



**the dpsa**

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## **Ukungenelela koMnyango Wezokuphathwa Kwezabasebenzi Bahulumeni ekuxazululeni udaba lokumiswa nokuba selivini yokugula isikhathi eside kwabasebenzi bahulumeni**

### **Isitatimende Sabezindaba**

### **Esokusatshalaliswa Ngokushesha**

### **02 kuNcwaba 2023**

UNgqongqoshe Wezokuphathwa Kwezabasebenzi Bahulumeni, uNkk. Noxolo Kiviet, ukhathazekile ngemibiko yabezindaba maqondana nedlanzana labasebenzi okunezinsolo zokuthi sebenesikhathi eside bengalubhadi emsebenzini ngenxa yokumiswa isikhathi eside kanye nokuba selivini yokugula yesikhathi eside. Njengoba ezinye izimo zithinta uhulumeni wendawo, uNgqongqoshe ukholwa ukuthi Ukuphathwa Kwezabasebenzi Kunye, ngakho-ke uzohlangana noNgqongqoshe Wezokubusa Ngokubambisana Nezindaba Zomdabu ukuze bathole izisombululo ngalolu daba.

UNgqongqoshe uKiviet uthethe uHulumeni ubophezelekile ukuba abhekane futhi agweme ukungasetshenziswa ngendlela kwelivu yokugula. Lokhu kuyakhulunywa ngakho kafushane ngaphansi kweNqubomgomo Nemigomo Yokusebenza Kwelivu Yasebegule Isikhathi Eside kanye Nomhlalaphansi Ngenxa Yokugula (*PILIR*). Lokhu kuthinta ukugula isikhathi eside, ngokulawulwa nguMthetho Wezimo Zokusebenza Eziyisisekelo kanye noMthetho Wezezindaba Zabasebenzi. Njengamanje uhulumeni uvumela ukuthi abasebenzi abahlaselwe wukugula banikezwe ithuba elanele lokululama futhi uma abasebenzi sebeluleme bayaqhubeka basebenze ngendlela egculisayo.

Ukugunyazwa lwelivu yasebegule isikhathi eside kwenziwa ngemuva kophenyo kanye nokuhlola isimo okwenziwa yiMenenja Yezempilo ezimele. Izimenenja Zezempilo ezizimele zingogoti bezempilo emsebenzini futhi zeluleka umqashi phakathi kokunye, ngokufaneleka, izinga lokugula, ubude besikhathi esifanele sokululama kanye, nokuphathwa kwesimo sezokwelapha kanye/noma ukubona uma kufanele kungenelelwe kumbe umsebenzi athathe umhlalaphansi ngenxa yokugula.

Kufanele kuqapheleke ukuthi uma umsebenzi eselivini yokugula eyengeziwe, kungenzeka lowo msebenzi acelwe ukuba enze okunye ukuhlolwa kwesimo sakhe sokugula uma kubonakala isidingo. Uma-ke sekubhekwe le miphumela, kungenzeka umqashi ayalele lowo msebenzi ukuba abuyele ngokugcwele emsebenzini nangokubheka esinye isikhundla sokusebenza esizomvumela lowo msebenzi asebenze ngokulindelekile. Okunye-ke ukuthi, kungenzeka umqashi anqume ukugunyaza lowo msebenzi umhlalaphansi ngenxa yokugula

uma kucaca ukuthi imiphumela yokuhlola iveza ukuthi lowo msebenzi angeke aphinde akwazi ukwenza umsebenzi wakhe ngendlela elindelekile.

Mayelana nokumiswa Okuyisiqwashiso, uNgqongqoshe uKiviet uthe uhlelo lokuqondisa ubugwegwe luhambisana nomyalelo womqashi futhi lunqunywa ngendlela iNhlolo yoMnyango ebona ngayo. Ukumiswa emsebenzini akuzona nje izindleko kuhulumeni ngokomholo nemihlomulo kuphela kepha kuyizindleko nakubalingani balowo msebenzi ngoba kumele kuqhubekwe ukuhlinzekwa kwezinsiza obekwenziwa yilowo msebenzi. Yingakho-ke imenenja ebhekele lolu hlelo kumele yenze umsebenzi wayo ngokucophelela ngoba imiphumela yawo ingaba nomthelela ongemuhle ekuziphatheni kwabasebenzi kanjalo nasekusetshenzisweni kwezimali.

Lezi zindlela ezilandelayo yizona ezisungulelwe ukubhekana nalezi zinselelo ezihlonziwe:

- Ukwethulwa koPhiko Lokubhekelela Indlela Yokuziphatha Kwabasebenzi Bahulumeni, Ubuqotho, Nendlela Yokuqondisa Ubugwegwe (*PAEIDTAU*) ukuze kulekelelwe iminyango ikwazi ukulawula izinqubo zokuqondiswa kobugwegwe kanye nokumiswa okuyisiqwashiso.
- Ukusebenzisana neSigungu Sezemfundo Nokuqeqesha Ophikweni Lwezabasebenzi Bahulumeni kanye ne-*National School of Government* ukuze kuhlinzekwe abaphathi nezinduna ngoqeqesho oluqhubekayo maqondana nezinqubo okufanele zilandelwe uma kumiswa umsebenzi. Lokhu kuphinda kusebenze nakoSihlalo kanye Nabahleli besigcawu sokuqondisa ubugwegwe ngenhloso yokukhuthaza ukungenzeleli nokungafihli lutho.
- Ukusungulwa kwemikhandlu yezingxoxo zabasebenzi okuyizinhlela ezizimele ezakhiwe ngongoti bezezindaba zabasebenzi ukuze balamule ezimweni lapho abasebenzi bebona sengathi abaphathwanga ngendlela efanele.
- Ukungena eSivumelwaneni Sokusebenzisana noMchwanezi Mabhuku Jikelele ukuze acwaninge ukulandela imiyalelo kweminyango ngokumayelana nezinqubomgomo ezahlukene zikahulumeni kanye neZisombululo ze-*PSCBC*.
- Okokugcina, u-*DPSA* ubambisene neKhomishana Yezabasebenzi Bahulumeni (*PSC*) sebeqalise uphenyo lwalokhu:
  - Ukuthola indlela evamile okuthathwa ngayo ilivu yokugula kanye nokungathathwa ngendlela kwalolu hlobo lwelivu Kuhulumeni.
  - Izinga lokusetshenziswa kwelivu yokugula isikhathi eside kuBasebenzi Bahulumeni eminyakeni engu-5-10 edlule kanye nokuthi abakuphi nendawo labo basebenzi; kanye
  - Nokuthola ukuthi isetshenziswa ngokufanele yini ilivu yokugula kanye ne-*PILIR*.

Lolu phenyo kufanele lusize u-*DPSA* ukwazi ukuhlonza ukusilela okumele kulungiswe ngaphansi kwezinqubomgomo kanye nokuqaliswa kokusebenza kwazo.

Njengengxenywe yezinyathelo zokubhekana nalolu daba, u-*DPSA* uzobamba i-*Employee Health and Wellness Indaba* ngaphansi kokuhlelelwe Inyanga Yezemisebenzi Kahulumeni ukukhombisa impilo yabasebenzi bakahulumeni ngemuva kobhubhane lwe-*Covid-19*. Lokhu kwenzelwa ukuqinisekisa ukuthi ngempela uhulumeni ungumqashi onakekelayo ngokwenqubomgomo kanye nangezenzo.

UNgqongqoshe u-Kiviet ucela iminyango ukuthi ihambisane nezihlinzeko zoMyalelo Wokuqondisa Ubugwegwe, iSisombululo 1 ku-2003, kanye nokuthi uma kunezinselele, iminyango kumele ithintane no-*DP*SA ukuze ithole usizo lwezobuchwepheshe.

**Lo mbiko ukhishwe nguMnyango Wezokuphathwa Kwezabasebenzi Bahulumeni.**

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