

**prasa**

PASSENGER RAIL AGENCY  
OF SOUTH AFRICA

## ROTATIONAL SHIFT SYSTEM FRAMEWORK





The parties (PRASA Management, SATAWU, and UTATU) re – affirm their commitment to effect operational changes in order to:

- (a) Ensure the long term growth and viability of the organisation (PRASA and PRASA Rail [Metrorail, Mainline, and Luxrail]).
- (b) Improve operational efficiency through the introduction of a Rotational Shift System

### 1. Principles and Objectives

The parties commit themselves to the following:

- 1.1 that the viability of the business depends upon both modernization and innovation.
- 1.2 that the Rotational Shift System in the Business will improve operating performance, service delivery and implementation of our mandate.
- 1.3 that the current hours of work in the different operational departments will remain the same and will only be revised after conclusion of the BCEA negotiations.

*Chuma F.M.*    

---

1.4 that while not departing from the letter and spirit of this agreement, recognize that there may be a need for separate agreements resulting from the implementation of the new shift systems and rosters.

1.5 Parties acknowledge that some operational departments already have rotational shift system in place whilst others are on a straight shifts.

1.6 that the shift systems will vary from region to region and department to department depending on the business operational requirements.

1.7 that the rotational shift systems should take into consideration the health and safety of employees.

## 2. Rotational Shift System




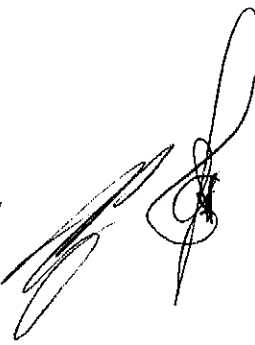

The parties Understand and commit themselves to the following:

2.1 Parties will negotiate and agree upon the Rotational Shift System Framework at a national level;

2.2 Shift patterns, including straight shift rosters, shall be consulted with shop stewards of recognized trade unions at the Regional level;

2.3 The final decision regarding the actual rostering is that of the Company, with consultation on the actual shifts and Rosters taking place between Management and shop stewards at a Regional level;

2.4 Should the need arise the national team shall form part of the engagement at a Regional Level and where appropriate intervene in the resolution of dispute at the regional level;

Clark FMS      2

2.5 Introduction of Rotational Shift System in accordance with the operational requirements will include amongst others the following:

2.5.1 Three shift system

2.6 The business will implement in its Rail Division the Rotational shift System (e.g. Three Shift System) in but not limited to the following operational Departments:

2.6.1 Technical and Maintenance Employees

2.6.2 Engineering Services (Technical Grades)

2.6.3 Train Operations

2.6.4 Customer Services;

2.6.5 Onboard Services

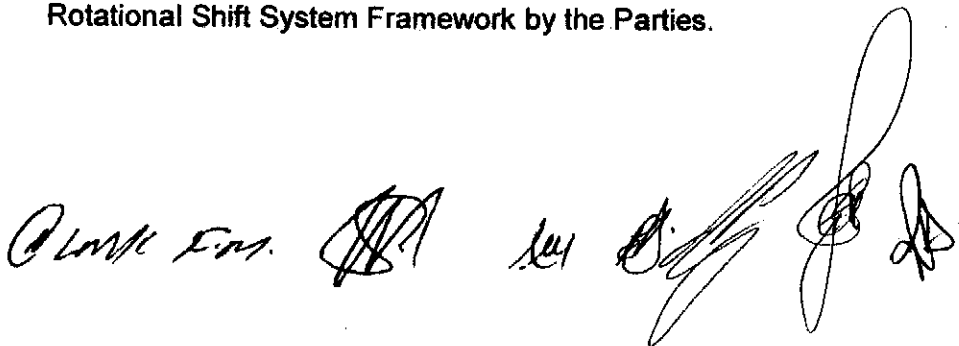
2.6.6 Protection and Related Services.

### 3. APPLICABILITY AND CONDITIONS

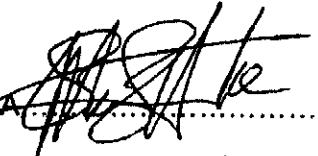
3.1 This Framework will be applicable to all employees of PRASA and PRASA Rail within its operational departments.

### 4. GENERAL


4.1 The Rotational Shift System will be implemented upon the signing of the Rotational Shift System Framework by the Parties.

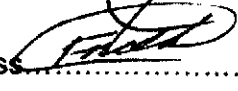


Signed in Tshwane on the 16<sup>th</sup> of December 2010.

PRASA 

Witness 

SATAWU 

Witness 

Signed in Braamfontein at Shosholozza Meyl  
on the 7<sup>th</sup> of May 2012

UTATU 

Witness 

Witness 

Witness 