



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

30-01-2026

Feedback: DHA Special Departmental Bargaining Chamber - 30 January 2026

Allocation of uniform: Civic Services and Immigration

It was previously reported that a task team for allocation and distribution of uniforms was established. The task team reported that jackets, shirts, trousers, and ties for Civic Services were procured. All the items were received, except for trousers. Trousers will be received by the end of February 2026. Uniforms for Cleaners at head office were received and allocated in December 2025. Uniforms for Cleaners in provinces will be procured in due course. The employer reported that three orders for Immigration Services uniform were placed in October 2025. The uniform is expected to be delivered by the end of February 2026. The PSA noted the report and urged the employer to develop a workplace approach schedule to distribute the sets of uniforms. The PSA further demanded that the uniform for Security Officers be discussed at the next DBC meeting.

Review of organisational structure

Members were informed that the employer embarked on a process to review and align the organisational structure to the revised mandate of the Department. A multi-disciplinary task team, which consisted of various workstreams, was established. The task team meeting was convened on 20 October 2025 to refine the draft functional structure. The employer reported that it engaged with the DPSA for inputs and concurrence in November 2025. The DPSA raised a number of concerns about the proposed organisational structure and suggested a number of amendments. Parties agreed to convene a task team on 19 February 2026 to consider the inputs and advice received from the DPSA. The PSA noted the report and urged the employer to fast track the process so that vacant funded posts could be filled to increase capacity to render effective and efficient service delivery.

Non-payment of overtime: Immigration Services

The employer had reported that the outstanding overtime payments for November 2024 to April 2025 were implemented for all affected Immigration Officers. The overtime worked by the Inspectorate Directorate from June to August 2024 remained unpaid. The employer reported that it had routed a submission for approval to the Accounting Officer. The PSA noted the report and urged the employer to fast track the payment process and provide feedback at the bilateral meeting scheduled for 11 February 2026.

Relocation of offices to commercial malls

Members will recall that the Department took a decision to relocate some offices to the nearest commercial malls. It aimed to enhance safety for clients and employees. The move would also promote good working conditions for the Department. Parties established a task team to facilitate and monitor the relocation processes. Offices such as King Williams Town in the Eastern Cape, Taung and Rustenburg in North West, Zanstroom and Rocklands in the Free State and Centurion in Gauteng were identified to be relocated to commercial malls. The process is guided by the terms of references. The PSA noted the report and raised concern that the relocation of the Centurion office was not consulted sufficiently and demanded an urgent meeting on 31 January 2026.

Downsizing of security services

It was previously reported that the capacity of security services was increased by 80% in October 2025 and the remaining 20% to be completed by end of December 2025. The directorate responsible was unable to present the progress report in terms of the capacity of security services in each office. Parties agreed to defer the matter to the special DBC scheduled for 18 February 2026.

Proposed directive on new working-time arrangements

The employer reported that the Department intends to introduce new flexible working arrangements to complement service delivery and achieve the mandate of the Department. The PSA noted the report and requested that the draft proposal be presented at a workshop so that valuable inputs could be submitted. Recommendations of the proposed workshop will be deliberated at the next DBC meeting. The PSA noted the report and requested the employer to extend an invitation to the DPSA for advice and guidance on the new working-time arrangements.

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