What is happening at SITA?

Dispute set down for conciliation

Members were informed that the PSA declared a dispute with the CCMA on 21 July 2022 owing to the employer's failure to respond to the demands of a 12% increase across-the-board and a standby allowance of R300. The inordinate delay by the employer to respond to the PSA's demand since 17 March 2022 has prompted the Union to declare a dispute. The CCMA has set the matter down for conciliation on 11 August 2022.

It is the view of the PSA that the employer is continuing to provoke workers by failing to respond to their demands for more than four months. The PSA has done everything possible to bring the employer to the table to commence salary negotiations but without success. Both the acting Managing Director and the Board Chairperson were alerted of the impasse where their intervention was sought but also without success.

Shop stewards were previously urged to engage the members to commence with preparation for the possible strike seeing that the employer is not prepared to offer workers a salary increase for the 2022/23-financial year. Shutting down SITA will be the only solution to force the employer to come to the negotiation table. The withdrawal of services at SITA will impact on government departments such as Home Affairs where the public will not be able to register birth, death, and marriage certificates.

Members must understand that there are legal processes that the PSA needs to comply with before embarking on a protected strike. The process starts with the declaring of the dispute, the issuing of a non-resolution certificate if parties still cannot find each other at conciliation, conclusion of picketing rules, balloting of members, and issuing the employer with a notice of intention to strike.

The PSA remains committed and available to negotiate should the employer be ready to respond to the tabled demands. Members will be informed of developments.

GENERAL MANAGER