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

19-11-2026

Feedback: Meeting with MEC for Health - 16 November 2026

The PSA met with the MEC for Health, senior departmental management, and organised labour on 16 November 2026. The Department introduced Dr Magome Masike, the acting Head of Department, and Raymond Martin, the Deputy Director-General.

EMS recruitment

The Department agreed in principle to restart the Emergency Medical Services (EMS) recruitment process after concerns were raised about the external advertisement of posts originally intended for existing EMS interns. Ekurhuleni was excluded from the proposed restart because it reportedly followed the prescribed process. The Department reported an overall recruitment target of 1 200 posts and confirmed that it had received R50 million from Treasury. It indicated that it would re-advertise 526 posts internally in the first phase. Further posts will depend on additional funding. The Department expects to complete recruitment before March 2027, ahead of the expiry of the current internship contracts. The recruitment schedule is still to be communicated. The meeting agreed that allegations of improper conduct during recruitment would be formally investigated. Any action against people will depend on the findings. The PSA maintains that recruitment must be fair, transparent, and free from favouritism or undue influence.

Filling of vacancies

The MEC confirmed that the Department is lifting the freeze mainly on clinical vacancies. Administrative and support posts are expected to remain frozen until the start of the new financial year. The PSA challenged this approach and explained that patient care depends on staff who provide essential services such as cleaning, records management, administration, and patient movement. The MEC undertook to look into the filling of critical support posts.

Nurses' uniform allowance

The Department indicated that it expects to pay the outstanding nurses' uniform allowance by 31 December 2026. It will communicate the exact payment date. The PSA will monitor payment.

Appeals, communication, and district matters

Nehawu indicated that it would raise the handling of appeals in a separate meeting with the MEC. The PSA raised concerns about its engagements with senior management and called for clearer communication and timely feedback on issues affecting members. Concerns about the handling of labour matters at Tshwane District Health Services will be pursued at a meeting with the office of the MEC. A date is still to be scheduled. Outstanding EMS Sedibeng matters will be pursued through the relevant departmental structures. The MEC acknowledged concerns about corruption in the Department and called on management and organised labour to work together to address this.

Upcoming engagements

- PSA bilateral meeting - 23 November 2026 at 15:00.
- Workstream meeting - 26 November 2026 from 10:00 to 14:00. The PSA will follow up on the implementation of workstream decisions.

Members and shop stewards are encouraged to notify the PSA of previously reported defects that remain unresolved for these to be escalated to the office of the MEC.

Employees who wish to join PSA can contact following Poni Rakgalakane on 082 880 8935 / *poni.rakgalakane@psa.co.za*.

Reuben Maleka
GENERAL SECRETARY