



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

17-08-2026

Update: BMA salary adjustments for 2026-financial year – Gratuity

Members will recall that before the acceptance of the wage agreement, members were mandated to indicate their acceptance of the offer and, amongst others, the implementation of a gratuity as a once-off amount of 0.3% divided equally (equating to R3 095 per person). It was brought to the PSA's attention that the employer has proceeded to implement the gratuity, which reflected a lesser amount than what was provided for during the wage negotiations (R3 054 - Option 2).

The PSA subsequently directed an enquiry to the employer and requested an urgent forum meeting to discuss the interpretation and implementation of the agreement. Before making any assertions as to what transpired, clarity will be obtained in the meeting and communicated to members. A date is in the process of being determined. Members will be updated.

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Reuben Maleka
GENERAL MANAGER