



FOR PSA MEMBERS: **GOVERNMENT PENSIONS ADMINISTRATION AGENCY (GPAA)**

03-03-2025

Feedback: Labour engagements with GPAA

Contract workers

Since its inception, the GPAA has been operating under a start-up structure, preventing the appointment of all staff members on a permanent basis. Consequently, a significant number of employees were appointed on a contractual basis whilst the organisational structure was being finalised. The PSA previously demanded the absorption of these contract employees into permanent positions two years ago, but the employer indicated that this request could only be considered after the approval of the organisational structure. With the organisational structure approved in July 2024, creating additional positions beyond the start-up framework, the PSA reiterated its demand for the absorption of all contract employees, including those whose contracts recently ended. However, the employer rejected the demand, citing Public Service Regulations, which require an open and competitive process for all appointments. The employer stated that positions are currently being advertised and encouraged contract workers to apply. As a result, parties reached a deadlock, and the PSA reserved its rights to explore alternative avenues.

Relocation to a new building

The PSA raised concerns regarding discussions about the relocation of the GPAA Head Office to a new building, highlighting that members have not been consulted. The employer responded that the relocation process was still in its early stages and, therefore, could not be confirmed at this time. It assured that organised labour would be consulted at the appropriate stage. The PSA emphasised that the lack of communication fostered misinformation and speculation among employees. Consequently, the PSA demanded that the CEO should issue a communique to employees within seven days to provide clarity on the matter. The employer, however, stated that it was unable to issue any communication at this stage. As a result, parties reached a deadlock, and the PSA reserved its rights to explore other avenues.

Decentralisation

Members raised concerns regarding the reallocation of certain functions without prior explanation, causing uncertainty about their job security. The PSA indicated that it had not been provided with any updates on the decentralisation project and demanded a comprehensive report on the matter. The employer clarified that the reassignment of certain functions was not part of the decentralisation project but rather a temporary measure to allow specific employees to focus on clearing the backlog related to the processing of the "two-pot" system. It further acknowledged that limited progress had been made in the decentralisation project, which was why no formal update had been provided.

To address these concerns, parties agreed that the employer would submit a comprehensive written report to organised labour by 28 February 2025.

The PSA is committed to protecting the rights and interests of members and will continue to engage with the employer to resolve these issues. Updates will be provided as developments unfold.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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