



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

17-02-2025

## Feedback: BMA Special National Bargaining Forum (NCBF)

### Commencement of salary negotiations: 2025/26

Members were previously informed that the BMA and the PSA together with the other recognised trade union will negotiate salaries and improvements to conditions of service for the first time since the BMA's inception on 1 April 2023. These negotiations are taking place outside the Public Service Coordinating Bargaining Council (PSCBC). The PSA has tabled the following demands for consideration by the employer:

### Consolidated wage demands

Category	Demand
<b>Term of agreement</b>	Single term
<b>Cost of living adjustment (COLA)</b>	12% across the board
<b>Housing allowance</b>	Increase from R1 700 to R3 500
<b>Medical aid</b>	Additional options for other medical aids and an equal subsidy instead of only GEMS; employer to contribute 80% and employees 20%
<b>Bursary for dependents</b>	Introduction of bursary for dependents of officials employed by the BMA
<b>Career progression</b>	Demand for upward mobility in the BMA structure using SAPS and Soldiers' model
<b>Danger allowance</b>	Increase to R2 000 and inclusion of other occupations exposed to danger
<b>Risk allowance</b>	Implementation of a risk allowance with a modality similar to SAPS
<b>Transport</b>	Provision of transport for officials to and from border posts
<b>Rural allowance</b>	Introduction of a rural allowance for officials
<b>Accommodation</b>	Provision of free and adequate residential accommodation, including for officials utilising state accommodation
<b>Leave encashment</b>	Introduction of a leave encashment option, up to a maximum of five days
<b>Long-service recognition</b>	5 years - R5 000; 10 years - R10 000 (+8 days leave); 15 years - R15 000; 20 years - R20 000; 30 years - R30 000

<b>Government Employees Housing Scheme (GEHS)</b>	Withdrawal of GEHS savings
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## Separation of substantive and process issues

### Substantive (Immediate implementation)

- Term of agreement
- Cost of living adjustment (COLA)
- Housing
- Medical-aid subsidy
- Bursary for dependents
- Danger allowance
- Transport (to and from work)
- Accommodation
- Leave encashment
- Long-service recognition

### Process (Long-term implementation)

- Medical-aid options
- Career progression (upward mobility)
- Risk allowance
- Rural allowance
- GEHS withdrawal

The employer noted the demands and requested time to seek a mandate from its principals. Parties will reconvene for a follow-up meeting, where the employer will provide a response to the PSA's demands.

## Follow-up meeting dates for wage negotiations

- 26 February 2025
- 5 to 6 March 2025
- 11 March 2025

Members will be informed of developments.

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

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GENERAL MANAGER