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SERVICE EXCELLENCE

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

03-10-2022

Feedback: Bargaining Forum

A meeting was held on 28 September 2022, wherein the following were discussed:

Implementation: Collective Wage Agreement Number 1/2022

As members are aware the PSA and the employer concluded the Collective Agreement (CA) of a 6% salary increment which covered all employees on salary level A1 to D5. The Agreement was partially implemented on 23 September 2022 as some employees did not receive their increments. The employer argued that the employees whose salaries have not been adjusted are those who have been promoted and those who received counter-offers. The PSA argued that the CA did not provide exceptions for those employees covered by the scope of the bargaining forum and the employer cannot unilaterally amend the Agreement by including these exceptions. The PSA declared a dispute in the bargaining forum and the matter will be referred to the CCMA

Task Team Policies

The employer reported that the board took a decision to refer policies to an external law firm for assistance. The PSA demanded the costs for this exercise and viewed this as a fruitless expenditure because SITA has employees who are employed and capable to draft policies. The PSA demanded that policies be dealt with by the task team. The employer will report back in the meeting.

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 (2) medical aid schemes. But the employer will invite medical aids to do a presentation and select the best ones with more benefits for employees.

Collective Agreement: Leave Encashment

The employer tabled this item for the amendment of the leave encashment agreement as the current agreement allows employees to save up to three (3) vacation leave days per annum to be cashed out after 10 years or at retirement. The employer wants to amend the 10 years period to a year however, internal processes for approval are still underway. The PSA noted the presentation and will await commencement of the consultation process.

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.

Members will be kept informed of the developments

GENERAL MANAGER