

**MEDIA RELEASE:** PSA commends Public Service initiatives to go digital

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**EMBARGO:** None

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The Public Servants Association (PSA) welcomed the introduction by the Department of Public Service and Administration (DPSA) of a digital recruitment system in the Public Service, launched by Minister Ayanda Dlodlo in Pretoria today.

“In a country where unemployment is high, the youth is not only struggling to find employment but are challenged by application processes, this initiative will ease the application process,” said PSA General Manager, Ivan Fredericks.

The *e-Recruitment* system is part of a government-wide process to ease the process, especially the youth, to apply for positions in the Public Service. It will include a review of regulations for entry-level posts in the Public Service to allow for the recruitment of new entrants without prior experience into entry level jobs. The system will be introduced in phases, starting with the Department of Health. Minister Dlodlo announced that the Department of Health is planning to advertise positions and its HR section will be trained on the system prior to loading vacancies online and opening applications. This is to ensure efficient management of the application process.

Minister Dlodlo indicated that the system is a result of positive engagement between government and its people, based on concerns about the cumbersome application process in the Public Service and proposals to go digital and paperless.

In support of a paperless administration, the DPSA will introduce a digital Z83-application form as an additional platform for job seekers in the Public Service. Applications will, however, also still be accepted through physical Z83 forms to accommodate those without internet access.

“The PSA also welcomes the notion that through advertising electronically on the system, costs for advertising vacancies by means of current methods will be cut. Any cost-saving mechanism in the administration of the Public Service that still guarantees the best services for people, is commended. Skills development and training are, however, vital to ensure that employees can adapt to the new method of working and embrace the era of technology brought about in the face of the Fourth Industrial Revolution,” said Mr Fredericks.

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