

FOR PSA MEMBERS: STATE INFORMATION TECHNOLOGY AGENCY (SITA)

25-09-2019

## Feedback: SITA Bargaining Forum

### Negotiations: Improvement of Conditions of Service

Members were previously informed that negotiations with the employer were set to continue on other demands tabled by the PSA during the salary negotiations for 2019/2020. The following progress was made:

#### 1. Recognition of improved qualifications

In the collective agreement signed during the 2018/2019 financial year, parties agreed that in recognition of employees who have improved their qualifications at own cost and not through SITA's bursary scheme, will be reimbursed their tuition fees in full. To give effect to this agreement, parties are still in discussion regarding the criteria for employees to qualify for the reimbursement. The draft criteria will be sent to members for inputs once developed.

#### 2. Recognition of prior learning (RPL)

The PSA tabled a demand for SITA to provide a recognition of prior learning program to employees who have valuable experience that can be translated into a qualification. Parties agreed in the 2018/2019 agreement that RPL will be granted but to date SITA has not implemented it. The PSA expressed its disappointment with the lack of movement on the employer's side to give effect to the agreed benefit. It was decided by parties that the employer will issue an internal *communique* to all employees inviting those with an interest in RPL to submit their names. Furthermore, the employer will develop a plan of action for the implementation of RPL and present it in the next Bargaining Forum meeting.

#### 3. Performance bonus

The PSA demanded the payment of performance bonuses to all employees in terms of the SITA policy. The employer reported that SITA has not met the requirements to be paid the bonus due to having performed at 2.49% instead of 3%. The PSA argued that the policy provides for an *ex gratia* bonus payment if the Company fails to meet its targets. The employer indicated that they will consider the *ex gratia* payment and communicate its decision once the relevant mandating structures have taken a decision on the matter.

Negotiations are set to proceed on 8 – 9 October 2019.

Members will be kept informed of developments.

Ivan Fredericks  
GENERAL MANAGER