

AGREEMENT: SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NUMBER	2/2005
DATE	20/05/2005

REVIEW AND CONSOLIDATION OF AGREEMENTS ENTERED INTO AT THE NATIONAL NEGOTIATION FORUM AND SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL DURING THE PERIOD 1994 TO 2004

NOTING that the parties have reviewed all collective agreements entered into at the National Negotiation Forum as well as the Safety and Security Sectoral Bargaining Council during the period 1994 to 2004

FURTHER NOTING that parties have agreed that in order to have legal certainty all the said agreements need to be reviewed and consolidated

THEREFORE parties agree as follows:

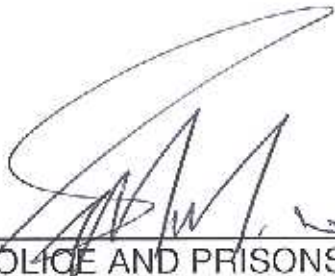
1. The agreements contained in Annexure "A" are hereby repealed with effect from 2005-09-01;
2. The agreements contained in Annexure "B" are hereby retained;
3. The agreements contained in Annexure "C" will be reviewed within a period of six (6) months from the date of signing of this agreement;
4. This agreement will come into effect on the date of signing the agreement.
5. 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.
6. This agreement binds the parties to the agreement and all employees who are not members 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 is 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 this 20th day of May 2005.



SOUTH AFRICAN POLICE SERVICE



POLICE AND PRISONS CIVIL RIGHTS UNION



SOUTH AFRICAN POLICE UNION

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REPEALED AGREEMENTS**NNF-1994**

- 1/1994 Agreements and proposals of Negotiation Forum
 2/1994 Agreement reached by and between union and employer in the Negotiation Forum on a proposal to the Commissioner regarding the Constitution of a review board concerning specific problems in the Promotion policy of the SAPS
 3/1994 South African Police Service Grievance Procedure
 4/1994 Promotion
 5/1994 Comments on the Draft South African Police Service Act
 6/1994 Re-employment of the 51 POPCRU members dismissed in 1990
 7/1994 Amendments to the Grievance Procedure

NNF-1995

- 1/1995 Overtime remuneration for 1995/96 financial year
 4/1995 Phasing out of District Commissioners Office: Principles and procedure concerning the relocation of personnel
 5/1995 Agreement on provisions of the PAS for forensic analysts
 6/1995 Agreement on the establishment of Provincial Negotiating Forums
 7/1995 Agreement on clothing credit
 8/1995 Amendment of Public Service Regulations: Resettlement Expenditure
 10/1995 Amendment to the Home Owner Allowance Scheme: repossessed dwellings
 11/1995 Cancellation of debit orders
 12/1995 Transitional arrangements: Grievance procedures
 13/1995 Agreement on the deductions from salaries

NNF-1996

- 1/1996 Procedure for the payment of overtime remuneration
 4/1996 Police Assistants who must undergo training for permanent employment
 7/1996 Extension of interim promotion policy
 8/1996 Three Year Conditions of Service Adjustment Package 1996/97-1998/99
 12b/1996 SAPS Code of conduct
 2/1996 Three Year Conditions of Service Adjustment Package 1996/97-1998/99
 2a/1996 Three Year Conditions of Service Adjustment Package 1996/97-1998/99

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- 3/1996 Three Year Conditions of Service Adjustment Package 1996/97-1998/99
- 9/1996 Amendment to SAPS Disciplinary Regulations
- 10/1996 Procedure for the payment of overtime remuneration
- 12/1996 SAPS Disciplinary Regulations
- 13/1996 Conditions of Payment : Allowances : Agreement 2/1996: Clauses 1.1, 1.2 and 1.4

NNF-1997

- 1/1997 SAPS: Circulation of final agreements
- 2/1997 Terms of reference for the steering committee and the procedures to be followed
- 3/1997 Threshold for representivity
- 4/1997 Policy document on Affirmative Action
- 5/1997 Improvement Plan 1997/98 Financial Year
- 8/1997 Interim promotion policy
- 9/1997 2nd and 3rd notch of the salary grading system
- 6/1997 Overtime Remuneration, notch increments and the payment of special danger allowance

NNF-1998

- 1/1998 Affirmative Action implementation programmes
- 2/1998 Voluntary Severance Packages
- 4/1998 Implementation of notch progression
- 6/1998 Terms of reference for the affirmative action implementation task team
- 7/1998 Notch progression 1997/98 financial year
- 9/1998 Appointment of consultant; Constitutional Committee of the SAPS NNF
- 10/1998 Micro loans
- 11/1998 Salary adjustments: Inspector (1st leg) to inspector (2nd leg)
- 12/1998 Amalgamation of the SAPS NNF and the SAPS Departmental Chamber
- 13/1998 Wearing of civilian dress
- 14/1998 SAPS Human Resources Regulations and transitional arrangements

NNF-1999

- 1/1999 Appointment of Full Time Shop Stewards
- 3/1999 Transfer of National Protection Service Members
- 4/1999 South African Police Service Medical Scheme Regulations
- 5/1999 South African Police Service Grievance Procedure - provided that all grievances instituted up until 2005-08-31 be dealt with in terms of this agreement

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- 6/1999 Personal Temporary Allowances
- 8/1999 Managed Health Care for SAPS Medical Benefits

SSSBC-1999

- 1/1999 Revocation of agreements
- 2/1999 Threshold agreement
- 6/1999 Polmed rules
- 7/1999 HIV Policy
- 8/1999 Agreement on promotions
- 9/1999 Agreement on pre-1995 grievances
- 10/1999 Agreement on the allocation R30 million for Transformation initiatives in the SAPS
- 11/1999 Agreement on promotions
- 12/1999 Procedural Agreement

SSSBC-2000

- 3/2000 Adoption of panel of Conciliators and Arbitrators
- 4/2000 Adoption of Code of Conduct for Conciliators and Arbitrators
- 6/2000 Amendments to Constitution
- 7/2000 Academic requirements for promotion from Sergeant to Inspector in terms of B-stream of the Interim Promotion Policy

SSSBC-2001

- 2/2001 Amendments to Schedule 2 of the Constitution
- 3/2001 Full Time Shop Steward guidelines
- 5/2001 Once off bonus payable to all employees employed in the SAPS
- 9/2001 Adoption of panel of Conciliators and Arbitrators
- 11/2001 Grievance procedure: Transitional arrangements
- 12/2001 Agreement on promotions

SSSBC-2002

- 1/2002 Agreement on promotion of Non-Statutory members
- 3/2002 Agreement on clothing credit
- 6/2002 Agreement on a special daily allowance for duties of World Summit on Sustainable Development
- 8/2002 Implementation of Kirstein Arbitration Award: shifting of rank/ leg promotion dates

SSSBC-2003

- 1/2003 Appointment and utilisation of Full Time Shop Stewards
- 2/2003 Amendments to Agreement 5/1999 : South African Police Service grievance procedure

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RETAINED AGREEMENTS**NNF - 1995**

9/1995 Agreement on Pay Dates

NNF -1996

6/1996 Access of members to personal files

11/1996 South African Police Service Code of Conduct

13/1996 Conditions of Payment : Allowances : Agreement 2/1996: Clause 1.3

NNF-1998

3/1998 Policy Document on Human Resources Training and Development

5/1998 Deduction from Salaries

8/1998 Policy Document on Sexual Harasment

SSSBC-1999

3/1999 Establishment of Chambers

5/1999 Transfer Policy and Procedures

SSSBC-2000

2/2000 Implementation of Chapter 2 of the BCEA, no 75/1997

8/2000 Threshold Agreement

10/2000 Agreement on the Implementation of Chapter 2 of the BCEA, no 75/1997

SSSBC - 2001

1/2001 Agreement on Joint Training Framework: Labour Relations

4/2001 Special Salary Dispensation for Employees employed in the SAPS

6/2001 Amendment to Constitution

8/2001 Levy Agreement

10/2001 Promotion of Employment Equity end Elimination of Unfair Discrimination Policy

13/2001 Employees of the South African Police Service living with HIV/AIDS

SSSBC - 2002

2/2002 Agreement on Acting Allowances

4/2002 Special Dispensation for Pilots employed in the South African Police Service

5/2002 Working Hours in the South African Police Service

SSSBC -2004

1/2004 Amendment to Schedule 2 of the Constitution

2/2004 Dispute Procedure for Disputes Emanating from Resolution 7/2002

3/2004 Agreement on Clothing Credit

4/2004 Dispute Procedure for Disputes Emanating from Resolution 7/2002

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AGREEMENTS TO BE REVIEWED**NNF -1995**

- 2/1995 New Policy Regarding Guidelines for the Allocation of Official Quarters by Housing Committees: SAPS
- 3/1995 New Policy Regarding Guidelines for the Allocation of Official Quarters Official Quarters by Housing Committees: SAPS

NNF - 1996

- 5/1996 Process of Rationalisation, Reorganisation and Consolidation of the SAPS

NNF - 1999

- 2/1999 Guidelines for consultation/negotiation between South African Police Service Management and Organised Labour
- 7/1999 Agreement of Remuneration, allowances and Benefits

SSSBC-1999

- 4/1999 Polmed agreement

SSSBC-2000

- 1/2000 Agreement on the Continuation of Conditions of Service, Measures, Policies and Administrative Procedures after 1 July 1999
- 5/2000 General appearance of employees wearing civilian clothing

SSSBC - 2001

- 7/2001 Special Leave and Release From Duty for Particular Purposes

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