

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

20-05-2024

## Update: SITA 2024/25-salary negotiations

The previous *Informus* refers (copy can be obtained on the PSA website ([www.psa.co.za](http://www.psa.co.za)) or from PSA Provincial Offices). Members will recall that the following salary demands were tabled on 29 February 2024:

- Opening demand of 12%-salary increase across-the-board (ATB)
- 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
- Additional once-off *ex-gratia* of R8 324
- Insourcing of private cleaners and security personnel
- Introduction of employee-based performance bonus (1.5%)
- Fixed-Term Contractors (FTC) to be made permanent
- Bursaries to be open for employees' family members (children)
- Promotion and career pathing policy to be drafted and implemented
- Conclusion of agency-shop agreement for non-unionised members.

It was previously reported that parties agreed at the meeting on 29 February 2024 to allow the SITA mandating structures to meet and reflect on the tabled demands from the PSA. Dates would be identified after the employer had completed its internal mandating process. The PSA was concerned that a date was not pronounced after two months and subsequently wrote to the employer to remind it about the date to commence with salary negotiations. On 13 May 2024, the employer responded and indicated that the salary negotiations process will start on or before 27 May 2024. The SITA management emphasized that it is committed to proceed with speed and concluding salary negotiations without any delays.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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