



FOR PSA MEMBERS: **GAUTENG PROVINCIAL GOVERNMENT (GPG)**

28-08-2025

Update: GPG Lifestyle Audits – Financial burden on employees arising from submission of personal banking information

In April 2025, a circular was issued to all GPG departments and public entities, marking the commencement of Lifestyle Audits. This initiative, which forms part of the broader governance and anti-corruption framework, primarily targets officials in Supply Chain Management and Financial Management roles. Following this circular that was released to clarify procedural aspects, particularly regarding:

- The acquisition of historical personal bank statements.
- The reimbursement process for any costs incurred.

Member concerns

Despite the issuance of the circulars, the PSA has received numerous concerns from members owing to the exorbitant fees charged by banks for historic bank statements typically ranging between R3 500 and R5 000, depending on the institution. These costs were not previously communicated or budgeted for. These costs are proving to be unaffordable for many employees and are posing a risk to compliance and timelines owing to cost-related delays.

Key issues identified

The issues identified as gaps during these lifestyle audits are as follows:

- Lack of clear guidance on reimbursement procedures or timelines.
- Unfair financial burden placed on employees.
- Inconsistent bank charges, creating inequity.
- Risk of non-compliance due to affordability challenges.

Current status and PSA demands

The PSA has been informed that the process has been halted temporarily, pending finalisation of the way forward and further investigation into the financial and procedural implications. Members will be updated on developments.

PSA demands

The PSA has formally demanded that the employer:

- Assess the financial impact of lifestyle audit requirements, especially the cost of obtaining personal banking records.
- Review the fairness and sustainability of placing this financial burden on employees.
- Consider viable alternatives, such as centralised negotiations with banks to wave or reduce fees, pre-payment by departments of the associated fees/costs of obtaining the bank statements, faster reimbursement procedures, or limitation of the documentation requirements for the audits to drive down costs borne by employees.

The PSA urges the employer to act swiftly to resolve these concerns and prevent unintended non-compliance and financial hardship for employees upholding transparency and integrity in public service.

Reuben Maleka

GENERAL MANAGER