

Update: Proposed new shift system (working hours)

It has come to the PSA's attention that the Department has issued a circular regarding the introduction of a new shift system. The document proposed the following shift patterns:

- Normal shift system: 07:30 to 16:00
- New shift system: First shift (06:00 to 14:00), second shift (14:00 to 22:00) and third shift (22:00 to 06:00).

Members must take note that a dispute in this matter has resulted in Constitutional Court ruling in favour of the PSA in 2017. The Court ordered that the working hours arrangements must first be negotiated with labour at the Departmental Bargaining Chamber (DBC) before implementation.

The PSA condemns the actions of the employer to introduce the new shift system, which is contrary to the *Basic Conditions of Employment Act* and the Public Service Regulations. The PSA objected outright to the introduction of new shift system. Parties deadlocked at the DBC regarding the introduction of the new working hours arrangements and as things stand, the employer is expected to table a revised mandate..

The PSA would first give members an opportunity to provide inputs to any proposal to be made by the employer regarding the new shift system before negotiations can resume. In addition, members are urged not to accept any arrangement to work on Saturdays, in lieu of a day off. Members must ascertain if the overtime payment was pre-approved first. Members will be updated on developments.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER