

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

19-01-2024

## Special Departmental Bargaining Chamber (DBC) meeting - 17 January 2024

### Organisational structure

The PSA enquired about progress with the approval of the structure as the employer had committed to absorb contract workers whose contracts are ending on 31 March 2024. The PSA raised displeasure that the employer was dragging its feet because it had three years to finalise the structure to ensure the absorption of contract workers into permanent positions. The PSA asked if the employer has an alternative plan to accommodate contract workers if the structure would not have been approved by 31 March 2024.

The employer responded that the structure was submitted for approval to the DPSA on 7 June 2023 and there have been ongoing engagements between the GPAA and the DPSA regarding this matter. The employer indicated that the Director-General of the DPSA has already appended his signature on the structure and that it is en route to the Minister for approval. The employer indicated that it is unable to provide a specific date on which the structure will be approved and the exact number of employees whose contracts are ending on 31 March as most of them have been absorbed into permanent positions.

The PSA expressed disappointment that the employer cannot commit that the structure will be approved by 31 March 2024 so that contract workers can be absorbed into permanent positions. Furthermore, the PSA indicated that it was disheartening that the employer does not have an alternative plan for contract workers in the event the structure is not approved by 31 March 2024. The employer committed to verify with Human Resources and provide the exact number of contract workers whose contracts are ending to labour by 19 January 2024. The PSA indicated that it would explore available avenues at its disposal to ensure that the remaining contract workers are absorbed into permanent positions.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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