

## Wage and leave encashment disputes

### Wage dispute

Members are aware that a mandate was requested for the “in-principle” agreement between the employer and labour with regard to the salary increase for the 2021/22-financial year. Members must take note that the PSA has concluded the mandating process and received an overwhelming majority from members who voted to accept the In-Principle Agreement. Also take note of the *Newsflash* issued by the employer earlier, which confirmed that the offer was accepted in principle by unions. The employer confirmed that: “should the outcome of the legal processes at the High Court be in the favour of the PSA, SARS will re-engage National Treasury who is responsible for funding allocation to SARS. In the event that a ruling is in SARS’ favour, the amounts already paid will not be recovered from employees”. The PSA therefore retains its right to continue with the wage and leave encashment disputes at the High Court and CCMA respectively.

Further note that the employer confirmed that increases for non-Bargaining Unit employees will now be implemented. Where implementation for Bargaining Unit employees (Grades 1 to 6) is concerned, please note that the legal processes relating to the In-Principle Agreement still need to be concluded. The PSA has requested the legal team representing it in the High Court matter, to peruse the agreement and to provide legal inputs. Members will be informed of all further developments as and when these arise, as well as details of implementation once all processes are concluded.

### Leave encashment dispute

Members are aware that the employer failed to pay the unused leave to qualifying employees. The employer also indicated that it does not intend to continue with this practice. The PSA declared a dispute at the CCMA. Members are aware that Nehawu was joined in the PSA dispute. Arbitration commenced on 29 October 2021 but owing to the number of witnesses, the arbitration could not be concluded. The matter is scheduled to continue on 1 and 2 December 2021.

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