

**MEDIA RELEASE**

**PSA demands 100% payment of overtime to all EMS Officials in Limpopo**

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EMBARGO

None

Enquiries

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The Public Servants Association (PSA) is shocked that the Limpopo Department of Health has decided to pay selected officials 100% of their overtime whilst all other officials who are not deemed to be part of the COVID-19 Response Team, will only get the maximum of 30% of overtime worked.

It is illogical that the employees who are working together and have all worked overtime exceeding 30% due to COVID-19 demand, are discriminated against by the Department on the basis that they are not part of the response team. This decision amount to Unfair Labour Practice as the Department is fully aware that both employees had to work overtime exceeding the 30% of their basic salary due to their work demand as they did not schedule themselves

The decision to pay only selected employees 100% of their overtime can be interpreted to be favoritism, abuse of power and purging those deemed problematic. It must be noted that the employees did not schedule themselves and had they refused to work overtime as requested and rostered by the employer, they would have faced the wrath of the employer particularly that the COVID-19 put strain on all to be readily available. The nature of the EMS work is as such that they respond to calls and inadvertently result in unplanned overtime and the employees cannot be penalized for such. The DPSA Circular 7 provided deviation for the Department to pay the officials the overtime compensation who might be forced to work excessive overtime due to the pandemic and EMS officials renders essential services.

The Department is called to reconsider this unfair and discriminatory practice wherein the benefits are administered selectively without justifiable differentiation which has the potential to cause disharmony in the workplace. It is in the interest of employer to have harmony in the workplace, but this decision is provoking employees and might have the unintended consequence which can be avoided by a sensible decision of ensuring equal treatment to all EMS employees.

The engagement with the Department is underway to reverse the decision and consider paying all EMS employees 100% of their overtime which is a right thing to do given the circumstance.

END

