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**MINISTRY OF POLICE**

**REPUBLIC OF SOUTH AFRICA**

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**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 2334**

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**(INTERNAL QUESTION PAPER NO 26-2017)**

**2334. Mr S Mokgalapa (DA) to ask the Minister of Police:**

What (a) criteria and (b) factors are taken into account when deciding on rank promotions in the SA Police Service?

NW2579E

**REPLY:**

Promotions in the South African Police Service (SAPS) are regulated by the SAPS Employment Regulations, 2008, in exceptional circumstances and under normal circumstances by the Promotion and Grade Progression Policy of the SAPS, as per Safety and Security Sectoral Bargaining Council Agreement, 3 of 2011. The criteria and factors taken into account when deciding on rank promotions in the SAPS, are as follows:

1. Criteria:

In terms of Regulation 45(9) of the SAPS Employment Regulations, 2008 the National Commissioner may promote an employee into a post without advertising the post and without following the selection process, if the National Commissioner is satisfied that the employee qualifies, in all respects for the post. There are exceptional circumstances that warrant a deviation from the said subregulation if such a deviation is in the interest of the SAPS and if the National Commissioner recorded the reasons for the deviation, in writing. The Promotion and Grade Progression Policy of the SAPS provides as follows:

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| **REQUIREMENTS FOR GRADE PROGRESSION** |
| **Constable to Sergeant**  A minimum of seven years service as member of the SAPS (Including periods of training on contract as trainee, periods of apprenticeship or learnership). |
| **From Sergeant to Warrant Officer**  A minimum of seven years uninterrupted service in the rank of Sergeant. |
| **From Warrant Officer Band B1 to Warrant Officer Band B2**  A minimum of one year uninterrupted service in the Service on Band B1 and on notch five of Band B1 or a higher notch. |
| **REQUIREMENTS FOR POST PROMOTION** |
| **From Constable to Sergeant**  At least an NQF 6 qualification and a minimum of two years uninterrupted service on the level of a Constable (including periods of training on contract as trainee, periods of apprenticeship or learnership);  **OR**  At least a minimum of four years uninterrupted service on the level of a Constable (including periods of training on contract as trainee, periods of apprenticeship or learnership). |
| **From Sergeant to Warrant Officer**  At least an NQF 6 qualification and a minimum of two years uninterrupted service on the level of a Sergeant;  **OR**  At least a minimum of four years uninterrupted service on the level of a Sergeant. |
| **From Warrant Officer to Lieutenant**  At least an NQF 6 qualification and a minimum of two years uninterrupted service on the level of a Warrant Officer;  **OR**  At least an NQF 4 qualification and a minimum of four years uninterrupted service on the level of a Warrant Officer. |
| **From Captain to Lieutenant Colonel**  At least an NQF 6 qualification and a minimum of two years uninterrupted service on the level of a Captain;  **OR**  At least an NQF 4 qualification and a minimum of four years uninterrupted service on the level of a Captain. |
| **From Lieutenant Colonel to Colonel**  At least an NQF 6 qualification and a minimum of two years uninterrupted service on the level of a Lieutenant Colonel;  **OR**  At least an NQF 4 qualification and a minimum of four years uninterrupted service on the level of a Lieutenant Colonel. |

1. Factors:

Grade Progression is based on the following principles:

* Availability of Funds;
* Recognition of Performance;
* Years of service on a Salary Level or Rank;
* Suitability; and
* Subject to the provisions above, the grade progression of members, who qualify for grade progression, must be effected within that financial year.

Post Promotions are based on the following principles:

* Availability of vacant funded posts; and
* Advertisement and selection process.

The selection of a candidate must be based on the candidate’s:

* Competence based on the inherent requirements of the job or the capacity to acquire, within a reasonable time, the ability to do the job;
* Prior learning, training and development;
* Experience gained in the field of the post;
* Compliance with representivity at the level that is applicable to the post (in terms of the guidelines provided by the office of the National Commissioner or the Employment Equity Plan of the relevant business unit);
* Record of pending criminal or disciplinary investigations, previous criminal convictions or valid disciplinary findings of misconduct against him or her; and
* Health, if good health is an inherent requirement of the post.
* Satisfactory performance (evidence of at least satisfactory performance);
* Years of service on a salary level or rank;
* Suitability; and
* The National Commissioner is under no obligation to fill an advertised post.

Notwithstanding the above, the National Commissioner may, for the purposes of improving effectiveness, service delivery or representivity, waive any requirement(s) for promotion, as set out in the Policy, in respect of any employee and promote such employee if he or she is satisfied that the employee is suitable for promotion.