

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

09-06-2023

## Update: PSA holds regular meetings with Border Management Authority to resolve issues

Members are aware that parties resolved to establish an interim national Bargaining Forum to facilitate the establishment of a permanent forum where matters of mutual interest will be negotiated and consulted on behalf of workers. However, parties also agreed to have a task team that will consider two draft agreements, and address salary problems and other urgent matters. The task team met on 6 and 7 June 2023 where the following matters were discussed:

### Organisational Rights Agreement

The draft agreement was discussed, and parties expressed satisfaction that it covers the important issues about organisational rights. A draft copy will be distributed shortly by the BMA Management.

### Agency Fee Agreement

The draft document was discussed. It will be subjected to an internal management process and distributed for consideration and signing by parties once the employer appends its signature.

### Interim Bargaining Forum

Parties are not in agreement about the constitution and the scope of the Bargaining Forum, particularly around the inclusion of SMS members. The matter will have to be given further consideration.

### Payroll issues

The ongoing problems with salaries were raised, including the non-payment of premiums to third parties. The PSA was also alerted to the fact that 14 employees were able to cash their pensions during the transfer process. The matter will be fully investigated. In addition, the PSA disagreed with the employer that the issue about third-party payments has been resolved. The PSA demanded these matters be addressed urgently as the Union is receiving calls daily from members whose issues have not been resolved. The PSA has requested that the employer should obtain confirmation letters from those third parties, confirming that payments have been received. The employer was also requested to draft a circular, which will be issued to members, providing them with an update about all issues that have been raised and how these have been resolved (Circular *attached* for ease of reference).

The employer indicated that the errors have been identified and corrected and June salaries will be accurate. The PSA was still reluctant to trust the employer, based on experience, and indicated that

should these issues persist, there will be no option but to approach the Minister of Home Affairs for intervention.

Members will be updated on developments.

Members needing assistance can contact Gracia Rikhotso on [gracia.rikhotso@psa.co.za](mailto:gracia.rikhotso@psa.co.za) / 082 880 8963. 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