

Feedback: NBF

New leave dispensation and encashment of leave

Members will recall that the employer presented a proposed new leave dispensation. This proposal was rejected by labour and no further discussions took place. Members will also recall that the employer indicated that currently it cannot afford to pay the unused leave days. The PSA already declared a dispute through the NBF but parties could not resolve the matter. The dispute will now be referred to the CCMA for conciliation and arbitration.

Outstanding grading issues

Where the outstanding grading issues are concerned, the employer advised that the Terms of Reference for the Enterprise Committee have been signed off by the Commissioner and therefore, it can commence with its work. The employer reiterated that it is the job of the Enterprise Committee to investigate the grading issues throughout the entire organisation to establish an overall view of all grading-related matters to check for impact and alignment. Labour requested a time frame and a project plan as the grading issue has been ongoing for a significant period of time. The employer undertook to provide same by no later than the next NBF.

Travel Allowance withdrawal

The PSA expressed that it reserved its rights on this matter. Legal action commenced and all relevant information was provided to the PSA's attorney. A comprehensive list of all affected members was also submitted. As previously communicated to members, the CCMA conciliated the dispute and issued a certificate. The PSA immediately applied for arbitration and also recently received a set-down notice for the arbitration for 6 May 2021.

Uniforms

The PSA raised a concern regarding uniforms and the employer's communication regarding the issuing and finalisation of uniforms by 5 June 2020. All TPS and Customs offices in the various regions are still awaiting delivery of uniforms. PSA raised the following concerns:

- Despite the fact that the organisation has a uniform policy in place, employees have not been issued with uniforms as required.

- Some employees have never received uniforms from the start, whilst others are still awaiting their completed uniform and/or the correct sizes. Despite this, these employees are not allowed to wear the uniform items that they have received.
- Employees who were not issued with complete uniforms and/or correct sizes have to continue to buy clothes for work; leaving them out of pocket compared to employees who have received complete uniforms. This practice is unfair towards those employees.

The employer took note of the submission made and indicated that they are engaging with the Business Unit and will provide feedback in the next NBF meeting.

Implementation: Wage agreement

The employer indicated that funds for the annual salary increases have not been allocated to SARS by Treasury and therefore, year three of the wage agreement cannot be implemented. The employer indicated that it is aware of other processes that are currently in progress in the Constitutional Court in relation to the greater Public Service wage dispute and is awaiting the outcome. Labour advised the employer that it is in breach of the agreement reached in relation to year three of the Substantive Wage Agreement and urged the employer to reconsider its position. Ultimately, Labour reserved its rights on the way forward and will inform the employer of the next step. Members will be informed in due course of the legal recourse to be taken, once careful consideration is given to all available options to ensure the agreement is implemented.

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