

SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NUMBER	04/2016
DATE	05 MAY 2016

AGREEMENT ON ENVISAGED REVISED RANK STRUCTURE FOR THE SOUTH AFRICAN POLICE SERVICE

NOTING THAT:


The South African Police Service envisages to revise the rank structure that was introduced in the South African Police Service with effect from 1 April 2010 to no longer provide for the ranks of Lieutenant and Major;

AND FURTHER NOTING THAT:

such revised rank structure has been presented to Cabinet and will be promulgated by the Minister of Police;


THE PARTIES THEREFORE AGREE AS FOLLOWS:

1. That the current salary structure, as attached to SSSBC Agreement 2/2011 is amended to no longer provide for the ranks of Lieutenant and Major. Members currently holding the ranks of Lieutenant and Major are placed on the salary band of Captain and Lieutenant Colonel respectively, with effect from the date of the promulgation of the revised rank structure by the Minister of Police without any change to their current salary notches.
2. There will be no changes to the job grading or benefits of the affected members as a result of the revised rank structure. However, the Promotion Policy SSSBC Agreement 3/2011, as well as any other document which bears reference to the revised rank structure, will be amended accordingly.
3. This Agreement binds the parties to the Agreement and all employees who are not members of a registered trade union admitted to this Safety and Security Sectoral Bargaining Council, as well as all members of registered trade unions admitted to this Safety and Security Sectoral Bargaining Council who are not parties to this Agreement.

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4. This Agreement shall remain valid until such time that it is amended or revoked in the Safety and Security Sectoral Bargaining Council.
5. The representatives of all the parties concerned undertake to take every reasonable step necessary to ensure the implementation of this Agreement.
6. 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.
7. Parties agree to conduct joint Road shows/Workshops on the interpretation/ application of this Agreement in the Provinces within 60 days of concluding this Agreement.
8. This Agreement will be implemented from the date of signing.

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 **5th** day of **MAY 2016**.


Lt. General
SOUTH AFRICAN POLICE SERVICE


POLICE AND PRISONS CIVIL RIGHTS UNION


SOUTH AFRICAN POLICING UNION

