

FOR PSA MEMBERS: GAUTENG DEPARTMENT OF HEALTH (EMS)

20-05-2022

Update: Bilateral Meeting with the EMS Provincial Management

PMDS for 2019/20, 2020/21 and 2021/22 Financial Years

The PSA requested an urgent meeting with the Provincial Management for Emergency Medical Services for Gauteng. This comes after several grievances that are unresolved due to management's decision to reduce performance scores from 4 to 3 without consulting or informing PSA members. The EMS committed to consolidate all outstanding grievances and share with the PSA reasons for reducing scores. Management will also share the cost implications for unreduced scores. Training on new PMDS Policy will be conducted by EMS Management to provide a better understanding of the policy and requirements for the portfolio of evidence for consideration for performance bonuses.

Skills Development, Occupational Health and Safety, Employment Equity Committees

The PSA raised concerns over the non-existence of a Skills Development Committee, Occupational Health and Safety Committee also Employment Equity Committee within EMS. EMS management admitted that these committees are not functional because other unions are not organised and active. The PSA is the only organised and active union within EMS. These committees will be revived, and the PSA will form part of these committees to promote the interests of its members.

Unused Working Tools

It has been noted by the PSA that there are procured working tools that are stored without being used by EMS employees and they rely on old, outdated working tools. The newly appointed Director for EMS committed to investigate the issue and report on a way forward in a next meeting with the PSA.

Inconsistent Application of Leave Policy within EMS

The PSA raised concerns with the inconsistent application and interpretation of the leave policy by different Station Managers. Some members on sick leave are instructed by Station Managers to return to work during their sick leave. Some Station Managers change shifts for those members who apply for their vacation leave days. The inconsistencies were noted, and management committed to conducted a workshop to members and their Station Managers to ensure consistency in the interpretation and application of the leave policy throughout the province.

GENERAL MANAGER

