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SERVICE EXCELLENCE

FOR PSA MEMBERS: **GAUTENG DEPARTMENT OF COMMUNITY SAFETY**

25-05-2023

Update: Implementation of 24/7-Shift System for Traffic Law Enforcement

Members are aware that the employer implemented new shifts for Traffic Law Enforcement Officers without consulting with the PSA. The PSA demanded a meeting with the employer. Unfortunately, the meeting did not yield any positive results as the employer was adamant that it will continue with the implementation.

The PSA warned the employer that its action constitutes a unilateral change to the terms and conditions of employment for employees. With no response from the employer, the PSA filed a dispute with the GPSSBC pertaining to the unilateral change to terms and conditions of employment. The matter has been set down for conciliation on 29 May 2023 at 10:00.

Members were advised at the time to comply with the new shift system whilst the PSA attends to the matter to avoid any disciplinary proceedings or the application of 'no-work, no-pay' being instituted by the employer. The dispute by the PSA has prompted the employer to suspend the implementation, although no official communication was issued in this regard. The PSA will request an official circular to be issued to all employees, indicating that the new shift system has been suspended.

The PSA implores the employer to settle this matter instead of resorting to a dispute process.

Members will be informed of developments.

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

GENERAL MANAGER