MINISTRY
PUBLIC SERVICE AND ADMINISTRATION
REPUBLIC OF SOUTH AFRICA

INKULUMO KANGQONGQOSHE N. KIVIET AYETHULE EMAHHOVISI KWA-GCIS MHLA KA 12 KUMFUMFU 2023 MAQONDANA NOKUGUQULWA KWEZEMISEBENZI KAHULUMENI ZIBE NGEZINAMAKHONA AFANELE

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Ocwepheshe kanye neZifundiswa
Abasebenzi Bahulumeni
Izihambeli Ezihloniphekile

Bafowethu kanye
Nodadewethu
Ngiyanibingelela

Ngizizwa ngihloniphekile ukuba yingxenye yalolu hlelo olukhulu lwekhomishana yezemisebenzi kahulumeni nokuyilo oluzobheka ibanga eselihanjwe nguhulumeni kusuka kwaqala ukubuswa ngokwentando yeningi. Lolu hlelo lufike ngesikhathi lapho kubhekwa khona amasu okusebenza eminyakeni engu-29 kusuka kwaqala ukubuswa ngokwentando yeningi futhi sekusele izinyanga ezimbalwa ngaphambi kokuphela kwehlandla Lesithupha Lokuphatha.

Ngesikhathi kuqhubeka lolu hlelo, iPhini likaSihlalo weKhomishana Yokuhlelelwa Kwentuthuko Kuzwelonke lenze isiphakamiso esicacile ngokuthi uhulumeni kumele ahambe phambili ekuphatheni i-*NDP* ikakhulu uMengameli kanye neKhabhinethi. Umbono wePhini likaSihlalo uveza ukuthi i-*NDP* ifana nentandane engenabazali.

Njengoba sihlangene lapha namhlanje, kufanele sizihlole ngokweqiniso, nangokunzulu ekutheni yini esesiyenzile ekusebenzeleni umphakathi. Lokhu kuzokwenza ukuthi uhulumeni enze kancono futhi enze lokho okudingekayo uma esephethe okwehlandla lesikhombisa (7).

Uma sizohambisana nemibono ka-*Max Weber*, indlela okuphethwe ngayo ezemisebenzi kahulumeni engxenyeni enkulu yekhuluminyaka lama-20 isuselwe ohlelweni lwemigomo

engamibili ngokulandelana kwayo kanye nangokokuphathwa kwabantu.

Lolu hlelo lwaqala ukwethulwa njengengxenye yezinguquko ezinkulu zendlela yokuphatha e-*United Kingdom* nase-*Prussia* ngasekupheleni kwekhuluminyaka le -19 ngenhloso yokumelana nezinhlelo zokuphatha ezabe zixhasa futhi zenzelela ekuthathweni kwezinqumo kanye nasekuqokweni kwabantu kuhulumeni.

Lolu hlelo lwalunomehluko ezintweni eziningana. Lwalusebenza ngokulawulwa endaweni eyodwa, lunemithetho nemihlahlandlela ethile, lunendlela ehlukile yokwenza izinqubomgomo kusukela ekuqalisweni kokusebenza kwalo, kuphinde futhi kusetshenziswe uhlaka oluqhuba ngokwezigaba.

Lolu hlelo lwalusebenza kahle emazweni amaningana, ikakhulu e-*Singapore* nokuyilapho ubuholi bezombusazwe bangemuva kwenkululeko baqhamuka nezinga eliphezulu futhi basebenzela umphakathi ngempumelelo.

Nezwe lase-*China* nalo lalandela indlela efanayo ngokuthi libe yizwe elinenhlangano eyodwa.

Kodwa-ke ngemuva kwengcindezelo amazwe amaningi abhekana nokwehla kwezinga lokubusa kanye nokusebenza ngempumelelo ekuphatheni ezemisebenzi kahulumeni eminyakeni eyalandela nokwaba yingcindezi ekulandeleni

izigaba asebenza ngazo kanye nezinsiza zahulumeni ngokunjalo nokuqokwa kwabasebenzi okwakuhambisana nomthelela wabaholi bezepolitiki nabalandeli.

Isaqhubeka imizamo yokuguqula indlela yokubusa kanye nokuhlinzeka izinsiza emazweni amaningi asathuthuka selokhu kwasuka ngeminyaka yawo-1980 ukuze ukuphatha ezemisebenzi kwenzeke ngohlelo olulawulwa endaweni eyodwa ukuze kusetshenzwe ngempumelelo.

NgokoMbiko Wokuthuthukiswa Komhlaba wango-1997 owethulwa yiBhangi Lomhlaba, lahlonza ngokususela kokufanele ukuthi ukuqokwa kwabantu kanye nozinzo kubasebenzi bahulumeni yikhona okubalulekile ekusebenzeni ngempumelelo ekuphathweni kwezemisebenzi kuhulumeni.

Indlela yokwengamela nokuguqulwa kukahulumeni akubanga nje ukuthi kuvele kuphindwe kumiswe kabusha izisekelo zezinhlelo zaphambilini ekuphatheni ezemisebenzi kahulumeni.

Izinhlaka eziningi zikahulumeni zazibukeka zinomthwalo ongaphezu kwamandla, zingasebenzi kahle, futhi zizicabangela zodwa, nokwakwenziwa yinhlese yezisekelo sezepolitiki kwezomnotho.

Izinhlelo ezibhekele ukudingeka kwezimali zokulungisa izakhiwo

zazisho ukuthi uhulumeni yiwona obhekiwe ekutheni uguqulwe ikakhulu ekunciphiseni izindleko ngokunjalo nasekuphuculeni ukusebenza ngokubheka kakhulu ukuthi kuncishiswe isilinganiso sezinhlaka zomphakathi, inani leminyango kahulumeni kanye nezinhlaka ezisebenzisana nohulumeni ngokuthi kwenziwe izinguquko endleleni yokusebenza.

Lezi zinguquko zabe zenzelwe ukunciphisa ukusetshenziswa kwemali kuhulumeni kanye nokunqanda ubungako nobubanzi bukahulumeni, kodwa lesi zenzo asihlukile kakhulu kulokho okwaphawulwa ngu-*Weber* maqondana nohlelo lukahulumeni ophethwe endaweni eyodwa ngokokulandelana kwezigaba zokubusa.

Obekufisakala bekukuncane kakhulu, kungento etheni, futhi kuzoba yisimo esizosebenza kahle kakhulu ekuphatheni kuhulumeni kungekhona nje ukushintshwa kwalo lonke uhlelo oludala ebese kufakwa olusha.

Ngemuva kokuhlakazwa kwahulumeni wobandlululo ngo-1994, uhulumeni omusha kwadingeka ukuba wakhe uhulumeni wentando yeningi, obandakanya wonke umuntu futhi osabelayo ezidingweni zomphakathi. INingizimu Afrika yentando yeningi ifike kuhulumeni kunokuthi u-95.5% wabasebenzi abangu-3239 abasezikhundleni eziphezulu ngabantu abamhlophe ebese kuba

ngu-0,6% kuphela abantu abamnyama abangama-Afrika.

Abantu abamnyama abangama-Afrika babeyingxenye enkulu yabasebenzi bahulumeni ezikhundleni eziphansi, ebese kube nabangabaphathi abambalwa ezikhundleni eziphezulu ezikhungweni zahulumeni ezisemakhaya.

Ngeminyaka yo-1990 kwasungulwa izinqubomgomo ezimbalwa ngenhloso yokuletha uguquko eNingizimu Afrika jikelele, ngokunjalo nakuhulumeni.

Ngesikhathi singena onyakeni weZinkulungwane, kwavela izikhalo zokuthi uguquko lubukeka luhamba kancane kakhulu, ikakhulu kuhulumeni.

Ngalokhu-ke uMnyango Wezokuphathwa Kwezemisebenzi Kahulumeni wabuyekeza ukusebenza kwawo ngo-1999 kuya ku-2000, nokuyilapho wahlonza khona ukuthi kuncane kakhulu okwenzile ngokwemiklamo yokudala uguquko.

Ngemuva kwalokhu kubuyekeza kwethulwa uhlelo Lokuphatha Ezikhundleni Eziphezulu (i-SMS), nolwasungula iBhukwana elicacisa ngohlaka lwamakhono kubaphathi abaphezulu eMnyangweni Wezokuphathwa Kwezemisebenzi Kahulumeni (abaqondisi, abaqondisi abakhulu, amasekela abaqondisi

jikelele kanye nabaqondisi jikelele).

Uhlaka lwamakhono lwango-2002 lwahlonza izindlela eziyishumi zamakhono okuphatha, indlela yokwethembeka kanye nobuqotho njengendlela okuyiyona ngqikithi ngokwamakhono adingekayo. Ngo-2011, iKhomishana Yezokuhlela Kuzwelonke yenza ucwaningojikelele ihlola indlela yokusebenza Kwezokuphathwa Kwezemisebenzi Kahulumeni.

INingizimu Afrika seyibe nezinguquko ezibalulekile eziningana. Sikhuluma nje, izinhlaka zikahulumeni nazo sezishintshile zamelela kakhulu nowahlukana kanye nezidingo ezahlukene zabantu baseNingizimu Afrika.

Ngokufanayo-ke kuye kwacaciswa nesibopho seKhomishana Yezemisebenzi Kahulumeni ngaphansi kweSigaba 196(4) (c) soMthethosisekelo nesinikeza i-*PSC* amandla okwenza isiphakamiso ngendlela yokusebenza ngempumelelo nangendlela efanele kuHulumeni kanti-ke isigaba 196(4)(b) sihlinzeka ngokuthi i-*PSC* inamandla okuphenya, ukuqapha, kanye nokuhlola ukuhleleka nokuphatha, kanye nezinqubo zabasebenzi Bahulumeni.

Isigaba 195 soMthethosisekelo weRiphabhlikhi yaseNingizimu Afrika siveza ukuthi ezokuphathwa kwemisebenzi kahulumeni

kufanele zenganyelwe ngokwezimiso zentando yeningi eziqukethwe kuMthethosisekelo, kuhlanganisa nale migomo elandelayo:

- Kufanele kugqugquzelwe futhi kugcinwe izinga eliphezulu lokuziphatha ngendlela efanele emsebenzini.

- Kufanele kugqugquzelwe ukuba kusetshenziswe izinsizakusebenza ngendlela efanele, edingekayo futhi ngokonga umnotho.

- Izinsiza kufanele zihlinzekwe ngokungachemi, ngokufanele, ngokulinganayo futhi ngaphandle kokwenzelela.

- Kumele kuphendulwe kulokho abantu abakudingayo, futhi umphakathi kufanele ukhuthazwe ukuthi ubambe iqhaza ekusungulweni kwezinqubomgomo.

- Abezokuphathwa kwezemisebenzi kahulumeni kufanele baziphendulele.

- Kufanele kukhuthazwe ukuphathwa kahle kwabasebenzi kanye nokuthuthukiswa kwamakhono okusebenza ukuze

kukhuphuke izinga labo lokusebenza.

Umthethosisekelo ugcizelela isidingo sokugcina nokukhuthaza ukuziphatha okuhle emsebenzini kahulumeni futhi uphinde ubeke nomgomo wokuphathwa kahle kwabasebenzi ngokuthi kuthuthukiswe amakhono abo okusebenza ukuze bakwazi ukusebenza ngokuseqopheleni eliphezulu.

Lokhu kungafezeka kuphela uma abaphathi bemisebenzi kahulumeni benamakhono afanele futhi bethuthukisiwe kwezokuphatha kanye nokuhola.

UHlelo Lwezentuthuko Lukazwelonke eNingizimu Afrika (2030) olubuye lwaziwe ngokuthi nguMbono (ka-2030) luhambisana noMthethosisekelo weRiphabhlikhi yaseNingizimu Afrika, maqondana nokuthuthukisa izwe ngokwamakhono nokusebenza ngendlela efanele, ukwaziwa ngobungcweti, ukubhekelela amakhono kanye nokuhlonipheka ekuhlinzekeni izinsiza zikahulumeni.

UHlelo Lwezentuthuko Lukazwelonke lugxile kakhulu kulokhu okulandelayo ngenhloso yokwakha izwe elikwaziyo ukusebenza futhi elithuthukayo:

- Ukudala uzinzo ekuphathweni kwezepolitiki,

-ukwenza ukuba uhulumeni kanye nokuphathwa kwezemisebenzi kahulumeni wendawo kube yiwona msebenzi ongawukhetha,

- Ukuthuthukisa ezobuchwepheshe kanye namakhono akhethekile okusebenza,

- Ukuqinisa amandla kwabayizithunywa, indlela yokuziphendulela, kanye nendlela yokwengamela

- Ukuphucula indlela yokusebenzisana phakathi kweminyango,

- Ukuhlonza kuqala indlela yokuphucula ubudlelwano phakathi kwahulumeni kazwelonke, wesifundazwe, nowendawo.

Njengoba kuhamba kancane ukuqaliswa kwezinyathelo ezifanele, uHlaka Lukazwelonke Olubhekele Amakhono Afanele Kuhulumeni olwaphasiswa yiKhabhinethi ngoMfumfu ka-2022 luluveza ngokusobala igxathu elibalulekile ekwakheni izwe elithuthukayo futhi elikwaziyo nokusebenza ngokufanele.

Lolu Hlaka luhlinzeka kabanzi ngemibandela okumele ilandelwe ngokufanele, ukuphuculwa kwendlela yokusebenza nokuziphendulela, ngokunjalo nokuphucula ukuhlinzekwa kwezidingongqangi.

Le mibandela iveza ukuthi iminyango kahulumeni kumele ibe nabasebenzi abaqeqeshiwe, abanamakhono, abakulungele futhi abasebenza ngokuzikhandla nabanentshisekelo yokusebenzela abantu.

Lokhu kwenza ukuthi uhulumeni asetshenzelwe abantu abaqokwe ngokufanele ngokuthi kuqaliswe izincomo ze-*NDP* mayelana nohlobo lukahulumeni oludingekayo ukuze kukhulunywe ngezwi lokuthuthukisa izwe ngaphansi kukahulumeni wentando yeningi.

Seyikhona nenqubekelaphambili mayelana nokuphothulwa koMthethosivivinywa Ochitshiyelwe Wezemisebenzi Kahulumeni (2023), uMthethosivivinywa Ochitshiyelwe Wokuphathwa Kwezemisebenzi Kahulumeni (2023) kanye noMthethosivivinywa Wekhomishana Yezemisebenzi Kahulumeni (2022), nokuyiyo elawula izincomo ze-*NDP* iphinde igunyaze ukuqaliswa kokusebenza kohlelo lwamakhono afanele kuhulumeni ukuze kusebenzeke kahle kuzo zonke izigaba zikahulumeni.

Izichibiyelo zoMthetho Wezinhlelo Zomasipala (32 ka-2000), ezasayinwa nguMengameli zaba ngumthetho ngoMfumfu ka-2022, yizona ezabangela ukuthi kwezinye zezinto, kuvinjelwe abasebenzi bamasipala ukuba babe nezikhundla emaqenjini ezepolitiki.

Isisombululo seNgqungquthela Kazwelonke yama-55 ye-*African National Congress* maqondana noKushawa koMthetho Nokubusa sigqugquzela ukuthi indlela yokubusa kanye noguquko isuselwe kulokhu okulandelayo:

“Inhlosongqangi yokuguqulwa kwezwe ukuthi kwakhiwe izwe elithuthukayo elihlinzeka ngezidingongqangi ezifanele futhi elikwaziyo ukuqhubekisela phambili izinhlelo zokuthuthukiswa komnotho kazwelonke, liphinde liqhakambise abantu kanye nokubenza babe yingxenye yezinhlelo ezenziwayo"

Lesi sisombululo siphinda futhi siveze ukuthi izwe elithuthukayo nelikwazi ukusebenza emazingeni kahulumeni womathathu kumele kuzuzwe ngalezi zindlela ezilandelayo:

- Ukuqinisa nokwenza eZemisebenzi Kahulumeni zisebenze ngokufanele, ikakhulu abaphathi abaphezulu, kanye neminxa ehlinzeka ngezinsiza.

- Ukwakha uhlelo lokuhlinzeka ngemfundo kanye namakhono ukuze sibe nabasebenzi abanamakhono afanele kwezokuthuthukisa, ubuchwepheshe kanye nokusebenza.

Nakuba kunemigomo yeBatho Pele, abantu baseNingizimu Afrika bayakhala ngokungasebenzi ngokufanele kwabasebenzi bahulumeni. Lokhu kubonakala kuyikho okuyimbangela enkulu yokungasebenzi ngokufanele.

Ukuzalwa kabusha kukahulumeni kusuka ngo-1994 akusho ukuthi izinselelo azisekho. Zisekhona izinselelo ezimbalwa okudingeka kubhekwane nazo ngokushesha.

Lezi zinselelo zifaka phakathi inkohlakalo kweminye iminyango kahulumeni, ukuhluleka ukuphendula okugcina kungcolisa isithunzi sikahulumeni.

Inkohlakalo iyona kanye engcolisa futhi ihudulele phansi isithunzi sezwe, okuholela ekutheni izakhamuzi zingakuthembi

ukusebenza kukahulumeni.

Kuyiqiniso-ke ukuthi, ukhona umehluko omncane omuhle ekulwisaneni nenkohlakalo njengoba abasebenzi abaningi bahulumeni sebebekwe amacala futhi wagwetshwa abanye bamiswa, abanye besula kanti kwezinye izimo baxoshwa emsebenzini.

Uma sengiphetho, imizamo yokuguqulwa kukahulumeni kudingeka ukuba ihambisane nezinguquko ezenziwe iphinde ihlobane nezindlela ezahlukene zokuphathwa kukahulumeni ezimweni ngokwahlukana kwazo kuphinde kubekwe phambili izidingo zabantu ngokwemizamo abayenza bephindelela ukuze bahambisana nezindlela ezintsha zokusebenza kukaHulumeni.

Kunezimo eziphoqayo ezidala ukuthi senze indlela entsha yokusebenza kukahulumeni ukuze siqinisekise ukuthi ukuguqulwa kukahulumeni kuhambisana nezidingo zezakhamuzi kungabi ukuthi umsebenzi uqhutshwa ngendlela abasebenzi abacabanga futhi nababona ngayo kanye nangokumelela umphakathi ngokwezintshisekelo zabo.

Indlela entsha ekhombisa ukwenza kahle ukuthi, abasebenzi bahulumeni akumele baqashwe ngenxa yokuthembeka kwabo kwezepolitiki nentshisekelo abanayo kepha kumele baqashwe

ngokungachemi kanye nokuzimisela kwabo ekusebenzeleni umphakathi.

Ukuze uhulumeni abeke izakhamuzi phambili kudingeka ukuba kwenziwe uguquko ngendlela abacabanga ngayo abasebenzi bahulumeni, nokuyilapho kuqondiswe khona uguquko ngokuziphatha nezilinganiso zokusebenza ezizokwenza ngcono amandla okuphatha, ngokugxila emizamweni yokugcina abasebenzi bevuselelekile.

Imizamo kahulumeni yokubeka phambili izakhamuzi ekuguquleni uhulumeni kunemithelela ebalulekile ekwakhiweni, ekuqalisweni kanye nasekusimamiseni isimo sokusebenza. Siluthakasela kakhulu lolu Hlelo lweKhomishana Yezemisebenzi Kahulumeni. Ngifisa okuhle kodwa ngokuqhubekisela phambili uhlaka lwamakhono afanele kuhulumeni.

Sengathi konke enizoxoxisana ngakho ngalolu daba olubaluleke kangaka kungaba yimpumelelo.

Ngiyabonga