

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

03-05-2024

## Update: Notification of Digitalisation workplace - DHA

It was previously reported to members that the PSA scheduled a meeting with the Deputy Director-General responsible for the Digitalisation project on 30 April 2024. The PSA raised concerns that were received from various members regarding the notice issued to them to report to Digitalisation sites in Pretoria and Brits. The employer was made aware of several concerns that members raised. These include the fact that the notice period was too short for employees who must relocate from other provinces outside Gauteng and report for duty at the Digitalisation hub on 6 May 2024. Further, the PSA requested the employer to consider taking a more consultative approach in the placement of employees where the PSA will be involved to ensure that a fair criterion is used to address most of the placement concerns. A further request was made regarding financial assistance from the Department to help members who need to relocate from their homes and find accommodation closer to the areas they need to report to.

The outcomes of the meeting were as follows:

- The PSA and the Digitalisation project team will engage on the placement of employees. Parties will come up with the criteria for placement and address other concerns.
- Parties will work together to prevent disputes and ensure fairness in the process.
- The employer presented the budget allocated to the project, which is constrained and requires it to cut off some items. As a result, the employer indicated that it would not be possible to provide financial assistance for relocation costs.
- The employer further indicated that the Digitalisation sites are almost ready. The Brits site will be completed in the coming week, whilst others will be ready by the end of May and June 2024.

A follow-up meeting was held on 2 May 2024 between the PSA and the Digitalisation project team. The outcomes of the meeting were as follows:

- The project team will share the project plan and all relevant information with the PSA by 3 May 2024 to enable engagements between parties on the criteria for placement.
- It was explained to the PSA that employees were recruited for different functions according to the requirements of each hub and the numbers required in the hubs. Therefore, the placement has to be in line with what each employee was recruited for and the area where their role is needed.
- It was agreed that the physical reporting of employees will be delayed, allowing parties to engage and agree on the placements.

- Employees are not expected to physically report at any site on 6 May 2024 but to connect virtually for online training on the eLearning platform.
- Parties will convene a follow-up meeting on or before 7 May 2024.

**Members should not travel to the Digitalisation sites on 6 May 2024.** The date for reporting physically to the various sites will be communicated in due course. However, members are advised to use the time they have to make logistical arrangements and resettlement plans to avoid feeling pressured when the time for their physical reporting comes.

The PSA remains committed to protecting members' rights and promoting their interests.

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

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