



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

16-02-2026

## Feedback: GPAA Departmental Bargaining Chamber - 13 February 2026

### **Organisational structure**

Members are aware that the employer had previously reported that the organisational structure was approved, but a *close-up report* of the task team remained outstanding. The employer shared the report at the meeting and requested inputs and comments. The PSA acknowledged receipt of the report and committed to providing feedback at the scheduled Departmental Task Team (DTT) meeting on 24 February 2026.

### **Decentralisation of functions**

Members would recall that the PSA raised a concern about the decentralisation of the *two-pots system* functions. The employer noted the concern raised and requested that the matter be deferred to the DTT meeting scheduled on 24 February 2026 for further deliberation. The members will be informed about the developments.

### **GPAA ransomware attack and ICT interruptions**

The employer had reported that the ICT infrastructure at the GPAA was hacked in January 2025. The PSA demanded regular progress reports on the interventions and measures to prevent further attacks. The employer noted the concerns raised by the PSA and committed to provide progress report at the scheduled DTT meeting.

### **Employees' vehicles parking outside Head Office**

Members are aware that a dispute was declared regarding the lack of parking. Subsequently, the matter was set down for conciliation, wherein the parties reached a settlement agreement. The employer undertook to look for additional parking spaces outside the GPAA premises. Further, the employer resolved to implement a remote work arrangement to address the parking challenge. 50% capacity rotation system will be implemented effectively from 1 April 2026 as a temporary measure. The PSA welcomed the progressive decision and hopes the employer will get a permanent decision.

### **Job Evaluation (JE)**

The PSA had demanded that all the positions must be evaluated. The employer reported that they have requested the Department of Public Service and Administration (DPSA) to assist with a list of service providers and the JE panel from the National School of Government (NSG). The PSA noted the report and will await a further progress report at the next chamber meeting. The members will be informed about the developments.

### **Compulsory leave**

It was previously reported that GPAA employees were granted compulsory leave from 29 to 31 December 2025. Upon further engagement, the compulsory leave was extended to 2 January 2026, allowing the employees to be on leave for the entire week. Subsequently, the employer confirmed in this meeting that 2 January 2026 was captured as a compulsory leave for all employees. The PSA welcomed the decision and appreciated the swift response to the matter.

### **Draft departmental policies**

The employer tabled the following draft departmental policies and requested that they be deferred to the Policy Task Team for further consultation: Monitoring and Evaluation, Asset Management, Business Continuity Management, Management Information System, Strategy, Media, Probation, Recruitment and Selection and Subsidised Motor Vehicle. The draft policies will be shared later for members' input.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka

GENERAL MANAGER