

FOR PSA MEMBERS: STATE INFORMATION TECHNOLOGY AGENCY (SITA)

14-12-2020

Salary dispute: Mandate request

Members will recall that the PSA tabled a 12% demand for the 2020/21-salary increase, including other conditions of service. The employer offered a 0% increase and after numerous meetings, parties still could not reach agreement. The PSA had no alternative but to declare a dispute at the Commission for Conciliation, Mediation and Arbitration. The first step in the dispute process is conciliation, which is scheduled for 24 December 2020.

The employer, in the interim, requested a meeting on 11 December 2020 to table a revised offer. It offered a once-off performance based lumpsum, which was rejected by the PSA. The PSA viewed this offer as totally unacceptable and demanded that the employer must improve on its offer. The employer requested a caucus, after which it offered the following revised offer:

Once-off bonus based on performance

The lumpsum will be dependent on a performance rating:

| Score | Percentage |
|-------|------------|
| 5 | 5% |
| 4 | 4.5% |
| 3 | 4% |
| 2 | 3% |
| 1 | 2.5% |

The employer also proposed that an additional 2% will be added to what parties agree to in the next financial year. It must be pointed out that the offer of a lumpsum excludes employees who were promoted and joined SITA after the month of January 2020.

Members are urgently requested to provide their mandate on whether or not to accept the above offer to motjatji.maila@psa.co.za or their local shop steward by no later than 15 December 2020.

Members will be updated on developments.

GENERAL MANAGER