



SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NO	02/2011
DATE	05 APRIL 2011

AGREEMENT ON THE SOUTH AFRICAN POLICE SERVICE RANK STRUCTURE, REVISED PROMOTION POLICY AND MATTERS RELATED THERETO.

NOTING THAT a new rank structure was introduced in the South African Police Service with effect from 1 April 2010;

AND FURTHER NOTING THAT the new rank structure does not affect the current legislative status of the SA Police Service

AND FURTHER NOTING THAT the ranks of LIEUTENANT and MAJOR have been introduced;

AND FURTHER NOTING THAT the said two ranks need to be populated;

THEREFORE the parties agree as follows —

Part A

- 1.1 The salary structure for the South African Police Service is set-out as Annexure "A" hereto and now accommodates the ranks of lieutenant and major.
- 1.2 The ranks of lieutenant and captain as well as major and lieutenant colonel will be one post level respectively. Posts will be filled at lieutenant and major level respectively, and only in exceptional circumstances, informed by service delivery needs, at captain and lieutenant colonel level.
2. This agreement provides for a process which will populate the ranks of lieutenant and major over a period of 24 months underpinned by the following principles:
 - 2.1 A once-off promotion process will be embarked upon in the 2011 / 2012 and 2012/2013 financial years to provide for the promotion of members to the ranks of lieutenant, captain and major.
 - 2.2 The promotion process will be informed by the criteria as set-out in Annexure "B".

Part B

3. The parties agree to negotiate and finalize a revised promotion policy by no later than 1 September 2011.

Part C

- 4.1 The parties agree that the awarding of performance excellence incentives will cease with effect from the 2011/12 financial year, however this provision does not affect the awarding of monetary awards.
- 4.2 It is further agreed that the scarce skills policy will be reviewed and phased out and a different compensatory framework will be negotiated for implementation within the 2012/2013 financial year.

Part D

- 5.1 Parties acknowledge that the core business of the South African Police Service is to prevent, combat and investigate crime and therefore parties will embark on a process which seeks to explore a compensation model which differentiates between operational and support environment personnel employed in terms of the South African Police Service Act, 1995.
- 5.2 The parties further agree to pursue measures during the 2011/2012 financial year with DPSA and National Treasury that will ensure that current Public Service Act employees become a category of employees in the Department of Police. This process will embrace the necessary changes to the legislation.

Part E

The grade progression of constables (to sergeant) and warrant officers (B1 to B2) who qualified up until and including 1 April 2010 and meet the requirements as provided for in National Instruction 2/2008, will be considered for progression with effect from the 1st of April 2011.

6. SCOPE OF APPLICATION

This agreement applies to all employees appointed in terms of the provisions of the South African Police Service Act, 1995 as well as the Public Service Act, 1995 (where applicable).

7. DATE OF IMPLEMENTATION

- 7.1 Part A and Part E of this agreement will be implemented on 1 April 2011.
- 7.2 Part B, C and D of this agreement will be implemented on the date of signing of this agreement.

8. This agreement binds the parties to the agreement and all employees who are not members of a registered trade union admitted to this Sectoral Bargaining Council, as well as all members of registered trade unions admitted to this Sectoral Bargaining Council who are not parties to this agreement.
9. This agreement shall be subject to the provisions of any applicable Act of Parliament, or secondary legislation promulgated in terms thereof.
10. The representatives of all parties concerned undertake to take every reasonable step necessary to ensure the implementation of this agreement.
11. Parties agree to conduct joint Road shows/Workshops on the interpretation/application of this agreement in the Provinces within 60 days of concluding this agreement.
12. Amendments to this agreement shall not be in force of effect unless they have been reduced in writing and signed by all parties concerned.
13. If there is a dispute about the interpretation or application of this agreement, any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of Council.
14. This agreement signed on behalf of the South African Police Service as Employer and the relevant employee organisations all signatories being duly authorised thereto at CENTURION on the 5th day of April 2011.



SOUTH AFRICAN POLICE SERVICE

POLICE AND PRISONS CIVIL RIGHTS UNION

SOUTH AFRICAN POLICING UNION

ANNEXURE A

SALARY STRUCTURE FOR THE SOUTH AFRICAN POLICE SERVICE WITH EFFECT FROM 01 JULY 2010

Constable	Band A	1	101,535	
		2	105,600	
		3	109,824	
		4	114,219	
		5	118,779	
		6	123,534	
Sergeant		7	128,478	
		8	133,614	
		9	138,963	
		10	144,516	
		11	150,294	
		12	156,309	
Warrant Officer	Band B1	1	161,115	
		2	167,556	
		3	174,264	
		4	181,230	
		5	188,478	
		6	196,017	
Warrant Officer Lieutenant/Captain	Band B2 Band C			193,638
				201,387
				209,445
				217,821
				226,530
				235,593
Major/Lt-Col	Band D	1	203,859	
		2	212,013	
		3	220,494	
		4	229,314	
		5	238,488	
		6	248,031	
Colonel	MMS Band	1	256,788	
		2	267,060	
		3	277,737	
		4	288,846	
		5	300,399	
		6	312,414	
		P	568,428	

Promotion Criteria: Warrant Officer to Captain

- **Representivity;** the representivity guidelines and number of posts be the baseline for the filling of the posts, provided that in the case of the same race group only, male members may supplement the shortfall of female members.
- **Qualification;** at least a NQF 4/equivalent qualification.
- **Seniority;** the most senior members (as on 30 June 2010) per each race group be considered:
 - Limited to the number of posts per each race group;
 - Provided that the number of years service in the rank of Warrant Officer may not be less than 12 years service in the rank of Warrant Officer;
 - To differentiate between members with the same number of years service in the rank of Warrant Officer and of the same race and gender, preference be given to members with the most years of service in the Service/Public Service;
 - To differentiate between members of the same seniority and race and gender, preference be given to members with NQF 6 and higher qualifications.
- **Uninterrupted service in the Service;** a minimum of one year uninterrupted service in the Service on the level of Warrant Officer as on 30 June 2010.
- **Performance;** at least an annual rating of satisfactory for the 2009/2010 PEP performance assessment cycle.
- **Suitability;** suitability for promotion to function effectively at the next higher level which may be affected by any convictions/pending cases- criminal and/or departmental.
- **Transferability;** be willing to be transferred to a vacant post identified by the relevant Provincial/Divisional Commissioner (in consultation with his/her Human Resource Utilization/Personnel Management and Management Services).

Promotion Criteria: Warrant Officer to Lieutenant

- **Representivity;** the representivity guidelines and number of posts be the baseline for the filling of the posts, provided that in the case of the same race group only, male members may supplement the shortfall of female members.
- **Qualification;** at least a NQF 4/equivalent qualification.

ANNEXURE B

- **Seniority;** the most senior members (as on 30 June 2010) per each race group be considered:
 - Limited to the number of posts per each race group;
 - Provided that the number of years service in the rank of Warrant Officer may, in the case of male members not be less than 8 years service in the rank of Warrant Officer and in the case of female members not be less than 5 years service in the rank of Warrant Officer;
 - To differentiate between members with the same number of years service in the rank of Warrant Officer and of the same race and gender, preference be given to members with the most years of service in the Service/Public Service;
 - To differentiate between members of the same seniority and race and gender, preference be given to member with NQF 6 and higher qualifications.
- **Uninterrupted service in the Service;** a minimum of one year uninterrupted service in the Service on the level of Warrant Officer as on 30 June 2010.
- **Performance;** at least an annual rating of satisfactory for the 2009/2010 PEP performance assessment cycle.
- **Suitability;** suitability for promotion to function effectively at the next higher level which may be affected by any convictions/pending cases- criminal and/or departmental.
- **Transferability;** be willing to be transferred to a vacant post identified by the relevant Provincial/Divisional Commissioner (in consultation with his/her Human Resource Utilization/Personnel Management and Management Services).

Promotion Criteria: Captain to Major

- **Representivity;** the representivity guidelines and number of posts be the baseline for the filling of the posts, provided that in the case of the same race group only, male members may supplement the shortfall of female members.
- **Qualification;** at least a NQF 4/equivalent qualification.
- **Seniority;** the most senior members (as on 30 June 2010) per each race group be considered:
 - Limited to the number of posts per each race group;
 - Provided that the number of years service in the rank of Captain may not be less than 8 years service in the rank of Captain;
 - To differentiate between members with the same number of years service in the rank of Captain and of the same race and gender, preference be given to members with the most years of service in the Service/Public Service;

ANNEXURE B

- To differentiate between members of the same seniority and race and gender, preference be given to members with NQF 6 and higher qualifications.
- **Uninterrupted service in the Service;** a minimum of one year uninterrupted service in the Service on the level of Captain as on 30 June 2010.
- **Performance;** at least an annual rating of satisfactory for the 2009/2010 PEP performance assessment cycle.
- **Suitability;** suitability for promotion to function effectively at the next higher level which may be affected by any convictions/pending cases- criminal and/or departmental.
- **Transferability;** be willing to be transferred to a vacant post identified by the relevant Provincial/Divisional Commissioner (in consultation with his/her Human Resource Utilization/Personnel Management and Management Services).