



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

03-06-2025

Feedback: BMA Special National Consultative Bargaining Forum - 30 May 2025

Salary negotiations and improvement of conditions of service

Members would recall that since the establishment of the BMA, the entity relied on PSCBC negotiations outcome. Parties engaged in maiden salary negotiation outside the PSCBC. After several seatings, the employer tabled a final offer, which was subjected to the mandating process and subsequently, the PSA was mandated to accept the employer's offer of:

- 6% cost-of-living adjustment
- House Allowance increase to R2 000
- Danger Allowance increase to R700
- Enhanced long-service recognition benefits.

The PSA extends appreciation to all BMA members who participated in the PSA ballot regarding the employer's final salary and benefits offer for the 2025/26-financial year. The voting process was successfully concluded, with most participating members voting in favour of accepting the employer's offer. In line with the mandate received from members, the PSA has signed the collective agreement that gives effect to these agreed-upon improvements to conditions of service, with the increment to be implemented in June 2025 (effective from 1 April 2025).

Employees performance management and development system

Following the implementation of the 2023/24-performance management incentive and grade progression, the PSA received several reports from members highlighting various discrepancies. These included, amongst others, omissions from the pay progression list, incorrect notch allocations, and disparities in amounts paid to employees as part of pay progression. These irregularities caused concern amongst affected employees who expected a fair and transparent application of the Employee Performance Management and Development System (EPMDS). Subsequently, the PSA tabled the matter at the Forum. Upon engagement, parties agreed that the employer will present the detailed report in a special meeting on 12 June 2025.

Lack of consultation: Municipal interns for immigration at Cape Town International Airport

The BMA, in partnership with the City of Cape Town and the Western Cape Provincial Government, has embarked on a Public-Private-Partnership (PPP) initiative for the recruitment of municipal interns. These interns are intended to be seconded to the BMA to assist with immigration-related duties at Cape Town International Airport. This intervention is reportedly aimed at addressing the acute shortage of immigration staff, which has contributed to long queues and delays at the Airport. However, the employer failed to consult labour as a social partner and affected stakeholder although the employer argued that the discussion of this matter was premature. Upon labour sharply raising concerns, the employer committed to bringing the matter to the Forum once recruitment and secondment processes are concluded and to provide clarity regarding the utilisation of the said interns. Labour will thus wait for the tabling of the matter at the right time for engagement.

Members will be informed of developments.

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Reuben Maleka
GENERAL MANAGER