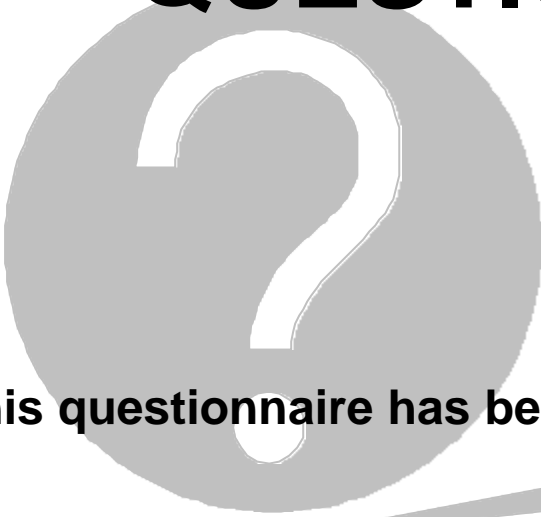
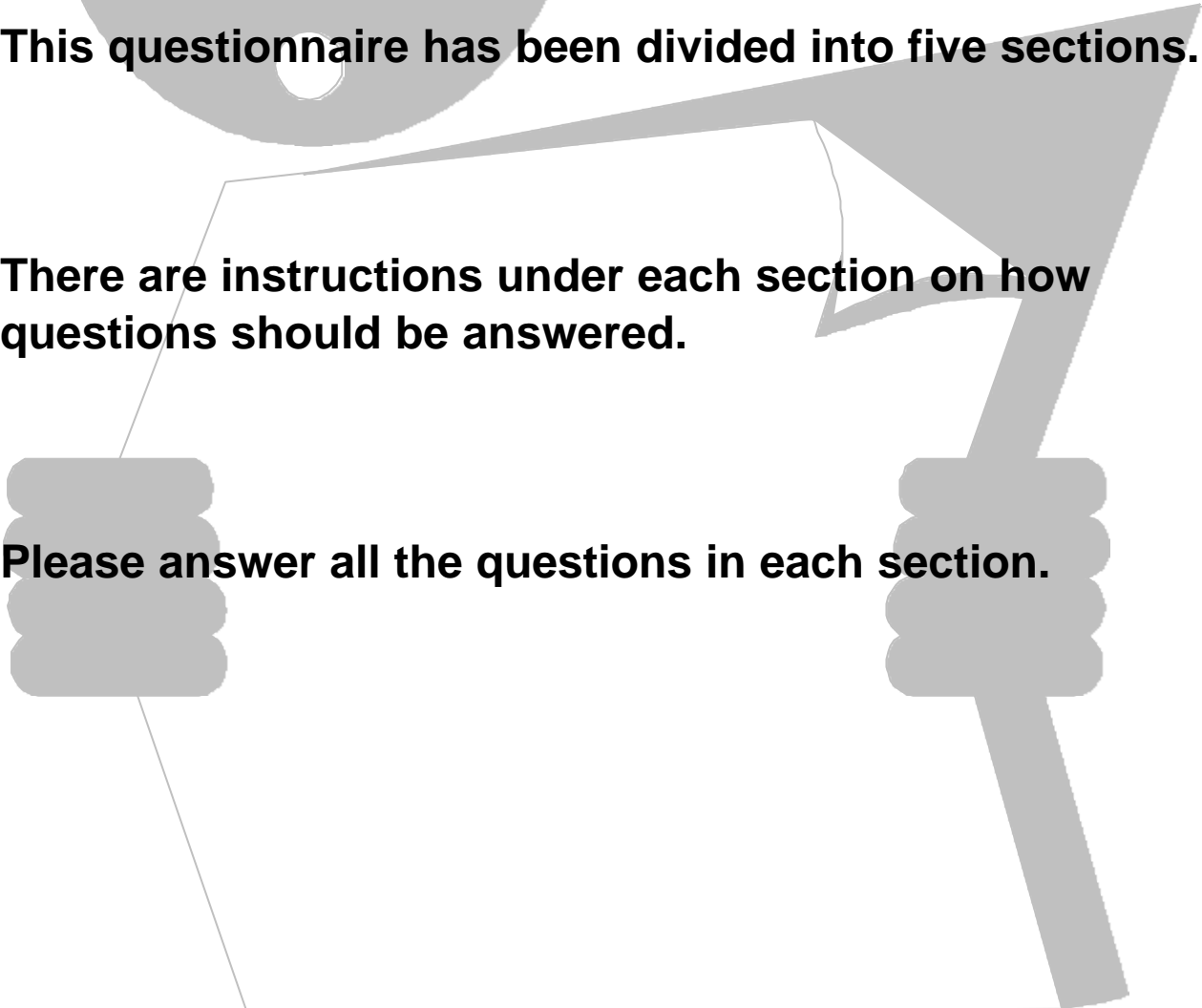


QUESTIONNAIRE



1. **This questionnaire has been divided into five sections.**
2. **There are instructions under each section on how questions should be answered.**
3. **Please answer all the questions in each section.**



SECTION A

OFFICE USE

ALL THE POSSIBLE OPTIONS ARE GIVEN UNDER EACH QUESTION. CHOOSE ONLY ONE OPTION AT EACH QUESTION. PLEASE MAKE A CROSS IN THE BLOCK CORRESPONDING TO YOUR ANSWER.

--	--	--

1 2 3

1. **I believe it is necessary that shop stewards must be present during initial disciplinary interviews**

1 Definitely yes

2 Yes

3 No

4 Definitely no

 4

2. **I would prefer a trade union member to represent a fellow union member during the initial disciplinary interviews**

1 Definitely yes

2 Yes

3 No

4 Definitely no

 5

3. **I believe that it is necessary that shop stewards are allowed to fully participate in the deliberations during the initial disciplinary interviews**

1 Definitely yes

2 Yes

3 No

4 Definitely no

 6

4. **I believe that disciplinary officers should have legal qualifications**

1 Definitely yes

2 Yes

3 No

4 Definitely no

 7

5. **I believe that presiding officers should have legal qualifications**

1 Definitely yes

2 Yes

3 No

4 Definitely no

 8

6. **I believe that employees are presumed to be innocent during the disciplinary process**

1 Definitely yes

2 Yes

3 No

4 Definitely no

 9

7. **I believe that the race of the employees is taken into account when suspension is decided upon**

1 Definitely yes

2 yes

3 No

4 Definitely no

 10

8. **I believe that departmental investigations are concluded within the prescribed time frame**

1 Definitely yes

2 Yes

3 No

4 Definitely no

 11

9. **Do you know the duties of the Appeals Authority**

1 Yes

2 No

 12

10 **How do you feel about the current disciplinary system**

1 Very positive

2 Positive

3 Negative

4 Very negative

13

SECTION B

ALL POSSIBLE OPTIONS ARE GIVEN UNDER EACH QUESTION. CHOOSE ONLY ONE OPTION AT EACH QUESTION. PLEASE MAKE A CROSS IN THE BLOCK CORRESPONDING TO YOUR ANSWER.

11 I believe that investigators of alleged misconducts conduct their investigations fairly.

1 Strongly agree

2 Agree

3 Disagree

4 Strongly disagree

14

12 I believe that rank should be considered in the appointment of disciplinary officers.

1 Strongly agree

2 Agree

3 Disagree

4 Strongly disagree

15

13 I believe that race is taken into account during the disciplinary process.

1 Strongly agree

2 Agree

3 Disagree

4 Strongly disagree

16

14 I believe that presiding officers consider all the mitigating circumstances of the accused before imposing disciplinary sanctions

1 Strongly agree

2 Agree

3 Disagree

4 Strongly disagree

17

15 I believe that legal representatives should be allowed to represent employees during initial disciplinary interviews.

1 Strongly agree

2 Agree

3 Disagree

4 Strongly disagree

18

16 I believe that it is better to transfer an employee rather than to suspend him / her.

1 Strongly agree

2 Agree

3 Disagree

4 Strongly disagree

19

17 I believe it is better to demote an employee rather than to dismiss him / her.

1 Strongly agree

2 Agree

3 Disagree

4 Strongly disagree

20

SECTION C

ALL THE POSSIBLE OPTIONS ARE GIVEN UNDER EACH QUESTION. CHOOSE ONLY ONE OPTION AT EACH QUESTION. PLEASE MAKE A CROSS IN THE BLOCK CORRESPONDING TO YOUR ANSWER.

- 18 I believe that the final decision to charge or not to charge an employee with misconduct should be vested in the :**
- | | | | | | |
|-------------------------|--------------------------|------------------------|--------------------------|--------------------------|----|
| 1 Investigating officer | <input type="checkbox"/> | 2 Station commissioner | <input type="checkbox"/> | <input type="checkbox"/> | 21 |
| 3 Disciplinary officer | <input type="checkbox"/> | 4 Unsure | <input type="checkbox"/> | | |
| 5 Other | <input type="checkbox"/> | | | | |
- 19 I believe that investigations into alleged misconducts are completed in the following time frame**
- | | | | | | |
|--------------------------|--------------------------|-------------------------|--------------------------|--------------------------|----|
| 1 One month | <input type="checkbox"/> | 2 Two months | <input type="checkbox"/> | <input type="checkbox"/> | 22 |
| 3 Longer than two months | <input type="checkbox"/> | 4 Longer than 12 months | <input type="checkbox"/> | | |
- 20 I believe that presiding officers should be able to make a judgment and impose appropriate sanctions.**
- | | | | | | | | | | |
|------------------|--------------------------|---------|--------------------------|------------|--------------------------|---------------------|--------------------------|--------------------------|----|
| 1 Strongly agree | <input type="checkbox"/> | 2 Agree | <input type="checkbox"/> | 3 Disagree | <input type="checkbox"/> | 4 Strongly disagree | <input type="checkbox"/> | <input type="checkbox"/> | 23 |
|------------------|--------------------------|---------|--------------------------|------------|--------------------------|---------------------|--------------------------|--------------------------|----|
- 21 I believe that presiding officers should be able to make a judgment and recommendations about appropriate sanctions**
- | | | | | | | | | | |
|------------------|--------------------------|---------|--------------------------|------------|--------------------------|---------------------|--------------------------|--------------------------|----|
| 1 Strongly agree | <input type="checkbox"/> | 2 Agree | <input type="checkbox"/> | 3 Disagree | <input type="checkbox"/> | 4 Strongly disagree | <input type="checkbox"/> | <input type="checkbox"/> | 24 |
|------------------|--------------------------|---------|--------------------------|------------|--------------------------|---------------------|--------------------------|--------------------------|----|

22 I believe that disciplinary sanctions should be imposed by :

1 Presiding officers

2 Station commissioners

25

3 Area commissioners

4 Provincial commissioner

5 Other

23 I believe that disciplinary hearings should be held at :

1 The station where misconduct was committed

26

2 Neighbouring station

3 Area Headquarters

4 Other

24 I believe that disciplinary investigations against members should be conducted by investigators from :

1 Member's station

27

station

2 Neighbouring

3 Area Headquarters

4 Other

.....

25 I believe that warning as a disciplinary measure should be imposed by :

commander	1 Immediate	<input type="checkbox"/>	<input type="checkbox"/> 28
officer	2 Investigating	<input type="checkbox"/>	
commissioner	3 Station	<input type="checkbox"/>	
.....	4 Other		

26 I believe that a transfer as a disciplinary measure should be :

1 Temporary	<input type="checkbox"/>	2 Permanent	<input type="checkbox"/>	<input type="checkbox"/> 29
-------------	--------------------------	-------------	--------------------------	-----------------------------

27 I believe that suspension pending disciplinary investigations should be with

1 Full salary	<input type="checkbox"/>	2 Half salary	<input type="checkbox"/>	3 Without salary	<input type="checkbox"/>	<input type="checkbox"/> 30
---------------	--------------------------	---------------	--------------------------	------------------	--------------------------	-----------------------------

28 I believe that suspension pending disciplinary investigations should be for

1 One month	<input type="checkbox"/>	investigation	2 For the duration of the	<input type="checkbox"/>	<input type="checkbox"/> 31
-------------	--------------------------	---------------	---------------------------	--------------------------	-----------------------------

SECTION D

POSSIBLE OPTIONS ARE GIVEN ON A SCALE OF 4. BY CIRCLING A NUMBER WHICH IS CLOSER TO EITHER OPTION MEANS THAT YOU AGREE WITH IT.

29 I believe that during the disciplinary process, the accused are treated in the following way

1	equally	1	2	3	4	Unequally	<input type="checkbox"/>	32
2	Fairly	1	2	3	4	Unfairly	<input type="checkbox"/>	33
3	Impartially	1	2	3	4	Partially	<input type="checkbox"/>	34

30 I believe that before imposing sanctions presiding officers consider all mitigating circumstances in the following way

1	equally	1	2	3	4	unequally	<input type="checkbox"/>	35
---	---------	---	---	---	---	-----------	--------------------------	----

2 fairly 1 2 3 4 unfairly 36

31 I believe that before imposing sanctions, presiding officers consider all mitigating circumstances in the following way

1 always 1 2 3 4 never 37

32 I believe that employees' rights are respected during the disciplinary process

1 always 1 2 3 4 never 38

SECTION E : BIOGRAPHICAL INFORMATION

PLEASE MAKE A CROSS IN THE APPROPRIATE BLOCK CORRESPONDING TO YOUR ANSWER

33 What is your gender ?

Male 1 2 Female 39

34 What is your population group ?

1 African 2 Asian 3 Coloured White 4 40

35 To which trade union do you belong ?

1 POPCRU 2 PSA 3 SAPU 4 None 41

36 What is your highest school qualifications ?

1 Lower than Grade 8 2 Grade 8 (Std 6) 3 Grade 9 (Std 7) 42

4 Grade 10 (Std 8)

5 Grade 11 (Std 9)

6 Grade 12 (Std 10)

37 What are your highest academic qualifications ?

1 Diploma

2 Btech

3 Degree

4 Higher degree

43

5 None

38 What is your rank in the SAPS?

1 Captain

2 Insp

Sgt

3

4 Constable

44

39 What is your designation / position in the SAPS ?

1 Station Commissioner

Commander

2 Unit / Branch

45

Supervisor

3

Other

4

40 Where are you stationed ?

Daveyton

1

Putfontein

2

46

Tembisa

3

Park

4 Crystal

5 Ivory Park

Office

6 Area

PLEASE ANSWER THE FOLLOWING QUESTIONS :

41 What is your age ? years

47 48

42 For how long have you been employed by the SAPS? years

