



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

14-03-2025

Feedback: BMA Special National Bargaining Forum (NCBF) meeting

Salary negotiations 2025/26: **Your mandate is required!**

Members will recall that the BMA and the PSA are negotiating salaries and conditions of service for the first time since the BMA's establishment on 1 April 2023. These negotiations are taking place outside the Public Service Coordinating Bargaining Council (PSCBC). The PSA has tabled its demands and after parties engaged in negotiations, the employer tabled its final offer as follows:

Organised labour's proposal	Employer's response to organised labour's demands
Term of agreement - Single term	Agrees with the proposal.
Cost-of-living adjustment - 12% across-the-board	The employer is offering a cost-of-living adjustment of 6% across-the-board.
Housing Allowance - Increase from R1 700 to R3 500	Housing Allowance increase to R2 000.
Medical aid - Additional options from other medical aids and equal subsidy instead of only GEMS given the higher subsidy	Medical-aid subsidy will increase by Medical Price Index (MPI). Medical options and the alignment of the employer contributions are process issues and are responded to in the table below.
Danger allowance increase to R2 000 to include other occupations exposed to danger	Danger allowance will be adjusted from R597 to R700. The employer will identify other occupations exposed to danger by end of June 2025 and will table the matter at the NCBF for further engagements.
Transport for officials to and from the border	The employer will identify the ports of entry where there is a need to provide transport to employees by end of June 2025 and table the matter at the NCBF for further engagements.
Provision of free and adequate residential accommodation, which will include officials utilising state accommodation.	The employer will embark on a feasibility study and table the report at the NCBF for further engagements.

Introduction of leave encashment option for officials to the maximum of five days	Encashment of up to five days. Requests are processed in the last quarter of the financial year. In other words, the employer conceded to labour's demand with the proviso that it will only pay such encashment from January to March of the respective financial year.
Long-service recognition <ul style="list-style-type: none"> • 5 years to receive R5 000 • 10 years to receive R10 000 (with eight days annual leave) • 15 years to receive R15 000 • 20 years to receive R20 000 • 30 years to receive R30 000 	Owing to financial constraints the employer proposes the following: <ul style="list-style-type: none"> • 5 years to receive Certificate of Recognition • 10 years to receive Certificate of Recognition plus eight (8) additional leave days • 15 years to receive Certificate plus extra two (2) days additional to the eight (8) received at 10 years • 20 years to receive R10 899 • 30 years to receive R21 797 • 40 years to receive R29 064

YOUR MANDATE IS REQUIRED

PSA members must provide a mandate to **ACCEPT** or **REJECT** the offer as a package. If accepted, the agreement will be binding in its entirety. If rejected, all elements will be declined.

Voting details

- Voting commences on **17 March 2025** from **09:00** and will close on **25 March 2025** at **15:00**.

Members can vote by:

- Using the link that will be provided on 17 March 2025.
- Clicking the SMS link that will be issued by the PSA on 17 March 2025.
- Visiting the PSA website: Ballot button displayed on home page.
- Completing manual voting forms (available via shop stewards or PSA Provincial Officials).

Important

- Each member is allowed one vote only.
- Non-PSA members may participate after completing membership forms to join the PSA.
- For manual voting, please contact your shop steward or nearest PSA Provincial Office for assistance.

Your participation in this process is crucial to ensure that your voice is heard!

Employees who wish to join the PSA can visit the PSA website or contact PSA Provincial Offices for assistance.

Reuben Maleka
GENERAL MANAGER