URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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ICandelo lokuGaya nokuKhetha aBasebenzi
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Umhla wokuphelelwa: Awukho

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kuBaphathi beeSekethe, kwiiNtloko zawo onke amaziko emfundo nakooSihlalo bamabhunga olawulo

Isishwankathelo esifutshane: *Le setyhula yazisa ukuqaliswa kokusetyenziswa kwekhompyutha (automation) kwazo zonke iinkqubo zogaya nokukhetha abasebenzi benkonzo karhulumente nokugqithiselwa kolawulo lwale nkqubo kwii-ofisi zezithili ukwenzela izithuba zenqanaba elisezantsi (decentralisation of the process in respect of entry level posts).*

**ISihloko: Ukugaywa nokukhethwa kwabaqeshwa benkonzo karhulumente abakumaziko**

1. INtloko yeSebe leMfundo ikuvumile ukuqaliswa kokusetyenziswa kwekhompyutha (*automation)* kwazo zonke iinkqubo zogaya nokukhetha abasebenzi benkonzo karhulumente nokugqithiselwa kolawulo lwale nkqubo kwii-ofisi zezithili ukwenzela izithuba zenqanaba elisezantsi (*decentralisation of the process in respect of entry level posts)*.

2. **Izithuba zenqanaba elisezantsi (*entry level posts)***

2.1 Izikolo zinokuqhubeka ukupapasha ezi zithuba zilandelayo ngokusebenzisa amaqonga opapasho akhoyo asetyenziswa kwizithuba zengqesho yethutyana:

a) UMabhalana wezolawulo
b) Umncedisi Jikelele
c) UMsebenzi oNcedisa kwiNdawo yokuHlala
d) UMncedisi waseFama
e) INesi

2.2 Izibhengezo mazingqinelaniswe neenkcazo zomsebenzi zeendidi zezithuba ezahlukileyo.

2.3 Amaxwebhu okutyunjwa kwabafanelekileyo nobungqina obuhamba kunye nawo benkqubo elandelwayo mawangeniswe kuMlawuli weCandelo lokuGaya nokuKhetha aBasebenzi ukwenzela ukuqwalaselwa nokuvunywa kwawo.

2.4 ICandelo lokuGaya nokuKhetha aBasebenzi liya kuhlola amaxwebhu ukukhangela ukuchaneka nokulandelwa kwemigaqo emiselweyo nokuba yinyani kwawo yaye likuvume ukutyunjwa nokuqeshwa ngokusisigxina komqeshwa.

3. **Izithuba zonyuselo-sikhundleni**

3.1 Izikolo mazipapashe ezi zithuba zilandelayo kwi-*eRecruitment System:*

a) IForimani Jikelele
b) ISuphavayiza kwiNdawo yokuHlala
c) ISuphavayiza eneQhuzu kwiNdawo yokuHlala

3.2 Izibhengezo mazingqinelaniswe neenkcazo zomsebenzi zeendidi zezithuba ezahlukileyo.

3.3 Abenzi-sicelo mabakhuthazwe ukuba benze izicelo kwizithuba ezipapashiweyo ngokusebenzisa ikhompyutha (*online system*).

3.4 Kwiindawo ezinengxaki yenethiwekhi (*connectivity challenges*), abenzi-sicelo baya kuvunyelwa ukuba bangenise izicelo ngesandla.

3.5 Emva komhla wokuvala, izicelo zinokufunyanwa kusetyenziswa i-*eRecruitment System* ukwenzela ukuqaliswa kweenkqubo zokugaya, ukukhetha nokuqesha abasebenzi.

4. Izikolo zinako ukukhetha ukuzipapasha zonke izithuba (izithuba zonyuselo-sikhundleni nezithuba zenqanaba elisezantsi) ngokuqala zigqithe kwi-*eRecruitment System.*

5. Apha kuqhotyoshelwe i-"*Practical Guide to the Recruitment, Selection and Appointment of Institution-based Public Service Employees*" ukuncedisa iikomiti zodliwano-ndlebe.

6. Kucelwa uqinisekise ukuba okuqulethwe kule setyhula kwaziswa bonke abachaphazelekayo ukuze bakuthathele ingqalelo.

**ISAYINWE:** NGU-HA LEWIS
**INTLOKO EBAMBELEYO YESEBE LEMFUNDO**
**UMHLA:** 2022-04-12