



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

02-07-2025

## **Mandate required:** SITA salary negotiations

### **Wage negotiations**

As reported previously, the employer initially tabled an opening offer of a 5.5% across-the-board wage increase, from the lowest-paid employee to the highest-paid executive and rejected the remainder of labour's demands.

The opening demand by the PSA was a 10%-wage increase for members within the bargaining scope of the forum alongside other demands. Both parties left the first meeting with the understanding that the employer would return to the table on 30 June 2025 with different scenarios on how best to ensure a fair and equitable distribution of the mandated amount from the Board of Directors. Instead of tabling tangible options to consider during the negotiation process, the initial intention of the employer not to engage in any negotiations became clear. The employer swiftly moved to its final offer in the second meeting, which was its opening offer, and maintained its rejection of all other demands by labour. This type of engagement is regarded as counterproductive in maintaining labour peace. The PSA, however, remains mindful of SITA's designation as an essential service and will be consulting members to seek a mandate on the way forward. It intends to reconvene negotiations by 10 July 2025 to report back on members' decision on the offer.

### **Mandate required:** SITA final offer ballot

The PSA calls on all members at SITA to submit a mandate regarding the employer's final offer.

**Offer summary:** 5.5% across-the-board salary increase for 2025/26-financial year.

**Voting options:** **YES** - Accept SITA's final offer OR **NO** - Reject the offer and declare a dispute at the CCMA.

**Voting period:** **Opens** on 2 July 2025 at 10:00 and **closes** on 7 July 2025 at 15:45.

### **How to vote**

1. **Online:** Visit the PSA website and on the homepage, click on the button labelled "**SITA BALLOT**" or click in the following link: <https://bit.ly/4evQD5T>
2. **Manual submission:** Complete the *attached* ballot form and return it to the PSA Provincial Office.

Your voice matters. Let the PSA represent your interests with a clear and democratic mandate.

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

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GENERAL MANAGER