

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

23-08-2024

Update: CBRTA Labour Consultative Forum (LCF) meeting

The previous *Informus* edition refers (copy available on the PSA website at www.psa.co.za). During the recent meeting, the following issues were discussed:

Deferred demands from salary negotiations

Members will recall that during salary negotiations, the following demands were tabled but deferred for later discussion:

- 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 post-graduate studies.

The employer informed labour that it has benchmarked these demands against practices in other organisations and has compiled a report for the Executive Committee (EXCO). This report, which will serve as the employer's formal response to the PSA's demands, will be shared with labour on 23 August 2024. The employer also indicated that the PSA's demands might be accommodated by incorporating these into relevant policies. As some of these policies are due for review in September 2024, with board approval anticipated in October, the PSA has been invited to provide input in line with these demands.

Hybrid working model: Ten 10 days of remote working per month

It was reported that employer benchmarked this demand with the South African Revenue Service, the Road Accident Fund, and Public Investment Corporation (PIC). It was also reported that the employer currently has a policy on flexi-hours and requested the PSA to provide inputs on this policy to align it with the demands. The PSA has requested a copy of this policy to facilitate member input. Once received, the PSA will immediately call on members to submit their inputs.

Capping of leave days for employees who are 55 years and above to allow them to sell leave days when going on pension

The employer indicated that it could not find any organisation that has a policy that accommodates the PSA's demand. Furthermore, the employer indicated that the report would articulate the employer's

position or response to the demand. The PSA noted the employer's submission and indicated that it will await the report.

25 study leave days per annum for post-graduate studies

It was reported that the employer benchmarked this demand with the Department of Public Service and Administration, the Road Traffic Management Corporation, and the Road Traffic Inspectorate (RTI). EXCO is still reviewing the benchmarking report, which will be shared with labour in due course. The PSA noted this and will await the report.

Banking Officer: Job grading

The employer reported that it had received a collective grievance from Banking Officers who were transferred from the RTI to the CBRTA in April. The grievance concerns equal pay for equal work, as the transferred officers' grading is lower than that of existing Banking Officers at CBRTA. The employer confirmed that the matter is under review and a submission has been sent to the CEO for approval to upgrade the transferred Banking Officers to the same level. Whilst no deadlines were provided, the PSA emphasized the need for this matter to be resolved without delay.

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

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