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

11-10-2024

GPAA: Annual General Meeting and Departmental Bargaining Chamber (DBC) - 8 October 2024

Vote weights

The following vote weights were presented for noting by parties:

Union	Membership	Vote Weights
PSA	617	63.87%
Nehawu	348	36.03%
Popcru	1	0.10%
TOTAL	966	100%

Organisational structure

The PSA expressed displeasure that the employer did not undertake the process of matching and placing employees after the approval of the organisational structure. The employer indicated that the matching and placing exercise was not required because it implemented the baseline structure GPAA should have implemented at its inception in 2009. Parties agreed that the employer will submit a close-up report indicating that all employees have been placed in their substantive positions within seven days.

Water shortage/interruptions at GPAA offices

The employer indicated that it has installed back-up water supply (*Jojo* tanks) in all its offices across the country. The employer further indicated that it has secured a service provider to provide drinking water at all offices on an ongoing basis. The PSA noted the report and asked the employer to consider allowing employees to work remotely on certain days of the week because challenges of water interruptions are not getting any better in the country. The PSA invites members at regional offices where there is no back-up water supply (*Jojo* tanks) contrary to the submission by the employer, to inform or report such offices to solomon.mokoane@gpaa.gov.za by **18 October 2024**. The employer indicated that the request to allow employees to work remotely during certain days of the week is still being considered by EXCO and a response will be provided at the next meeting.

Implementation and application of POPIA in GPAA

As members are aware, the PSA previously requested the GPAA to develop a policy in line with the *Protection of Personal Information Act (POPIA)* as employees are at risk of contravening *POPIA* by divulging information of clients to third parties based on practice and the current Standard Operating

Procedure (SOP). The employer shared an updated SOP with labour that is intended to address the challenges raised by the PSA. The employer indicated that input from labour is welcome because the document was approved without their input. Members who wish to make inputs on the SOP (*attached*) must submit these to solomon.mokoane@gpaa.gov.za by **18 October 2024**.

Decentralisation

Members are informed that the GPAA plans to decentralise certain functions to regional offices. The PSA expressed concern over the lack of consistent communication from the employer, leaving affected employees to rely on informal discussions for updates. The PSA demanded inclusion in the project steering committee. The employer acknowledged the PSA's request and stated it would escalate it to its principals, promising a response at the next meeting.

GPAA ransomware attack and ICT disruptions

In the previous meeting, the PSA requested indulgence from the employer regarding this matter as the ICT disruptions caused apprehension to employees because they had to face or deal with angry and frustrated clients who had not received their pension benefits. The employer committed to share the close-up report on work done since the attack and steps taken to prevent such incidents in future with labour within 14 days.

Contract workers

The PSA demanded that all contract employees at the GPAA be absorbed into the approved structure as the structure has enough positions to cater for the contract employees. The employer indicated that the Public Service Regulations do not allow for absorption into the structure but proposed that those employees must apply when positions are advertised for them to be employed on a permanent basis. Parties agreed to engage further on this item in the Departmental task team scheduled for 14 October 2024.

Two-pot system

Labour highlighted the frustration of GEPP members who are either struggling to submit their applications for withdrawal of part of their pension funds or waiting payment without any communication or update on their applications. Parties agreed that the employer will make a full presentation on this matter in the Departmental task team on 14 October 2024.

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