



SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NUMBER	04/2015
DATE	28 SEPTEMBER 2015

AGREEMENT ON THE SPECIAL DISPENSATION ON GRADE PROGRESSION OF CONSTABLES TO SERGEANTS AND SERGEANTS TO WARRANT OFFICERS

PREAMBLE

Clause 1 of Agreement 03/2011 states: *"The implementation of the Promotion and Grade Progression Policy will be effected through the issuing of a National Instruction. Such National Instruction will be consulted at the Safety and Security Sectoral Bargaining Council."*

PARTIES THEREFORE AGREE AS FOLLOWS:

1. To conclude an Agreement on the a Special dispensation for Grade Progression of Constables to Sergeants and Sergeants to Warrant Officers.
2. The Special Dispensation will only apply in respect of the 2015/16 and 2016/17 Financial Years.



J.P. ... *MV*

3. The grade progression of undermentioned members for the 2015/16 financial year will be considered and implemented with effect from 01 June 2015:
 - 3.1 Constables with 11 years and more service as members as at 30 September 2015,
 - 3.2 Sergeants with 11 years and more uninterrupted service in the rank of sergeant as at 30 September 2015

4. The grade progression of undermentioned members for the 2016/17 financial year will be considered and implemented not later than 01 October 2016:
 - 4.1 Constables with 10 years and more service as members of the Service as at 30 September 2016, and;
 - 4.2 Sergeants with 10 years and more uninterrupted service in the rank of sergeant as at 30 September 2016

5. This agreement suspends clause 5.1 of Annexure A of SSSBC Agreement 3 of 2011 in respect to the Grade Progression of Constables to Sergeants; and Sergeants to Warrant Officers, for a period of 24 months.

6. The provisions of clause 5.1 Annexure A of SSSBC Agreement 3/2011 will be re-negotiated within a period of 24 months.

7. 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.

8. This Agreement shall remain valid until such time that it is amended or revoked in the Safety and Security Sectoral Bargaining Council.



J. Khan
M. V.

9. The representatives of all the parties concerned undertake to take every reasonable step necessary to ensure the implementation of this Agreement.
10. 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 the Council.
11. Parties agree to conduct joint Roadshows/Workshops on the interpretation/application of this Agreement in the Provinces within 60 days of concluding this Agreement.

12. **DATE OF IMPLEMENTATION**

This Agreement will be implemented with effect from **1 October 2015.**

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 **CENTURION** on this **28TH** day of **SEPTEMBER 2015.**



SOUTH AFRICAN POLICE SERVICE



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