

FOR PSA MEMBERS: STATE INFORMATION TECHNOLOGY AGENCY (SITA)

20-04-2020

What's happening in SITA?

Restructuring of Macro Structure

The PSA received information from members that the employer has embarked on a restructuring process without consultation with the PSA at the bargaining forum. The employer confirmed the restructuring and further stated that restructuring was at Head of Department and Executive management levels and that those levels were not covered by the bargaining forum's scope. The scope of the bargaining forum covers level A to D5. This will therefore be for information sharing and not consultation. The PSA insisted on consultation to ensure continued employment and that the current terms and conditions of employment are protected.

The employer stated that there was growth by one position on the executive management level, previously there were two positions on the old structure and increased to three. Further, there will be an impact in provinces in that they will be clustered into three regions. Only five positions of permanent provincial HODs will be affected as the other four were acting and have their own positions. The five HODs will have to apply for positions of the regional HODs.

The PSA enquired about the two who will not be successful. The employer responded that they will still remain in the organisation with their existing terms and conditions and will assist Regional Heads as to where the relevant skills could be utilized. The employer is open to engagement with affected employees on any issue relating to restructuring. The employer will consult with the PSA at the bargaining forum on the micro structure. In the interim, the structure remains as is until the consultation process has taken place. Members are welcome to submit enquiries on the macro structure to the PSA.

COVID-19 preventative measures

The PSA received complaints from members who were called back to work and are experiencing problems with transport. The PSA wrote a letter to the employer, demanding transportation for these members to and from work. The employer acknowledged receipt of the letter and would respond by the latest 17 April 2020.

Members will be informed of developments.

GENERAL MANAGER