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TOWARDS A SAFER TOMORROW



Briefing to the Portfolio Committee on Police on the 2016 Budget Review & Recommendations Report Action Plan

22 February 2017

SOUTH AFRICAN POLICE SERVICE

#CrimeMustFall

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 - **Programme 1: Administration;**
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 - **Programme 5: Protection & Security Services.**
- 3. Proposal regarding SAPS's reporting to the PCoP.**

1. 2015 BRRR RECOMMENDATIONS NOT YET FINALISED

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2015 BRRR Recommendations not yet Finalised

(1)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>1. The Committee recommends that the SAPS to provide the Portfolio Committee with an Action Plan to ensure effective monitoring of pocket books and the implementation of monitoring the SAPS 13 stores.</p> <ul style="list-style-type: none"> ▪ The Committee recommends that the department takes disciplinary action to address poor performance with effect to members who do not fill out their pocket books and reports to the Committee on a quarterly basis. 	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ A copy of action plan with regard to monitoring of pocket books provided to Committee in the letter dated 1 December 2015. ▪ The finalised SAPS 13 Action Plan was provided to the Committee in a letter, dated 19 September 2016. 	<p>→ Divisional Commissioner: Visible Policing</p>	<p>Quarterly reports.</p>



2015 BRRR Recommendations not yet Finalised

(2)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>2. The Committee recommends that the SAPS must provide monthly written reports to the Committee on the action steps it will take to implement and monitor the recommendations of the Auditor-General.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ Monthly written reports are being submitted.▪ Reporting to the PCoP on AGSA recommendations will be consolidated going forward to include the AGSA's 2015/2016 recommendations.	<p>→ Divisional Commissioner: Visible Policing</p>	<p>Monthly reports.</p>
<p>3. The Committee recommends that the SAPS national and provincial senior management should attend a workshop on the Constitution, with special reference to civilian oversight, rule of law, and the separation of powers by the end of the current financial year.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ Feedback was provided to the Committee on 24 August 2016.▪ 12 three-day workshops will be conducted in the second semester of 2016/2017 in order to incorporate the approximately 800 SMS personnel members.	<p>→ Divisional Commissioner: Personnel Management → Divisional Commissioner: Human Resource Development</p>	<p>Quarterly reports.</p>



2015 BRRR Recommendations not yet Finalised

(3)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>4. The Committee recommends that the SAPS reviews and investigates the principle of rotation for key staff at stations throughout the country. The SAPS is to develop such a policy and make it available before the end of the financial year.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ A reply was provided to the Committee in the letter dated 23 November 2016. ▪ A meeting with various stakeholders within the relevant capabilities within the SAPS was held on 22 November 2016. ▪ A multi-disciplinary task team to address the PCoP’s recommendation was established during the meeting. ▪ The task team comprises senior representatives from the following capabilities: Visible Policing; Personnel Management; Legal Services and Organisational Development. ▪ The internal directives and instructions relevant to staff rotation were identified and analysed. ▪ The responsibilities of task team members relate to the review of the identified directives and instructions were clarified and due dates were stipulated. 	<p>→ Divisional Commissioner: Visible Policing</p>	<p>Bi-Monthly reports.</p>



2015 BRRR Recommendations not yet Finalised

(4)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>5. The Committee recommends that the Police Inspectorate completes the review of Standing Order 6 with a view of strengthening the new Inspection Tool and make it available to the Committee before the end of the financial year.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The introduction of the Management Interventions capability necessitated a review of relevant standing orders (SOs), including SOs 6 and 225. ▪ A draft National Instruction (NI) has been developed, however, amendments had to be made to the draft NI so as to conform with certain definitions used by the Department of Planning, Monitoring and Evaluation (DPME). ▪ The NI will be tabled at the Policy Committee for approval at it's next meeting in March 2017. 	<p>→ Deputy National Commissioner: Management Interventions</p>	<p>31 March 2017.</p>
<p>6. The Committee recommends that the SAPS to provide a progress report on the public communication strategy in high profile cases.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The proposed National Instruction (Policy) is on the agenda of the SAPS's Policy Committee and will be tabled for consideration at the next meeting of the Policy Committee, scheduled for March 2017. 	<p>→ Acting Head: Corporate Communication</p>	<p>31 March 2017.</p>



2015 BRRR Recommendations not yet Finalised

(5)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>7. The Committee recommends that the SAPS continue with its plan to demilitarise the SAPS through training and professionalization and determine the budget of such processes over the medium term and provide the Committee with a report.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The further development of initiatives towards professionalization and demilitarisation is dependent on research to be conducted by the Civilian Secretariat of Police (CSP). 	<p>→ Management Interventions → Divisional Commissioners: Personnel Management & Human Resource Development</p>	<p>To be determined.</p>
<p>8. The Committee recommends that the Department develops a turnaround strategy to increase the efficacy of the Stock Theft units and make the report available to the Committee within one month.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ A Stock Theft Recovery Plan was implemented on 1 April 2016. A stock theft communication plan was drafted to create public awareness. ▪ The SAPS will provide the PCoP with a full impact analysis report of stock theft for the last financial year. 	<p>→ Divisional Commissioner: Detective Service</p>	<p>31 March 2017.</p>
<p>9. The Committee recommends that the SAPS provide the Committee with a status report on the accommodation of the Bloemfontein Protection and Security Services personnel of the VIP Protection Unit by the end of November 2015.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The Department of Public Works (DPW) has lapsed the tender due to non-responsive bids. ▪ DPW will shortly re-advertise the bid. 	<p>→ Divisional Commissioner: Protection & Security Services</p>	<p>Finalised.</p>



2015 BRRR Recommendations not yet Finalised

(6)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>10. The Committee recommends that the SAPS provide the Committee with a Retention Plan to keep existing detectives in the SAPS and speed up the recruitment of former detectives who want to return to the Department.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The report from the remuneration specialist, Pricewaterhouse Coopers (PwC), was received . However, upon perusal of the report, certain gaps were identified that still need to be refined. ▪ Further information was given to PwC to assist in this regard and it is envisaged that the report will be updated by end March 2017. ▪ Once all the identified gaps have been addressed, it will be submitted to the Office of the National Commissioner for consideration. 	<p>→ Divisional Commissioners: Detective Service & Human Resource Utilization.</p>	<p>31 March 2017.</p>

2. RECOMMENDATIONS: BRRR DATED 21 OCTOBER 2016

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AGSA's Report 2015

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PCoP Recommendations Relating to the AGSA's Report (1)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>1. The Committee recommends that the SAPS should revise its key performance indicators (KPIs) and accompanying performance targets to ensure that they add value to the service delivery of the Department, and that they do not have unintended consequences in terms of the reporting and capturing of reported cases.</p> <p>The KPIs must also adhere to the SMART criteria as provided by the National Treasury Framework. The review should be applied to the KPIs across the entire Department. In many instances, targets were set too low, which does not inspire confidence in the SAPS.</p> <p>Also, challenges around multi-year targets (MTSF targets) must be corrected to measure the annual performance and not performance over the medium term.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ A strategic planning session was conducted during 16 to 18 November 2016, during which the SAPS's Top Management congregated to further develop the 2017/2018 APP. ▪ The Department of Planning, Monitoring and Evaluation (DPME) and National Treasury (NT) attended the planning session and presented their assessment of the 1st draft of the 2017/2018 APP. ▪ Both the DPME and NT emphasized the need for SAPS to ensure that its performance indicators and targets are appropriate. Similar issues to those raised by the PCoP, which were also communicated to Top Management to inform their deliberations surrounding the development of the 2nd draft APP 2017/2018, were highlighted. <p>2. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ These issues have been taken into consideration during the development of the 2nd draft and final version of the 2017/2018 APP, which will be presented to the PCoP at its instruction. 	<p>→ Head: Strategic Management</p>	<p>Date for the presentation of the 2017/2018 APP to be determined by the PCoP.</p>



PCoP Recommendations Relating to the AGSA's Report (2)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>2. The Committee recommends that the SAPS should provide timelines and appoint line managers for its interventions to address underperformance and the slow implementation of the AGSA recommendations. This should be accompanied with measures to assess the impact of interventions. If they are not achieved, there should be strict consequence management for not attaining the recommendations.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ The action plan to address the nine findings raised by the AGSA during 2015/16 was presented to the PCoP on 15 November 2016.▪ The aforementioned action plan includes consequence management for non-compliance with established internal controls.▪ The action plan will be monitored monthly and progress will be provided to the PCoP.	<p>→ Head: Strategic Management</p>	<p>Progress Report on the implementation of the AGSA Findings Action Plan to be submitted monthly from end February 2017.</p>
<p>3. The Committee recommends that there should be compliance with legislation in respect of strategic planning and performance management and the failure of the Department to maintain effective internal controls regarding performance management, which must be noted and corrected.</p>	<p>1. Please refer to the key actions as per PCoP recommendation 1.</p>	<p>→ Head: Strategic Management</p>	<p>Date for the presentation of the 2017/2018 APP to be determined by the PCoP.</p>



PCoP Recommendations Relating to the AGSA's Report (3)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>4. The Committee recommends that in view of the ineffective monitoring of the implementation of action plans to address challenges with procurement; contract management; leadership; internal control deficits; financial and performance management, the SAPS should implement stricter internal and monitoring controls.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ Remedial actions regarding a number of subject matters in the AGSA's Report were formally presented to the PCoP on 15 November 2016.▪ The SAPS is currently rationalising its Combined Assurance Approach, guided by the SAPS Audit Committee.▪ This will include the establishment of a Combined Assurance Committee and the development, implementation, monitoring and evaluation of a Combined Assurance Plan for 2017/2018.▪ In addition, the development of a Combined Assurance Database, that includes and correlates findings by all Internal Assurance providers is at an advanced stage of development.▪ The correlated findings will be aligned with internal controls to ensure the adequacy of the internal control and its proper implementation.	<p>→ Head: Strategic Management</p>	<p>Progress Report on the implementation of the AGSA Findings Action Plan to be submitted monthly from end February 2017.</p> <p>Combined Assurance Plan 2017/2018 finalised by 31 March 2017.</p>

Programme 1: Administration

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PCoP Recommendations: Programme 1 (1)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>5. The Committee recommends that regarding disciplinary matters, the SAPS's Annual Report should contain disaggregated data i.e. incident, rank of officers, police station / units and provinces. The PC should be advised on strategies / remedial steps taken to address these. More detail and disaggregated information should be provided on the outcome of disciplinary cases instituted against members, as well as the nature of incidents of corruption involving members.</p>	<p>1. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ This recommendation has been noted and the Department will ensure that disaggregated information, including the outcome of disciplinary cases and the nature of corruption cases, is included in the Annual Report for 2016/2017. ▪ The Strategic Management Component will facilitate the inclusion of the information in the 2016/2017 Annual Report. 	<p>→ Divisional Commissioner: Personnel Management → Head: Strategic Management</p>	<p>Annual Report Hearings, October 2017.</p>
<p>6. The Committee recommends that the SAPS should provide disaggregated reporting on reported sexual offences and rape in the Annual Report.</p>	<p>1. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ The recommendation has been noted and will be complied with by the Crime Registrar's office. ▪ The information will be contained within the Crime Statistics Report and published as an addendum to the 2016/2017 Annual Report. 	<p>→ Head: Crime Registrar</p>	<p>Annual Report Hearings, October 2017.</p>



PCoP Recommendations: Programme 1 (2)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>7. The Committee recommends that the appointment of the Deputy National Commissioner for Crime Detection must urgently be pursued, and the appointment of other senior managers such as divisional commissioners at Crime Intelligence, must be completed urgently.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The post of Divisional Commissioner: Crime Intelligence is currently not vacant. The current incumbent is not functioning in the post, pending the finalisation of departmental disciplinary processes. An acting incumbent has been appointed to oversee the environment to ensure that service delivery is not compromised. ▪ The Acting National Commissioner notes the PCoP's concern in this regard. Lt Gen Phahlane has elected to personally manage the Crime Detection portfolio until such time as the performance within programme three has reached an acceptable level, at which point the filling of the portfolio will be expedited. 	<p>→ Divisional Commissioner: Personnel Management</p>	<p>Dependent on the departmental disciplinary process.</p> <p>The date for the filling of the Crime Detection Deputy National Commissioner portfolio to be determined.</p>
<p>8. The building management programme must ensure that there are clear targets and deliverables when it comes to building police stations, especially in the Nyanga policing area, as it remains the area with the highest crime in the country. There should be clear progress with the building of the second police station in the Weltevreden area.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The SAPS's notes the PCoP's recommendation in this regard. ▪ The recommendation will be addressed during the compilation and finalisation of the 2017/2018 Annual Performance Plan (APP), which is currently in progress. 	<p>→ Divisional Commissioner: Supply Chain Management</p>	<p>Date for the presentation of the 2017/2018 APP to be determined by the PCoP.</p>



PCoP Recommendations: Programme 1 (3)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>9. The Committee recommends that the SAPS's Building Programme, with regard to the construction of new police stations and the building renovations programme, be accelerated.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ The Committee's recommendation has been noted.▪ It can be stated that actions within the constraints of third party relationships, such as project and site meetings, are taking place.	<p>→ Divisional Commissioner: Supply Chain Management</p>	<p>The SAPS is scheduled to brief the PCoP on the building environment on 22 March 2017.</p>



PCoP Recommendations: Programme 1 (4)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>10. The Committee recommends that the SAPS should have a better managerial hold over the high number of civil claims, as this is an indicator of discipline and consequence management in the SAPS and the management must implement measures to improve the professional conduct of police officers.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ Civil claims against the SAPS have been prioritized for a SAPS Management Intervention to address the root causes of civil claims against the SAPS, which have a negative impact on the reputation and budget of the SAPS.▪ Project Scope & Objectives:<ul style="list-style-type: none">– Conduct a successful intervention to address the root causes of civil claims.– Significantly reduce the number of incidents and the value of civil claims against the SAPS.– Develop sustainable, professional practices to curb civil claims going forward.▪ Comments:<ul style="list-style-type: none">– The review of the project will direct whether a second phase will be registered during 2017/2018, prior to the setting of standards and handing over to the relevant line functionaries.	<p>→ Management Interventions</p>	<p>Project is scheduled to end on 1 April 2017.</p>



PCoP Recommendations: Programme 1 (5)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>11. The Committee recommends that additional training in crowd control should be presented to Public Order Policing members as a matter of urgency.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ A special training project was launched as part of the enhancement of Public Order Policing (POP) to develop the members who had been laterally placed at POP units and 583 of these members were trained. ▪ A Crowd Management Course was recently finalised at the SAPS Academy Mankwe where 230 POP members and eight POP Platoon Commanders were trained. 227 POP members and seven POP Platoon Commanders were declared competent in crowd management. ▪ A total of 2 831 SAPS members were trained in crowd management refresher courses before the 2016 Local Government Elections. ▪ Crowd Management Training has also been included as part of the Basic Police Learning Programme. The 4 913 trainees who recently completed their training were trained in crowd management. ▪ The entire contingent of members placed at POP have been trained. <p>2. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ Public Order Police Training will be prioritised in the 2017/2018 Annual Performance Plan. 	<p>→ Divisional Commissioner: Operational Response Services</p> <p>→ Divisional Commissioner: Human Resource Development</p>	<p>Finalised.</p>



PCoP Recommendations: Programme 1 (6)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>12. The Committee recommends that the FCS Units must be strengthened to police gender-based violence. Special attention should be given to the feedback process for complainants.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The FCS was capacitated during 2016/2017, with a total of 6 personnel having been appointed in the following provinces: Gauteng: 1; Mpumalanga: 1; Northern Cape:2; North West: 2 ▪ The component FCS of the Division Detective Service undertakes to educate and provide awareness campaigns in collaboration with Division Visible Policing (social crime prevention) and other role players. ▪ In regard to the feedback process for complainants, consultation with the Division: Technology Management Services (TMS) is on-going regarding the development of electronic short messages in respect of feedback to complainants. This capability will be rolled out using the Investigation Case Docket Management System (ICDMS). <p>2. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ Currently the FCS Unit fixed establishment is 2 729 of which the actual workforce is 2 438. The remaining 291 (10.66%) posts will be prioritised and filled. 	<p>→ Divisional Commissioner: Detective Service</p> <p>→ Divisional Commissioner: Personnel Management</p>	<p>Quarterly reports.</p>



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>13. The Committee recommends that the SAPS's management should embark on a cost analysis and provide a plan on how they plan to implement Forensic Social Workers (FSWs) to all police stations.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The total fixed establishment for FSWs is 154, 128 Police Act and 26 Public Service Act members. ▪ There are 118 clusters and currently, 80 posts for FSWs, have been allocated on the fixed establishment. ▪ The ideal, however, is to place one FSW in each cluster and not allocate a FSW to each station (due to financial constraints). ▪ The following 30 FSWs posts are in process of being filled in the following provinces: <ul style="list-style-type: none"> – Eastern Cape – 4; – Free State – 3; – Gauteng – 5; – Limpopo – 8; – Mpumalanga – 4; – North West – 5; and – Northern Cape – 1. ▪ The costing of the fixed establishment for FSW has been completed. A total of R 58 345 740 is required to fill the allocated posts as per the fixed establishment. 	<p>→ Divisions: Personnel Management & Detective Service</p>	<p>Finalised.</p>



PCoP Recommendations: Programme 1 (8)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>14. The Committee recommends that indicators specified for the Public Order Policing Unit and the Special Task Force are 'stabilised'. This should be linked to compliance and human rights standards.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The performance indicator “Percentage medium to high-risk incidents stabilised in relation to requests received” relating to the National Intervention Unit (NIU), Special Task Force (STF) and Public Order Policing (POP) has been amended as follows in the draft 2017/2018 APP: <ul style="list-style-type: none"> – “Percentage of medium to high-risk incidents ‘responded’ to in relation to requests received” – relating to NIU and STF. ▪ The abovementioned indicator was split to address POP responsibility separately as follows: <ul style="list-style-type: none"> – “Percentage of <u>peaceful</u> crowd management incidents ‘policed’; and – “Percentage of <u>unrest</u> crowd management incidents ‘stabilised’. <p>2. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ The SAPS is not yet in a position to include the measurement of unintended consequences associated with violent public protest in the performance indicators listed above (with the exception of peaceful crowd management incidents). ▪ The SAPS is, however, currently developing indicators that include timeframes associated with the response and stabilisation of incidents for possible inclusion in future APPs. These indicator are currently being tested within the AOP of the Division: Operational Response Services. 	<p>→ Divisional Commissioner: Operational Response Services</p>	<p>Date for the presentation of the 2017/2018 APP to be determined by the PCoP.</p>



PCoP Recommendations: Programme 1 (9)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>15. The Committee recommends that the Community Police Forums (CPF) indicator should be broadened to include reporting on intersectoral initiatives/interventions with other departments/structures in terms of crime prevention.</p>	<p>1. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ This recommendation has been noted and the indicator will be broadened accordingly to include other role players taking part in CPF initiatives. The broadened indicator will be included in the Division's Annual Operational Plan. ▪ However, it must be noted that the CPF structures are legislated which would imply that if the intersectoral processes have to be fully implemented, the SAPS Act would first need to be amended. ▪ The current sections of the SAPS Act as well as the interim regulations relating to CPFs do not make any provision for intersectoral processes. ▪ The objective statement in the 2017/2018 APP referring to the enhancing of partnership policing includes a target that addresses community outreach campaigns. The purpose of the outreach campaigns is to, <i>inter alia</i>, encourage interdepartmental and intersectoral participation in policing. 	<p>→ Divisional Commissioner Visible Policing</p>	<p>Date for the presentation of the 2017/2018 APP to be determined by the PCoP.</p>
<p>16. The Committee recommends that the SAPS should make available the research agenda of the new Research Division.</p>	<p>1. SAPS Management briefed the PCoP on the Research Agenda on 2 November 2016.</p>	<p>→ Divisional Commissioner: Research</p>	<p>Finalised.</p>



PCoP Recommendations: Programme 1 (10)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>17. The Committee recommends that the SAPS should consider all new Regulation 45 appointments in exceptional cases only, and the Committee urges the SAPS's management to advertise all posts in the senior management section. All new appointments on levels 14-16 should be reported to the Committee, and detailed biographies of the appointees should be included.</p>	<p>1. Feedback 2016/2017 and planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ The following promotions from the level of Brigadier to the level of Major General were approved since November 2016 in terms of the provisions of Regulation 45 (9) of the SAPS Employment Regulations, 2008: <ul style="list-style-type: none"> – No. 04762983 S Shitlabane; and – No. 04770251 PM Mokushane. ▪ The detailed biographies will be provided to the PCoP forthwith. 	<p>→ Divisional Commissioner: Personnel Management</p>	<p>Level 14-16 appointments will be communicated to the PCoP on a quarterly basis.</p>
<p>18. The Committee recommends that these appointments should be reported in the Annual Report and the rank from which the appointment was made, should be included.</p>	<p>1. Feedback 2016/2017 and planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ The recommendation has been noted and will be complied with. ▪ The information will be included in the 2017/2018 Annual Report. 	<p>→ Divisional Commissioner: Personnel Management → Head: Strategic Management</p>	<p>Annual Report Hearings, October 2017.</p>

Programme 2: Visible Policing

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PCoP Recommendations: Programme 2 (1)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>19. The Committee recommends that the SAPS review and strengthen the implementation of policy directives regarding the use of firearms, including the establishment of independent mechanisms/a review process for incidents of excessive use of force; safe carriage of firearms and ammunition when officers are on/off duty and safe storage of firearms and ammunition.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ An integrated task team has been established consisting of representatives from the various operational environments within the SAPS in order to address this recommendation. ▪ The task team convened on 19 January 2017 in order to deliberate on the recommendations. Tasking's were given to the various stakeholders within the different SAPS environments. 	<p>→ Divisional Commissioner: Visible Policing</p>	<p>Quarterly reporting until the recommendation has been addressed.</p>



PCoP Recommendations: Programme 2 (2)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>20. The Committee recommends that the SAPS adhere to competency requirements for police officers carrying firearms, including background checks, training requirements, accreditation and removal of firearms due to negligence or abuse, as well as disciplinary steps.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ National Instruction 4 of 2016, deals with the Firearm Permit System and Firearm Training, determines the process in which SAPS issues and manages declarations of competency. It also deals with the issuing of firearm permits to members who are declared fit and proper and have successfully completed the prescribed training and the prescribed test for the safe use of a firearm in terms of the provisions of Section 998 of the Firearms Control Act, 2000 (Act No. 60 of 2000) and Regulation 79 of the Firearm Control Regulations of 2004. ▪ Members are continuously trained in the use of firearms. To date, 93,72% of the operational members have been declared competent. In the 2016/2017 financial year, 6 947 personnel employed in terms of the SAPS Act attended basic firearm training and 5 929 were declared competent – this excludes the current police trainees at SAPS Basic Police Training Academies and members trained in tactical intervention training. ▪ During the first 3 Quarters of 016/2017, a total of 103 members have been charged departmentally with regard to offences related to SAPS-owned firearms. <p>2. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ An indicator related to members’ firearm competency has been included in the 2017/2018 APP, i.e. Percentage of operational personnel declared competent in the modules: legal principles and the use of firearms, handgun. 	<p>→ Divisional Commissioner: Human Resource Development</p>	<p>Date for the presentation of the 2017/2018 APP to be determined by the PCoP.</p>



PCoP Recommendations: Programme 2 (3)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>21. The Committee recommends that the SAPS capacitate, train and support police officers through ongoing, accredited training in the use of firearms, as well as alternative tactics and strategies to lethal force.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ SAPS members are continuously trained in the use of firearms. To date, 93,72% of the operational members have been declared competent. ▪ In the 2016/2017 financial year, 6 947 personnel employed in terms of the SAPS Act attended basic firearm training and 5 929 were declared competent – this excludes the current police trainees at SAPS Basic Police Training Academies and members trained in tactical intervention training. ▪ In addition to the provisioning of accredited firearm training, SAPS members are also trained in the use of rubber bullets and the use of Tonfa rubber batons. ▪ Further to the above, training curricula have been developed for the proper use of pepper spray as well as the TASER electrical weapon, which will be rolled out in the new financial year. ▪ The revised Basic Policing Development curriculum will also empower members in methods and procedures to be used in the place of lethal force. <p>2. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ An indicator related to members’ firearm competency has been included in the 2017/2018 APP, i.e. Percentage of operational personnel declared competent in the modules: legal principles and the use of firearms, handgun. 	<p>→ Divisional Commissioner: Human Resource Development</p>	<p>Date for the presentation of the 2017/2018 APP to be determined by the PCoP.</p>



PCoP Recommendations: Programme 2 (4)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>22. The Committee recommends that the SAPS strengthens the link between schools and police stations throughout the country, as it is a priority and the fact that it was only implemented at 1 053 schools, is unacceptable. The SAPS's management must rectify this.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ A response in this regard was provided to the PCoP on 9 Dec 2016, as part of the Request for Additional Information. <p>2. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ The target for the indicator: Number of schools identified for the implementation of the School Safety Programme, in the 2017/2018 APP, has been increased to 1 250. 	<p>→ Divisional Commissioner: Visible Policing</p>	<p>Date for the presentation of the 2017/2018 APP to be determined by the PCoP.</p>
<p>23. The Committee recommends that all Designated Firearms Officers (DFOs) must be capacitated at all stations in order to effectively manage their tasks.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The Firearms, Liquor and Second Hand Goods (FLASH) Component is conducting a skills audit to establish the training needs of the DFOs, which is included in the action plan to address the findings of the AGSA, 2015/2016, subsequent to which, a training programme will be implemented and members trained. ▪ The revision of training material and training of DFOs is further included as a priority deliverable in the Components 2016/2017 AOP. <p>2. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ The capacitation of DFOs will be prioritised in the Division's 2017/2018 AOP. 	<p>→ Divisional Commissioner: Visible Policing</p>	<p>31 March 2017.</p>



PCoP Recommendations: Programme 2 (5)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>24. The Committee recommends that the SAPS should do more to deal with domestic violence and not refer women to courts for restraining orders, without launching a criminal investigation first.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ The Committee’s concerns are noted.▪ During compliance visits to stations and provinces, the Visible Policing Division continually emphasises the obligation of compliance with the Domestic Violence Act (DVA), 1998 (Act No. 116 of 1998), including section 10 of the said Act.▪ This involves informing the victims that they have three options available regarding services in terms of the DVA.▪ The options are that the victim may seek assistance in securing a protection order, lay a criminal charge or exercise both options. <p>2. Planned 2017/2018:</p> <ul style="list-style-type: none">▪ Compliance visits to stations during 2017/2018 focusing on DVA compliance will be coordinated through the Combined Assurance Approach.	<p>→ Divisional Commissioner: Visible Policing</p>	<p>Finalised.</p>



PCoP Recommendations: Programme 2 (6)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>25. The Committee recommends that Cluster Commanders should be rotated if they are ineffective, and the ineffectiveness of some cluster commanders should be addressed by management.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ From an Organisational Development (OD) perspective, the rotation of managers at this level is not a good management practice. However, redeployment for a longer period is encouraged where necessary. ▪ The SAPS is implementing performance management and accountability as part of the Back to Basics Approach, which includes Cluster Commanders. <p>2. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ An evaluation of the Cluster Concept by OD was approved by the Acting National Commissioner for 2017/2018, to identify gaps and measure the impact on policing. 	<p>→ Head: Organisational Development</p>	<p>Finalised.</p>
<p>26. The Committee recommends that the SAPS must deal with the inconsistencies in instructions with regard to firearm licences, renewal applications and new applications as a matter of urgency.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The FLASH Component, in consultation with Division: Legal Services and Policy Development, is in the process of aligning all instructions relating to the firearms control environment in line with the amendments of the Firearms Control Act, 2006 (Act No. 60 of 2000) to address all inconsistencies. ▪ The revision of instructions is included in the COP for 2016/2017, the Firearms Control Strategy Action Plan and the action plan to address findings by the AGSA. 	<p>→ Divisional Commissioner: Visible Policing</p>	<p>Revision of firearm control-related instructions to be finalised by 31 March 2017</p>

Programme 3: Detective Service

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TOWARDS A SAFER TOMORROW





PCoP Recommendations: Programme 3 (1)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>27. The Committee recommends that the Department should include key KPIs in its APP to measure performance on the basic capacitation of the Crime Detection Component, in terms of facilities and equipment provided to detectives.</p>	<p>1. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ This recommendations are addressed in the compilation 2017/2018 APP and the Annual Operational Plans (AOP) of the Detective Service and various support capabilities. ▪ Indicators in this regard should, however, adhere to the <i>Specific, Measurable, Attainable, Realistic, Timely</i> (SMART) principles. The measurement (categorising) of buildings is challenging as detectives are often accommodated in various police stations, especially new stations (multidisciplinary facilities). ▪ Included in the Capital Works Programme in the 2017/2018 APP, is the renovation of 3 devolved police stations, at which Detective facilities will be included. ▪ The Information and Communication Technology Plan also includes various hardware and software acquisitions and improvements for the Detective Service. 	<p>→ Divisional Commissioner: Supply Chain Management</p> <p>→ Divisional Commissioners: Detective Service and Human Resource Development</p>	<p>Date for the presentation of the 2017/2018 APP to be determined by the PCoP.</p>
<p>28. The Committee resolves that it will engage with its counterparts in the justice environment to schedule a joint meeting to discuss challenges around trial-ready cases (the meeting will include representatives from the SAPS and the NPA).</p>	<p>1. The SAPS will participate as per the PCoP's resolution.</p>	<p>→ Divisional Commissioner: Detective Service</p>	<p>To be informed by the PCoP</p>



PCoP Recommendations: Programme 3 (2)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>29. In terms of the reporting obligations of the DPCI in terms of the SAPS Act of 1995, the Committee recommends the following:</p> <ul style="list-style-type: none"> ▪ The performance of the DPCI should be contained in a separate section of the SAPS's Annual Report (arguably as the last section of the Detective Service Programme). ▪ This should include performance on KPIs, budget, personnel-related issues (vacancies and fixed establishment), training and accommodation. ▪ This necessitates a departure from its current reporting form in terms of sub-programmes, until such time as the location of the DPCI (either as a Vote or Budget Programme) has been concluded. ▪ The Committee further recommends that it must be made clear that the personnel of the DPCI is included in the fixed establishment of the SAPS, and that the budget allocation of the DPCI is located in the SAPS's Vote, despite it being exclusively appropriated for the DPCI (ring-fenced), as to avoid any confusion regarding this matter. ▪ The Committee resolves that no further extension to comply with the SAPS Act of 1995, will be granted in terms of the reporting requirements of the DPCI. 	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ An extraordinary meeting of the National Management Forum (NMF) was conducted on 1 September 2016 to address the SAPS Amendment Act, No. 10 of 2012. ▪ Legal Services and Organisational Development were tasked to conduct an analysis to establish to what extent the Act has been implemented and determine progress in terms of the structures and fixed establishment. <p>1. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ This recommendation will be adhered to. ▪ The recommended amendments will be effected in the 2016/2017 Annual Report 	<ul style="list-style-type: none"> → National Head: DPCI → Divisional Commissioner: Legal Services → Head: Organisational Development → Head: Strategic Management 	<p>Annual Report Hearings, October 2017.</p>



PCoP Recommendations: Programme 3 (3)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>30. The Committee recommends that the SAPS engage in a meeting with the National Prosecuting Authority (NPA) to discuss and remedy the matter of trial-ready docket indicators.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ Due to the unavailability of a Chairperson for the SAPS/NPA Joint Strategic Review, the meeting could not take place.▪ However, the matter has been placed on the agenda as a discussion point for the 2016/2017 Joint Strategic Review Session to be conducted during March 2017.	<p>→ Divisional Commissioner: Detective Service</p>	<p>31 March 2017.</p>

Programme 4: Crime Intelligence

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PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>31. The Committee recommends that the SAPS should develop at least one performance indicator to provide a mechanism to measure the value added by the products generated by the Crime Intelligence Component to the Crime Prevention and Crime Detection Components of the SAPS.</p>	<p>1. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ During the SAPS Strategic Planning Session, which was held in November 2016, it was agreed that new performance indicators and targets will be incorporated into the Annual Operational Plan (AOP) of the Division: Crime Intelligence for the 2017/2018 financial year. ▪ The following qualitative indicators have been included in the SAPS APP 2017/2018: <ul style="list-style-type: none"> – Number of threat and risk assessment reports generated for pro-active SAPS operations; – Percentage of pro-active intelligence reports that led to SAPS operations; – Number of tactical intelligence reports generated for re-active SAPS operations; and – Percentage of re-active intelligence reports that led to arrests, seizures and successful prosecutions. 	<p>→ Divisional Commissioner: Crime Intelligence</p>	<p>Date for the presentation of the 2017/2018 APP to be determined by the PCoP.</p>



PCoP Recommendations: Programme 4 (2)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>32. The Committee recommends that the SAPS should ensure that all personnel attached to the Crime Intelligence Component, are vetted and that regular lifestyle audits are conducted to ensure the overall integrity of the component.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The Division: Crime Intelligence, in conjunction with the Acting National Commissioner, has identified the following key priority areas for vetting within SAPS. These priority areas include: Presidential Protection Services; Protection and Security Services; Division: Crime Intelligence; SAPS Internal Auditors; SAPS Service Termination Personnel; Division: Supply Chain Management; and SAPS Senior Management. ▪ Performance targets pertaining to the above have been set for the Division: Crime Intelligence in the 2016/2017 APP, which are monitored on quarterly basis by the Acting Divisional Commissioner of Crime Intelligence. ▪ 986 Crime Intelligence personnel have been vetted. 6 956 Crime Intelligence personnel has not yet been vetted. ▪ No lifestyle audits have been conducted, so far, during 2016/2017. <p>2. Planned 2017/2018:</p> <ul style="list-style-type: none"> ▪ Specific performance targets with regard to lifestyle audits of Crime Intelligence personnel will be implemented in the Division’s 2017/2018 AOP. 	<p>→ Divisional Commissioner: Crime Intelligence</p>	<p>Quarterly feedback until the recommendation has been addressed.</p>



PCoP Recommendations: Programme 4 (3)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>33. The Committee recommends that ground coverage of crime intelligence should be increased in relation to capacitating this environment, especially at Cluster level.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The personnel allocation for Crime Intelligence is 151, of which 107 appointments have been finalised and 44 are pending finalisation. ▪ Based on the envisaged policing model, all resources are deployed given the priorities approved for each business area and the resource availability. Annually the SAPS reviews its human resources. The police station resources allocation for 2016/2017 was completed and provides for prioritisation and distribution by local managers. The cluster management structure is being implemented and such need will be considered, in due course. ▪ The Acting Divisional Commissioner: Crime Intelligence is currently finalising the drafting of a proposal to the Acting National Commissioner pertaining to the expanding of the capacity (intelligence gatherers and analysts) of the Division to all police stations in the country, starting with identified priority / high crime police stations. The proposal will be finalised once the new Fixed Establishment has been finalised. ▪ The Fixed Establishment is required to determine the additional analysis and collection capacities needed at cluster and police station levels. It is foreseen that the newly approved Fixed Establishment will be available by the end of March 2017. 	<p>→ Divisional Commissioner: Crime Intelligence</p>	<p>Proposal to be finalised by 28 April 2017.</p> <p>Crime Intelligence Fixed Establishment completed by 31 March 2017.</p>



PCoP Recommendations: Programme 4 (4)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>34. The Committee recommends that the Department should consider informers as a force multiplier and endeavour to attract and retain more strategic informers.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ The current national average of informers to intelligence gatherers is currently 3:1 (measured at the end of the 3rd quarter). The performance target is currently monitored on a quarterly basis.▪ An increased individual performance target pertaining to the ratio of informers per intelligence gatherer, namely 4 active informers to 1 intelligence gatherer, has been set by the Acting Divisional Commissioner of Crime Intelligence for all intelligence gatherers at national, provincial and cluster level. Since the ratio is measured as a national average it might happen that individual gatherers will have less than 4 active informers at a given time.▪ The National Instruction on Informers is regularly communicated, including the provisioning of training and workshops in respect of utilisation of informers as a force multiplier.▪ Based on the current performance achieved by the Division, it is foreseen that this target will further be increased during the forthcoming financial years.	<p>→ Divisional Commissioner: Crime Intelligence</p>	<p>The review of the ratio will be completed by end April 2017.</p>

Programme 5: Protection & Security Services

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PCoP Recommendations: Programme 5 (1)



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>35. The Committee recommends that the SAPS should focus on improving the working conditions, the nature of the relationships with the executive and the job descriptions of VIP Protectors.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ Working environment:<ul style="list-style-type: none">– In all instances where static protection duties are provided, the residence must meet the minimum physical security standard in terms of Protection and Security Services: Security Advisory Services requirements, e.g. bullet-resistant guard houses, perimeter fencing, closed-circuit television (CCTV) cameras, overhead shelters to protect members against inclement weather, in accordance to chapter two paragraph three of the Ministerial Handbook, 2007.▪ Working Hours:<ul style="list-style-type: none">– Static Protectors work 12 hour shifts.– However, due to the nature of duties at their different locations for residences and installations, their working hours may extend beyond twelve hours.– Hours accumulated in this manner are controlled by means of a time due register resulting in rest days being taken in terms of the Safety and Security Sectoral Bargaining Council (SSSBC) Agreement 5 of 2002.	<p>→ Divisional Commissioner: Protection & Security Services</p>	<p>Finalised.</p>



PCoP Recommendations: Programme 5 (2)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>35. The Committee recommends that the SAPS should focus on improving the working conditions, the nature of the relationships with the executive and the job descriptions of VIP Protectors (cont.)</p>	<ul style="list-style-type: none"> ▪ Overtime: <ul style="list-style-type: none"> – Due to working conditions a decision was taken to review the overtime directive in line with the SSSBC agreement 3 of 2014 for Static Protectors to improve their working conditions. ▪ Tools of the trade: <ul style="list-style-type: none"> – During parades, Relief Commanders ensure the operational readiness of members regarding SAPS issued equipment, e.g. bullet-resistant vests, firearms and the availability of serviceable vehicles. The rotation of the Static Commander will be introduced for visitation of members at their posts to ensure vigilance and support. ▪ Training and development: <ul style="list-style-type: none"> – The introduction of monthly unit lectures where policies and other operational imperatives are discussed, as well as the Static Protection Refresher course, will ensure that members are kept abreast of the latest developments. 	<p>→ Divisional Commissioner: Protection & Security Services</p>	<p>Finalised.</p>
<p>36. The Committee recommends that the issue of accommodation for the Free State VIP Protectors be urgently addressed and concluded and a report be made available to the Committee.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ The DPW has lapsed the tender due to non-responsive bids. ▪ DPW will shortly re-advertise the bid. 	<p>→ Divisional Commissioner: Protection & Security Services</p>	<p>Finalised.</p>



PCoP Recommendations: Programme 5 (3)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>37. The Committee recommends that the Department should continue with its endeavours to cultivate a relationship of mutual respect between the executive and the VIP Protectors, through the enhancement and continuation of current roadshows and discussions with the executive.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ Discipline in the SAPS is enforced by means of the South African Police Service Disciplinary Regulations, 2016. All Close Protectors are expected to maintain a high level of conduct when dealing with Members of the Executive. Whenever SAPS members transgress, corrective measures are instituted to bring them back to the acceptable standard of behaviour.▪ Roadshows are taking place and seven of the nine provinces have been visited which included engagements with the Executive. The remaining two provinces will be visited early in 2017. During these roadshows, the purpose, expectations and the complaints reporting mechanism to be used by the Executive whenever they are not happy with the service provided, are outlined. During quarterly service meetings the Executive is also encouraged to provide feedback on the level of service provided.	<p>→ Divisional Commissioner: Protection & Security Services</p>	<p>Finalised.</p>



PCoP Recommendations: Programme 5 (4)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>38. The Committee recommends that the Department should consider implementing a strategy in which VIP Protectors are rotated regularly to avoid over-familiarity and complacency with members of the executive.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ PSS▪ A number of factors needs to be taken into account when implementing a rotation plan. The rotation plan is centred on the trust that exists between a member of the Executive and his/her protection team.▪ It must be ensured that the rotation plan does not expose the VIPs itinerary and household to a number of Close Protection Officers, thus compromising the safety and security of the Member of the Executive.▪ The SAPS will continue to implement the rotation plan on a regular basis in its endeavour to avoid over-familiarity and complacency between Close Protectors and Members of the Executive.▪ PPS▪ A Rotation Strategy is in place for members of the Presidential Protection Service.	<p>→ Divisional Commissioner: Protection & Security Services</p> <p>→ Head: Presidential Protection Service</p>	<p>Finalised.</p>



PCoP Recommendations: Programme 5 (5)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>39. The Committee recommends that the Department should mitigate against the over-expenditure recorded for the VIP Protection Component.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ PSS▪ Overtime expenditures of in-transit VIP protectors, is a prominent driver in this environment and relates to movement of political office bearers, which cannot be foreseen.▪ This is a variable and close monitoring of expenses does take place consistently.	<p>→ Divisional Commissioner: Protection & Security Services</p> <p>→ Divisional Commissioner: Financial Management & Administration</p> <p>→ Head: Presidential Protection Service</p>	<p>Finalised.</p>
<p>40. The Committee recommends that the Department should stabilise the vehicle fleet of the VIP Protection Component.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none">▪ 656 vehicles have been allocated to the Division: PSS, an additional 193 vehicles are required.▪ The baseline amount for machinery and equipment with regard to vehicles has been reviewed and adjusted for 2017/2018.	<p>→ Divisional Commissioner: Protection & Security Services</p> <p>→ Divisional Commissioner: Financial Management</p>	<p>Finalised.</p>



PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>41. The Committee recommends that the Department should pay attention to the working conditions of members attached to the Static Security Component and develop a career path for those members who express an interest to enter other components of the SAPS.</p>	<p>1. Feedback 2016/2017:</p> <ul style="list-style-type: none"> ▪ Static Protection Career Development Path (Division PSS): <ul style="list-style-type: none"> – All members appointed in Static Protection posts, as an entry point into in-transit protection, undergo the Basic VIP Course. This course capacitates members for vertical and horizontal movement within the Division. – The horizontal movement allows members to grow within the Component: Static Protection Services. They start off as members of gate access and patrolling of VIP residences until they are Unit Commanders. – Members are also allowed to move vertically, where they are afforded the opportunity to acquire policing skills to prepare them for other roles within SAPS. 	<ul style="list-style-type: none"> → Divisional Commissioner: Protection & Security Services → Head: Presidential Protection Service 	<p>By 31 March 2018</p>



PCoP Recommendations: Programme 5 (7)

PCoP Recommendations	Key Actions to Address Recommendations	Responsibility	Timeframe / Target
<p>41. The Committee recommends that the Department should pay attention to the working conditions of members attached to the Static Security Component and develop a career path for those members who express an interest to enter other components of the SAPS (cont.)</p>	<ul style="list-style-type: none"> ▪ In-Transit Protection Career Development Path: <ul style="list-style-type: none"> – Those members who wish to become Close Protectors are required to undergo the Advanced VIP Protection Course. Members in this environment are also afforded the opportunity to acquire other policing skills to prepare them for growth and exit strategies. ▪ A career path is in place for the members within the Presidential Protection Service Component. <p>2. Planned Actions 2017/2018:</p> <ul style="list-style-type: none"> ▪ The Division Protection and Security Services will initiate a consultation process regarding career development paths in conjunction with the Division: Human Resource Utilisation. ▪ This will be circulated for comments throughout SAPS. Once all the inputs have been taken into account and approved by the Acting National Commissioner, implementation of the career development paths within the Division: PSS will commence. ▪ In the first quarter of 2017/2018, task teams will embark on road shows to Gauteng and the Western Cape, to communicate the horizontal and vertical career development paths and to encourage members within the Static environment not remain in one environment. ▪ The second quarter will cover Limpopo, Northern Cape, Eastern Cape and the Free State. ▪ Mpumalanga, North West and KwaZulu-Natal will be addressed in the third quarter. 	<p>→ Divisional Commissioner: Protection & Security Services</p>	<p>31 December 2017</p>

3. PROPOSAL REGARDING THE SAPS'S REPORTING TO THE PCOP

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Proposal regarding SAPS's Reporting to the PCoP (1)



RECOMMENDATION	ORIGINAL REQUEST FOR QUARTERLY REPORTS
QUARTERLY REPORTS	
The Committee is further of the opinion and recommends that the project manager for the IJS/CJS project provides a regular quarterly report on the progress of all projects	PCoP BRRR dated 24 October 2013
The Committee recommends that there should be quarterly report on progress made on the implementation of e-dockets	PCoP BRRR dated 24 October 2013
Provide quarterly progress reports on the roll-out strategy of POP	Request by Chairperson at the briefing on 3 September 2014
Provide quarterly progress reports on the implementation of the DNA Act	Request by Chairperson during briefing to Committee
The Committee recommends that the department takes action to address poor performance with effect to members who do not fill out their pocket books and reports on a quarterly basis	PCoP BRRR dated 31 October 2014
BI-MONTHLY REPORTS	
The Committee recommends that the SAPS reviews and investigates the principle of rotation for key staff at stations throughout the country. The SAPS is to develop such a policy and make it available before the end of the financial year	PCoP BRRR dated 20 October 2015. <i>In the letter dated 24 March 2016 a commitment was made by SAPS to report progress bi-monthly</i>



Proposal regarding SAPS's Reporting to the PCoP (2)



RECOMMENDATION	ORIGINAL REQUEST FOR MONTHLY REPORTS
MONTHLY REPORTS	
<p>Monthly progress reports on the implementation of the CFR Turnaround Strategy</p>	<p>Request by Chairperson during briefing to Committee on 3 June 2015</p>
<p>The SAPS must submit monthly reports to the Portfolio Committee on the implementation of the actions plans to implement the recommendations of the AGSA.</p> <p>The Committee recommends that the SAPS must provide monthly written reports to the Committee on the action steps it will take to implement and monitor the recommendations of the AGSA.</p> <p>The Committee recommends that the Department implements the recommendations of the AGSA with respect to leadership at station and cluster level when it comes to managing performance information on reaction times and reliability of information.</p> <p>Monthly reports must be provided to the Committee on this matter.</p>	<p>PCoP BRRR dated 20 October 2015</p>
<p>The SAPS must submit monthly reports to the Portfolio Committee on the implementation of the action plans to implement the recommendations of the Auditor-General</p>	<p>PCoP BRRR dated 21 Oct 2016- par 7 request for additional information</p>

- **As indicated above, the SAPS provides 5 quarterly reports, 1 bi-monthly report and 3 monthly reports to the PCoP.**
- **It is proposed that all of the above-mentioned reports be collapsed into a single quarterly report to the PCoP.**

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