



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

07-08-2026

Feedback: DHA Annual General Meeting (AGM) and Departmental Bargaining Chamber (DBC) meeting - 05 August 2026

Determination of vote weights: GPSSBC Chambers 2026/27

Below is the determination of vote weights for trade unions admitted at the Bargaining Chamber for the DHA:

Trade Union	Membership	Vote weight
PSA	5 698	77.30%
Nehawu	1 586	21.52%
Popcru	87	1.18%

The determination is done in terms of the provisions of clause 16.1 of Resolution 3/2025, Governance Rules for Chambers, as of 31 December 2025.

OHS compliance

The employer reported that the OHS audit schedule was finalised and would be discussed with labour on 25 August 2026. The PSA noted the report and demanded an urgent OHS inspection to be conducted at Identification and Identity Document Directorate (BVR) owing to complaints reported about non-compliance and the condition of the building. Parties agreed to visit BVR on 11 August 2026.

Grievance and discipline report

The employer reported that there were 41 grievances reported, 19 finalised, and 22 pending. There were 67 misconduct cases reported, 16 finalised, and 44 pending. There are ten suspension cases recorded, one finalised within 60 days and nine are still pending. The suspension cases cost the Department R5 million during the report period. The PSA urged the employer to uplift suspensions cases and transfer affected officials to other alternative directorates to curb unnecessary expenditure.

Provincial Consultative Forums (PCF)

The employer reported that PCF meetings were scheduled in Mpumalanga, Eastern Cape, and Head Office during the current report period. Other Provinces scheduled their meetings for the third quarter of the year. The PSA noted the report and urged the establishment of a task team to monitor PCF meeting operations and review minutes to enable meaningful interventions. The PSA further urged the task team to intervene in the Western Cape PCF and resuscitate scheduled meetings. Parties agreed to visit the Western Cape in the third quarter.

Modernisation matters

The PSA reported that the meeting held with the Director-General on 19 March 2026 resolved that parties would establish a modernisation task team to monitor issues such as the partnership with banks and the automation of DHA processes. The meeting further resolved that parties must conclude a collective agreement confirming that no employee will lose their job because of new digital transformation processes. The agreement would include a reskilling plan and digital training programmes, and the human resources plan would be aligned with the digital transformation strategy. The employer confirmed its commitment to implementing the decisions taken at that meeting and requested 20 working days to draft a collective agreement to regulate digitalisation processes going forward. Parties agreed to reconvene on 28 August 2026 to start discussions on the draft collective agreement.

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