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| **POLICE AND PRISONS CIVIL RIGHTS UNION** **POPCRU SUBMISSION****POLICE RECRUITMENT AND TRAINING MODEL** A Submission prepared by the Police and Prisons Civil Rights Union1 Marie Road, Auckland Park, Johannesburg, 2000Tel: 011 242 4600; Fax: 086 625 3054; Email: gs@popcru.org.za |

**12 March 2019**

**1. Background**

We would first and foremost like to extend our appreciation to the Portfolio Committee on Police for having invited us to participate and make a submission on the recruitment and training model for our Police Officers. We, as POPCRU, believe that meticulous recruitment process and appropriate training of our police officers as a step in the right direction towards building safer communities and professionalisation of our police service as envisioned by the National Development Plan (NDP).

We sincerely, thereby, welcome this opportunity to share with you our inputs, as contained in this very same submission, on the recruitment and training of police officers. Our submission is structured as follows.

**2. Challenges characterising recruitment and training in police services**

In spite of the compelling need to transform organisational culture of SAPS, there has been a sluggish progress in completely phasing out vestiges of the Apartheid recruitment and training methods in the police services. Interestingly, one academic, Janine Rauch, a Wits university criminologist, claims that police training is inappropriate and racist in structure. The de facto vestiges of racism in the existing training institution must be removed.

One key mechanism needed to deal adequately with some of the anomalies and challenges, which to some extant hamstring SAPS to effectively and efficiently execute its entire legislative mandate, especially as a result of thin workforce is to recruit and train enough police officers. The insufficient human capital at the police stations hinders the provision of efficient service to the communities unachievable. POPCRU, as a result submit that the current number of annual intake be doubled with another 3000 to make it a total figure of 6000 annually. The recruitment into the police must also attract competent and skilled professionals. The recruitment policies with stringent basic requirements must be developed, which will ensure that the service is not infiltrated by the criminals.

We have witnessed, in recent times, the involvement of police officers in the horrendous crimes frequently committed around the country portraying SAPS in a negative light and leaves the community trust towards the service at the low ebb. The intensive vetting and screening process must be introduced and consistently maintained to avert any possible infiltration and harbouring of dishonest and rogue elements within the service.

Albeit we acknowledge and applaud continuous training to the members in different units of the service, we believe that the training offered is not sufficient to capacitate members to efficiently and effectively execute their responsibilities. This was exposed during the Marikana Massacre. The Farlam Commission, that investigated the massacre, found that members of the Public Order Policing (POP) component/unit were inadequately trained and unable to handle confrontational situations without shedding blood.

The commission further recommended the revision and amendment of the Standing Order 262 (the Public Order Policing rules and procedures for dealing with crowd management during gatherings and demonstrations) and other relevant documents. The commission also recommended that the best public order policing methods be used to implement training programme for public order police.

We therefore want to seize this opportunity to challenge the police department to share with the committee what did they do with recommendations of the commission, especially with regard to the training challenges in the POP.

**3. The ideal training model to deal with challenges within police service**

Based on the history and culture of the SAPS, it is undisputable fact that training should be one of central components of reform and transformation in the police service. The current police training method does not give us the type of a cop we want. Training, which would also enhance professionalism in the police service, should be skills oriented, on the job and recognise talents and experience rather than just certificate.

We submit that this advanced training should not only be offered to new recruits, but be extended to also police managers to enable them to respond positively and appropriately in dealing with policing challenges presented by fast modernizing world. Top managers, in particular those leading transformation, should be retrained in modern techniques and principles of participatory management to capacitate them to facilitate the arduous task of transforming the police and subsequently changing it role both in combating crime and engaging the community. We must build well-trained officers who will be able fight crime with modern mechanisms.

In achieving genuine transformation and professionalism in the police service, POPCRU submit that the ideal training method should be able to equip our police officers to catalyse the realisation of the aspirations of the NDP, amongst others, professionalisation of police service and police-community relationship. It should be a training that would construct strong and reliable partnership between community and police in fighting crime.

The reality is that fighting crime has become a complex exercise, especially in this era of the 4th Industrial Revolution, which is also characterised by cybercrime. Technologically sophisticated police officers will enable them to successfully tackle any cyber linked crimes, organised crime and corruption as they pose serious economic instability in the country. The NDP recommends for dedicated focus on equipping detectives with necessary skills, protection and resources to disrupt organised criminal enterprises. Technologically advanced police officers will ensure efficient and effective prevention and combating of crime in general and not only cyber related crime.

**4. Uniform and standard training for Law enforcement officers**

POPCRU submits that the ideal police training model must be able to effectively expedite the realisation of our long held view to reconfigure the criminal justice cluster departments, in particular, Department of Justice and Correctional Services and Department of Police, wherein they will be a synergy in relation to utilisation of their resources. The approach will also assist in achieving constitutional imperatives of establishing single police service.

We argue that training for these officers should be increased from their current training span to 36 months programme, with qualification equivalent to National Diploma. The curriculum must be structured in a way that would allow all new recruits (police, correctional and traffic officers) to receive standard and uniform training that shall be determined by the National Commissioner. It must however be emphasised that each department will still be responsible to administer its own recruitment drive with targeted number of intakes. The three year training programme must be rolled out in the following format.

* In their first year, all new recruits must receive uniform training which should focus and provide students with deeper understanding and knowledge of the Criminal Procedure Act since they will all be working in the criminal justice system.
* And in their second year they will then be deployed to their workstations to do practical work.
* In their third and final year, the trainees will thus be permitted to select their areas of speciality, i.e. detectives, POPs

POPCRU advocate for training programme that will turn policing into a professional career. The same sentiments are expressed by the 2016 White Paper on Police (WPoP) when it prescribed that the 21st century police officer should have a professional career and be a loyal public servant with respect and acceptance of public service values, accountability mechanisms and policing system

**5. Conclusion**

In conclusion chair, POPCRU believes that any training model that would be adopted should be a model that would achieve the object of the NDP which is to build a professional body that would be able to efficiently provide service to the communities. We further believe that proper training will definitely help in realising prescriptions of certain policies within police services.

Though we appreciate and applaud efforts by the department for taking our police officers through some training programmes, we argue that more should still be done to capacitate them with expertise and knowledge that will change our entire police service.

**I thank you**

**Nkosinathi Theledi**

**General Secretary**

**POPCRU**

**12 March 2019**