

FOR PSA MEMBERS: NORTHERN CAPE DEPARTMENT OF TRANSPORT, SAFETY AND LIAISON

17-07-2020

Update: COVID-19

Members are herewith informed that frontline workers have been granted special treatment regarding overtime work and pay for work of overtime. This applies to those employees who may work beyond the allotted 30 percent threshold. Regulations 49 (1) (c) of the Public Service Regulations provides that *“the monthly compensation for overtime constitutes less than 30 percent of the employee’s monthly salary or the limitation determined by the Minister, whichever is the lesser”*. This Regulation thus puts a cap of overtime compensation to the maximum of 30% of employee’s basic salary.

According to DPSA Circular 7/2020 section 8.3.1 and 8.3.2 the cap of overtime compensation to the maximum of 30% of employee’s basic salary is nullified. Employees in the Department of Health, Home Affairs, and Transport who work overtime must be paid 100 percent for all overtime worked without capping. This is to accommodate employees, in the mentioned departments who work beyond the scope of hours in recognition of the capping provision by DPSA Regulations, to be paid 100 percent for overtime worked.

Clause 2.6.12 of DPSA Circular 7/2020, directs that budget reprioritisation be facilitated for funding to deal with COVID-19 holistically. Since the inception of the lockdown on 27 March 2020, all frontline workers took up the reins to ensure that the COVID-19 imperatives are met. Traffic officials are those who were in the forefront especially with the closure of borders and general policing within their scope. The Department of Transport, Safety and Liaison in the Province, instructed its traffic officials to man border posts, along with the SAPS on a 24-hour basis. The PSA notes that overtime payment for March and April was duly paid, but the PSA is concerned that overtime payment for May and June were rejected by the HOD of DTSL. The HOD contends that officials never were on duty over the weekends. Members have evidence that they were on duty following instructions given to them. This is indicative of poor management and a lack of communication. The PSA calls on the HOD to not penalize frontline workers because of the departments’ poor management and communication.

The PSA encourages traffic officials to continue with their duties. This failure to implement DPSA circular 7/2020 will be reported to the Director General of the Province. Affected members are advised to lodge individual grievances for ultimate dispute resolution if all else fails. Members are herewith encouraged to contact the following PSA employees for any further direction regarding the overtime payment: Russle: 0828837563. Eugene 0762892849 or Neo 0828808982.

GENERAL MANAGER

