



FOR PSA MEMBERS: STATE INFORMATION TECHNOLOGY AGENCY (SITA)

16-07-2025

Feedback: SITA salary negotiations

Wage negotiations

The PSA, on 30 June 2025, approached its members for a mandate for the acceptance or rejection of the employer's offer of a 5.5% across-the-board salary increase, with the closing date for the voting being 7 July 2025. Based on the registered votes received, only 581 out of the 1400 members participated in the voting process. The outcome was therefore subjected to the PSA National Branch of SITA to make a decision on behalf of the total membership, in accordance with the PSA's mandating process.

The Branch, in its deliberation, considered the outcome of the voting process and rejected the employer's offer for the following reasons:

- On the day the voting commenced, some members experienced challenges in registering their votes online.
- They noted that more of the members who fall outside of the Bargaining Scope have cast their vote, which distorted the outcome from those who are required to provide the mandate.
- Members have raised their dissatisfaction during members' consultation meetings that a 5,5% increase on a salary level of R225 000 on average is not equitable to a salary increase of 5,5% on a salary level of R2 000 000 – R4 000 000.
- Previously, the employer, through the previous Board of Directors, made an undertaking to staff to grant them an *ex-gratia* bonus of R10 000. By rejecting the demand upfront with the reasons advanced is regarded as the employer reneging on its undertaking and is seen as engaging the PSA in bad faith.
- The employer tabled its offer on 19 June 2025, indicating that they have been mandated to negotiate within the parameters of a 5,5% across the board increase. The employer, however, maintained its offer, despite the input made by PSA to negotiate on the distribution of the total budgeted cost for remuneration, and on the third day of the negotiations, maintained its final offer of 5,5% across the board. It was clear that there were no negotiations, and a predetermined outcome was tabled without having considered any of the demands made by the PSA. The Branch regarded this as engaging in bad-faith negotiations, as the initial offer was non-negotiable. The Branch also rejected the argument that the employer tabled its final mandate to avoid what is referred to as "Chinese Bargaining". It was expected of the employer to obtain a

mandate on the bottom line available for distribution during the negotiation process, and regarded the argument as opportune.

- The Branch have also considered the impact of how the employer approached the negotiations and expressed a concern that it would render the forum irrelevant in the future and that the PSA would have lost any power with the employer to engage in future negotiations.

The Branch therefore mandated the Administration to proceed with the negotiations and table a revised demand of a 6% wage increase. This outcome was presented to the employer, and after the meeting, the employer agreed to consider the revised demand from labour and respond at the next meeting. It was also agreed that the PSA will, in the interim, petition the Board of Directors of SITA to reconsider the phrasing of their mandate to allow for negotiations to take place within the parameters of the available budget.

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

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