



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

29-10-2025

Update on key developments at BMA

The PSA continues to represent members at the National Consultative Bargaining Forum (NCBF) of the Border Management Authority (BMA). Below is an update on key matters discussed at the recent Forum meeting:

Learner training manual

The employer circulated the draft training material to organised labour for input, as resolved in previous meetings. Labour will consolidate its inputs and submit these to the employer (DAC Kgoebane). A task team, comprising of both employer and labour representatives, will meet to finalise the consolidated inputs. The employer will be represented by DAC Kgoebane and DAC Nkhoma. Training will, however, proceed as scheduled, with inputs intended to enhance the existing manual.

Minimum service level agreement (MSLA)

The employer confirmed that a draft MSLA is available and will be shared with labour for input. A task team will meet to refine the draft before submission to the Essential Services Committee. Given that the submission deadline has already passed, parties agreed to write a joint letter to the CCMA requesting an extension.

BMA regulations

Labour reminded the employer that several questions raised in the previous meeting remain unanswered. The employer committed to providing formal feedback once labour resubmits the list of questions for clarity and record purposes.

Cellphone policy

This matter arises from a settlement agreement in which the employer undertook to continue providing cellphones to officials transferred to the BMA with existing devices. The employer confirmed that approval was granted to participate in the National Treasury TR contract. A new policy aligned with Treasury requirements has been developed and is awaiting approval. Regional Commanders were requested to collect information from employees with cellphones and their network providers, however, responses are still outstanding. The policy will be tabled at the next task team meeting once diaries are coordinated.

Implementation of two-notch increase

Labour raised concerns regarding unexplained salary disparities. The employer indicated that further assessment is required and requested a list of affected employees. Labour committed to submitting the list within two weeks to enable an analysis and feedback in the next Forum meeting.

Discrepancy on IRP5s

Despite earlier discussions, labour maintained that some cases on IRP5 discrepancies remain unresolved. Labour will provide the employer with details of affected employees to ensure proper correction and closure.

Incorrect information submitted to GEPF

The employer reported that all GEPF-related cases have been resolved. Labour, however, noted that some issues persist and requested that the GEPF be invited to conduct a roadshow to address outstanding queries. The engagement with GEPF will take place before the next NCBF meeting.

Remuneration framework and Patterson grading

Discussions continued regarding the impact analysis of the remuneration framework using the Patterson scale. Labour raised concerns regarding employees whose salaries were incorrectly captured and only corrected prospectively, without back pay. Labour will provide information to allow the employer to assess the cost implications and report back at the next meeting.

The PSA is committed to protecting and advancing the rights and interests of members at the BMA. Employees who wish to join the PSA can visit the PSA website, send an email to ask@psa.co.za or contact the nearest PSA Provincial Office.

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