



Dear Members

Without any shadow of a doubt 2024 has proved to be a challenging year when it comes to labour relations in the workplace.

What is of growing concern is the degree of mutual respect in the workplace. Judging from the nature of some of the disciplinary enquiries, the degree of insubordination, disrespect for authority in the workplace is notable. Judging from the overall experience of the working environment it is noticeable how the matter of mutual respect, more especially from the employees towards their superordinates, is failing. This is proving to be a challenge to many employers when dealing with employees. I regretfully anticipate that this will continue to be an increasing challenge for employers. With this in mind one has to take caution not be drawn into a situation of intolerance. One is reminded of what Proverbs 15 in the Holy Bible tells us, and that is "A soft answer turneth away wrath and grievous words lead to anger". As employers and representatives of employers, one will have to take serious cognisance of why Solomon deemed it necessary to utter and record this.

One thing that is very pleasing is the conduct of organisers of HASEA in dealing with challenging matters. If one has regard to the success rate in terms of litigation, and if memory serves me right, I cannot recall one case where an organiser represented a member where the result did not favour the member. One has high regard for the knowledge and abilities of all of the organisers within the HASEA fold. We are certainly privileged with such dedicated and capable people. Let us, however, not forget that God is our protector and our guide, and without Him the situation would most definitely have been different. All the organisers are God-fearing people and therefore the HASEA team very much relies on the guidance of the Father.

During the course of the year we have been privileged to have Zoom meetings with the majority of our organisers and judging from the spirit of unity which abounds it can be confirmed that, as one person put it, we are one team with the same goal in mind and that is to do our best.

HASEA is reliant on its members for its continued existence, and therefore I want to express a word of sincere appreciation to all of those members who have supported HASEA during the course of 2024.

Lastly, to our Executive Committee members I wish to express sincere appreciation for their support and commitment during 2024.

To all, we want to wish you a joyous and enjoyable festive season and we look forward to 2025 with new vigour to face any challenges which may come across our pathway.

Principal Organiser
Alan Mengel

On the next page is important information regarding the extension of validity for exemptions granted to Zimbabwean exemption permit holders. It is based on Minister's Immigration Directive No. 15 of 2024 and addresses changes related to Section 31(2) (b) of the Immigration Act, 2002. This notice from the Department of Home Affairs outlines the implications of the directive and what affected individuals need to know about their permits.



HASEA

DEPARTMENT OF HOME AFFAIRS
NO. 5603 29 NOVEMBER 2024
NOTICE TO ALL ZIMBABWEAN
EXEMPTION PERMIT HOLDERS
MINISTER'S IMMIGRATION
DIRECTIVE NO 15 OF 2024
RE: EXTENSION OF VALIDITY OF
EXEMPTIONS GRANTED IN TERMS
OF
SECTION 31(2)(B) OF THE
IMMIGRATION ACT, 2002 (ACT NO.
13 OF 2002)

1. I, Dr L. A. Schreiber, MP, Minister of Home Affairs, with the powers bestowed upon me in terms of section 31(2)(b) of the Immigration Act, ("Immigration Act") have decided to extend the validity of the Zimbabwean Exemption Permits ("ZEP") until 28 November 2025 in order for me to fulfill the duty placed on me by the Gauteng High Court to consult the affected ZEP holders and all other stakeholders on the future of the current dispensation.

2. The reactivation of the Immigration Advisory Board ("IAB") is currently underway and its first task will be to consider, advise and enable the steps required for compliance with the Order of the High Court on the future of the ZEP. In order to give the IAB time to properly do its work, and a fair process to be followed, I direct that:

2.1. existing ZEPs shall be deemed to remain valid for the next (12) twelve months;

2.2. no holder of a ZEP may be arrested, ordered to depart or be detained for purposes of deportation or deported in terms of section 34 of the Immigration Act for any reason related to him or her not having any valid exemption certificate;

2.3. the holder of an exemption certificate may be allowed to enter into or depart from the Republic of South Africa in terms of section 9 of the Immigration Act, read together with the Immigration Regulations, 2014, provided that he or she complies with all other requirements for entry into and departure from the Republic, save for the reason of not having a valid visa endorsed in his or her passport; and

2.4. no ZEP holder should be required to produce a valid exemption certificate, visa or an authorisation letter to remain in the Republic as contemplated in section 32(1) of the Immigration Act when making an application for any category of the visa for temporary sojourn in the Republic as contemplated in section 10(2) of the Immigration Act.

3. Any enquiry related to the content of this Directive, should be directed to the Department's Contact Centre at hacc@dha.gov.za.

Please note that HASEA's Head Office and Western Cape branch will close for the holidays on 13 December 2024 and reopen on 13 January 2025. Wishing you a joyful and relaxing festive season!

For more information regarding our services, you can visit our website www.hasea.co.za or email us: admin@hasea.co.za / accounts@hasea.co.za