



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

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26-01-2026

## Outcome of arbitration proceedings: Disclosure of information dispute

This communication serves to update members on the outcome of the arbitration proceedings held on 22 January 2026 at the CCMA in Pretoria, as previously reported.

Members will recall that during the National Consultative Meeting of 25 September 2025, the PSA formally requested access to the employer's salary pay bands. The employer declined this request, asserting that the salary pay bands constitute the organisation's intellectual property and are therefore confidential. Following the employer's refusal, the PSA declared a dispute on the basis that access to the reviewed salary pay bands is essential to enable the Union to adequately prepare for 2026/27-salary negotiations.

During the arbitration proceedings, and following engagements between parties, the CCMA advised that the dispute was premature in nature, as it was deemed anticipatory. The CCMA further indicated that a disclosure-of-information dispute should be declared in relation to a specific and concrete grievance, rather than in anticipation of future bargaining processes.

The PSA remains resolute in the Union's commitment to transparency, fairness, and access to relevant information in the collective bargaining process. The PSA will continue to pursue all appropriate avenues to ensure that it is properly equipped to represent members' interests in the 2026/27-bargaining cycle.

Members will be informed of developments. The PSA thanks members for their continued support and solidarity.

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GENERAL MANAGER