



INFORMUS

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SERVICE EXCELLENCE

FOR PSA MEMBERS: STATE INFORMATION TECHNOLOGY AGENCY (SITA)

16-09-2024

Feedback: SITA CCMA Essential Services (ESC) enquiry - 12 September 2024

The previous *Informus* edition refers (copy can be obtained from the PSA website at www.psa.co.za or from PSA Provincial Offices).

Members will recall that the employer approached the CCMA Essential Services Committee (ESC) seeking to declare all functions performed by SITA employees as essential services. A follow-up meeting was held on 11 and 12 September 2024, during which an inspection *in loco* was conducted at the SASSA head office.

The hearing took place on 11 September 2024, where both parties presented evidence and cross-examined witnesses. Proceedings continued 12 September 2024, during which the employer called two witnesses from the Employee Relations and Information Technology sections to testify. The PSA cross-examined both witnesses. Throughout the hearing, the PSA firmly maintained its position that the functions performed by SITA employees do not constitute essential services. The PSA argued that in the event of a strike, there would be no risk of harm or threat to the lives of community members.

The hearing was adjourned and will resume on 15 November 2024. The ESC chairperson informed both parties that they will be required to submit written closing arguments at the conclusion of the hearing.

Members will be informed of developments.

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.

Reuben Maleka
GENERAL MANAGER