



FOR PSA MEMBERS: BORDER MANAGEMENT AUTHORITY (BMA)

28-05-2025

Feedback: BMA Special National Consultative Bargaining Forum

Update: Remuneration Framework Implementation at BMA

The PSA has raised serious concerns regarding the inconsistent implementation of the new organisational structure and remuneration framework at the BMA, which came into effect in July 2024. The transition from the Equate to the Patterson pay scale was a central goal of the new structure. However, many employees continue to experience the application of the outdated Equate scale, particularly those transferred under section 197. In contrast, the Patterson scale is applied to new positions and members of the Senior Management Service (SMS). This unequal implementation has led to widespread confusion across the BMA's functions and units.

The discrepancies became even more evident during the implementation of the cost-of-living adjustments and EPMDS salary improvements. Officials have reported that their salary movements align with Equate rather than Patterson scales, contrary to expectations. Concerns have also been raised about newly advertised positions that reflect notches misaligned with the corresponding grades. Additionally, many officials' pay slips show incorrect notches under the Total Cost to Company (TCTC) system, and some appointment letters reflect incorrect remuneration, further compounding the confusion. A particular concern is the employer's failure to implement notch increases as agreed upon. These increases were scheduled to take effect on 15 April 2025, with payments promised by 15 May 2025. To date, no payments have been made to affected employees. This failure to honour agreements has understandably caused frustration amongst employees.

In response, the PSA has made several proposals to the employer to address the matter. These include conducting an impact analysis to identify errors in the implementation of the remuneration framework, correcting appointment letters to reflect accurate notches, and rectifying all errors identified through the impact analysis. The PSA has also requested a formal written commitment from the employer, outlining clear timelines for resolving the issues. Furthermore, the BMA's finance office has been asked to present a detailed explanation of the TCTC framework at a future National Consultative Bargaining Forum meeting.

The employer has committed to the following timelines: Correction of appointment letters by 30 May 2025; a TCTC presentation to be delivered on 12 June 2025; tabling of the impact analysis outcome by the end of July 2025; and correction of all errors identified in the analysis by 30 July 2025.

The PSA will continue to monitor the employer's actions closely and urges affected members to report any irregularities to their local PSA Office or representative. The PSA is committed to ensuring fair and equitable treatment for all employees at the BMA.

Not a PSA member yet?

Join today by visiting the website or contacting the nearest PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER