

FOR PSA MEMBERS: SOUTH AFRICAN REVENUE SERVICE (SARS)

04-04-2022

Update: 2021- and 2022-SARS wage disputes

2022-wage negotiations

Members will recall that the PSA declared a dispute at the CCMA after failed internal dispute meetings with an uncaring, unwilling employer. The matter was set down for conciliation on 31 March 2022. The employer maintained that it cannot afford a salary increase and proposed a **0%**-salary increase for the 2022/23-budget year, which was outrightly rejected by labour. Subsequently, the Commissioner issued a certificate stating that the matter remains unresolved, and parties are finalising picketing rules, paving the way for a strike. It must be noted that the strike will only take place after mandating and balloting processes are concluded in line with the *LRA* and the *PSA Statute*. The mandating process will commence in the coming days to determine if members are willing to engage in strike action.

The 0%-salary increase follows the withdrawal of numerous employee benefits, which were implemented through collective bargaining. This is viewed by the PSA as not only an attack on the collective bargaining processes but an onslaught on employees' rights and interests. Sheer commitment and demanding work by employees resulted in SARS exceeding revenue collection targets but unfortunately the employer did not appreciate this. The employer is ignoring constant price increases for basic services, food, fuel, and electricity and still expects employees to put in extra efforts, without any increases. The Reserve Bank recently increased repo rates, and the CPI is on the rise, thus resulting in SARS employees being worse off as the employer decided to ignore all these factors and maintain an illogical 0%-salary increase offer. The PSA is of the view that it is high time that the SARS is reminded of workers' power and voting for a strike is logical, considering the employer's position when it comes to employees' rights and interests. The plight of workers does not seem to matter.

2021-wage dispute

Members will recall that the PSA approached the High Court to enforce the implementation of the last leg of multi-term agreement after the employer failed to implement salary increase from 1 April 2021. The PSA filed written heads of argument on 2 March 2022, whilst the employer failed to submit by 16 March, as directed. The PSA's attorneys are considering options to expedite the matter, including writing to Judge President to ask the Judge to manage the disputes since SARS failed to comply with Court Rules. It is regrettable that the SARS continuously shows disregard for workers' plight and the PSA is prepared to pursue this matter until the end as workers deserve their increase.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Members will be informed of developments.

GENERAL MANAGER