

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

16-08-2023

Feedback: Interim Labour Forum meeting - 15 August 2023

Members were previously informed that the PSA raised serious concerns about the dysfunctional payroll system of the BMA. The PSA made several demands, which included the removal of *Phulo Consultancy* from the payroll system. An urgent Interim Labour Forum meeting was convened, and BMA management made the following submissions and commitments:

- That salary payments will be stabilised going forward.
- The service of *Mondtes* company, which was highly recommended by Treasury, was contracted with immediate effect.
- *Phulo Consultancy* was removed from the payroll system.
- An Administration support team, with HR experience from four former departments, was established to assist with HR-related queries.
- Third-party data is loaded onto the SAGE payroll system.
- Payslips will be rectified and issued accordingly by *Mondtes* company.
- Leave days are audited and corrected.
- The payroll file will be facilitated by the BMA management team and *Mondtes* company. Process will be closely monitored by labour.
- A consultancy company with credible records, *Q-link*, was contracted to facilitate payments of third parties with direct allocations. It has been working on the Persal system since 1998.
- Historical payments to third parties (insurance and medical aid) are processed effectively and speedily.
- Dedicated BMA officials will also be trained on the system to process GEPF contributions.
- Road shows will be undertaken by the GEPF to all ports of entry to engage with employees on their pension contribution and queries. The schedule will be communicated.
- An expedited recruitment process into critical posts of support staff is underway. The posts of Chief Financial Officer, Chief Information Officer, Head of Legal Department, and Human Capital will be filled in due course.
- The recruitment process of 400 border guards (trainees) and 50 coast guards is underway.
- Four acting Regional Commanders will be appointed until the posts are advertised (Northern, Southern, Eastern, and Central regions).
- A special team was assembled to distribute uniforms to all ports of entry.

- Epaulettes, hats, and other key accessories will be included in the uniform.
- The verification of tools of trade such as cars, and IT equipment is underway and will be recorded on the assets register.
- Appointment certificates, particularly for the enforcement team, will be issued to allow them to conduct their duties with identification.
- Employees will continue to sign old performance agreements until new BMA templates are developed.
- BMA management will issue appointment letters to all employees after the Presidential launch of the Authority as a new structure. The launch is anticipated to happen in October 2023.
- Payments of bursaries from the four former departments are to be concluded in due course.
- Payment of the pay progression process will be made at the end of September 2023.
- An integration programme between newly appointed border guards and transferred employees will be implemented as a matter of urgency.
- The process to establish a permanent Labour Forum structure is at the final stage. The draft document will be shared with parties for input.

The PSA noted the feedback report with caution. The PSA raised concern that processes undertaken by *Mondtes* and *Q-link* consultancies must be fast-tracked to resolve pending pay-roll administration queries. The PSA requested for a draft comprehensive report to share with parties before it is adopted by the PSCBC task team. Members are advised to continue to submit their queries related to pay-roll administration to peter.mngomezulu@psa.co.za and gracia.rikhotso@psa.co.za so that the employer can be taken to task.

Members will be informed of 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