

FOR PSA MEMBERS: GOVERNMENT PENSIONS ADMINISTRATION AGENCY (GPAA)

28-10-2021

## Feedback from Conciliation: Non-Finalisation of Structure

The PSA declared a dispute on 30 September 2021 by applying for conciliation regarding the non-finalisation of the organisational structure by the employer which affects members negatively. Conciliation was held on 26 October 2021.

The PSA indicated that this matter has been ongoing for 9 years without conclusion. The non-finalisation of this matter affects members negatively, including the inability by GPAA to absorb contract workers permanently while overworking employees owing to staff shortages. The employer shared the same sentiments with the PSA and indicated that it has not been able to finalise the structure owing to multiple factors *i.e.* constant changes of Ministers and the outstanding modernisation process (service delivery model).

After some deliberations parties agreed to:

- Extend the life of conciliation until 15 December 2021 to allow the employer time to engage the new Minister on the proposed structure;
- To provide tangible feedback to labour by 15 December 2021 and,
- PSA reserves its right to request a certificate of non-resolution if the matter is not resolved by 15 December 2021.

GENERAL MANAGER