

SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE SOUTH AFRICAN POLICE SERVICE ("SERVICE")

AND

POLICE AND CIVIL RIGHTS' UNION ("POPCRU")

AND

SOUTH AFRICAN POLICE UNION ("SAPU")

**ORGANISATIONAL RIGHTS' AFFORDED TO POLICE TRAINEES AND
THE RECOGNISED EMPLOYEE ORGANISATIONS**

NOTING THAT the police trainees enter into a special contract with the SA Police Service for the period of training,

AND NOTING that the circumstances under which police trainees and recognised employee organisations can exercise organisational rights during the training period of twenty four (24) months need to be specifically catered for;

AND FURTHER NOTING that the exercise of any organisational right should not negatively impact on the training of police trainees;

THEREFORE the parties agree to regulate the granting of organisational rights' as follows:

1. A police trainee has the right to join a trade union, subject to its' constitution.
2. A recognised trade union has the right to recruit police trainees as members of the union. Such recruitment will take place at a time and place to be determined by the commander of the training institution on application by a recognised trade union. Such recruitment will take place on at least two (2) occasions per intake, per recognised trade union for a period not less than four (4) hours.

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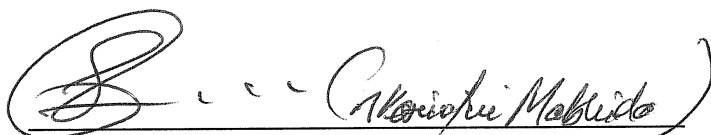
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3. A police trainee who is a member of a recognised trade union may authorise the Service in writing to deduct subscriptions or levies payable to that trade union from the employee's stipend. The Service will pay over such subscriptions or levies to the relevant trade union in terms of the prevailing provisions regulating such overpayments.
4. A recognised trade union will have access to its members on the last Friday of every month between 13:00 and 15:00.
5. A recognised trade union has the right to represent its members in any misconduct or disagreement procedure as provided for in Annexures "C" and "D" to the Memorandum of Agreement.
6. Save for the rights stated above, a police trainee or a recognised trade unions will not enjoy any other organisational right provided for in the Labour Relations Act, 1995 or a collective agreement entered into at the Safety and Security Sectoral Bargaining Council.

Signed at **Centurion** on this **14th day** of **APRIL 2009**.



SOUTH AFRICAN POLICE SERVICE



POLICE AND PRISONS CIVIL RIGHTS UNION



SOUTH AFRICAN POLICE UNION

