

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

29-11-2022

Feedback: National Bargaining Forum (NBF) Meeting – 24 November 2022

Criminal Investigation: Realignment of Work Design and Structure

Members are aware that the PSA lodged a collective grievance for members who were impacted by the realignment process in the Criminal Investigation division. The grievances were owing to the employer's failure to ensure meaningful consultation with labour. The PSA demanded that the employer must suspend the realignment process pending proper and meaningful consultation. Subsequently, the employer made a presentation that proved to be inconsistent with what was shared with employees during national roadshows. The inconsistency of the message and inadequacy of the information led to labour requesting the following information:

- New structure vs old structure for comparison purposes;
- Rationale for changes in the structure as it would directly impact members;
- Placement criteria in the different work streams as identified by the employer; and
- Grades attached to the proposed work streams.

The employer has acceded to halt the realignment process until a revised presentation can be presented during further consultation meetings.

Pending matters in NBF

The employer undertook to respond to the following agenda NBF agenda items in writing:

- Practice of excluding employees promoted from April 2022 on the implementation of salary increase.
- Outstanding pay bands for 2020/21- and 2021/22-financial years.
- Job Titles and Profiles of the Illicit Economic Activity (Trade) Unit. Employees are yet to receive job titles and job descriptions that impact on the performance of their work according to set standards and measurements.
- Realignment and restructuring of business units without consultation.
- Expensive service providers for provision of staff refreshments and the need for alternatives.
- Insourcing of Security Officers

2022/23-wage update

The PSA demanded that a further 3% must be paid to employees in line with what was paid to public servants as the Collective Agreement provided that SARS will implement the PSCBC Agreement. The employer requested time to engage its principals to obtain a fresh mandate and will respond in due time.

Members will be informed of developments.

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 a PSA Provincial Offices.

GENERAL MANAGER