



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

28-07-2025

Feedback: Eastern Cape Provincial Consultative Forum – Department of Home Affairs

Overtime for IMS officials (November 2024 – March 2025)

The employer acknowledged that IMS officials across all regions have not been paid overtime for the period from November 2024 to March 2025. This non-payment was attributed to the depletion of the budget for the 2023/24-financial year. The employer confirmed that members are indeed owed overtime and committed to processing the payments as accruals in the current financial year. Affected employees are requested to resubmit their overtime claims with proof of work performed. In addition, those who were not paid must submit their names and full contact details to their shop stewards who will forward the information to Nomsa.msomi@psa.co.za to consolidate the list. **The deadline for submission is 1 August 2025.**

Reduction of security personnel

The employer confirmed a serious shortage of security personnel across DHA offices owing to a 50% budget cut for security services. This issue affects all provinces and has been escalated to the Departmental Bargaining Chamber (DBC), where a dispute has already been declared. As a result, the item will be removed from the PCF agenda whilst the matter is being addressed nationally.

Provincial bereavement policy of 2014

The employer reported that a National Bereavement Policy has been introduced and shared with all provinces to ensure uniform application. The matter was deferred to the next meeting to allow parties time to engage with the new national policy. Members are encouraged to access the policy on the DHA shared drive and submit their inputs for consideration. The policy is *attached* for ease of reference.

Uniforms: Immigration Officers

The employer has reported that the last mass uniform rollout for Immigration Officers took place in 2023, following a gap since 2019. Since then, Officers have been allowed to request uniforms directly from Head Office. The employer confirmed that uniforms are currently available, and members in need of uniforms must submit their names by **1 August 2025** to the Provincial Office to facilitate provision.

Lack of cleaning staff: DHA Grahamstown

The employer confirmed that the Cleaner post at DHA Grahamstown has been vacant since 2015 owing to ongoing budget constraints. The office previously used contracted cleaning services, but the contract ended and could not be renewed. The employer is looking into this issue as part of a national response to staffing shortages. As a potential long-term solution, the employer is considering revising lease agreements to include cleaning services, pending agreement with landlords. The matter will also be reviewed during the second quarter budget assessment in mid-August.

Occupational health and safety (OHS)

The employer reported that it is working with the Department of Public Works and landlords to address ongoing OHS issues. Offices in Middelburg, Whittlesea, Matatiele, and Sterkspruit have been confirmed as compliant. Offices in Alice, Ngcobo, Fort Beaufort, and Port Alfred are at various stages of improvement. Meanwhile, offices in East London, Port Elizabeth, Idutywa, and Flagstaff remain under discussion at DBC level.

Members who are affected, especially in relation to unpaid overtime and uniform provision, are requested to submit their names and contact details on or before **1 August 2025** to nomsa.msomi@psa.co.za.

Reuben Maleka
GENERAL MANAGER