



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

21-04-2026

What is happening at DHA?

Unfair recruitment and selection process

The PSA received reports that the Labour Relations posts of Assistant Director and Deputy Director were advertised with the following job requirements and qualifications:

- Qualifications in labour relations, human resources management, specialising in labour relations at NQF level 6.
- Three years' experience in junior management required.
- Extensive experience in labour-relations environment.

It was reported that candidates with a labour-law qualification were not shortlisted and excluded from the envisaged interview process. The PSA wrote to the Department and maintained that the qualification was relevant and appropriate in the labour-relations field. The employer was urged to review the selection process and omitted candidates be considered for interviews. Subsequently, the employer investigated the matter and discovered that indeed the candidates were erroneously omitted during the shortlisting process. The employer committed in writing that the posts will be readvertised, and new selection criterion will be established to maintain fairness. The PSA welcomed the decision and committed to continuing monitoring the recruitment processes in the Department.

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Reuben Maleka
GENERAL MANAGER