

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

20-04-2026

Feedback: BMA wage negotiations - 2026/27-financial year

As previously reported, wage negotiations officially commenced on 17 February 2026 and continued on 5 and 6 March 2026 and 14 April 2026. The status of the outcome at the last meeting was as follows:

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 500	Mandate to be obtained
4. Increase in danger allowance to R750	4. Increase in danger allowance to R900	Mandate to be obtained
5. That in-principle agreement is reached on providing accommodation and that modalities be discussed in a task team.	5. That in-principle agreement is reached on providing accommodation and that 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. That annual leave encashment of five days be paid in third quarter of every year, subject to financial viability.	7. That annual leave encashment of five days be paid in third quarter of every year – guaranteed.	Deadlock

At the meeting on 14 April 2026, the employer reconsidered its offer and tabled an offer of 4.2% as its final offer to break the stalemate reached at the last meeting. Labour revised its demand from 7.5% to 6%. Unfortunately, the employer indicated that it had reached its final offer and is not able to move from 4.2%. Labour, however, raised that inflation is at 3.5%, and the employer is only offering a 0.7% increase. This is noting the double increase in petrol in April alone and increase in electricity. Labour noted the offer from the employer and that parties have reached a deadlock again. A referral will be made to the Chairperson of the Forum to facilitate breaking the deadlock before a dispute can be declared. Members will be balloted once the final outcome of the facilitation process is obtained. Members will be kept informed.

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GENERAL MANAGER