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

27-05-2022

## What is happening at SITA?

### Salary negotiations for 2022/23-financial year

Members were informed that the PSA tabled salary demands of a 12% increase across-the-board and a stand-by allowance of R300 on 17 March 2022. The employer undertook to respond to these demands after engagement with the principals.

The PSA requested a special bargaining forum meeting for 28 April 2022, which could not take place owing to lack of a mandate from the SITA principals. The PSA was agitated by the attitude of the employer and resolved to directly approach the Board to seek clarity on the delay. The Board informed the PSA that it is yet to be approached for any mandate, proving the PSA's long-held view that SITA employer representatives are not negotiating in good faith.

The Board intervention led to a meeting with the Managing Director on 26 May 2022 where he indicated that they are still busy with internal processes. The employer can only respond to the PSA's demands upon finalisation of these processes, inclusive of performance assessments and mandating from the Board. The target date for the finalisation of performance assessments is 31 May 2022. Members are thus encouraged to finalise their performance assessments with their managers and engage shop stewards where there are challenges.

Whilst the PSA endeavours to conclude the negotiation process soonest, the employer process will be accommodated, unless where there is a view that the employer is deliberately applying delaying tactics. The PSA will monitor the process and engage robustly to ensure that the plight of members is addressed. Members deserve better and the PSA will protect their interests. **A special bargaining forum meeting will be requested before the end of June 2022.** 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