

SITA Bargaining Forum (BF) – 28 February 2023

Payment of salaries (25th falling on Saturday or weekend)

Members may be aware that salaries that were expected to be paid on Friday, 24 February 2023 as per the earlier agreement in the BF were only paid on Saturday, 25 February 2023. The employer stated that it could not remember that such a resolution was ever taken. The PSA then pleaded with the employer to consider making it a permanent arrangement, that if the 25th falls on a Saturday, Sunday, or public holiday, salaries should be paid on the 24th or any earlier date, as it was a norm before. The employer then reported that a process was already underway as Payroll has been approached and is awaiting approval.

Policy review feedback

The employer reported that policies were presented to the task team and proposed that a Special BF be called to discuss and adopt the draft, reviewed policies. The PSA agreed in principle but requested the employer to share the draft, reviewed policies first to the PSA for sighting and inputs after which a special BF can be called. The employer agreed.

Salary demands: 2023/24

The PSA tabled opening salary demands for a 12%-salary increase across-the-board, a standby allowance increase from R200 to R250, the increase of data from 350 to 500GB, and voice from 500 to 700 minutes. The basis for these demands was the ever-escalating costs of necessities including food, fuel, medical care, electricity, interest rates, and other commodities against current salaries. The employer noted the demands and requested to be furnished in writing to obtain mandates for its principals. The PSA will submit the demands in writing within five working days.

List of shop stewards submitted to employer

The PSA submitted the list of shop stewards, as per request of the employer. The employer argued that the number of shop stewards is not in line with section 14.2 of the *Labour Relations Act*. It became clear that parties were at polarity as to what constitutes a workplace and it was agreed that parties will go back to properly check the *LRA* to discuss the matter in the next meeting.

Bargaining Forum Constitution

The PSA proposed that a task team be formed where a constitution for a BF could be developed that will serve as a guiding and regulating authority on the operations of the SITA BF. The employer disagreed

and stated that it will be repetition as the Recognition Agreement is serving the purpose. The PSA advised the employer that it is a requirement that we enter into a Recognition Agreement with any employer in terms of the *LRA*, however, it is still necessary that a BF must have a constitution that regulates its activities. It was agreed that the PSA will submit a supplementary motivation regarding the development of a constitution.

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