



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

01-09-2025

Feedback: BMA Special National Consultative Bargaining Forum - 28 August 2025

Vetting: Junior officials

Labour raised objection with the employer issuing *Circular 12 of 2025/26* on 31 July 2025 for the Mandatory Vetting of BMA Officials and the submission of financial disclosure forms. It was noted that in the Bargaining Forum meeting of 6 - 8 December 2023, which led to the issuing of *Circular 15 of 2023* on the same matter, parties agreed that financial disclosures for officials in the Bargaining Unit and vetting of those officials be placed on hold until a proper consultation process was followed. The employer has since not approached labour to engage in such consultation. Labour therefore demanded the suspension of the obligation to submit for junior staff, pending finalisation of the consultation process as previously agreed. Labour reminded the employer that numerous enquiries were already directed to the employer without any response on the status of the Circular. The employer requested that labour affords it time to go back and discuss with management and provide labour with feedback on 29 August 2025 on the withdrawal and provide feedback at the next meeting scheduled for 16 and 17 September 2025.

Presentation: Ranking

The employer made a presentation on the ranking of officials regarding the implementation of an arbitration award obtained after a dispute was declared regarding the lack of training and a training manual regulating this. The presentation is an extract and overview of the training manual that will be implemented. Labour noted the presentation and the confirmation by the employer that no official was ranked after the Circular was issued. Parties agreed that the manual will be tabled at the Forum meeting for consultation. It was also agreed that those officials who were previously ranked have a choice on whether to wear their ranks until the training was conducted.

Policies for consultation

The employer tabled the policies listed below for consultation and outlined the purpose of the policies. These policies will be presented at the Policy Task Team for consultation and report back to the Forum. Members are invited to submit any input through their local representatives.

Video Programme (Body Cams) Draft Policy

The purpose of this policy is to establish guidelines for the Video Programme and the management of information captured by BMA officials. Also to enhance accountability, transparency, operational efficiency and safety and security for officials and the public they interact with.

Port Deployment Policy

The purpose of this policy is to ensure effective and efficient deployment of personnel and resources at the Port of Entry and facilitate secure, safe, and expedited processing of travelers and goods.

Unmanned Aerial Systems Policy

The purpose of this policy is to establish a framework to ensure the appropriate and safe use of drones for border law enforcement, to ensure compliance with legal obligations, reduce risks to safety, security and privacy relating to the use of drones, as well as liability of the BMA ('the Authority') for any incidents or accidents related to the operation of drones on its premises (ports of entry) and the border law enforcement area.

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