

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

07-08-2023

Feedback: Salary shortfall - July 2023 pay run

The PSA received complaints from members and shop stewards about the shortfall for July 2023 salaries. The PSA engaged the employer on 26 July 2023 in a Special Bargaining Forum to discuss the issue at length. The employer promised to solve the issue within a reasonable time limit. It explained that there was a problem with the system upgrade, causing interference with income tax calculations from SARS.

The PSA wrote to SITA management on 1 August 2023 to resolve the matter and urged it to reimburse affected employees. The PSA stressed that the issue was urgent and expressed disappointment with the slow progress in resolving it. It was also pointed out that the delay in negotiating salaries for 2023 had negatively affected employees. The PSA gave SITA management a deadline to urgently address the issue. On 4 August 2023, the employer representatives called the PSA and informed the PSA that SITA had been working tirelessly to resolve the salary shortfall issue. It assured the PSA that it was making efforts to release outstanding salaries as soon as possible.

The employer recommended that employees be paid the shortfall of July salaries and normal salaries for August on 18 August 2023. As soon as the tax error is rectified, employees will receive their salaries on the 25th of each month from September going forward as a norm. The employer committed to issuing an internal communication to update employees on the developments.

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