



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

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16-04-2026

## Update: CBRTA salary negotiations 2026/27

As members are aware, the PSA is engaged in salary negotiations with the employer for the cost-of-living adjustment and improvement of conditions of employment for CBRTA employees. The meeting took place on 24 March, as previously reported. The PSA tabled demands in pursuit of fair and equitable compensation that reflects the rising cost of living, and prevailing economic conditions. As a mandate-driven Union, the PSA tabled the demands received from members, as follows:

- 6.5% salary increase across-the-board.
- Recognition of improved qualifications
- Maximum payment of grade progression

The employer, however, endeavored to conduct research and a benchmark exercise regarding the demand for recognition of improved qualifications and grade progression. Thus, these demands can be dealt with in a process matter. Further, employees are aware that the Pay Progression Policy provides for a maximum of 3% as a maximum payment for pay progression, leaving the decision to the CEO. The employer indicated that owing to budgetary constraints, it cannot offer 3% for pay progression and could only offer 1.5% for the 2026/27 financial year. The PSA, however, insisted that the employer should consider paying 3%, noting the cost of living. The employer committed to considering this.

Pertaining to demands, the employer tabled a final offer of 5% across-the-board. Members were requested to provide the PSA with a mandate on whether or not to accept the offer of a 5% salary increment and 3% pay progression. Members successfully provided a mandate, and the majority accepted the offer as reflected above. The PSA is pleased to inform members that parties concluded the collective agreement as follows:

- 2026/27 cost-of-living of 5% across-the board, backdated to 1 April 2026.
- Pay progression of 3% for 2026/27 and 1.5% for 2027/28 for qualifying employees.

The PSA is committed to assisting members with collective and individual matters. The PSA thanks members at the CBRTA for their loyalty towards the PSA.

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

Reuben Maleka  
GENERAL MANAGER