



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

20-05-2026

Feedback: SITA wage negotiations - 2026/27-financial year

As members will recall, the PSA tabled the Union's wage demand at the last Forum meeting on 11 and 12 February 2026 for a 9% increase based on the Multi-Factor Index (MFI), which includes inflation and other related increases. The proposed term of the agreement is one year. At the Special Bargaining Forum meeting on 19 May 2026, the employer tabled its opening offer of a 4.5% increase. The employer indicated that it had taken the following factors into consideration in determining its offer:

- The preliminary financial position of SITA.
- The market benchmark for labour cost not exceeding 30% of the total revenue (proposal is at 31%).
- The average inflation of 3.7% as at April 2026.
- Benchmarking with Public Service of 4% and Public Office Bearers at 4.1%, and other related employers between 4% and 5.9%.
- That based on the breakdown of the PSA's demand on the MFI, the employer will be implementing a revised remote-work arrangement to ease the impact of increases in fuel prices, and that the market adjustments are done in terms of the Remuneration Policy every four years with the last one in 2024.

After engagements over the two days, the PSA revised the Union's demand to 6.5%, with a request for a gratuity to be considered. The employer revised its offer to 5%. Parties concluded the discussion without any change to their positions. It was agreed that the Managing Director would attend the next meeting in order for the negotiations to progress towards conclusion.

Members will be updated.

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Reuben Maleka
GENERAL MANAGER