



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

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21-07-2025

## Feedback: CBRTA Labour Consultative Forum

### Excessive leave days

The PSA received complaints from members that they were working on Saturdays and paid with days off. As a result, they were forfeiting their annual leave days. The nature of their job also prevented them from using their full leave credit. The PSA demanded that the employer must allow employees to cash out their leave days because of these conditions. The employer noted the PSA's demand and will respond in the next meeting after consultation with its principals.

### Overtime rate

The PSA has noticed that the collective agreement on overtime rates was contrary to the *BCEA*. The *BCEA* provides that the hourly rate for overtime on a Sunday and Public Holiday must be paid double the amount of the employee's normal hourly rate, whilst the collective agreement states that the overtime rate on Sunday and Public Holiday is 1.5 of the amounts of the employee's normal hourly rate. The PSA demanded that the collective agreement be urgently reviewed because it was unlawful to have a collective agreement that is contrary to the *Act*. The PSA further demanded that the employer must address this matter to comply with the *Act* whilst the agreement is reviewed. The employer acceded to the PSA's demand to address this matter in order to comply with the *Act*.

### Danger and Shift Allowances

The PSA demanded an increment on the danger and shift allowances because these have not been increased for some time. The employer noted the PSA's demand and will respond in the next meeting.

### Law enforcement structure

The PSA tabled a demand that the employer should share the current Law Enforcement Structure. There were concerns from members that the structure does not indicate the ranks or titles of employees. The employer stated that it was busy with a review of the organisational structure. The PSA demanded to be consulted on the review of the structure as it will affect employees. The employer acceded to the PSA's demand and will consult the PSA after finalisation of its internal process. Members will be consulted to provide inputs after consultation by the employer has taken place.

### **Acting appointments**

The PSA demanded that appointments on acting in higher positions must be done in compliance with the policy on acting appointments. The PSA has noticed that there are some managers who appoint employees to act without appointment letters. The PSA demanded that this behaviour of the employer must stop. The employer acceded to the demand and requested that employees must report such conduct to the Human Resource Section. Employees are also encouraged to report this conduct of such managers to the PSA.

### **Safety of Law Enforcement Officers**

The PSA raised concern about the safety of the Law Enforcement Officers. The PSA demanded that Officers must be provided with firearms to protect themselves for their safety. Sometimes Officers come across situations that threaten their life and cannot always rely on the SAPS. The employer responded that there is a planned session with Law Enforcement Officers to assess if they were ready to carry firearms. The progress report will be shared by the employer in the next meeting.

### **Medical aid vs medical insurance**

The PSA made the demand that employees be allowed to belong to the medical aid or medical insurance of their choice. The employer stated that the PSA's demand was incorporated in the recent approved policy. The policy will be shared with the PSA and a presentation will be conducted with employees by the employer.

### **Performance bonus**

The PSA requested the employer to pay employees a bonus for their performance and to encourage them to go the extra mile. The employer stated it was still busy with divisional moderations and hoping to finalise the performance process and pay employees before 31 August 2025 after approval granted by the board.

The PSA wants to thank all members for their support and loyalty. The PSA is committed to assisting members with both collective and individual matters.

Employees who want to join the PSA can visit the PSA's website or contact the PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER