TABLE OF	CONTENTS	PAGE NO.
CHAPTER (	ONE VOLUME 1	1
ORIENTATI	ON	
1.1	Introduction	2
1.2	Rationale	4
1.3	Aim of Research	8
1.4	Definitions	9
1.4.1	Policing	10
1.4.2	Police Corruption/Misconduct/Criminality	10
1.4.3	Police Culture	16
1.5	Methodology	18
1.5.1	Research Design	18
1.5.2	Data Collection	19
1.5.3	Data Analysis	20
1.6	Exposition of Chapters	24
CHAPTER 1	гwо	27
ILLUSTRAT	TING POLICE CRIME	
2.1	Introduction	28
2.2	Types of Police Crime	29
2.2.1	Violent Crimes	29
2.2.1.1	Murder	29
2.2.1.2	Assault and Police Brutality	31
2.2.2	Public Order Crimes	40
2.2.2.1	Drug-related Criminality	40
2.2.2.2	Sex-related Criminality	48
2.2.3	Enterprise Crimes	51
2.2.3.1	Fraudulent Practices	51
2.2.3.2	Informer Fraud	54
2.2.4	Property Crimes	57
2.2.4.1	Theft	57
2.2.4.2	Vehicle-related Crime	63
2.2.4.3	Abalone Poaching	66
2.2.5	Multiplicity of Crimes	67
2.3	Abusing the Criminal Justice System	68

		PAGE NO
2.3.1	Information Compromise	68
2.3.2	Noble-cause Corruption	70
2.3.3	Sabotaging Prosecutions	77
2.4	Unorganised versus Organised Corruption	82
2.4.1	Unorganised Corruption	82
2.4.2	Organised Corruption	83
2.5	Types of Police Offenders	85
2.6	Summary and Conclusion	87
CHAPTE	R THREE	90
RISK FAC	CTORS ASSOCIATED WITH POLICE CRIMINALITY	
3.1	Introduction	91
3.2	Individual Risk Factor Approach to Police Criminality	92
3.2.1	"Rotten Apple" Theory	92
3.2.2	Individual Characteristics	93
3.2.3	Personal Problems	94
3.3	The Organisational Risk Factor Approach to Police Criminality	96
3.3.1	Recruitment and Training	98
3.3.2	Police Culture	100
3.3.2.1	Blue Code of Silence	102
3.3.2.2	Police Subculture	105
3.3.2.3	Ostracism	106
3.3.2.4	Us versus Them	107
3.3.2.5	Culture of Heavy Drinking	109
3.3.2.6	Field Training Officers	110
3.3.2.7	Assault and Brutality	111
3.3.3	Managerial Motivators	113
3.3.3.1	Inadequate Leadership	113
3.3.3.2	Managerial Denial	115
3.3.3.3	Protecting the Reputation of the Service	116
3.3.3.4	Lack of Supervision	117
3.3.3.5	Inconsistent Discipline	119
3.3.3.6	Detached Management	121
3.3.4	Peripheral Factors Contributing to Police Criminality	123
3341	Lack of Promotion	123

		PAGE NO.
3.3.4.2	Low Wages	125
3.3.4.3	Low Morale	126
3.3.4.4	Stress	126
3.3.4.5	Cynicism	129
3.3.4.6	Noble-cause Contributors	131
3.3.4.7	Police/Informer Dynamics	132
3.3.4.8	Elitism	133
3.3.4.9	Nature of the Job	134
3.3.4.10	Gratuities	135
3.4	General Contributors to Police Criminality	136
3.4.1	Moonlighting	136
3.4.2	Opportunities for Crime	138
3.5	Summary and Conclusion	139
CHAPTER	RFOUR	143
DESCENT	INTO CRIME: EXPLANATIONS AND CONSEQUENCES	
4.1	Introduction	144
4.2	Explanations for Police Criminality	144
4.2.1	Slippery Slope Theory	145
4.2.2	Erosion Theory	146
4.3	Individual Case Studies	148
4.4	Consequences of Police Crime	153
4.4.1	Consequences of Bad Recruitment	154
4.4.2	Consequences of Noble-cause Corruption	155
4.4.3	General Consequences	156
4.5	Summary and Conclusion	160
CHAPTER		163
INTERVE		
5.1	Introduction	164
5.2	Individual Interventions into Police Criminality	165
5.2.1	Early Warning Systems	165
5.2.2	Lifestyle Surveillance	169
5.2.3	Ethics and Integrity	170
5.2.3.1	Integrity Testing	174

		PAGE NO.
5.2.3.2	Financial Statements and Integrity Declarations	178
5.3	Organisational Interventions into Police Criminality	178
5.3.1	Recruitment	178
5.3.1.1	Professionalism	181
5.3.1.2	Training and Integrity Training	182
5.3.1.3	Codes of Conduct	186
5.3.2	Flattened Structure	190
5.3.3	Police Culture and the Code of Silence	191
5.3.4	Combating Substance Abuse	193
5.3.5	Managerial Interventions	196
5.3.5.1	Discipline	196
5.3.5.2	Performance Evaluation	202
5.3.5.3	Supervision	203
5.3.5.4	Command Accountability	204
5.3.5.5	Openness and Honesty	206
5.4	Environmental Interventions into Police Criminality	207
5.4.1	Independent Oversight	207
5.4.2	Monitoring Performance of Anti-Corruption Systems	208
5.4.3	Effective Investigative Units	209
5.4.4	Effective Complaints System	212
5.4.5	Community Support	214
5.5	Peripheral Interventions into Police Criminality	216
5.5.1	Promotions	216
5.5.2	Remuneration	218
5.5.3	Rotation	219
5.5.4	Controlling Stress	220
5.5.5	Gratuities	221
5.5.6	Moonlighting	222
5.5.7	Noble-cause Interventions	222
5.5.8	Informer Controls	223
5.6	General Interventions	224
5.7	Summary and Conclusion	229

		PAGE NO
CHAPTER	R SIX VOLUME 2	232
METHOD	OLOGY	
6.1	Introduction	233
6.2	Research Design	234
6.2.1	Qualitative Approach	234
6.2.2	Unit of Analysis	235
6.2.3	Time Dimension	236
6.2.4	Research Goal	236
6.2.4.1	Exploration	236
6.2.4.2	Description	237
6.2.4.3	Explanation	237
6.3	Data Collection	238
6.3.1	Literature Study	238
6.3.2	Empirical Study	238
6.3.2.1	Sampling	239
6.3.2.2	Interviews	240
6.3.2.3	Interview Process	244
6.4	Data Analysis	251
6.5	Summary and Conclusion	253
CHAPTER	R SEVEN	255
INTERNA	TIONAL INTERVIEW FINDINGS	
7.1	Introduction	256
7.2	International Interviewee Findings	257
7.2.1	Australia: New South Wales Police Service	257
7.3	London: Independent Police Complaints Commission	260
7.3.1	Extent	260
7.3.2	Illustrating Police Crime	261
7.3.2.1	Informer/Handler Corruption	261
7.3.2.2	Nature of Complaints/Investigations	262
7.3.3	Contributing Risk Factors	263
7.3.3.1	Individual Contributors	263
7.3.3.2	Organisational Contributors	264
7.3.3.3	Descent into Crime	266
7.3.4	Consequences of Police Criminality	266

		PAGE NO.
7.3.5	Interventions	266
7.3.5.1	Integrity Testing	267
7.3.5.2	Complaints/Investigations	268
7.3.6	Policies and Procedures	270
7.3.6.1	Disciplinary System	270
7.3.6.2	Promotions Policy	270
7.4	Digital Video Conference with the NYPD Internal Affairs Bureau	272
7.4.1	Introductory Remarks	272
7.4.2	Types of Crime and Corruption Committed by NYPD Officers	273
7.4.3	Why are Some Police Officers Corrupt	274
7.4.4	Interventions	275
7.4.4.1	Integrity Tests	275
7.4.4.2	Corruption-prevention Training	279
7.4.4.3	Rewarding Integrity	280
7.4.4.4	Accepting Gifts	280
7.4.4.5	Salaries	281
7.4.4.6	Public Perception of Police Corruption	281
7.4.5	Internal Disciplinary System	281
7.4.6	Investigative Bodies/Oversight	282
7.5	Summary and Conclusion	283
CHAPTER	R EIGHT	286
SPECIAL	IST INTERVIEW FINDINGS	
8.1	Introduction	287
8.2	Specialist Interview Findings	288
8.2.1	Extent of Police Criminality	288
8.2.2	Illustrating Police Crime	290
8.2.2.1	Drug-related Criminality	290
8.2.2.2	Noble-cause Corruption	292
8.2.2.3	Assault	293
8.2.2.4	Police Involvement in Syndicates	294
8.2.2.5	Police and Gangs	297
8.2.2.6	Police – Informer Relationship	300
8.2.2.7	Sabotaging Prosecutions	302
8228	General Illustrations	304

		PAGE NO.
8.2.3	Additional Questions	309
8.2.3.1	Susceptibility	309
8.2.3.2	Rotation	311
8.2.4	Contributing Risk Factors	311
8.2.4.1	Individual Contributors	311
8.2.4.2	Organisational Contributors	315
8.2.4.3	Managerial Factors	318
8.2.4.4	General Risk Factors	323
8.2.4.5	Descent into Crime	324
8.2.5	Recruitment and Training	325
8.2.6	Consequences of Police Criminality	333
8.2.6.1	Community Consequences	333
8.2.6.2	Colleague Consequences	334
8.3	Interventions	335
8.3.1	Random Drug Testing	335
8.3.2	Lifestyle Surveillance	336
8.3.3	Integrity Tests	336
8.3.4	Early Warning System	337
8.3.5	Managerial Interventions	337
8.3.5.1	Performance Management	338
8.3.6	Recruitment, Vetting and Training	339
8.3.6.1	Professionalism	340
8.3.7	Complaints	340
8.3.8	Investigative Capacity	340
8.3.9	General Interventions	341
8.3.9.1	Psychological Assistance	343
8.4	Policies and Procedures	345
8.4.1	Disciplinary Procedures	345
8.4.2	Grievance Procedure	350
8.4.3	Promotions Policy	351
8.5	Investigative Bodies	355
8.5.1	Independent Oversight	359
8.5.2	Complaints	360
8.5.3	General Comments	361
8.6	Summary and Conclusion	363

		PAGE NO.
CHAPTE	R NINE	368
OFFENDI	ER INTERVIEW FINDINGS	
9.1	Introduction	369
9.2	Offender Interview Findings	370
9.2.1	PART ONE: Biographical Details	370
9.2.2	Reasons for Joining the Police	371
9.2.2.1	Aspects of Police Work Most/Least Enjoyed	371
9.2.2.2	Training	372
9.3	PART TWO: Literature/Empirical Themes	374
9.3.1	Extent of Police Corruption/Criminality	374
9.3.2	Types of Crime	375
9.3.2.1	Substance-related Criminality	375
9.3.2.2	Vehicle-related Criminality	377
9.3.2.3	Police Relationship with Gangs	379
9.3.2.4	Theft	380
9.3.2.5	Bribery	382
9.3.2.6	Assault	383
9.3.2.7	Other Crimes	384
9.3.3	Ranks/Units and Shifts Most Affected	388
9.3.3.1	Quality of Supervision	389
9.3.4	Why Do Police Members Get Involved in Crime?	389
9.3.4.1	Police Culture	391
9.3.4.2	Psychological Assistance	393
9.3.5	Policies and Procedures	394
9.3.5.1	Promotions Policy	394
9.3.5.2	Disciplinary Procedures	395
9.3.5.3	Grievance Procedure	395
9.3.6	Interventions	396
9.4	PART THREE: Personal Circumstances	398
9.4.1	Illustrating the Crime	398
9.4.1.1	Subjects A and B	398
9.4.1.2	Subject C	401
9.4.1.3	Subject D	403
9.4.1.4	Subject E	404
9415	Subject F	406

		PAGE NO.
9.4.1.6	Subject G	408
9.4.1.7	Subject H	411
9.5	Descent into Crime: The Progression	413
9.5.1	Subject C	413
9.5.2	Subject D	415
9.5.3	Subject E	416
9.5.4	Subject F	417
9.5.5	Subject G	418
9.5.5.1	Would you recommend a career in the Police?	419
9.5.5.2	Rehabilitation	419
9.6	Summary and Conclusion	420
CHAPTER	R TEN	424
INTERPR	ETATION AND THEORETICAL EXPLANATION OF DATA	
10.1	Introduction	425
10.2	Individual Micro/Macro Motives	427
10.2.1	Literature Correlates	429
10.3	Organisational/Macro Factors	430
10.3.1	Managerial Factors	430
10.3.1.1	Literature Correlates	433
10.3.2	Peripheral Organisational Factors	435
10.3.2.1	Literature Correlates	436
10.3.3	Recruitment and Training	438
10.3.3.1	Literature Correlates	439
10.3.4	Additional Factors	441
10.3.4.1	Literature Correlates	444
10.4	Theoretical Explanation	448
10.4.1	Macro Theoretical Explanations of Police Criminality	448
10.4.1.1	Strain Theory	448
10.4.2	Micro Theoretical Explanation of Police Criminality	459
10.4.2.1	General Theory of Crime	459
10.5	Summary and Conclusion	467

		PAGE NO.
CHAPTER	RELEVEN	470
CONCLUS	SION AND RECOMMENDATIONS	
11.1	Introduction	471
11.2	Achieving Objectives	472
11.2.1	Secondary Objectives	472
11.3	Recommendations	478
11.3.1	Fighting Dishonesty	480
11.3.2	Organisational Interventions	481
11.3.2.1	Recruitment and Training	481
11.3.2.2	Managerial Interventions	483
11.3.2.3	Policies and Procedures	486
11.3.2.4	Complaints/Investigations and Oversight	488
11.3.2.5	General Interventions	490
11.4	Further Research	491

Bibliography

TAB	LES	PAGE NO.
1.1	Accused Rank	7
1.2	A synopsis of police misconduct, corruption and crime	12
2.1	Breakdown of Death cases yearly change	37
3.1	Differentiation between a police force and a police service	114
8.1	Current Problems and Recommendations	364
10.1	Pertinent Individual and Organisational Factors	426
10.2	Main assumptions of Macro and Micro Theories applied to Police Criminali	ty 465

## **ATTACHMENTS**

- A. Letter of Permission to Conduct Interviews from the Western Cape Provincial Commissioner of the South African Police Service.
- B. Specialist Interview Guide
- C. Offender Interview Guide