



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

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09-09-2026

## Feedback: Facilitation meeting - 9 September 2026

### **Professional Driving Permit (PDP) requirement: Recruitment and selection process**

It was previously reported that the PSA invoked section 17 of the GPSSBC Governance Rules on 5 August 2026. The PSA demanded the exclusion of a PDP as a minimum requirement for Immigration Services and Immigration Control posts. The PSA complained that the employer had introduced this minimum requirement for promotional posts without justification. The employer's conduct constituted an unfair labour practice, as potential candidates would be denied the opportunity to compete for promotional posts. All potential candidates possessed the required driver's licences.

The employer noted the complaint and agreed that the PDP requirement would be excluded from the next round of recruitment. The employer indicated that current recruitment processes were at an advanced stage and could not be placed on hold. The PSA objected to the employer's submission and insisted that candidates who do not have a PDP should be allowed to compete and participate in the current interview processes.

Parties reached a deadlock and could not find an amicable solution to the matter. The PSA indicated that the Union retained the right to invoke dispute-resolution mechanisms to compel the employer to reverse its decision. The PSA will also seek a legal opinion on the matter.

Members who were excluded from the recruitment process are encouraged to approach their respective PSA Provincial Offices for assistance in lodging grievances in this regard.

### **Join the PSA**

Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka  
GENERAL SECRETARY