NEW RANK STRUCTURE
FOR THE
SOUTH AFRICAN POLICE SERVICE
OVERVIEW

- Purpose
- Strategic Focus
- Background
- New Ranks
- Rank Insignia
- Implementation
- Organizational & Personnel Implications
- Financial Implications
- Communication
PURPOSE

To inform the honorable house of the new rank structure for the SAPS that will replace the current rank structure

STRATEGIC FOCUS

- The realization of the department’s objective to become a force in the fight against crime
- Facilitating career enhancement possibilities
BACKGROUND

- Current rank structure implemented on 01 December 1995
- President directed review of rank structure and naming of the Police from a Service to a Force
- For protocol and command and control purposes / mutual respect between SAPS / SANDF – some military ranks, utilized by SANDF, adopted
- Familiar ranks / will not create confusion amongst employees
- New rank structure will introduce 2 additional ranks:
  - Major
  - Lieutenant
- Translation to new ranks – minor effect on current rank insignia
<table>
<thead>
<tr>
<th>CURRENT POLICE RANK</th>
<th>NEW POLICE RANK</th>
<th>POST TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Commissioner</td>
<td>General</td>
<td>National Commissioner</td>
</tr>
<tr>
<td>Deputy National Commissioner</td>
<td>Lieutenant General</td>
<td>Deputy National Commissioner</td>
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<tr>
<td>Divisional Commissioner</td>
<td>Lieutenant General</td>
<td>Divisional Commissioner</td>
</tr>
<tr>
<td>Provincial Commissioner</td>
<td>Lieutenant General</td>
<td>Provincial Commissioner</td>
</tr>
<tr>
<td>Assistant Commissioner</td>
<td>Major General</td>
<td>Eg. DPC / Component Head</td>
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<tr>
<td>Director</td>
<td>Brigadier</td>
<td></td>
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<tr>
<td>Senior Superintendent</td>
<td>Colonel</td>
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<tr>
<td>Superintendent</td>
<td>Lieutenant Colonel</td>
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<td>Major</td>
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<td>Captain</td>
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<td></td>
<td>Lieutenant</td>
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<tr>
<td>Inspector</td>
<td>Warrant Officer</td>
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<tr>
<td>Sergeant</td>
<td>Sergeant</td>
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</tr>
<tr>
<td>Constable</td>
<td>Constable</td>
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</tr>
</tbody>
</table>
NEW RANK INSIGNIA - SENIOR MANAGEMENT
COMMISSIONED OFFICERS

CURRENT

NATIONAL COMMISSIONER

NEW

GENERAL

DEPUTY NATIONAL COMMISSIONER

LIEUTENANT GENERAL
NEW RANK INSIGNIA - SENIOR MANAGEMENT COMMISSIONED OFFICERS

CURRENT

DIVISIONAL / PROVINCIAL COMMISSIONER

NEW

LIEUTENANT GENERAL

ASSISTANT COMMISSIONER

MAJOR GENERAL
NEW RANK INSIGNIA - SENIOR MANAGEMENT COMMISSIONED OFFICERS

CURRENT
DIRECTOR

NEW
BRIGADIER
NEW RANK INSIGNIA - MIDDLE MANAGEMENT COMMISSIONED OFFICERS

CURRENT

SENIOR SUPERINTENDENT

SUPERINTENDENT

NEW

COLONEL

LIEUTENANT COLONEL

MAJOR
NEW RANK INSIGNIA - JUNIOR MANAGEMENT COMMISSIONED OFFICERS

CURRENT

CAPTAIN

NEW

CAPTAIN

LIEUTENANT
NEW RANK INSIGNIA - OPERATIONAL NON-COMMISSIONED OFFICERS

CURRENT

INSPECTOR

SERGEANT

CONSTABLE

NEW

WARRANT OFFICER

SERGEANT

CONSTABLE
IMPLEMENTATION

• Ranks regulated by Regulation 8 of the SAPS Regulations
  • Amend to reflect new rank structure
  • Publish in Government Gazette
• Implementation: Beginning of 2010/2011 financial year
• Members will translate to new ranks on equivalent level
• Two [2] additional ranks to be phased in
  • Major & Lieutenant
Two [2] additional ranks [Major & Lieutenant] will create additional career opportunities.

Ranks of Major & Lieutenant:
- Phased in during promotion process
- Priority

Revise existing post structure to provide for new rank structure
- No impact on overall establishment [grand total]
FINANCIAL IMPLICATIONS

• Current annual budget provides for clothing [incl insignia] according to consumption figures
• New insignia will not require new or additional funding
  • Current baseline provision [annual]
• Members will translate from current to new structure whilst retaining existing salary notches
• Progression in ranks in accordance with departmental policies
  • Budgeted for accordingly
COMMUNICATION

- Minister of Police approved new rank structure
- Cabinet Committee for JCPS has been briefed
- Cabinet has noted
- Briefing of recognized employee organizations in SSSBC
- Publish in Government Gazette
- Internal communication
- Media
It's better to have a group of deer led by a lion
Than a group of lions led by a deer
- Mark Sanborn