

FOR PSA MEMBERS: KWAZULU-NATAL DEPARTMENT OF TRANSPORT

11-02-2020

Feedback: Bilateral meeting with employer: Road Traffic Inspectorate (RTI)

The PSA requested a bilateral meeting with the employer following concerns raised by members about the challenges they are facing at their workplace. The meeting was held on 7 February 2020 and the following issues were discussed:

Inconsistency: Allocation of overtime

The PSA registered members' complaints on the bias of the employer with the allocation of overtime that need to be address urgently. The employer indicated to the PSA that it is aligning allocation of overtime for all stations in line with the Department's overtime policy, DPSA circular and the *Basic Conditions of Employment Act*. It undertook to attend to the concerns and provide feedback at the next meeting to be held on 20 February 2020.

Requiring officers on standby to use hours allocated for overtime when responding to accidents

The employer agreed in principle not to use allocated yearly overtime for standby in response to accidents.

Instability owing to changes of station commanders at certain stations

The PSA raised concerns on the instability at different stations owing to the practice of deployment of acting stations commanders with different management leadership style. The employer committed to filling all vacancies for stations commanders across KwaZulu-Natal by 30 April 2020. The PSA will monitor this process and report to members.

Delays in filling of vacant positions

The PSA raised members' concerns on the delays by the Department in the filling of vacant positions across stations in KwaZulu-Natal. The employer committed to fill vacant positions by 30 April 2020.

The PSA depends on members to raise issues relating to rights/collective for the Union to be able to address these with the employer. Members are therefore encouraged to forward any rights/collective issues through the shop steward to cereze.strauss@psa.co.za.

GENERAL MANAGER