

FOR PSA MEMBERS: **WESTERN CAPE DEPARTMENT OF TRANSPORT AND PUBLIC WORKS**

29-03-2023

## Update: 8-hour shift system – Provincial Traffic

A GPSSBC Chamber meeting was held on 24 March 2023 to discuss the 8-hour shift system. Whilst the 8-hour shift system was the practice in the past, it was changed with operational demands during COVID-19 and a 12-hour shift system was implemented. This was to safeguard staff during the pandemic.

The employer has confirmed that post COVID-19, it will revert back to the 8-hour shift system. The matter was discussed at the multilateral forum for Traffic. An agreement could not be reached and the matter was tabled at the GPSSBC Chamber for the Western Cape. The employer, in the meantime, went ahead and confirmed that 8-hour shifts will be implemented on 27 March 2023. The PSA raised concerns as received from members, *i.e.*, the 8-hour shift system has a severe effect on employees and is debilitating in the workplace for the following reasons:

- The system is draining
- Less rest days
- No personal life
- Four to five night shifts in a row
- Shifts end at 06:00 and the next shift starts at 13:30
- Implementation is to be halted until a roster, considering all concerns, is finalised.

The employer stated that inputs and concerns were requested when the roster was composed. It also indicated that it is running a 168-hour roster whilst the *Basic Conditions of Employment Act* allows for 160 hours.

Since no agreement could be reached, it was agreed in the Chamber that a mediator would be appointed to facilitate the dispute. Please note that mediation is not a process of adjudication but merely facilitation to try and reach a settlement. The Secretariat of the Chamber will revert to labour. Members will be informed of developments.

GENERAL MANAGER