

ON A JOURNEY TO A SAFER SOUTH AFRICA

Creating a safe and secure, crime free environment, that is conducive for social & economic stability, supporting a better life for all.



Portfolio Committee on Police Induction Workshop

21 August 2019

#PatrioticAndSelflessService



1. Constitutional Mandate of the SAPS, within the context of the Criminal Justice System Value Chain
2. Organisational Profile
 - Human Resource Profile
 - Stations and Specialised Units
 - Status of Vehicles in Province
3. Budget (overview of the MTEF and 2019/2020 budget)
4. Overview of medium-term priorities
5. Key issues/challenges in the fight against crime and areas for intervention.

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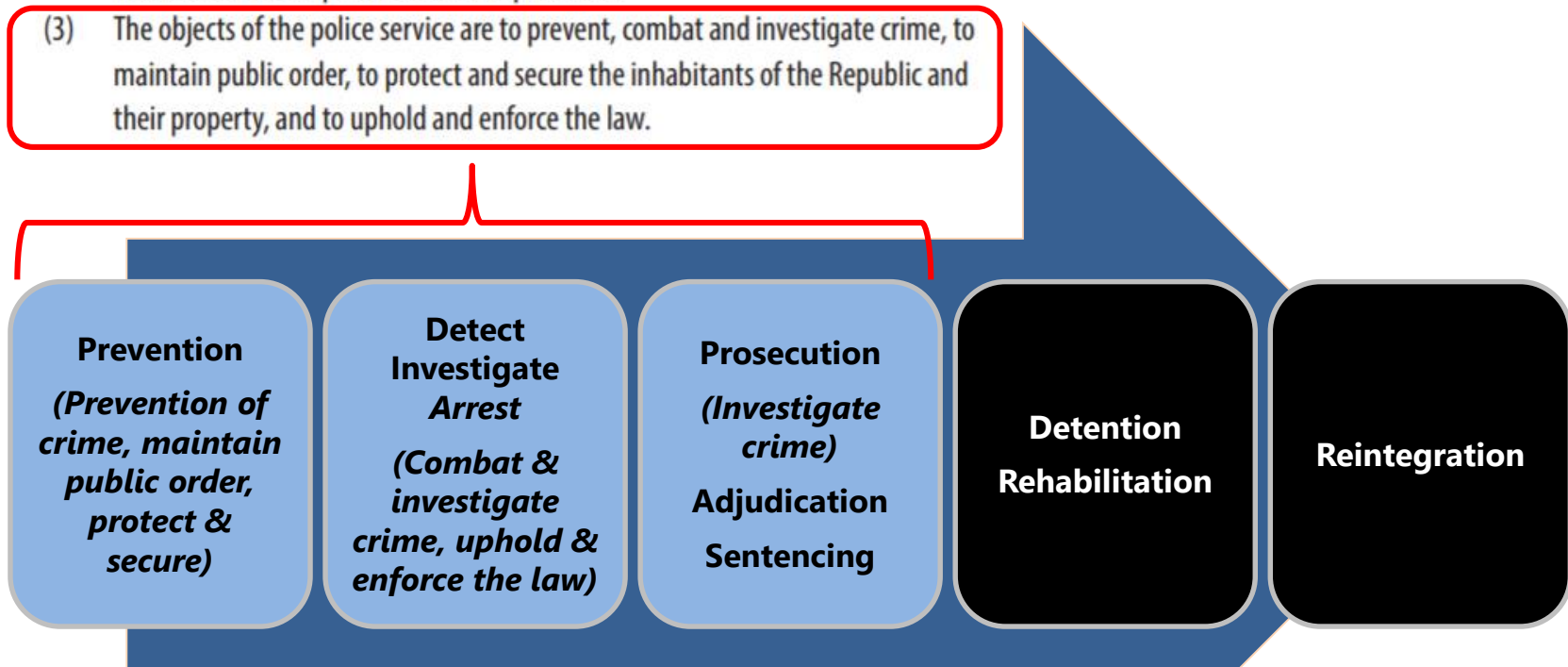
Constitutional Mandate of the SAPS & CJS Value Chain

Constitutional Mandate of the SAPS & CJS Value Chain



Police service

205. (1) The national police service must be structured to function in the national, provincial and, where appropriate, local spheres of government.
- (2) National legislation must establish the powers and functions of the police service and must enable the police service to discharge its responsibilities effectively, taking into account the requirements of the provinces.
- (3) The objects of the police service are to prevent, combat and investigate crime, to maintain public order, to protect and secure the inhabitants of the Republic and their property, and to uphold and enforce the law.



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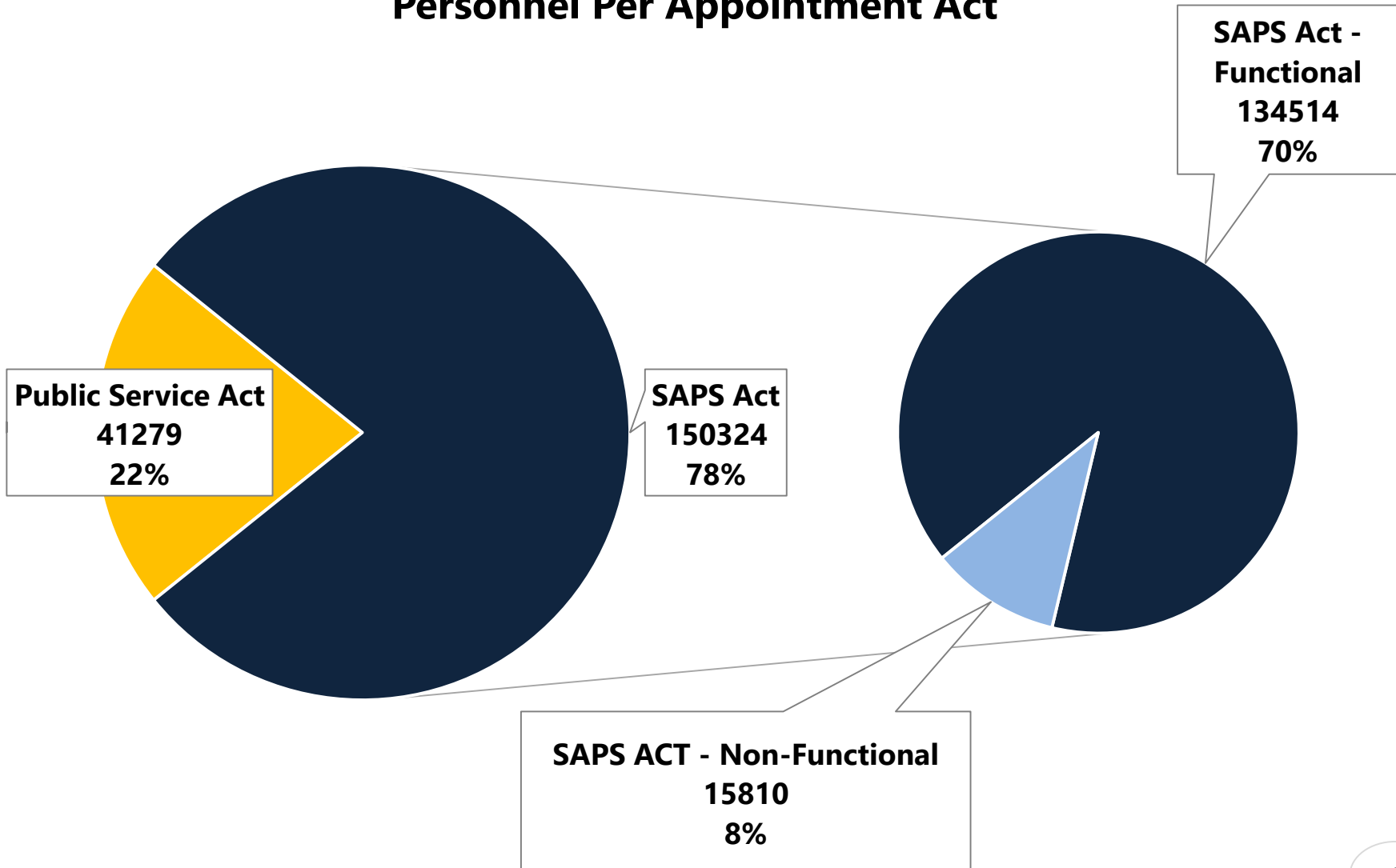
Creating a safe and secure, crime free environment, that is conducive for social & economic stability, supporting a better life for all.



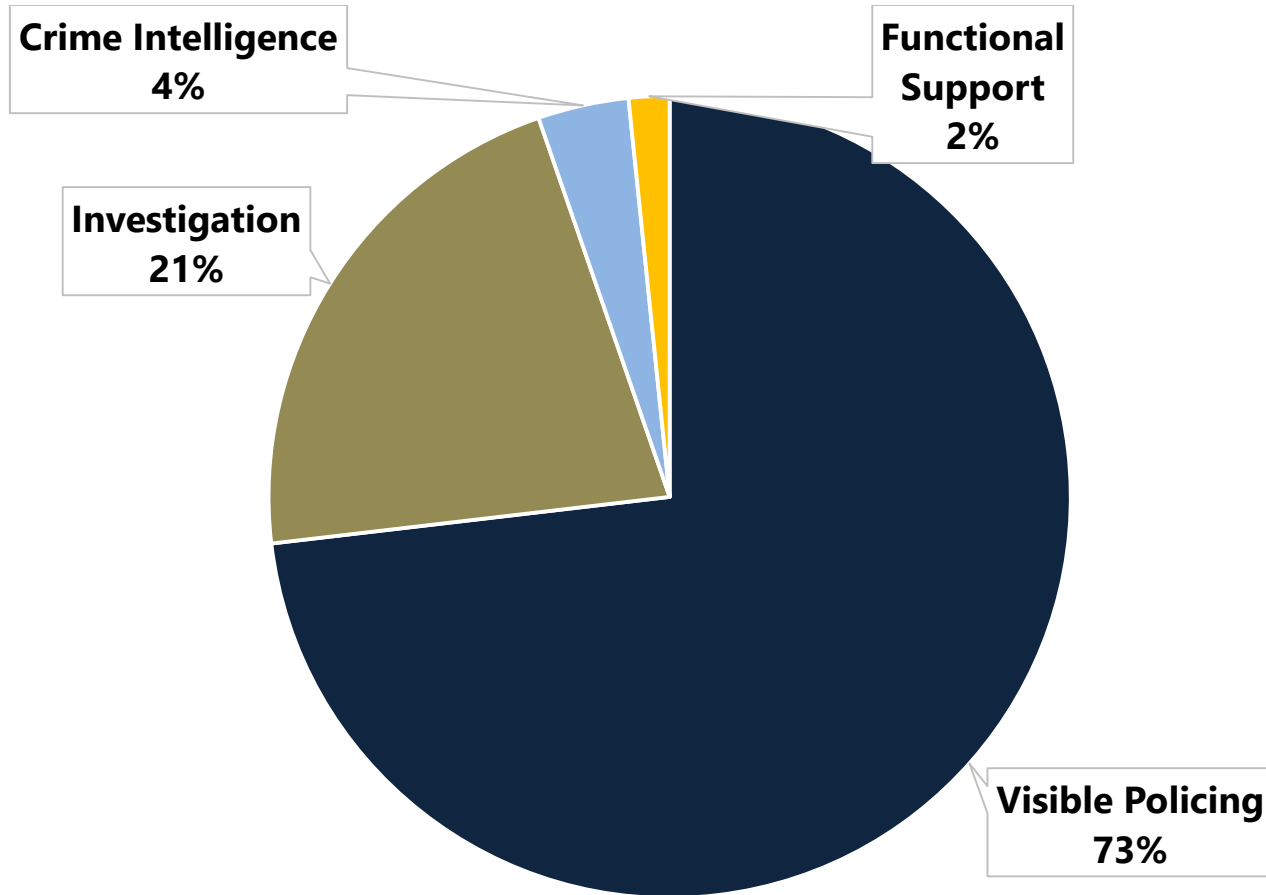
Organisational Profile



Personnel Per Appointment Act



Deployment of SAPS Act Personnel



■ Visible Policing ■ Investigation ■ Crime Intelligence ■ Functional Support

SAPS Operational Footprint - National Capabilities (1)



Police Stations

1 151



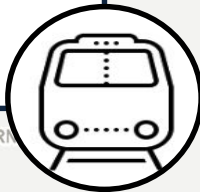
Operational Response Services:

- Air Wing (13)
- Border Policing (71)
- Mobile Operations (2)
- National Intervention Units (NIU) (4)
- National Special Task Force (3)
- Public Order Policing Reserve Units (4)



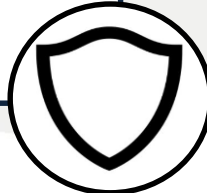
Visible Policing:

- Railway Units (24)
- Veterinary Services (3)



Protection and Security Services:

- Static Protection (21)
- Very Important Persons Protection (15)



Detective Service:

- Anti-Corruption Investigation Unit (1)
- Cold Case Investigation (1)



SAPS Operational Footprint - National Capabilities (2)



Police Stations

1 151



Technology Management Services:

Information Communication
Technology Units (ICTU) (29)



Supply Chain Management:

Garages (101)



Forensic Services:

Explosives (40)
Local Criminal Record Centre (101)



Crime Intelligence:

Crime District Intelligence (183)



WESTERN CAPE

NORTH WEST

GAUTENG

FREE STATE

SAPS Operational Footprint - Provincial Capabilities



Police Stations

1 151



Visible Policing:

- 10111 Command Centres (23)
- Accident Combating Units (6)
- Flying Squad (31)
- K9 Units (94)
- Mounted Units (18)
- Royal Protection Service (1)
- Stepping Stones One Stop Youth Centre (1)
- Vehicle Safeguarding Section (53)



Operational Response Services:

- Public Order Police (POP) (43)
- Tactical Response Teams (31)



Supply Chain Management:

- Armourers Units (9)



FREE STATE

KWAZULU/NATAL

Detective Service:

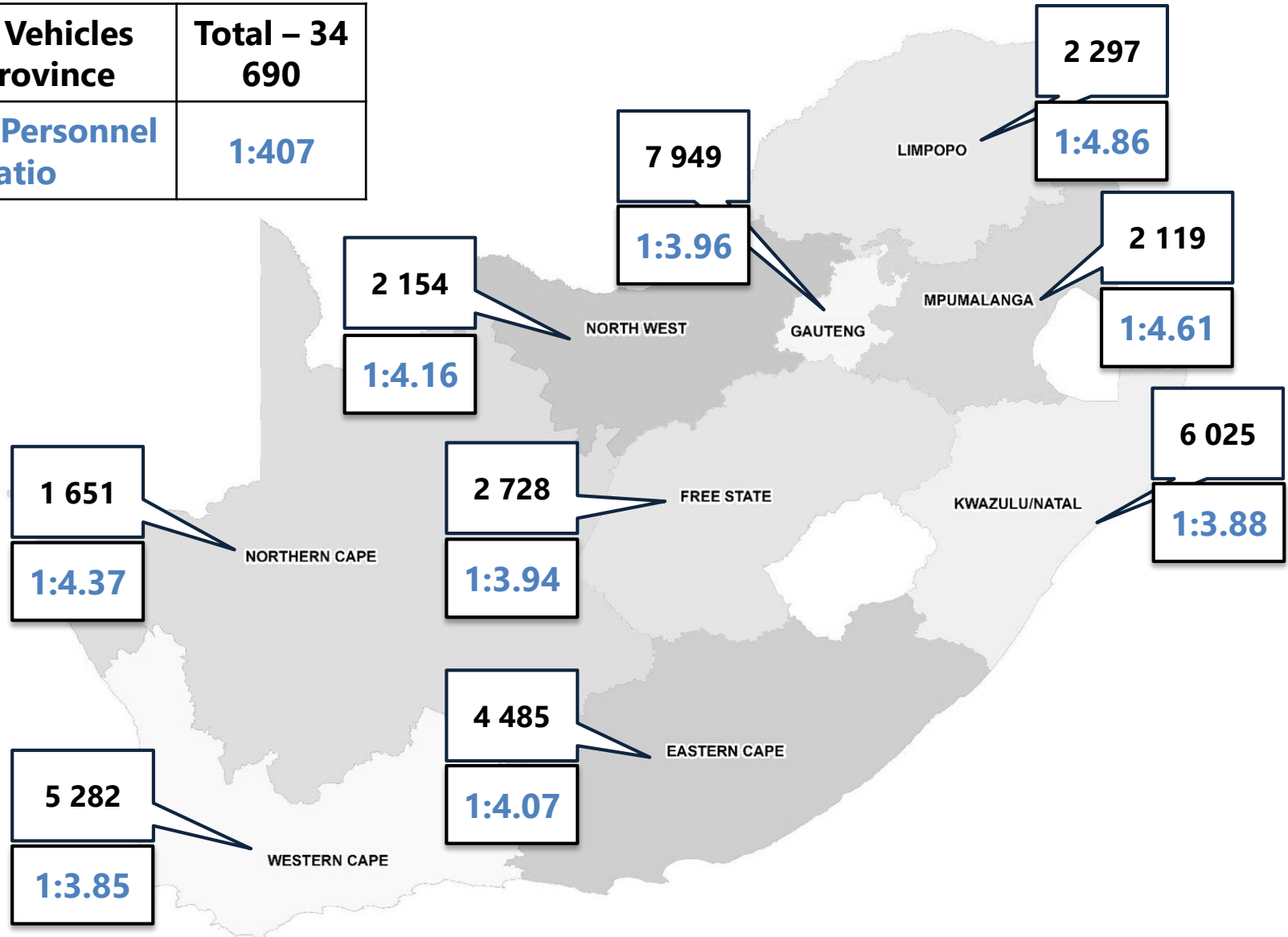
- Anti-Corruption Units (9)
- Anti-Gang Units (2)
- Family/Child and Sexual Offences Units (177)
- Stock Theft Units (91)
- Tracking Teams (9)
- Vehicle Crime Investigation Units (54)



Status of Vehicles in Provinces



Active Vehicles per Province	Total – 34 690
Vehicle/Personnel Ratio	1:407



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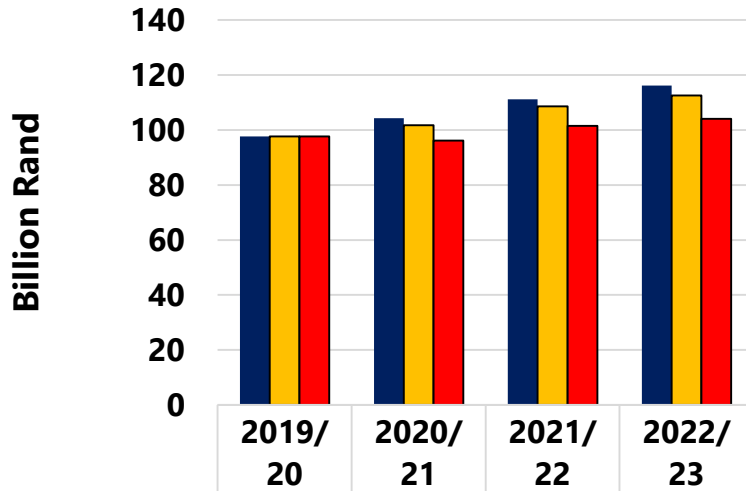
Budget (overview of the MTEF and 2019/2020 budget)

Reduced Baseline Analysis



Total Vote

Budget (Billion)



	2019/ 20	2020/ 21	2021/ 22	2022/ 23
■ Previous	97,6	104,3	111,1	116,1
■ New MTEF	97,6	101,7	108,6	112,6
■ Additional	97,6	96,1	101,5	104,1

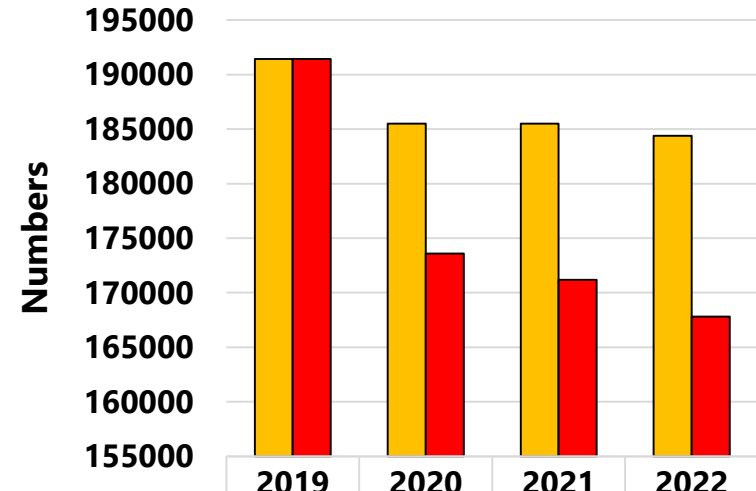
6.0% Average Annual Growth

4.9% Average Annual Growth

2.2% Average Annual Growth

Compensation

Personnel



	2019 /20	2020 /21	2021 /22	2022 /23
■ New MTEF	191431	185494	185494	184384
■ Additional	191431	173596	171187	167814

MTEF Budget Reductions ALREADY Introduced



	2020/21 R'000	2021/22 R'000	2022/23 R'000	Aggregate Baseline Reduction R'000
Previous MTEF Baseline	104 323 255	111 180 229	±116 183 350 (If 4,5% increase)	
Reductions already introduced	(2,43%)	(2,30%)	±(3,01%)	
Reduction in monetary terms	(2 539 689)	(2 554 644)	±(3 497 799)	±(8 592 132)
*Compensation of employees(3,0%)	(2 539 689)	(2 554 644)	(3 354 522)	(8 448 855)
*Goods and Services	(0)	(0)	(143 276)	(143 276)
Unit cost (average)	R427 743	R455 546	R476 046	
Decrease in number of posts (Only on compensation of employees portion)	5 937	Carry through	Carry through + 1 110	= 7 047

Impact of the PROPOSED 5%, 6% & 7% Baseline Reductions



	2020/21 R'000	2021/22 R'000	2022/23 R'000	Aggregate Baseline Reduction R'000
Reduced MTEF Baseline	101 783 566	108 625 585	112 685 550	
Required reductions to be introduced in addition	(5,0%)	(6,0%)	(7,0%)	
Reduction in monetary terms	(5 089 178)	(6 517 535)	(7 887 989)	(19 494 702)
Unit cost (average)	R427 743	R455 546	R476 046	
Decrease in number of posts	11 898	Carry through + 2 409	Carry through + 2 263	= 16 570
TOTAL decrease in number of posts (Both reductions)	17 835	Carry through + 2 409	Carry through + 3 373	= 23 617

Human Resource Plan over the MTEF

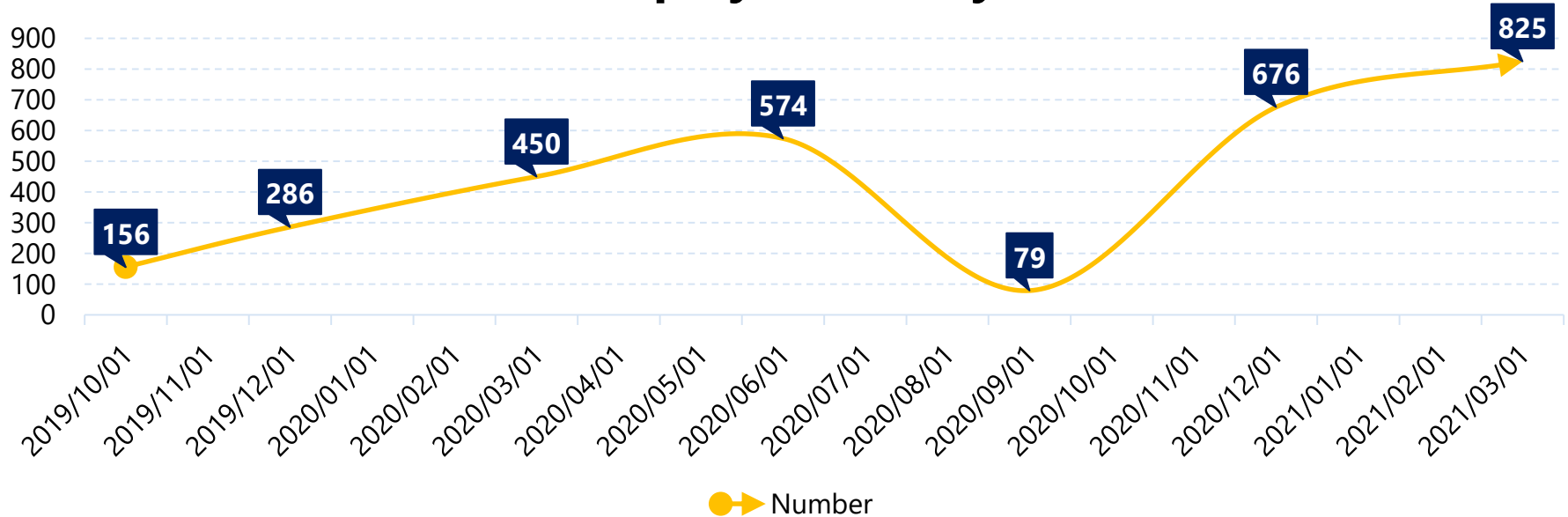


	2019/22	2020/21	2021/22	2022/23
Anticipated HR staffing levels (In terms of existing baseline)	191 431	191 431	191 431	191 431
Reductions already introduced on MTEF baselines (Decrease in number of posts)		5 937	5 937 (Carry through)	5 937 (Carry through) + 1 110
Reduced HR staffing levels	191 431	185 494	185 494	184 384
Additional reductions of 5%, 6% and 7% for possible introduction on MTEF baselines (Decrease in number of posts)		11 898	11 898 (Carry through) + 2 409	14 307 (Carry through) + 2 263
Reduced HR staffing levels (With 5%, 6% and 7% reduction)	191 431	173 596	171 187	167 814

Impact of the Early Retirement Initiatives



Number of Employees – Early Retirement



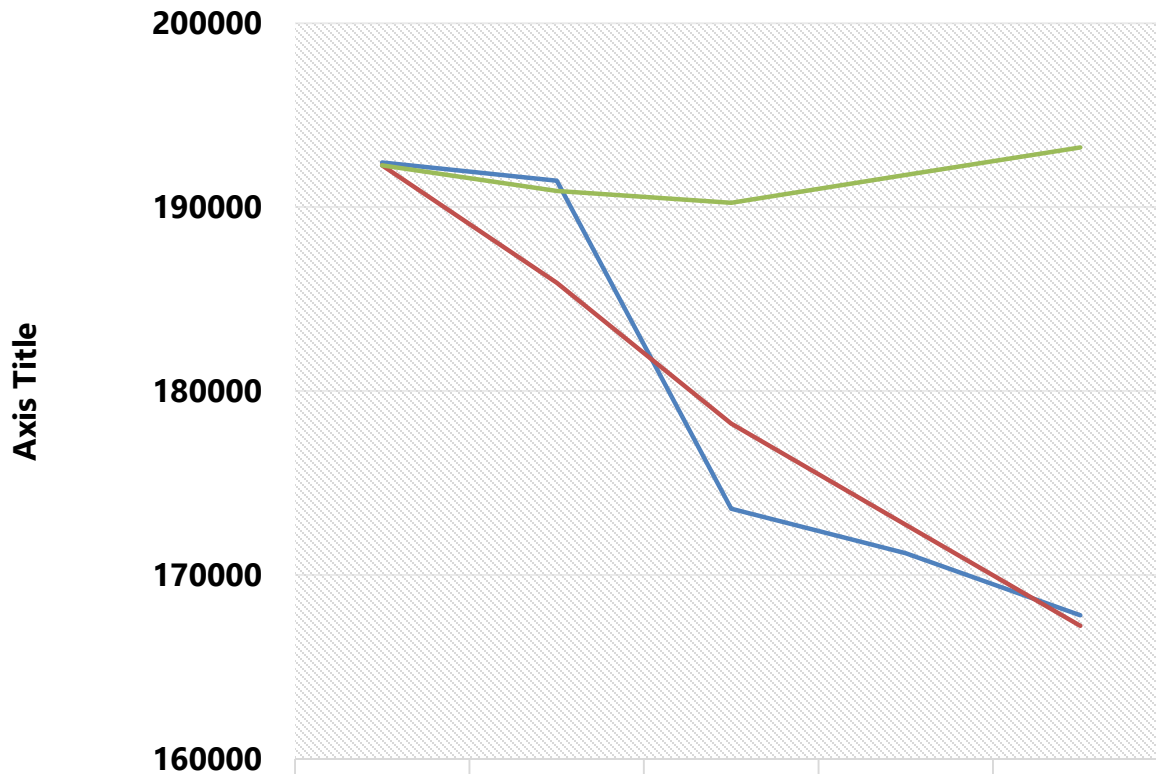
	2019/20	2020/21	2021/22	2022/23	2023/24
Savings	75 393 175	796 281 490	1 523 512 129	1 417 107 342	1 307 462 726
Expenditure*	3 578 113	67 924 533	337 674 940	511 258 318	539 377 525
Nett Anticipated Savings	R 70 686 435	R 693 393 016	R 969 910 384	R 491 370 455	R 330 810 311

*Anticipated replacements – Reconsider (Includes 76 station commanders, 60 detective commanders and 45 VISPOL commanders)

Reducing the Establishment



Estimated Establishment



- Planned establishment for 2019/2020 = **191 431**
- Estimated loss **5 500** per annum
- Early retirement total = **3 018**
- Planned recruitment = **7 000**

	2018/19	2019/20	2020/21	2021/22	2022/23
Planned	192431	191431	173596	171187	167814
Estimate excl Replacements	192277	185885	178240	172740	167240
Estimate	192277	190885	190240	191740	193240

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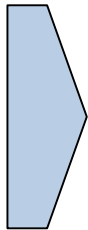
Overview of medium-term priorities

SAPS Contribution to JCPS Cluster Priorities



SOUTH AFRICAN POLICE SERVICE

Programme 1
Administration



Programme 2
Visible Policing



Programme 3
Detective Services



Programme 4
Crime Intelligence



Programme 5
Protection & Security Services



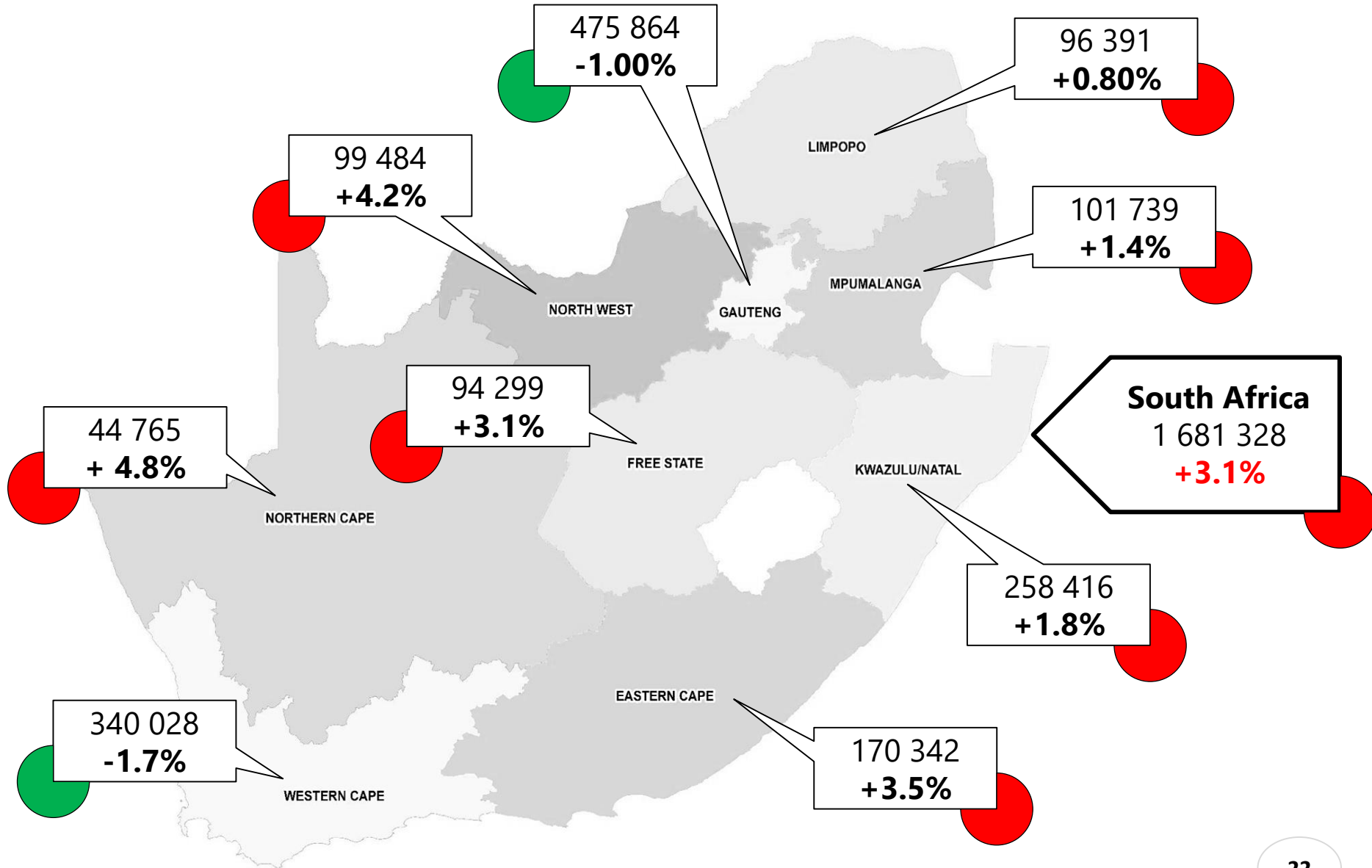
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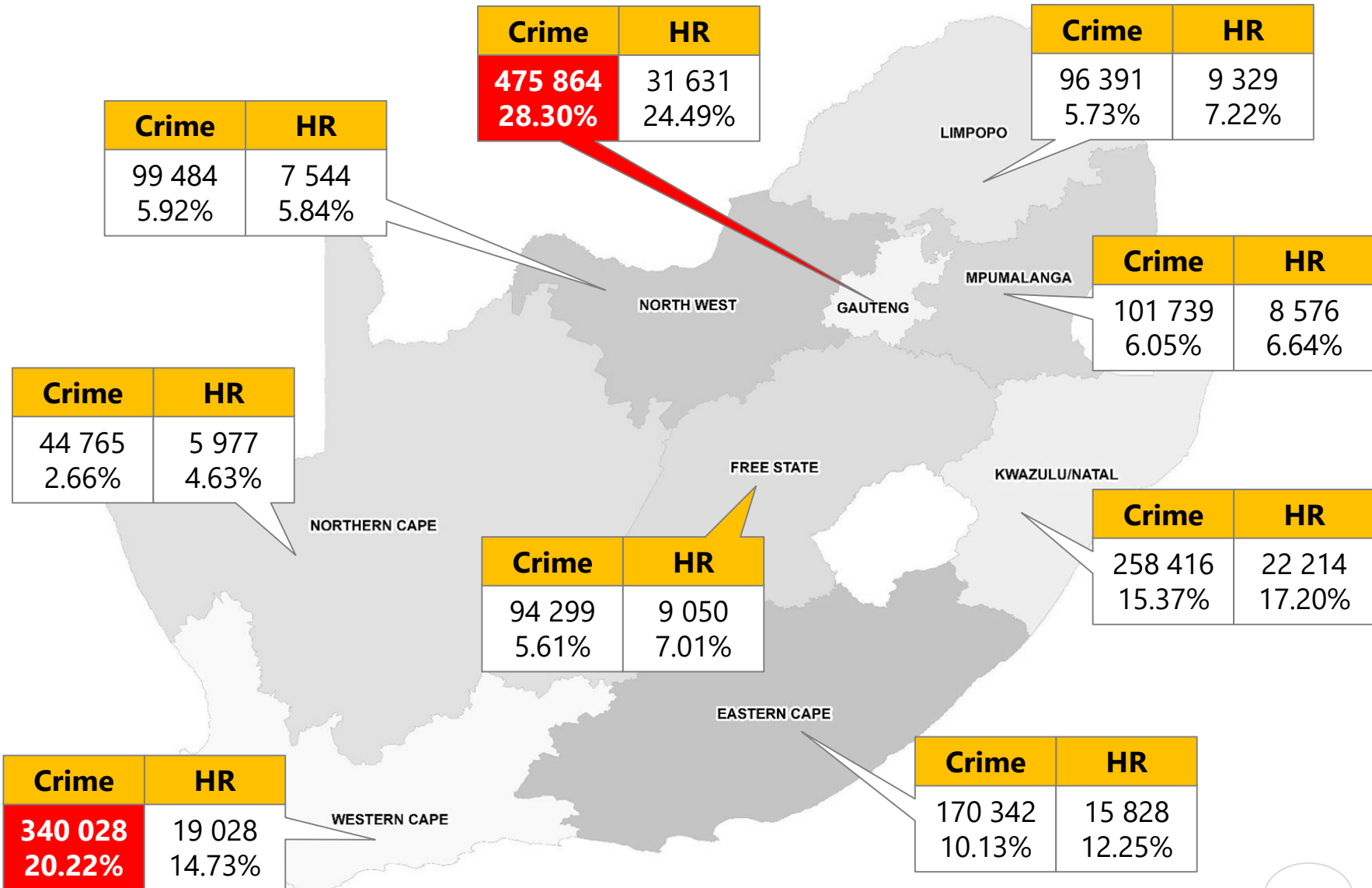


Key issues/challenges in the fight against crime & areas for intervention.

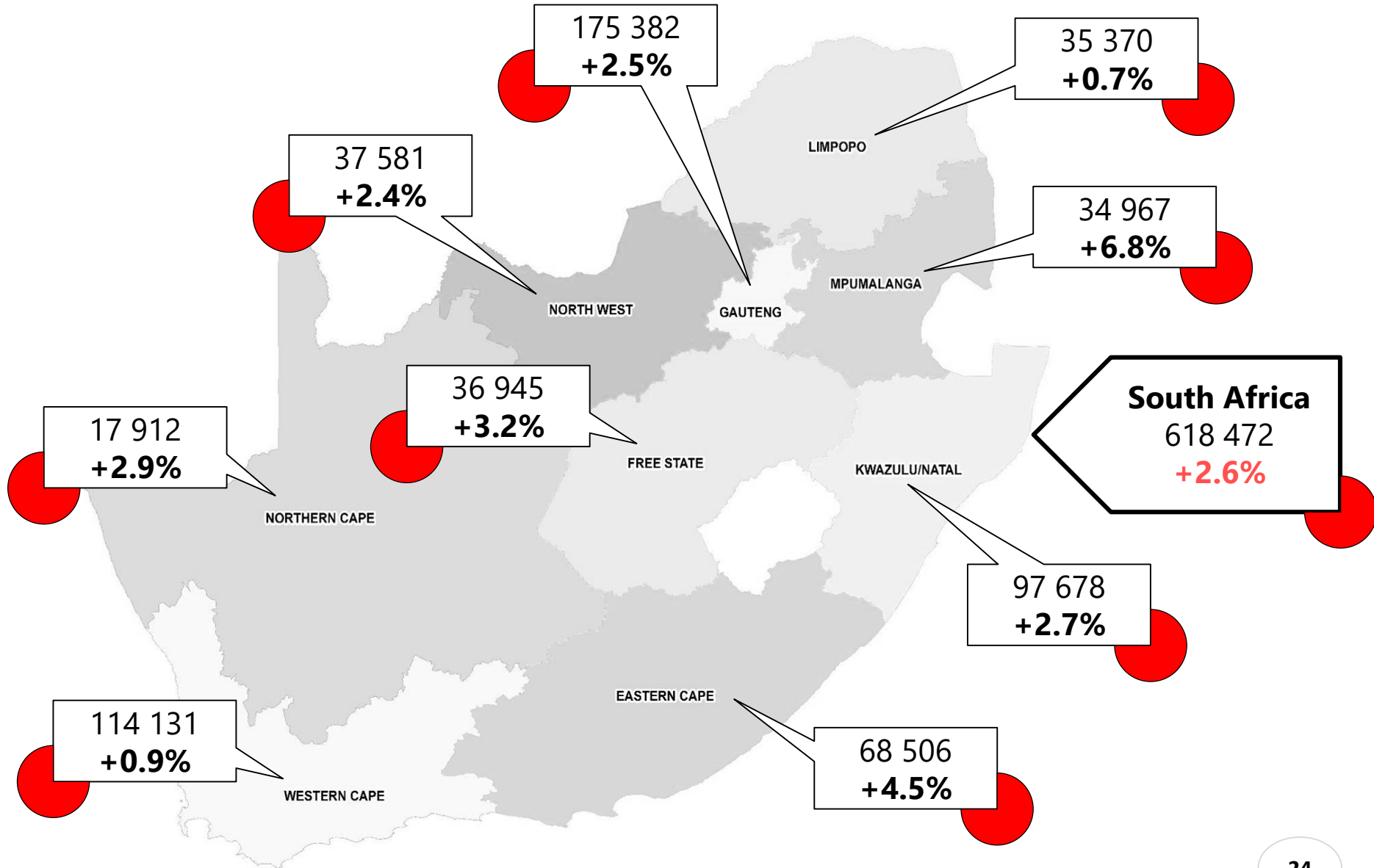
Reported 17 Priority Crimes – 2018/2019



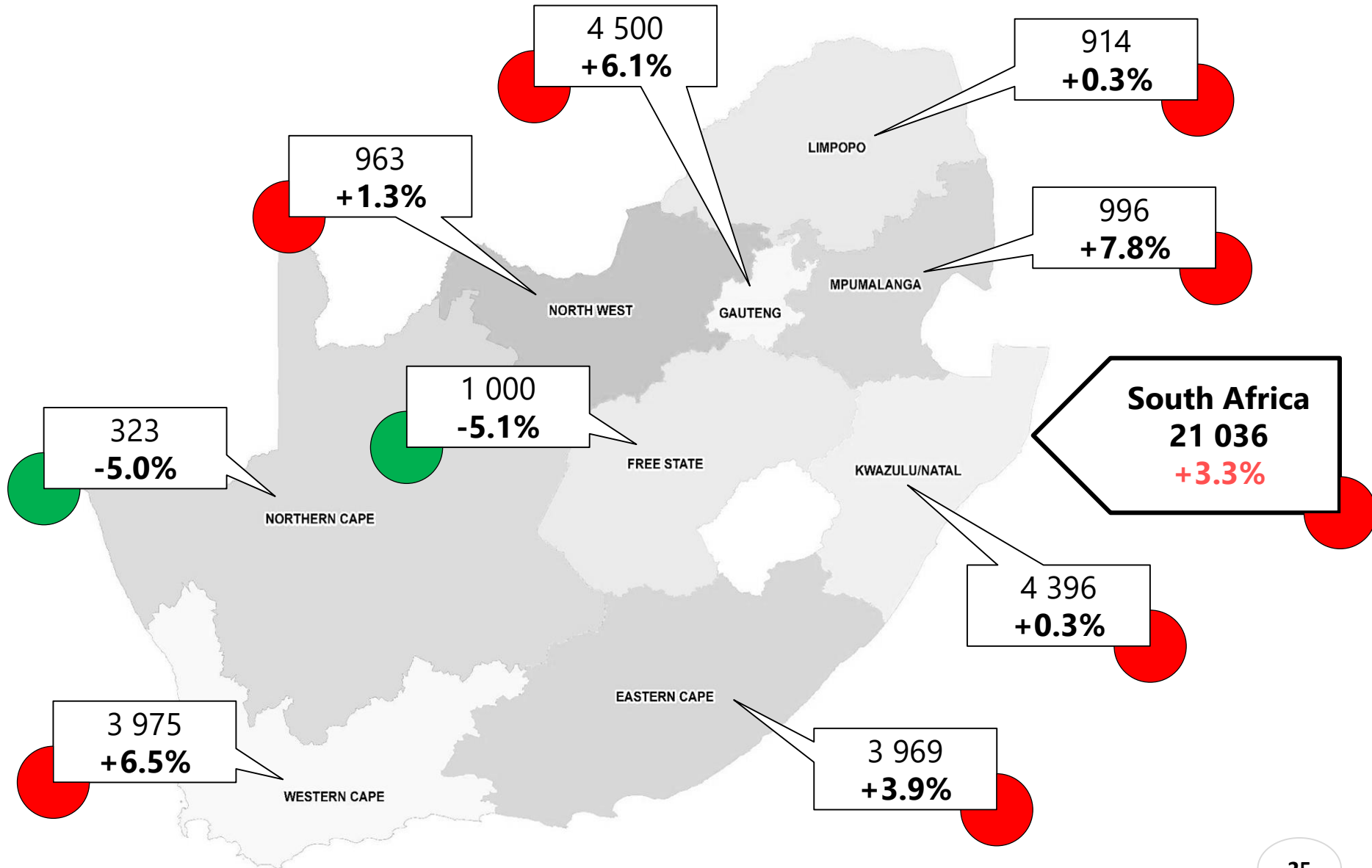
Crime/Operational Resource Weight per Province – 17 Priority Crimes



Reported Contact Crimes – 2018/2019



Reported Murder – 2018/2019



Key Functional Areas & Issues/Challenges – Programme 1 (1)



SOUTH AFRICAN POLICE SERVICE

Programme 1 Administration



Programme 2 Visible Policing



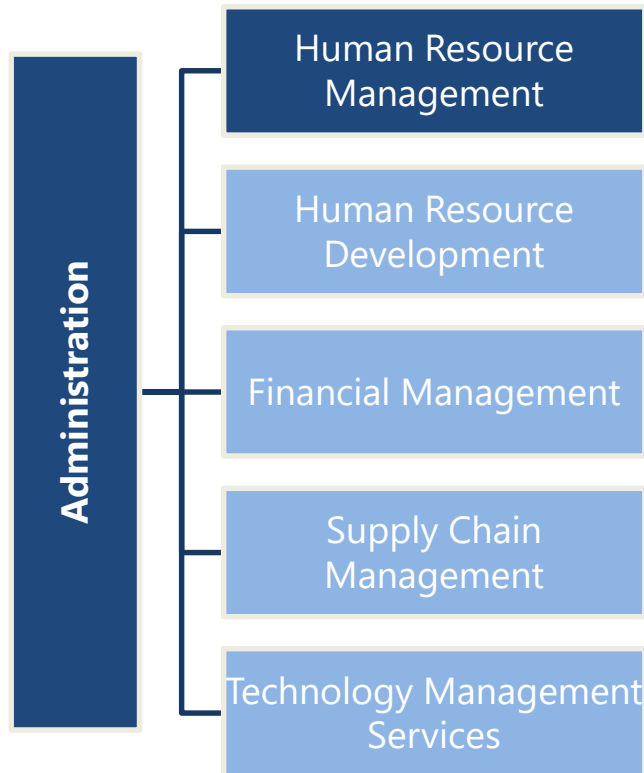
Programme 3 Detective Services



Programme 4 Crime Intelligence



Programme 5 Protection & Security Services



- Prioritise reallocation of human resources according to policing demands (Western Cape)
- Review recruitment practices to address current incidents of corruption and nepotism
- Improve conduct, ethics and professionalism of SAPS members (refrain from involvement in politics)
- Respond appropriately to members involved in crime
- Expedite disciplinary action against members
- Improve general levels of service delivery, specifically at access points
- Urgently address high number of senior managers on suspension
- Improve measures to address the wellbeing of employees, including medical care
- Apply consequence management to address non-achievement of agreed deliverables
- Opportunities for people with disabilities

Key Functional Areas & Issues/Challenges – Programme 1 (2)



SOUTH AFRICAN POLICE SERVICE

Programme 1
Administration



Programme 2
Visible Policing



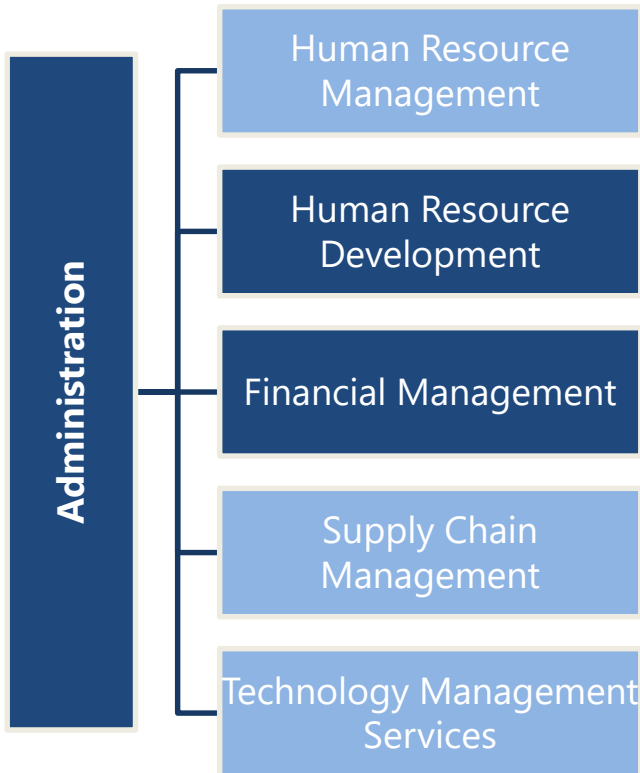
Programme 3
Detective Services



Programme 4
Crime Intelligence



Programme 5
Protection & Security Services



- Improve the quality of training provided to operational, specifically operational capabilities
- Increase annual intake of students to 7 000
- Review the value add of current overseas training

- Spending to address government priorities
- Review and align current SAPS spending priorities
- Reduce wasteful and fruitless expenditure
- Reduce litigation cost and civil claims
- Reduce spending on overseas trips

Key Functional Areas & Issues/Challenges – Programme 1 (3)



SOUTH AFRICAN POLICE SERVICE

Programme 1 Administration



Programme 2 Visible Policing



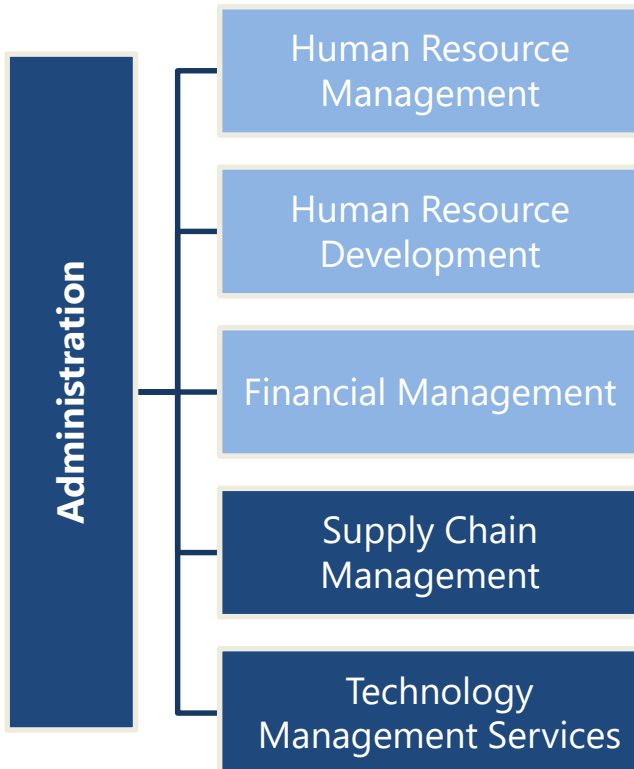
Programme 3 Detective Services



Programme 4 Crime Intelligence



Programme 5 Protection & Security Services



- Capacitate and modernise vehicle and air fleet
- Reduce time spend on maintenance of vehicle fleet
- Review procurement practices to minimise procurement delays
- Implement measures to address abuse of state resources
- Modernise equipment and technology used by specialised capabilities

- Improve technology to prevent, combat and investigate crime
- Improve technical capability of specialised capabilities

Key Functional Areas & Issues/Challenges – Programme 2 (1)



SOUTH AFRICAN POLICE SERVICE

Programme 1
Administration



Programme 2
Visible Policing



Programme 3
Detective Services



Programme 4
Crime Intelligence



Programme 5
Protection & Security Services



Policing

Visible Policing

→ Frontline policing capacity (1 151 police stations)

Operational Response Services

- Violent (contact) crime will be halved
- Increased police visibility
- Effective community policing forums
- Safety of commuter transport
- Safer Cities
- Safety of tourists
- 30 high crime areas, specifically violent crime (Contact, TRIO, murder, women and children)
- Prevalence and spread of gangsterism
- Trio crimes, specifically house robberies
- Gender-based violence (capacitating and equipping the police to support survivors of gender-based violence / Strategies to end gender based violence and femicide)
- Crime against vulnerable groups
- Expedite firearm amnesty to reduce availability of firearms & launch total onslaught on illegal firearms

Key Functional Areas & Issues/Challenges – Programme 2 (2)



SOUTH AFRICAN POLICE SERVICE

Programme 1
Administration



Programme 2
Visible Policing



Programme 3
Detective Services



Programme 4
Crime Intelligence



Programme 5
Protection & Security Services



Policing

Visible Policing

Operational Response Services

- Public Order Policing
- Special Task Force/National Intervention Unit/Tactical Response Teams
- National Operations Centre
- Border Policing
- Air Support

- Increase in public violence, prioritise areas in most affected provinces (e.g. Johannesburg, Tshwane)
- Displacement of licit mining activities (negative impact on economy)

Key Functional Areas & Issues/Challenges – Programme 3 (1)



SOUTH AFRICAN POLICE SERVICE

Programme 1
Administration



Programme 2
Visible Policing



Programme 3
Detective Services



Programme 4
Crime Intelligence



Programme 5
Protection & Security Services



To be addressed by the National Head: DPCI

DPCI

Crime Detection

Detective Service

- Frontline Detective Service capability (1 151 police stations)
- Specialised capabilities

Forensic Services

- Improve success rate in crime investigation and prosecution
- Professionalization of the CJS
- 30 high crime areas, specifically violent crime (Contact, TRIO, murder, women and children)
- Gangs & Drugs
- Economic Crimes
- Modus Operandi Strategic Analysis Centre
- Cyber security (cyber crime)

Key Functional Areas & Issues/Challenges – Programme 3 (1)



SOUTH AFRICAN POLICE SERVICE

Programme 1
Administration



Programme 2
Visible Policing



Programme 3
Detective Services



Programme 4
Crime Intelligence



Programme 5
Protection & Security Services



DPCI

Crime Detection

Detective Service

Forensic Services

- Forensic Science Services (4 Regional Laboratories in the Eastern Cape, Western Cape, KwaZulu-Natal and Gauteng)
- Criminal Record Centre (92 LCRCs)

- Expand Infrastructure to support decentralisation of services provided
- Procure new technology or expanding existing technology to deal with expected increase in workload
- Improve training and competency certification in accordance with international standards
- Proposed legislation enabling SAPS to take fingerprints/ DNA from certain categories of persons
- Enhance processing of forensic evidence



SOUTH AFRICAN POLICE SERVICE

Programme 1
Administration



Programme 2
Visible
Policing



Programme 3
Detective
Services



Programme 4
Crime
Intelligence



Programme 5
Protection &
Security Services



Crime Detection

Crime Intelligence

- Corporate Renewal Strategy
 - Manage INTERPOL obligations & cooperation
 - Optimise intelligence collection
 - Enhance intelligence analysis & coordination
 - Optimise operational intelligence support
 - Capacitate and resource CI (especially grass-root level)
 - Develop skills of CI members & establish a culture of performance management
 - Optimise counter-intelligence
 - Develop and implement a Counter Intelligence Strategy
 - Develop and implement a Vetting Strategy for the SAPS

Key Functional Areas & Issues/Challenges – Programme 5



SOUTH AFRICAN POLICE SERVICE

Programme 1
Administration



Programme 2
Visible
Policing



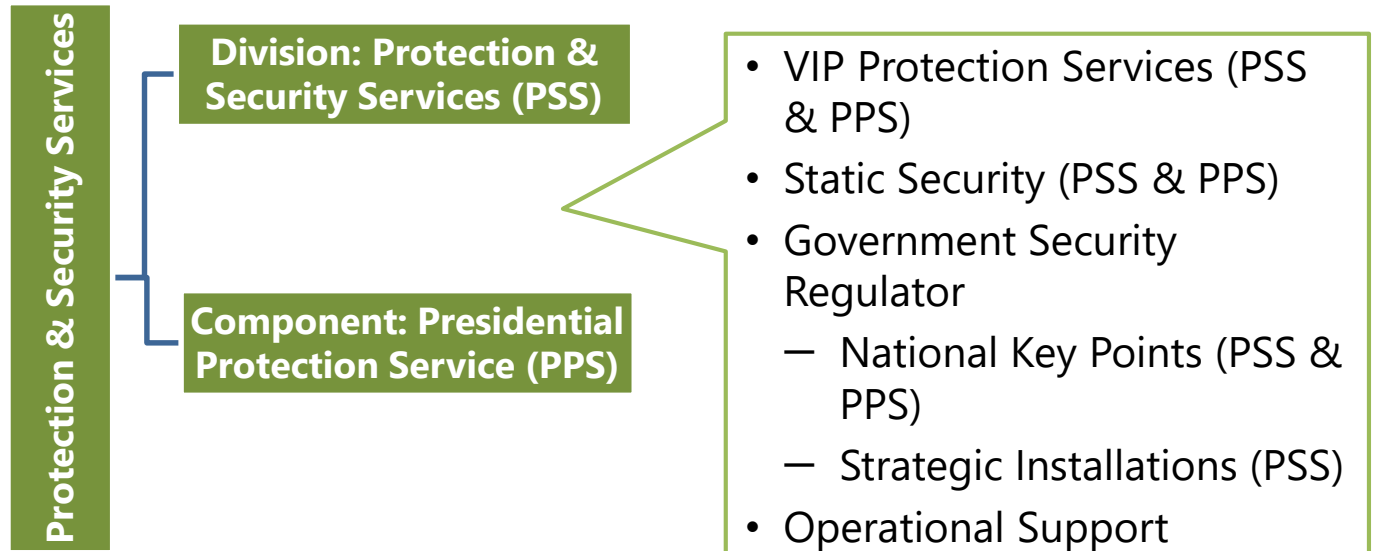
Programme 3
Detective
Services



Programme 4
Crime
Intelligence



Programme 5
Protection &
Security Services



Key Considerations to Reduce Establishment & Compensation



- Maintain/Capacitate key operational capabilities – Prioritise frontline, response and investigation
- Rationalise organisational structure including **support capabilities** and **top heavy management structure**
- Close/Transfer non-essential functions
- Upgrading vs Capacitation



Organisational Design

- Transfer of operational personnel to core operational functions
- Reduce annual intake
- Urgent consideration for broadening the scope of current early retirement in order attract more exits
- DPSA to provide progress on latest Voluntary Severance Package proposal



Staffing & Retention

- Review current HR priorities
- Review SAPS compensation model in order to lower average unit cost of SAPS employees
- Initiatives in order to flatten post structure



Career Mobility

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Thank You