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**MINISTRY OF POLICE**

**REPUBLIC OF SOUTH AFRICA**

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**36/1/4/1/201700317**

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 2740**

**DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 8 SEPTEMBER 2017**

**(INTERNAL QUESTION PAPER NO 32-2017)**

**2740. Mr D C Ross (DA) to ask the Minister of Police:**

(a) What is the total number of vacancies that currently exists in the SA Police Service, (b) what are the salary levels of the specified vacancies and (c) what amount in remuneration packages will be needed to fill the vacancies?

NW3047E

**REPLY:**

1. The total number of vacancies that are currently existing in the South African Police Service (SAPS), is **2 836**, taking into consideration the oversupply of salary level four and below, due to the entry level enlistments of the South African Police Service (SAPS) and the Public Service Act in each financial year.

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|  | **Fixed Establishment 2017/2018** | | | |  |  | **Actuals as on 2017-09-30** | | |  | | **GAP (vacancies(-) / surplus (+))** | | | |
|  | SAPS | | | |  | | SAPS | | |  | | SAPS | | | |
| **Salary Level** |  | PA | PSA | Total |  | **Salary Level** | PA | PSA | Total |  | **Salary Level** | PA | PSA | Total |
| **SL16** |  | 1 | 2 | 3 |  | **SL16** | 0 | 2 | 2 |  | **SL16** | -1 | 0 | -1 |
| **SL 15** |  | 32 | 0 | 32 | **SL 15** | 33 | 1 | 34 |  | **SL 15** | 1 | 1 | 2 |
| **SL 14** |  | 222 | 1 | 223 | **SL 14** | 214 | 4 | 218 |  | **SL 14** | -8 | 3 | -5 |
| **SL 13** |  | 814 | 4 | 818 | **SL 13** | 684 | 9 | 693 |  | **SL 13** | -130 | 5 | -125 |
| **SL 12** |  | 2 775 | 4 | 2 779 | **SL 12** | 2 192 | 5 | 2 197 |  | **SL 12** | -583 | 1 | -582 |
| **SL 11** | 0 | | 0 | 0 | **SL 11** | 0 | 0 | 0 |  | **SL 11** | 0 | 0 | 0 |
| **SL 10** | 7 297 | | 3 | 7 300 | **SL 10** | 6 406 | 3 | 6 409 |  | **SL 10** | -891 | 0 | -891 |
| **SL 9** | 0 | | 0 | 0 | **SL 9** | 0 | 0 | 0 |  | **SL 9** | 0 | 0 | 0 |
| **SL 8** |  | 17 475 | 51 | 17 526 | **SL 8** | 15 987 | 131 | 16 118 |  | **SL 8** | -1 488 | 80 | -1 408 |
| **SL 7** |  | 33 184 | 4 052 | 37 236 | **SL 7** | 32 434 | 3 625 | 36 059 |  | **SL 7** | -750 | -427 | -1 177 |
| **SL 6** |  | 29 437 | 1 372 | 30 809 | **SL 6** | 26 460 | 2 684 | 29 144 |  | **SL 6** | -2 977 | 1312 | -1 665 |
| **SL 5** |  | 63 135 | 23 904 | 87 039 | **SL 5** | 61 605 | 24 498 | 86 103 |  | **SL 5** | -1 530 | 594 | -936 |
| **SL 4 & below** |  | 0 | 11 235 | 11 235 | **SL 4 & below** | 3 754 | 11 433 | 15 187 |  | **SL 4 & below** | 3 754 | 198 | 3 952 |
| **Total** |  | **154 372** | **40 628** | **195 000** | **Total** | **149 769** | **42 395** | **192 164** |  | **Total** | **-4 603** | **1 767** | **-2 836** |

1. The salary levels for the existing vacancies, are as follows:

SL16 = 1

SL 14 = 5

SL 13 = 125

SL 12 = 582

SL 10 = 891

SL 8 = 1 408

SL 7 = 1 177

SL 6 = 1 665

SL 5 = 936

The Medium Term Framework (MTEF) for the SAPS, regulates the enlistment targets of new entry level personnel per financial year. The SAPS has a growing establishment, with set targets in its Human Resource Plan, which accommodate the continual increase in the number of personnel. The SAPS is in the process of enlisting 3 800 new entry level Police Service Act personnel and 1 200 Public Service Act personnel, to ensure the achievement of 98% of the establishment target, by 31 March of each financial year. Some of the vacant posts, or gaps on higher levels, are reserved for the career progression of personnel members.

Promotion, grade progression, internal and external advertisement processes, will also be launched in every MTEF or financial year, to address the differences on higher salary levels and to ensure the effective maintenance of the establishment, per managerial cluster.

Phase one of the 2017/2018 financial year post promotion process, will commence in February 2018.

The Component: Organisational Development, has embarked on a process of rationalising some of the Head Office organisational structures, with the aim of escalating resources to the frontline services, in order to improve service delivery to the community.

1. It will cost the SAPS an amount of R1,793 billion, to fill the indicated vacancies. This is calculated for a full year and does not include benefits, such as housing allowance, service allowance, medical contributions, etc. as additional costs will be determined by the qualification criteria, as well as the employee’s circumstances.