Immigration Law

by CDH Employment Law

ALERT | 25 November 2024





In this issue

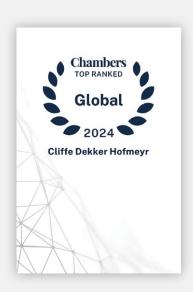
SOUTH AFRICA

November 2024 deadline for foreign nationals in possession of a Zimbabwean or Lesotho Exemption Permit



IMMIGRATION LAW ALERT

November 2024 deadline for foreign nationals in possession of a Zimbabwean or Lesotho Exemption Permit



On 1 December 2023, the former Minister of Home Affairs (Minister), Dr Aaron Motsoaledi, announced his decision to grant an exemption to foreign nationals in possession of either a Zimbabwean Exemption Permit (ZEP) or a Lesotho Exemption Permit (LEP).

In terms of the announcement, the Minister extended the validity of ZEPs and LEPs for an additional period of 12 months i.e. from 29 November 2023 to 29 November 2024, which decision was gazetted on 4 December 2023. The purpose of this extension was to allow holders of a ZEP or LEP an opportunity to apply for a new exemption permit that would be issued with an expiry date of 29 November 2025.

All ZEP and LEP holders are accordingly allowed to continue working and residing in South Africa until at least 29 November 2024, unless they obtain new exemption permits that will allow them to reside and work in South Africa as if they were permanent residents until 29 November 2025.

What this means for employers is that should ZEP or LEP holders not have applied for and obtained an extension of their respective permit, they will not be legally authorised to work in South Africa after 29 November 2024 unless they fall withing the category of ZEP holders who have pending waiver and visa applications.

It remains to be seen whether current Minister, Dr Leon Schreiber, will extend their status after 29 November 2024.

We will keep you updated on any further developments.

Taryn York and Mapaseka Nketu



OUR TEAM

For more information about our Immigration sector and services in South Africa and Kenya, please contact:



Sammy Ndolo

Managing Partner | Kenya T +254 731 086 649 +254 204 409 918 +254 710 560 114 E sammy.ndolo@cdhlegal.com



Alex Kanyi

Partner | Kenya T +254 731 086 649 +254 204 409 918 +254 710 560 114 E alex.kanyi@cdhlegal.com



Imraan Mahomed

Director: Employment Law T +27 (0)11 562 1459 E imraan.mahomed@cdhlegal.com



Abednego Mutie

Senior Associate | Kenya T +254 731 086 649 +254 204 409 918 +254 710 560 114 E abednego.mutie@cdhlegal.com



Taryn York

Senior Associate: Employment Law T +27 (0)11 562 1732 E taryn.york@cdhlegal.com



Mapaseka Nketu

Paralegal: Employment Law T +27 (0)11 562 1178 E mapaseka.nketu@cdhlegal.com



BBBEE STATUS: LEVEL ONE CONTRIBUTOR

Our BBBEE verification is one of several components of our transformation strategy and we continue to seek ways of improving it in a meaningful manner.

PLEASE NOTE

This information is published for general information purposes and is not intended to constitute legal advice. Specialist legal advice should always be sought in relation to any particular situation. Cliffe Dekker Hofmeyr will accept no responsibility for any actions taken or not taken on the basis of this publication.

JOHANNESBURG

1 Protea Place, Sandton, Johannesburg, 2196. Private Bag X40, Benmore, 2010, South Africa. Dx 154 Randburg and Dx 42 Johannesburg. T +27 (0)11 562 1000 F +27 (0)11 562 1111 E jhb@cdhlegal.com

CAPE TOWN

11 Buitengracht Street, Cape Town, 8001. PO Box 695, Cape Town, 8000, South Africa. Dx 5 Cape Town. T +27 (0)21 481 6300 F +27 (0)21 481 6388 E ctn@cdhlegal.com

NAIROBI

Merchant Square, 3^{rd} floor, Block D, Riverside Drive, Nairobi, Kenya. P.O. Box 22602-00505, Nairobi, Kenya. T +254 731 086 649 | +254 204 409 918 | +254 710 560 114 E cdhkenya@cdhlegal.com

STELLENBOSCH

14 Louw Street, Stellenbosch Central, Stellenbosch, 7600. T +27 (0)21 481 6400 E cdhstellenbosch@cdhlegal.com

@2024 14155/NOV

