

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

22-05-2024

What is happening at Department of Home Affairs?

Deployment: Digitalisation staff

The PSA is in continuous engagement with the employer on the issue of Digitalisation staff members. The PSA emphasised the importance of timeous and clear communication with staff members to minimise the pressure of having to change workplaces and avoid confusion. The employer reported that the Digitalisation hub in Brits was ready, and it was only waiting for the occupation certificate. Once the certificate is received, the employer intends to commence with the theoretical training, which will need to be attended on-site for a week wherein trained employees will then begin to work from the week after the training. The employer has the capacity to train 180 learners at a time. Therefore, employees will be issued with letters in groups of 180 to report for training at the various sites, starting with the Brits site.

Relaunch of Provincial Consultative Forums (PCFs)

The Departmental Bargaining Chamber resolved that it is necessary to relaunch Provincial Consultative Forums. This decision was informed by concerns received from some provinces on how their respective PCFs are not active or functioning as required. All PCF members will be invited on the date scheduled for their province and are encouraged to ensure that they attend. The schedule has been agreed as follows:

Western Cape – 27 May 2024
Limpopo – 31 May 2024
KwaZulu-Natal – 11 June 2024
North West – 12 June 2024
Gauteng – 13 June 2024
Mpumalanga – 18 June 2024
Free State – 28 June 2024
Northern Cape – 5 July 2024
Eastern Cape – date to be confirmed

Discipline Management Report

The employer presented the Discipline Management Report, which outlined the number of grievances lodged by employees on different levels and the nature of such grievances. The Report further provides statistics of misconduct cases, the nature of misconduct committed and the status of those cases. The part of the Report that was a concern for the PSA relates to appeals in the Department. From the analysis, it is clear that the appeal process in the Department is not effective. The employer rubberstamps sanctions without properly applying its mind to the reasons advanced in the appeal. This is a critical

matter as it is a violation of justice by the employer. Employees deserve an effective appeal system that genuinely considers their appeals and provides outcomes that are fair and just. As an indication that the appeal process is dysfunctional in the Department, some of sanctions that should have been overturned through an appeal were overturned by Commissioners at the Bargaining Council. An effective appeal authority would save the Department time and money and save employees the stress of going through unfair disciplinary outcomes. The employer further reported that for the period covered by the Report, only six employees were placed on precautionary suspension.

Members will be kept informed.

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.

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GENERAL MANAGER