

## Update: Free State EMS

### Workplace concerns raised by EMS members

The PSA acknowledges and appreciates the dedication and resilience of our members stationed at EMS Vrede. It is with deep concern that we address the growing dissatisfaction and demotivation among staff due to the conduct of local EMS management and the handling of employee grievances. Despite efforts to raise these matters with the Sub-District Manager and Station Manager, members report receiving threats instead of support. There is a troubling perception that those who voice concerns or disagree with management are treated unfairly, with some alleging victimisation.

### Key concerns raised

- No lunch breaks are permitted by management
- Excessive driving (up to 600 km) without rest breaks.
- Disrespect allegations toward the PSA Shop Steward for asking questions concerning members and workplace issues.
- Unroadworthy ambulances are still in use.
- Uncompensated travel for staff assisting in Memel after 19h00.
- Leave applications denied without written reasons, violating DPSA regulations.
- Planned patient transport is still handled by emergency staff, despite promises of new appointments.
- Light duty denial despite official placement by the Sub-District Manager
- Lack of communication on departmental updates, policies, and no staff meetings.
- No in-service training for shift leader development.
- Non-compliance with EMS SOPs by management
- Violation of the DPSA planned leave regulations.
- Victimisation and threats when concerns are raised.

### Serious allegations

- Some officials allegedly claim overtime for shifts he/she did not work, delegating duties to others.
- Despite having an EMS response vehicle, some officials do not respond to emergencies.

The PSA trusts that the Department of Health will treat these matters with the urgency and seriousness they deserve. The PSA remains committed to protecting your rights and ensuring a safe, fair, and

respectful working environment. Stay strong, Stay united, Your voice matters, in solidarity.

For any inquiries or assistance, please contact the Bloemfontein office at: 051 403 1300 / 051 403 1315  
or email at: [psa.bloem@psa.co.za](mailto:psa.bloem@psa.co.za).

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