Isalathiso: 20190314-2840
Inombolo yefayili: 3/3/3/1/1
Imibuzo: KwiZiko leeFoni

INgcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0003/2019

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zoKuphathwa noLawulo lwamaZiko, kwiiNtloko zoKunika iNkxaso kwiZithili, kwiiNtloko zoKunika iNkxaso kuBafundi, kwiiNqununu nakubo bonke abasebenzi benkonzo karhulumente

Isihloko: ISistim yoLawulo noPhuhliso lweNtsebenzo yaBasebenzi ngo-2019/20

1. Oku kumalunga neNgcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule 0002/2018, yange-07 Matshi 2018, enxulumene nomgaqo-nkqubo i-*Determination and Directive on the Performance Management and Development System* yabasebenzi benkonzo karhulumente abakwinqanaba lomvuzo 1 ukuya ku-12 abangengomalungu eNkonzo yaBaphathi aBakhulu (*Senior Management Service*).

2. ICandelo loLawulo oluyiNtloko loLawulo lweMicimbi yaBasebenzi lichazile ngethuba lomboniso walo wasesidlangalaleni wonyaka ka-2018 ukuba linenjongo yokuqalisa isistim yolawulo lwentsebenzo yasekhompyutheni ukwenzela abasebenzi abanika inkxaso kwizikolo.

3. ISebe leMfundo leNtshona Koloni (*WCED*) ngoku liyavuya kukwazisa ukuba liya kuqalisa iprojekthi elingwayo (*pilot project*) eya kubandakanya izithili zemfundo ezibini, ezizezi, i-*Metro South* ne-*Cape Winelands*. Le projekthi ilingwayo iya kuqulunqa iimvumelwano zentsebenzo zabo bonke oomabhalana bezolawulo ezikolweni kwi-*Performance Management Information System* (*Version 4*), (*PERMIS V4*) ukwenzela umjikelo wentsebenzo ka-2019/20.

4. I-*PERMIS* yabasebenzi abasezikolweni iya kuphunyezwa kwizigaba ezibini kule minyaka mibini izayo ngenxa yobuninzi babasebenzi ekufuneka babandakanywe nobungakanani benkxaso ekufuneka inikwe abasebenzi.

5. Isigaba sokuqala siya kubandakanya amanqanaba emivuzo 5 no-6, oko kukuthi, oomabhalana bezolawulo kwizithili ezikhethiweyo, yaye isigaba sesibini siya kubandakanya bonke abasebenzi abakumanqanaba emivuzo 2 ukuya ku-4.

6. Uqeqesho luya kuququzelelwa zii-ofisi zezithili ezichaphazelekayo ngoncedo lukaNdlunkulu. Imathiriyeli yokuqhuba uqeqesho iya kuthi kwakhona inikwe ekhompyutheni nalapho kuya kuthi kuqhutywe khona enye inkxaso (*further advocacy*) kwisistim i-*People Management Practices System* (*PMPS*).

7. Iinqununu mazikhuthaze yaye ziqinisekise ukuba bonke abasebenzi benkonzo karhulumente bayaya kwiiseshoni zoqeqesho ezicwangcisiweyo.

8. I-*PERMIS* iyafumaneka kwi-Intanethi ngokusebenzisa le linki ilandelayo: https://permis.westerncape.gov.za/permisp/permis.login

9. Kuba umjikelo ka-2018/19 ufikelela esiphelweni, kunikwa le mihla ibaluleke gqitha ilandelayo kwiitheyibhile ezimbini ezingezantsi, oko kukuthi imihla yolawulo lwentsebenzo kubasebenzi abasezikolweni nemihla yolawulo lwentsebenzo yabasebenzi abakumaziko.

10. Imihla yolawulo lwentsebenzo ebaluleke gqitha kubasebenzi benkonzo karhulumente abasezi-ofisini (inqanaba lomvuzo 1 ukuya ku-12) imi ngolu hlobo lulandelayo:

Umsebenzi	Umhla osikiweyo
Ukuvulwa kwe*PERMIS V4* yokuzaliswa kweenkcukacha zeemvumelwano zentsebenzo zika-**2019/20** neemvavanyo zonyaka zabo bonke abasebenzi	01 Matshi ukuya kwi-15 Meyi 2019
Ukusayinelwa kweemvavanyo zonyaka ka-**2018/19** kwi*PERMIS* V4	18 Apreli 2019
Ukungenisa kwiCandelo loLawulo lwaBasebenzi ngoBuchule iikopi ezingamaphepha zeemvavanyo zonyaka ka-**2018/19** zabo bonke abasebenzi	26 Apreli 2019
Ukugqitywa kokumodereyithwa kwentsebenzo ka-2018/19 ziiKomiti zeRivyu zeZigaba eziPhakathi zamanqanaba emivuzo 1 ukuya ku-12	02 ukuya kwi-24 Meyi 2019
Ukusayinelwa kweemvumelwano zentsebenzo zika-**2019/20** kwi*PERMIS* V4	15 Meyi 2019
Ukuqukunjelwa kweerivyu ezenziwa qho kwiinyanga ezintandathu	23 Oktobha 2019
Ukuqukunjelwa kwemvavanyo zokugqibela kunye namanqaku	17 Apreli 2020

11. Imihla ebaluleke gqitha yabasebenzi benkonzo karhulumente abakumaziko:

Umsebenzi	Umhla osikiweyo
Ukuqulunqwa kweemvumelwano zentsebenzo zika-**2019/20**	Kuya kugqitywa ungadlulanga owe-10 Meyi 2019
Ukungeniswa kwii-ofisi zezithili kweemvavanyo zaqho ngonyaka kumjikelo ka-**2018/19**	18 Apreli 2019
Ukungeniswa kwi-ofisi yesithili kweZatifikethi zeeMvumelwano ngeNtsebenzo zika-**2019/20**	17 Meyi 2019
Ukuqukunjelwa kweerivyu eziqhubeka qho kwiinyanga ezintandathu yaye ungenise izatifikethi kwii-ofisi zezithili	27 Septemba 2019
Ukuqukunjelwa kweemvavanyo zokugqibela kunye namanqaku	17 Apreli 2020

12. Kubaluleke gqitha ukuba imihla esikiweyo yekhalenda kunye neyekhalenda yokucwangcisa i-*Staff Performance Management and Development System* (*SPMDS*) ngokungqinelana nemihlathi 9 no-10 iyathotyelwa, ingakumbi imihla xa kufuneka kungeniswe iimvumelwano zentsebenzo kwaneenkqubo zeerivyu zeenyanga ezintandathu. Abasebenzi abasayi kuzuza kwizibonelelo zentsebenzo (*performance incentives*) ukuba amaxwebhu akangeniswanga ngexesha.

13. Kucelwa wazise okukule ngcaciso imfutshane bonke abasebenzi abachaphazelekayo abaphantsi kolawulo lwakho ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-LJ ELY
USEKELA MLAWULI-JIKELELE WEENKONZO ZEZIKO
UMHLA: 2019-03-28