



FOR PSA MEMBERS: STATE INFORMATION TECHNOLOGY AGENCY (SITA)

13-10-2025

Feedback: SITA Bargaining Forum

2025/26 SITA salary bands

The employer tabled a presentation, illustrating how the recent salary increase of 5,5% affected the pay scale of employees. It was noted that the Remuneration Policy requires that the employer consult labour on an annual basis for a review and therefore tabled it for engagement. The employer stated that it notes that there is a need for SITA Salary bands to be aligned with the market. Also, the criteria for affordability cannot be met with the available labour budget and therefore proposed that the current bands be increased by the same percentage as the Cost-of-Living Adjustment of 5,5%. The PSA requested the employer to provide it with the breakdown of the “labour budget” and expenditure to date to determine the affordability. A follow-up meeting will be arranged after receiving the documentation for further engagement.

Fix-Term Contract (FTC) enhanced benefits.

Based on a previous request tabled by the PSA to investigate the enhancement of benefits for Fix-Term Contract Employees, the employer tabled a presentation on initiatives they have identified for inclusion in the SITA Employee Value Proposition (EVP). The employer indicated that it is part of the initiatives to be implemented in the next financial year. The presentation focused on options obtained for SITA-approved Medical Schemes, Medical Aid Gap Cover, Ducome Funeral Scheme and contributing towards a Pension Fund. The PSA indicated to the employer that it noted the presentation; however, it does not contain a real enhancement of benefits, especially on options using the group's collective buying power. It was agreed that a Task Team meeting will be convened to develop proposals for enhancement for consideration. Members must note that this initiative does not have a financial impact on SITA, as staff are being remunerated on a Total Guaranteed Package (TGP) principle, and the cost of the benefits will come from the TGP of the FTCs. The implementation of the recommended benefits will necessitate policy and system changes.

Retirement age

The employer tabled a proposal to change the SITA normal retirement age (NRA) from 60 to 65 years, based on a ConCourt outcome. Currently, members who belong to the GEPPF retire at the age of 65 as provided for in their rules, and those who belong to Alexander Forbes retire at the age of 60 years as provided for in their rules. The policy to amend the provision was already approved by Board Resolution,

and the amendments to the rules will still have to be processed through Alexander Forbes. It was noted that this process may take up to three months for the rules to be amended.

The PSA welcomed the policy amendment as it had received a similar mandate from members to table the matter for correction. The presentation was noted, and PSA clarified its interpretation of the change, meaning that no employee will be forced to go on retirement when they reach the age of 60 years as of the date of the approved policy, to ensure that the retirement age is aligned. The process of the rule amendment requires three months, and its process should not have any impact on the official retirement age for SITA employees. After the employer still maintained that it is only the policy amendment that was approved and that the process will have to be followed, the PSA cautioned the employer not to retire those reaching 60 years and maintained that the policy amendment was not “conditional”. Parties have an in-principle agreement and will urgently conclude a collective agreement to commence with the rule amendments. Members will be approached for a mandate once the draft agreement is available.

Feedback on leave encashment and amendments to the Asset Disposal Policy

These matters are still outstanding since the conclusion of the wage agreement. The PSA cautioned the employer not to engage in bad faith, as parties concluded the agreement in good faith two months ago and urged the employer to provide it with a timeframe for conclusion. The employer indicated that it is currently on the agenda of the Board of Directors, as additional information was required and will be discussed at its meeting in October 2025. Labour will be provided with a response thereafter.

Policy task team

The PSA tabled proposed amendments to the following policies as received from members:

- Bursary Policy
- Acting Policy
- Travel Policy
- Pay Progression
- Long Service Recognition
- Cellphone Allowance Policy
- Succession Planning Policy
- Retention Policy
- Disciplinary Code

It was agreed that the proposed amendments will be deferred for further discussions at the Policy Task Team meeting, to be convened before the next sitting of the forum.

Agency Fee Agreement, Full-Time Shop Stewards Agreement, Constitution of the Bargaining Forum, Draft Recognition Agreement

It was noted that these matters were previously tabled for engagement, and parties were in the process of concluding the negotiations before engaging in wage negotiations. The employer indicated that there is just one area of difference, and the parties agreed to have a bilateral meeting to conclude the negotiations to avoid further delays. The rest of the agreements are dependent on the finalisation of the Recognition Agreement.

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