



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

08-12-2025

BMA National Consultative Bargaining Forum (NCBF): Key updates affecting members

Only recognised unions may bargain: Beware of false claims

Only unions that meet the official admission requirements are allowed to negotiate with the employer on wages and service conditions. Currently, only two unions are formally recognised in the NCBF, with the PSA as the majority Union. Members are urged to remain vigilant against opportunistic unions falsely claiming recognition to mislead employees.

Learner training material nearing completion

The consolidated learner training manual is almost finalised by the appointed task team. A special NCBF meeting will soon be convened for adoption. Training will resume thereafter, followed by the ranking process once all training is completed.

Labour declares dispute over vetting circular

Owing to the employer's unilateral issuing of a vetting circular affecting transferred employees, labour has declared a dispute. The matter concerns the interpretation and implementation of Section-197 transfer provisions. A mediation meeting will be convened by the Chairperson. If unresolved, the dispute will be escalated to the CCMA.

Minimum service level agreement (MSLA) and other agreements

The task team responsible for drafting key agreements, including the MSLA, recognition agreement, full-time shop steward agreement, and agency fee agreement, did not meet. The employer committed to reconvening the task team before the next NCBF meeting, where drafts will be tabled.

BMA regulations: Annexure under review

Labour raised clarity concerns regarding the previously tabled regulations. The employer indicated that the annexure outlining minimum occupational requirements may be removed. The draft is now with MANCO for consultation before a special NCBF meeting is held to adopt the document.

Two-notch implementation, OSD backpay, and grading issues

A task team was previously established to investigate whether all corrections were made and concerns raised addressed. The task team met, and a report was tabled on grievances submitted to the employer, indicating that progress is being made. A workshop session to go through all documentation utilised, is scheduled for 11 December 2025. Members will be updated.

Task team reports

Various task team reports were tabled for regular reporting, such as the FINCOM, task team on tax, uniform and bereavement. It was noted that the work of task teams is still in progress.

Circular on stamps and V lockers

Labour previously raised concerns that members are unfairly subjected to disciplinary actions as a result of the misutilisation of stamps. Most ports of entry do not have locker facilities and the employer is taking long with such provision. In the interim, members are being prejudiced owing to others utilising their stamps in their absence and are subjected to disciplinary actions. Various other concerns were raised with the employer on challenges employees are experiencing with the safekeeping of stamps and how it presents risks for the BMA and the country. The employer reported that it has put an interim arrangement in place to minimise the risk, whilst it is in the process of procuring lockers. It has also indicated that it will take note of the challenges and the possible risks and will consider these when considering the merits of current cases.

Outstanding issues on collective agreement

The employer reported on the outstanding matters and progress made thus far. Labour noted that despite progress being reported on some of the outstanding issues, progress is slow. The task team that was established did not meet at the set date, with no alternative date provided. Labour views the slow progress as a delaying tactic to avoid fully implementing the agreement. It was also noted that the timeframes in the agreement have lapsed with no indication of additional time required or a proposal for extension. Labour therefore declared a dispute. The Chairperson will call a facilitation meeting before February 2026 to resolve the dispute. If the mediation process fails, a formal dispute will be referred to the CCMA.

Circular on leave and clause 15.8

The employer reported that a circular was issued to correct and enhance leave arrangements. Unfortunately, the system was not yet amended, and the alignment will take place as soon as the internal approval processes was completed.

2024/25 EPMDS implementation

The employer reported that the moderation process is underway, and payment is estimated by 30 January 2026. Labour raised disappointment with the delay in the implementation of the awards and requested the employer to consider to fast track the processes for earlier payment. The employer noted the appeal and will assist where possible to ensure that processes are fast tracked.

Overtime austerity measures

The employer reported that owing to anticipated budget deficits, austerity measures on the utilisation of overtime had to be put in place. Labour requested that the employer urgently finalises and provides for an

overtime calculator for employees to clearly determine the permitted remunerative overtime that they can work. The employer undertook to investigate and report on the utilisation of a calculator/tool.

Security Guards

Labour previously requested the employer to provide an update on the placement of former DHA Security Guards, noting that the occupation does not exist on the BMA organisational structure and to look into the translation of Security Guards to either Junior Immigration Officers/Junior Border Guards. The employer undertook to investigate the translations and revert back at the next NCBF meeting.

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