

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

17-03-2022

## Feedback: Departmental Bargaining Chamber meeting – 17 March 2022

### Canteen operational challenges

Members are aware that the employer has indicated the intention to close the Canteen owing to operational challenges wherein consultations ensued in terms of section 189 of the *LRA*. The employer has subsequently reported that 23 employees were matched with suitable positions, although they will need to be re-skilled. The process to match another 27 is underway, although 13 of 27 are left with a few years before going on pension and the employer thus presented the voluntary severance package option. The employer has increased the offer to two weeks' salary for every year of completed service from the initial one week. The Forum took a decision to invite the Pension Fund to a meeting to assist with unpacking the pros and cons of severance packages versus early-retirement option. The PSA will explore all avenues to avoid and minimise retrenchments of employees, should it reach that stage.

### Salary demands

The PSA tabled the opening salary demand of a 12% increase across-the-board and a standby allowance of R300. The employer noted the demands and undertook to respond in the next meeting after consultation with its principals.

### Performance bonus

The PSA demanded that the employer must pay employees a performance bonus as SITA has reached its target. The employer will verify the performance and report back in the next meeting.

### Policies review

The employer tabled the following policies for a review: Security and Vetting; Learning and Education; Medical Aid; Disciplinary Code and Procedure; and Recognition Agreement whilst the PSA requested that the Recruitment and Selection Policy be included. It was resolved that a task team, inclusive of labour and employer, will be established. Members are thus requested to send their inputs not later than **31 March 2022** through their Provincial Chairpersons for consolidation by the Office prior to engagement with the employer.

Members will be informed of developments.

GENERAL MANAGER