kutewuphatsa sibalo lesincane semacala kute kucinisekise kuphetfwa kwetikhalo ngekhatsi kwetinyanga letingu-3 tekutfolwa kwemiculu lefanele.

Tinsita Lenkhulu	Emalungiselelo Amanje/Mbamba	Emalungiselelo Lafiswako	Imiphumela Mbamba
	kukhulunyiswano ngawo.		
	Kusetjentiswa tinsita temhlangano welucingo.	Kusetjentiswa tinsita temhlangano welucingo	Kusetjentiswa tinsita temhlangano welucingo nangabe kuba nesidzingo.
	<b>Sikhatsi</b>		
	Tikhalo letiphethwe ngekhati kwetinyanga letingu-3 kusukela ngelusuku lwekutfolwa kwemiculu lefanale.	Tikhalo letiphethwe ngekhati kwetinyanga letingu-3 kusukela ngelusuku lwekutfolwa kwemiculu lefanale.	Kuletikhalo letingu-360 letifakiwe, kuphethwe tikhalo letingu-303 (84%). Kuletikhalo letiphetsiwe –  letingu-61 (20%) taphethwa/tavalwa ngekuphenya, bese kutsi letingu-49 (80%) taphethwa ngekhati kwetinyanga letingu-3 ngemuva kwekutfolwa kwemiculu lefanale.
	Emakhala etisombululo letiphangisako aphefwa ngekhati kwemalanga langu-45 kusukela ngelusuku lwekutfolwa kwemiculu lefanale.	Emakhala etisombululo letiphangisako aphefwa ngekhati kwemalanga langu-45 kusukela ngelusuku lwekutfolwa kwemiculu lefanale.	Emacala langu-148 (49%) lafakwe ngemnyakatimali wanga-2016/17 aphefwa/avalwe njengemacala etisombululo letiphangisako, lapho khona emacala langu-126 (85%) aphefwe ngekhati kwemalanga langu-45 ekutfolwa kwayo yonkhe imiculu lefanale.

**Lithebula 3: Lithuluzi lemningwane wekuphakelwa kwetinsita**

Lithuluzi Lemningwane Lamanje/Mamba	Lithuluzi Lemningwane Lelifiswako	Imiphumela Mbamba
Kute kucinisekise kufinyeleleka lokubanti, imibiko ye-PSC isatjalaliswa kubabambimsuka.	Kute kucinisekise kufinyeleleka lokubanti, imibiko ye-PSC isatjalaliswa kubabambimsuka.	Yonkhe imibiko isatjalaliswe ngekulandzela lisu lekusabalalisa futsi yonkhe imibiko leshicelelwe ifakwe kuwebhusayithi yePSC ( <a href="http://www.psc.gov.za">www.psc.gov.za</a> ) kute ifinyeleleka malula.
Emakhophi emaphepha emibiko asatjalaliswa kubabambimsuka labatsintsekile kantsi kuletinye tehlakalo, imibiko isatjalaliswa ngekwe-elektroniki.	Emakhophi emaphepha emibiko asatjalaliswa kubabambimsuka labatsintsekile kantsi kuletinye tehlakalo, imibiko isatjalaliswa ngekwe-elektroniki.	Emakhophi emibiko asatjalaliswe kubahlanganyeli labatsintsekile futsi imibiko yePSC lekhetsiwe ishicelelwe kuwebhusayithi yePSC.

**Lithebula 4: Indlela yekufaka tikhalo**

<b>Indlela Yekufaka Tikhalo Yamanje/Mbamba</b>	<b>Indlela Yekufaka Tikhalo Lefiswako</b>	<b>Umphumela Mbamba</b>
<p>Tonkhe tikhalo tiyarekhodwa futsi tiphendvulwe ngekhatsi kwetikhatsi letibekiwe</p> <p>Tikhalo letiphuma esiveni tindluliselwa kuMvikeli Wesive</p>	<p>Tonkhe tikhalo tiyarekhodwa futsi tiphendvulwe ngekhatsi kwetikhatsi letibekiwe</p> <p>Tikhalo letiphuma esiveni tindluliselwa kuMvikeli Wesive</p>	<p>Tonkhe tikhalo letiphetfwe ngesikhatsi sekubika letifakiwe ngeniswe tirekhodwe kudathabhesi yesimo semacala futsi taphendvulwa ngekhatsi kwetikhatsi letibekiwe.</p> <p>Kuphenya kwentiwe futsi kwaphetfwa ngekhatsi kwetinyanga letingu-3 tekutfolwa kwayo yonkhe imiculu lefanele.</p> <p>Emacala etisombululo letiphangisako aphefwe ngekhatsi kwemalanga langu-45 kusukela ngelusuku lwekutfolwa kwemiculu lefanale.</p> <p>Tikhalo letiphuma esiveni tindluliselwe kuMvikeli weSive ngekulandzela i-MoU phakatsi kweOPSC neMvikeli weSive</p>

## 5. NGABE SIHLOSE KWENTA NCONO NJANI TINSITA TETFU

Ngekulandzela imiTsetfosimiso yeMgcinimafa, Siphatsimandla Lesiphendvulako sesikhungo sidzingeka kwekutsi silungiselele luhlelo lwelisu lwekusebenta lweluhlakamsebenti lweNchitfomali yeSikhatsi lesiseMkhatsini. Kanye neLuhlelo Lwekusebenta Lwemnyaka. Loluhlelo Lwemasu ekusebenta lwe-PSC Lweminyakatimali yanga-2015/16 - 2019/20 ukhombisa imiphumela yetinhloso letitawulwelwa yi-PSC kute iphumelele kulesikhatsi Seluhlelo Lwelisu Lwethemu Lesemkhatsini. The PSC's Annual Performance Plan for the 2017/18 financial year was also produced and it provides an overview of the PSC's budget, the Medium Term Expenditure Framework estimates as well as the strategic objectives of the 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

## 6. INHLANGANO KANYE NESITAFU

The organisational structure has 285 posts on approved establishment, including the 14 Commissioners. Lithebula 5 ngaphasi lukhombisa linani leliphelile letikhala letigcwaliswe kusukela ngamhlaka 31 Mashi 2017, ngekuya ngendzawo.

**Lithebula 5: Kwehlukaniswa kwesitafu ngekuya ngendzawo**

Indzawo	Sibalo sesitafu
Lihhovisi Lesifundza saseMpumalanga Kapa - King William's Town	10
Lihhovisi Lesifundza saseFuleyistata - Bloemfontein	10
Lihhovisi Lesifundza saseGauteng - Johannesburg	11
Lihhovisi Lavelonkhe - Pitoli	176
Lihhovisi Lesifundza saKaZulu-Natali - Pietermaritzburg	9
Lihhovisi Lesifundza saseLimpopo - Polokwane	11
Lihhovisi Lesifundza saseMpumalanga - Nelspruit	9
Lihhovisi Lesifundza saseNyakatfo Kapa - Kimberley	10
Lihhovisi Lesifundza saseNyakatfo Nshonalanga - Mmabatho	9
Lihhovisi lasePhalamende - Khephithaweni	3
Lihhovisi Lesifundza laseNshonalanga Kapa - Khephithaweni	9
<b>LINANI LELIPHELELE</b>	<b>267</b>

Lithebula 6 ngaphasi liniketa sehlukeniso sesibalo lesiphelile 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 2017:**

Sigaba semsebenti	Umdvuna				Umsikati				Ithothali
	Um-Afrika	Umkhaladzi	Umndiy a	Umhloph e	Um-Afrika	Umkhaladzi	Umndiy a	Umhloph e	
Tishayamtsetfo, tiphatsimandla letikhulu nebaphatsi (Tigaba 13 - 16)	15	4	1	2	17	1	1	3	44
Bocwepheshe (Tigaba 9 – 12)	49	2	1	8	39	2	2	6	109
Ematheknishiyeni namalunga abocwepheshe (Tigaba 6 - 8)	12	1	0	0	40	1	1	0	55
Bomabhalane (Tigaba 3 – 5)	16	0	0	0	23	2	1	0	42
Basebenti betinsita nebekutsengisa	0	0	0	0	0	0	0	0	0
Basebenti labanemakhono betekulima nebetetinhlangi	0	0	0	0	0	0	0	0	0
Basebenti bemsebenti wetandla lahlobene nekutsengisa	0	0	0	0	0	0	0	0	0
Basebenti basepulantini nebashayeli bemishini kanye nebahlanganisi	0	0	0	0	0	0	0	0	0
Tikhundla letiphasi (Tigaba 1 – 2)	1	0	0	0	7	0	0	0	8
<b>LINANI LELIPHELELE</b>	<b>93</b>	<b>7</b>	<b>2</b>	<b>10</b>	<b>126</b>	<b>6</b>	<b>5</b>	<b>9</b>	<b>258</b>
<b>Tisebenti letinekukhubateka</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>6</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, Sipedu, Sisutfu, Sitswana, Sivenda, kanye neSitsonga.

### 7. IBHAJETHI

The PSC received a total budget of R 247,759. 000 for the 2017/18 financial year. Lithebula 7 ngephasi sehluhaniso kwekutsi ibhajethi yasetjentiswa njani:

**Lithebula 7: Sehluhaniso senchitfomali mbamba**

Lutfo	Inchitfomali Mbamba
Luhlelo 1: Umsebenti wekuphatsa	125,565

<b>Lutfo</b>	<b>Inchitfomali Mbamba</b>
Luhlelo 1: Umsebenti wekuphatsa	125,565
Luhlelo 2: Imisebenti Yebuholi Nekuphatsa	38,984
Luhlelo 3: Kucaphela Nekulinganisa	33,785
Luhlelo 4: Bucotfo Nekulwa Nenkhohlakalo	48,961
<b>Inchitfomali seyiphelele netinhlelo</b>	<b>247,295</b>
Imiholo yesitafu	179,887
Kutfwasa	441

## **8. IMINININGWANE YEKUTSINTSANA**

Kutfola umniningwane lowengetiwe, uyacelwa kutsi utsintse:

Dkt Dovhani Mamphiswana  
 Umcondzisi-Jikelele: OPSC  
 Lucingo: (012) 352 1200/ Fax: (012) 325 8322  
 Likheli Leliposi: Sakaposi x121, Pitoli, 0001  
 Incwadzigezi: dovhanim@opsc.gov.za

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

## **9. SINGATFOLAKALA KUPHI**

### **LIHHOVISI LAVELONKHE:**

Sihlalo: Ummeli Richard Sizani

Umcondzisi-Jikelele: Dkt Dovhani  
 Mamphiswana  
 Commission House  
 536 Francis Baard  
 Arcadia

### **PRETORIA**

**0083**

Lucingo: (012) 352 1000

Ifeksi: (012) 325 8382

### **EMAHHOVISI ETIFUNDZA:**

#### **Sifundza saseMpumalanga Kapa**

Khomishani: Mnu Singata Mafanya  
 Umcondzisi Wesifundza: Mnu Loyiso Mgengo

### **LIHHOVISI LEPHALEMENDE**

Siphatsimandla sePhalamende: Nks  
 Noziphiwo Gwaza

Sanlam Golden Acre Building  
 21<sup>st</sup> Floor, Adderley Street

### **CAPE TOWN**

**8001**

Lucingo: (021) 418 4940

Ifeksi: (021) 418 1362

#### **Sifundza saseFuleyistata**

Khomishana: Dkt Henk Boshoff  
 Umcondzisi Wesifundza: Nks  
 Boitumelo Mogwe



91 Alexander Road  
**KING WILLIAM'S TOWN**  
**5601**

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

**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 saseMpumalanga**

Khomishana: Mnu David Mkhwanazi  
Umcondzisi Wesifundza: Mnu Cameron  
Jacobs

19 Russel Street

**NELSPRUIT**  
**1200**

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

**Sifundza saseLimpopo**

Khomishana: Mnu George Mashamba  
Umcondzisi Wesifundza: Nks Thembekile  
Makhubele

Kirk Patrick Building  
40 Schoeman Street

**POLOKWANE**  
**0699**

Lucingo: (015) 291 4783  
Ifeksi: (015) 291 4683

62 Fedsure Building  
3<sup>rd</sup> Floor, St Andrews Street

**BLOEMFONTEIN**  
**9301**

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

**Sifundza sakaZulu-Natali**

Khomishana: Dkt Pearl Sithole  
Umcondzisi Wesifundza: Sikhala

iDUBE Building  
Ground Floor, 294 Burger Street

**PIETERMARITZBURG**  
**3201**

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

**Sifundza saseNyakatfo Kapa**

Khomishana: 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

**SifundzasaseNyakatfo Nshonalanga**

Khomishana: Dkt Moeletsi Leballo  
Umcondzisi Wesifundza: Sikhala  
Shop 111, Ground Floor

Unit 1, Megacity Shopping Centre  
Cnr Sekame Street & Dr James

Moroka Drive  
**MMABATHO**  
**2735**

Lucingo: (018) 384 1000  
Ifeksi: (018) 384 1012

**Sifundza saseNyakatfo Kapa**

Khomishana: Sikhala

Umcondzisi Wesifundza: Mnu Paul Rockman

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