ISISHWANKATHELO SOMGAQONKQUBO ONGOLAWULO LWENDLELA YOKUSEBENZA KWIZIKO (OPM) UKUBA KUVAKALISWE ULUVO

ISebe loLawulo lweNdlela yokuSebenza kweZiko kungokunje lihlaziya uMgaqonkqubo woLawulo lweNdlela yokuSebenza kweZiko apho wathi wamiselwa liBhunga ngowama2011. Olu yilo libonakalisa iimvavanyo ezintsha ezibalaseleyo zeziko, imimiselo yomthetho kunye noshenxo olulucwangcisobuchule ngokujoliswe kwiziphumo ezingqale ngakumbi, inkqubo engolawulo lokusebenza engeteknoloji nejoliswe kuluntu lasekuhlaleni. UMgaqonkqubo lo uhlaziyiweyo uthi umisele isakheko ngokubanzi esijoliswe kucwangciso lwendlela yokusebenza, ukubek'iliso, uphengululo, uvavanyo, unikezelo lwengxelo nophicotho zincwadi kuwo onke amacandelo olawulo eSixeko, amasebe, amaqumrhu azimeleyo kamasipala nakumqeshwa ngamnye weSixeko.

Ngokumalunga nomgaqonkqubo oluyilo

Injongo yomgaqonkqubo lo oluyilo, kukuqinisekisa ukuba lonke ucwangciso lukamasipala, imisebenzi nokubek'iliso kwindlela yokusebenza kuthi kubenegalelo olubonakalayo ekufezekisweni kweziphumo ezilungiselelweyo, njengoko zibhengeziwe kwiSicwangciso soPhuhliso ngokuHlanganisiweyo seSixeko (IDP). UMgaqonkqubo lo uthi unikezele isikhokelo ekuqulunqweni kweembonakalo zokusebenza, amakhadi amanqaku, apho kujoliswe khona neenkqubo zokunikezela ingxelo kwiziko lilonke, apho kuthi kuqinisekiswe ulungelelwano phakathi kwesicwangcisobuchule, unikezelo lwenkonzo nophuculo olungexesha elide lomgangatho wobomi kubahlali. Injongo kukuba kutshintshwe indlela yolawulo lokusebenza yeSixeko ukususela kweyakudala apho le yakalokunje iqhutywa ngokuthotyelwa komthetho nakumlinganiselo ongesiphumo apho kujoliswe kubek'iliso olungolona luneziphumo ezibonakalayo neembembelelo. Oku kuquka ulungelelwaniso olumandla kumacandelo olawulo ewonke ("indlela ecacileyo"), intsebenziswano ngokubanzi ephuculiweyo kunye nokusetyenziswa kwezixhobo zobuchwepheshe bamanani bale mihla (idijithali) nezingedeshbhodi apho komelezwa ukulanda umkhondo kwindlela yokusebenza, ukunikezela ingxelo nokuthatyathwa kwezigqibo.

UMgaqonkqubo lo oluyilo uthi umisele imimiselo engomthetho neyona mithethosiseko engcono esetyenziswayo kulawulo lwendlela yokusebenza kukamasipala. Uthi ucacise indlela eyakhekileyo ekuqulunqweni nasekukhokeliseni kokuveliswa komsebenzi, ukunikezelwa kwawo neembonakalo zeziphumo apho kusetyenziswa iIDP, ikhadi lamanqaku leZiko, eleCandelo loLawulo neziCwangciso zeSebe ezingokuNikezelwa kweNkonzo nezokuZalisekiswa koLwabiwomali nezivumelwano zomqeshwa ngamnye ezingendlela yokusebenza.

UMgaqonkqubo kufuneka uhlaziyiwe, ngokwezi zizathu zintathu ziphambili:

- Ukuba ubonakalise iimvavanyo ezibalaseleyo ezingendlela yokusebenza kweziko notshintsho olujoliswe kwiziphumo nomlinganiselo ongendlela yokusebenza onempembelelo, kuquka intsebenziswa ngokubanzi ephuculiweyo neendlela zokuBek'iliso kufundo olujoliswe kuVavanyo.
- Ukuba ulungelelane nomthetho ohlaziyiweyo, imigaqo yesizwe, ucwangciso lukamasipala nezakheko ezingolwabiwomali kunye nemibandela ephambili engesicwangcisobuchule seIDP.
- Ukuba uhlanganise olomelezo kwiteknoloji, kuquka inkqubo engobuchwepheshe bamanani yale mihla (engedijithali), ulawulo lwedatha, ideshbhodi, unikezelo lwengxelo nezophicotho.

UMgaqonkqubo lo weOPM uyilwe kakuhle ngokulungelelene nomthetho ongowesizwe nongowezirhulumente zommandla (kuquka uMthetho ongeeNkqubo zikaMasipala, iMigaqo engoCwangciso kaMasipala nengoLawulo lweNdlela yokuSebenza noMthetho ongoLawulo lweziMali zikaMasipala). Uye walungelelana neSicwangciso soPhuhliso esiHlanganisiweyo seSixeko, uBuchule nesicwangciso esiphambili seNtsebenziswano seziRhulumente, kunye nemfuno ngokubanzi emalunga nokuthatyathwe kwezigqibo ngokujoliswe kubungqina.

Ngokumalunga nenkqubo yeSixeko engeOPM nesakheko

Inkqubo yeSixeko engeOPM ithi ibebanzi, isisakheko esihlanganisiweyo apho siqinisekisa indlela yokusebenza apho ithi icwangciswe ngendlela efanelekileyo, kubekw'iliso, iphengululwe, ivavanywe, kunikezelwe ingxelo nokuphicothwa. Ithi iqulathe isiphumo, iimbonakalo zoqulunqo lwangaphakathi nolwangaphandle kwaye zilungelelane nawo onke amanqanaba eziko apho kusetyenziswa isakheko sendlela yokusebenza esingumqokozo othe tye apho siqulathe iIDP, ikhadi lamanqaku leziko, izicwangcso ezingonikezelo lwenkonzo nezokuzalisekiswa kolwabiwomali zecandelo lolawulo namasebe (SDBIPs), amakhadi amanqaku ayiC88 namaxwebhu adandalazisiweyo angomlimganiselo wembonakalo yendlela yokusebenza (PIMS).

Inkqubo engeOPM ithi ikhuthaze ukuqhubekeka kophuculo, kusetyenziswa imijikelo engokunikezelo lwengxelo eyakhekileyo (engekota, umbindi wonyaka nengeyonyaka), uphengululo locwangcisobuchule, iimvavanyo, nokuqukwa koluvo loluntu njengoko kuyimfuneko ngokomthetho. Iteknoloji inendima ebalaseleyo kunye nenkqubo engemanani yale mihla engeOPM apho ixhasa ukuqokolelwa kwedatha, iideshbhodi zendlela yokusebenza, unikezelo lwengxelo ngokuzenzekelayo nokomelezwa kokuselubala.

Vakalisa uluvo lwakho

Ucibiswano lwangaphakathi kunye namacandelo awohlukeneyo eSixeko kuthi kuncede ekutshintsheni nophuculo lwalo mgaqonkqubo uluyilo. Ke ngoku yigem yakho ukuba uvakalise uluvo lwakho.

Fumana uxwebhu apha nakwizakhiwo zamathala eencwadi zoluntu.

Ixesha lokuvakalisa uluvo: 11 kuCanzibe (Meyi) ukuya ngeye11 kweyeSilimela (Juni) 2026
Ngenisa izimvo zakho ngokusebenzisa i-imeyile engu: performance.management@capetown.gov.za or
online: hyperlink

Ngokwemibuzo ngokuphangaleleyo, nceda uimeyilele kwa: Kuyakuthi kunikezelwe uncedo olulodwa kwabo bantu bangenakho ukufunda okanye ukubhala, abo bakhubazekileyo nabo bahlelelekileyo apho bangenakho ukungenisa izimvo ezibhaliweyo ukuba kufumaneke izimvo okanye izilungiso zabo ukuze zirekhodishwe kwaye zingeniswe kumasipala.

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Senza inkqubela yenzeke. Sisonke.