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

23-02-2026

## Feedback: BMA National Consultative Bargaining Forum

### Recognition of trade unions to engage in collective bargaining at BMA

Only unions that meet the prescribed admission requirements are permitted to negotiate with the employer on matters of mutual interest, including wages and other conditions of service. Members are urged to remain vigilant and avoid being misled by opportunistic unions that falsely claim to be recognised for representation. At present, only two unions are formally recognised and authorised to engage the employer in the NCBF, *i.e.*, the Public Servants Association (PSA), as the majority representative union, and Nehawu. Labour raised with the employer that there are unions that are currently having deductions without meeting the requirements to enjoy such rights at the BMA. Parties agreed that an audit will be conducted as a matter of urgency to ensure that there are no unauthorised deductions from employees' salaries and ensure that they are protected against unlawful deductions that can subject them to fraudulent activities on their salaries.

### BMA regulations

Parties previously noted that the minimum post requirements in BMA regulations were not aligned with those in employment policies. The employer subsequently amended the regulations and presented the amendments as an annexure to be attached to the regulations. Labour, however, still raised concerns that there are occupations that were not included and that there is still an anomaly. It was agreed that the annexure will be amended and circulated to labour for confirmation before it is finalised for submission for amendment.

### Learner training material

The learner training material was tabled at a previous meeting and input was provided as received from members. The task team, established to consolidate the input, has completed its work and there were no further amendments. Parties noted the material as presented by the employer with the input from labour incorporated. Training will continue and the employer was requested to ensure that support is granted for the successful roll out of the training.

### Dispute concerning circular on vetting of BMA officials

Labour previously raised concerns regarding how vetting is conducted in the BMA, outside of the provision of a policy regulating the vetting process. A circular was previously issued, despite the engagement of the matter in the Forum, that the vetting process will continue. The employer was

requested to withdraw the circular and finalise the policy development in the Forum. This did not happen. A dispute was subsequently declared, and a dispute meeting was held. Parties resolved at the meeting that the vetting of officials falling within the scope of the Bargaining Forum will be placed on hold until the policy is tabled for consultation and finalised in the Forum.

### **Minimum service level agreement (MSLA), recognition agreement, full-time shop steward agreement and agency-fee agreement**

The task team established to draft the MSLA did not meet. The draft will be tabled at the next meeting for negotiations.

### **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 corrections were made and concerns raised addressed. The task team met, and it was agreed that a workshop session to go through all documentation utilised in addressing the concerns and to address the outstanding matters, was scheduled for 11 December 2025, but did not meet owing to deployment of officials during the December festive season. The meeting will be rescheduled, and a report will be tabled in the next Forum meeting. Labour further raised that in terms of the section-197 transfer, a number of employees are due to receive grade progression. Members who are due and those who have not previously received their grade progression are invited to submit their details to [Velucia.maluleka@psa.co.za](mailto:Velucia.maluleka@psa.co.za) for tabling at the task team for resolution.

### **Uniform policy**

The employer reported that it is currently awaiting the delivery of uniforms for BMA officials as an order was issued for procurement. The employer further reported that a formal roll-out report will be tabled in the uniform task team. Parties agreed that a special Forum meeting will be held in this regard.

### **Disciplinary code and procedure (utilisation of attorneys)**

Previously, labour raised concerns from the various provinces on the continued utilisation of attorneys in all disciplinary and other matters in the BMA. The employer then indicated that it had a challenge with internal capacity and therefore utilised attorneys. Labour challenged the employer's stance and raised that it is nonsensical, and the expenditure became exorbitant and unjustifiable. In addition, most of the matters are not complex in nature. The employer reported at the meeting that it had now addressed its internal capacity needs and had enough internal capacity to avoid utilising attorneys. It indicated that matters that were ongoing in nature and that had already been set down for hearing, would unfortunately still be dealt with by the attorneys. All new matters will be dealt with by the internal capacity and only matters complex in nature will be referred to attorneys.

### **Circular on 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 of the ports of entry do not have locker facilities and the employer is taking long with this provision. In the interim, members are being prejudiced owing to others utilising their stamps in their absence and are subjected to disciplinary action. 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

lockers in order of priority to still be purchased in this financial year. The overall replacement of lockers will still be dealt with in the next financial year, when funding is available.

### **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 or junior border guards. The employer previously undertook to investigate the translations and reported that it is still work in progress. It was further agreed that the matter will also be addressed by the HR-related matters task team to ensure finalisation before the end of this financial year.

### **Outstanding issues on collective agreement**

Labour previously declared a dispute as the timeframes indicated in collective agreement 1/2025 had lapsed without task teams having completed or, for some, commenced with their work. It was agreed during the dispute meeting, that task teams will table a status report with an action plan and clear timeframes at the next meeting to determine extensions required, which will inform the amendment of dates in the agreement.

### **2024/25 EPMDS implementation**

The employer previously reported that the moderation process was underway, and it was anticipated for payment to have been made by end-January 2026. Unfortunately, a technical problem was experienced with the *SAGE* system, and it is working with the service provider to have it resolved on an urgent basis. Daily progress is being made, and it is able to identify who have submitted, which was not captured, and where delays were recorded. Payment will be made in batches as problems identified are resolved. A detailed report will be submitted to labour. Parties agreed that refresher training will be conducted to take place before the end of the next financial period, language barriers will be addressed, and members will be encouraged to ensure that they submit their assessments within the required timeframes.

### **Withdrawal of staff circular 24 of 2025-2026: Compulsory return to work interviews for officials returning from sick leave**

The matter was referred to the Forum in which labour demanded for the above-mentioned circular to be withdrawn, noting that it is not only intrusive, but is flouting privacy and other legislation and over-regulating the relationship other than what is provided for in terms of the *BCEA*. It was demanded that the circular be withdrawn. The employer tabled an amended circular to withdraw and replace the above-mentioned circular. The amended circular removed the compulsory nature of the process and made it less intrusive. Labour is, however, of the view that the eight-week rule in the *BCEA* is enough to assist the employer to regulate sick leave and still insists that the staff circular not be issued until labour is engaged on what the employer is intending with the process.

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