

SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NO:	03/2011
DATE:	28 September 2011

AGREEMENT ON PROMOTION AND GRADE PROGRESSION POLICY OF THE SOUTH AFRICAN POLICE SERVICE.

Parties to the Safety and Security Sectoral Bargaining Council hereby agree to conclude a Collective Agreement on the Promotion and Grade Progression Policy of the South African Police Service as Annexure A to the Agreement.

- 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.
- 2. 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.
- 3. This agreement shall remain valid until such time that it is amended or revoked in the Sectoral Bargaining Council.
- 4. This agreement should be subjected to the provisions of any applicable Act of Parliament, or secondary legislation promulgated in terms thereof.

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- 5. The representatives of all the parties concerned undertake to take every reasonable step necessary to ensure the implementation of this agreement.
- 6. 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.
- 7. Parties agree to conduct joint Roadshows/Workshops on the interpretation/application of this agreement in the Provinces within 60 days of concluding this agreement.

8. **DATE OF IMPLEMENTATION**

In order to give effect to the promotions as envisaged in Part A of SSSBC Agreement 2/2011 this agreement will be implemented with effect from 1 April 2013.

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 this **28**th day of **September 2011**.

SOUTH AFRICAN POLICE SERVICE

POLICE AND PRISONS CIVIL RIGHTS UNION

SOUTH AFRICAN POLICING UNION

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PROMOTION AND GRADE PROGRESSION POLICY OF THE SOUTH AFRICAN POLICE SERVICE

1. PURPOSE

The purpose of this Policy is to regulate the grade progression and promotion of employees at level 1 up to level 12 and Constable up to the level of Colonel effectively.

2. SCOPE OF APPLICATION

This policy is applicable to all employees of the Service who have been appointed in terms of the provisions of the South African Police Service Act, 1995 (Act No 68 of 1995), as well as the Public Service Act, 1994 (Act No 103 of 1994) albeit as an interim measure pending the finalisation of their incorporation as a category of employees in SAPS.

3. **DEFINITIONS**

In this policy, unless the context otherwise indicates, -

- (a) "Grade progression" means an upward progression from a lower to a higher grade (salary level), within a defined career path, with the employee acquiring and demonstrating the required competencies and skills to perform the job;
- (b) **"Post promotion"** means the movement of an employee from his or her current post to an advertised vacant and funded post on the next higher level, or band or rank with, increased responsibilities or complexity of duties.
- (c) **"Suitability**" means the ability of an employee to function effectively in terms of the requirements of the post or on a higher level, band or rank and may be affected by an employee's record of conduct.

4. GENERAL PRINCIPLES

4.1 GRADE PROGRESSION

4.1.1 Grade Progression for members appointed in terms of the South African Police Service Act must be handled in terms of the prescripts of this Policy, whilst Grade Progression for employees of the Service appointed in terms of the Public Service Act, must be handled in the interim in terms of the prescripts of the relevant Resolutions.

4.1.2 Grade Progression is based on the following principles:

- (a) Availability of Funds,
- (b) Recognition of Performance,
- (c) Years of service on a Salary Level or Rank,

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- (d) Suitability, and
- (e) Subject to the provisions above, the grade progression of members who qualify for grade progression must be effected within that financial year.

4.2 POST PROMOTIONS

4.2.1 In addition to the requirements for promotion set out in subparagraphs 5.2.1 and 5.2.2 (below), an employee must also comply with any statutory or specific qualification or other requirement of a post which may be determined by the Service or governed by a regulatory authority pertaining to a specific occupation.

4.2.2 Post Promotions are based on the following principles:

- (a) Availability of vacant funded posts,
- (b) Advertisement and selection process,
- (c) Satisfactory performance,
- (d) Years of service on a salary level or rank,
- (e) Suitability, and
- (f) The National Commissioner is under no obligation to fill an advertised post.

5. REQUIREMENTS

5.1 Requirements for grade progression

A member may only be considered for grade progression if he or she has applied and, before or on the closing date for applications, complied with the relevant requirements for grade progression as set out below.

REQUIREMENTS FOR GRADE PROGRESSION

Constable to Sergeant

A minimum of seven (7) years' service as member of the Service. (Including periods of training on contract as trainee, periods of apprenticeship or learner ship).

From Sergeant to Warrant Officer

A minimum of seven (7) years' uninterrupted service in the rank of Sergeant.

From Warrant Officer Band B1 to Warrant Officer Band B2

A minimum of one (1) year uninterrupted service in the Service on Band B1 and on notch 5 of Band B1 or a higher notch.

From Lieutenant to Captain

At least an NQF 4 qualification and a minimum of seven (7) years uninterrupted service in the rank of Lieutenant.

From Major to Lieutenant Colonel

At least an NQF 4 qualification and a minimum of seven (7) years uninterrupted service in the rank of Major.

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5.2 Requirements for Post Promotion:

5.2.1 Specific requirements for post promotion: Public Service Act Employees (all promotions are post bound).

In addition to the general requirements referred to in subparagraph 4.2.1 and 4.2.2, an employee must comply with the relevant requirements for post promotion, as set out below.

REQUIREMENTS FOR PROMOTION

From level 1 to level 2

A minimum of two (2) years uninterrupted service on level 1.

From level 2 to level 3

A minimum of two (2) years uninterrupted service on level 2.

From level 3 to level 4

A minimum of two (2) years uninterrupted service on level 3.

From level 4 to level 5

A minimum of two (2) years uninterrupted service on level 4.

From level 5 to level 6

A minimum of two (2) years uninterrupted service on level 5.

From level 6 to level 7

A minimum of two (2) years uninterrupted service on level 6.

From level 6 to Sergeant

At least a NQF 6 qualification and a minimum of two (2) years uninterrupted service on level 6;

OR

At least a minimum of four (4) years uninterrupted service on level 6.

From level 7 to level 8

At least a NOF 6 qualification and a minimum of two (2) years uninterrupted service on level 7;

OR

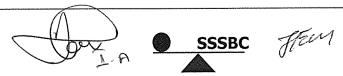
At least a minimum of four (4) years uninterrupted service on level 7.

From level 7 to Warrant Officer

At least a NQF 6 qualification and a minimum of two (2) years uninterrupted service on level 7;

OR

At least a minimum of four (4) years uninterrupted service on level 7.



REQUIREMENTS FOR PROMOTION

From level 8 to level 9

At least a NQF 6 qualification and a minimum of two (2) years uninterrupted service on level 8;

OR

At least a NOF 4 qualification and a minimum of four (4) years uninterrupted service on level 8.

From level 8 to Lieutenant

At least a NQF 6 qualification and a minimum of two (2) years uninterrupted service on level 8;

OR

At least a NQF 4 qualification and a minimum of four (4) years uninterrupted service on level 8.

From level 9 to level 11

At least a NQF 6 qualification and a minimum of two (2) years uninterrupted service on level 9;

OR

At least a NOF 4 qualification and a minimum of four (4) years uninterrupted service on level 9.

From level 9 to Captain

At least a NQF 6 qualification and a minimum of two (2) years uninterrupted service on level 9;

OR

At least a NQF 4 qualification and a minimum of four (4) years uninterrupted service on level 9.

From level 10 to level 11

At least a NQF 4 qualification and any period of service on level 10.

From level 10 to Major

At least a NQF 6 qualification and a minimum of two (2) years uninterrupted service on level 10;

OR

At least a NQF 4 qualification and a minimum of four (4) years

From level 10 to Lieutenant Colonel

At least a NQF 6 qualification and a minimum of two (2) years uninterrupted service on level 10;

OR

At least a NQF 4 qualification and a minimum of four (4) years uninterrupted service on level 10.

From level 11/12 to Colonel

At least a NQF 4 qualification and any period of service on level 11.







5.2.2 Specific requirements for promotion: South African Police Service Act members (all promotions are post bound).

In addition to the general requirements referred to in subparagraph 4.2.1 and 4.2.2, a member must comply with the relevant requirements for post promotion, as set out below

REQUIREMENTS FOR PROMOTION

From Constable to Sergeant

At least an NQF 6 qualification and a minimum of two (2) years uninterrupted service on the level of a Constable; (including periods of training on contract as trainee, periods of apprenticeship or learner ship)

OR

At least a minimum of four (4) years uninterrupted service on the level of a Constable; (including periods of training on contract as trainee, periods of apprenticeship or learner ship).

From Sergeant to Warrant Officer

At least an NQF 6 qualification and a minimum of two (2)years uninterrupted service on the level of a Sergeant;

OR

At least a minimum of four (4) years uninterrupted service on the level of a Sergeant.

From Warrant Officer to Lieutenant

At least an NQF 6 qualification and a minimum of two (2) years uninterrupted service on the level of a Warrant Officer;

OR

At least an NQF 4 qualification and a minimum of four (4) years uninterrupted service on the level of a Warrant Officer.

From Lieutenant to Captain

At least an NQF 6 qualification and a minimum of two (2) years uninterrupted service on the level of a Lieutenant;

OR

At least an NQF 4 qualification and a minimum of four (4) years uninterrupted service on the level of a Lieutenant.

From Captain to Major

At least an NQF 6 qualification and a minimum of two (2) years uninterrupted service on the level of a Captain;

OR

At least an NQF 4 qualification and a minimum of four (4) years uninterrupted service on the level of a Captain.





REQUIREMENTS FOR PROMOTION

From Major to Lieutenant Colonel

At least an NQF 6 qualification and a minimum of two (2) years uninterrupted service on the level of a Major;

OR

At least an NQF 4 qualification and a minimum of four (4) years uninterrupted service on the level of a Major.

From Lieutenant Colonel to Colonel

At least an NQF 6 qualification and a minimum of two (2) years uninterrupted service on the level of a Lieutenant Colonel;

OR

At least an NQF 4 qualification and a minimum of four (4) years uninterrupted service on the level of a Lieutenant Colonel.





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