

FOR PSA MEMBERS: **BORDER MANAGEMENT AUTHORITY (BMA)**

04-05-2023

## Feedback: Urgent meeting with BMA management – 3 May 2023

Members are aware that parties agreed to arrange the meeting to deal with members' concerns and challenges emanating from the transfer from their previous departments. The meeting could not take place as planned as much attention focused on resolving salary issues encountered by members. The meeting was eventually held on 3 May 2023 where the following issues were discussed:

### Salary-related issues

The employer acknowledged that there was huge confusion and problems regarding the payment of salaries in that third parties' payment was delayed, which included mortgage bonds, insurances, GEMS and GEPF, and incorrect pay slips were given to employees. Other employees received incorrect salaries, e.g., employees who were on SL 7 were paid on SL 6. These inaccurate salary payments and special runs have tax implication for employees. Some 90 employees from the Department of Home Affairs and all DARLLD employees did not receive their 7.5%-salary increase as they were not transferred to BMA at the time of processing the salary adjustments. The outstanding overtime and allowances will also receive the necessary attention. Labour raised concern that payment queries were not promptly attended. It was further resolved that all BMA employees will be paid on the 15<sup>th</sup> of every month and where the payment date falls on the weekend, employees will be paid on the Friday before the weekend.

The employer further indicated that no employees would suffer from the non-payment of pension money and medical aid as the matter has been resolved with affected entities, especially GEMS to stop system-generated messages that inform members that their membership was terminated. The message was intended to indicate that members are terminated from Persal and not from the medical aid. The BMA and labour must also establish how many employees had savings option in terms of the homeowners' allowance for further engagement on the way forward. The employer must write to departments to request a Persal report, which will assist in correcting salary-related problems. It was resolved that a collective agreement should be concluded to cover these issues to avoid the employer not complying with timelines.

### Organisational rights agreement

The draft agreement will be put on the employer's letterhead, signed by the employer, and shared with labour for consideration. The agreement will assist in formalising the relationship between the employer and unions, which will also enable unions to service members, elect shop stewards, and represent

members in both rights matters and matters of mutual interest. The employer is given five days to share the draft copy with labour.

### **Establishment of forum**

Parties agreed to establish an interim bargaining forum that will deal with issues affecting members, including correct salary payment, provision of uniforms, payment towards professional bodies, consolidation of policies, outstanding overtime payments, and all other issues that affect members. Each union will be represented by four representatives in the forum. The forum will also deal with the agency-fee agreement.

### **Payment of union subscription**

The employer reported that owing to inaccurate data received from departments, it picked up that some employees' subscriptions were not deducted whilst others were deducted for wrong unions. The employer indicated that the reason for this mishap was that it was not in possession of properly verified union membership. This explanation was not accepted by the PSA as the employer was responsible for transferring the employees who already belonged to unions and were paying subscriptions. Failure to address this matter can also create problems for employees who might need representation as they might not be regarded as members of the union. The employer undertook to correct the matter prior to payment of salaries for May 2023.

### **Uniform distribution**

Labour raised concerns regarding the employer's failure to distribute complete uniform to members timeously as promised, leaving employees with one shirt and no shoes. Hence others were even asked to wear their own shoes. It was thus resolved that those who are yet to receive complete and adequate uniform can wear the uniform of the previous department uniform while the distribution is underway.

Transferred employees experiencing problems can contact:

- Health and Agriculture, Land Reform and Rural Development: Gracia Rikhotso - Gracia.rikhotso@psa.co.za; 082 880 8963
- Home Affairs: Peter Mngomezulu - Peter.mngomezulu@psa.co.za; 082 880 8980
- Forestry, Fisheries, and the Environment: Zamani Dladla - Zamani.dladla@psa.co.za; 071 681 3105
- Alternatively, contact local shop stewards and/or John Teffo at John.teffo@psa.co.za; 079513 9856.

Members will be updated on developments.

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

GENERAL MANAGER