



# INFORMUS

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

22-08-2022

## What is happening at SITA?

### 2022/23-salary negotiations concluded

Members will recall that the PSA tabled salary demands of a 12% across-the-board increase and a standby allowance of R300. A dispute was declared with the CCMA after the employer's failure to respond to the demands for three months. The matter was conciliated on 11 August 2022 where parties agreed for an extension until 19 August 2022. Subsequently, the employer tabled salary increases of 6% across-the-board for all employees within the scope of Bargaining Forum. The said increase will also cover employees earning above the maximum threshold of salary scales. Salary increments for employees falling outside the Bargaining Forum will be determined by the board.

The PSA was mandated to accept the employer's offer by most members and the Collective Agreement was concluded on 19 August 2022. Employees will receive their increase in September 2022 with backpay with effect from April 2022. The CCMA dispute was subsequently withdrawn. The PSA made every effort to canvass the employer to pay the increases immediately. The employer, however, indicated that this would have adverse tax consequences for employees. It was resolved that the salary increase will be paid next month as the run for this month has already been finalised.

The PSA would like to thank members for their patience whilst the negotiation process was underway as well as shop stewards who worked around the clock with the PSA Chief Negotiator to force the employer to come to the table and negotiate a better offer for members.

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



**AGREEMENT NO 01 OF 2022**

**AGREEMENT**

**Between**

**State Information Technology Agency SOC Ltd (SITA)**

**(herein referred to as the employer)**

**and**

**Public Servants Association (PSA)**

**(herein referred to as the Union)**

**(collectively, the employer and the union herein referred to as  
the Parties)**

**Regarding**

**THE 2022/2023 SALARY CONDITIONS AND INCREMENTS**



## **1. APPLICATION OF THE AGREEMENT**

- 1.1 This agreement applies to all the employees identified to be falling within the Bargaining Unit, namely, employees on job grades A1 to D5 in terms of SITA's job grading model;
- 1.2 This agreement seeks to address wage increments for the financial year 2022/2023;
- 1.3 Therefore, this agreement and its conditions shall only be applicable for the current financial year in question.

## **2. PRINCIPLES UNDERPINNING THE AGREEMENT**

- 2.1 In concluding this agreement, the parties acknowledge the current economic status that SITA finds itself and thus consequently accept the conditions outlined in this agreement below;
- 2.2 The remuneration principles set out below in the conditions of wage increments are for the current financial year.
- 2.3 Parties further undertake to honor the conditions of this agreement in totality upon its signing, conditions which are outlined as follows:

A handwritten signature in black ink, appearing to be "JM" followed by a stylized flourish.



### 3. WAGES

3.1 All employees belonging to the bargaining unit shall receive:

*3.1.1 A salary increases of 6% across the board;*

*3.1.2 Increment at clause 3.1.1 above, shall not be linked to performance management system policy.*

3.2 All employees earning above the maximum threshold of salary scales shall also be eligible to receive a salary increment of 6%.

### 4. DISPUTE SETTLEMENT PROCEDURE

4.1 In an event, there is a dispute arising out of implementation of this agreement, either of the parties may refer such dispute to the relevant dispute resolution agency as prescribed by **Schedule IV** of the Labour Relations Act 66 of 1995 as amended.

Two handwritten signatures in black ink, one above the other, located in the bottom right corner of the page.



**5. IMPLEMENTATION DATE**

5.1 Unless otherwise stated, date of implementation of this agreement and its conditions is deemed to be 01 April 2022 and shall remain so until revoked by a different agreement.

Thus, agreed to and signed at Sita Erasmusklaf on this 19 day of August 2022.

**For and on Behalf of the Employer (SITA)**

Name: Samukelisiwe Dube

Signature: [Signature]

**Witness:**

Name: MO Maphutha

Signature: [Signature]

Name: MG Makondo

Signature: [Signature]

**For and on behalf of Employees (PSA)**

Name: MOTLATI Mgila

Signature: [Signature]

**Witness:**

Name: JOHNSON MATIIZA

Signature: [Signature]

Name: Mkateko Mnguni

Signature: [Signature]

[Handwritten initials]  
[Handwritten initials]