

**NATIONAL ASSEMBLY****FOR WRITTEN REPLY****QUESTION 2603**

**DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 1 SEPTEMBER 2023**  
**(INTERNAL QUESTION PAPER NO 27-2023)**

**2603. Ms Z Majozi (IFP) to ask the Minister of Police:**

What are the details of how new recruits are equitably distributed to each province considering that some provinces have more crime hotspot areas than others and that the SA Police Service has embarked on its 2024-25 recruitment process in which an additional 10 000 youth between 18 and 35 years will be trained?

NW2986E

**REPLY:**

The South African Police Service (SAPS) utilises a web-based system known as the Station Post Requirement (SPR) to determine the optimal post requirements for police stations in the provinces. The methodology considers internal and external variables, such as population dynamics, demographics and the crime weight of reported offences, in accordance with the identified crime hotspot areas at the police station level. The ideal post requirement is then used as a starting point to determine the allocation criteria for equitable distribution of posts based on the provinces' weights.

In accordance with the available budget and the Medium-Term Expenditure Framework (MTEF), the ideal post requirement is also utilised to determine the fixed establishment that can be afforded. The provinces are allocated the fixed establishment, including the number and type of funded posts, for distribution to all categories of police stations and other business units, including those police stations with the highest crime rates and those in rural areas. The National Commissioner has the authority to prioritise certain environments, such as high-crime stations, when allocating posts.

The allocation of new entry-level recruits under the Police Service Act to provinces is determined by a gap analysis of the discrepancy (shortage) between the actual workforce and the funded Fixed Establishment (FE).

36/1/4/1(202300263)

The Police Service Act production core is comprised of personnel with salaries ranging from levels one to seven. Consequently, the discrepancy in the production core is used to determine the allocation of new recruits to each province.

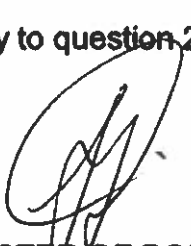
Reply to question 2603 recommended/~~not recommended~~



ACT / **NATIONAL COMMISSIONER: SOUTH AFRICAN POLICE SERVICE  
SF MASEMOLA (SOEG)**

Date: 2023/09/18

Reply to question 2603 approved/~~not approved~~



**MINISTER OF POLICE  
GENERAL BH CELE, MP**

Date:

22/09/2023