



GENERAL PUBLIC SERVICE
SECTOR BARGAINING COUNCIL



Physical Address:
260 Basden Avenue,
Lyttelton, Centurion,
Pretoria

Postal Address:
PO Box 16663,
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Tel: 012 644 8132
Web: <http://www.gpssbc.org.za>

Resolution 4 of 2025

AGREEMENT ON THE TRANSFER AND INTEGRATION OF STAFF INTO THE BORDER MANAGEMENT AUTHORITY

1. OBJECTIVE

- 1.1. To give effect to the implementation of the provisions of proclamation 89 of 2002 giving effect to the transfer of administrative functions and applicable legislation to the Border Management Authority (BMA) in as far as it is necessary for purposes of this agreement.
- 1.2. To transfer staff within the identified occupational categories from Department of Home Affairs (DHA) to the Border Management Authority (BMA) to perform functions within the border law enforcement area and at ports of entry, as provided for in section 4(2) of the Border Management Authority Act, 2020 (Act no 2 of 2020);
- 1.3. To ensure compliance to the provisions of the Labour Relations Act 66 of 1995, as amended in as far as it is required to transfer staff in terms of section 197 read with section 189 where applicable.

2. SCOPE

- 2.1. This agreement binds the State as employer and those employees who:

2.1.1. are employed by the State; and

2.1.2. fall within the registered scope of the Council.

3. NOTING THAT

- 3.1. In terms of Section 97 of the Constitution, the President may by proclamation, transfer to a member of Cabinet, the administration of legislation entrusted to another member;



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- 3.2. The BMA Act no 2 of 2020 in section 4 (2) requires that border law enforcement functions within the border law enforcement area and at ports of entry must be performed exclusively by the officers of the BMA;
- 3.3. The BMA in section 13 (2) requires that with the filling of any post on the staff establishment, whether by appointment or transfer, must be done in accordance with the Constitution, labour legislation and the BMA Act;
- 3.4. The Labour Relations Act 66 of 1995 as amended (LRA) in section 197 allows for the transfer of a contract of employment by agreement between parties as contemplated in section 197(6)(a) read with section 189 (1)(a)(ii); and
- 3.5. This agreement is therefore concluded between the old employer and the trade unions party to Council whose members are likely to be affected as per the provisions of section 189(1)(b)(ii).

4. PARTIES THEREFORE AGREE THAT

- 4.1. The relevant provisions of the LRA shall be applied during this process of transfer and any other relevant legislation that may have an impact on the transfer of the employees;
- 4.2. Employment security is a priority, in terms of which the parties agree that no employee shall lose his/her employment or be negatively affected as a result of the transfer;
- 4.3. Fairness and transparency in terms of the decision-making process on the transfer of employees as well as the implementation of the provisions listed in this agreement should underpin the process of transfer;
- 4.4. Employees identified for the purposes of transfer will retain their current conditions of service as a minimum and will not be worse off after the transfer;
- 4.5. Parties during the transfer process should strive to reach a consensus in decision-making;



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- 4.6. Consultation should be in the spirit of goodwill between the DHA, the BMA, as well as the affected employees and their representatives from the trade unions;
- 4.7. The principle that staff follows function based on validated job content shall be applicable;
- 4.8. Affected employees in acting positions shall have no right to permanent appointment within those positions;
- 4.9. All affected employees will be transferred to the BMA on the same salary level and condition of service as the post they currently occupy;
- 4.10. No automatic upgrades to higher level posts during the ring fencing and transfer process will apply;
- 4.11. Voluntary severance packages (VSPs) shall not be considered in light of the principle that the transfer process is founded upon a non-retrenchment guarantee and reasonable accommodation;
- 4.12. Where an employee during the transfer process does not meet the requirements for security clearance as per section 13(3) of the BMA Act, such employee must be transferred back to the DHA, to a post that the employee could function in, considering that such will be within reason and without the loss of benefits;
- 4.13. Where employees are placed back with the DHA in a post that requires different skills from the employee, the employer will skill and reskill such an employee to meet the requirements of the post;
- 4.14. Employees to be transferred will retain their current pension benefits as per the provisions of the Government Employees Pension Fund (GEPF) as outlined in section 16(2) of the BMA Act;
- 4.15. The transfer does not interrupt an employee's continuity of employment and the contract of employment will continue with the BMA as if with the DHA releasing the function;

5. TRANSFER OF FUNCTIONS

- 5.1. The following functions will be transferred from the DHA:



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5.1.1. Directorate Operational Support, and

5.1.2. Directorate Airline Liaison

5.2. The employer will provide the PSCBC with a list of the specific posts within the functions listed in clause 5.1 and those being ring fenced on PERSAL for transfer from the DHA to the BMA.

6. STRUCTURE AND PROCEDURE OF FACILITATING THE PROCESS

6.1 To oversee and facilitate the implementation of the processes agreed to in this Resolution, parties note the establishment of the following structure within the GPSSBC.

6.2 The General Public Service Sector Bargaining Council (GPSSBC) must set up a structure within 14 days of this agreement coming into effect, through the departmental chamber of the DHA to form departmental task team that will oversee the implementation of this agreement in the department.

6.3 The GPSSBC must provide detailed reports on a bi-weekly basis, to the PSCBC on the progress made with the transfer of the employees. The terms of reference for the GPSSBC Task Team will be to ensure that the transfer of the staff is conducted in terms of section 197 of the LRA and within the provision listed in this agreement;

6.4 The above process will not restrict the General Public Service Sector Bargaining Council (GPSSBC) in ensuring its own monitoring of the implementation of this agreement.

6.5 The General Secretary will identify and list all the collective agreements that will be applicable to the transfer and that will be binding on the BMA as per section 197(b)(ii) of the LRA. This list will be made available to the Task Team set up in the GPSSBC that will oversee the process.

6.6 Where parties differ if an agreement should be transferred to the BMA, such will be automatically included in the list of transferred agreements as per the provisions of section 197(b)(ii) of the LRA;

6.7 Irrespective the date of signing of this agreement, all collective agreements entered into by parties in the GPSSBC before the 1 April 2025 will be binding on the BMA as per the provisions of section



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197(5) of the LRA and Section 16(1) (b) of the BMA Act and be regarded as part of the transfer process;

- 6.8 The employer will disclose as required by section 197(7)(c) of the LRA in the Task Team and thereafter to every employee affected the information on those issues listed in section 197(7)(a) and section 197 (7)(b) of the LRA;

7 DISPUTE RESOLUTION

If there is a dispute about the interpretation or application of this agreement, any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

8 IMPLEMENTATION OF THE AGREEMENT

- 8.1 This agreement shall come into effect on the date it enjoys majority support and will remain in force unless terminated or amended by agreement.
- 8.2 In the implementation, interpretation and application of this agreement, words used in the agreement and defined within the constitution of Council will have the meaning as defined in the constitution.
- 8.3 The Council will monitor the implementation of this agreement.

Handwritten signatures: TM and JM



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THIS DONE AND SIGNED AT CENTURION

ON THIS DAY 07 OF OCTOBER 2025

ON BEHALF OF THE EMPLOYER

	Name	Signature
State as Employer	Willie Vukele	[Signature]

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
NEHAWU		
POPCRU		
PSA	Joseph Mashigo	[Signature]