



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

17-03-2025

BMA salary negotiations 2025/26: **VOTING NOW OPEN**

Voting open: Monday, 17 March 2025 at 09:00

The previous *Informus* issued on 14 March 2025, outlined the salary negotiation process and the employer's final offer. As negotiations between the BMA and the PSA continue outside the Public Service Coordinating Bargaining Council, your mandate is now required.

Final offer summary

Organised labour's proposal	Employer's response
Term of agreement: Single term	Agreed
Cost-of-living adjustment: 12% across-the-board	6% across-the-board.
Medical aid: Additional options and equal subsidy	Subsidy increase based on Medical Price Index (MPI); medical options alignment to be addressed separately.
Danger allowance: Increase to R2 000 and include additional occupations	Increase from R597 to R700; other occupations to be identified by June 2025.
Transport: Provision for officials to and from the border	Employer to identify ports of entry with transport needs by June 2025.
Accommodation: Free and adequate residential housing	Feasibility study to be conducted and tabled for further discussion.
Leave encashment: Option to encash up to five days	Accepted, with encashment allowed only between January and March annually.
Long-service recognition: Monetary awards at milestone years	<ul style="list-style-type: none"> • 5 years to receive Certificate of Recognition; • 10 years to receive Certificate of Recognition plus 8 additional leave days; • 15 years to receive Certificate plus extra 2 days additional to the 8 received at 10 years; • 20 years to receive R10 899; • 30 years to receive R21 797; and • 40 years to receive R29 064.

YOUR MANDATE IS REQUIRED

PSA members must **ACCEPT or REJECT** the employer's final offer **as a package**. If accepted, all provisions will be binding. If rejected, all provisions will be declined.

Voting details

Voting is **open from Monday, 17 March 2025 at 09:00** and will close on **Tuesday, 25 March 2025 at 15:00**.

Ways to vote:

- **Online:** Use the following link: <https://rb.gy/01b77h>
- **SMS link:** Click on the link that will sent via SMS by the PSA.
- **PSA website:** Visit the PSA homepage and click on the **Ballot** button.
- **Manual voting:** Ballot forms (see *attached*) can be submitted to PSA shop stewards or PSA Provincial Officials.

IMPORTANT

- Each member is entitled to **one vote only**.
- **Non-PSA members** may participate **after completing a membership application form**.
- For manual voting, please contact your **shop steward or nearest PSA Provincial Office** for assistance.

Your voice matters – cast your vote now!

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

Reuben Maleka
GENERAL MANAGER