
DIRECTORATE
CORPORATE SERVICES

DEPARTMENT
Human Resources

SALARY

R36.66 per hour

REFERENCE NUMBER

SS 69/25 Ext

CLOSING DATE

06.11.2025

ELIGIBILITY

All Qualified Candidates

Metro Police and Traffic Learnership

Requirements

- Grade 12 qualification (of which documentary proof must be furnished)
- Be a permanent resident within the jurisdiction of Cape Town (of which documentary proof must be furnished)
- Be proficient in English, and at least one other official language
- Be at least 18 years old and under 35 years old
- Must be medically and physically fit to undergo strenuous physical training. Applicants should be fully aware of their health status and capabilities when arriving for the fitness assessments, as excellent physical fitness and mental resilience is a requirement for the post.
- Must be able to work in a team and cope with stressful situations
- Applicants must have no criminal record, no pending criminal cases or charges, and no involvement in any conduct that may compromise their integrity, suitability, or ability to perform the duties of the position. Any criminal conviction, pending matter, or other circumstances that could negatively affect the reputation of the City of Cape Town or the applicant's capacity to discharge their responsibilities effectively will render the applicant ineligible for appointment
- Must have a valid driving license minimum code B (manual transmission)
- Trainees must successfully complete the Further Education and Training Certificate: Road Traffic Law Enforcement as well as Law Enforcement Skills Program SP4/2012
- No tattoos which will be visible when wearing any uniform of the service.
- Be unemployed at the date of enrolment at the college, i.e 7 January 2026

NOTE: All shortlisted candidates will be required to undertake and pass the following compulsory fitness tests. The fitness testing component is an elimination process at each test, so applicants will be eliminated from participating in the remaining tests should they fail to meet the requirements of the preceding fitness test.

- 2.4 km run (Males 12 minutes and Females 14 minutes)
- 1 minute Push-ups test (both males and females: 30 in 60 seconds)
- 1 minute Sit-up test (both males and females: 30 in 60 seconds)
- Dead load carry over 100m (both males and females: 2 x 25kg)



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- weight; one in each hand)
- Tyre Drag over 20m distance (both males and females)
- 20m Shuttle Runs (both males and females: 10 shuttle runs in 60 seconds)
- 2,1 meter wall clearing (both males and females)
- Motorcycle Reach Test (both males and females)
- Comfort Swim (both males and females: any stroke; unassisted)

Due to the physical requirements, pregnant persons will not be allowed to undergo the physical assessments.

NOTE: Candidates will:

- be required to pass a written assessment and an interview
- be required to pass a physical assessment
- be required to submit their fingerprints and identity numbers for checking criminal records. No other criminal clearances will be acceptable
- be required to undergo a City medical evaluation
- be required to undergo a compulsory drug test at a City testing venue.
- Be required to undergo continues psychological assessment
- be required to pass a city driver assessment
- candidates will be subject to the code of Conduct of the Public Safety Training College, as well as the pass requirements stipulated by the College and in line with relevant unit standards

Special conditions attached to the post:

- The City is not obligated to offer a permanent position after completion of the training; candidates will be required to undergo extensive physical training, whilst at the College and training in accordance with the Firearm and Ammunitions Act.
- Applicants who previously served in Local Government, and who were dismissed as a result of misconduct, will not be considered for the learnership.
- In view of the physical demands of the basic training program for the Metro Police and Traffic Learnership, applicants with chronic diseases, physical impairments or any other health conditions that may lead to the interruption of the training program, may be excluded from participation. Should any applicant fail to disclose any health condition, it will result in their withdrawal from the program, on the determination thereof.
- Be contractually bound to refund the City following: unilateral



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withdrawal; failure to complete the course for disciplinary reasons or other.

- Successful candidates will be required to adhere to the following:
 - wear a uniform, work shifts and in all weather conditions.
 - be prepared to be rotated anywhere within the boundaries of the City of Cape Town, and where required, to perform duties outside the boundaries of the City of Cape Town.
 - maintain a suitable level of fitness, and must submit himself or herself to continuous mandatory physical medical examination, as determined by the City
 - be prepared to undergo regular psychological assessment upon the request of the City
 - be prepared to undergo additional training successfully, as determined by the City of Cape Town

A candidate may not, without prior written consent from the City, directly or indirectly, undertake private work and/or be engaged in any business, trade or profession (whether remunerative or not) outside of any duties which they are required to perform for the City as part of the learnership.

No candidate of a municipality may be a party to or beneficiary under a contract for the provision of goods or services to any municipality or any municipal entity established by a municipality. Furthermore, no candidate may conduct business with the State (this includes all organs of state). Successful applicants must submit within 30 days following appointment date application on the prescribed form for approval from the Executive Director to undertake private work and/or to engage in any business, trade or profession. Failure to comply will lead to termination of service.

If for any reason candidates are unable to complete the programme during the time period, no further extension beyond the prescribed period will be allowed

How to Apply

By submitting your application for a position at the City of Cape Town, you are consenting to the use of your personal information provided as part of your application and/or Recruitment process for Recruitment and Selection purposes. In addition, you may be required to undergo, including but not limited to, Criminal and Security Checks, Personal Verification, and Lifestyle Audits, throughout your recruitment process and/or subsequent employment.



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External candidates: APPLY ON LINE VIA
www.capetown.gov.za/careers

Internal staff: APPLY ON LINE VIA SAP PORTAL

Certified copies of qualifications must be available on request.

Applicants are respectfully informed that, if no notification of appointment is received within three months of the closing date, they must accept that their applications were unsuccessful.

Please note that no hard copy or emailed applications will be accepted.

In order to apply on-line, applicants must first create an e-Services Account on the City of Cape Town Website.
www.capetown.gov.za

Applicants may use any computer with internet access to apply. Smart phones are not compatible with this on-line application process and cannot be used to apply.

Applicants may use a Smart Cape computer at a City of Cape Town Library if they are a library member.

To become a library member, you will need to apply for membership at a library with your ID and proof of residence.

Please note that no late applications will be considered. On-line applications must include the submission of:

- A certified copy of your South African Identity Document (no affidavits will be accepted)
- A recently certified copy of matric/senior certificate (no statement of results will be accepted)
- Shortlisted candidates will be informed via SMS or telephonically when to report to the identified venue to complete the compulsory tests.

Shortlisted candidates are advised to bring their own gear, food and refreshments to the testing venue.

Only applicants with no criminal record and no pending criminal cases, awaiting trial and/or pending sentencing cases will be considered for employment.

Only applicants, who have undergone a compulsory drug test and are found to be drug free, will be considered for employment.

There should be no expectation of receiving a job offer by applying



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for, and subsequently being tested and found competent.

Canvassing by job applicants or, any other person on behalf of job applicants, for posts within the Council's Service is prohibited and evidence thereof will disqualify the applicant's application for consideration for appointment.

If appointed, candidates are required to make themselves available to work as they are rostered, and are not permitted to have other employment or run a private business whilst in the employ of the City without the City Manager's written permission.

Random testing for possession and or consumption of drugs / alcohol / illegal substances may be carried out during the course of employment.



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