

WITHOUT AN APPROPRIATE
WORK PERMIT, MOBILITY IN
RELOCATION IS A NON-STARTER

*The complexities and the minefields surrounding the
obtaining of work and accompanying Temporary Residence
Permits in the relocation process
– a synopsis*

1. Irrespective of destination, location – mobility of skills and deployment of skills can go nowhere without proper planning and appropriate visas.
2. “Appropriate Visas” are legislated regulated and determined by legislation, regulation, treaties and agreements between countries.

MOBILITY OF SKILLS IS DEPENDENT UPON:

Legislation / Statute

Regulations

Bilateral / Multilateral agreements between governments / regions

Immigration Act & its amendments

Immigration Regulations

Protocols on the movement of people

Controls the flow of migrants into SA

SADC / African Union etc.

Visa exemption agreements

The importance of the above information relates to the entry requirements to South Africa for visits to the country.

Visa exemption lists

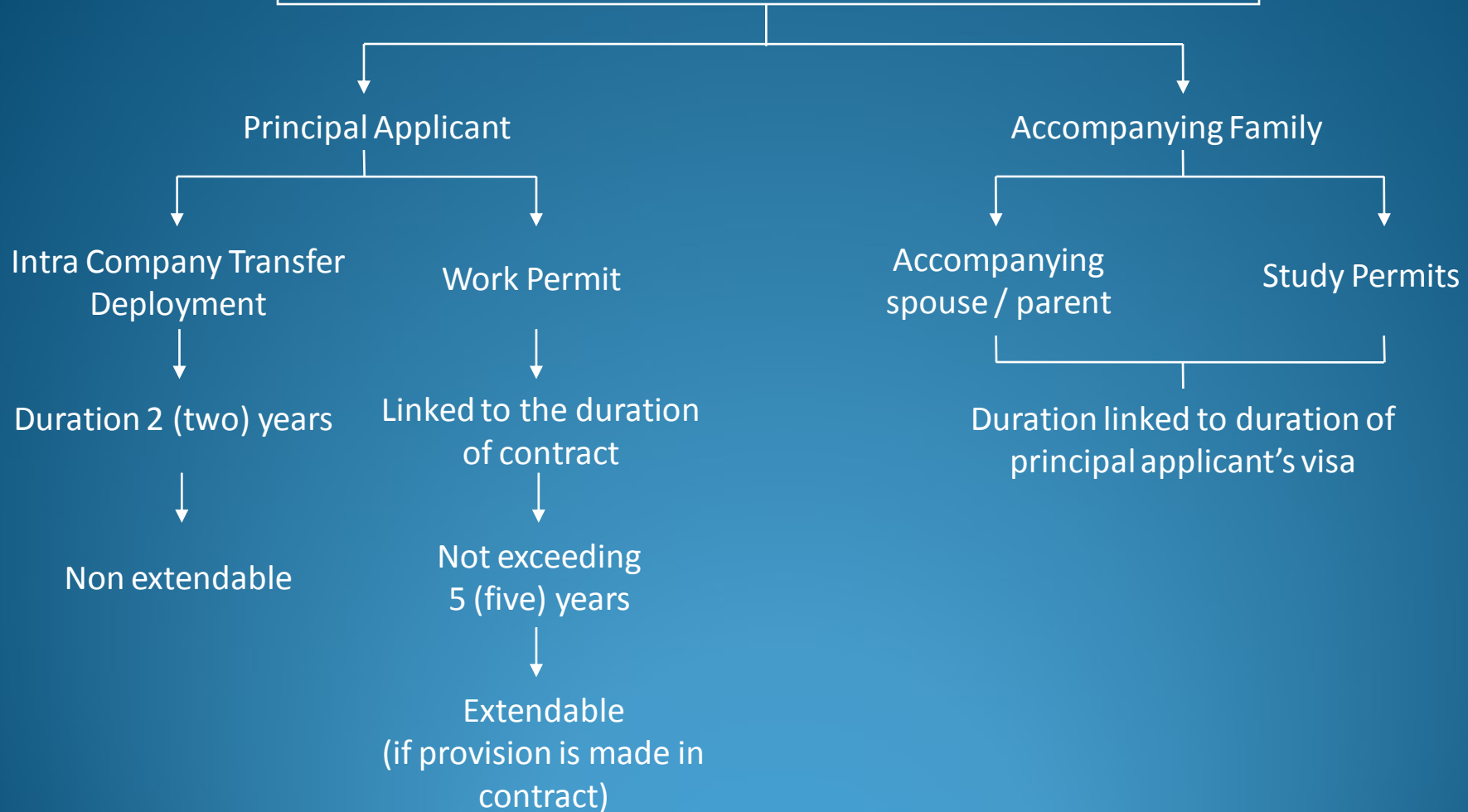
<http://www.immigration-sa.co.za/pdf/JPA%20Visa%20Lists.pdf>

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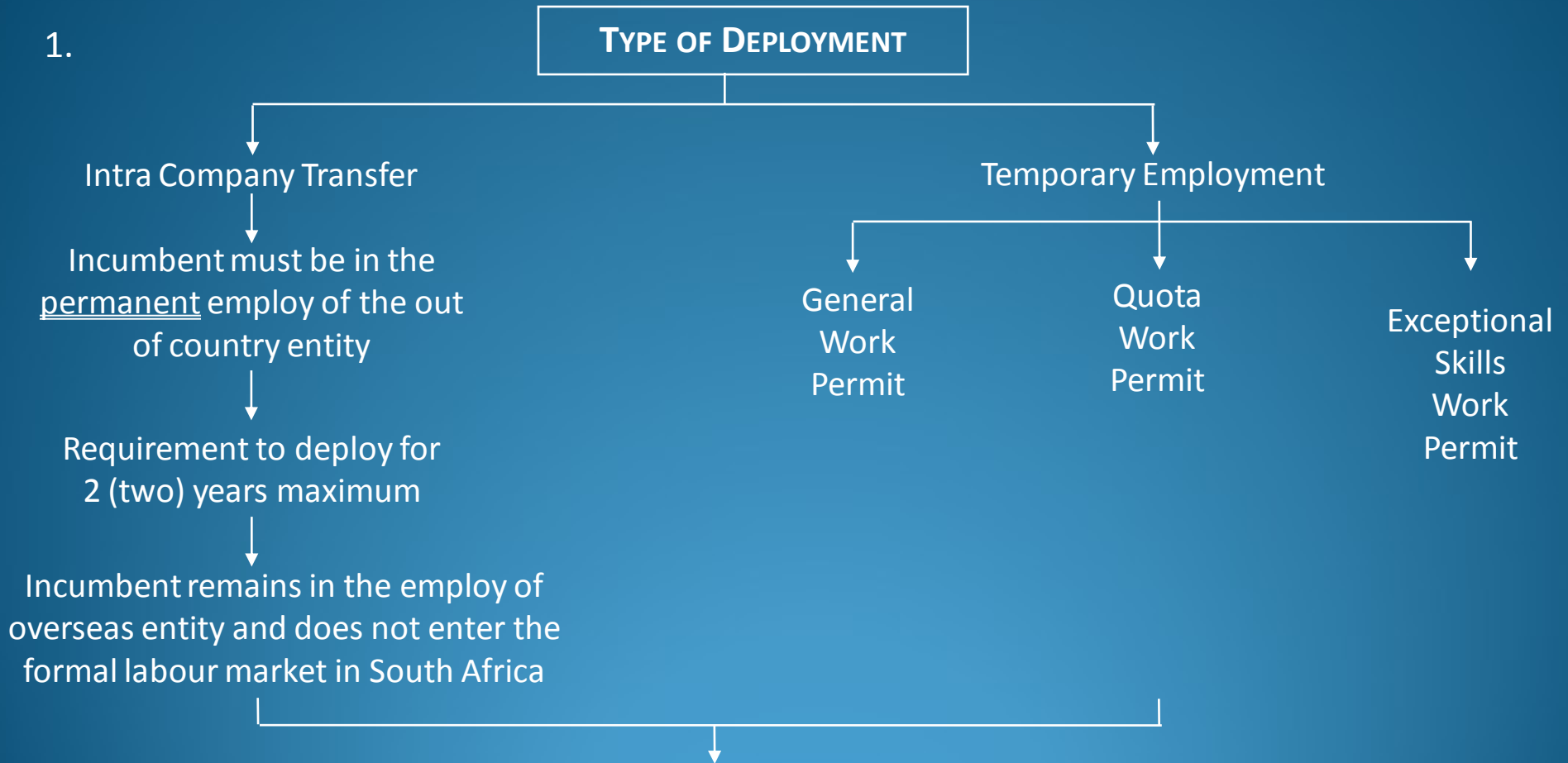
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TYPICAL VISAS REQUIRED AS PART OF THE RELOCATION PROCESS



Important factors to be considered prior to proceeding with a deployment:

1.



NB!! Decide on which is the applicable/appropriate category before going to the next step

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2. Time factors to be considered prior to deployment:

- 2.1 Procurement of documents and certifications.
- 2.2 Delays in processing of visas.

NB: The above delaying factors must be calculated into the estimated date of commencement of employment. Best advice is to determine this date around the above factors.

3. Concrete and correct advice leads to complete and proper applications being lodged:

Tips on how to ensure adherence to the varying requirements of the Department of Home Affairs:

- Select an advisor who is a specialist in this field and is not only registered with a professional body such as one of the Statutory Law Societies, but is also in good standing and current registered and thus accountable. A list of practicing attorneys can be viewed on www.lssa.org.za
- Have the case properly evaluate prior to embarking on the deployment exercise.
- Ascertain where the nearest SA High Commission/Embassy or Consular Representative is, in order to factor in the geographical place of lodgement of the application(s).