

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

09-07-2026

Update: BMA wage negotiations - 8 JULY 2026

As previously reported, the employer tabled its final offer at the meeting of 17 June 2026, being:

- A single term agreement
- Cost of living adjustment of 4,2%
- Once off Gratuity,
 1. Option 1, a once off amount of 0,3% of an employee's notch or
 2. Option 2, a once off amount of 0,3% divided equally amongst employees.
- Danger Allowance of R750-00
- Housing Allowance of R2120-00
- Medical Aid, a MPI related increase (7,5% in line with GEMS)
- Accommodation provision, still to be developed but in principle agreement.
- Leave encashment, the employer maintained the provision as per the previous wage agreement, to base its implementation on the availability of funds as anticipated in the fourth quarter of the financial year.

The PSA has subjected this offer to members for a mandate through a ballot process. The outcome of the ballot was in favour of accepting the offer based on Option 2. This mandate was confirmed by the National Branch for BMA, who took the outcome of the ballot into consideration and confirmed the mandate for acceptance.

At a meeting on 8 July 2026, the PSA tabled its mandate to accept the offer from the employer based on Option 2 as preferred by members. The employer noted the mandate and parties agreed to conclude a collective agreement to this effect. The agreement will be circulated after signing. It is anticipated that the increases be implemented with retrospective effect to 1 April 2026, by no later than 15 August 2026.

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Reuben Maleka
GENERAL MANAGER