



Inombolo yefayili: 3/3/3/1/1
Isalathiso: 20240111-745

INGcaciso eMfutshane yeCandelo loLawulo lwaBasebenzi ngoBuchule: 0003/2024

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-2024/25

1. ISistim yoLawulo noPhuhliso lweNtsebenzo yaBasebenzi (SPMDS) kwiSebe leMfundo leNtshona Koloni yinkqubo yentsebenziswano eqhubekaka 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:
 - Ukucwangcisa intsebenzo nemvumelwano;
 - Ukubeka esweni, ukujongiswa 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 inxaso 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- 2024/25 kwisistim i-PERMIS	01 Matshi ukuya kowama-24 Meyi 2024
Ukuqukunjelwa kokuhlolwa kwentsebenzo kwaqho ngonyaka ngowama- 2023/24 kwisistim i-PERMIS	12 Apreli 2024
Ukuqukunjelwa kweentlanganiso zokumodareyithwa kwamanqaku yi-Intermediate Review Committee ukwenzela owama-2023/24	01 Meyi ukuya kowama-15 Meyi 2024
Ukuqukunjelwa kweerivyu zaqho ngeenyanga ezintandathu kwisistim i-PERMIS	25 Oktobha 2024

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 invumelwano 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: 2024-01-22