

## AGREEMENT

### SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NO:	2/2006
DATE:	29 MARCH 2006

### AGREEMENT: NEW SALARY STRUCTURE FOR THE SOUTH AFRICAN POLICE SERVICE

#### 1. Application

1.1. This agreement applies to all employees appointed in terms of the provisions of the South African Police Service Act, 1995 and who fall within the registered scope of the SSSBC.

2. Parties agree to the new salary structure for all police officials as set out in annexure A.

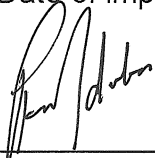
#### 3. The principles underlying the new salary structure are as follows:

- All the current levels 4 to 12 with 16 notches each per level have been reduced to 5 bands with 6 notches each;
- The new bands (Band A, B1, B2, C and MMS) are created with six notches each;
- The salary levels have been aligned with the ranks;
- Members are eligible for pay progression every three years with effect from the 1<sup>st</sup> of July of each year, based on performance and competence;
- All members translate to new notches on 1 April 2006;
- Movement between bands will be based on the availability of posts except at Inspector II (Band B2) as this will also be competency and performance based;
- The difference between notches and levels are 4%;
- One overlap (Band B2) is created to allow for a career path at production level; and
- MMS salary packages for MMS band will be based on the 76% basic salary element.

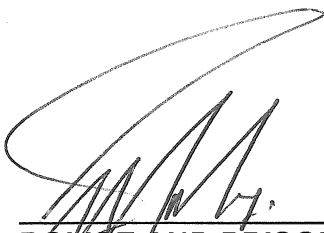
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4. **Pay progression**

- 4.1. The existing annual 1% pay progression system will be replaced by a triennial 4% pay progression system, based on performance, with effect from the 1<sup>st</sup> of July each year. As a once off, on the 1<sup>st</sup> of July 2006 all members with three and more years of service, will be eligible for pay progression.
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 employee who are not members of registered trade unions admitted to the Council, who are not parties to this agreement.
7. This agreement is signed on behalf of the SA Police Service as Employer and the relevant employee organizations, all signatories being duly authorized thereto at CENTURION on this 29<sup>th</sup> day of MARCH 2006.
8. Date of implementation : 1 April 2006



**SOUTH AFRICAN POLICE SERVICE**



**POLICE AND PRISONS CIVIL RIGHTS UNION**



**SOUTH AFRICAN POLICE UNION**

ANNEXURE A

Salary structure for the South African Police Service

Constable	Band A	1	67422		
		2	70119		
		3	72924		
		4	75840		
		5	78873		
		6	82029		
Sergeant		7	85311		
		8	88722		
		9	92271		
		10	95961		
		11	99798		
		12	103791		
Inspector I	Band B1	1	107943		
		2	112260		
		3	116751		
		4	121422		
		5	126279	1	129738
		6	131331	2	134928
Inspector II Captain	Band B2			3	140325
		1	136584	4	145938
		2	142047	5	151776
		3	147729	6	157845
		4	153639		
		5	159786		
6	166176				
Supt	Band C	1	172824		
		2	179736		
		3	186924		
		4	194400		
		5	202176		
		6	210264		
Snr Supt	MMS Band	1	311244		
		2	323694		
		3	336642		
		4	350109		
		5	364113		
		6	378678		

**Principles of the Structure**

Reduction of the current 16 salary levels with 209 salary notches to 60 with an overlap of 6 notches

Every salary level consist of 6 notches

Salary levels are more consistent with the rank structure of the Service

Salary structure allows for a career official by allowing them to remain a production worker for longer

Movement through the levels are achieved by way of proven applied competence and performance assesment

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