

Feedback: SITA Bargaining Forum meeting

Retirement age

The employer previously tabled a proposal to change the SITA normal retirement age (NRA) from 60 to 65 years, based on a ConCourt outcome. Currently, members who belong to the GEPF retire at the age of 65, as provided for in the rules. Those who belong to *Alexander Forbes* retire at the age of 60, as provided for in the rules. The PSA welcomed the policy amendment as it has received a similar mandate from members to table the matter for correction and requested that the employer not retire those employees who are due to reach the age of 60 until the rule amendment was made at *Alexander Forbes*. The PSA, however, subsequently noted a circular was issued to staff, indicating that the Board of Directors did not give approval and that the matter was still subjected to discussion. The employer confirmed in the meeting that the Board held the view that the current pensionable age associated with a pension fund must be maintained. More information will still have to be submitted to the Board. The employer has engaged the PSA in bad faith and is set to continue its discriminatory practices. The PSA has therefore declared a dispute and will refer the matter to the CCMA for conciliation.

Feedback: Leave encashment

This matter is still outstanding since the conclusion of the wage agreement. The employer responded that the Board rejected the provision of the additional leave day, despite it being a condition to the acceptance of the wage offer by PSA members. The reason indicated was that employees still have excessive leave days, and the employer must find a way to handle these leave days. Labour views the response by the employer as acting in bad faith during the last wage negotiations and declared a dispute for referral to the CCMA for conciliation.

Amendments: Asset Disposal Policy

The employer reported that it has acceded to labour's demand, and the Asset Disposal Policy was now amended to allow staff to purchase their old laptops.

Policy Task Team

The PSA tabled proposed amendments to the following policies as received from members:

- Bursary Policy
- Acting Policy

- Travel Policy
- Pay Progression
- Long-Service Recognition
- Cellphone Allowance Policy
- Succession Planning Policy
- Retention Policy
- Disciplinary Code

The proposed input was tabled to the employer, and the task team is still finalising the consultation process.

Agency Fee Agreement, Full-Time Shop Stewards Agreement, Constitution of Bargaining Forum, Draft Recognition Agreement

It was noted that these matters were previously tabled for engagement and parties were in the process of concluding negotiations, before engaging in wage negotiations. The employer indicated that there was just one area of difference. Parties agreed to have a bilateral to conclude negotiations to avoid further delays. The rest of the agreement is dependent on the finalisation of the Recognition Agreement. The meeting is still set to be convened.

Continuous acting appointments

The PSA previously raised concerns that vacancies are not advertised and filled, and acting appointments continue outside of the provisions of the policy. The employer provided labour with a list of acting appointments and the duration of the appointments. Labour noted the information and will revert to the employer if any irregularities are identified and engaged in a bilateral.

OD review and analysis report

The employer tabled its intention to repurpose certain employees on the establishment in the CIO's Office and tabled a project plan with the rationale for the centralised CIO structure. The PSA requested the employer to provide it with additional documentation, which includes the old and new organisational structures, highlighting individuals affected and how they will be affected. It was agreed that a special meeting be convened for further engagement and consultation.

Shift work regulation: IT Infrastructure

The employer tabled a report, indicating that there is a need to adjust shifts for those working with service providers, which is outside the provisions of the *BCEA* and overtime requirements. The intention is to find a mechanism to address challenges with an intention to restructure the IT-hosting environment. It was agreed that the employer will engage labour to be part of the project and share more information by end-February 2026 for further discussion during a special meeting to be convened.

Scarce-skills occupations

The employer tabled a Scarce Skills Policy for consultation, with a list of identified occupations to be regarded as scarce and to receive an allowance. **Members are requested to submit to the PSA a motivation for inclusion of their occupations.** The policy will be further discussed in the Policy Task Team together with the Skills Development Policy and Mentorship Policy.

Wage Negotiations 2026/27

The PSA tabled its wage demand to the employer based on the input and mandate received from members. The demand was tabled for a 9% increase. It was agreed that the Chairperson and Secretariat will determine the dates for engagement in wage negotiations as soon as possible.

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GENERAL MANAGER