

What is happening at SARS?

Leave encashment dispute

Members are aware that in the past employees could apply to have their unused leave days paid out during this time of the year. Members were previously informed that the PSA applied for conciliation at the CCMA and the matter was heard on 4 May 2021. Parties could not resolve the dispute and the PSA will now apply for arbitration at the CCMA.

Phasing out: Travel allowance

Members informed the PSA that they received letters from the employer indicating that the travel allowance they receive will be phased out in the following four years, starting from 1 April 2021. The employer's proposal is that 25% of the allowance will be reduced on 1 April 2021, a further 25% on 1 April 2022, a further 25% on 1 April 2023 and the last 25% on 1 April 2024. Members were previously informed that the PSA referred the dispute to the CCMA and the conciliation session failed. Members were also informed that the matter was referred for arbitration and arbitration was set down for 6 May 2021. The employer applied to the CCMA to join the dispute that the PSA and Nehawu have at the CCMA since it relates to the same matter. The PSA's dispute involves more than 400 members and Nehawu represents around 46. The CCMA ruled on 6 May 2021 that the disputes are in essence the same and it therefore joined the respective disputes. The CCMA further tried to conclude the pre-arbitration minutes, but labour was given until 12 May 2021 to finalise its proposed minutes. Parties further agreed for the arbitration to resume either on 21 or 25 May 2021 or in June. This is dependant on the legal representative's availability and will be confirmed in coming days.

Since the matter has tremendous financial implications and the PSA also believes that this will confirm the position for future disputes where employers decide to unilaterally withdraw benefits, the service of a legal representative was sourced. Members will be informed of developments.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER