



FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF TRANSPORT AND COMMUNITY SAFETY

18-02-2025

Limpopo GPSSBC special Chamber meeting 12 February 2025: PSA Intervention halts employer's plans to implement 24/7-shift system for Traffic Officers by 1 April 2025

Members will recall that the PSA requested an urgent special Chamber meeting after learning of the employer's intention to implement a 24/7-shift system for Traffic Officers, effective from 1 April 2025, in an attempt to reduce annual overtime expenditure by approximately R7 million, which would enable it to recruit more law enforcement officers.

The employer claimed that the decision was made nationally, mandating provinces to implement a 24/7-shift system. The PSA pointed out that during a MANLAB meeting in December 2024, the employer was advised that proper consultation with employees and organised labour was necessary before unilaterally implementing a shift system that would affect terms and conditions of employment. Moreover, the matter needed to be discussed at the Provincial Bargaining Chamber. Despite agreeing to and inviting labour to meetings in each district, the employer did not attend its own scheduled consultative meetings, leaving only the PSA in attendance.

Apart from the fact that there had been no prior consultation on the proposed shift system, the PSA raised several concerns regarding its implementation: The lack of resources is a significant challenge, as the Department does not have enough resources such as vehicles, firearms, bulletproof vests, cell phones, or torches, and many vehicles are not roadworthy. Additionally, some roads are not busy enough to justify 24-hour services.

The employer acknowledged the PSA's presentation and agreed that the shift system would not be implemented without proper consultations. The employer committed to consulting with officials in all five districts in the province and providing feedback to the Bargaining Chamber on or before 1 April 2025. The PSA is a mandate-driven organisation and would therefore appreciate to hear Traffic Officer members' views regarding the intended shift system. Please send any comments or inputs to deidre.reynecke@psa.co.za by no later than **31 March 2025**.

Members will be informed of developments.

The PSA will do everything in the Union's power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the acting PSA Provincial Manager at phillip.maponya@psa.co.za.

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

Reuben Maleka
GENERAL MANAGER