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FOR PSA MEMBERS: KWAZULU-NATAL DEPARTMENT OF TRANSPORT

17-12-2024

Resolute action against the Employer's unlawful practices

PSA engages Department of Transport KZN at a special GPSSBC KZN meeting

On 11 December 2024, the PSA engaged the employer at the Special GPSSBC KZN meeting, chaired by General Secretary Ms. Sharlaine Oodit. The PSA firmly outlined its demands and condemned the conduct of the Department of Transport KZN. Despite the gravity of the concerns raised, the employer demonstrated a blatant lack of serious concern for the issues affecting employees.

Call for disbandment of the Departmental Task Team

In light of the employer's dismissive attitude, the PSA successfully called for the disbandment of the Departmental Task Team (DTT). As the majority union within the GPSSBC, the PSA formalised this decision, ensuring that all agenda items from the DTT will now be addressed within the Chamber. This move reinforces accountability and transparency in resolving critical labour issues.

Rejection of Employer's delay and intransigence

The employer's unwillingness to address matters of mutual interest until January 2025 was met with strong opposition from the PSA. This delay perpetuates unilateral actions and disregards the rights of workers. The PSA categorically rejected this approach, emphasising that workers cannot remain at the mercy of the employer's intransigence.

Condemnation of unlawful overtime demands

The PSA condemned the employer's autocratic enforcement of unreasonable overtime hours on dedicated traffic officers. Threats suggesting officers must either comply with these demands or stay at home are draconian and dismissive of workers' rights. Such punitive measures undermine both public safety and the dignity of employees, further alienating the workforce.

Unsafe patrols and BCEA violations

The employer's instruction for CPI officers to patrol alone directly violates safety regulations, endangering lives and contravening the patrol rule of crewing. Additionally, the imposition of irregular working hours breaches BCEA standards, rendering these directives both unlawful and unethical. The PSA maintains that patrols must align with recognised shifts and safety requirements.

Contradictory Overtime Policy Undermines Public Safety

The employer's assertion that overtime is non-compulsory contradicts its responsibility to reduce road carnage and fatalities. This stance undermines the MEC's public commitment to improving safety and highlights the employer's disregard for critical safety priorities.

PSA's demand for *Status Quo Ante*

The PSA demands the immediate reinstatement of the *status quo ante*, where normal shifts and rosters are upheld as agreed with employee participation. The current unilateral changes are unlawful and must be rescinded immediately to safeguard worker rights and operational integrity.

PSA's commitment to justice and worker safety

The PSA reiterates its unwavering commitment to protecting its members from unlawful practices. The association will continue to take all necessary steps to ensure that justice prevails and that the rights and safety of workers remain paramount.

All urgent matters will be addressed in the next meeting after 26 January 2025. The PSA remains resolute in holding the employer accountable and ensuring fair treatment for all members.

For more information, contact Roshan Lil-Ruthan at 0564 or roshan.lil-ruthan@psa.co.za.

To join the PSA, please contact PSA provincial organisers or full-time shop stewards: Xolani Dhlamini - 073 813 9646 / xolani.dhlamini@psa.co.za, or Nkosephayo Zulu - 082 880 8994 / nkosephayo.zulu@psa.co.za. Alternatively, you can contact the full-time shop stewards: Ernest Mkhize - 081 016 5028, Nondumiso Mvubu - 081 016 5024, Jabulani Bukhosi - 063 737 8498, or Sthembile Ngcobo - 081 016 5085, Nkosinathi Thwala on 081 016 4923.

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GENERAL MANAGER