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

31-08-2026

Feedback: BMA National Consultative Bargaining Forum Meeting - 26 and 27 August 2026

Recognition Agreement, Full-Time Shop Steward Agreement, and Agency Fee Agreement

The Recognition Agreement will regulate the relationship between the employer and the only two recognised unions in the BMA. The Full-Time Shop Steward Agreement regulates the release of a Full-Time Shop Steward. The Agency Fee Agreement will ensure that employees who currently benefit from collective bargaining processes but are not members of admitted unions in the Forum, contribute towards the costs associated with collective bargaining.

The three draft agreements were finalised by the task team and presented to the meeting for finalisation. Minor amendments were made to the draft agreements, and it was agreed that the task team will submit the final amended agreements for signature.

Presentation on two-notch implementation, Impact analysis of Remuneration Framework on OSD implementation backpay, Placement on BMA structure (unfair grading outcomes), Grade progression, translation of Security Guards to Junior Border Guards

A task team was previously established to investigate whether all the corrections were made and concerns raised addressed. The task team could not meet before the Forum, and it was agreed that a follow-up meeting be convened for 3 and 4 September 2026. 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, which includes the referral of disputes.

Uniforms

The task team have not met before the Forum and will finalise the proposed amendments to the Policy. The employer also tabled a report on the current provision of uniforms and indicated that there was delays experienced with its delivery. Labour was provided with a status report on uniforms procured and delivered. The employer reported that this matter was escalated to the Office of the Commissioner who is having daily meetings with his Commissioners to receive a progress report on provisions.

Circular on stamps and V lockers

Labour has been raising concerns with the employer for over a year that members are unfairly subjected to disciplinary actions as a result of misutilisation of stamps, this included the lack of lockers for the safekeeping of stamps. The employer reported that the initial order of 102 lockers has been delivered and distributed across various ports. Procurement of additional lockers is underway. The employer was also requested to assist with training on the identification of the safety features in the new stamps. Labour will provide the employer with the respective ports where training has not been provided. Members are encouraged to report such lack of training through their respective Branch Chairpersons.

BMA regulations

The employer reported that revised BMA regulations have been approved by the Minister and published for implementation.

Issuing of cell phones

The employer confirmed that all employees who previously had cell phones before the transfer to BMA have received these. Employees requesting new cell phones must follow the prescribed application process as outlined in the circular that was issued.

Addendum to salary agreement 2025/26

Task teams dealing with transport, danger allowance, rural allowance, risk allowance, long-service awards, upward mobility, and bursary for dependants are expected to provide formal progress reports at the next meeting as they could not meet before the Forum. Owing to the delay in finalising the provision of danger allowances at task-team level, the PSA submitted a draft agreement to regulate the payment of danger allowances, which includes the identification of all categories in the BMA that should qualify for such an allowance. The employer also tabled a draft policy for consideration, noting that the lack of a policy may result in audit queries. The task teams will be convened before end of September 2026 to finalise work.

Leave encashment

In the 2024/25-wage agreement, provision was made for the encashment of additional leave days subject to financial viability. Labour enquired from the employer on whether it will be feasible this year. The employer indicated that an update on the BMA financial position will be provided from quarter three to assess the possibility of implementing leave encashment. Labour, however, requested that such update be provided before the December 2026 period to allow employees to manage their leave.

Leave Policy amendment

Amendments to the Leave Policy have been finalised. The employer reported that the Policy and interim measures have been approved and *HCM* is auditing leave categories on *SAGE* to ensure all leave types are correctly included.

EPMDS implementation

The employer reported on the update of system improvements, equipment challenges, and PMDS implementation. It was also reported that the moderation committee is set to meet next week to sign off of the outcomes. It is anticipated for the process to be completed by end of September 2026 and anticipated payment in November 2026. The employer was requested to fast track the process and address its capacity needs.

Regional Consultative Forums (RCFs)

Draft terms of reference for the establishment of RCFs have been circulated for further discussion to strengthen consultation and ensure that operational matters are addressed at regional level before being escalated to the NCBF. A number of items on the agenda would be best addressed at local level. Parties agreed that the three Chief Negotiators (Employer, PSA, and Nehawu) would finalise the draft terms of reference and table these for adoption at a special meeting.

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

Members were previously 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. Parties listened to the recordings of discussions during negotiations on the area where the PSA enquired about the amount and the confirmation provided by the employer. The employer indicated that the amount was based on estimated calculations made during wage negotiations, which did not take into account all information that was still outstanding at the time. Labour responded that the employer engaged in bad-faith negotiations as the interpretation of the agreement should be based on discussions and agreements reached during negotiations. Labour reserved its rights to refer the matter for a dispute at the CCMA.

Other items

Owing to the number of the items on the agenda (over 60 items), parties agreed to finalise discussions on the matters at the next meeting, through the task team processes, and through the convening of a special meeting.

Members will be informed of developments.

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Reuben Maleka
<u>GENERAL SECRETARY</u>