

FOR PSA MEMBERS: DEPARTMENT OF HOME AFFAIRS (DHA)

28-05-2019

Feedback: Bargaining Chamber

DHA working hours

Members have been informed of this matter in previous editions of the *Informus*. (copies can be obtained from the PSA's website (www.psa.co.za) or from any PSA Provincial Office). The DHA declared that it intends to implement the decision of cabinet by engaging on the compulsory shift working system for the entire DHA. The matter will be further discussed in the task team that was established for this.

Contact Centre: Working hours

The PSA received complaints from members in the Call Centre Unit that they were issued with letters of intention to charge them for refusing to work shifts. Employees performing same duties in this unit have different contracts of employment, which differentiate their working hours. The PSA demanded that the DHA withdraws these letters. The DHA did not have a mandate to withdraw the letters. The PSA invoked clause 17 for the matter to be facilitated. Letters issued to employees might stifle the process of engagements on working hours.

PMDS

The PSA demanded to know why employees were not paid PMDS bonuses on time and demanded that they be paid what is due to them. The DHA stated that the Acting Director-General already approved the submission to effect payments, and it is in the Office of the Minister for approval.

Modernisation

The DHA indicated that it intends to make a presentation and table a report on progress with the process on modernisation in the DHA. The PSA demanded that the presentation be conducted on a date to be agreed upon between parties, noting that the DHA failed to provide labour with copies of the presentation prior to the meeting.

FEEDBACK: FACILITATION - Failure by DHA to provide Immigration Officers uniform

The DHA made a presentation on its plan for uniform distribution in this financial year. It intends to decentralise the distribution of uniform to provinces on a projected budget. The PSA previously demanded that the DHA should make a breakdown of the R12 million that was spend on uniform every year since 2016. The PSA also demanded to know what the cost of the uniforms is and a list of Immigration Officers who received uniforms. The DHA previously stated that it was compiling the list and it will be distributed to labour.

The DHA failed to circulate the list and labour invoked clause 17 for the matter to be referred to facilitation. At facilitation, the DHA stated that uniforms for Immigration Officers were not a condition of employment. The PSA demanded that the DHA should be clear in its response, that no employee will be charged for not wearing a uniform. The DHA replied by stating that those provided with a wearable uniform should wear it.

The PSA demanded that the DHA must issue a circular to inform managers that Immigration Officers with wearable in terms of size and fully-complete uniform should wear it, but employees with uniform not wearable are not required to wear uniform. The DHA acceded to the PSA's demand and will issue a circular to all managers.

Members will be informed of developments

Ivan Fredericks
GENERAL MANAGER