



**FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF HEALTH**

12-05-2025

## Limpopo Emergency Medical Services (EMS) shop stewards successfully represent member in overtime payment dispute

PSA shop stewards consistently strive to protect the rights and promote the interests of PSA members. The *Informus* outlines the proceedings and outcome of a grievance meeting held with the District Manager of the member's workstation, regarding the non-payment of remunerative overtime for a member who was duly entitled to this. The purpose of the meeting was to seek resolution and ensure adherence to collective agreements protecting employees' rights. The member raised concerns about the failure to receive payment for overtime performed, despite being entitled to compensation under the existing collective agreement. The shop stewards presented the case on behalf of the member, arguing that overtime payment is a legally recognised right and cannot be unjustly withheld. The meeting lasted longer than expected owing to the complexity of the matter, and due diligence to approve the claim. However, after thorough discussions and insistence by the shop stewards, the District Manager conceded and agreed to approve the overtime claim. Additionally, he acknowledged that his initial decision was incorrect and issued an apology for his handling of the situation. As a result of the meeting:

- The District Manager approved the payment of remunerative overtime for the member, which is set to be processed by next week.
- The shop stewards expressed satisfaction with the resolution, having successfully advocated for fair treatment.
- The complainant was pleased with the outcome, affirming the belief in the grievance process.

The meeting reinforced the importance of adhering to collective agreements and ensuring that employees' rights are respected. The grievance meeting was successful in securing the rightful remuneration for the affected member. Whilst the discussion encountered initial resistance, perseverance by the representatives ensured that justice prevailed. This case underscores the necessity of holding employers accountable for adhering to established agreements and safeguarding employees' entitlements. The PSA will do everything in the Union's power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA.

Members needing assistance with their cases can contact the acting PSA Provincial Manager at [phillip.maponya@psa.co.za](mailto:phillip.maponya@psa.co.za). Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / [lawrence.muvhango@psa.co.za](mailto:lawrence.muvhango@psa.co.za) or Paulina Moloto on 082 880 8957 / [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za).

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