



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

13-01-2025

Feedback: CCMA Essential Service Committee (ESC)

Members will recall that the PSA was subpoenaed to participate in a Commission for Conciliation, Mediation and Arbitration (CCMA) ESC investigation regarding the potential declaration of all services rendered by SITA as essential. As part of this process, the PSA has been actively defending members' fundamental right to strike on matters of mutual interest, as enshrined in the *Labour Relations Act*.

During the proceedings, the PSA presented the testimony of three witnesses employed by SITA, each performing distinct functions. This evidence was provided to counter claims suggesting that all functions in SITA are essential services. The PSA is pleased to inform members that the oral evidence phase of the investigation has been concluded. Both parties are now required to submit their written closing arguments by 21 January 2025 to assist the ESC in reaching its final ruling. The PSA remains resolute in safeguarding the right to strike, recognising that losing this right could grant SITA unchecked authority to implement decisions, including policy changes, without proper consultation. The PSA is committed to fairness and justice in the workplace and will continue to advocate tirelessly on behalf of 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.

Reuben Maleka
GENERAL MANAGER