URhulumente weNtshona Koloni
EzeMfundo

ICandelo loLawulo lwaBasebenzi ngoBuchule

Isalathiso: 20210225-1236
Inombolo yefayili: 3/3/3/1/1
Imibuzo: IZiko leeFoni

INgcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0002/2021

Iya: KumaSekela Balawuli-Jikelele, kuBalawuli abaziiNtloko, kuBalawuli, kumaSekela Balawuli, kuBaphathi beeSekethe, kwiiNtloko zoLawulo nokuPhathwa kwamaZiko, kwiiNtloko zokuNika iNkxaso kwiKharityhulam (kwizithili), kwiiNtloko zokuNika iNkxaso kuBafundi (kwizithili), kwiiNqununu nakubo bonke abasebenzi benkonzo karhulumente

Isihloko: ISistim yoLawulo noPhuhliso lweNtsebenzo yaBasebenzi 2021/22

1. ISistim yoLawulo noPhuhliso lweNtsebenzo yaBasebenzi (*SPMDS)* kwiSebe leMfundo leNtshona Koloni (WCED) yinkqubo yentsebenziswano eqhubekeka okoko ephakathi komsebenzi nomphathi/nesuphavayiza yakhe ekhokela ulawulo nophuhliso lwentsebenzo yomsebenzi kumjikelo wentsebenzo opheleleyo.

2. Umjikelo we-*SPMDS* uqala nge-01 Apreli ukuya kwi-31 kuMatshi kuye nawuphi na unyaka-mali ochaphazelekayo yaye unala macandelo mane:

   - Ukucwangcisela intsebenzo nemvumelwano
   - Ukubeka esweni, ukujongisiswa nokuhlolwa kwentsebenzo
   - Ukumodareyithwa kwentsebenzo
   - Ukulawulwa kweziphumo nokuhlolwa kwentsebenzo

3. Kubalulekile ukuba amacandelo asetyenziswe ngokungaguqu-guqukiyo ngabaphathi babasebenzi/ziisuphavayiza/ngabaqeshwa kumjikelo wohlolo uphela.

4. Abaphathi babasebenzi/iisuphavayiza/abaqeshwa bayakhuthazwa ukuba bathathele kubo ubumnini nokuthatha inxaxheba ngokuyimpumelelo kwinkqubo yolawulo nophuhliso lwentsebenzo.

5. Umphathi wabasebenzi/isuphavayiza inoxanduva lokuqeqesha abaqeshwa ukuqinisekisa intsebenzo esemagqabini. Oku kuquka ukunxibelelana nabo rhoqo ukubanceda nokubanika inkxaso ekwenzeni imisebenzi yabo, ukusombulula iingxaki ngokuyimpumelelo, ukuqwalasela nokusingatha iimfuno zophuhliso.

6. Abaphathi babasebenzi/iisuphavayiza kufuneka bangakuphephi ukuba neencoko ezibalulekileyo/ezintsonkothileyo kunye nabaqeshwa babo ukuzisa utshintsho kwindlela yokuziphatha ephathekayo, ukunika inkxaso uphuhliso nentsebenzo yomqeshwa. Abaqeshwa kufuneka bacacelwe ngento emayilindeleke, ngendlela abenza ngayo umsebenzi nophuhliso olufunekayo.

7. Le theyibhile ilandelayo ichaza imihla yokuvalwa kwesistim i-*Performance Management Information System* (*PERMIS*) yecandelo ngalinye lenkqubo:

Umsebenzi	Imihla esikiweyo
Ukuvulwa kwesistim i-*PERMIS V4* ukuzalisa uhlolo lwaqho ngonyaka lwango-**2020/21** nokufakwa ekhompyutheni kweemvumelwano zentsebenzo zango-**2021/22** zabo bonke abaqeshwa	01 Matshi ukuya kowe-14 Meyi 2021
Ukusayinelwa kohlolo lwaqho ngonyaka lwango-**2020/21** kwisistim i-*PERMIS V4*	16 Apreli 2021
Ukungeniswa kwemihla yeentlanganiso ze-*Intermediate Review Committee* (*IRC*) kwiCandelo loLawulo lwaBasebenzi ngoBuchule	21 Apreli ukuya kowe-30 Apreli 2021
Ukuqukunjelwa kweentlanganiso ze-*IRC* zenkqubo yango-**2020/21**	03 Meyi 2021 ukuya kowe-28 Meyi 2021
Ukusayinelwa kweemvumelwano zentsebenzo zango-**2021/22** kwisistim i-*PERMIS V4*	14 Meyi 2021
Ukuqukunjelwa kweerivyu zaqho ngeenyanga ezintandathu kwisistim i-*PERMIS*	22 Oktobha 2021
Ukuqukunjelwa kohlolo lokugqibela namanqaku kwisistim i-*PERMIS*	15 Apreli 2022

8. Isistim i-*PERMIS* ayisayi kufumaneka emva kokuphelelwa kwale mihla ingentla yaye nazo naziphi na izicelo, zokuvula isistim azisayi kwamkeleka ngaphandle kwesizathu esibambekayo esisuka kumphathi wabasebenzi ochaphazelekayo.

9. Akukho mqeshwa uya kulungela ukuwongwa ngentsebenzo, ukuba akasayinanga aze angenise imvumelwano yentsebenzo ngelo thuba limiselweyo.

10. Ukungathotyelwa kokuqukunjelwa kwangethuba nokungeniswa kweemvumelwano zentsebenzo lilo naliphi na iqela elichaphazelekayo, kuya kujongwana nako ngokomgaqo wokuziphatha kunye nemigaqo yenkonzo karhulumente.

11. Abasebenzi abasezikolweni/abakumaziko abangekayisebenzisi isistim i-*PERMIS* kufuneka apho kusebenzayo oku, bazalise izihlomelo ezingamaphepha A, B, C1, C2, E, F, nezatifikethi eziqinisekisa ukugqitywa kwee-Apreyizali zeNtsebenzo (*Performance Appraisals)* zabaqeshwa kunye neerivyu zesiqingatha sonyaka.

12. Kucelwa nazise okukule ngcaciso imfutshane bonke abaqeshwa abaphantsi kolawulo lwakho ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-LJ ELY
USEKELA MLAWULI-JIKELELE WEENKONZO ZEZIKO
UMHLA: 2021-03-29