



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

05-02-2025

Feedback: GPAA Departmental Bargaining Chamber

Contract workers

The PSA made every effort to persuade the employer to absorb all contract workers whose contracts are nearing expiry on different dates. However, the employer refused to accede to the PSA's demand, citing Public Service Regulations, which prohibit the direct absorption of employees into vacant positions and require that all vacancies be advertised and filled through standard recruitment process. The PSA expressed disappointment with the employer's stance and indicated that it would explore alternative avenues to seek recourse for employees whose contracts have recently ended.

Organisational structure

The employer acknowledged that it failed to submit the close-out report as committed in the previous meeting and assured that it would be sent by 5 February 2025. The PSA emphasized that should the report not be received as agreed, it will declare a dispute with the CCMA to compel the employer to provide the report.

Relocation to new building

Members have raised concerns regarding unofficial reports of a possible relocation of the GPAA Head Office. The PSA noted that the employer has not engaged in formal consultation on this matter. The employer responded that the move has not been finalised as engagements with other stakeholders are still ongoing. It was agreed that any relocation would only occur following thorough consultation. To alleviate employee concerns, the CEO will issue a communiqué within seven days.

Decentralisation

Members are aware that GPAA plans to decentralise certain functions to regional offices. The employer reported that the testing phase is still underway. However, the PSA raised concerns about poor communication, noting that employees currently rely on unofficial sources for updates. Furthermore, the PSA criticised the employer's report, stating that it lacked clarity and did not inspire confidence that the project plan's targets would be met. In response, the employer committed to sharing a comprehensive report aligned with the project plan within seven days.

Water shortages/interruptions at GPAA offices

The employer confirmed that backup water tanks have now been installed at all GPAA offices nationwide. The PSA welcomed this development, as it was a key issue raised by the PSA at the Chamber. Additionally, the PSA reiterated its demand that employees be allowed to work remotely during water supply interruptions and will formally table this as a separate agenda item in future engagements.

Policy consultations

The employer provided updates on the following policies, which are still under consultation:

- Employee Funeral and Bereavement Policy
- Overtime Policy
- Performance Management and Development System (PMDS) Policy
- Pool Transport Policy
- Knowledge Management Policy

A task team meeting will be scheduled for further discussions, with parties agreeing to set a consultation date at a later stage.

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.

Reuben Maleka
GENERAL MANAGER