

FOR PSA MEMBERS: **STATE INFORMATION TECHNOLOGY AGENCY (SITA)**

07-08-2024

Feedback: CCMA conciliation meeting – SITA salary increase dispute – 5 August 2024

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

Settlement agreement

It was previously reported that the employer tabled a final salary increase offer of 5.2% and subsequently the PSA demanded 5.2% plus a R10 000 once-off cash bonus. The employer decided to implement the 5.2% unilaterally before negotiations could be concluded. SITA management walked out of the negotiation process.

The PSA objected to the decision taken by the employer and decided to lodge a dispute of failure to bargain (section 64(2) of the *LRA*) with the CCMA. A conciliation meeting was held on 5 August 2024 and parties presented their case before the Commissioner. The Commissioner found that indeed the employer failed to bargain when it implemented the salary increase unilaterally. The Commissioner directed parties to go back to the negotiation table and complete the process. The *attached* settlement certificate was issued. Salary negotiations will now resume on 26 and 27 August 2024. 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