

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

29-03-2023

What is happening at SARS?

Development of career models

The employer presented the different career models to implement for service consultant, enforcement, litigation, and Customs and Excise. Considering the number of clarity questions raised by labour, the employer has undertaken to convene a workshop as soon as possible to discuss the Career Model proposal in more detail. Members will be provided with further clarity once the workshop was convened.

Implementation of new scorecards to staff on all levels commencing 1 April 2023

The PSA raised concern that members were informed via a *Newsflash*, dated 23 March 2023, of the proposed changes to scorecards before the consultation process had commenced. It was emphasised that this premature notification to employees is unacceptable and needs to be addressed urgently and without delay. Members are encouraged to provide inputs on proposed changes for further consultation to take place with the employer on the new proposal. Members can submit their inputs to their respective FTSS or PSA Provincial Offices by close of business on **5 April 2023**.

Report by task teams: Outstanding wage negotiation items - 2022/23-financial year

The final reports of the two task teams that were set up in terms of the NBF Constitution were presented to the NBF for ratification. Resolutions reached on each of the non-core demands will be recorded in an addendum to the 2022/23 Substantive Wage Agreement that will be shared with members as soon as it becomes available.

Wage negotiations 2023/24

Members will recall that the previous *Informus* indicated that the PSA placed the employer on terms to start with wage negotiations for the 2023/24-financial year. The employer presented the proposed schedule of NBF wage negotiation meetings where it was proposed that wage negotiations should commence on 10 May 2023. The PSA indicated to the forum that it is ready to commence with wage negotiations for 2023/24 immediately and further advised that it had informed the employer of such on numerous occasions to which no response was received. The PSA requested that the employer fast track the commencement date, and should the employer still be waiting for its mandate, non-core wage demands could be presented and dealt with in the interim. Although the employer remained with the proposed timelines for negotiations, the PSA indicated that this is not acceptable and the national negotiating team, National Branch, and PSA administration will be considering the employer's response and provide a way forward to ensure that wage negotiations can start without any further delays.

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