



SAFETY AND SECURITY SECTORAL BARGAINING COUNCIL

AGREEMENT NO:	04/2017
DATE:	13 September 2017

GRADING OF PUBLIC SERVICE OCCUPATIONAL CATEGORIES AND TRANSLATION OF 10111 CALL CENTRE OPERATORS POSTS UTILISED WITHIN THE SOUTH AFRICAN POLICE SERVICE

1. PURPOSE

- 1.1 To regulate the grading of public service occupational categories utilised within the South African Police Service; and
- 1.2 To align the grading processes within the South African Police Service with directives issued by the Department of Public Service and Administration (DPSA); and
- 1.3 To also outline the process of translating 10111 Call Centre Operators posts from the Public Service Act 1994 to the South African Police Service Act 1995.

2. SCOPE

- 2.1 This agreement is binding on:
 - 2.1.1 the Employer;
 - 2.1.2 the employees of the employer who are members of the trade union parties to this agreement;
 - 2.1.3 the employees of the employer who are not members of the trade union parties to this agreement, but fall within the registered scope of the Council.
 - 2.1.4 employees appointed in terms of the Public Service Act 1994.
- 2.2 This agreement is not applicable to members appointed in terms of the South African Police Service Act 1995.

3. TRANSVERSE OCCUPATIONAL CATEGORIES

- 3.1 Annexure A refers to occupational categories which have been graded and implemented in line with the relevant DPSA directives.
 - 3.2 Annexure B refers to occupational categories which are under consideration for re-grading by the DPSA and awaiting approval and a directive to be issued in this regard.
 - 3.3 Annexure C refers to occupational categories which are currently not under consideration by the DPSA.
4. Parties note the implementation of the transverse occupational categories as set out in paragraph 3.1 above.
 5. Once the DPSA directive is received in terms of Annexure B as set out in paragraph 3.2 above, the Employer commits to implement the said directive.
 6. The Employer will conduct Job Evaluation on the outstanding occupational categories which are currently not being considered by the DPSA as per Annexure C.
Should the outcome of the Job Evaluation process warrant a re-grading, a business case will be submitted to the DPSA for consideration to be included in the Job Evaluation coordination process.

7. TRANSLATION OF 10111 CALL CENTRE OPERATORS' POSTS

- 7.1 The 10111 Call Centres within the South African Police Service are a critical operational component in line with the SAPS broader strategy on crime prevention.
- 7.2 In order to have these 10111 Call Centres operational with members on a 24hour basis, members appointed in terms of the South African Police Service Act 1995 will henceforth be utilised at all 10111 Call Centres;
- 7.3 The current Public Service Act posts within the 10111 Call Centres will be translated to posts under the South African Police Service Act 1995;
- 7.4 All employees including those who are currently employed at the 10111 Call Centres in terms of Public Service Act 1994 will be granted an opportunity to apply for the said vacant posts provided that they meet the requirements for enlistment in terms of the provisions of Regulation 11 of the South African Police Service Regulations.



- 7.5 Furthermore, employees currently employed at the 10111 Call Centres in terms of Public Service Act 1994 who do not meet the enlistment criteria or who are not interested in applying for the said vacancies, will be considered for lateral placement in accordance with the provisions of the Transfer Policy, SSSBC Agreement 5 of 1999.
- 7.6 Previous service of Public Service Act employees who are currently employed in the South African Police Service will be recognised for purposes of leave, long service recognition, pension and salary on appointment in terms of the provisions of this agreement.
8. 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 Council.
9. This agreement signed on behalf of the South African Police Service as Employer and the relevant employee organisations, all signatories being duly authorised thereto at **CENTURION** on the 13th day of September **2017**.


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SOUTH AFRICAN POLICE SERVICE


POLICE AND PRISONS CIVIL RIGHTS UNION

SOUTH AFRICAN POLICING UNION

Annexure A

DPSA DIRECTIVE	JOB TITLE	SALARY LEVEL APPROVED BY DPSA	IMPLEMENTED
016/6/7/4 dated 2 October 2012	Cleaner	2	2016/17 financial year
	General worker	2	2016/17 financial year
	Groundsman	2	2016/17 financial year
	Handy man	3	2016/17 financial year
	Call Centre Operators	5	2014/2015 financial year. All call centre operators were graded to SL5
016/6/7/4 dated 2 October 2012	Switchboard operator (Telkom operators)	4	2016/2017 financial year
	Supervisor cleaning services	4	2016/17 financial year
16/6/2/1 dated 12 December 2012	Admin Clerks, Accounting Clerks, Provisioning Clerks, Personnel Officers, Registration Clerks, Typists and Data Typists (Production level clerks in terms of the directive)	5	2014/2015 financial year
	Supervisory Clerk	7	Vacant, funded SL7 posts are advertised. 1 414 PSA employees promoted to SL7 on 1 August 2016.
16/6/5/4 dated 23 January 2008	Security Officer	3	2016/2017 financial year
1/8/8/23 dated 13 December 2006	Secretary	5	2008/2009 financial year
	Personal Assistant	7	2008/2009 financial year
16/6/8/3 dated 14 June 2007	Driver	Level 2 to 4	

ANNEXURE B

JOB TITLE	CURRENT LEVEL	PROGRESS
Farm aid	SL1, 2 and 3	Awaiting DPSA process
Messenger	SL1, 2, 3, 4 and 5	Awaiting DPSA process
Food service aid	SL 1,2 and 3	Awaiting DPSA process
Food service supervisor	SL3, 4 and 5	Awaiting DPSA process
House hold aid	SL1,2 and 3	Awaiting DPSA process
Driver	SL2, 3, 4, 5 and 6	Awaiting DPSA process
Security officer	SL3	Awaiting DPSA process
Security officer supervisor (new)	SL5	Awaiting DPSA process



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ANNEXURE C

JOB TITLE	CURRENT LEVEL
Library Assistant	SL2, 3, 4, 5 and 6
Labourer	SL1 and 2
Auxiliary Services Officer	SL2, 3, 4, 5, 6 and 7
Auxiliary Services (K9 and Mounted unit)	SL2, 3 and 4



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