

What's happening at SITA?

Performance bonus

The PSA demanded the payment of performance bonuses to all employees in terms of the SITA ICPM policy. The employer reported that SITA has not met the requirements to be paid the bonus owing 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 it will consider the *ex-gratia* payment and communicate its decision once the relevant mandating structures have taken a decision. It was unfortunately reported to the PSA that the SITA Board of Directors did not approve the payment of the *ex-gratia* bonus. This means that parties have deadlocked on this issue and the option that the PSA has is to declare a dispute through the CCMA. Should the matter not be resolved through conciliation at the CCMA, members will be consulted on a way forward, which could involve strike action.

SITA Disciplinary Policy

The PSA received a copy of the approved SITA Disciplinary Policy that was approved by the employer without following proper processes. The policy was tabled at the SITA Bargaining Forum for consultation. The PSA provided inputs to the employer as received from members and the employer indicated that these inputs would be taken to EXCO for a mandate. While the PSA awaits feedback from the employer on whether EXCO has accepted all the inputs submitted by the PSA, it came as a shock to learn that the policy was approved without considering any of the inputs by the PSA. The PSA has reserved its rights on the matter and will consider its options in challenging the implementation of this policy. One of the key inputs that the PSA made to the policy was regarding the removal of the right to appeal. In the old SITA policy, employees had the right to appeal (apply for review) against disciplinary action or harsh sanction. In the new policy, the employer has completely removed that right and employees would have to challenge disciplinary outcomes directly at the CCMA after the chairperson of the hearing pronounced a sanction. This will be to the detriment of employees as the employer would be able to effect summary dismissals.

Members will be informed of developments.

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