



FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES (DCS)**

06-01-2025

Shift pattern/system in the Department of Correctional Services

The Department of Correctional Services (DCS) currently operates on a 7-day shift establishment. On 3 January 2024, the employer invited the PSA to a bilateral meeting to propose introducing a 12x2 shift system (12 days for 9 hours with 2 days' rest) on a pilot basis. Under this system, employees would work 9-hour shifts per day.

According to the employer, the proposal is driven by staff shortages and financial constraints. The aim is to utilise the existing staff complement more effectively while also reducing operational costs. The employer plans to pilot the 12x2 shift system at Durban Medium A & B, Losperfontein, and Pietermaritzburg Medium A Correctional Centers. This pilot project was scheduled to run from January 2025 to April 2025, allowing the Department to assess the feasibility of the system. However, the start date of the pilot has been suspended subject to the finalisation of consultation with organised labour on this matter.

The PSA has raised concerns about the proposed shift system and has requested that the matter be formally tabled at the Bargaining Chamber for proper consultation and discussions. The PSA is committed to thoroughly analysing the employer's presentation and will circulate the document to members for their review and input.

Members are encouraged to carefully review the *attached* presentation and provide feedback to the PSA by 31 January 2025 to prince.mthombeni@psa.co.za. Your contributions are critical in shaping the PSA's position during the Bargaining Chamber discussions, ensuring that the interests of all employees are effectively represented.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER