

FOR PSA MEMBERS: SOUTH AFRICAN REVENUE SERVICE

22-10-2020

Salary dispute (employees not within Bargaining Unit)

Members are aware that SARS indicated that owing to the current economic and financial conditions it is not able to provide employees who fall outside the bargaining unit with a salary increase for this financial year. Members were informed that a dispute was referred to the CCMA and conciliation was scheduled for 5 October 2020.

Prior to the scheduled conciliation, the employer approached labour and suggested that the CCMA referral be withdrawn, and a private mediation process be instituted instead. The employer undertook to bear the costs of the mediator. Labour only agreed to postpone the CCMA process pending a successful mediation process. A physical mediation session was convened on 14 October 2020 in Pretoria. The mediation session proved fruitless and the following transpired:

The employer stated its position at the onset that there is no money for any increases whatsoever. It only indicated that it might consider the possibility of either a separate bargaining platform for grade 7 and 8, or to include grade 7s into the existing bargaining unit. However, in the same breath it presented its reservations to include managers of this level back into the BU.

The PSA indicated that it cannot accept this and pointed out that a good portion of grade 7s is not managers but specialists. Labour informed the employer that it is of the opinion that the mediation process failed and would revert to the CCMA process.

A new set-down date for 29 October 2020 at 10:30 was received from the CCMA. Based on what transpired thus far, members need to understand that the conciliation is likely to fail, and a certificate of non-resolution will be issued. This will entail that notice will be given of intended industrial action. Prior to this it will also be required to agree on picketing rules and such rules will have to be adhered to on any action to follow. It is imperative to note that should the matter reach this stage, participation of all those affected is vital to exert pressure on the employer to accede to the demands for salary increases for those outside the Bargaining Unit. Members will be informed of developments.

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