

Feedback: BMA Task Team meeting – 3 November 2022

Consultation on implementation: Border Management Authority (BMA)

Members will recall that the President signed into law the *Border Management Authority Act No 2/2022*, establishing a Border Management Authority, Schedule 3(A) Public Entity. Subsequently, he signed the proclamation to transfer some services from various departments related to border management to the new identity.

Consultation began today where the employer informed the Task Team that only four departments will be affected at this stage, namely, Health; Home Affairs; Forestry, Fisheries and Environment (DFFE); and Agriculture, Land Reform and Rural Development (DALRRD). Services and personnel to be transferred are Port Immigration Functions (1 285), Port Health Functions (299), Biosecurity (fauna and flora) (14), and Agriculture/Plants Functions (372). According to the employer's presentation, only 1 970 employees will be transferred from the four departments. Further, most of the positions will be advertised after integration although, the first level of management has already been filled at the level of Commissioner and Deputy Commissioners. The employer indicated that these transfers will be in terms of section 197 of the *Labour Relations Act*, which provides principles and conditions for the transfer of employees from an old employer to a new employer.

Labour noted the presentation and raised concerns regarding the inability of the employer to provide documentation before engagement, failure to address the issue of organisational rights, and threatening employees about losing their jobs if they don't move even before the commencement of the consultation process. It was resolved that a Roadmap Document will be developed and shared with parties by Tuesday, **8 November 2022**.

Members are urged to approach their shop stewards in these four departments if they encounter problems or challenges with this transfer and avoid signing any document without the involvement of the Union. Alternatively, send an email to velucia.maluleke@psa.co.za. Members will be updated on developments

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER