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FOR PSA MEMBERS: **GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC) - KWAZULU NATAL**

17-12-2024

## PSA's formal meeting with Department of Transport KZN at Special GPSSBC KZN meeting

On 11 December 2024, the PSA formally met with the employer at the Special meeting of the GPSSBC KZN, chaired by the General Secretary: General Public Service Sectoral Bargaining Council. The PSA presented its demands and highlighted the conduct of the employer in the Department of Transport in KZN.

### Employer's lack of serious concern

Despite the issues raised, the employer showed no serious concern. Consequently, the PSA called for the disbandment of the Transport KZN Departmental Task Team (DTT). As the majority Union within the GPSSBC, this decision was formalised. All agenda items from the DTT will now be served on the agenda of the Chamber.

### Employer's intransigence

The employer's clear intransigence led to this stance. On the critical matter of failing to consult on mutual interests, the employer was unwilling to discuss the issues until January. The PSA rejected this delay, as it would mean the continuation of unilateral actions without consultation. The recent statements and actions taken by the employer representative concerning the enforced, unilateral overtime hours imposed on PSA members, who are dedicated Traffic Officers, have reference. The assertion that PSA members must either accept these autocratic and unreasonable overtime demands or stay at home is not only draconian but entirely dismisses the fundamental rights and well-being of the workforce. Such actions are indicative of a punitive approach rather than one aimed at improving public safety and reducing road carnage.

Traffic officers are committed to their roles and the safety of the public. They deserve respect and fair treatment, not threats and coercion. The PSA stands firmly against any attempts to undermine the dignity and rights of the PSA members. The PSA will not tolerate any actions that seek to penalise dedicated officers for standing up against unfair labour practices. This issue goes beyond mere labour disputes; it touches on the core principles of fairness, respect, and the lawful rights of employees. The PSA calls upon the employer to reconsider this heavy-handed stance and engage in meaningful dialogue to reach an equitable solution that respects the rights and contributions of Traffic Officers. The PSA remain steadfast in its support to its members and will continue to fight for their rights and fair treatment in the

workplace. The PSA will take all necessary steps to ensure that justice prevails and that our members are protected from such autocratic decisions.

### Unlawful shift changes and unsafe patrols

The PSA formally recorded that the department's actions are not aimed at saving lives or reducing road carnage. The employer's stubbornness will lead the PSA to inform its members that the change to a 24-hour shift is unlawful. There are only two recognised shifts: Monday to Friday from 6 am to 2 pm and 2 pm to 10 pm, with weekends entirely as overtime. Normal rosters and plans as previously developed by stations and regions with full participation of employees, must be reverted to. The PSA also condemned the employer's instruction for CPI to patrol alone, which is unsafe and against the patrol rule of crewing. Additionally, CPI was instructed to work irregular hours, contrary to *BCEA* limitations and safety requirements. The employer's lack of mandate makes these instructions unlawful and irregular.

### Employer's contradictory stance on overtime

The employer claimed that overtime was not compulsory, and that staff could choose not to be available. This contradicts the priority of saving lives and reducing road carnage. The PSA expressed concern that the employer's attitude undermines the MEC's recent press statement on reducing fatalities and serious accidents.

### Conclusion

The PSA reiterates that the employer's instructions are unlawful and that the normal shifts or *status quo ante* must apply. The PSA remains committed to protecting its members' rights and ensuring their safety. All other urgent matters will be before the first meeting after 26 January 2025.

Reuben Maleka  
GENERAL MANAGER