

South African Policing Union
Submission to the Portfolio
Committee on Policing

2015/2016 Budget, Annual
Performance Plan & Strategic Plan



Mpo Kwinika, President of SAPU
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SUBMISSION BY THE ORGANISATION

Honourable Chairperson and Honourable members, I greet you in the name of the South African Policing Union (SAPU).

We would firstly, like to appreciate the invitation to appear before this august house and make our submission on the budget of the South African Police Service (SAPS).

As an organisation, SAPU support the endeavours by the authorities to increase the ever needed resources to enable the SAPS to fulfil its mandate of fighting crime.

Having said this, where there are challenges, we shall not hesitate to raise them with the relevant authority. We shall constructively engage the authorities in order to bring the issues to their attention to elicit the necessary corrections.

CRIME:

Honourable Chair, allow me to point out that our organisation is observing an unprecedented practice where the commitment to reduce crime lack some visible commitments. Instead of planning to reduce crime, as it has always been the norm, the SAPS seem to be planning to have increase in crime. On this point, one can look at **Table 23.1** that deals with selected Performance. We note that, last year, the SAPS tabled the plan promising that by the year 2015/2016, it shall reduce serious crime by 2% to **1 683 827**. Now, the SAPS suggest that it was incorrect to make such commitment to the nation, and it plans to have serious crime reduced to **1 790 428** in 2015/2016. This is in reality, an **increase** by **106 601** cases that represent an increase of **6.3%** as compared to the figure promised last year [i.e. $1\ 790\ 428 - 1\ 683\ 827 = 106\ 601$].

With regard to the Detective Services Programme, last year the SAPS committed itself to crime detection rate for serious crime to **44%** in 2015/2016. Now, the SAPS is making an about turn and plans to achieve the detection rate of **41%** in 2015/2016. This is in essence, a shift in plan to perform **3%** less than the target set last year.

Furthermore, the SAPS promised the public that it plans to achieve **78.89%** trial ready case dockets in 2015/2016. Now, it plans to achieve **69.04%** trial ready dockets in 2015/2016. This is a plan to reduce the target set last year by **10%**, a matter that is of grave concern.

We are of the view that the reduction of targets will not instil confidence in the communities that we serve. We further believes that organised crime and corruption should feature prominently in the plan.

PROFESSIONALISATION OF THE SAPS:

We appreciate and support commitment by the SAPS to professionalise the police. We have to caution that this commitment must be followed by practice. A promise to target graduates in recruitment will go a long way in selecting the finer cream of recruits. However, we need to guard against sending conflicting messages by reducing the requirements for appointment in top positions to grade 12, a requirement that is equally required for an administrative clerk. We have observed this in the filling of the posts of Provincial Heads, Crime Intelligence on major general's rank.

Over and above, we have observed a trend where senior management structure (SMS) posts are not advertised as required. Many a posts, including Divisional Commissioners, Provincial Commissioners and Component Heads were filled in this current financial year through Regulation 45(9) of the South African Police Service Employment Regulation, 2008. This provision has never been intended to be a general norm, but it is supposed to be deployed in exceptional cases. As a result of this method of filling the posts, many potential candidates are not given an equal opportunity to compete for these positions. This is not in the interest of the service. It creates more despair to committed members who may not be known by those who are doing head hunting. Head hunting is a recipe for an unholy allegiance on the part of the hunters and the hunted.

It is even more concerning to note that a critical post of Divisional Commissioner of Finance and Administration which is vacant and funded, has not been filled since the 1 September 2013.

Professionalism is underpinned by discipline, which is based, amongst others, on respect for seniority. We have entered an era where our top management is erroneously believing that there is no seniority amongst managers on the rank levels of Lieutenant General (appointed as Deputy National Commissioner), Lieutenant General (appointed as Divisional Commissioner) and Lieutenant General (appointed as Provincial Commissioner). On this front, we observed the shifting of senior managers between different categories as if they are placed laterally, a move that resulted in seniors reporting to juniors. We have seen some managers appointed as **Lieutenant General**, a rank that was abolished by the regulations in 1995. This has also seen two senior managers being retrenched against the existing protocols in the SAPS. If discipline has to be sustained, Regulation 8 of the South African Police Service Regulations, 1964, must be respected to the letter.

Honourable Chair and honourable members, let me conclude by saying that our organisation shall continue to constructively engage management to ensure that the SAPS does not fail in its constitutional obligation of fighting crime.

I thank you.