



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

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

23-05-2023

What is happening at Border Management Authority (BMA)?

Members are aware that PSA visits to border gates/ports are currently being undertaken and numerous issues and challenges have been raised by employees, particularly around salary matters.

Many employees received pay slips with incorrect personal details such as tax number, ID number, and job title whilst others have not even received payslips. Other issues include inaccurate tax deductions; incorrect salaries; non-payment of third parties including the GEPF, medical aid, and policies; and failure to indicate leave balances on pay slips. Non-payment or incorrect payment of union subscriptions also created problems for employees. There is failure to provide placement and transfer letters to employees, despite the employer's promise to issue these letters. Members are receiving messages from the GEPF and medical-aid scheme that they are no longer members even though a deduction was made from their salaries.

In addition, members raised problems with uniforms that are either provided in incorrect sizes, are inadequate or not received. Appointments of acting port commanders are not supported by an acting allowance.

The PSA understands members' frustration, which is mainly attributed to capacity issues by the support structure created by the BMA. This includes a dysfunctional helpdesk and inaccessible consultants appointed to deal with HR and financial matters. It is standard for the employer not to respond to members when they raise issues that warrant the employer's attention. There are staff shortages at most ports. First-aid kits are not replaced with no training of SHE representatives. The installation of the new Border Management Control System (BMCS), which is still not operational at many borders is also a problem as is failure to institute training on this system. The issues of shift systems and accommodation for employees workers were also highlighted.

On this basis, many employees called upon the PSA to commence with a process of withdrawing from the BMA. Members are advised that the establishment of the BMA and transfer of functions from four departments to the BMA were not negotiable matters as parliament passed the *BMA Act* and the President signed the declaration to transfer the functions. The PSA and other unions could only consult based on section 197 of the *LRA*, which regulates the transfer of contract of employment.

The PSA will continue to engage the BMA regarding the rectification of salary, tax, and personal details on pay slips, provision of adequate and proper uniform, timeous and accurate payment of third parties and any other matters that affect the terms and conditions of employees.

Transferred employees experiencing problems can contact Gracia Rikhotso on 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