

FOR PSA MEMBERS: SOUTH AFRICAN REVENUE SERVICE (SARS)

12-11-2020

Feedback: NBF

Customs shift

Members will recall that labour engaged the employer and the Department of Employment and Labour to determine if the change from 177 hours to 199 working hours per month resulted in a negative impact for members and if members are due any overtime payments. The Department of Employment and Labour is unresponsive and the NBF Chairperson suggested that an expert on the BCEA be contacted to address the NBF and give guidance on this matter. This proposal was accepted by the Forum in the interest of moving forward.

Staff movement

The PSA raised a new agenda item where divisions implemented staff movements without consulting labour. The employer indicated that movement of staff is only in respect of the realignment of roles within the Organisational Transition model. It was emphasised that no jobs had been changed.

NEESDC report

The employer reported that a NEESDC meeting was held on 27 October 2020. The report reflects the employment equity status for Quarter Two as at 30 September 2020.

Race: Target – 80.37% Actual – 70.69%

Gender: Target – 51.37% Actual – 49.40%

Disability: Target – 2.66% Actual – 2.25%

Leave encashment

The PSA raised a concern that since we are heading towards the end of this extremely challenging year, members requested clarity on the employer's position on whether they will be able to encash six days of unutilised annual leave in January 2021. They require this clarity to plan for leave and decide on how they should utilise or not utilise leave accrued for this year. The employer also needs to acknowledge that some members are facing serious financial challenges, especially where a spouse has become unemployed because of the pandemic. The encashment of leave will provide some financial relief. The employer responded that in the previous financial year its financial constraints were discussed and the *status quo* remains but an engagement with labour was proposed. The PSA indicated that leave encashment remains a condition of service but welcomes the proposal of the employer that a meeting will be convened to discuss this issue during the week of 9 to 13 November 2020.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER