



## **IRIPHABHLIKHI YASENINGIZIMU AFRIKA**

### **INKULUMO NGESIKHATHI KWETHULWA IVIKI LEZIMISO ZOKUZIPHATHA**

**13 KUMANDULO 2023**

Ngiyabingelela kubafowethu nodadewethu, kuBasebenzi Bezezimiso Zokuziphatha.

Ngithanda ukunamukela nonke ngemfudumalo futhi ngidlulise ukubonga kwami kini ngokuthatha izinsuku ezimbili kulokho okumqoka ekade senikuhlelile kepha nahambeke lesi Sithangami esimaqondana Nabasebenzi Bezezimiso Zokuziphatha Kuzwelonke.

Njenganyakenye, ukuqala kweSithangami Sabasebenzi Bezezimiso Zokuziphatha kuwuphawu lokwethulwa ngokusemthethweni kweViki Lezimiso Zokuziphatha.

Kulo nyaka, Iviki Lezimiso Zokuziphatha lizophinda futhi libe yingxenye yeNyanga Yokubhekelela Izinsiza Zomphakathi, futhi liqale ngoMsombuluko, kufundiswe abaphenyi bomnyango ngoQeqesho Mayelana Nokucwaningwa Kwempilonhlalo yabasebenzi nokungokokuqala. Ngesikhathi salolu qeqesho olwenziwe nge-inthanethi, bangaphezu kwama-230 abaphenyi bomnyango ababe

yingxenye yethimba likaMnu. *Isaac Kabini*, ngaphansi koHlelo Lokuqinisa Izimiso Nobuqotho Bokuziphatha (uhlelo oluxhaswe nguHulumeni wase-*Canada*), ukuze baqeqeshwe ngokwenziwa kophenyo lwempilonhlalo yabasebenzi. Njengoba nazi ukuthi, uhlelo lokuhlolwa kwempilonhlalo luqale ngoMbaso 2021, nokuyilapho kuqale kwagxilwa khona ekubukezweni kwempilonhlalo yabasebenzi.

Ukuze kwesekwe iminyango iqalise ukusebenza kwale nqubomgomo, i-*PAEIDTAU* ihlanganise izinsizakusebenza neBhange Lomhlaba kanye neHhovisi leNhlango Yezamazwe Ahlangene elibhekele Izidakamizwa Nobugebengu, ukuze kusungulwe izifundo ezisezingeni lomhlaba Zokubuyekezwa Kwempilonhlalo Yabasebenzi kufundiswe Abasebenzi Bezezimiso Zokuziphatha. Ngiyaziqhanya kakhulu ukumemezela ukuthi lolu qeqesho lube nezithelo ezinhle, njengoba njengamanje, iyishumi (10) kuphela iminyango kazwelonke kanye neyi-13 yezifundazwe engabanga yingxenye yalolu cwaningo lwempilonhlalo.

Yonke eminye iminyango ibe yingxenye yalolu cwaningo, sibonga kakhulu igalelo laBasebenzi Bezezimiso Zokuziphatha abalapha phambi kwami. Lokhu kuholele ekutheni kwenziwe futhi kuphothulwe ucwaningomabhuku ngempilonhlalo kuBasebenzi Bahulumeni abangaphezu kuka-11 000, lokhu kuphawulwe nanguMengameli enkulumweni yakhe yamasonto onke yamhla ka-13 kuMandulo 2023. Ngenxa yalolu cwaningo, Abasebenzi Bezezimiso Zokuziphatha bathole okudidayo (okusolisayo) base bedlulisa imiphumela yabo ukuze kwenziwe uphenyo.

Uphiko lukahulumeni nomnyango kazwelonke ababhekele lolu hlelo babike ngokudluliswa kwemibiko yaBasebenzi Abasezikhundleni abahlanu (5) kanye namabili (2) abangekho ezikhundleni ukuze kuphenywe impilonhlalo yabo, lapho kubhekwa khona ukungadalulwa kwezimpahla kanye nokungqubuzana kwentshisekelo. Iminyango yezifundazwe eyisikhombisa ibike ngokudluliselwa kwemibiko yaBasebenzi Abasezikhundleni abangama-33 kanye nabayi-1240 Abangekho Ezikhundleni ukuze kuphenywe impilonhlalo yabo, Uphenyo lumayelana nokungqubuzana kwezintshisekelo; ukudalulwa ngokuphelele kwesimo; ukungadalulwa kwezimpahla, ubuqondisi, izinkampani, izimpahla ezingenakususwa; inani elishiwo lezimpahla; izinsolo zokuqhuba ibhizinisi noHulumeni; ukwenza omunye umsebenzi oholelayo ngaphandle kwemvume; kanye nomcebo ongaqondakali.

Njengamanje le minyango iyaphenya ngale mibiko futhi izobikela abe-*PAEIDTAU* ngenqubekelaphambili kulokhu ekupheleni kwale nyanga. Ngokoqeqesho lwangoMsombuluko oluhlinzekwe kubaphenyi bomnyango, nginethemba lokuthi isangaba ngcono kakhulu ingxenye yophenyo yocwaningomabhuku lwempilonhlalo (okuyisigaba 2), nokuyilapho kuzotholakala khona inkohlakalo ngokunjalo nokuziphatha okungekho emthethweni.

Bafowethu nodadewethu,

Iviki lokubhekela izimiso zokuziphatha alilutho ngaphandle kweSithangami esimaqondana Nabasebenzi Bezezimiso Zokuziphatha Kuzwelonke. Kulezi zinsuku ezimbili ezizayo, uhlelo luzobe luqondiswa nguNkk. *Pleasure Matshego* nethimba, sibuka umsebenzi waBasebenzi Bezezimiso Zokuziphatha. Lapha, kuzoxoxwa mayelana Nezimiso Nobumqoka boMthethosisekelo, ngokuholwa yiKhomishana

Yezemisebenzi Kahulumeni, nokuzohlenganisa nengxoxo emfushane mayelana nezimiso zokuziphatha. UMnyango Wezezimali Kuzwelonke nawo uzokwenza isethulo ngokusetshenziswa Kwemininingwane Yabahlinzeki Bempahla kanye neyokuthengwa kwempahla ukuze kuhlonzwe ukungqubuzana kwentshisekelo. Ngifisa ukubonga uNkk Moroko Mabowa kanye no-Adv Khanyisa Mgwenyana be-PSC kanye noMnu Tumelo Ntlaba wehhovisi likaMgcinimafa Kazwelonke ngokubamba iqhaza kulesi Sithangami.

Lolu hlelo luhlenganisa nethuba lokuhlinzeka ngezimpendulo, Abasebenzi Bezezimiso Zokuziphatha, Izinqubomgomo Zokuziphatha, njengokuqhuba ibhizinisi noHulumeni kanye nokufakwa kwemisebenzi yaBasebenzi Bezezimiso Zokuziphatha ngaphansi kwezikhungo zomsebenzi. Kuzophinda futhi kuhlinzekwe ngesikhathi sokuxoxisana ngeMyalelo Yeminye Imisebenzi Eholelayo kanye Nokufakwa Kweminye Imisebenzi Eholelayo ngaphansi kweDigithali ngokunjalo nerejista Lezipho. Lapha kuzophinda kuhlinzekwe ngezimpendulo maqondana neKomidi Lezimiso Zokuziphatha Nokubonisana Nobuqotho Kuzwelonke.

Njengenhloko ye-PAEIDTAU kuyangithokozisa futhi ngikuhlonipha kakhulu ukwethula Iviki Lezimiso Zokuziphatha ngokunjalo nokuvula Isithangami esimaqondana Nabasebenzi Bezezimiso Zokuziphatha Kuzwelonke. Iviki Lezimiso Zokuziphatha akulona nje ithuba lokuthi Abasebenzi Bezezimiso Zokuziphatha bacije amakhono abo, kodwa yiviki elikhethekile lokuba sonke sizikhumbuze ngokubaluleka kwezimiso zokuziphatha nokuphathwa kwazo eminyangweni yethu. Lokho esigxile kukho ngeNyanga Yokubhekela Izinsiza Zomphakathi kulo nyaka, lokhu kuyithuba futhi lokuzikhumbuza ukuthi kusho ukuthini ukuba ngumsebenzi kahulumeni oqeqeshiwe.

Izwe lethu njengamanje libhekene nezinsalelo eziningi ezinomthelela ekuhlizekweni kwezinsiza. Lokhu akuhlanganisi izezo zenkohlakalo kuphela, kodwa kuhlanganisa nokungaziphathi ngokufanele kwabasebenzi Bahulumeni. Uma sizikhumbuza ngokubaluleka kwezimiso zokuziphatha nokuthi zihlobana kanjani nobungcweti, sizithola sinethuba lokuzindla ngokuthi yini ehlukile esingayenza ezindaweni zethu ezihlukene siphinde sigqugquzele abanye abasebenzi bahulumeni ukuba basebenze ngobuqotho nangokufanele ngaso sonke isikhathi.

Ukusebenza ngokufanele akusho ukuthi umuntu ugcina izimiso zokuziphatha. Emacaleni amaningi enkohlakalo sithola ukuthi onqondongqondo yilabo abangochwepheshe, okungaba ngabameli, onjiniyela, odokotela njll. Isifundo esingasifunda kulokhu ukuthi kudingeka abasebenzi abangochwepheshe abaneziqu ezifanele, kodwa ngaphezu kwalokho sidinga abasebenzi Bahulumeni abasebenza ngobuqotho ngaso sonke isikhathi. Izimiso zokuziphatha ngeke uzuthole ngeziqu. Lokhu kudinga umsebenzi osebenza ngokuholwa ukwenza izinto ezifanele, nothatha izinqumo ezihlomulisa umphakathi wonkana. Ukuxoxisana kwethu ngalezi zinsuku ezimbili, ngiyaninxusa ukuba nihlole indima ebanjwa Abasebenzi Bezezimiso Zokuziphatha ekwenzeni umsebenzi Kahulumeni wenzeke ngendlela efanele. Isiphi isibonelo esingasenza ukuze siguqule usiko eminyangweni yethu? Singakuqhubekisela kanjani phambili ukuqaliswa kokusebenza kohlaka Lokusebenza Ngokufanele emsebenzini esiwenzayo?

Ngokuthi kugcinwe izilinganiso eziphezulu zokuziphatha kanye nobungcweti, Abasebenzi Bezezimiso Zokuziphatha bangasiza ukwakha nokugcina ukwethenjwa emphakathini. Uma izakhamuzi zikholelwa ukuthi abasebenzi bakahulumeni basebenza ngobuqotho nangokwamakhono abo, maningi amathuba okuba izakhamuzi zithembe izikhungo zikahulumeni.

Ukuze umphakathi usethembe, kudingeka ukuthi Abasebenzi Bahulumeni baphathe zonke izakhamuzi ngendlela efanele kanye nangokulinganayo. Ukuziphatha kahle kuqinisekisa ukuthi izinqumo nezenzo ozenzayo zisekelwe yizimiso zezobulungiswa nokulingana, nanoma ngabe kunokwenzelwa komuntu siqu. Lapha kudingeka ukuthi futhi Abasebenzi Bahulumeni baqeqeshwe ngokwanele futhi bakwazi ukwenza umsebenzi wabo ngempumelelo, ngokuthi basebenze ngendlela efanele. Lawa makhono abalulekile ekusebenzeni kahle kukahulumeni kanye nasekuhlinzekweni kwezidingo zomphakathi. Kumele kuqondwe, ukuthi ukuziphatha Kwabasebenzi Bahulumeni kuyisithombe sobunjalo bahulumeni jikelele. Ukungaziphathi kahle nokungahloniphi kungcolisa isithunzi sabo bonke Abasebenzi Bahulumeni nanoma ngabe kwenziwa abantu abambalwa.

Zithunywa Ezihloniphekile,

Njengenxenye yeViki Lezimiso Zokuziphatha, ngoMsombuluko weviki elizayo, u-DPSA ngokubambisana neNhlangano Yezokusebenzisana kanye Nokuthuthukiswa Komnotho (i-OECD) kanjalo neNyuvesi yasePitoli, bazobamba inkulumongxoxo mayelana nokuthuthukiswa kwezifundo Zokulwa Nenkohlakalo njengesifundo emanyuvesi. Lolu hlelo luhlose ukuqwashisa abafundi basemanyuvesi maqondana nenkohlakalo nezimiso zokuziphatha kanye nokuxoxisana ngezindlela ezintsha zokwethula amasu okulwa nenkohlakalo ezinhlelweni zokufundisa emanyuvesi. Njengoba sizobe sihlangene, izifundiswa zamazwe ngamazwe kanye nezaseNingizimu Afrika zizobonisana ngezindlela zokubhekana nalolu daba ezinhlelweni zezemfundo, ebese kuthi i-*National School of Government* yona isichazele ngeSifundo Sezimiso

Zokuziphatha esisungulele abasebenzi Bahulumeni njengendlela engcono kakhulu yokusebenza.

Kusukela ngoLwesibili kuya kuLwesithathu weviki elizayo, i-*OECD* no-*DPSA* bazohola ukuqhubeka kwezingxoxo ezimbili, nokuyilapho kuzobanjwa khona izingxoxo mayelana nobungozi benkohlakalo obubhekene nabezezimali, abazengqalasizinda kanye neZinhlaka Eziphethwe Nguhulumeni. Lezi zingxoxo ziyingxenye yoMklamo we-*OECD* Ngezimo Ezinhle Zokuncintisana Ezimakethe eNingizimu Afrika. Inhloso yalo klamo ukuqwashisa ngemiyalelo ye-*OECD* kanye nezindlela ezikahle zokulwisana nenkohlakalo, ubuqotho kanye nokuncintisana ngokungenzeleli phakathi kwababambe iqhaza ngokuthi kwakhiwe ithimba lezokusebenzisana komphakathi. Ngalokhu, i-*OECD* ihlose ukwabelana ngolwazi eyaluthola ekusekeleni Amathimba Ezokusebenzisana emazweni ukuze kuqiniswe ubuqotho bezinkampani kanye nokuqhamuka nezimo ezingcono zokusebenza.

**Abasebenzi Bezezimiso Zokuziphatha**

Ngiyanimema ukuba nibambe iqhaza ezingxoxweni zalezi zinsuku ezimbili ezilandelayo kanye nokuthi nisebenzise leli thuba niziphonsele inselelo nifake imibono ekutheni iMinyango Kahulumeni isebenze ngendlela efanele.