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**MEDIA STATEMENT
FOR IMMEDIATE RELEASE**

ATT: EDITORS

Date 17 October 2025

SITA CLARIFIES POSITION ON VACANCY RATE

The State Information Technology Agency (SITA) notes recent media reports referencing the organisation's vacancy rate after engagements on the 2024/25 Annual Report tabled in Parliament, this month.

The Agency wishes to clarify that the figures cited have been incorrectly interpreted in some reports.

The number 759 represents the total number of approved vacancies, which was based on the assumption that SITA would achieve a 10% revenue growth during the reporting period.

In reality, the Agency achieved a 4% revenue growth, which naturally affected the extent to which all approved positions could be filled.

To enable a clear understanding and interpretation of data provided, it is advisable to consider the following factors in the correct context and perspective:

- Of the 759 approved vacancies, 57% have been filled, and 43% remain unfilled.
- The interpretation that SITA has nearly 60% of its positions vacant is therefore inaccurate.
- Furthermore, the vacancy rate should not be calculated solely against the approved vacancies, but rather in relation to SITA's total staff establishment and prioritised posts aligned to operational and financial performance.

Non-Executive Directors:

Ms Sedsani Mudau(Chairperson), Mr Willie Vukela, Mr Willie Mathebula, Adv. Johannes Collen Weapond,
Mr Omega Shelembe

Executive Directors:

Mr. G Reddy (Managing Director Acting), Mr. MK Kgauwe (Chief Financial Officer)

Company Secretary:

Ms. B Laka

“There is a direct correlation between SITA’s financial performance and our staffing requirements. This nexus explains why we managed to fill only 57% of the approved vacancies. This simply speaks to affordability,” said Tlali Tlali, Head of Corporate Affairs at SITA.

The overall vacancy rate against the staff establishment needs to be understood in the light of the following factors:

- At the end of the financial year (2024/25), SITA had 3 736 employees in post
- There were 324 vacancies remaining
- This translates to a current vacancy rate of approximately 8% when measured against the total staff establishment of 4 060 posts

SITA continuously reviews its organisational design and staffing priorities to ensure that recruitment aligns with available resources, operational needs, and the broader goal of enabling digital transformation in the public sector.

“SITA’s recruitment strategy is deliberate and performance-linked. It is informed by both fiscal prudence and operational priorities. Our approach ensures that every appointment we make strengthens our capacity to deliver on our digital transformation mandate sustainably.”

“The filling of vacancies at all levels, are being managed to ensure that staffing decisions remain responsible, strategic, and aligned with core delivery areas,” Tlali added.

SITA’s recruitment and capacity-building initiatives are therefore designed not only to strengthen internal capability, but also to contribute to national effort aimed at developing and absorbing digital talent into the economy.

The Agency remains committed to transparency and accountability and progress is being made in strengthening its human capital base, building internal capacity, and developing a digitally capable workforce that supports efficient public service delivery.

“In conclusion, our recruitment process follows a policy informed, regulated format guided by the public sector governance standards. This includes that available positions are advertised, and selection is based on merit and best human capital management practises. We are committed to fairness, equity, and accountability in all staffing decisions,” concluded Tlali.

Ends.

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