

MEDIA RELEASE	PSA calls for Minister of Communications and Digital Technologies to intervene in SITA Board's unwarranted interference
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The Public Servants Association (PSA) condemns the actions of the State Information Technology Agency (SITA) Board, whose increasingly hostile and destabilising decisions have exposed a disregard for governance, transparency, and accountability.

The PSA calls on relevant authorities to immediately intervene to halt the escalating crisis precipitated by a Board whose incompetence and personal interests stand in stark contrast to the needs of employees and the organisation. As the Board's tenure nears conclusion, there are increased reckless and ill-conceived actions that undermine SITA's integrity. With days remaining before the Board's term expires, it attempted to expel the current acting Managing Director, who has been at the forefront of efforts to restore much-needed stability, transparency, and integrity at SITA. Unjustifiably stripping the acting Managing Director of his delegations, undermined his authority to combat corruption and protect the interests of employees. Obstructing legitimate investigations into significant financial irregularities, shielded corrupt executives, and delayed legal action against implicated parties. It further pushed through the appointment of a senior executive who has been at the heart of SITA's long-standing governance crises.

These actions reflect motives of self-preservation, protection of corruption, and an effort to destabilise SITA. The Board is not acting in the interest of the workforce, but instead in the service of personal and political agendas. The acting Managing Director is being targeted for effecting vital reforms that directly threaten the entrenched interests of those who have benefitted from decades of mismanagement, fraud, and corruption. His leadership has initiated the implementation of lifestyle audits to expose corruption and illicit enrichment in SITA. There is a pursuit of disciplinary action against executives and employees implicated in fraudulent activities, financial mismanagement, and abuse of power. Further, the restoration of procurement integrity, closing previously exploited loopholes that allowed for vast irregular expenditure and a commitment to ensuring that complaints of workplace victimisation, harassment, and abuse are addressed.

By undermining the acting Managing Director's authority, the Board is obstructing efforts to root out corruption and maintain organisational integrity, whilst ensuring that no substantial reforms are implemented before the end of its term. On 20 January 2025, the PSA, in solidarity with workers across KwaZulu-Natal, rejected the Board's hostile and destructive leadership. The PSA condemns the Board's failure to protect employees, its disregard for accountability, and its pursuit of personal interests at the expense of SITA.

The Board's conduct reached new lows during its recent visit to Durban and Pietermaritzburg in KwaZulu-Natal, where it exhibited gross disrespect for the PSA leadership and employees. It prevented PSA officials from

attending critical meetings, despite requests from employees. Failing to present an agenda for the meetings raised doubts about the legitimacy of engagements. A Board member further resorted to aggressive verbal attacks on the PSA leadership. This hostile approach demonstrates the Board's disregard for employee concerns and a determination to continue operating without transparency or oversight. The SITA delegation's inclusion of a central figure implicated in the "*State of Terror*" report, further exemplifies the Board's inability to lead. The PSA demands that the said person be subjected to disciplinary action immediately for his role in allegedly enabling the systemic abuse and mismanagement in SITA.

The PSA calls on the Minister of Communications and Digital Technologies to urgently intervene to prevent further destruction in SITA. The Minister must halt the Board's attempts to remove the acting Managing Director and prevent interference with his authority. Disciplinary measures must swiftly be taken against all senior executives implicated in corruption and mismanagement. Attempts to appoint an executive directly involved in governance failures at SITA must be rejected. Decisive leadership control must be taken of the crisis before the Board's term expires on 31 January 2025. A comprehensive, transparent leadership structure must be provided to ensure that employees are not left in limbo following the Board's exit.

The PSA will not tolerate the SITA Board's final attempts to protect personal interests, perpetuate corruption, and destroy SITA's integrity. If immediate intervention is not forthcoming, the PSA is prepared to take all necessary actions, including mobilisation of employees, to ensure that justice is served and that the SITA Board is held accountable for its catastrophic failures.

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