

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

12-06-2023

Feedback: Meeting with BMA Management – 9 June 2023

A meeting held on 9 June 2023 where the following issues were discussed:

New shift system without consultation

The PSA raised concerns about the implementation of the new shifts without consultation that creates problems for employees whose personal circumstances were not considered. Some employees are working 12-hour shifts in relation to the eight hours that they were working at their former departments. The issue of staff shortage was also raised. The employer indicated that it is busy with the business case to be presented to Treasury for approval and financing. It committed to reversing decisions where shifts were changed, and employees will revert to their old shifts until there is full engagement with unions. A circular will be issued in this regard.

Policies retraction

Members are aware that the BMA circulated policies to employees without consultation with the PSA. The PSA raised concern and demanded the retraction of the policies. The employer agreed that the policies would be set aside pending consultation. However, the PSA was made aware that there are some ports managers who are using the policies that the employer agreed in the meeting would not be applicable to employees until consulted. The employer agreed to issue a circular rectifying the situation.

Salary-related issues

The employer reported that group codes had been created and paid for all medical-aid schemes, bonds, the GEPF, study fees, policies (except Sanlam), Liberty and Hollard, which are waiting for final stage of vetting to recognise the BMA as employer. It was noted that payments to third parties were made manually. In addition, maintenance orders from the DARLLD were not processed as the Department did not provide the information. Engagement is underway to resolve this issue. The BMA remains committed to paying bursaries as previously paid by employees' former departments. The PSA cautioned the employer that failure to pay maintenance orders has serious implications as it is not only contravention of a court order but also affects beneficiaries who are dependent on this payment.

In total, 351 employees are receiving payment for housing rental and the PSA enquired about the status of the savings portion for these employees. The employer responded that engagement with the DPSA was underway. The employer retained the savings portion whilst awaiting direction from the DPSA.

The issue of 14 employees who withdrew their pension and appointed was clarified as they were not transferred but applied for advertised positions for Border Guards and resigned once they were appointed.

Overtime forms and documents must be emailed instead of being submitted physically as it makes the process seamless and provides proof of being submitted. Advances are speedily processed as and when received. Only the Department of Home Affairs agreed to pay historical allowances and overtime whilst other departments indicated that they will not be able to pay, leaving the BMA to process the payment and bill the departments. Some employees submitted claims for overtime as far back as November 2022 and the BMA needs to engage with the former departments for authenticating the claims as the BMA has no way of validating these claims without acknowledgements from the departments.

Pay slips have been redesigned to make it easier for employees to understand. Personal details on pay slips have been corrected and erroneous Hospersa payments were reversed. June pay slips will have generics with classifications of deduction instead of specifics (e.g., Instead of Sanlam, it will say insurance) but will be corrected on July pay slips. Adjusted salaries of those overtaxed and those who have not paid tax in the previous months will also be corrected. PAYE payments will also be corrected, resulting in correct net pay in months to follow. The PSA demanded that tax owing by employees should not be deducted in a lump sum, but arrangements should be made with employees. Bonuses will be paid this month and pay slips will be distributed through the email system with a protected password. Leave balances will also be reflected on the pay slip. Employees without emails will receive printed pay slips.

Trade union membership

The BMA as new employer is busy obtaining employees' files and will be able to audit and verify the membership. Currently, only data extracted from the Persal report as provided by the mother departments is being utilised. However, it is the PSA's view that Persal should be the basis for verification of membership.

Employees experiencing problems can contact Gracia Rikhotso at Gracia.rikhotso@psa.co.za / 082 880 8963.

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