

FOR PSA MEMBERS: **SOUTH AFRICAN REVENUE SERVICE (SARS)**

14-09-2022

## Wage Dispute – URGENT MANDATE REQUIRED!!!!

Members are aware that parties met at the end of August to resolve the ongoing wage deadlock wherein the employer tabled the offer as follows:

- 1.5% pensionable salary increase backdated to 1 April 2022.
- If the public service receives a higher salary increase, then the difference between the 1.5% and the public service salary increase will be paid to SARS employees with implementation date of 1 April 2022.
- The other non-monetary demands that were submitted by labour will be further discussed and concluded in the National Bargaining forum (NBF).
- Parties will start engagements in the NBF on the employee value proposition (EVP) that will be inclusive of financial and non-financial benefits to employees.

The offer was made after employees embarked on a strike due to the rejection of the paltry offer of 1.39% salary increase. In addition the employer unilaterally implemented the cash gratuity while negotiations were still underway which was viewed by the PSA as disrespectful. Members must note that the current Public Service offer is 3% although unions are still busy with mandating process.

### No work no pay deductions

Members are aware that any participation in industrial action will result in implementation of 'no work, no pay' principal and the employer indicated that they intend to deduct money from those who participated in the strike. The PSA vigorously engaged the employer and the following options were discussed for members to consider:

1. All Special Dispensation Leave (SDL) together with any Brought Forward Leave (BFL) available can be used to substitute the 'no work, no pay' days. With this option, 74% of striking employees can be covered that will result in no deductions being made.
2. 12% of employees have a combination of SDL and BFL available but it does not cover all leave days and no work no pay deductions must be implemented.
3. 14% of employees have no SDL or BFL available and all their leave days must be deducted.

The current proposal on the deductions is that deductions will take place over a four month period starting in October. Members can choose to break the deductions during December and January and resume in February and March.

Members can structure their deductions through consultation with their managers, therefore, if you do not want to sacrifice your SDL and BFL you can decide to only repay the days that such members participated in the strike. Members can also decide to repay the money over a shorter period if they do not want to utilise the full four months.

Parties are still exploring the above options with regards to the 14% of employees who do not have SDL or BFL available. Further discussions will take place on Wednesday, 14 September 2022.

### **Mandate Required**

Members will be voting using the PSA electronic voting system that can be accessed by utilising the following link: <https://bit.ly/3LgwIJJ>

Please note that you can use your ID or PSA membership number to cast your vote. If you have joined the PSA recently and the system is not allowing you to cast your vote or experiencing any problems, please contact your respective provincial office to assist you cast your vote manually.

### **What members needs to vote on:**

Members should therefore consider the attached draft and vote YES to either accept or vote NO to reject the employers offer of 1.5% salary increase backdated to 1 April 2022 and should the public service receive a higher salary increase then the difference will also be paid to SARS employees with effect of 1 April 2022.

**The mandate process will open on Wednesday 14 September 2022 at 09h00 and closes on 20 September 2022 at 16h00.**

Members will be informed of further developments.

GENERAL MANAGER