

VULINDELA REPORT: RECOMMENDATIONS AND DHA IMPLEMENTATION PLAN

Category	Recommendation	Description	Action required	Responsibility	Timeframe	Progress to date
Process improvements	<u>Recommendation 1:</u> Streamline documentation requirements and adjudication processes	1(a) Remove requirement for radiological report	Amend sections 9, 14 and 18 of the Immigration Regulations	DHA	Within 30 days	A waiver has been issued to remove the requirement of a radiological report from all visa and permit categories as of 12 April 2023 while regulations are revised. The revised Immigration Regulations will be published by the end of June 2023, following approval by the State Law Advisor and public consultation.
		1(b) Remove requirement for registration with a professional body		DHA	Within 30 days	Consultation is underway with the DTIC, SAQA and DEL to consider this recommendation. Any changes to this requirement will be included in the amended regulations.

		1(c) Require police clearance certificate from each country that an applicant has lived for 12 months or more during the past five years		DHA	Within 30 days	A waiver has been issued to reduce the period for which a police report must be submitted for all visas and permit applications as of 12 April 2023. The revised Immigration Regulations will be published by the end of June 2023.
	Recommendation 2: Modernise IT systems and introduce automation	2(a) Develop a secure IT system with the necessary features to ensure interoperability between departments and introduce automation to categorise and triage applications according to risk	Approve business case for capacitation of the Information Services branch Upgrade connection speeds within the DHA from 512kbps to min 30Mbps	SITA and DHA	12-24 months	Engagements with SITA are underway in this regard. A business case has been prepared to capacitate the Information Services branch.
		2(b) Hire the necessary IT staff to maintain IT functions and modernise DHA systems	Develop business case and secure resources for upgrading IT infrastructure Appoint a dedicated team of IT specialists to maintain the Trusted Employer Scheme IT system	DHA	12-24 months	An MOU has been signed between the Department of Home Affairs and the CSIR to assist with the IT modernisation programme.

		2(c) Upgrade internet speeds within the DHA	Upgrade connection speeds within the DHA from 512kbps to min 30Mbps	DHA	12-24 months	Engagements with SITA are underway in this regard.
		2(d) Develop a secure IT system for Trusted Employer Scheme (TES) <i>Note: The TES will have a database of vetted companies that are eligible to participate in the scheme. Trusted employers will support the application of a prospective employee authenticating that all documents were seen and are true and correct. Each application and documents together with the employment contract will be submitted using an online Immigration Account Profile. There will be no need for the Applicant to go to the Embassy. The Department of Home Affairs will approve and issue a visa letter online immediately.</i>	Develop system	DHA	12-24 months	

	<p>Recommendation 3: Expand human resources capacity in the Immigration Services Branch</p>	<p>3(a) Conduct comprehensive human resource review based, which should be informed by tech modernisation</p>	<p>Develop a new organisational structure, taking into account required changes</p>	<p>Presidency and DHA</p>	<p>3 months</p>	<p>IMS has revised its structure taking into consideration the need to increase its capacity. The revised structure with the draft Business Case to Treasury has been provided to Presidency. They will engage Treasury and assist with motivating the additional funds needed to increase the current capacity. Update will be provided by end of June 2023. The Department will submit a second business case to treasury by 14 April 2023</p>
		<p>3(b) Develop a new organisational structure for Trusted Employer Scheme.</p>	<p>Appoint a Chief Director with four Directors to maintain the Trusted Employer Scheme. Appoint nine Immigration Officials based in each province to visit and conduct inspections of Trusted Employers and report to Chief Director.</p>			
<p>Policy & Regulatory improvements</p>	<p>Recommendation 4: Upgrade the ESSA database</p>	<p>4(a) Internally review upgrades to be made to ESSA and provide brief to IT on the requirements to support DHA and DEL needs</p>	<p>Develop brief for ESSA which align with recommended tech upgrades</p>	<p>DEL Presidency</p>	<p>3 months</p>	<p>Operation Vulindlela is engaging with the DEL in this regard.</p>

	<p><u>Recommendation 5:</u> Update the Critical Skills List more frequently</p>	<p>5(a) Establish regular cadence for updating the Critical Skills List</p>	<p>Include necessary steps for Critical Skills List updates in annual plans of the DHA and DHET</p>	<p>DHA</p>	<p>Immediate</p>	<p>An updated Critical Skills List was published in August 2022. A revised SOP on the process to update the list has been developed and shared with all stakeholders, to ensure that a new list is published every two years. As and when additional critical skills are identified the department will follow the process to amend the current critical skills list.</p>
	<p><u>Recommendation 6:</u> Introduce a trusted employer scheme</p>	<p>6(a) Engage relevant ministers through IMC</p>	<p>Amend the Immigration Regulations</p>	<p>DHA</p>	<p>3 months</p>	<p>The Corporate Accounts Unit (CAU) published a notice in 2015 inviting companies to register with the CAU. A committee comprising DTIC, DEL & DHA was established to</p>
		<p>6(b) Identify key departments to support implementation of the trusted employer scheme</p>		<p>DHA</p>		

		6(c) Determine criteria for participation in the trusted employer scheme		DHA		review these applications and register the company on the CAU database. This database will form the basis of the new Trusted Employer Scheme. A new notice will be published with the criteria and requirements for participation. Trusted employers will be responsible for vetting prospective employees and verifying certain documents (such as qualifications), and must apply for the visa on behalf of the foreign employee. In addition the company must sign an agreement that they will be fined if found to be submitting false information to the Department. The gazette will be finalised by the end of May 2023. The Trusted Employer Scheme will be included in the amended Immigration Regulations is expected by end of June 2023.
--	--	--	--	-----	--	--

	<p>Recommendation 7: Introduce a points-based system</p>	<p>7(a) Determine criteria for points-based system to streamline work visa categories and introduce greater flexibility</p>	<p>Amend the Immigration Regulations</p>	<p>DHA</p>	<p>12-24 months</p>	<p>The points-based system is included in the 2017 White Paper on International Migration and in the current Green Paper. An amendment to the Immigration Act will be required to effect the new system, which is currently being developed. The points-based system will introduce additional pathways for highly skilled applicants, including awarding points based on level of qualification and an income threshold, and will streamline the current Critical Skills Visa and General Work Visa.</p>
	<p>Recommendation 8: Introduce new visa categories to cater for remote workers and start-ups</p>	<p>8a) Specify visa eligibility for remote workers</p>	<p>Specify requirements for a remote work visa and start-up visa (including for partners and children)</p>	<p>DHA</p>	<p>3 months</p>	<p>These new visa categories will be included in the revised Immigration Regulations to be published by the end of June 2023, subject to State Law Advisor approval and public consultation.</p>
		<p>8b) Specify visa eligibility for start-up founders</p>	<p>Amend regulations 11 and 14 of Immigration Regulations</p>	<p>DHA</p>	<p>3 months</p>	