



# INFORMUS

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SERVICE EXCELLENCE

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

02-05-2024

## Update: SARS wage negotiations - 2024/25-financial year

The previous *Informus* refers (a copy can be found on the PSA website ([www.psa.co.za](http://www.psa.co.za)) or from PSA Provincial Offices). Members will recall that it was reported that the road map for 2024/25-salary negotiations was adopted. The original PSA wage demands were crafted as follows:

**Core demand:** 7% - 9% increase in cost-to-company and single term.

### Non-core demands

- Medical-aid Service Provider review for General Assistant workers, current options are too expensive. Introduction of Gems (Lower-level employees will benefit).
- Once-off financial incentive for employees who do not qualify for any form of study assistance.
- "SARS for YOU" employee-wellness program to be reinstated, especially the program where employees would benefit from discounts from outside vendors.
- Insourcing of all contract workers in SARS, for example IT graduates, Security officials, *etc.* This will save SARS money, as there will be no intermediary to pay.
- Revisit leave payouts as currently SARS is battling to reduce inventory. Alternatively, the five days a year could be saved and accumulated to a maximum of 50 days instead of the current 20-day ceiling.

On 24 April 2024, labour agreed to consolidate the labour wage demands as follows:

**Core demand:** 9% increase effective from 1 April 2024. Single term.

### Non-core demands

- Financial incentive in the form of once-off gratuity for employees who acquire a SARS business-aligned qualification without employer full or partial sponsored bursaries.
- Upgrade all lowest-paid employees to salary level 3.
- Reinstatement of the "SARS for YOU" employee-wellness program, particularly focusing on benefits such as discounts from outside vendors.
- An absorption exercise for the insourcing of Security Guards.

On 25 April 2024, labour presented the consolidated wage demands to the employer. The employer noted clarity-seeking questions and agreed to revert to labour in the next scheduled meeting. The employer also committed to presenting its counteroffer at the next meeting, which is scheduled for 7 to 9 May 2024.

Members will be informed of developments.

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

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