

<b>MEDIA RELEASE</b>	PSA calls for urgent intervention by Gauteng Premier to stop bullying and intimidation at Tembisa Hospital
<b>DATE</b>	28 July 2025
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The Public Servants Association (PSA) urgently calls on the Gauteng Premier to intervene at Tembisa Provincial Tertiary Hospital, where bullying of employees, intimidation of union representatives, and a blatant disregard for labour laws continue unchecked.

The PSA has received numerous reports from employees and Union representatives, highlighting widespread unfair labour practices at the Hospital. These include unilateral decisions affecting terms and conditions of employment, intimidation of union representatives, and management's refusal to engage in proper consultation processes.

In a meeting with organised labour in April 2025, following two fire incidents at the Hospital, management proposed the redeployment of certain employees to facilities, including Steve Biko Academic Hospital, Tambo Memorial Hospital, Kalafong Hospital, and Edenvale Hospital. Organised labour did not oppose redeployment in principle but requested a proper consultation process to ensure a smooth and fair transition. Despite this, the Hospital's management proceeded to instruct doctors to report to these hospitals without further consultation or agreement, violating section 64(4) of the *Labour Relations Act*. This section prohibits unilateral changes to employees' terms and conditions of employment without consent, especially critical when changes affect the work location as per the *Basic Conditions of Employment Act*.

In correspondence to the Director-General in the Office of the Premier, the PSA outlined that 22 doctors are being forced to report for duty at other hospitals, even though no clause in their contracts allows for such multi-site deployment. Those who questioned these unlawful instructions were issued final written warnings, an act the PSA views as coercive and bullying in nature. The PSA is extremely concerned about the growing pattern of hostility towards union activity at Tembisa Hospital. After the fire incidents, management compelled employees to work in unsafe environments in the absence of compliance certificates from the Department of Employment and Labour regarding building safety and air quality. When employees raised concerns and sought union support, a shop steward of one of the unions was placed on precautionary suspension. A PSA shop steward who was defending doctors against unlawful redeployment, is facing disciplinary action on false allegations of instigating an illegal work stoppage. At no point did the PSA or any other union call for a strike.

These retaliatory actions are baseless and appear to be a deliberate effort to suppress union activity and silence legitimate employee concerns. Such intimidation has the potential to destroy labour peace and disrupt essential healthcare services. In the aftermath of the fires, the Hospital's management has refused to share critical information with organised labour, including data on patients diverted to other facilities. Access to this data is essential to assess staffing needs and the rationale behind redeployment decisions.

Despite claims of diversion, PSA consultations with employees revealed that patient volumes at Tembisa Hospital, especially in the Accident and Emergency Unit, have not decreased. The only change observed is that ambulances are no longer delivering patients, with patients walking in for care, placing further strain on employees already working under pressure.

The PSA therefore calls on the Premier of Gauteng to urgently intervene and end the bullying and intimidation of employees and union representatives. The Hospital's management must be compelled to return to the bargaining table in good faith. There must be compliance with labour legislation and fair labour practices. The PSA demands full transparency on patient data and operational decisions affecting employee workloads. Labour peace must be restored, and employees' rights must be protected.

The PSA will continue to defend the rights of the Union's members and remains committed to constructive engagement. Should the Hospital's management, however, continue to act with impunity, the PSA will not hesitate to pursue all available legal and industrial avenues to protect employees and ensure accountability.

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