



AGENDA/PROGRAM – ICPRA Conference COPENHAGEN 2010

Thursday 27 May 2010 – Second Business Day

1330	<p><u>Session 5: Police wages compared to other groups, i.e. Nurses.</u></p> <p>Following discussions in the Executive Committee, several countries want to compare police wages to other groups in society, for example nurse wages. In order to have a general status in these discussions, each country is asked to give a picture about “comparisons of police wages to other groups in society” in their respective countries. Klaus Matthiesen, Chief of Negotiations, FTF.</p>
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POPCRU



JUSTICE FOR ALL

Comparison of police wages to other groups in society : 25 – 27 May 2010

1. Background

Since 1997, upgrading South African Police Services salaries scales has not been that significant. The management of the South African Police Service envisaged that the police salaries would be scaled similar to the rest of the civil service during the 1997 salary negotiations, but it did not materialise. The Statement issued by South African Police Services on the 3rd September 1997 further declared the management effort to ensure that SAPS was recognized as unique within civil service by increasing the royalties in terms of remuneration.

2. Revised Occupational Specific Dispensation

The principles of the revised occupation specific salary structures are to develop new salary structures with the aim of improving the Public Service's ability to attract and retain skilled employees. The system includes:

- Unique salary structure per occupation;
- Central determined grading structures and broad job profiles;
- Career pathing opportunities based on competencies, experience and performance; and
- Pay progression within the salary level.

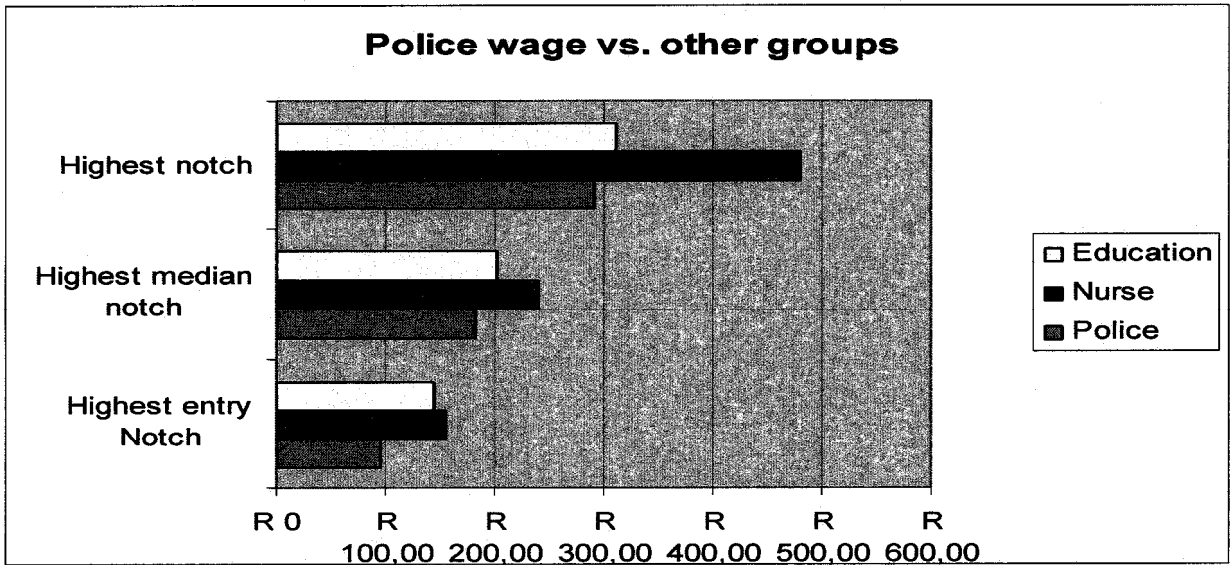
The term triggered high expectations from members of the South African Police Services, with a hope of liberation from economic restraint. The implementation of the OSD agreements accosted ample patience, with little or no success in addressing wage disparities of Police. Until today a police man `s housing subsidy amounts to R500 despite the current high cost of housing properties. Members of South African Police Services exposed to danger should access this allowance in proportion to danger faced. POPCRU has continuously engaged on the issues of salaries and benefits of members of South Africa Police and as a slogan and an eternal theme of the movement, it will ensure that justice rain within the criminal justice cluster.

3. Police wage vs. other groups

3.1. Table figure1. [Notches in numbers]

	Police	Nurses	Educators
Highest entry Notch	R94 452	R155 000	R144 921
Highest median notch	R182 340	R240 000	R 201 250
Highest notch	R290 000	R480 000	R 311 801

5.2. Graph figure 1 [Bar chart of notches]



It is quite visible that a police man`s efforts are not acknowledged. The risk and violence faced is rewarded as shown above. The highest entry notch of a Police Officer is less than R100 000.

“POPCRU is rigorous in championing transformation of Police in South

Africa and globally”