



CITY OF CAPE TOWN
ISIXEKO SASEKAPA
STAD KAAPSTAD

CITY OF CAPE TOWN METROPOLITAN POLICE
PUBLIC SAFETY TRAINING COLLEGE

Bradley Lackay
Deputy Chief
Dean

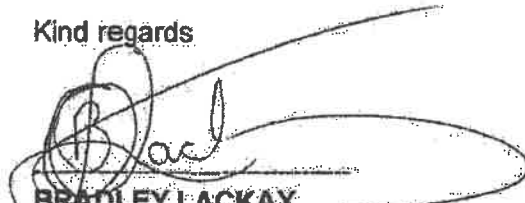
Tel: +27-21-4447 304 Cell: 083 7764909
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DATE: 13 MAY 2025
To: SAFETY & SECURITY PORTFOLIO COMMITTEE

Feedback on the International/Outside the borders of the RSA trip undertaken from 12 April 2025 to 18 April 2025 to attend the 'Ainringer Ostertage' (Ainring easter days) 2025- Shaping the Future of Police Conference, in Ainring, Germany to be noted as an agenda item at the next Safety & Security Portfolio Committee meeting.

In addition, for noting the invitees who attended the 'Ainringer Ostertage' (Ainring easter days) 2025- Shaping the Future of Police Conference, in Ainring, Germany, the Executive Director for Safety and Security, Vincent Botto and Deputy Chief Dean for Public Safety Training College, Bradley Lackay.

Kind regards



BRADLEY LACKAY
Deputy Chief
Dean: Public Safety Training College
Safety and Security



REPORT TO: CITY MANAGER

TO BE REFERRED BY THE OFFICIAL TO MAYCO VIA THE RELEVANT [SAFETY & SECURITY] SECTION 79 COMMITTEE [AFTER CONSIDERATION BY CITY MANAGER]

1. ITEM NUMBER

2. SUBJECT

FEEDBACK ON THE INTERNATIONAL/OUTSIDE THE BORDERS OF THE RSA TRIP UNDERTAKEN FROM 12 APRIL 2025 TO 18 APRIL 2025 TO ATTEND THE 'AINRINGER OSTERTAGE'(AINRING EASTER DAYS) 2025-SHAPING THE FUTURE OF POLICE – CONFERENCE, IN AINRING, GERMANY

ONDERWERP

TERUGVOERING OOR DIE INTERNASIONALE/BUITELANDSE REIS BUITE DIE GRENSE VAN DIE RSA ONDERNEEM VANAF 12 APRIL 2025 TOT 18 APRIL 2025 VIR BYWONING VAN DIE 'AINRINGER OSTERTAGE' (AINRING-PAASDAE) 2025 – KONFERENSIE OOR DIE VORMING VAN DIE TOEKOMS VAN DIE POLISIE IN AINRING, DUITSLAND

ISIHLOKO

**INGXELO ENGASEMVA KOHAMBO KUMAZWE
APHESHEYA/ANGAPHANDLWE KWEMIDA YASEMZANTSI AFRIKA
EQHUTYWE UKUSUSELA KWOWE 12 UKUYA KOWE18
KUTSHAZIIMPUZI 2025 UKUZIMASA I 'AINRINGER OSTERTAGE'
(IINTSUKU ZEPASIKA EZISE AINRING) NGOWAMA2025 –
UKUTHSINTSHA IKAMVA LEZOBUPOLISA, EYINKOMFA ESE AINRING, E
GERMANY**

LSU: R3382

3. EVENT SUMMARY

EVENT DETAILS	
CONFERENCE/SEMINAR	ATTEND THE 'AINRINGER OSTERTAGE'(AINRING EASTER DAYS) 2025- SHAPING THE FUTURE OF POLICE – CONFERENCE, IN AINRING, GERMANY TO 12 – 18 April 2025
OTHER	N/A
DATE	12 – 18 April 2025
VENUE	Munich, Germany
TOTAL COST TO THE CITY	R42 948.94.
CITY	Munich
COUNTRY	GERMANY

ATTENDEE DETAILS	
NAME AND SURNAME	DESIGNATION
Vincent Botto	EXECUTIVE DIRECTOR SAFETY AND SECURITY
Bradley Lackay	DEPUTY CHIEF, DEAN PUBLIC SAFETY TRAINING COLLEGE

PROVIDE SUMMARY OF HOST ORGANISATION / CITY
<i>The Hanns Seidel Foundation has deep knowledge of the City's policing structure, stemming from the continuous relationship and partnership building with them, and have specifically requested the presence of the leader of the Safety and Security Directorate at this year's 'AINRINGER OSTERTAG' Conference.</i>

4. OBJECTIVE

The Bavarian Police hosted their annual international conference, the "Ainringer Ostertage" (Ainring Easter Days) 2025 - Shaping the Future of Police. The conference aimed to bring together over 100 senior management guests from strategy departments worldwide to facilitate international exchange and networking. The objective was to share knowledge, insights, and experiences to support the project's goal of enhancing public safety.

The event allowed South African partners to connect, strengthen ties, and foster effective inter-departmental collaboration. Key outcomes included:

- International knowledge sharing
- Strengthened partnerships
- Enhanced public safety strategies

The conference provided a valuable platform for global policing leaders to collaborate and shape the future of public safety.

5. OUTCOMES

Areas of common interest and future collaboration for improving police techniques and strategies were identified and discussed. Matters such as anchoring democracy within the future of policing, shaping Skills development to meet specific needs and the importance of constant innovation regarding the digitalisation of specific training and partnerships were highlighted. The Bavarian College has a leg referred to as the digital academy and they are prepared to share further insights into its innovation and development. Collaboration between the Bavarian firearm and tactical training unit as well as their canine training college was established whereby during a special meeting that was arranged between the Bavarian officials and the Cape Town officials an offer was made to share knowledge and provide training for our canine instructors with their innovative canine training and imprinting methods.

6. ACTIONS REQUIRED

Hans Seidel Foundation will facilitate the further establishment of a collaborative partnership between the City of Cape Town Safety and Security Directorate and the Bavarian Police.

7. IMPLICATIONS

- | | | | |
|-----|--|--|------------------------------|
| 7.1 | Constitutional and Policy Implications | No ☒ | Yes ☐ |
| 7.2 | Environmental implications | No ☒ | Yes ☐ |
| 7.3 | Financial Implications | No ☒ | Yes ☐ |
| 7.4 | Legal Implications | No ☒ | Yes ☐ |
| 7.5 | Staff Implications | No ☒ | Yes ☐ |
| 7.6 | Risk Implications | No ☒ | Yes ☐ |

7.7 POPIA Compliance

- ☒ It is confirmed that this report has been checked and considered for POPIA Compliance.

NOTE: POPIA Section MUST be completed otherwise the report will be returned to the author for revision.

Contact your Directorate POPIA Stewards should you require assistance.

8. RECOMMENDATIONS

It is recommended that the feedback report on the trip to the 'Ainring Ostertage' (Ainring Easter Days) 2025, Shaping the Future of Police, Conference undertaken by Executive Director of Safety & Security, Vincent Botto and Deputy Chief, Dean of Public Safety Training College Bradley Lackay on 12 – 18 April 2025 be considered and noted.

AANBEVELINGS

Daar word aanbeveel dat die terugvoeringsverslag oor die reis na die "Ainringer Ostertage" (Ainring-paasdae) 2025, die konferensie oor die vorming van die toekoms van die polisie onderneem deur Vincent Botto, die uitvoerende direkteur van veiligheid en sekuriteit, en Bradley Lackay, die adjunkhoof, dekaan van die opleidingskollege vir openbare veiligheid, van 12 tot 18 April 2025, oorweeg en daarvan kennis geneem word.

ISINDULULO

Kundululwe ukuba makuthathelwe ingqalelo kwaye kuqwalaselwe ingxelo engohambo kwindibano eyi'Ainring Ostertage' (iiNtsuku zePasika eziseAinring) ngowama2025, ukuTshintshwa kwekamva lezobuPolisa, eyiNkomfa eqhutywe nguMlawuli weSigqeba kwezokhuselo noKhuseleko onguVincent Botto noSekela oyiNtloko, iNgqonyela yeZiko lezoQeqesho kuKhuseleko loLuntu enguBradley Lackay, eqhutywe ukususela ngowe12 ukuya kowe18 kuTshaziimpuzi 2025.

9. GENERAL DISCUSSION

The conference took place under the three general themes which were Future Challenges in Policing, Shaping the Police Organization for the future and The Future of Training. Various papers were delivered and discussions took place which included topics such as:

Shaping the Future

The policing environment is constantly changing with new challenges impacting the world daily such as AI and cyber-crime, the impact of Gen Z on future generations and the Boomer generation that are retiring and the lack of Skills retention.

The papers highlighted the challenges faced and how possible solutions would be to apply Future Foresight by creating a Global think tank of people to explore new innovative ideas and police concepts focusing on the advancement of Law Enforcement through design and digitalization. Additionally focus on retaining Skills by looking at employee talent and shaping careers for the future and shaping Skills and perspectives in line with the future needs. The fact that Police organizations require specialists which includes specialists in IT to combat AI crime and the hierarchical nature of the Police was also discussed and how it could halt innovation if specific decision making that requires specialized skills is not in the hands of a specialist. The fact that there must always be room for maneuvering in a think tank was highlighted when planning and that ways to retain skills and attract skills into policing must always be explored.

Shaping the Police Organization for the future

Papers were delivered with the purpose to encourage Leaders to take ownership of the future of the organization because "hoping for change and doing nothing about it is like waiting for a ship at a railway station", leaders were encouraged to communicate critically both laterally and horizontally. The creation of Roadmaps was highlighted that should focus on innovation such as creating a digital hub and various partnerships focusing on operations, crime prevention, Technology, Education, personal management and coaching. The underlying message was that when shaping a police organization for the future you must be ready to make a Mindshift which includes individual transformation and be ready for personal growth and perspective change.

The Future of Training

The underlying message was based on the premise that further development of the people in the organization must always be innovative and be prioritized. The integration of E-learning with face-to-face learning was discussed by highlighting the importance of webinars and innovation but also highlighting the value of face-to-face learning. Methods such as blended learning, online training and improving and making assessment faster were discussed. The Policing College in Bavaria has an E-learning center dedicated to E-learning. The pros of digital, extended reality training and virtual reality was highlighted, by also maintaining that it is always valuable to remember and go back to basics at times. The use of basic simulated exercises with written media with practical moderation teams must not be undervalued. Setting up various scenarios for practical training implementation with stakeholders should always form part of training delivery as it is effective and low cost. The need for ongoing leadership training and constant developments that

ensures that training meets the changing needs of the environment was highlighted as a global phenomenon.

Canine Training

A special meeting was scheduled with the Head of the Canine training unit and the Cape Town delegation whereby various training methods, training tools and new lessons learned were presented. The training methods and national curricular of canines in South Africa has not been changed for many years resulting in the training methods used of training canines are at least 20 years ahead. One of the interesting training facets that was new to us was the fact that their canines are trained in data detection whereby the canines would identify sim cards and cell phones as well as drives.

FOR FURTHER DETAILS, CONTACT:

DATE	23 May 2025		
NAME	Bradley Lackay	CONTACT NUMBER	021 4447304
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DIRECTORATE	Safety and Security	FILE REF NO	
SIGNATURE	B.F.C. Lackay		
	Digitally signed by B.F.C. Lackay Date: 2025.05.23 08:03:46 +02'00'		

EXECUTIVE DIRECTOR

VINCENT BOTTO

The ED's signature represents support for report content and confirms POPIA compliance.

SIGNATURE:

NAME

DATE

23/5/2025

COMMENT:

MANAGER: INTERNATIONAL RELATIONS

DR. DENVER VAN SCHALKWYK

SIGNATURE:

DATE

COMMENT:

☐ REPORT COMPLIANT WITH THE PROVISIONS OF COUNCIL'S DELEGATIONS, POLICIES, BY-LAWS AND ALL LEGISLATION RELATING TO THE MATTER UNDER CONSIDERATION.

LEGAL COMPLIANCE

☐ NON-COMPLIANT

COMMENT:

NAME _____

TEL _____

DATE _____

Certified as legally compliant based on the contents of the report.

CITY MANAGER

☒ NOTED

☒ REFER TO THE MAYORAL COMMITTEE VIA THE RELEVANT SECTION 79 COMMITTEE

DATE _____

COMMENT: