

EMERGENCY MEDICAL SERVICES - LIMPOPO

THE Health and Other Service Personnel Trade Union of South Africa (Hospersa) is engaging the employer on the following issues for Emergency Medical Services (EMS):

In the **Limpopo Management Labour Forum -**

Extra 13 hours to be paid as overtime:

We engaged the employer regarding the issue of overtime for the extra hours being worked. An agreement could not be reached and we intend to declare a dispute with the Public Service Co-ordinating Bargaining Council (PSCBC) on the 14 June 2017.

Managers on acting positions:

We noted that an estimated 80% of managers are on acting positions. These positions are station managers, shift managers, district managers as well as provincial managers. We are engaging the employer to consider making permanent appointments on these positions.

In the provincial Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) -

1. **Poor working conditions**

2. **Planned Patient Transport (PPT) program without a structure**

3. **Non-supply of uniform and boots**

The labour representatives tasked to engage with the employer on these issues will report the outcome on the 13 June 2017 during the chamber meeting.

Members are also made aware that the employer considers the upcoming march, organised by another union, as illegal.

As a result, the employer can enforce "no-work no-pay" as well as disciplinary action against those that are absent from work without leave granted for their absenteeism.

Hospersa believes in first exhausting the negotiation process before embarking on industrial actions in order not to place its members under further financial burden.

We will continue to work towards uniting all workers in improving their remuneration and working conditions.

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Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 993** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) Bilateral **meetings with management**
- 10) Service provider benefits including **discounts on services** and stays at holiday resorts.

If you have not yet joined Hospersa, please contact your Shop Steward or the Provincial Office (see below).

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)