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SERVICE EXCELLENCE

FOR PSA MEMBERS: **STATE INFORMATION TECHNOLOGY AGENCY (SITA)**

01-12-2022

Feedback: Bargaining Forum Meeting – 29 November 2022

Skills audit

The employer has failed to provide the PSA with the skills audit report despite promising that the information would be provided on 29 November 2022. Engagement with the employer is underway.

Career management

The Career Management Plan still awaited to enable proper consultation. The Plan seeks to assist workers to take ownership of their individual development as it will open multiple career paths in the organisation. Lateral moves for development and reskilling will be easily facilitated through the Plan. Members will be engaged upon receipt of the Plan.

Medical-aid membership

The PSA tabled this item, demanding that employees should be allowed to join the medical aid of their choice. The employer stated that it will be a challenge for Persal to have more than two medical-aid schemes. The PSA is objecting to this explanation. The employer will request a special Bargaining Forum meeting after the actuary's calculations have been finalised on 31 January 2023.

Collective agreement: Leave encashment

The employer proposed the amendment of the leave encashment agreement to allow employees to cash a maximum of three vacation leave days in the financial year. Currently, the agreement allows for saving up to three days per annum and only cash the same after ten years. This progressive move was supported by the PSA although the implementation will not be immediate as the employer must still finalise system reconfiguration to allow for this transaction.

Shop stewards list

The PSA is to provide the employer with a list of all shop stewards on or before 14 December 2022 as the employer indicated that failure to be provided with the list makes it difficult to process leave applications. The employer alleged that there is a possibility of over-representation in the current collective agreement. The matter can only be entertained upon receipt of the list.

Performance bonus

As members are aware, the PSA demanded that the employer pay employees the organisational performance bonus for 2020/21 and 2021/22. The employer responded that the organisation has failed to meet the minimum requirements in terms of the policy. The audited reports will be sent to the PSA on or before 2 December 2022.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER