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

19-07-2024

Feedback: Interim National Bargaining Forum meeting - 12 July 2024

Implementation: Remuneration Framework

Members will recall that the PSA previously raised issues about letters of appointment that were issued to members relating to the BMA Remuneration Framework. The PSA raised concerns about the inconsistent payment of the once-off gratuity. The PSA requested that management obtains a mandate on whether employees would receive a notch increase when they are placed in the new BMA structure. The BMA management agreed that all employees would receive two notches. The notches will be implemented in a staggered approach, wherein the first notch will be implemented on 15 August 2024 (backdated to 1 July 2024) and the second notch on 1 April 2025. The PSA requested to seek a mandate from members before implementation of the notches could be accepted. A draft collective agreement will be circulated to members for input.

Tax matters

It was previously reported that the problem of tax liability was submitted to SARS for a resolution. The 40 salary slips of affected members were submitted to SARS to investigate together with the IRP5s. The PSA further requested that a SARS delegation be invited to provide an explanation of the investigation at the next Bargaining Forum. The item will be discussed at the next meeting and remains on the agenda until the issue has been resolved.

Uniform

It was previously reported that the PSA raised a concern about the issuing of full uniform, including winter uniform. It was reported that not all employees were issued with the full uniform. The Bargaining Forum resolved to establish a uniform task team, which will meet on 19 July 2024 to agree on an action list.

Accommodation

There are ongoing concerns about the lack of accommodation for officials at borders. The BMA continues to deploy new border guards at ports of entry. The PSA proposed to employers to get park homes to address the shortage of accommodation. The employer committed to revert to the PSA after engaging its principals.

Draft policies

The PSA enquired about policies that were finalised by the policy task team. The employer previously requested to table the policies to its EXCO and provide feedback to labour. The PSA raised a concern that the delay in implementing approved policies was impacting on the management and provision of transport to employees. Regions are not managing the provision of transport consistently. The employer noted the concern and committed to fast-track the implementation of all policies, particularly the transport policy.

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The employer reported that it will issue a circular that will explain the detailed process and procedure in terms of performance management. The PSA noted the report and will monitor the implementation process going forward.

Bursaries

The bursary committee adjudicated bursary applications and indicated that all existing bursaries where employees submitted all the requirements were going to be issued with approval letters. Parties agreed that the bursary committee will be meeting on 18 and 19 July 2024 to finalise the adjudication process. The PSA urged the employer to fast-track the process since the second semester at the institution of higher learning has started.

Members will be informed of developments.

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 a PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER