

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

15-08-2022

## What is happening at SITA?

### 2022/23-salary negotiations

Members were informed of the employer's failure to respond to salary demands of 12% across-the-board and a standby allowance since tabled on 17 March 2022. This led to the PSA declaring the dispute with the CCMA. Subsequently, the CCMA set the matter down for conciliation on 11 August 2022. Prior to the conciliation date, a special Bargaining Forum meeting was held on 10 August 2022 where the employer tabled the offer of a 6%-salary increase across-the-board. However, the demand to increase the standby allowance was rejected.

It must be noted that the PSA did everything in its power to bring the employer to the table even when it looked like the employer had no appetite to negotiate with the PSA. Further, capping has been uplifted in respect of employees who are paid above the maximum threshold of salary scales. The offer applies to all employees covered by the scope of Bargaining Forum. The salary increment for those employees falling outside the Bargaining Forum will be determined by the board.

This development led to the PSA agreeing to the extension of the CCMA conciliation process until 19 August 2022, pending conclusion of the agreement. The PSA is, however, waiting for the copy of draft collective agreement to commence with the mandating process. Members are thus advised to be alert as the mandating process need to be concluded on or before 19 August 2022 in line with the extension period. Members will be informed of developments.

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

GENERAL MANAGER