



EMERGENCY MEDICAL SERVICES PERSONNEL DEMAND FAIR PAYMENT FOR OVERTIME AND EXCESS HOURS

REPORT 8 OF 2024

Hospersa, representing Emergency Medical Services (EMS) personnel in the Eastern Cape Province, has raised significant concerns regarding the ongoing payment disputes faced by its members.

Despite repeated attempts at dialogue and engagement with the provincial authorities, the grievances of EMS personnel remain unaddressed, escalating tensions between the workforce and the employer.

The issues at hand revolve around multiple outstanding payments owed to EMS personnel, dating back to March 2023.

These include shifts allowance, night shift allowance, public holiday pay, and rostered excess hours. While these entitlements are enshrined in Resolution 1 of 2007, the provincial authorities have failed to uphold their end of the agreement, leaving EMS personnel without rightful compensation for their dedicated service.

On February 27, 2024, the Eastern Cape province communicated with EMS Director Mr. Manilal regarding these outstanding issues, acknowledging receipt of the letter on the same day. However, despite subsequent follow-ups, including an email sent by the provincial manager on March 8, there has been no response from the authorities, exacerbating the frustration among EMS personnel.

The following demands were brought to employers' attention are as follows:

- Nonpayment of shifts allowance from March 2023.
- Nonpayment of night shift allowance since March 2023
- Nonpayment of public holidays since 2023.
- Nonpayment of rostered excess hours since December 2022.

The matter of excess hours payment has a long-standing history, with Circular No: 24/2022 highlighting the implementation of overtime and

04 APRIL 2024

excess hours' payment, effective from September 01, 2022.

However, recent actions by the Department of Health to restrict such payments have raised concerns among EMS personnel, further complicating the resolution process.

Settlement Agreement:

Despite a previous Settlement Agreement aimed at resolving payment disputes, the Eastern Cape Department of Health has allegedly failed to adhere to its terms, leaving EMS personnel disillusioned with the lack of commitment from the employer's side.

Call to Action:

Hospersa has expressed deep frustration over the persistent disregard for agreements and the welfare of EMS personnel.

They have called for urgent action to hold the employer accountable and ensure that EMS personnel receive the compensation rightfully owed to them. With tensions mounting,

Hospersa emphasizes the need for a swift resolution to prevent further strain on essential emergency services in the Eastern Cape Province.

We intend to declare disputes on these matters.

As the situation unfolds, Hospersa remains committed to advocating for the rights and fair treatment of EMS personnel, urging the Eastern Cape authorities to prioritize dialogue and address the longstanding grievances without further delay.



Why join Hospersa?

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

Professional legal assistance for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards.**

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

General Meetings with members

Bilateral **meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

HOSPERSA OFFICES
Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)