

## **CHAPTER THREE: COMPOSITION OF THE SOUTH AFRICAN POLICE SERVICE EMPLOYEES**

### **3.1 INTRODUCTION**

The composition of the SAPS employees with reference to the total number of personnel, race and gender differs from the national head office divisions down to the stations. In some instances, as far as race is concerned, the demographics of a certain province or station will be reflected as well as in that specific province, area or station. In the following description, an organisational diagram of the national SAPS (which includes its divisions), SAPS Gauteng Province and the SAPS North Rand area of the Gauteng Province will be shown.

Furthermore, the composition of the SAPS at the national head office, the Gauteng Province (provincial office) and the North Rand area office of the Gauteng Province will be shown. The main aspects to be reflected on in the composition of the SAPS employees are rank, race and gender of the employees.

### **3.2 COMPOSITION OF THE SOUTH AFRICAN POLICE SERVICE EMPLOYEES: NATIONAL LEVEL**

The national head office of the SAPS is situated in Pretoria, Gauteng Province. There are nine provincial head offices of the SAPS, that is, there is one provincial head office in each province. The nine provinces are Gauteng, Eastern Cape, Western Cape, Northern Cape, KwaZulu-Natal, North West, Mpumalanga, Free State and Limpopo. There is one national commissioner in the SAPS. The rank and post title of the national commissioner in both instances are referred to as national commissioner. The national commissioner is assisted by five deputy national commissioners. At the national level of the SAPS duties are classified into five categories and there is one deputy national commissioner accountable to each category. The five categories of duties are logistical, evaluation, security and protection services; human resource management and development; management, financial and administration services; operational services; and

detection.

The national head office of the SAPS consists of twelve divisions, namely security and protection services; logistics; national evaluation services; career management; personnel services; training; legal services; financial and administration services; crime prevention; operational response services; detective services and crime intelligence. Each division is headed by a person with the rank of deputy commissioner and he/she holds the post of divisional commissioner.

The organisational structure of the SAPS is shown in diagram 1. The composition of the SAPS according to ranks, race and gender is given in table 3-1 below.

Table 3-1: National composition of the South African Police Service employees

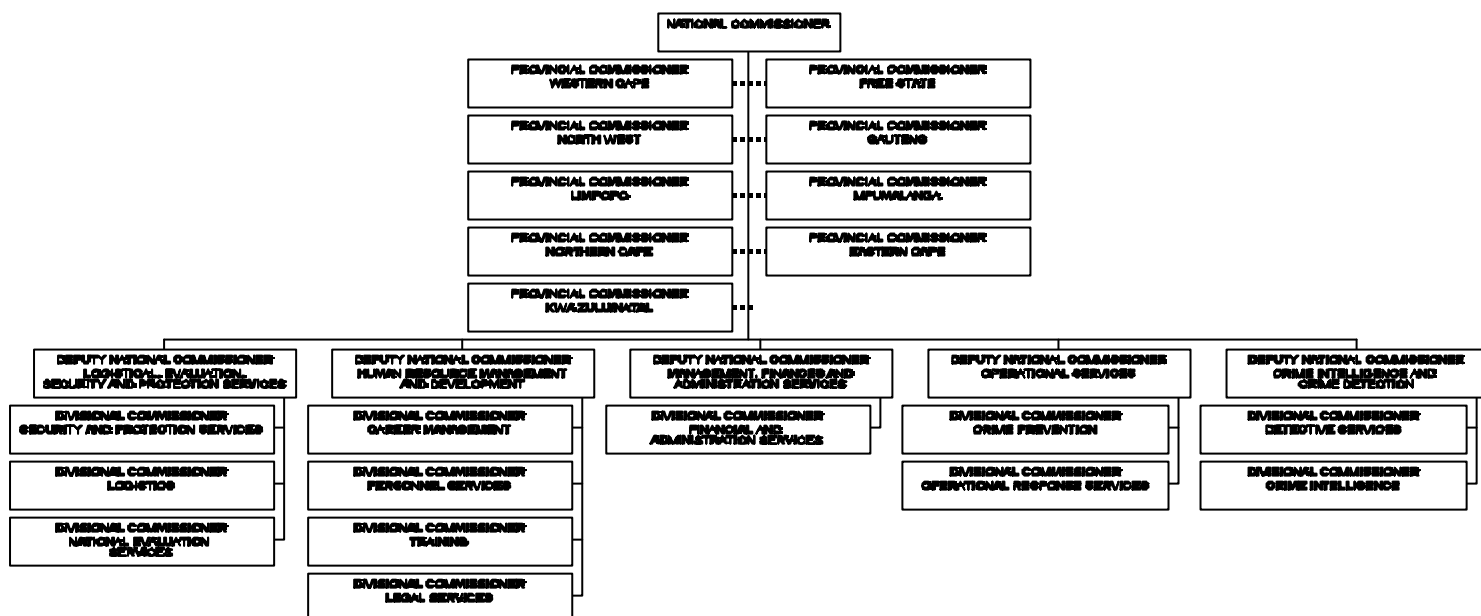
RANKS	GENDER		RACE				TOTAL
	Females	Males	Africans	Whites	Asians	Coloureds	
Constables	1355	6475	5527	878	312	1113	7830
Sergeants	1831	20351	16013	2865	888	2310	22182
Inspectors	7309	48151	33653	15537	1971	4299	55460
Captains	1864	6119	2767	4014	598	604	7983
Superintendents	751	2609	924	2056	187	193	3360
Senior Superintendents	167	847	309	570	73	62	1014
Directors	50	374	159	204	33	28	424
Assistant Commissioner	6	93	43	45	5	6	99
Deputy Commissioner	3	14	7	6	2	2	17
Deputy National Commissioner	1	4	0	4	1	0	5

National Commissioner	0	1	1	0	0	0	1
<b>TOTAL</b>	<b>13337</b>	<b>85038</b>	<b>59403</b>	<b>26277</b>	<b>4069</b>	<b>8623</b>	<b>98375</b>

Information obtained from the Equity component: SAPS national head office.

Diagram 1 : Structure of the South African Police Service: national level

Source: Planning information for the South African Police Service, 2003/2004



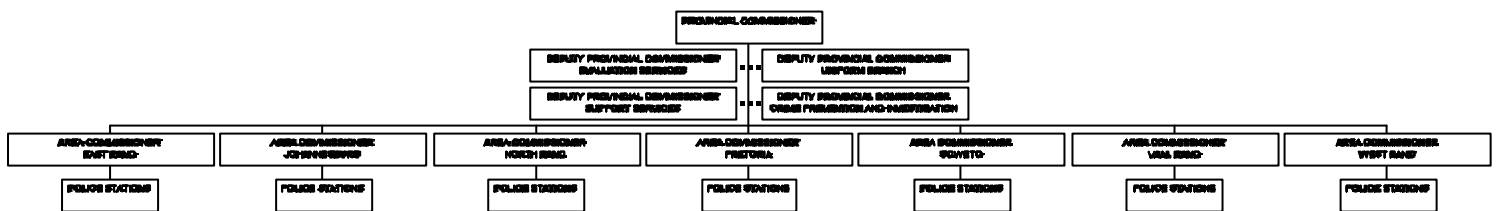
The figures given in table 3-1 include all the SAPS employees at the national head office, the nine provinces with their areas and stations.

### 3.3 COMPOSITION OF THE SOUTH AFRICAN POLICE SERVICE EMPLOYEES: GAUTENG PROVINCE

The SAPS Gauteng provincial head office is situated in Braamfontein, Johannesburg, Gauteng Province. It is headed by a person with the rank of deputy commissioner and he/she occupies the post of provincial commissioner. The Gauteng provincial commissioner of the SAPS is assisted by four deputy provincial commissioners. Each deputy provincial commissioner is accountable to one of the following duties, evaluation services; uniform branch; support

services; and crime detection and intelligence. The SAPS in the Gauteng Province is divided into seven areas which are Vaal Rand, West Rand, East Rand, North Rand, Pretoria, Soweto and Johannesburg. The structure of the SAPS Gauteng Province is shown in diagram 2.

Diagram 2: Structure of the South African Police Service: Gauteng Province



All the areas are headed by a person holding the rank of assistant commissioner. Police stations in each area differ from one area to the other. The Pretoria area is the largest area with 28 police stations whereas the smallest area is West Rand with 11 police stations. North Rand area is the fifth biggest area in the Gauteng province with 15 police stations. The breakdown of personnel in the SAPS Gauteng in terms of rank, race and gender is given in table 3-2 below.

Table 3-2 : Composition of the South African Police Service employees, Gauteng Province

RANKS	GENDER		RACE				TOTAL
	Females	Males	Africans	Whites	Asians	Coloureds	
Constables	398	1219	1144	150	280	43	1617
Sergeants	311	4813	4169	802	38	115	5124

Inspectors	<b>1563</b>	<b>11386</b>	8885	3628	169	267	<b>12949</b>
Captains	<b>254</b>	<b>848</b>	365	663	36	38	<b>1102</b>
Superintendents	<b>148</b>	<b>590</b>	234	442	39	23	<b>738</b>
Senior Superintendents	<b>24</b>	<b>159</b>	57	93	23	10	<b>183</b>
Directors	<b>6</b>	<b>58</b>	27	29	6	2	<b>64</b>
Assistant Commissioner	<b>0</b>	<b>12</b>	8	3	1	0	<b>12</b>
Deputy Commissioner	<b>0</b>	<b>1</b>	0	0	1	0	<b>1</b>
<b>TOTAL</b>	<b>2704</b>	<b>19086</b>	<b>14889</b>	<b>5810</b>	<b>593</b>	<b>498</b>	<b>21790</b>

Information obtained from the Equity component: SAPS national head office.

Personnel who are employed in the auspices of the *Public Service Act, 1994* are excluded in table 3 -2.

### **3.4 COMPOSITION OF THE SOUTH AFRICAN POLICE SERVICE EMPLOYEES: NORTHRAND AREA, GAUTENG PROVINCE**

The North Rand area of the Gauteng Province is situated in Kempton Park, Gauteng Province. The North Rand area is headed by a person holding the rank of assistant commissioner and he/she occupies the post of area commissioner. The area commissioner of the North Rand area of the Gauteng Province is assisted by two deputies. The two deputies both hold the rank of director and the post of deputy area commissioner. One deputy area commissioner is accountable for operational services and the other one is accountable for organisational management. At the SAPS North Rand office, there are ten components namely communication, financial services, crime prevention, logistics, management services, detective

services, administration services, crime intelligence, human resources management and legal services. Each component is headed by a person with the rank of or above senior superintendent. They all occupy the post of area head.

The North Rand area of the Gauteng Province is divided into fifteen policing areas (police stations) and they are Actonville, Benoni, Crystal Park, Daveyton, Edenvale, Etwatwa, Ivory Park, Johannesburg International Airport, Midrand, Kempton Park, Norkem Park, Olifantsfontein, Putfontein, Sebenza and Tembisa. Each police station is headed by a person holding the post title of station commissioner and rank title of each station commissioner will differ from one police station to the other according to the number of subordinates. The structure of the SAPS North Rand area, Gauteng Province is shown by diagram 3 on the next page. The composition of employees in the SAPS North Rand area of the Gauteng Province area is reflected in table 3-3 .

Table 3-3 : Composition of the South African Police Service employees, North Rand area, Gauteng Province.

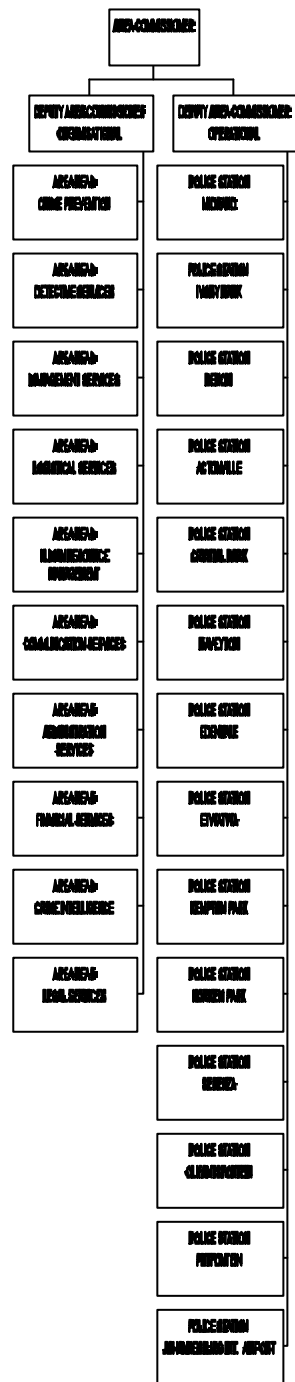
RANKS	GENDER		RACE				TOTAL
	Females	Males	Africans	Whites	Asians	Coloureds	
Constables	8	92	84	11	2	3	100
Sergeants	19	452	393	71	4	3	471
Inspectors	125	1139	885	353	20	6	1264
Captains	37	127	78	77	5	4	164
Superintendents	13	65	30	44	4	0	78



Senior superintendents	0	18	6	6	6	0	18
Directors	2	5	4	3	0	0	7
Assistant Commissioners	0	1	1	0	0	0	1
<b>TOTAL</b>	<b>204</b>	<b>1899</b>	<b>1481</b>	<b>565</b>	<b>41</b>	<b>16</b>	<b>2103</b>

Information obtained from: Human Resources management, North rand area, Gauteng Province

Diagram 3: Structure of the South African Police Service: North Rand area, Gauteng Province



African  
 North Rand area, Human resource plan, 2001

Source: South  
 Police Service,

The figures in table 3-3 exclude personnel employed under the auspices of the *Public Service Act, 1994*.

### **3.5 CONCLUSION**

It is evident that at the national level males dominate females in the SAPS in terms of numbers. In all the ranks females are a minority group. At the rank of deputy national commissioner there is one female. From the rank of constable to the rank of captain Africans are in the majority, more than all the other population groups combined. However, from the rank of superintendent to assistant commissioner whites are a majority group. Even though Asians and Coloureds are a minority, Coloureds number more than the Asians.

The total number of male employees is higher than the female employees in the Gauteng Province. There is neither a female assistant commissioner, nor deputy commissioner in the province. There is a majority of white employees in the rank of captain, superintendent, senior superintendent and director. Africans are in the majority at the ranks of constable, sergeant and inspector. Asians and Coloureds are minority groups. However, the Asians number more than the Coloureds.

In the North Rand area of the Gauteng Province males are in the majority. There is no female senior superintendent though there are two female directors, one White and one African. Africans are in the majority in the North Rand area of the Gauteng Province. In all the ranks, except in the rank of superintendent, Africans number more than all the other racial groups combined. There is no Coloured employee above the rank of captain in the area. There is no Asian employee above the rank of senior superintendent and there is no White employee above the rank of director.

In section 1.4 of chapter one of this dissertation it was stated that this study will be limited to the North Rand area of the Gauteng Province. Furthermore, in section 3.3 above it was stated that North Rand area is the fifth biggest area in terms of the total number of police

stations in the Gauteng province. In chapter four sampling concepts and sampling methods will be described. The data collection method and the sampling procedure followed in this study will also be discussed.