



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

24-08-2026

Feedback: SITA Bargaining Forum meeting - 21 August 2026

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 GEPP retire at the age of 65 as provided for in their rules, and those who belong to *Alexander Forbes* retire at the age of 60 years as provided for in their rules. The PSA welcomed the policy amendment as the Union 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, in the interim, applied for an urgent interdict to stop the employer from retiring employees without having a proper policy in place. Unfortunately, the interdict failed as the employer indicated that the matter was still with the Board for a decision, since more information was required. The employer confirmed this at the meeting and indicated that changes in the Board and Executive resulted in it not receiving further attention. The employer apologised for the delay and omission and will follow up with the Board and give feedback to labour directly after the Board meeting.

Feedback: Leave encashment

This matter was outstanding since the conclusion of the wage agreement. The employer previously responded that the Board rejected the provision of the additional leave day, citing that employees are not utilising their leave in line with the *BCEA* and staff must be encouraged to take their leave. Instead, the Board approved the implementation of an additional leave day for employees to take within one month of their birthdate.

Amendments: Asset Disposal Policy

The employer reported that it acceded to labour's demand, and the Asset Disposal Policy was now amended to allow staff to purchase their old laptops. The implementation of this provision is still receiving attention, and labour will be updated on the progress before the next meeting.

Tools of trade

The PSA raised with the employer concerns with the recent issuing of desktops to staff instead of laptops to accommodate remote work. It was raised that the transportation of these desktops to utilise for work-

from-home is not practical and poses a security risk for staff utilising public transportation. The employer undertook to investigate and address labour's concerns. An update will be provided at the next meeting.

Policy Task Team

The PSA previously submitted 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
- Policy to make provision for events and catering
- Medical-Aid Policy

The proposed input was tabled to the employer. The Task Team is still finalising the consultation process.

Constitution of Bargaining Forum and 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. It was noted that parties only have one area of difference and agreed to arrange a Special Chamber meeting for the Chairperson to assist in facilitating an agreement before the next Forum meeting.

OD review and analysis report/Repositioning of SITA and intended restructuring/Shift-work regulation: IT infrastructure

Previously, 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. It also indicated that there is a need to adjust shifts for those who are 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. The intended meetings to discuss the restructuring of these departments have not been provided to labour nor were there any further discussion. Labour also raised concerns that the employer is proceeding with unilateral restructuring flowing from the announcement made by the Minister on the repositioning of SITA. The employer reported that it is currently in the process of developing the macro structure and intends to fully consult with labour on the matter. It was agreed that a special meeting be convened after labour was provided with all the necessary information to commence with the consultation process.

Scarce skills occupations

The employer previously 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.

Update; OPSC report/outcome

The PSA requested the employer to provide a copy of the OPSC report based on the investigation that was conducted in SITA. It was raised that matters of irregularities and constant bullying and harassment were raised with the investigator. The employer reported that it will make a request for the report and will submit it to labour. The PSA also requested the employer to conduct an awareness campaign on the newly implemented policy on victimisation and bullying as these were still continuing in the workplace. The employer will approach Wellness to assist with such a program.

Benefits: Contract workers

The PSA raised that parties previously embarked on a process to look into the benefits of contract workers and substantial work was done. The employer was requested to provide labour with an update on the progress thus far. It was agreed that a special meeting be convened to proceed with engagements.

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GENERAL MANAGER