Isalathiso: 20171013-5775
3/3/2/2
Imibuzo: IZiko leeFoni

INgcaciso eMfutshane yeCandelo lokuGaya noKukhetha aBasebenzi: 0001/2017

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

Isihloko: Ukukhutshwa kweeRosta zeZithuba zango-2018

1. Injongo

Injongo yale ngcaciso imfutshane kukwazisa ngeeRosta zeZithuba (*Vacancy Rosters)* zango-2018 zootitshala abakumaziko, zabasebenzi benkonzo karhulumente abakumaziko, zootitshala abasezi-ofisini nezithuba zabasebenzi benkonzo karhulumente abasezi-ofisini kwiSebe leMfundo leNtshona Koloni (WCED).

2. Imihla yoPapasho

Imihla yopapasho yezi zintlu zezithuba kwakunye neminye imihla ebalulekileyo, iqulethwe kwezi zihlomelo ziqhotyoshelwe apha.

3. Ootitshala abakumaziko

3.1 ISebe i*WCED* liya kukhupha izintlu ezintathu zezithuba ukwenzela ootitshala abakumaziko.

3.2 ISebe i*WCED* aliyi kubanazo izintlu zezithuba ezahlukeneyo kumanqanaba awahlukileyo. Zonke izithuba ezingenamntu zootitshala abakumaziko mazipapashwe ke ngoko kwizintlu zezithuba kuselithuba.

3.3 ULuhlu lweZithuba 3 luya kupapashwa njengoluhlu lwezithuba ezivalelekileyo ukulungiselela ootitshala abatsha abasanda kuqeshwa (*new entrants*) ngokumalunga nezithuba zenqanaba 1.

3.4 Izicelo ngokwenkqubo yokutshintshwa kwengqesho/yengqesho *(conversion/appointment process*) ngokusekelwe kwiziqendu 6A no-6B zoMthetho weNgqesho yooTitshala, 1998 (uMthetho 76 ka-1998), zinokungeniswa kunyaka wonke.

3.5 Ziyacelwa iinqununu namabhunga olawulo baqinisekise ukuba izibhengezo zizaliswa ekhompyutheni kwiziko lewebhu leSebe i*WCED* kule dilesi: https://wcedonline.westerncape.gov.za ungadlulanga umhla omisiweyo kwidrafti yoluhlu lwezithuba.

3.6 Akukho zifom ziya kwamkelwa ziyikopi eliphepha eliprintiweyo. Iinqununu mazithethane nabaphathi beesekethe xa ngaba zinengxaki ngenkqubo yokuzalisa izibhengezo zezithuba kuluhlu lwezithuba oluyidrafti kwiziko lewebhu.

4. Ootitshala abasezi-ofisini

4.1 ISebe iWCED liya kukhupha iibhulethini ezintathu zezithuba zootitshala abasezi-ofisini.

4.2 Abaphathi bamacandelo mabaqinisekise ukuba ziyangeniswa izibhengezo kwiCandelo lokuGaya nokuKhetha aBasebenzi ngemihla emisiweyo eboniswe kwisihlomelo.

4.3 Kwimeko yokungaphumeleli ukuyilandela ngqo imihla emisiweyo, izibhengezo ziya kurhoxiselwa umhla wopapasho/webhulethini yezithuba olandelayo.

4.4 Akukho zibhulethini zezithuba ezikhethekileyo eziya kupapashwa kwizithuba zootitshala abasezi-ofisini.

5. Abasebenzi benkonzo karhulumente abakumaziko

5.1 ISebe iWCED liya kukhupha iibhulethini ezimbini zezithuba zonyuselo-sikhundleni zabasebenzi benkonzo karhulumente abakumaziko. (iforimani jikelele (*general foreman*), iisuphavayiza kwindawo yokuhlala *(household supervisors)* neesuphavayiza ezinkulu kwindawo yokuhlala) (*senior household supervisors)*.

5.2 Ziya kuqatshelwa (*identified)* izithuba ezingenamntu/ezixhaswa ngemali kumanani ezithuba ezabelwe amaziko eSebe i*WCED*.

5.3 Izikolo mazingqinisise izicelo zokupapashwa kwezithuba kwiSistim eyi-*People Management Practices System* (i-*PMPS,* eyisistim eyayisakuba yi-*HCLMS* ngaphambili) ukulungiselela ukupapashwa kwazo.

5.4 Kwimeko yokungaphumeleli ukungqinisisa ukungafakwa kwesithuba esingenamntu, iSebe iWCED liya kusibandakanya isithuba kwibhulethini yezithuba ezingenamntu ukwenzela ukuba sipapashwe.

5.5 Izicelo zokutshintshwa kwengqesho yezithuba zamanqanaba asezantsi (*entry-level posts)* (oomabhalane *(administration clerks)*, abancedisi jikelele *(general assistants*), nabasebenzi abancedisa kwindawo yokuhlala (*household aids*), aziyi kwamkeleka ngaphambi kokupapashwa kwesetyhula yokutshintshwa kwengqesho.

6. Abasebenzi benkonzo karhulumente abasezi-ofisini

6.1 ISebe iWCED liya kukhupha iibhulethini ezintathu zezithuba zabasebenzi benkonzo karhulumente abasezi-ofisini.

6.2 Abaphathi bamacandelo mabaqinisekise ukuba ziyangeniswa izibhengezo kwiCandelo lokuGaya nokuKhetha aBasebenzi ngemihla emisiweyo eboniswe kwisihlomelo.

6.3 Kwimeko yokungaphumeleli ukuyilandela ngqo imihla emisiweyo, izibhengezo ziya kurhoxiselwa umhla wopapasho/webhulethini yezithuba olandelayo.

6.4 Kuya kupapashwa iibhulethini zeZithuba eziKhethekileyo zezithuba zabaphathi abaphezulu (s*enior management)* kuphela.

6.5 Iyafuneka imvume yeKomiti yeSigqeba (*Execitive Committee)* ekupapashweni kwezibhengezo yaye imvume elolu hlobo mayibandakanywe xa kungeniswa isibhengezo sesithuba.

6.6 Mazibandakanywe izicwangciso zolawulo xa kungeniswa izicelo.

7. IZintlu zeZithuba ziya kupapashwa yiRejistri yeSebe iWCED, yaye zinokujongwa kwisistim yewebhu ekunako ukufikelelwa kuyo ngezi linki zilandelayo: https://wcedonline.westerncape.gov.za okanye http://e-recruitment.westerncape.gov.za/index.php.

8. Intsebenziswano yabo bonke abachaphazelekayo iya kuqinisekisa ulawulo oluyimpumelelo lwenkqubo yezengqesho yaye iya kuthakazelelwa gqitha.

ISAYINWE: NGU-BK SCHREUDER
INTLOKO : YESEBE LEMFUNDO
UMHLA: 2017-10-21