



MEDIA RELEASE **SITA: PSA strike action looms after unilateral implementation of 2024/25-
salary increase**

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EMBARGO None

ENQUIRIES communication@psa.co.za

The Public Servants Association (PSA), one of the biggest trade unions at the State Information Technology Agency (SITA), is dismayed that the Agency's management as indicated that they intent to unilaterally implement a salary increase whilst parties were still negotiating.

The PSA initially tabled a 12% salary-increase demand, which was later lowered 8.8%. SITA tabled a counteroffer of 3%, which was later improved to 4.7%. On 2 July 2024, SITA revised the offer to 5.2%. The PSA objected to this offer and demanded that SITA improve the offer of 5.2% with a R10 000 once-off bonus payment. SITA requested time to seek a mandate on this. To the PSA's surprise, SITA on 16 July 2024 declared that the 5.2% offer was their final offer and that it was no longer willing to proceed with negotiations.

The PSA was still open for negotiations and wanted to conclude negotiations satisfactorily. It was thus shocking that SITA decided to issue a communication to employees, announcing a 5.2% increase would be implemented on 25 July 2024. SITA is negotiating in bad faith and the PSA's existence was undermined. SITA's conduct cannot be condoned as it sets an incorrect precedent.

The PSA will institute dispute-resolution mechanisms, which are likely to result in strike action at SITA. It would be regrettable that the services at the Department of Home Affairs, SASSA, and health services will be impacted by such a strike.

The relationship between SITA and the PSA is unfortunately acrimonious, considering the way salary negotiations unfolded last year. The PSA, however, remains open to negotiations and calls on SITA return to negotiations to avert strike action.

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