

SOUTH AFRICAN POLICE SERVICE

PUBLIC ORDER POLICE CONFERENCE

13 August 2015

ROLL OUT STRATEGY

Rules applied in determining the roll out

- ▶ In order to enhance Public Order Policing within the Service, it is proposed that a phased approach be considered for the expansion of POP. A roll out strategy is proposed, which will include:-
 - ▶ Enhancing of existing POP Units;
 - ▶ Re-establishing of previously-existing POP Units; and
 - ▶ Establishing of new POP Units which will ensure equal distribution of human and physical resources.

- ▶ The following general rules for planning of the roll out were applied:-

The roll out will be based on an average of 62% of the theoretical human resource requirements for the respective POP Units.

- ▶ The roll out strategy is set out over two MTEF Cycles, and four financial years.

- ▶ The identifying of suitable accommodation, operational resources required and training needs will run concurrently with the implementation phases.

PROPOSED ROLL OUT STRATEGY

Public Order Policing

Year 1	Year 2	Year 3	Year 4
POP HQ	Phuthaditjhaba	Vereeniging	Lusikisiki
Reserve Unit Cape Town	Krugersdorp	Groblersdal	Cradock
Reserve Unit Durban	Giyani	Lephalale	Aliwal North
Reserve Unit Mbombela	Middelburg		De Aar
Pretoria	Modimolle		Vredenburg
Brits	Selossha		Caledon
Tubatse			
Secunda			
Kuruman			
Vryburg			
Springbok			
Sasolburg			

WAY FORWARD

Short term approach

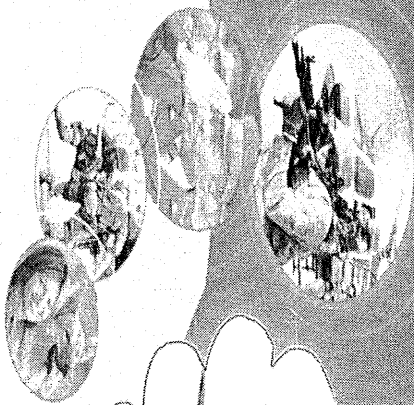
- ▶ Currently no additional funds were allocated for the expansion of POP
- ▶ The requirements (needs) for POP was recently presented to the Human Resource Establishment Committee (HREC), Human Resource Committee as well as Financial Management Services
- ▶ Division Financial Management Services is currently negotiating with the Department of National Treasury to request funding for all the organisational requirements.
- ▶ It is foreseen that the outcome of the request will only be provided end October / November 2015

WAY FORWARD

Short term approach

- ▶ In order to be prepared for the 2016 Local Government election, a request was forwarded to the National Commissioner for the lateral advertisement of posts to address the current shortcomings
 - ▶ It was requested that a total of 1086 posts be advertised (these posts will include POP HQ, Detective Service, Crime Intelligence, Legal Services as well as provincial POP Units)
- ▶ Feedback in this regard will be communicated to the respective provinces shortly

**SAPS TOGETHER
SQUEEZING CRIME TO ZERO**



END

PURPOSE

- ▶ To brief the Public Order Police Conference on the approved work study investigation on the enhancing the POP capacity within the SAPS

APPROVED WORK STUDY INVESTIGATION

- ▶ The work study investigation into the enhancing of the POP capacity within the SAPS was approved by the National Commissioner on 2015-06-08
- ▶ The focus of the work study was to:-
 - ▶ Increase the POP capacity
 - ▶ Ensure equal distribution of resources (physical as well as human)
 - ▶ Ensure dedicated investigating officers for planned and unplanned violent protest actions
 - ▶ Ensure dedicated information gatherers for planned and unplanned violent protest actions
 - ▶ Ensure dedicated legal officials

APPROVED WORK STUDY INVESTIGATION (continue)

- ▶ Subsequent to the approval of the work study investigation, an implementation letter was circulated to the respective Provincial Commissioners on 24 June 2015

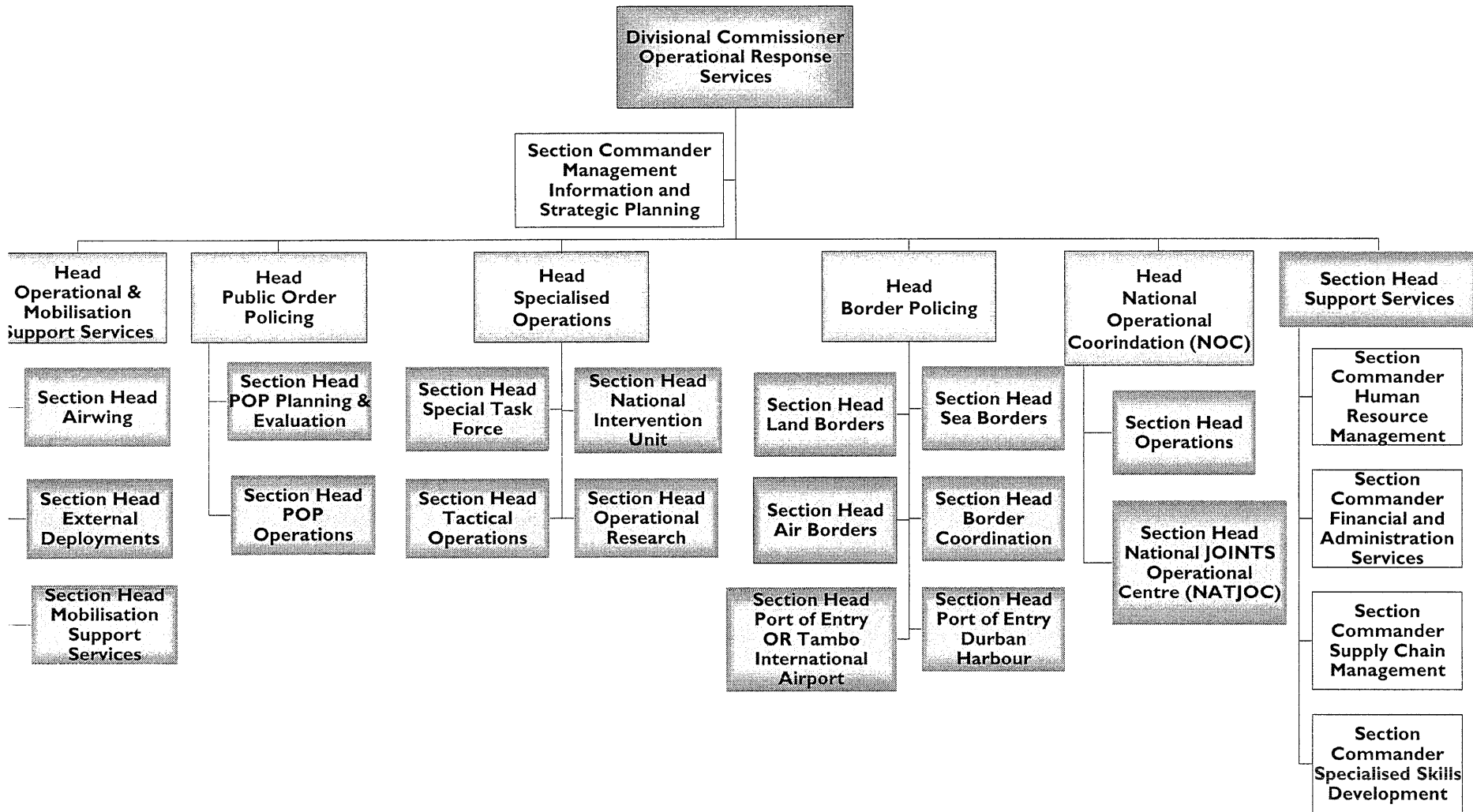
It was emphasised that no additional funded posts are available for the 2015/2016 financial year.

For the interim, current funded posts (vacant or filled) can be identified to accommodate the need in question.

SAPS 495's to be completed in order to align the PERSAL-system (where necessary)

APPROVED ORGANISATIONAL STRUCTURE

DIVISION OPERATIONAL RESPONSE SERVICES



ENHANCEMENT PROCESS

The following criteria were developed to determine the **crowd management weight factor** of each proposed POP Unit :-

Unrest related incidents	- 35%
Peaceful related incidents	- 20%
Population	- 15%
Service Area	- 10%
Mines	- 5%
Farms	- 5%
National Key Points	- 5%
Rural Areas	- 5%

Six (6) unit models were developed to ensure **equal distribution of resources** throughout the country. The minimum and maximum values were determined as follows:-

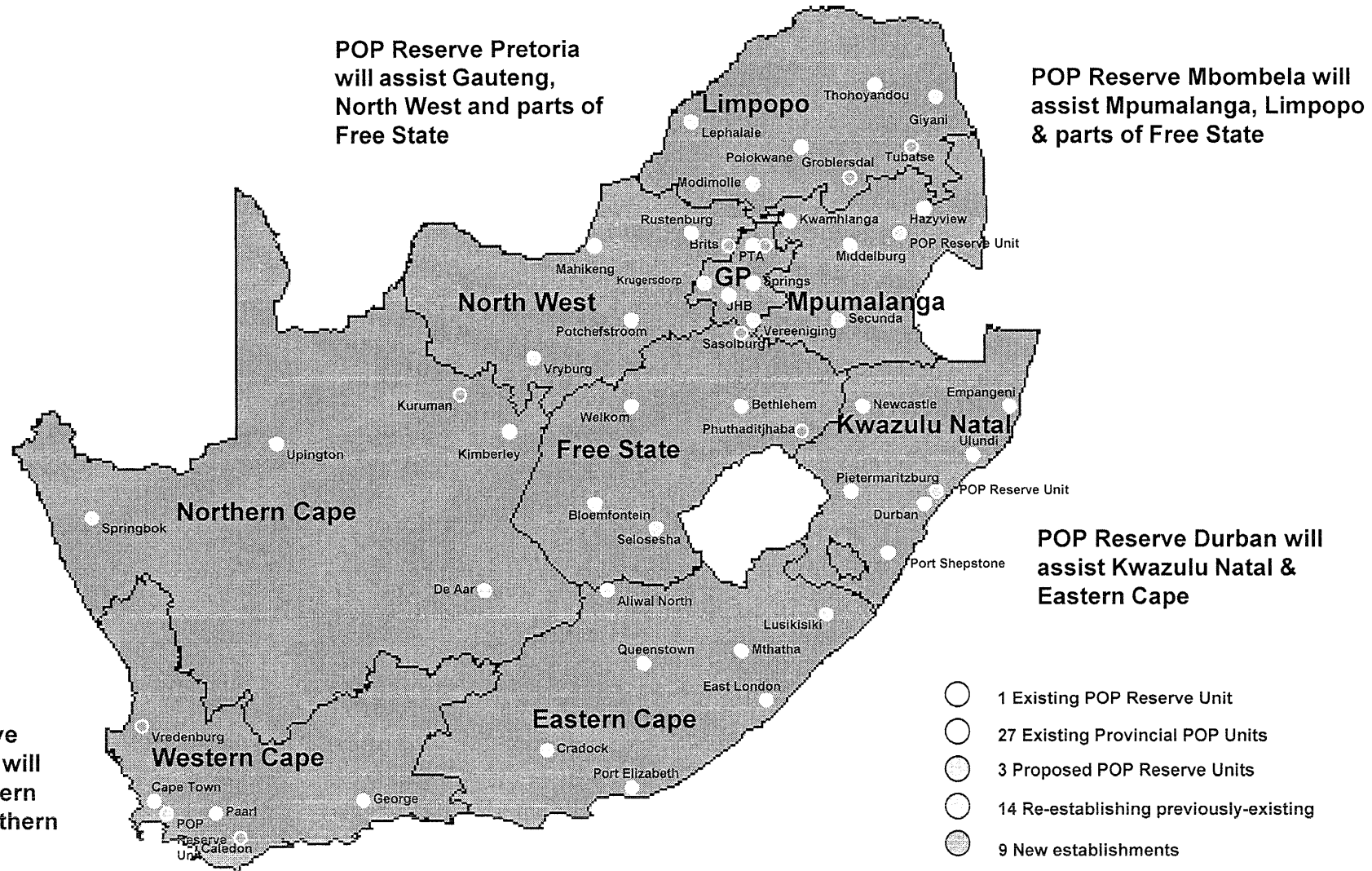
UNIT MODEL	UNIT SIZE	COMMANDER	Minimum Weight	Maximum Weight
6	481	Colonel (MMS)	5.00	>
5	381	Colonel (MMS)	3.00	4.99
4	280	Colonel (MMS)	2.00	2.99
3	197	Colonel (MMS)	1.50	1.99
2	164	Lt Col/Maj (Band D)	1.00	1.49
1	140	Lt Col/Maj (Band D)	0.50	0.99

ENHANCEMENT PROCESS(continue)

- ▶ Currently twenty-seven (27) official provincial POP Units and one (1) POP Reserve Unit exists, with the implementation of the proposals, the POP capacity will increase to:-
 - ▶ Fifty (50) provincial POP Units
 - ▶ Four (4) POP Reserve Units

ENHANCEMENT PROCESS (continue)

Geographical placement of current and proposed POP Units



Total = 54 POP Units

Public Order Policing Units

*Existing POP (27)

*New POP Units (9)

Province	Model 6 481 Members	Model 5 381 Members	Model 4 280 Members	Model 3 1 197 Members	Model 2 164 Members	Model 1 140 Members	Total
Eastern Cape		Port Elizabeth		East London	Mthatha	Queenstown	7
Free State			Bloemfontein	Welkom	Bethlehem Sasolburg Phuthaditjhaba		6
Gauteng	Pretoria	Springs Johannesburg					5
Kwazulu Natal	Durban	Ulundi	Empangeni Newcastle Pietermaritzburg	Port Shepstone			6
Limpopo				Polokwane Thohoyandou		Tubatse Groblersdal	7
Mpumalanga		Hazyview				Kwamhlanga	4
Northern Cape			Kimberley		Kuruman Upington		5
North West			Rustenburg Mahikeng Potchefstroom	Brits			5
Western Cape	Cape Town		George			Caledon Paarl Vredenburg	5
ORS HQ		Pretoria		Cape Town Durban Mbombela			4
Total	3	7	12	10	10	12	54