

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF HEALTH (EMS)

12-03-2021

Shift roster: EMS officials - Circular 4 of 2021

Feedback: Meeting with EMS Director on 11 March 2021

Members will recall that the Department unilaterally issued Circular 4 of 2021 that introduced a new shift roster, which unfortunately created a crisis for Health workers and EMS officials. Upon the PSA's request to be engaged, the employer indicated that engagement will be premature as the Circular was yet to be implemented. Subsequently, the EMS Director met with labour to deal specifically with the effect of Circular 4 on EMS officials.

The following proposals, of which one must be chosen, were tabled to ensure that employees work for minimum of 40 hours a week:

- A four-days shift system of two days and two nights followed by four days off.
- Employees will work for two days but half of the employees on the same shift will start work at 07:00 and another half at 09:00, thus finishing at 17:00 and 19:00 respectively.
- A night shift system where all employees on a shift will start at the same time at 19:00 and finish at 07:00 followed by a shift of eleven hours per night plus two days shift of nine hours per day.

The PSA cautioned the employer about the staff shortage in the entire EMS, pointing at stations with chronic shortages where rotation is impossible. The employer indicated that engagement is underway with the Treasury to employ additional staff. Further, the Planned Patient Transport (PPT) staff will soon be fully integrated to EMS with upgraded salaries to mitigate staff shortage. It was resolved that a draft document outlining plans, findings, and recommendations will be generated for the HOD's approval, although it will be shared with labour prior to submission. It was recommended that staff shortages must be addressed and EMS officials be exonerated from Circular 4 to maintain the *status quo* pending the addressing of the staff shortage as the community would suffer should the Circular be implemented in the EMS in the current situation.

Members will be updated on developments.

GENERAL MANAGER