

FOR PSA MEMBERS: SOUTH AFRICAN REVENUE SERVICE (SARS)

11-07-2019

## National Consultative Forum meeting

### Excise audit family

The employer previously maintained that Excise audits are not defined in terms of full scope and limited scope. It must now determine whether these auditors perform audits of a complex or investigative nature. It proposed that parties revisit the presentation made by business after labour questioned the nature of audits performed by these auditors and where it was held that they are doing full-scope audits. The employer will respond to the list.

### Wage agreement task team matters

Two task teams convened to discuss items emanating from the wage agreement, being certain policy-related items as well as benefit-related items. These task teams are pursuing various options towards eventual proposals that will determine whether the demands made by labour during wage negotiations can be resolved.

### Prenatal and vaccination leave

Labour stated that fathers should also qualify for this category of leave. The employer responded that the vaccination leave is linked to prenatal leave, which can only be applicable to pregnant women, and therefore the vaccination leave can only be allowed for mothers, and naturally excludes fathers. The employer further stated that it interprets the wage agreement to have the consequence that vaccination leave can only be utilised if the baby was born after 1 April 2019. Labour held the position that 1 April only applies to the prenatal leave for medical examinations and tests of pregnant women, but that this condition does not apply to vaccination leave, and that vaccination leave can also be utilised for babies born prior to 1 April 2019, and in terms of its interpretation of the wage agreement. The employer stated that it remains with its position and do not agree with labour's interpretation. The PSA suggested that an arbitrator be appointed to look at the agreement and make an advisory award on the correct interpretation of this section in the 2019 wage agreement.

### HAY-grade methodology

The PSA would like insights on the HAY grade methodology as applied in SARS in the determination of grading outcomes, as it perceives that anomalies persist from job evaluation outcomes and in comparison of more complex job roles against less complex roles. The employer will ensure that subject experts engage labour.

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GENERAL MANAGER