

FOR PSA MEMBERS: SOUTH AFRICAN REVENUE SERVICE (SARS)

06-09-2019

## 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. The new settlement offer indicates that all employees who performed functions of the 5A positions will receive a once-off amount of R20 000.

The PSA and the National Branch ran a mandate process. The outcome of the mandate is follows.

- 325 members were approached
- 123 accepted the proposal
- 56 rejected the proposal

The PSA therefore did not receive a majority vote from affected members to accept the settlement offer. The PSA is in process to proceed with the arbitration and is finalising the pre-arbitration process with the employer and legal representatives. Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER