



MINISTRY  
PUBLIC SERVICE AND ADMINISTRATION  
REPUBLIC OF SOUTH AFRICA

## **ISekela likaNgqongqoshe Kwezokuphathwa Kwemisebenzi Kahulumeni**

**UDkt. Chana Pilane-Majake**

Ingqungquthela Yezobudlelwano Bezabasebenzi Kuzwelonke

**Inkulumo Yokuvala**

**22-23 kuNhlolanja 2024**

Sihlalo, ngivumele ngibingelele,

- Uzakwethu, uNgqongqoshe Kwezokuphathwa Kwemisebenzi Kahulumeni, uNkk Noxolo Kiviet; nokunomsebenzi awenzayo njengamanje weqembu elibusayo KwaZulu-Natali. Ngifanelwe ukuba ngizwakalise ukubonga kwami ngokuthi nakuba ematasa, ukwazile ukwenza isikhathi ethule inkulumo kule ngqungquthela. Leyo-ke inkomba yokubaluleka kwale ngqungquthela, nezohlaha ikusasa lobudlelwano bezabasebenzi kuhulumeni.
- UMqondisi-Jikelele woMnyango Wezokuphathwa Kwemisebenzi Kahulumeni, uNkk Yoliswa Makhasi, kanye nabo boke Abaqondisi-Jikelele abakhona;
- ISekele likaMqondisi-Jikelele loMnyango Wezolimo Nokuthuthukiswa Kwezindawo Zasemakhaya uNkk Tsotso Sehoole, osamukela kahle egameni likaMqondisi-Jikelele kulesi sakhiwo esihle kangaka;
- UMphathi Omkhulu woPhiko lwaka-*Humanities*, eNyuvesi Yezobuchwepheshe yaseTshwane; uSolwazi Mashupye Maserumule;
- Usihlalo we-*Public Service Coordinating Bargaining Council (PSCBC)* uMme Ingrid Dimo;
- UDkt Luvuyo Bono, usihlalo weKomidi Lezinsiza Eziseqhulwini;

- UMnu. Thanduxolo Qotoyi, weNyuvesi i-*Nelson Mandela*;
- UDkt Selaelo Mametja, osuka kwa-*Government Employees Medical Scheme (GEMS)*;
- Ubuholi bezabasebenzi, nokube yintokozo enkulu ukulalela imibono yenu ebalulekile izolo. "Ngithanda ukuninqinisekisa egameni likaNgqongqoshe ukuthi, izwakele imibono yenu emihle nokugxeka okwakhayo futhi nokuphendulwa kwayo kuzokwenziwa ngezinhlelo ezibambekayo;" kubeka uMqondisi-Jikelele uMakhasi.
- ONobhala Jikelele bazo zonke iziGungu Zokuxoxisana;
- Abaphathi abakhulu abakhona lapha namuhla;
- Izimenywa Ezihloniphekile,
- Bafowethu Nodadewethu.

Njengoba sisemaphethelweni ale Ngqungquthela Yezobudlelwano Bezabasebenzi Kuzwelonke, ngithanda ukuzwakalisa ukubonga kwami ngokubamba kwenu iqhaza kanye namagalelo enu anohlonze eniwazwakalise kulezi zinsuku ezimbili ezedlule. Ukuhlanganyela kwethu sibe nengxoxo ephuse kangaka ngaphansi ngendikimba ethi "Ukwakhiwa Kwamakhono Ezweni ngokusebenza Ngobuchwepheshe Bezobudlelwano Bezabasebenzi Kuhulumeni," kwenza ngikholwe ukuthi sibe nenqubekelaphambili ebonakalayo ekuqondeni izinselele namathuba ezayo.

Ekuxoxisaneni kwethu, siye sabona kunokungqubuzana phakathi kwezobudlelwano bezabasebenzi Kuhulumeni. Kufanele sivume ukuthi ukukhuphuka kwezindleko zokuphila, izingqinamba zezimali, nokwanda kwezinyunyana kunomthelela ongemuhle ebudlelwaneni bethu singuhulumeni nophiko lwezabasebenzi. Lokhu akuthinti nje kuphela ukusebenza nokuhlinzeka ngezinsiza kodwa kuphinda kubeke engcupheni uzinzo kwezobudlelwano bezabasebenzi. Ngakho-ke sidinga ukusebenzisa inkundla efana nalena ukuqinisa ubudlelwano bethu bokuphilelana ukuze kube khona esikuzuzayo sobabili.

Enkulumweni kaNgqongqoshe izolo, unxuse ukuthi sixoxisane kabanzi nangeqiniso, futhi sithi uma senza lokho, sicabangisise ngalokhu:

- a) Ukuqinisa Ukusebenzisana nezabasebenzi;
- b) Ukuqhuba imisebenzi yezobudlelwano nabasebenzi ngendlela egunyaziwe; kanye
- c) Nokuqedwa kodlame lwezobulili kuhulumeni.

Ngifisa ukwenanela embonweni kaNgqongqoshe mayelana nokuhlukunyezwa kwabantu ezindaweni zokusebenza. Lesi ngesinye sezihlava okufanele silwe naso ngokuhlanganyela singuhulumeni kanye nohlaka lwezabasebenzi. Masiyibambe isavele ngekhandu.

UNgqongqoshe uphinde waphonsela inselelo le ngqungquthela ukuthi iqhamuke neziphakamiso ezibambekayo ezizosiza uHulumeni ekutholeni amasu aphelele kwezobudlelwano bezabasebenzi. Kuyangithokozisa ukuthi kuzo zonke izingxoxo umuntu unomuzwa wokuthi sizibophezele ngokubambisana ekutholeni izixazululo kanye nokugcina ukuthula kubasebenzi kuphinde kugcinwe iZwe likulungele ukuhlinzeka ngezinsiza.

Lapha sixoxisane ngemikhakha eyahlukene, okuhlanganisa ikusasa lobudlelwano bezabasebenzi, umthelela wemifelandawonye kahulumeni, kanye namasu okwengamela ukudlondlobala komthethosivivinywa wamaholo ngaphandle kokubeka engcupheni ukuhlinzekwa kwezinsiza.

Olunye udaba olusemqoka oluseqhulwini yilolo lokuphucula isimo sobudlelwane bezabasebenzi sibe ngesifanele kanye nokugcina iZwe likulungele ukumelana nomsebenzi. Lokhu kuhlanganisa ukuhlomisa abasebenzi bahulumeni ngamakhono adingekayo kanye nekhono lokuhlonza indlela yokuthuthukisa ubudlelwano bezabasebenzi. Kufanele siphinde sibhekelele indlela efanele yokuphathwa kukahulumeni siphinde sihloniphe izimiso zomthethosisekelo kanye nemigomo yokweseka umsebenzi esiwenzayo.

Ngaphezu kwalokho, sikubonile ukubaluleka kokuthuthukiswa kwezwe ngendlela ehlangabezana nezidingo zabantu kusetshenziswa indlela yokungenelela kanye neyokuphathwa kwemisebenzi kahulumeni. Ngokugqoguzela ukubambisana phakathi kwezabamelele abasebenzi kanye nohulumeni, singanqoba sizuze umvuzo ofanayo, sibe nezimiso zokuziphatha ezizokhuthaza ubulungiswa bezenhlalakahle kanye nokufezekiswa kwamalungelo enhlalo-mnotho eqhubekayo.

Okuye kwangiqamela kakhulu kubo bonke abethule izinkulumo, kusukela kuNgqongqoshe, uMqondisi-Jikelele kanye nalabo abaneqhaza elithile abalibambile, ukuboleka amazwi kaNgqongqoshe, ukuthi nami nginxuse ukuba sibambisane sonke. Lokhu kudingeka ukuba sikuncome kakhulu.

Kuyosiza kakhulu ukuthi siqhubeke nokuhlala imihlangano yokuxoxisana nokusebenzisana ukuze sibhekane nezinsalelo siphinde futhi senze ukuba isimo sihambisane nalokho okudingekayo kwezobudlelwano bezabasebenzi kuHulumeni.

Mangibonge kuSolwazi Maserumule ngokusikhumbuza ukuthi abasebenzi baHulumeni bangabantu abayigugu kakhulu kuhulumeni wethu. Ekuqhubekiseleni phambili ukubambisana phakathi kukahulumeni nabameleli babasebenzi, uSolwazi uphinde weluleka ngokuthi ukubambisana akufanele kube yinto ezenzekelayo, kodwa kufanele kwenziwe ngokuhleliwe.

Kuyangijabulisa ukuthi umoya wokubambisana uqhubekile nokuvunguza nasezinhlelweni zosuku lwesibili lwengqungquthela yethu. Nakuba kunjalo, ngesikhathi ethula inkulumo yakhe, uMme Dima ugqizelele ukubaluleka kocwaningo lwabaqashi nezinyunyana ekwakheni izindlela zokuxoxisana. Lokhu kuzosiza kakhulu ekudluliseni izindaba zikwazi ukuthi zidingidwe kube nokubonisana kwemiqondo futhi kuqede nanoma yikuphi

ukungezwani okungenzeka. Esinye seziphakamiso esizocutshungulwa wudaba lokuhlukahlukana, kubhekwe izinhlelo ezithinta abesifazane, intsha kanye nezinhlaka ezingamelelekile.

Okunye okungamele kusale ngaphandle, wudaba lokusindisa izimpilo zabantu ngesikhathi seziteleka, njengoba impilo ingelinye lamalungelo ayisisekelo kubantu. Ngakho-ke kuyinto ephuthuma kakhulu ukuthi izinhlelo zemisebenzi ebalulekile ziphothule izivumelwano eziyisiqalo ukuze kuqinisekiswa ukuthi abantu abalahlekelwa izimpilo zabo ngesikhathi seziteleka, nokuyinto eqinisekiswa ngokomthetho. Ngakho-ke njengoba siphuma kule ngqungquthela, bonke ababambiqhaza kufanele basabele kuleli khwelo basindise izimpilo zabantu.

Ngidlulisa ukubonga kwami kuMnyango Wezokuphathwa Kwemisebenzi Kahulumeni ngokuhlela le ngqungquthela nakubo bonke ababambiqhaza abadlala indima ebonakalayo. Masiqhubekisele phambili ulwazi nemibono okuxoxiswana ngayo lapha ukuze siqhubeke noguquko oluhle emsebenzini esiwenzayo siphinde futhi sibambe iqhaza ekwakhiweni kwesizwe esinamandla nesithuthukayo. Ngiyazi ukuthi uMqondisi-Jikelele uMakhasi usekuqinisekisele ukuthi lokhu ngeke kube wuhlelo lwezingxoxo nje kuphela. Ngiyafisa futhi ukuligcizelela lelo phuzu ngiveze ukuthi sizohlinzeka abaphathi bomnyango ngakho konke ukwesekwa abakudingayo ukuze kuqaliswe ukusebenza kwezincwadi zale ngqungquthela.

Ngicela futhi ukudlulisa ukubonga kwami okusuka enhliziyweni kuzo zonke izikhulumi ezihloniphekile, abahleli bephaneli, kanye nabaqaphi bokuqhubeka kohlelo ababelane nathi ngobungcweti nolwazi abanalo. Enikwethulile lapha kube wusizo olukhulu ekuhlahleni izinga lezingxoxo kanye nasekuqinisekiseni ukuthi ulwazi esabelana ngalo yilolo esiludingayo.

Ngithanda ukuzwakalisa ukubonga kwami eMnyangweni Wezolimo Nokuthuthukiswa Kwezindawo Zasemakhaya (DALRRD) ngokusihlinzeka ngale ndawo yabo ukuze sisingathe le ngqungquthela kanye nakuwo wonke amalungu ekomidi elihlelayo ngokuhlela kwawo ngempumelelo nangokuseqophelweni eliphezulu. Ukuzinikela nokuzikhandla kwenu kuqinisekise ukuthi lo mcimbi uba yimpumelelo.

Okokugcina, ngifuna ukubonga kini nonke, zihambeli, ngokuzibandakanya kwenu okubonakalayo, amagalelo enu aphasile, kanye nokuzibophezela ekuthuthukiseni ubudlelwano bezabasebenzi kuHulumeni. Ngokubambisana kwenu singaba nezinguquko ezinhle futhi siphucule amandla eZwe ukuze sihlinzeke isizwe sakithi ngezinsiza ngendlela efanele futhi esebenza kahle.

Njengoba sisuka kule ngqungquthela, masiqhubekisele phambili ulwazi esiluzuzile, ukwazana esibe nakho, nomoya wokubambisana ngokunjalo nobungcweti esibukhombise ngesikhathi sixoxisana. Ngokubambisana, singaqhubeka nokuba nesisekelo esiqinile sobudlelwano bezabasebenzi kuHulumeni siphinde sibambe iqhaza ekuphuculeni inhlalakahle emphakathini.

Ngiyabonga futhi, ngiphinde nginifisela uhambo oluphephile kanye nempumelelo kwenikwenzayo.

Ngiyabonga!

Inkulumo yethulwe:

YiSekela likaNgqongqoshe Kwezokuphathwa Kwemisebenzi

Kahulumeni uDkt. Chana Majake-Pilane