

NATIONAL ASSEMBLY

FOR WRITTEN REPLY**QUESTION 121**

DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 9 FEBRUARY 2023
(INTERNAL QUESTION PAPER NO 1-2023)

121. Ms Z Majozi (IFP) to ask the Minister of Police:

- (1) What are the most common reasons given by SA Police Service (SAPS) officers for resigning from the SAPS (details furnished);
- (2) whether he will furnish Ms Z Majozi with an overview of the employment conditions of the SAPS; if not, why not; if so, how have the specified conditions been adapted to minimise the number of resignations, especially considering the already limited number of SAPS officers in the country?

NW125E

REPLY:

- (1) The reasons for exit, as provided by members of the South African Police Service (SAPS), upon resignation, for the period 2022-04-01 to 2023-01-31, are reflected in the table below:

REASON FOR EXIT	TOTAL
BETTER REMUNERATION	413
PERSONAL REASONS	361
AGE	133
BAD HEALTH	128
OWN BUSINESS	72
OTHER OCCUPATION	61
DOMESTIC PROBLEMS	38
FURTHER STUDIES	31
NATURE OF WORK	24
INSUFFICIENT PROGRESSION POSSIBILITIES	17
HOUSEWIFE	8
EMIGRATION	7
MARRIAGE	5
CONTRACT EXPIRED	2
UNSATISFACTORY SERVICE	2
TRANSFER(SPOUSE)	1
GRAND TOTAL	1303

- (2) The SAPS loses high numbers of trained, skilled and experienced members annually, due to death, ill-health retirement, retirement (superannuation), early retirement, resignation, dishonourable discharge, dismissal, contract expiry, failing to complete basic training and inter-departmental transfers. Some of the aforementioned categories of exit are unavoidable and are regarded as natural attrition. However, some of the forms of attrition can be avoided, such as voluntary exits through resignations, dishonourable discharges (resignation with departmental or criminal cases pending) inter-departmental transfers, or early retirements, as such losses could affect the SAPS negatively in various ways.

For the SAPS to have lost more than 3 000 members annually, for the preceding three financial years, as a result of voluntary exits, is detrimental to service delivery and very costly, as the SAPS invests significant amounts of money in the training of its members.

Members who are appointed in terms of the SAPS Act, 1995, generally enjoy the same conditions of service and benefits as the rest of the public service, such as leave benefits, housing allowance, overtime, access to the Government Employees Housing Scheme, etc.

The SAPS recognises that human resources are the most valuable asset in the organisation and, therefore, in addition to the benefits listed above, members of the SAPS also receive the following benefits:

- Payment of a monthly Service Allowance, for members that perform operational police duties.
- Payment of a monthly Scarce Skills Allowance, in occupations that have been declared as scarce by the Minister of Police.
- Payment of the Death Grant to beneficiaries of a deceased member, if the member died in the line of duty, or as a result of duty.
- Access to official accommodation, which is aimed at lower level police officials.
- Clothing credit, which aims to assist members to maintain their uniform.

- Additional pension benefits to cater for police officials who retire at 60, unlike their counterparts in the rest of the public service, who retire at 65.
- A medical aid (POLMED) which is tailor-made for police officials. The members' contribution towards POLMED is also lower than the members' contribution towards the Government Employee Medical Scheme (GEMS).
- Career planning and study opportunities.
- Training and development and bursaries.
- Payment of long-service awards and qualification bonuses.
- Promotion and grade progression opportunities.
- Transfers.
- Payment of monetary awards for employees who excel.
- The provisioning of the extension of services, beyond retirement age, for a maximum period of five years.
- Employee Health and Wellness (EHW) counselling.

The SAPS is also in the process of implementing the following, in order to retain employees:

- A Scarce Skills Policy, to attract and retain people with specialised skills, by means of the payment of a Scarce Skills Allowance.
- A Retention Policy and Implementation Guideline for the SAPS, was rolled-out to all Provinces and Divisions. The Policy and Guideline are designed to assist commanders, supervisors, line managers and human resource managers in retaining staff, with a focus on areas where there are scarce, critical or valued skills.
- A Succession Planning Strategy for the SAPS, which aims at activating a process of identifying and developing new leaders, who possess scarce or critical skills and experience and who are high performers, that can replace existing officials when they leave, retire or pass away, was approved. It was rolled-out, during September and October 2022, to all Provinces and Divisions in the SAPS.
- A Mentoring and Coaching Policy for the SAPS has recently been approved and will also be rolled-out to all Provinces and Divisions, in due course.

Reply to question 121 recommended/~~not recommended~~



**NATIONAL COMMISSIONER: SOUTH AFRICAN POLICE SERVICE
SF MASEMOLA (SOEG)**

GENERAL

Date: 2023-02-18

Reply to question 121 approved/~~not approved~~



**GENERAL BH CELE, MP
MINISTER OF POLICE**

Date: 17/02/2023

36/1/4/1(2023)
NATIONAL ASSEMBLY



FOR WRITTEN REPLY

QUESTION 10

DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 9 FEBRUARY 2023
(INTERNAL QUESTION PAPER NO 1-2023)

125

06 February 2023

QUESTION FOR WRITTEN REPLY

Ms Zandile Majozi (IFP) to ask the Minister of Police:

2. It has recently been reported that of the 100 000 applications for the Durban Metro Police, over 1000 applications were from South African Police Service members, which included detectives, warrant officers and sergeants. It is important to note that it is concerning that fully-fledged SAPS officers would want to join the junior ranks of the department, especially considering how small the national Police force is. Considering this, (a) please provide an overview of the most common reasons given by SAPS officers for quitting, (b) please (i) provide an overview of the Department's employment conditions, (ii) how have these conditions been adapted to minimise the number of officers that quit, especially considering the already limited number of SAPS officers in the country?

Hon Z Majozi MP