

Feedback: SITA Bargaining Forum meeting - 5 November 2024

Extension of benefits to Fixed-Term Contract employees

Members will recall that the PSA was mandated to table a demand for Fixed-Term Contractors (FTC) benefits during 2024/25-salary negotiations. Progress has been made, as the employer has agreed to extend benefits, including medical-aid and pension contributions, to FTC employees. To facilitate this transition, the PSA will be meeting with FTC members to gauge their interest and provide further updates. Additionally, *Alexander Forbes*, which manages the pension fund, has indicated that SITA will be developing a system to integrate FTC employees into the pension scheme. This implementation is expected in the upcoming financial year, following feedback from FTC members on the uptake of these extended benefits. The PSA will continue to engage and provide support throughout this process.

Stand-by allowance

The employer provided a report regarding the stand-by allowance indicating that it initially faced challenges in implementing the R20 stand-by allowance owing to system adjustments required for backdating. The employer assured labour that payments have now been made to all eligible employees, following the unilateral implementation of salary increases and this allowance on 25 July 2024. The PSA acknowledged this update and will verify with members to ensure that all qualifying employees have indeed received the stand-by allowance as reported.

New pay scales

Following the employer's unilateral implementation of a 5% pay-scale increase for employees considered to be below SITA pay scales across relevant bargaining levels, the PSA demanded a detailed report on the adopted quantum. This report is expected to outline the benchmarked entities that SITA used for comparison. Whilst the employer initially attempted to provide an oral update, the PSA insisted on a comprehensive written report. Parties have agreed that this written report will be shared with the PSA and discussed in detail at the upcoming meeting scheduled for 19 November 2024. The PSA remains committed to ensuring transparency and accountability in the pay-scale adjustments and will review the report thoroughly to advocate effectively for members.

Printing closure at KwaZulu-Natal and Western Cape offices: Second phase

The employer has announced the commencement of the second phase of printing closures at SITA offices in KwaZulu-Natal and the Western Cape, citing a revenue decline owing to reduced printing

demand. Under this plan, printing operations will be centralised at the SITA Pretoria office. This change impacts seven employees, four in KwaZulu-Natal and three in the Western Cape who will undergo repurposing and reskilling for new roles. For employees over 60, the option of a voluntary severance package (VSP) will be available. The employer will conduct consultations with the affected employees, focusing on placement and repurposing arrangements, with implementation set to begin at the start of the new financial year. The PSA will engage actively in these consultations to support the rights and interests of the impacted members.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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