



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

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24-06-2025

## Feedback: SITA salary negotiations

### Opening of wage negotiations

Wage negotiations between the PSA and the employer officially commenced on 19 and 20 June 2025. The PSA had previously submitted the Union's wage demands, prompting the employer to table a response based on a mandate received from its Board of Directors. The Board authorised management to engage in negotiations, on condition that any salary adjustment must not exceed 5.5% across-the-board. The proposed increase would be implemented retrospectively, effective from 1 April 2025. However, the employer rejected several other key demands from labour, including the sale of old laptops to staff, an increase in the standby allowance, and the payment of a R10 000 *ex-gratia* amount.

### Labour's response to offer

Labour responded by welcoming the employer's transparent approach in disclosing the available budget for salary increases at the start of negotiations. This shift was acknowledged as a positive step in the process.

### Single-term wage agreement for salary negotiations

Parties agreed in principle to a single-term wage agreement, which would also be backdated to 1 April 2025.

### Payment of R10 000 *ex-gratia* to all employees falling in bargaining unit

Despite the employer rejecting the R10 000 *ex-gratia* payment, labour maintained that this amount or a negotiated alternative was justified, especially since SITA has not implemented performance bonuses for the past 17 years. Labour argued that such a payment would help recognise and motivate employees beyond the standard remuneration and further demanded that a proper PMDS (Performance Management and Development System) be introduced, considering experience and performance.

### Increase in standby allowance to R250 per standby shift

Regarding the standby allowance, the employer rejected the proposed increase to R250 per standby shift, citing a recent adjustment in the previous financial year and current financial constraints. Labour noted the response and indicated it would consult its members for a mandate.

### Old laptops to be sold to SITA employees

On the matter of old laptops, the employer explained that no provision exists under the current Asset Disposal Policy to sell leased assets and that such sales last occurred in 2017. Labour countered that the Policy should be reviewed and amended to allow such disposals and proposed that this be tabled for discussion at the next Forum meeting.

**10% cost-of-living adjustment for employees falling in bargaining unit**

Labour also rejected the employer's offer of a 5.5% across-the-board increase, stating that its mandate only covers members in the Bargaining Forum. Labour requested the employer to revise the offer and present various scenarios for a fair distribution of allocated funds within the given parameters. This revised proposal is expected to be tabled at the next meeting, scheduled for 30 June 2025.

**Salary bands**

On salary bands, the employer indicated that adjustments will be made every three years to align with market-related averages, with the goal of moving salaries toward the 50<sup>th</sup> percentile. Labour requested that further discussions on this process be referred to the next Forum meeting for deeper engagement. The PSA emphasized that all responses provided during negotiations were made without prejudice and remain subject to final mandates from the Union's members.

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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