



FOR PSA MEMBERS: **EMERGENCY MEDICAL SERVICES (EMS) - WESTERN CAPE**

03-04-2025

EMS: Western Cape Institutional and Management Labour Committees (IMLCs)

The head of the Western Cape Emergency Medical Services (EMS) invited organised labour to a meeting on 1 April 2025 to discuss the establishment of the Metropole and Rural Institutional and Management Labour Committees (IMLCs) for EMS. The employer presented the draft 'Terms of Reference' (TOR) for the proposed IMLC's which are set to operate within the Metropolitan and Rural districts. This proposal stemmed from the employer's decision to declare the existing Provincial IMLC (PIMLC) redundant. Organised labour sought clarity on this unilateral decision since the matter was still pending at the provincial chamber (PHSDSBC). The employer indicated that it was following a mandate from the Head of Department and counsel from the Director: Employee Relations to present the Terms of Reference since the PIMLC had been abolished.

Organised Labour rejected the proposal and called for the EMS Management to engage its principals on the demand for the reinstatement of the PIMLC before any discussions regarding the TOR for both the Metro and Rural districts can be held. The PSA demand that the PIMLC to be the overarching committee to oversee EMS operations. Organised labour reserved its right to utilise the necessary dispute resolution mechanisms should the employer fail to meet the demand. The matter was adjourned. The PSA will keep members updated on any further developments.

EMS members are called upon to join PSA as it continues fighting for their rights and promoting their interests. Members interested in joining the PSA or wanting to raise any employment concerns should contact the PSA Labour Relations Officer at angelo.fisher@psa.co.za.

Reuben Maleka
GENERAL MANAGER