



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

FOR PSA MEMBERS: GOVERNMENT PENSIONS ADMINISTRATION AGENCY (GPAA)

28-07-2022

Feedback: Facilitation process - 26 July 2022

Permanent appointment of all contract and temporary workers at GPAA

The PSA indicated that The PAA has been exploiting contract employees for the past 12 years by appointing them on fixed-term contracts of 12 months and advertised those same positions at the expiry of the contract, only to again appoint the same employees. The PSA further indicated that the work done by these contract employees is of a permanent nature and that they do not have job security. The PSA demanded that the GPAA must absorb or appoint those contract workers permanently. The employer responded that those contract employees are being appointed for specific projects and that they are appointed additional to the organisational structure. The employer indicated that the Public Service Regulations of 2016 prohibit the GPAA to appoint contract employees beyond 12 months. The employer concluded that the GPAA does not have vacant, funded posts on the structure to absorb or appoint those contract employees permanently. The PSA noted the employer's response with disappointment and indicated that it will explore other avenues to unlock the deadlock.

Insourcing of all agency employees at GPAA

The PSA indicated that employees employed by an agency where the GPAA is acting as a host employer are being exploited by being paid late and having less favourable conditions of service compared to GPAA employees. The PSA demanded that these employees be insourced or appointed by the GPAA. The employer responded that it does not have money or budget to insource those employees as the budget being utilised is allocated under goods and services rendered and not under compensation of employees. The PSA noted the response and attitude of the employer with a heavy heart and indicated that it will explore other avenues to unlock the deadlock.

GENERAL MANAGER