

RECRUITMENT, TRAINING AND PROMOTION

OF

HISTORICAL DISADVANTAGED INDIVIDUALS

WITHIN SAPS

ON

SPECIALIZED SKILLS

IN

LIMPOPO PROVINCE

COMPILED

BY

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Draft

1. Introduction and Background

The research project on specialized training received by Historically Disadvantaged Individual's [HDI's] in the South African Police Service [SAPS] was conducted. The research was focused on the recruitment, training and promotion of Historically Disadvantaged Individual's [HDI's]. The research was an attempt to determine whether the critical components and units such as Diving, Bomb Disposal, Forensic Investigations, DNA Analysis and Pilot training in SAPS have undergone transformation to ensure that Historically Disadvantaged Individual's [HDI's] have been identified, targeted and given an opportunities to specialize in the identified critical skills.

2. Objectives

- 2.1 To establish whether SAPS has a training programme that will provide specialist training in the following specialist fields. E.g. Diving, Bomb disposal, Forensic Investigations, DNA analysis and Pilots training.
- 2.2 To determine whether SAPS has an equity plan that identifies HDI's for specialist training.
- 2.3 To determine whether the Work Skills Plan [WSP] makes reference to the identified critical skills.
- 2.4 To determine to what extent the plan has been implemented and reached to target as per Work Skills Plan.
- 2.5 Obtain quantifiable data related to specialist field in terms of the number of people that have received this training for the period of 2004 to 2009.

3. Methodology

A questionnaire was developed and aligned to the objectives as identified above. The questionnaire was essentially a table which identified the specialized skills and the total number of Historically Disadvantaged Individual's [HDI's] that were identified for training. The questionnaires were handed over to the Polokwane SAPS Provincial office [Commissioner] and circulated to all police stations around the province.

4. Summary of findings

4.1 Table: Indicators – Transformative Changes in the Appointment of HDI's [2004-2006]

Training Identified	Indicators – Transformative Changes in the Appointment of HDI's											
	2004				2005				2006			
	A	W	C	I	A	W	C	I	A	W	C	I
Bomb Disposal	0	0	0	0	0	0	0	0	0	0	0	0
Diving	12	2	0	0	12	7	0	0	6	5	0	0
Forensic Investigations	0	0	0	0	0	0	0	0	0	0	0	0
DNA Analysis	0	0	0	0	0	0	0	0	0	0	0	0
Pilot Training	0	2	0	0	0	1	0	0	0	0	0	0
Total:	12	4	0	0	12	8	0	0	6	5	0	0

4.2 Table: Indicators – Transformative Changes in the Appointment of HDI's [2007 to 2009]

Training Identified	Indicators – Transformative Changes in the Appointment of HDI's											
	2007				2008				2009			
	A	W	C	I	A	W	C	I	A	W	C	I
Bomb Disposal	0	0	0	0	0	0	0	0	0	0	0	0
Diving	6	1	0	0	0	0	0	0	0	0	0	0
Forensic Investigations	0	0	0	0	0	0	0	0	0	0	0	0
DNA Analysis	0	0	0	0	0	0	0	0	0	0	0	0
Pilot Training	0	0	0	0	0	0	0	0	0	0	0	0
Total:	6	1	0	0	0	0	0	0	0	0	0	0

5. Discussion and interpretation of the findings

5.1 Diving training

The frequency table below presents the summary of training given to HDI's for the period of 2004 to 2009. 36 Africans and 15 white were trained. The total numbers of people trained as diver were 52. The implication of the finding is that SAPS have an equity plan that identified HDI's for specialist training course in Diving and is implemented. The worrying trend is that all members who were sent for training between 2004 and 2007 did not pass the diving course. In 2008 and 2009 there was no training conducted. Therefore nobody was appointed as diver during this period [2007 to 2009].

Table: Diving training

Target Group	Diving
African	36
White	15
Coloured	0
Indian	0
Total	52

5.2 Bomb Disposal

The frequency table below presents the Bomb Disposal training provided to HDI's between 2004 to 2009. The findings indicate that no members [African, White, coloured and Indian] were trained between 2004 to 2008. The implication of the finding is that SAPS does not have a plan that identified HDI's for specialist training on Bomb Disposal. The worrying trend is that between the years 2004 to 2008 no members were trained.

Table: Bomb Disposal

Target Group	Bomb Disposal
African	0
White	0
Coloured	0
Indian	0
Total	0

5.3 Forensic Investigations and DNA analysis

The frequency table below indicates the forensic investigation and DNA analysis training given to HDI's between 2004 to 2008. The findings indicate that no members [African, White, coloured and Indian] trained as Forensic investigators and DNA analysts. The findings further indicate that Forensic Investigations and DNA analysis are the functions of the National CRC in Pretoria [Head Office]. The implication of the findings is that SAPS Provincial Office does not have a plan that identified HDI's for specialist training course on Forensic Investigation and DNA analysis. Therefore, the Provincial CRC members collect evidence and send it to National Head Office for analysis

Table: Forensic Investigations and DNA analysis

Target Group	Forensics	DNA Analysis
African	0	0
White	0	0
Coloured	0	0
Indian	0	0
Total	0	0

5.4 Pilot Training

The frequency table below indicates Pilot training given to Historically Disadvantaged Individual's [HDI's] between 2004 to 2009. The finding indicates that no [African, coloured and Indian] trained as Pilots. The finding further indicated that only three [3] white members were trained. Two [02] white members were trained in 2004 and one [01] white member was trained in 2005. Three [03] of them were appointed as Pilots after successfully completing their training. The implication of the findings is that SAPS Provincial Office does have equity plan that identified Historically Disadvantaged Individual's [HDI's] for specialist training course on Pilot. The worrying trends is that Pilot posts is still staffed by a specific race group e.g. White

Table: Pilot Training

Target Group	Pilot Training
African	0
White	3
Coloured	0
Indian	0

Total	3
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6. Recommendations

6.1 Monitoring and Evaluation business unit must established from each station the total number of people from Historically Disadvantaged Individual's [HDI's] group that receive training in the identified specialized skills.

6.2 SAPS Transformation business unit must focus on issues of transformation applies to the Recruitment, Training and Promotion given to Historically Disadvantaged Individual's [HDI's]

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