



South African Police Service

RECRUITMENT OF ENTRY LEVEL POLICE TRAINEES

The South African Police Service (SAPS) is recruiting entry level Police Trainees and invites applications from young, energetic, intelligent, physically and mentally fit persons of all races and gender who are dedicated to serving their country by pursuing a career in policing for enlistment in the Basic Police Development Learning Programme (BPDLP).

Post title: Police Trainee

Remuneration:

INSTITUTION PHASE (BASIC TRAINING IN THE ACADEMIES)	PROBATION PHASE (AFTER TRAINING IN THE ACADEMIES)
Stipend: R4500 per month	Salary notch: R186 483 per annum
In addition to this, appointees will receive the applicable service benefits from probation phase.	

Act of Appointment: SAPS Act, 1995 (Act No 68 of 1995).

Successful candidates will serve as Police Trainees on contract.

Core Functions: After successful completion of the Training Programme, Trainees will be deployed to carry out one or more of the following functions:

- * Prevent, combat and investigate crime;
- * Maintain public order;
- * Protect and secure the inhabitants of the Republic and their property; and
- * Uphold and enforce the law

Basic Police Development Learning Programme (BPDLP)

Selected applicants shall participate in a Basic Police Development Learning Programme (hereafter referred to as the PROGRAMME) for a period of 21 (twenty one) months.

The PROGRAMME shall consist of three phases:

- **Induction Phase**
One (1) month at a designated police station;
- **Basic Training Phase**
Eight (8) months Basic Training at a designated SAPS Academy (with practical training at a designated police station);
- **Probation Phase**
After successful completion of the Induction and the Basic Training Phases, the police trainee shall be appointed as a member of the Service under probation (12 months).

During the Basic Training Phase of the PROGRAMME the Service shall provide free training gear, meals and accommodation to the police trainee.

Trainees will also receive medical aid benefits for the duration of the 21-month Basic Training Learning Programme. Upon successful completion of the Basic Training Learning Programme trainees will be considered for permanent appointment as members of the SAPS.

Placement: Successful candidates will be trained at any SAPS Academy in South Africa and will be placed at any Police Station / Unit in South Africa after completion of the Institution Phase.

Requirements

Applicants must:

Be a South African Citizen
Be in possession of a Senior Certificate / National Certificate (Vocational – Safety in Society) of which documentary proof must be furnished.
Be proficient in at least English and one other official language
Be between eighteen (18) and under thirty (30) years of age (on the closing date of advertisement).
Have no previous criminal convictions and shall allow his or her fingerprints to be taken and background enquiries to be made
Not have any tattoo marks of which will be visible and irreconcilable with the objectives of the Service
Be prepared to take the oath of office
Undergo and pass a medical examination (Body Mass Index of less than 30 / Waist circumference \leq 102 cm (males) and \leq 88 cm (females))
Complete and pass a physical fitness assessment
Undergo and pass a Psychological and Integrity assessment as determined by the National Commissioner and be found to comply with the profile of a police official
Be prepared to successfully undergo such training as determined by the National Commissioner
Be prepared to serve and be trained anywhere in the Republic of South Africa

The following will be an added advantage:

- An aggregate of "4" and above in English in the final Senior Certificate examination and / or a fully completed three (3) year National Diploma / Degree recorded on the National Learner Record Database (NLRD) with at least a NQF 6 or higher value.
 - At least a valid vehicle drivers' licence.
- All applicants will be subjected to a fitness, psychometric and integrity testing as well as medical evaluation and will be interviewed during the recruitment, selection and enlistment process. The SAPS will also verify the qualifications, drivers' licence, citizenship and residential address of each applicant.
- Applicants will be subjected to a vetting process which will include security screening, reference checking, and fingerprint verification to establish whether any illicit activity has been recorded or is pending against candidates.
- Applicants who previously served in a Government Department and who were dismissed as a result of misconduct will not be considered for appointment in the South African Police Service (SAPS).

- In view of the physical demands of the Basic Police Development Learning Programme, applicants with chronic diseases, physical impairments or any other health condition that may lead to interruption of the training programme, may be excluded from participation in the programme. Should applicants fail to disclose any health condition it may result in their withdrawal from the programme on the determination thereof.

General information:

- ❖ Interested applicants should submit their applications on the official application form, which can be obtained **free of charge** from any Police Station / SAPS Recruitment offices or downloaded from the SAPS Website (<https://www.saps.gov.za>). The Z83 previously utilized will no longer be accepted. All instructions on the application form must be adhered to, failure to do so may result in the rejection of the application. Applications must be hand delivered timeously at the relevant address which can be obtained on the mentioned website. Late applications will not be accepted or considered.
- ❖ **The post particulars and reference number of the post must be correctly specified on the application form.**
- ❖ A comprehensive *Curriculum Vitae* and copy of Identity Document (need not to be certified) must be attached together with the application form.
- ❖ **Appointments will be made in terms of the South African Police Service Act, 1995.**
- ❖ Successful candidates will be trained at any SAPS Academy in South Africa and will be placed at any Police Station / Unit in South Africa after completion of basic training.
- ❖ If an applicant is short-listed, it can be expected of him/her to undergo a personal interview.
- ❖ **Short-listed applicants for appointment may be vetted in terms of the Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007 (Act No 32 of 2007) and the Children's Act, 2005 (Act No 38 of 2005). A candidate whose particulars appear in either the National Register for Sex Offenders or Part B of the Child Protection Register, will be disqualified from appointment.**
- ❖ **The Criminal Law (Forensic Procedures) Amendment Act, Act 37 of 2013 requires that all new appointments in the South African Police Service as from 31st of January 2015 provide a buccal (inside cheek) sample in order to determine their forensic DNA profile. The forensic DNA profile derived from the sample will be loaded to the Elimination Index of the National Forensic DNA Database.**
- ❖ **Correspondence will be conducted with successful applicants only and if an applicant has not been contacted within 3 months after the closing date of this advertisement, it should be accepted that such applicant was unsuccessful in his or her application.**
- ❖ Successful applicants will be expected to undergo the Basic Police Development Training Programme as prescribed by the National Commissioner.
- ❖ The closing date for the applications is **30 JUNE 2022.**

- ❖ Interested applicants should submit their applications on the official application form, which can be obtained free of charge from any Police Station or downloaded from the SAPS Website together with all the required documentation, to the address provided in the advertisement.
- ❖ **The closing date for applications is 30 June 2022.**
- ❖ The South African Police Service is under no obligation to appoint any person who applied for appointment / enlistment.