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SERVICE EXCELLENCE

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

28-06-2024

Update: Special Interim BMA National Bargaining Forum Meeting - 25 June 2024

Remuneration framework and job grading

A Special Interim Bargaining Forum meeting was held on 25 June 2024 to further engage on the BMA Remuneration Framework and the expected placement of employees in the structure following the expiry of *LRA* section 197 on 30 June 2024. In implementing the decisions and project plan, members identified serious anomalies in revised BMA posts and the associated bias in job grading. The PSA argued that the BMA conducted the job evaluation and grading process without the involvement of labour. It was discovered that there were omissions and errors in the Patterson evaluation system. BMA management claimed that the job evaluation and grading process was delegated to an independent consultant to ensure transparency and fairness. It was further indicated that certain jobs had been graded based on additional content and responsibilities as per criteria used by the Patterson system. The PSA requested that the process be put on hold and an investigation of the process be undertaken to rectify omissions.

Parties resolved that the information regarding the placement of the members into the BMA organisational structure will remain whilst the information on the job grading will not be implemented until the investigation process is completed. Appointment letters issued will also remain as its information is what confirms the employee's placement to the BMA structure. The implementation of the grades as per the Patterson system will be suspended until the process is reviewed. The employer will implement the pay run as per the new grades in August 2024 and backdated to 1 July 2024. A circular was issued to all employees on 27 June 2024 to outline the process going forward.

Members are requested to contact the PSA Chief Negotiator, Gracia Rikhotso, for any clarity-seeking questions at gracia.rikhotso@psa.co.za / 082 880 8963.

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