

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

Parties in the Bargaining Forum have officially commenced with the 2026/27-wage negotiations. Labour tabled its consolidated demands, and the employer presented its financial outlook together with its initial offer.

### Labour's initial demands

Labour tabled the following demands:

- Single-term agreement
- Cost-of-living adjustment (COLA) of 9%.
- Increase in housing allowance to R3 000.
- Increase in danger allowance to R1 500.
- Provision of free accommodation for officials at all ports of entry.
- Increase in GEPP contributions to align with other law-enforcement bodies.
- Increase in medical-aid subsidy.
- Payment of a maximum of five days annual leave encashment in the third quarter of each financial year.

### Employer's initial response

The employer responded as follows:

- Agreed to single-term agreement.
- Offered a 2.5% cost-of-living adjustment.
- Proposed increasing housing allowance to R2 120.
- Proposed increasing danger allowance to R735.
- Indicated that engagements are ongoing with Public Works regarding accommodation and long-term infrastructure development at ports of entry. Labour will be consulted once discussions are concluded.
- Indicated that certain demands are currently unaffordable and requested further clarity from labour.

- Proposed 5% medical-aid subsidy adjustment, aligned to current MPI.
- Stated that annual leave encashment is currently unaffordable and proposed retaining the existing provision (payable if and when financially viable).

### Revised positions after engagement

Following further engagement, parties reconsidered their positions. The revised positions are reflected below:

Item	Issue	Labour position	Employer position
1	Term of agreement	Single term	Single term
2	Cost-of-living adjustment	8%	3.5%
3	Housing allowance	R2 500	R2 120
4	Danger allowance	R1 000	R735
5	Accommodation	Free accommodation at all ports of entry (labour requires in-principle agreement)	Discussions ongoing with Public Works
6	GEPF	Labour will seek a refreshed mandate	Unaffordable
7	GEMS medical aid	8.8% increase	5% (MPI)
8	Annual leave encashment	Cash-out of up to five days in the third quarter of each financial year	Unaffordable

### Way forward

Parties agreed to continue negotiations on 5 and 6 March 2026. Members will be informed of developments as negotiations progress.

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GENERAL MANAGER