



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

02-12-2025

## Update: SARS National Bargaining Forum (NBF)

### Bursary Policy

The PSA has expressed concern regarding the implementation of the new Bursary Policy, which was enacted in September 2025 without prior consultation with organised labour. Bursaries are currently administered via two channels, *i.e.*, the internal SARS Bursary Scheme and the FASSET Employed Learner Bursary. Both programmes are governed by detailed eligibility requirements and defined funding limits. In the past two years, over R50 million has been allocated to employee bursaries, reflecting a substantial investment in professional development. An additional R29 million has been designated for bursary funding in the 2026-academic year. To promote equitable access, 80% of available bursary funding is reserved for employees who are part of the bargaining unit. This item remains in the agenda for the January 2026 NBF.

### Performance Bonus Policy

The Performance Bonus Policy establishes a structured framework for the allocation of bonuses, emphasising fairness and transparency. Employees are evaluated according to a performance work plan comprising specific objectives and key performance indicators. Eligibility for bonuses is conditional upon attaining a minimum performance score of 60%. Should an employee's performance fall below the required threshold, steps are taken to address and rectify deficiencies. Whilst managers maintain discretionary authority when allocating bonuses, they are obliged to adhere to policy guidelines to guarantee consistency and fairness throughout the organisation.

### Employee Value Proposition (EVP)

The Employee Value Proposition (EVP) represents the comprehensive set of benefits and opportunities provided by the organisation. It is designed to attract, retain, and support employees, harmonising organisational strategic goals with the well-being of employees. The employer confirmed that the current benefits encompass medical aid, pension via the Government Employees Pension Fund (GEPF), group life insurance, relocation assistance, service bonuses, flexible working arrangements, long-service recognition, training and talent management initiatives, bursaries, generous leave, performance bonuses, recognition awards, and a holistic wellness programme.

### Wellness service offerings

The SARS Wellness Programme is delivered in a hybrid format, affording employees access to a diverse range of support services. These offerings include counselling and support, available in-person, virtually, or telephonically, through both external service providers and internal wellness consultants. Employees have access to crisis support, trauma debriefing, and referral services for ongoing assistance. Further resources include legal and financial advice, health information, and “Hello Doctor” services, which are accessible in all official languages. Additional support is provided through managerial guidance, conflict mediation, and a comprehensive selection of wellbeing resources such as stress management, healthy ageing, and nutritional advice. Access to these services is facilitated through self-referral, informal, or formal referral processes.

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

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