

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

15-08-2023

Update: 2023/24 SITA salary-adjustment negotiations

Members have been continuously updated on developments with 2023/24-salary adjustments negotiations. Members may be aware that the Minister of Communications and Technology announced that the previous SITA Board of Directors had resigned, and a new Board was appointed. Members may also be aware that the PSA had already tabled 2023/24-salary adjustment demands and was waiting for the previous Board to sit and approve or make a counteroffer, when the Board abruptly resigned, as reported in the Minister's media statement.

The PSA was informed by SITA that the change in the Board came just before it could pronounce the 2023/24-salary adjustment and that caused the delay in the entire process. The PSA has been constantly pushing that the new Board must convene and prioritise salary negotiations. Members continued to be negatively affected owing to the delay in the implementation of the salary increase. Food commodities and the cost of living are escalating daily.

The PSA advised the employer that if the Board does not respond to the salary-increase demands urgently, it will exercise its right. If the matter is not resolved, it could have dire implications that could disrupt network connection and other services provided by SITA to the entire public sector. As a result of the pressure exerted by the PSA, the employer responded on 14 August 2023 as follows:

- Management attended a Board meeting on 11 August 2023 to obtain a mandate on salary conditions for the current financial year of 2023/24.
- The request was tabled before the new Board, however, as the current Board has just been appointed by the Minister, several governance structures of the Board are required to be complied with, including, the appointment of several subcommittees of the Board such as, Audit and Risk Committee, HR, Remuneration Committee, *etc.*
- As the current Board has just resumed its duties, appointment of the HR and Remuneration Committee of the Board has not yet been finalised, and this is the structure that must consider salary matters and then make recommendations to the full Board to obtain a mandate on matters of this nature.
- An undertaking had since been made by the Board that finalisation of the governance structures would be completed by 15 August 2023 and immediately after such, a request for a salary mandate would be considered by the subcommittee. The recommendations would be made to the full Board meeting scheduled for 17 August 2023.

The PSA will allow SITA management and the Board to finalise their internal processes and conclude their mandating process for the 2023/24-salary increase. The PSA will, in the meantime, put the dispute process on hold until the employer completes the internal processes.

Members will be informed of 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