

SOUTH AFRICAN POLICE SERVICE



**GRIEVANCE FORM
SSSBC AGREEMENT 3/2005**



DETAILS OF THE GRIEVANT

Surname: Initials: Rank/Title:

PERSAL No.: Station/Unit/Component:

Area: Province/Division:

Telephone No.: Cell Phone No.:

Email: Residential Address:

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Race & Gender: Date Registered:

DETAILS OF THE REPRESENTATIVE

Surname & Initials: Telephone No.:

As the Representative, are you: A Union Official

A Co-employee

FACTS OF THE GRIEVANCE

See Annexure A

Annexure A

Facts of the grievance

1. SAPS and the majority union recognised in SAPS i.e. Popcru signed an agreement on 5 Dec 2018 i.e. SSSBC agreement 3/2018 with heading 'Agreement on Job Evaluation and Grading of Entry level posts within SAPS'
2. SAPS letter 8/1/1 (Vol 70) dated 2018-11-30 under heading '*Implementation of the Job Evaluation Results: Re-grading of the Commencement level of members of the Special Task Force (STF), National Intervention Unit (UNI) and Tactical Response Team (TRT)*' explains the 'kits'-promotion of members of the STF, the NIU and the TRT as from 1 Nov 2018 while referring to the consultation process that preceded the signing of SSSBC agreement 3/2018 mentioned above. A similar letter dealt with the PSS close protectors and static protectors
3. Above letter and SSSBC agreement provides for the immediate 'kits'-promotion of a selected few within SAPS while vaguely promising consideration only of the promotion of the majority of other non-commissioned officers in SAPS
4. None of above promotions complies with the established National Instructions (3 of 2015) or other SSSBC agreements on promotion and grade progression and or job evaluation and grading (3/2011, 13/2017)
5. Letter 8/1/1 (Vol 70) dated 2018-11-30 provides for the 'kits'-promotion of members of NIU to the rank of sergeant. In contravention of the principles of its own letter, these members have on 2019-02-08 been 'kits'-promoted to the rank of warrant officer backdated to 1 Nov 2018
6. Above is irrational as well as critically unfair and discriminatory to the overwhelming majority of non-commissioned officers in SAPS. There are about 126 000 non-commissioned officers in SAPS of which about 100 000 are at the ranks of constable and sargeant of which only about 2000 are now benefitting from the promotion process at criteria that are vague and undisclosed to us
7. The present promotion process based on years of service/efflux of time only does not afford to us any possibility of promotion based on merit, education, skills or competence. The promotion based on the efflux of time only (11 years per rank) leaves us for a period of 33 years at the lowest levels of remuneration in SAPS and practically in poverty for 33 years. No effort from ourselves – no merit, no education, no good work, no competence, no skills development - allows us to escape from this cycle of poverty. Now a select few are given promotion while we - the overwhelming majority - slave in poverty and our children go hungry. The present promotion policy deprives SAPS of being lead and managed by the most competent and experienced police officers who came through the ranks

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SOLUTION REQUIRED

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See Annexure B

SIGNATURE OF GRIEVANT:

SIGNATURE OF REPRESENTATIVE (UNION OFFICIAL/CO-EMPLOYEE)

SIGNED AT: **on**
(Place) (Year, month, day)

Annexure B

Solution required

The solutions required are the following

1. SAPS as employer should at all times
 - a. Be rational in decision making and
 - b. Treat **all** its employees fairly and without discrimination
2. As SSSBC agreement 3/2018 and letter 8/1/1 (Vol 70) dated 2018-11-30 fails to adhere to above principles, both should be withdrawn and all promotions based on above, should be reversed and promotion should be based solely on the principles established in National Instruction 3 of 2015 and SSSBC agreements 3 of 2001 and 13 of 2017
3. Failing above, all non-commissioned officers from the rest of SAPS should be treated fairly and equally and promoted to the rank of warrant officer backdated to 1 Nov 2018 as were the members of STF and NIU
4. The present promotion policy for non-commissioned officers of SAPS based on the efflux of time should be replaced with a promotion policy based on merit, qualifications and education within a period of 12 months to allow us to, through our own efforts, escape from the cycle of poverty and thus to provide for our children