



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

25-03-2026

CBRTA salary negotiations - 2026/27: **Urgent mandate required**

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, prevailing economic conditions. As a mandate-driven Union, the PSA tabled the demands received from members, as follows:

- 6.5%-salary increment
- Recognition of improved qualifications
- Maximum payment of grade progression

The employer, however, endeavoured to conduct research and a benchmarking exercise regarding the demand for recognition of improved qualifications. Thus, this demand can be dealt with as a process matter. Further, as employees are aware, the policy provides for 3% as 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 pay progression for the 2026/27-financial year. The PSA, however, insisted that the employer should consider paying 3% pay progression, noting the cost of living. The employer committed to consider this. Pertaining to the salary demands, the employer tabled a final offer of a 5%-salary increment.

Members are requested to provide the PSA mandate on the *attached* form whether to accept the offer of a 5%-salary increment not later than **27 March 2026** to Mahlogedi. ntoampe@cbrta.co.za and motjatji. maila@psa.co.za. The PSA is committed to assisting members with collective and individual matters.

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

Reuben Maleka
GENERAL MANAGER