



IRIS Consultant Agency (ICA) Daim Ntawv Muab Qhab Nia Cov Nqe Lus Uas Nquag Nug

Lub hom phiaj ntawm Daim Ntawv Muab Qhab Nia yog dab tsi?

Lub hom phiaj ntawm Daim Ntawv Muab Qhab Nia yog pab koj xaiv ib IRIS consultant agency (ICA) raws li feem uas tseem ceeb tshaj plaws rau koj. Daim Ntawv Muab Qhab Nia qhia txog cov neeg mus koom tam sim no qhov kev xav rau ntawm lawv li ICA zoo li cas thiab CIAs puas ua tau raws li cov qauv cai ntawm lub xeev zoo li cas. Daim Ntawv Muab Qhab Nia kuj qhia txog cov ntaub ntawv siv sib txuas lus thiab lwm cov ntaub ntawv hais txog CIAs uas muaj rau koj xaiv los ntawm.

Cov ntaub ntawv nyob hauv Daim Ntawv Muab Qhab Nia tau los ntawm qhov chaw twg los?

Cov ntaub ntawv nyob hauv daim ntawv muab qhab nia tau los ntawm ntau cov ntaub ntawv:

- **Tshooj ntawv hais txog Tus Neeg Koom Soj Ntsuam** qhia txog qhov ua tau los ntawm kev soj ntsuam kev txaus siab ntawm tus neeg mus koom hauv xyoo 2022
- **Tshooj ntawv hais txog Kev Ua Tau Zoo** qhia txog qhov ua tau los ntawm lub xeev cov ntaub ntawv teev tseg hauv ib lub xyoo puag ncig ntawm IRIS
- **Tshooj ntawv hais txog Cov Yeeb Yam Ntawm Tus Kws Pab Tswv Yim IRIS** thiab tshooj ntawv hais txog Lwm Cov Ntaub Ntawv Ntxiv qhia txog daim ntawv teev num los ntawm CIAs txog lawv lub chaw ua haujlwm.

Kev Soj Ntsuam Txog Kev Txaus Siab Ntawm Tus Neeg Mus Koom yog dab tsi?

Kev soj ntsuam txog kev txaus siab ntawm tus neeg mus koom yog ib co nqe lus nug txog kev xav tam sim no ntawm cov neeg mus koom txog lawv qhov kev ntsib ntawm ICA rau ntawm txhua lub chaw ICA. Lub xeev suav sau cov ntaub ntawv thiab txheeb xyuas cov nqe lus teb seb cov neeg tuaj koom puas tsaus siab li cas nrog lawv tus kws pab tswv yim IRIS, lawv tau tsim qhov kev npaj pab txhawb thiab saib xyuas rau lawv tus kheej li cas thiab lawv li ICA puas pab tau raws li qhov lawv xav tau.

Kev Tshuaj Xyuas Cov Ntaub Ntawv Teev Tseg IRIS yog dab tsi?

Kev tshuaj xyuas cov ntaub ntawv teev tseg IRIS yog ib qho kev soj ntsuam xyuas cov qhab nia seb ICA puas muab kev saib xyuas tau raws li cov qauv saib xyuas uas tau tsim los ntawm lub xeev. Ib lub chaw tshuaj xyuas txog qhov ua tau zoo sab nrauv yuav tau tshuaj xyuas txhua lub xyoo, nws yuav kuaj xyuas seb ICA puas muaj cov cai tswj fwm, cov txheej txheem saib xyuas, thiab cov txheej txheem ua haujlwm rau ntawm lub chaw kom muab kev saib xyuas tau zoo rau cov neeg tuaj koom.

Kev ua haujlwm tsis vam nyiaj paj thiab vam nyiaj paj yog dab tsi?

Tshooj ntawv hais txog Hom Chaw Ua Haujlwm hauv Daim Ntawv Muab Qhab Nia piav qhia txog hom chaw ua haujlwm ntawm txhua lub chaw MCO yog. Ib lub chaw ua haujlwm tsis vam nyiaj paj yog ib pawg kws ua haujlwm rau cov hom phiaj uas tsis tsim cov nyiaj paj thiab yuav tsis muab cov nyiaj khwv tau los faib rau nws cov thawj coj los sis cov neeg ua haujlwm. Ib lub chaw ua haujlwm vam nyiaj paj yog ib lub chaw ua lag luam uas muaj lub hom phiaj khwv kom tau nyiaj paj.

Vim li cas kev ntaus nqi rau lub hnuv qub thiaj li tsis muaj rau Cov Kev Saib Xyuas Zoo Hauv Zos thiab Cov Kev Saib Xyuas Ncaj Qha Rau Tus Neeg Qhua?

Tsis muaj qee cov ntaus nqi rau cov neeg CIAs vim lawv yog cov neeg tshiab ICAs. Feem Pua Ntawm Tus Kws Pab Tswv Yim rau Tus Neeg Mus Koom tseem tsis tau muaj rau Kev Saib Xyuas Ncaj Qha Rau Tus Neeg Qhua vim ICA nyuam qhuav ua haujlwm rau thawj lub xyoos xwb. Tag nrho ICAs raug pom zoo los muab kev pab txhawb rau IRIS.

Daim Ntawv Muab Qhab Nia raug kho tshiab zaum tag los yog thaum twg? Nws nquag raug kho tshiab sai npaum li cas?

Daim npav muab qhab nia raug kho tshiab zaum tag los rau hauv xyoo 2023. Nws raug kho txhua lub xyoos.

Vim li cas Daim Ntawv Muab Qhab Nia thiaj li tsis muaj lwm cov ntaub ntawv hais txog cov ICAs uas kuv txaus siab rau?

Daim Ntawv Muab Qhab Nia tsuas nthuav qhia txog cov ntaub ntawv uas raug pom zoo los ntawm lub xeev nkaus xwb. Kev ntaus nqi uas raug muab tso rau hauv Daim Ntawv Muab Qhab Nia yog saib raws li cov ntaub ntawv muaj tseeb tam sim no, kev qhia txog cov hom phiaj rau koj yuav pab koj xaiv koj li ICA tau zoo.

**IRIS Tus Kws Pab Tswv Yim (IRIS Consultant Agency, ICA) Daim Ntawv Muab
Qhab Nia Cov Lus Qhia Ntsuas**

TUS NEEG KOOM SOJ NTSUAM	
Kev Ntsuas	Kev Txaus Siab Tag Nrho
Hauv Paus Ntaub Ntawv	2022 Kev Soj Ntsuamm Txog Kev Txaus Siab—ib tug qhab nia sib tso ua ke raug siv los teb cov nqe lus nug soj ntsuam nram qab no: 1. Koj puas tuaj yeem hu rau koj tus kws pab tswv yim IRIS thaum koj xav hu? 2. Koj nquag tau txais kev pab raws li qhov koj xav tau los ntawm koj tus kws pab tswv yim IRIS ntau npaum li cas? 3. Koj tus kws pab tswv yim IRIS piav qhia txog cov haujlwm tau muaj meej npaum li cas rau koj? 4. Koj tus kws pab tswv yim IRIS puas ua tib zoo mloov koj li cas? 5. Koj tus kws pab tswv yim IRIS puas coj thiab hawm koj zoo li cas? 6. Tag nrho, koj nyiam koj tus kws pab tswv yim IRIS ntau npaum li cas? 7. Tag nrho, cov kev pab txhawb thiab cov kev saib xyuas uas koj tau txais los ntawm koj tus kheej qhov kev npaj pab txhawb thiab saib xyuas puas tau raws li qhov koj xav tau li cas? 8. Koj tus kws pab tswv yim IRIS puas muaj cov ntaub ntawv uas koj xav tau coj los tsim kho koj tus kheej qhov kev npaj pab txhawb thiab saib xyuas tau zoo li cas? 9. Koj tus kheej qhov kev npaj pab txhawb thiab saib xyuas uas koj xav ua rau hauv koj lub zos, xws li kev mus ntsib nrog tsev neeg thiab cov phooj ywg, kev ua haujlwm, thiab kev yeem dawb pab raug ua tau zoo npaum li cas? 10. Koj tus kheej qhov kev npaj pab txhawb thiab saib xyuas rau ntawm lub chaw koj xaiv mus nyob raug ua tau zoo npaum li cas? Qhov no suav txog koj tus kheej chav tsev los sis lub tsev, tus neeg loj lub tsev, los sis lub chaw saib xyuas cia rau nyob? 11. Koj puas xav tias kev tswj kav kev nrhiav neeg ua haujlwm, kev ntiav neeg ua haujlwm, kev cob qhia, kev qhuab qhia, kev rau lub txim, los sis kev tso tseg koj cov neeg ua haujlwm los ntawm koj tus kheej yog ntau npaum li cas? 12. Koj puas xav tias kev tswj kav koj pob nyiaj npaj siv them cov kev saib xyuas kom tau raws li qhov koj xav tau, koj tswj kav ntau npaum li cas?

Txheej Txheem Kev Ntaus Nqi	<table><tr><th>Qhab Nia</th><th>Cov Hnub Qub</th><th>Kev Ntaus Nqi</th></tr><tr><td>95.0% - 100%</td><td>5</td><td>Zoo Tshaj Plaws</td></tr><tr><td>90.0% - 94.9%</td><td>4.5</td><td>Zoo Tshaj Plaws</td></tr><tr><td>85.0% - 89.9%</td><td>4</td><td>Zoo Heev</td></tr><tr><td>80.0% - 84.9%</td><td>3.5</td><td>Zoo Heev</td></tr><tr><td>75.0% - 79.9%</td><td>3</td><td>Zoo</td></tr><tr><td>70.0% - 74.9%</td><td>2.5</td><td>Zoo</td></tr><tr><td>65.0% - 69.9%</td><td>2</td><td>Tau Nyog</td></tr><tr><td>60.0% - 64.9%</td><td>1.5</td><td>Tau Nyog</td></tr><tr><td>< 60.0%</td><td>1</td><td>Tsis Zoo</td></tr></table>	Qhab Nia	Cov Hnub Qub	Kev Ntaus Nqi	95.0% - 100%	5	Zoo Tshaj Plaws	90.0% - 94.9%	4.5	Zoo Tshaj Plaws	85.0% - 89.9%	4	Zoo Heev	80.0% - 84.9%	3.5	Zoo Heev	75.0% - 79.9%	3	Zoo	70.0% - 74.9%	2.5	Zoo	65.0% - 69.9%	2	Tau Nyog	60.0% - 64.9%	1.5	Tau Nyog	< 60.0%	1	Tsis Zoo	Feem pua ntawm tag nrho cov nqe lus teb tias “Txaus Siab Heev” los sis “Txaus Siab Tshaj Plaws.”
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KEV UA TAU ZOO THIAB UA RAWXS TXOJ CAI				
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COV YEEB YAM NTAWM TUS KWS PAB TSWV YIM IRIS	
Kev Ntsuas	Feem Pua Ntawm Tus Kws Pab Tswv Yim rau Tus Neeg Mus Koom
Hauv Paus Ntaub Ntawv	Feem pua uas raug hais qhia txij thaum Lub Xya Hli 1, 2023, saib raws li lub sijhawm ua haujlwm puv (FTE) tam sim no thiab kev tso npe. Ib tug IRIS Consultant (IRIS kws pab tswv yim) pab rau pes tsawg tus tswv cuab yog nthuav kev sib piv ntawm pes tsawg tus IRIS Consultants (IRIS cov kws pab tswv yim) hauv ICA rau pes tsawg tus neeg koom kev pab hauv ICA. “1:x” yog txhais tias: Rau txhua 1 tug IRIS Consultant (IRIS kws pab tswv yim), muaj x tus neeg koom kev pab. Pab tsawg tus dua yog qhi-a tias muaj ICA cov neeg koom kev pab tsawg dua rau ib tug IRIS Consultant (IRIS kws pab tswv yim) twg, uas yog pab coob tus dua txhais tau tias muaj ICA cov neeg koom kev pab coob dua rau ib tug IRIS Consultant (IRIS kws pab tswv yim) twg.
Txheej Txheem Kev Ntaus Nqi	Tsis muaj feem pua hais txog tus kws pab tswv yim rau tus neeg mus koom. Tag nrho feem pua ntawm cov kws pab tswv yim IRIS yeej ua raws li cov qauv cai hauv lub xeev.