

FOR PSA MEMBERS: **FREE STATE - BORDER MANAGEMENT AUTHORITY (BMA)**

11-05-2023

Feedback: Special visit tours

The PSA Bloemfontein Provincial Office embarked on special visit tours to all the Borders within the Free State to engage members who have been transferred to the Border Management Authority

Herewith is the feedback received from our engagement with the affected members on 5 and 8 May 2023:

The following issues were reported by members:

The new salary structure details are still not being shared with employees despite promises from the employer to do so. Members were told that they will have a choice to move or not, but that never happened. Letters to confirm their transfer have been issued but to date no appointment letter or contract. There has been no consultation or any visit from BMA management.

There is no contact person at HR or management to assist with questions or address the following:

- Payslips that were not received by everyone.
- The salary was not paid on time.
- Incorrect information on the payslip.
- Some received the wrong salary.
- 3rd Parties/policies did not go off from their salaries – who is going to pay the penalties?
- Third-Party Policies deducted from members who didn't have any policies with those Institutions.
- Overtime of employees for January 2023 and March 2023 at Maseru Bridge and Ficksburg Border have not been paid by Home Affairs and the National Health Department.
- Some members were not issued with any uniform yet, others were only issued with a shirt or jacket, or blouse, not full sets.
- The sizes of uniforms given to members were wrong, but they were told that they must take it and see how to fit it themselves.
- Members were told that they must buy their own shoes.
- The health employees must replace the tyres on their official BMA vehicle, but no one can tell them the procedure or who to contact. In the meantime, they must drive a vehicle that is not roadworthy.
- Lack of feedback or clarity for members who applied for early retirement.

- Concern about GEPF not being addressed.
- The role and responsibilities of the Security Guards employed at MBA and if they are there to supervise the affected members.
- Staff shortage concerns have still not been addressed.

In general, the employee's morale is very low, they feel abused, discredited, and emotionally battered by the BMA. As a result, the above members' issues remain unresolved.

The PSA wants to assure our members that the above matters are getting the required attention. The PSA Free State has started a WhatsApp group for communication with members and members are invited to join the WhatsApp group. Please contact Lysie Pelsler 082 883 7237.

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 a PSA Provincial Office.

GENERAL MANAGER