



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

14-09-2026

Feedback: SITA Special Bargaining Forum meeting – 14 September 2026

SITA Organisational Structure Review

The employer tabled a presentation outlining the purpose of the Organisational Structure Review, for SITA to become a more agile, digitally enabled, and customer-focused Digital Services Agency, aligned with its 2025-2030 Strategic Plan. The review also intends to address current organisational challenges such as functional silos, centralised processes, and fragmented oversight. From the presentation, it was noted that some employees may experience changes in reporting lines, team structures, or roles as functions are realigned or consolidated. The employer stated that the movement or relocation of employees will be based on organisational needs, not as a goal, and the process will not result in any retrenchment of employees. The employer also committed to clear communication, fair and transparent placement processes, and ongoing engagement with the PSA. The employer further stated that it will aim to minimise disruption and provide support to affected employees in line with policies and agreements.

On progress made thus far, the employer reported that the Macro Organisational Structure has been approved and implemented. Executive positions are being filled. Level-2 and -3 structures are being developed with ongoing assessment of people impact. It is anticipated that the process will be completed by 31 October 2026.

After engagement, the PSA requested the employer to provide the draft criteria that were developed for placement purposes for engagement in the Forum to ensure that fair criteria are agreed upon. This engagement will also assist in creating an avenue for affected employees to have an appeal mechanism for placements. The employer was also requested to provide the PSA with a detailed timeline for consultation with labour, inclusive of the consultation process with individually affected employees.

Members are requested to provide the PSA with their proposed input on the *attached* structure by **21 September 2026**.

Mentorship Policy

The employer tabled a Mentorship Policy for discussion, which sets out the roles and responsibilities of all stakeholders involved in the Mentorship Program. The Policy is not punitive in nature. Its purpose is

focused on development, growth, and support intervention. It is proposed that the coaching aspect be included in the Policy. Members are requested to provide the PSA with their input on the Policy by **24 September 2026**.

Members will be kept updated.

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Reuben Maleka
GENERAL SECRETARY