FOR PSA MEMBERS: **KWAZULU-NATAL DEPARTMENT OF HEALTH - PIETERMARITZBURG AREA**

17-11-2026

Victories for PSA members

Overtime payment: Emergency Medical Services (EMS), Umzinyathi District

PSA members employed by the KwaZulu-Natal Department of Health as EMS personnel and paramedics in the uMzinyathi District, including Dundee, Glencoe, Nquthu, Greytown, Umsinga and Pomeroy, were not remunerated for overtime duties performed during the period December 2025 to July 2026. Following complaints lodged by affected members regarding the non-payment of their overtime remuneration, the PSA intervened on their behalf and advised them to submit formal grievances to the employer to resolve the matter through the internal grievance procedure. Despite the submission of formal grievances, the matter remained unresolved. Consequently, the PSA escalated the matter by referring the dispute to the relevant bargaining council for conciliation, in accordance with the applicable dispute-resolution mechanisms provided for in *the Labour Relations Act 66 of 1995*. During conciliation proceedings, the employer undertook to settle outstanding overtime payments owed to affected employees. Pursuant to this, all affected employees received their outstanding overtime remuneration by the end of October 2026. The PSA's intervention and subsequent referral of the dispute to the bargaining council resulted in the successful resolution. The PSA is committed to protecting members' employment rights and ensuring that employees are remunerated for work performed.

Reinstatement of PSA member: Estcourt District Hospital

A PSA member stationed at Estcourt District Hospital was absent from duty for a period exceeding one calendar month owing to ill health. On 11 August 2026, the employer terminated the member's employment by operation of law in terms of section 17(3)(a) of *the Public Service Act 103 of 1994,* following the member's absence from duty on account of ill health. Following the termination of employment, the PSA intervened on behalf of the member and submitted formal representations to the Executing Authority (MEC for Health) in accordance with section 17(3)(b) of *the Public Service Act.* In the representations, the PSA requested the Executing Authority to exercise the discretion conferred by the legislation to reconsider the member's discharge and approve his reinstatement, alternatively his re-employment, considering circumstances surrounding his absence, reasons for his inability to report for duty, and the supporting submissions made on his behalf. After considering the PSA's representations and supporting documentation, the Executing Authority approved the reinstatement of the member with effect from 9 November 2026.

The PSA's intervention resulted in the successful reinstatement of the member, thereby restoring his employment status and safeguarding his continued employment with the Department. This outcome demonstrates the importance of effective Union representation and the utilisation of statutory mechanisms to protect members' employment rights, particularly in circumstances where employees face discharge by operation of law owing to ill health.

More information

Members are encouraged to bring any labour-related matters to the attention of PSA shop stewards or to contact PSA Provincial Office in Pietermaritzburg on (033) 392 7600 or the PSA Labour Relations Officer, Mbongeni Mbanjwa, on 082 880 8966 / *mbongeni.mbanjwa@psa.co.za*.

Employees who wish to join the PSA, can contact PSA Provincial Organising/Marketing Officers, Zweli Msane on 082 880 8944 / *zweli.msane@psa.co.za* or Nkosiphayo Zulu on 082 880 8994 / *nkosiphayo.zulu@psa.co.za*.

Reuben Maleka
GENERAL SECRETARY