



SOUTH AFRICAN POLICING UNION NATIONAL OFFICE

- *Memo* -

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<i>Ref. Number</i> :	<i>SX2</i>

TO : ALL NOBS
ALL REGIONS

FROM : THE GENERAL SECRETARY

DATE : 9 FEBRUARY 2010

SUBJECT : *SSSBC FEEDBACK*

1. LEADERSHIP SKILLS:

Secretary of Council indicated that there was a complaint from the employer's delegation that they have already received such training and received a certificate of attendance. They want to be nominated for a certificate of competence.

Council decided that the current training must be completed where after it will be re-evaluated.

2. EXCO

- 2.1 Procurement Policy: Adopted (P59)
- 2.2 Training Committee: Adopted (P50)
- 2.3 HR Committee: Adopted (P52)
- 2.4 PSCBC Letter: The PSCBC request R190 803-00 from Council to fund the Labour Summit. Council decided that the PSCBC must state what the money is needed for and whether parties must pay their own cost. Thereafter an urgent SSSBC meeting will be called. SAPS maintain its position opposing the expenditure.

3. MATTERS NOT FINALISED

3.1 SAPS Residential Accommodation:

SAPS inform Council the employer has established a special task team to investigate the matter. They will meet on 09/02/2010. The matter stands over for the next meeting.

3.2 OSD for Legal Professions in SAPS:

The matter is now a legal matter and is removed from the agenda.

3.3 Integration of Reservist into SAPS:

SAPS are not considering integration and will embark on a recruitment drive. Recruitment is not the point on the agenda and SAPS refuse to engage. They will go on a bi-lateral with POPCRU on the matter.

3.4 SAPS plan deployment and remuneration during SWC:

SAPS will set aside a day to present the plan to labour (early March) Two issues needs clarification. Deployment and Remuneration.

Consider to bring in a possible offer to settle the Special Events dispute under this.

3.5 OSD for Social Services:

The matter remains on the agenda and will be informed by the outcome of the Legal Adv. Dispute.

3.6 Pay Progression Band 1 to Band 2:

SAPS indicated that the issue has been overtaken by events of the proposed new rank structure which will alter the whole salary structure of Inspectors. An *of the record* date for the new structure is 01/04/2010.

3.7 Salary increase for Students:

SAPS are busy to revise the current memorandum of understanding (Student contract) It is their opinion that we don't have jurisdiction to negotiate the matter in the SSSBC. They will engage us outside council.

Set up a meeting with Div.

4. NEW MATTERS

4.1 Membership figure dispute:

There was a clear difference in the mandate between POPCRU and SAPU. SAPS want to engage from a single consolidated mandate from labour.

SAPU and POPCRU to meet on the issue on a bi-lateral to compile a consolidated document.

4.2 Retirement/Service Termination/Death/Pension:

SAPU request information on the number of all service terminations over the past 5 years and how long it took to be finalised. SAPS want a name list of all the members that we are currently aware of experiencing the problem in order to address it immediately.

Sent a letter to all Provinces to liaise with station HR's in order to obtain the information.

4.3 Granting of Organizational Rights to un-recognized unions

Removed.

4.4 POLMED

SAPS are unaware that the premiums have been reintroduced. SAPS are of the opinion that they can not give labour seats on the Board as it will be illegal. They have not a mandate to engage us on the renegotiating of Agreement 4/1999. They will seek a mandate. The matter remains on the agenda.

It is proposed that we follow at the same time a strategy to remove the Board through a Special AGM.

4.5 ILO

Council has been invited to the 99th International Labour Conference (ILC) from 2 to 18 June 2010 in Germany.

- 1 week on the Conference
- 1 week in Germany
- 1 week in Netherland

The number of delegates will be forwarded to Council which will inform parties. The name list of delegates will be communicated.

4.6 Annual Global Learning Summit:

SAPS indicated that the summit will take place on 3-5 March 2010.

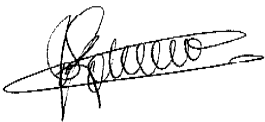
- 6 Delegates from SAPS
- 6 Delegates from Labour

Council will send a communication.

5. SPECIAL SSSBC MEETING

24-26/02/2010 is set aside to finalize the Review of Agreements.

SAPU Greetings!



OSCAR SKOMMERE
GENERAL SECRETARY

/jvdm