

Immigration Law

by CDH Employment Law



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**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 within 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



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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

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