URhulumente weNtshona Koloni

ISebe leMfundo leNtshona Koloni
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ICandelo loLawulo lwaBasebenzi ngoBuchule
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Inombolo yefayili: 3/3/3/1/1
Isalathiso: 20230130-805

INgcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0002/2023

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 ukwenzela owama-2023/24

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

2. Umjikelo we-*SPMDS* uqala ngowo-01 Apreli ukuya kowama-31 Matshi kuye nawuphi na unyaka-mali ochaphazelekayo yaye unala macandelo (*elements)* mane:

   - Ukucwangcisela intsebenzo nemvumelwano;
   - Ukubeka esweni, ukujongisiswa nokuhlolwa kwentsebenzo;
   - Ukumodareyithwa kwentsebenzo; kunye
   - Nokulawulwa kweziphumo zokuhlolwa kwentsebenzo.

3. Kubalulekile ukuba amacandelo asetyenziswe ngokungaguqu-guqukiyo ngabaphathi babasebenzi/ziisuphavayiza nabaqeshwa kumjikelo wokuhlolwa kwentsebenzo uphela.

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

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

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

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

Umsebenzi	Imihla esikiweyo
Ukufakwa kwikhompyutha nokusayinelwa kweemvumelwano zentsebenzo zangowama-**2023/24** kwisistim i-*PERMIS*	01 Matshi ukuya kowama-24 Meyi 2023
Ukuqukunjelwa kokuhlolwa kwentsebenzo kwaqho ngonyaka ngowama-**2022/23** kwisistim i-*PERMIS*	14 Apreli 2023
Ukuqukunjelwa kweentlanganiso zokumodareyithwa kwamanqaku yi-*Intermediate Review Committee ukwenzela* **owama-2022/23**	04 Meyi ukuya kowama-31 Meyi 2023
Ukuqukunjelwa kweerivyu zaqho ngeenyanga ezintandathu kwisistim i-*PERMIS*	27 Oktobha 2023

8. Isistim i-*PERMIS* ayisayi kufumaneka emva kokuphelelwa kwale mihla ingentla yaye naso nasiphi na isicelo sokuvula isistim asisayi kwamkeleka ngaphandle kwesizathu esibambekayo esisuka kumphathi wabasebenzi ochaphazelekayo.

9. Akukho mqeshwa uya kulungela uchatha kumvuzo wakhe, ukuba yena akasayinanga aze ayingenise 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. Kucelwa nazise okukule ngcaciso imfutshane bonke abaqeshwa abaphantsi kolawulo lwakho ukuze bakuthathele ingqalelo.

ISAYINWE: NGU-LJ ELY
USEKELA MLAWULI-JIKELELE WEENKONZO ZEZIKO
UMHLA: 2023-02-09