

## Non-payment of overtime money

The PSA was alerted that there is a problem regarding the payment of overtime money despite the submission that contains all required documents and reports, which are also signed and approved by managers. It was disheartening to note that employees are owed overtime remuneration for over three months when they have sacrificed their family time as they are also patiently waiting for their salary increase. The most affected are employees based at clinics as the following clinics failed to pay overtime for three months and more: Sambandou, Masisi, Vhurivhuri, Makuya, Muwaweni, Mugwedza, Wayeni, Manenzhe, and Lambani.

The PSA will follow up with the employer to ensure that the matter is urgently addressed as it is unacceptable for employees to be expected to continue working overtime without compensation. The chronic shortage of staff in the Department is a well-known problem and those putting their lives on the line to ensure provision of service must be respected and given what is due to them. Failure to timesouly pay overtime money to employees is tanatamount to abuse and disrespect of employees, which is not acceptable.

Shop stewards are urged to constantly monitor compliance with COVID-19 regulations, OHS matters and address other workplace challenges to ensure the protection of rights and interest of members. Matters that cannot be resolved should be escalated to the PSA Provincial Office at [queen.seema@psa.co.za](mailto:queen.seema@psa.co.za) or (015) 295 0500.

GENERAL MANAGER