

PRESENTATION
TO THE
PARLIAMENTARY
PORTFOLIO COMMITTEE ON
SAFETY & SECURITY BY SAPU



19 MAY 2006
CAPE TOWN

Chair, Committee members, The SAPS Delegation, Ladies and Gentlemen.

As SAPU, we thank you for the opportunity to brief you on our position in relation to the SAPS Budget. We will be brief

1. POLICE SALARIES

As SAPU we welcome the initiative of the Employer in re-tooling the Special Dispensation for Functional SAPS employees as announced last year. The re-tooled and signed agreement, has now drastically improved the salary dispensation for most police officers, this is to be lauded. One note of caution however needs to be raised, and that is the huge discrepancy between the salaries of Senior Superintendents and that of Directors (Wage Gap). This matter is not endemic to the SAPS, but is problematic across the Public Service - measures need to be adopted to rectify the situation

The new salary system, meets SAPU's demand in that a second leg for Inspector has been built in, this will alleviate the need for aptly qualified employees at the production level opting for promotion to Captain as they can now progress through the salary level and be financially rewarded - For this we are grateful.

2. PUBLIC SERVICE ACT EMPLOYEES IN THE SAPS

Having had praised the employer for the new salary structure for Functional Police Officers, one however has to make this house aware of serious problems facing SAPS as the employer as regards our civilian employees within the sector. These employees were excluded from the new dispensation for Functional members on the basis that they do not fall under the jurisdiction of the Department of Safety and Security, but resort under the DPSA. In the interest of Labour Peace in the Department of Safety and Security, we as SAPU make an impassioned plea to this house to seriously consider amending legislation which would see to it that all employees in the sector are treated equally - this could be done by translating all existing Public Service Act Employees to the Police Act, thereby affording all employees in the same workplace, the same conditions of service.

Justification for such a move would be made easier by the fact that Public Service Act Employees in the SAPS are currently subject to the SAPS Disciplinary Code and Grievance Procedure and not those of the DPSA.

3. RE-STRUCTURING OF THE POLICE SERVICE

SAPU wishes to state categorically that we respect the employers right to Restructure. We agree that the police service needs to be aligned with the constitution of the country, and that the functions of Area Commissioners offices are a duplication of functions, hence we support the restructuring in SAPS, however the process of restructuring should be properly consulted with organized labour. The meaningful consultation will alleviate lots of unhappiness.

4. ATTITUDE AND MORALE IN THE SAPS

A disturbing occurrence in the SAPS of late is the attitude adopted by some "Employers" i.e. Provincial Commissioners and Commanders, whom have/are adopting an attitude of :

- We don't talk to organized labour
- We give instructions

The end results of this is a decrease in the morale of employees. The leadership of the SAPS are not exempted from the laws and collective agreements of this country. They need to work closely with organized labour to ensure labour peace and thereby enhance effective service delivery to the community.

5. ROLE OF ORGANIZED LABOUR

It is disturbing to note that the current strategic plan and objectives of the SAPS were compiled without any input from organized labour. It is also true that labour have no oversight of the Police budget relating to envisaged expenditure.

Indeed as organized labour we are not involved in any socio economic activities of the SAPS, save for those conditions of service issues which are tabled in the Safety and Security Sectoral Bargaining Council.

It is with respect Chair, that the SAPS as the employer perceive organized labour in a negative light, and not as social partners but as opposition against whom everything needs to be litigated.

The current state of affairs between SAPS as employer and organized labour is deemed to be confrontational of nature.

This issue needs to be addressed by this house, indeed we are calling upon yourself Chair to intervene and turn the confrontational attitude of the employer around to one of joint decision making vehicle and a harmonious working relationship between them and organized labour.

A role of joint decision-making process will go a long way to ensuring labour peace in the sector, improve morale and better service delivery to our communities.

6. METRO POLICE AND SCORPIONS

Much has been said about the inclusion of the Scorpions and the Metro Police Departments into the S.A. Police. As SAPU we are in support of the inclusion of both the Metro Police and the Scorpions into the Police Service.

The reason for this is simply that there cannot be an overlap of functions. One Ministry needs to be responsible and accountable for Policing, we cannot allow a diversification of services.

If these services were to be included under one ministry, it would ensure equitable distribution of human resources and logistics throughout the country and avoid the situation where "rich" provinces are better policed than other provinces.

7. DETECTIVE SERVICES

We note also from the SAPS report that they intend training more detectives. They need to be applauded for this, however it is not the only problem Detectives are faced with:

- Lack of manpower
- High number of dockets
- Lack of material resources e.g. vehicles

The SAPS need to boost the capacity of the Detectives.

8. INCENTIVES AND REWARDS IN THE SAPS

The noble concept of rewarding 30% of the establishment annually. With a cash payment for excellent service, has become a monster in the SAPS due to the haphazard method of implementation thereof. The SAPS must

immediately take the necessary steps to ensure that this system is correctly implemented.

9. POLICE SUICIDES AND STRESS

The ongoing suicides of our members is of extreme concern to SAPU. The police were recently caught napping with regard to the policies as to how to manage suicide / stress related issues.

The case in Kagiso bear reference. The EAS is not well marketed. Their reputation is not inviting. Members do not feel free to use these services due to the fact that secrets / problems are not treated confidentially.

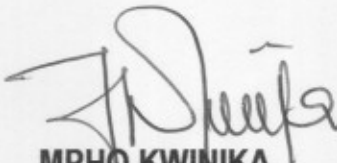
We propose that this be looked afresh and if the need be, outsource these services.

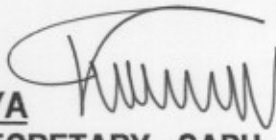
10. CLOSURE

In closing chair, our view of the budget is that government has shown its commitment to society by equipping the SAPS with an adequate budget. Our experience is that the budget is in good hands and is well controlled in the SAPS with an equal distribution between Hr costs and Logistics.

We trust you will give the necessary attention to our proposals.

We thank you


MPHO KWINIKA
PRESIDENT : SAPU


LES MASENYA
GENERAL SECRETARY : SAPU