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FOR PSA MEMBERS: **GAUTENG ENTERPRISE PROPELLER (GEP)**

29-05-2023

What is happening at GEP?

Proposed organisational structure

The employer, through its independent service provider (*40 Inspired*), presented the proposed organisational structure in March 2023. The PSA was allowed to present its inputs on the proposed organisational structure. The Executive Committee is the next level of authority to give inputs on the organisational structure before inputs from the Board of Directors. The organisational structure will then be consulted with the PSA before approval by the CEO of GEP.

Cost-of-living adjustment for 2023/24

The PSA presented a demand of 8%-salary increase across-the-board during August 2022. However, the GEP responded by stating that it will be able to commence with cost-of-living adjustments once the proposed organisational structure is finalised and approved. The PSA has been consulted for inputs on the proposed organisational structure. The GEP committed to have an organisational structure finalised and approved by the end of May 2023. The GEP committed to commence with the cost-of-living adjustment at the end of June 2023.

Salary disparity in GEP

The PSA raised an issue with the GEP regarding the chronic salary disparity in the GEP. The GEP conceded to the salary disparity and reported that the cause is historically caused by unfair previous management bureaucratic practices. The job evaluation process will be conducted once the organisational structure is completed to determine the salaries to rectify the issue of salary disparity.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), or send email to ask@psa.co.za, or Sibusiso.ndzala@psa.co.za. Alternatively call or Whatsapp Sibusiso Ndzala on 082 880 8964.

GENERAL MANAGER