



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

22-04-2024

## Feedback: Cross-Border Road Transport Agency 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.

Members will recall that the employer did not have a mandate to engage on other demands, except the salary demand. It requested the PSA to negotiate on the salary increase only and for parties to defer the other demands to a later stage. Members were also informed in the previous *Informus* that the employer's final offer on salary increase was as follows:

Category of employee	Employer's final offer
A1-B4	7%
C1-C5	6%
D1-D4	6%

On 12 April 2024, the PSA held a members' meeting to provide feedback on the salary negotiations and to request a mandate on whether to accept or reject the employer's offer. The majority of members voted in favour of accepting the employer's offer. Members also accepted the employer's request to defer the following demands to a later stage:

- 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.

Subsequent to the mandate from members, parties (PSA and the employer) concluded the *attached* single-term collective agreement on 15 April 2024. The salary increment will be implemented on 20 April 2024 with monthly salaries.

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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