



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

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09-09-2026

## Update: Dispute referred to CCMA on implementation of wage agreement: Gratuity – CCMA conciliation set down for 25 September 2026

### Implementation of Collective Agreement 1/2026: Wage Agreement (Gratuity)

Members have previously been informed that the PSA requested a special meeting to discuss the implementation of the gratuity of R1 025 against the estimated amount provided for during wage negotiations of R3 095, on the basis that the variation is too big and not justified.

During the last NCBF meeting on 26 and 27 August 2026, parties listened to the recordings of discussions during wage negotiations, and specifically to the area where the PSA enquired about the amount for the gratuity and the confirmation provided by the employer. Unfortunately, during the meeting, the employer maintained its position, that it does not agree with labour's interpretation on the estimated amount, and parties agreed to disagree.

The PSA subsequently referred the matter as a dispute to the CCMA and is pleased to inform members that the matter has been set down for conciliation on 25 September 2026.

The PSA will continue to vigorously pursue the interests of members, seek clarity, and a fair resolution regarding the implementation of the gratuity. The PSA is committed to ensuring that the outcome of wage negotiations is implemented fairly and in accordance with the collective agreement.

### Not a PSA member yet?

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Reuben Maleka  
GENERAL SECRETARY