



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

02-06-2026

Update: SITA wage negotiations - PSA signs 5.5% offer

Members have been updated on progress with wage negotiations in previous editions of the *Informus*. Members were subsequently also balloted to provide a mandate on the offer by the employer for a 5.5%-wage increase for the financial year 2026/27 to be implemented on 25 June 2026, backdated until 1 April 2026 for a one-year term. A copy of the signed agreement will be circulated to members.

From the 1 358 PSA members employed at SITA, a total of 495 valid electronic votes were recorded, with the following outcome:

- 345 members (69.7%) voted in favour of accepting the offer
- 150 members (30.3%) voted against accepting the offer

In addition, 20 manual ballot forms were received, of which:

- 11 members voted in favour of acceptance
- 8 members voted against acceptance
- One ballot was invalid/not recorded

The outcome of the ballot therefore reflects a clear majority in favour of accepting the employer's final offer. The National Branch considered the outcome and confirmed acceptance at an extra-ordinary meeting held on 1 June 2026.

In addition to the salary increase, the Managing Director provided assurances regarding several measures aimed at alleviating the financial pressures experienced by employees, including:

- Implementation of an additional work-from-home day to reduce commuting and fuel costs.
- Proposal to the Board to consider reimbursement mechanisms for employees who are unable to work from home.
- Granting of the additional leave day that employees may sell, in line with the previous wage agreement.
- A process is being undertaken to facilitate the purchase of laptops by staff.

Members will be kept updated.

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Join today by visiting the PSA website or the nearest PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER