

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

29-09-2023

Feedback: CCMA facilitation meeting – 27 and 28 September 2023

Members will recall that a CCMA conciliation meeting was held on 18 September 2023. The PSA tabled a demand for a 12%-salary increase and the employer offered 3.5% for the 2023/24-financial year. Parties could not reach an agreement and were deadlocked. A facilitator was appointed by the CCMA to mediate the deadlock on 27 and 28 September 2023.

The employer revised its offer and improved it by 1%, which became 4.5% as a final offer. Labour revised the demand to 7.5%. Parties could not agree on the revised offer and demand placed on the table. The employer maintained that it does not have a mandate to improve the offer beyond 4.5%. Labour maintained that its demand can only be 7.5% and above. Parties deadlocked again and were directed to engage in picketing rules as per section 69 of the *Labour Relations Act 66, 1995*.

Members are requested to indicate whether they accept or reject the revised offer of 4.5% tabled by the employer. Members should send their mandates to gracia.rikhotso@psa.co.za or zamani.dladla@psa.co.za by **4 October 2023**. A determination whether or not to embark on strike action will be made after the mandate from members and inputs from PSA management are received.

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.

Reuben Maleka
GENERAL MANAGER