

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

09-03-2026

Feedback: BMA wage negotiations - 2026/7-financial year

As previously reported, wage negotiations officially commenced on 17 February 2026 with continuation on 5 and 6 March 2026. During the session, the employer tabled a revised offer, and labour made a counter demand:

Employer offer	Labour's revised demand (without prejudice)	Current status
1. Single-term agreement.	1. Single-term agreement.	In principle agreement
2. Cost-of-living adjustment of 4%.	2. Cost-of-living adjustment of 7.5%.	Deadlock
3. Increase in housing allowance to R2 120.	3. Increase in housing allowance to R2 150.	Mandate to be obtained
4. Increase in danger allowance to R750.	4. Increase in danger allowance to R900.	Mandate to be obtained
5. In-principle agreement reached on providing of accommodation and modalities to be discussed in a task team.	5. In-principle agreement reached on providing of accommodation and modalities be discussed in a task team.	In-principle agreement
6. Increase in Medical-Aid subsidy of 5% (MPI).	6. Increase in Medical-Aid subsidy of 7%.	Deadlock
7. Annual leave encashment of five days to be paid in third quarter of every year subject to financial viability.	7. Annual leave encashment of five days to be paid in third quarter of every year – Guaranteed.	Deadlock

The employer indicated that it has reached its final mandate. Labour noted the employer's final position and members are approached to provide the PSA with a mandate on whether to proceed declaring a dispute, which will firstly be subjected to a facilitation process OR whether to accept the proposal by the employer. The date of the next meeting is set for 14 April 2026, and members are requested to provide their mandate by no later than **10 April 2026** through their respective Provincial Chairperson.

Members will be kept informed.

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Reuben Maleka

GENERAL MANAGER