

# IKOMITJHINI YEKORO YEMBUSWENI



**UMBIKO WOMNYAKA WEZAKHAMIZI  
WOMNYAKA  
WEEMALI WE- 2017/18**

## **ITHEBULA YOKUMUMETHWEKO**

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## **1. SIBOBANI**

IKomitjhini yeKoro yemBusweni (PSC) yahlonywa ngokwesiGaba 10 somThethosisekelo we- 1996 weRiphabhliki yeSewula Afrika. UmThethosisekelo uveza kobana kune-PCS yinye yeRiphabhliki yeSewula Afrika enamalunga ali-14, amahlanu wawo aqhatjhe nguMengameli ngesiphakamiso seKoro yePalamende eKulu. Ilunga linye liqhatjhe nguMengameli eemfundeni ezilithoba ngasinye, ngemva kokwenyulwa nguNdunakulu wesifunda ngesiphakamiso sekomidi yesiBethamthetho seemFunda. Amalunga abizwa ngaboKomitjhinara. AboKomitjhinara abahlanu banzinze e-ofisini yesitjhaba esePitori ye-OPSC bese abaseleko abalithoba banzinze eemfundeni zabo. UKomitjhinara uqhatjha isikhathi sesikhundla seminyaka emihlanu esivuseleleka isikhathi sinye kwaphela esingezelweko sesikhundla. I- PSC irholwa nguSihlalo, obuye asebenze njengesiphathimandla sesiGungu se- Ofisi yeKoro yemBusweni. USihlalo neSekela likaSihlalo baqhatjha nguMengameli kiboKomitjhinara abenyuliweko.

I-PSC inesibopho eKorweni yePalamende eKulu begodu kufanele ibike kiyonyaka mayelana nemisetjenzana yayo kanye nokusebenza kwayo begodu neembethamthethweni zeemfunda mayelana nemisetjenzana yayo yesifundeni.

I-PSC isekelwa li-Ofisi leKomitjhini yeKoro yemBusweni (Office of the Public Service Commission (OPSC)) ne-ofisayo yesitjhaba esePitori kanye nama-ofisi weemfunda esifundeni ngasinye. I- OPSC irholwa mNqophisi Zombebele, obuye asebenze njengesiphathiswa esigcina ama-akhawundi weemali. Amalunga wabasebenzi be- OPSC aqhatjha ngokomThetho we- 1994 weKoro yemBusweni.

### **Umbono-nembo**

Ikutana yokuphatha kuhle eKorweni yemBusweni ekubuseni kwentando yenengi eSewula Afrika.

### **Umnqopho**

Ukuthuthukisa imigomo nekambisolawulo yentando yenengi emumethwe ngokomthethosisekelo kiyoyoke iKoro yemBusweni ngoku-

- phenya, ukutjheja, ukuhlaziya iKomitjhini nokulawula kanye nezenzo zabasebenzi;
- phakamisa iindlela zokuqinisekisa ukusebenza kuhle nangepumelelo;
- nikela imilayo mayelana nekambiso yabasebenzi ephathele nokuqhatjha, ukutjhida, ukukhuphula nokuqotha;
- luleka mayelana nezenzo zabasebenzi kanye
- nokubika mayelana nemisetjenzana yayo.

## **2. SENZANI**

I-PSC ifumana igunya layo esiGabeni se- 195 nese-196 somThethosisekelo we- 1996. IsiGaba se- 195 siveza imigomo kanye nekambisolawulo ebusa urhulumende ekufanele ithuthukiswe yi-PSC. Imigomo nekambisolawulo ngilezi:

- a. izinga eliphezulu lemikghwa ehlekileko;
- b. ukusetjenziswa kuhle, ngokonga nangepumelelo kweentlabagelo;
- c. ukuphatha kwakarhulumende othuthukisa okunqotjhiweko
- d. ukunikelwa kwemisebenzi ngendlela elungileko, engathathi ihlangothi nangokulinganako, ngaphandle kokubandlulula;
- e. ukuphendula iindingo zabantu kanye nokukhuthaza umphakathi ekuhlanganyeleni ekwenziweni komgomo;
- f. urhulumende onesibopho;
- g. ukuthuthukisa ukungabi nefihlo;
- h. ukuthuthukisa ukuphathwa kuhle kwephiko lezabasebenzi nekambisolawulo yokuthuthukiswa kwamabizelo kanye
- i. norhulumende omjameli onomsebenzi kanye nekambisolawulo yokuphathwa kwabasebenzi ngokususelwa ekghonweni, umnqopho, ukungathathi ihlangothi kanye nesidingo sokulungisa ukungalingani kwesikhathi esidlulileko.

NgokwesiGaba se- 196(4) somThethosisekelo we- 1996, imisebenzi kanye namandla we-PSC ngilawa:

- a. ukuthuthukisa imigomo nekambisolawulo evezwe esiGabeni se- 195, kiyo yoke iKoro yemBusweni;
- b. ukuphenya, ukutjheja nokuhlaziya ihlangano nokusetjenziswa komthetho, kanye nekambisolawulo yezabasebenzi beKoro yemBusweni;
- c. ukuhlongoza iindlela zokuqinisekisa ukusebenza kuhle nangokonga kuKoro yemBusweni;
- d. ukunikela imilayo enqotjhiswe ekuqinisekiseni bona ikambiso yezabasebenzi ephathelene nokudosa abasebenzi, ukudlulisa, ukukhutjhlulwa nokuqothwa kukhambisana nemigomo nekambisolawulo ekusigaba se- 195;
- e. ukubika mayelana nemisetjenzana nokwenziwa kwemisebenzayo, ukufaka hlangu elinye nelinye iphenyo engalenza kanye nemilayo neseluleko engasinikela, kanye nokunikela ihlaziyo lerherho lokulandelwa kwemigomo nekambisolawulo evezwe kusigaba se- 195;
- f. kungaba ngokuzithandela, namkha ngokuthola isinghonyo–

- i. ukuphenya nokuhlaziya ukusetjenziswa kwekambisolawulo yabasebenzi nomgomo wombuso, kanye nokubika kusiphathimandla sesigungu nakusibethamthetho;
  - ii. ukuphenya iinlilo zabasebenzi beKoro yemBusweni ezimayelana nezenzo zangokomthetho namkha iliselelo kanye nokuphakamisa iinsombululo ezifaneleko;
  - iii. ukutjheja nokuphenya ukulandelwa kwekambiso efaneleko kuKoro yemBusweni; kanye
  - iv. nokweluleka imikhakha yesitjhaba neyeemfunda mayelana nekambiso yezabasebenzi beKoro yemBusweni, ukufaka hlangana lezo eziphathelele nokudosa abasebenzi, ukuqhatjha, ukutjhida, ukukhululwa nezinye iingcinye zamabizelo wabasebenzi beKoro yemBusweni; kanye
- g. nokusebenzisa igunya elingezelelako namkha ukwenza imisebenzi eqintelwe mThetho wePalamende.

Umsebenzi we- PSC utlanywe ngemisebenzi eqakathekileko elandelako ekufanele yenziwe:

- Ukuthuthukiswa kobudlelwano kezemisebenzi;
- Uburholi nokubuyekezwa kwephiko lezabasebenzi;
- Ukutjhejwa kokubusa;
- Ukwethulwa kwezenzelwa nokuhlaziywa kokulandela;
- Ukuphenywa kokusetjenziswa komgomo wombuso kanye
- Nemikhakha yokuziphatha kuhle emsebenzini.

### **3. NGUBANI ONESIBOPHO**

U- Advocate Richard Sizani ngusihlalo we- PSC. USihlalo siPhathimandla sesiGungu se-ofisi ngokomThetho weKoro yemBusweni. Ngaphezu kwalokho i-Komitjhini imumethe aboKomitjhinara abahlanu (5) e- ofisini yesiTjhaba begodu i- ofisi ngayinye yesiFunda irholwa nguKomitjhinara onzinze esifundeni.

UDorh Dovhani Mamphiswa waqhatjwa esikhundleni saka-DG ukusuka ngomhlaka1 kuMgwengweni 2016 begodu unguNobhala weKomitjhini.

### **4. AMAZINGETHU, INDLELA ESIWAFIKELELE NGAYO KANYE NEMIPHUMELA EZUZIWEKO**

I- PSC gade ineHlelo eliqinisekisiweko lokwEnza ngcono ukwEthulwa kweZenzelwa (Service Delivery Improvement Plan (SDIP)) leminyaka yeemali ka- 2016/17 ukufika ku-2018/18. Ihlelo leli lisebenza ukwazisa abahlanganyeli mayelana namazinga we- PSC wokwethulwa kwezenzelwa. Ikhophi ye- SDIP ikhona kuwebhusayidi ye- PSC ku:

([www.psc.gov.za](http://www.psc.gov.za)). Amathebula angenzasi atjengisa amazinga nemibiko mayelana neragelo phambili elenziweko ekuphumeleliseni amazinga lawa.

**Ithebula yoku- 1: Imisebenzi eqakathekileko enikelwako kanye namazinga**

Imisebenzi eqakathekileko	Abazuzi	Izinga lagadesi/eliqinis ekisiweko lomsebenzi	Izinga elifunekako lomsebenzi	Ukuzuza okuqinisekisiweko
linghonyoyilo eziphenyiweko	<ul style="list-style-type: none"> <li>• Abasebenzi bembusweni</li> <li>• Iminyango karhulumende</li> </ul>	linghonyoyilo ezima- 872 kuziko ledatha ekukuthi ezima- 781 (ama- 90%) wazo ziqediwe (mayelana nomnyaka weemali we- 2015/2016 )	<p>Ama- 80% weenghonyoyilo zabasebenzi abakuleveli yomrholo kaku- 2 – 12 zirarululwe emalangenani ama- 30 wokusebenza ukusuka ngelanga lokutholwa kwemitlolo efaneleko</p> <p>Ama- 80% weenghonyoyilo zamalunga womSebenzi wabaPhathi abakhulu zirarululwe emalangenani ama- 45 wokusebenza ukusuka ngelanga lokutholwa kwemitlolo efaneleko</p>	Eenghonyoyilweni ezima- 709 ezitloliswe ezikweni ledatha le-PSC, ezima- 615 (ama- 87%) zararululwa. Ema- 615 wemilandu erarululweko, bekunemilandu ema- 560 yomrholo weleveli kaku- 2-12, ekukuthi ema- 456 (ama- 81%) yararululwa emalangenani ama- 30 wokutholwa kwelwazi elifaneleko. Imilandu ema- 55 yama- 615 yemilandu erarululweko gade kungeyamalunga womSebenzi wabaPhathi abakhulu, ekukuthi ema- 51 (ama- 93%) yararululwa emalangenani ama- 45 wokusebenza wokutholwa kwelwazi elifaneleko
Iphenyo elenziweko kungaba ngokuzithandela namkha ngokutholwa kweenghonyoyilo ezenziweko kanye neembawo ezenziweko	<ul style="list-style-type: none"> <li>Isibethamthetho seNarha neseemfunda</li> <li>• Abasebenzi bembusweni</li> <li>• Iminyango karhulumende</li> <li>• Umphakathi</li> </ul>	linghonyoyilo ezima- 510 ezikweni ledatha ekukuthi ezima- 371 (ama- 73%) zirarululwe (mayelana nomnyaka weemali we- 2015/2016	<p>Ama- 80% wemibiko yesikhatjhana emayelana neenghonyoyilo irarululwe eenyangeni ezi- 3 ukusuka ngelanga lokutholwa kwemitlolo efaneleko</p> <p>Ama- 80% wemibiko emayelana neenghonyoyilo irarululwe emalangenani ama- 45 ukusuka ngelanga lokutholwa kwemitlolo efaneleko</p>	linghonyoyilo ezima- 360 gade zisezikweni ledatha, ekukuthi ezima- 303 (ama- 84%) zararululwa. Kileziinghonyoyilo ezirarululweko ezima- 61 (ama- 20%) zirarululwe ngephenyo, bese ezima- 49 (ama- 80%) zirarululwe eenyangeni ezi- 3 zokutholwa kwemitlolo efaneleko. Imilandu eli- 148 (ama- 49%) etloliswe emnyakeni weemali we- 2016/17 yararululwa/yavalwa njengemilandu engararululwa ngokuvela kokuthoma ngaphambi kwekholo, ekukuthi eli- 126 (ama- 85%) yararululwa emalangenani ama- 45 wokutholwa kwayo yoke imitlolo efaneleko.

**Ithebula yesi- 2: Amalungiselelo weBatho Pele nabazuzi**

Imisebenzi eqakathekileko	Amalungiselelo wagadesi/aqinisekisiweko	Amalungiselelo afunwako	Ukuzuza okuqinisekisiweko
linghonyoyilo eziphenyiweko	<b>Ukukhulumisana</b>		
	Thintana nomghonghoyili ngesikhathi sephenyo	Thintana nomghonghoyili ngesikhathi sephenyo	Boke abasebenzi abatshwenyekileko kuthintanwa nabo njengengcanye yekambiso yephenyo.
	Thintana nomnyango ofaneleko ngesikhathi sephenyo	Thintana nomnyango ofaneleko ngesikhathi sephenyo	Yoke iminyango kuthintanwe nayo ngesikhathi sephenyo leenghonyoyilo.
	Kungalandelwa ikambiso yokulamula kobana kurarululwe isinghonyoyilo	Kungalandelwa ikambiso yokulamula kobana kurarululwe isinghonyoyilo	Ikambiso yokulamula ilandelwe emilandwini emibili (2), ebe nomphumela weemvumelwano zokurarulula irarano hlangana nabathintekako.
	Ikambiso yokulamula kufanele iqedwe emalangenani ama- 30 wesaziso	Ikambiso yokulamula kufanele iqedwe emalangenani ama- 30 wesaziso	Ikambiso yokulamula elandelwe emilandwini emibili (2) yaqedwa emalangenani ama- 30 wesaziso esiya kwabathintekako.
	Ekugcineni kwephenyo, lapho ekuthlogeka khona, i- PSC ingenza umbiko wesikhatjhana ube khona kwabathintekako mayelana nemibono	Ekugcineni kwephenyo, lapho ekuthlogeka khona, i- PSC ingenza umbiko wesikhatjhana ube khona kwabathintekako mayelana nemibono	Njengombana kungakhenge kube nephenyo, ayikho imibiko yesikhatjhana eyenziwe yaba khona ngesikhathi esingaphasi kwebuyekezo.
	<b>Imikghwa emihle</b>		
	Amukela ukutholwa kwesililo ema- irini ama- 48 wokusithola	Amukela ukutholwa kwesililo ema- irini ama- 48 wokusithola	Ngalokho zoke iinlilo zamukelwa liPhiko eliKhulu lomNyango ema- irini ama- 48 wokuzithola
	Ipendulo yomrhala emayelana nezinga lomsebenzi otholiweko	Ipendulo yomrhala emayelana nezinga lomsebenzi otholiweko	Ipendulo yomrhala emayelana nezinga lomsebenzi yatholwa emilandwini ...
	Siza isisebenzi esingakaphatheki kuhle ngokugcwalisa iForomu lesiNghonyoyilo	Siza isisebenzi esingakaphatheki kuhle ngokugcwalisa iForomu lesiNghonyoyilo	Abasebenzi abangakaphatheki kuhle basizwe ngokugcwalisa iForomu lesiNghonyoyilo lapho egade babawa khona
	Thola imisebenzi yomrhutumtjhi nakuthlogekako	Thola imisebenzi yomrhutumtjhi nakuthlogekako	Abaphenyi abazwisisa ilimi elisetjenziswa khulu ngongakaphatheki kuhle banikelwe umsebenzi wokusiza abanye abaphenyi ngesikhathi semihlangano nokuhlungwa. Ngalokho- ke lalingekho itlhogeko lokusebenzisa abarhumutjhi bangaphandle.
	<b>Ilungelo lokuthola</b>		
	Imithetho yeeNghonyoyilo ithunyelwa kuwebhusayidi ye- PSC	Imithetho yeeNghonyoyilo ithunyelwa kuwebhusayidi ye- PSC	Imithetho yeeNghonyoyilo yathunyelwa kuwebhusayidi ye- PSC ngoSewula 2016
	Imithetho yeeNghonyoyilo ingazonjiswa kubahlanganyeli nakubawiwako	Imithetho yeeNghonyoyilo ingazonjiswa kubahlanganyeli nakubawiwako	Imithetho yeeNghonyoyilo yazonjiswa kuma- DG/HOD ngememo begodu imiThetho izonjiselwa nakubahlanganyeli nababawako
Abasebenzi abangakaphatheki kuhle bangethula isinghonyoyilo	Abasebenzi abangakaphatheki kuhle bangethula isinghonyoyilo sabo ngeposo,	Abasebenzi abangakaphatheki kuhle bethule iinghonyoyilo zabo ngeposo, nge- imeyila, ngesandla namkha ngaphandle	



Imisebenzi eqakathekileko	Amalungiselelo wagadesi/aqinisekisiweko	Amalungiselelo afunwako	Ukuzuza okuqinisekisiweko
	sabo ngeposo, nge- imeyila, ngesandla namkha ngaphandle kwesibekiselwano	nge- imeyila, ngesandla namkha ngaphandle kwesibekiselwano	kwesibekiselwano
	Isinghonyoyilo singenziwa e-Ofisini yesiTjhaba namkha e-Ofisini yesiFunda	Isinghonyoyilo singenziwa e- Ofisini yesiTjhaba namkha e- Ofisini yesiFunda	linghonyoyilo ezima- 709 sele zitloliswe e- Ofisini yesiTjhaba nema- Ofisini weemFunda we- PSC.
	<b>Ilwazi</b>		
	Isisebenzi esingakaphatheki kuhle ne- EA banikelwe imininingwana yokuthintana kamphenyi	Isisebenzi esingakaphatheki kuhle ne- EA banikelwe imininingwana yokuthintana kamphenyi	Abasebenzi abangakaphatheki kuhle nama- EA banikelwe imininingwana yokuthintana yabaphenyi
	Isisebenzi esingakaphatheki kuhle ne- EA efaneleko baziswe ngomphumela wesinghonyoyilo emalangenani ama- 30 wokutholwa kwalo loko ilwazi	Isisebenzi esingakaphatheki kuhle ne- EA efaneleko baziswe ngomphumela wesinghonyoyilo emalangenani ama- 30 wokutholwa kwalo loko ilwazi	Abasebenzi abangakaphatheki kuhle nama- EA afaneleko bazisiwe ngomphumela wesinghonyoyilo emalangenani ama- 30 wokutholwa kwalo loko ilwazi
	Veza iindaba ezimayelana nokuphathwa kweenghonyoyilo	Veza iindaba ezimayelana nokuphathwa kweenghonyoyilo	Iindaba zokuphathwa kweenghonyoyilo zivezwe ngewebhusayidi ye- PSC ngoKhukhulamungu 2016.
	<b>Ukungabi nefihlo</b>		
	Yazisa umnyango ofaneleko ngesinghonyoyilo	Yazisa umnyango ofaneleko ngesinghonyoyilo	Yoke iminyango yazisiwe ngesinghonyoyilo ezitholiweko
	Yazisa isisebenzi esingakaphatheki kuhle ngekambiso yesinghonyoyilo namarherho weenkhati	Yazisa isisebenzi esingakaphatheki kuhle ngekambiso yesinghonyoyilo namarherho weenkhati	Abasebenzi abangakaphatheki kuhle baziswe ngekambiso yesinghonyoyilo namarherho weenkhati
	Yazisa ngasosoke isikhathi isesebenzi esingakaphatheki kuhle ngobujamo bephenyo	Yazisa ngasosoke isikhathi isesebenzi esingakaphatheki kuhle ngobujamo bephenyo	Ngasosoke isikhathi abasebenzi abangakaphatheki kuhle bazisiwe ngobujamo bephenyo
	Khuluma ngomphumela wephenyo ngokutolela isisebenzi esingakaphatheki kuhle ne- EA	Khuluma ngomphumela wephenyo ngokutolela isisebenzi esingakaphatheki kuhle ne- EA	Umpumela wephenyo kukhulunywe ngawo ngokutolela isisebenzi esingakaphatheki kuhle ne- EA
	Isisebenzi esingakaphatheki kuhle namkha i- EA baziswe ngokutolelwa bona ingabe iphenyo lizokwenziwa	Isisebenzi esingakaphatheki kuhle namkha i- EA baziswe ngokutolelwa bona ingabe iphenyo lizokwenziwa	Alikho iphenyo elihlelekileko elenziweko
	<b>Ukulungisa</b>		
	Nangabe isinghonyoyilo asikararululwa ngokwerherho lesikhathi esiqintelweko,	Nangabe isinghonyoyilo asikararululwa ngokwerherho lesikhathi esiqintelweko, isisebenzi esingakaphatheki kuhle ne- EA	Ayikho imilayezo egade inqotjhiswe ebasebenzini abangakaphatheki kuhle nama- EA mayelana nokuriyada kokurarululwa kweenghonyoyilo

Imisebenzi eqakathekileko	Amalungiselelo wagadesi/aqinisekisiweko	Amalungiselelo afunwako	Ukuzuza okuqinisekisiweko
	isisebenzi esingakaphatheki kuhle ne- EA efaneleko bazokwelulekwa bebanikelwe neenzathu zokuriyada	efaneleko bazokwelulekwa bebanikelwe neenzathu zokuriyada	
	Ilandelelo mayelana nokuphuyeleliswa kweemphakamiso	Ilandelelo mayelana nokuphuyeleliswa kweemphakamiso	Ilandelelo ngokuphuyeleliswa kweemphakamiso kwenziwe qobe ngekota
	Nangabe awaneliseki ngokuphathwa kweenghonyoyilo, othintekako angethula iForomu leeNghonyoyilo lomSebenzi weeNghonyoyilo	Nangabe awaneliseki ngokuphathwa kweenghonyoyilo, othintekako angethula iForomu leeNghonyoyilo lomSebenzi weeNghonyoyilo	Awekho amaForomu weeNghonyoyilo womSebenzi weeNghonyoyilo atholiweko
	<b>Ukuqakatheka kwemali</b>		
	Isiqhema sePhaneli ebunjelwe ukucoca ngeenghonyoyilo	Isiqhema sePhaneli ebunjelwe ukucoca ngeenghonyoyilo	Eenghonyoyilweni ezima- 709 ezitloliswe ezikweni ledatha le-PSC, ezima- 615 (ama- 87%) zararululwa ngokukhulumisana neminyango nabasebenzi abanghonyoyilako, kanye nangokulandela itjhejo lamaPhaneli
	Umhlangano wephaneli ubanjwa kwaphela nakunemilandu eyeqako kweli- 10 ekufanele kucocisanwe ngayo	Umhlangano wephaneli ubanjwa kwaphela nakunemilandu eyeqako kweli- 10 ekufanele kucocisanwe ngayo	Ukuthuthukisa isikhathi sokuqalana neenghonyoyilo, imihlangano yePhaneli yabanjwa qobe ngenyanga begodu nangabe kunetlhogeko. Nanyana kunjalo, i- PSC isebenzise iisetjenziswa zeThintaniswanoliqha ukonga iindleko
	Kusetjenziswe iinsetjenziswa zeThintaniswanoliqha	Kusetjenziswe iinsetjenziswa zeThintaniswanoliqha	Iinsetjenziswa zeThintaniswanoliqha zisetjenziswe nagade kunetlhogeko
	<b>Isikhathi</b>		
	Iinghonyoyilo zabasebenzi abakuleveli yesi- 2 – 12 yomrhola zirarululwe emalangenini ama- 30 ukusuka ngelanga lokutholwa kwayo yoke imitlolo efaneleko	Iinghonyoyilo zabasebenzi abakuleveli yesi- 2 – 12 yomrhola zirarululwe emalangenini ama- 30 ukusuka ngelanga lokutholwa kwayo yoke imitlolo efaneleko	Eenghonyoyilweni ezima- 709 ezitloliswe ezikweni ledatha le-PSC, ezima- 615 (ama- 87%) zararululwa. Emilandwini ema- 615 erarululiweko, gade kunemilandu ema- 560 yemirholo yeleveli yesi- 2-12, ekukuthi ema- 456 (ama- 81%) yararululwa ngamalanga ama- 30 wokusebenza wokutholwa kwelwazi elifaneleko
	Iinghonyoyilo zamalunga womSebenzi wabaPhathi abakhulu zirarululwe emalangenini ama- 45 wokusebenza ukusuka ngelanga lokuthola yoke imitlolo efaneleko	Iinghonyoyilo zamalunga womSebenzi wabaPhathi abakhulu zirarululwe emalangenini ama- 45 wokusebenza ukusuka ngelanga lokuthola yoke imitlolo efaneleko	Ama- 55 wemilandu ema- 615 erarululiweko gade kungeyamalunga womSebenzi wabaPhathi abakhulu, ekukuthi ema- 51 (ama- 93%) yararululwa emalangenini ama- 45 wokusebenza wokutholwa kwelwazi elifaneleko
Iphenyo lenziwe ngokuzithandela namkha ngokutholwa kweenghonyoyilo	<b>Ukukhulumisana</b>		
	Thintana nomnghonyoyili ngesikhathi sephenyo	Thintana nomnghonyoyili ngesikhathi sephenyo	Abaphenyi bathintene nabanghonyoyili ngesikhathi sephenyo, lapho ekuthogeka khona, isib. lapho egade kutlhogeka khona elinye ilwazi.

Imisebenzi eqakathekileko	Amalungiselelo wagadesi/aqinisekisiweko	Amalungiselelo afunwako	Ukuzuza okuqinisekisiweko
ezitlolisiweko neembawo ezenziweko	Thintana nomnyango ofaneleko ngesikhathi sephenyo	Thintana nomnyango ofaneleko ngesikhathi sephenyo	Abaphenyi kanye/namkha aboKomitjhanara bathintene nayo yoke iminyango efaneleko ngesikhathi sephenyo.
	Ethula umbiko wesikhatjhana wephenyo ku- EA/HoD mayelana nombono	Ethula umbiko wesikhatjhana wephenyo ku- EA/HoD mayelana nombono	Imibiko ema- 53 yesikhatjhana yephenyo yethulwa ku-ma- EA kanye/namkha kuma- HoD mayelana nombono.
	I- EA/HoD banikelwe ithuba lokunikela umbono emalangeneni ama- 30 ukusuka ngelanga lokutholwa kombiko wesikhatjhana	I- EA/HoD banikelwe ithuba lokunikela umbono emalangeneni ama- 30 ukusuka ngelanga lokutholwa kombiko wesikhatjhana	Woke ama- EA kanye/namkha nama- HoD anikelwe ithuba lokunikela umbono emalangeneni ama- 30 ukusuka ngelanga lokutholwa kombiko wesikhatjhana. Kobunye ubujamo, iimpendulo bezingatholwa kuma- EA kanye/namkha neenHlokweni zomNyango ngerherho lesikhathi esiqintelweko.
	<b>Ilungelo lokuthola</b>		
	ImiThetho yeeNghonghoyilo ithunyelwe kuwebhusayidi ye- PSC	ImiThetho yeeNghonghoyilo ithunyelwe kuwebhusayidi ye- PSC	ImiThetho yeeNghonghoyilo eyagazedwa ngoTjhirhweni 2017, yathunyelwa kuwebhusayidi ye- PSC ngoMhlolanja 2017 begodu izonjiselwa kubahlanganyeli nababawako. Mayelana nendlela yokutholwa, iinghonyoyilo zitholwa ngeposi, nge- imeyila, ngomlayezorhunyezo, ngefeksi, ngomrhala namkha emntwini begodu zitloliswa ngelinye nelinye ilimi elisemthethweni.
	ImiThetho yeeNghonghoyilo ingazonjiswa kubahlanganyeli nabayibawako	ImiThetho yeeNghonghoyilo ingazonjiswa kubahlanganyeli nabayibawako	
	linghonyoyilo zingethulwa ngeposi, nge- imeyila, ngomlayezorhunyezo, ngefeksi, ngomrhala namkha emntwini	linghonyoyilo zingethulwa ngeposi, nge- imeyila, ngomlayezorhunyezo, ngefeksi, ngomrhala namkha emntwini	
	linghonyoyilo zingatloliswa e- Ofisini yesiTjhaba namkha kwelinye nelinye i- Ofisi lesiFunda	linghonyoyilo zingatloliswa e- Ofisini yesiTjhaba namkha kwelinye nelinye i- Ofisi lesiFunda	
	linghonyoyilo zingatloliswa ngelinye nelinye ilimi elisemthethweni	linghonyoyilo zingatloliswa ngelinye nelinye ilimi elisemthethweni	
	<b>Imikhwa emihle</b>		
Amukela ukutholwa kwesinghonyoyilo ema- irini ama- 48 ukusuka ngelanga lokutholwa kwaso siPhathiswa esiPhenyako	Amukela ukutholwa kwesinghonyoyilo ema- irini ama- 48 ukusuka ngelanga lokutholwa kwaso siPhathiswa esiPhenyako	ImPhathiswa eziPhenyako zamukele ukutholwa kwazo zoke iinghonyoyilo ema- irini ama- 48 ukusuka ngelanga lokutholwa kwazo.	
Kutholwe ipendulo yomrhala emayelana nezinga lomsebenzi otholiweko.	Kutholwe ipendulo yomrhala emayelana nezinga lomsebenzi otholiweko.	ImiThetho yeeNghonghoyilo yagazedwa ngomhla 20 kuTjhirhweni 2017. Ngebanga lokunikelwa kombiko lo ukusuka ngelanga imiThetho ethome ngalo ukusebenza, kumsinyana ukubika ipumelelo yamambala.	
Yazisa umnghonyoyili ngokumtlolela kungapheli amalanga ama- 30 ngemva kokutholwa kwesinghonyoyilo ngokobana ingabe i- PSC izosiphanya namkha ngekhe	Yazisa umnghonyoyili ngokumtlolela kungapheli amalanga ama- 30 ngemva kokutholwa kwesinghonyoyilo ngokobana ingabe i- PSC izosiphanya namkha ngekhe		

Imisebenzi eqakathekileko	Amalungiselelo wagadesi/aqinisekisiweko	Amalungiselelo afunwako	Ukuzuza okuqinisekisiweko
	ngokobana ingabe i- PSC izosiphenya namkha ngekhe isiphenye isinghonyoyilo. Siza umnghonyoyili ngokuzalisa iForomu leeNghonyoyilo	isiphenye isinghonyoyilo. Siza umnghonyoyili ngokuzalisa iForomu leeNghonyoyilo	
	<b>Ukungabi nefihlo</b>		
	Yazisa umuntu ovulelwe isinghonyoyilo.	Yazisa umuntu ovulelwe isinghonyoyilo.	ImiThetho yeeNghonyoyilo yagazedwa ngomhlaka 20 kuTjhirhweni 2017. Ngebanga lokunikelwa kombiko lo ukusuka ngelanga imiThetho ethome ngalo ukusebenza, kumsinyana ukubika ngepumelelo yamambala. Nanyana kunjalo, boke abantu abathintekako nabathweswe umlandu esinghonyoyilweni baziswe ngesinghonyoyilo nokobana abanghonyoyili bazisiwe ngekambiso yeenghonyoyilo kanye namarherho weenkhati. Kokugcina, ama- EA/HoD anikelwe imibiko yokugcina emumethe imiphumela, iseluleko, iimphakamiso kanye/namkha nemilayo.
	Yazisa umnghonyoyili ngekambiso yeeenghonyoyilo kanye namarherho weenkhati.	Yazisa umnghonyoyili ngekambiso yeeenghonyoyilo kanye namarherho weenkhati.	
	Ngaso soke isikhathi yazisa umnghonyoyili ngobujamo bephenyo.	Ngaso soke isikhathi yazisa umnghonyoyili ngobujamo bephenyo.	
	I- EA/HoD banikelwe umbiko wokugcina	I- EA/HoD banikelwe umbiko wokugcina	
	<b>Ilwazi</b>		
	Nangabe ukwenziwa bunqopha kwesinghonyoyilo ne- PSC kwakamghonyoyili akwamukeleki ku- PSC, umnghonyoyili kufanele aziswe emalangeneni ama- 21 wesiqunto.	Nangabe ukwenziwa bunqopha kwesinghonyoyilo ne- PSC kwakamghonyoyili akwamukeleki ku- PSC, umnghonyoyili kufanele aziswe emalangeneni ama- 21 wesiqunto.	
	Nangabe isinghonyoyilo sele sithunyelwe kwesinye isikhungo, umnghonyoyili uzokwaziswa emalangeneni ama- 21 ukusuka ngelanga lokutholwa kwesinghonyoyilo kobana i- PSC ngeze isiphenye.	Nangabe isinghonyoyilo sele sithunyelwe kwesinye isikhungo, umnghonyoyili uzokwaziswa emalangeneni ama- 21 ukusuka ngelanga lokutholwa kwesinghonyoyilo kobana i- PSC ngeze isiphenye.	
	Abanghonyoyili baziswe ngomphumela weenghonyoyilo ezirarululwe njengemilandu erarululwe ngokuvela kokuthoma ngaphambi kwekhoti emalangeneni ali- 10 ukusuka ngelanga ekuvalwe/ekurarululwe ngalo umlandu.	Abanghonyoyili baziswe ngomphumela weenghonyoyilo ezirarululwe njengemilandu erarululwe ngokuvela kokuthoma ngaphambi kwekhoti emalangeneni ali- 10 ukusuka ngelanga ekuvalwe/ekurarululwe ngalo umlandu.	
	Umnghonyoyili angaziswa ngomphumela wephenyo	Umnghonyoyili angaziswa ngomphumela wephenyo ngendlela ebathintwa ngayo.	Abanghonyoyili baziswe ngomphumela wephenyo ngendlela ebathintwa ngayo.

Imisebenzi eqakathekileko	Amalungiselelo wagadesi/aqinisekisiweko	Amalungiselelo afunwako	Ukuzuzwa okuqinisekisiweko
	ngendlela ebathintwa ngayo		
	<b>Ukulungisa</b>		
	Nangabe isinghonyoyilo asikararululwa ngerherho lesikhathi esiqintelweko, abantu abathintekako bazokwaziswa ngeenzathu zokuriyada.	Nangabe isinghonyoyilo asikararululwa ngerherho lesikhathi esiqintelweko, abantu abathintekako bazokwaziswa ngeenzathu zokuriyada.	ImiThetho yeeNginghonyoyilo yagazedwa ngomhlaka 20 kuTjhirhweni 2017. Ngebanga lokunikelwa kombiko lo ukusuka ngelanga imiThetho ethome ngalo ukusebenza, kumsinyana ukubika ngepumelelo yamambala. Nanyana kunjalo i- PSC yenze ilandelelo ngokuphunyeelelisa kweemphakamiso kanye nokunikelwa kwemilayo mayelana nemibiko yokugcina enikelweko. Umphumela omuhle kukobana akukho ukunganeliseki okuphakanyisweko nomNqophisi Zombebele.
	Ilandelelo ngokuphunyeelelisa kweemphakamiso kanye nokunikelwa kwemilayo.	Ilandelelo ngokuphunyeelelisa kweemphakamiso kanye nokunikelwa kwemilayo.	
	Nangabe awaneliseki ngokuziphatha kwesiPhathiswa sokuPhenya, umuntu othintekileko angethula isinghonyoyilo kumNqophisi Zombebele.	Nangabe awaneliseki ngokuziphatha kwesiPhathiswa sokuPhenya, umuntu othintekileko angethula isinghonyoyilo kumNqophisi Zombebele.	
	<b>Ukuqakatheka kwemali</b>		
	Isiqhema sePhaneli ebunjelwe ukucoca ngeenghonyoyilo.	Isiqhema sePhaneli ebunjelwe ukucoca ngeenghonyoyilo	Isiqhema samaPhaneli (Iphaneli yeeNginghonyoyilo) yahlangana amahlandla ali- 12 ukuzokucocisana ngeenghonyoyilo.
	Umhlangano wephaneli ubanjwa kwaphela nakunemilandu eyeqako kweli- 10 ekufanele kucocisanwe ngayo.	Umhlangano wephaneli ubanjwa kwaphela nakunemilandu eyeqako kweli- 10 ekufanele kucocisanwe ngayo.	Imihlangano yepaneli nayo yabanjelwa ukurarulula imilandu emincani kobana kuqinisekise ukuqedwa kweenghonyoyilo eenyangeni ezi- 3 zokutholwa kwayo yoke imitlolo efaneleko.
	Kusetjenziswe iinsetjenziswa zeThintaniswanoliqha.	Kusetjenziswe iinsetjenziswa zeThintaniswanoliqha	linsetjenziswa zeThintaniswanoliqha zisetjenziswe nagade kunetlhogeko.
	<b>Isikhathi</b>		
	linghonyoyilo zirarululwe eenyangeni ezi- 3 ukusuka ngelanga lokutholwa kwayo yoke imitlolo efaneleko.	linghonyoyilo zirarululwe eenyangeni ezi- 3 ukusuka ngelanga lokutholwa kwayo yoke imitlolo efaneleko.	Emilandwini ema- 360 etlolisiweko, ama- 303 (ama- 84%) weenghonyoyilo zirarululwa. Emilandwini erarululweko – ema- 61 (ama- 20%) yararululwa ngephenyo, ekukuthi ema- 49 (ama- 80%) yararululwa eenyangeni ezi- 3 zokutholwa kwayo yoke imitlolo efaneleko.
	Imiraro erarululwe ngokuvela kokuthoma ngaphambi kwekhotso iqedwe emalangenani ama- 45 ukusuka ngelanga lokutholwa kwemitlolo efaneleko.	Imiraro erarululwe ngokuvela kokuthoma ngaphambi kwekhotso iqedwe emalangenani ama- 45 ukusuka ngelanga lokutholwa kwemitlolo efaneleko.	I- 148 (ama- 49%) lemilandu etloliswe ngomnyaka weemali we- 2016/17 yararululwa/yavalwa njengemilandu eyararululwa ngokuvela kokuthoma ngaphambi kwekhotso, ekukuthi eli- 126 (ama- 85%) yararululwa emalangenani ama- 45 wokutholwa kwayo yoke imitlolo efaneleko.

***Ithebula yesi- 3: Isisetjenziswa selwazi sokwethulwa kwezenzelwa***

<b>Isisetjenziswa selwazi sagadesi /esiqinisekisiweko</b>	<b>Isisetjenziswa seLwazi esiFunekako</b>	<b>Ukuzuza okuqinisekisiweko</b>
Kobana kuqinisekise ukutholakala okubanzi, imibiko ye- PSC isatjalaliswa kubahlanganyeli.	Kobana kuqinisekise ukutholakala okubanzi, imibiko ye- PSC isatjalaliswa kubahlanganyeli.	Yoke imibiko ye- PSC yasatjalaliswa ngokwehlelo lokusabalalisa begodu yoke imibiko eveziweko yabekwa kuwebhusayidi ye- PSC ( <a href="http://www.psc.gov.za">www.psc.gov.za</a> ) kobana itholakale lula.
Amakhophi aprinthewe wemibiko asatjalaliswe kubahlanganyeli abathintekako begodu kobunye ubujamo, imibiko isatjalaliswe bu- elekthroniki.	Amakhophi aprinthewe wemibiko asatjalaliswe kubahlanganyeli abathintekako begodu kobunye ubujamo, imibiko isatjalaliswe bu- elekthroniki.	Amakhophi aprinthewe wemibiko asatjalaliswe kubahlanganyeli bese imibiko ekhethiweko ye- PSC yavezwa kuwebhusayidi ye- PSC.

***Ithebula yesi- 4: Ikambiso yeenghonyayo***

<b>Ikambiso yeenghonyayo yagadesi/eqinisekisiweko</b>	<b>Ikambiso eFunekako yeeNghonyayo</b>	<b>Ukuzuza okuqinisekisiweko</b>
Zoke iinghonyayo ziyarekhodwa bese ziphendulwa ngokwamarherho anikelweko weenkhati  linghonyayo ezivela emphakathini zithunyelwa kumVikeli womPhakathi	Zoke iinghonyayo ziyarekhodwa bese ziphendulwa ngokwamarherho anikelweko weenkhati  linghonyayo ezivela emphakathini zithunyelwa kumVikeli womPhakathi	Zoke iinghonyayo egade ziphethwe ngesikhathi sokubika ezitlolisiweko zarekhodwa kuziko ledatha yobujamo bomlandu bezaphendulwa ngokwamarherho anikelweko weenkhati.  Iphenyo lenziwe belaqedwa eenyangeni ezi- 3 zokutholwa kwayo yoke imitlolo efaneleko.  Imiraro erarululwe ngokuvela kokuthoma ngaphambi kwekhotso yaqedwa emalangenini ama-45 wokutholwa kwalo loke ilwazi elifaneleko.  linghonyayo ezivela emphakathini zithunyelwa kumVikeli womPhakathi ngokukhambisana ne- MOU hlanguka ne- OPSC nomVikeli womPhakathi.

**5. INDLELA ESINQOPHE UKUTHUTHUKISA NGAYO IMISEBENZETHU**

NgokwemiThetholawulo yomNyango ophethe iimali, isiPhathiswa sama- akhawundi weemali zesikhungo kutlhogeka bona alungise ihlelo lamano wesikhathi esizako sePhahla leeNdleko zesiKhathi esiPhakathi kanye neHlelo lokuSebenza laqobe mnyaka. IHlelo laMano le- PSC lomNyaka weeMali we- 2015/16 - 2019/20 litjengisa imiphumela yamano anzinze kuminqopho i- PSC enqophe ukuyizuza ngesikhathi seHlelo laMano wesikhathi esiPhakathi. IHlelo lokuSebenza laqobe mNyaka le- PSC lomnyaka weemali we- 2017/18 nalo lavezwa begodu linikela isirhunyezo sesabelo seemali se- PSC, iinlinganiso zePhahla leeNdleko zesiKhathi esiPhakathi kanye neminqopho yamano we- PSC.

Amakhophi we- SDIP, iHlelo laMano neHlelo lokuSebenza laqobe mNyaka zikhona nazibawiwako kumNqophisi: WomSebenzi wezokuThintana neLwazi, uNom. Humphrey Ramafoko. Imininingwanakhe yokuthintana ngile: Umrhala: (012) 352 1196, I- imeyila: humphreyr@opsc.gov.za. Imitlolo ikhona nakuwebhusayidi ye- PSC ku-, www.psc.gov.za.

**6. ISIKHUNGO KANYE NENANI LABASEBENZI**

Isakhiwo sesikhungo lesi sineenkundla ezima- 285 esikhungweni esiqinisekisiweko, ukufaka hlangana naboKomitjhinara abali- 14. Ithebula yesi- 5 ngenzasi itjengisa inani elipheleleko leenkundla ezizalisiweko ukusuka ngomhlaka 31 kuNtaka 2017, ngokuya ngendawo.

*Ithebula yesi- 5: Ukukghedlwa kwabasebenzi ngokuya ngendawo*

<b>Indawo</b>	<b>Inani labasebenzi</b>
I- Ofisi yesiFunda sePumalanga Kapa - King William's Town	10
I- Ofisi yesiFunda se- Free State - Bloemfontein	10
I- Ofisi yesiFunda seRhawuteni - Jwanisbhege	11
I- Ofisi yesiTjhaba - Pitori	176
I- Ofisi yesiFunda saKwaZulu-Natal - Pietermaritzburg	9
I- Ofisi yesiFunda seLimpopo - Polokwane	11
I- Ofisi yesiFunda seMpumalanga - Nelspruit	9
I- Ofisi yesiFunda seTlhagwini Kapa - Kimberley	10
I- Ofisi yesiFunda seTlhagwini Tjhingalanga - Mmabatho	9
I- Ofisi yePalamende - Kapa	3
I- Ofisi yesiFunda seTjhingalanga Kapa - Kapa	9
<b>INANI ELIPHELELEKO</b>	<b>267</b>

Ithebula yesi- 6 ngenzasi inikela ihlaziyo lenani elipheleleko labasebenzi (ukufaka hlangana abasebenzi abarholopheleko) ngokobulili nobuhlanga kusigaba ngasinye esilandelako esiphathelene nomsebenzi.

**Ithebula yesi- 6: Inani elipheleleko labasebenzi (ukufaka hlangana abasebenzi abarholopheleko) esigabeni ngasinye esilandelako esiphathelene nomsebenzi ukusuka ngomhlaka 31 kuNtaka 2017**

Isigaba esiphathelene nomsebenzi	Duna				Sikazi				Inani elipheleleko
	Abanzi ma	AmaKhaladi	AmaNdiya	Amakhuwa	Abanzi ma	AmaKhaladi	AmaNdiya	Amakhuwa	
Ababethimthetho, iinkhulu ezikulu nabaphathi (Ileveli ye- 13 – 16)	15	4	1	2	17	1	1	3	44
Abantu abaneziqumsebenzi (Ileveli ye- 9 – 12)	49	2	1	8	39	2	2	6	109
Abosothekniki nabomsebenzi okhambelana nobuthekniki (Amaleveli wesi- 6 – 8)	12	1	0	0	40	1	1	0	55
Abosomabhalana (Ileveli yesi- 3 – 5)	16	0	0	0	23	2	1	0	42
Umsebenzi nabasebenzi bokuthengisa	0	0	0	0	0	0	0	0	0
Abasebenzi abaneqhono lokulima nokuthiya	0	0	0	0	0	0	0	0	0
Abasebenzi bomsebenzi wobukghwari neminye ephathelene nawo	0	0	0	0	0	0	0	0	0
Abasebenzisi bemitjhini nesigayo kanye nabahlanganis i bemitjhini	0	0	0	0	0	0	0	0	0
Imisebenzi yezandla (Ileveli yoku- 1 – 2)	1	0	0	0	7	0	0	0	8
<b>INANI ELIPHELELEKO</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>
Abasebenzi abarholopheleko	2	0	0	1	1	0	0	2	6

**Elinye ilwazi**



Amanye amalunga wabasebenzi be- PSC bazi amalimi amabili namkha amanengana walitjumi nanye asemthethweni weSewula Afrika, isib. isiBhuru, isiNgisi, isiNdebele, SiSwati, isiXhosa, isiZulu, Sepedi, Sesotho, Setswana, Tshivenda neXitsonga.

## **7. ISABELO SEEMALI**

I- PSC ithole isabelo seemali sama- R 247,759. 000 emnyakeni weemali ka- 2017/18. Ithebula ye- 7 ngenzasi inikela isigaba sendlela isabelo seemali esisetjenziswe ngayo:

### ***Ithebula ye- 7: Ukukghedlwa kweendleko zamambala***

<b>I- ayithemu</b>	<b>Iindleko eziqinisekisiweko</b>
Ihlelo loku- 1: Ukuphatha	125,565
Ihlelo lesi- 2: Uburholi neKambiso yokuPhatha	38,984
Ukubeka ilihlo nokuHlaziya	33,785
Ihlelo lesi- 4: Ukuthembeka nokuLwisana nokuKhohlakala	48,961
<b>Inani elipheleleko leendleko zamahlelo</b>	<b>247,295</b>
Imirholo yabasebenzi	179,887
Ukuthwasa	441

## **8. IMINININGWANA YOKUTHINTANA**

Mayelana nelwazi elidephileko, sibawa uthinte:

UDorh Dovhani Mamphiswana  
UmNqophisi Zombebele: OPSC  
Tel: (012) 352 1200/ Fax: (012) 325 8322  
Isiphande seposi: Private Bag x121, Pretoria, 0001  
I- imeyila: dovhanim@opsc.gov.za

Amakhophi wayo yoke imibiko eveziweko ye- PSC ayatholakala e- ofisini yesitjhaba ye- PSC kanye nema- ofisini weemfunda. Imibiko ikhona nakuwebhusayidi ye- PSC ku- [www.psc.gov.za](http://www.psc.gov.za).

## **9. SINGATHOLWA KUPHI**

### **I- OFISI YESITJHABA:**

USihlalo: Adv Richard Sizani

UmNqophisi Zombebele: Dorh Dovhani

Mamphiswana  
Commission House  
536 Francis Baard

**PRETORIA**  
**0083**

### **I- OFISI YEPALAMENDE:**

IsiPhathiswa sePalamende: Ms  
Noziphiwo Gwaza

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

**CAPE TOWN**  
**8001**

Umrhala: (021) 418 4940

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

Ifeksi: (021) 418 1362

**AMA- OFISI WEEMFUNDA:**

**IsiFunda sePumalanga Kapa**

UKomitjhinara: Nom Singata Mafanya  
UmNqophisi wesiFunda: Nom. Loyiso Mgengo

91 Alexander Road

**KING WILLIAM'S TOWN**

**5601**

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

**IsiFunda se- Free State**

UKomitjhinara: Dorh Henk Boshoff  
UmNqophisi wesiFunda: Mma  
Boitumelo Mogwe

62 Fedsure Building

3<sup>rd</sup> Floor, St Andrews Street

**BLOEMFONTEIN**

**9301**

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

**IsiFunda seRhawuteni**

UKomitjhinara: Nom. Michael Seloane  
UmNqophisi wesiFunda: Mma Dorothy  
Nkwanyana

Ten Sixty-Six Building

16<sup>th</sup> Floor, 35 Pritchard Street

**JOHANNESBURG**

**2001**

Umrhala: (011) 833 5721  
Ifeksi: (011) 834 1200

**IsiFunda saKwaZulu-Natal**

UKomitjhinara: Dorh Pearl Sithole  
UmNqophisi wesiFunda: Nganamuntu

iDUBE Building

Ground Floor, 294 Burger Street

**PIETERMARITZBURG**

**3201**

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

**IsiFunda seMpumalanga**

UKomitjhinara: Nom. David Mkhwanazi  
UmNqophisi wesiFunda: Nom Cameron  
Jacobs

19 Russel Street

**NELSPRUIT**

**1200**

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

**IsiFunda seThagwini Kapa**

UKomitjhinara: Mma Moira Marais-Martin  
UmNqophisi wesiFunda: Nom. Jacques  
Malan

Woolworths Building, 1<sup>st</sup> Floor

Corner Chapel & Lennox Streets

**KIMBERLEY**

**8301**

Umrhala: (053) 832 6222  
Fax: (053) 832 6225

**IsiFunda seLimpopo**

UKomitjhinara: Nom. George Mashamba

UmNqophisi wesiFunda: Mma Thembekile  
Makhubele  
Kirk Patrick Building  
40 Schoeman Street

**POLOKWANE**

**0699**

Umrhala: (015) 291 4783

Ifeksi: (015) 291 4683

**IsiFunda seTlhagwini Tjhingalanga**

UKomitjhinara: Dorh Moeletsi Leballo

UmNqophisi wesiFunda: Nganamuntu  
Shop 111, Ground Floor  
Unit 1, Megacity Shopping Centre  
Cnr Sekame Street & Dr James  
Moroka Drive

**MMABATHO**

**2735**

Umrhala: (018) 384 1000

Ifeksi: (018) 384 1012

**IsiFunda seTjhingalanga Kapa**

Commissioner: Vacant

UmNqophisi wesiFunda: Nom. Paul Rockman  
Sanlam Golden Acre Building  
21<sup>st</sup> Floor, Adderley Street

**CAPE TOWN**

**8001**

Umrhala: (021) 421 3980

Ifeksi: (021) 421 4060