

**MEDIA RELEASE**                      **SITA: Strike looms as salary negotiations deadlock**

**DATE**    9 October 2023

**EMBARGO**    None

**ENQUIRIES**    communication@psa.co.za

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The Public Servants Association of South Africa (PSA), representing the majority of employees of the State Information Technology Agency (SITA), has served SITA with a notice for strike action following a deadlock in salary negotiations.

On 27 February 2023, the PSA tabled a demand for a 12%-salary increase. SITA offered only 2%. The PSA rejected the offer and subsequently, on 31 August 2023, SITA revised the offer to 3.5%. The PSA still found this offer to be unsatisfactory as it was below the inflation rate. The matter was taken to the Commission for Conciliation, Mediation, and Arbitration on 18 September 2023 for conciliation and later referred for mediation on 27 and 28 September 2023.

SITA then improved its offer with 1% to 4.5%. The PSA rejected the offer and demanded a 7.5% increase. Parties deadlocked and a certificate of non-resolution was issued. The picketing rules were drafted, and the PSA conducted a ballot process amongst the Union's members. An overwhelming majority of members voted in favour of a strike. The PSA subsequently on 9 October 2023 served SITA with the notice to embark on strike action.

The PSA intends to embark on a full-blown strike at SITA from 18 October 2023. The PSA is, however, hopeful that the urgent meeting called by SITA management on 9 October 2023 will avert the looming strike action. Should the meeting fail to yield and an agreement, the PSA will have no choice but to proceed with the strike action as planned.

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