

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

09-02-2022

Feedback: Special Bargaining Forum Meeting

The meeting took place on 9 February 2022 where the following issues were discussed:

Operational challenges in canteen

Members will recall that the matter was tabled by the employer for consultation in the previous bargaining forum meeting. The employer indicated that sustainability of canteen services at Centurion and Erasmus Kloof is under threat as revenue generated does not even match the salaries of the employees. The challenge was attributed to the remote-working arrangement of SITA employees owing to the pandemic. The canteens are currently not operational and the employer is contemplating to close both. The employer further reported that 50 employees will be affected by these operational challenges thus the employer was contemplating invoking section 189 of the *Labour Relations Act*. The employer presented some options to minimise the loss of employment for affected members.

Subsequently, the PSA was given time to engage with members and members objected to the employer's proposals as they deem these as premature. Their reasoning premised on the following:

- The canteens should not be closed as they were never meant to provide profit for the employer.
- The number of employees to be retrained, reskilled, and redeployed to other components remains unknown.
- Details regarding voluntary retirement packages for employees who are 50 years and above remain sketchy.
- A retrenchment package must also be presented in the event that measures to retain the employees are not possible.

Based on the need for more information, affected members indicated that they are not able to consider the employer's proposal and can only consider such if their concerns can be clarified. The employer will consult with its working teams and provide feedback in the next Bargaining Forum meeting.

Salaries disparity of 2015

Members are aware that the salary disparity challenge was to be addressed by the implementation of the 202-salaries agreement over the period of three years. However, there were challenges that new employees were paid higher salaries than existing employees. The PSA raised it in the Bargaining Forum that the employer needs to address the matter urgently. The employer conceded to the PSA's demand

and employees who were paid below the salary scale will now be paid the same salaries with a backpay from September 2021. Implementation will be on or before 28 February 2022.

Members will be informed of developments.

GENERAL MANAGER