



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

24-11-2025

Feedback: BMA National Consultative Bargaining Forum

Learner Training Material

The employer previously tabled the Learner Training Material for labour to provide input. These inputs were submitted, and a task team was constituted to consolidate these. The training would continue, and the input is to enhance the material. Once the task team have completed the consolidation, it will be reported to the Forum.

Minimum Service Level Agreement (MSLA)

A presentation was made by the CCMA on the MSLA, noting that certain functions in the BMA were declared as essential. The MSLA will allow for the minimum number of employees to remain on duty in those services declared as essential. This is to ensure that there is no disruption of such services during strike action, and that parties do not have to follow the compulsory arbitration process anymore but can still opt for strike action. Parties agreed that a task team be established to develop the minimum number of employees, utilising the current/approved organisational structure, inclusive of vacancies and table a draft for negotiations at the next meeting.

BMA Regulations

As previously reported, the employer presented the BMA Regulations and labour raised questions of clarity. The employer indicated that from the input received, it will request that the annexure attached to the regulations setting out the minimum requirements for occupations, be removed. On the absorption of staff not being able to pass their vetting, the transfer agreement made provision for staff to be returned to the transferring employer. Labour raised concerns that the provision in the agreement was applicable upon transfer and the BMA has delayed in doing the vetting. An undertaking was sought that the transferring employer would still be able to re-absorb those officials. It was subsequently agreed that the Chairperson will approach the PSCBC to obtain clarity and guarantee from the applicable Departments.

Recognition agreement and full-time shop steward agreement

Labour presented the employer with draft agreements for engagement. It was agreed that the employer will submit its input/response to the agreements to labour. Thereafter the task team will be convened to narrow the areas of difference for engagement, if any, and report back at the next meeting.

Presentation on two-notch implementation

This matter relates to disparities in salaries between Dog Handlers and Inspectorate. A bi-lateral meeting took place that dealt with disparities of those in Dog Handlers first and will reconvene the bilateral to discuss the disparities in Inspectorate. Once the issues and areas of disparities are identified, an updated report will be tabled at the next meeting.

Incorrect information sent to GEPF (e.g., Persal numbers)

Labour previously raised complaints received from members on incorrect information that was sent to the GEPF, which was affecting their tax status. The employer reported that all cases raised with the GEPF were resolved and that members may raise matters that are still outstanding, which can be addressed in the regular meeting between the employer and the GEPF. The employer also indicated that the GEPF will be conducting road shows in February 2026 at medium and small ports of entry. A copy of the schedule will be circulated to labour.

Impact analysis of Remuneration Framework on OSD implementation backpay

Previously, anomalies were raised with the employer on the translations that was done for OSD officials when the remuneration framework was implemented. The employer later accepted the incorrect translation and placed employees on the correct salary level. The employer, however, failed to correct the translation as of the date from the implementation of the Remuneration Framework and only implemented it from the date of realising its error. Labour demanded backpay for affected officials. The employer undertook once again to look at data of the translations that were done and report to labour within a week.

Update on interns/officials deployed at Cape Town International Airport

The matter was tabled at the previous meeting where the employer made a presentation on Interns and Officials who will be deployed at Cape Town International Airport and OR Tambo to assist during G20. Labour raised various concerns around supervision, training, provision of resources, as well as around the legitimacy of the project, noting concerns raised during the Mdlanga Commission. The employer responded that the report that addressed this matter was studied by its internal legal section and that it is satisfied with the lawfulness of the process. It has further indicated that additional capacity is also in the process of being provided through the appointment of supervisors and managers. Labour raised various concerns with the process and could only note the presentation from the employer.

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 the task teams is still in progress.

Policy task team report

The Policy Task Team reported on progress made and proposed amendments to the Cell Phone Policy, Bereavement Policy, OHS Policy, Leave Policy, Transport Policy, Firearm Policy, Loss Control Policy, Recruitment and Selection Policy, Anti-Fraud and Corruption Policy, Disciplinary Policy, Remunerative Work Outside Policy, Petty Cash Policy, Termination Policy, Risk Management Policy, Protection of Personal Information Policy, Induction Policy, Video Programme Policy (Body Cam), Unmanned Aerial Systems (Drones) and Port Deployment. A separate *Informus* will be issued on the policies that already contain draft amendments.

Outstanding issues on collective agreement

The employer reported on outstanding matters and the progress made thus far. It was noted that it is work in progress and parties further agreed to establish the different task teams to develop the draft proposals/policies for further reporting at the next meeting.

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