



# INFORMUS

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

11-04-2024

## Feedback: CBRTA meeting on salary negotiations for 2024/25 financial year – 8 April 2024

Members will recall that the PSA tabled the following demands on 19 March 2024 after following its mandating process:

- 10.5%-salary increase across-the-board.
- Hybrid working model - ten days of remote working in a month.
- Capping of leave days for employees who are 55 years and above to allow them to sell the leave days when they go on pension.
- 25 study leave days per annum for postgraduate studies.

The employer did not have a mandate to engage in other demands, except the salary demand. It requested the PSA to negotiate on salary increase only and also for parties to defer the other demands to a later stage. The PSA expressed disappointment and reluctantly acceded to the employer's request.

The employer presented an opening offer of a 4.7%-salary increase across-the-board. The employer indicated that it has benchmarked its offer (4.7%) with the Public Service, and employees also get an additional 3% increase on pay progression. The employer indicated that it cannot afford the PSA's demand as it is way above inflation, which is currently sitting at 5.6%. The employer stated that it only generates its income from issuing permits and penalties and does not get any funding from government. The employer mentioned further that it can only increase its tariffs by an inflation-related increase, which is projected at 5%. The PSA rejected the employer's offer of a 4.7%-salary increase, citing the high cost of living amongst others and requested the employer to revise its offer.

After deliberations by parties, the PSA's final demand was 8% and the employer's final offer was 7% for employees on job category A-B and 6% for employees on C1-D2. The employer indicated that it has exhausted its mandate and has nothing more to offer for the salary increase. As a mandate-driven Union, the PSA requested time to consult with its members on the employer's offer and requested to defer other demands to a later date. The employer committed to ensuring that engagements on other demands are concluded by the end of July 2024 because the Minister is in the process of appointing a new board. The term of the current board is ending on 30 April 2024.

**The PSA has sought approval from the employer to have a members' meeting on 12 April 2024 (details of the meeting will be shared after approval is granted) to present the employer's offer and to seek a mandate on the offer. Members are urged to attend the meeting and to participate in the process of providing a mandate to the PSA.**

Members will be updated on developments.

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

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