

MEDIA RELEASE	PSA welcomes transformation at SITA in KwaZulu-Natal
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The Public Servants Association (PSA) applauds the decisive intervention by the acting Managing Director of the State Information Technology Agency (SITA) to transfer the Provincial Manager and introduce an acting Provincial Manager for KwaZulu-Natal.

This leadership change follows a damning investigation report that revealed widespread abuse of power, systemic victimisation of employees and shop stewards, and gross mismanagement of SITA's KwaZulu-Natal operations. This decision represents a critical step toward restoring justice, dignity, and ethical governance at SITA. The PSA previously expressed extreme concern regarding the former Provincial Manager's oppressive and autocratic leadership style, which fostered a culture of fear and division. Shop stewards who raised issues affecting workers were targeted with orchestrated disciplinary processes, effectively silencing them. Employees were unfairly dismissed without due process, whilst others were coerced into early retirement, creating a workforce plagued by insecurity and disillusionment. These actions, coupled with favouritism and bullying, turned SITA into an environment that tarnished its image as a professional workplace.

The investigation also unveiled alarming unfair labour practices, which manipulated disciplinary processes to target employees for trivial or fabricated reasons. This betrayal of trust and neutrality by these practices compounded the toxic environment, leaving employees vulnerable and without recourse. Such conduct is unethical and undermines the principles of fairness and impartiality that should guide a professional department.

The PSA supports the acting Managing Director's decision to appoint a new acting Provincial Manager. This move has instilled renewed hope amongst workers and is a cornerstone for building a culture of professionalism, inclusivity, and respect at SITA in KwaZulu-Natal. The PSA will, however, remain vigilant against any efforts to reverse this progress. The PSA is aware of efforts to undermine this transformative decision, including efforts to reinstate the former Provincial Manager under the guise of procedural irregularities. The PSA issues a stern warning that any attempts to disrupt or reverse this decision will be resisted as employees will no longer tolerate regressive actions that prioritise individual interests over institutional integrity.

The PSA commends the acting Managing Director for his commitment to addressing longstanding grievances and promoting clean governance in SITA. His actions to address corruption, mismanagement, and abuse of power reflect the leadership qualities required to transform SITA. The PSA urges all stakeholders, including the Board of Directors, the Minister of Communications and Digital Technologies, the Parliamentary Portfolio Committee, and employees, to support the acting Managing Director in efforts to promote justice, transparency, and ethical governance. The PSA calls for remedial action against those managers whose actions have caused irreparable harm to employees and SITA. This leadership change must be accompanied by tangible consequences for those who have abused their authority.

The PSA further appeals to the Parliamentary Portfolio Committee on Communications and Digital Technologies to initiate a comprehensive inquiry into the state of SITA in KwaZulu-Natal to ensure transparency and accountability.

The PSA requests the opportunity to present detailed evidence of abuses suffered by employees and urge the Committee to visit SITA's KwaZulu-Natal offices to witness the environment cultivated by the former leadership.

The PSA emphasizes the importance of rebuilding employee morale through team-building initiatives and the implementation of policies that prioritise fairness and respect. The appointment of the acting Provincial Manager must be accompanied by robust efforts to restore trust, unity, and productivity. In addition to the leadership challenges in KwaZulu-Natal, the PSA is extremely concerned about the dysfunctionality of the SITA Board. The Board's persistent infighting and failure to provide strategic leadership have hindered SITA's ability to function effectively. The PSA calls on the Minister to consider dissolving the Board and appointing an administrator who can prioritise operational stability and the resolution of employees' grievances.

The PSA is committed to defending the rights of employees, ensuring accountability, and advocating for a workplace rooted in dignity, fairness, and ethical leadership.

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