



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

03-07-2025

Feedback: BMA National Consultative Bargaining Forum

Presentation: Two-notch implementation

As previously reported, the employer tabled a presentation on errors that occurred regarding appointment letters, notches, job titles, grading of positions, OSD implementation, and the overall implementation of the Patterson system. Despite labour requesting for a spreadsheet to demonstrate how translations were done, no tangible information on the process was presented in the meeting. Unfortunately, the response by the employer still did not address the anomalies or inconsistency in the application of notches. Labour declared to the employer that it is of the view that the process was conducted on a discriminatory basis, which is clearly unfair and unjustifiable and that there is an impasse on discussions. The Chairperson will schedule a meeting to facilitate the impasse between labour and the employer.

Update: OSD notch-adjustment implementation

As previously reported, the PSA challenged the employer's improper implementation of the remuneration framework regarding employees covered under the Occupational-Specific Dispensation (OSD). These employees were entitled to a two-notch adjustment but only received a one-notch increase. Following the PSA's intervention, the employer conceded to the PSA's demand and has since rectified the notch adjustments for affected employees. The corrected notches and corresponding compensation were implemented in the June 2025-salary payments. However, the employer has not yet provided an official response regarding the retrospective payment (backpay) for the two-notch adjustment and related increases for this category of employees. The employer committed to providing a formal position on the matter at the next scheduled meeting.

Relocation: BMA Head Office

As previously reported, the relocation task team was due to have an *in-loco* inspection on 23 June 2025. The employer did not attend the meeting, nor made any arrangements with the Department of Employment and Labour (DEL) and the Municipality to conduct the inspection. After labour assessed the building conditions, it referred the matter to an Inspector at the DEL to conduct an inspection. Subsequent reports were received from members that they have now also experienced an incident where the building was trembling. A response is still awaited from the DEL.

IRP5 discrepancies

Organised labour previously raised concerns after members reported discrepancies between their IRP5s, and the information reflected by SARS. The employer explained the process in generating IRP5s and acknowledged that, during data transfers, some information from Departments may not have been received in full. The employer is addressing these issues as they arise. Members are therefore encouraged to contact the employer to verify their information, particularly where anomalies are identified. The employer has committed to issuing a circular to this effect.

Update: Submission of pension information to GPAA

The employer has confirmed that all relevant information is submitted on a monthly basis in a schedule to the Government Pensions Administration Agency (GPAA). However, delays by the GPAA in updating this information remain a concern. Members are therefore urged to verify the accuracy of their personal information with the GPAA. Should any discrepancies be identified, members must immediately report these to both the employer and PSA representatives on an individual basis. To resolve these issues, a joint meeting involving organised labour, the employer, and the GPAA will be convened to address and correct the irregularities identified.

Overtime settlement agreement and implementation

The employer made a presentation outlining the budgetary implications of increasing overtime hours to be worked. It was indicated that the current financial constraints render the full implementation of the settlement agreement unaffordable at this stage. The PSA noted the employer's presentation and reserved its rights to pursue the enforcement of the signed settlement agreement through appropriate channels. In the interest of transparency and to assist members in managing their overtime within the current budgetary framework, organised labour requested the employer to develop and provide an "overtime calculator". The employer undertook to consider this request and committed to providing feedback at the next scheduled meeting.

Body cams demonstration and draft policy

The employer made a demonstration on the operation of body cams. It was also noted that the pilot project was stopped. Parties resolved that a task team be established to provide a project plan for the implementation of body cams to be tabled at the next meeting. The plan will include the following:

- Upgrading of facilities and timelines involved (e.g., control rooms at each station).
- Training of employees who will be equipped with body cams.
- Timelines and acquisition of the tool.
- Developing and finalising the policy for consultation.
- All other related matters.

Municipal interns for immigration at Cape Town International Airport

As previously reported, the BMA, in partnership with the City of Cape Town and the Western Cape Provincial Government, embarked on a Public-Private-Partnership initiative for the recruitment of municipal interns. These interns are seconded to the BMA. All supervisory roles were clarified, access to systems as well as all other protocol arrangements. The employer will share the Memorandum of Understanding with labour.

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Reuben Maleka

GENERAL MANAGER