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FOR PSA MEMBERS: **WESTERN CAPE - GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)**

30-05-2023

## Update: Department of Mobility - GPSSBC facilitation meeting - 26 May 2023

The Department of Mobility unilaterally implemented a change in shift rosters for members employed as Provincial Traffic Officials. The matter was referred to the GPSSBC, but no resolution could be reached. The GPSSBC arranged for facilitation, which the General Secretary chaired, to discuss the 8-hour shift system versus the 12-hour shift system.

The PSA emphasized the severe impact of the 8-hour shift system and the detrimental effect it has on members. The PSA highlighted the effectiveness of a 12-hour system as follows:

- During 2021/22 and 2023 fatalities dropped with almost 50%. The Western Cape made history as this was a massive decline.
- The Premier the officers for outstanding work.
- The MEC confirmed service excellence in a letter.
- Visibility and productivity were enhanced enormously.
- Members had adequate rest days.
- During Easter weekend, fatalities decreased with 34%.

The PSA requested the employer to explain why doctors, nurses, paramedics, and SAPS are all on a 12-hour system, but traffic officials are not. The employer indicated that the administrative and organisational burden does not allow for a 12-hour shift. The PSA reiterated that all other departments managed their administrative and organisational needs and therefore 12-hour shifts can also be re-implemented for members.

The PSA furthermore strongly relied on the relevant authorities stating the golden thread throughout, which is that it is imperative to provide enough rest days for employees' physical and emotional health as well as family lives. The other unions supported the PSA. Consultation meetings have been scheduled for 6 and 20 June 2023. Members will be informed of developments.

GENERAL MANAGER