



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

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

16-05-2023

Update: SARS-wage negotiations - 2023/24

Members are aware that inputs were requested for the 2023/24-financial year wage demands to enable commencement of wage negotiations, as scheduled for 11 and 12 May 2023. The demands were subsequently consolidated and submitted to the employer as follows:

1. Single-term agreement with 10% across-the-board on the employee's guaranteed total package (GTP).
2. Extending the definition for family responsibility leave to enable employees to apply for family responsibility leave when they look after extended family members, even if they are not the legal guardian.
3. Increasing current long-service awards by doubling current amounts and incorporating the award on obtaining 20, 25,30, 35, and 40 years' into GTP.

The employer requested to move items 2 and 3 to task teams to prioritise the salary increase and finalise these two items after the salary percentage was concluded. The employer responded with an offer of a single-term 6%-salary increase across-the-board. This will be broken up into two payments, *i.e.*, a 4.47%-salary increase paid as soon as an agreement is reached, backdated to 1 April 2023, and a further 1.53% to be paid at a later date (around November 2023), backdated to 1 April 2023.

Labour rejected the offer and responded with the following:

7.5%-salary increase on a single term. Payments will still be broken into two payments, *i.e.*, 4.47% once the agreement is signed (backdated to 1 April 2023) and a further 3.03% paid around November 2023 (backdated to 1 April 2023). The employer indicated that it would consider the proposal by the PSA. Labour was requested to meet over the weekend where the employer officially revised the initial 6%-salary increase offer to a final offer of a 7.5%-salary increase. This will be broken up into two payments, *i.e.*, 4.47%-salary increase paid as soon as an agreement is reached (backdated to 1 April 2023) and a further 1.53% paid around November 2023 (backdated to 1 April 2023).

The latest offer by the employer will be taken back to members for a mandate. Should members reject the offer, they must be prepared to declare a dispute and embark upon industrial action to force the employer to present a better offer. **Electronic voting will commence on Tuesday, 16 May 2023 from 16:00 until 23 May 2023 at 10:00.**

Members will be informed of the outcome of the voting process.

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.

GENERAL MANAGER