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FOR PSA MEMBERS: **CROSS-BORDER ROADS TRANSPORT AGENCY (CBRTA)**

07-08-2023

Labour Consultative Forum - 4 August 2023

Patterson grading system

The Patterson grading system was the subject of concern raised by the PSA regarding some employees, specifically Cleaners, who had not received job grade confirmation letters. The employer responded that, based on its records, all CBRTA employees had been issued with letters. Both parties agreed that the PSA would provide a list of affected employees within seven days. The employer committed to re-issuing letters to those employees thereafter.

Hybrid working mode

The PSA requested that the employer considers implementing a hybrid working model, enabling employees to work from home on a rotational basis. The employer confirmed that it is reviewing its work flexibility policy and will share it with labour for input once it has completed its due diligence.

Relations between executives and employees

There are serious concerns about the way executives are treating employees, with reports of bullying and harassment. The PSA demanded an end to this culture of executives acting as though they are untouchable and above the law. The employer acknowledged these concerns and promised to bring these up with its superiors, providing feedback during the next meeting.

Payment: Overtime

The PSA raised concerns regarding some employees who submitted claims for overtime payment but have not yet received any payment or explanation from the employer. Both parties have agreed to address this matter through bilateral discussions, with the employer pledging to take the necessary steps to resolve the matter.

Disciplinary cases affecting employees

Regarding disciplinary cases involving employees, the PSA acknowledges the employer's authority to take disciplinary action. However, there have been instances where this authority has been misused for ulterior motives. The employer has taken note of the PSA's concerns and promised to bring up the matter with EXCO and provide updates in the next meeting.

Transparency in selecting new building

The process of choosing a new building involves transparency. The PSA asked the employer when it plans to consult with labour and requested regular updates for employees. The employer replied that it will consult with labour after the board approves the purchase of the new building. Additionally, the CBRTA aims to complete the purchase of the new building by 31 March 2024.

Issuance of letters: Annual increase and performance bonus

The PSA enquired about updates regarding the payment of performance bonuses and the issuance of individual letters. It also asked for information about when employees can expect to receive letters after the annual increase is implemented. The employer acknowledged the need for improvement in these areas and committed to doing better in the future. It also shared that the Board has approved the payment of bonuses, which will be distributed separately from salaries in August owing to previous complaints about tax implications.

Road Transport Inspectors: Provident/pension fund

The PSA requested that the employer helps *Alexander Forbes* to organise a meeting with Road Transport Inspectors who joined CBRTA in April. This meeting would provide an opportunity for the Inspectors to ask questions or address concerns they may have. Fortunately, the employer agreed to this request and committed to assisting in arranging the meeting by the end of August.

Vacant positions

The PSA expressed concern about unfilled positions that are causing strain on members who are forced to constantly stretch themselves. The employer acknowledged the frustration and explained that last year it implemented upgrades on many positions, which were not budgeted for and had to be funded by the compensation of employees. However, the employer has committed to filling critical positions that have been identified.

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

GENERAL MANAGER