

Update: CBRTA salary negotiations for 2023/24

The PSA tabled a demand of a 10%-salary increase across-the-board, as mandated by members. The employer's opening offer was a 4%-salary increase, which is inclusive of the 3%-pay progression for qualifying employees. The PSA rejected the employer's offer and demanded that the pay progression should not form part of the cost-of-living adjustment because that is a sperate benefit for employees.

The PSA requested the employer to revise its offer. The employer's revised and final offer is as follows:

CATEGORY	JOB GRADE	TOTAL INCREASE	NORMAL INCREASE	PAY PROGRESSION
Lower level	A to B	10%	7%	3%
Officers & Specialists	C1 to C5	9%	6%	3%
Managers & senior specialists	D1 to D2	8%	5%	3%

The PSA noted the employer's revised offer with appreciation but raised concerns regarding the offer. Firstly, the PSA holds the view that pay progression should not form part of the salary increase. Secondly, 16 employees will not get the pay progression as they have reached ceilings of their notches. Thirdly, the very same pay progression will not be received by employees at the same time. Employees will receive the pay progression on their anniversary month of employment at CBRTA, *i.e.*, some employees will receive it in April, others in May, others in June, *etc.* In addition, two categories of employees will receive a normal increase that is below the Consumer Price Index.

The PSA indicated that it is not opposed to a sliding scale, as proposed by the employer, but it has to be accompanied by an incentive to sweeten the offer for it to be acceptable. The PSA demanded that the employer supplements its offer with either a once-off cash bonus of R15 000 for every employee or to grant the pay progression to all employees in April 2023 to address the concerns raised.

The employer noted the PSA's demand and indicated that the demand of a once-off cash bonus is unaffordable and that it cannot give all employees pay progression in April as it will be in contravention of the remuneration and rewards policy (*attached*). However, the employer indicated that it would canvass the demand of the PSA with its board and revert back to the PSA within reasonable time.

Members will be updated on developments.

GENERAL MANAGER