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SERVICE EXCELLENCE

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

20-04-2023

Implementation: 24/7 Shift System for Traffic Law Enforcement from 1 April 2023

The PSA has noted the communication by the employer as received from members, including the requirement to relinquish state vehicles and firearms where members are not compliant with the new shift system. The PSA also became aware of the communication by the Department on 19 April 2023, stating that members who are not compliant with the new shift system will be subjected to no-work, no-pay, and the use of state vehicles without authorisation is prohibited.

The PSA is currently seeking legal advice to reverse the unilateral implementation of the new shift system. The PSA has also been in contact with the GPSSBC regarding the dispute declared to either fastback the facilitation process or give the PSA the go-ahead to explore the legal means available to it. The PSA is committed to assist members and ensure that the current shift system is reversed or abolished. The PSA has also requested an urgent meeting with the MEC to resolve the unilateral implementation by the employer and the date is awaited.

The PSA has considered the legal implications for member not complying with the new shift system and non-compliance by members will leave members in a worse financial position and open to disciplinary action.

The PSA advises members, in the interim, to comply with the unilateral implementation of the new shift system whilst the PSA pursues all avenues available to reverse the unilateral implementation.

Members will be informed of developments.

GENERAL MANAGER