



FOR PSA MEMBERS: DEPARTMENT OF HOME AFFAIRS (DHA)

16-05-2025

## Feedback: DHA Departmental Bargaining Chamber (DBC) - 15 May 2025

### Occupational health and safety (OHS) compliance

The employer reported that it was not ready to present a comprehensive report as agreed in the previous meeting. The employer committed to providing OHS audits reports for all 462 offices. The PSA noted the report and demanded that the OHS committees be resuscitated in all provinces. The PSA maintained that most offices still do not comply with OHS regulations. Parties agreed to meet by 31 May 2025 to engage further on the matter.

### Discipline report

The employer provided the following reports:

- **Grievances:** 150 received for 2024/25-financial year - 108 finalised whilst 42 are still under investigation.
- **Misconduct cases:** 124 reported - 101 finalised and 21 still pending.
- **Suspensions:** 19 reported - 9 finalised and 10 still outstanding.

The PSA noted the report and urged the employer to fast-track and finalise suspension cases.

### Civic Services uniform

The employer reported that the uniform for Civic Services frontline officials was received and stored in the warehouse in Kimberley. The employer further reported that uniform sets were incomplete. It will dispatch the uniform to various offices for allocation as soon as all sets are complete. The PSA objected to the report and demanded that the uniform must be allocated to officials urgently as officials continue to wear old uniforms that are no longer in good condition. Parties agreed to convene the uniform task team meeting on 13 June 2025 to outline the action plan for distribution and allocation of the uniform to various provinces.

### **Review/alignment of organisational structure**

The employer reported that a task team meeting was held on 15 April 2025, and the work study report was discussed. A sample of 70 officials was identified to conduct a work study. An analysis of the posts in the draft organisational structure will be completed by the end of May 2025 and feedback will be provided on 19 June 2025 at the task team meeting.

### **Outstanding overtime payments**

The PSA raised concern that most Immigration officials were not paid overtime for July, November, December 2024, and January 2025. The employer indicated that it experienced budget constraints but is in a process to resolve the matter. Parties agreed to meet with Immigration Services management on 27 May 2025 to conclude on the matter.

### **Relocation of King William's Town office to shopping mall in East London**

The employer reported that a task team was established to facilitate and monitor the relocation of offices to the shopping mall. The task team, which include PSA representatives, met on 16 and 24 April 2025 to develop terms of reference and the project plan. The task team was not ready to present a report to the DBC. The PSA noted the report and urged the employer to issue an internal circular to provide updates to affected employees about development of the relocation process. The PSA further demanded that the task team must consult with affected members to take note of their concerns. Parties agreed to convene a task team meeting on 16 May 2025 to complete the project plan.

### **Vacancy report**

The employer reported that there are 7 436 funded positions on the total establishment and 7 297 were filled. There are 139 vacant funded posts. This constituted 40% capacity of the total post establishment of 18 649 posts. The employer is currently in a process to fill the DDG: Human Resources Management and Development post, the DDG: Information System Post, and the DDG: Immigration post. The PSA noted the report and urged the employer to fill all posts that are funded and vacant since the moratorium on filling posts was lifted.

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

Reuben Maleka  
GENERAL MANAGER