



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

18-08-2026

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

Members will recall that before the acceptance of the wage agreement, members were balloted to indicate their acceptance of the employer's offer and, amongst others, the implementation of a gratuity as a once-off amount of 0.3% divided equally (equating to R 3 095 per person). It was brought to the PSA's attention that the employer proceeded to implement the gratuity, which reflected a lesser amount than what was provided for as an estimation during wage negotiations.

The PSA subsequently directed an enquiry to the employer and requested an urgent Forum meeting to discuss the interpretation of the agreement, noting that the percentage variation in the estimated and paid amount is huge. The employer reported in the meeting that it applied the 0.3% in line with the agreement and indicated that the R3 095 at the time was based on estimated calculations as reported in the meeting and the final calculations differed.

Labour raised that the percentage differentiations are not justified as the amount indicated in the meeting constituted an offer and the estimated amount, with justifiable variation, should have been ringfenced accordingly. Additional expenditure incurred after the estimated figure was presented, with unilateral adjustments constitutes bad faith engagement.

The forum will provide labour with the recordings and minutes of meetings preceding the conclusion of the agreement to determine the way forward. Members will be updated.

Reuben Maleka
GENERAL MANAGER