



NOTICE TO MEMBERS: EXTENSION OF THE TEMPORARY CONCESSION FOR ALL FOREIGN NATIONALS UNTIL 30 JUNE 2027



Dear LWO member

Please take note of the following important developments regarding the employment of foreign nationals:

Zimbabwean Exemption Permits (ZEPs)

- ZEPs remain valid until 28 May 2027.
- ZEP holders who have already applied for waivers or other visas may continue to lawfully reside and work in South Africa until their applications have been finalised.

The Minister of Home Affairs recently issued Directive No. 7 of 2026, titled the ***"Extension of Temporary Concession for Foreign Nationals Related to Delayed Processing of Waiver, Visa and Appeal Applications."***

This directive provides that all individuals with pending visa, waiver, or appeal applications retain their lawful status in South Africa until **30 June 2027**. The directive applies to all foreign nationals who are already in South Africa and are awaiting the outcome of their applications.

What does this mean for employers?

Employers should regularly verify the immigration status of all foreign employees and ensure that:

- the employee has a valid right to reside and work in South Africa;
- the specific terms, conditions and limitations applicable to the employee's visa or permit are identified and complied with;

- copies of permits, visas, and proof of pending applications are retained on file; and
- expiry dates and the progress of new applications are monitored on an ongoing basis.

Important consideration in labour processes

Employers are also reminded that employees with pending applications covered by this concession cannot simply be dismissed on the basis of an alleged lack of valid work status without proper consideration of the applicable legal provisions, as well as compliance with the required procedures.

Increased inspections and enforcement

Members should note that the Department of Employment and Labour, in collaboration with the Department of Home Affairs and other law enforcement agencies, has intensified workplace inspections in recent months. Particular focus is being placed on the employment of undocumented foreign nationals. Employers who employ individuals without the required authorisation to work may face both criminal charges and administrative penalties.

If you are uncertain about the status of any foreign employee, or require advice on disciplinary, incapacity, or other labour related processes involving foreign employees, please contact the LWO at 0861 101 828 for assistance in handling these matters legally and fairly.

Kind regards

The LWO Employers Organisation

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