



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

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14-01-2026

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## Input required: SITA wage demands - 2026/27-financial year (possible multi-term)

The PSA, as the recognised trade union representing SITA employees, intends to table demands in pursuit of fair and equitable compensation that reflects the rising cost of living, prevailing economic conditions, and the need to align SITA salaries with market-related benchmarks. During the National Branch meeting on 6 and 7 November 2025, the Branch considered the framework for the next demand being:

### **Term of agreement**

A multi-term agreement for at least two years.

### **Percentage increase**

That the percentage increase be 9%, based on inflation, medical inflation, other items not in the CPI basket, and noting that SITA employees have been receiving less than market-related increases causing their salary levels to be below the 50% percentile as contained in the Remuneration Policy.

### **Any other matter**

The Branch recommended that the demand should only address the salary increases as other matters will result in a delay in the implementation of the outcome.

Members are therefore requested to please submit their input to the demand to the PSA via Provincial Chairpersons by no later than **30 January 2026**.

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