

<b>MEDIA RELEASE</b>	PSA condemns Department of Home Affairs' undermining of collective bargaining
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<b>EMBARGO</b>	None
<b>ENQUIRIES</b>	communication@psa.co.za

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The Public Servants Association (PSA), the majority trade union representing more than 75% of employees at the Department of Home Affairs (DHA), has strongly condemned the DHA's reckless conduct by publicly re-opening debates on working hours.

The PSA received a favourable Constitutional Court ruling on DHA working hours in 2017 after the Department failed to honour various court rulings that prevented it from amending working hours. "The PSA was dismayed to learn through media reports that the Department now again plans to amend operational working hours and introduce a shift system. The PSA is disappointed that the Department opted to engage on such a crucial issue in this manner and is blatantly ignoring the collective bargaining structures," said PSA General Manager, Ivan Fredericks.

The PSA, on 29 September 2017, attended a colloquium at the invitation of the then-Minister of Home Affairs, Prof Hlengiwe Mkhize, to discuss the repositioning of the Department. The PSA, at the time, supported the initiative of the colloquium that was mandated to discuss proposals on how in different sectors of society, a repositioned DHA could be a key enabler of empowerment, development, services and security.

"Although the PSA supports any means to improve service delivery to the public, it should not be at the expense of employees. The PSA has always been a major role player in ensuring that the Department effectively serves communities, whilst also constructively addressing issues that affect the Union's members. The stance now taken by the Department to ignore the PSA and deviate from constructive engagement through the bargaining structures, however, forces the PSA to vigorously challenge the Department," said Mr Fredericks.

"As it stands, the *status quo* remains. Operational working hours at the Department of Home Affairs are from Monday to Friday," said Mr Fredericks.

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