

CRITICAL SKILLS WORK VISA PROCESS MAP

STEP 6: PROOF OF EMPLOYMENT

If the initial Critical Skills Visa was issued on the condition that the applicant submit proof of employment within a certain timeframe (usually within 12 months of visa issuance), such proof of local employment should be filed via the relevant DHA email address.

STEP 5: ENTRY TO SOUTH AFRICA

The principal applicant (and accompanying dependents, if applicable) may now enter South Africa, presenting their critical skills visa to the Immigration Officer upon their arrival in the country and may be working.

STEP 3: CRITICAL SKILLS VISA APPLICATION

The application must be filed by the applicant at the relevant South African diplomatic post (or designated Visa Application Centre) which has jurisdiction over their country of citizenship/residence.

Processing time: 2-12 weeks



STEP 1: INITIATION

Client submits work permit documentation to FGI. FGI reviews all documentation and reverts back with any issues, missing information, etc.

STEP 2: QUALIFICATION EQUIVALENCY EVALUATION

The applicant's educational qualifications must be evaluated by the South African Qualifications Authority (SAQA) in order to determine their equivalency to local qualifications. SAQA will issue a formal Evaluation Certificate upon completion of the evaluation.

Processing time: 3-4 weeks

STEP 3: CONFIRMATION OF SKILLS

The applicant must obtain written confirmation confirming their skills or qualifications and their post-qualification experience from a relevant accredited professional body, council or board which has to be registered with the South African Qualifications Authority (SAQA) or any relevant Government Department.

Processing time: 2-6 weeks

GENERAL WORK VISA (LOCAL HIRE) PROCESS MAP

STEP 6: ENTRY TO SOUTH AFRICA

The principal applicant may now enter South Africa, presenting their work visa to the Immigration Officer upon arrival at the port of entry. Upon arrival, the applicant can begin working.

STEP 5: GENERAL WORK VISA APPLICATION

The application must be filed by the applicant at the relevant South African consular post (or designated Visa Application Centre) which has jurisdiction over his/her country of citizenship/residence.

Processing time: 2-12 weeks

STEP 4: DEPARTMENT OF LABOR APPLICATION

The Department of Labour (DoL) certification process must be successfully undertaken before the General Work Visa application can be filed. The intended position should be created through the online portal of the DoL. The DoL will consider the application, conduct an inspection at the host entity's premises to check compliance with labour legislation and then issue a provisional positive or negative certification to the host entity and the Department of Home Affairs.

Processing time: 4-6 weeks



STEP 1: INITIATION

Client submits work permit documentation to FGI. FGI reviews all documentation and reverts back with any issues, missing information, etc.

STEP 2: QUALIFICATION EQUIVALENCY EVALUATION

The applicant's educational qualifications must be evaluated by the South African Qualifications Authority (SAQA) in order to determine their equivalency to local qualifications.

Processing time: 3-4 weeks

STEP 3: LABOR MARKET TESTING

Prior to the Department of Labour application, the South African employer is required to conduct a diligent labour market search to prove that there are no suitably-qualified and experienced South African citizens or permanent residents to take up the proposed position.

Processing time: 2 weeks

INTRA COMPANY TRANSFER WORK VISA PROCESS MAP



STEP 1: INITIATION

Client submits work permit documentation to FGI. FGI reviews all documentation and reverts back with any issues, missing information, etc.

STEP 2: INTRA-COMPANY TRANSFER WORK VISA APPLICATION

The application must be filed by the applicant at the relevant South African consular post (or designated Visa Application Centre) which has jurisdiction over his/her country of citizenship/residence.

Processing time: 1-12 weeks

STEP 3: ENTRY TO SOUTH AFRICA

The principal applicant (and any accompanying dependents) may enter South Africa, presenting their visas to the Immigration Officer at the port of entry. The passport(s) will be endorsed with an entry stamp which will denote the period of stay allowed. It is important to note the endorsed expiry date on the entry stamp carefully as this can differ from the 'enter-on-or-before' date specified on the visa label. Upon arrival, the applicant can begin working.