



FOR PSA MEMBERS: **FREE STATE DEPARTMENT OF HEALTH**

21-07-2026

Itemoheng Hospital members raise serious workplace concerns

The PSA has received numerous complaints from members at Itemoheng Hospital in Senekal regarding deteriorating working conditions that are placing employees' health, safety, and wellbeing at risk. One of the most pressing concerns is the severe shortage of staff at the Hospital. Owing to chronic understaffing, nursing employees are regularly required to work excessive overtime to maintain essential services. In many cases, employees exceed the overtime limits prescribed by the employer. This situation is unsustainable and raises serious health and safety concerns, as exhausted employees are expected to continue providing quality patient care under increasingly difficult circumstances.

Members have also reported that they have not received overtime payments for the past four months. In addition, concerns have been raised that when overtime is paid, employees are often compensated for fewer hours than they have worked. The PSA is investigating these allegations and pursuing appropriate interventions to ensure that members receive all remuneration due to them. Another major concern relates to security at the Hospital. Members have reported inadequate fencing and an insufficient number of security officials on site. As a result, unauthorised people are reportedly able to access the Hospital premises, creating safety risks for employees and patients. The PSA has furthermore been informed of poor lighting conditions in and around the Hospital. Faulty and non-functional lights impact on employees' ability to perform their duties effectively, particularly during night shifts, whilst increasing security and safety risks. The combination of these challenges is placing significant strain on employees and threatens their physical and emotional wellbeing. The PSA has initiated engagement with the Director: Labour Relations for Health in the Free State, as well as Hospital management, to seek urgent solutions and ensure that employees receive the support and protection they deserve.

The PSA is committed to defending members' rights and will continue to monitor the situation closely. Members will be informed of developments and outcomes arising from these engagements.

Employees that would like to join PSA is welcome to contact Lynsie Pelser on 082 883 7237 / lynsie.pelser@psa.co.za.

Reuben Maleka
GENERAL MANAGER