



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.

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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.



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