

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF EDUCATION

25-07-2023

## Payment of night-shift allowance: Rivoni Special School

The PSA was alerted that employees at Rivoni Special School in Vhembe West District are not paid a night-shift allowance although they are expected to work at night. It was established that they were appointed in 2018 wherein as part of the terms and conditions of employment, their working hours were from 07:30 to 16:30. With Rivoni being a special school, it has a hostel and learners need to be taken care of overnight and the principal engaged employees to assist with guarding the children at night. The principal understood that employees cannot render service without remuneration and resolved to pay them a night allowance until recently when the Department stopped this.

It is shocking that the Department stopped the payment of the night allowance without addressing the need to have employees who would take care of learners at night. Upon engagement with the school principal and circuit manager, the PSA was informed that the night allowance was stopped because it was not covered by the policy. The stance of the Department creates a problem for employees as the employer is adamant that they cannot be paid outside of the policy as they are employed as day workers and not to do any night work although the same employer requested them to assist at night.

Whilst the PSA is concerned about the safety and wellbeing of the learners, it is equally concerned about the injustices against the employees who find themselves rendering a service to the employer without any form of remuneration. The circuit manager indicated that there is nothing they can do as they cannot keep submitting claims for night-shift allowance whilst the district is continuously rejecting these. The PSA will engage with the District Director, failing which, the HoD will be engaged. The PSA will also advise the employees to work in accordance with their contract, meaning that they should not do any work at night as they are not employed as shift workers. The employer has the option to either reinstate the payment of night-shift allowance or employ new employees who will be responsible for night shift whilst the employees who are employed to work during office times should continue to do so.

If there are other employees who are working night shift and on weekends without compensation and against their contract of employment, they should immediately contact Queen Seema at [queen.seema@psa.co.za](mailto:queen.seema@psa.co.za) to enable prompt intervention.

Members will be informed of developments.

GENERAL MANAGER