

Inombolo yefayili: 3/3/3/9
Isalathiso: Call Centre

Ingcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0007/2024

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zoLawulo noKuphathwa kwamaZiko, kwiiNtloko zokuNika iNkxaso yezeKharithyulam 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 yowe-29 Julayi 2016, inika igunya uMphathiswa weSebe leNkonzo kaRhulumente nezolawulo (MP SA) ukuba atyambe 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. Ngowe-16 Matshi 2017, i-MPSA yatyumba ezinye iindidi zabaqeshwa njengoko bechaziwe apha ngezantsi, ukuba bakuxele ukuchaphazeleka kwabo kwimicimbi yezemali (ngokoxwebhu i-MPSA *Determination* oluqhotyoshelweyo 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;
 - (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.
3. Umhlathi 4.1 (apho uya kusebenza khona lo mqaqo-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.
 4. Abaqeshwa abatyunjiweyo mabakuxele ukuchaphazeleka kwabo kwimicimbi yezemali:
 - ukuqinisekisa ukwenziwa kwezinto ekuhlени;
 - 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.
 5. Amathuba okuxelwa kokuchaphazeleka kwimicimbi yezemali ami ngolu hlobo lulandelayo:

Ubhaliso nokuxela ukuchaphazeleka kwimicimbi yezemali okulindelekileyo ngo-2024:

Iindidi zabaqeshwa abatyunjiweyo	Ithuba elisikelwe ukuxela ukuchaphazeleka kwimicimbi yezemali
Abalawuli abancedisayo, abakumanqanaba 9 no-10	01 Juni 2024 ukuya kwi-30 Julayi 2024
Abaqeshwe ngokwe-OSD elingana nenqanaba 9 no-10	01 Juni 2024 ukuya kwi-30 Julayi 2024

Ubhaliso nokuxela ukuchaphazeleka kwimicimbi yezemali okulindelekileyo ngo-2025:

Iindidi zabaqeshwa abatyunjiweyo	Ithuba elisikelwe ukuxela ukuchaphazeleka kwimicimbi yezemali
Abaqeshwa abaqeshwe kwi-Senior Management Service (SMS)	01 Apreli 2025 ukuya kwi-30 Apreli 2025
Abaqeshwa be-OSD/benotshi ii-personal notches, (kwinqanaba 13 nangaphezulu	01 Juni 2025 ukuya kwi-31 Julayi 2025
Abaqeshwa be-Middle Management Service, bamanqanaba 11 no-12	01 Juni 2025 ukuya kwi-31 Julayi 2025
Abaqeshwa abaqeshwe ngokwe-OSD, bamanqanaba 11 no-12	01 Juni 2025 ukuya kwi-31 Julayi 2025
Amagosa azii-Ethics officers/amagosa ezolawulo eSebe leMfundo leNtshona Koloni namagosa azii-public service commission officials.	01 June 2025 ukuya kwi-31 Julayi 2025

Abaqeshwa beyunithi ye-SCM/yezemali abakwinqanaba elingaphantsi kwele-9	01 Juni 2025 ukuya kwi-31 Julayi 2025
Abaqeshwa abasandula kuqeshwa baneentsuku eziyi-30 emva kokuqalisa umsebenzi, ukuxela ukuchaphazeleka kwabo kwimicimbi yezemali.	

6. Umqeshwa osandula ukuqeshwa otyunjweyo ongekabhaliswa kwi-*eDisclosure system* makazalise ifom yokubhalisa ngokwesikhokelo esilula (*quick guide*) esiqhotyoshelwe apha. I-*eDisclosure system* sele ivulekile (*readily open*) ukwenzela ukuba bafikelele kuyo ngokulula abaqeshwa abatyunjweyo ukubhalisa.
7. Abaqeshwa abatyunjweyo (ngaphandle kweNtloko yeSebe) (*HoD*) bayakuxela ukuchaphazeleka kwezemali kwabo kwi-*HoD*.
8. Ngokomhlathi 11 (ukungathotyelwa komgaqo-nkqubo nokunika ingxelo) wemimiselo i-*MPSA Determination*, kunyanzelekile ukuthotyelwa kokuzaliswa kweenkcukacha zokuxela ukuchaphazeleka komntu kwimicimbi yezemali.
9. Ukunenzela lula, kuqhotyoshelwe apha indlela yokubhalisa nokuxela ukuchaphazeleka kwakho kwimicimbi yezemali kwisistim yekhompuyutha 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;
 - li-akhawunti zemali-mboleko (kungafakwanga zibhondi (*bond*), zimali-mboleko zokuthenga imoto, nee-akhawunti zokuthenga iimpahla zeevenkile);
 - li-asethi ezingenisa imali;
 - lithrasti;
 - Ukuba ngabalawuli namahlakani kwiinkampani ezithile;
 - Ukuba ngabacebisi beenkampani neenkonzelo ze-*retainerships*;
 - linkqubo 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;
 - Omnye umsebenzi ohlawulelwayo ongaphandle kwesebe lomqeshwa (*RWOPS*);
10. UMgaqo-nkqubo i-*Western Cape Government's Policy on Remunerative Work outside the Public Service (RWOPS)*, oqale ukusebenza ukususela ngowe-01 Septemba 2012, ulawula ukwenziwa komsebenzi ohlawulelwayo ngaphandle kwenkonzo karhulumente yaye uqhotyoshelwe kule ngcaciso imfutshane.

10.1 Umhlathi 13(c) weCandelo 1, kwiSahluko 2 seMimiselo i-PSR, ka-2016, oqale ukusebenza ukususela ngowe-01 Agasti 2016, ucacisa ukuba umqeshwa: “*akasayi kuqhuba shishini nequmrhu likarhulumente nokuba leliph i 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).

11. Makuqhagamshelwane nala magosa alandelayo azii-ethics officers ukubhekisa imibuzo:

Igama	Idilesi ye-imeyili	Ifoni.
Natania Louw	Natania.Louw@westerncape.gov.za	021 830 3853
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Mark van der Vendt	Mark.VanderVendt@westerncape.gov.za	021 467 2509

12. Isistim i-eDisclosure system iyafumaneka kwi-Intanethi, kusetyenziswa i-URL: www.edisclosure.gov.za. Abaqeshwa abatyunjweyo banako ukusebenzisa iselula ii-smartphones neekhompyutha ii-tablets ukubhalisa nokuxela ukuchaphazeleka kwabo kwimicimbi yezemali kwikhompyutha.

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

ISAYINWE: NGU-LJ ELY

USEKELA MLAWULI-JIKELELE WEENKONZO ZEZIKO

UMHLA: 2024-05-08