

FOR PSA MEMBERS: SOUTH AFRICAN REVENUE SERVICE (SARS)

05-08-2019

## Update: Debt Grade disputes

Members will recall that the PSA declared a dispute for employees in Debt to ensure that those who have been performing the work of a higher grade are also paid according to the higher grade and placed in the 5A position. Members are also aware that the employer presented a settlement that was rejected. It subsequently presented labour with another settlement offer. Labour raised concerns with the employer and it requested time till close of business on 8 August to give feedback to labour on these concerns.

The following matters were discussed during the last meeting:

- The employer realised that employees from the outstanding returns division were included in the list and were removed. This resulted in a reduction of employees on the list. The employer also realised that employees on grade 4B were excluded and included them but also excluded employees who performed pure Estate work.
- The total members on the list has moved from 496 to 482 after the above changes.
- The employer is again proposing a three-tier payment offer, dependent on the percentage of work done on the 5A grade. Labour demanded that the three tiers be removed and all to receive the same offer. Labour also indicated that the R20 000 offer was already rejected by employees and should the employer reduce the offer owing to the collapsing of the tiers, parties will still be in deadlock. The employer took note and will engage with finance to determine if more money can be sourced as labour's proposal increases the settlement amount.
- Labour also demanded that employees receive a grade adjustment. The employer is not in favour of this option and would like to advertise posts on 5A for which employees in Debt Division can apply. The employer will also discuss labour's position and provide feedback on or before 8 August 2019.

The PSA enquired if it was possible to settle the dispute for any person who wishes to accept the settlement offer and only continue with the arbitration for the members who rejected the offer. The employer will provide feedback. Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER