



Ref: 3/7/6/P

TO: ALL EMPLOYEES OF THE KWAZULU-NATAL PROVINCIAL GOVERNMENT AND PUBLIC ENTITIES

Dear Colleagues

THE KWAZULU-NATAL PROVINCIAL GOVERNMENT JOBS AND E-RECRUITMENT SYSTEM IMPLEMENTATION PROJECT : S'THESHA WAYA-WAYA

1. The Honourable Premier Nomusa Dube-Ncube initiated a project to consolidate all provincial government vacant posts and job opportunities and for these to be published on a single provincial government online e-Recruitment system which will be accessible to the public through the internet.
2. This initiative will allow the youth and all qualifying jobseekers to apply for vacant positions within all KwaZulu-Natal Provincial Government Departments and Public Entities through three mediums namely, the online e-Recruitment system (using computers, laptops and mobile devices), by emailing applications (Z83 and CV) directly to Departments' and Entities' dedicated HR Recruitment email addresses, or by handing hardcopy applications in at any Government and Entity Buildings. Applications can also be handed over at War Rooms in Municipal Wards and at any "Designated Online Application Centres" (DOACs) which are spread throughout the Province. This brings services closer to all job seekers and places jobs within easy reach.
3. The rationale for this initiative is to reduce unemployment and to provide much-needed relief to residents of the Province by making job opportunities available across the Province.
4. This is in line with the Honourable Premier's 2023 State of the Province address under the theme: "Taking Decisive Action in the Time of Renewal and Hope as we Rebuild a Better, Prosperous, and Resilient KwaZulu-Natal." This project formalises implementing the KwaZulu-Natal Provincial Administration's commitment to job creation and addresses the identified high priority of "Job opportunities for young people and mass employment creation" as indicated in the SOPA 2023.

5. As part of being a caring Provincial Government and to ensure no one is left behind, substantial consideration was given to help disadvantaged persons and communities who may not have access to technology and resources to apply for jobs. To this end a hybrid job approach is being introduced so that all prospective applicants can participate. The “Designated Online Application Centres” (DOACs) have been conceptualised and these sites have been established at government and public buildings located in all districts across the Province of KwaZulu-Natal. These centres will assist citizens to apply for jobs through the e-Recruitment system, but in addition hardcopy applications will also be accepted at any of the Designated Online Application Centres” (DOACs) for any vacant position in any Provincial Government Department or Public Entity.
6. For those with internet access, the online e-Recruitment system is accessible through a computer or mobile device i.e., Phone or Tablet. The system has the following functionality: -
 - a) All adverts of funded vacant posts within Provincial Department’s and Public Entities will be captured onto the provincial e-Recruitment system and available for viewing by the public through the address www.kznonline.gov.za/kznjobs.
 - b) Applicants will be required to register on the system by providing a username and password. Applicants require a mobile phone number and a valid email address to register and will be guided through the registration process by the system.
 - c) Applicants must update their profile on the system, which is in line with the approved Z83 application form.
 - d) Applicants will be able to upload a copy of their Curriculum Vitae (CV), and the system makes provision for the uploading of other documents such as Identity Documents, Driver’s Licence, Qualifications, etc.
7. There is online help to assist applicants with the application process. Once logged into the system, applicants will be able to scroll through all the vacant posts. When a specific post is selected, the applicant will be presented with the full content of the advert, similar to how posts are advertised in the press and on the DPSA Public Service Vacancy circular.
8. Once the e-Recruitment system has been officially launched by the Premier all citizens will be able to access the Provincial online e-Recruitment system via the website address **www.kznonline.gov.za/kznjobs**. Applicants can also contact the toll-free call centre on **0801229099** or **KZNHelpDeskRecruit@kznpremier.gov.za** should they need assistance.

9. You, as public servants, are also beneficiaries of this initiative because as much as you are already an employee, you are also a resident of KwaZulu-Natal and you can also apply for posts through the online e-Recruitment system.
10. I appeal to all of you to embrace the implementation of the KZN online e-Recruitment system and to be its ambassadors to your families, friends, community members and all residents in our province. You can direct jobseekers to the e-Recruitment system and assist them to register on the system, search and apply for vacant posts.
11. On behalf of the Honourable Premier, I would like to take this opportunity to thank you and appreciate each and every one of you for the role that you play in ensuring that the Provincial Government of KwaZulu-Natal serves all people with professionalism, integrity and compassion.

Kind Regards,



DR NONHLANHLA O. MKHIZE

DIRECTOR-GENERAL

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