



FOR PSA MEMBERS: SOUTH AFRICAN REVENUE SERVICE (SARS)

17-04-2025

Update: SARS wage negotiations

Members will recall that the South African Revenue Service (SARS) and organised labour are currently engaged in wage negotiations, aimed at improving salaries and conditions of service. On 15 and 16 April 2025, parties met in an effort to conclude the negotiation process. During these sessions, the employer tabled what it considers to be a final offer in response to labour's demands. Below is a summary of the key positions:

Organised labour demands vs Employer offer

Demand	Organised labour position	Employer offer
Cost-of-Living adjustment	7% across-the-board	5.5% across-the-board
Agreement duration	Single-term agreement	Employer agreed
Recruitment Policy Review	Review of current policy	Employer rejected demand (see <i>attached response</i>)
Remuneration Policy: Pay progression	Move all employees from Compa-ratio 80% to 120%	Employer rejected demand (see <i>attached response</i>)

PSA members will be consulted through their respective shop stewards to obtain a mandate on the employer's offer. Meeting dates for these consultations will be communicated in due course. Please find *attached* the full written response by the employer addressing all demands. The next plenary session is scheduled for **13 to 15 May 2025**.

Employees who want to join the PSA can visit the PSA's website, contact PSA shop stewards or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER