

**MEDIA RELEASE****GPAA: PSA condemns abuse of power and calls for consequence management**

DATE

1 February 2023

EMBARGO

None

ENQUIRIES

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The Public Servants Association (PSA) condemns the abuse of power, waste of state resource, and poor management by the Government Pensions Administration Agency (GPAA) following it incurring legal expenses of some R222 400 in fruitlessly reviewing an arbitration award in favour of an employee.

The GPAA was at fault when it failed to comply with the Performance Management Policy to assess the employee and award him a performance bonus. The employee was finally paid his paltry bonus of R2 063.08 (before tax) after the GPAA incurred a huge legal expense on attorneys in a matter where it was clearly at fault.

The employee was assessed by his supervisor and given a performance score of 4. This qualified him to receive a performance bonus. The employee timeously submitted his performance assessment to his supervisor as per the policy. He was, however, directed to submit the assessment to his supervisor's supervisor. The GPAA then decided to reduce his performance score without engaging him in line with the policy that provides that the GPAA can only recommend and not approve the lowering of employees' scores. It is concerning that the incompetence of the GPAA's labour relations section is resulting in the abuse of workers and an uncondusive work environment. The GPAA continues to use attorneys despite having a labour relations section. This is tantamount to wasteful expenditure as those employed to perform the said duties are not utilised.

Despite the PSA's engagement with the GPAA and alerting it to the non-compliance with the policy and abuse of power, the GPAA decided to use attorneys in this straight-forward matter, which should have been resolved by simply complying with its own policy. Government is continuously pleading poverty, including for the provision of tools of trade for employees and maintaining dilapidated buildings but can spend vast amounts to defend wrong decisions. The GPAA management is fully aware of this practice but is not being held accountable. The PSA calls upon the GPAA's CEO to institute the necessary consequence management and ensure that the managers who took this illogical and costly decision are held accountable and personally refund the state coffers.

END

