



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

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01-06-2026

## Feedback: DHA Departmental Bargaining Chamber – 28 May 2026

### **Outstanding overtime payments: Immigration Officers**

Members will recall that the PSA raised the issue of non-payment of overtime worked by Immigration Officers at the Inspectorate Directorate. At the meeting, the employer reported that the complaint was investigated, and payment was approved. The 143 Immigration Officers will receive their payments by the end of July 2026. The matter was closed and removed from the agenda. The PSA will monitor implementation.

### **OHS compliance**

The employer reported that OHS audits were conducted in five Limpopo offices. Workplace inspections were conducted, and emergency preparedness was assessed. A total of 300 OHS representatives are to be trained in the third quarter. All OHS committees are operational. The audit schedule for other provinces will be shared with labour before the next meeting. The PSA noted the report and urged the employer to address constant water disruptions in offices.

### **Discipline management report**

The employer reported that 28 grievances were reported, 11 finalised, and 17 pending. There are 53 misconduct cases instituted, 12 finalised, and 41 pending, 9 precautionary suspensions implemented with a cost of R3 million. There is only one case reviewed at the Labour Court. The PSA noted the quarterly report and urged the employer to consider recalling all suspended officials and place them in alternative directorates whilst investigations are underway. The PSA further raised serious concern about the costs incurred owing to the suspensions.

### **Provincial Consultative Forum (PCF) reports**

Parties agreed to establish a task team to peruse and analyse minutes of all PCF meetings and identify items that are transversal in nature. All PCF meetings were held except for the Western Cape. Parties resolved to convene a meeting with the Western Cape on 26 June 2026 to resolve challenges.

## **Vacancy report**

The employer reported that there are 452 posts identified to be critical and will be prioritised with 153 of those being service-delivery posts - 333 were advertised, 223 are at shortlisting stage, and 128 posts have been filled. The PSA noted the report and urged the employer to fast track the filling of the three outstanding DDG posts. The PSA further demanded that notices for shortlisting and interviews be shared with labour on time to serve as observers.

## **Modernisation matters**

Parties agreed that all matters pertaining to modernisation and digitisation processes will be discussed at the workshop scheduled for 12 June 2026. The PSA urged the employer to include a presentation about the recent development regarding the new system to verify ghost employees in the public service.

## **Uniform allocation**

Members will recall that the PSA demanded that the allocation of all uniform sets be coordinated from a central point. At the bilateral meeting on 15 May 2026 parties agreed that a task team will be established to facilitate the allocation of uniforms for Cleaners, Security Officers, Immigration Officers, and Civic Services Officials. The distribution process will be coordinated from the office of the CFO. The terms of reference of the committee will be finalised at the next task-team meeting.

## **Review: Organisational structure**

It was reported that the draft final organisational structure was submitted to the Minister for inputs and comments before it could be routed to the DPSA for concurrence. The PSA noted the report and urged the employer to share the inputs and comments of the Minister before the process is escalated to the DPSA. Parties agreed to convene a special DBC meeting in due course.

## **Working-from-home arrangement**

Members are aware that the PSA tabled the implementation of a working-from-home arrangement owing to the fuel-price hikes and financial hardships experienced by employees. The employer indicated that it has already developed a draft circular in this regard and was still consulting with its principals. The matter will be finalised at a special meeting to be convened in due course.

## **Relocation: eVisa adjudicators**

It was previously reported that the employer intended to relocate 18 Adjudicators from BVR building to Hallmark building. The PSA demanded that a consultation process be conducted before the relocation process could begin. Parties agreed to meet on 29 May 2026 to establish a task team with clear terms of reference.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER