



INFORMUS

SINCE 1920
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SERVICE EXCELLENCE

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

18-07-2024

Update: SITA refuses to move on salary increases

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

It was previously reported that the employer tabled 5.2% as the final offer and subsequently the PSA demanded 5.2% plus a R10 000 once-off cash bonus. At the time, the employer did not have the mandate to consider the R10 000 once-off cash bonus and requested to engage its principals and Remuneration Committee and report back on 30 July 2024.

To the PSA's surprise, instead of providing feedback, the employer indicated that it was ready to implement 5.2% as a final offer and would consider the R10 000 once-off bonus at a later stage. The employer maintained that the salary increase would be implemented unilaterally. A communication was issued on 16 July 2024, wherein the employer informed employees about the implementation of the salary increase. It was unfortunate and unacceptable that the employer decided to negotiate in bad faith. After consultation with the PSA National Branch, a dispute-resolution process will be followed to challenge the unilateral decision. A dispute would be referred to the CCMA against the unilateral implementation of the salary increase. The PSA will further hold feedback meetings in due course to engage members on the way forward. 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 a PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER