

Embargo untill 5 March 2001

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AGREEMENT

SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NO	4/2001
DATE:	2 MARCH 2001

AGREEMENT : SPECIAL SALARY DISPENSATION FOR EMPLOYEES EMPLOYED IN THE SA POLICE SERVICE

1. OBJECTIVES

The objectives of this agreement are to:

- establish a special salary dispensation for police officials; and
- move towards a clean wage bill by reducing the current allowances.

2. APPLICATION

Unless stated otherwise this agreement applies to all employees:

- who are employed in the South African Police Service; and
- who fall within the registered scope of the SSSBC.

3. SPECIAL SALARY DISPENSATION FOR POLICE OFFICIALS APPOINTED IN TERMS OF THE SOUTH AFRICAN POLICE SERVICE ACT, 1995

3.1. Noting that:

Following an investigation regarding conditions of service of police officials both the employer and employee organisations admitted to the SSSBC recognise the need for a special salary dispensation for police officials

3.2. Therefore the parties agree that:

The salaries of all personnel appointed in terms of the South African Police Service Act, 1995 will be adjusted as follows:

- | | |
|--|-------------------|
| - Constable (up to salary level 5) | - 7.5% increase; |
| - Sergeant (salary level 6) | - 6% increase; |
| - Inspector (salary level 7) | - 5.5% increase; |
| - Captain (salary level 8) | - 2% increase and |
| - Supt and Sr Supt (salary level 9-12) | - 1% increase |

3.3. This adjustment will be effective as from 1 April 2001.



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4. ALLOWANCES PAYABLE TO EMPLOYEES EMPLOYED IN THE SA POLICE SERVICE

4.1. Noting that:

The payment of the danger, special danger and standby allowances to employees is problematic due to the fact that it discourage the reduction of crime levels and hinders effective service delivery

4.2. Therefore the parties agree that:

- Clauses VIII and IX of Agreement 7 of 1999 are hereby revoked;
- the payment of the danger, special danger and standby allowances be terminated on 31 March 2001;
- the danger, special danger, and standby allowances be replaced by a new service allowance of R400-00 per month.

4.3. Service allowance

4.3.1. With effect from 1 April 2001 a service allowance is payable to all employees in the Service who physically perform operational duties for purposes of the line activities of the SA Police Service. The Senior Management Service of the SA Police Service (level 13 and above) are excluded from the provisions of this allowance.

4.3.2. The following duties are regarded as operational duties for purposes of payment of the allowance:

- investigating or preventing a crime;
- maintenance of law and order;
- the preservation of internal security;
- under-water diving, parachute jumping or working with explosives or explosive weapons;
- guarding convicts or people held in detention or places of safety;
- operating or helping to operate a vessel or aeroplane in pursuance of the SA Police Service line functions; and
- SA Police Service line function duties performed at Medico-Legal Laboratories, Local Criminal Record Centres and Forensic Science Laboratories.

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4.4. Rules of payment

- 4.4.1. The allowance is payable on a monthly basis to all employees who perform operational duties on a permanent basis.
- 4.4.2. The allowance is also payable to employees who have completed their basic training (if applicable) and are undergoing any in-service training related to the line activities of the Department and who under normal circumstances would qualify for the payment of the allowance. In-service training staff are excluded from this provision.
- 4.4.3. Employees who are engaged in rendering a support service to the line activities of the Department may qualify for the payment of the allowance on an ad-hoc basis if they are required to physically perform operational duties, on the basis of R400-00 per month or the equivalent amount in daily terms.
5. 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.
6. This agreement shall be valid and be implemented as from 1 April 2001 until it is either amended or revoked in the Safety and Security Sectoral Bargaining Council.
7. This agreement shall be subject to the provisions of any applicable Act of Parliament, or secondary legislation promulgated in terms thereof.
8. The representatives of all parties concerned undertake to take every reasonable step necessary to ensure the implementation of this agreement.
9. Amendments to this agreement shall not be in force of effect unless they have been reduced in writing and signed by all parties concerned.
10. 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 PRETORIA on the 2nd day of March 2001.

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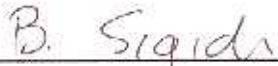
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Signature of representative of employer

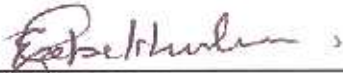


SOUTH AFRICAN POLICE SERVICE

Signature of representative of recognised employee organisations.



SOUTH AFRICAN POLICE UNION



POLICE AND PRISONS CIVIL RIGHTS UNION

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