



SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NO:	1/2016
DATE:	5 MAY 2016

AGREEMENT ON RELEASE OF NATIONAL OFFICE BEARERS

NOTING THAT neither the Procedural Agreement SSSBC 1 of 2015 nor the Full Time Shop Steward Agreement (Annexure C) to SSSBC Agreement 3/2005 cater for the release of National Office Bearers of a recognized trade union; and

FURTHER NOTING THAT the constitution of a recognized trade union regulates the election of National Office Bearers;

THEREFORE the parties agree as follows:

1. The recognized trade union will elect **five (5)** National Office Bearers to be released in terms of this agreement.
2. The EMPLOYER shall release **five (5)** elected National Office Bearers of a recognized trade union within 30 days of being informed of the election of such National Office Bearer.
3. The duration of the release shall be for the period of election as a National Office Bearer and/or any period of re-election.
4. The release will be terminated once the elected National Office Bearer ceases to be a National Office Bearer.
5. A National Office Bearer who is released in terms of this agreement and who occupies a critical or defined post has to vacate such post.

If such an elected National Office Bearer applies for and is successful in securing an appointment/promotion in a critical or defined post, such National Office Bearer has to serve in the post and the release will be terminated forthright.

Once the release of a National Office Bearer ceases to exist, the Employer will, after consultation, accommodate the National Office Bearer in a vacant post on the fixed establishment of the Service.

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6. The provisions regulating the release of Full Time Shop Stewards with regard to an Agreement of Release, remuneration and performance assessment will *mutatis mutandis* apply to the release of National Office Bearers.
7. The provisions of this agreement are applicable to all employees appointed in terms of the South African Police Service Act, 1995 and Public Service Act, 1999.
8. This agreement will come into effect on the date it is signed.
9. SSSBC Agreement 3 of 2007 is hereby revoked.
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 Council.
11. This agreement binds the parties to the agreement and all employees who are not member of a registered trade union admitted to the Council. As well as all members of registered trade unions admitted to the Council, who are not parties to this agreement.

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 **5TH** day of **MAY 2016**.


Lt. General

SOUTH AFRICAN POLICE SERVICE



POLICE AND PRISONS CIVIL RIGHTS UNION



SOUTH AFRICAN POLICING UNION