



NORTHERN CAPE PROVINCIAL TASK TEAM REPORT FOR EMS OVERTIME
NO: 6 OF 2010

The Northern Cape Department of Health and the Trade Unions in the Public Health and Social Development Sectoral Bargaining Chamber (PHSDSBC) agreed to establish a Task Team to investigate the payment of overtime in the Northern Cape.

HOSPERSA indicated to the Task Team that the Public Service Resolutions do not make provision for the employer to limit overtime to 39 hours per month or a maximum of 30% of the employees salary.

The Task Team agreed on the following guidelines to be investigated during visits to the districts:

- The Hours claimed by employees.
- How the Hours were claimed.
- How many Hours were claimed.
- How many Hours were not paid
- The way forward for EMS Overtime in the Province.

The Task Team requested that the districts have copies of the submitted claims available for collection by the Task Team.

During visits to a few districts it was clear that the employees within the Department of Health are not claiming overtime in a standard format. It was further noted that employees did not understand the Public Service Regulations with regard workings hours and the hours to be worked in a week or a set period of time.

The Task Team has started with a proposed claim document that will be circulated between the EMS Employees for discussion.

Should any members have questions on this report, please contact the Provincial Office at 053 – 842 2001.

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