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SERVICE EXCELLENCE

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

27-07-2023

Feedback: Special SITA Bargaining Forum – 26 July 2023

Salary discrepancies: July 2023

The employer reported that there were salary discrepancies with salary payments for July 2023 to almost all SITA employees. There was a software update error that resulted in wrong calculations that affected tax (SARS) contributions and led to underpayment. The employer further indicated that the matter was addressed to the Finance section. The employer committed to correcting the discrepancies and refunding affected employees accordingly. The PSA urged the employer to fast-track the process. The employer noted the concerns raised and indicated that a risk mitigation plan would be implemented to prevent the recurrence of discrepancies.

SITA's new Board appointment

The employer reported that media statements issued on 22 July 2023 indicated that the Minister of Communications and Digital Technologies had dissolved the SITA Board of Directors. An *interim* Board of Directors was appointed with effect from 21 July 2023. The employer indicated that the appointment of a Board of Directors was made at the discretion of the Minister. The entity does not have the reasons why such a decision was taken. The PSA noted the report and accepted the decision made by the Minister.

Status: Chief Negotiator of employer

It was previously reported that the employer intended to change the Chief Negotiator at the time when the bargaining forum collapsed on 29 June 2023. The employer will refer the matter to the *interim* Board of Directors to decide on the appointment of the new Chief Negotiator. The PSA noted the report and clarity provided on the matter.

Status: Salary Increment for 2023/24

It was previously reported that the PSA tabled salary demands as mandated by members at the last bargaining forum held on 27 February 2023. The PSA demanded a 12%-salary increase across-the-board, a standby allowance increase from R200 to R250, a data allowance from R350 to R500, and voice data from 500 to 700 minutes, and the insourcing of Securities and Cleaners.

The PSA had tried to request the convening of the negotiation process so that the employer could submit the counteroffer to the demands. The PSA requested intervention from the managing director and as a result, a bargaining forum meeting was convened on 23 May 2023. Parties proposed the following action plan to conclude salary adjustment negotiations:

- 6 June 2023: HCM Manco meeting
- 15 June 2023: People and Workplace Meeting (PWC)
- 6 July 2023: EXCO meeting
- 17 July 2023: HR and REMCO meeting
- 31 July 2023: Board meeting to pronounce the employer's offer.

On 26 July 2023, a special Bargaining Forum was convened, and the employer reported that the *interim* Board of Directors was busy discussing the demands tabled by the PSA. The employer will share the calendar of the *interim* Board so that parties can make follow-ups regarding salary increment demands. The PSA is not happy with the pace of salary negotiations and disruptions during the process. The *interim* Board will be urged to fast-track the internal mandating processes so that negotiations can be finalised.

Members will be informed of developments.

Members are requested to send clarity-seeking questions to the PSA Chief Negotiator, Zamani Dladla, who can be reached on 071 681 3105 / Zamani.Dladla@psa.co.za.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER