



SOUTH AFRICAN POLICING UNION
NATIONAL OFFICE

- *Memo* -

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

TO : ALL NOBS
ALL PROVINCES

FROM : THE GENERAL SECRETARY

DATE : 1 MARCH 2010

SUBJECT : *SSSBC FEEDBACK : REVIEW OF AGREEMENTS : 26 FEBRUARY 2010*

1. REVIEW OF AGREEMENTS:

DISCIPLINARY CODE

The Disciplinary Code was not addressed as the employer did not have a mandate.

SEXUAL HARRASMENT POLICY

Labour wants the policy to be an agreement of Council. The employer did not have a mandate because it is their position that it is a policy and not an agreement.

NEPOTISM POLICY

The employer doesn't have a mandate to enter into any agreement.

PROCEDURAL AGREEMENT

Agreement was reached on the definition of "workplace" and "shop steward". Both SAPS and POPCRU disagree with SAPU's position to include the conditions of the format of the application and cancellation forms. SAPU and POPCRU agreed on a bi-lateral that the principals of both parties of labour will meet in order to determine a manner in which it will be dealt and then it will be put into a policy.

TRANSPORT POLICY

Both parties agreed with the policy with the exception of the clauses referring to the BCEA and the Public Service Staff Code. Labour will go back and do their own research and bring the position back to the SSSBC.

RESTRUCTURING

The policy could not be entertained as the employer's legal services/ lawyers who drew up the settlement agreement with POPCRU were not available. POPCRU maintains their position that the employer did not fully comply with the settlement agreement.

GRIEVANCE PROCEDURE

SAPS did not have a mandate.

2. SPECIAL SSSBC: INVITATION TO LESOTHO

SAPU stated its position. POPCRU then withdrew the request for funding and changed the position to a formal invitation to parties. Parties have to pay their own cost. Two (2) delegates per party. Council approved the invitation and will fund the delegation. SAPU declined the invitation.

SAPU Greetings!

JOSEPH MATAM
GENERAL SECRETARY

/jvdm