

Waiver of Advertisement Policy

(WoAP)

Who is it applicable to?

Applicable to

- New permanent appointments
- New contract appointments > 2 years
- Change in appointment - contract to permanent

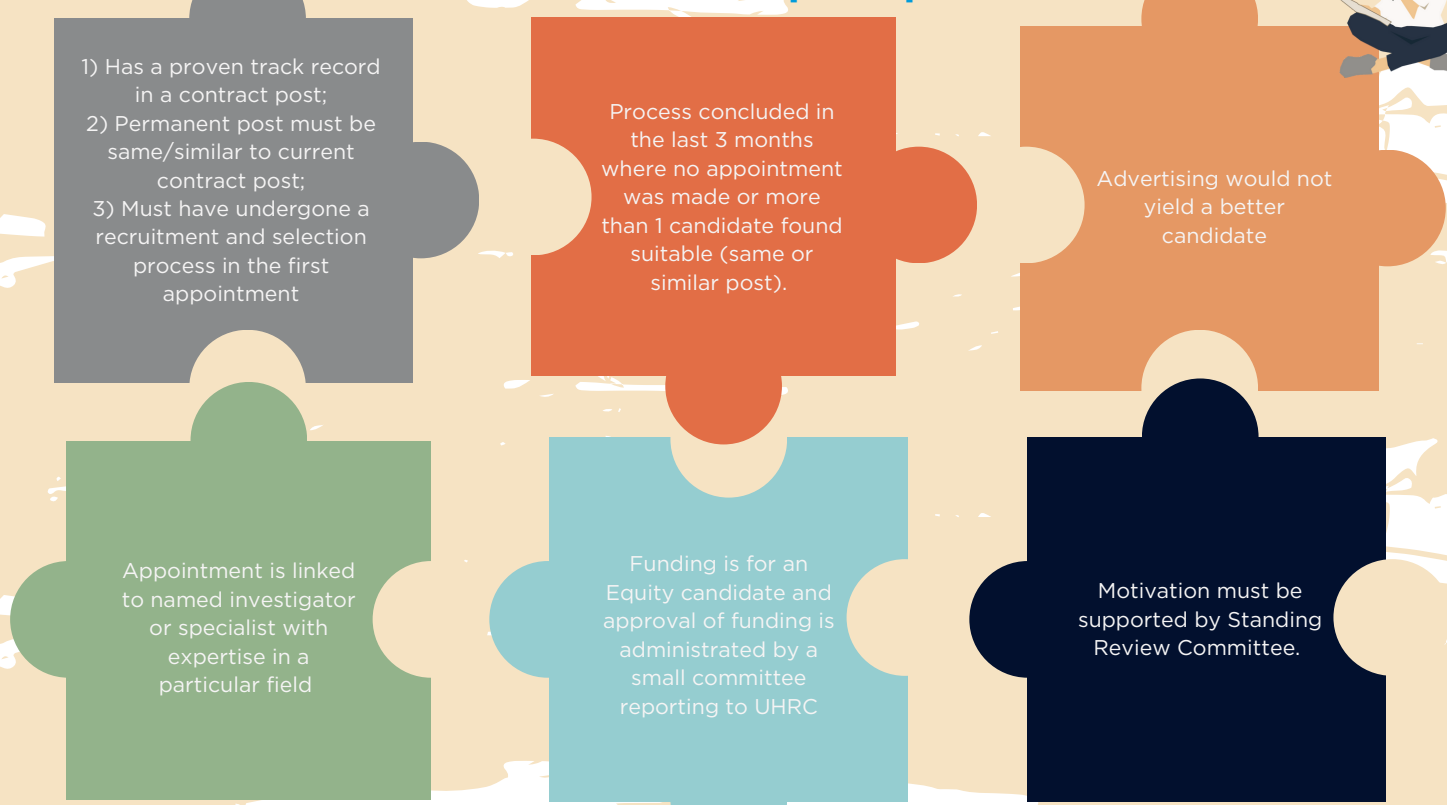
Not applicable to

- Job exposure contracts e.g. Internships/ Learnerships

When can we apply it?



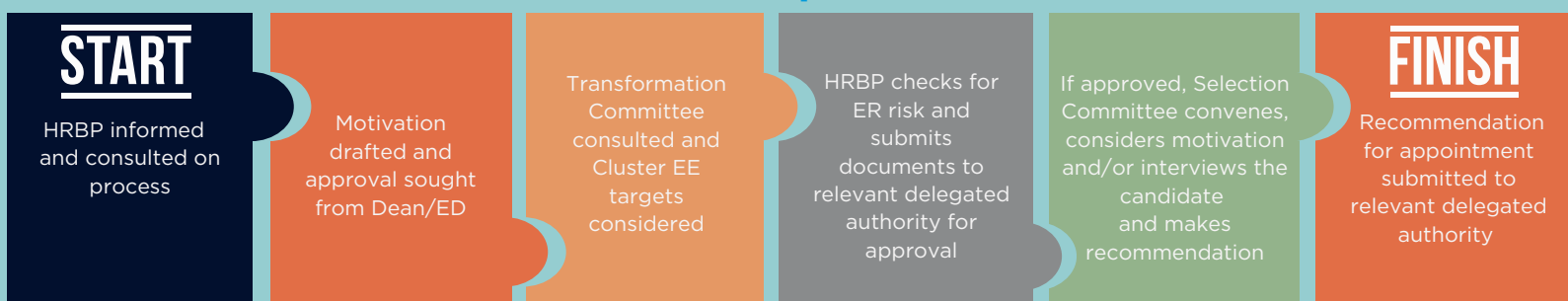
Based on what principles?



What are the concessions?



How does the process work?



The Dean or Executive Director has the right to deny a WoAP request.



Shortcut to form and related policies (click below)

- HR203 Form
- Waiver of Advertisement Policy
- Recruitment Policies
- Policy on Fixed-Term employment contracts
- Employment Equity Policy

For any queries related to this document contact the relevant HRBP for your area.

