

FOR PSA MEMBERS: STATE INFORMATION TECHNOLOGY AGENCY (SITA)

02-11-2020

Salaries negotiations mandate

Members were informed in the previous *Informus* that the PSA emailed its demand of salary increments to the employer. Members will recall that the demand was for an increase of 12% and other conditions of service such as shift and standby allowance, absorption of cleaners and security personnel on a permanent basis.

Members will also recall that the employer offered a zero percent on all financial demands as stated above. The reasons advanced by the employer was that the increment was budgeted for, but COVID-19 severely affected the budget and it was unable to meet the PSA's demands. The PSA rejected this offer and demanded that the employer should go back to its principals to get a revised offer.

The PSA demanded the follow-up meeting to be held the following week but the employer requested the meeting to be held on 19 October 2020 to allow the employer to get the audited financial report as demanded by the PSA.

As reported in the previous *Informus*, the meeting continued on 29 October 2020. The employer came to the meeting without shifting its position of a zero percent in salaries increment. As a result of the employer not shifting from its position, parties reached a deadlock.

The PSA request a mandate from members through provincial structures to indicate whether or not a dispute should be declared with the CCMA. The mandate should be sent on the attached form no later than 6 November 2020 to Velucia.maluleke@psa.co.za

Members will be informed of developments.

GENERAL MANAGER