

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

15-05-2023

Feedback: Urgent meeting with BMA management – 12 May 2023

An urgent meeting was arranged subsequent to the meeting of 3 May 2023 as there was a number of issues that needed attention.

Salary-related issues

The employer reported that all third-party payments have been concluded apart from policies, which are 90% resolved, *i.e.*, medical-aid schemes, policies, GEPP, and bonds. The delay was attributed to the creation of the BMA as an employer with its own group code, which has now been resolved. The GEPP also undertook to communicate with members individually to allay fears from members that their pension has been discontinued. The problem of *SA Home Loans* has also been resolved and payment cleared. Members are aware that third-party payments were affected through Persal and are now treated as non-Persal employees hence members experienced some challenges. The report was rejected by labour as many workers are in constant contact with their service providers and are getting contrary information. Members are still experiencing deductions from the HPCSA. Allowances and overtime will be paid before the end of May 2023. The transfer of money for government employees' housing allowances that sits with Treasury will be investigated and addressed in the upcoming meeting.

The employer reported that all transactions of 2 089 employees have been processed, meaning that all employees will receive their salaries on Monday. Pay slips have been corrected, all deductions have been split unlike with April salaries, pay slips were issued on Friday through a link, although other lower-level employees were not able to access this.

Organisational rights agreement

Parties have concluded the agreement on organisational rights, which was signed on 11 May 2023 (*attached* for ease of reference). The BMA will recognise previous shop stewards who were transferred from their former departments. The shop stewards will enjoy full benefits as they were enjoying in terms of prevailing legislative framework, namely collective agreements, and the *Labour Relations Act*.

Establishment of forum

Members are aware that it was resolved that the interim national BMA Bargaining Forum would be established, comprising of four members per union and the employer. The forum will deal with issues affecting members, including correct salary payment, provision of uniforms, payment towards professional

bodies, consolidation of policies, outstanding overtime payments, *etc.* The forum will also deal with the Agency Fee Agreement. The draft Collective Agreement is *attached* for inputs. However, a task team will be established with each party represented by one member to speedily deal with the Collective Agreement and other urgent issues.

Payment of union subscription

The employer reported that union subscriptions were paid over to unions. Further, it was reported that the total staff complement was 1 623 in April 2023 wherein the union membership was as follows:

PSA – 892; Nehawu – 602; Popcru – 113; Nupsaw – 89; NPSWU – 53; Sapu – 41; Hospersa – 18; with other unions with less than ten members. Employees from both the Department of Home Affairs and the DARRLD were transferred to the BMA and the total number of employees as of 12 May 2023 is 2 089.

Staff issues

The employer indicated that acting ports managers were appointed and where there is more than one senior employee, the acting will be on rotational basis. However, labour indicated unhappiness with the role of ports managers who are not very helpful and proven incapable of dealing with issues of staff. Staff members are frustrated without help as they are either engaging with uninformed ports managers or incapable change agents. Port commanders are continuing to issue illegal instructions, including the changing of shifts without approved policy. Further, all policies should be subjected to consultation as the transfer was a going concern with the same terms and conditions in terms of their initial employment. The policy that has been distributed will be withdrawn, pending consultation with unions. Distribution of uniforms is underway and the problem of sizes is receiving attention.

Transferred employees experiencing problems can contact Gracia Rikhotso: 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