



FOR PSA MEMBERS: **FREE STATE DEPARTMENT OF HEALTH - EMERGENCY MEDICAL SERVICES (EMS)**

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13-02-2026

## Feedback: PHSDSBC Multi-Lateral Meeting, 9 February 2026

The PSA attended the PHSDSBC Multi-Lateral meeting on 9 February 2026 where two important matters affecting Free State EMS employees were tabled and discussed in detail. Below is a summary of the outcomes and commitments made by the employer.

### **Outstanding EMS uniform items**

The employer confirmed that some uniform items remain outstanding, specifically:

- Raincoats
- Reflector jackets
- Boots

The employer indicated that efforts are underway to ensure the remaining items are delivered before the end of the current financial year. The PSA raised a further concern regarding the lack of a standardised process (SOP) for:

- Ordering
- Buying
- Distributing uniform items

The PSA formally requested the development of a standard operating procedure (SOP). The employer committed to drafting the SOP and presenting it to the multi-lateral forum for discussion and adoption.

### **Historical EMS overtime (2012 - 2021)**

The employer reported that it is currently adjusting the EMS budget to ensure that funds are available to address all outstanding historical overtime payments dating back to 2012. A critical issue was raised regarding Thabo Mofutsanyana District. The employer confirmed that the District's overtime submission was returned to it on 30 September 2025 for correction. EMS Management has still not received the

corrected submission. The PSA demanded immediate action to ensure accountability and to prevent further delays.

The PSA also brought forward a concern reported by members regarding outstanding historical overtime in Xhariep EMS. During the meeting, the employer made immediate contact with officials and confirmed the matter on the spot. The employer committed to addressing the Xhariep backlog urgently.

The PSA will continue to closely monitor progress on uniform distribution and payment of historical overtime. Members will be updated on developments.

For any additional queries or concerns, please contact your PSA representative.

The PSA is committed to advancing the rights and working conditions of all EMS employees.

Reuben Maleka  
GENERAL MANAGER