



THE IMPACT FORUM NPC

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Date: 05 May 2026

TO: The Minister of Home Affairs
Mr Leon Schreiber
Hallmark Building
230 Johannes Ramokhoase Street, Pretoria

MEMORANDUM OF DEMANDS TO EMPLOY 10,000 IMMIGRATION OFFICERS WITH IMMEDIATE EFFECT TO ADDRESS THE IMMIGRATION CRISIS IN SOUTH AFRICA

Dear Minister,

South Africans have raised ongoing concerns regarding the immigration crisis, including porous borders and weak enforcement. These concerns date back many years and have intensified due to continued inefficiencies within the Department of Home Affairs (DHA).

Our country has experienced social unrest, including the 2008 xenophobic attacks, and more recent community tensions. These issues persist due to lack of effective enforcement, corruption, and systemic understaffing within the DHA.

Our research indicates that the Department should have approximately 18,500 employees but currently has around 7,500. Furthermore, there are only about 800 immigration officers nationwide, which is insufficient to manage immigration compliance effectively.

This shortage contributes to unlawful employment practices, exploitation of undocumented migrants, and challenges in enforcing the Immigration Act. Law enforcement agencies also struggle due to the limited availability of immigration officers to verify documentation.

While we note the President's announcement regarding employment of labour inspectors, we emphasize that immigration officers are essential to verify legal status and support enforcement.

We are concerned about increasing community-led enforcement actions, which are unlawful and risk undermining the rule of law.

Urgency and Protection of the Rule of Law

We respectfully request that the Department treats this memorandum with the seriousness it deserves.

South Africa is increasingly witnessing acts of lawlessness, where civilians take it upon themselves to demand identification documents from individuals suspected to be foreign nationals. This situation is deeply concerning for the following reasons:

Such actions are unlawful, as civilians are not authorized in terms of the law to conduct immigration enforcement

There is a high risk of discrimination, wrongful targeting, and violation of constitutional rights

Untrained individuals are unable to distinguish between valid and fraudulent documentation

These actions may lead to conflict, violence, and further destabilization of communities

This trend reflects a growing lack of public confidence in the State's ability to effectively manage immigration and enforce the law.

In light of the above, we strongly emphasize the urgent need for the State to reclaim its authority through lawful, structured, and professional enforcement mechanisms.

We therefore reiterate our demand for:

The urgent recruitment of qualified individuals to serve as immigration officers

Comprehensive training programmes to ensure officers are fully equipped to identify fraudulent documents, enforce the Immigration Act, and operate within constitutional limits

Coordinated action between the Department of Home Affairs and the National Treasury to ensure sustainable funding for these critical positions

We further submit that while the Ministry of Finance explores revenue-generation strategies, immediate steps must be taken to build enforcement capacity and restore public confidence in lawful processes.

OUR DEMANDS:

- 1.Immediate employment of 10,000 immigration officers on 5-year contracts.
- 2.Immediate screening of CVs submitted during the march.
- 3.Immediate training of immigration officers and administrative staff.

We believe that strengthening capacity within the DHA will reduce costs associated with deportations and improve compliance through proper enforcement.

We request a response within 14 working days. We will return for feedback on 26 May 2026.

We urge the Department to act proactively and implement existing legislation while longer-term amendments are being considered.

Yours sincerely,

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