URhulumente
weNtshona Koloni

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Inombolo yefayili: 3/3/3/9
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INgcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0002/2022

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zoLawulo noKuphathwa kwamaZiko, kwiiNtloko zokuNika iNkxaso yezeKharityhulam kwiZithili, kwiiNtloko eziNika iNkxaso kuBafundi kwiZithili, kuBasebenzi boLawulo loQhagamshelwano lwaBathengi naBathengisi, kuBasebenzi bezeMali, kwiiNgcali zeMfundo eziziiNtloko, kumaSekela eeNgcali zeMfundo eziziiNtloko, kwiiNqununu, nakuBasebenzi beNkonzo kaRhulumente

Isihloko: Abaqeshwa abatyunjiweyo mabaxele ukuchaphazeleka kwabo kwimicimbi yezemali nokufumaneka kwe-*eDisclosure system* kwi-Intanethi

1. Imimiselo i-*Public Service Regulations* (*PSR*), 2016, eyayipapashwe *kwiGazethi kaRhulumente* No. 40167 ye-29 Julayi 2016, inika igunya uMphathiswa weSebe leNkonzo kaRhulumente nezoLawulo (*MPSA*) ukuba atyumbe ezinye iindidi zabaqeshwa ukuba bakuxele ukuchaphazeleka kwabo kwimicimbi yezemali. Ngaphezu koko, i-*MPSA* inegunya lokumisela uhlobo, umhla nokuchaphazeleka kwimicimbi yezemali omakuxelwe ngumqeshwa.

2. Phambi koMatshi 2017, ngamalungu eNkonzo yaBaphathi aBakhulu (*Senior Management Service (SMS)*) kuphela awayetyunjelwe ukuba axele ukuchaphazeleka kwawo kwimicimbi yezemali. Nge-16 Matshi 2017, i-*MPSA* yatyumba ezinye iindidi zabaqeshwa njengoko bechaziweyo apha ngezantsi, ukuba baluxele ukuchaphazeleka kwabo kwimicimbi yezemali (ngokoxwebhu i-*MPSA Determination* eqhotyoshelweyo apha):

   (a) Umqeshwa owamkela umvuzo olingana nomvuzo wenqanaba 13 nangaphezulu nge-*Occupation Specific Dispensation* (*OSD*).
   (b) Umqeshwa oqeshwe kwinqanaba lomvuzo 11 no-12, kuqukwa nabaqeshwa abamkela imivuzo elingana neyenqanaba 11 no-12 nge-*OSD*.
   (c) Umqeshwa oqeshwe kwinqanaba lomvuzo 9 no-10, kuqukwa nabaqeshwa abamkela imivuzo elingana neyenqanaba 9 no-10 nge-*OSD* ne-*ASD*.
   (d) Umqeshwa oqeshwe kwiyunithi yolawulo loqhagamshelwano lwabathengi nabathengisi kungajongwanga nqanaba lomvuzo wakhe.
   (e) Umqeshwa oqeshwe kwiyunithi yezemali kungajongwanga nqanaba lamvuzo wakhe.

Umhlathi 4.1 (apho uya kusebenza khona lo mgaqo-nkqubo) we-*MPSA Determination* uchaza ukuba lo mqathango usebenza kuwo onke amasebe nakubaqeshwa bawo abaqeshwe ngokoMthetho weNkonzo kaRhulumente, 1994 (uMthetho 103 ka-1994), kubandakanywa nootitshala.

3. Abaqeshwa abatyunjiweyo mabakuxele ukuchaphazeleka kwabo kwimicimbi yezemali:

- ukuqinisekisa ukwenziwa kwezinto ekuhleni;
- ukuqinisekisa uxanduva lokuphendula ngokwenzayo;
- ukulawula ukungqubana kweemfuno phakathi kwemisebenzi yabo yaseburhulumenteni nemicimbi yabucala yezemali yabo; kunye
- nokukhuthaza ukuziphatha ngokusulungekileyo nangentembeko (*ethics and integrity*) kwanokuqubisana nobuqhophololo kwinkonzo karhulumente.

4. Amathuba okuxelwa kokuchaphazeleka kwimicimbi yezemali ami ngolu hlobo lulandelayo:

<u>Ubhaliso nokuxela ukuchaphazeleka kwimicimbi yezemali okulindelekileyo ngo-2022:</u>

Ezinye iindidi zabaqeshwa abatyunjiweyo	Ithuba elisikelwe ukuxela ukuchaphazeleka kwimicimbi yezemali
Abaqeshwa abaqeshwe kwiNkonzo yaBaphathi aBakhulu (*Senior Management Service (SMS)*)	**Nge-01 Apreli 2022 ukuya kwi-30 Apreli 2022**
Abaqeshwa abaqeshwe kwinqanaba lomvuzo 9 no-10, kuqukwa nabaqeshwa abamkela imivuzo elingana neyenqanaba 9 no-10 nge-*OSD* (kubandakanywa iinqununu, ootitshala. nabaLawuli abaNcedisayo abamkela imivuzo ekulomanqanaba)	**Nge-01 Juni 2022 ukuya kwi-31 Julayi 2022**
Abaqeshwa abasandula ukuqeshwa baneentsuku ukuya kutsho kweziyi-30 emva kokuba beqalisile emsebenzini ukuchaza ukuchaphazeleka kwimicimbi yezemali kwabo.	

Ubhaliso nokuxela ukuchaphazeleka kwimicimbi yezemali okulindelekileyo ngo-2023:

Ezinye iindidi zabaqeshwa abatyunjiweyo	**Ithuba elisikelwe ukuxela ukuchaphazeleka kwimicimbi yezemali**
Abaqeshwa abaqeshwe kwinqanaba lomvuzo 12 kuqukwa nabaqeshwa abamkela imivuzo elingana neyenqanaba 12 nge-*OSD* (kubandakanywa neenqununu ezikumanqanaba omvuzo alinganayo)	Nge-01 Juni 2023 ukuya kwi-30 June 2023
Amagosa ajongene nokuziphatha ngokusulungekileyo (*ethics officers*) kunye nawaphi na amagosa agqithiselwe amagunya kwi-*eDisclosure system*	Nge-01 Juni 2023 ukuya kwi-30 Juni 2023
Abaqeshwa abaqeshwe kwinqanaba lomvuzo 11, kubandakanywa nabaqeshwa abamkela umvuzo olingana nowenqanaba 11 nge-*OSD* (kubandakanywa neenqununu kunye nootitshala abakumanqanaba omvuzo alinganayo)	Nge-01 Julayi 2023 ukuya kwi-31 Julayi 2023
Abaqeshwa abakwiyunithi yolawulo loqhagamshelwano lwabathengi nabathengisi, nabakwiyunithi yezemali, kungajongwanga nqanaba lomvuzo wabo	Nge-01 Julayi 2023 ukuya kwi-31 Julayi 2023

5. Umqeshwa osandula ukuqeshwa otyunjiweyo ongekafumani kubhaliswa kwi-*eDisclosure system* makazalise ifom yokubhalisa ngokwesikhokelo esilula (*quick guide*) esiqhotyoshelwe apha. I-*eDisclosure system* iyafumaneka ngokulula kubaqeshwa abatyunjiweyo ukuba babhalise

6. Abaqeshwa abatyunjiweyo (ngaphandle kweNtloko yeSebe) (*HoD*)) bayakuxela ukuchaphazeleka kwezemali lwabo kwi-*HoD*.

7. Ngokomhlathi 11 (ukungathotyelwa komgaqo-nkqubo nokunika ingxelo) wemimiselo i-*MPSA Determination*, kunyanzelekile ukuthotyelwa kokuzaliswa kweenkcukacha zokuxela ukuchaphazeleka komntu kwimicimbi yezemali.

8. Ukwenza izinto zibe lula xa uzifundela, fumana kuqhotyoshelwe apha indlela yokubhalisa nokuxela ukuchaphazelekao kwakho kwimicimbi yezemali kwisistim yekhompyutha i-*eDisclosure system* njengoko kucacisiweyo kule listi ingezantsi:

- Izabelo okanye naluphi olunye udidi lwezabelo zamashishini (*equity*) abhalisiweyo abucala okanye akarhulumente okanye naliphi na elinye iziko (*corporate entity*) elaziwayo ngumthetho

- Ii-akhawunti zemali-mboleko (kungafakwanga zibhondi, zimali-mboleko zokuthenga imoto, nee-akhawunti zokuthenga iimpahla zeevenkile)
- Ii-asethi ezingenisa imali
- Iithrasti
- Ukuba ngabalawuli namahlakani kwiinkampani ezithile
- Ukuba ngabacebisi beenkampani neenkonzo ze-*retainerships*
- Iinkqubo zokunika inkxaso (*sponsorships*)
- Izipho nenkonzo yokubukwa kweendwendwe esuka komnye umntu ongelilo ilungu losapho
- Ubumnini nokunye ukuchaphazeleka kwipropathi enokushenxiseka
- Izithuthi
- Nakuphi na okunye ukuchaphazeleka kwimicimbi yezemali; kunye/okanye
- Omnye umsebenzi ohlawulelwayo ngaphandle kwesebe lomqeshwa (*remunerative work outside the employee's department* (*RWOPS*)

9. Umgaqo-nkqubo i-*Western Cape Government's Policy we-RWOPS*, oqale ukusebenza ukususela nge-01 Septemba 2012, ulawula ukwenziwa komsebenzi ohlawulelwayo ngaphandle kwenkonzo karhulumente kwaye uqhotyoshelwe kule setyhula.

   Umhlathi 13(c) weCandelo 1, kwiSahluko 2 semimiselo i-*PSR*, ka-2016, oqale ukusebenza ukususela nge-01 Agasti 2016, ucacisa ukuba umqeshwa:
   "akasayi kuqhuba shishini nequmrhu likarhulumente nokuba leliphi okanye abe ngumlawuli wenkampani karhulumente okanye eyabucala eqhuba ushishino nequmrhu likarhulumente, ngaphandle kokuba umqeshwa onjalo ungumlawuli osesikhundleni wenkampani ekuluhlu lweshedyuli 2 no-3 zoMthetho woLawulo lweMali kaRhulumente".
   ["not conduct business with any organ of state or be a director of a public or private company conducting business with an organ of state, unless such employee is in an official capacity a director of a company listed in schedule 2 and 3 of the Public Finance Management Act] . Lo mqathango usebenza ngokuthi uguqulwe apho kuyimfuneko (*mutatis mutandis*) kubaqeshwa abaqeshwe ngokoMthetho weNgqesho wooTitshala, 1998 (uMthetho 76 ka-1998).

10. Makuqhagamshelwane nala magosa alandelayo azii-*ethics officers* ukubhekisa imibuzo okanye malunga nemibuzo efuna ingcaciso engaphezulu:

Igama	**Idilesi ye-imeyili**	**Ifoni.**
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11. Isistim i-*eDisclosure system* iyafumaneka kwi-Intanethi, kusetyenziswa i-*URL: www.edisclosure.gov.za*. Abaqeshwa abatyunjiweyo banako ukusebenzisa iselula ii-*smartphones* neekhompyutha ii-*tablets* ukubhalisa nokuxela ukuchaphazeleka kwimicimbi yezemali.

ISAYINWE: NGU-LJ ELY
USEKELA MLAWULI-JIKELELE WEENKONZO ZESEBE
UMHLA: 2022-03-03