

To: Minister of Justice, Thembi Simelane

From: Unemployment Law Enforcement Graduates

Date: 05 September 2024

Subject: Recognition of Law Enforcement Graduates

WHO ARE WE?

We are writing to propose a memorandum to demand recognition of Law Enforcement Graduates within our esteemed institutions. It has come to our attention that while South African Police Services prioritise hiring individuals with a Grade 12 qualification, there is a significant pool of talent, skills and knowledge within the Law Enforcement Graduates that remains unrecognised. We are a group of Unemployed Law Enforcement Graduates. We have about over a thousands of graduates with law enforcement qualifications. Our team has graduates with the following qualifications: Correctional Management, Criminology, Crime Investigation, Forensic Science and Technology, Policing, Policing Science and Safety and Security and other law enforcement qualifications. Commending their commitment to serving and protecting their communities. Ready to advocate for our employment.

OUR KEY PRINCIPLES

- Upholding the law and protecting citizens' rights
- Maintaining integrity, ethics, and professionalism
- Prioritising safety and well-being for ourselves and others
- Embracing diversity, inclusivity, and cultural sensitivity
- Continuously learning and improving skills and knowledge

CHALLENGES AND OPPORTUNITIES AHEAD

We are consistently informed through media reports of a severe shortage of detectives, resulting in a significant number of cases being dismissed due to insufficient evidence.

We urge you to:

1. Recognise our graduates' qualifications skills and experience.
2. Prioritise job opportunities for South African law enforcement graduates.
3. Provide employment opportunities in the South African Police Service (SAPS) and other law enforcement agencies.

4. Increase recruitment and employment of qualified graduates.
5. Prioritise the graduates over the age of 30 because they are close to reaching 35.
6. Improve working conditions and career development opportunities.
7. Address the backlog of graduate recruitment.
8. Prioritise law enforcement graduates when employment vacancies are opened. Because we are skilled, educated, unemployed yet qualified for the posts.
9. Review and Amend recruitment policies to include the recognition of law enforcement graduates as eligible candidates for employment. 80% of the recruitment should be law enforcement graduates.
10. Collaborate with Higher Education institutions offering law programmes to establish partnerships for internships, mentorship programmes and research initiatives.
11. To consider the law enforcement graduates respectful request for you to reconsider the fitness phase of the recruitment process, given our comprehensive education in law enforcement, we believe our academic preparation has equipped us with the necessary knowledge and skills to excel in our roles.

WHAT WILL THE DEPARTMENT BENEFIT FROM US

- Addressing complex social issues and community concerns.
- Building trust and fostering positive relationships with the public.
- Adapting to evolving technologies and innovative policing strategies.
- Collaborating with other agencies and stakeholders to enhance public safety.
- We understand that we are inexperienced however giving us an opportunity to showcase our skills and knowledge in your departments.

FINAL THOUGHTS AND ENCOURAGEMENT

- The Law Enforcement Graduates find significance in maintaining public trust and safety.
- We are focused, resilient, and committed to our duties.
- Ready to give support and resources for our continued growth and success.
- Ready to serve and protect our communities.

This memorandum serves as a reminder of our accomplishments, a guide for our future, and a cry for help as we must begin our law enforcement careers. We require immediate respond to this memorandum and will not negotiate more time to give for feedback since this is our second memorandum.

Details of person receiving the memorandum:

Name & Surname

Signature

Date & Place

Details of person of person handing over the memorandum:

Name & Surname

Signature

Date & Place

Details of person witnessing the handing over of the memorandum:

1.

Name & Surname

Signature

Date & Place

2.

Name & Surname

Signature

Date & Place