

SOUTH AFRICAN POLICE SERVICE

VACANCIES FOR ENTRY LEVEL POLICE TRAINEES: 2025/2026

The South African Police Service is recruiting for entry level Police Trainees and invites applications from all races and gender, i.e. from young, energetic, intelligent, physically and mentally fit individuals, dedicated to serving their country by pursuing a career in Policing.

The enlistment details are as follows:

Post title: Police Trainee: **Reference:** **TRAINEE2025/2026**

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

Remuneration during training: Stipend of **R4500 per month (with applicable benefits)**

On successful completion of Basic Training: (Constable) **R238 629 per annum**

NOTE: Applicants in possession of a three (3) year National Diploma / Degree recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level in Law / Policing / Criminology / Law Enforcement / Forensic Investigation / IT, will be considered for placement in the following units: Directorate for Priority Crime Investigation (DPCI)/ Detective and Forensic Service / Crime Intelligence (CI).

PERIOD OF TRAINING

Successful candidates will undergo such training as, where and when determined by the National Commissioner, at any **SAPS Training Academy in South Africa.**

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

Trainees will receive medical aid benefits for the duration of the 21-month Basic Police Development Learning Program.

Upon successful completion of the Basic Training, the trainees will be considered for permanent appointment as members of the SAPS on the rank of **Constable.**

Core Functions: Successful candidates will serve as functional police officials. As such, they will be deployed to carry out the following functions:

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



GENERIC REQUIREMENTS (SAPS Employment Amendment Regulations, 2023, 39(8)):

person who applies to be employed as an entry level police trainee must —

Apply on the form determined by the National Commissioner and affirm under oath or by way of a solemn declaration that the particulars furnished in the application, are the truth and correct;

Be a citizen of the Republic of South Africa of which documentary proof must be furnished;

Be at least eighteen (18) years of age and not older than thirty-five (35) years of age at the time of the closing date for applications stipulated in the relevant advertisement, of which documentary proof must be furnished;

Submit himself or herself to a physical and medical examination as determined by the National Commissioner and must be found to be physically, medically and mentally fit for appointment in the service;

Undergo a psychological and integrity assessment as determined by the National Commissioner and be found to comply with the profile of a police official;

Be in possession of a grade 12 school certificate or equivalent qualification of which documentary proof must be furnished;

Be proficient in at least English and one other official language;

Be prepared to take the oath of office;

Be prepared to undergo such training as, where and when determined by the National Commissioner;

Not have any tattoo marks which will be visible when wearing any uniform of the Service;

Not have been declared unfit to possess a firearm;

Not have any previous criminal convictions or any pending criminal cases;

Not have been dismissed for serious misconduct from the employ of a previous employer, where such dismissal relates to any act of dishonesty or violence; sexual harassment or is drug related;

Allow a buccal sample and his or her fingerprints to be taken and verified against the criminal record system;

Allow background enquiries to be made;

Be prepared to undergo security vetting and obtain the level of security clearance determined by the National Commissioner;

Be prepared to serve anywhere in the Republic.

SELECTION PROCESS:

****NOTE THAT PREFERENCE WILL BE GIVEN TO APPLICANTS WITH A VALID DRIVER'S LICENSE FOR AT LEAST A LIGHT MOTOR VEHICLE. INCLUDING THE FOLLOWING QUALIFICATIONS:**

- ✓ Applicants in possession of a relevant three (3) years tertiary qualification (NQF 6 or higher) i.e. Criminal Law / Policing / Forensic investigation etc.;
 - ✓ Applicants in possession of other three (3) years tertiary qualification (NQF 6 or higher);
 - ✓ Applicants in possession of Grade 12 school certificate with the minimum requirements for admission to Bachelor's Degree;
 - ✓ Applicants in possession of Grade 12 school certificate with the minimum requirements for admission to Diploma; and
 - ✓ Applicants in possession of Grade 12 school certificate with the minimum requirements for admission to Higher Certificate study.
-
- * 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, where applicable, citizenship and residential address of each applicant.
 - * Applicants will be subjected to a vetting process which will include security screening, reference checking, social media presence 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 because 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:

NB: To apply online, please visit the South African Police Service website on: <https://www.saps.gov.za> and click on the Careers link.

The step-by-step guide to apply for utilizing the SAPS electronic recruitment system are as follows:

- ✓ Register your account on the SAPS site;
 - ✓ Enter your profile details through the Profile User page;
 - ✓ Log into your account;
 - ✓ On the home page, browse to the SAPS vacancy page link;
 - ✓ Locate and select the job you want to apply for (i.e. **TRAINEE2025/2026**);
 - ✓ Enter personal details through the multi steps application process and submit your application.
- * Applicants that apply must submit themselves to a fitness assessment. To be able to undergo the fitness assessment, applicants should comply to the following requirements: Body Mass Index of \leq than 30. Waist circumference \leq 102 cm (males) and \leq 90 cm (females)
 - * 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.
 - * Applicants to take note that Section 8 of the Public Administration Management Act of 2014 and the Public Service Regulations, 2016 prohibits employees from doing business with the State. Should the applicant have a company doing business with the State, she/he will deregister the business from the Central Supplier Database (CSD) of State organs or relinquish the Directorship from the said business, either prior to enlistment as an entry level Police Trainee, or within one month after being enlisted in the SAPS. Non-adherence will lead to the termination of the Memorandum of Agreement entered with the South African Police Service.
 - * Applicants to take note that remunerative work such as within the taxi, liquor and security industries, etc. are prohibited in the South African Police Service in terms of Chapter 4 of National Instruction 18 of 2019: Integrity Management.
 - * Applicants performing other remunerative work outside the Public Service will be required to apply for authorisation within the first month of entering into the Memorandum of Agreement and non-adherence to the mentioned National Instruction may lead to termination of the Memorandum of Agreement entered into with the South African Police Service.
 - * Correspondence will be conducted with successful applicants only. 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.
 - * Applicants accept that a limited number of posts is available and being subjected to the selection processes is not a guarantee for appointment.
 - * Applicants should take note that they are limited to one application. The system is restricted and will only accept one application.
 - * The South African Police Service is under no obligation to appoint any person who applied for appointment / enlistment.

The closing date is **18 JULY 2025**.


LIEUTENANT GENERAL
ACTING DEPUTY NATIONAL COMMISSIONER: SUPPORT SERVICES
L NKHUTHA

Date: **2025-06-25**