URhulumente
weNtshona Koloni

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INgcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0007/2023

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 mabakuxele ukuchaphazeleka kwabo kwimicimbi yezemali nokufumaneka kwe-*eDisclosure system* ku-intanethi

1. Imimiselo i-*Public Service Regulations* (*PSR*), 2016, eyayipapashwe *kwiGazethi kaRhulumente* No. 40167 yowama-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. Iindidi zabaqeshwa abachaphazelekayo

2.1 Phambi koMatshi 2017, ngamalungu eNkonzo yaBaphathi aBakhulu (*Senior Management Service (SMS)*) kuphela awayetyunjelwe ukuba axele ukuchaphazeleka kwawo kwimicimbi yezemali. Ngowe-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 kumanqanaba omvuzo 11 nele-12, kuqukwa nabaqeshwa abamkela imivuzo elingana neyenqanaba 11 nele-12 ngokwe-*OSD*;
(c) Umqeshwa oqeshwe kumanqanaba omvuzo 9 nele-10, kuqukwa nabaqeshwa abamkela imivuzo elingana neyamanqanaba 9 nele-10 ngokwe-*OSD* nabalawuli abancedisayo;

(d) Umqeshwa oqeshwe kwiyunithi yoLawulo loQhagamshelwano lwaBathengi naBathengisi (*Supply Chain Management (SCM))* kungajongwanga nqanaba lomvuzo wakhe; kunye

(e) Nomqeshwa oqeshwe kwiyunithi yezemali kungajongwanga nqanaba lomvuzo wakhe.

2.2 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*) kwanokuphelisa ubuqhophololo kwinkonzo karhulumente.

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

Ukubhalisela ukuxela ukuchaphazeleka kwimicimbi yezemali okulindelekileyo ngowama-2023:

Ezinye iindidi zabaqeshwa abatyunjiweyo	**Ithuba elisikelwe ukuxela ukuchaphazeleka kwimicimbi yezemali**
Abaqeshwa abaqeshwe kwi-*Senior Management Service (SMS))*	Ngowo-01 Apreli 2023 ukuya kowama-30 Apreli 2023
Abaqeshwa abaqeshwe ngokwe-*OSD*, abamanqanaba 13 & nangaphezulu	Ngowo-01 Juni 2023 ukuya kowama-31 Julayi 2023
Abaqeshwa be-Middle Management Service, amanqanaba 11 & 12	Ngowo-01 Juni 2023 ukuya kowama-31 Julayi 2023
Abaqeshwa abaqeshwe ngokwe-*OSD*, abamanqanaba 11& 12	Ngowo-01 Juni 2023 ukuya kowama-31 Julayi 2023
Amagosa azii-*Ethics officers*/amagosa ezolawulo nekhomishoni yenkonzo karhulumente	Ngowo-01 Juni 2023 ukuya kowama-31 Julayi 2023
Abaqeshwa beyunithi ye-*SCM*/yezemali abangaphantsi kwenqanaba 9	Ngowo-01 Juni 2023 ukuya kowama-31 Julayi 2023

Abaqeshwa abasandula kuqeshwa	ukuya kwiintsuku ezingama-30 emva kokuqala emsebenzini

Ukubhalisela ukuxela ukuchaphazeleka kwimicimbi yezemali okulindelekileyo ngowama-2024:

Iindidi zabaqeshwa abatyunjiweyo	**Ithuba elisikelwe ukuxela ukuchaphazeleka kwimicimbi yezemali**
Abalawuli abancedisayo, abakumanqanaba 9 & 10	Ngowo-01 Juni 2024 ukuya kowama-30 Julayi 2024
Abaqeshwa abaqeshwe ngokwe-*OSD* abalinganayo nabamanqanaba 9 & 10	Ngowo-01 Juni 2024 ukuya kowama-30 Julayi 2024

5. Umqeshwa osandula ukuqeshwa otyunjiweyo ongekabhaliswa 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 kwabo 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, kuqhotyoshelwe apha indlela yokubhalisa nokuxela ukuchaphazeleka kwakho kwimicimbi yezemali kwisistim yekhompyutha i-*eDisclosure system* njengoko kucacisiweyo kule listi ingezantsi:

- Izabelo okanye naluphi na olunye udidi lwezabelo zamashishini (*equity*) ezibhalisiweyo zabucala okanye zikarhulumente okanye naliphi na elinye iziko eliyi-*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-mali (*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 ongaphandle kwesebe lomqeshwa;

9. UMgaqo-nkqubo i-*Western Cape Government's Policy on Remunerative Work outside the Public Service* (*RWOPS*), oqale ukusebenza ukususela ngowo-01 Septemba 2012, ulawula ukwenziwa komsebenzi ohlawulelwayo ngaphandle kwenkonzo karhulumente kwaye uqhotyoshelwe kule ngcaciso imfutshane. Umhlathi 13(c) weCandelo 1, kwiSahluko 2 seMimiselo i-*PSR*, ka-2016, oqale ukusebenza ukususela ngowo-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".

   Lo mqathango usebenza ngokuthi uguqulwe apho kuyimfuneko (*mutatis mutandis*) kubaqeshwa abaqeshwe ngokoMthetho weNgqesho yooTitshala, 1998 (uMthetho 76 ka-1998).

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

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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 kwabo kwimicimbi yezemali.

12. Kucelwa wazise okule ngcaciso imfutshane bonke abaqeshwa abachaphazelekayo ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-LJ ELY
USEKELA MLAWULI-JIKELELE WEENKONZO ZEZIKO
UMHLA: 2023-04-21