



# UPDATE BULLETIN ON THE BORDER MANAGEMENT AUTHORITY

SEPTEMBER 2023

The national union has been working on resolving the challenges faced by our members at the Border Management Authority following the section 197 transfer of almost 2000 employees from the National Department of Health, Department of Agriculture Land Reforms and Rural Development, Department of Environment, Forestry and Fisheries and Department of Home Affairs in April and May 2023.

Since April 2023 our members have been faced with a plethora of issues which included late payment of salaries, none issuing of salary advises or wrong information in the salary advises, none payment of policies and bonds, none payment of allowances (including late payment of S &T), bonuses and overtime, none payment of medical aid (GEMS) and some employees told that they have resigned from the GEPA. More concerning also is the limited distribution of tools of trade (i.e. certain uniform items not issued). At the heart of these challenges is the lack of capacity or existence of HR component within the BMA. All these challenges happened despite the PSCBC Resolution 1 of 2023 that was concluded to assist in the seamless transfer of the employees from the departments mentioned above to the BMA.

As part of efforts the national union tried to convene a joint meeting with all the Director Generals of these mentioned departments (including DPSA) and National Office Bearers and they literally refused to meet with the union and resolve these issues as former employers. The union then engaged the Portfolio Committee on Home Affairs and tabled the challenges faced by our members and that process led to the meeting held on the 07th September 2023 which was attended by the Portfolio Committee members including the Chair, Minister of Home Affairs, BMA Commissioner, President of the National union, Deputy General Secretary, Shop Stewards and machinery.

The union tabled the issues faced by our members including the payment of wrong salaries with errors in calculating of tax deduction on a monthly basis or over payments, un-audited leave credits, housing allowance withdrawal and outstanding agreement for bargaining rights. The leadership of the



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union made a point that despite the fact that we never agreed with the establishment of this entity as we viewed it as agentification of the state, the union appreciates that BMA has been signed into law by President Ramaphosa and its here to stay but we not going to allow a situation wherein our members are worse off in terms of their conditions of service. The Minister made some inputs on the good work done by the BMA so far, but acknowledging that there are HR challenges in the entity and the Commissioner also made some presentation on how they are working on all the challenges.

The meeting having received all the presentations deliberated on them and resolved to establish a joint technical committee which will include senior representatives from all the transferring departments mentioned above together with representatives from NEHAWU. The technical committee will urgently address all challenges mentioned above before end of October 2023. In addition the technical committee will assist BMA to develop policies, structures, protocols and systems in order to ensure the smooth running of the institution. The Portfolio Committee Chair, Minister and NEHAWU leadership will receive a report on the progress made on the issues on the first week of November 2023. In this regard members will continuously receive update reports on the work done by the committee.

For any clarity do not hesitate to contact the Head of Organising, Cde Casper Nanto on 0824552896 or National Organiser, Cde Solly Legodi on 0824552554

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