



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

24-03-2025

Outcome: CCMA ESC investigation on declaring BMA as rendering essential services

Members will recall that the PSA participated in an investigation commissioned by the CCMA's Essential Services Committee (ESC) in 2024. This process involved oral submissions and *in-loco* inspections to assess whether services rendered by the BMA should be designated as essential.

The PSA argued that not all services in the BMA should be classified as essential, citing a previous investigation that determined immigration services did not meet the criteria for such a designation. However, following the formation of the BMA and the integration of functions from agriculture, health, immigration, and environmental affairs, the BMA applied to the CCMA ESC for designation as an essential service.

After extensive deliberations, the ESC has ruled that all four components of the BMA (agriculture, health, immigration, and environmental affairs) are essential services. As a result, parties must now engage in negotiations to establish a Minimum Service Level Agreement (MSLA). This agreement will determine the number of employees who must remain on duty in the event of industrial action. The PSA, with guidance from its legal department and leadership, will assess the available options in response to this ruling. Members will be informed as discussions progress.

The PSA is committed to protecting workers' rights, including the right to strike, as enshrined in the Constitution of the Republic of South Africa, which serves as a vital mechanism for employees to negotiate fair working conditions.

Employees interested in joining the PSA can visit the PSA website or contact their nearest PSA Provincial Office for more information.

Reuben Maleka
GENERAL MANAGER