



UMNYANGO  
WEZOKULAWULWA KWEMISEBENZI YOMBUSO  
WERIPHABLIKI YESEWULA AFRIKA

**IKULUMO EQAKATHEKILEKO  
KANGQONGQOTJHE N. KIVIET  
NGAMATJHUGULUKO  
WEKORO YEMBUSWENI  
WOKWENZIWA  
NGOKUSEMTHETHWENI KWE-  
GCIS MHLANA ZILI-  
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UmNqophisi weHlelo

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Ngizizwa ngihloniphekile ngokuba yingcenywe yehlelo leli elikhulu lekomitjhini yekoro yembusweni lokuqala indlela ekhanjiweko ngaphakathi kwekoro yembusweni ukusukela ngokuthoma kwentando yenengi. Kwamambala lokhu kufika ngesikhathi esiqakathekileko seminyaka ema-29 yentando yenengi neenyangeni ezimbalwa ngaphambi kokuphela kweHlelo lokuPhatha lesiThandathu.

Ekubuyekezweni lokho iSekela lakaSihlalo weKomitjhini yesiTjhaba yokuHlela iTuthuthuko lenze isiphakamiso esicacileko sakarhulumende, ngokukhethekileko sakaMengameli kanye neKhabinethi kobana babe banikazi be-NDP. Umbono kaSekela lakaSihlalo kwakukobana i-NDP iyintandani enganababelethi.

Namhlanjesi njengombana sihlangene lapha, kufanele senze irhubhululo lamambala neliqinileko lalokho esikwenzileko ekorweni yembusweni. Lokhu kuzokwenza urhulumende ozokuphatha kwe-7 kobana enze okunengi begodu enze nokufunekako.

Ngokuthonywa mibono kaMax Weber, indlela ephuma phambili yokuphatha kombuso isikhathi esinengi sekhuluminyaka yama-

20 igwalwe esifanisweni sehlelo eliziingabagaba ngokususelwa emigomeni efanako yokubusa nokuhlonitjiswa kwabantu.

Ekuthomeni lethulwe njengengcenywe yamatjhuguluko abanzi wehlelo eliziingabagaba e-*United Kingdom* ne-*Prussia* ngekupheleni kwekhuluminyaka ye-19 kobana kunqotjwe amahlelo wokubusa kwebukhosini lapho ukusekela nobuntandokazi zazilawula iinqunto zakarhulumende nokuqatjha embusweni.

Indlela le beyinamatshwayo amanengi ahlukeneko. Ithembele ekulawuleni kwangaphakathi, ihlela imithetho nemihlahlandlela, ihlukanisa ukwenziwa komgomo ekuphumelelisweni begodu yasebenzisa ukwakhekha kwehlangano ngokulandelana kweenkhundla.

Indlela le isebenze kuhle eenarheni ezinengi, khulu khulu eSingapore lapho uburholi bezepolitiki bangemva kwekululeko bakhe khona izinga eliphezulu nokusebenzela umphakathi kuhle.

Indlela efanako yalandelwa eChina ngendlela yombuso wesiqhema sinye.

Kodwana imibuso eminengi yangemva kokubuswa ngabeentjhaba ilemuke ukwehla kwekhwalithi yokubusa kanye

nokusebenza ngepumelelo kokubusa kwekoro yembusweni eminyakeni elandelako njengombana imibuso enombusi munye yazifakazela ngokwayo kanye nemithombo yombuso begodu nokuqatjiswa komphakathi kwakulawulwa mthelela wabarholi bezepolitiki siqu kanye nabalandeli.

Ukubusa kanye nemizamo yokutjhugulula imizamo yekoro yembusweni ngeenarheni ezinengi ezisathuthukako ukusuka ngabo-1980 kuragele phambili nokwamukela isifaniso sangaphakathi sehlelo eliziingabagaba sokuphathwa komphakathi njengendawo yokusuka etuthukweni ephumelelako.

Ibhanka yePhasi emBikweni wayo wokuThuthukiswa kwePhasi ka-1997, ithole ukuqatjiswa ngokufaneleko kanye nokunzinza kwamabizelo wabasebenzi bembusweni njengezinto eziqakathekileko ekusebenzeni ngepumelelo kokuphatha kwekoro yembusweni.

Indlela yokubusa yamatjhuguluko wekoro yembusweni khenge inqophe ukusungula kabutjha iinsekelo zamahlelo wangaphambilini wokuphatha kombuso.

Amahlelo amanengi weengabagaba zombuso khabe abonwa njengabhimbidelweko, angasebenzi kuhle, azisebenzela wona ngokwawo, abunjwe ngokwesisekelo seengcenyane zomnotho wezopolitiki. Iindingo zezeemali zamahlelo wokulungiswa kwesakhiwo zitjho bona ikoro yembusweni beyivame ukuqothelwa ngamatjhuguluko apheleleko anqotjhiswe ukuphungula iindleko nokwenza ngcono ukusebenza kuhle okunqotjhiswe ngakho ukuphungula ubukhulu bamagatja wombuso, ukulinganisa inani leminyango nama-ejensi ngokwenza amatjhuguluko wokuqatjha.

Amatjhuguluko lawa enzelwe ukuphungula ukusetjenziswa kwemali mbuso kanye nokuphungula ubukhulu nerherho lakarhulumende, kodwana awakasuki khulu esifanisweni saka-Weberian sekoro yembuso onamandla wokuthatha iinqunto ngaphandle kokugunyazwa mphakathi begodu nohleleke ngokulandelana ngokweenkhundla.

Umnqopho bewumhlobo omncani, ongabiziko nosebenza kuhle kwamambala wokuphatha kombuso ingasi ukutjhugululwa kwawo ngokujanyiselelwa ngesifaniso esitja.

Ngemva kokutjhabalaliswa kwekoro yombuso webandlululo ngo-1994 urhulumende omutjha kwafanela bona wakhe ikoro yembuso wentando yenengi, ofaka woke umuntu nophendulako.

ISewula Afrika yentando yenengi yazuza njengelifa ikoro yombuso webandlululo lapho ama-95.5 % wabasebenzi bembusweni abaphezulu abazi-3239 bekungabamhlophe begodu abama-0,6 % bekuma-Afrika anzima.

Ama-Afrika anzima abumba inengi labasebenzi bembusweni ngeenkundla eziphasi, nabasebenzi bembusweni abambalwa abaphakathi nabaphezulu kiborhulumende bemakhaya.

Ngabo-1990 imigomo eminengi yenzelwa ukuletha amatjhuguluko afunekako weSewula Afrika zombebele, khulu khulu ekorweni yembusweni.

Ekuthomeni kweKulungwanaminyaka, bekunamatshwenyeko, khulu khulu kurhulumende wokobana amatjhuguluko wekoro yembusweni akhamba kabuthaka.

Ngokulandela ukuhlola lokhu, ukuBuyekeza komNyango wezokuLawulwa kwemiSebenzi yomBuso kwango-1999 ukufika ngo-2000 kwenziwe, kwathola iinqabo ezinengi zephrojekthi yamatjhuguluko.

Ngokulandela ukubuyekeza, kwethulwe iPhiko labaPhathi abakhulu (Senior Management Service (SMS)), abenze iNcwajana ehlathulula iphahla lamakghono wabaphathi abakhulu eKorweni yemBusweni (abanqophisi, abanqophisi abakhulu, amasekela wabanqophisi kanye nabanqophisi zombebele.

Iphahla lamakghono laka-2002 lithole bona amakghono alitjumi aqakathekileko wokuphatha, ukuthembeka nokudzimelela emigomeni abe makghono aqakatheke kwamambala. Ihlahlubo jikelele yeKoro yemBusweni yenziwe yiKomitjhini yesiTjhaba yokuHlela ngo-2011.

ISewula Afrika idlule ematjhugulukweni amanengi. Ngesikhathi sinye ikoro yemBusweni nayo itjhugulukile, seyijamele khulu izendlalelo ezihlukeneko kanye neendingo zabantu beSewula Afrika.

Ngokufanako igunya leKomitjhini yeKoro yemBusweni litjengiswe esiGabeni 196(4) (c) somThethosisekelo onikela i-PSC amandla wokuphakamisa amagadango wokuqinisekisa ukusebenza kuhle nangepumelelo ngaphakathi kweKoro yemBusweni kanye nesigaba 196(4)(b) esinikela bona i-PSC inamandla wokuphenya,



wokutjheja nokuhlola ihlangano nokuphatha, kanye nekambiso yezabasebenzi beKoro yemBusweni.

IsiGaba 195 somThethosisekelo weRiphabliki yeSewula Afrika siqintela bona ukuphathwa komphakathi kufanele kubuswe ngamagugu nemigomo yentando yenengi emumethwe kumThethosisekelo, ukufaka hlangana nemigomo elandelako:

- Izinga eliphezulu lokuziphatha ngendlela efaneleko kufanele lithuthukiswe beligcinwe.
- Ukusetjenziswa kweensiza ngendlela eyipumelelo, eyongako kufanele kuthuthukiswe.
- Izenzelwa kufanele zinikelwe ngendlela elungileko, engathathi ihlangothi nangokulinganako.
- Iindingo zabantu kufanele ziphendulwe begodu nomphakathi kufanele ukhuthazwe bona uhlanganyele ekwenziweni komgomo.
- Ukuphathwa kwekoro yembusweni kufanele kube nokuziphendulela.

- Ukuphathwa kuhle kwephiko lezabasebenzi kanye nekambiso yokuthuthukiswa kwamabizelo, ukwandisa ikghono labantu kufanele kukhuthazwe.

Umthethosisekelo ugandelela isidingo sokugcina nokuthuthukisa ukuziphatha ngendlela efaneleko ngaphakathi kwekoro yembusweni begodu ugcina ngomgomo wokuphathwa kuhle kwephiko lezabasebenzi elithuthukisa amabizelo nelikghona ukwandisa nokukhuthaza amakghono wabantu.

Lokhu kungazuzwa kwaphela lokha abaphathi bekoro yembusweni nabanekghono begodu bathuthukisiwe bona baphathe bebarhole.

Ihlelo lesiTjhaba lokuThuthukisa leSewula Afrika (2030) elibizwa nangokuthi yiNembombono (2030) livumelana nemizwa yomThethosisekelo weRiphabliki yeSewula Afrika, wokuthuthukisa ubujamo obukghonako nobusebenza ngepumelelo, obubonakala ngokuba zizazi zomsebenzi, obudzimelele emabizelweni kanye nekoro yembusweni ehlonitjhwako.

Ihlelo lesiTjhaba lokuThuthukisa lidzimelele emagadangweni alandelako aqakathekileko wokwakhwa umbuso okghonako nothuthukako:

- Ukunzinzisa ukuthintana kwezokuphatha kwezepolitiki,
- ukwenza ikoro yembu sweni kanye nokuphathwa kwaborhulumende bendawo kube mabizelo wokuzikhethela,
- ukuthuthukisa amakghono wobuthekniki nawezazi,
- ukuqinisa ukuthuma, ukuziphendulela nokwengamela
- ngcono ukusebenzisana hlangana neminyango,
- ukuthatha indlela esebenzako yokuthuthukisa itjhebiswano phakathi kwakarhulumende wenarha, wesifunda kanye nawendawo.

Nanyana ukuphumeleliswa kwamagadango lawa kube buthaka, isigaba esiqakathekileko sokwakha umbuso okghonako nothuthukisako sivezwe ngokucacileko ePhahleni lesiTjhaba lokwenza ngokusemThethweni iKoro yemBusweni elagunyazwa yiKhabinethi ngoSewula 2022.

IPhahla linikela ilemuko ngemibandela yangaphambili yokuzuza ukusebenza kuhle, ukwenza ngcono ukusebenza nokuziphendulela kanye nokwenza ngcono ukwethulwa kwezenzelwa.

Imibandela yangaphambili le ifuna bona ikoro yembusweni ibe nabasebenzi bembusweni abazi umsebenzi, abanamakghono nabazinikeleko abanekareko lokusebenzela abantu.

Lokhu kusungula ukulawula okunesithunzi ekambisweni yombuso yezokuphathwa kwabasebenzi ngokwenza kusebenze iimphakamiso ze-NDP mayelana nomhlobo wekoro yembusweni efunekako kobana kuragwe i-ajenda yetuthuko kurhulumende wentando yenengi.

Kube neragelo phambili ekuqedweni komThethomlingwa wokuKhibelela weKoro yemBusweni (2023), umThethomlingwa wokuKhibelela ukuPhathwa komNyango wezokuLawulwa kwemiSebenzi yomBuso (2023) nomThethomlingwa weKomitjhini yeKoro yemBusweni (2022), olawula iimphakamiso ze-NDP beyenze ukwenziwa ngokusemthethweni kwekoro yembusweni kusebenze kobana kube nombuso osebenza kuhle kiyo yoke imikhakha karhulumende.

linkhibelelo zomThetho wamaHlelo kaMasipala (wama-32 ka-2000), ezitlikitlwe nguMengameli zaba mthetho ngoSewula 2022, zibeke ikambiso phakathi kokhunye ekhandela iinkhulu zakamasipala ekuphatheni iinkhundla zeenhlango.

IsiQunto se-African National Congress eKhomferensini yesiTjhaba yama-55 mayelana nesiBethamthetho nokuBusa sigqizelele bona indlela yokubusa namatjhuguluko isuselwa kokulandelako:

***“Umnqopho omkhulu wokutjhugululwa kombuso kukwakha umbuso othuthukako onikela izenzelwa ezisisekelo ezisebenzako kanye namakghono wokuragelisa phambili i-ajenda efikelela kude yokuthuthukiswa komnotho wesitjhaba, bese ngesikhathi sinye ibeke abantu nokuzibandakanya kwabo phakathi naphakathi kwekambiso“***

***Uragela phambili uthi ukwakha umbuso okghonako nothuthukako kiyo yoke imikhakha karhulumende kufanele kuzalisekiswe ngamagadango alandelako:***

- Ukuqinisa nokwenza iinkhundla zibe semthethweni emNyangweni wezokuLawulwa kwemiSebenzi yomBuso,

khulu khulu zabaphathi abaphezulu, kanye neenkoro zokwethula.

- Ukwakha ihlelo elihlanganisako lezefundo namakghono kobana kukhiqizwe amakghono wokuthuthukisa, wobuthekniki kanye nabasebenzi abaziphatha ngendlela efaneleko.

Nangaphandle komgomo weBatho Pele, amaSewula Afrika anghonghoyila ngokungaziphathi ngendlela efaneleko kwabasebenzi bembusweni. Lokhu kudzujulwe njengonobangela omkhulu wezenzelwa zekhwalithi ephasi.

Ukutjhuguluka lokhu kwekoro yembusweni ukusuka ngo-1994 khenge kutlhoge iintjhijilo. Kuseseneentjhijilo ezimbalwa ezitlhoga ukutjhejwa msinyana.

Iintjhijilo lezo zifaka hlangana ukukhwabanisa kweminye iminyango karhulumende, ukungabikhona kokuziphendulela okurholela ekoniweni kwesithunzi sekoro yembusweni.

Ukukhwabanisa kuthanda ukona nokuqalela phasi ukuthembeka kombuso okurholela ekutheni izakhamizi zingawutjheji umbuso.

Kwamambala, urhulumende uthuthuka kancani kancani ebukhwabanisini njengombana iinkhulu zakarhulumende ezinengi zithweswe imilandu bezagwetjwa kanti ezinye zajanyiswa, ezinye zithokoze umsebenzi begodu kobunye ubujamo zaqothwa.

Nangiphethako, imizamo yokutjhugululwa kwekoro yembusweni kutlhogeka bona yamukele amatjhuguluko asele enziwe begodu idosele erherhweni leemfaniso zokuphatha kombuso ezifanele ubujamo obuhlukeneko ngesikhathi kubeka iindingo nekareko labantu phakathi naphakathi kwemizamo yamatjhuguluko ngokukhambisana nendlela etja yeKoro yemBusweni.

Kunobujamo obukatelelako bokudweba iingcenywe zendlela etja yekoro yembusweni kobana kuqinisekiswa bona amatjhuguluko wekoro yembusweni asekelwe ekarekweni neendingweni zezakhamizi kunokulawulwa mfutho wezetheknoloji yeenkhulu zombuso zokuzifunela inzuzo kwabajamele umphakathi.

Indlela etja yokuthola amandla, abasebenzi bembusweni akukafaneli baqatjhwe ngokuthembeka kwezepolitiki kanye nangokwekareko labo kodwana ngokungathathi ihlangothi nokufuna ukusebenzela umphakathi.

Ukubeka izakhamizi phambili ekorweni yembusweni kufuna amatjhuguluko asisekelo emqondweni engcenyeni yabasebenzi bembusweni, lapho amatjhuguluko anqotjhiswe ekutjhugululeni amagugu nokuziphatha ngendlela efana nokuthuthukisa amandla wokuphatha, kudzimelelwe emizameni yokudephisa ukutshwenyeka nokufaka imikghwa yokuziphatha.

Ukubeka izakhamizi phakathi naphakathi kwemizamo yokutjhugululwa kwekoro yembusweni kunemiphumela eqakathekileko yokutlanywa kwayo, ukuphumeleliswa kanye nokunziza kwawo. Ihlelo leli leKomitjhini yeKoro yemBusweni silithokozela kwamambala. Nginifisela okuhle ngokuragelisa phambili ukwenziwa ngokusemthethweni kwephahla lekoro yembusweni.

Nginifisela noke okuhle ekuhlanganyeleni kwenu esihlokweni lesi esiqakathekileko.

Ngiyathokoza