

Update: SITA-salary negotiations: 30 - 31 May 2024

Members were previously informed that the PSA tabled salary demands on 29 February 2024, as mandated by members and the national structure. The salary demands were tabled as follows:

Monetary demands

- Opening demand of 12%-salary increase across-the-board.
- Increase of voice allowance from R350 to R500 backdated to April 2023.
- Increase of data allowance from R500 to R700 backdated to April 2023.
- Increase of standby allowance from R200 to R250 backdated to April 2023.
- Once-off *ex-gratia* payment of R8 324.

Non-monetary demands

- Insourcing of private cleaners and private security personnel.
- Introduction of employee-based 1.5% performance bonus.
- Fixed-term contractors to be made permanent.
- Introduction of bursary fund for children of employees.
- Promotion and career pathing policy to be drafted and implemented.
- Conclusion of agency shop agreement for non-unionised members.

Employer's response to PSA demands

- Employer offered 3% and later revised to 4.7%.
- Employer did not have a mandate to add 1.5% performance bonus to actual increase.
- There was no offer for the *ex-gratia* payment of R8 324.
- Standby allowance was proposed from R200 to R220.
- There was no offer for the voice and data allowance.
- The employer requested the PSA to submit a business case to support the demand.

The PSA noted the counteroffer from the employer and reduced its salary-increase demand to 8.8% across-the-board. The employer reiterated a 4.7% counteroffer but indicated that it was still open to further engagement on the cost-of-living adjustment. The employer committed to seeking further mandates from its principals to add a 1.5%-performance bonus to the actual increment percentage. Parties agreed to put the non-monetary demands on hold until monetary demands are finalised. A follow-up meeting will be held from 20 to 21 June 2024.

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.

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GENERAL MANAGER