



**03 JUNE 2016**

Dear Sir/Madam,

**IN RE: CHANGES TO THE RANKS OF SAPS IN TERMS OF GOVERNMENT GAZETTE  
NO 10602 OF 14 MAY 2016**

We refer to the above matter and confirm that we act on behalf of our members.

1. We have been informed that on the 24<sup>th</sup> of May 2016 a Government Gazette has been issued, which ostensibly amends the regulations of the South African Police Services (hereafter "SAPS"). One of the effects of these amendments seems to be that ranks of major and lieutenant have been removed from SAPS's rank structure.

2. Although on the face of it these changes seems minor, it has a major impact on our members' employment and conditions attached thereto. Notwithstanding this, we have not been consulted and/or informed of the proposed changes to the rank structure.

3. As a result of the aforementioned we have been inundated with queries regarding these changes, which we have unfortunately been unable to answer. Accordingly, our instructions is to demand from you, as we hereby do, the following information and documentation:

3.1 On whose instructions these amendments were made;

3.2 Which parties have been engaged in the amendment process;

3.3 What inputs were requested and received in the amendment process;

3.4 What steps were taken in the amendment process;

3.5 On what statutory basis these amendments were made;

3.6 Reasons why these amendments were made;

3.7 What outcome is sought to be achieved through these amendments;

3.8 What collective agreements regulates these type of amendments; and

3.9 Any and all documentation relating to the amendments, and the process that proceeded it (which includes inter alia agendas, minutes, collective agreement etc.).

4. Kindly provide the aforementioned information on/before the 17<sup>th</sup> of June 2016, failing which we will proceed with legal steps in order to obtain said information. We trust that this would not be necessary, and look forward to your reply.

Our rights remain reserved.



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