

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

09-05-2024

Feedback on the Special National Interim Bargaining Forum Meeting - 7 May 2024

Overtime

It has been reported that officials received communication through social media advising them that overtime will not be paid from 1 May 2024, owing to non-submission of approval by BMA management. In the meeting held with the BMA Commissioner on 18 March 2024, parties committed to streamlining communication through internal circulars and internal communication platforms. The PSA raised a concern about communication through media platforms and urged the employer to comply with Resolution 1 of 2023, as the conditions of service of officials must be protected. The PSA further urged the employer to manage overtime correctly. The allegation that OR Tambo International Airport (ORTIA) abuses overtime cannot be justified and cannot be the reason for cancellation of overtime across the board. The employer noted the concerns raised by the PSA. They indicated that an audit was conducted, the outcome showed that overtime is mostly worked without prior approval. They intend to manage the unauthorised overtime work. The office of the Chief Financial Officer (CFO) emphasised that overtime must be managed better to avoid audit queries. The employer proposed that a task team which includes labour be established. The task team will monitor how overtime is managed going forward and provide guidance. The PSA tabled a counterproposal that the matter should be referred to the PSCBC to assist with the implementation of Resolution 1 of 2023, instead of establishing an internal task team. It maintained that such a task team must be established within the scope of the PSCBC so that there is accountability. Labour agreed to call for an urgent PSCBC meeting to discuss the matter.

Performance Management and Contracting

The PSA raised a concern about the conclusion of the 2023/2024 annual assessment. The employer failed to communicate when the assessment reports should be submitted. Furthermore, the PSA noted that BMA management instructed officials to sign 2024/2025 performance agreements using templates from former departments. The employer noted the omission and committed to rectifying the mistake. A communication will be issued on 10 May 2024, to give directives to Port Commanders on how to manage performance assessments. Training of supervisors would be rolled out on how to implement performance management in the Employee Self-Service system (ESS). Parties agreed that an internal communication would be issued outlining processes and procedures to manage performance assessments going forward. Officials will not be forced to fill in the old performance assessment template. They will be guided by the communication that is to be issued.

Infrastructure: Office Resources and Accommodation

The PSA has received reports that office resources, dilapidated offices, and accommodations have been declined for procurement and maintenance by the office of the CFO. The PSA previously raised a concern that the non-availability of office chairs, and the non-servicing of air conditioners be addressed with the Department of Public Works and Infrastructure (DPWI). The PSA proposed that a task team be established to conduct Occupational Health and Safety (OHS) inspections at 72 ports of entry. The employer noted the concerns raised by the PSA and proposed that the reports and previous work done by former departments be re-visited to assist with the procurement and maintenance of infrastructure. Already the DPWI is finalising the auditing of assets to be transferred to BMA. A service provider will be appointed to fast-track the transfer of assets and infrastructure to BMA.

Allocation of uniforms

The PSA raised a concern about the slow delivery of uniforms by the task team established by the Interim bargaining forum. The PSA is worried that the task team does not provide progress reports to the forum. The employer is alleged to be acting unilaterally in the task team and labour is excluded. The PSA maintained that the allocation of uniforms be fast-tracked, and that the task team be reviewed. The composition of the task team must be revisited. Since Winter has started, the PSA urged the employer to allocate warm uniforms. The PSA urged the employer to put urgent measures to allocate uniforms to officials, as it is difficult for them to work without warm clothes at the borders. The employer accepted the omission regarding the allocation of uniforms and agreed to review the composition of the task team to fast-track the allocation of the uniforms to officials. The employer will share a progress report with labour by the 10 May 2024.

CCMA Essential Services Commission (ESC) declaration of BMA

The PSA received an invitation from the ESC to participate in a scheduled meeting to declare BMA services essential services. The PSA raised a concern that the BMA applied to be declared essential service to the ESC without informing labour. The PSA felt that employers undermined the principles of collective bargaining, and such conduct would affect the working relationship negatively. The employer noted the concerns raised by the PSA and requested to consult with their principals. The employer committed to providing feedback at the next meeting.

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 Offices.

Reuben Maleka
GENERAL MANAGER