

KZN DoT Non-Payment of Overtime to Road Traffic Inspectors: PSA Demands Urgent Intervention

The Public Servants Association (PSA) is extremely concerned about the KwaZulu-Natal Department of Transport's non-payment of overtime to Road Traffic Inspectors in December 2025 and January 2026.

Officers were rostered to work overtime and additional hours at the explicit request of the employer and were not informed about budget constraints. Road Traffic Inspectors play a critical role in ensuring road safety, particularly during peak periods such as the festive season and the start of the new year. These periods are associated with increased traffic, higher accident risks, speeding, and drunk driving, which is why Inspectors were deployed to protect the public and enforce traffic legislation.

The non-payment of overtime directly affects the constitutional and statutory rights of employees as they have the right to fair labour practices as enshrined in section 23 of the Constitution. This principle is further reinforced by the Basic Conditions of Employment Act, which regulates working hours, overtime, and remuneration. When overtime has been authorised, performed, and duly recorded, employees are legally entitled to be compensated in accordance with applicable legislation, collective bargaining agreements or departmental policies.

The failure to pay overtime earned during the festive season has put employees in a financially vulnerable position, particularly given the increased cost of living. The employer created an expectation that they would be compensated. Overtime is not a luxury but a benefit that can meet basic household needs. Delayed or unpaid overtime can result in emotional distress.

The PSA urges the Department to maintain its ethical and legal duty by ensuring that employees are remunerated accurately and timeously for work performed. Overtime must be properly budgeted for, processed, paid according to agreed timeframes, with transparent communication with employees and organised labour should there be delays or challenges in comply with Public Service Regulations.

The PSA wrote a letter to the Head of Department (HOD), requesting urgent intervention. The PSA secured a meeting with the HOD on 23 February 2026 at 12:30 where the Union will raise the non-payment of overtime as the employer must respect the rights of employees at the frontline of public safety.

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