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SERVICE EXCELLENCE

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

04-06-2024

Feedback: Multilateral meeting with BMA management - 28 May 2024

Continued administrative challenges

The PSA raised a concern that the BMA continued to experience challenges and difficulties in managing the conditions of service of employees. On 15 May 2024, salaries were paid late, which resulted in employees incurring penalties owing to late-processed debit orders. The PSA is concerned that such challenges will continue to occur.

The PSA received numerous queries from members and subsequently requested the PSCBC to intervene and assist in resolving challenges experienced at the BMA. Furthermore, the PSA noted that there were many unresolved agenda items at the interim bargaining forum. The PSCBC responded and indicated that it lacked authority to oversee any matters of the BMA since the PSCBC task team was dissolved in 2023. The Council advised parties to endeavour to resolve issues of mutual interest at the bargaining forum or implore a dispute resolution mechanism as a last resort. The BMA noted the advice from the PSCBC and committed to continue engaging in good faith and striving to resolve outstanding issues at the bargaining forum. The BMA reiterated that it would issue appointment letters and placement letters by July 2024. It committed to circulating an updated report to labour on outstanding issues and indicating which issues would be prioritised. Parties agreed to convene a special bargaining forum meeting to deal with outstanding issues.

Recruitment of 400 Junior Border Guards

The PSA noted with serious concern that the two rival unions were permitted to address and recruit the 400 Junior Border Guards at the training college. The two recognised unions, which include the PSA, were not allowed to access the training facility to recruit the Junior Border Guards. The PSA indicated that it was unfairly treated by the BMA since the two unions were given preference even though they were not recognized by the BMA bargaining forum. The PSA urged the BMA management to disregard the recruitment of the 400 Junior Border Guards until all recognised unions were given an opportunity to conduct their recruitment drives. The employer noted the concern raised by the PSA and committed that recognised unions would be permitted to engage the Junior Border Guards with effect from 1 June 2024 at their respective workstations. A program will be developed to allow the unions to conduct a recruitment drive at various border posts.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER