

Update: Mpumalanga EMS

The wishes to update Emergency Medical Services (EMS) members on the outcomes of a meeting held with the acting EMS Director to address concerns affecting EMS employees. The meeting was constructive, and the acting Director responded positively to the issues raised by the PSA. The following resolutions were agreed upon:

Overtime allocation and payments

The acting Director undertook to engage stations where concerns were raised regarding inconsistent allocation of overtime to preferred employees to ensure that overtime is allocated fairly and transparently. It was further agreed that all outstanding overtime payments for the current financial year must be reported to the Director's office for investigation and resolution. Members who have not received payment for approved overtime during the current financial year are requested to email their full name, PERSAL number, workstation and contact number to sibongile.ngomane@psa.co.za or joshua.mavimbela@psa.co.za. Further information will be obtained from affected members during the consultation process. Management also confirmed that the latest batch of overtime payments has already been processed.

Conduct of Station Managers

The acting Director acknowledged concerns regarding the conduct of certain Station managers and confirmed that these matters will be addressed with affected stations. To promote consistency, fairness and procedural compliance, disciplinary matters will be centralised.

Uniform allocation

Management confirmed that available uniform stock will be distributed shortly, whilst the procurement process for jackets is currently underway.

Administrative workload

The Director agreed that unnecessary administrative work must be reduced. Only mandatory documentation should be completed, and managers should not shift their administrative responsibilities to operational EMS personnel.

Infrastructure and occupational health and safety

Management committed to conducting infrastructure assessments at all affected stations, with priority being given to Matsulu Base. Repairs requiring minimal expenditure will be attended to immediately, whilst recurring water and electricity challenges at Matsulu will also receive urgent attention. Feedback will be provided once progress has been made.

Working tools and ambulances

The shortage of medical equipment was acknowledged, and management committed to proposing budget reallocations to procure essential equipment. The Director further confirmed that ten new ambulances are awaiting handover and that additional ambulances will be provided. However, the number of additional ambulances could not be confirmed at this stage.

Recruitment and filling of vacant posts

The Director undertook to engage Human Resource Management regarding advertised posts where recruitment processes have been completed, but appointments have not yet been finalised. The appointment process will be fast-tracked to address staff shortages and improve service delivery.

Skills development

The acting Director acknowledged long-standing concerns regarding skills development opportunities for EMS employees. He indicated that a circular will be issued, encouraging EMS employees to utilise available bursary opportunities. At the same time, the Department continues to explore measures to address the shortage of skilled personnel in EMS.

Way forward

The acting EMS Director accepted all recommendations submitted by the PSA regarding fair overtime allocation and payment, improved management accountability, uniform distribution, reduction of unnecessary administrative duties, infrastructure and occupational health and safety improvements, procurement of essential equipment and ambulance, and fast-tracking the filling of vacant posts. The PSA will continue to monitor the implementation of these resolutions and will request a follow-up meeting with management to assess progress and ensure that all commitments are implemented. The PSA is committed to protecting the rights and interests of members and will keep members informed of developments affecting EMS employees.

Reuben Maleka
GENERAL MANAGER