



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

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

04-05-2022

Feedback: Special Bargaining Forum Meeting – 29 April 2022

Operational challenges: Canteens

Members were previously informed of the employer's intention to close the canteens in Centurion and Erasmuskloof, wherein consultation with affected members and the Union ensued. A total of 39 employees were assessed and matched with suitable positions and will be placed before 31 May 2022. It must be noted that these are not promotional positions as most of the employees did not meet the minimum requirements for those positions, however, the objective was to minimise loss of employment. The employees will also have the opportunity to develop themselves and will be reassessed to determine if they meet the minimum requirements. No employee will lose any benefits or be worse than prior to the placements as employees will retain all their benefits, and terms and conditions of employment. Further, 11 employees who were about to go on pension opted not to be placed but to take a severance package after the employer improved the package to two weeks' pay for every year, instead of one week as per the Act. The PSA is represented in the task team dealing with the matching and placements of employees. The collaboration in this process was commended by both parties.

Salary negotiations: 2022/23

Members will recall that the PSA requested a special Bargaining Forum meeting for 28 April 2022 to continue with negotiations. Unfortunately, the meeting could not take place owing to a lack of mandates from the principals. The employer will only be in a position to respond to the PSA's demands at the next meeting scheduled for 19 June 2022. Members must note that whilst the PSA wants to conclude negotiations as soon as possible, the employer processes must be accommodated unless where we are of the view that the employer is applying delaying tactics. It is the PSA's view that we must robustly negotiate with the employer until the matter is resolved and employees get a well-deserved salary increase. Failing which, will result in the PSA declaring a dispute wherein members can ultimately be mandated to embark on a strike, which will be the last resort if the employer continues to disregard the plight of workers.

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 informed of developments.

GENERAL MANAGER