

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

31-10-2024

Feedback: BMA Interim National Consultative Bargaining Forum Meeting

Border Management Authority (BMA): CCMA dispute facilitation process

At the Interim National Consultative Bargaining Forum meeting, the ongoing tax challenges faced by BMA officials were discussed, following unresolved issues since their transfer from other Departments as per Resolution 1/2023. These issues, including tax discrepancies and fluctuating salaries, have persisted despite prior interventions and a settlement agreement in the PSCBC. The PSA and the BMA are participating in a CCMA dispute facilitation process initiated on 7 October 2024, with the BMA agreeing to appoint tax consultants and secure a comprehensive SARS report. The CCMA Commissioner directed parties to examine the report, identifying key tax discrepancies, including inconsistencies in PAYE calculations, *SAGE300* system issues, and a lack of conclusive determinations by SARS on tax methodology changes. The employer acknowledged that differences between the Persal and *SAGE300* systems have led to the current tax issues and committed to working with SARS, the Department of National Treasury, and other stakeholders to resolve these matters. A project plan was established, featuring strategic steps such as creating a tax task team, forming a SARS engagement team, and conducting a system evaluation. Key agreements included establishing a project plan, holding bi-weekly progress meetings, and sharing specific evidence related to tax challenges. Additionally, the facilitation process will align with the BMA's National Consultative Bargaining Forum, with terms of reference drafted to guide the process. The next feedback session with the CCMA is scheduled for 26 November 2024.

Members will be kept informed.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact a PSA Provincial Office.

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GENERAL MANAGER