



FOR PSA MEMBERS **KWAZULU-NATAL DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

06-10-2026

Payment of outstanding overtime claims: Food-and-Mouth Disease vaccination campaign

Department: KwaZulu-Natal Department of Agriculture and Rural Development

Directorate: Veterinary Services

Affected Officials: Animal Health Technicians, State Veterinarians, Control Animal Health Technicians, Veterinary Technologists, and Veterinary Public Health Officers.

The PSA is acting on behalf of members regarding outstanding overtime claims arising from the Foot-and-Mouth Disease (FMD) vaccination campaign in KwaZulu-Natal. The campaign commenced on 26 February 2026 and required officials to work extended hours, including weekends and consecutive days, often from approximately 05:30 to 18:30. Members have reported that overtime worked since the commencement of the campaign has not been paid and that there has been uncertainty regarding the submission and approval of overtime claims.

The PSA has requested that the Department urgently clarify:

- The applicable overtime policy and rates.
- The procedure and forms for recording and submitting overtime.
- How overtime worked since 26 February 2026 should be claimed.
- The process and timeframe for payment of outstanding overtime.
- Arrangements for recording and approving overtime during remaining vaccination campaigns.

Special DMLC meeting

The PSA has engaged the Department regarding this matter, and the Department has convened a Special Departmental Management Labour Committee (DMLC) meeting scheduled for 9 October 2026 to discuss outstanding overtime claims. The PSA will raise the concerns of affected members at the DMLC and will provide members with an update following the meeting, including any agreed outcomes or further instructions. Given the ongoing vaccination campaign and upcoming activities in uMzinyathi District, the PSA has requested that the matter be treated as urgent to ensure that overtime is properly authorised, recorded, processed, and paid going forward.

Members requiring further information or assistance can contact the PSA Labour Relations Officer at the PSA Provincial Office in Pietermaritzburg at mbongeni.mbanjwa@psa.co.za / 082 880 8966 / 033 392 7600.

Reuben Maleka
GENERAL SECRETARY