

## UKWETHULWA KWENYANGA YOKUBHEKELA IZINSIZA ZOMPHAKATHI

### INKULUMO KANGQONGQOSHE UNOXOLO KIVIET

**Bafowethu nodadewethu,**

**bozakwethu abahlonishwayo, kanye**

**namalungu omphakathi akhethekile,**

Namuhla sibuthene ngokwezwi, nomlando, kanye nemibono efanayo ekwethulweni kweNyanga Yokubhekelelwa Kwezidingo Zomphakathi. Uma singananela amazwi ka-*Helen Keller* athi, "Kuncane kakhulu ongakwenza ungawedwana; kepha ngokubambisana singenza okuningi kakhulu." Le nyanga imelele ukuzimisela kwethu ngokubambisana ekuphuculeni ukusebenzisana phakathi kukahulumeni kanye nabantu.

Zisuka nje, kubalulekile ukuba samukele futhi sazise umsuka we-*PSM*. INyanga Yokubhekelelwa Kwezidingo Zomphakathi iyihlumela loSuku Lokubhekelelwa Kwezidingo Zomphakathi e-Afrika, lokhu kuwubufakazi bombono nokuzinikela kweNhlango Yezamazwe ase-Afrika ekuqinisekiseni ukusebenza kukahulumeni e-Afrika. Izwekazi lethu lihlala lihamba phambili ekwaziseni amandla okusebenza, ubumbano, nokusebenzisana.

Kuyajabulisa ukubona ukuthi uhlelo olwaqala njengegugu le-Afrika njengamanje selwamukelwa futhi lugujwa ezingeni lomhlaba wonke ngaphansi kweNhlango Yezamazwe Ahlangene. Lokhu kwamukelwa yinhloko yenhlango yamazwe ngamazwe emhlabeni kugcizelela ukubaluleka kwemigomo esiyilwelayo futhi kuqhakambisa umlayezo wokuthi akukho okuhlukanisa izimiso zokusebenza, ukuzinikela, kanye nenhlalakahle yomphakathi.

**Bozakwethu abahlonishwayo, kanye**

**namalungu omphakathi akhethekile,**

Le nyanga akuyona nje yokugubha siyisifunda, kepha ihlonishwa umhlaba wonke ngokuzinikela nokubekezela kwabasebenzi bahulumeni ezindaweni zonke. Ngaphezu kwalokho, kubalulekile ukuba siqaphele ukuthi le Nyanga Yokubhekelelwa Kwezidingo Zomphakathi ibaluleke ngokungefaniswe kulo nyaka eNingizimu Afrika. Sinenhlankhla yokubungaza i-*PSM* kulandela isikhathi somsebenzi omkhulu esiwenzile, njengoba izwe lethu lisanda kusingatha ithimba elibalulekile labaholi bomhlaba abebelapha eNgqungqutheleni ye-*BRICS* esanda kuphuthulwa. Lokhu kuhlango akuwona nje umhlango ojwayelekile, kodwa ubufakazi beqhaza elibalulekile leNingizimu Afrika kanye namandla ezindaba zomhlaba. Ikhono lezwe lethu lokugubha kanyekanye ukuzinikela emsebenzini womphakathi kanye nokusingatha ingqungquthela yalolu hlobo kubonisa ukuzibophezela kwethu kukho kokubili ukusebenza kahle kwezasekhaya kanye nakwezobuholi bamazwe ngamazwe. Lokhu kusikhumbuza ngokukhula kweNingizimu Afrika ezingeni lomhlaba, nokuthi kuhlango kanjani ukusebenza kwethu kwezasekhaya kanye nalokho okufiswa umhlaba.

U-*Sir Isaac Newton* wake wathi, "Uma ngisake ngabona kakhudlwana, yingoba ngisake ngafukanyelwa yizingqalabutho. "Nathi-ke, simi ezisekelweni ezabekwa yilabo abasendulela futhi sifisa ukwenza okukhulu kunalokho. Uhlelo lwe-*PSM* akulona nje olunye lwezinyathelo sikahulumeni ezingatheni; kepha lokhu, kuwubufakazi bokukholelwa kwethu kubuhlakani babantu uma bemunye.

U-*Stephen R. Covey* wake waphawula wathi, "Ukusebenzisana kungcono kunokuba umuntu enze ngendlela yakhe noma nomunye enze ngendlela yakhe. Kungendlela yethu. "Lesi sisho yisona esiveza umongo wokuthi kungani kubalulekile ukuthi uhlelo lwe-*PSM* lungoludidiyele. Kunokuba kwehlukaniswe amasu nemizamo yokusebenza, kugcizelelwa amandla okusebenzisana ndawonye,

isiqondiso esisodwa, kanye nokwabelana ngemibono. Ngokwamukela indlela edidiyele ye-PSM, asigcini nje ngokuqalisa ukusebenza kwezinqubomgomo kumbe ezinye izinhlelo; lokhu kugqugquzela umoya wokubambisana nokuyilapho siqhamuka khona nezixazululo namasu esiwahlanganisa ngokubambisana. Lo mgomo-ke othi 'kungendlela yethu' uqinisekisa imiphumela eminingi, ebandakanya wonke umuntu, kanjalo nempumelelo ekuhlinzekweni kwezidingo zomphakathi.

**Bozakwethu abahlonishwayo, kanye**

**namalungu omphakathi akhethekile,**

Kule nyanga, sihlose ukuqinisa amandla okusebenzisana kwethu, ukugqamisa indlela eya phambili ngokusebenza kahle kokwabelana ngemibono. U-*John F. Kennedy* wake wathi, "Ubuholi nokufunda yizinto ezibalulekile ongeke wazihlukanisa." Lesi sitatimende sigcizelela isizathu sokuthi kungani ingqikithi ye-PSM ikubeka phezulu kangaka ukuthi izwe libe namandla anele okusebenza.

Ubuholi, esimweni sokusebenzela umphakathi, akukona nje ukuqondisa noma ukuphatha; ubuholi bugxile kakhulu ekuqhubekeni nokudala ushintsho, ukuqonda, kanye nokuvumela nezidingo zabantu ezihlala ziguquka. Njengoba ukufunda kunomthelela ekuthatheni izinqumo zobuholi, amandla okusebenza kwezwe awukuzibophezela ekukhuleni okuqhubekayo kanye nekhono lokusebenzela izakhamuzi zethu ngempumelelo.

Uma izwe ligcizelela ukuhlonyiswa ngamakhono, lisuke likhombisa ukuzinikela kwalo ngokobuholi nangokwemfundo, nokuqonda ukuthi yomibili le minxa iyahambisana. Lokhu kuqinisekisa ukuthi izinsiza zikahulumeni zihlala ziyimpendulo, zingezinqala, futhi zingezifanele noma ngabe isimo sishintsha yingakho-ke i-*National School of Government* ineqhaza elibalulekile okufanele ilibambe ekuthuthukisweni kwezikhungo zahulumeni. I-*NSG* ihambisana namazwi asejwayelekile ka-*William Butler Yeats* owabeka wathi, "Imfundo ayikona nje ukuthi ugcwalisa ibhakede, kodwa imfundo ifana nokukhanyisa umlilo." Ngakho-ke ukufunda kuyimpilo jikelele futhi iyikhono elibalulekile ezweni.

**Bozakwethu abahlonishwayo, kanye**

**namalungu omphakathi akhethekile,**

Ekuphikeleleni kwethu ukwenza kahle ekwethulweni kwezinsiza, kufanele sazi ukuthi imizamo esiyenza ngokuhlanganyela iyayedlula indima edlalwa umuntu ngamunye kumbe isikhundla somuntu ngamunye. Njengoba u-*Malcolm X* esake waphawula ngobuhlakani bokushintsha ukuthi 'mina' ngokuthi 'thina', ngisho "nokugula kuphenduka ukuphila." Lokhu kuyaguquka ekubeni umuntu ngabanye kube yiqoqo labantu futhi kugcizelela umbono wokuthi isibopho sokuhlinzekwa kwezinsiza asiwona nje umthwalo womuntu oyedwa kodwa kuwumthwalo wawo wonke umuntu.

Ngaphezu kwalokho, amazwi anohlonze ka-*Martin Luther King Jr.* athi "kungenzeka sonke sifike ngemikhumbi ehlukene, kodwa sisisekebeni esisodwa manje," agcizelela ukuthi nakuba imvelaphi yethu yehlukahlukene, iqhaza lethu, noma izikhundla zethu.

- okungaba ukuba ngumsebenzi kahulumeni, abasebenzisi bezinsiza, noma labo abasebuholini – kodwa sonke sinesandla ekuqinisekiseni ukuthi isikebhe sihamba kahle. Ukwenza kahle emsebenzini kungumthwalo wawo wonke umuntu, futhi ngokubambisana, nangazwi linye, singakwazi ukubhekana nezinseselele futhi sizinqobe ngempumelelo.

**Bozakwethu abahlonishwayo, kanye**

**namalungu omphakathi akhethekile,**

Uma sengiphetha, masikhumbuleke ukuthi i-IPSM ka-2023 ifike ngesikhathi esibalulekile njengoba uhulumeni ezilungisa ekutheni abuyele esimweni ngemuva kwezinsalelo eziningi ezedlule, okuhlanganisa nemiphumela engemihle yobhubhane lwe-Covid-19 ngokunjalo nokuntengantenga komnotho emhlabeni jikelele. Uhlelo lwe-IPSM lusebenza njengenkomba yeqhaza elibalulekile elibanjwa ngabasebenzi bahulumeni ohlakeni olubanzi lokukhula komnotho kanye nentuthuko.

Ngale kwale ndlela yokusebenza, kugxilwe kakhulu endleleni yokuziphatha kanye nomoya wabasebenzi bahulumeni. Nakuba kubaluleke ngokungephikwe ukuma kwezikhungo zethu ekubhekaneni nezinsalelo, akumele singakushayi indiva nokubaluleka kokuqina kwendlela yokusebenza kwabasebenzi bahulumeni. Isimilo sabo, izimiso zokuziphatha kanye nomoya wabo kudlala indima ebalulekile ekuqhubekiseleni phambili izikhungo zethu. Njengoba isisho sase-Afrika sisikhumbuza, "Ubuhle bolwandle akukwenzi ukuba ube ngumtshuzi onekhono elaneleyo." Lokhu kugcizelela umqondo wokuthi abaluleke kangakanani amandla kanye nokuvumelana nezimo kwabasebenzi bahulumeni, ikakhulu ngezikhathi zezinxushunxushu. Ukungapheli amandla okuboniswa abasebenzi akusizi nje kuphela ekunqobeni izinsalelo kodwa kubuye kuqinise izinhlelo zezinsiza zomphakathi, ngokubandakanya izinhlelo zokuhlizekwa komphakathi.

Masikhumbule ukuthi ngokuba munye, ukubambisana, kanye nokubungaza ukwehlukahluka kwethu, asigcini nje ngokubona ikusasa eliqhakazile kodwa siyazimisela nasekulakheni. Njengoba siqala lolu hambo lokuguqula indlela yokusebenza ngokususela ezinhlelweni ze-IPSM, le mizamo mayisebenze njengesiqalo esihle kubasebenzi bahulumeni asebevuseleleke kabusha, kungabi nje ukuthi bahloniswe ngamakhono okusebenza kodwa baphinde bazibophezele ngokujulile ekubhekaneni nezinsalelo zokuhlizekwa kwezidingongqangi.

Ukubonga kwami ngikudlulisela kubo bonke ababambe iqhaza ekuhlelweni nasekwenziweni kwemisebenzi ngaphansi kwe-IPSM. Ukusebenza kwenu okuyisibonelo yikhona okusikhuthazayo sonke futhi kubonisa amandla angenamkhawulo emnyangweni wethu.

Sengathi sonke singaqhubekela phambili sivuselelekile, ngokuzinikela, kanye nangenhloso, silwele ukufinyelela ekusaseni eliqhakazile esizweni sakithi kanye nabantu baso.

Siyabonga ngokuba yingxenye yalolu hambo olumayelana nezinguquko.

## **UNQONGQOSHE UNOXOLO KIVIET**

**Usuku:**