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

20-04-2026

Feedback: BMA National Consultative Bargaining Forum 15 and 16 April 2026

BMA Regulations

As previously reported, parties agreed to amend regulations on the entry requirements of positions in the BMA. Labour subsequently provided the employer with its input, and it was agreed that the input will be discussed at a task team meeting for engagement.

Minimum Service Level Agreement (MSLA), Recognition Agreement, Full-Time Shop Steward Agreement and Agency Fee Agreement

The task team is near completion of its work and will submit a report and the draft agreements for tabling at a special Meeting to be convened in May 2026.

Presentation on two-notch implementation; Impact analysis of Remuneration Framework on OSD implementation backpay; Placement on BMA structure (unfair grading outcomes); Grade Progression

A Task Team was previously established to investigate whether all the corrections were made and concerns raised addressed. The task team previously met, where the employer provided an update on its investigations and grievances corrected thus far. Labour is still disputing some of the outcome and will provide a way forward after the task team concluded its work and submitted its report to the Bargaining Forum. Members are invited to submit any enquiries on these related matters to astrid.al-anani@psa.co.za.

Uniform Policy

The employer reported that uniforms were expected to be delivered as of 13 April 2026 and the last consignment to be delivered in June 2026.

Circular: Stamps and V lockers

Labour previously raised concerns that members are unfairly subjected to disciplinary actions as a result of the misutilisation of stamps. Most Ports of Entry do not have locker facilities, and the employer is taking long with such provision. In the interim, members are being prejudiced owing to others utilising their stamps in their absence and are subjected to disciplinary actions. Various other concerns were raised

with the employer on challenges employees are experiencing with the safekeeping of stamps and how it presents risks for the BMA and the Country. The employer reported that it is in the process of procuring 102 lockers still in this financial year and noted the urgency to acquire the lockers.

Security Guards

Labour previously requested the employer to provide an update on the placement of former DHA Security Guards, noting that the occupation does not exist in the BMA Organisational Structure and to look into the translation of Security Guards to either Junior Immigration Officers/Junior Border Guards. The matter was discussed in the task team, and a recommendation was made that all 18 former Security Guards be absorbed into Junior Border Guard positions, noting that it will not result in any additional financial expenditure. They will also be able to continue with the function that they are currently performing, and the services will remain uninterrupted. The employer reported that it will seek approval for the recommendation and report back to labour.

Outstanding issues: Collective Agreement

Labour previously declared a dispute as the timeframes indicated in Collective Agreement 1/2025 have lapsed without the task teams having completed or for some, commenced with work. It was agreed during the dispute meeting that the task teams will table a status report with an action plan and clear timeframes at the next meeting to determine the extensions required, which will inform the amendment of dates in the agreement. A special Meeting will be scheduled in May 2026, where the reports will be tabled and the dates amended.

2024/25 EPMDS implementation

The employer reported that there are still outstanding payments that need to be made as a result of various reasons, which include system issues and delays. The employer provided an update on progress made to address system errors and prevent these from recurring during the next assessment cycle. ICT also gave a report on how it intends addressing connectivity challenges and on the provision of IT equipment (availability of desktop in supervisor's office). Interim solutions will be explored after an assessment of needs is made. Members are reminded to ensure that performance agreements are due for submission by 30 April 2026.

Occupational health and safety

Upon the relocation of the BMA Head Office to Doringkloof, Centurion, several concerns regarding the safety of the building were raised with the employer. This subsequently led to the Department of Employment and Labour (DEL) conducting an inspection of the building and issuing several violations notices in December 2025. The employer reported that all these violations have been attended to with only one outstanding and in the process of receiving attention. A follow-up session will be arranged with the DEL to ensure there is full compliance. The employer reported that the Occupational Health and Safety Committee at National was established and training was provided, which included representatives from the various regions. Regional committees are in the process of being established and concerns around conditions at ports will also be addressed. Members are requested to ensure that occupational health and safety matters are reported to their local representatives for attention.

Cameras and voice recording in BMA cars and buses

The concerns raised by members that the installation of cameras and voice recordings in BMA transport, without notification infringe on *POPIA* requirements, was raised with the employer. It was reported that

the installation was done by Treasury and not by BMA as part of the RT Contract to test the tracker system for the purpose of conducting a feasibility study. The employer indicated that it is also for safety purposes to ensure that if vehicles are hi-jacked, perpetrators can be identified. Once the study is concluded, the recording and cameras will be removed. It was also agreed that the employer will in the interim ensure that *POPIA* requirements are met and the necessary displays be made on the transport, whilst awaiting the removal by Treasury.

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GENERAL MANAGER