



FOR PSA MEMBERS: **EMERGENCY MEDICAL SERVICES (EMS) - GAUTENG**

31-03-2025

EPMDS for 2023/24

The PSA introduced the agenda item at the Gauteng Public Health and Social Development Sectoral Bargaining Chamber (GPHSDSBC). The pay progression and grade progression were implemented on 11 April 2025 for employees on salary levels 2 to 7. The GDOH implemented pay progression and grade progression for employees on salary levels 8 to 12 on 25 March 2025. The matter of pay progression and grade progression is treated as resolved. Those who have not received the pay progression must send their emails to mbusi.shibe@psa.co.za

Occupational Specific Dispensation (OSD) for EMS employees

The PSA has successfully assisted employees of Emergency Medical Services (EMS) who have been experiencing challenges with the incorrect implementation of OSD for EMS. The PSA dealt with this matter successfully during various multilateral meetings and on an individual basis. Any PSA member who is currently experiencing challenges with the incorrect implementation of OSD must submit their names to mbusi.shibe@psa.co.za

Study leave

The PSA members who are EMS employees who are studying have been experiencing challenges with the EMS as the employer. They have not been granted study leave days. Some have had their services terminated because they are improving their qualifications. The PSA has filed appeals, and all the PSA members who had their services terminated were reinstated. Further, the PSA has resolved with the EMS that the EMS employees who are studying to improve their qualifications will be granted study leave in terms of Determination of Leave of Absence.

Cross transfers

PSA members have reported that the EMS has been refusing to grant cross-transfers. Through bilateral meetings held between the PSA and EMS, it was resolved that those members who wish to be transferred must make formal qualifications, and their applications will be considered. There have been 3 cross transfers that were considered successfully since September 2024.

Overlapping hours (continuous feedback)

The PSA has been working tirelessly to resolve this matter through bilateral meetings, multilateral meetings and the Provincial Chamber. Despite these persistent efforts, progress has been slow. In response to lack of meaningful progress. As previously stated to members, the PSA has escalated the matter through legal action to the Labour Court, where the matter is receiving attention. The PSA remains resolute in its

commitment to fight for the rights of PSA Members and will continue to intensify efforts until a satisfactory resolution is achieved.

Reuben Maleka
GENERAL MANAGER