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ISIXHOSA



PUBLIC PROTECTOR
SOUTH AFRICA

**UNGABA UNESIKHALAZO
MALUNGA NEMFANELO
ZENKONZO ZOLUNTU
KURHULUMENTE?**

**UMKHUSELI
WOLUNTU
ANGAKUNCEDA!**

Yintoni uMkhuselo woluNtu?

UMkhuseli woluNtu (okanye i-Ombudsman njengoko yayisaziwa njalo i-ofisi):

- Ligosa elikwinqanaba eliphezulu;
- Lizimele kurhulumente kunye namaqela ezopolitiko;
- Uqeshwe yiPalamente ngokoMgaqo-siseko
- Ufumana izikhalazo kubantu abanezikhalazo kumasebe karhulumente, ii-arhente, okanye kumagosa; kwaye

Unamagunya oku:

- Phanda;
- Lamla, ukuxolelanisa nokuqhuba uthetha-thethwano;
- Kwenza isincomo samanyathelo okulungisa; kunye
- Nokukhupha iingxelo.

Isebenza njani i-Ofisi yoMkhuseli woluNtu?

Nabani na unokufaka isikhalazo kuMkhuseli woluNtu, oya kuthi ke yena asiphande esosikhalazo.

Cinga ngoMkhuseli woluNtu njengonompempe onokuwajonga onke amacala engxaki. Ukuba ngaba uMkhuseli woluNtu ucinga ukuba isikhalazo sinezizathu, uyakwenza nantoni na esemandleni akhe ukufumana isisombululo kwingxaki, eziquka ukwenza izincomo zokutshintshwa kwenkqubo.

UMkhuseli woluNtu usenokuwuxela ePalamente umcimbi, eyakuthi ke yona yenze ingxoxo-mpikiswano ngomcimbi lowo kwaye iqinisekise ukuba izincomo ziyalandelwa.

Uphando kaninzi lwenziwa ngokungekho sikweni, kodwa uMkhuseli woluNtu unokukhupha iisamani

ebantwani ukuba banike ubungqina phantsi kwesifundo okanye uqiniseko ukuba kuba yimfuneko oku.

Ngubani ongaphandwa nguMkhuseli woluNtu?

- Urhulumente kuwo nawuphi na umgangatho. Oku kuquka urhulumente wesizwe, owamaphondo noogunyaziwe beengingqi;
- Nawuphi na umntu owenza umsebenzi karhulumente. Oku kuquka nabani na owenza nawuphi na umsebenzi osemthethweni ochaphazela bonke, okanye inxenywe yabantu baseMzantsi Afrika, umzekelo umsebenzi karhulumente, ofana nepolisa okanye igosa lonyulo;
- Amaziko karhulumente afana ne-SABC, Eskom ne-Telkom; kunye
- NamaBhunga asemthethweni, umzekelo iBhunga loPhando ngeNzululwazi zabaNtu (Human Sciences Research Council) kunye neBhunga lezeNzululwazi noPhando lwezoShishino (Council for Scientific and Industrial Research).

Yintoni engaphandwa nguMkhuseli woluNtu?

Ukungaphathwa kakuhle okuye kwakwehlela, ngenxa:

- Yokusetyenziswa kakubi kwamagunya;
- Ukuziphatha ngokungafanelekanga, ngokungathembekanga, ngokukrwada okanye okunye;
- Ulibaziseko olungafanelekanga;
- Isigqibo esithathwe ngabasemagunyeni;
- Ulawulo olugwenxa;
- Ukunganyaniseki okanye ukuphatha ngokungafanelekanga imali karhulumente;
- Ukuzityebisa ngokungafanelekanga; kunye
- Nokufumana uncedo ngokungafanelekanga.

Umntu ukhalaza xa kutheni kuMkhuseli woluNtu?

Ngaphambi kokuba ufake isikhalazo kuMkhuseli woluNtu, zama ukuyisombulula ngokwakho ingxaki kuqala, umzekelo ngoku:

- Thetha ne(ama)gosa elibandakanyekayo okanye, ukuba oko akuncedi;
- Ukubhalela umntu ophethe i(ama)gosa elo, umzekelo iNtloko yeSebe, eGosa eliyiNtloko eliPhetheyo okanye uMphathi kaMasipala; kwaye
- unokucinga nangokuya kwiLungu lePalamente okanye iNdlu yoWiso-mThetho.

Olu lwazi lulandelayo kufuneka luqulathwe kwileta;

- ubunjani besikhalazo sakho;
- imvelaphi nembali yesikhalazo sakho;
- isizathu esenza ukuba ufune siphandwe isikhalazo nguMkhuseli woluNtu;
- amanyathelo owathathileyo okusisombulula ngokwakho isikhalazo. Kufuneka ukhankanye amagama, imihla, kunye nento eyathethwayo. Iikopi zayo nayiphi na imbalelwano phakathi kwakho kunye namagosa kufuneka ihlonyelwe kwileta yakho; kunye
- nedilesi yakho yeposi kunye nenombolo yomnxeba apho unokufunyanwa khona.

Ungabhala okanye ucele okwazi ukubhala akubhalele ukuba awukwazi ukubhala,

Ungatsalela umnxeba i-ofisi yoMkhuseli woluNtu apho kukho amalungu abasebenzi aqeqeshiweyo aya kumamela isikhalazo sakho.

Kufuneka utyelele i-ofisi nokuba yeyiphi kulamaphondo alithoba uzokwenza udliwano-ndlebe okanye uzokucetyiswa.

Isikhalazo kufuneka sixelwe kuMkhuseli woluNtu kwiminyaka emibini ukusukela kumhla wokwenzeka kwaso.

Izikhalazo zinokufakwa kwakhona kwiindawo zokutyelela ekusetyenzwa kuzo yi-ofisi, kunye nocweyo oluqhutywa yi-ofisi. Iindawo onokutyelela kuzo yimimandla echongelwe injongo zokuqhuba udliwano-ndlebe nabafaki zikhalazo, kwaye zifunyanwa kuwo onke amaphondo. Iindawo ezinokutyelelwa kusetyenzwa kuzo okungenani kanye ngenyanga.

Ingaba nabani na omnye umntu uza kuva ngesikhalazo sam?

UMkhuseli woluNtu kunye nabasebenzi bayakugcina igama lomfaki sikhalazo liyimfihlo xa kukho imfuneko.

Kubiza malini ukufumana uncedo kuMkhuseli woluNtu?

linkonzo zezasimahla

uMkhuseli woluNtu akanakuphanda oku kulandelayo?

- Izigwebo ne zigqibo ezenziwe enkantolo;
- Izenzo zabucala ezenziwe ngabantu abangabodwa;
- linkampani zabucala; kunye
- Izifundiswa ezingasebenzeli urhulumente njengo gqirha namagqwetha.

Koko, abasebenzi boMkhuseli woluNtu banokunceda ngokukuxelela ukuba ukhalaza phi na okanye yintoni ekufuneka uyenze kwezi meko zingasentla. Kwiimeko ezithile esezikhankanyiwe apho uMkhuseli woluNtu angenalungelo lokuphanda isikhalazo sakho, uya kukuthumela kwisebe elilungele oko.