

# I-NAPROV PM & E Forum ifuna uMnyango Wezemisebenzi Yomphakathi usebenze ngokuzikhandla maqondana 'nokubusa okuhle'

VUSI SHABALALA NO LIHLE BHENGU

**N**goLwesine, mhla zizi-4 kuNhlaba wezi-2017, uPhiko olubhekele Ukuqapha Nokuhlola loMnyango Wezemisebenzi Yomphakathi, oluholwa nguMnu. Zamo Zwane lwaqinisa izifociya zokunikezelwa ngezidingo njengoba kwakusingethwe iSithangami Sikazwelonke kanye neseSifundazwe sezokuHlela, Ukuqapha kanye Nokuhlola (i-NAPROV PM & E) eThekwini Conference Centre, eMayville, eThekwini. Esithangamini sokugcina esasisingathelwe kuyo le ndawo zingama-21 kuNhlaba wezi-2015, yonke iMnyango Wezemisebenzi Yomphakathi yathatha isinqumo sokwenyusa umfutho kanye nokuzijwayeza 'ukubusa okuhle' ngokuthi ibike imiphumela okuyiyonayona emaqondana nemiklamo kanye nezinhlelo ezethuliwe.

Enkulumweni yakhe yosuku, uNkk. Sindi Linda, uMqondisi oMkhulu woPhiko Lwezokulawulwa Kwezakhiwo, wagcizelela ukubaluleka kokuba yonke iMnyango Wezemisebenzi Yomphakathi, engamalungu e-NAPROV PM & E Forum iqhubeka nokusebenzisana 'njengomndeni' ekufezekiseni izinhloso nezinjongo zomsebenzi ejutshelwe wona. NgokukaNkk Linda, 'isithangami' kufanele siqale silandela inqubo eyayelekele yokufezekisa, ukukhulisa kanye nokwenyusa izinga lokwenza ngcono lapho kubikwa. I-NAPROV PM & E Forum yonyaka wezi-2017 ligxile ekulandeleni imigomo yezinqubo ezisethenziswayo zokubika ngoba uPhiko 'lwezokuHlela, ukuqapha kanye nokuhlola' yilona olusemqoka njalo ekuhlaleni indlela ephokophele ekufezekiseni 'ukubusa okuhle' kuyo yonke iMnyango Wezemisebenzi Yomphakathi. Kumele sikuqonde ukuthi ifinyelela kanjani iminyango esinqumweni sokuqalisa kokusebenza kwalezo zinqumo zokuqhuba imisebenzi kahulumeni kanye nokulawulwa kwezinsizakusebenza.

Ngakho-ke inqubo isho ukuthi kuzodingeka ukuba iminyango ibe nezinkontileka eziphusile nesebenzisana nabo futhi ihambisane namazinga athile njengalokhu ebekwe ngumphakathi kanye namanye amakhasimende.

Okuhlaluleka ukuthi ukufadabala kweminye imiklamo engumongo kweminye iminyango kahulumeni eminyakeni eyishumi eyedule kwakungenxa 'yokubusa ngendlela engeyoyo'. I-NAPROV PM & E Forum manje isihlola izinqumbomgomo, izinhloso kanye

nezinqubo zayo zokubusa, ngenhloso yokugwema izehlakalo ezike zakhungatha eminye iminyango yezemisebenzi yomphakathi yezifundazwe maqondana nokuhlela, ukuqapha, ukuhlola kanye 'nokubika'.

Amathuluzi azosetshenziswa yisithangami kumele ahambisane nemigomo 'yokubusa okuhle' esingabala kukho ukuba nesibopho sokubika; ukumeleleka kanye nokubamba iqhaza; ukusebenza ngendlela efanele nangempumelelo; ukusabela; ukulandela umthetho obekiwe; ukuvuleleka kanye nokuba sobala; ukuziphatha ngobuqotho kanye nokuba nekhono. Izingxeny ezisemqoka zokubika zazigxile 'kumongo' womsebenzi womnyango wezemisebenzi yomphakathi okwakufaka iMiklamo Yokuhlazeka Ngengqalasizinda, iMidwebo, imiklamo ye-EPWP, ukuThuthukiswa Komphakathi, ukuQamba Nokuqhamuka Nezinto Ezintsha kanye Nokuthuthukiswa Kwamakholo, ukuDidiyela kanye Nokuqapha Ukulandela Komthetho, ezoKwakha, ukuNakekela kanye Nokulawulwa Kwempahla Engagudluzeki.

Nokho uhlelo lwezinsuku ezimbili olwalunonile lwalunezethulo kanye nezihloko okwakumele zidingidwe okubalwa kuzo iMibiko Yekwata maqondana Nokwenziwa Komsebenzi; uMbiko Wokuqalisa Kokusebenza kwe-NAPROV PM & E Forum eyayibanjelwe eMpumalanga Kapa; ukuHlolwa kwe- GIAMA; Imiphumela Yocwaningo Lwamabhuku-Jikelele maqondana, neziNhlolo Ebezihlosiwe; uHlelo Lomklamo maqondana Nemibiko Yonyaka kanye Nokwenza Isethulo esimaqondana Nohlelo Lokwenza Ngcono kwi- NAPROV PM & E Forum. Ukuhlela, ukuqapha kanye nokuhlola kuseyiyona nqubo ezolokhu yekelelela iminyango ekuphuculeni ukwenziwa komsebenzi kanye nokuzuzwa imiphumela. Inhlolo yakho ngukuphucula ukulawulwa kwemiphumela, imiphumelango nomthelela wesikhathi samanje nowangesikhathi esizayo isithangami sakhawe ngendlela yokuthi bonke abasebenzi ababhekelele ukuhlela, ukuqapha kanye nokuhlola kongoti bemisebenzi ethile abavela kuyo yonke iMnyango Wezemisebenzi Yomphakathi ezweni bayameleleka ezithangamini zangesikhathi esizayo. Inhlolo ngokuqinisekisa ukuthi ithimba ngalinye labasebenzi beminyango yezemisebenzi yomphakathi likhulise amakhono alo okwenza umsebenzi, ukuxazulula izinkinga



iThimba elibhekele Ukuqapha Nokuhlola: uThembinkosi Dlamini, uCharlene Rungasani, uNonhlanhla Khanyile, uZanele Majola kanye noZamo Zwane. Isithombe: LIHLE BHENGU

nokufezekisa izinjongo, ukuqhubeka nokuqonda kanye nokubhekana nezidingo zokuzithuthukisa ngendlela ebanzi futhi ezinzile. Ziyohlala ziba khona iziselelo kanye/noma imiphumela engemihle maqondana nokubusa okuhle. Lezi ziselelo zizovimbela ukusebenza ngempumelelo kombono kahulumeni 'wokulethwa kwezinguquko zezomnotho ezisheshayo'. Nokho, ikhona naleyo miphumela engemihle maqondana nokubusa okuhle ngezansi kubalulwe okungekuhle okumbalwa okungenzeka:

Ukwehlukanisa ubunikazi kanye nokuphatha: Ezinye izimenenja zisemshikashikeni yokufezekisa izinhloso ezingahambisani nemigomo yeminyango eziyisebenzelayo. Ekugcineni lokhu kungalimaza umnyango kanye noHulumeni.

Abamele ikomidi eliphezulu eminyangweni ebhekelele impahla bazithola sebenokushayisana kwezintshisekelo lapho kusolakala ukuthi bazama ukuzihlomulisa ngempumelelo kahulumeni kunokuba besebenzelele ukukhulisa umnotho wabanikazi bamasheya.

Ukungathembeki kwabasebenzi: Kunoma yimuphi umnyango kahulumeni, ngokufanayo nasezinkampanini zezohwebo, kuba khona labo basebenzi abakwazi 'ukufinyelela' olwazini oluyimfihlo enkulu futhi okungelona okumele lwaziwe ngumphakathi.

Uma ngezizatho ezaziwayo kanye nezizingaziwa, lolu lwazi lungelke lunikezwe abasebenzi ababhekelele ukuqapha kanye nokuhlola, lokho kungasho ukuthi imibiko izoba ngengaphellele futhi ngalokho bese ithathwa ngokuthi ayilona iqiniso.

Ukunganikezi ulwazi oluyiqiniso: Kuhezimo lapho abasebenzi

ababhekelele ukuqapha kanye nokuhlola besolakala khona ngokuthi bafake ulwazi olungesilona iqiniso olumaqondana nezimali noma nezinhlobo emibikweni. Ukwenza okunjalo kudala ukudonseleka emuva kokubusa okuhle futhi ulwazi oluholela ophathe lungaholela ekutheni umnyango wenze izenzo zenkohlakalo.

Izindleko zokuqapha: Ngenxa yokusetshenziswa budedengu ngokweqile kwamandla abelwe ezinye zezimenenja kanye/noma abasebenzi 'kwezokubusa ngokubambisana' eminyangweni kahulumeni, sekusungulwe imithetho, izinqumbomgomo kanye nemithethonqubo yokugwema ukungasetshenziswa kanye nokusetshenziswa kwamandla budedengu. Nokho, ukulandela imigomo yale mithetho kudla ingaphaketheni futhi kuletha ingcindezi eminyangweni eminingi.

Kube sekubekwa izindlela zangaphakathi zokulawula eminyangweni ngenhloso yokubhekana nezinhlelo zangaphakathi zokulawula ukuqinisekisa ukuthi izibalo kanye/noma izitatimende zezimali azidukisi futhi empeleni ziyiqiniso.

Ngakolunye uhlangothi, isithangami sifisa ukubona yonke imibiko ebhalwayo ikwazi ukukhombisa imihlomulo kahulumeni kwezomnotho.

Lokhu kuzoqinisekisa isithombe esihle, okuphinde kuchaze ukugeleza ngendlela kwezimali ngokuthi kwenze ukuthi kusheshe, ukukhula komnotho ukuze kube nesimo esihle sezomnotho esifundazweni nasesizweni sonkana.

Uma labo abasebenzi kanye nabamele i-NAPROV PM & E Forum yowezi-2017 belandela izinqumo zokubusa okuhle, nakanjani yonke iMnyango Wezemisebenzi Yomphakathi

iyogcina isinalezi zinzuzo ezilandelayo zokuqapha, ukuhlola kanye nokubika okuhle: ubuqotho, amakhono obuholi nokuphatha anamandla kuzo zonke izindawo lapho edingeka khona; ukuba khona kwezinqubo zokuqapha, ukuhlola kanye nokubika, nokwenza imibiko esezingeni enokubandakanyeka kwabo bonke abasebenzi emnyangweni ngamunye; ukuba khona kwezinqubo zokukhombisa ukwenziwa ngcono kweqophelo kanye nokukholakala kwendlela yokubika; ukuphathwa kwehlovisi ngendlela ephusile; izibalo eziyizo futhi ezisobala kanye/noma izinhlelo zezezimali ezimaqondana nokubika kwangaphakathi kanye nokwangaphandle; kanye nokufaka isandla ekulawulweni kokwenziwa komsebenzi ngendlela engcono kwezokuphathwa kokuhlela, ukuqapha kanye nokuhlola.

Ukuhlela, ukuqapha kanye nokuhlola akumele nje kube yinto esemiqukweni kuphela, kudwa kumele kube nemiphumela ebonakalayo. I-NAPROV PM & E Forum igcizelela ukubaluleka kweqophelo, ukuhlazeka kwezinqubo ngendlela ebonakalayo, okumaqondana nokufezekisa ukubusa okuhle.

Kuyaphawuleka ukuthi uMnyango Wezemisebenzi Yomphakathi usuthathe isinyathelo sokusebenza kanjima maqondana nokubusa okuhle ukuze kusimame umnotho wezwe.

Kumele sivume futhi sincome umsebenzi omuhle owenziwe yi-NAPROV PM & E Forum selokhu yasungulwa. Sizokhubeka siyiqaphe ngelokhozi inqubo yokuqapha njengalokhu siphokophelele ukubona isithangami esinenqubekela phambili ngonyaka wezi-2019.

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