



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

23-03-2026

What is happening at DHA?

Digital transformation (modernisation process)

Members will recall that the PSA reported that section 17 of the GPSSBC governance rules was invoked on 11 March 2026 at the normal Departmental Bargaining Chamber (DBC) meeting. The PSA complained that there was not sufficient consultation regarding the DHA's modernisation processes. The PSA strongly felt that the partnership with commercial banks would lead to job losses and affect employees adversely. Subsequently, the Director-General requested an urgent meeting on 18 March 2026 to resolve the impasse. At that meeting, the employer noted the concerns raised by the PSA regarding job security and training needs. The employer made an undertaking that no employees will lose their jobs because of the modernisation process. Instead, it indicated that the DHA would require more human resources to implement the digital transformation strategy. The employer further committed that training interventions would be implemented to capacitate employees with technological skills to align to the new strategy. An HR plan will be shared with labour for further consultation at task team meetings. The employer maintained that the partnership with commercial banks was aimed at enhancing service delivery and increasing access to enabling documents produced by the DHA.

The PSA noted the commitments by the employer and demanded that a collective agreement be concluded to safeguard the rights and interests of employees during the implementation of the modernisation process. The PSA further demanded that a detailed schedule of the consultation process be developed and shared at the next task team meeting. Parties agreed that quarterly meetings would be held with the DG to assess the implementation process and report at normal DBC meetings.

Outstanding overtime payments: Immigration Officers

It was previously reported that the PSA invoked section 17 of the GPSSBC governance rules pertaining to the non-payment of overtime worked from May 2024 to April 2025. Immigration Officers at the Inspectorate section were instructed to work overtime during joint operations with South African Police Service and Metro Police units. It was later discovered that such overtime was not approved. The PSA maintained that it was not the fault of employees that the overtime was not allocated a standard payment number. The employer conceded that it was not the fault of employees and agreed to process outstanding overtime payments. A submission will be routed to the office of the DG for approval as soon as the names of affected employees are submitted. The PSA welcomed the decision and progressive approach taken by the employer. All affected members are requested to submit their names to the PSA

Chief Negotiator at peter.mngomezulu@psa.co.za on or before **27 March 2026** for payments to be made accordingly.

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

Reuben Maleka
GENERAL MANAGER