



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

05-09-2023

Update: Continuation of 2023/24-salary adjustment negotiations - 31 August 2023

It was previously reported in the bargaining forum meeting on 24 August 2023 that the PSA shifted from the initial 12% increment demanded to 9% to accommodate the employer, which offered 2.9% as the final offer. A special bargaining forum was convened on 31 August for continuation of 2023/24-salary adjustment negotiations and the PSA deadlocked with SITA based on the table below:

PSA caucus	Employer caucus
9%-salary increase across-the-board.	Employer increased to 3.5%.
Increase of Voice Allowance from R350 to R500. Data Allowance from R500 to R700.	The employer was not willing to discuss this demand, citing no mandate.
Standby Allowance from R200 to R250 since SITA's clients are paying for the standby allowance.	The employer was not willing to discuss this demand, claiming unaffordability.
Insourcing of private cleaners and private security personnel into permanent employees, compared to exorbitant contract fees that are paid to private companies when employees have no job security.	The employer was not willing to discuss this demand, claiming that it is a complex project that will need sufficient time of research before engagement.

The PSA rejected the employer's revised offer of 3.5%. The PSA urged SITA to offer a salary increase that is above inflation or the consumer price index as of April 2023. If the employer fails to meet the demand, the PSA will declare a dispute on all demands.

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.

GENERAL MANAGER