



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

10-04-2025

## Feedback: CBRTA salary negotiations – 2025/26: **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 service for CBRTA employees. In the process of negotiations, parties engaged and are currently standing in the following positions:

- 10% across-the-board salary increase
- Ten days' leave encashment per annum from the employee's accumulated leave
- R2 500 monthly travelling allowance

The employer responded as follows:

### Cost-of-living offer

The employer proposed a cost-of-living adjustment on a sliding scale, as outlined below, in addition to 3% pay progression for qualifying employees:

Salary level	Cost-of-Living adjustment	Pay progression
A – B	8.5%	+3%
C1 – C5	6%	+3%
D1	6%	+3%
D2	5.5%	+3%
D3	5.5%	+3%
D4	5.5%	+3%
E3	4.3%	+3%

### Other demands

- Ten days' leave encashment: No offer was made by the employer.
- R2 500 travelling allowance: No offer was made by the employer.

The employer indicated that this was its final offer. The PSA noted the response and requested time to consult with members. A hybrid feedback session was held with members on 8 April 2025, during which members were given an opportunity to express their views on whether to accept or reject the employer's offer. Feedback was mixed, with some members supporting the offer and others rejecting it.

### **Electronic voting process**

To ensure that all members, including those who could not attend the meeting, are given an opportunity to participate in the decision-making process, the PSA will open an electronic voting process from **10 April 2025 at 09:00 to 15 April 2025 at 15:00**. All members are encouraged to vote to determine the way forward.

### **Ways to vote**

- **Online:** Use the following link to vote: <https://rb.gy/s99xbu>.
- **SMS:** A voting link will be sent to members via SMS by the PSA.
- **PSA website:** Visit the PSA homepage and click on the "Ballot" button.

### **Important information**

- Each member is entitled to one vote only.
- Non-members may participate after completing a PSA membership application form.

Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

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GENERAL MANAGER