



**NARRATIVE REPORT ON SPECIALIZED TRAINING
IN THE SOUTH AFRICAN POLICE SERVICE FOR
THE PORTFOLIO COMMITTEE ON POLICE**



REPORT ON SPECIALIZED TRAINING IN THE SOUTH AFRICAN POLICE SERVICE BETWEEN 2010/2011 AND 2012/2013

1. INTRODUCTION

The report is presented by Division: Human Resource Development (HRD), a division that has been mandated by the South African Police Service to manage and oversee the education, training and skills development of the workforce in order to improve the quality of service delivery to the citizens of the country. The Minister of Police, in his ten point plan has emphasized the development of the workforce, realizing that this is the chief asset of the organization. Quenching the quest for quality skills to ensure service excellence will and remains the focal point for the South African Police Service.

Specialized training is implemented for certain specific units in the SAPS in order to equip members with special skills to deal with extraordinary circumstances. Lower levels of such skills are also presented to the general membership to enable them as first responders as operational members to deal with situations until special units take over. All training in SAPs is presented in accordance with the Training Provisioning Plan (TPP) of the SAPS which is informed by training needs identified by the different Provinces and Divisions.

Planning to produce the TPP at station, Cluster, Provincial and National level is the function of the Training committees which are established in terms of the Skills Development Act no 97 of 1998 as amended in 2008, with its regulations. Over the years, there has been an emphasis on attendance to training and hence focus on quantity but there has been a shift from attendance to competency from 2009 to date. However, starting from the new financial year, there will also be a shift to looking at quality of training by ensuring its effectiveness and hence real Return on Investment (ROI).

The total budget spent on skills development of SAPS members is reflected in the diagram below:

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Summary of Budget on Human Resource Development					
	Audited Outcome			Adjusted Appropriation	Medium – Term Exp Estimate
	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013
	R'000	R'000	R'000	R'000	R'000
SOUTH AFRICAN POLICE SERVICE:					
Compensation of Employees	29 147 399	33 771 480	38 415 337	42 298 631	45 042 199
Training Expenditure including Compensation	1 124 009	1 253 426	1 421 384	1 507 659	1 514 246
Training as Percentage of Compensation	3.9%	3.7%	3.7%	3.6%	3.4%
Training Allocation excluding Compensation	471 206	479 371	500 418	493 424	457 266
% of Compensation of Employees	1.6%	1.4%	1.3%	1.2%	1.0%

2. DIFFERENT CATEGORIES OF SPECIALIZED TRAINING

2.1 PUBLIC ORDER POLICING TRAINING (POP)

The programme used for driving the POP training is **Crowd Management**. A lot of benchmarking is done when developing the programme in order to ensure that it is in line with what other countries are doing. The purpose of the programme is to ensure that POP members are equipped with skills in order to deal with the crowds in stadia during big events as well as handle strikes and public protests. The curriculum for training members entails issues such as : Principles of operations, crowd management operational member in

perspective, crowd management equipment, crowd management techniques including foot techniques and foot formations, professional restraining techniques, outdoor techniques, use of vehicles, crowd management tactical options including proactive and reactive tactics as well as practical scenarios.

Legislative imperatives underpinning the implementation of crowd management training are amongst others: Section 9 (2) of the Regulations of the gathering Act: dispersing crowds, Section 17 of the constitution: right to protest, section 49 of the criminal Procedure Act: Force during arrest, Section 13 (2)(b) of the SAPs Act: Use of Force :, SAPS policy on crowd management and 2012 national Instruction: Public Order Police: crowd Regulation and management During Public Gatherings and demonstrations.

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The total number of members that were trained on crowd management between 2008/2009 to 2010/2011 is 11869, in 2011/2012 it is 985 and for 2012/2013 the number planned to be trained is 1402. During earlier years there was greater emphasis on the training in preparation for the big events that South Africa hosted such as the soccer world cup and confederation cup. It is worth noting that the POP units remained decentralised and hence in service training was very minimal in the provinces. With the centralization of the POP again, refresher training for the POP has been planned so that continuous training will be part of the plan. It is also worth noting that post 1994, with the birth of democracy; crowd management training was not a priority as the country became pretty stable. It is only in the wake of the new protests that crowd management training is once more coming to the fore.

Level 1 crowd management training called first responder to crowd management has also been prepared to equip all members at the stations as they are the first ones to respond before the POP unit arrives. This has not yet been rolled out as the design of the curriculum was still in progress. The same curriculum is to be used to train all the Basic training Students who are currently in Field Training so that the go to stations already equipped.

3. CRIME SCENE EXPERT TRAINING

Legislative imperatives underpinning the training are: SAPS internal policies, standing orders and National Instructions, Criminal Procedure Act, the Constitution and the South African Police Act.

This training consists of the following sub- categories:

3.1.1 ADVANCED CRIME SCENE COURSE

The target group for this course are criminalistics experts from the Local record Centre (LCRC). The course equips these members with knowledge and skills to be able to correctly and thoroughly process crime scene, correctly record and visually represent the crime scene, assist investigators to reconstruct the event and identify role players and administer actions and present all findings and evidence in court. The curriculum entails fingerprints, photography and forensics, plan drawing practical murder scenes.

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In 2010/2011, 315 members from LCRC were trained. This was in accordance with the needs identified by the relevant environments an on the TPP and in 2011/2012, 506 members were trained and 105 has been planned for 2012/2013.

3.1.2 LCRC FORENSIC FINGERPRINT LABORATORY COURSE

The course is targeting members in the LCRC to equip them with skills to be able to read and understand the flow charts, select correct developing techniques for the surface on which fingerprints must be developed, know how to use chemicals correctly for the successful development of fingerprints on surfaces, know how to use and mix chemicals correctly and

understand safety requirements for the chemicals they are using. In 2010/2011, 40 members were trained and 44 in 2011/2012 with 40 planned for 2012/2013. For the Advanced course in this regard, nobody was trained in the previous years and it's only in 2012/2013 that 20 members will be trained according to the need expressed.

3.1.3 LCRC FORENSIC TRAINING PROGRAMME

The programme equips LCRC members with skills to be able to interface with the Forensic Science laboratory and to recognize, collect, preserve, pack and dispatch crime scene exhibits for forensic analysis. The course deals with forensic biology, Forensic ballistics, forensic toxicology, Fire scene, amongst others. 245 members were trained in 2010/2011, 171 in 2011/2012 and the number planned for 20102/2013 is 180.

3.1.4 DNA EVIDENCE RECOVERY FOR CRIME SCENE EXAMINATION

The course equips the members in the LCRC with skills to identify biological evidence, determine evidential value, perform screening tests, collect, maintain chain of custody and package, preserve and exhibit optimally for scientific analysis. 226 members were trained in 2010/2011, 359 in 2011/2012 and 366 planned for 2012/2013.

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4. TRAINING RELATED TO FAMILY VIOLENCE, CHILD PROTECTION, SEXUAL OFFENCES AND CHILD JUSTICE

All training under this category is underpinned by the following legislations:

- Sexual Offences Act (32 of 2007)
- Domestic Violence Act (116 of 1998)
- Children's Act (38 of 2005)
- Child Justice Act (75 of 2008)

The training categories under the above shown include:

4.1 FAMILY VIOLENCE, CHILD PROTECTION AND SEXUAL OFFENCES TRAINING

This training is for specialised investigators to be able to effectively investigate sexual offences and related crimes .It is a 4 week course and consists of curriculum such as investigative psychology, preparation of children for court, domestic violence, etc. These are newly established units and the target is to train 250 per year. In 2010/2011, 251 were trained, 248 in 2011/2012 and 250 planned for 2012/2013. However, with the previous years, already about 1700 members have already been trained.

4.2 SEXUAL OFFENCES TRAINING

This a two week course that equips specialized investigators who have not yet attended the 4 week one with basic skills to investigate sexual offenses crimes. It consists of more or less the same curriculum as the 4week one except the depth. In 2010/2011, 1988 members were trained, in 2011/2012 1944 were trained and 2346 are planned for 2012/2013.

4.3 DOMESTIC VIOLENCE

Training in this category was presented in two forms, workshops of 1 day duration for all uniform members so as to raise awareness to all as well as a 1week programme which equips especially CSC members with the right skills to deal with victims. In 2010/2011, 2228, members were trained, 8211, in 2011/2012 and 3789 planned for 2012/2013.

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4.4 CHILD JUSTICE ACT

The training was presented in 3 forms, 1 day workshops for all uniform members, for raising awareness, 2 day programme for CSC members and full week programme for investigators as well as victim empowerment members. The course equips members in the CSC in particular to know and understand the legal implications and responsibilities of SAPS towards children within the criminal Justice system. In 2010/2011, 21707 members were trained, 2011/2012, 10857 were trained and in 2012/2013 8291 members have been planned. The more the focus is on the longer training, the less the number being trained.

5. FRAUD TRAINING

The legislation addressed by this training includes, the constitution, Criminal Procedure Act, Interception, Monitoring and Affidavits. The following categories are found:

5.1 BASIC FRAUD INVESTIGATORS COURSE

The course equips investigators with skills to be able to investigate and combat fraud. It includes commercial crime, fraud, cheque fraud, counterfeit currency, theft etc.

5.2 COMMERCIAL CRIME LEARNING PROGRAMME LEVELS 1.2 AND 3

This is more advanced training than basic fraud one. The course is meant to equip specialised investigators with sharpened skills to investigate commercial crime. It entails legal aspects, testimony, questioned documents, Accounting, Introduction to IT, Corruption, Proactive policing etc,

As this is a highly specialized environment that needs sophisticated education base, not many people are trained in all fraud related training. In 2010/2011, 232 members were trained, 2011/2012 267 and 213 planned for 2012/2013. The training includes all fraud related training.

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6. CYBER CRIME TRAINING

This training is still in its infancy stages and over the years no training has been implemented. Only 30 members have been planned to be trained in 2012/2013. When implemented. The course will equip members with skills to preserve, validate, identify analyse, interpret, and present computer evidence stored in computers and to apply science to the legal process. It is meant for forensic investigators. It deals with such curriculum as computer networks, computer software, search and seizure, cell phone forensics, cyber terrorism, electronic communication. The training is underpinned by the Criminal Justice Act, Access to Information Act and SAPS policies and National instructions.

7. NATIONAL INTERVENTION UNIT TRAINING

The training consists of the following phases:

- Tactical Selection of weapons phase
- Tactical selection Urban phase
- Tactical selection Rural phase

The training equips NIU members with skills to be able to stabilize volatile situations by combating serious and violent incidents of crime. The legislation underpinning the training is National Instruction NIU. Total training in the different phases 2010/2011 797, 152 in 2011/2012 and 328 planned for 2012/2013.

The above summary presents the picture of specialized training presented in the SAPS as requested by the Portfolio Committee on Police.

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