

AGREEMENT

SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

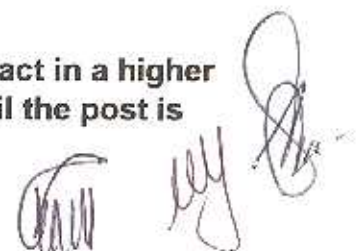
AGREEMENT NO	2/2002
DATE	2002-03-01

AGREEMENT ON ACTING ALLOWANCES

NOTING THAT paragraph 5.1 of PSCBC Resolution 9 of 2001 provides a frame work for the compensation of an employee acting in a higher post

THEREFORE THE parties agree as follows:


1. An EMPLOYEE appointed in writing by any assistant commissioner at provincial or national level or higher rank or any area commissioner (here-after the "appointing authority") shall be paid an acting allowance to act in a vacant posts provided that:
 - 1.1 the post is a vacant and funded post, and
 - 1.2 the acting period is longer than 6 weeks.
2. The EMPLOYEE must accept the acting appointment in writing.
- 3.1. An EMPLOYEE may only be appointed to act in a higher post that is one post level higher than her/his current position.
- 3.2. The provisions of paragraph 3.1 above may be deviated from on good cause shown by the appointing authority.
4. In instances where the acting period is uninterrupted for longer than 6 weeks the EMPLOYEE so acting will be compensated from the date of appointment.
5. The acting allowance will be calculated on the basis of the difference between the current salary notch of the EMPLOYEE and the commencing notch of the higher post. An EMPLOYEE acting in a post in the Senior Management Service will receive the difference between her/his current salary notch and 60% of the commencing total cost to employer package applicable to the post level. The allowance is payable as a monthly non-pensionable allowance.
6. Subject to paragraph 7 infra, an EMPLOYEE appointed to act in a higher vacant post will occupy the post in an acting capacity until the post is



filled, and may only be removed on ground of misconduct, incapacity or operational requirements.

7. An EMPLOYEE may not act in a higher vacant post for an uninterrupted period exceeding twelve months.
8. Appointing authorities must investigate the necessity to have acting appointees in vacant funded posts. If the need does exist EMPLOYEES who commenced acting before the date of implementation of this agreement must be-reappointed in their respective acting posts. The twelve month period referred to in paragraph 7 above will run from the date of actual appointment.
9. The effective date for purpose of calculation of the acting allowance is 1 March 2002.
10. The fact that an employee has been appointed in an acting capacity does not create a right or legitimate expectation to be appointed in the vacant post.
11. 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, 1994 but excluding employees appointed to the Senior Management Service.
12. Date of implementation: 1 March 2002
13. If there is a dispute 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.


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 PRETORIA on this 1st day of March 2002.



SOUTH AFRICAN POLICE SERVICE



L.F. MASENYA
SOUTH AFRICAN POLICE UNION



POLICE AND PRISONS CIVIL RIGHTS UNION