

FOR PSA MEMBERS: DEPARTMENT OF HOME AFFAIRS (DHA)

05-11-2020

Departmental Bargaining Council (DBC)

The DBC meeting for the DHA was convened on 3 November 2020. The following agenda items were discussed:

Amendments: *Refugee Act*

The PSA previously reported that the employer changed the job descriptions of both Refugee Reception Officers (RRO) and Refugee Status Determination Officers (RSDO) in terms of the new amendments without any consultation with labour. The Organisational Design section was tasked to facilitate a job evaluation process. The system was, however, suspended by the DPSA and therefore the process was held in abeyance until further notice.

Departmental Policies

The employer tabled the following draft departmental policies:

- Integrated performance management development system policy (PMDS)
- Bursary policy

Members are requested to provide inputs to the draft policies to peter.mngomezulu@psa.co.za by 13 November 2020.

Reconfiguration/restructuring of Department

The employer reported that changes on the organisational structure were discussed at the multi-lateral meeting and the consultation process was ongoing. It indicated that there were minimal changes to be made. The PSA requested the employer to provide the proposed revised organisational structure to engage with members on the changes. Parties agreed to hold a special DBC meeting to engage further on the restructuring of the Department.

Vaccination at Ports on entries

The PSA reported that the delay in the vaccination of immigration officials at several ports of entries was a serious concern. The employer was requested to fast track the process and report back at the next DBC meeting. Members who were not vaccinated are requested to submit their names to peter.mngomezulu@psa.co.za

GENERAL MANAGER