



FOR PSA MEMBERS: **SOUTH AFRICAN POLICE SERVICE (SAPS)**

20-03-2026

Your career, Your future, Your Union. Join PSA for real progression reform!

The PSA National Branch invites all SAPS employees to join the PSA to support the proposal for the implementation of a promotion policy for SAPS employees. The PSA currently does not meet the threshold for entry into the SSSBC to drive this issue. The PSA is an impartial a-political Union with the sole purpose of advancing the rights and benefits of members. If the PSA gains entry into the SSSBC, these are the type of matters that the Union will be able to drive on behalf of members.

The 2026 State of the Nation Address by President Cyril Ramaphosa made it clear that government wants stronger, ethical and accountable leadership in the SAPS. Senior officials will undergo vetting and lifestyle audits. Integrity is being prioritised at the top. Real reform must also happen at other levels. A fair promotion and grade progression system is critical to building strong, competent leadership from within.

Reality for members

- 12 years waiting for grade progression is too long.
- Career stagnation is increasing frustration.
- Backlogs remain unresolved.
- Promotion processes are often inconsistent.
- This affects morale. It affects operational performance. It affects your future.

What PSA is ready to table

The PSA can only:

- Table formal proposals,
- Demand negotiations,
- Challenge unfair practices, and
- Enforce collective agreements if it has the organisational strength and representativity to do so.

The stronger the PSA in the SAPS, the stronger your voice at the bargaining table.

This is about your career

Reducing progression to ten years is not a favour, It is recognition of service and competence. A predictable, fair career path improves morale, strengthens leadership pipelines, supports ethical policing, and enhances operational effectiveness.

Stand together, join the PSA If you want:

- Real negotiation on progression reform
- Strong representation at the SSSBC
- A Union that actively tables career-advancement issues
- Accountability from management

Now is the time to strengthen collective representation. Join the PSA and ensure your voice is represented where decisions are made. United members have bargaining power. Divided members have frustration. Join today by visiting the PSA website, or the nearest PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER