



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

27-05-2026

Feedback: Free State PHSDSBC multi-lateral meeting – 5 May 2026

The PSA participated in the recent Free State PHSDSBC multi-lateral meeting, raising key concerns affecting security officials in the Free State Department of Health. This forms part of PSA's ongoing efforts to protect members' rights, improve working conditions, and ensure compliance with labour laws and agreements.

Outstanding uniforms

The employer continues to face serious challenges with the issuing of Emergency Medical Services (EMS) uniforms. Despite entering a new financial year, uniforms from the previous year remain outstanding. Flight two-piece suits: 3 744 issued; 1 604 outstanding and light one-piece suits: 1 961 issued and 3 387 outstanding. The PSA expressed strong concern about the high number of outstanding flight suits, which are essential for safe service delivery. Jackets and reflective jackets are also still incomplete, although the employer could not provide exact figures. The employer confirmed that all EMS employees have received boots, jerseys, rain suits, beanies, socks, and caps.

The PSA requests members and shop stewards to assist by submitting details of employees who have not received uniforms. Required information includes initials and surname, Persal number, station, and outstanding items. The PSA also reiterated the urgent need for a standard operating procedure for uniform procurement and distribution to address delays and accountability issues.

Historical overtime payments

Outstanding overtime from 2012 to 2020 remains unresolved. The PSA expressed dissatisfaction with the employer's report, which again excluded confirmed outstanding overtime in the Xhariep District. Concerns were also raised about delayed corrected submissions for Thabo Mofutsanyane, only received in April 2026, despite earlier commitments. The employer could not provide payment dates but confirmed that the EMS budget baseline had now been corrected, which should enable payments. A comprehensive report is expected at the next meeting. The PSA will closely monitor this commitment.

EMS employees who would like to join PSA can contact Lysie Pelsier on 082 883 7237. Members are welcome to send inputs to Lysie at lynsie.pelsier@psa.co.za.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised.

Reuben Maleka
GENERAL MANAGER