



Inombolo yefayili: 3/3/2/4/12  
Isalathiso: 20240425-3370

INGcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0006/2024

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zoLawulo noKuphathwa kwamaZiko, kwiiNtloko ezinika iNkxaso kuBafundi kwiZithili, kwiiNqununu nakubo bonke aBasebenzi beNkonzo kaRhulumente

#### Isihloko: **Abaqeshwa abaqhuba ushishino nesebe neziko likarhulumente**

- Ngokumalunga neNgcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule 0002/2024, yomhla we-29 Januwari 2024, iSetyhula 13/2024, yomhla we-11 Matshi 2024, yakhutshwa liSebe leNkonzo kaRhulumente noLawulo ngokubhekiselele kwiMiyalelo yeMikhwa eseSikweni (*Ethics Directives*) evunyiweyo evela kuMphathiswa weSebe leNkonzo kaRhulumente noLawulo ukwenzela ukuphunyezwa kwayo ukususela ngowe-01 Apreli 2024.
- Ngokwale Miyalelo ii-*Ethics Directives*, umqeshwa uthintelekile ukuba abhalise kwi-*National Treasury Central Supplier Database* njengomntu ozimeleyo, njengomnini wenkampani okanye umlawuli wenkampani ekuluhlu lweshedyuli 2 no-3 kuMthetho woLawulo lweMali kaRhulumente, 1999, (*Public Finance Management Act, 1991 (Act 1 of 1999)*).
- UMmiselo 13(c) weCandelo1, kwiMimiselo yeNkonzo kaRhulumente (*Public Service Regulations (PSR)*), ka-2016, ucacisa ukuba umqeshwa: "akayi kuqhuba ushishino nesebe okanye neziko likarhulumente, okanye abe ngumlawuli wayo nayiphi na inkampani karhulumente okanye eyabucala eqhuba ushishino nesebe okanye neziko likarhulumente ngaphandle kokuba umqeshwa wenza umsebenzi awuqeshelweyo ngurhulumente njengomlawuli osesikhundleni wenkampani ekuluhlu lweshedyuli 2 no-3 kuMthetho woLawulo lweMali kaRhulumente (*Public Finance Management Act*)".
- Ushinino luquka naluphi na ushishino, urhwebo (*trade*), umsebenzi owenzayo (*occupation*), umsebenzi owuqeqeshelweyo (*profession*), ubizo (*calling*), amashishini (*industry*) okwenza umsebenzi walo naluphi na uhlobo, okanye nawuphi na umsebenzi owenziwayo ukwenzela ukufumana inzuzo okanye ingeniso nguye nawuphi na umntu apha ngaphakathi kwiriphabliki okanye kwenye indawo, noluquka yonke ipropati efunyenwe koku okanye

esetyenziselwa le njongo yokwenza umsebenzi ololu hlobo nawo onke amalungelo namatyala enkampani (*rights and liabilities*) ezibangelwa ngumsebenzi ololu hlobo.

5. Umqeshwa uthathwa “njengoqhuba ushishino nesebe okanye iziko likarhulumente” xa umqeshwa okanye umqeshwa obambeleyo njengomlawuli wenkampani yabucala okanye wenkampani karhulumente:
  - (a) esenza isigqibo, okanye enenjongo yokwenza isigqibo ngemvumelwano ebhaliweyo okanye eyomlomo nesebe okanye iziko likarhulumente (kungajongwanga inkqubo elandelwa lisebe);
  - (b) apho imvumelwano elolu hlobo inganxulumenanga nokuqeshwa kwalo mqeshwa kwisebe kunye/okanye
  - (c) ngemvumelwano elolu hlobo, ngokubonelela ngeempahla neenkonziso kulo naliphi na isebe okanye iziko likarhulumente ukwenzela nayiphi na inzuzo, eyezemali kuye buqu okanye ololunye uhlobo.
6. Ukuba umqeshwa ebeqhuba ushishino nesebe okanye neziko likarhulumente phambi kokuba aqeshwe makaqinisekise ukuba obo budlelwane buyapheliswa phambi kokuqalisa umsebenzi kwisebe elo.
7. Nakuphi na ukophulwa kwalo mmiselo 13(c) we-PSR, 2016 ngumqeshwa okurhanelekayo, kuya kuthathwa amanyathelo ngakuthi kwenziwe uphando loku kurhanelekayo ukwenzela iinjongo zeengxoxo zoluleko.
8. Kucelwa wazise okukule ngcaciso imfutshane bonke abaqeshwa abaphantsi kolawulo lwakho ukuze bakuthathele ingqalelo.

**ISAYINWE:** NGU-LJ ELY

**USEKELA MLAWULI-JIKELELE WEENKONZO ZEZIKO**

**UMHLA:** 2024-05-07