

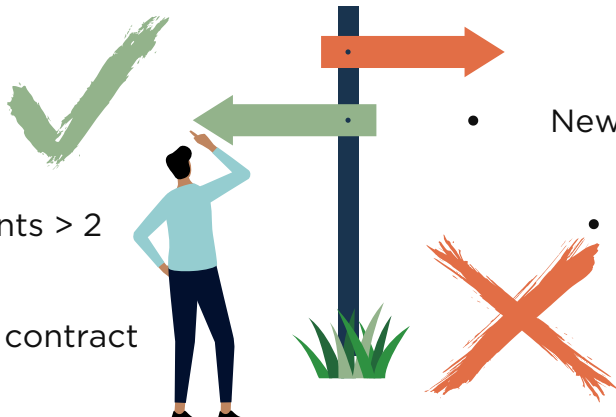
# Waiver of Advertisement Policy

(WoAP)

## Who is it applicable to?

### Applicable to

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



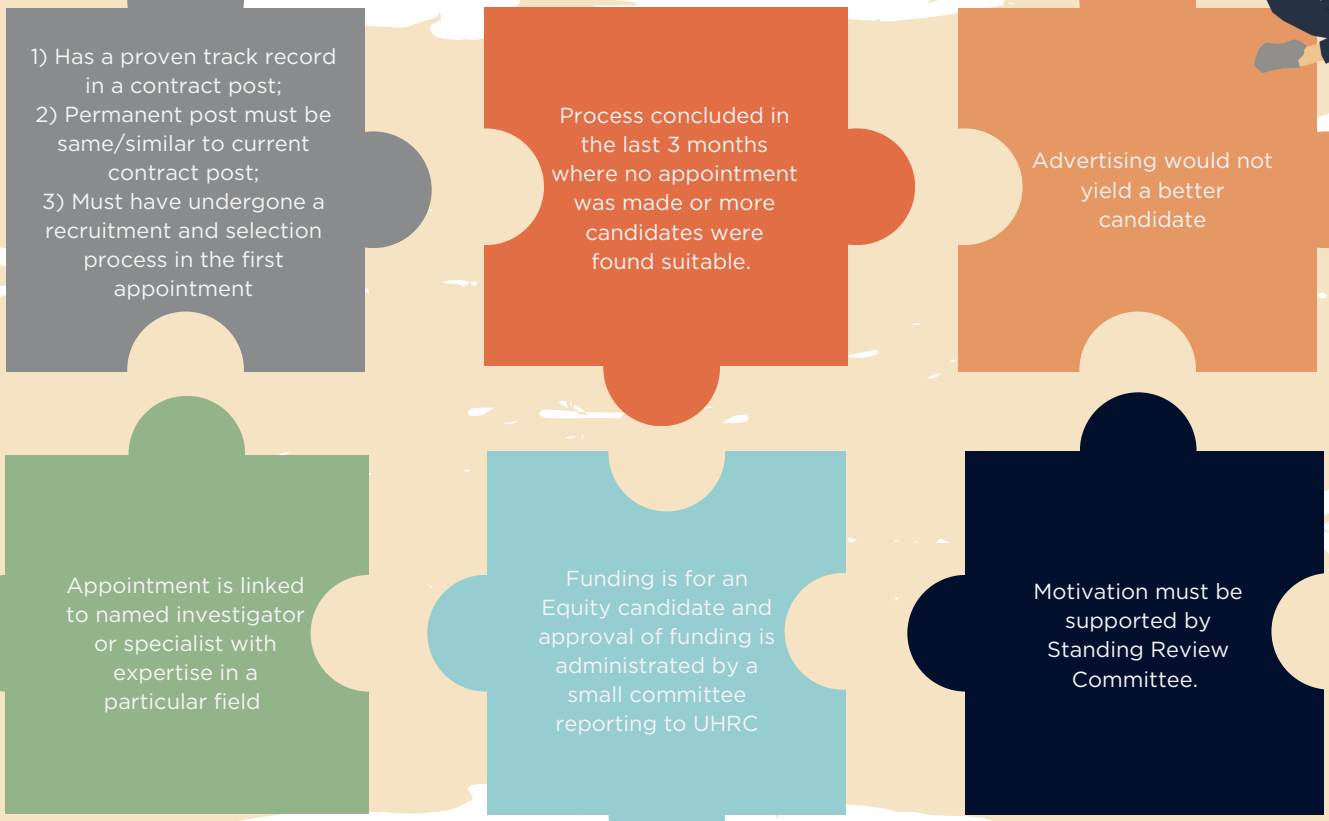
### Not applicable to

- New contract appointments ≤ 2 years
- Job exposure contracts e.g. Internships/ Learnerships

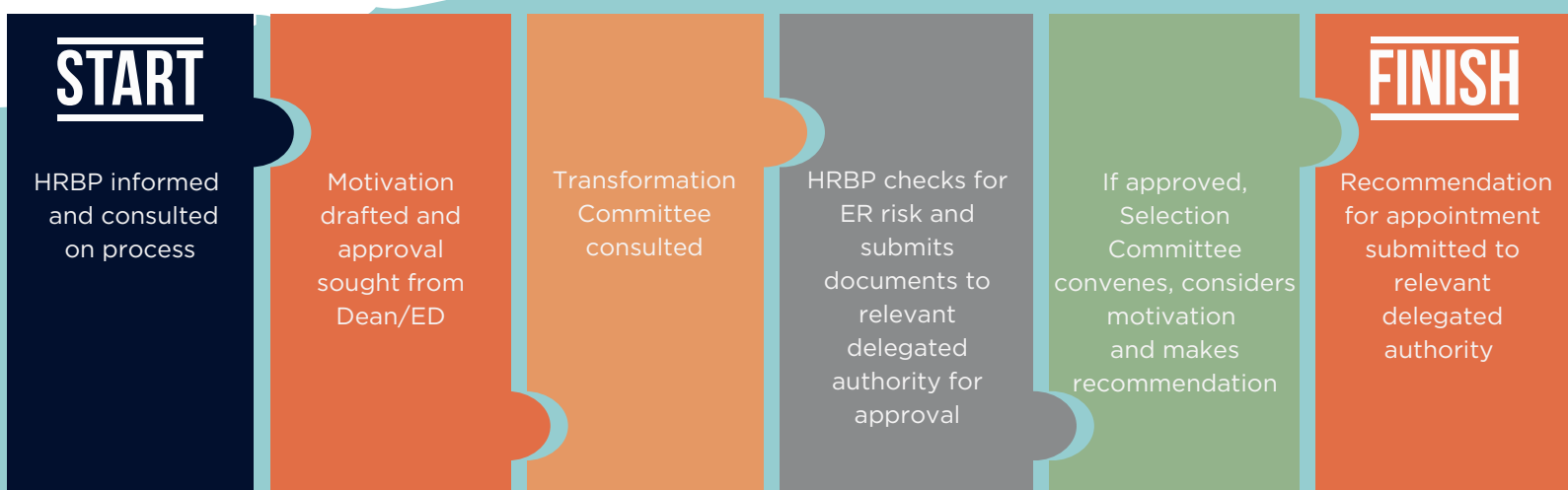
## When can we apply it?



## Based on what principles?



## How does the process work?



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.



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