

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

21-12-2023

## Feedback: Special Interim Bargaining Forum meeting – 19 December 2023

### Ranking of official at BMA

At the previous meeting on 14 December 2023, the employer made a presentation regarding the ranking of BMA officials. The PSA requested to consult with members about the proposed process to rank officials. The PSA further consulted the internal legal services of the PSA about the provisions of the *BMA Act* together with draft BMA regulations about the ranking process. The PSA raised concerns that the ranking process was not implemented correctly and requested the employer to put the process on hold. Parties agreed to put the process of ranking officials on hold until the matter is deliberated and concluded at the Interim Bargaining Forum. Officials who were already ranked will continue to wear their ranked uniform. Parties agreed to reconvene the meeting on 29 - 31 January 2024.

### Processing of overtime and allowances

Members requested the PSA to make a follow-up regarding outstanding payments of overtime and other allowances. The employer indicated that the payments were processed on 18 December 2023 and will be paid on 19 and 20 December, respectively. Members who did not receive their payment for overtime and other allowances must submit their details to their respective PSA Provincial Offices for consolidation before they are submitted to the head office.

### Over and under taxation

The PSA raised a concern about the ongoing over and under taxing that continues to affect members. In some instances, incorrect taxes are implemented. The tax discrepancies will put members in trouble with SARS. The PSA urged the employer to rectify the discrepancies or else the PSA will take further steps against the BMA to avoid tax liabilities against members. The PSA maintained that the BMA must take full responsibility for such tax discrepancies.

### BMA deployments at ports of entry during festive season

The PSA raised a concern about the deployment of officials to ports of entry during the busy festive season. The PSA requested criteria used for the deployment. Historically, immigration functions were overburdened during the peak festive season and as a result, departments would solicit more resources to assist. Port management is expected to handle requests for deployments based on needs analysis and head office would issue communication for officials to submit their names to serve during the festive season. Other departments such as Health and DAARRLD opted to use overtime to manage the influx

during the festive season. There was also a deviation of 30% threshold of overtime. The employer noted the concerns raised by the PSA and committed to improving future deployments. Prior communication will be issued on time and criteria will be clear. Interested officials outside the immigration section will be trained on how to stamp passports. A departmental circular will be issued to provide further clarity about the deployment processes and procedures.

### **Security clearance presentation**

The Counter Corruption unit was requested to make a presentation to provide clarity regarding the provisions of vetting and security clearance. The following points were highlighted at the meeting:

- The State Security Agency is responsible for evaluating work done on information collected to conduct security clearance.
- BMA has established a Vetting Fieldwork Unit for gathering data as required by the *BMA Act*.
- Issues considered during a security clearance process range from (criminality, credit profile, citizenship, and security)
- Security is broadened to cover family background, relationship matters, legal issues, employment behavior, personality, and finances.
- The period of rehabilitation is considered after a certain period has lapsed (*e.g.*, ten years).
- Security is informed by the position occupied and the classification of information handled at that level to protect issues of national interests.
- The process resumes after an application has been received and outcomes from SSA cannot be predicted, at the time it is within six months or more, depending on the categories assessed.
- Security clearance is divided into Top Secret, Secret, Confidential, and Need to Know.

The presentation made by Counter Corruption will be made available through PSA Provincial Offices. The meeting agreed to invite Counter Corruption again at the meeting scheduled on 29 - 31 January 2024 to respond to queries received from members about vetting and security clearances. Given the submission made by Counter Corruption, members are requested to submit queries through PSA Provincial Offices for consolidation, so that inputs can be raised at the next Forum meeting scheduled in January 2024.

### **Appointment letters**

The PSA requested the employer to issue transfer letters that reflect information such as appointment dates, notches, and salary scales. The appointment letters will only be issued once the officials are placed correctly on the approved BMA organisational structure. The BMA management requested to consult with its principals about the request made by the PSA. Feedback will be provided at the next Interim Bargaining Forum Meeting scheduled for 29 - 31 January 2024.

### **Task Team for uniform allocation**

The PSA previously raised a concern about the distribution of uniforms. Parties agreed to form a task team to distribute the uniform. PSA shop stewards are requested to submit two names per region to PSA Provincial Offices to form part of the task team.

### **Grade progressions (Resolution 3/2009)**

The employer reported that it received assessment reports from former departments for officials who qualified for grade progression. The information was loaded into the system and payments will be processed in January 2024. Members who qualified for grade progression are requested to submit their

details to PSA Provincial Offices for consolidation so that the outstanding payments could be queried accordingly to BMA management.

Members will be informed of 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.

Reuben Maleka  
GENERAL MANAGER