



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

28-09-2026

Feedback: CCMA conciliation on implementation of wage agreement - Gratuity

Implementation of Collective Agreement 1/2026: Wage Agreement (Gratuity)

Members have previously been informed that the PSA requested a special meeting to discuss the implementation of the gratuity of R1 025 against the estimated amount provided for during wage negotiations of R3 095, on the basis that the variation is too big and not justified. After the last NCBF meeting, it was clear that parties have a different interpretation of the agreement.

The PSA has subsequently referred to an Interpretation Dispute to the CCMA for Conciliation. The Conciliation sat on 25 September 2026, and the matter remains unresolved. The Commissioner has issued a certificate of non-resolution, and the PSA will now refer to the matter of Arbitration. Members will be kept informed on the progress of the referral.

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Reuben Maleka
GENERAL SECRETARY