



INFORMUS

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SERVICE EXCELLENCE

FOR PSA MEMBERS: **SOUTH AFRICAN REVENUE SERVICE**

18-03-2024

Update: SARS 2021 wage dispute

Members will recall that owing to a revised settlement offer received from the employer, the PSA embarked on a new ballot process. Following the mandate-seeking process, members were given the choice to accept or reject the offer by 13 March 2024 at 10:00. The majority of members voted to accept the offer.

According to the last report from SARS, the PSA's membership in the Bargaining Unit in February 2024 stood at 4 513 (see table below):

REPORTING PERIOD	29 February 2024					
UNION REPRESENTATION	Jan 2024		Feb 2024		Month on Month Variance	
	# Membership	% Membership	# Membership	% Membership	#	%
Bargaining Unit						
(Grades 1 to 6)	10 422	100.00%	10 396	100.00%	-26	-0.25%
NEHAWU	4 495	43.13%	4 501	43.30%	6	0.13%
PSA	4 498	43.16%	4 513	43.41%	15	0.33%
Both Unions	117	1.12%	121	1.16%	4	3.42%
Agency Shop	1 312	12.59%	1 261	12.13%	-51	-3.89%
Non-Bargaining Unit						
(Grades 7 to 9)	1 850	100.00%	1 854	100.00%	4	0.22%
NEHAWU	310	16.76%	315	16.99%	5	1.61%
PSA	611	33.03%	613	33.06%	2	0.33%
Both Unions	7	0.38%	7	0.38%	0	0.00%
Non-Union	922	49.84%	919	49.57%	-3	-0.33%
Grand Total	12 272	100.00%	12 250	100.00%	-22	-0.18%

The table below provides a breakdown of votes as received after the ballot was closed:

SARS ballot: Votes received			
Employee Type	No Votes	Yes Votes	Grand Total
Bargaining Unit	1 035	2 920	3 955
Management	33	194	227
Not Eligible (Incorrect department/duplicate vote)	7	4	11
Grand Total	1 075	3 118	4 193

Total membership	4513
Total members voted	3955
Participation	87.63% majority participation
Members who voted YES	2920
Members who voted Yes % from total membership	64.70%
Members who voted Yes % from participating votes	73.83%
Members who did not participate in the ballot	558 (4513-3955) 12.36%
Members who voted NO	1035
Members who voted No % from total membership	22.93%
Members who voted No % from participating votes	26.16%

Considering the votes received, the PSA received a majority vote from members to accept the settlement offer by the employer. The PSA therefore informed the employer during a NBF meeting on 15 March 2024 that the settlement agreement is accepted. In terms of the settlement agreement, the employer will pay employees by the end of March 2024 but no later than 15 April, or the settlement agreement will fall away.

NB: IT IS IMPORTANT THAT ALL MEMBERS PARTICIPATE IN THE VOTING PROCESS WHEN REQUESTED TO DO SO AS THIS ASSISTS IN PROVIDING A CLEAR WAY FORWARD.

The PSA extends gratitude to all members for their participation and patience throughout this journey.

SARS employees who have not yet chosen the PSA as their Union of Choice can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, contact PSA Provincial Offices or contact the respective Full-time Shop Stewards (FTSS):

- Dalinda Swart: National Chairperson SARSWU Branch, Chairperson Mpumalanga, FTSS Gauteng South and Mpumalanga
- Pieter Terblanche: Vice-Chairperson SARSWU Branch, Chairperson and FTSS Free State and Northern Cape
- Nkosingiphile Mdlalose: Secretary SARSWU branch , Chairperson Gauteng South, FTSS Gauteng South and North West
- Alvernia Lee: Chairperson Eastern Cape
- Chantalé Bester: FTSS Gauteng North and Head Office
- Herman Ras: Chairperson Gauteng North

- Isabel Pretorius: Chairperson and FTSS Western Cape
- Jenny Calvert: Chairperson Northern Cape
- Marius van Deventer: FTSS Eastern Cape
- Mushiyeni Montja: FTSS Gauteng and Limpopo
- Sithembile Ngcobo: Chairperson and FTSS KwaZulu-Natal
- Thabiso Matle: Chairperson North West
- Thendo Tshidavhu: Chairperson Limpopo
- Prince Mthombeni: Negotiator for SARS – PSA Administration

Reuben Maleka

GENERAL MANAGER