

**AGREEMENT : SAFETY AND SECURITY SECTORAL
BARGAINING COUNCIL**

AGREEMENT NO :	2/2000
DATE :	2000-05-30

**AGREEMENT : IMPLEMENTATION OF CHAPTER TWO OF THE BASIC
CONDITIONS OF EMPLOYMENT ACT, NO 75 OF 1997**

NOTING that the Basic Conditions of Employment Act, 1997 (Act No 75 of 1997) (hereinafter referred to as "the Act") will apply to the Public Service (including the SA Police Service) as from 1 June 2000, and

NOTING that the provisions of section 9, 10, 11, 12, 13, 14, 15, 16, 17 and 18(3) of the ACT do not apply to employees earning in excess of R89 455,00, and

NOTING that the provisions of Chapter Two of the Act are Sector specific, and

NOTING that the SA Police Service (hereinafter referred to as "the Service") is deemed to be an essential service in terms of the provisions of the Labour Relations Act, (Act No 66 of 1995), and

NOTING that the parties to this agreement are committed to effective service delivery.

THEREFORE the parties agree to the following:

1. ORDINARY HOURS OF WORK

The employer will not require or permit its employees to work more than 45 (ordinary) hours in any week.

The principle of parity regarding uniform hours of work will be investigated and concluded within 12 months of date of signing of this agreement.

The current hours of work of administrative personnel and shift workers will remain in place until such time that the investigation referred to above, is concluded and a collective agreement is reached in this Council to have the hours changed or amended.

2. OVERTIME

The employees of the Service agree that if and when the need arises, it may be required of them to work overtime.

Overtime will be paid at a rate of one and one-third times (1½) the employee's wage, for overtime worked.

The administrative arrangements regarding the working of overtime will be regulated by a policy on overtime.

If an employee agrees to time-off instead of payment for overtime duties performed on Monday to Saturday, such time-off would be one hour time-off for each actual hour of overtime worked.

3. COMPRESSED WORKING WEEK

The employees who currently perform twelve-hour shifts will continue with this work practice.



4. MEAL INTERVAL

A meal interval must be granted to an employee who works continuously for more than six hours.

The meal interval will be thirty (30) minutes.

5. NIGHT WORK

The employees of the Service agree to perform night work if and when the need arises.

"Night work", for purposes of the Service, means work performed either between 18:00 to 06:00 or 19:00 to 07:00.

Employees of the Service will receive a shift allowance for any night work performed regularly.

6. PAY FOR WORK ON SUNDAYS

The employer will pay an employee who works on a Sunday at double the employee's wage for each hour worked if the employee does not ordinarily work on a Sunday (i.e. overtime)

If an employee agrees to time-off instead of payment for overtime duties on a Sunday, such time-off would be double the actual hours of overtime worked.



7. PUBLIC HOLIDAYS

The employees of the Service agree to work on a public holiday if and when the need arises.

An employee who (ordinarily) works on a public holiday will receive double pay for that day.

If it is required of an employee to work on a public holiday on which the employee would not ordinarily work, the employee will receive the ordinary daily wage plus an amount earned by the employee for the work performed that day, calculated with reference to the hours actually worked on that day and taking the employee's salary scale into account.

8. This agreement applies to employees appointed in terms of the Public Service Act, 1994 as well members appointed in terms of the South African Police Service Act, 1995.
9. This agreement binds the parties to the agreement and all employees who are not members of a registered trade union admitted to the Safety and Security Sectoral Bargaining Council, as well as members of registered unions admitted to the Safety and Security Sectoral Bargaining Council who are not parties to the agreement.
10. This agreement shall be valid as from the date of signing of this agreement until it is either amended or revoked in the Sectoral Bargaining Council.
11. This agreement shall be subject to the provisions of any applicable Act of Parliament, or secondary legislation promulgated in terms thereof.




- 12. The representatives of all the parties concerned undertake to take every reasonable steps necessary to ensure the implementation of this agreement.
- 13. Amendments to this agreement shall not be in force or effect unless they have been reduced to writing and signed by all parties concerned.
- 14. This agreement signed on behalf of the South African Police Service, as employer, and the relevant recognised employee organisations, all signatories being duly authorised thereto, at **PRETORIA** on the **30 MAY 2000**.

15.1 Signature of representative of employer.



SOUTH AFRICAN POLICE SERVICE AS THE EMPLOYER

15.2 Signature of representative of the recognised employee organisation.



SOUTH AFRICAN POLICE UNION

15.3 Signature of representative of the recognised employee organisation.

POLICE AND PRISONS CIVIL RIGHTS UNION