



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

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05-08-2025

## Feedback: SITA salary negotiations

Members will recall that on 10 July 2025, the employer have tabled its final wage offer of a 5.5% across-the-board wage increase and rejected the remainder of labour's demand. This offer was subjected to members for a mandate on 30 June 2025. Most of the responses received from members was to accept the 5.5% offer. The Branch subsequently considered the offer and expressed its concerns around how negotiations were conducted and appealed to the Board of Directors and the employer to reconsider its mandate.

At the meeting on 1 August 2025, the employer indicated that the Board did have a reconsideration and unfortunately, based on the current financial sustainability of SITA, is unable to reconsider the alternative demand of 6%. After further engagement and noting the mandate already received from members, parties reached an in-principle agreement on:

- 5.5% across-the-board increase.
- That the Asset Disposal Policy be amended and be subjected to approval from the Board to allow employees to purchase their old laptops.
- To allow employees to sell one additional leave day, which will also be subjected to final approval from the Board.
- Parties further agreed that implementation of the increases will be processed for payment at the next salary payment date of 25 August 2025.

Parties further agreed to reconvene wage negotiations by no later than 7 August 2025 to finalise the drafting of the collective agreement and subject it to final approval and signature thereafter.

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