

THE SUBSEQUENT SOUTH AFRICAN POLICE SERVICE EMPLOYMENT EQUITY PLAN FOR THE PERIOD 1 JANUARY 2010 TO 31 DECEMBER 2014

1. PREAMBLE

The South African Police Services as a designated employer has an Employment Equity Plan (Section 20 Plan) which is spanning from 1 January 2007 to 31 December 2010.

In terms of Section 23 of the Employment Equity Act, Act No. 55 of 1998, a designated employer must prepare a subsequent Employment Equity Plan before the end of the term of its current Employment Equity Plan.

The South African Police Service has developed this subsequent Employment Equity Plan that will span from 1 January 2010 to 31 December 2014 which is geared to:

Promote the constitutional right of equality and the exercise of true democracy;

- Eliminate unfair discrimination in employment within the South African Police Service;
- Ensure proper and effective implementation of Employment Equity within the South African Police Service to redress the effects of past practices;
- Achieve a diverse workforce broadly representative of the South African community; and
- Promote economic development and efficiency in the workforce.

2. VISION STATEMENT

Emanating from the aim as derived from the Employment Equity Act, Act No. 55 of 1998, the South African Police Service is committed to ensuring broad representation of its Human Resources based on the racial, gender and disability demographics. This shall be implemented in all occupational categories/levels/classes nationally and provincially in relation to each and every workplace.

3. EXECUTIVE SUMMARY

The subsequent Employment Equity Plan of the South African Police Service has been developed. South African Police Service further commits itself to the implementation of affirmative action measures to ensure that suitably qualified persons from designated groups are equally represented in all occupational categories and levels in the workforce. The tone and ethos are set to identify and eliminate the artificial employment barriers which adversely affect people from designated groups. The transformation process will help to expedite the promotion of diversity and the successful implementation of the Employment Equity Plan based on equal dignity and respect for all, and ensuring reasonable accommodation available for people with disabilities. Effective procedures have been implemented to monitor and evaluate reasonable progress towards Employment Equity in every sphere of employment in the South African Police Service with the objective of achieving service delivery improvement which permeates across all sectors of Human Resource practices.

4.

BUSINESS UNITS

The SAPS has taken the approach of implementing Employment Equity Plans per Business Unit. Due to the huge size of SAPS, 185369 members and the spread throughout the different Provinces, Divisions and Components a single EE Plan is developed for SAPS, that will integrate all the dynamics in the Business Units. SAPS has consequently subdivided the organisation into Business Units which will be manageable, large enough to have a standardised approach and small enough to cater for specific needs and unique circumstances, but the ultimate objective being alignment with national demographics since SAPS is a national institution. It is against this backdrop that SAPS has identified the following as Business Units which will develop their implementation Plans aligned to the SAPS National Section 20 EE Plan:

DIVISIONS		COMPONENTS		PROVINCES	
1.	Career Management	14.	Office of the National Commissioner	22.	Western Cape
2.	Personnel Services	15.	Corporate Services	23.	Northern Cape
3.	Training	16.	Internal Audit	24.	Free State
4.	Financial and Administration Services	17.	Communication and Liaison Services	25.	Eastern Cape
5.	Supply Chain Management	18.	Information and System Management	26.	KwaZulu-Natal
6.	Visible Policing	19.	Efficiency Services	27.	Mpumalanga
7.	Detective Services	20.	Strategic Management	28.	Gauteng
8.	Crime Intelligence	21.	Operational Co-ordination	29.	Limpopo
9.	National Evaluation			30.	North West
10.	Legal Services				
11.	Protection & Security Services				
12.	Criminal Record & Forensic Science Services				
13.	Directorate for Priority Crimes Investigations				

5. **TRANSVERSAL ISSUES**

Issues of a transversal nature have been reflected on Business Unit Plans, but have also been treated as National Initiatives that cut across all Business Units. The responsibility for reporting on National Initiatives/Transversal Programmes rests with the National Equity Head. e.g. AA programmes for specific identified Business Units with specialised or scarce skills.

6. **ENFORCEMENT**

The implementation programme of the South African Police Service Employment Equity Plan ensures that every manager is actively involved in its actualisation. To this end, every manager's Performance Agreement in the South African Police Service must be linked with the implementation of the Employment Equity Programme in the South African Police Service. This mechanism enables accountability for delivery on the Employment Equity programme.

The Disciplinary Regulations of the Service as well as any other channel of recourse, may be used to address any breach of the objectives and intention of this Employment Equity Plan.

Any manager who obstructs or fails to implement any process aimed at promoting the objectives of equality will be held accountable.

7. CONSULTATION

The consultation process in all Business Units has been structured in such a manner that consultation must take place at all levels inclusive of Organised Labour. At National level, the Sector for Safety and Security Bargaining Council is utilised for consultation purposes. It must be noted that due to the ever changing nature of the environment and workforce movement, the consultation process will be continuous throughout the lifespan of the Employment Equity Plan.

8. THE ABOVE MODEL WORKS AS FOLLOWS:

8.1 PROVINCIAL LEVEL:

8.1.3 Each province will table its Employment Equity Implementation Plan in the respective Provincial Consultative Fora for consultation. These Implementation Plans will be derived from and be informed by the SAPS National Employment Equity Section 20 Plan.

8.2 DIVISIONS AND COMPONENTS:

8.2.1 All divisions and components will have their own consultative fora to consult their Employment Equity Implementation Plans and Section 21 Reports.

8.2.2 These implementation plans will be derived from and be informed by the SAPS National Employment Equity Section 20 Plan.

8.3 NATIONAL EQUITY OFFICE:

8.3.1 The National Equity Office will monitor the progress made with regard to the National Employment Equity Plan and representivity within the individual Business Units. This office will be responsible for consolidating all Business Units' Section 21 Reports into the annual National Employment Equity Report. Once this is finalised it will be sent to the National Commissioner, the Minister of Police and finally to the Department of Labour.

9. STAKEHOLDERS

In line with the provisions of the Employment Equity Act, Act No. 55 of 1998, the SAPS has identified key stakeholders in the development, implementation, monitoring and evaluation of the SAPS Employment Equity Section 20 Plan. The following are key stakeholders:

Executing Authority - the Minister of Police carries the overall accountability for the Employment Equity Plan and will be responsible for driving the programme.

The National Commissioner - the National Commissioner is responsible for the championing of the Employment Equity Plan as well as the overall management and implementation of the Plan.

Organised Labour - the employee representatives in the form of Organised Labour represented in the Safety and Security Sectorial Bargaining Council play a key role in consultation, monitoring and evaluation of the Employment Equity Programme of SAPS.

SAPS Managers - all managers in SAPS are individually responsible and accountable for the implementation of the Employment Equity Plan in their respective Business Units.

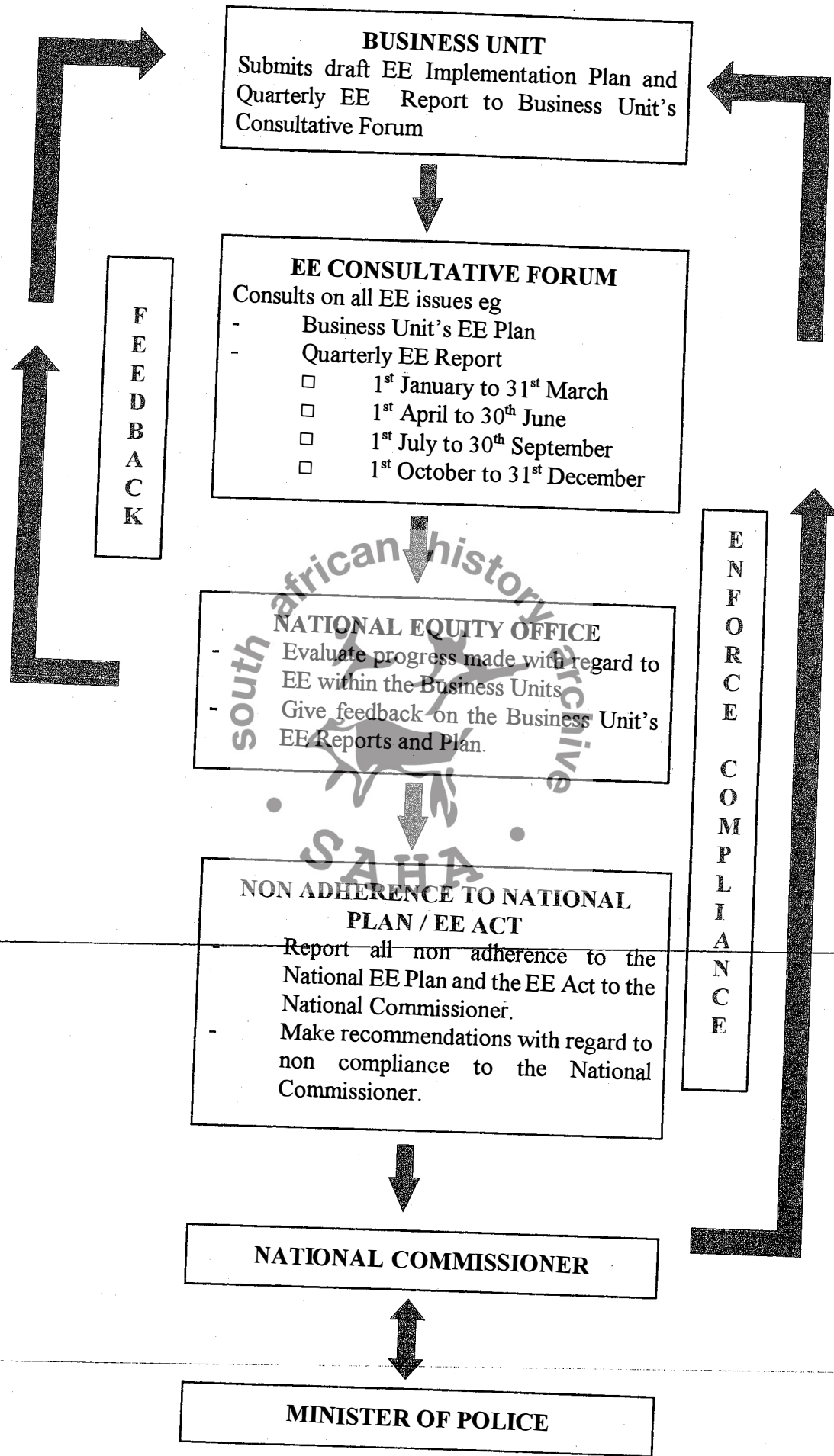
All employees of SAPS - all employees are consulted by their respective provincial/divisional/ component Employment Equity consultative fora and this includes also employees who do not belong to a trade union.

10. MONITORING AND EVALUATION

- 10.1. Monitoring and evaluation of the Employment Equity Plan takes place at various levels. At Business Unit level, each Business Unit submits quarterly Section 21 Reports to the National Equity Office, which enables the monitoring of each and every Business Unit's Employment Equity Plan.
- 10.2. Any review of the Business Unit's Employment Equity Implementation Plan shall be consulted on at the relevant Business Unit's consultative forum. Upon finalization of the changes, the Business Unit's Employment Equity Implementation Plan will be submitted to the National Equity Office for monitoring.
- 10.3. The National Equity Office shall make recommendations to the National Commissioner for possible sanctions in relation to non-compliance with the National Employment Equity Plan.



MONITORING AND EVALUATION OF THE IMPLEMENTATION OF THE NATIONAL EMPLOYMENT EQUITY PLAN & BUSINESS UNITS' QUARTERLY EE REPORTS



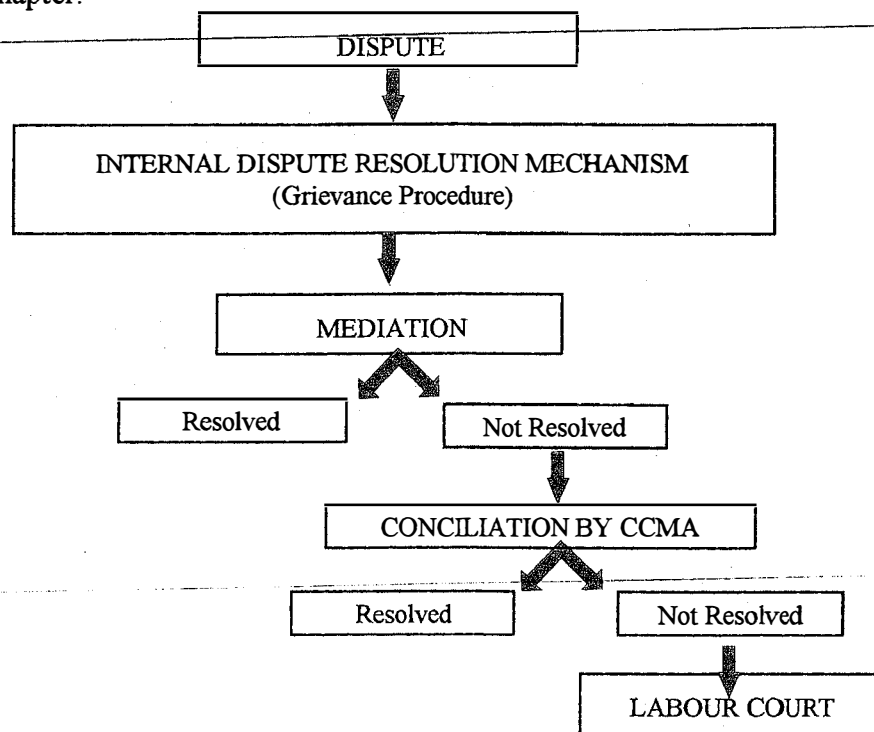
11. REVIEW PROCESS

Each Business Unit in SAPS has the responsibility of reviewing its own Employment Equity Implementation Plan through an internal consultation process. The reviewing team should consist of all stakeholders.

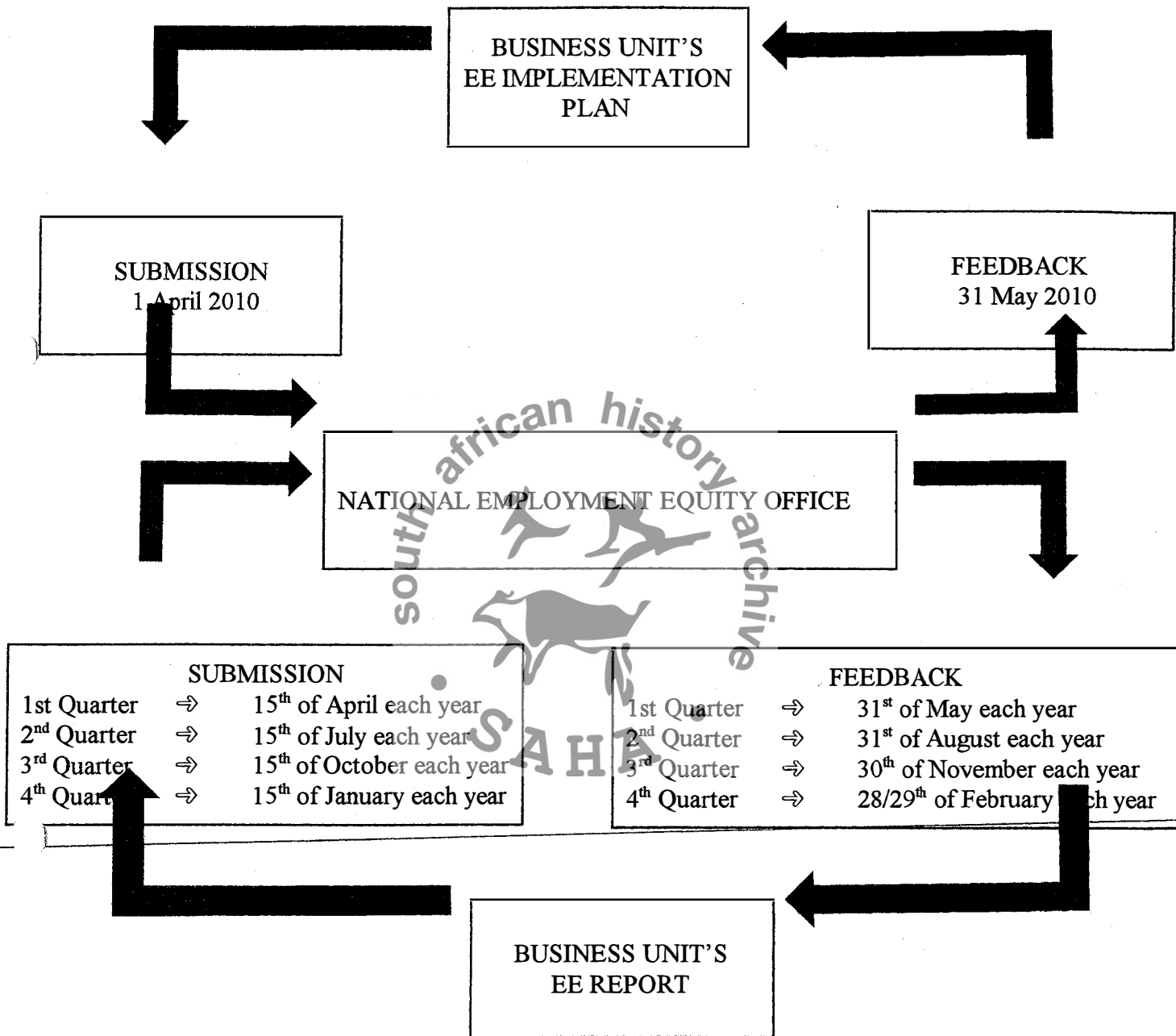
12. DISPUTE RESOLUTION MECHANISM

Disputes arising out of the implementation of the SAPS Employment Equity Plan are being dealt with firstly in terms of the SAPS internal Resolution Mechanism and Section 10 of the Employment Equity Act, Act No 55 of 1998 will be applicable if the matter remains unresolved internally.

- “(1) In this section the word “dispute” excludes a dispute about an unfair dismissal, which must be referred to the appropriate body for conciliation and arbitration or adjudication in terms of Chapter VIII of the Labour Relations Act.
- (2) Any party to a dispute concerning this Chapter may refer the dispute in writing to the CCMA within six months after the act or omission that allegedly constitutes unfair discrimination.
- (3) The CCMA may at any time permit a party that shows good cause to refer to dispute after the relevant time limit set out in subsection (2).
- (4) The party that refers a dispute must satisfy the CCMA that-
- a copy of the referral has been served on every other party to the dispute; and
 - the referring party has made a reasonable attempt to resolve the dispute.
- (5) The CCMA must attempt to resolve the dispute through conciliation.
- (6) If the dispute remains unresolved after conciliation-
- any party to the dispute may refer it to the Labour Court for adjudication; or
 - all the parties to the dispute may consent to arbitration of the dispute.
- (7) The relevant provisions of Parts C and D of Chapter VII of the Labour Relations Act, with the changes required by context, apply in respect of a dispute in terms of this Chapter.



REPORTING CYCLE AND FEEDBACK ON BUSINESS UNITS' EMPLOYMENT EQUITY PLANS AND REPORTS



13. COMMUNICATION

The thirty (30) Business Units of SAPS each take full responsibility for communicating their own individual Employment Equity Implementation Plan to all personnel within the relevant Business Unit. The publication of Business Unit Plans, amendments thereto and progress reports are being reported to relevant stakeholders by the head of each Business Unit or any person so delegated. Each Business Units is also responsible to display the National Employment Equity Plan and append their own Employment Equity Implementation Plan.

The National Equity Head is responsible for publications, amendments and progress reports pertaining to issues of a transversal nature. The communication of overall progress will also be co-ordinated by the National Equity Office.

14. NUMERIC TARGETS FOR THE SAPS EMPLOYMENT EQUITY PLAN

The South African Police Service commits itself anew to reach the equity targets agreed upon in this Section 20 Plan in favour of the designated group by the year 2014. In the process of striving to achieve the Equity targets of this Section 20 Plan, the SAPS has to create capacity within the organisation. To ensure the realisation of this process, posts must become available to apply and promote Employment Equity by making use of the following options/opportunities;

- Natural attrition.
- Movement to the ideal establishment.
- Offering severance package or any other available programme subject to cabinet approval. Should cabinet approve severance packages or any other similar programmes for the South African Police Service, the implementation or execution of such severance package programme should be geared to support this Section 20 Plan in redressing the imbalances in the organisation. This means that designated members/officials be appointed in the vacancies created by personnel who take severance packages.
- Continuous implementation and close monitoring of the six focus areas of affirmative action including other relevant programmes (i.e . Accelerated development, Succession Planning, Shadow Posting, Bursaries and Learnerships, Secondments, Fixed - Term Contracts).

1. The following diagram shows the progress made in this regard: from March 2000 to October 2009

OCCUPATIONAL LEVEL	AFRICAN MALE		COLOURED MALE		INDIAN MALE		WHITE MALE		AFRICAN FEMALE		COLOURED FEMALE		INDIAN FEMALE		WHITE FEMALE		TOTAL	
	2000	2009	2000	2009	2000	2009	2000	2009	2000	2009	2000	2009	2000	2009	2000	2009	2000	2009
SENIOR MANAGEMENT	119	259	23	43	27	36	259	158	4	80	3	9	4	8	28	45	467	638
MIDDLE MANAGEMENT	452	2855	76	432	145	347	1957	1679	47	1114	8	177	16	102	353	707	3054	7413
JUNIOR MANAGEMENT	1733	5637	352	956	534	507	3495	2413	226	2131	58	420	108	151	1126	1331	7632	13546
PRODUCTION CORE	59915	86879	7610	11803	2842	2847	18233	10668	9393	36468	2217	5909	829	1193	11371	8005	112410	163772
TOTAL	62219	95630	8061	13234	3548	3737	23944	14918	9670	39793	2286	6515	957	1454	12878	10088	123563	185369



SALARY LEVEL	AFRICAN MALE		COLOUR MALE		INDIAN MALE		WHITE MALE		AFRICAN FEMALE		COLOURED FEMALE		INDIAN FEMALE		WHITE FEMALE		TOTAL		
	2000	2009	2000	2009	2000	2009	2000	2009	2000	2009	2000	2009	2000	2009	2000	2009	2000	2009	
16	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
15	5	13	1	3	2	2	10	4	0	3	0	0	1	0	1	1	20	26	
14	23	51	7	5	4	7	48	24	0	12	1	0	0	0	2	7	85	106	
13	90	194	15	35	21	27	201	130	4	65	2	9	3	8	25	37	361	505	
12	88	777	16	127	25	127	416	491	11	236	1	40	2	36	50	161	609	1995	
11	68	1	21	0	18	0	123	0	11	3	5	0	2	0	24	1	272	5	
10	146	2076	17	305	49	220	900	1187	10	871	2	136	5	66	161	545	1290	5406	
9	150	1	22	0	53	0	518	1	15	4	0	1	7	0	118	0	883	7	
8	1733	5637	352	956	534	507	3495	2413	226	2131	58	420	108	151	1126	1331	7632	13546	
7	11868	28436	1987	3562	1130	1573	8651	8266	1640	3048	344	630	201	434	2829	3426	28650	49375	
6	34796	7539	3975	1230	1217	390	8165	1013	2783	1996	570	553	243	184	4134	2293	55883	15198	
5	3479	27325	329	4478	125	495	719	879	812	12299	155	2008	101	218	1682	1201	7402	48903	
4	4207	1540	406	209	218	47	392	79	600	2970	207	533	183	117	1801	369	8014	5864	
3	821	11249	212	1055	110	209	180	296	1148	11114	368	1652	79	212	791	637	3709	26424	
2	4032	4043	570	400	23	36	50	64	2185	1644	484	200	20	9	116	51	7480	6447	
1	712	6747	131	869	19	97	76	71	225	3397	89	333	2	19	18	28	1272	11561	
TOTAL	62219	95630	8061	13234	3548	3737	23944	14918	9670	39793	2286	6515	957	1454	12878	10088	123563	185369	

THE FOLLOWING ARE NUMERIC TARGETS SET FOR THE DURATION OF THE PLAN:

The Executing Authority together with SAPS Management Team have set targets for the SAPS Employment Equity Section 20 Plan spanning the period from 1 January 2010 to 31 December 2014. (It must be noted that there will be a variance between the different Business Unit Plans which ranges between two and five years).

The following thus are the overall targets for SAPS:

SENIOR MANAGEMENT LEVEL (SALARY LEVEL 13 - 16)

Race Representation

Year	African		Indian		Coloured		White	
	Ideal	Realistic	Ideal	Realistic	Ideal	Realistic	Ideal	Realistic
Current	53.13%		6.90%		8.15%		31.82%	
2010	79.35%	54.48%	2.46%	6.69%	8.85%	8.42%	9.34%	30.41%
2011	79.35%	55.83%	2.46%	6.48%	8.85%	8.69%	9.34%	29.00%
2012	79.35%	57.18%	2.46%	6.27%	8.85%	8.96%	9.34%	27.59%
2013	79.35%	58.53%	2.46%	6.06%	8.85%	9.23%	9.34%	26.18%
2014	79.35%	59.61%	2.46%	6.67%	8.85%	9.25%	9.34%	24.48%

Gender Representation

Year	Male		Female	
	Ideal	Realistic	Ideal	Realistic
Current	77.74%		22.26%	
2010	50.00%	76.04%	50.00%	23.96%
2011	50.00%	74.34%	50.00%	25.66%
2012	50.00%	72.64%	50.00%	27.36%
2013	50.00%	70.94%	50.00%	29.06%

2014	50.00%	71.31%	50.00%	28.69%
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MIDDLE MANAGEMENT LEVEL (SALARY LEVEL 9 - 12)

Race Representation

Year	African		Indian		Coloured		White	
	Ideal	Realistic	Ideal	Realistic	Ideal	Realistic	Ideal	Realistic
Current	53.54%		6.05%		8.22%		32.19%	
2010	79.35%	55.59%	2.46%	6.38%	8.85%	8.49%	9.34%	29.54%
2011	79.35%	57.64%	2.46%	6.71%	8.85%	8.76%	9.34%	26.89%
2012	79.35%	59.69%	2.46%	7.04%	8.85%	9.03%	9.34%	24.24%
2013	79.35%	61.74%	2.46%	7.37%	8.85%	9.30%	9.34%	21.59%
2014	79.35%	62.92%	2.46%	6.62%	8.85%	9.01%	9.34%	21.45%

Gender Representation

Year	Male		Female	
	Ideal	Realistic	Ideal	Realistic
Current	71.67%		28.33%	
2010	50.00%	71.34%	50.00%	28.66%
2011	50.00%	71.01%	50.00%	28.99%
2012	50.00%	70.63%	50.00%	29.32%
2013	50.00%	70.35%	50.00%	29.65%
2014	50.00%	70.18%	50.00%	29.82%

JUNIOR MANAGEMENT LEVEL (SALARY LEVEL 8)

		Race Representation							
Year		African		Indian		Coloured		White	
Current		57.35%		4.85%		10.16%		27.64%	
		Ideal	Realistic	Ideal	Realistic	Ideal	Realistic	Ideal	Realistic
2010		79.35%	58.04%	2.46%	4.75%	8.85%	10.69%	9.34%	26.52%
2011		79.35%	58.73%	2.46%	4.65%	8.85%	11.22%	9.34%	25.40%
2012		79.35%	59.42%	2.46%	4.55%	8.85%	11.75%	9.34%	24.28%
2013		79.35%	60.11%	2.46%	4.45%	8.85%	12.28%	9.34%	23.16%
2014		79.35%	64.48%	2.46%	4.12%	8.85%	11.25%	9.34%	20.15%

		Gender Representation			
Year		Male		Female	
Current		70.23%		29.77%	
		Ideal	Realistic	Ideal	Realistic
2010		50.00%	69.74%	50.00%	30.26%
2011		50.00%	69.23%	50.00%	30.76%
2012		50.00%	68.73%	50.00%	31.26%
2013		50.00%	68.23%	50.00%	31.76%
2014		50.00%	68.63%	50.00%	31.37%

PRODUCTION LEVEL (SALARY LEVEL 1-7)Race Representation

Year	African		Indian		Coloured		White	
	Ideal	Realistic	Ideal	Realistic	Ideal	Realistic	Ideal	Realistic
Current	75.32%		2.47%		10.82%		11.40%	
2010	79.35%	77.06%	2.46%	2.38%	8.85%	10.63%	9.34%	9.94%
2011	79.35%	78.80%	2.46%	2.29%	8.85%	10.44%	9.34%	8.48%
2012	79.35%	80.54%	2.46%	2.20%	8.85%	10.25%	9.34%	7.02%
2013	79.35%	82.28%	2.46%	2.11%	8.85%	10.06%	9.34%	5.56%
2014	79.35%	84.78%	2.46%	1.86%	8.85%	10.02%	9.34%	3.34%

Gender Representation

Year	Male		Female	
	Ideal	Realistic	Ideal	Realistic
Current	68.51%		31.49%	
2010	60.00%	67.68%	40.00%	32.32%
2011	60.00%	66.80%	40.00%	33.20%
2012	60.00%	65.92%	40.00%	34.08%
2013	60.00%	65.00%	40.00%	35.00%
2014	60.00%	64.41%	40.00%	35.59%

People with Disabilities 2% of the workforce by 2014

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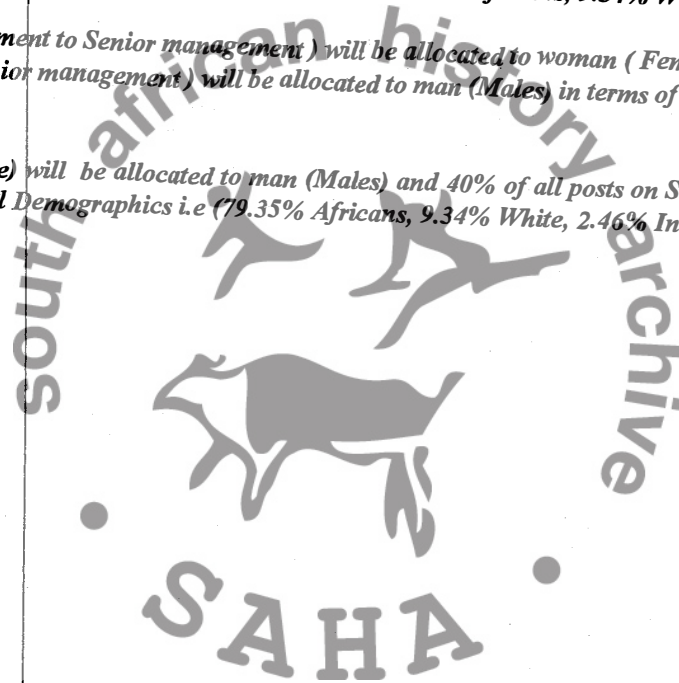
Recruitment, promotion and appointment drives will be informed by the actual needs.

During promotion all the available posts will be distributed in terms of the National Demographics amongst all race groups. This will ensure that no absolute barrier is placed with regard to the advancement of any group within the SAPS.

Ideal figures with regard to race are based on the 2006 mid-year population estimates. (79.35% Africans, 9.34% White, 2.46% Indians and 8.85% Coloureds)

50% of all posts on Salary level 8-16 (Junior management to Senior management) will be allocated to woman (Females) as a designated group in their race groups and 50% of all posts on Salary level 8-16 (Junior management to Senior management) will be allocated to man (Males) in terms of the National Demographics i.e (79.35% Africans, 9.34% White, 2.46% Indians and 8.85% Coloureds).

60% of all posts on Salary levels 1-7 (Production Core) will be allocated to man (Males) and 40% of all posts on Salary levels 1-7 (Production Core) will be allocated to woman (Females) in their race groups in terms of the National Demographics i.e (79.35% Africans, 9.34% White, 2.46% Indians and 8.85% Coloureds).



15. NON NUMERIC TARGETS FOR THE SAPS EMPLOYMENT EQUITY PLAN

The analysis of the 30 SAPS Business Unit Plans indicates that the following non-numeric targets are prioritised and action plans in this regard be developed at Business Unit level.

The SAPS will ensure the achievement and sustaining of the equity objectives through diligent pursuance and attainment in making equity an extricable part of every Component/Division/ Province within the entire institution.

Properly trained and developed employees for improved service delivery and broadly representative of the community of South Africa. SAPS institutionalised a culture that is inclusive of and values the diversity of personnel within the SAPS and one that supports the affirmation of historically disadvantaged individuals.

16. DISCRIMINATION AWARENESS PROGRAMME/EMPLOYMENT EQUITY TRAINING

In terms of Employment Equity Training, most Business Units have commenced on presenting training programmes. These programmes will be accelerated in order to ensure that every employee in SAPS has been exposed to the programme.

17. STRATEGIES TO ADDRESS IDENTIFIED BARRIERS IN SAPS

The following barriers of a transversal nature have been identified throughout the South African Police Service. Affirmative Action measures including policy and practice review have been put in place to address these barriers.

17.1 COMMITMENT

The South African Police Service has taken the following initiatives to ensure that all line managers implement Employment Equity within their working environments:

- Accountability to enhance representivity was embedded in each manager's performance agreement.
- National Equity workshops involving all Business Units have been facilitated at which roles and responsibilities have been clearly defined.
- Career Centres were also established at different Business Units as a recruitment strategy targeted to enhance representivity and diversify the work place.

17.2 ADVERTISING POSITIONS

The recruitment, promotion and senior appointment processes have been shortened in order not to delay the overall transformation process.

17.3 TRAINING, EDUCATION AND DEVELOPMENT

In order to support the outcomes desired pertaining to Training, Education and Development in terms of the SAPS Employment Equity Plan, each Business Unit developed a three year training strategy focussing on preferential training of designated groups.

Each Business Unit has appointed a skills development facilitator to implement and monitor the Business Unit training strategy in collaboration with relevant Training Committees. The Training Division is currently reviewing their structures and all training courses and programmes.

Women empowerment sessions were held in all Business Units to heighten awareness amongst women about artificial barriers, constraints and stereotyping and to ensure upward mobility for women in SAPS.

The SAPS has embarked on the following affirmation qualitative measures with effect from 2003/4 to 2009/10 financial years in pursuance to the 50% numeric goal for gender representivity in the SAPS in all occupational levels and categories:-

- 40% of all training was reserved for women in order to improve their mobility to middle and senior positions. 70% of all places in the Emerging Leadership Programme was reserved for women in order to broaden the pool of women leaders in the SAPS. All senior appointments are monitored to ensure that they are in line with the South African Police Service Employment Equity Plan numeric goals. A Code of Good Practice for people with disabilities was launched by the National Commissioner in the SAPS in order to ensure fair treatment and reasonable accommodation of people with disabilities. The SAPS has an approved policy for people with disabilities
- Women empowerment sessions have been embarked upon at all the Business Units in order to reach both constitutional commitments to create an environment that is free from discriminatory practices and to motivate women to compete for managerial positions in the SAPS. For the 2009/2010 academic year, 70% of all bursaries have been allocated to the designated groups. Preference has been given to women and specially in the middle management echelons(salary levels 8 to 12).

The SAPS developed and registered Affirmative Action programmes in terms of Section 15 of the Employment Equity Act 55 of 1998 for Business Units that were not representative in an effort to diversify these Business Units and to provide excellence in service delivery to a diverse population. Programmes were developed for the following Business Units:

Visible policing

- An AA programme was developed to enhance representivity amongst pilots at the SAPS Air Wing.
- Another AA programme was developed to enhance female representivity amongst the operators at the SAPS Special Task Force.

Internal Audit

- 8 members from the designated groups were placed on a 1 year internship programme in order to enhance capacity and representivity at this Business unit. All 8 members qualified and are performing various auditing functions at the Internal Audit Component, Head Office.

Criminal Record & Forensic Science Services

- An AA programme was developed to enhance capacity and representivity at the Explosive Units, Forensic Science laboratory and The Criminal Record Centres within the SAPS .

Personnel Services

- In order to enhance representivity amongst Psychologist within the SAPS, 14 persons from the designated groups were offered bursaries to complete their Masters degree in Psychology. These members will in return be contractually obligated to serve a term as psychologist in the SAPS after completing their studies.

K53 Driving Skills Training

- The South African Police Service developed an AA Programme for K53 driving skills in order to enhance the driving ability of serving reservists and to enable them to obtain a valid driver's licence. 94 of the 108 reservists successfully completed the programme and were enlisted within the SAPS as Constables on successful completion of their basic training at the SAPS Colleges.

Information & System Management

- 25 members from the designated groups were placed on a 1 year internship programme in order to enhance capacity and representivity at this Business unit. 16 members qualified were placed within this Business Unit to perform various information system related functions at Head Office.

Commercial Crime Unit

- 30 members from the designated groups with Law and Commercial related tertiary qualifications (NQF 6) were identified to be placed in the Commercial Crime Unit of the SAPS in order to address representivity and enhance service delivery. All the 30 members were psychologically tested and 19 of the 30 were interviewed, vetted and employed with effect from the 1 August 2009 within the SAPS.
- The remaining 11 of the 30 will be interviewed during December 2009, vetted and employed with effect from the 1 February 2010. All these members will undergo the structured training programmes as outlined in the approved Affirmative Action Programme for Commercial Crime Unit of SAPS.

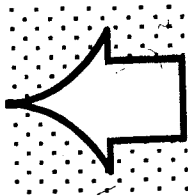
18. CONCLUSION

Having gone through a period of initial transformation we are now intensifying the process using the vehicle of our Employment Equity Plan. Despite all the problems that plague the SAPS, there has been much progress, which we need to celebrate. However, much still remains to be achieved. In order to reach our destination in implementing this Employment Equity Plan, we will require the individual and collective energies of each and every manager in SAPS. Without a diverse workforce we can never hope to provide excellence in service delivery to a diverse population. We remain committed to the process. In successfully implementing the Employment Equity Plan, all Provincial, Divisional Commissioners and Component Heads have integrated the SAPS Transformation objectives and the SAPS Service Delivery Improvement Framework in developing their respective Business Units' Employment Equity Implementation Plans.


National Commissioner
South African Police Service
BH Cele

NATIONAL COMMISSIONER : SOUTH AFRICAN POLICE SERVICE

05 JAN 2010





labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

EMPLOYMENT EQUITY

Postal Address: Private Bag x117, PRETORIA, 0001. Street Address: Laboria Building, 215 Schoeman Street, PRETORIA

Tel: 0860101018 Fax: (012) 309 4188 or (012) 309 4739

The Chief Executive Officer
SOUTH AFRICAN POLICE SERVICE
SA POLICE SERVICES HEAD OFFICE
231 PRETORIUS STREET
PRETORIA
PRETORIA
0001

DOL Ref. No.: 6404
Date: 10 January 2011
Contact Person: Tshililo Muthelo
Contact Number: 0860101018

Dear Sir/Madam

ACKNOWLEDGEMENT OF SUCCESSFUL COMPLETION OF EMPLOYMENT EQUITY REPORT FOR THE 2010 REPORTING PERIOD

This serves to inform you that your organisation is deemed to have **Reported** for the 2010 reporting period.

Therefore, your organisation will appear on the Employment Equity Public Register for 2010 that will be published by the Minister of Labour in terms of Section 41 of the Employment Equity Act No. 55 of 1998.

Yours in Equity

pp Director-General
DEPARTMENT OF LABOUR



Lefapha la Badiri . Lefapha la Mesebetsi . uMnyango wezeMisebenzi . Muhasho wa zwa Mishumo . Departement van Arbeid .
Kgoro ya Merero ya Bashomi .
Ndzawulo ya ta Mintirho . LiTiko leTemisebenti . ISebe lezeMisebenzi . UmNyango wezokuSebenzi

Batho Pele - putting people first

South African Police Service



Seid-Afrikaanse Polisie diens

Private Bag
Privaatsak X94 Pretoria 0001

Fax No.:
Faks No.: 393-5068

Your reference / U verwysing: 3/1/5/1/275
My reference / My verwysing:
Enquiries / Navrae: Lieutenant General M A Nchwe
Tel: (012) 393 5462

THE NATIONAL COMMISSIONER
DIE NASIONALE KOMMISSARIS
PRETORIA
0001

The Director General
Department of Labour
Private Bag x 117
PRETORIA
0001

31 DEC 2010

Dear Colleague

**SUBMISSION OF THE SOUTH AFRICAN POLICE SERVICE SECTION 21
REPORT FOR THE PERIOD 1 OCTOBER 2009 TO 30 SEPTEMBER 2010**

The South African Police submits its Employment Equity Section 21 Report (*annexure A*) covering the period 1 October 2009 to 30 September 2010 in line with the requirements of the Employment Equity Act, Act No. 55 of 1998.

The Section 21 Report is in line with the prescribed format as underlined in the Employment Equity Regulations and has been consulted on with all the relevant stakeholders.

Kind regards

National Commissioner
South African Police Service
BH Cele

NATIONAL COMMISSIONER: SOUTH AFRICAN POLICE SERVICE

**PLEASE READ THIS FIRST****WHAT IS THE PURPOSE OF THIS FORM?**

This form contains the format for reporting income differentials to the Employment Conditions Commission.

WHO FILLS IN THIS FORM?

All designated employers must complete every section of this statement.

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag X117
Pretoria 0001
Telephone: 012 3094000
Facsimile: 012 3094737 / 3094188
e-mail: ee@labour.gov.za

SECTION A: EMPLOYER DETAILS

Trade name	SOUTH AFRICAN POLICE SERVICE
DTI registration name	SOUTH AFRICAN POLICE SERVICE
DTI registration number	7060713148
PAYE/SARS number	u060713148
UIF reference number	u060713148
EE reference number	6404
Seta classification	SAFETY AND SECURITY SERVICES EDUCATION AND TRAINING AUTHORITY
Industry/Sector	COMMUNITY, SOCIAL AND PERSONAL SERVICES
Telephone number	0123931514
Fax number	0123932167
Email address	seabin@saps.org.za
Postal address	SA POLICE SERVICES HEAD OFFICE
	231 PRETORIUS STREET
Postal code	0001
City/Town	PRETORIA
Province	GAUTENG
Physical address	SA POLICE SERVICES HEAD OFFICE
	231 PRETORIUS STREET
Postal code	0001
City/Town	PRETORIA
Province	GAUTENG
Details of CEO at the time of submitting this report	
Name and surname	National Commissioner BHEKI CELE
Telephone number	0129391514
Fax number	0123932167
Email address	natcomm@saps.org.za
Details of Equity Manager at the time of submitting this report	
Name and surname	Brigadier NK Seabi
Telephone number	0123935462
Fax number	0123935068
Email address	seabin@saps.org.za
Business type	
Private Sector <input type="checkbox"/>	Parastatal <input type="checkbox"/>
National Government <input type="checkbox"/>	Provincial Government <input type="checkbox"/>
Local Government <input type="checkbox"/>	Educational Institution <input type="checkbox"/>
Non-profit Organization <input type="checkbox"/>	
Information about the organization at the time of submitting this report	
Number of employees in the organization	0 to 49 <input type="checkbox"/>
	50 to 149 <input type="checkbox"/>
	150 or more <input type="checkbox"/>
Is your organization an organ of State?	Yes
Is your organisation part of a	

	group / holding company? If yes, please provide the name.	No
	Date of submitting this report	2011/01/07



THE FOLLOWING MUST BE TAKEN INTO CONSIDERATION WHEN COMPLETEING THE EEA4 FORMS

1. Foreign nationals should be included when completing the EEA4 form in the appropriate space provided in the table below.
2. Temporary employees mean workers who are employed to work for three consecutive months or less;
3. The calculation of remuneration must include twelve months of a financial year that is in line with the period covered by the EEA2 reporting form. Where a person has not worked for a full twelve month period, the total remuneration worked should be included.
4. All payment amounts to be reflected in the table below must be rounded to the nearest Rand (R) and included as total remuneration for each group in terms of race and gender. No blank spaces, commas (,), full stops or decimal points (.) or any other separator should be included when capturing the payment amounts in each of the cells in the table below – for example R7 345 567.22 must be captured as 7345567 with no separators.
5. The payments below indicate what must be included and what must be excluded in an employee's remuneration for the purposes of calculating pay in order to complete the EEA4 form.

5.1 Included

- a. Housing or accommodation allowance or subsidy or housing or accommodation received as a benefit in kind;
- b. Car allowance or provision of a car, except to the extent that the car is provided to enable the employee to work;
- c. Any cash payments made to an employee, except those listed as exclusions in terms of this schedule;
- d. Any other payment in kind received by an employee, except those listed as exclusions in terms of this schedule;
- e. Employer's contributions to medical aid, pension, provident fund or similar schemes;
- f. Employer's contributions to funeral or death benefit schemes.

5.2 Excluded

- a. Any cash payment or payment in kind provided to enable the employee to work (for example, an equipment, tool or similar allowance or the provision of transport or the payment of a transport allowance to enable the employee to travel to and from work);
- b. A relocation allowance;
- c. Gratuities (for example, tips received from customers) and gifts from the employer;
- d. Share incentive schemes;
- e. Discretionary payments not related to an employee's hours of work or performance (for example, a discretionary profit-sharing scheme);
- f. An entertainment allowance;
- g. An education or schooling allowance.

6. The value of payments in kind must be determined as follows –
 - a. a value agreed to in either a contract of employment or collective agreement, provided that the agreed value may not be less than the cost to the employer of providing the payment in kind; or
 - b. the cost to the employer of providing the payment in kind.
7. An employee is not entitled to a payment or the cash value of a payment in kind as part of remuneration if-
 - a. the employee received the payment or enjoyed, or was entitled to enjoy, the payment in kind during the relevant period; or
 - b. in the case of a contribution to a fund or scheme that forms part of remuneration, the employer paid the contribution in respect of the relevant period.
8. If a payment fluctuates over a period of 13 weeks or if an employee has been in employment for a shorter period, the actual amount for that period should be calculated.

INCOME DIFFERENTIALS

Please use the table below to indicate the number of employees, including people with disabilities, and their remuneration in each occupational level in terms of race and gender.

Occupational levels		Male				Female				FORIEGN NATIONALS		Total
		A	C	I	W	A	C	I	W	M	F	
Top Management	Number of workers	12	3	1	3	4	0	0	1	0	0	24
	Remuneration	14130960	3443331	1153458	3513066	4696789	0	0	1170762	0	0	28008366
Senior Management	Number of workers	264	45	33	143	105	13	8	49	0	0	660
	Remuneration	195008742	32931456	24826095	105768486	75359151	8996340	5774856	35996430	0	0	484661556
Professionally qualified and experienced specialists and mid management	Number of workers	2938	459	362	1671	1250	204	109	730	0	0	7723
	Remuneration	888878649	140254998	119959137	553685049	360046224	58965855	35035785	220582272	0	0	2377407969
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	Number of workers	41489	5706	2441	11313	7428	1609	784	6892	0	0	77662
	Remuneration	6734356575	922942755	407347684	1947129861	1151366994	242484000	118879779	1043152134	0	0	12568159782
Semi skilled and discretionary decision making	Number of workers	45504	6310	784	1235	29762	4535	567	2139	0	0	90836
	Remuneration	3917160159	555420447	66526398	107894643	2510147253	362921223	43829796	174995595	0	0	7738895514
Unskilled and defined decision making	Number of workers	6387	796	90	107	4028	394	23	63	0	0	11888
	Remuneration	187790301	26101746	2686440	3996069	123035682	14457210	836424	2976555	0	0	361880427
Total Permanent	Number of workers	96594	13319	3711	14472	42577	6755	1491	9874	0	0	188793
	Remuneration	11937325386	1681094733	622999212	2721987174	4224552093	687824628	204356640	1478873748	0	0	23559013614
Temporary Employees	Number of workers	2	1	3	14	1	0	0	4	0	0	25
	Remuneration	284088	189636	597870	3350208	189636	0	0	387492	0	0	4998930
TOTAL	Number of workers	96596	13320	3714	14486	42578	6755	1491	9878	0	0	188818
	Remuneration	11937609474	1681284369	623597082	2725337382	4224741729	687824628	204356640	1479261240	0	0	23564012544

Please provide reasons for the disparities in remuneration within the various occupational levels



**PLEASE READ THIS FIRST****PURPOSE OF THIS FORM**

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998.

This form contains the format for employment equity reporting by employers to the Department of Labour. Both small employers (i.e. employers employing fewer than 150 employees) and large employers (i.e. employers employing 150 or more employees) are required to use this form. Those employers who are not designated, but wish to voluntarily comply, must also use this reporting form.

Although all sections of this form apply to large employers, only certain sections of this form should be completed by small employers. Employers who report for the first time are not required to complete the progress report section of this form.

WHO SHOULD COMPLETE THIS FORM?

All designated employers that have to submit a report in terms of the Employment Equity Act, 55 of 1998. Employers who wish to voluntarily comply with the reporting requirements of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

- Large employers must submit their first report within six months of being designated, and thereafter annually on the first working day of October; and
- Small employers must submit their first report within twelve months of being designated, and thereafter on the first working day of October of every year that ends with an even number.

ESSENTIAL REQUIREMENTS

Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. All relevant areas of the form must be fully and accurately completed by employers. **Designated employers who fail to observe this provision will be deemed not to have reported.** Guidance to overcome difficulties on how to complete the form properly must be obtained from the Department prior to completing and submitting the report.

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag X117

SECTION A: EMPLOYER DETAILS

Trade name	SOUTH AFRICAN POLICE SERVICE
DTI registration name	SOUTH AFRICAN POLICE SERVICE
DTI registration number	7060713148
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UIF reference number	u060713148
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Province	GAUTENG
Physical address	SA POLICE SERVICES HEAD OFFICE 231 PRETORIUS STREET
Postal code	0001
City/Town	PRETORIA
Province	GAUTENG

Details of CEO at the time of submitting this report

Name and surname	National Commissioner BHEKI CELE
Telephone number	0129391514
Fax number	0123932167
Email address	natcomm@saps.org.za

Details of Employment Equity Manager at the time of submitting this report

Name and surname	Brigadier NK Seabi
Telephone number	0123935462
Fax number	0123935068
Email address	seabin@saps.org.za

Business type

Private Sector <input type="checkbox"/>	Parastatal <input type="checkbox"/>
National Government <input type="checkbox"/>	Provincial Government <input type="checkbox"/>
Local Government <input type="checkbox"/>	Educational Institution <input type="checkbox"/>
Non-profit Organization <input type="checkbox"/>	

Information about the organization at the time of submitting this report

Number of employees in the organization	0 to 49 <input type="checkbox"/> 50 to 149 <input type="checkbox"/> 150 or more <input type="checkbox"/>
Is your organization an organ of State?	Yes
Is your organisation part of a	

Pretoria 0001
Telephone: 012 3094000
Facsimile: 012 3094737 / 3094188
e-mail: ee@labour.gov.za

group / holding company?
If yes, please provide the
name.

No

Date of submitting this report: 2011/01/07





Please indicate below the period the report covers (in the case of large employers the preceding twelve months and for small employers twenty-four months, except for first time reporting where the period may be shorter):

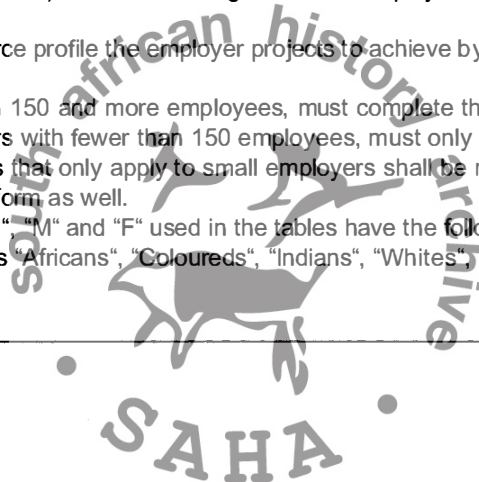
From (date): 2009/10/01 To (date): 2010/09/30

Please indicate below the duration of your current employment equity plan:

From (date): 2010/01/01 To (date): 2014/12/31

PLEASE READ THIS FIRST

- a. The method of reporting should remain for the period of the plan, and must be consistent from reporting period to reporting period.
- b. Employers must refrain from leaving blank spaces or using a dash (-) when referring to the value "0" (Zero) or the word "No". All relevant areas of the form must be fully and accurately completed by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- c. "Temporary employees" mean workers who are employed to work for three consecutive months or less.
- d. The **Numerical goal** is the workforce profile the employer projects to achieve at the end of the employer's current employment equity plan (EE Plan). The numerical goals of the employer must be the same for the entire duration of the EE Plan.
- e. The **Numerical target** is the workforce profile the employer projects to achieve by the end of the next reporting period.
- f. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Areas that only apply to small employers shall be made available by the Department of Labour in a separate form, as well.
- g. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.



SECTION B: WORKFORCE PROFILE AND CORE & SUPPORT FUNCTIONS**1. WORKFORCE PROFILE**

1.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational levels**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	12	3	1	3	4	0	0	1	0	0	24
Senior management	264	45	33	143	105	13	8	49	0	0	660
Professionally qualified and experienced specialists and mid-management	2938	459	362	1671	1250	204	109	730	0	0	7723
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	41489	5706	2441	11313	7428	1609	784	6892	0	0	77662
Semi-skilled and discretionary decision making	45504	6310	784	1235	29762	4535	567	2139	0	0	90836
Unskilled and defined decision making	6387	796	90	107	4028	394	23	63	0	0	11888
TOTAL PERMANENT	96594	13319	3711	14472	42577	6755	1491	9874	0	0	188793
Temporary employees	2	1	3	14	1	0	0	4	0	0	25
GRAND TOTAL	96596	13320	3714	14486	42578	6755	1491	9878	0	0	188818

1.2 Please report the total number of **employees with disabilities** in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	2	0	1	3	0	0	0	3	0	0	9
Professionally qualified and experienced specialists and mid-management	13	1	3	49	5	2	0	11	0	0	84
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	210	34	14	186	32	8	4	84	0	0	572
Semi-skilled and discretionary decision making	138	27	5	34	85	14	1	40	0	0	344
Unskilled and defined decision making	6	1	0	4	2	0	0	4	0	0	17
TOTAL PERMANENT	369	63	23	276	124	24	5	142	0	0	1026
Temporary employees	0	0	0	2	0	0	0	1	0	0	3
GRAND TOTAL	369	63	23	278	124	24	5	143	0	0	1029

2. Core operation functions and Support functions by occupational level

A job could either be a **Core operation** function or a **Support** function. **Core operation Function** positions are those that directly relate to the core business of an organization and may lead to revenue generation e.g. sales production, etc. **Support Function** positions provide infrastructure and other enabling conditions for revenue generation e.g. human resources corporate services etc.

2.1 Please indicate the total number of employees (including people with disabilities), that are involved in **Core Operational Function** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	10	3	1	2	3	0	0	1	0	0	20
Senior management	187	28	20	82	60	11	5	25	0	0	418
Professionally qualified and experienced specialists and mid-management	2177	370	255	1114	759	108	49	307	0	0	5139
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	38421	5235	2135	9755	3885	837	295	2246	0	0	62809
Semi-skilled and discretionary decision making	36975	5124	528	813	15541	1836	117	417	0	0	61351
Unskilled and defined decision making	5436	610	78	68	3167	242	14	18	0	0	9633
TOTAL PERMANENT	83206	11370	3017	11834	23415	3034	480	3014	0	0	139370
Temporary employees	1	0	0	1	0	0	0	0	0	0	2
GRAND TOTAL	83207	11370	3017	11835	23415	3034	480	3014	0	0	139372

2.2 Please indicate the total number of employees (including people with disabilities), that are involved in **Support Function** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	2	0	0	1	1	0	0	0	0	0	4
Senior management	77	17	13	61	45	2	3	24	0	0	242
Professionally qualified and experienced specialists and mid-management	761	89	107	557	491	96	60	423	0	0	2584
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3068	471	306	1558	3543	772	489	4646	0	0	14853
Semi-skilled and discretionary decision making	8529	1186	256	422	14221	2699	450	1722	0	0	29485
Unskilled and defined decision making	951	186	12	39	861	152	9	45	0	0	2255
TOTAL PERMANENT	13388	1949	694	2638	19162	3721	1011	6860	0	0	49423
Temporary employees	1	1	3	13	1	0	0	4	0	0	23
GRAND TOTAL	13389	1950	697	2651	19163	3721	1011	6864	0	0	49446

SECTION C: WORKFORCE MOVEMENT**3. Recruitment**

3.1 Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	7	2	0	2	3	0	0	0	0	0	14
Professionally qualified and experienced specialists and mid-management	4	2	0	5	5	0	1	7	0	0	24
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	137	20	18	113	111	8	7	44	0	0	458
Semi-skilled and discretionary decision making	250	24	14	26	334	68	16	29	0	0	761
Unskilled and defined decision making	2340	197	26	21	1583	93	6	3	0	0	4269
TOTAL PERMANENT	2738	245	58	167	2036	169	30	83	0	0	5526
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	2738	245	58	167	2036	169	30	83	0	0	5526

4. Promotion

4.1 Please report the total number of promotions into each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	3	0	0	0	2	0	0	1	0	0	6
Senior management	29	4	1	4	30	2	2	6	0	0	78
Professionally qualified and experienced specialists and mid-management	191	43	20	39	208	35	11	47	0	0	594
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1368	244	92	192	1116	127	93	367	0	0	3599
Semi-skilled and discretionary decision making	576	112	15	37	946	219	44	84	0	0	2033
Unskilled and defined decision making	103	19	0	2	85	10	0	1	0	0	220
TOTAL PERMANENT	2270	422	128	274	2387	393	150	506	0	0	6530
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	2270	422	128	274	2387	393	150	506	0	0	6530

5. Termination

5.1 Please report the total number of terminations in each occupational level, including people with disabilities.

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	3	0	1	1	0	0	0	0	0	0	5
Senior management	6	1	2	10	1	0	1	0	0	0	21
Professionally qualified and experienced specialists and mid-management	55	4	8	40	11	2	1	14	0	0	135
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	626	67	33	240	83	13	6	146	0	0	1214
Semi-skilled and discretionary decision making	467	46	8	32	282	48	6	36	0	0	925
Unskilled and defined decision making	78	9	1	2	25	6	1	2	0	0	124
TOTAL PERMANENT	1235	127	53	325	402	69	15	198	0	0	2424
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	1235	127	53	325	402	69	15	198	0	0	2424

5.2 Please report the total number of terminations, including people with disabilities, in each termination category below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Terminations	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Resignation	315	55	18	162	118	36	11	108	0	0	823
Non-renewal of contract	64	4	2	2	23	0	0	0	0	0	95
Dismissal – Operational requirements (retrenchment)	1	0	0	0	0	0	0	0	0	0	1
Dismissal - misconduct	51	10	6	8	4	0	0	1	0	0	80
Dismissal - incapacity	0	0	0	0	0	0	0	0	0	0	0
Retirement	336	22	17	115	75	12	2	78	0	0	657
Death	468	36	10	38	182	21	2	11	0	0	768
TOTAL	1235	127	53	325	402	69	15	198	0	0	2424

SECTION D: SKILLS DEVELOPMENT**6. Skills Development**

6.1 Please report the total number of people from the designated groups, including people with disabilities, who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				TOTAL
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	256	46	29	144	52	13	5	28	573
Professionally qualified and experienced specialists and mid-management	3630	609	507	1501	1352	193	110	562	8464
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	41370	8971	4442	14195	6670	1864	830	4638	82980
Semi-skilled and discretionary decision making	48472	9067	846	1831	25406	4268	417	1262	91569
Unskilled and defined decision making	17377	2247	248	19682	7171	786	38	70	47619
TOTAL PERMANENT	111105	20940	6072	37353	40651	7124	1400	6560	231205
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	111105	20940	6072	37353	40651	7124	1400	6560	231205

6.2 Please report the total number of **people with disabilities** only who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				TOTAL
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	13	0	7	39	0	1	0	10	70
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	86	26	20	122	16	4	5	29	308
Semi-skilled and discretionary decision making	42	9	1	17	22	1	1	12	105
Unskilled and defined decision making	1	1	0	4	0	0	0	3	9
TOTAL PERMANENT	142	36	28	182	38	6	6	54	492
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	142	36	28	182	38	6	6	54	492

SECTION E: NUMERICAL GOALS & TARGETS

7. Numerical Goals

7.1 Please indicate the numerical goals (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of your current employment equity plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	13	1	0	2	13	1	0	2	0	0	32
Senior management	286	32	9	33	286	32	9	33	0	0	720
Professionally qualified and experienced specialists and mid-management	3555	397	110	418	3555	397	110	418	0	0	8960
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	44388	4951	1376	5225	31945	3563	990	3760	0	0	96198
Semi-skilled and discretionary decision making	39436	4398	1223	4642	26291	2932	815	3095	0	0	82832
Unskilled and defined decision making	1552	173	48	183	1034	115	32	122	0	0	3259
TOTAL PERMANENT	89230	9952	2766	10503	63124	7040	1956	7430	0	0	192001
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	89230	9952	2766	10503	63124	7040	1956	7430	0	0	192001

7.2 Please indicate the numerical goals (i.e. the workforce profile) you project to achieve for the total number of employees with disabilities only at the end of your current employment equity plan in terms of occupational levels.

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	2	0	1	3	1	0	0	3	0	0	10
Professionally qualified and experienced specialists and mid-management	15	1	3	49	8	2	0	11	0	0	89
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	220	34	14	186	56	10	4	84	0	0	608
Semi-skilled and discretionary decision making	149	27	5	34	94	14	2	40	0	0	365
Unskilled and defined decision making	6	1	0	4	3	0	0	4	0	0	18
TOTAL PERMANENT	392	63	23	276	162	26	6	142	0	0	1090
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	392	63	23	276	162	26	6	142	0	0	1090

8. Numerical Targets

8.1 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of the next reporting in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	12	3	1	3	10	1	0	2	0	0	32
Senior management	270	45	33	143	154	18	8	49	0	0	720
Professionally qualified and experienced specialists and mid-management	3183	459	362	1671	2165	281	109	730	0	0	8960
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	43306	5706	2441	11313	22793	2834	913	6892	0	0	96198
Semi-skilled and discretionary decision making	41489	5706	2441	11313	12252	1947	792	6892	0	0	82832
Unskilled and defined decision making	1552	173	48	183	1034	115	32	122	0	0	3259
TOTAL PERMANENT	89812	12092	5326	24626	38408	5196	1854	14687	0	0	192001
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	89812	12092	5326	24626	38408	5196	1854	14687	0	0	192001

8.2 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of **employees with disabilities only** at the end of the next reporting period in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	2	0	1	3	1	0	0	3	0	0	10
Professionally qualified and experienced specialists and mid-management	15	1	3	49	8	2	0	11	0	0	89
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	220	34	14	186	56	10	4	84	0	0	608
Semi-skilled and discretionary decision making	149	27	5	34	94	14	2	40	0	0	365
Unskilled and defined decision making	6	1	0	4	3	0	0	4	0	0	18
TOTAL PERMANENT	392	63	23	276	162	26	6	142	0	0	1090
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	392	63	23	276	162	26	6	142	0	0	1090

SECTION F: MONITORING & EVALUATION (THIS SECTION IS NOT APPLICABLE TO SMALL EMPLOYERS)**9. Disciplinary Action**

9.1 Disciplinary action: (report the total number of disciplinary actions during the twelve months preceding this report). Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Disciplinary Action	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
	1379	416	57	156	79	42	3	27	0	0	

10. Awareness of Employment Equity

10.1 Please indicate which of the following awareness measures were implemented by your organization:

	Yes	No	No. of employees covered
Formal written communication	Yes		188818
Policy statement includes reference to employment equity	Yes		188818
Summary of the Act displayed	Yes		188818
Employment Equity training	Yes		540
Diversity management programmes	Yes		540
Discrimination awareness programmes	Yes		540

11. Consultation

11.1 Please indicate which stakeholders were involved in the consultation process prior to the development of your employment equity plan:

	Yes	No
Consultative body or employment equity forum	Yes	
Registered trade union (s)	Yes	
Employees	Yes	

12. Barriers and affirmative action measures

12.1 Please indicate in which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether you have developed affirmative action measures and the timeframes to overcome them.

Categories	BARRIERS		AFFIRMATIVE ACTION MEASURES		TIMEFRAME FOR IMPLEMENTING OF AA MEASURES	
	Yes	No	Yes	No	START DATE	END DATE
Recruitment procedures	Yes		Yes		2010/01/01	2014/12/31
Advertising positions		No				
Selection criteria		No				
Appointments		No				
Job classification and grading		No				
Remuneration and benefits		No				
Terms and conditions of employment		No				
Job assignments		No				
Work environment and facilities		No				
Training and development		No				
Performance and evaluation systems		No				
Promotions		No				
Transfers	Yes		Yes		2010/01/01	2014/12/31
Succession and experience planning		No				
Disciplinary measures	Yes		Yes		2010/01/01	2014/12/31
Dismissals		No				
Retention of designated groups		No				
Corporate culture		No				
Reasonable accommodation		No				
HIV and AIDS education and prevention programmes		No				
Appointed senior manager(s) to manage EE implementation		No				
Budget allocation in support of employment equity goals		No				
Time off for employment equity consultative committee to meet		No				

13. Monitoring and evaluation of implementation:

13.1 How regularly do you monitor progress on the implementation of the employment equity plan? Please choose one.

Weekly	Monthly	Quarterly	Yearly
		Quarterly	

13.2 Did you achieve the annual objectives as set out in your employment equity plan for this period?

Yes	No	Please explain
Yes		IMPLEMENTED AFFIRMATIVE ACTION MEASURES IN SPECIALIZED ENVIRONMENTS

SECTION G: SIGNATURE OF THE CHIEF EXECUTIVE OFFICER

Chief Executive Officer

I hereby declare that I have read, approved and authorized this report.

Signed on this 31 day of December year 2010

At place: PRETORIA

Signature Chief Executive Officer

National Commissioner BHEKI CELE
Full Name



PROMOTION OF EMPLOYMENT EQUITY AND ELIMINATION OF UNFAIR DISCRIMINATION POLICY

1. Preamble

- 1.1 The foundation of democratic freedom in South Africa lies in the preservation of the values of human dignity, equality, freedom and social justice in a united, non-racial and non-sexist society where all people enjoy equal rights.
- 1.2 In achieving this, the consolidation of democracy in our country requires the eradication of social and economic inequalities, especially those that are systemic in nature, which were generated in the past and which disadvantaged the majority of our people.
- 1.3 In contribution to this objective, the SA Police Service must address systemic inequalities and unfair discrimination in practices, processes and attitudes, and transform its service and composition to meet the needs of the people of South Africa and to reflect the demographics of the country. The SA Police Service acknowledges its responsibility to promote equality and eliminate unfair discrimination as basic prerequisite to the effective delivery of policing services.
- 1.4 To redress prevailing inequities and disparities implies the advancement of designated groups who continue to endure the consequences. Designated groups refer to Black people, women and people with disabilities.

2. Purpose

The objectives of this policy are to give effect to the Constitution and related legislation to prevent and prohibit unfair discrimination and harassment, promote equal opportunity and fair treatment in employment, and prevent and prohibit unfair hate speech.

3. Authorisation

Section 9 read with item 23(1) of Schedule 6 to the Constitution of the Republic of South Africa, 1996, the Promotion of Equality and Prevention of Unfair Discrimination Act, 2000, and the Employment Equity Act, 1998, provides the regulatory framework and prescribes that the SA Police Service implement measures within the available resources that are aimed at the achievement of equality in all spheres of responsibility.

4. Scope of application

This policy is applicable to all employees in terms of the South African Police Service Act, 1995 (Act no 68 of 1995), and the Public Service Act, 1994 (Act no 103 of 1994).

5. Policy Provisions

5.1. Addressing fair discrimination

- 5.1.1 The Constitution makes provision for the limitation of rights in the Bill of Rights under specific circumstances to the extent that the limitation is reasonable and justifiable in an open and democratic society based on human dignity, equality and freedom, taking into account all relevant factors.
- 5.1.2 Where there are competing rights these must be weighed against each other to determine the extent to which one should enjoy precedence over another.
- 5.1.3 Regarding equality, all rights with regard thereto enjoy precedence over conflicting rights. It is thus not unfair discrimination to take affirmative action measures consistent with the purpose of the Employment Equity Act, or to distinguish, exclude or prefer any person on the basis of an inherent requirement of a job. It is also fair to take measures designed to protect or advance persons or categories of persons disadvantaged by unfair discrimination.

5.6 Prohibition of hate speech and dissemination and publication of information that unfairly discriminates.

5.6.1. No employee may publish, propagate, advocate or communicate words based on one or more of the prohibited grounds against any person that could reasonably be construed to demonstrate a clear intention to-

- be hurtful;
- be harmful or to incite harm; or
- promote or propagate hatred.

5.6.2. No employee may disseminate or broadcast any information, or publish or display any advertisement or notice that could reasonably be construed or understood to demonstrate a clear intention to discriminate against any person.

5.7. Prohibition of harassment

5.7.1 Harassment of an employee is a form of unfair discrimination and is prohibited on any one, or a combination of grounds of unfair discrimination listed in the Constitution and other legislation.

5.7.2. Harassment means, amongst others, unwanted conduct which is persistent or serious and demeans, humiliates or creates a hostile or intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and which is related to-

- sex, gender or sexual orientation; or
- a person's membership or presumed membership of a group identified by one or more of the prohibited grounds or a characteristic associated with such group.

5.8 Promotion of equality

5.8.1 All managers must take steps to promote equal opportunities and diversity in the workplace by eliminating unfair discrimination in all respects.

5.8.2 All commanders and managers must :

- develop awareness of fundamental rights to promote a climate of understanding, mutual respect and equality;
- take measures to develop and implement programmes and create a supportive environment to promote equity and diversity;
- develop action plans, where necessary, to address unfair discrimination, hate speech or harassment;
- provide assistance and advice and facilitate training on issues of equality;
- ensure the development of programmes intended in paragraph 5.10.3; and
- ensure the effectiveness of mechanisms to deal with complaints of unfair discrimination, hate speech or harassment.

5.8.3 All official languages shall be promoted and respected. Directives shall prescribe their use for official purposes. Means of communication shall take into account the languages spoken and levels of education / literacy of employees for whom such communication is intended.

5.8.4 All committees, panels and boards must, wherever reasonably possible, be representative.

5.9 Management of Employment Equity

5.9.1 For the purpose of the implementation of the Employment Equity Act, Provinces and Divisions are designated as individual Business Units responsible for the development and implementation of Employment Equity Plans at all workplaces within their areas of responsibility, and for the achievement of reasonable progress in respect thereof.

5.9.2 Processes involved in the development and implementation of such plans must comply with the provisions of the Employment Equity Act. All employees must be made aware of and involved in processes and programmes related thereto, their objectives and intended outcomes.

- 5.9.3** Business Units shall conduct an analysis of practices, procedures and the working environment to identify prevailing employment barriers that adversely effect persons from designated groups. Comprehensive plans must be developed in consultation with all employees to address such barriers through the implementation of affirmative action measures.
- 5.9.4** On the basis of submissions made by the various Business Units a consolidated National Employment Equity Plan and Report for the SA Police Service shall be generated to reflect the fundamental issues generic and transversals to all Business Units, and submitted to the Department of Labour, as prescribed. These shall be accessible to all employees.
- 5.9.5** No employee who exercises any right conferred by any act may be discriminated against.
- 5.9.6** Whenever any contractor makes an offer to conclude an agreement with the SA Police Service for the furnishing of supplies or services, or for the hiring or letting of anything, it must be ensured that a certificate or verified declaration is attached to that offer that such contractor has complied with the provisions of the Employment Equity Act.
- 5.10 Implementation of affirmative action measures**
- 5.10.1** Affirmative action measures shall be implemented in all workplaces to ensure that suitably qualified employees from designated groups have equal employment opportunities and are equitably represented in all occupational categories and levels in the workforce of the SA Police Service.
- 5.10.2** It shall be ensured that no requirements are included in any employment policy or practice designed to exclude any employee or group of employees on the basis of a lack of relevant experience. The inherent requirements of the job shall indicate the required skills, knowledge and competencies, and measures must be initiated to afford employees who lack such experience reasonable opportunity to meet those requirements.
- 5.10.3** Where it is determined that an employee from a designated group lacks the required skills, knowledge or competencies, whether on the basis of a defined career path, or in the course of a performance enhancement process, a structured programme must be developed to create opportunities for such employees to acquire, within a reasonable time, such ability to do the job.
- 5.10.4** In addition to individual development programmes that may be required to enhance the skills, knowledge or competencies, of particular employees, various measures shall be implemented to promote specific affirmative action objectives and the achievement of numerical goals. Codes of Good Practice shall be developed from time to time in this regard.
- 5.11 Management of numerical goals**
- 5.11.1** Numerical goals must be developed and implemented to achieve the equitable representation of employees in all occupational categories and levels and to make the workforce reflective of the demographic of the country.
- 5.11.2** To ensure consistency and accuracy in the development of numerical goals, the National Commissioner shall provide national and provincial formulas to determine the proportionate representation of all categories of employees from both designated and non-designated groups.
- 5.11.3** The numerical goals must direct all employment policies and practices to ensure the achievement of employment equity objectives and affirmative action measures.
- 5.11.4** Where any employment practice is undertaken which does not support the numerical goals of a particular workplace, motivation therefore shall be provided to the National Commissioner. Subsequent to any recruitment, promotion or appointment process, the Divisional Commissioner Career Management shall advise the National Commissioner of the extent to which such processes have supported greater representation in respective workplaces.

6. Dispute resolution and compliance measures

- 6.1 Prescribed dispute resolution procedures must be utilised for any dispute regarding the implementation or management of any programme, strategy or campaign undertaken in terms of these policy provisions.
- 6.2 Any form of unfair discrimination constitutes misconduct in terms of the Disciplinary Code.
- 6.3 Key employment equity outcomes must be incorporated in the performance contracts of all managers in the SA Police Service and integrated in the assessment of their performance. Managers who fail to implement adopted strategies or achieve reasonable progress regarding approved objectives and goals must be held accountable therefor.
- 6.4 Any employee who obstructs or fails to implement any process aimed at promoting the objectives of equality must be held accountable therefor.

7. Implementation

- 7.1 The application of this policy must be done in conjunction with the application of related employment practices and procedures.
- 7.2 The National Commissioner shall, on a regular basis, monitor and evaluate the effective implementation of and compliance with related policy provisions.
- 7.3 Related programs must be viewed on a regular basis to ensure their continued relevance and effectiveness.
- 7.4 A comprehensive communication and marketing strategy must be introduced in support of these policy provisions and related programmes.



SUID-AFRIKAANSE POLISIEDIENS



SOUTH AFRICAN POLICE SERVICE

Privaatsak/Private Bag X94, PRETORIA, 0001

Verwysing Reference	25/7/12/1(590)
Navrae Enquiries	Lt Col Gouws
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Faksnommer Fax number	(012) 393 1221
E-pos E-mail	MpetaX@saps.org.za

GRIEWEBESTUUR
HOOFKANTOOR

GRIEVANCE MANAGEMENT
HEAD OFFICE

National Deputy Information Officer
Administration Services
Auxiliary Services
HEAD OFFICE

(Att: Captain H Pieters)

REQUEST FOR ACCESS TO RECORDS: PROMOTION OF ACCESS TO INFORMATION ACT, 2000 (ACT 2 OF 2000): SOUTH AFRICAN HISTORY ARCHIVES

1. Your letter 25/7/12/1 (590) dated 2011-06-22 refers.
2. Information herewith as requested in your above mentioned letter. Information provided is from 2009-06-22 to 2011-05-13.
 - 2.1 Procedure available is the Grievance Procedure (SSSBC Agreement 3 of 2005).
 - 2.2 Number of complaints which relate to unfair discrimination is forty six (46).

African Male	-	20
African Female	-	4
White Male	-	8
White Female	-	4
Coloured Male	-	2
Coloured Female	-	1
Collective	-	7

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3. Hope you find this in order.

J.A. Colone!
COLONEL
SUB-SECTION HEAD : GRIEVANCE MANAGEMENT
XA MPETA

Date: 2011-07-13

Pieters Hanneke

From: Crooks Amelda - Colonel
Sent: Tuesday, July 19, 2011 10:33 AM
To: de Kock PFP - Brigadier
Cc: Pieters Hanneke
Subject: RE: Request for access to records/information: SAHA

Thank you Brigadier.

Amelda Crooks COLONEL
NATIONAL DEPUTY INFORMATION OFFICER
SOUTH AFRICAN POLICE SERVICE
TEL: 012 393 2606 / +27 12 393 2606
FAX: 012 393 2156 / +27 12 393 2156

From: de Kock PFP - Brigadier
Sent: 19 July 2011 10:02
To: Crooks Amelda - Colonel
Subject: RE: Request for access to records/information: SAHA



Colonel Crooks

The SSSBC, as well as Litigation, have informed me that there have not been any complaints of unfair dismissal or unfair discrimination relating to gender, sex or sexual orientation in the SAPS, that they are aware of.

Regards

Brigadier PFP de KOCK

