



DATE: 04 MARCH 2019

REPORT TO: SAFETY & SECURITY PORTFOLIO COMMITTEE

LC 22338

1. ITEM NUMBER **SAFS 11/06/19**

2. SUBJECT

QUARTERLY REPORT OF THE CAPE TOWN METROPOLITAN POLICE'S SAFETY AND SECURITY TRAINING ACADEMY FOR JANUARY, FEBRUARY AND MARCH 2019

ONDERWERP

KWARTAALVERSLAG VAN DIE KAAPSTADSE METROPOLITAANSE POLISIE SE OPLEIDINGSAKADEMIE VIR VEILIGHEID EN SEKURITEIT VIR JANUARIE, FEBRUARIE EN MAART 2019

ISIHLOKO

INGXELO YARHOQO NGEKOTA ENGEZIKO LEZOQEQESHO LEZOKHUSELO NOKHUSELEKO LAMAPOLISA ENQILA YASEKAPA YESITHUBA SEYOMQUNGU, EYOMDUMBA KUNYE NEYOKWINDLA 2019

K4038

3. DELEGATED AUTHORITY

In terms of delegation

This report is FOR NOTING BY

- Committee name** : Safety and Security
- The Executive Mayor together with the Mayoral Committee (MAYCO)
- Council

4. DISCUSSION

This report refers to all the activities that took place within the various sections of the Safety and Security Training Academy. The activities that took place in Basic

Making progress possible. Together.

JMH

Training, In-Service Training and Quality Assurance and Skills Development is unpacked in Annexures A to C.

At the previous meeting the committee also requested feedback on challenges regarding:

Currently the shortage of qualified training staff at the Training Academy is being addressed. The shooting range currently has a shortage of Firearm instructors to deliver on the Basic competency and Refresher training requirements.

Four qualified Range Officers have been appointed as of the 1st of January 2019. We have initiated a head hunting process for the 2 additional Range Officer positions.

Three Fitness Instructors were appointed and due to the fact that Fitness instruction is not considered a scarce skill a head hunting process was not initiated and a new advert was sent for advertising.

Training Facility – The Observatory Training Academy is insufficient to service the Directorate as a Training Academy. It is too small to accommodate all the Facilitators and learners required to meet the training demand. The training venue in Lakeside is working well as a Satellite Training Academy. We have finalised the MOU with Chrysalis Academy for the use of two classrooms a breakaway room, an examination hall and the use of their grounds for practical training. Additionally, with the aid of Law Enforcement we have populated a 40 seater training venue in Ndabeni for use of In-service Training Academy. We are now working from Observatory and 3 satellite venues, a facility that can accommodate all the training requirements is still recommended.

- 4.1. Financial Implications None Opex Capex
- Capex: New Projects
 - Capex: Existing projects requiring additional funding
 - Capex: Existing projects with no additional funding requirements

Legal Compliance

4.2. Staff Implications Yes No

4.3. Risk Implications Yes No

5. RECOMMENDATIONS

It is recommended that the quarterly report on the functioning of the Cape Town Metropolitan Police's Safety and Security Training Academy for the month of January, February and March 2019 be noted.

AANBEVELING

Daar word aanbeveel dat daar kennis geneem word van die kwartaalverslag oor die funksionering van die Kaapstadse metropolitaanse polisie se opleidingsakademie vir veiligheid en sekuriteit vir Januarie, Februarie en Maart 2019.

ISINDULULO

Kundululwe ukuba makuqwalaselwe ingxelo yarhoqo ngenyanga engokusebenza kweZiko lezoQeqesho lezoKhuselo noKhusuleko laMapolisa eNqila yaseKapa yesithuba senyanga yoMqungu, eyoMdumba neyoKwindla 2019.

ANNEXURE A

Basic Training:

Traffic Officer Intake 2018:

Fifty (50) candidates registered for training on 3 January 2018. Two resigned (2) and forty-eight (48) continued their training. Two (2) candidates replaced the two that resigned on 5 February 2018 and the full complement was fifty (50). One resigned due to personal problems in the Eastern Cape. Another was on extended sick leave from 13 October 2018 to 6 January 2019, resulting in being unpaid as she was on a learnership with limited sick leave and leave. She could not complete her Traffic Officer training due to this and did not attain her Traffic qualification. She would not have been able to catch up her outstanding workload and therefore could not fall in with her colleagues on the Law Enforcement Skills Programme which is the police phase of the training. Her contract expires at the end of June 2019 and on the advice of HR she was given administrative tasks to perform at the academy until her Incapacity hearing scheduled for 13 February 2019. She was incapacitated was placed into alternate administrative position. She has since resigned on 27 February 2019. The total is now forty-eight (48) learners. Traffic training is completed and all were declared to be competent except for the one discussed above. They progress to the LE Skills Programme.

Law Enforcement Skills Programme SP04/2012

Forty-eight (48) qualified to participate in this skills program and is based at the Traffic Centre in Lakeside.

This programme comprises of seven (7) SAQA registered unit standards. The course started on 7 January 2019 and will conclude on 29 March 2019.

- Demonstrate an understanding of the Criminal Justice – US120489
- Demonstrate Tactical and Street Survival Techniques – US 120477
- Attend to and handle a Domestic Violence Incident – US120488
- Demonstrate an understanding of Children and Youth at Risk – US120495
- Manage a Client Service Centre in a Law Enforcement Environment – US120482
- Adhere to Professional Conduct and organisational Ethics – US120476
- Demonstrate an understanding of Crime Prevention – US120480

All passed the exam except for four (4) who have to write the supplementary Children and Youth at Risk exam on Wednesday 3 April 2019. Two (2) Ladies have to finish their practical Tactical Street Survival assessment in May 2019 as one had a back operation in December and was declared fit to continue on 19 March 2019 and the other was pregnant and gave birth. She has been declared fit to continue practical activities.

They are starting their field training as from 1 April 2019 to 31 May 2019. One group will go with the Traffic field training officers and the other with the Metro Police field trainers. After one month they rotate the group to go from Traffic to Metro and vice versa.

Traffic Officer Intake 2019:

The course started on 2 January 2019 and concludes on 13 December 2019. One hundred and twenty (120) were meant to have enrolled for this course, but only one hundred and thirteen (113) learners registered. Seven (7) accepted employment elsewhere. One learner resigned due to personal reasons on 5 February 2019 and one other to join the SAPS on 28 February 2019. One (1) learner is charged with dishonesty by Corporate HR. His hearing was on 6

March 2019 and dismissed on 20 March 2019. There are one hundred and ten (110) continuing with their training.

- **Professional conduct** compliments and saluting is ongoing to the end of the course

Summary:

- ✓ Uniform
- ✓ Labour relations
- ✓ Health and Safety
- ✓ Body language
- ✓ Written communication
- ✓ Conflict and conflict resolution
- ✓ Types and levels of conflict
- ✓ Compliments and saluting
- ✓ Health and safety
- ✓ Assessments

- **Communication**

Summary:

- ✓ Respond critically and sensitively as a listener/audience
- ✓ Analyse own responses to spoken/signed texts
- ✓ Use strategies to be an effective speaker/signer in sustained oral/signed interactions
- ✓ Evaluate spoken/signed discourse
- ✓ Access and use available learning resources
- ✓ Use learning strategies.
- ✓ Technical language/ terminology is engaged with, and clarification sought if needed
- ✓ Conduct basic research and analyse and present findings
- ✓ Research steps are planned and sequenced appropriately
- ✓ Research techniques are applied
- ✓ Information is evaluated for relevance
- ✓ Function in a team
- ✓ Reflect on how characteristics of the workplace and occupational context affect learning
- ✓ Critically analyse texts produced for a range of purposes, audiences and contexts
- ✓ Identify and explain the values, attitudes and assumptions in texts
- ✓ Evaluate the effects of content, language and style on readers'/viewers' responses in specific texts
- ✓ Access, use and manage suitable learning resources
- ✓ Formulate and use learning strategies
- ✓ Manage occupational learning materials
- ✓ Assessments

- **Legals**

Summary:

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- ✓ Constitution and various other legislation
 - ✓ Application of the limitations clause
 - ✓ Policing powers in terms of the Constitution
 - ✓ Criminal Procedure Act affecting Road Traffic enforcement
 - ✓ Legislation regarding Search and seizure of persons and property
 - ✓ Seizure of goods
 - ✓ Securing attendance in court
 - ✓ Legislation regarding methods of arrest, and written notices
 - ✓ Criminal Justice system
 - ✓ Law of evidence
 - ✓ Presumptions and burden of proof
 - ✓ Types of evidence
 - ✓ Hearsay evidence
 - ✓ Confessions, admissions and pointing out
 - ✓ Criminal law
 - ✓ Elements of a crime
 - ✓ Acts and conduct
 - ✓ Unlawfulness and culpability
 - ✓ Types of Perpetrators
 - ✓ Assessments
- **National Road Traffic Act (NRTA):**
Summary:
 - ✓ Purpose and scope of legislation
 - ✓ Powers and duties of a traffic officer
 - ✓ Registering and licencing of motor vehicles
 - ✓ Learner's licences, driving licences and professional driving permits
 - ✓ Roadworthiness of vehicles
 - ✓ Dimensions, projections and loads on vehicles
 - ✓ Legislation applicable to operators
 - ✓ Enforce the rules of the road
 - ✓ Presumptions and offences
 - ✓ Theoretical and practical assessments
 - ✓ Assessments

Peace Officer and Traffic Warden

Course 1 of 2019 – One hundred and four (104) learners registered for training. They comprise of sixty-nine (69) Chrysalis students and thirty-five (35) Law Enforcement (9 x SRO's; 15 x NST's; 5 x Big Bay; 4 x Grand Parade; 1 x Muizenberg and 1 x Control Room member) members. Training started on 12 February 2018 and concludes on 24 March 2018. Two (2) LEO had to leave the course due to having a criminal record and two (2) Chrysalis learners were dismissed due to internal disciplinary action conducted by Chrysalis. The total who finished training and were declared competent was one hundred (100).

- ✓ Terms and phrases in legislation and their application
- ✓ Powers, duties and responsibilities of a Peace Officer
- ✓ Procedures regarding suspects

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- ✓ Procedures regarding section 341 and 56 notices
- ✓ Powers in terms of Search warrants
- ✓ Procedures for search warrants in terms of legislation
- ✓ Securing attendance in a court of law
- ✓ Criminal Law
- ✓ Elements of a crime
- ✓ Participants to the commission of a crime
- ✓ Law of evidence
- ✓ Types of evidence
- ✓ The court system and procedure
- ✓ The Constitution and the Bill of Rights
- ✓ When to do point duty
- ✓ Select the appropriate equipment for the specific traffic control situation
- ✓ Use traffic vehicles to direct traffic
- ✓ Regulate the flow of traffic to ensure safety of all road users
- ✓ Duration of and when to stop point duty
- ✓ Control the movement of through co-operation with other team members
- ✓ Impact of point duty
- ✓ Safety at the point
- ✓ Correct attire at the point

Tactical Street Survival

Course 1 of 2019 – Eight (8) LEO's registered for training. The course started on 4 to 8 March 2019. Eight (8) were declared competent.

Summary

- ✓ Apply tactical movements when attending to complaints
- ✓ Secure a scene of hostage and or suicide situations
- ✓ Use different tactical approaches and techniques
- ✓ Apply tactical techniques and approaches in clearance of buildings
- ✓ Stop and search suspect vehicles and occupants in a controlled situation
- ✓ Perform an anti-technical movement and drill during the execution of policing functions.
- ✓ Defend against attack and arrest suspects
- ✓ Formative and summative written and practical assessments

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ANNEXURE B

ADVANCED IN-SERVICE TRAINING QUARTERLY FEEDBACK REPORT-
JANUARY TO MARCH 2019**Purpose:**

The purpose of this report is to provide feedback concerning all courses presented by Advanced In-service Training both at the Training Academy and Shooting range for the third quarter 2018 / 2019

❖ **Training Academy**

For the month of January to March 2019, the following courses took place at the Academy

1. By-Laws:	66	19 males	and	47 females
Metro:	66	19 males	and	47 females
Traffic:	0	0 males	and	0 females
Law Enforcement:	0	0 males	and	0 females

Results: Competent: 66 Not Yet Competent: 0 Overall = 100%

2. Vehicle Impoundment:	12	10 males	and	02 females
Metro:	12	10 males	and	02 females
Traffic:	0	0 males	and	0 females
Law Enforcement:	0	0 males	and	0 females

Results: Competent: 12 Not Yet Competent: 0 Overall = 100%

3. NRTA By- Laws:	51	36 males	and	15 females
Metro:	0	0 males	and	0 females
Traffic:	0	0 males	and	0 females
Law Enforcement:	51	36 males	and	15 females

Results: Competent: 49 Not Yet Competent: 1 Disqualified: 1

4. Docket & Statements:	27	22 males	and	05 females
Metro:	08	07 males	and	01 females
Traffic:	0	0 males	and	0 females
Law Enforcement:	19	15 males	and	04 females

Results: Competent: 27 Not Yet Competent: 0 Overall = 100%

5. Cadets Exit Strategy:	10	02 males	and	08 females
Total Attendance:	10			

Shooting Range

Following are courses presented from January to March 2019; **Thirty-seven (37)** Legislative Handgun Refreshers, **seven (7)** Basic Firearm Training, **nine (9)** Shotgun Refresher, and **one (1)** Rifle training were presented.

Attendance for these courses are reflected as follows

Overall totals of members attending Handgun Refresher – January to March 2019:

Handgun Refresher:	309	255 males	and	54 females
Metro:	88	68 males	and	20 females
Traffic:	48	44 males	and	4 females
Law Enforcement:	164	134 males	and	30 females
VIP:	3	3 males	and	0 females
SIU:	6	6 males	and	0 females

Results: Competent: 305 Not Yet Competent: 4 Did Not Complete: 0

Note:

The above table depicts the total number of members trained for January to March 2019 on handgun refresher training.

- a total number of three hundred and nine (**309**) members were trained of which (**255**) were males and (**54**) were females
- three hundred and five (**305**) obtained a competent result and four (**4**) returned a Not Yet Competent result
- Members that returned NYC results to reschedule for remedial training.

Overall totals of members attending Shotgun Refresher – January to March 2019:

Shotgun Refresher:	62	54 males	and	8 females
Metro:	51	46 males	and	5 females
Law Enforcement:	9	6 males	and	3 females
VIP:	0	0 males	and	0 females
SIU:	2	2 males	and	0 females

Results: Competent: 62 Not Yet Competent: 0 Did Not Complete: 0

Note:

The above table depicts the total number of members trained for January to March 2019 on shotgun refresher training.

- A total number of sixty-two (**62**) members were trained, of which (**54**) were males and (**8**) were females
- All sixty-two (**62**) obtained a competent result.

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Overall totals of members attending Rifle Refresher Training – January to March 2019:

Rifle Refresher: **4** **3 males** **and** **1 female**
 Metro: **4** **3 males** **and** **1 female**

Results: Competent: **4** Not Yet Competent: **0** Did Not Complete: **0**

Note:

The above table depicts the total number of members trained for January to March 2019 on rifle refresher training.

- a total number of four **(4)** members were trained of which **(3)** were males and **(1)** was a female
- All four **(4)** members obtained a competent result.

Overall totals of members attending Basic Training – January to March 2019:

Basic Firearm Training: **118** **81 males** **and** **37 females**
 Metro: **0** **0 males** **and** **0 females**
 Law Enforcement: **118** **81 males** **and** **37 females**
 VIP: **0** **0 male** **and** **0 females**
 SIU: **0** **0 males** **and** **0 females**

Results: Competent: **106** Not Yet Competent: **8** Did Not Complete: **3**
 Disqualified: **1**

Note:

The above table depicts the total number of members trained for January to March 2019 on a basic training.

- A total number of one hundred and eighteen **(118)** members were trained of which **(81)** were males and **(37)** were females
- One hundred and six **(106)** members obtained a competent result and eight **(8)** returned a Not Yet Competent result and three **(3)** did not complete the course.
- Three **(3)** DNC's members withdrew and no reasons were provided.
- One **(1)** out of the **(3)** DNC member did not complete due to medical reasons.
- Seven **(7)** out of **(8)** members who returned a not yet competency, have failed to grasp the basic fundamentals of shooting and they have exhausted their three remedial training attempts.
- One **(1)** member was disqualified due to cheating.

ANNEXURE C

SKILLS DEVELOPMENT WSP 18/19 TRAINING - QUARTERLY FEEDBACK FOR JANUARY, FEBRUARY & MARCH 2019

Purpose: To give feedback regarding WSP18/19 Training for the month of **JANUARY 2019**

Discussion:

- **NO training was implemented due to unavailability of staff over the festive season operational deployment period.**

Purpose: To give feedback regarding WSP18/19 Training for the month of **FEBRUARY 2019.**

Discussion:

1. SMART DRIVER TRAINING

Summary:

- Smart Driving is a way of driving a vehicle that reduces fuel consumption, and as a result reduces the negative impacts of high levels of vehicle emissions on the environment. Smart Driving increases vehicle performance and safety, while reducing running costs

A total of 47 staff attended this training and was deemed Competent after practical assessment.

Purpose: To give feedback regarding WSP18/19 Training for the month of **MARCH 2019.**

Discussion:

2. SMART DRIVER TRAINING

Summary:

JMA

- Smart Driving is a way of driving a vehicle that reduces fuel consumption, and as a result reduces the negative impacts of high levels of vehicle emissions on the environment. Smart Driving increases vehicle performance and safety, while reducing running costs



A total of 30 staff attended this training and was deemed Competent after practical assessment

ANNEXURES

FOR FURTHER DETAILS CONTACT

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DIRECTORATE	S&S Metro Police	FILE REF No	
SIGNATURE : DIRECTOR			

EXECUTIVE DIRECTOR

NAME		COMMENT:	
DATE			
SIGNATURE			

LEGAL COMPLIANCE

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

NAME	<i>Jean-Mari Hote</i>	COMMENT:	
DATE	<i>05/04/2019</i>	<i>For information. JMH</i>	
SIGNATURE			