



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

03-08-2026

Feedback: DHA Special Departmental Bargaining Chamber (DBC) meeting – 31 July 2026

Professional Driving Permit (PDP) for recruitment of Immigration Officers and Control Immigration Officers posts

On 14 July 2026, the PSA held a bilateral meeting with Immigration Management regarding the 267 posts advertised in *HRM Circular 38 of 2026*. The PSA raised concern regarding the requirement for a PDP as an inherent requirement for positions of Immigration Officer and Chief Immigration Officer. The PSA argued that it was unreasonable and unfair to require prospective candidates, including existing employees, to possess a PDP, particularly given that the Permit is subject to renewal every two years and incurs an additional financial cost to employees.

The PSA maintained that a valid driver's licence should be accepted as a sufficient requirement for the positions. The employer indicated that it would need to obtain a mandate from its principals before it could accede to the PSA's demand. The matter was subsequently deferred for consideration at a special DBC. During the meeting, the employer indicated that it was only prepared to remove the PDP requirement in the next round of recruitment. The PSA objected to this position and submitted that such an approach would unfairly prejudice the current cohort of applicants, which includes, amongst others, Home Affairs cadets and interns who are currently eligible and have applied for the advertised positions. The PSA therefore insisted that the PDP requirement must be removed from the current recruitment process, rather than being deferred to future recruitment drives.

Parties were unable to reach agreement on the matter, resulting in a deadlock. In view of the impasse, the PSA reserved the Union's rights and invoked section 17 of the GPSSBC Governance Rules with a view to securing the necessary intervention and placing appropriate pressure on the employer to reconsider its position and accede to the PSA's demand. Members will be informed of developments once the facilitation meeting has been scheduled.

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

Reuben Maleka
GENERAL MANAGER