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SERVICE EXCELLENCE

FOR PSA MEMBERS: KWAZULU-NATAL (KZN) DEPARTMENT OF TRANSPORT

10-09-2024

Heroic Traffic Officers serve under unique and dangerous conditions

Traffic officers are uniformed personnel appointed with powers under the *Criminal Procedure Act, 51/1977*, and the *Public Service Act* as employees. Their working conditions are unique in the KwaZulu-Natal Department of Transport (KZN DOT), often placing them in life-threatening situations whilst serving citizens.

Many Officers have lost their lives whilst on duty, and it became evident that, unlike other uniformed personnel such as the SAPS, SANDF, and Correctional Services, the Road Transport Inspectorate (RTI) lacked policies or protocols to manage funerals or memorial services for fallen Traffic Officers and the payment of death grants to bereaved families. The need to establish a Bereavement Policy for the RTI was tabled at the RTI Labour Forum and escalated to the KZN DOT Departmental Task Team (DTT) as far back as 2016. Through consultation and negotiation between labour and the employer, a policy was crafted. However, the agreed death grant of R200 000 required cabinet approval, which was delayed by the COVID-19 pandemic.

The Bereavement Policy seemed to have been sidelined, but the PSA reiterated this item at the DTT, emphasising that the Bereavement Policy was a binding resolution. The PSA motivated for the policy to be approved by the Executive Authority with a death grant of R100 000, which did not require cabinet approval. The PSA team, led by Chief Negotiator, Roshan Lil-Ruthan, is pleased to confirm that the Bereavement Policy has finally been approved and signed by the Executive Authority, HOD KZN Transport, JS Mbhele. The implications are clear: Any RTI/PTES Officer who dies in the line of duty will have their beneficiary receive a one-time payment of R100 000. The bereaved family will also receive psychological, administrative, and logistical support from the Department.

This is a significant victory for the PSA and a step forward in honoring the sacrifices by Traffic Officers. Please contact the PSA's Organising/Marketing Officers or full-time shop stewards for more information about the PSA and the procedure to become a member of the Union of Choice. You can reach Xolani Dhlamini on 073 813 9646 / xolani.dhlamini@psa.co.za or Nkosephayo Zulu on 082 880 8994 / nkosephayo.zulu@psa.co.za. Alternatively, you can contact the full-time shop stewards: Earnest Mkhize on 081 016 5028, Nondumiso Mvubu on 081 016 5024, Jabulani Bukhosi on 063 737 8498, Sthembile Ngcobo on 081 016 5085 or Nkosinathi Thwala on 081 016 4923.

For each new member you recruit, you will receive R107!

Reuben Maleka
GENERAL MANAGER