



Road Traffic
Management Corporation

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The Road Traffic Management Corporation (RTMC)
is an Agency of The Department of Transport and a
Member of the United Nations Road Safety Collaboration

PRESS RELEASE

To : All News Editors

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Attention: News Reporters / Transport Reporters / Newswires

COMMISSION FOR CONCILIATION MEDIATION AND ARBITRATION DISMISSES CLAIMS OF UNFAIR LABOUR PRACTICE AGAINST THE ROAD TRAFFIC MANAGEMENT CORPORATION

PRETORIA: The Commission for Conciliation Mediation and Arbitration (CCMA) has dismissed a bid by members of the National Traffic Police to overturn the appointment of senior inspectors by the Road Traffic Management Corporation.

About 17 members had challenged the appointment of senior inspectors on the basis that the appointment was procedurally unfair and the advertisement calling for applications for the positions was misleading because it failed to stipulate that it was aimed at the recruitment of senior inspectors.

The appointment of senior inspectors was made in 2015 following a recruitment process that started in the preceding year.

In an arbitration award handed down last week, the CCMA commissioner said: "the case of the applicants was rather opportunistic".



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Board of Directors: Mr Z Majavu CD(SA) (Chairman), Ms P Manqele, Ms T Mdlulwa, Ms D Ewertse
Mr T Kgomo, Prof. M Mphahlele, Ms T Thankge, Dr E Thebe, Mr J Motsatsing*
Chief Executive Officer: Advocate MS Msibi
Company Secretary: Ms S Petse
**Departmental Representative*

“I find that there is no evidence that the applicants were subjected to an unfair labour practise as described in section 186 (2)(a) of the (Labour Relations) Act and therefore the applicant’s claim before the CCMA must fail,” the commissioner said.

She found that none of the applicants met the minimum requirement set in the advertisement of having successfully completed at least either the examiner of vehicles or the examiner of driver’s licence programme.

“The fact that a qualification or registration was not obtained at the closing date of the advertisement mean the applicants did not meet all inherent requirements of the position,” the commissioner pointed out.

The commissioner also found that failure to explicitly state in the heading of the advert that the recruitment was aimed at senior inspectors does not constitute an unfair labour practice.

The RTMC welcomes the decision of the CCMA and hopes that the matter will now be laid to rest. The Corporation is committed to fair and transparent labour practices and will always ensure that its recruitment practices are in line the Labour Relations Act.

ENDS

ISSUED BY: THE ROAD TRAFFIC MANAGEMENT CORPORATION (RTMC)

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