

## What is happening in SITA?

### PSA tabled wage demands for 2024/25-salary negotiations

The previous *Informus* edition issued refers (copies available on the PSA website or from PSA Provincial Offices). Following inputs received from members, on 20 February 2024, the PSA tabled the wage demand for negotiations at the SITA Bargaining Forum for the 2024/25 financial year. Amongst others, the demands are as follows:

- 12% salary increase across-the-board.
- Increase of voice allowance from R350 to R500, backdated to April 2023.
- Increase of data allowance from R500 to R700, backdated to April 2023.
- Increase of standby allowance from R200 to R250, backdated to April 2023.
- Additional once off *ex-gratia* (R8 324).
- Insourcing of private cleaners and private security personnel.
- Introduction of employee-based performance bonus (1,5%).
- FTCs to be made permanent.
- Bursaries to be opened for employees' family members (children).
- Promotion and career pathing policy to be drafted and implemented.
- Conclusion of agency-shop agreement for non-PSA members.

The PSA's proposed the dates of 27 or 29 February to commence with salary negotiations. Confirmation from SITA management is still awaited.

### Leave without pay deductions

Following complaints received from members regarding the unlawful deduction by SITA from members' salaries, the PSA addressed correspondence to the acting Managing Director (MD) to demand that SITA stops the unlawful deduction made from PSA members' salaries with immediate effect. The PSA also demanded that the MD re-imburses all monies deducted unlawfully from salaries of PSA members by no later than 15 March 2024, failing which the PSA will exercise its right enshrined in the *Labour Relations Act*, as amended. It is the PSA's view that this unilateral action by the employer violates the spirit of negotiations and undermines the collective bargaining process as well as the trust between the PSA and SITA.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER