

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

21-10-2023

Feedback - Salary negotiations!!!

Members may recall that in the last *Informus* members were informed that the PSA and SITA were deadlocked on the salary negotiations, after the employer indicated that their final offer was 5%. Members rejected this offer and embarked on industrial action from last week and the major portion of this week.

The detrimental effect of the strike action resulted in the employer arranging a number of meetings with their principals and the PSA to try and resolve the impasse. The planned major march on Monday 23 October 2023 forced the employer to revise its offer. In a last-ditch effort to prevent any further industrial action, the employer presented the following offer:

- 5% increase across the board with effect from 1 April 2023 which will be paid on 25 October 2023.
- R8 326,45 once-off *ex-gratia* payment as a “sweetener” for each of the 3103 SITA employees which will be paid on 25 November 2023.

In addition, the PSA also demanded that the “no work, no pay” principal not be implemented for all those employees who embarked on industrial action and that the R 25 000 000,00, will be utilised as an *ex-gratia* payment in respect of the salary negotiation for the 2023/24-financial year. The employer indicated that it will consult with its principals and revert to the PSA on these additional demands.

A copy of the draft agreement is *attached* for your perusal and acceptance. It must be stressed that the PSA will only accept the offer once the majority of members have provided a mandate to the PSA. The *attached* mandate form **must** be completed.

The sacrifice made by members that embarked on industrial action cannot go unnoticed as it was the efforts of these members that forced the employer to improve their offer. The PSA wishes to thank all members, Chairpersons, and shop stewards for their sterling efforts over the last two weeks.

The completed mandate form must be submitted to the Chief Negotiator, Mr. Zamani Dladla at Zamani.Dladla@psa.co.za on or before **Tuesday 24 October 2023**.

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.

Reuben Maleka
GENERAL MANAGER