



Mobility: Immigration alert

October 2023

South Africa

Updates to the Critical Skills List and Critical Skills Work Visa framework

Executive summary

On 3 October 2023, South Africa's Department of Home Affairs (DHA) published a revised Critical Skills List, which includes updates to the Critical Skills Visa framework.

Key developments

Effective 3 October 2023, engineers who possess "candidate registration status" with a professional body are eligible to apply for Critical Skills Work Visas and permanent residence permits. Previously, only full members of professional bodies with professional designations (e.g., professional engineers) could apply for these visas or permanent residence permits.

In addition, university lecturers who are not members of the South African Council of Educators (SACE) can now apply for Critical Skills Work Visas provided they are registered with a professional body in their field of expertise and employed as educators or lecturers in an accredited higher learning institution in certain subject matter areas. The DHA also added two professional designations in the field of veterinary services (i.e., Veterinarian and Veterinary Nurse) to the [Critical Skills List](#).

Impact on employers

These changes are expected to streamline the immigration process for organizations that employ engineers, as candidate registration typically takes three to six months to complete, compared to the 18 to 24 months required for obtaining full accreditation and professional designations.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

EY | Building a better working world

EY exists to build a better working world, helping create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2023 Ernst & Young LLP.
All Rights Reserved.

EYG no. 009565-23Gbl

2101-3682263
ED None

ey.com

Michelle Kotze

Partner - People Advisory Services Leader
Tel: +27 82 870 4870
Email: michelle.kotze@za.ey.com

Chantelle Mulligan

Associate Director - People Advisory Services, Global Immigration
Tel: +27 71 200 9022
Email: chantelle.mulligan@za.ey.com

Valerie Chigodora

Senior Manager - People Advisory Services, Global Immigration
Tel: +27 11 772 4010
Email: valerie.c.chigodora@za.ey.com