

POPCRU EST. 1989

POLICE AND PRISONS CIVIL RIGHTS UNION

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TO : All Provinces

REF: CB3/14/09/17

ATT : All Provincial Secretaries

FROM : Collective Bargaining

ENQ: Mluleki Mbhele
SSSBC Coordinator

DATE : 14 September 2017

SUBJECT: UPDATE ON RECENTLY CONCLUDED SSSBC AGREEMENTS

1. The above mentioned matter bears reference to:
2. POPCRU and SSSBC have once again concluded Collective Agreements that addresses important matters of our members within the SAPS and the following agreements were signed on the **13th of September 2017**.
 - 2.1 **SSSBC Agreement 1 of 2017 Agreement**
Clothing allowance credit increase.
 - 2.2 **SSSBC Agreement 3 of 2017**
Grade Progression of Constable to Sergeant and Sergeant to Warrant Officers.
 - 2.3 **SSSBC Agreement 4 of 2014**
Grading of Public Service Occupational Categories and Translation of 10111 Call Centre Operators Posts Utilised within the South African Police Service.
 - 2.4 The details and comprehensive clarity as per attachment 1 and Collective Agreements as per attachment 2 respectively.
3. For further enquiries please contact this office to clarify any challenges on interpretation.
4. Hoping you will find this in order.

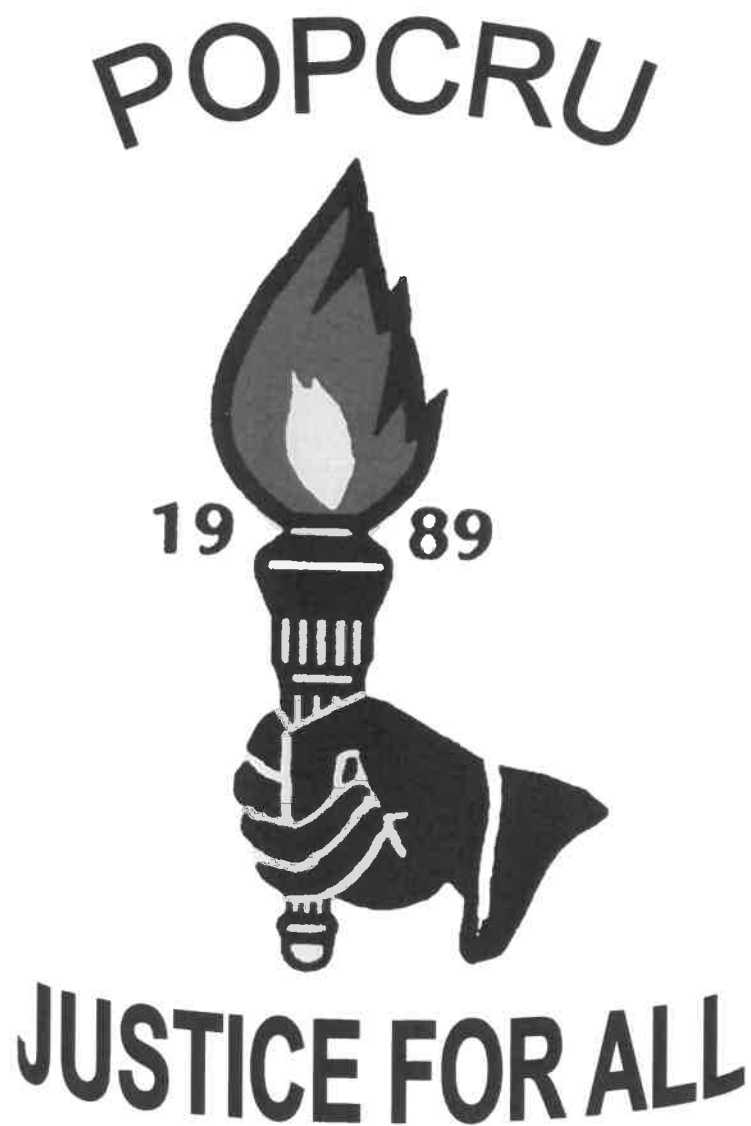
Regards,

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NKOSINATHI THELEDI
General Secretary

Police and Prisons Civil Rights Union: Bargaining Report

2017-09-14



Annexures' 1

UPDATE ON RECENTLY CONCLUDED SSSBC AGREEMENTS

1. Hereunder, we are giving the synopsis of the three collective agreements that have been signed as follows:

3.1 SSSBC AGREEMENT 01 of 2017, AGREEMENT ON CLOTHING CREDIT

- 3.1.1 Parties concluded that the clothing credit for SAPS shall increase from **R1200.00 to R1 600.00**. Which is R400?
- 3.1.2 This agreement will cover members as outlined in paragraph 3.1.2 of the said agreement.
- 3.1.3 The implementation date is outlined on paragraph 3.2.1 of the agreement.

3.2. SSSBC AGREEMENT 03 of 2017

AGREEMENT ON THE GRADE PROGRESSION OF MEMBERS OF THE SERVICE IN RESPECT OF THE YEAR 2017/2018 FINANCIAL YEAR

- 3.2.1 This agreement suspend clause 5.1 for Annexure A of SSSBC Agreement 3 of 2011 for a period of 12 months.
- 3.2.2 Provisions of clause 5.1 of Annexure A of SSSBC Agreement 3 of 2011 will be re-negotiated within a period of 12 months.
- 3.2.3 The grade progression for the financial year 2017/2018 financial year will be considered and the grade progression for qualifying members will be implemented with effect from **1 March 2018** and be back dated for three (3) months.
 - 3.2.3.1 Constables with eleven 11 years and more service as members of the service on 31 March 2017.
 - 3.2.3.2 Sergeants with eleven 11 years and more uninterrupted service in the rank of sergeant on 31 March 2017.

3.3 SSSBC AGREEMENT 4 OF 2014

3.4 GRADING OF PUBLIC SERVICE OCCUPATIONAL CATEGORIES AND TRANSLATION OF 10111 CALL CENTRE OPERATORS POSTS UTILISED WITHIN THE SOUTH AFRICAN POLICE SERVICE

- 3.1.1 This this agreement seeks to align the grading processes within SAPS with the directives issued by the Department of Public Service and Administration (DPSA), and also to outline the process of translating 10111 Call Centre operators posts from PSA Act 1994 to SAPS Act 1995.

3.1.2 Transverse Occupational Categories

- 3.1.2.1 Annexure **A** of this agreement refers to occupational categories which have been graded and implemented in line with relevant DPSA directives
- 3.1.2.2 Annexure **B** refers to occupational categories which are under consideration for re-grading by the DPSA and awaiting approval and a directive to be issued in this regards.
- 3.1.2.3 Annexure **C** refers to occupational categories which are currently not under consideration by DPSA.
- 3.1.2.4 Once the DPSA directive is received in terms of Annexure B as set out in paragraph 3.2 of the agreement, the employer commits to implement the said directive.
- 3.1.2.5 Employer will conduct job evaluation on the outstanding occupational categories which are currently not being considered by DPSA as per Annexure C.
- 3.1.2.6 Should the outcome warrant a re-grading, a business case will be submitted to the DPSA for consideration to be included in the job evaluation coordination process.

3.1.3 Translation of 10111 Call Centre Operators Posts

- 3.1.3.1 Parties agreed to translate all 10111 Call Centre Posts from PSA Act of 1994 to SAPS Act.
- 3.1.3.2 This means that all employees including those that are currently employed at the 10111 Call Centres in terms of PSA Act of 1994 will be granted a opportunity to apply for the said vacant posts provided they meet the requirements for enlistment in terms of the provisions of Regulation 11 of the SAPS Regulations.
- 3.1.3.3 Employees currently employed at the 10111 Call Centres in terms of PSA Act 1994 who do not meet the enlistment and criteria or who are not interested in applying for the said vacancies, will be considered for lateral placement in accordance with the provisions of the transfer policy SSSBC Agreement 5 of 1999.
- 3.1.3.4 That previous service of Public Service Act employees who are currently employed in the SAPS will be recognised for purposes of leave, long service recognition, pension and salary on appointment in terms of the provisions of this agreement.

2. For further enquiries please contact this office.

CONTACT COLLECTIVE BARGAINING

SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NO:	01 / 2017
DATE:	13 September 2017

AGREEMENT CLOTHING CREDIT

1. PURPOSE

1.1 To regulate the clothing credit allocated to members of the South African Police Service.

2. SCOPE

2.1 This agreement is applicable to all members appointed in terms of the South African Police Service Act, 1995 (Act no 68 of 1995) who fall within the registered scope of the SSSBC.

3. PROVISIONS WITH REGARD TO ALLOCATION OF CLOTHING CREDIT

3.1 Clothing Credit

3.1.1 The clothing credit for the 2017/2018 financial year shall be R1 600,00 per member, subject to the provisions of paragraph 3.1.2 below.

3.1.2 Members of the Detective Services, Crime Intelligence, Protection and Security Service, Presidential Protection Service, Directorate for Priority Crime Investigation and Full Time Shop Stewards (for the duration of the release only) as well as members with disabilities will be entitled to use the clothing credit to purchase civilian clothing. Members performing support duties will be allowed to use 50% of the clothing credit to purchase civilian clothing.

3.2 Implementation Date

3.2.1 This clothing credit rate will come into effect on the date of signing.

4. 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.

5. This agreement binds the parties to the agreement and all employees who are not members of the registered trade union admitted to the Council who are not parties to the agreement.

6. 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 13th day of September 2017.



 SOUTH AFRICAN POLICE SERVICE



 POLICE AND PRISONS CIVIL RIGHTS UNION

 SOUTH AFRICAN POLICING UNION



SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NO:	03/2017
DATE:	13 September 2017

AGREEMENT ON THE GRADE PROGRESSION OF MEMBERS OF THE SERVICE IN RESPECT OF THE 2017/2018 FINANCIAL YEAR

PREAMBLE:

With the conclusion of SSSBC Agreement 02 of 2016, it was agreed to conclude an Agreement on a special dispensation for Grade Progression of Constables to Sergeants and Sergeants to Warrant Officers in respect of the 2015/2016 and 2016/2017 financial years.

It was further agreed to suspend clause 5.1 of Annexure A of SSSBC Agreement 3 of 2011 in respect of Grade Progression of Constables to Sergeants and Sergeants to Warrant Officers for a period of twenty four (24) months and to re-negotiate the provisions of clause 5.1 of SSSBC Agreement 3 of 2011 within a period of twenty four (24) months.

PARTIES THEREFORE AGREE AS FOLLOWS:

Having noted that sufficient funds are not available to grade progress all members who meet the minimum requirements for Grade Progression as stipulated in SSSBC Agreement 3/ 2011:

1. Conclude an agreement on a Special Dispensation for grade progression of Constables to Sergeants and Sergeants to Warrant Officers.
2. This agreement will be applicable for the 2017/2018 financial year.
3. The grade progression for the 2017/2018 financial year of the following members will be considered and the grade progression for qualifying members will be implemented with effect from 1 March 2018 and be backdated for three (3) months:
 - 3.1 Constables with eleven (11) years and more service as members of the Service on 31 March 2017;
 - 3.2 Sergeants with eleven (11) years and more uninterrupted service in the rank of Sergeant on 31 March 2017;
4. The grade progression of all members who qualify in line with Clauses 3.1 and 3.2 for the 2017/2018 financial year will be considered and implemented not later than 1st of March 2018.


5. This Agreement suspends clause 5.1 of Annexure A of SSSBC Agreement 3 of 2011 for a period of twelve (12) months; and
6. The provisions of clause 5.1 of Annexure A of SSSBC Agreement 3 of 2011 will be re-negotiated within a period of twelve (12) months.
7. The implementation of this Agreement shall be effected through the issuing of a circular by the South African Police Service.
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 remain valid until such time that it is amended or revoked in the Sectoral Bargaining Council.
10. This Agreement should be subjected to the provisions of any applicable Act of Parliament, or secondary legislation promulgated in terms thereof.
11. The representatives of all the parties concerned undertake to take every reasonable step necessary to ensure the implementation of this Agreement.
12. 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.
13. Parties agree to conduct joint Roadshows/Workshops on the interpretation/application of this Agreement in the Provinces within 60 days of concluding this Agreement.

This Agreement is signed on behalf of the SA Police Service as EMPLOYER and the relevant employee organizations, all signatories being duly authorised thereto at CENTURION on the

13th day of September 2017.

 Lt. Gen.

SOUTH AFRICAN POLICE SERVICE



POLICE AND PRISONS CIVIL RIGHTS UNION

SOUTH AFRICAN POLICING UNION





SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NO:	04/2017
DATE:	13 September 2017

**GRADING OF PUBLIC SERVICE OCCUPATIONAL CATEGORIES AND
TRANSLATION OF 10111 CALL CENTRE OPERATORS POSTS UTILISED
WITHIN THE SOUTH AFRICAN POLICE SERVICE**

1. PURPOSE

- 1.1 To regulate the grading of public service occupational categories utilised within the South African Police Service; and
- 1.2 To align the grading processes within the South African Police Service with directives issued by the Department of Public Service and Administration (DPSA); and
- 1.3 To also outline the process of translating 10111 Call Centre Operators posts from the Public Service Act 1994 to the South African Police Service Act 1995.

2. SCOPE

- 2.1 This agreement is binding on:
 - 2.1.1 the Employer;
 - 2.1.2 the employees of the employer who are members of the trade union parties to this agreement;
 - 2.1.3 the employees of the employer who are not members of the trade union parties to this agreement, but fall within the registered scope of the Council.
 - 2.1.4 employees appointed in terms of the Public Service Act 1994.
- 2.2 This agreement is not applicable to members appointed in terms of the South African Police Service Act 1995.

3. TRANSVERSE OCCUPATIONAL CATEGORIES

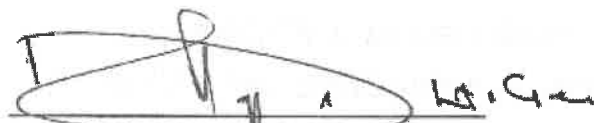
- 3.1 Annexure A refers to occupational categories which have been graded and implemented in line with the relevant DPSA directives.
 - 3.2 Annexure B refers to occupational categories which are under consideration for re-grading by the DPSA and awaiting approval and a directive to be issued in this regard.
 - 3.3 Annexure C refers to occupational categories which are currently not under consideration by the DPSA.
4. Parties note the implementation of the transverse occupational categories as set out in paragraph 3.1 above.
 5. Once the DPSA directive is received in terms of Annexure B as set out in paragraph 3.2 above, the Employer commits to implement the said directive.
 6. The Employer will conduct Job Evaluation on the outstanding occupational categories which are currently not being considered by the DPSA as per Annexure C.
Should the outcome of the Job Evaluation process warrant a re-grading, a business case will be submitted to the DPSA for consideration to be included in the Job Evaluation coordination process.

7. TRANSLATION OF 10111 CALL CENTRE OPERATORS' POSTS

- 7.1 The 10111 Call Centres within the South African Police Service are a critical operational component in line with the SAPS broader strategy on crime prevention.
- 7.2 In order to have these 10111 Call Centres operational with members on a 24hour basis, members appointed in terms of the South African Police Service Act 1995 will henceforth be utilised at all 10111 Call Centres;
- 7.3 The current Public Service Act posts within the 10111 Call Centres will be translated to posts under the South African Police Service Act 1995;
- 7.4 All employees including those who are currently employed at the 10111 Call Centres in terms of Public Service Act 1994 will be granted an opportunity to apply for the said vacant posts provided that they meet the requirements for enlistment in terms of the provisions of Regulation 11 of the South African Police Service Regulations.



- 7.5 Furthermore, employees currently employed at the 10111 Call Centres in terms of Public Service Act 1994 who do not meet the enlistment criteria or who are not interested in applying for the said vacancies, will be considered for lateral placement in accordance with the provisions of the Transfer Policy, SSSBC Agreement 5 of 1999.
- 7.6 Previous service of Public Service Act employees who are currently employed in the South African Police Service will be recognised for purposes of leave, long service recognition, pension and salary on appointment in terms of the provisions of this agreement.
8. 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.
9. 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 13th day of September 2017.


SOUTH AFRICAN POLICE SERVICE


POLICE AND PRISONS CIVIL RIGHTS UNION

SOUTH AFRICAN POLICING UNION

Annexure A

DPSA DIRECTIVE	JOB TITLE	SALARY LEVEL APPROVED BY DPSA	IMPLEMENTED
016/6/7/4 dated 2 October 2012	Cleaner	2	2016/17 financial year
	General worker	2	2016/17 financial year
	Groundsman	2	2016/17 financial year
	Handy man	3	2016/17 financial year
	Call Centre Operators	5	2014/2015 financial year. All call centre operators were graded to SL5
016/6/7/4 dated 2 October 2012	Switchboard operator (Telkom operators)	4	2016/2017 financial year
	Supervisor cleaning services	4	2016/17 financial year
16/6/2/1 dated 12 December 2012	Admin Clerks, Accounting Clerks, Provisioning Clerks, Personnel Officers, Registration Clerks, Typists and Data Typists (Production level clerks in terms of the directive)	5	2014/2015 financial year
	Supervisory Clerk	7	Vacant, funded SL7 posts are advertised. 1 414 PSA employees promoted to SL7 on 1 August 2016.
16/6/5/4 dated 23 January 2008	Security Officer	3	2016/2017 financial year
1/8/8/23 dated 13 December 2006	Secretary	5	2008/2009 financial year
	Personal Assistant	7	2008/2009 financial year
16/6/8/3 dated 14 June 2007	Driver	Level 2 to 4	

ANNEXURE B

JOB TITLE	CURRENT LEVEL	PROGRESS
Farm aid	SL1, 2 and 3	Awaiting DPSA process
Messenger	SL1, 2, 3, 4 and 5	Awaiting DPSA process
Food service aid	SL 1,2 and 3	Awaiting DPSA process
Food service supervisor	SL3, 4 and 5	Awaiting DPSA process
House hold aid	SL1,2 and 3	Awaiting DPSA process
Driver	SL2, 3, 4, 5 and 6	Awaiting DPSA process
Security officer	SL3	Awaiting DPSA process
Security officer supervisor (new)	SL5	Awaiting DPSA process

SAFETY AND SECURITY
SECTORAL BARGAINING COUNCIL

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ANNEXURE C

JOB TITLE	CURRENT LEVEL
Library Assistant	SL2, 3, 4, 5 and 6
Labourer	SL1 and 2
Auxiliary Services Officer	SL2, 3, 4, 5, 6 and 7
Auxiliary Services (K9 and Mounted unit)	SL2, 3 and 4

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SERVICIAL BANGGARAN CONTROL

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