

MESSAGE FROM THE CAO KAKUMIRO DISTRICT LG ON THE e-HRMS

1. We are privileged to announce the introduction of the e-Human Resource Management System (e-HRMS) Version 1.0.1 which is intended to support the online staff recruitment process in Kakumiro District Local Government with effect from Monday, 28 October, 2024. This marks a shift from the manual system that has been in use since the inception of the district in July 2016.
2. The e-HRMS is a Web based modular system hosted on the National Information Technology Authority - Uganda (NITA-U) servers and can be accessed from anywhere over the internet by all system users. The available job positions will be published on the District website <https://www.kakumiro.go.ug> and uploaded onto the e-HRMS <https://ehrms.kakumiro.go.ug>.
3. The e-HRMS has the following features among others:
 - i. Web-based that requires internet and a web browser for users to access;
 - ii. Seamless integration with Kakumiro District website;
 - iii. Active forms, direct data capture and receiving applications online;
 - iv. Applications sorting and customizable filters;
 - v. Audit trail functionality, tracking key events in the recruitment process;
 - vi. Email alerts to registered candidates and customizable correspondence by email;
 - vii. Quick and advanced search facilities to access records within seconds;
 - viii. Creating and maintaining job profiles;
 - ix. Provision for jobseekers to register their details making multiple job applications where applicable faster and easier;
 - x. Equal opportunities recording and monitoring;
 - xi. Administering competence tests; and
 - xii. Short-listing applicants and computer-based scoring of candidates
4. The e-HRMS is intended to among others, help Kakumiro District Local Government attract applicants with the required skills, quality and experience from anywhere in the country; reduce recruitment processing time; reduce bulky paper work in the recruitment process while at the same time the Commission will be able to view in real-time the candidates profiles and their status in the recruitment process; minimize complaints that had earlier been registered under the manual recruitment processes as candidates will now be able to monitor the status of their applications online; create a database of applicants for various posts and facilitate production of electronically generated reports; and reduce the overall costs of recruitment for both the candidates and DSC.
5. The system is safe and all the risk management frameworks have been taken into consideration.
6. We expect all the users to get the best experience while interfacing with the e-HRMS. We value your feedback as it will be the basis of making the necessary updates on Version 1.0.1 to Version 1.0.2 in the next 6 months.
7. I acknowledge the technical input of Mr. Dan Masanga, the DITO in the development of the e-HRMS. Equally, the members of Kakumiro DSC are acknowledged for appreciating to approve the use of the e-HRMS

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