

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

26-04-2023

## What is happening at BMA?

Members are aware that the BMA came into existence as Schedule 3(A) Public Entity on 1 April 2023 where employees were officially transferred from various departments. Subsequently, the PSA visited Ramatlabama, Kopfontein and Skilpadhek borders over the last three weeks and members raised the following issues:

- There is poor communication and clarity by the BMA, which leaves many workers frustrated.
- Workers are more confused without access to BMA management and their supervisors are also in the dark.
- Reporting lines are not clear for transferred workers.
- Change is not effectively managed, and some workers were issued with letters indicating that they have moved to the BMA without even attending the consultation. The promised one-on-one consultation did not take place.
- Some employees received letters with wrong job titles, *i.e.*, Immigration officer demoted to messenger.
- Others felt misled as they thought that they would continue with Persal and were shocked to note that they are on a different remuneration system.
- Employees are expected to work new shifts without any consultation, which is contrary to what was indicated that they would continue with their terms and conditions of employment.
- The provision of uniform is delayed, and workers are now forced to wear the uniform of their former departments whilst working for new employer (BMA).

Employees also feel that unions allowed them to suffer on their own without much protection as there was no thorough consultation regarding the option to remain in their departments or transfer to the BMA. Although the PSA is not in favour of agentisation of government, the enactment of the *Border Management Authority Act* in 2020 created a problem for the PSA. Further, once the President signed the Proclamation to transfer the functions, which included the budget and resources utilised at ports of entry, it was clear that the employees had to transfer. The PSA did everything in its power and will continue to ensure that workers' interests are promoted and that their rights are protected.

Members are advised that engagement with the BMA is underway to deal with some of these issues that were raised by members. There will be continuous engagement and visits to various ports of entry to deal with challenges.

A collective bargaining forum will be established where synchronisation of benefits, shift systems, policies, tools of trade, amongst others, will be discussed. Members can rest assured that the PSA will not desert them, and that the employer cannot force them to belong to any unions other than the union of their choice.

Transferred employees experiencing problems can contact:

- Gracia Rikhotso - [Gracia.rikhotso@psa.co.za](mailto:Gracia.rikhotso@psa.co.za); 082 880 8963 (for Health and Agriculture, Land Reform and Rural Development)
- Peter Mngomezulu - [Peter.mngomezulu@psa.co.za](mailto:Peter.mngomezulu@psa.co.za); 082 880 8980 (for Home Affairs)
- Zamani Dladla - [Zamani.dladla@psa.co.za](mailto:Zamani.dladla@psa.co.za); 071 681 3105 (for Forestry, Fisheries and the Environment)
- Alternatively, contact local shop stewards and/or John Teffo at [John.teffo@psa.co.za](mailto:John.teffo@psa.co.za); 079 513 9856.

Members will be updated on 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.

GENERAL MANAGER