



FOR PSA MEMBERS: **PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL (PHSDSBC) – FREE STATE**

01-09-2026

Feedback: Free State PHSDSBC Multilateral Meeting - 31 August 2026

EMS uniforms

The employer reported that all outstanding EMS uniforms have been distributed, with only jackets still outstanding. The employer further stated that, according to its policy, EMS officials are entitled to receive uniforms every two years and not annually. The PSA disputes this interpretation and requested the Standard Operating Procedure (SOP) governing the ordering and distribution of EMS uniforms. The employer once again undertook to present the SOP at the next meeting scheduled for October 2026. The PSA will continue to pursue this matter to ensure fairness and transparency in the provision of uniforms.

Outstanding EMS overtime claims (2019 to 2023)

The employer advised that updated overtime submissions, including Xhariep and Thabo Mofutsanyana Districts, were submitted to HR on 24 July 2026. Two separate submissions were made, *i.e.*, one for employees exceeding the 30%-overtime threshold and another for employees falling within the 30% threshold. The process was delayed owing to Thabo Mofutsanyana District only submitting its corrected list on 15 July 2026. The employer committed to providing an update on progress and expected payment dates once feedback has been received from HR. The PSA will continue to monitor developments and demand the speedy resolution of these long-outstanding payments.

Security employees and 45-hour work shifts

The employer requested that a special multilateral meeting be convened to deal comprehensively with matters relating to security employees. During discussions, the employer referred to a working-time policy provision that allows weekly working hours to be extended from 40 to 45 hours by agreement. The PSA challenged the employer's position, pointing out that the same policy clearly requires a formal agreement to be in place before such an extension can occur. To date, no such agreement has been presented. The employer subsequently undertook to provide a comprehensive report during the proposed special multilateral meeting.

For any additional queries or concerns, please contact the PSA representative. Employees who would like to join the PSA can contact Lynsie Pelser on 082 883 7237.

The PSA is committed to advancing the rights and improved working conditions for PSA members.

Reuben Maleka

GENERAL SECRETARY