

FOR PSA MEMBERS: **DEPARTMENT OF HOME AFFAIRS (DHA)**

13-12-2022

Feedback: Facilitation meeting - 12 December 2022

Foreign Mission and Adjudication posts advertisement

It was previously reported that the PSA invoked section 17 of the GPSSBC governance rules regarding qualification requirements for Foreign Mission and Adjudication posts advertised. The employer included International Relations, Political Science, and Public Administration as requirements on the Foreign Mission posts advertisements and a Law degree for the Adjudication posts advertisement. The PSA raised that the specified qualifications requirements excluded most Immigration Officers in the Department and demanded that the employer must include any other relevant post qualification as a requirement. The employer was not consistent with the qualification requirements of the two advertised posts. On previous occasions, the employer did not require such qualifications.

The employer maintained that the qualification requirements stipulated in the advertisement were correct and will not be changed. Parties could not resolve the matter and reached a deadlock. Members who applied for the Foreign Mission and Adjudication posts and were not shortlisted owing to a lack of the specified qualifications are encouraged to contact their PSA Provincial Offices for assistance with individual grievances and ultimately disputes of unfair labour practices. The PSA Chief Negotiator, Peter Mngomezulu, can be contacted on 082 880 8980 for further clarity on the matter.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER