

FOR PSA MEMBERS: SOUTH AFRICAN REVENUE SERVICE (SARS)

10-02-2020

Feedback: National Consultative Forum

Insourcing: Cleaning services

The employer has conducted a feasibility study that resulted in an agreement that it will insource Cleaning staff. The employer presented three options for consideration:

Option 1: Insourcing contracted staff members (at current capacity level) at their current net salary level plus SARS minimum benefits only;

Option 2: Insourcing contracted staff members (at current capacity level) at their current net salary level only with a possible 10% increase in salary in lieu of SARS minimum benefits; and

Option 3: Based on Option 1 but informed by SARS' revised resource requirements. This option seeks to optimise existing structures and resources in the SARS base.

If option 3 is taken, the Cleaning staff compliment will be reduced to 437 and supervision capacity will be provided by Corporate Real Estate (CRE). Labour welcomed the decision from the employer to insource Cleaning staff but indicated that any option where staff will be laid off will not be considered. Therefore, option 1 is the only viable choice. The employer took note of the inputs by labour and will take these into consideration in deliberations with its principles.

Parking policy

The employer presented a parking policy (*attached*) for inputs and deliberation. Members are requested to peruse the policy and provide inputs to their respective FTSS.

Detector Dog Unit (DDU) Grading

The only item that remained under dispute was the downgrading of members from 5B to 5A where the decision was taken by the Job Evaluation Committee (JEC) to revise the grade 5B downwards to a 5A grade. The employer acceded to review the decision of the JEC and this job profile will be referred back to the JEC, which will be presented at the next JEC sitting scheduled for March 2020. Labour requested that the final profiles to be considered should first be submitted for review by labour. The employer acceded to this request. The PSA further raised a concern regarding the non-sitting of the JEC owing to quorum issues. The employer committed to resolve the matter to ensure the JEC sits as planned.

Customs and Excise: Shift System

A Task Team will be established to engage the Department of Labour on the Customs shift system and determine if this is still the best system or if changes need to be made. Labour is specifically

requesting the Department of Labour to look into the current 199 hours and determine if this practice should continue.

Customs and Excise: Capacity problems

It was agreed that the employer will schedule a meeting between labour and Customs Management to discuss Customs capacity constraints. The employer reported that this is an organisational concern. It is investigating the possibility of using the migration process or secondment of employees to alleviate the capacity constraints until a permanent solution can be implemented.

Customs and Excise: Grade adjustments approved

The employer confirmed that the Customs grade adjustment was approved, and Business was busy clearing up the list and the implementation would be affected when everything is in order. Labour enquired about the status of the Tactical Intervention Unit grade adjustments to be implemented. The employer indicated that it will investigate and provide an update report at the next NBF.

Accommodation: Border posts

The employer has acceded that separate accommodation for females and males will be provided. However, the preference of the individual will be considered. Members can therefore indicate their preference and accommodation will be provided on this basis.

Discretionary leave

A concern was raised that SARS has been declining the application of employees for Discretionary Leave, citing that employees needed to have exhausted their annual leave or sick leave, which according to the employer is a requirement that was listed in the policy. It was raised with the employer that according to the PSA this condition to first use annual leave or sick leave is not a requirement from the policy. The employer indicated that it will investigate and provide a report during the next NBF.

GENERAL MANAGER