

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

03-04-2023

Update: Implementation of 24/7-shift system for Traffic Law Enforcement with effect from 1 April 2023

The PSA wishes to place it on record that the internal Memo by the HOD, Ms Nontsikelelo Sisulu, issued on 28 March 2023 is factually incorrect and misleading. There is only one process for consultation with labour that is lawful and regulated by GPSSBC Resolution 1/2012, which takes place at the GPSSBC Gauteng Chamber. The PSA refused to be consulted on a serious matter of changing of working hours outside the lawful regulated structure, which is the GPSSBC Chamber, and informed the Department that it must submit the agenda item according to the required process in the Resolution governing the Chamber.

Ultimately, the agenda item was submitted to the Chamber in July 2022. Following the submission of the agenda item, the Department wanted to engage and consult the PSA in the Departmental Standing Committee. The PSA refused and informed the Department that the only structure recognised by law is the Chamber. A dispute was lodged and on 2 August 2022 the GPSSBC ruled in favour of labour that the matter must be discussed in the GPSSBC Chamber in accordance with GPSSBC Resolution 1/2012. Following the ruling, the Chamber formed a task team in accordance with GPSSBC Resolution 1/2012. The Department, at a later date, submitted draft terms of reference for the task team to discuss the 24/7-shift system for Traffic Law Enforcement, which was to be discussed on 28 October 2022. On 28 October 2022, the Department requested postponement of the already agreed meeting.

The GPSSBC Chamber scheduled another special meeting for deliberation of the 24/7-shift system for Traffic Law Enforcement for 2 December 2022. On 2 December 2022 in the GPSSBC Chamber, the Department informed the meeting that it is withdrawing the agenda item on the 24/7-shift system for Traffic Law Enforcement and is going ahead with implementation. On 5 December 2022, the PSA declared a dispute with the Chamber regarding this unilateral implementation. The GPSSBC set the date for the facilitation process between labour and the Department for 18 January 2023 and subsequently, 13 February 2023. The Department has blatantly refused to come on board for the facilitation process. The Department has failed to comply with the legal framework from the onset of its intention to consult and after it complied, failed to begin with consultation. The Department is mischievous because it is refusing to engage and consult with the PSA.

Way forward

The PSA is against the unilateral implementation of the 24/7-shift system for Traffic Law Enforcement and

is following up with the GPSSBC to fast track the process of facilitation that will lead to a formal dispute process to challenge the implementation.

Members will be updated on developments.

GENERAL MANAGER