

**POPCRU** EST. 1989

**POLICE AND PRISONS CIVIL RIGHTS UNION**

**POPCRU HOUSE**

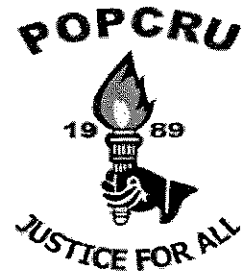
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**TO : ALL PROVINCES**

**REF: CB3/02/10/2015**

**ATT : Provincial Secretaries**  
All POPCRU Members

**FROM : Collective Bargaining**

**ENQ: Stocky Ngwenya**

**DATE : 02 October 2015**

**SUBJECT: AGREEMENT ON GRADE PROGRESSION: SAPS**

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1. The abovementioned refers,
2. We have signed **SSSBC Agreement 4 of 2015** on the mentioned topic on the 29<sup>th</sup> September 2015.
3. The agreement gives effect to the Grade Progression of Constables to Sergeants and Sergeants to Warrant Officers respectively over a two period as follows;
  - All Constables who have been in the service for 11years in the rank and above as at 30 September 2015 shall be grade progressed to sergeant backdated to 1st June 2015
  - Sergeants who have been on the service for 11years in the rank and above as at 30 September 2015 shall be grade progressed to warrant officer backdated to 1st June 2015, **and;**
  - All Constables who have been in the service for 10 years in the rank and above as at 30 September 2016 shall be grade progressed to sergeant.
  - Sergeants who have been on the service for 10 years in the rank and above as at 30 September 2015 shall be grade progressed to warrant officer.
4. Parties committed to further negotiate on the grade progression of warrant officers **B1** and **B2** and in due course.
5. Not only is it insane, but absurd for SAPU to desperately try and mislead and misinform members and the public about issues were never raised in Council.

6. We shall communicate accordingly and set the record straight in due course and remain focused on improving conditions for our members.
7. We urge members to complete forms that will be issued by the employer in due course for purposes of implementing the agreement.
8. Attached, please a copy of the signed agreement.
9. For any clarity kindly contact this office.

Regards,

Handwritten signature of Nkosinathi Theledi, dated 20/5/09.

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**NKOSINATHI THELEDI**  
*General Secretary*

C. . . . . SSSBC  
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**SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL**

<b>AGREEMENT NUMBER</b>	<b>04/2015</b>
<b>DATE</b>	<b>28 SEPTEMBER 2015</b>

**AGREEMENT ON THE SPECIAL DISPENSATION ON GRADE PROGRESSION OF CONSTABLES TO SERGEANTS AND SERGEANTS TO WARRANT OFFICERS**

**PREAMBLE**

Clause 1 of Agreement 03/2011 states: *"The implementation of the Promotion and Grade Progression Policy will be effected through the issuing of a National Instruction. Such National Instruction will be consulted at the Safety and Security Sectoral Bargaining Council."*

**PARTIES THEREFORE AGREE AS FOLLOWS:**

1. To conclude an Agreement on the a Special dispensation for Grade Progression of Constables to Sergeants and Sergeants to Warrant Officers.
2. The Special Dispensation will only apply in respect of the 2015/16 and 2016/17 Financial Years.

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J. E. ...  
M.V. ...

3. The grade progression of undermentioned members for the 2015/16 financial year will be considered and implemented with effect from 01 June 2015:
  - 3.1 Constables with 11 years and more service as members as at 30 September 2015,
  - 3.2 Sergeants with 11 years and more uninterrupted service in the rank of sergeant as at 30 September 2015
  
4. The grade progression of undermentioned members for the 2016/17 financial year will be considered and implemented not later than 01 October 2016:
  - 4.1 Constables with 10 years and more service as members of the Service as at 30 September 2016, and;
  - 4.2 Sergeants with 10 years and more uninterrupted service in the rank of sergeant as at 30 September 2016
  
5. This agreement suspends clause 5.1 of Annexure A of SSSBC Agreement 3 of 2011 in respect to the Grade Progression of Constables to Sergeants; and Sergeants to Warrant Officers, for a period of 24 months.
  
6. The provisions of clause 5.1 Annexure A of SSSBC Agreement 3/2011 will be re-negotiated within a period of 24 months.
  
7. 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.
  
8. This Agreement shall remain valid until such time that it is amended or revoked in the Safety and Security Sectoral Bargaining Council.

SSSBC  
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J. For  
M.V.

9. The representatives of all the parties concerned undertake to take every reasonable step necessary to ensure the implementation of this Agreement.
10. 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 the Council.
11. Parties agree to conduct joint Roadshows/Workshops on the interpretation/application of this Agreement in the Provinces within 60 days of concluding this Agreement.
12. **DATE OF IMPLEMENTATION**

This Agreement will be implemented with effect from 1 October 2015.

This Agreement signed on behalf of the South African Police Service as Employer and the relevant employee organizations all signatories being duly authorised thereto at CENTURION on this 28<sup>TH</sup> day of SEPTEMBER 2015.



SOUTH AFRICAN POLICE SERVICE



POLICE AND PRISONS CIVIL RIGHTS UNION

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