

Category	Intra-Company Transfer Visa	General Work Visa	Critical Skills Work Visa
Purpose	Transfers foreign employees to a South African branch or subsidiary.	For foreign nationals with a valid job offer who meet the 100-point threshold under the points-based system.	For professionals with skills or qualifications listed on South Africa's Critical Skills List.
Eligibility	Employees must be employed by a foreign entity for at least 6 months prior to submitting the application.	Achieve 100 points based on qualifications, experience, salary, and employer factors.	Recognised qualification relevant to the listed occupation; register with a professional body where required.
Duration	Up to 4 years (not renewable beyond 4 years).	Up to 5 years; renewable if employment continues and criteria remain met.	Up to 5 years renewable if employment continues and criteria remain met.
Key Requirements	- Letters from foreign & SA entities - Skills transfer plan and identified skills transferee who is a South African national or Permanent Resident. - Proof of foreign employment	- SAQA evaluation of foreign qualifications - Employment contract	- SAQA evaluation - Occupation on Critical Skills List - Professional body registration (if required) - Employment offer
Permanent Residence	No direct path to permanent residence.	Route to permanent Residence after 5 years and the renewal of the General Work Visa.	Route to permanent residence available after sufficient post-qualification experience.
Advantages	- Streamlined for multinationals - No labour market test	- Transparent points criteria - Enables hiring where local skills are scarce	- Tailored to critical skills - Clearer PR pathway for qualified professionals
Limitations	- No PR route - Max 4 years	- Documentation-heavy - Must meet 100-point threshold	- Limited to listed skills - SAQA and professional registration obligations
Official Source Links	https://www.xpatweb.com/intra-company-transfer-visa/	https://www.xpatweb.com/general-work-visa/	https://www.xpatweb.com/critical-skills-work-visa/