



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

26-08-2026

Hay Grade dispute: Labour Appeal Court update - 24 August 2026

The PSA wishes to update members on the latest developments regarding the ongoing Hay Grade dispute involving the South African Revenue Service (SARS). Members will recall that the PSA, on behalf of affected employees, successfully defended the matter in the Labour Court. SARS subsequently sought leave to appeal the Labour Court judgement. The crux of the matter is that SARS appears intent on preventing the dispute from being heard before an arbitrator. The PSA views this approach as vexatious litigation, as it has the effect of delaying the matter and avoiding proper consideration of the merits of the case.

It is now confirmed that on 20 August 2026, the Labour Appeal Court (LAC) granted SARS leave to appeal against the whole Labour Court judgement. In terms of the Court's order, SARS has been directed to deliver the appeal record within 60 court days. The granting of leave to appeal does not mean that SARS has won the case. It simply means that the Labour Appeal Court has granted SARS its constitutional right to appeal the Labour Court judgement.

The PSA remains committed to defending the interests of affected members and will continue to oppose the appeal by SARS. The appeal process will now proceed in accordance with the Court's directions. SARS must file the appeal record within the prescribed period, after which parties will exchange further legal submissions, and the matter will be enrolled for hearing before the Labour Appeal Court.

Members are assured that the PSA will continue to pursue the matter vigorously and will keep members informed of any significant developments. The PSA understands the importance of this matter to affected members and appreciates the patience and continued support. The PSA is committed to protecting members' rights and to ensuring that their interests are robustly represented throughout the appeal process.

Not yet a PSA member? Join today!

Visit the PSA's website, send an email to ask@psa.co.za, or contact the nearest PSA Provincial Office.

Reuben Maleka
GENERAL SECRETARY