

**CLOTHING ALLOWANCE FOR EKURHULENI METROPOLITAN POLICE
DEPARTMENT (EMPD)**

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| Item B-CS (01-2012) MC 2012/01/18 | IMPLEMENTATION OF A CLOTHING ALLOWANCE POLICY FOR EKURHULENI METROPOLITAN POLICE DEPARTMENT (EMPD) |
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RESOLVED:

1. **That** the contents of the report on the Clothing Allowance Policy for the Ekurhuleni Metropolitan Police Department (EMPD), **BE NOTED**.
2. **That** the Clothing Allowance Policy for the Ekurhuleni Metropolitan Police Department (EMPD), attached to the report as **Annexure A, BE APPROVED**.
3. **That** the Chief of Police **BE AUTHORISED** to implement the Clothing Allowance Policy for the Ekurhuleni Metropolitan Police Department (EMPD).

EKURHULENI METROPOLITAN POLICE DEPARTMENT CLOTHING ALLOWANCE POLICY DEFINITIONS

1. **Clothing** – for purposes of this policy, uniform(s) or clothing refers to a specific implementation of identifying clothing and personal equipment for an employee, which is required as a condition of employment, and may not be worn or adaptable to general usage as ordinary clothing. This policy applies to uniforms worn by sworn personnel and civilians required to wear specific identifying clothing. It does not refer to dress codes or standardization of employee appearance.
2. **Allowance** — payments made under this policy for uniforms or clothing, paid directly to employees through payroll.
3. The **Initial Clothing Allowance** is provided as a once-off, first issue.
4. After the first year the initial clothing allowance has been paid, the member becomes eligible for a **Replacement Clothing Allowance**. When entitled, the Replacement Clothing Allowance is payable annually at the end of the service member's anniversary month using the applicable rate then in effect.
5. If a Service member dies, is discharged, or is released from active duty within six months of entitlement to an initial allowance, then the value of the initial allowance shall be reduced to the amount credited up to that date.
6. **VIP UNIT MEMBER** — any member performing close protection duties to assigned principles, as identified by the Chief of Police, or his nominee.
7. **PROSECUTOR** — any member with the delegated authority from the Director of Public Prosecutions assigned to attend to all Municipal Court matters

VIP Unit

The members from the VIP Unit perform duties of close protection officers which necessitates the members to be clad in civilian dress. Similar Units exist in the South African Police Service (SAPS), as well as in other Metro Police Departments. Members are catered for in this regard. This Unit will require additional protective clothing in the form of concealed body armour (Bullet proof vests).

Prosecutors

Municipal Court Prosecutors represent Council daily in all Municipal and traffic related offences and others represent Council at other forums which include the Commission for Conciliation, Mediation and Arbitration (CCMA), the South African Local Government Bargaining Council (SALGBC) and the Labour Court. . Members are expected to dress formally i.e. suite and tie (males) skirt/formal slacks and heels (females).

STATUS QUO

The VIP Unit currently is currently compiled of male, as well as female members. Members are currently serving police officers, performing protection functions. Ever since the inception of the Unit, all the members have been expected to be clad in civilian attire.

The "un-official" dress code is that all members be dressed in a formal suit, collar and tie. The members have to date, adhered to this code.

PROPOSED DRESS CODE

It is recommended that the dress code be drafted by the Senior Management in the form of a Standard Operating Procedure (SOP), which will be known as the "VIP Unit Dress Code", "Prosecution Dress Code".