



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

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12-03-2026

## Feedback: DHA Departmental Bargaining Chamber Meeting - 11 March 2026

### Digital transformation (modernisation process)

The PSA observed with grave concern through various media platforms that the Department embarked on the implementation of the digital transformation of systems and partnership with commercial banks such as *Capitec Bank and Standard Bank*, without exhausting consultation processes with labour. The PSA raised concern that the employer failed to implement training interventions to capacitate employees with technological skills to align with new digital systems. The PSA aimed to protect the job security and rights of employees in this regard. The recent changes would have a direct impact on the conditions of service of employees. The employer indicated that it was not ready to engage labour on the matter. The PSA decided to invoke section 17 of the GPSSBC Governance Rules as a dispute-resolution mechanism to force the employer to consult sufficiently on recent developments.

### Outstanding overtime payments

Members will recall that the PSA demanded payments of outstanding overtime for Immigration Officers at the Inspectorate Section who worked for the period June 2024 to April 2025. Payments were implemented partially and the employer committed to finalising these payments by the end of 2025. The PSA bemoaned the employer for failing to implement outstanding overtime payments. The PSA decided to invoke section 17 of the GPSSBC Governance Rules as dispute mechanism to force the employer to make outstanding payments accordingly.

### Digitalisation project

It was previously reported that the PSA demanded the absorption and permanent appointment of contract workers who are working under the Digitilisation project. The project aimed to eradicate manual paper trail usage and replace it with electronic captured face-value documents to embrace digital transformation systems. The project was envisaged to continue for a period of over five years. However, the PSA received reports that the employer intends to terminate the contracts of employment of more than 2 000 workers by 31 March 2026. The PSA demanded an urgent meeting with the management and further requested an extension of three months whilst negotiation processes will be underway. The employer agreed to a bilateral meeting on 18 March 2026 to deliberate on the matter and find a solution.

## **OHS compliance**

The employer presented an annual timetable for provincial and national OHS committee meetings. The PSA noted the report and urged the employer to circulate the timetable to all Provincial Consultative Forums for implementation.

## **Vacancy report**

The employer reported that there are 449 posts approved in the current financial year. There were 117 posts filled and 332 are still to be filled. The PSA noted the report and urged the Department to fill all outstanding vacant funded posts within the next six months to reduce the workload on current staff in the Department. The PSA further demanded that the employer must fast track the filling of the three vacant DDG posts.

## **Provincial Consultative Forums (PCF)**

The employer reported that all nine PCFs were operational, and meetings are held accordingly. The minutes of the Forums were submitted to the DBC for consideration and inputs. The PSA noted the report and urged the employer to report on the Head Office Consultative Forum and the Civic Services Back Office Consultative Forum at the next meeting.

## **Discipline management report**

The employer presented the following report:

- Grievances: 33 cases received, 21 finalised, and 12 pending.
- Misconduct cases: 64 cases reported, 29 finalised, and 35 pending.
- Appeals: 35 appeals lodged, 15 finalised, and 24 pending.
- Suspensions: 11 implemented, 2 finalised, and 9 pending.
- Arbitrations: 55 cases lodged, 11 finalised, and 44 pending.
- Labour Court cases: 10 cases reviewed, 3 finalised, and 7 pending.

The PSA noted the report and challenged the employer about the R4.2 million costs incurred owing to outstanding suspension cases. The PSA urged employer to recall all suspended employees and transfer them to other directorates whilst investigation processes are underway.

## **Review/alignment of organisational structure**

Members will recall that a task team was established to facilitate the review process of the macro structure so that it is aligned to the new mandate of the Department. The task team met on 19 and 20 February 2026 to make further inputs to the draft macro structure. The task team envisages to convene a meeting with the DPSA by the end of March 2026 to conclude on areas of concern before approval by the Minister.

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