

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

24-08-2023

DHA Alberton: Sexual harassment

Action taken after PSA intervention

The PSA has reported that there were several complaints received from members at the Alberton Home Affairs Office regarding sexual harassment, victimisation, and harassment that staff members in this office experience daily under the management of the office manager.

The PSA reported that in some of these cases, the office manager made improper suggestions to female staff members who had made mistakes in their work, suggesting that he could make these go away if they complied with his suggestions. The day-to-day harassment took the form of the office manager constantly threatening staff with dismissal if they do not do as he instructs. Staff in the office brought their complaints to the attention of District Managers and the Provincial Manager in their area who, in turn, laughed these off as “it is just the way he is, and it is in his culture”. The PSA was appalled by these reports, especially during Women’s Month where the country is celebrating the rights of women in South Africa and in the workplace. It is unacceptable that the Department of Home Affairs in Alberton had ignored these allegations, even after the PSA brought the matter to the attention of the Department through its officials.

The PSA is pleased to report that after the PSA reported the matter to the Office of the Minister and the media, the perpetrator (office manager) has been removed from the office and a formal investigation is currently taking place whereafter the necessary disciplinary action will take place. The PSA will not allow managers to abuse their position of power to exploit female employees with harassment and victimisation.

Employees who want to join the PSA can visit the PSA’s website (www.psa.co.za), send an email to ask@psa.co.za, or contact the PSA Provincial Office in Johannesburg’s Organising/Marketing Officer, Sibusiso Ndzala, on 082 880 8964 / sibusiso.ndzala@psa.co.za.

GENERAL MANAGER