

Feedback: PSCBC Border Management Authority Task Team meeting – 3 April 2023

The urgent meeting was convened after labour raised concerns about what was happening on the ground where employees are left frustrated by the poor implementation of the transfer process. The employer, BMA, was upfront to acknowledge the challenges experienced from the transferring departments as far as 'one-on-one' consultation, issuing of transfer letters, and communication were concerned. The following was reported:

- Departments could not manage to issue transfer letters on time, nor could they manage to conduct 'one-on-one' consultation with employees. The delay has thus made it impossible for the BMA as the new employer to issue placement letters.
- The staff auditing process to determine employees to be transferred was finalised.
- Uniform distribution is underway, albeit partial as additional consignments are awaited.
- Incidents of staff movements such as resignations and transfers, which were not effected on the system, created problems as some employees appeared to be working at ports whilst they were transferred from the ports long ago.
- All employees were transferred from Persal, except the DARRLD that will only be transferred on 30 April 2023, although the budget has already moved. Employees will be paid through Persal but will be paid by BMA and all other employees are already captured on the Sage system and will receive BMA-branded pay slips.
- The BMA was put on *Gazette* on 28 March 2023 and is now recognised as legal entity.
- The BMA will commence with training and induction of transferred employees in the coming months.
- Synchronisation of benefits will be completed around July 2023.
- Acting Port Commanders will be appointed based on seniority, and where there is more than one, monthly acting rotation system will be adopted whilst the recruitment process is underway.
- Change champions are working together with local shop stewards to manage the change and challenges faced by employees.
- The asset verification process is already underway and will be followed by branding processes.
- Communication will not be disrupted as employees will continue using their email addresses and migration to the new emails will be managed.
- Old departments' stationery will be used whilst the sourcing of BMA stationery is underway.

- A special dispensation will be introduced for security clearance to minimise adverse effect on transferred officials.

Labour raised serious concerns about the process that created more confusion than clarity and called for better coordination, improved communication, conducting of 'one-on-one' consultation with involvement of labour representatives, clarity regarding resign/transfer status from Persal, and engagement with Border Guards who are bullying employees from departments.

It was resolved that the Task Team will continue to provide oversight to ensure a seamless transfer process and that employees will be addressed to manage the panic and anxiety created by the poor coordination and lack of proper consultation. Further, a joint statement that includes commitments from the employer will be issued.

Employees due for transfer or already transferred can contact the following PSA officials when encountering challenges to ensure that the problems are addressed:

- Health and Agriculture, Land Reform and Rural Development – Gracia Rikhotso:
Gracia.rikhotso@psa.co.za / 082 880 8963
- Home Affairs – Peter Mngomezulu: Peter.mngomezulu@psa.co.za / 082 880 8980
- Forestry, Fisheries, and the Environment: Zamani Dladla at Zamani.dladla@psa.co.za / 071 681 3105

Alternatively, contact local shop stewards and/or PSA Provincial Managers or John Teffo at john.teffo@psa.co.za / 079 513 9856.

Members will be updated on developments.

GENERAL MANAGER