



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

27-07-2026

## Feedback: GPAA Annual General Meeting and Departmental Bargaining Chamber meeting - 23 July 2026

### Determination of vote weights: GPSSBC Chambers 2026/27

Herewith the determination of vote weights for trade unions admitted at the Bargaining Chamber for GPAA:

| Trade union | Membership | Vote weight |
|-------------|------------|-------------|
| PSA         | 611        | 67.14%      |
| Nehawu      | 298        | 32.75%      |
| Popcru      | 1          | 0.11%       |

The determination is done in terms of the provisions of clause 16,1 of Resolution 3/2025, Governance Rules for Chambers, as of 31 December 2025.

### Review: Organisational structure

It was previously reported that the review process of the organisational structure was finalised, and a close-up report was shared with labour. The implementation process is underway. The PSA concurred with the contents of the close-up report. Parties agreed to remove the matter from the agenda.

### Decentralisation of functions

Members will recall that the PSA raised concern about non-consultation of the decentralisation of functions such as funeral benefits to regions. The employer subsequently shared the report with labour. The PSA noted that the process was implemented to enhance service delivery. The project was completed and parties agreed to remove the matter from the agenda.

### GPAA cyber attack

It was previously reported that GPAA experienced a cyber attack and that valuable information was at high risk of being exposed. The employer reported that since the incident, it managed to put preventative measures in place and restored the valuable data of the institution. The Information Technology System

was improved and secured. The employer committed to providing constant updates on the matter. The PSA welcomed the progress report and urged employer to be vigilant against potential cyber attacks.

### **Wi-Fi access**

The PSA previously raised concerns about a lack of network capacity in the office building. The employer reported that sufficient network capacity was restored. The network is available to employees working at the office. The employer further committed to increasing network capacity at Travenna building. The PSA welcomed the report. Parties agreed to remove the matter from the agenda.

### **Two-pot system**

Members will recall that when the two-pot system was introduced and implemented, there were administrative challenges experienced by employees. The processes were streamlined, and the system is functioning very well. The employer committed to providing further updates at the next meeting. The PSA welcomed the progress report and urged employer to continue addressing outstanding problems pertaining to the system.

### **Staffing issues**

It was previously reported that the GPAA experienced challenges to render services to clients owing to lack of capacity. The employer reported that recruitment processes were underway to increase capacity. Already 41 posts were filled in 2025 and 85 are currently being processed to be filled. The advertised positions are due for shortlisting and interview process. The vacancy rate is at 10.5%. The PSA welcomed the progress report and urged employer to fast track the filling of vacant funded posts.

### **Parking of vehicles outside head office**

The PSA lodged a formal complaint that there was a lack of sufficient parking space for employees at the head office. The PSA advocated for the remote work system to reduce the number of employees reporting for work. The employer acceded to the request and as a result the matter was resolved. The remote-work system was implemented in May 2026. The PSA welcomed the progressive approach by the employer. Parties agreed to remove the matter from the agenda.

### **Job-evaluation process**

The PSA previously raised concern about the failure by the employer to job evaluate newly created posts in the organisational structure. The employer noted the concern and started to refer members of the panel to an intensive training at the National School of Government. Labour was included in the training programme. The employer committed to sharing a list of posts to be evaluated. The employer further reported that it is in a process to review job descriptions and profiles of identified posts. The PSA noted the progress report and urged employer to fast track the process so that posts could be filled.

### **OHS compliance**

It was previously reported that a Labour Inspector issued prohibition notices and contravention notices against the head office building in Hamilton Street. The structural condition of the building was not safe. The PSA demanded that employees must be released from that building, and the employer should secure permanent, safe office accommodation. In the meeting held with the acting CEO, the employer agreed to relocate affected employees at Travenna building. The other group of employees was allowed to work remotely. The employer reported that it intends approaching the Public Investment Corporation through

the Government Employees Pension Fund (GEPF) to assist in securing a permanent building. The PSA welcomed the progress report.

### **Amalgamation of GPAA with GEPF**

It was previously reported that the employer was in a process to amalgamate the GPAA with the GEPF as one entity. The employer dispelled reports and indicated that there was no decision in that regard. The PSA urged the employer to report the matter at the DBC, should a decision be made in that regard.

### **Movement of employees**

It was previously reported that employees were unilaterally moved and transferred to other sections without proper consultation. The employer noted the concern and indicated that managers responsible were reprimanded and such practices were stopped. The PSA welcomed the report. The matter was removed from the agenda.

Members will be informed of developments.

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

Reuben Maleka  
GENERAL MANAGER