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FOR PSA MEMBERS: DEPARTMENT OF CORRECTIONAL SERVICES - LIMPOPO

16-08-2024

## Feedback: Limpopo DCS Management Area Labour Forum (MANLAB) - 8 August 2024

Labour had a meeting with Management on 8 August 2024 where the following issues were discussed:

### Ordinary working hours

Members are aware that working hours are regulated by the *Basic Conditions of Employment Act*, which provides, amongst others, that an employee can work up to a maximum of 45 hours per week, structured as nine or eight hours a day over five or six days, respectively. Labour submitted that at Tzaneen, DCS members work for ten hours, including lunch, from 07:00 to 17:00 over a period of 22 days in a month, working for 198 hours a month, which is in excess of 28 hours beyond the 180 days in terms of the provisions of the *Act*. Management responded that officials in Tzaneen work normal hours as regulated by the *Act* and Resolution 2/2009. Labour noted the response and indicated that there is misalignment pertaining to the understanding of both the *Act* and collective agreement with management and thus requested the matter to be deferred to the next Forum meeting to allow research and benchmarking with other correctional centers. Centers that are affected by the abnormal working hours are requested to advise the Office for this to be addressed in the next meeting.

### Filing of vacant posts: Tzaneen Correctional Centre

Labour has noticed a disturbing pattern the employer is following by not filling posts upon the transfer, resignation or even retirement of employees. This overstretches remaining officials who would perform not only their own functions, but also those of the vacated posts. Management indicated that the process of filling vacant posts is still underway and will share the development with labour. Members are encouraged to bring to the attention of their respective shop steward issues that affect their conditions of employment and any other matter of interest to be tabled in the next Labour forum meeting.

The date of the next meeting will be communicated to parties.

The PSA protects members' rights and promotes their interests, as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Provincial Manager at [john.teffo@psa.co.za](mailto:john.teffo@psa.co.za) or WhatsApp 079 513 9856.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / [lawrence.muvhango@psa.co.za](mailto:lawrence.muvhango@psa.co.za) or Paulina Moloto on 082 880 8957 / [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za).

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