

AN INQUIRY ON THE MURDER OF AND ATTACKS ON POLICE OFFICIALS

by

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DECLARATION

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I declare that the above thesis is my work and that all the sources that I have used or quoted have been indicated and acknowledged using complete references.

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I further declare that I have not previously submitted this work, or part of it, for examination at UNISA for another qualification or at any other higher education institution.



Mr Mapooa Charlie Vilakazi

31 January 2022

Date

DEDICATION

NOZINYANGA VILAKAZI

Firstly, I would like to dedicate this inquiry to my beloved daughter Nozinyanga Vilakazi for helping me to endure hardship in our lives. She continuously supported and inspired me to be strong throughout our separation from her mother. She loves each of us throughout such a troublesome time in our lives. She is one of the bubbliest individuals in my life, and therefore I continue with my studies. I love you, my girl, for everything you did for your old man. Thank you *Binda, Mphephethwa*.

MANTOA EVELYN VILAKAZI (1940 – 2010)

Secondly, I wish to dedicate this inquiry to my late mother, whose life was an example of integrity, determination, and generosity. She was committed to raising my siblings and me single-handed under troublesome circumstances. She taught us to pray, value education, and said these are the keys to success. She remains a pillar of strength to me. *Lala Ngoxolo Binda, MaVilakazi*.

MAKONJANI JAN VILAKAZI (1962 – 2008)

Thirdly, my late brother bequeathed us a love of family. I am grateful for his endless support, especially throughout the troublesome times of our lives. He relocated us from Sydney farm to Bohlokong Township in Bethlehem on 23 December 1993 once he bought us a house. *Lala Ngoxolo Mphephethwa*.

MY OTHER SIBLINGS

I also dedicate this inquiry to my other siblings *AmaPhephethe na mahle, bo Binda* (IsiZulu): my young brother Hlobane Edward Vilakazi, my two sisters Mami Linah Vilakazi, and Nokantini Emily Tsotetsi. We had a troublesome journey, and you all played a significant role by giving me support when necessary. Once our mother passed on, we

continued as a unit and kept our family united through poor living conditions. My late sister Bibi Esther Vilakazi (1967–2011), thank you for the care, love, and support you gave me. You inspired me to act similarly towards your son. Moeketsi Andrew Phokonyane, be strong, you are not alone in this life, and we will always be there for you.

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I thank the UNISA for the chance and for providing me with the financial resources to conduct the study and an opportunity to achieve this level of education.

I thank the South African Police Service (SAPS) for research approval for the selected police stations within the Johannesburg policing cluster. I want to salute the Gauteng Provincial Commissioner, the Station Commanders at the selected police stations, and the Shift Commanders who assisted me in finding suitable participants exposed to the phenomenon studied.

Last but certainly not least, I thank all police members who participated in this study.

ABSTRACT

This study explores the murder and attack of police officials as personally described and directly or indirectly experienced by police officials. Data was collected using phenomenological interviews with police officials stationed at Dobsonville, Hillbrow, Jeppe, Johannesburg Central, Roodepoort, and Vosloorus police stations in the Johannesburg SAPS cluster in Gauteng. The phenomenological interviews provided rich descriptions of lived experiences of the murder and attack of police officials in South Africa.

Research findings indicate that the murder and attack of police officials cause severe emotional and psychological challenges to police officials who have directly or indirectly experienced this phenomenon. Consequently, police officials are impacted on a personal as well as occupational level, causing, among others, depression, Post-Traumatic Stress Disorder (PTSD), low morale, feelings of insecurity. Furthermore, powerlessness among police officials that in turn, among others, affects effective service delivery, police-community relations, and personnel turnover. In addition, the research findings indicate that the SAPS experiences shortcomings when attempting to implement strategies to mitigate the phenomenon.

Based on these findings, this study puts forward proactive and reactive recommendations to address police murders and attacks in South Africa by proposing a theoretical framework to mitigate this phenomenon thus contributing to the current body of knowledge in South Africa.

KEY TERMS:

Attacks; Criminal Procedure Act 51 of 1977; Employee Health and Wellness; *Modus Operandi*; Murder; Police Officials; South African Police Service.

SETSOPOLWA

Dinyakišišo di utolla polao le ditlhaselo tša bahlankedi ba maphodisa go ya ka fao go hlalošago maphodisa ka bobona, ebile ba itemogetše ditlhaselo tše thwii goba ka tsela ye nngwe. Tshedimošo e kgobokeditšwe ka go swara dipoledišano ka ga seemo se le bahlankedi ba maphodisa bao ba lego ka ditešeng tša maphodisa tša Dobsonville, Hillbrow, Jeppe, Bogare bja toropo ya Johannesburg, Roodepoort le ka Vosloorus ka lekaleng la Tirelo ya Maphodisa ya Afrika Borwa la ka Johannesburg ka Gauteng. Dipoledišano ka ga seemo di fane ka ditlhalošo tše di tletšego tša maitemogelo a bakgathatema ka ga polao le ditlhaselo tša bahlankedi ba maphodisa ka Afrika Borwa.

Dikutollo tša dinyakišišo di utoloa gore polao le ditlhaselo tša bahlankedi ba maphodisa di baka mathata a magolo a maikutlo le a monagano go bahlankedi ba maphodisa bao ba itemogetšego seemo se thwii goba ka tsela ye nngwe. Ka lebaka la se, bahlankedi ba maphodisa ba a amega ka bobona le ka mošomong wa bona – gomme se gareng ga tše dingwe, se baka kgatelelo ya monagano, bolwetši bja kgatelelo ye kgolo ka morago ga tiragalo, go hloka mafolofolo ka mošomong, maikutlo a go hloka tšhireletšego le go hloka maatla gareng ga bahlankedi ba maphodisa, gomme seo ka moragonyana, gareng ga tše dingwe, se ama kabo ya ditirelo ye e šomago gabotse, dikamano tša maphodisa le setšhaba le go tšwela pele ga bahlankedi ba maphodisa go šoma ka mo tirelong ye. Godimo ga fao, dikutollo tša dinyakišišo di laetša gore Tirelo ya Maphodisa ya Afrika Borwa e itemogela ditlamorago mabapi le go phethagatša maano gabotse a go fokotša dipolao le ditlhaselo tša bahlankedi ba maphodisa.

Go ya ka dikutollo tše, dinyakišišo tše di bea pele ditšhišinyo tša boitlhamelo le tša go arabela seemo ka nepo ya go rarolla bothata bja dipolao le ditlhaselo tša bahlankedi ba maphodisa ka Afrika Borwa ka go šišinya tlhako ya teori ya go fokotša seemo se go realo e le ge e tsenya letsogo ka go sehlopha sa tsebo ka ga seemo se ka Afrika Borwa.

Mareo a bohlokwa:

Ditlhaselo; Molao wa Tshepedišo ya tša Bosenyi wa 51 wa 1977; Maphelo le go phela gabotse ga bašomi; *modus operandi*; polao; bahlankedi ba maphodisa; Tirelo ya Maphodisa ya Afrika Borwa

KAFUSHANE NGOCWANINGO

Lolu cwaningo lucubungula futhi lubukisise izenzo zokubulawa nokuhlaselwa kwamaphoyisa, ezichazwa yiwona ngokwawo amaphoyisa, futhi okuyizigameko ahlangabezane nazo ngqo amaphoyisa noma-ke ahlangabezane nazo ngezinye izindlela nezimo ezihlobene nalokhu. Imininingo yocwaningo yaqoqwa ngokuxoxisana namaphoyisa ahlangabezane nezigameko ezinjengalezi asebenzela kulezi ziteshi zamaphoyisa ezilandelayo, Dobsonville, Hillbrow, Jeppe, Johannesburg Central, Roodepoort kanye ne-Vosloorus ezingaphansi kweqoqo laseGoli leziteshi zamaphoyisa zoMbutso Wamaphoyisa aseNingizimu Afrika esifundazweni saseGauteng. Ukuxoxisana namaphoyisa ahlangabezane nezigameko ezinjengalezi kwahlinzeka ngencazelo enohlonze futhi enothileyo yezigameko abadlule kuzona ababambiqhaza, bona uqobo lwabo, eziphathelene nokubulawa kanye nokuhlaselwa kwamaphoyisa eNingizimu Afrika.

Imiphumela etholakale ocwaningweni ibonisa ukuthi ukubulawa nokuhlaselwa kwamaphoyisa kudala izinselele ezinkulu eziphathelene nesimo somphefumulo kanye nesengqondo samaphoyisa ahlangabezane ngqo nezenzo zokubulawa nokuhlaselwa kwamaphoyisa noma-ke ahlangabezane nalezi zenzo ngezinye izindlela ezihlobene nalokhu. Ngenxa yalokho-ke, amaphoyisa azithola ekhahlamezekile wona siqu sawo futhi ekhahlamezeke nangokomsebenzi – okuyinto eyenza ukuthi, phakathi kokunye, amaphoyisa abe nengcindezi yomphefumulo, ukukhathazeka nokuhlukumezeka emoyeni okudalwa yizimo ezibuhlungu eziwehlelile, ukungabi nogqozi kwakwenzayo, angabi nokuzethemba futhi azizwe engenamandla, futhi-ke lokhu okuyizinto, phakathi kokunye, eziphazamisa ubudlelwano phakathi kwamaphoyisa nomphakathi futhi eziholela ekutheni amaphoyisa esule emsebenzini. Ngaphezu kwalokhu, imiphumela etholakale ocwaningweni ibonisa futhi ukuthi uMbutso Wamaphoyisa aseNingizimu Afrika uhlangabezana nezingqinamba ekuqaliseni ngempumelelo ukusebenza kwamaqhingasu okuhloswe ngawo ukuqeda isihlava sokubulawa nokuhlaselwa kwamaphoyisa.

Ngokususela kule miphumela etholakele, lolu cwaningo lunikeza izincomo mayelana nezinyathelo ezingasetshenziswa ukuzinqanda zingakenzeki izigameko zokubulawa nokuhlaselwa kwamaphoyisa eNingizimu Afrika futhi lunikeza nezinyathelo ezingathathwa uma sezenzekile lezi zigameko, ukuze kuvinjelwe ukuqhubeka kwazo; ucwaningo lukwenza lokho ngokuphakamisa uhlaka lwethiyori yolwazi lokunciphisa nokunqanda lesi sihlava, okuwulwazi oluzokwengeza olwazini oluphathelele nalokhu olukhona njengamanje eNingizimu Afrika.

Amatemu asemqoka:

ukuhlaselwa; uMthetho Wenqubo Yamacala Obugebengu wama-51 wonyaka we-1977; impilo yabasebenzi nokuqinisekisa ukuthi bahlala bengumqemane; indlela-kusebenza (*modus operandi*); ukubulala; amaphoyisa; uMbuthe Wamaphoyisa aseNingizimu Afrika

LIST OF ACRONYMS & ABBREVIATIONS

AIDS	Acquired Immunodeficiency Syndrome
AK-47	Avtomat Kalashnikov-1947
ANA	African News Agency
APP	Annual Performance Plan
ART	Anti-Retroviral Treatment
BJS	Bureau of Justice Statistics
BRVs	Bullet-Resistant Vests
CAPT	Captain
CAS	Crime Administration Systems
CBD	Central Business District
CDCP	Centres for Disease Control and Prevention
CIT	Cash-in-Transit
CJ	Criminal Justice
CJS	Criminal Justice System
CNN	Cable News Network
COL	Colonel
COPS	Community Oriented Policing Services
CONST	Constable

COSW	Centre for Officer Safety and Wellness
CPA	Criminal Procedure Act
CPU	Crime Prevention Unit
CSC	Community Service Centre
CSAT	Centre for Substance Abuse Treatment
COVID-19	Coronavirus Disease-2019
EC	Eastern Cape
EHW	Employee Health and Wellness
eNCA	eNews Channel Africa
FBI	Federal Bureau of Investigation
FS	Free State
GP	Gauteng Province
HIV	Human Immunodeficiency Virus
HQ	Head Quarters
HRA	Health Risk Assessments
HRD	Human Resource Development
IACP	International Association of Chiefs of Police
IDS	Integrated Delivery System
INTERPOL	International Criminal Police Organisation

IPID	Independent Police Investigative Directorate
ISS	Institute for Security Studies
IOL	Independent Online
JCPS	Justice, Crime Prevention and Security Cluster
LEOKA	Law Enforcement Officials Killed and Assaulted
LLC	Law Library of Congress
LP	Limpopo
LT	Lieutenant
KZN	Kwazulu-Natal
MO	Modus Operandi
MP	Mpumalanga
MTSF	Medium Term Strategic Framework
NDP	National Development Plan
NLEOMF	National Law Enforcement Officers Memorial Fund
NOSI	National Officer Safety Initiatives
NPA	National Prosecuting Authority
NPSP	National Police Safety Plan
NSIs	Needle Stick and Sharp Injuries
NTRP	National Tactical Response Plan

NW	Northwest
NY	New York
OHS	Occupational Health and Safety
PERF	Police Executive Research Forum
PMG	Parliamentary Monitoring Group
POLMED	Police Medical Aid
POP	Public Order Policing
POPCRU	Police and Prisons Civil Rights Union
PPPC	Parliamentary Police Portfolio Committee
PPE	Personal Protective Equipment
PSA	Public Servants Association
PTSD	Post-Traumatic Stress Disorder
RSA	Republic of South Africa
SCM	Supply Chain Management
SAHRC	South African Human Rights Commission
SANDF	South African National Defence Force
SAIRR	South African Institute of Race Relations
SAMHSA	Substance Abuse and Mental Health Services Administration
SAPS	South African Police Service

SGT	Sergeant
SHE	Safety Health Environment
SO	Standing Order
SPRC	Suicide Prevention Resource Centre
TB	Tuberculosis
TRT	Tactical Response Team
UCT	University of Cape Town
UK	United Kingdom
UNISA	University of South Africa
US	United States
USA	United States of America
VIP	Very Important Person
VISPOL	Visible Policing
WC	Western Cape
WHO	World Health Organisation
W/O	Warrant Officer
ZO	Zululand Observer

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CHAPTER ONE

GENERAL ORIENTATION

1.1 INTRODUCTION

This chapter centres the reader's attention on the background of the study and highlights the attack and murder of police officials in South Africa. This phenomenon presents significant challenges to the law enforcement fraternity. The problem statement illustrated in Section 1.3 below identifies the research problem, i.e., despite the introduction of democratic policing in South Africa, the murder and attack of police officials remain persistent.

The chapter also identifies the research aim, research questions and the purpose of this inquiry. The expected value of this inquiry is highlighted, and the research design, research approach, population, and sampling procedures used during this study are discussed. This chapter also recognises and explains the methods used to gather data and discusses phenomenology as the selected inquiry strategy. A collected works of the subject studied is offered. This chapter then clarifies the technique utilised to scrutinise the collected data. An outline of ethical considerations followed in this study concludes this chapter.

1.2 BACKGROUND TO THE STUDY

The SAPS envisions maintaining order, preventing crime, pursuing detective work, and executing the law. The SAPS was formed on 27 January 1995 in Section 214 of the Interim Constitution of 1993 (SAPS Communication Planning, Research & Marketing, 1995:20). In April 1994, at the end of the Apartheid regime, the South African Police were renamed as the SAPS (Vilakazi & Ngantweni, 2018:14). The SAPS was established in 1995 in Chapter 11 of the Constitution (Swanepoel, Karels & Lotter, 2014:14). On 29 January 1995, the previous South African President Nelson Rolihlahla Mandela hired

former SAPS General George Fivaz as the foremost National Commissioner of the SAPS (SAPS, 2017a). The Cabinet of South Africa approved 27 January as National Police Day in 2005 in remembrance of those members of the SAPS who sacrificed their lives in protecting the South African community.

Section 205 (3) of the Constitution of the Republic of South Africa (RSA), 1996, confirms the aims for SAPS, which include:

- prevent, combat, and investigate crime;
- preserve community demand;
- safeguard and secure the residents of South Africa and their possessions; and
- maintain and apply the regulation (Journalism, 2015; SAPS Strategic Management, 2013:7).

The mission of the SAPS is to:

- Stop everything that might intimidate the protection or safety of the citizens;
- scrutinise any wrongdoing that intimidate the protection and safety of the citizens;
- guarantee criminals are brought to justice; and
- partake in efforts to address the primary roots of wrongdoing.

(SAPS Strategic Management, 2020a:29).

The SAPS enjoys a proud heritage, and it has been on a steady journey of progress in the fight against crime (Nhleko, 2016). Over the last two decades of democracy, the once-feared police force was reworked into a democratic police service (Vilakazi & Ngantweni, 2018:1). In 2015, the SAPS celebrated 21 years of democratic policing. However, murder and attacks on police officials remain persistent (McCauley, 2015:4).

The core business of the SAPS is to form a protected setting for all citizens of South Africa (SAPS, 2011b: i). According to the former SAPS National Commissioner, police work is stressful and dangerous (Phiyega, 2015c). From April 2016 to March 2017, 6 002 police

officials (equal to 0.3% of all members) were injured on duty (SAPS Strategic Management, 2017).

Community members should acknowledge the need to protect police officials and prioritise such endeavours. Policing is a vocation that requires a super-patriotic individual with a commitment and respect for the business of being a police official (Mgwenya, 2018). Police officials place their lives at risk to defend and preserve the lives of others from merciless criminals (Nhleko, 2015a). Sandile Zulu, a newly appointed police official, remarked, "*Being police have forever meant not being a favourite person to criminals*" (sic) (Journalism, 2015). The murder of and attacks on police officials in South Africa is heart breaking, and it compromises community safety (SAPS Strategic Management, 2016:5).

The recurrent murder of police officials does not bode well for South Africa. It is not in keeping with a democratic political system (Mgwenya, 2018). Police officials in South Africa have the intimidating task of maintaining peace and order wherever there is violence. In their effort to maintain stability within the country, stop unruly community members from destroying property, and defend others, their lives are in danger. Attacks on police officials are associated with the attack on the morality of South Africa (Times Live, 2018). These unbearable deeds against police officials occur extensively, and people ought to be mobilised to prevent murder and attacks on police officials (SAPS Strategic Management, 2016:5). The police should be directly responsible to the communities as a central building block of policing in South Africa (Bruce, 2011b:1).

1.3 PROBLEM STATEMENT

A research shortcoming clearly and unambiguously identifies a challenge (implicit or explicit) or deficiency in the link between two or more variables (Tuckman & Harper, 2012:38). It entails a statement bolstered by literature connected to what the researcher

intends to investigate (Bless, Higson-Smith & Sithole, 2013:378). It is the focus of the analysis and inquiry (Fraenkel, Wallen & Hyun, 2015:35).

SAPS Management and police officials must perceive the negative impact of murder and attacks on SAPS members. The murder and attacks on police could be an important but understudied topic (Bierie, 2017). The murder of police is a sign that their lives are in danger the instant they are in the presence of criminals (Marais, 2014:85). The former National Commissioner of the SAPS, General Cele (currently the Minister of Police), stated that the murder of police officials, on and off duty, is a concern in South Africa (Mgwenya, 2018). South African people continue to face challenges related to violent criminal activities and the murder of police escalating at alarming levels (Police and Prisons Civil Rights Union (POPCRU), 2018).

A South African Institute of Race Relations (SAIRR) study, South Africa remains a comparatively unsafe country to function as an official of the state (Petersen, 2017). The murder of police officials is turning into a worrying trend in South Africa (Nhleko, 2015). The previous acting SAPS National Commissioner, Khomotso Phahlane, said that the attack of police officials at work is a severe reminder of the encounters police officials face (De Villiers, 2017).

There is a concern over the brutal murder of SAPS officials that requires immediate attention from the highest office within the land (Bernardo, 2016). The murder of SAPS officials is a tragedy and compromises community safety (Nhleko, 2016). The SAPS management has declared that the attacks on police officials are a concern (SAPS Strategic Management, 2015:4). The former police minister, Mr Fikile Mbalula, has expressed outrage at the continuing murder of police officials (Mbalula, 2017). Marais (2014:85) posits that criminals will do almost anything to murder a police officer who could be a possible witness against them in court. The murder of police is warfare that heartless criminals have declared on police members (Mthethwa, 2011).

The Parliamentary Police Portfolio Committee (PPPC) raised whether the murder of police officials should be a criminal offence against the state (Beukman, 2016). Beukman (2016) further states that SAPS Union representatives urged the government and lawmakers to help move the matter forward to declare police killings as a criminal offence conflict the government. In addition, it's thought to be treason, it aims to destabilise law and order (SAPS Strategic Management, 2019:6). Newham (2011) opines that the murder of SAPS members could be a severe and continued shortcoming to our new democracy.

An average of one police official is murdered in South Africa each week, and communities across Johannesburg are taking a stand (Security, 2007). An intolerably high level of the murder of police officials has been witnessed by a third party (Parliamentary Monitoring Group (PMG), 2015:2). The scourge of murder of police officials continues (SAPS Strategic Management, 2019:8). The murder of police officials is a challenge once again highlighted during the so-called "Jeppestown Massacre", where four police officials and eight suspects were murdered in June 2006 (Bruce, Newham & Masuku, 2007:32). In 1993, 280 police officials were murdered the year before the democratic elections in South Africa, when anxiety and violence were high. A significant increase in the murder of police officials occurred between 1994 and 2004 (1 970 police were murdered), whereas 945 police members lost their lives between 2005 and 2014 (Petersen, 2017). Petersen (2017) further states that the murder of police officials decreased from 252 per 100 000 in 1994 to 51 per 100 000 in 2014, an 80% decrease.

There was an improvement compared to the number of police deaths within the transition to democratic rule; in 1994, 265 police officials were murdered within the line of duty, and 178 were murdered in 2000 (Botha & Visser, 2012). Mallinson and Blanche (2011) argue that the scourge of police murders has diminished dramatically since 1994. In line with the South African Institute of Race Relations (SAIRR) statistics, 265 police officials were murdered in the line of duty in 1994, and 178 were murdered in 2000 (Mallinson & Blanche, 2011; Botha & Visser, 2012). Mallinson and Blanche (2011) further state that in

2000, this range dropped to 178 murdered police officials. The murder of 265 police officials in 1998 is the uppermost figure of police murders since the start of democracy (Newham, 2011).

In this study, three of the sampled police stations, Johannesburg Central, Hillbrow, and Dobsonville, were known as the top 30 top crime stations in Johannesburg (SAPS Strategic Management 2020a:131). Table 1.1 below illustrates statistics of SAPS officials from the six sampled police stations who were attacked and/or murdered from 2015 to 2018.

Table 1.1: Examples of SAPS officials from the six sampled police stations who were attacked and/or murdered from 2015 to 2018

POLICE STATION	MURDERS	ATTACKS	DATE
DOBSONVILLE	2	0	2015-09-09
DOBSONVILLE	1	1	2017-08-01
HILLBROW	2	0	2012-08-15
HILLBROW	1	1	2015-08-23
HILLBROW	0	1	2017-11-12
HILLBROW	1	1	2015
HILLBROW	1	0	2018-06-21
HILLBROW	1	1	2018-09-13
JEPPE	4	0	2006-06-25
JEPPE	1	0	2015-07-31

JOHANNESBURG	1	1	2012-10-03
JOHANNESBURG	2	0	2015-01-31
JOHANNESBURG	1	0	2015-09-21
JOHANNESBURG	1	0	2017-09-02
ROODEPOORT	1	0	2017-09-30
ROODEPOORT	0	1	2017-01-22
VOSLOORUS	1	0	2015-07-29
VOSLOORUS	1	0	2017-07-07

(Hartleb, 2015; eNews Channel Africa (eNCA), 2015; Wakefield, 2015a; Walker, 2017; eNCA, 2018; Gous, 2018; Ndaba & Serumula, 2015; Wakefield, 2015b)

It is problematic for the police to apply the law in a climate of rising crime levels in conjunction with a rise in the murder of police members (Corruption Watch, 2015). Marais (2014) states that police officials must attain community trust and respect over a prolonged period. The conduct and diligence displayed by all the participants in the Criminal Justice System (CJS) make public confidence and trust within the CJS (Corruption Watch, 2015). Corruption Watch (2015) further states that trust and confidence are earned. Community members feel that police do little to shield them, and in some cases, police officials are murdered owing to community vigilantism (Journalism, 2015). The South African police are criticised for acting harshly against criminals/communities and being expected to protect the citizens (Nicolson, 2015a).

In March 2013, the police/population ratio was 1:336 (Law Library of Congress (LLC), 2015). The former Minister of Police, Mr Nathi Mthethwa, once said that in Gauteng the murder of one police member leaves 345 persons vulnerable (SAPS Strategic Management, 2016:3). The environment, the Ministry of Police, and the vastly different

departments it oversees are dynamic ones (Mbalula, 2017:7). Mbalula (2017:7) further states that in 2017, the SAPS was the face and the central department of the government with 1,144 police stations and a fixed establishment of 194 605 police officials. The dimensions and opportunity of criminality are enough to place enormous burden on SAPS's 194 605 members (Public Servants Association (PSA), 2017). In 2018, mid-year, the RSA population was 57 725 600 while the number of police officials was 150,855 and the police/population ratio was 1:383 (SAPS Strategic Management, 2018:34). Throughout 2018/2019, the police/population ratio was 1:383. The standard ratio proportion was 3,0 per cent, representing a minimal growth of 2,7 per cent related to 2017/18 (South African Government, 2019). Throughout five years, the law enforcement officials/residents proportion illustrated a distinction of forty-seven police officials lesser due to several reasons.

Police killings in South Africa remains a concern because, throughout the 2002/2003 fiscal year, 150 officials were murdered (SAPS Strategic Management, 2003:14). From 2004/2005 to 2008/2009, 510 police officials died in the line of duty, murdered by criminals (Mbalula, 2009:5). In the 2005/2006, fiscal year, 95 police officials were murdered, which remained constant compared to 2004/2005 (SAPS, 2006). However, the SAPS further states that the number of attacks on police increased dramatically from 721 attacks in 2004/2005 to 1 274 attacks in 2005/2006. In 2005/2006, 95 police officials were murdered and remained constant compared to 2004/2005 (SAPS Strategic Management, 2006). In the two years from 2008/2009 to 2009/2010, 216 SAPS officials were murdered in the line of duty (Botha & Visser, 2012 (In-LLC, 2015)). The number of police officials murdered decreased by 71 per cent from 265 deaths in 1994 to 77 in 2013. However, as the overall murder rate increased, so too has the murder of police officials (Burger, 2015). During 2009/2010, 101 police officials were killed contrast to 105 in 2008/2009, 62 police officials were murdered off duty while thirty-nine were murdered on duty (SAPS Strategic Management, 2010:92).

In 2010/2011 budget year, 93 police officials were killed nationwide (SAPS Strategic Management, 2011:76). SAPS Strategic Management (2011) further states that the ninety-three murdered police officials represent a decline of 8 per cent equated to the 2009/2010 fiscal year. In 2010, the SAPS Annual Report reported 107 police officials murdered on duty. Amid 2001 and 2010, 1 130 SAPS members were murdered (Newham, 2011). According to the SAPS Strategic Management (2010:92), there was a consistent pattern of the murder of off duty police officials because their awareness is lower while not working in uniform. Deaths on duty is an occupational hazard (Newham, 2011). During the 2012/2013 twelve-monthly period, 84 police officials were killed nationwide, an increase of 3,7 per cent compared to 2011/2012 (SAPS Strategic Management, 2013:91).

For the duration of 2013/2014, 77 SAPS members were killed (SAPS Strategic Management, 2014). Beukman (2016) states that most murders against police officials happened off duty—59 per cent in 2014/2015 and 60 per cent amid 2010/2011 and 2014/2015. From 1 April 2013 to 31 March 2014, 68 police officials perished while on duty (SAPS Strategic Management, 2013:33). Nicolson (2015b) stated that the murder of police officials was rising since 63 police officials were murdered between April 2014 and March 2015, about 58 officials murdered in 2016, 27 on-duty and 31 off-duty. In the 2015/2016 budget year, seventy-nine police officials were murdered, forty of them in the line of duty (De Villiers, 2017). De Villiers (2017) further states that in the 2016/2017 fiscal year, 83 police officials were murdered.

According to the SAPS statistics, 58 police officials were murdered between January 1 and 24 August 2015. Thirty-one of these officials were murdered off duty (Shange, 2015). For the duration of the 2015/2016 twelve-monthly period, 79 police officials died, 40 while at work (De Villiers, 2017). The attack on police officials is a sign that ruthless criminals have no respect for law and order (Nkalane, 2016). An increase of 7.1 per cent on-duty murdered police officials was recorded, and a decrease of 9.5 per cent murdered off-duty police officials was recorded during 2015/2016 compared to 2014/2015 (PMG, 2015:10).

Bruce (2015) states that the spike of 53 per cent (31 out of 58) was against off duty police officials resulting in most murdered police officials in the country in 2015.

In South Africa since 2015/2016, 79 police officials have been murdered, thirty-four whilst on duty and forty-five off duty (SAPS Strategic Management, 2016:11). An average of 35 police officials are murdered on duty when reacting to complaints, or when the suspects evade arrests and retaliate (PMG, 2015:11). PMG (2015:11) however states that more than 50 police officials are murdered off than on duty.

During 2016/2017, 83 officials were murdered countrywide, 34 were killed on duty, and 49 off duty (SAPS Strategic Management, 2017:13). In 2018/2019, even though a decline further than 10% from 2017/2018, SAPS has missed seventy-seven members, 27 on duty, and 49 off duty (SAPS Strategic Management, 2019:6; Seleka, 2019). From 1 April 2018 to 31 March 2019, 26 police officials were murdered on duty, compared to twenty-nine officials in 2017/2018. Table 1.2 below illustrates the number of police officials murdered on and off duty from 1989/1990 to 2018/2019. It is clear from the table below that 4 318 police officials were murdered in South Africa over three decades.

Table 1.2: Number of police officials murdered in South Africa from 1989/1990 to 2019/2020

FINANCIAL YEAR	TOTAL	FINANCIAL YEAR	TOTAL	FINANCIAL YEAR	TOTAL
1990/1991	164	2001/2002	163	2012/2013	84
1991/1992	253	2002/2003	136	2013/2014	77
1992/1993	280	2003/2004	108	2014/2015	86
1993/1994	265	2004/2005	107	2015/2016	79

1994/1995	240	2005/2006	101	2016/2017	83
1995/1996	222	2006/2007	108	2017/2018	85
1996/1997	244	2007/2008	107	2018/2019	77
1997/1998	265	2008/2009	105	2019/2020	76
1998/1999	204	2009/2010	101	2020/2021	34
1999/2000	204	2010/2011	93		
2000/2001	185	2011/2012	92		
Total	2322	Total	1221	Total	681
GRAND TOTAL					4224

(Beukman (2016); Bruce (2006:13); PMG (2015:4); Pijoo (2019); SAPS Strategic Management (2003:15-16); SAPS Strategic Management (2008: xviii-xxi); SAPS Strategic Management (2009: xx-xxiii); SAPS Strategic Management (2010); SAPS Strategic Management (2011: xvi-xvii); SAPS Strategic Management (2017:118); SAPS Strategic Management (2018:32); SAPS Strategic Management (2019:36).

Eighty-five police officials were murdered during the 2017/2018 financial year, while 28 at work, and 57 at home (SA News, 2018). In addition to that, 76 officials were killed, for the period of 2019/2020, as well as 35 police killed on duty and 41 off duty, related to the similar quantity, in 2018/2019 (SAPS Strategic Management; 2020a:76). The SAPS Strategic Management (2020a:76) further states that on-duty murder of police officials augmented by 8 or 29,63%, and off duty declined by 8 or 16,33% in the 2019/2020 budget year. Table 1.3 below illustrates the comparative figures of SAPS officials murdered from 1991/1992 to the 2018/2019 financial year.

Table 1.3: Murdered SAPS officials, on-duty, and off-duty, from 1991 to 2020

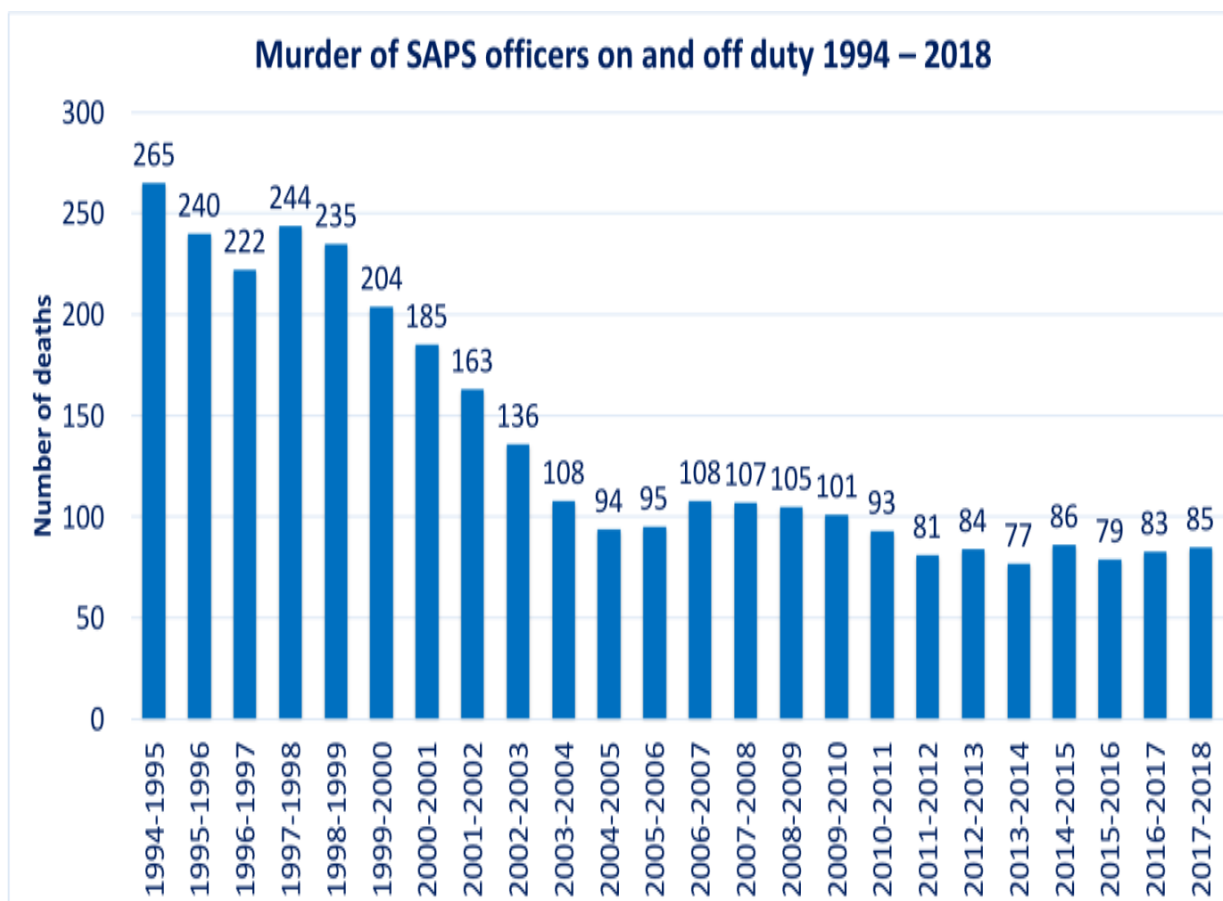
YEAR	ON-DUTY	OFF-DUTY	TOTAL	YEAR	ON-DUTY	OFF-DUTY	TOTAL
1991/1992	65	99	164	2006/2007	52	56	108
1992/1993	116	137	253	2007/2008	49	58	107
1993/1994	104	176	280	2008/2009	44	51	95
1994/1995	84	156	240	2009/2010	39	62	101
1995/1996	76	146	222	2010/2011	36	57	93
1996/1997	90	154	244	2011/2012	38	43	81
1997/1998	84	181	265	2012/2013	29	55	84
1998/1999	84	120	204	2013/2014	29	48	77
1999/2000	60	125	185	2014/2015	35	51	86
2000/2001	67	96	163	2015/2016	34	45	79
2001/2002	57	78	135	2016/2017	34	49	83
2002/2003	41	95	136	2017/2018	28	57	85
2003/2004			108	2018/2019	26	51	77
2004/2005			94	2019/2020	35	41	76
2005/2006			95	2020/2021			
TOTAL			2693	TOTAL			1250

(Beukman (2016); Bruce (2006:13); PMG (2015:4&6); Pijoos (2019); SAPS Strategic Management (2003:15-16); SAPS Strategic Management (2008: xviii-xxi); SAPS Strategic Management (2009: xx-xxiii); SAPS Strategic Management (2010); SAPS Strategic Management

(2011: xvi-xviii); SAPS Strategic Management (2017:118); SAPS Strategic Management (2018:32); SAPS Strategic Management (2019:36); SAPS Strategic Management; 2020a:76).

A comparison of the murder of police officials together on and off duty indicate a substantial deterioration. In 1993, the total amount was 326 per 100 000 which fell to 56 per 100 000 in 2017/2018 (Faull, 2018). Faull (2018) further states that the inclination for on-duty murder showed a decline because in 1993, murder of on-duty officials was at a proportion of 120 per 100 000, and through 2017/2018, the fraction was nineteen per 100 000. Figure 1.1 below illustrates the killed police officials' on-duty and off-duty from 1994 to 2018.

Figure 1.1: Murder of SAPS officials on and off-duty from 1994 to 2018



(Faull, 2018)

According to the SAPS Strategic Management (2019:13), 76 SAPS officials were killed on and off-duty for the duration of 2018/2019, as well as 27 police officials killed on duty, and 49 off-duty. A complete reduction of 10,50 per cent, compared to 2017/2018, and during 2014/2015 (SAPS Strategic Management, 2019:137). In 2018/2019, the murder of police officials declined by 9.4 per cent (Pijoo, 2019). Table 1.4 below illustrates SAPS officials murdered on and off-duty in RSA from 2017/2018 to 2018/2019. The abbreviations utilised in this study for all South African Provinces namely: Gauteng (GP), Eastern Cape (EC), Kwazulu-Natal (KZN), Free State (FS), Western Cape (WC), North West (NW), Mpumalanga (MP), Northern Cape (NC), Limpopo (LP) and Head Office (HQ).

Table 1.4: SAPS officials murdered from 2017/2018 to 2018/2019

PROVINCIAL BREAKDOWN		
PROVINCE	2017/2018	2018/2019
GP	8	9
EC	7	4
KZN	3	15
FS	2	1
WC	1	8
NW	1	3
MP	1	3
NC	1	2
LP	1	0
HQ	3	4

TOTAL	85	77
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(Pijooos, 2019)

The former Minister of Police, Nhleko, said that murdered SAPS members are "*not simply replaceable*" given the period it takes to develop a police official (SA News, 2015). Main worries were higher sum of officials murdered off duty (Beukman, 2016). The killing rate of SAPS members is still unreasonably high, even though there is slight progress regarding the phenomenon in this country. Table 1.5 illustrates the reasons why personnel left the SAPS, for the duration, 1 April 2019 to 31 March 2020:

Table 1.5: The significant reasons why personnel left the SAPS

NUMBER OF DECEASED PERSONNEL	847
PERCENTAGE OF ENTIRE RESIGNATIONS	16,7%
PERCENTAGE OF ENTIRE EMPLOYMENT	0,5%
ENTIRE	5 076
OVERALL HIRED	187 358
ILL-HEALTH DEPARTURE, DATED 1 JANUARY 2019 TO 31 DECEMBER 2019	
TYPES OF ILLNESS	Psychological cases – 797
	Medical cases - 1 407

(SAPS Strategic Management, 2020b:327)

The attack and murder of police officials have dire consequences for the image of the SAPS since it taints an honest community/police relationship. The South African

President Cyril Ramaphosa remarked that "...*the death of one police official is one death too many*" (Webmail, 2018). Police spokesperson Brigadier Vishnu Naidoo commented that attacks on and murder of police officials had been demoralising for members' morale (Hyman, 2016:1). The impact is a traumatic loss to their families and is equally severe to their colleagues (Mthethwa, 2011). The murder of one police officer has a drastic impact on the personnel and, therefore, the public that police official functions (SAPS Strategic Management, 2014:127-128).

The loss of a police member is a considerable loss to the country because it leaves communities with one less person to safeguard them from harm (SAPS Strategic Management, 2015:1). In line with Bruce (2015), even though the police may be state officials, and their deaths are akin to those of the ordinary community. Criminals blatantly, take away the guardians of safety and security from communities for their gain (Nkalane, 2016). POPCRU representative mentioned that SAPS members still receive a R400 monthly danger allowance, a similar amount they have received since 2001 (Seleka, 2021).

The SAPS aim to elimination of attacks against and murder of SAPS personnel (SAPS Strategic Management, 2013:90). On and off duty, attacks and murders are internal challenges the SAPS must contend with in fulfilling its duty to South African people (Brand South Africa, 2006). POPCRU mentioned that the SAPS restructuring could aid to curb the murder of police officials through establishing good relations with communities (POPCRU, 2018). The POPCRU (2018) further states that there is an obligation to build many police stations and capacitate them with the necessary human and other resources with the required police-population ratios. The prevention of murder and attacks on SAPS personnel are essential to the service success (SAPS Strategic Management, 2014:128). Police officials' lives are continually in danger, they are targets for criminals, and they ought to take responsibility for citizen safety (McCauley, 2015:4).

Nicolson (2015a) thinks that it would be necessary to overhaul the system to keep the police safe. The POPCRU spokesperson Richard Mamabolo mentioned that police ought to act against the murder of police officials (Makhetha, 2017). A police officer's work involves drama and daily exposure to physical danger (Mosolodi, 2017). Police mortality can cause negative perception among South Africans (SAPS Strategic Management, 2019:137). Every September, police officials who lost their lives, whether on-duty or off duty, are honoured and commemorated (Nhleko, 2015), and police officials celebrate the lives of their late colleagues through prayer for the safekeeping of all police officials (Moodley, 2017).

According to Mgwenya (2018) and SAPS Strategic Management (2014:127-128), the murder and death of SAPS officials' impact in the following ways:

- The peoples' perceptions of (in)security;
- the confidence of SAPS officials;
- a loss of valuable, expert, and trained personnel to successfully fight criminality;
- extra stresses on law enforcement to disentangle lawbreaking committed contrary to SAPS officials; and
- adversely affects trust and the relationship between the police and the community.

1.4 DEFINITION OF TERMS

Definitions create the need to define activities, which are indicators of the concept; those activities constitute the operational definition of the concept (Punch, 2016:173-174). The definitions provided are intended to outline terms that readers may not understand in the specific research context (Creswell, 2014:242). Below are key terms used in this study to clarify, contextualise, and eliminate any ambiguity.

1.4.1 Police Official

A police official in this study states to companion of police employed in terms of the SAPS Act No 68 of 1995 (SAPS, 2011a). SAPS (2011a) stipulates that the latter include South African Reserve Police Service members. A police official is a civil servant mandated to prevent and detect criminals and maintain public order (Noxhaka, 2019:2). Therefore, a police officer is also a member of the state civil service (SAPS Strategic Management, 2015:6). Ergo, a police official is a state representative with the legal right to act against offenders within the confines of South African law (Marais, 2014:190). Police officials perform the vital tasks of preventing and investigating crimes (Swanepoel *et al.*, 2014:14). For brevity and ease of reading, this study uses the terms police officer and police official interchangeably but construes an identical meaning.

1.4.2 Murder

Joubert (2010:101&102) defines murder as the illegal and premeditated bring about the passing away of humanoid. Joubert (2010:101&102) further elaborates on the specific conduct required for a death to be considered murder in law and further stipulates that such may be caused in several methods, such as gunfire on an individual, wounding with a dagger, or strangulation them. Suicide is excluded from this definition. However, Joubert (2010:102) cautions the murder of additional somebody will not constitute killing if there is an explanation, such as private protection or authorised capability, validates the behaviour. Joubert (2010:102) further explains that intention is required as an element of murder.

Murder is a schedule 1 offence as per the South African Criminal Procedure Act (CPA) 51 of 1977 (Bekker, Geldenhuys, Joubert, Swanepoel, Terblanche, & Van der Merwe, 2007:403). In the setting of this inquiry, murder denotes to a planned or premeditated act against a police officer while performing their functions, whether on duty or not (Polity, 2017:18). Assassination is the illegal and premeditated triggering of the passing of another person and is a common-law offence (McCauley, 2015:23; Africa Check, 2016).

Before any action can be classified as murder, it must meet all four elements of such crime, as stated by Joubert above.

For this study, non-fatal attacks on police officials are also included. This study will focus on murder and attacks against police officials in executing their official duties on or off-duty.

1.5 GEOGRAPHIC AND TIME LIMITATION OF STUDY

This study was limited to Dobsonville, Hillbrow, Jeppe, Johannesburg Central, Roodepoort, and Vosloorus police stations within the Johannesburg SAPS cluster. These police stations were identified for inclusion in this study because they have experience of murder and attacks against police officers. This study will be limited to murders and attacks against police officials from 1990 to 2020.

1.6 THE RESEARCH AIM

The researchers interchangeably in writings as alternative expression often utilise the terms “objective,” and “aim” for one another (De Vos, Strydom, Fouche & Delport, 2011:94). This research aimed to explore the murder of and attacks against police officials as personally described and directly or indirectly experienced by police officials performing duties at Dobsonville, Hillbrow, Jeppe, Johannesburg Central, Roodepoort, and Vosloorus police stations in the Johannesburg policing precinct.

1.7 THE PURPOSE OF THE RESEARCH

The determination account arrays the ideas and the central impression of conducting the study (Creswell, 2014:246). The purpose of this study is to persuade readers of the significance of the phenomenon and its effect on the community (Clough & Nutbrown, 2012:18). In support, the purpose is the steps one must take, one by one, pragmatically

at the grassroots level, within a specific period, to realise the vision of a study (Creswell, 2009:94).

The specific purposes of this study were:

- To investigate, discover and describe the meaning of murder and attacks against police officials as directly or indirectly experienced by members of the SAPS at Dobsonville, Hillbrow, Jeppe, Johannesburg Central, Roodepoort, and Vosloorus police stations; and
- To discover and apply new knowledge acquired from the findings of this study, to develop strategies to mitigate the murder and attack of police officials in South Africa.

1.8 RESEARCH QUESTIONS

The research question is the construction of an inquiry subject that separates the data as well requires feedback (Newby, 2014:669). One essential characteristic of a researchable question is that data is available for collection to answer the question (Fraenkel *et al.*, 2015:35). The researcher identified and connected murder and attacks on police officials as the research problem to identify a way of solving the phenomenon (Punch, 2016:49). This inquiry required solving the following primary research problem: *How do police officials at Dobsonville, Hillbrow, and Jeppe, Johannesburg Central, and Roodepoort and Vosloorus police stations experience (directly or indirectly) murder and attacks against police officials?*

The following sub-questions were explored:

- What are the perspectives of police officials at Dobsonville, Hillbrow, Vosloorus, Jeppe, Johannesburg Central and Roodepoort police stations about the underlying causes of the murder of and attacks against police officials?
- What is the impact of the murder of and attacks against police officials in their internal work environment and externally?

- What strategies could be implemented to mitigate against the murder of and attacks against police officials?

1.9 VALUE OF THE RESEARCH

The academic value of this inquiry is to add to the body of knowledge about the social world (Bryman, 2012:6-7). Thus, this inquiry intends to enhance to the existing greater part of knowledge of crimes (in this case, murder, and assault) committed against police officials and make recommendations and provide solutions to the phenomenon.

The knowledge generated through this study will benefit the SAPS, which is beleaguered with the commission of these two crimes against their members. The SAPS management will receive first-hand information on the context for the murder of and attacks against police officials to support and remodel existing strategies to mitigate the phenomenon. This study and its results could further assist in alerting and educating the SAPS about the challenges experienced by its members when such crimes are committed against their ranks.

1.10 THE CONSTRUCTIVIST WORLDVIEW

The researcher followed a constructivist approach as the philosophical worldview for this inquiry. Creswell (2014:6) opines those worldviews are a collective theoretical alignment around the realm and the environment of inquiry that a researcher carries to an inquiry. Constructionists believe that there is no certainty “*out there*,” only a description of authenticity that deviates constantly (De Vos *et al.*, 2011:310). De Vos *et al.* (2011:310) further state that reality (or, more correctly, truth) can only be publicly and individually created and the matter should be vigorously rich.

Birks (in Mills & Birks, 2014:20) explains constructivism as a research paradigm that recognises that those who understand it construct reality, and thus research is a

procedure of restructuring that authenticity. Public discipline is the systematic training of social performance, where public bring up to society and their performance, and deeds happens in a societal framework; and knowledge bring up to how public and their conduct are planned (Punch, 2016:176). According to Creswell (2014:8), social constructivists believe people wish to comprehend the domain in which they are living and working at. The researcher, therefore, anticipates describing the meanings police officials ascribe to the world where they live and work and the effect of murder and attacks against their ranks on that worldview.

1.11 RESEARCH METHODOLOGY

The terms 'model' is ideology or value-system, set of opinions or expectations about the communal world, proper techniques, and topics for inquiring into that world (Punch, 2016:175). Inquiry is an efficient development of gathering, scrutinising, and understanding information to understand a particular phenomenon (Leedy & Ormrod, 2015:152). 'Research methodology' involves the methods of information assemblage, scrutiny, and explanation that the scholar suggests for an inquiry (Creswell, 2014:247).

Methodological consideration originates from different researchers' interpretations of the same data (Clough & Nutbrown, 2012:21). The methodology is the research approach, inquiry plan, population and example, data gathering, and scrutiny (Bless *et al.*, 2013:380). Methods of qualitative data collection include interview transcripts, field notes, etc. (Gray, 2014:186). The researcher selected the following methodological approach.

1.11.1 Qualitative research approach and phenomenological research design

The qualitative methodology and phenomenological strategy are the modes of inquiry concerning the murder and attacks against police officials in the SAPS Johannesburg cluster. Qualitative study is first-hand inquiry wherever the data are not in the method of amounts (most of the time, though not continuously, this means words) (Punch,

2016:176) in which the researcher endeavours to study logically on-going occurrences in all their complication (Fraenkel *et al.*, 2015: G-7). The study is steered by means of a variety of procedures, which rely on quantified words and accounts to record and investigate aspects of common authenticity (Bless *et al.*, 2013:394). A qualitative approach is inductive. It emphasises words in data collection and analysis (Bryman, 2012:714). Newby (2014:668) believes that qualitative data can take the form of verbal statements, written accounts, behaviours, objects, and relationships.

A research design is a clear plan (Thomas, 2013:103) that emphasises on the creation and entirely steps in this study to attain the results expected (De Vos *et al.*, 2011:143). Literature review, sampling, and data collection are endlessly connected, and the strategy of the entire development continue to be flexible (Bless *et al.*, 2013:158). Conclusions about the choice of a design are inclined by the researcher's phenomenon being studied (Creswell, 2009:20). The researcher followed a phenomenological research design (My Assignment Help, 2020). Gray (2014:24) asserts that phenomenology grasps that any effort to comprehend collective certainty is grounded in grassroots capabilities of that societal certainty. An inquiry strategy categorises the principle of social understandings about a phenomenon refer to by subjects (Creswell, 2009:13).

Creswell (2014:14) more particularly describes phenomenological research as an inquiry development. The apprentice pronounces the lived knowledge of persons almost a phenomenon as defined by subjects who have all experienced the phenomenon. Subsequent this inquiry approach, inquiries are concentrating at the connotation of the subjects' knowledge, frame of mind, principles, and verdicts about the themes in inquiry (De Vos *et al.*, 2011:316). Based on the above writings, the researcher will seek to understand the murder of and attacks against police officials as experienced and described from participant viewpoints.

1.11.2 Bracketing

To bracket the researcher's position concerning the phenomenon under study, he provides a synopsis below of his career path in the SAPS and experience of murder and attacks against police officials. Mills and Birks (2014:257) explain bracketing as maintaining a position of objectivity as a researcher. Following Mills and Birk's guide, the researcher sets aside preconceived ideas about the phenomenon and entirely relies on participant descriptions of events.

The researcher is a Captain at the SAPS HQ. He worked at the SAPS National Library, promoting a culture of learning and development within the organisation. Currently, he works on Section: Curriculum Development and Standards, Sub-Section: Research and Impact Study Coordination, within the SAPS Division: Human Resource Development (HRD). The researcher's operational police experience began at the station level while stationed at the land border division at the Maseru Border Post situated at Ladybrand in the FS. The researcher performed duties in the SAPS control room from 1999 to 2002. The researcher was then deployed to the Sea Point Police Station in the WC, performing duties at the Crime Prevention Unit (CPU). He was then deployed in the Community Service Centre (CSC) from 2003 to 2005. Shortly after being deployed to Sea Point, a former colleague was shot and murdered while on duty. Subsequently, the researcher was deployed to Durban North Police Station in KZN, performing duties at the CSC since 2005. The imminent risks as a police officer in KZN at the time was ambush and random attack.

In 2006, the researcher was transferred to the Honeydew Police Station in the West Rand, Johannesburg. The Honeydew policing area was known as a high-risk policing precinct owing to high incidents of murder, attempted murder, business attacks, and house robberies with aggravating circumstances. Police officials performing duties in this police precinct permanently wore bulletproof vests, carried 9 mm pistols, and R5 assault rifles to protect themselves. The researcher recalls a gunfire battle in 2006 where armed

robbers brutally murdered several police officials responding to a business robbery in the Honeydew police precinct. During this incident, the researcher was off duty.

1.11.3 Target Population and Sampling Procedures

The population or unit of analysis is the item of study, which is determined by who the researcher needs to draw deductions about (Terre Blanche, Durrheim & Painter, 2006:565). The population is the whole group that a researcher sets out to study (Tuckman & Harper, 2012:135). The target group is the group about which knowledge is sought but which one cannot study directly; therefore, one sample from that population is analysed (Punch, 2016:175). The researcher's first task was to select a sample and define the population of interest (Fraenkel *et al.*, 2015:57). The target population for this inquiry involved all the police officials in Johannesburg who have experience of (directly or indirectly) murder of or attacks committed against police officials.

The sampling strategy followed included purposive sampling and snowball sampling in the form of non-probability sampling. A sample is the smaller group studied but drawn from a greater population, and information are composed and evaluated from the sample (Punch, 2016:176). Punch (2016:176) further states that inference is made back to the population. A sample is any part or group of a population of persons from which or about whom information is obtained (Fraenkel *et al.*, 2015:107; Tuckman & Harper, 2012:135). As utilised in study, the term sampling states to the method of choosing the persons who partake in an inquiry (Fraenkel *et al.*, 2015:107). Furthermore, sampling encompasses picking the precise study subjects from the entire population and is conducted in diverse methods (Terre Blanche *et al.*, 2006:564). Sampling is an effort to recognise the population from which it was drawn (De Vos *et al.*, 2011:224).

Sampling for this study included police officials from Dobsonville, Hillbrow, Jeppe, Johannesburg Central, Roodepoort, and Vosloorus police stations directly or indirectly exposed to the murder of and/or attacks against police officials. The basis for choosing

these research locations is that they are suitable and feasible sites for the inquiry (Maree & Van der Westhuizen, 2009:22). They have high crime rates and experience of murder and attacks against police officials.

The researcher obtained permission from the SAPS HQ and the GP Provincial office to access these locations and conduct research involving the participants (see Annexures). Table 1.6 below illustrates the specific research locations for this research project:

Table 1.6: Summary of the sampled police stations in Johannesburg

NAME OF STATION	CLUSTER NUMBER	NAME OF CLUSTER
DOBSONVILLE	8	Soweto West
HILLBROW	3	Johannesburg East
JEPPE	3	Johannesburg East
JOHANNESBURG CENTRAL	5	Johannesburg Central
ROODEPOORT	4	Johannesburg West
VOSLOORUS	6	Ekurhuleni West

Purposive or judgemental sampling is based on a researcher's judgment and the choice of participants meeting specific criteria (Bless *et al.*, 2013:172). Punch (2016:175) adds that it is a purposeful sampling drawn from the population in a well thought-out or directed manner, bestowing to the research rationality. The researcher run-throughs conclusion to handpicked sample that they have faith in, constructed on preceding data, will deliver the data they want (Fraenkel *et al.*, 2015:101).

In purposive sample, the researcher ought to reason unfavourably about the limitations of the population and then select the sample case in view of that (De Vos *et al.*, 2011:393). The researcher constructed the reason for using purposive sampling on his verdict that the selected sample has particular characteristics. The researcher thus selected a sample with direct or indirect exposure to (or experience of) the murder and/or attack of police officers in the selected policing areas.

In terms of snowball sampling, the researcher requested that each interviewed participant propose another possible participant who could provide information-rich data regarding the phenomenon under study. Snowball sampling identifies hard-to-reach persons (De Vos *et al.*, 2011:393). Punch (2014: 162) explains that snowball sampling occurs when the researcher finds persons of importance from the police members who know what members are potentially knowledge-rich. Participants recommend others because they are exceptionally knowledgeable about the research subject (Fraenkel *et al.*, 2015:434). This sampling method occurs when participants in the study offer propositions of others who also fit the population limitations of the research (Du Plooy-Cilliers, Davis & Bezuidenhout, 2014:143). It is a gradual accumulation of relevant participants through connections and references (Terre Blanche *et al.*, 2006:564).

Non-probability sample is utilised once it is almost difficult to see who the entire population is or once it is troublesome to achieve right of entry to the whole population (Du Plooy-Cilliers *et al.*, 2014:137; Nglann, 2018). In addition, non-probability selection is a procedure wherever the likelihood of apiece component of the population being included the sample is anonymous (Bachman & Schutt, 2015:201). In the non-probability paradigm, each element in a sampling setting ensures not have an equivalent opportunity of being nominated for this inquiry (Unrau, Gabor & Grinnell, 2007:280 (In De Vos *et al.*, 2011:231)). The researcher seeks to probe police members who have directly or indirectly experienced murder or attacks against police officials.

Samples will be as large as a researcher can reasonably obtain with the timeframe for the study (Fraenkel *et al.*, 2015:108). The researcher interviewed five participants from each of the six sampled police stations. According to De Vos *et al.* (2011:350), researchers regularly question in what manner they distinguish once ample subjects have been questioned. Data were thus collected to the point where no new information emerged. In other words, data saturation was reached. Gray (2014:682) defines data saturation as the point at which data gathering can end since data have grown into repetitious and no new themes or ideas emerge. Data saturation occurs during the interviews when participants no longer provide new information (Du Plooy-Cilliers *et al.*, 2014:137).

1.12 DATA COLLECTION

Qualitative inquiry is not constructed upon a cohesive operational method – henceforth its diversity and rigidity (Gray, 2014:186). Data are the primary material the researcher works with (Terre Blanche *et al.*, 2006:51). The term data refers to the information researchers obtain from their research participants (Fraenkel *et al.*, 2015:142).

Evidence gathering is the procedure of obtaining data. The author has restricted effect on the data foundation, such as come about, for example, once data is dig up as of inert resources such as official papers and collected works (Mills & Birks, 2014: 257). Qualitative realities include words (such as the verbatim responses from participants interviewed in this study), and data collection included using an audio recorder (Bless *et al.*, 2013:22). The researcher collected data utilizing the following method:

1.12.1 Phenomenological Interviews

Phenomenology is a method to study the ambition to comprehend social knowledge in a situation (Terre Blanche *et al.*, 2006:252). In this study, the participants' spoken words were collected as new qualitative evidence (Bless *et al.*, 2013:22) using phenomenological conversations. The researcher attempted to identify commonalities in

participant experiences regarding the phenomenon (Fraenkel *et al.*, 2015: G-6). The latter is a methodology to qualitative research, which highlights the delicate, existed knowledge of the participants (Bless *et al.*, 2013:394).

O’Leary (2014: 139) believes that the critical effect of phenomenological studies is helpful phenomenological accounts. The intention of the phenomenological discussions, furthest frequently led as a ‘conversation’, is to attract rich accounts of lived experiences. The participants should describe what a phenomenon feels like, what it reminds them of, and in what way they would describe it.

The researcher recorded participant feedback using an audio recorder (Creswell, 2014:189) for transcribing and data analysis purposes. Audio recording was used during the interviews to obtain verbatim narratives (Creswell, 2014:185; Bachman & Schutt, 2015:203). Consequently, the researcher obtained the participant perceptions, experiences, and understanding of the identified research problem and subsequent research questions (Walter, 2013:302).

1.13 DATA ANALYSIS

Data scrutiny is the procedure of constructing evidence understandable (Fraenkel *et al.*, 2015: G-2). Table 1.7 below illustrates the data analysis strategy used in this study.

Table 1.7: Data Analysis Strategy

<p>EVADING POOR EVALUATION OF FACTS</p>	<p>The researcher carefully reviewed research data verified by an independent external co-coder.</p>
<p>EVADING SELECTIVE USAGE OF FACTS</p>	<p>Data was not selected to confirm the outcomes incorrectly. The independent external co-coder’s assistance was obtained in this process.</p>

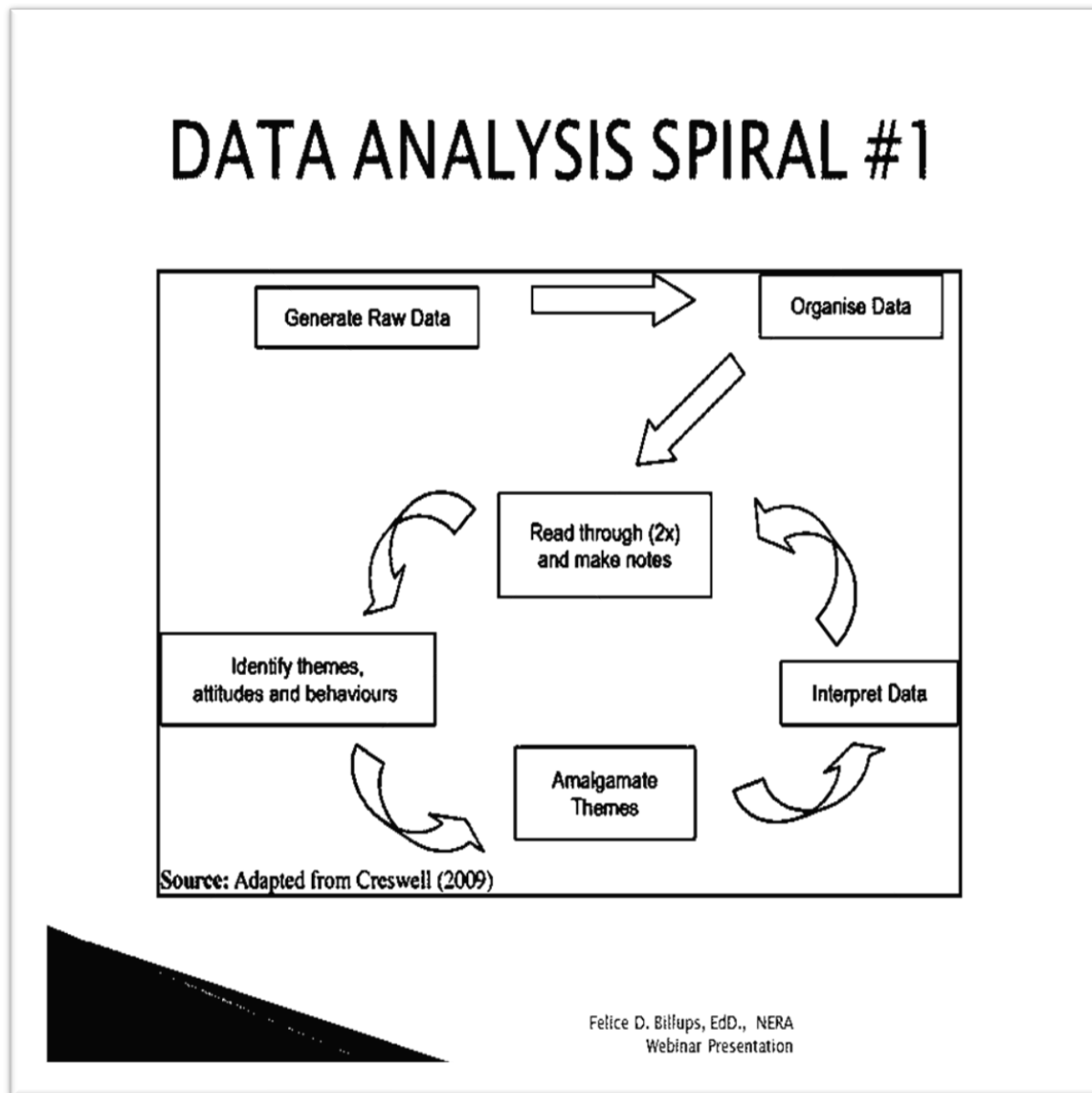
EVADING POOR CODING OF QUALITATIVE DATA	The researcher carefully coded the research data and verified it by an independent external co-coder.
EVADING RESEARCHER BIAS	The researcher guarded against his expectations, perceptions, and the requirement to discover responses that would backing his defined ideas about the research. The independent external co-coder backed in this course.
EVADING THE UNFAIR AGGREGATION OF DATA	Aggregated data was given a value only if the research data could support the value. The independent external co-coder will assist in this process.
EVADING MAKING UNSUPPORTED INFERENCES	Generalizations were not finished further than the capacity of the data to backing such accounts. The independent external co-coder's assistance was obtained in this method.

(Cohen, Manion & Morrison (2001) (In Maree & Van der Westhuizen (2009:31)).

In qualitative inquiry, data scrutiny does not certainly follow data collection – there can be quite a lot of replications concerning the two (Gray, 2014:186). Qualitative data analysis starts by classifying subjects in the data and interactions amongst these themes (Terre Blanche *et al.*, 2006:52). The researcher allowed categories to emerge from the data and understand the context's meaning (Bryman, 2012:710).

Figure 1.2 below illustrates the spiral data analysis used by Creswell (2009) and adapted for this study.

Figure 1.2: Data Analysis Spiral



Creswell (2009)

In addition, to the above data analysis method, the researcher, in cooperation with the independent external co-coder, implemented the techniques in Table 1.8 below to analyse data for this study.

Table 1.8: Qualitative data analysis

<p>INDUCTIVE AND DEDUCTIVE DATA ANALYSIS</p>	<p>The researcher developed patterns, categories, and themes and organised the data into information segments. Firstly, the inductive process resumed functioning rear and forward amid the themes and the archive until a complete set of themes had been recognised. Secondly, deductively observing back at the evidence starting the themes, whether they need to collect extra data to backing apiece theme or whether they need to collect extra data.</p>
<p>PARTICIPANT MEANINGS</p>	<p>Focusing on interpreting the meaning that the participants hold about the murder and attack of police officials.</p>
<p>EMERGING DESIGN AND REFLEXIVITY</p>	<p>The researcher was mindful that nothing is cast in stone, and reflexivity was applicable. The questions may have changed, the data collection forms shifted, and the sites visited modified.</p>
<p>HOLISTIC ACCOUNT</p>	<p>The researcher was mindful of the complex picture of the problem under study, reported participants' multiple perspectives and experiences and sketched the larger image that emerged.</p>

Adapted from Creswell (2014:186)

1.14 TRUSTWORTHINESS OF THE STUDY

Qualitative methodologies to appreciating strictness embrace creation honesty, genuineness, trustworthiness, transferability, loyalty, and confirmability (Gray, 2014:186). Qualitative methods emerged from logical views that reality is qualified, and human beings construct data (Bless *et al.*, 2013:15). Bless *et al.* (2013:15) further state that our understanding of the world results from assumptions, biases, and prejudices. The attitude of hope is the researcher's commitment to protection the data assigned to them by police members in the research, including discretion, secrecy, and concealment (Punch, 2016:43).

The researcher ensured that this study meets trustworthiness requirements (Hewson, Vogel & Laurent, 2016:115). Trustworthiness has been made possible by the researcher's understanding of the social setting and a process that reflected honest perceptions from the participants (Bachman & Schutt, 2015:17). Reliability and validity in research are essential and part of the process of research (Du Plooy-Cilliers *et al.*, 2014:252). Du Plooy-Cilliers *et al.* (2014:252) posit that once we believe somebody, we still feel that we can depend on that individual we believe that what the individual tells us to some degree, it is correct.

1.14.1 Credibility (Internal Validity)

Validity is a multifaceted word by means of numerous connotations, together procedural and broad-spectrum. Three significant practical meanings remain the rationality of a gauging tool, the legitimacy of an inquiry project and the fact position of an inquiry account (Punch, 2016:177). Validity expounds the grade to which a study measures what it claims to measure (Bless *et al.*, 2013:392). To safeguard the credibility of the inquiry, the author utilised the following credibility strategies advocated by Creswell (2014:200):

- ***Prolonged period in the field:*** The researcher devoted extended period to cultivate a complete understanding of the phenomenon of attacks against and

murder of police officials. The latter approach allowed him to transfer details about the participants that lend credibility to the storyline.

- **Member checking:** Subject's scrutiny was applied to control the correctness of the verdicts by sound boarding the results with participants and providing them with the chance to validate the findings for truthfulness.
- **Researcher bias:** As a serving member of the SAPS, the researcher was clear from the onset about the bias he brings to the research by enlightening and remarking on previous experiences, preferences, assumptions, biases, and locations that could probably form the clarification and method to the inquiry (Creswell, 2013:251).
- **Triangulation:** The researcher triangulated various data sources and used them to construct a comprehensive explanation for evolving themes. The merging of multiple sources and participant viewpoints add value to the study's credibility.

1.14.2 Transferability (generalizability, external validity)

Generalizability concerns the external legitimacy of the findings (Bryman, 2012:712). Exterior legitimacy processes the amount to which inquiry findings can be widespread to a larger population (Bless *et al.*, 2013:391). By restricting the population, a researcher can control several possible confounding participant selection variables (Tuckman & Harper, 2012:136).

The researcher thoroughly described the process he followed for other researchers to replicate to achieve transferability. Participant responses were described thoroughly using verbatim (-unedited) quotes. As a result, such detailed narratives transfer readers to the research setting, thus providing them with an aspect of shared involvement, thus allowing them to decide on the transferability of the conclusions.

1.14.3 Dependability (reliability)

Dependability means that a study can be replicated (i.e., it can be repeated with a new sample and sometimes under new conditions) (Fraenkel *et al.*, 2015:108). When researchers pronounce in what way the evidence was obtained, documented, understood, as well as examined, single starts to belief that the outcomes are reliable (Bless *et al.*, 2013:237).

The verbatim (unedited) responses from participants were captured using audio recording and transcribed to guarantee a thorough description of the proceedings. If possible and where permission was obtained from a participant, the researcher recorded interviews on an audio recorder (De Vos *et al.*, 2011:359). Transcript records were corroborated to certify that they appropriately echo participant replies.

1.14.4 Confirmability (objectivity)

Confirmability denotes how the data gathered conforms to the researcher's understanding and outcomes (Koonin, 2014:259). When other researchers understand precisely what another researcher did, why they did it, and in what context, they should be capable to duplicate the exertion in an extra setting (Bless *et al.*, 2013:237). Objectivity refers to the absence of subjective judgments when the researcher minimizes bias and maximizes validity (Fraenkel *et al.*, 2015:113).

The researcher ensured that he maintained objectivity and did not allow his preconceived ideas to interfere (Bryman, 2012:49). The researcher guarded against his presumptions that could have affected this study adversely (Rambaree, 2007). Confirmability in this study was ensured by adhering to the following:

- The researcher retained evidence of the enquiry procedure trailed to regulate if the analysis of the conclusions, the approvals, and conclusions made can be linked to its bases plus uncertainty the analysis validates them; and

- The researcher protected electronically captured data during interviews. Archives of transcribed interviews are kept safe for evaluation by others to verify the study's outcomes.

1.15 ETHICAL ASPECTS OF THE STUDY

The fundamentals of the investigator's leading role in this investigation comprised attainment admission to an investigation location and the moral subjects that may have arisen (Creswell, 2014:187). The researcher sought to reduce the risk of causing harm (non-maleficence), conducted non-discriminatory and beneficial work (beneficence) and ensured fairness (Punch, 2016:1). The researcher followed accepted moral principles of research (De Vos *et al.*, 2011:129). The researcher abided by the prescribed SAPS ethical codes and policies (Bless *et al.*, 2013:31).

The researcher followed the values and specialised accountabilities that are important to the honesty of inquiry as predictable out in the Singapore Statement on Research Integrity (2010). This study complied with the following general ethical principles:

1.15.1 Prior Informed Consent

Prior conversant agreement is the moral code that members ought to be communicated about the study to make informed decisions about whether to partake in it (Bless *et al.*, 2013:392). In this study, the investigator obtained participants' prior informed consent to protect them from harm where potential exposure was a risk (Fraenkel *et al.*, 2015:63). The language of the knowledgeable permission procedure remained clear and understandable to the inquiry partakers (Bachman & Schutt, 2015:52).

The members were permitted to make a well-versed conclusion about whether they wished to participate in this examination (Bryman, 2012:712). In support, the free verbal consent of the participants was obtained without them being unfairly compelled to

participate (Bricki & Green, 2009:5). Participants were informed of their role in this study and its nature and were assured that their responses would not be traced back to them (Leedy & Ormrod, 2014:153).

1.15.2 Confidentiality and Anonymity

Anonymity is the pledge that the distinctiveness of the inquiry partakers remains unidentified (Bless *et al.*, 2013:389). All members were certain that evidence composed from them would be held in poise (Fraenkel *et al.*, 2015:64). The researcher ensured that data collected from participants were treated confidentially and listed participants by pseudonyms rather than by name (Tuckman & Harper, 2012:14).

Participants' personal information was held under lock and key, ensuring no risk of third-party access (Hewson *et al.*, 2016:107-108). The anonymity of participants means that the researcher ensured that the participants' identities were always protected (Bricki & Green, 2009:5).

1.15.3 Harm and Risk

The participants were free from any harm, and they had the right to participate willingly in this research and were free to decline participation (Bless *et al.*, 2013:30). The researcher was mindful of potential harm from this study (Bachman & Schutt, 2015:201). Furthermore, where participants were exposed to circumstances somewhere they could have been at jeopardy of bodily and mental impairment because of their input (Fox & Bayat, 2007:148), the investigator protected participants from physical or psychological harm, discomfort, or danger (Fraenkel *et al.*, 2015:63).

The participants were treated courteously and respectfully (Leedy & Ormrod, 2014:107). The researcher evaded prompting discomfort or triggering adverse emotional reactions. The murder of and attacks on police officials is a delicate subject; therefore, the

information gathered through phenomenological interviews can cause discomfort among police officials who have directly or indirectly experienced the phenomenon. As a result, the researcher took steps to mitigate discomfort to participants. The researcher made the services of a social worker available during the interviews to assist participants if required.

1.16 SUMMARY

This chapter provided the background of the SAPS situation relating to the murder of and attacks against police officials. In addition, this phenomenon was further outlined by comprehensively illustrating the extent of the research problem. Emphasis was placed on investigation, discovery, and describing the meaning of murder and attacks on police officials as directly or indirectly experienced by members of the SAPS.

Furthermore, this chapter drew the inquiry procedure followed in this research, explaining the research method and design. This chapter decided with an explanation of the moral thoughts applied to safeguard the trustworthiness of the study.

CHAPTER TWO

AN OVERVIEW OF THE UNNATURAL DEATH OF POLICE OFFICIALS IN SOUTH AFRICA

2.1 INTRODUCTION

The causes, crime involved, *modus operandi* (MO), manifestation, and consequences of murder and attacks on police officials in South Africa (SA) are outlined in this chapter. In the literature about the murder of and attack on police officials in SA, particularly in Johannesburg, more information is available in online blogs and newspaper articles. The review of SA literature demonstrates that the causes of the phenomenon include the theft of police firearms and the high SA murder rate. In addition, police officials die owing to motor vehicle accidents, violent crimes in SA, excessive use of force, police violence, and police brutality.

The crimes that lead to the murder of police tend to include attempted murder and murder, housebreaking, Domestic Violence (DV), robbery with aggravating circumstances, Cash-In-Transit (CIT) heists, and automated teller machine bombings. The MO usually includes physical attacks on SAPS officials, such as assaults and police ambushes. Internally, corrupt police officials have been known to blame the murder of a colleague on a criminal when a fellow police officer committed the murder.

2.2 ATTACKS ON AND MURDER OF POLICE OFFICIALS IN SOUTH AFRICA

Police officers have chosen to serve the country and protect its residents. However, these officials fall victim to brutal murders (SAPS Strategic Management, 2015:5). GP and KZN reported the highest number of murders against police officials in 2015/2016 (Hyman, 2016). The murder of police members over the 2010/2015 period across South Africa fluctuated between 93% (2010/2011), 77% (2013/2014), and 86% (2014/2015) (Noxhaka,

2019:9). Noxhaka (2019:10) further states that the Institute of Race Relations survey found that the rate of murder of police officials fell by 80%: from 252 per 100 000 in 1994 to 51 in 2014. In the 2015/16 financial year, GP recorded the highest number of murders against police officials, accounting for 24 fatalities (Shange, 2015). During 2019 and 2020, 77 officials were murdered both on and off-duty (Palm, 2020). From 1 April 2019 to 31 March 2020, 40 were killed at workplace, compared to 26 in 2018/19 (SAPS Strategic Management, 2020:38).

Table 2.1 below provides comparative figures of the number of police officials murdered from 2004/2005 to 2018/2019 in South Africa's nine Provinces, including those working at the SAPS HQ. According to the statistics, the murder of police officials in South Africa resulted in 1 266 police deaths from 1990/2000 to 2018/19. In the 2019/2020 financial year, 38 police officials were killed at workplace while 35 not at work, resulting in 73 members murdered in the 2019/2020 financial year (SAPS, 2020a:29).

Table 2.1: SAPS members murdered from 2004/2005 to 2018/2019 financial year

PROVINCE	FINANCIAL YEAR					TOTAL
	2004/ 2005	2005/ 2006	2006/ 2007	2007/ 2008	2008/ 2009	
EC	14	16	6	12	11	59
FS	3	1	6	8	6	24
GP	16	26	38	38	21	139
KZN	28	23	32	21	28	132
LP	4	4	2	6	7	34
MP	7	7	7	9	6	30

NW	12	7	8	2	3	20
NC	0	1	3	1	2	14
WC	10	10	6	10	11	47
HQ	0	0	0	0	0	10
Total	94	95	108	107	105	509

FINANCIAL YEAR

PROVINCE	2009/ 2010	2010/ 2011	2011/ 2012	2012/ 2013	2013/ 2014	TOTAL
EC	10	11	15	12	11	59
FS	2	6	7	7	6	28
GP	24	33	21	23	12	113
KZN	25	17	14	18	21	95
LP	8	8	8	3	4	27
MP	4	2	5	3	2	13
NW	2	1	0	3	1	5
NC	0	2	8	1	2	21
WC	10	7	3	12	15	47
HQ	16	6	0	2	3	27
Total	101	93	81	84	77	435

FINANCIAL YEAR

PROVINCE	2014/	2015/	2016/	2017/	2018/	TOTAL
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	2015	2016	2017	2018	2019	
EC	14	12	10	13	11	60
FS	4	5	3	8	3	23
GP	24	19	19	17	17	96
KZN	19	21	19	19	18	96
LP	5	4	4	3	1	17
MP	2	4	3	6	4	19
NW	1	4	2	2	4	13
NC	1	1	4	0	3	7
WC	9	3	10	9	6	37
HQ	7	6	9	11	6	39
Total	86	79	83	85	76	570

(SAPS Strategic Management, 2003:15-16), (SAPS Strategic Management, 2008: xviii-xxi), (SAPS Strategic Management, 2009: xx-xxiii), (SAPS Strategic Management, 2010), (SAPS Strategic Management, 2011: xvi-xviii), (SAPS Strategic Management, 2017:118), (SAPS Strategic Management, 2018:32), (SAPS Strategic Management, 2019:36), (PMG, 2015:6).

Serious organised crime remains a threat to the safety of police officials and community members in South Africa (SAPS Strategic Management, 2020b:48). Table 2.2 below indicates the Provincial share of murdered on-duty and off-duty police members from April 2019 to December 2019. The majority of police members were murdered off-duty.

Table 2.2: The murder of on-duty and off-duty SAPS members from April 2019 to December 2019

On-duty police members murdered per Province of 100% (167) of the national total from 2010/2011 to 2014/2015:	Provincial variations of murdered off-duty police members from 2010/2011–2014/2015:
<ul style="list-style-type: none"> • GP: 34% (56); • KZN: 20% (34); • EC: 14% (24); • WC: 12% (20) (of whom 14 were murdered in the last two years); • FS and MP: 5% (9 each); • LP and HQ: 3% (5 each); and • NC: 2% (3). 	<ul style="list-style-type: none"> • GP: 50% (57 out of 113); • WC: 57% (26 out of 46) and 70% of 20 on-duty deaths in the last two years; • KZN: 62% (55 out of 89); • EC: 62% (39 out of 63); • MP: 64% (16 out of 25); • NW: 69% (9 out of 13); • FS: 70% (21 out of 30); • NC: 75% (3 out of 4); • LP: 75% (15 out of 20); and • HQ: 72% (13 out of 18).
Provincial breakdown of police officials murdered in South Africa from 1989/1990 to 2018/2019:	Provincial variations in the murder of off-duty police officials in 2010/11 and 2014/15:
<ul style="list-style-type: none"> • GP: 34% (56); • KZN: 20% (34); • EC: 14% (24); 	<ul style="list-style-type: none"> • GP: 50% (57 out of 113); • WC: 57% (26 out of 46) and 70% of 20 on-duty deaths in the last 2 years;

<ul style="list-style-type: none"> • WC: 12% (20) (of whom 14 were murdered in the last 2 years); • FS and MP: 5% (9 each); • LP and HQ: 3% (5 each); and • NC: 2% (3). 	<ul style="list-style-type: none"> • KZN: 62% (55 out of 89); • EC: 62% (39 out of 63); • MP: 64% (16 out of 25); • NW: 69% (9 out of 13); • FS: 70% (21 out of 30); • NC: 75% (3 out of 4); • LP: 75% (15 out of 20); and • HQ: 72% (13 out of 18).
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(Beukman, 2016)

From April 2008 to March 2009, the murder of police officials in KZN escalated from 117 to 201 – an increase of 80 per cent (Bruce, 2015). In 2015, on-duty police officials were brutally murdered at Inanda in Durban, where the murderers stole their uniforms and firearms (Noxhaka, 2019:11&12). According to Bruce (2015), the ideology of unlawful policing methods, linked to the Cato Manor Organised Crime Unit in KZN, led to the murder of and attacks on police officials.

Bruce (2015) further states that from April 2008 to March 2011, the Independent Complaints Directorate and its successor, the Independent Police Investigative Directorate (IPID), recorded 90 murders committed by police officials against civilians in KZN, and from 2013 to 2014, 117 civilians died as a result of police action. Table 2.3 below illustrates the number of SAPS members murdered on/off-duty from 2014 to 2020. This table demonstrates the number of police officials murdered off-duty exceeded the number of police officials’ murdered on-duty in this period.

Table 2.3: Number of SAPS members murdered on/off-duty from 2014 to 2020

FINANCIAL YEAR	ON-DUTY	OFF-DUTY	TOTAL
2014/2015	33	48	81
2015/2016	37	43	80
2016/2017	34	49	83
2017/2018	30	55	85
2018/2019	28	49	77
2019/2020	35	38	73
TOTAL	197	282	479

(SAPS, 2020b:27)

Table 2.4 below illustrates the number of police members murdered per Province in 2018/2019 and 2019/2020.

Table 2.4: The number of police members murdered per Province in 2018/2019 and 2019/2020

	EC	FS	GP	HQ	KZN	LP	MP	NW	NC	WC	RSA
2018-19	11	3	17	7	18	1	4	4	3	9	77
2019-20	9	2	16	5	18	4	6	1	1	11	73
DIFFERENCE FROM	-2	-1	-1	-2	0	3	2	-3	-2	2	-4

PREVIOUS YEAR											
%CHANGE	18,2	33,3	5,9	28,6	0,0	300,0	50,0	75,0	66,7	22,2	5,2

(SAPS, 2020b:26)

In the WC, the figures released by the SAPS illustrate more police officials are attacked in this province than anywhere else in South Africa (Adriaanse, 2016). Official statistics demonstrate that the WC recorded the most attacks on police officials in 2016 (Nkalane, 2016). Nkalane (2016) further states that 714 police officials were attacked nationally, 276 in the WC alone. 38 of these officials were murdered. In 2016, in less than a week in Cape Town, six police officials were shot while three officials survived their attacks (Petersen, 2016). Petersen (2016) quotes former WC police Commissioner Khombinkosi Jula, who stated that this is a mass murder of police members and having three murdered in one week is an excruciating and shocking experience. Like 2014 to 2020, as illustrated in table 2.3 above, the murder of off-duty police members during 2020/2021 surpassed those of police murdered on-duty. Table 2.5 below shows comparative statistics of police officials murdered on/off duty in 2019/2020 and 2020/2021.

Table 2.5: Comparative statistics of the SAPS members who were murdered on/off-duty in 2019/2020 and 2020/2021

APRIL TO MARCH 2020/2021						
PROVINCE	2019/2020		TOTAL	2020/2021		TOTAL
	Off-duty	On-duty		Off-duty	On-duty	
EC	9	1	10	10	6	16
FS	0	2	2	4	0	4

GP	4	13	17	3	6	9
KZN	13	7	20	12	9	21
LP	2	2	4	1	2	3
MP	3	3	6	1	1	2
NW	1	0	1	2	1	3
NC	1	0	1	1	1	2
WC	5	5	10	13	4	17
HQ	4	2	6	3	1	4
TOTAL	42	35	77	50	31	81

(SAPS, 2021a)

Table 2.6 below illustrates the SAPS Division: Visible Policing (VISPOL) monthly status report of police members murdered or dying due to vehicular collisions (on/off duty).

Table 2.6: Monthly report: SAPS members murdered and motor vehicle incidents on/off-duty: 2 August 2021: 2021/2022 financial Year

PROVINCE	STATUS AS ON 2021-08-02		
	On duty	Off duty	Total
EC	1	2	3
FS	1	2	3
GP	2	5	7
KZN	2	9	11

LP	1	0	1
MP	1	1	2
NW	3	0	3
NC	0	0	0
WC	0	5	5
HQ	0	1	1
TOTAL	11	25	36

(VISPOL and Operations, 2021)

2.3 CONTRIBUTING FACTORS CAUSING THE UNNATURAL DEATH OF POLICE OFFICIALS IN SOUTH AFRICA

The evolving nature of organised crime and communication technology used by organised crime syndicates advances criminal activities (SAPS Strategic Management, 2018). A contributing factor to the high crime rate in South Africa is the high unemployment rate in the country. The incidence of violence directed at members of SAPS appears to be high (Botha & Visser, 2012; LLC, 2015). The causes of the murder of police members are abundant, and the number of such occurrences remains high. However, there seems to be no solution to the phenomenon.

Some criminal justice system (CJS) experts cite poor recruitment practices, ineffective training processes, and the appointment of incompetent commanders as reasons for weakened policing that could contribute to the murder of police members (Polity, 2013). Moreover, the Institute for Security Studies (ISS, 2017) cite police incompetence at the highest levels of the organization as crippling the country's crime-fighting institutions. Newham (2011) believes that the government should address underlying factors that result in the murder of police officials, improve strategic management and internal

accountability capacity of the SAPS, and support professional policing. Mallinson and Blanche (2011) believe that police brutality is one of the causes of police murder in South Africa. Thus, rooting out criminality and cruelty among the police would be a good start in mending relations between the police service and communities.

Mthethwa (2011) alluded police officials need to be alert when responding to crime scenes, and to this end, their physical and psychological wellbeing remains crucial. The Minister of Police, Beki Cele, explains the murder of police officials as agonizing when officials attend to complaints or during the apprehension and searching of suspects, whilst responding to complaints, apprehending suspects and during police actions, such as stop-and-searches (SAPS Strategic Management, 2019:4). The causes and reasons for attacks on and murder of on-duty as well as off-duty police officials follow for discussion:

2.3.1 Lost or Stolen Police and Civilian Firearms

The implementation of the 2019/2020 Firearms Amnesty, spearheaded by the Minister of Police, will contribute significantly to the removal of illegal firearms from communities and improved feelings of safety (SAPS Strategic Management, 2021: vii). The illegal possession of weapons and ammunition occurred at a rate of 29.1 per 100 000 people in 2013/2014 (Civilian Secretariat for Police, 2015:19).

The formation of Anti-Gang Units and Priority Task Teams contributed to the salvage of several unlawful guns (SAPS Strategic Management, 2019:112). The SAPS Strategic Management (2020a:135) further states that 673 SAPS-Owned Firearms were stolen or lost in the 2019/2020 financial year. In support, SAPS Strategic Management (2020b:13) reports theft of 4 204, lost, and unlawful guns were seized and lost to the State. Approximately 459 SAPS-owned guns were recuperated in the 2019/20 financial year (SAPS Strategic Management, 2020a:135). The circulation of lost, stolen, or found guns are critical in investigating firearm-related crime and effective regulation of firearms (South African Government, 2019).

Table 2.7 below illustrates civilian and state-owned firearms lost, stolen, or illegally recovered from 2014/2015 to 2019/2020.

Table 2.7: Number of police and civilian firearms lost, stolen or illegal recovered from 2014/2015 to 2019/2020

CIVILIAN-OWNED FIREARMS		
FINANCIAL YEAR	RECOVERED ILLEGAL FIREARMS	
2014/2015	5 193	
2015/2016	8 465	
2016/2017	17 260	
2017/2018	18 592	
2018/2019	1 791	
2019/2020	4 204	
SAPS-OWNED FIREARMS		
FINANCIAL YEAR	LOST/STOLEN	RECOVERED FIREARMS
2014/2015	743	107
2015/2016	767	60
2016/2017	760	71
2017/2018	800	358
2018/2019	607	362
2019/2020	673	459

(SAPS Strategic Management, 2018:72; SAPS Strategic Management, 2019:112 & 113; SAPS Strategic Management, 2020a:135 & 355)

The stated performance of the 2016/2017 and 2017/2018 annual period was subjective by a gun audit steered in the SAPS 13 Stores (SAPS Strategic Management, 2020b:448). SAPS Strategic Management (2020:448) further states that through this review, it was establish that not all guns in the SAPS 13 Stores were circulated as recuperated. This inaccuracy was improved by distributing the guns as recuperated on the Enhanced Firearms Register System.

2.3.2 Murder and violence in South Africa

South Africa experiences high crime levels, particularly violent crime (Civilian Secretariat for Police, 2015:13). The SAPS is duty-bound to collaborate with other government departments and with all sectors of society to reduce serious and violent crime (SAPS Strategic Management, 2020a: iv). Noxhaka (2019:11) cites that despite the reported decline in the murder of police officials, the SAIRR cites that South Africa remains a relatively unsafe nation in which to execute police work.

SA citizens are six times more likely to be murdered in SA than elsewhere in the world (Ground up Staff, 2015). The general high murder and violent crime rate in SA contribute to the murder of and attacks against police officials. Table 2.8 below illustrates the police stations with the high murder rate in SA, explicitly Johannesburg Central (GP), Nyanga (WC), Hillbrow (GP), Mitchells Plain (WC), and Khayelitsha (WC).

Table 2.8: Areas in South Africa with the highest murder rates in 2011

TOWNSHIP	NYANGA	INANDA	UMLAZI
PROVINCE	WC	KZN	KZN

TOTAL REPORTED MURDERS	281	207	187
INCREASE OR DECREASE	0.7% Increase	22.5% Increase	20.6% Increase

(Head, 2017)

According to SAPS Strategic Management (2019:25), crime is high, and violence is a culture in the RSA. The murder of and assaults on police officials are sometimes because of police brutality resulting in retaliation against the police (Journalism, 2015). In recent years, the University of Cape Town (UCT) (2015) cited an intensification of police violence against protesting citizens, particularly poor and marginalized people.

A 2010 study by the World Bank confirmed that violence is not simply a security issue but has deep social and economic roots and consequences (Polity, 2013). According to Udeh (2016), SA is one of the top 10 most violent countries globally. People in SA are much more likely to become victims of armed robbery and murder (ISS Africa, 2017).

2.3.3 Motor Vehicle and Airplane Accidents

The SAPS is in the front line, with many deaths and injuries occurring owing to motor vehicle accidents (Plani, 2003). Looking at non-natural deaths of police, vehicle accidents were the cause of the largest number of deaths – there were 102 accidents in 2014/2015 which represented a steep decline from 165 in 2012/2013 (Beukman, 2016).

In the WC, for example, an off-duty Public Order Policing (POP) unit member was pushing his vehicle on a busy road when another off-duty National Intervention Unit, Constable, ran him down (Francke, 2017). From 1 April 2016 to 31 March 2017, 40 police officials died on-duty because of vehicle accidents (SAPS Strategic Management, 2017:29). More police officials are killed in vehicle accidents annually than any other unnatural cause of death (Faull, 2018). From 2017/2018, members that die because of a car accident no

longer appear in the Roll of Honour, owing to a modification in the Policy on Death Grant for Employees of the SAPS (SAPS Strategic Management, 2018:32; SAPS Strategic Management, 2019:356; SAPS Strategic Management, 2020a:447).

Table 2.9 below displays SAPS members who died due to motor vehicle accidents on-duty and the stations where the Crime Administration System (CAS) numbers were opened for those deaths in the 2020/2021 financial year.

Table 2.9: SAPS members died owing to motor vehicle accidents on-duty: 2021/2022 financial year

NO.	PROVINCE	STATION	DATE OF BIRTH	STATION AND CASE NUMBER	MEMBER
1	FS	Phuthaditjhaba	2021.07.31	Phuthaditjhaba CAS: 05/08/2021	Warrant Officer (W/O)
2	GP	Hekpoort	2021.06.23	Hekpoort CAS: 26/06/2021	Const.
3	NW	Klerksdorp	2021.05.07	Klerksdorp CAS: 96/05/2021	Detective/Captain (Capt.)
4	KZN	Harding	2021.04.25	Harding CAS: 126/04/2021	Sergeant (Sgt.)
5	KZN	Harding	2021.04.25	Harding CAS: 126/04/2021	Const.
6	EC	Dalasile	2021.04.25	Dalasile CAS: 59/04/2021	Const.
7	EC	Dalasile	2021.04.25	Dalasile CAS: 59/04/2021	Const.

8	EC	Dalasile	2021.04.25	Dalasile CAS: 59/04/2021	Const.
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(VISPOL and Operations, 2021)

Table 2.10 below displays off-duty SAPS members who died from motor vehicle accidents in the 2020/2021 financial year.

Table 2.10: SAPS members died owed to motor vehicle accidents off-duty: 2021/2022 financial year

NO	PROVINCE	STATION	DATE OF BIRTH	STATION AND CASE NUMBER	MEMBER
1	HQ	Operational Response Services: Joint Operations	2021.06.28	Hillcrest CAS: 312/06/2021	Lieutenant Colonel (Lt. Col.)
2	KZN	Donnybrook	2021.06.26	Donnybrook CAS: 50/06/2021	Sgt.
3	EC	Jeffery' Bay	2021.06.08	Jeffery's Bay CAS: 193/06/2021	Const.
4	HQ	Supply Chain Management GP SAPS Garage	2021.06.03	Bandelierskop CAS: 30/06/2021	Lt. Col.

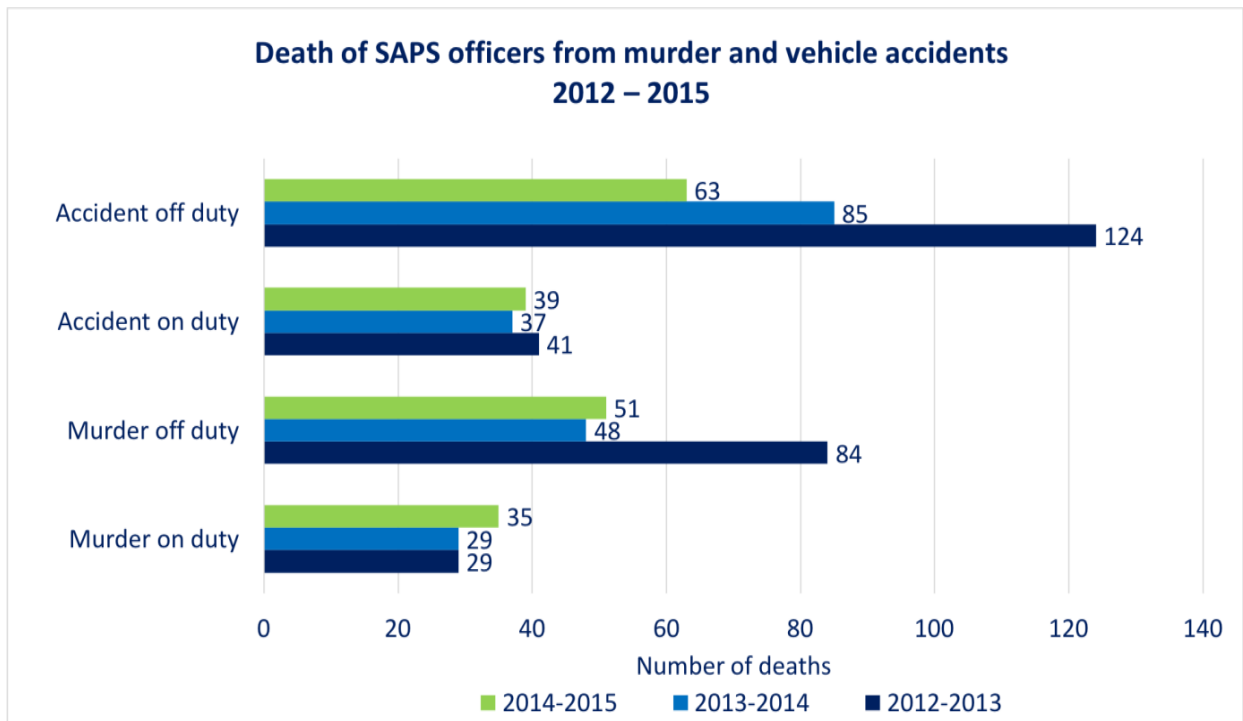
5	KZN	Plessislaer	2021.05.26	Alexandra Road CAS: 410/05/2021	Const.
6	NC	Pampierstad	2021.05.09	Pampierstad CAS: 86/12/2020	W/O
7	NC	Kimberly	2021.05.09	Delpoortshoop CAS:	Sgt.
8	WC	Ceres	2021.05.08	Ceres CAS: 58/05/2021	Sgt.
9	HQ	EC: Crime Intelligence	2021.05.08	Queenstown CAS: 101/05/2021	Sgt.
10	FS	Marquard	2021.05.02	Virginia CAS: 228/05/2021	Detective Sgt.
11	LP	Tubatse	2021.04.26	Tubatse CAS: 228/04/2021	Const.
12	NW	Mmabatho Strategic Protection	2021.04.20	Christiana CAS: 93/04/2021	W/O
13	WC	Grootbrakrivier	2021.04.15	Grootbrakrivier CAS: 52/04/2021	Const.
14	KZN	Nsuse	2021.04.11	Durban North	Sgt.

				CAS: 71/04/2021	
15	HQ	A Very Important Person (VIP) Protection MP	2021.04.09	Matsulu CAS: 45/04/2021	Capt.
16	WC	Langa SAPS	2021.04.08	Langa CAS: 123/04/2021	Sgt.
17	FS	Provincial Commissioner FS VIP Protection Services	2020.04.05	Bloempruit CAS: 68/04/2021	W/O

(VISPOL and Operations, 2021)

Figure 2.1 below illustrates the number of unnatural deaths of police officials, including those caused by murder, vehicle accidents, and other accidents from 2012 to 2015 in South Africa while on-duty and off-duty. Since the 2017/2018 financial year, there are no statistics available for the death of police officials due to motor vehicle accidents because such incidents are excluded from the SAPS Annual Reports.

Figure 2.1: Death of SAPS officials resulting from murder and vehicle accidents from 2012 to 2015



(Faull, 2018)

2.3.4 Human Immunodeficiency Virus and Acquired Immunodeficiency Syndrome

There are restrictions on data concerning health difficulties facing SAPS members (PSA, 2017). The Ministry of Police is, however, aware that 88% (27 246) of police members enrolled in the Anti-Retroviral Treatment (ART) for Human Immunodeficiency Virus (HIV) and Acquired Immunodeficiency Syndrome (AIDS) in the 2014/2015 financial year (Beukman, 2016). Beukman (2016) further states that the top affected age group was amongst 34 and 44 years. Police Medical Aid (POLMED), the SAPS medical aid programme, reported that 27,246 officials enrolled in their HIV program in 2014/2015 (SAPS, 2016). An average of 18,995 active police officials were HIV positive (PSA, 2017:9).

2.3.5 The Coronavirus Pandemic

On 15 March 2020, the President of South Africa confirmed a nation-wide state of tragedy and proclaimed a general lockdown (SAPS Strategic Management, 2020b:97). SAPS Strategic Management (2020b) states an increase in SAPS employees infected and affected. The Coronavirus Disease 2019 (COVID-19) pandemic has created a range of unexpected and extraordinary challenges for police departments worldwide (Laufs & Wassem, 2020), including the SAPS. One way or another, SAPS officials become tangled in Covid-19 reactions and are always in danger of actual infection (Bates, 2020).

The Minister of Police, Bheki Cele, said SAPS officials who lost their lives owing to COVID-19 range in rank from the Const. to the Generals (Isilow, 2020). 278 South African police officials died whilst 12 138 have contracted the virus, 254 have been hospitalised, and more than 11 410 have recovered (Mlambo, 2020; Hassan, 2020). The police minister alluded that COVID-19 claimed the lives of 618 police officers in 2020 (SA News, 2021).

2.3.6 Police Suicide

Stressors for police officials include the easy access to firearms and skills in their use, shift work, and administrative burden (National Officer Safety Initiatives (NOSI), 2018:3). The subject of on- and off-duty murder of police officials includes incidences where officials commit suicide (Noxhaka, 2019:4). Suicide within SAPS between 2012 and 2013 was widespread, with 115 police officials dying compared to 29 murdered on duty, a frightening four to one ratio (Perkins, 2016). Perkins (2016) further states that based on the SAPS Annual Report 2012/2013, police deaths by suicide were 73.9 per 100,000 officials. By comparison, 0.9 per 100,000 civilian South Africans died by suicide.

According to Hilliard (2019), police officials are at a higher risk of suicide than any other profession. The Marikana Commission of Inquiry highlighted the high prevalence of depression and post-traumatic stress, known originators to suicide, among South African

police (The Conversation, 2016). In terms of suicides, 115 incidents were recorded in 2012/2013 (Beukman, 2016). SAPS members are more likely to kill themselves than be killed on duty.

In 2012/2013, 115 police officials killed themselves, while 29 were murdered on duty (Faull, 2018). Faull (2018) further states that the suicide rate may have declined since, with fifty-three suicides in 2014/2015 and 34 murders on duty. Suicide per Province is reported through the SAPS Employee Health and Wellness (EHW), and there has been a slight decrease in incident rates (Beukman, 2016). Table 2.11 below illustrate the most prevalent contributors to police suicide.

Table 2.11: The most prevalent contributors to police suicide

The SAPS group most susceptible to suicide was between 30-34 years old with thirty claims from POLMED, and the most common causes of suicides included:

- Relationship challenges (private and workplace relationships);
- finances;
- disciplinary issues in the workplace;
- psychiatric conditions; and
- substance abuse.

Moreover, murder and femicides result when SAPS members attack or murder their intimate partners/families, colleagues, spouses' partners, and or children. Causes included:

- Bad relations at work and in private life;
- mood disorders;
- finances;
- substance abuse; and
- sexual harassment.

(Beukman, 2016)

2.4 CIRCUMSTANCES LEADING TO ATTACKS ON AND MURDER OF POLICE OFFICIALS

Police officials are more likely to be murdered on duty when attending to complaints or attempting to apprehend suspects (SAPS Strategic Management, 2014:129). SAPS Strategic Management (2014:129) further states that off-duty police are mostly victims of crime, such as vehicle hijacking and armed robberies (SAPS Strategic Management, 2014:129). A reporter described it as highly distressing when police officials lose their lives in stop-and-search operations (African News Agency (ANA) Reporter, 2020). Beukman (2016) believes that intoxication is a strategic risk for the SAPS and reports that intoxication contributed to 16% of murders committed against police officers.

The former Police Minister Nathi Nhleko once said that more than two-thirds of police murders (71%) happen when police react to the community needs (SA News, 2015). About 45.7% of police officials were murdered while responding to complaints like robbery, 11.4% while effecting an arrest, 5.7% during searches of persons or vehicles, and 14% because of random murders, said that the former Minister of Police (SAPS Strategic Management, 2020a:48). Police officers are also susceptible to being shot in their private vehicles, being involved in arguments and domestic incidents, and being ambushed in their driveways at their residential premises (SAPS, 2021b).

The following statistics illustrate various circumstances that led to the murder of police officials in 2015 in RSA (Nhleko, 2016):

- More than two thirds (71%) of police murders occurred when police were responding to community needs;
- 45.7% of police officials murdered in 2014 were attending to complaints of robbery, hijacking, and cash in transit;
- 11.4%, while effecting arrest;
- 5.7% conducting searches of persons and motor vehicles;
- 5.7% pursuing suspects;
- 5.7%, while attending to domestic violence complaints;

- 2.9% escorting suspects in police cells;
- 2.9% were victims of the attack on police stations; and
- 14.2% were random murders of police officials.

Table 2.12 below illustrates the circumstances leading to the murder of SAPS members on and off duty during 2019/2020. These statistics indicate various events that lead to the murder of police officials (SAPS, 2021b). SAPS (2021b) further states that many officials lost their lives or were shot dead in their places of residence.

Table 2.12: The circumstances leading to the murder of SAPS members on and off-duty during 2019/2020

CIRCUMSTANCES	OFF-DUTY	ON-DUTY	TOTAL
Attending a complaint	0	11	11
Victim of crime (e.g., robbery related)	4	2	6
Argument (not domestic-related)	5	0	5
Domestic related	4	0	4
Tracing information	0	4	4
Active crime scene: in pursuit of suspicious vehicle or suspect on foot	0	4	4
Other crime prevention duties (e.g., stop and search/roadblock)	0	4	4
Tracing wanted suspect	0	3	3
Effecting an arrest	0	2	2

Accidental/passing by	2	0	2
Alcohol-related	1	0	1
Road Rage	1	0	1
Mob justice	1	0	1
Member shot during the illegal street race (car spinning) competition	1	0	1
Shot by a subordinate who failed to report on duty	0	1	1
While attending a colleague's funeral	0	1	1
Member found dead, no witness	19	3	22
TOTAL	38	35	73

(SAPS, 2020b:29)

The discussion below further illustrates the conditions leading to attacks on and murder of police members in South Africa.

2.4.1 Attempted Murder and Murder of Police officials

Five police officials were murdered in KZN in 2021 (Maharaj, 2021b). On 9 April 2018, a Khayelitsha police official was shot dead by a gang of six men (Wheels24, 2018). The police official and his colleague responded to a complaint when his colleague was attacked and wounded while he was murdered at the scene (Dano, 2018). The gang members opened fire on the officials when they returned to their vehicles (Etheridge, 2018). One of the officer's firearms was stolen (Wheels24, 2018).

On 12 June 2018, a Detective Constable from the Mount Road Police Station was murdered while on duty in New Brighton, EC (Spies, 2018). Sigwela (2018:4) described

that the Constable and his partner had stopped a suspicious vehicle to search. As they got out of the police vehicle, four suspects shot them. Sigwela (2018) further described that the Constable was shot several times. His partner managed to take cover. Seconds after the shooting, another New Brighton police vehicle came across the scene, the suspects also opened fire on them, and the police responded by returning fire (Wilson, 2018).

In Durban, a Sergeant from the Mountain Rise SAPS was shot dead next to a suspect's house while tracing the suspect for attempted murder (Maharaj, 2021a). In another incident in Durban West, a 40-year-old off-duty SAPS Colonel visited a friend in Hillcrest when he was fatally shot while walking towards his parked vehicle (Maharaj, 2021b).

2.4.2 Police Officials responding to or involved in domestic disputes

In February 2021, a 45-year-old Constable was shot and murdered while she and a colleague were responding to a DV dispute (Maharaj, 2021a). In Durban, two police officials were shot dead by a suspect while responding to a DV case. According to Pyke (2016), DV incidences involving police officials pose a special danger because they are linked to other fatal violence modes.

Pyke (2016) explains that one in every five mass shootings in the USA begin with a gunman murdering a girlfriend, wife, or ex-wife. Pyke (2016) further explains that DV is similarly challenging when the police attend to DV cases or when they are murdered because of internal DV disputes within their own domestic relationship. In another incident, a Const. was shot in the neck and critically wounded while attending a domestic violence complaint in Philippi East, Cape Town (Evans, 2016). The SAPS cannot easily address these crimes by conventional policing strategies (SAPS Strategic Management, 2020b:50).

2.4.3 Police officials responding to robberies with aggravating circumstances

On-duty police murders generally occur during interventions in robberies or when the police are pursuing robbery suspects (Noxhaka, 2019:6). On 22 November 2016, three armed men (Shootings, 2016) fatally shot a Constable in the WC. The suspects robbed the police firearms before fleeing the scene (Isaacs, 2016). Violent crimes, such as armed robberies, have resulted in high murder rates among police officers as victims and the entire South African community (Noxhaka, 2019:7).

On 21 June 2018, robbers shot and murdered a police officer during a CIT robbery in Hillbrow, Johannesburg (Staff Reporter, 2018). The attack occurred in broad daylight on the busy streets of the Hillbrow Central Business District (CBD) (Shange, 2018). On 5 March 2020, two Directorate for Priority Crime Investigation (DPCI) police officials died in a shootout with a gang of CIT robbers in Mafikeng, NW Province (Staff Reporter, 2020). A DPCI member and her colleague were murdered.

2.5 MODUS OPERANDI USED BY PERPETRATORS TO ATTACK POLICE OFFICIALS

According to Noxhaka (2019:3), the murder of police officials in South Africa occurs because of a violent society, robberies, and inexperienced police members. However, Sitole (2018:2) believes that the criminal manifestation in various parts of South Africa depicts the advancement and sophistication of criminal MO (Sitole, 2018:2). An analysis of incidents where members were murdered on duty indicated that most members were murdered when attending to complaints, searching suspects, responding to complaints, apprehending suspects and during police actions (stop-and-searches, etc.) (SAPS Strategic Management, 2020b:76).

2.5.1 Physical attacks on SAPS members and police stations

Nationally, the SAPS is concerned about the substantial number of its officials who have come under attack (Noxhaka, 2019:10). For example, on 10 October 2017, in Vanderbijlpark, foreign nationals attacked six police members from the K9 unit while raiding a suspected drug den (News24, 2017). More than 90 per cent of all the murders of police members result from an attack with a firearm (Zimring & Arsiniega, 2016:6).

The small/rural police stations are more likely to be attacked during the night due to location and the limited human resource capacity on the reliefs (Visible Policing (VISPOL) and Operations, 2021). VISPOL and Operations (2021) reported attacks on the Tsineng police station in the NC, where several firearms were stolen and provided an analysis of information based on previous attacks on police stations. Table 2.13 below displays the police stations that were attacked in NC and EC Provinces.

Table 2.13: Police Stations attacked in 2021/2022 financial year

	PROVINCE	POLICE STATION	DATE	TIME	STATION AND CAS NUMBER
1.	NC	Tsineng	2021.07.31	21:40	Tsineng CAS: 11/07/2021
2.	EC	Tyefu	2021.06.20/21	19:50 to 04:00	Tyefu CAS: 14/06/2021
3.	EC	Madeira	2021.06.03	22:10	Madeira CAS: 35/06/2021
4.	EC	Joza	2021.05.25	23:10	Joza CAS: 99/05/2021

(VISPOL and Operations, 2021)

2.5.2 Ambushing Police Officials

An ambush is an attack by surprise or from a concealed position (Hjelmgaard, 2016). The ambushing of police officials is classified into two categories: a set-up that is qualified as premeditated and impulsive, which is classified as motiveless with no pre-planning (Police1, 2017). In July 2014, for example, two police Constables were ambushed while responding to a business robbery (SA News, 2017). SA News (2017) further states that they were not aware that robbers were in the ceiling when they arrived at the scene. One of the Constables was murdered when fatally shot while his colleague survived the attack.

At the Engcobo Police Station in the EC, gunmen murdered five police officials and one former South African National Defence Force (SANDF) member (Noxhaka, 2019:6). An attack occurred at night by gunmen who instantly murdered three police officials on 21 February 2018 (SAPS Strategic Management, 2018:2). eNCA (2018) states that the gunmen had earlier murdered two other police officials at a location 60 km from the police station. According to the former national SAPS spokesperson, Brigadier De Beer (2018:1), the SAPS feel the impact of the unbearable murder of police officials, which is a clear attack on the State. De Beer (2018) further states that it is shocking that criminals are so bold to attack law enforcement officers in a police station.

2.5.3 Internal Criminality within the Police

According to the PSA (2017:1), there is also a gradual erosion of the rule of law within the SAPS. In 2016, police officials stationed at OR Tambo International Airport murdered a W/O (Ole, 2016). The murdered police officer pulled over two police officials in a suspicious unmarked police vehicle in Boksburg. As he approached the suspicious vehicle, a shootout broke out, and he was shot dead (News24.com, 2016). Ole (2016) states the incident occurred because of information on drug trafficking perpetrated by these corrupt police officials.

Over 450 police officials in GP have pending criminal cases against them, and only four have been suspended (Bhengu, 2021). Bhengu (2021) further states that 459 SAPS members face charges that include murder, defeating the ends of justice, reckless driving, assault, and culpable homicide. In 2017/2018, fellow SAPS officials murdered eleven police members because of domestic violence disputes (Andrew, 2018). On 26 November 2018, a SAPS official shot and murdered his wife and her brother in a Durban divorce court before turning the gun on himself (Maphanga & Broughton, 2018). The following table summarises the result of penal trials concluded in the SAPS from 1 April 2019 to 31 March 2020. Table 2.14 below demonstrates misconduct, the disciplinary hearings concluded, number of employees involved and overall %.

Table 2.14: Misconduct and disciplinary hearings concluded, for the period, 1 April 2019 to 31 March 2020

THE OUTCOME OF DISCIPLINARY HEARINGS	NUMBER	%
CORRECTIONAL COUNSELLING	55	3.3
DEMOTION	0	0.0
DISMISSAL	173	10.3
FINAL WRITTEN WARNING	266	15.8
FINE	0	0.0
SUSPENDED ACTION	0	0.0
SUSPENDED DISMISSAL	0	0.0
CASE WITHDREW	243	14.4
NOT GUILTY	603	35.9
SUSPENDED WITHOUT PAYMENT	187	11.1

VERBAL WARNING	5	0.3
WRITTEN WARNING	150	8.9
TOTAL	1682	100

(SAPS Strategic Management, 2020b:344)

Table 2.15 below demonstrates the contravened regulation, the nature of that infringement, and the number and percentage (%) of the SAPS employees found guilty.

Table 2.15: Nature of misconduct by SAPS employees addressed at disciplinary hearings, and the outcome for the period, 1 April 2019 to 31 March 2020

REGULATION 5(3) OF 2016	NATURE	NUMBER OF EMPLOYEES FOUND GUILTY	%
Regulation 5(3)(a)	Failed to comply with or contravened an act, regulation or legal obligation.	195	17,1
Regulation 5(3)(b)	Performed any act or failure to perform any action with the intention to cause harm to or prejudice the interest of the Service.	48	4,2
Regulation 5(3)(c)	Wilfully or negligently mismanaged the finances of the State.	3	0,3
Regulation 5(3)(d)	Without permission possessed, used or appropriated the	34	3,0

	property of the State or property under the control of the State.		
Regulation 5(3)(e)	Intentionally or negligently damaged and or caused loss of State property.	54	4,7
Regulation 5(3)(f)	Endangered the lives of self or others by disregarding safety rules or regulations.	9	0,8
Regulation 5(3)(g)	Prejudiced the administration of a department.	38	3,3
Regulation 5(3)(h)	Misused his or her position in the Service to promote the interest of a political party.	2	0,2
Regulation 5(3)(i)	Accepted any compensation, in cash or otherwise, from a member of the public or other employee from performing his or her duties without written approval from the employer.	23	2,0
Regulation 5(3)(j)	Failed to carry out a lawful order or routine instruction.	65	5,7
Regulation 5(3)(k)	Absent from work without reason or permission.	118	10,4
Regulation 5(3)(l)	Failed without sufficient cause, to report for duty at the stipulated time at his or her station, place of work or any other place stipulated by a commander or his or her superior.	7	0,6

Regulation 5(3)(m)	Committed an act of sexual harassment.	2	0,2
Regulation 5(3)(n)	Unfairly discriminated against others on the basis of race, gender, disability, sexuality or other grounds prohibited by the Constitution.	1	0,1
Regulation 5(3)(o)	Without written approval of the employer, performed work for compensation in a private capacity.	8	0,7
Regulation 5(3)(p)	Without authorisation, slept on duty.	0	0,0
Regulation 5(3)(q)	Accepted or demanded, in respect of the discharge, or the failure to discharge a function, any commission, fee rewards or favour.	0	0,0
Regulation 5(3)(r)	Reported for duty, whilst under the influence of liquor.	34	3,0
Regulation 5(3)(s)	Pretended to be ill, informed, indisposed, injured or suffering from pain or obtained or attempted to obtain an exemption from duty, by advancing a false or exaggerated excuse on the grounds of illness, infirmity, indisposition, injury or pain.	2	0,2

Regulation 5(3)(t)	Conducted himself or herself in an improper, disgraceful and unacceptable manner.	172	15,1
Regulation 5(3)(u)	Contravened any prescribed Code of Conduct of the Service.	89	8,6
Regulation 5(3)(v)	Incited other employees unlawfully or conduct in conflict with the accepted procedure.	7	0,6
Regulation 5(3)(w)	Intimidated or victimised other employees.	3	0,3
Regulation 5(3)(x)	Assaulted or threatened to assault any other employees.	12	1,1
Regulation 5(3)(y)	Prevented another employee belonging to any trade union.	1	0,1
Regulation 5(3)(z)	Operated any money lending scheme for employees during working hours or from the premises of the Service.	4	0,4
Regulation 5(3)(aa)	Gave a false statement or evidence in the execution of his or her duties.	5	0,4
Regulation 5(3)(bb)	Falsified records or any other documentation.	5	0,4
Regulation 5(3)(cc)	Participated in any unlawful labour or industrial action.	0	0,0
Regulation 5(3)(dd)	Convicted of any common law statutory offence.	8	0,7

Regulation 5(3)(ee)	Without proper authority, released a prisoner.	25	2,2
Regulation 5(3)(ff)	Used unlawful force against a prisoner or other person in custody or otherwise ill-treats such a person.	3	0,3
Regulation 5(3)(gg)	Neglected his or her duty or performance.	28	2,5
Regulation 5(3)(hh)	Left his or her post without permission or reason.	7	0,6
Regulation 5(3)(ii)	Failed to submit his or her financial disclosure, as may be required by the relevant prescripts and/or failed to disclose the required financial interests or provided false information in such disclosure.	1	0,1
Regulation 5(3)(jj)	Failed to report an act of misconduct committed in his or her presence by his or her Commander or fellow employee.	0	0,0
REGULATION 5(4)	NATURE	EMPLOYEES FOUND GUILTY	%
Regulation 5(4)(a)	Aiding an escapee.	7	0,6
Regulation 5(4)(b)	Arson.	0	0,0
Regulation 5(4)(c)	Robbery.	1	0,1
Regulation 5(4)(d)	Assault GBH.	2	0,2

Regulation 5(4)(e)	Bribery.	1	0,1
Regulation 5(4)(f)	Corruption.	20	1,8
Regulation 5(4)(g)	Dealing in drugs.	2	0,2
Regulation 5(4)(h)	Defeating the course of justice.	7	0,6
Regulation 5(4)(i)	Extortion.	2	0,2
Regulation 5(4)(j)	Forgery and uttering.	2	0,2
Regulation 5(4)(k)	Fraud.	7	0,6
Regulation 5(4)(l)	Hijacking.	0	0,0
Regulation 5(4)(m)	Housebreaking and theft.	0	0,0
Regulation 5(4)(n)	Kidnapping.	1	0,1
Regulation 5(4)(o)	Malicious damage to property of a serious nature.	1	0,1
Regulation 5(4)(p)	Murder.	6	0,5
Regulation 5(4)(q)	Rape.	3	0,3
Regulation 5(4)(r)	Terrorism.	0	0,0
Regulation 5(4)(s)	Theft.	10	0,9
Regulation 5(4)(t)	Treason	0	0,0
Regulation 5(4)(u)	Any attempt, conspiracy, or incitement to commit any of the abovementioned offences.	4	0,4
Regulation 5(4)(v)	Sexual harassment.	1	0,1
Regulation 5(4)(w)	Unlawful possession of the employer's property.	2	0,2

Regulation 5(4)(x)	Any act of misconduct which detrimentally affected the image of the Service or brought the Service into disrepute, or which involved an element of dishonesty.	34	3,0
Regulation 5(4)(y)	Any contravention of the Firearms Control Act, 2000.	4	0,4
TOTAL		1 139	100

(SAPS Strategic Management, 2020b:345-346)

2.5.4 The high-risk nature of policing

The Department of Police is responsible for managing the safety of all personnel (SAPS Strategic Management, 2011:76). Table 2.16 below demonstrates the risky nature of policing.

Table 2.16: Police Occupation is Risky

<p>MURDER OF SAPS MEMBERS IMPACTED NEGATIVELY ON:</p> <ul style="list-style-type: none"> • Communities' perceptions of safety and security; • the morale of SAPS members; and • loss of valuable, skilled human resources.
<p>UNNATURAL MORTALITY WAS A FEATURE OF STRATEGIC RISKS FOR THE SAPS IN TERMS OF:</p> <ul style="list-style-type: none"> • Murder of police officials (on and off duty); • unnatural deaths of SAPS members (road accidents and operational incidents); and • suicides by SAPS members.

ENVIRONMENTAL ISSUES CONTRIBUTING TO UNNATURAL POLICE DEATHS:

- High-risk nature of policing;
- policing was not performed in a vacuum, implying the constant likelihood of the risk emanating from sources external to the SAPS, which were largely beyond its control, e.g., criminality targeting SAPS members;
- external dependencies concerning certain operational and support processes; and
- stressful effects associated with policing impacting on employees.

(Beukman, 2016)

The following table provides information on the injury on duty within the SAPS and the number and percentage (%) of injured employees.

Table 2.17: Injury on-duty, for the period 1 April 2019 to 31 March 2020

NATURE OF INJURY ON DUTY	NUMBER	%
Required medical attention with no temporary disablement	135	2.9
Required medical attention with temporary disabilities	4 316	93.3
Permanent disablement	106	2.3
Fatal	67	1.4
TOTAL	4 624	100

(SAPS Strategic Management, 2020b:350)

2.6 SOUTH AFRICAN POLICE SERVICE STRATEGIES TO MITIGATE THE MURDER OF AND ATTACK ON POLICE OFFICIALS

The SAPS has developed numerous implementation strategies to focus on specific organizational priorities (SAPS Strategic Management, 2009:19). The SAPS has extensive policy documents and procedures in place to support officials. Many of these are implemented in a policy environment plagued by uncertainty and disrupted by a deeply uncertain political environment (PSA, 2017). PSA (2017) further states that a collapse of the rule of law is one of the ills bedeviling the South African political system. The vision of the SAPS must be integrated into strategic policy legislation (SAPS Strategic Management, 2018:11). SAPS Strategic Management (2018) further states that the existing SAPS strategies are explored to address the murder and attack on police officials. The SAPS Strategic Plan 2020 to 2025 is in support of the National Development Plan (NDP) 5-year Implementation Plan, and Medium-Term Strategic Framework (MTSF) 2019-2024 (SAPS Strategic Management, 2019:22). The SAPS Strategic Management (2019) further states the intention to incorporate the State of the Nation Address implementation initiatives.

The SAPS priorities the objectives reflected in the Annual Performance Plan (APP) for 2016/2017 (SAPS Strategic Management, 2017:10). The 2019/2020 financial year saw the introduction of the 2019 to 2024 MTSF, which provided a strategic roadmap for the achievement of strategic priorities of the 6th Administration of Government (SAPS Strategic Management, 2020b: vii). The government should start tackling underlying factors that result in the murder of police officials and improve the strategic management, internal accountability, and the capacity to support professional policing (Newham, 2011). SAPS top management has identified and implemented several strategies to ensure the safety of police officials (SAPS, 2015a).

The SAPS has undertaken various initiatives to improve the safety and well-being of police officials (eHowzit Reporter, 2017). The SAPS further state the organisation is pursuing several strategies and initiatives to deal with the murder of and attacks on police

officials. Police agencies worldwide have realised that because of the complex and diverse nature of crime and limited resources, they alone are not capable of implementing crime prevention strategies (SAPS Strategic Management, 2003:17). Table 2.18 consists of 13 SAPS strategies to mitigate murder and attacks on police officials.

Table 2.18 SAPS strategies to mitigate murder and attack of police

Police Safety Strategy
Police Safety Implementation Plan
National Tactical Response Plan
Ten-Point Plan
National Police Safety Plan
Community Policing Strategy
The SAPS risk management and threat analysis to reduce police deaths
Police Safety Assessments
SAPS Operational Readiness
Safety measures for police officials while off-duty
SAPS COVID-19 protocol
The COVID-19 Disaster management regulations
Managing the risk of possible police stations being attacked
Occupational Health and Safety in the SAPS
Social Work Services interventions
Convictions of Police Murderers

These strategies consist of the Police Safety Strategy, Police Implementation Plan, National Tactical Response Plan (NTRP), A Ten-Point Plan, SAPS Operational Readiness, and the Prevention of Attacks on and Murders of Police Officials Strategy. It remains an invaluable and indispensable platform for problem identification and problem-solving (SAPS Strategic Management, 2020a:51).

A comprehensive and multidisciplinary Police Safety Strategy and National Police Safety Plan (NPSP) were developed for implementation to strengthen and operationalise the Ten-Point Plan of the Minister in the SAPS (PMG, 2015). The Multidisciplinary Police Safety Committee is still functional at a national level, and its aims are to (SAPS Strategic Management, 2013:91):

- Discuss sound methodologies to reduce murder of and attacks on police;
- analyse all incidents of murder and attacks on police officials;
- implement preventative measures to reduce attacks on and murder of officials;
- ensure a coordinated approach to deal with the murder of police; and
- promote a zero-tolerance to the murder of police.

2.6.1 Police Safety Strategy

The Management of the SAPS has been directed to return to the Ministerial Priorities, which embody increased police safety as a key priority for the organisation. The Police Safety Strategy is one of the SAPS high-level strategies finalised in the 2019/2020 financial year (SAPS Strategic Management, 2019:24&25). A monitoring tool was developed, approved, and implemented to monitor and evaluate the implementation of the Police Safety Strategy every quarter (SAPS Strategic Management, 2020a:76). SAPS Strategic Management (2020a:76) further states that the Police Safety Strategy was approved on 23 May 2019.

The Police Minister Bheki Cele instructed that, through the Police Safety Strategy (Krige, 2019), the SAPS must optimise measures to enhance police safety (SAPS Strategic

Management, 2018: vii). The implementation, monitoring, and coverage of the Police Safety Strategy at the last levels are essential. The protocols and prescripts should be adhered to, thereby preventing loss of life (SAPS Strategic Management, 2019:23).

The Division: VISPOL established, approved, and enforced a comprehensive Police Safety Strategy (Mgwenya, 2018). Mgwenya (2018) posits that the Strategy was spearheaded to support the following pillars (Mgwenya, 2018):

- Governance to determine a standardised regulative setting to confirm police safety as a priority (SAPS, 2018a);
- reactive interventions to confirm arrest and conviction of offenders, and restore confidence within the CJS, and function as a deterrent;
- redress and support interventions for police members and families;
- monitoring and analysis to avoid interference; and
- responses, redress, and support interventions and to see whether the strategy effectively reduces unnatural deaths of police members.

Table 2:19 below illustrates the Police Safety Strategy, a primary document for its approach to assuring police safety.

Table 2.19: Police Safety Strategy

SITUATIONAL ANALYSIS AND AWARENESS:	Assessment of surroundings, identification of suspects and risk areas, adequate instrumentation, early warning signs of health issues, ongoing research;
SKILLS DEVELOPMENT AND MAINTENANCE	Identification of skills gaps, training, and reskilling

RAISING AWARENESS	Awareness of non-public and operational safety and security
CONTINGENCY DESIGNING	Social control of contingency planning for medium and insecure situations
INVESTIGATIONS AND CONVICTIONS	Prioritising and centralizing investigations, involvement of National Prosecuting Authority (NPA)
HOSTING OF MULTIDISCIPLINARY POLICE SAFETY COMMITTEE CONFERENCES	Quarterly and special meetings, analyse incidents and create proposals on corrective measures
RISK MANAGEMENT	Identification and analysis of risks and the development of a risk plan
REPORTING OF INCIDENTS OF UNNATURAL DEATHS ON AND OFF DUTY	Implementation of data management framework requiring all attacks on police members to be reported within twelve hours and captures in a very national database
POLICY SAFETY ASSESSMENTS	Multi-disciplinary assessment groups conduct on-the-scene assessments to work out the extent of compliance by members
EHW	EHW Programs; and
OPERATIONAL COMPLIANCE	Compliance inspections, and Compliance board.

(ISS, In PSA, 2017)

The SAPS implemented the Police Safety Strategy in two parts: the Police Safety Implementation Plan and the Tactical Response Plan (PSA, 2017).

2.6.2 Police Safety Implementation Plan

Newham (2011) states that the SAPS longer-term intervention was to improve police tactical training, purchase more bulletproof vests, and launch an internal and external awareness campaign to promote police safety.

2.6.3 National Tactical Response Plan

The NTRP is a special initiative involving all law enforcement agencies, such as Metropolitan Police Departments, Traffic, and private security companies (Static, 2015:3). The NTRP strengthens the Minister of Police's 10-Point Plan and addresses unnatural death of police officials (SAPS, 2015). The NTRP is a special initiative involving all law enforcement agencies, such as Metropolitan Police Departments, Traffic, and private security companies (PMG, 2015:2). The implementation of the NTRP ensured the safety of police officials (eNCA, 2015b). However, the researcher could not find definitive proof of the success or otherwise of this initiative.

Inspections will ensure officials have the right safety gear, and they will be briefed on all possible dangerous suspects and potential situations when reporting for duty (News Ghana, 2015). News Ghana (2015) further states that assessments will be made to identify potential threats to police and to identify safety and security vulnerabilities on police premises. The South African government has launched a plan to investigate police official murders to work out response measures (News Ghana, 2015). Police officials are expected to exercise alertness during police tasks to ensure the safety of police officials and the public through preventative actions and understand the techniques of tactical communication (Department of Justice, 2019:16). The police awareness of the phenomenon will regularly strengthen their operations and psychological readiness

(Nhleko, 2015a). Table 2:14 illustrates the police officer's operational readiness every time they report for duty:

Table 2.20: Being operationally ready when reporting for duty

A tactical approach during operations or attending to complaints can save your life because each second is important (Internal Communication, 2021):

- **Restraining equipment:** Make use of pepper spray/handcuffs/leg irons;
- **protective gear:** Wear your bullet-resistant vest;
- **wear your retention cord:** Make sure that your firearm is attached to a retention cord;
- **be armed:** Make sure that your firearm is clean and in proper working order;
- **be alert:** Ensure that you are mentally and physically fit; and
- **call for backup:** Do not be a hero.

(Internal Communication, 2021)

2.6.4 A Ten-Point Plan

On 8 July 2011, the summit against attacks on and murders of police members was hosted by the former Minister of Police, and a Ten-Point arrangement was adopted (PMG, 2015). The police leadership convened a summit against the phenomenon of the murder of police officials (Mthethwa, 2011). Mthethwa (2011) further states that their objective was to seek solutions from across all sectors of society on what has to be done to eradicate murder and attack of police members. The summit sought solutions from across all sectors of society to eliminate the phenomenon. It had been a vital resource, along with the fact that the murder of police was made a priority for Cabinet and the Justice, Crime Prevention and Security Cluster (JCPS) Cluster (Beukman, 2016).

Table 2.21 illustrates the Ten-Point plan adopted throughout the summit to handle the attacks on and murders of police members within the SAPS (SAPS, 2018b). The Summit

adopted a Ten-Point attempt to address unnatural deaths of police. The researcher could find no evidence of the success or otherwise of this initiative.

Table 2.21: The Summit adopted a Ten-Point Plan to address unnatural deaths of police

During the Summit, the subsequent Ten-Point Plan was adopted to handle the attacks on and murders of police officials within the SAPS (SAPS, 2018b). Below is a Ten-Point Programme of Action, encompassing work that should be done to eradicate the phenomenon (South African Government, 2011):

- Establish a Multi-Disciplinary Committee at internal the SAPS (SAPS, 2018b);
- review of the 2000 Ministerial task team (South African Government, 2011);
- police killings, a priority agenda for the JCPS and Cabinet (SAPS, 2018b);
- psychological and Human Resource Support for families and colleagues (SAPS, 2018b; & POPCRU, 2016);
- improve the training and skills development of police officials (POPCRU), 2016);
- strengthen partnership with researchers;
- hold Provincial Summits to mobilize communities;
- adopt a cop campaign;
- review of the SAPS Annual Commemoration for fallen heroes (SAPS, 2018b); and
- fly National Flags half-mast at police stations in honour of police officials passed on within the line of duty (SAPS, 2018b).

Below are the key activities that were finalized throughout 2012/2013 as a part of the initial resolution adopted in the Ten Point Plan of the Minister of Police during 2011 (SAPS Strategic Management, 2013:91):

- Research led by 1999/2000 Ministerial Task Team was analysed, and therefore the findings were utilised to enlighten the improvement of the NPSP (SAPS, 2013);
- a communication and promoting strategy were enforced to make awareness internally and externally, as well as the distribution of safety hints and guidelines;
- identification and analysis of risks were undertaken, and a consequent Risk Plan was drafted;
- a docket analysis in respect of all members who had died on and off duty was conducted to see trends and tendencies (SAPS Strategic Framework, 2013);

- Provincial police safety summits were hosted in KZN, GP, LP, and EC Provinces to mobilize communities to support an integrated and coherent approach in addressing the well-being and safety of all SAPS employees; and
- the circumstances and conditions under which members were killed on duty were reconstructed to spot contributory factors and causes.

In line with the Police Safety Strategy, that was reviewed throughout 2013/2014 to strengthen and guarantee, continued support of the Minister of Police 2011, 10-Point Plan, that encompasses the subsequent (SAPS Strategic Management, 2014:128):

- Governance to ascertain a consistent environment to make sure police safety is a priority;
- proactive interventions to cut back attacks on and unnatural deaths of police officials (SAPS Strategic Management, 2013);
- responsive involvements to make sure arrest and conviction of criminals, bring back self-assurance within the CJS, and function as a deterrent (SAPS Strategic Management, 2013); and
- redress and support interventions for police members and families (SAPS Strategic Management, 2013).

(SAPS, 2018b; POPCRU, 2016; SAPS Strategic Management, 2013; SAPS Strategic Management, 2014:128)

2.6.5 National Police Safety Plan

An NPSP was developed to strengthen the application of the Police Safety Strategy to eradicate attacks and murder of police officials (Krige, 2019). The murder of police members throughout the 2014/2015 financial year had Parliament raising queries (Beukman, 2016). The South African Human Rights Commission (SAHRC) has urged police superiors to ensure the safety of SAPS members (Brandt, 2020).

The SAPS management and the South African government are attempting to mitigate the attacks on and murder of police members. The murder of and attacks on police officials require moving beyond the one-dimensional narrative of murdered police officials in the line of duty (Bruce, 2015). A comprehensive and multidisciplinary Police Safety Strategy

and NPSP were developed for implementation to strengthen and operationalise the Ten-Point Plan of the Minister in the SAPS (Static, 2015).

2.6.6 The prevention of attacks on and murders of police strategy

The former Commissioner of the SAPS, General Bheki Cele, declared that attacks on and murders of police members, on and off duty, are of concern (SAPS, 2018b). The SAPS Union representatives felt that urgently is required to minimise factors that give rise to risks for police members like transport to and from work (Beukman, 2016).

In Africa, the SAPS have developed the Prevention of Attacks on and Murders of Police officials Strategy (SAPS Strategic Management, 2009:19).

The purpose of the Prevention of Attacks on and Murders of Police officials Strategy is to eradicate attacks on and the murder of SAPS police members. The Strategy specializes in the following three objectives (SAPS Strategic Management, 2009:20):

- SAPS personnel members should be adequately equipped with essential items to perform operational duties;
- SAPS personnel members should have received the prescribed official training to enable them to perform key operational functions; and
- Managers, especially front-line supervisors, e.g., station commissioners; shift commanders, and CSC commanders, should ensure that the relevant operational procedures are adhered to, e.g., search and seizure and detention management.

It is evident that much has been done to curb attacks against and murder of police officials, but there are no quick-fix solutions to these challenges (SAPS, 2018a). Some of the other measures the SAPS have implemented to address these crimes include the following (SAPS, 2015a):

- execution of distinctive training methods focussing on refresher training for VISPOL members in affected Provinces (SAPS, 2015b);
- unannounced assessments to be conducted at police stations in affected Provinces wherever incidents occurred to assess compliance with National directives and Standing Orders, furthermore on determining challenges concerning the protection of police members (SAPS, 2015b);
- National Police Safety course to be held training the Commanders of the furthestmost affected Provinces as precedence (PMG, 2015);
- roadshows to address all operational members in affected Provinces to be held;
- community outreach programs and interventions to enhance awareness on police safety to be conducted;
- implementation of Police Safety Month during September (SAPS, 2015b);
- Spiritual Services' interventions to address the moral fibre in communities (SAPS, 2015b);
- police station security assessments to determine security needs and threats (SAPS, 2015b);
- regular docket and threat analyses; and
- introduce harsh sentences to deter the murder of police officials.

2.6.7 Community Policing Strategy

The SAPS implemented direct measures to revive the community's trust within the police. Police safety is a priority for Government and is at the heart of the SAPS strategic imperatives to ensure the safety of the police officials (SAPS, 2019). An MTPF acknowledges human resource capital as its most valuable asset in the quest against crime (SAPS Strategy, Research, Monitoring, and Evaluation, 2014:20).

The safety of police members and police stations is a priority for the government, and the SAPS has vowed to form awareness regarding personal and operational security (SAPS Strategic Management, 2018). The SAPS first responders to crime incidents are

constantly faced with life-threatening situations when responding to crime scenes or complaints (Malete & Moodley, 2018).

2.6.8 The SAPS Risk Management and Threat Analysis to reduce police deaths

There is also a gradual erosion of the rule of law, reflecting the country's declining moral fabric (PSA, 2017). In 2016, the deputy minister presented a seminar on risk factors for policing (Beukman, 2016). Table 2.22 below illustrates the SAPS risk management strategies to reduce police death.

Table 2.22: SAPS risk management strategies to reduce police deaths

<p>Security awareness programmes should be a priority for SAPS to ensure that security awareness activities are performed to raise security consciousness, in line with the Information Security Regulatory Framework (SAPS Strategic Management, 2020b:451).</p> <ul style="list-style-type: none">- Avoid the risk: stop all actions that may perhaps prime to the risk happening, thus evading the risk;- share the risk: removing a portion of the risk to another through a contractual settlement;- accept the risk: take no further or additional measures to address the risk, usually, as the risk was being effectively managed with the focus on maintaining existing controls; and- reduce/treat the risk: implement specific measures (control measures) to prevent the risk from occurring or to reduce the impact and the likelihood of the risk.
<p>Mitigation of strategic risks through controls:</p> <ul style="list-style-type: none">- Preventive controls: controls that inhibit injury or impairment (risk) from happening;- corrective controls: controls that restore or correct a situation back to the intended state; and

- **detective controls:** controls that may be used to find out or detect whether or not the procedure had not been followed (risk).

The former SAPS Acting National Commissioner, Lt. General Phahlane, in his 2016 presentation at the PPPC on risk management strategies to reduce police deaths, recommended the use of technology (Static, 2016:27):

- Forensic leads in support of investigations;
- updating of criminal records and database;
- technology to enhance training (e.g. simulation training); and
- protection practices at police stations (panic buttons, outer limits fences, access control) (Static, 2016:27).

(Beukman, 2016)

The DPCI, using a multidisciplinary method, conducts project-driven research based on risk assessments (SAPS Strategic Management, 2020b:14). The use of case docket scrutiny as a crime evidence product is often documented as important to fact-finding undertakings (Van Graan & Van der Watt, 2014). The SAPS conduct regular police station security assessments to determine security needs (PMG, 2015:41). A crime incident is reported to or detected by the police, recorded in a case docket, and registered on the CAS (Crime Registrar, 2018:2) which is then also open for inspection for training purposes.

All these stakeholders address the drivers and work with those who are most affected (Civilian Secretariat for Police, 2015:21). SAPS Strategic Management (2020b) said pre-emptive setups and responsive information could be used for outlines and scrutiny accounts. A thorough risk management procedure was implemented to reduce the murder of attacks on police officials, on and off duty, and police safety assessments are used to identify specific risks at police stations (Mgwenya, 2018).

The reinforcement of the Organised Crime Threat Assessment tactic was part of the 'Quick Win Approach' (SAPS Strategic Management, 2018:12). The SAPS Strategic Management (2018:12) further states that the focus is on crime to discourage them from additional lawbreaking and the MO utilised by offenders to attack police members. The SAPS generated a total number of 80 428 acumen products, on the backing of hands-on procedures, and 47 623 hazard and danger assessments (SAPS Strategic Management, 2020b:17). Profiling is used as a tool based on skills and experience to narrow down the possibility of criminal activities using various methods (SAPS Strategic Management, 2020b:20). SAPS Strategic Management (2020b:20) further states that the latter is used to identify and analyse trends and routes, according to the Crime Pattern Analysis and Crime Threat Analysis.

2.6.9 Police Safety Assessments

SAPS Strategic Management (2017) states that SAPS leadership encourages work with unions, Universities, research, and policy institutes to address challenges faced by the police (Newham, 2011). The methodology of police safety assessments is in tandem with the existing Police Safety Strategy (SAPS Strategic Management, 2011:76). It is based on the key pillars of operational readiness of police officials and the provision of reactive and restorative support (SAPS Strategic Management, 2011:76). SAPS Strategic Management (2011:76) further states that maintaining a national database is vital for statistical and analytical purposes.

SAPS members face one of the most frightening crime-fighting surroundings on the globe (PSA, 2017). The murder of and attacks on police officials require immediate government intervention through studies conducted within the SAPS and externally.

Table 2.23 below illustrates the outcome of questionnaire: Participation in Provincial Debates – completed by 140 police officials who attended the Provincial Crime Combatting conference in 2015. The presentation concluded by enhancing police safety

through an integrated approach to improve police safety, management interventions, and additional focus areas (Beukman, 2016).

Table 2.23: The outcome of the questionnaires completed by the 140 police officials in 2015

RESEARCH ON RISK	
<ul style="list-style-type: none"> • Literature review for comparative understanding; • in-depth participant observation at a police station in Cape Town; • docket analysis of police homicides in WC underway; • attendance of police funerals to explore rituals and discourse; and • participation who attended Provincial Crime Combatting completed questionnaire in Provincial debates. 	
<p>Interpret the results with caution to give the size of the sample and geographic locality:</p> <ul style="list-style-type: none"> • 55% of participants indicated safety has gotten 'much worse' over the past years; • What about morale? • 48% said morale very low within the police organization; and • 38% of participants said they had 'colleagues' murdered over the past 5 years. 	<p>According to police, participants' risk is a function of the following key factors:</p> <ul style="list-style-type: none"> • Lack of resources and proper equipment; • corruption within the police; • the sophistication of organized crime; • insufficient training; • community issues: hostility towards police and lack of trust; and • dysfunctionalities within the criminal justice system.
<p>According to police, participant's possible interventions could be:</p> <ul style="list-style-type: none"> • More/better training; 	<p>When asked to describe their feelings in the aftermath of police murder or serious injuries, the participants use the following words:</p> <ul style="list-style-type: none"> • I feel SAD;

<ul style="list-style-type: none"> • vetting, security clearance, and continuing reliability testing of SAPS members; • bring back faith in the police; • improving police-community relations; • strengthening of CJS; and • some thought harsher punishment of perpetrators of violence against the police (Beukman, 2016). 	<ul style="list-style-type: none"> • I feel SORROWFUL; • I feel FURIOUS; • I feel so MAD; • I feel so BAD; • I feel DEVASTATED; • I feel HELPLESS; • I feel TRAUMATISED AND DISHEARTENED; • I feel full of HATE; and • I feel Revengeful.
CONCLUSION	
<ul style="list-style-type: none"> • Issues relating to the risk and safety of police officials require thorough research, good analysis, critical debate, and pragmatic policies; • this is an issue to which a range of actors/constituencies can contribute; and • our goal should be a nuanced and critical engagement with issues of risk in all their complexity to address contributing factors and mitigate the impact on police members. 	

(Van der Spuy & Perkins, 2015)

2.6.10 SAPS Operational Readiness

SAPS Strategic Management (2017:17) states that the safety of SAPS officials in the line of duty remains a priority through improved operational readiness and targeted resourcing of identifying vulnerable areas. Malete and Moodley (2018) state that it is significant for Call Centre Operators to obtain complete and accurate information before dispatching complaints.

The station and relief commanders should ensure directives and standing orders regarding safety are implemented (Editor, 2015). A Police Safety Management and

Operational Guideline for Police Station/Unit Commanders was established, accepted, and applied (SAPS Strategic Management, 2020b:76). SAPS Strategic Management (2020b:76) further states that it guides management and operational members on important procedures to enhance the safety of members when performing their duties.

Malete and Moodley (2018) alluded that if police officials adhere to the guidelines, it will ensure that when they respond to the complaints, they:

- are mentally and operationally ready to respond to any situation;
- ensure the necessary backup; and
- ensure that they are equipped with the necessary safety equipment to deal with the situation and protect their lives.

The police need to be properly equipped with adequate resources, trained, and be mentally prepared to deal with the demands associated with policing. The SAPS prioritises safety gear for police officials, proper security installations at police stations, adequate lighting, appropriate vehicles, and armoured vehicles (SAPS Strategic Management Component, 2018: vii). The research-based guidelines encourage police officials to wear seatbelts, bulletproof vests, and follow simple procedures that can reduce risk to police officials on duty (Reynolds, 2017).

Body armour or bullet-resistant vests (BRVs) can save police lives and allow them to continue fighting if a suspect tries to take a shot at them. The safety and operational readiness of police officials should include the compulsory wearing of BRVs (PMG, 2015:27). Newham (2011) mentioned that it was discovered that there were not enough BRVs, and importantly, there was poor managerial supervision and accountability at the station and unit level. Regardless of recent incidents of police being shot dead, some of the officials are putting their lives on the line daily by refusing to wear BRVs (Dawood & Dzanibe, 2014).

Police officials who spoke to the Daily News on condition of anonymity complained about bulletproof vests and said that they (Dawood & Dzanibe, 2014):

- were heavy and limited their movement;
- caused them to sweat profusely;
- prevented them from drawing their firearm from a side holster
- did not consider individual physiques as they were either too big or too small
- caused women pain and bruises; and
- put pressure on their kidneys.

The SAPS performance indicators in table 2.24 illustrate the percentage of BRVs to be purchased by the SAPS and distributed in terms of demand.

Table 2.24: Percentage BRVs procured and distributed by SAPS

THE ACTUAL ACHIEVEMENT OF 2015/2016	THE ACTUAL ACHIEVEMENT OF 2016/2017	COMMENT ON DEVIATION
100% (10 500) BRVs intended were acquired.	100% (24 136) BRVs were distributed from the buffer stock to the demand.	Target achieved.
100% (8 878) BRVs ask for, were dispersed from the buffer stock (Static, 2019).		Dependency on external stakeholders.
THE ACTUAL ACHIEVEMENT OF 2017/2018	THE ACTUAL ACHIEVEMENT OF 2018/2019	A worldwide lack of Aramid yarn, which is used to produce the interior plates of BRVs. As a result, the manufacturer could not
15 132 or 100% BRVs procured, as planned.	100% (15 551) BRVs procured and distributed based on the demand.	
100% (15 808) BRVs were distributed based on demand		

THE ACTUAL ACHIEVEMENT OF 2018/2019	THE ACTUAL ACHIEVEMENT OF 2018/2019	manufacture the BRVs.
100% (16 601) BRVs were procured, as planned and 90, 10% (14 011) BRVs were distributed to the demand.	-9, 90% points.	BRVs ask for, were dispersed from the buffer stock (Static, 2019).

(SAPS Strategic Management, 2019:75)

2.6.11 Safety measures for police officials while off-duty

The ongoing murder of police officials calls for increased safety measures, especially off-duty (SAPS, 2021). SAPS (2021a) further states that continued adherence to police safety measures can ensure fewer attacks, injury, death, and murder of police officials. Below are the safety tips for police officials while off-duty (Graham, 2020):

- Stay alert and tuned in to your surroundings, wherever you are – even off duty. Do not be taken by surprise. Be aware and be prepared.
- choose busy streets and avoid walking/driving through vacant lots, alleys, or other deserted areas.
- use alternative routes to and from your residence.
- be particularly attentive once using surrounding parking garages.
- do not walk into an area if you feel uncomfortable.
- never pick up hitchhikers;
- never park in isolated areas;
- when using a taxi/bus, plan your route.
- use the busiest and best-lit stop possible to get on and off a bus/taxi;
- look for means to settle quarrels and differences that have nothing to do with violence.
- be a good role model;
- use good manners to help ease the tension that could lead to violence;

- do not support illegal activities, such as buying stolen property or using illegal substances;
- wear your gun hidden while off-duty;
- stay away from drinking places when you have an official firearm in your possession;
- safeguard your house (install security gates and burglar proofing);
- stay away from dangerous or isolated areas; and
- at all times, make sure that somebody knows your position.

2.6.12 SAPS Coronavirus Disease-2019 Protocol

Drawn out of the Government Gazette concerning COVID-19, for Occupational Health and Safety (OHS) Measures in Workplaces (South African Government, 2020) the following is important to prevent the spread of Covid-19:

- Social distancing measures.
- Health and safety measures: Symptom screening and sanitisers, disinfectants, and other measures,
- use cloth masks.
- Measures in respect of workplaces to which public have access: Ventilation and specific personal protective equipment.

The following measures were implemented to mitigate the risks associated with exposure to COVID-19 by the SAPS personnel (SAPS Strategic Management, 2020b:97):

- Admission and departure summits were steered virtually to limit face-to-face contact;
- central nodal points were established to facilitate the flow of information and documents required for work purposes;
- supporting evidence was transported to central locations determined, in consultation with the relevant stakeholders; and
- Physical visits to certain locations were limited, and where it was necessary, COVID-19 prevention protocols were strictly adhered to.

Table 2.25: The COVID-19 disaster management regulations

The revised protocol for the containment and management of Covid-19 within the SAPS:

- the instant deconcentrating of a gathering where more than 100 people are grouped;
- immediate dispersal of more than 50 persons gathered at the premises where liquor is sold and consumed; and
- take proper action on the occasion that the legal instruction to disseminate does not conform with, which may result in a fine, apprehension and imprisonment.

Health and hygiene expectations for SAPS employees:

- Obligatory to wear face masks at all times;
- keep social distance;
- employee to stay home when sick, except when getting medical care;
- rinse hands through soap powder and water for 20 seconds or disinfect
- avoid touching one's face;
- cough or sneeze into the bent elbow or tissue paper and dispose of it; and
- clean and sanitize regularly affected objects and exteriors

(SAPS, 2020b)

2.6.13 Managing the risk of possible police stations being attacked

There should be an ongoing development of preventative actions against the murder of and attacks on SAPS officials (SAPS Strategic Management, 2011:76). All Station Commanders should be implementing measures and Station Orders to address possible risks which may affect their respective stations (VISPOL and Operations, 2021):

- Access control, especially after hours;
- the locking of the gates and hourly camp inspections;
- ensure that the perimeter lighting around the station is in working order;
- improve the visibility around the station premises by ensuring the obstacles such as trees and shrubs are properly maintained;
- install a panic button in the case of an attack on a police station;
- implement measures to ensure adequate capacitating of under-resourced reliefs with members on rest days or functional members performing support functions;
- utilise reservists in terms of National Instruction 3 of 2014 when or should the need may arise to supplement any shortage of human resources on the relief;
- ensure the equal distribution and placement of members on the reliefs according to their operational capabilities;
- no member should be left alone in the CSC or to respond to complaints alone;
- the strict management of the absenteeism of members in terms of National Instruction 9 of 2019; and
- work with the Community Police Forum to ensure community support for the police station and safety measures implemented by the station.

A physical security assessment is performed to identify the current security stance of relevant SAPS facilities (SAPS Strategic Management, 2020b:451). Based on the attacks on police stations, as a consequence of illegal doings, a demonstration action, uprisings, attacks and unnatural deaths of the SAPS personnel, both on and off duty occur (Beukman, 2018). Beukman (2018) further states that it is a threat to the country's stability. The SAPS Top Management prioritised the protection and safety of all SAPS employees and the security at the police stations (SAPS Strategic Management, 2020a).

These attacks necessitated an urgent intervention to establish the security safety gaps at police stations, to prevent any loss of life, injuries, and damage to state property. An average of 90 police stations were identified by the Division: VISPOL to implement security upgrades in a phased-in approach. All 90 police stations have been inspected,

and all site assessments have been compiled for procurement purposes. Unfortunately, no security upgrading projects were completed during 2019/2020.

The police should be continuously sensitised, especially those working in sensitive/classified environments, to protect information from criminals (SAPS Strategic Management, 2020:451). The SAPS Strategic Management (2020b:451) further states that the information security legislation/policies/directives should be protected to increase compliance levels and minimise security breaches (SAPS Strategic Management, 2020b:451). The Provincial breakdown of the prioritised stations is depicted in Table 2.26 below:

Table 2.26: The Provincial breakdown of the prioritised stations

PROVINCE	NUMBER OF POLICE STATIONS PRIORITISED
EC	9
FS	9
GP	11
KZN	8
LM	10
MP	10
NW	10
NC	9
WC	14
TOTAL	90

(SAPS Strategic Management, 2020b:265)

2.6.14 Occupational Health and Safety in the SAPS

Safety, Health and Environmental (SHE) Management aims to promote a safe and healthy working environment by implementing a framework that allows the SAPS to consistently identify and mitigate its health and safety risks, reduce incidents, enforce legislative compliance, and improve overall performance (SAPS Strategic Management, 2020b:290). Table 2.27 below demonstrates the communicable, non-communicable diseases and health steps taken to reduce the risk of occupational exposure.

Table 2.27: Communicable/non-communicable diseases and health steps taken to reduce the risk of occupational exposure

HIGH RISK OF HIV/AIDS TO SAPS PERSONNEL	STEPS TAKEN TO REDUCE THE RISK
SAPS PERSONNEL WORKING IN BIOLOGY LABS AND ANIMALS WHO COME INTO CONTACT WITH BODY FLUIDS	Personal Protective Equipment (PPE), hand washing, vaccination, and screening for HIV, Health Risk Assessments (HRA), HIV/AIDS and Tuberculosis (TB) awareness programmes.
POP AND CPU POLICE WORKING CLOSELY WITH THE COMMUNITY	PPE, hand washing, vaccination, testing for TB, and screening for HIV, HRA, HIV/AIDS and TB awareness programmes.
VISPOL POLICE MEMBERS WORK CLOSELY WITH THE COMMUNITY IN THE CSC	PPE, hand washing, vaccination, testing for TB, and screening for HIV, HRA, HIV/AIDS and TB awareness programmes.
K9 UNITS	Vaccination programme: Rabies, Hepatitis A and B, Tetanus, hygiene, screening for HIV,

	HRA, HIV/AIDS and TB awareness programmes.
MOUNTED UNITS	Vaccination programme: Rabies, Hepatitis A and B, Tetanus, hygiene, screening for HIV, HRA, HIV/AIDS and TB awareness programmes.
HONEY SUCKERS	Vaccination programme: Hepatitis A and B booster, screening for HIV, HRA, HIV/AIDS and TB awareness programmes.
DIVERS	Vaccination programme: Typhus, Tetanus, Hepatitis A and B booster, screening for HIV, HRA, HIV/AIDS and TB awareness programmes.
FORENSIC LABORATORIES	Vaccination programme: Typhus, Tetanus, Hepatitis A and B booster, screening for HIV, HRA, HIV/AIDS and TB awareness programmes.

(SAPS Strategic Management, 2014; SAPS Strategic Management, 2020b:340)

The SAPS strategy for OHS, if well developed and implemented, will lead to better crime management (Mona, Cimbari, & Hongoro, 2019). Below are preventive measures to prevent occupational hazards, injuries and diseases that can affect the health and safety of police officials:

- Educating police officials to reduce occupational injuries and fatalities resulting from accident hazards;
- **physical hazards:** high noise levels, needs police members to safeguard by utilising ear protection;

- **chemical hazards:** the high concentration of air contamination risk that can prime to cancer, hence nearby is necessary for police rotation;
- **biological hazards:** such as Needle sticks and Sharp Injuries (NSIs) can lead to diseases such as HIV. The police should be encouraged to report when exposed to NSIs, and
- **ergonomic hazards:** can be prevented by avoiding prolonged driving to reduce musculoskeletal problems.

2.6.15 Social Work Services interventions

Social workers who implement occupational social work practice fundamentals are expected to address both the SAPS welfare and the social wellbeing of all the personnel (Williams, 2016). The Social Work Service interventions are conducted in four main categories (Division: HRD, 2014:21):

- **Restorative intervention:** sessions related to personal challenges experienced by employees such as marital distress, substance abuse and financial difficulties;
- **supports interventions:** focusing on personal wellness and growth, financial management, stress management, anger management and substance dependency;
- **work-person interventions:** address colleague sensitivity, deployment resilience contact sessions, rendering service during police operation or incidence of trauma;
- **workplace interventions:** enhancement of workplace in terms of work-life balance and productivity, providing expertise during policy-making processes etc.

2.6.16 Conviction for Police Murderer

Beke Cele, former SAPS General, who is the current Minister of Police, has called for mandatory life sentences for those found guilty of murdering police officials (Newham, 2011). Table 2.28 below illustrates the convictions received by perpetrators of police murder from 2010 to 2016. It demonstrates the stations where the cases were opened, and sentences imposed per case. More than 50 accused were sentenced to 39 times life imprisonment, and 20 accused will spend a total of 436 years in prison (Mataboge, 2017).

Table 2.28: Convictions of police murderers in South Africa from 2010 to 2016

PROVINCE	CAS NUMBER	ACCUSED	SENTENCE
GP	Hillbrow Cas 119/10/2012	3	Nine life imprisonment
	Pretoria Central CAS 151/01/2013	4	40 years imprisonment
	Hammanskraal CAS 183/06/2013	4	Life imprisonment
	Atteridgeville CAS 798/10/2013	2	Life imprisonment
	Dawn Park CAS 199/04/2014	4	25 years imprisonment
	Kagiso Cas 479/06/2014	2	Life plus 75 years imprisonment
	Loate CAS 162/01/2015	1	Life imprisonment
	Protea Glen CAS 297/01/2015	1	24 years imprisonment
	KZN	Harding CAS 15/07/2010	3
Ekuvukeni CAS 15/07/2010		2	Life imprisonment
Richmond CAS 15/07/2010		3	Life plus 26 years imprisonment
Ladysmith		1	75 years imprisonments

	CAS 15/07/2010		
	Nyanga CAS 15/07/2010	1	Two life imprisonment
	Kwamsane CAS 15/07/2010	1	50 years imprisonment
	Kwamsane CAS 42/07/2010	1	Life imprisonment
	Kwansane CAS 15/07/2010	1	Life imprisonment
	FS	Kopanong CAS 15/07/2010	1
Kogisanong CAS 15/07/2010		2	Life plus 36 years imprisonment
Kopanong CAS 15/07/2010		3	15 years imprisonment
Namahadi CAS 15/07/2010		4	61 years imprisonment
Tseki CAS 15/07/2010		1	Life imprisonment
Thabong CAS 15/07/2010		4	Life imprisonment
WC	Harare CAS 358/08/2012	3	Life imprisonment
	Kraaifontein CAS 653/02/2014	1	18 years imprisonment
	Klapmuts CAS 64/04/2014	2	Life plus 15 years imprisonment
	Strand CAS 188/04/2014	2	Life imprisonment

	Nyanga CAS 828/06/2014	3	2 life imprisonment
	Macassar CAS 375/07/2015	2	Life imprisonment
EC	Cofimvaba CAS 31/12/2013	1	25 years imprisonment
	Kwazakele CAS 143/01/2015	1	Life imprisonment
	Grahamstown CAS 38/08/2016	1	Life imprisonment
NW	Thabane CAS 15/07/2010	1	18 years imprisonment
	Phokeng CAS 15/07/2010	1	20 years imprisonment
NC	Roodepan CAS 362/01/2016	1	15 years imprisonment
LP	Thohoyandou CAS 15/07/2010	2	Life plus 15 years imprisonment

(Mataboge, 2017)

Table 2.29 below illustrates the convictions for police murderers in South Africa from 2017 to 2021.

Table 2.29: Convictions of police murderers in South Africa from 2017 to 2021

PROVINCE	POLICE MURDERED	ACCUSED	SENTENCE	SOURCE
GP	2	2	2 life terms plus 63 years	Times Live, 2020
LP	1	3	Life behind bars	Van Zyl, 2021
GP	1	2	A collective 120 years jail time	SAPS, 2021

2.7 SAPS DIRECTIVES ABOUT THE SAFETY OF MEMBERS

Table 2.30 below illustrates the prominent SAPS directives and standing orders about the safety of SAPS members and command and control to enhance police safety awareness:

Table 2.30: Command and control: Enhanced police awareness

2.7.1	<p>Key SAPS legislation concerning the murder of police officials:</p> <ul style="list-style-type: none"> - Control of Access to Public Premises and Vehicles Act No 53 of 1985 (Tourism, 1985; Green Gazette, 2009); - Criminal Law (Forensic Procedures) Amendment Act No 37 of 2013 (Government Gazette, 2014); - CPA No 51 of 1977 (International Committee of the Red Cross, 2021); - Disaster Management Act No 57 of 2002 (Government Gazette, 2003); - Domestic Violence Act No 116 of 1998;
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	<ul style="list-style-type: none"> - Explosives Act No 26 of 1956; - Firearms Control Act No 60 of 2000 (Lexis Nexis South Africa, 2004); - Immigration Act No 13 of 2002; - Inquest Act No 58 of 1959; - National Conventional Arms Control Act No 41 of 2002 (Government Gazette, 2003); - National Road Traffic Act No 93 of 1996 (Government Gazette, 1996); - Non-proliferation of Weapons of Mass Destruction Act No 87 of 1993 (Government Gazette, 1993); - Protection of Constitutional Democracy Against Terrorist and Related Activities Act No 33 of 2004 (Government Gazette, 2005; South African Government, 2005); and - SAPS Act No 68 of 1995.
2.7.2	<p>Dangerous Weapons Act No 15 of 2013:</p> <ul style="list-style-type: none"> - The Dangerous Weapons Act was approved by Parliament and implemented by SAPS during 2013/2014 (SAPS Strategic Management, 2014; Government Communication and Information System, 2015). The Act considers constitutional principles and present policing needs on the possession and carrying of dangerous weapons.
2.7.3	<p>Policy frameworks impacting the SAPS include:</p> <ul style="list-style-type: none"> - NDP, 2030; - Medium-Term Strategic Framework (2019-2024); - White Paper on Policing, 2016; and - The 2016 White Paper on Safety and Security emanates from a review of the 1998 White Paper on Safety & Security (Safer Spaces, 2016).
2.7.4	<p>Role of 10111 dispatchers:</p> <ul style="list-style-type: none"> - Obtaining information on crime scenes and sharing tactical information with first responders.
2.7.5	<p>Response and attendance of complaints:</p>

	<ul style="list-style-type: none"> - Adequate information, serviceable safety equipment, backup, tactical approach, possible ambushes/MO of suspects.
2.7.6	<p>Compliance with National Instruction and Standing Orders:</p> <ul style="list-style-type: none"> - Duties of Station Commander (Standing Order (SO) General (G) 28) (Static, 2015); - Duties of Commanders on relief and the investigation of the charges (SO (G) 256); - The arrest of the suspect (SO (G) 341); - The Search of the suspect, vehicle, or premises (SO (G) 361). - Transporting the suspect (SO (G) 341/361) (Static, 2015); - Detaining the suspect (SO (G) 361); - Visiting of police cells (SO (G) 361) (Static, 2015); and - Use of restraining measures (Standing Order (G) 350).
2.7.7	<p>Safety equipment as well as safekeeping and handling of official firearms:</p> <ul style="list-style-type: none"> - Section 1 of the PFMA includes any regulations and instructions issued in terms of Sections 69, 76, 85 or 91, any provincial legislation providing for procurement procedures in that provincial government; - Is a fit and proper person to possess a firearm (SAPS 2015); and - Has successfully completed the training, and the test prescribes in Regulation 79(1) of the Firearm Control Regulations, 2004 for the safe use of a firearm.
2.7.8	<p>Premise security and access control:</p> <ul style="list-style-type: none"> - In terms of National Instruction 13 of 2016, the duties of the Station Commander, and the implementation of the National Police Safety Strategy, Station Commanders are required to conduct an overall risk assessment of their station in order to identify the risk and to implement measures to mitigate the identified risks. All attacks on police stations must be reported to the Division: VISPOL and Operations in terms of Divisional Directive 4/12/2 of 2015 September 29 (VISPOL and Operations, 2021).
2.7.9	<p>Rail and Road safety:</p> <ul style="list-style-type: none"> - Wearing of seatbelt's, use of blue lights and response to emergencies.
2.7.10	<p>Occupational Health and Safety:</p>

	<ul style="list-style-type: none"> - To meet the legal requirements of the OHS Act No 85 of 1993, as well as Section 24 of the Constitution of South Africa, 1996, which proclaim that everyone has the right to an environment that is not harmful to their health and well-being. SHE Management enforces compliance in the SAPS through (SAPS Strategic Management, 2020b:290).
2.7.11	<p>Professional conduct and discipline:</p> <ul style="list-style-type: none"> - Police corruption includes the misuse of a public or private office, or a position held in such an office, as well as the misuse of resources with a corrupt intent (SAPS Strategic Management, 2020b:451). The Act contravenes the Prevention and Combating of Corrupt Activities Act, 2004 (SAPS Strategic Management, 2020b:451).
2.7.12	<p>Identification of early warning signs:</p> <ul style="list-style-type: none"> - Suicide prevention and prevention of domestic violence-related incidents.
2.7.13	<p>Employee Health and Wellness:</p> <ul style="list-style-type: none"> - An average of 600 professionals is nationally employed at EHW and they render care and support services to SAPS employees (SAPS Strategic Management, 2020b:341). The SAPS EHW is fully operational, offering different awareness and educational programmes guided by members, the management, or organisational needs. EHW support: Trauma debriefing, suicide prevention and domestic violence (Static, 2015). On paper the SAPS offers its members significant aid, EHW services include proactive training in anger management, substance abuse, domestic violence, and financial management (Faull, 2018). Faull (2018) further states that almost 80% of employees received such training in 2017/2018, 33 950 officials sought EHW assistance in 2017 and 1 770 trauma debriefings were requested and provided. Attendance of tactical training and EHW programmes.
2.7.14	<p>Application of Section 49:</p> <ul style="list-style-type: none"> - The expert utilisation of force necessitates those police members give high importance to the safety of life.
2.7.15	<p>Parades:</p> <ul style="list-style-type: none"> - Safety and operational readiness of police members, including the compulsory wearing of bulletproof vests. Conduct by off duty police members. Commanders at all

	<p>levels were also required to read/recite the SAPS Code of Conduct at on duty parades, at management meetings, as well as at other meetings of any nature. This will ensure that the Code of Conduct is properly institutionalised. Employees of the SAPS are bound to uphold and abide by the prescripts contained in the SAPS Act No 68 of 1995 and other legislation, SAPS Employment Regulations, 2018 and National Instruction 18 of 2019, to adhere to the SAPS Code of Conduct (SAPS Strategic Management, 2020b:289).</p>
<p>2.7.16</p>	<p>HIV/AIDS, Sexually Transmitted Infection and TB Policy:</p> <ul style="list-style-type: none"> - The revised HIV/AIDS, Sexually Transmitted Infection and TB Policy was approved in August 2017. Since HIV/AIDS is a non-notifiable disease, the SAPS structures follow applicable acts, such as the Employment Equity Act, the Basic Conditions of Employment Act and the Labour Relations Act, which prohibit discrimination against employees based on their HIV/TB status (SAPS Strategic Management, 2020b:342).
<p>2.7.17</p>	<p>The instruction dealing with crowd management:</p> <ul style="list-style-type: none"> - National Instruction 4 of 2014: it is applicable to public order situations that do not constitute crowd management.
<p>2.7.18</p>	<p>COVID-19, OHS Measures in Workplaces COVID-19 (C19 OHS), 2020:</p> <ul style="list-style-type: none"> - In terms of Section 27 (2) of the Disaster Management Act 57 of 2002, the COVID-19 pandemic has drastically redefined policing with social distancing (SAPS Strategic Management, 2020b:22). SAPS Strategic Management (2020b:22) further states that the new normal and deployment at CSC, operational policing suddenly demands a different Standard Operating Procedure.

(Static, 2015)

2.8 SUMMARY

The purpose of this study was not to spread negative information nor advertise damaging details about the organization. It provides a reader with an in-depth understanding of the past, the current extent of the murder and attack of police officials in South Africa. The inquiry also probed the causes, and the extent of the phenomenon was possible through methodological investigation with the information obtained from the participants, CJS professionals, and academics. SAPS can mitigate the murder of police through the

implementation of the strategies such as the SAPS Operational Readiness, Docket and Threat Analysis, MO analysis, Root Cause Analysis, and further research.

CHAPTER THREE

GLOBAL PERSPECTIVES OF THE MURDER OF AND ATTACKS ON POLICE OFFICIALS

3.1 INTRODUCTION

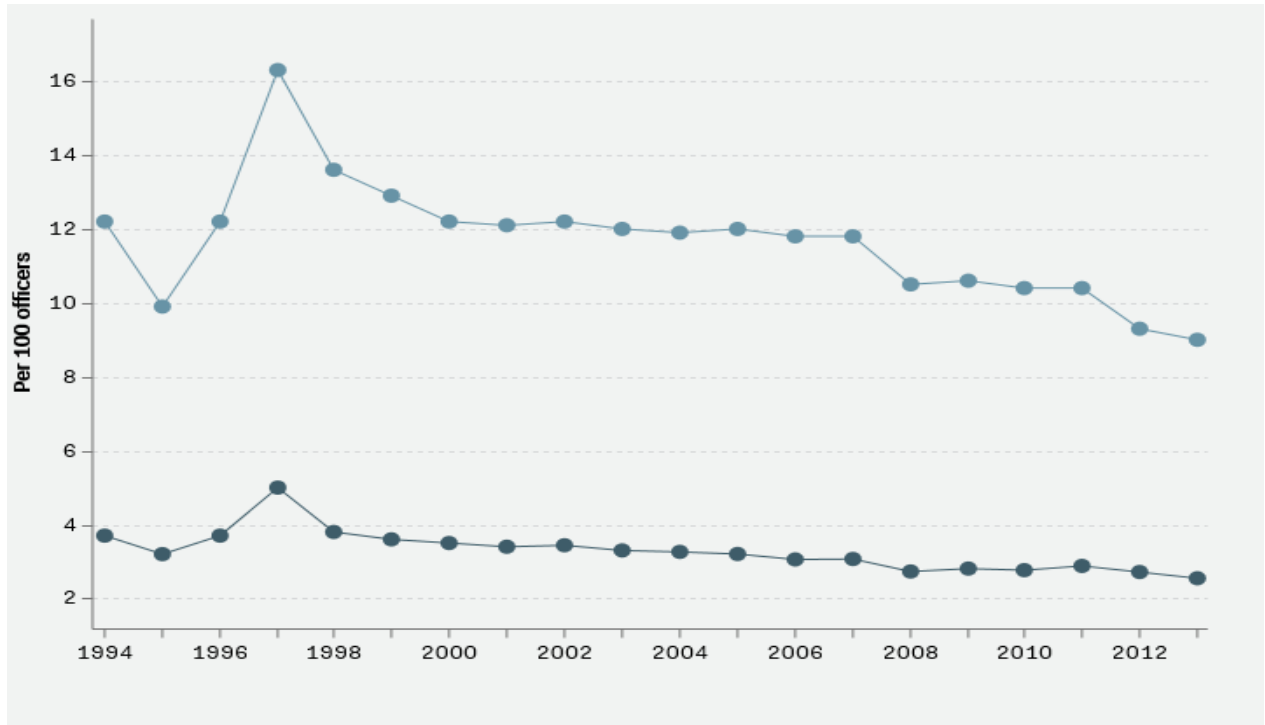
This chapter explores global perspectives on the murder of and attack on police officials. The common word for police officials in the United States of America (USA) is police officers. The causes of the murder of and attacks on police officials in the USA, United Kingdom (UK), Kenya, Burkina Faso, France, Pakistan, Afghanistan, El Salvador, Germany, Australia, Brazil, China, India, and Canada were discussed. In addition, the global strategies to mitigate the mortality of police officials in the USA, Australia, Canada, UK, Italy, France, and Switzerland are discussed.

3.2 MURDER OF AND ATTACKS ON POLICE OFFICIALS IN THE USA

Fatal interactions between police and the public became the subject of increased scrutiny in the USA (Bejan, Hickman, Parkin & Pozo, 2018). According to a study, line-of-duty police deaths decreased by 75 percent between 1970 and 2016 (Mascia, 2018).

Figure 3.1 below illustrates the attacks on police in the USA from 1994 to 2012.

Figure 3.1: Attacks on police officials in the USA from 1994 to 2012



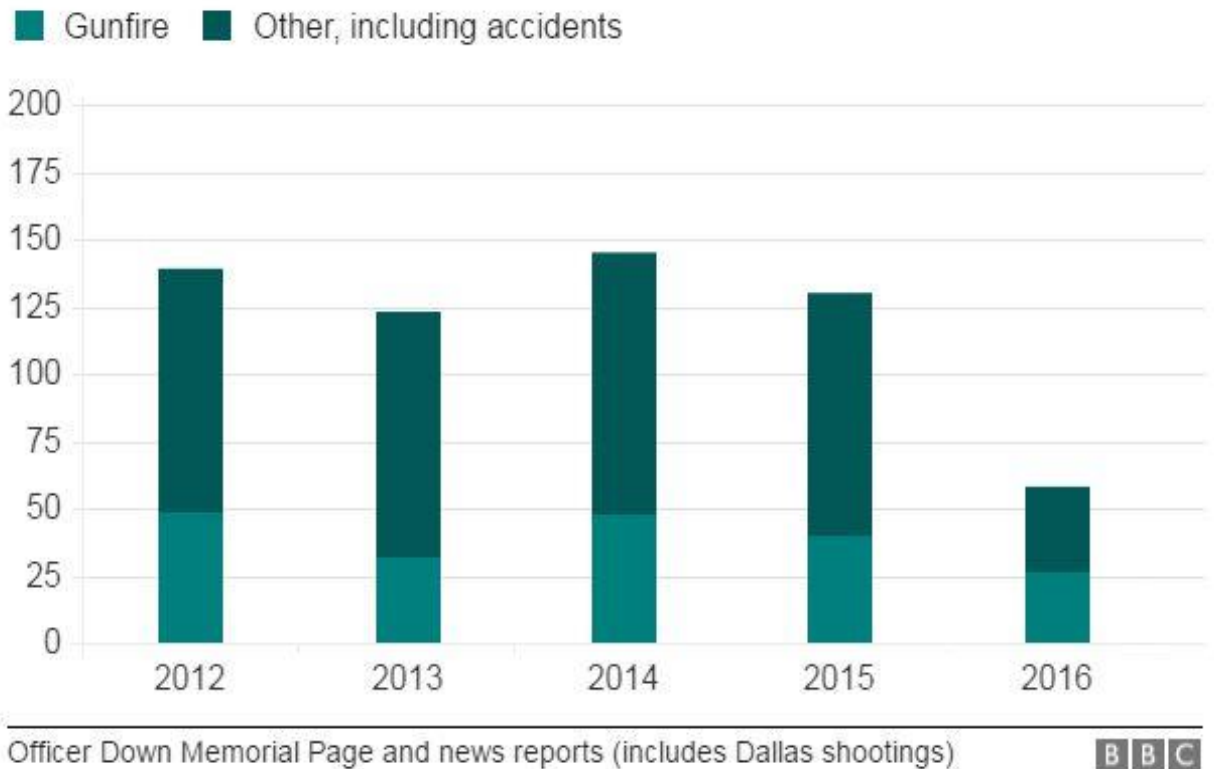
(Federal Bureau of Investigation (FBI), 2014 (In Lind, 2016))

In 2015, 17 police officials were murdered by shootings as of mid-September (Associated Press, 2015). Approximately 115 police officials were murdered in the line of duty in 2016, a 15% increase in 2015 (Hjelmgaard, 2016).

Figure 3.2 below illustrates the murder of police officers who died on duty from 2012 to 2016 in the USA.

Figure 3.2: Murdered police officials' on-duty in the US

US law enforcement officers who died in the line of duty



(Subramanian, 2016)

There are many murder cases in the USA that include the police being shot, stabbed, being struck by a vehicle, or involved in a vehicular accident, mob-related incidents, beaten, strangled, and many other causes between 2007 and 2016.

Table 3.1 below illustrates numerous causes of murder of police officials in the USA between 2007 and 2016.

Table 3.1: Causes of deaths of police officials in the USA from 2007 to 2016

Cause	YEAR										TOT
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	
Shot	70	41	50	60	73	50	34	50	43	66	537
Auto crash	61	45	39	51	44	27	29	34	34	29	393
Struck by vehicle	14	18	11	13	10	14	12	10	10	15	127
Motorcycle crash	10	9	3	6	5	8	5	6	5	10	67
Job-related illness	30	34	28	29	27	21	23	32	31	15	27
Aircraft accident	3	3	4	2	1	3	1	0	3	1	21
Fall	3	0	0	1	4	4	6	0	2	1	21
Drowned	4	1	0	3	4	1	2	2	1	2	20
Stabbed	0	2	0	0	2	5	2	0	0	1	12
Bomb-related incident	0	2	0	0	1	0	1	0	6	0	10
Beaten	0	1	0	2	2	2	0	0	1	1	9
Terrorist attack	5	0	0	0	1	0	0	0	0	0	6

Electrocuted	0	1	0	0	1	0	1	0	1	0	4
Strangled	0	0	0	0	1	0	0	2	0	1	4
Boating accident	1	0	0	1	0	1	0	0	0	0	3
Struck by train	0	1	0	0	2	0	0	0	0	0	3
Horse-related accident	0	0	0	0	0	1	0	0	0	1	2
Bicycle accident	0	0	0	1	0	0	0	0	0	0	1
Poisoned	0	1	0	0	0	0	0	0	0	0	1
Struck by falling object	1	0	0	0	0	0	0	0	0	0	1
TOT	202	159	135	169	178	137	116	136	137	143	1512

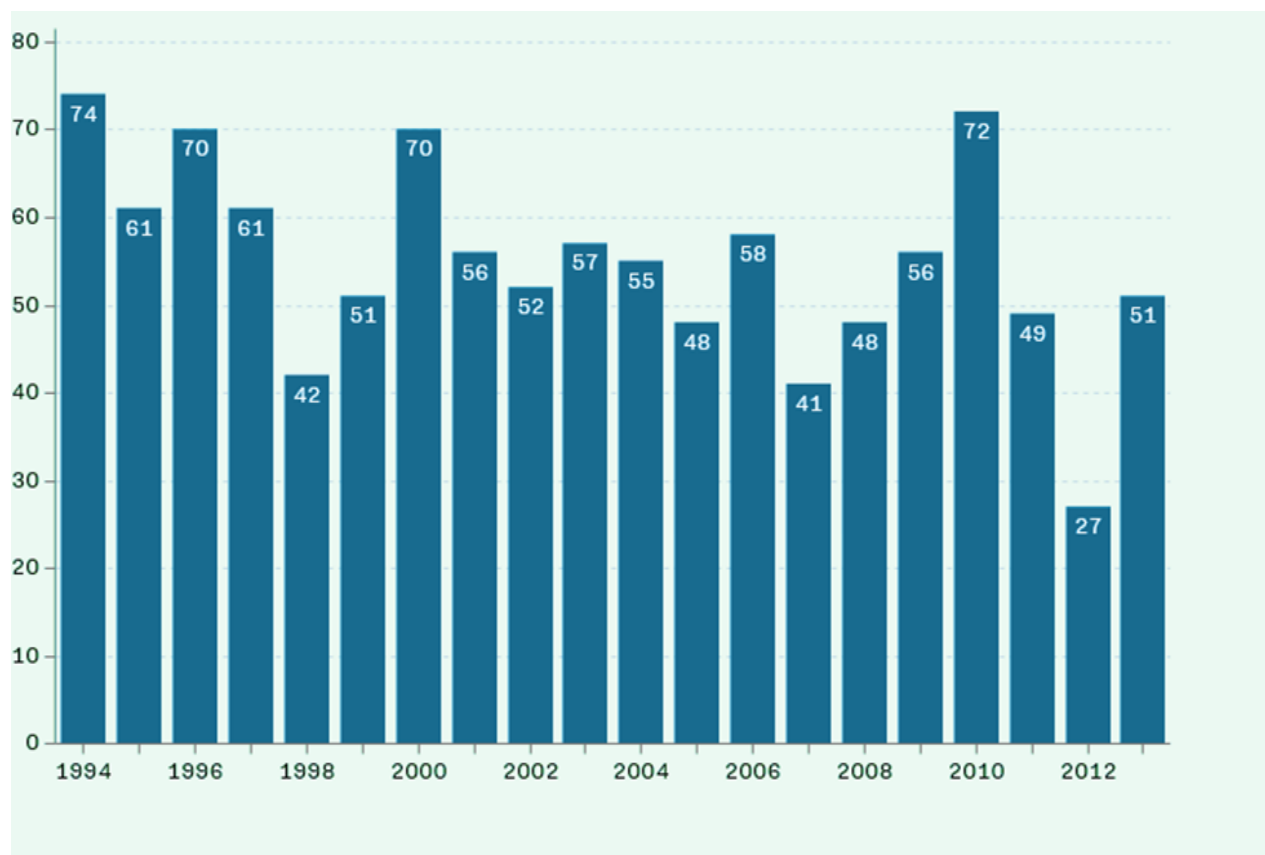
(National Law Enforcement Officers Memorial Fund (NLEOMF), 2017, In Cook, & Pollack, 2017)

The number of line-of-duty police official deaths has declined dramatically over the last five decades, and policing is a much safer profession than it was 50 years ago (White, Dario & Shjarback, 2019). Few scholars have studied the full picture of the dangers in policing, which comprises of the deaths occurring in both felonious and nonfelonious situations (White et al, 2019). White et al., (2019) further state that these scholars examined nearly 50 years of all police officer line-of-duty deaths (1970–2016) using data from the Officer Down Memorial Page. From 2017 to 2019, an average of 50 police officials were murdered in the line of duty, excluding accidental deaths (Mascia, 2018). Even though one hears more about violence committed by the police, violence against police officials is also a major problem in the USA (Michele, Lin & Jay,

2018). The data shows that several victims and situational characteristics could explain a substantial portion of the violence against officials (Bierie, 2017).

Figure 3.3 below illustrates the murder of police officials in the USA from 1994 to 2012. The highest number of murdered police officials was in 1994, with 72 compared to other years. The lowest was in 2012, with a total number of 27 murdered police officials.

Figure 3.3: The murder of and attacks on police in the USA from 1994 to 2012



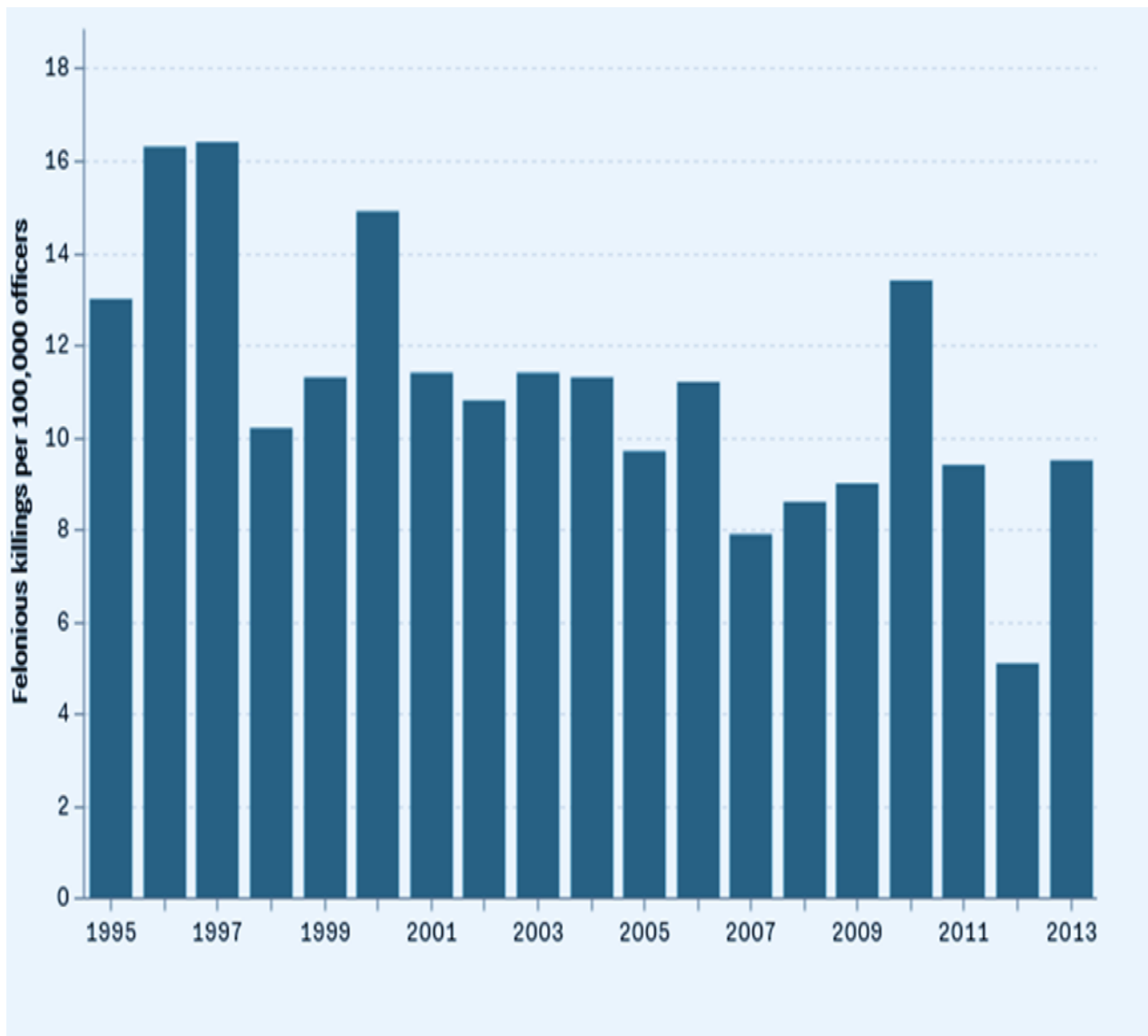
(FBI, 2014; Lind, 2016)

Some States regard the premeditated murder of an on-duty official as a capital crime that deserves capital punishment (Bierie, 2017). From 2011 to 2020, the number of police officials murdered in the USA has fluctuated (Statista Research Department (SRD),

2021). SRD (2021) further states that in 2020, there were 46 police officials murdered, a slight decrease from the 48 murdered in 2019.

Figure 3.4 below illustrates the deliberate murder of police officials in the USA from 1995 to 2013.

Figure 3.4: Deliberate murder of police officials in the USA



(FBI, 2014; Lind, 2016)

From 2003 to 2009, the Bureau of Justice Statistics (BJS) endeavoured to track the murder of police officials more thoroughly, using data (voluntarily reported by police) on arrest-related deaths and murders by police officials (Bier, 2016).

Table 3.2 below demonstrates the 2019 list of 38 police shot and murdered while on duty in the USA.

Table 3.2: USA police officials shot and murdered on duty in 2019

DATE	DETAILS OF POLICE OFFICIALS AND THE MANNER OF THE DEATHS
10 DECEMBER	Jersey City (New Jersey) Police detective Joseph Seals was murdered during the shooting.
7 DECEMBER	Houston Police Sergeant Chris Brewster, 32, was shot and murdered while responding to a domestic disturbance call.
20 NOVEMBER	Detroit Police Officer Rasheen McClain, 46, was shot and murdered by a gunman suspected of invading a home in Detroit (The Mercury News, 2019).
19 NOVEMBER	Richmond County (Georgia), Sheriff's office Investigator Cecil Ridley, 51, was on routine patrol when a suspect shot him outside a convenience store in Augusta.
7 NOVEMBER	Dayton (Ohio), Police Detective Jorge DelRio, 55, was shot in the face while serving a drug-related search warrant and died a few days later. He had worked as a DEA task force officer since 2000.
23 OCTOBER	El Dorado (California), Deputy Sheriff Brian Ishmael, 37, was murdered while responding to a report of marijuana theft. An off-deputy officer for a ride-along with him was shot, too, but survived.

27 SEPTEMBER	Harris Country (Texas), Deputy Sheriff Sandeep Dhaliwal was murdered when a suspect shot him in the back of the head during a traffic stop. The first Sikh deputy Harris County, Dhaliwal, made history in 2015 when the department allowed him to wear a turban in uniform.
20 SEPTEMBER	Mandeville (Louisiana), Police Captain Vincent "Vinny" Liberto, Jr, 58, was murdered when a repetitive road traffic stop ended in a shootout (Prior, Andrew, & Martucci, 2019).
16 SEPTEMBER	Tuscaloosa (Alabama), Police official Dornell Cosette, 40, attempted to arrest a 20-year-old suspect on multiple offence warrants when the suspect shot and murdered him.
24 AUGUST	Texas Highway Patrol Official Moises Sanchez formerly worked for US Marine Corps, succumbed to gunshot wounds he sustained in April, when a suspect in a car crash, responded to flee and shot him in Edinburg, Texas.
23 AUGUST	Illinois State Police Trooper Nicholas Hopkins, a 10-year state police veteran, was shot and murdered while serving a search warrant in East St. Louis.
12 AUGUST	California Highway Patrol official Andre Moye, 34, was in his third year with the department when he was shot and murdered by a man whose truck was being impounded.
18 JULY	Stone County (Arkansas), Sheriff's Office Sergeant Michael Stephen a 20-year veteran of law enforcement, was shot and murdered while responding to a domestic call.
7 JULY	Hall County (Georgia), Sheriff's Deputy Nicolas Dixon was murdered after trying to stop a stolen vehicle suspected to have been involved in multiple burglaries. The suspect was shot, and officials say may be charged with a murder crime.

25 JUNE	Fulton County (Illinois), Deputy Sheriff Troy Chisum was responding to a domestic disturbance call in which a man had barricaded himself inside a home. During the ensuing altercation, he was shot and murdered.
23 JUNE	North County, Police Cooperative (Missouri), Officer Michael Langsdorf, the 17-year veteran of the force, was shot and murdered after he responded to a call when a man tried to cash a forged check.
19 JUNE	Sacramento (California), Police Officer Tara O'Sullivan was shot during a domestic disturbance call and lay bleeding on the ground for nearly an hour while other officers battled a gunman. She later died at a hospital.
19 MAY	Auburn (Alabama), Police official William Buechner, who had served the department for 13 years, was murdered when responding to a domestic disturbance call when a suspect fired on him and two other officials. The other officials were wounded but were expected to recover.
11 MAY	Savannah (Georgia), Police Sergeant Officer Kelvin Ansari was murdered when shots broke out while were approaching a vehicle suspected as part of a robbery investigation.
5 MAY	Biloxi (Mississippi), Police member Robert McKeithen was shot dead in a parking lot outside police headquarters.
4 MAY	Mooresville (North Carolina), Police official Jordan Harris Sheldon, a K-9 official, was shot during a routine traffic stop and died at a nearby hospital. The suspect fled, but police tracked him to his apartment, where they found him dead from a self-inflicted gunshot wound.
13 APRIL	Cowlitz County (Washington), Deputy Sheriff Justin DeRosier was responding to a disabled vehicle when he was shot dead. It was the first official death in the 165-year-old history of the Cowlitz County Sheriff's Office.

7 MARCH	McHenry County (Illinois), Deputy Sheriff Jacob Keltner was working with members of the US Marshals Service to serve an arrest warrant on a man staying at a hotel. The suspect shot at the officials with a rifle from inside a hotel room, officials said, before jumping out of a window and again opening fire on the officials.
16 FEBRUARY	Puerto Rico Police agent Alfred Zanyet-Pérez was shot and murdered during an undercover operation in Puerto Rico.
6 FEBRUARY	Milwaukee Police official Matthew Rittner a 17-year law enforcement veteran was shot and murdered as he carried out a search warrant for drug and gun sales on Milwaukee's south side.
4 FEBRUARY	Virginia State Trooper Lucas B. Dowell was murdered in a shootout while carrying out a drug-related search warrant just outside Farmville, Virginia. A bridge in the state was renamed to honour him.
2 FEBRUARY	Clermont County (Ohio), Detective Bill Brewer was shot and murdered during a 12-hour standoff with a suicidal man who had barricaded himself in an apartment outside Cincinnati.
13 JANUARY	Birmingham (Alabama), Police Sergeant Wytasha Carter had also served in the US Air Force before was shot and murdered outside a bar and another official was critically wounded.
10 JANUARY	Davis (California), Police official Natalie Corona, 22-year-old was a "rising star" in the department was shot and murdered after responding to a 3-vehicle crash in the city.
5 JANUARY	Provo (Utah), Police Official Joseph Shinnars was shot and murdered in a shootout in the parking lot of a Bed Bath and Beyond store.

(Prior, Andrew & Martucci, 2019)

3.2.1 Murder of USA police officials by firearm

The statistics of global firearm-related deaths below include not only the police officials but also the community at large. In 2014, criminals used firearms to murder 46/51 police officials in the USA. According to the NLEOMF, 47 police officials were gunned down in less than one year, a 58% increase (Hjelmgaard, 2016).

The USA has made the headlines across the world for its gloomy record on the murder of police and has the highest private gun ownership rate globally (Otieno, 2016). Otieno (2016) further states that it has 89 civilian firearms per 100, according to data from the Small Arms Survey by the Graduate Institute of International and Development Studies based in Geneva. In 2014, criminals used firearms to murder 46 police officials in the USA. Thirty-three were murdered with handguns, 10 with rifles, and 3 with shotguns (Law Enforcement Officials Killed and Assaulted (LEOKA), 2015). According to the USA, NLEOMF, gun-related deaths have risen by 9%, from 22 to 24 for 2017 (Goldstein, 2017).

3.2.2 Ambush of police officials in the USA

Police leaders and researchers should monitor an increase in ambush and non-ambush murder of police, as the spikes may signal the emergence of a lingering problem (White, 2020). Police advocates said that 2014 saw more than an 80 per cent increase in the murder of police officials over 2013 (Balko, 2016). A hitman shot and murdered two officials in their car in New York in 2014 following the death of suspects being arrested in Ferguson and New York (The Editorial Board, 2020). Table 3.3 below illustrates ambushes on police officials in the USA from 20 December 2014 to 17 July 2016.

Table 3.3: Examples of incidences of an ambush on police officials in the USA from December 2014 to July 2016

DATE	INSTANCES
17 July 2016	Six Baton Rouge, Louisiana, area police officials were shot, and three were murdered. The ambushed officials were responding to a call of a suspicious man with a rifle.
7 July 2016	Officials with the Dallas, Texas, Police Department, and surrounding agencies were providing security for a protest march in downtown Dallas. A suspect opened fire with a rifle especially targeting officials. In this incident, 12 officials were shot, and 5 were murdered. This was the deadliest incident for police officials since the 9/11 attacks.
7 January 2016	Philadelphia, Pennsylvania, police officials were ambushed while in his vehicle after being waved down by the suspect.
20 December 2014	A lone suspect approached a parked New York City Police Department patrol car occupied by two officials and opened fire through the passenger window. Both officials were murdered instantly.

(Nichols, 2016)

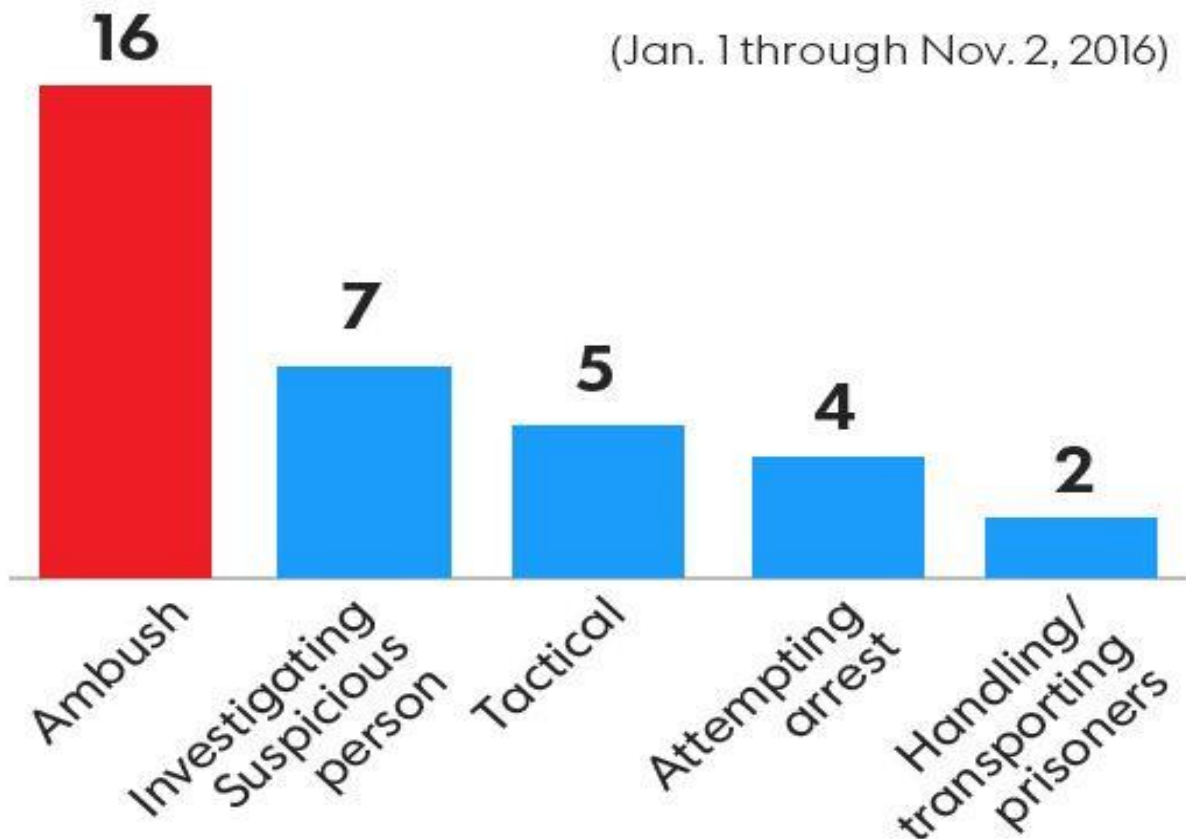
The ambush shooting that resulted in the murder of a New York City police official in the Bronx marked a growing number of official deaths in 2017, up 18% from 2016 (Goldstein, 2017). Goldstein further states that the NLEOMF reported 67 officials died in 2017 alone. Over the last few years, there has been a succession of prominent, premeditated ambush attacks on police, which has led some to conclude there is a “*war on cops*” (White, 2020). The annual rates of ambush-murder of police have declined by more than 90% since 1970, although ambushes in 2016 and 2018 resulted in the highest rates in 20 years

(White, 2020). Figure 3.5 below illustrates fatal shootings of ambushed police officials in 2016 according to the USA, NLEOMF.

Figure 3.5: Ambushed police officials in the USA in 2016

MORE POLICE SHOT IN AMBUSHES

Fatal shootings in 2016, as reported by the National Law Enforcement Officers Memorial Fund:



SOURCE National Law Enforcement Officers Memorial Fund



(NLEOMF, 2017 (In Hjelmgaard, 2016))

3.2.3 Suicide of the police officials in the USA

According to Blue H.E.L.P., 168 police officials died by suicide in 2017, 172 in 2018, and 228 in 2019 (NOSI, 2019). The stressors to police officials include exposure to suicide, trauma, child abuse, violence, and death of a colleague (NOSI, 2018:3). Suicide deaths are often unreported or misreported due to stigma and other reasons (Stone, Holland, Bartholow, Logan, LiKamWa McIntosh, Trudeau, & Rockett, 2017). Suicide is the tenth leading cause of death in the USA, claiming more than 48,000 lives in 2018 alone (Xu, Murphy, Kochanek, Arias, 2018, In NOSI, 2018). In 2017, according to the Centres for Disease Control and Prevention, suicide was the tenth leading cause of death in the US (Police Executive Research Forum (PERF), 2019). Table 3.4 below illustrates the 2017 suicide rates in the USA, by gender per 100,000.

Table 3.4: The 2017 Suicide rates in the USA by gender

TOTAL	MALE	FEMALE
14.0	22.4%	6.1%

(National Institutes of Mental Health (NIMH), 2017)

At least 228 police officials died by suicide in 2019 (Shannon, 2020). Below are some of the risk factors for suicide:

- Previous suicide attempt;
- mental disorder (most commonly, mood disorder);
- substance use disorder;
- access to lethal means;
- social isolation;
- chronic disease and disability;
- family history of suicide; and
- exposure to traumatic events in adulthood.

3.3 ATTACKS ON AND MURDER OF POLICE OFFICIALS IN THE UNITED KINGDOM

In the UK, the assault of police officials is extremely common; however, an understudied topic (Bierie, 2017). Two female police officials, for example, were shot dead during an attack while they conducted a routine operation in Manchester (Thomas, 2012). Merely 5% (6, 653) of police officials within the UK can carry firearms in England and Wales. The police are unarmed when they patrol and are only equipped with guns in special circumstances (Noack, 2016).

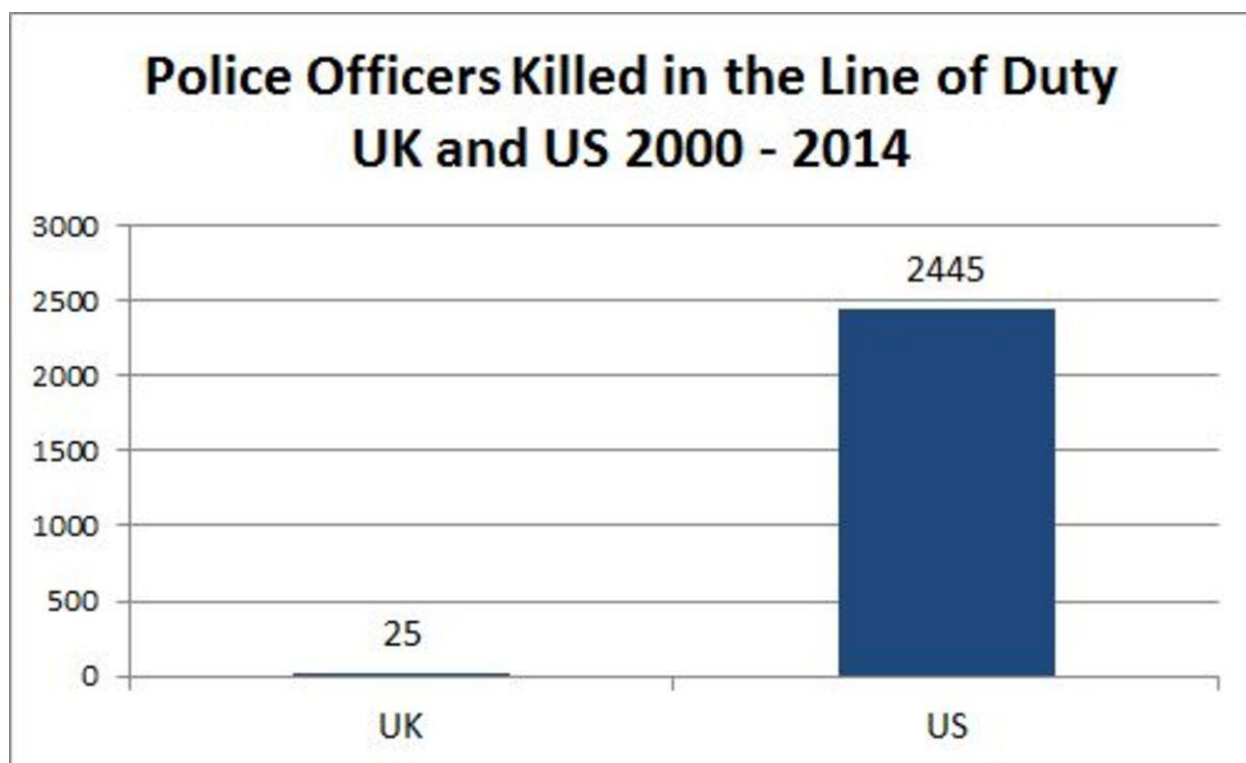
The statistics below illustrate police officials that were mistreated in 2016/17 (Assets Publishing Service (APS), 2017:1):

- 8, 973 assaults, 280 according to Police Community Support Officials (PCSO);
- 16, 531 crimes of “assault on a constable” recorded across all forces; and
- about 24,000 assaults on officials across all forces.

During the 20th century, 585 police members in New York (NY) and 160 police officials in London died while participating in police activities (Kyriacou, Monkkonen, Peek-Asa, Lucke, Labbett, Pearlman, & Hutson, 2006). Kyriacou *et al.* (2006) further state that motor vehicle collision was the most common cause (47.5%) of occupational police death in London. US police officials murdered eight times as many people in a single year as UK police officials did in 115 years (Pacific Standard, 2015). Pacific Standard (2015) further states that since 1900 the whole UK police force has had 249 deaths in the line of duty, and the USA eclipses that in single years.

Figure 3.6 below displays police officials murdered in the line of duty UK and USA 2000 – 2014.

Figure 3.6: Police officials killed in the line of duty UK and USA 2000 – 2014



(Livingston, 2015)

Many police officials have been attacked and murdered in Kenya, Burkina Faso, Pakistan, Afghanistan, and El Salvador because these countries have been in conflict for years due to terrorist activities.

3.4 ATTACKS ON AND MURDER OF POLICE OFFICIALS IN KENYA

In Kenya, Somalia's Al Shabaab extremist militant group attacked and murdered ten police members after planting an explosive device (Christopher, 2010). One police official was murdered during the Al-Shabaab attack (Ombati, 2020).

In 2013, those referred to as militants, or “the Youth,” or as al-Qaeda’s formal affiliate in East Africa, attacked the Westgate Shopping Centre in the capital of Kenya, where 68 people were murdered and 175 wounded over four days, including six Kenyan security personnel (Al-Shabaab, 2020c). Aljazeera (2020b) alluded that the Somalia-based rebel group Al-Shabab has typically targeted security forces and strategic sites within the space, such as telecommunications masts.

In 2017, 40 people died in Laikipia County, owing to clashes over land, including six dead police officials (Segan, 2017). Segan (2017) states that ten police officials were murdered during the conflict. Somalia's al Shabaab militant group took eight weapons, six Automatic Avtomat Kalashnikov-1947 (AK-47) assault rifles and 2 G3 battle rifles, and 510 rounds of ammunition from the murdered police officials (World News, 2018).

3.5 ATTACKS ON AND MURDER OF POLICE OFFICIALS IN BURKINA FASO

Ten police officials were murdered in an ambush by suspected militants in northern Burkina Faso, and several more officials went missing, security sources told the AFP news agency (TRTworld, 2021). An attack on a gendarmerie post in northern Burkina Faso resulted in the death of 49 military police officials and four civilians (Aljazeera, 2021a).

According to the national news agency AIB, five police officials were murdered in an attack by unidentified armed men on a police station in the Sourou Province in north-western Burkina Faso's (CGTN, 2021). CGTN (2021) further states that the attack occurred around 5 am. The attackers stole a vehicle and eight motorcycles. Islamist militant groups with links to al Qaeda and Islamic State are active in the area, which borders Niger and Mali (Reuters, 2021).

3.6 ATTACKS ON AND MURDER OF POLICE OFFICIALS IN PAKISTAN

In Pakistan, 30,000 people were murdered (Syed, 2010), and approximately 2,250 civilians and security personnel died in 2010 at the hands of terrorists (Mir, 2010). On 9 January 2014, the Taliban (Perwaiz, 2014) murdered a police official in Karachi.

In Karachi, an armed separatist stormed the Chinese diplomatic building and two police officials, and three assailants were murdered, including one who was wearing a suicide vest (Jawad, 2018). There are many Sunni militant attacks in Orakzai, with many levelled against security guarding personnel (The Guardian, 2018). Two police officials were injured in combat in two separate bomb attacks within the Akora Khattak and Jalozai (Ali, 2011). In Kankar, police Constables Abid Ali and Altaf Hussain died in 2013 (Our Correspondent, 2013).

3.7 ATTACKS ON AND MURDER OF POLICE OFFICIALS IN AFGHANISTAN

The Afghan National Police (ANP) function as patrolmen and "*little soldiers*", which has resulted in the police suffering many casualties. Many are assigned in small numbers to isolated posts without backup and are targeted by the guerrillas (Perito, 2009). In 2015, during an overnight attack at a checkpoint in Afghanistan, 17 police officials were murdered. The Taliban claimed responsibility for the attack in Helmand (Latifi, 2015). Most of the dead were on the side of the government security forces (Rahim & Mashal, 2019). Colonel Hussaini, a father of four, was among a dozen murdered in the explosion.

In Kabul, insurgents murdered 15 Afghan police officials in two separate attacks; a police official connected to the Taliban opened fire on his colleague, and seven police officials were murdered (Gopal, 2019). The Taliban launched a wave of attacks on security checkpoints in Southern Afghanistan overnight, murdering 28 Afghan police officials (Aljazeera, 2020c). Table 3.5 below illustrates the incidents of the murder and attacks on police officials in Afghanistan within one month from 29 October 2020 to 29 November 2020.

Table 3.5: The incidents of the murder of police in the Islamic State of Afghanistan

DATE	THE MURDER OF AND ATTACKS ON POLICE OFFICIALS
24 NOVEMBER 2020	<ul style="list-style-type: none"> • Baghlan Province: three police officials were murdered and wounding two others in eight hours of fighting; • Balkh Province: one police commander was shot dead by the Taliban; and • Bamiyan Province: 17 civilians and one traffic police member were murdered; one police member and 58 citizens were wounded in the explosion.
23 NOVEMBER 2020	<ul style="list-style-type: none"> • Nimroz Province: Four police officials were murdered.
21 NOVEMBER 2020	<ul style="list-style-type: none"> • Kabul Province: Three police special forces were murdered.
19 NOVEMBER 2020	<ul style="list-style-type: none"> • Mahi Mai District, Taliban coordinated attacks, 28 security forces, including a district police chief was murdered.
17 NOVEMBER 2020	<ul style="list-style-type: none"> • Badakhshan Province: 11 local police members were murdered, wounding 14 others; and • Faryab Province: Five police members and the acting chief were murdered.
16 NOVEMBER 2020	<ul style="list-style-type: none"> • Kapisa Province: two police members were murdered; and • Badghis Province: one police member was murdered by the Taliban in Qala-e-Naw while travelling to Herat.
14 NOVEMBER 2020	<ul style="list-style-type: none"> • Badghis Province: the Taliban murdered two police members while travelling from Badghis to Herat.
11 NOVEMBER 2020	<ul style="list-style-type: none"> • Baghlan Province: The Taliban attacked a security base in Puli-Khumri, murdered one police officer of a Special Forces unit.

10 NOVEMBER 2020	<ul style="list-style-type: none"> • Logar Province: The Taliban attacked a base of local police forces in Pul-e-Alam, the Provincial capital, murdered seven local police members; and • Faryab Province: Four police officials murdered.
08 NOVEMBER 2020	<ul style="list-style-type: none"> • Farah Province: three police members were murdered.
07 NOVEMBER 2020	<ul style="list-style-type: none"> • Kabul Province: The Taliban attacked a security base in Qarabagh District, one police official was murdered.
05 NOVEMBER 2020	<ul style="list-style-type: none"> • Uruzgan Province: one police member was murdered; • Herat Province: one female police official was murdered; and • Kunduz Province: one local police official was murdered.
03 NOVEMBER 2020	<ul style="list-style-type: none"> • Baghlan Province: two police members were murdered; • Badghis Province: one police member and one pro-government soldier was shot and murdered by Taliban marksmen in the Qadis District while they were patrolling their base; and • Kunduz Province: Two police members were murdered.
01 NOVEMBER 2020	<ul style="list-style-type: none"> • Herat Province: Three police members were murdered.
30 OCTOBER 2020	<ul style="list-style-type: none"> • Herat Province: one police member was murdered;
29 OCTOBER 2020	<ul style="list-style-type: none"> • Kapisa Province: One police member was murdered, and the Kapisa police chief was wounded when a roadside bomb hit their vehicle in the Ala Sia District.

(Faizi, & Abed, 2020)

3.8 ATTACKS ON AND MURDER OF POLICE OFFICIALS IN EL SALVADOR

In the Republic of El Salvador, “*If you kill a ‘pig,’ or a police member, you are plenty of respected inside the gangs*” (Sieff, 2019). The murder rate rose from 256 in 2014 to 676 in 2015, leaving 83 police officials and 359 alleged criminals dead (Fernandez, 2018).

Criminal gangs reportedly murdered 45 police officials from 1 January to 6 December 2017 (De Hoy, 2017).

Investigators and experts blame MS-13, a street gang (Sieff, 2019), for murdering members of the Salvadoran police. Sieff (2019) further states that many of El Salvador's police members are fleeing the gang they were tasked with eliminating. The death extent relation between police members and inhabitants from 2014 to June 2017 rose nearly eight times, from fifteen to 112.5 (Callamard, 2018). The gangs murder, rape, or shift community members who resist them, even in the presence of administration, security forces, and journalists (Cabezas, 2018).

3.9 POLICE SUICIDES IN GERMANY

Unsafe thoughts and behaviours have swayed people of all ages, leading to long-lasting effects on families, friends, workplaces, and communities (NOSI, 2018:2). NOSI (2018) further states that police members are not resistant to suicidal thoughts. The suicide rates are notably high among police and security occupations (Violanti, Robinson & Shen, 2013; Peterson, Stone, Marsh, Schumacher, Tiesman, McIntosh, Lokey, Trudeau, Bartholow, Luo, 2012). Table 3.6 below documents six case studies of suicide by police members in Germany from 2015 to the year 2020:

Table 3.6: Police officials who committed suicides in Germany

DATE	PLACE	STATE	SUMMARY OF EVENTS
2015-12-10	Jever	Niedersachsen	A 30-year-old police official murdered his wife with his service pistol before committing suicide (Zeitung, 2015).

2017-03-17	Emmendingen	Baden-Württemberg	A 58-year-old police official gunshot his wife and dog with his pistol before committing suicide (Zeitung, 2017).
2017-05-25	Echzell	Hessen	A 57-year-old police officer shot his wife dead with a pistol before killing himself (Presse, 2017).
2017-06-19	Heidelberg	Baden-Württemberg	A 44-year-old police officer shot his brother with his service pistol before committing suicide (Spiegel, 2017).
2018-11-04	Merzig	Saarland	A 49-year-old police official gunshot his spouse with his service firearm before committing suicide (Zeitung, 2018).

(Zeitung, 2015; Zeitung, 2017; Presse, 2017; Spiegel, 2017; Zeitung, 2018)

3.10 DEATH OF POLICE OFFICIALS IN AUSTRALIA IN THE LINE OF DUTY

The violence against police officials has been examined from the perspective of organisational coincidence philosophy (Klinger, 2020). Police officers experience job-related stressors daily ranging from interactive encounters to extremely shocking events, such as vehicle collisions and homicide (NOSI, 2018:2). The Australian police die largely due to accidents (65% of all police death toll), with road accidents being the leading cause (Hine, 2020a). Hine (2020b) further states that almost all those accidents involve cars (55%), whereas 21% encompass motorcycles, plane crashes (21%), and there was one unintentional shooting. Table 3.7 below illustrates the murder of police officials in Australia from the year 2000 until 2020:

Table 3.7: Murder of the police officials in Australia

PERIOD	MANIFESTATIONS AND NUMBER OF POLICE MURDERS
2001	Four police members died in the plane crash.
2005	There have not been so many deaths in a single year.
Between 2000 to 2019	About 51 police fatalities, an average of 2 to 3 a year.
2020	Death of 4 Victorian police during routine traffic duties.

(Hine, 2020a)

3.11 ATTACKS ON AND MURDER OF POLICE OFFICIALS IN BRAZIL

In 2020, the states of São Paulo and Rio de Janeiro accounted for half the number of police officials murdered in Brazil, with 49 and 44 deaths, respectively (Romero, 2021). Romero (2021) further states that nearly two hundred police officials were murdered in Brazil that year. Table 3.8 demonstrates the number of police members murdered in Brazil in 2020:

Table 3.8: Number of police members murdered in Brazil in 2020

CITY/TOWN	NUMBER OF POLICE MURDERED
Sao Paulo	49
Rio de Janeiro	44
Pernambuco	14
Minas Gerais	13
Para	13

Bahia	11
Piaui	7
Santa Catarina	7
Amazonas	6
Maranhao	5
Mato Grosso do Sul	5
Rondonia	4
Ceara	4
Total	182

(Romero, 2021)

3.12 POLICE OFFICIALS MURDERED IN CHINA

In China, 301 police and 141 auxiliary police died in the line of duty, and more than 12 000 police members and additional police members were injured in 2018 (Global Times, 2019). A police official was fatally stabbed in China’s western region of Xinjiang by an attacker, and the injured police official later died (The Guardian, 2014). The Guardian (2014) further states that the suspect used unspecified weapons to maim and murder a police member in Urumqi. A uniformed police official was stabbed with a knife in a busy shopping vicinity in Causeway Bay (Lo, 2021). Lo (2021) further states that the 50-year-old assailant stabbed himself in the chest before being subdued by police and was pronounced dead.

3.13 POLICE OFFICIALS MURDERED IN INDIA

In India, two terrorists involved in the targeted murder of a civilian and a police official were killed in back-to-back encounters in Srinagar by the security forces (Masoodi, 2021). Data shows that between 1947 and 2019, more than 35,000 police personnel have lost

their lives in the line of duty (Indian Express, 2020). Indian Express (2020) further cites that a crew of researchers of the Indian Institute of Management-Rohtak (IIM-Rohtak) conducted interviews and interacted with 104 police officials between the ranks of Constable and IG to inquire about the details for the high fatality rate. Eight police members, including a Deputy Superintendent, were murdered and seven injured in Uttar Pradesh when a gang of criminals ambushed and fired at the police (Rashid, 2020).

Five officials were injured, and the gang fled before police reinforcements could reach the area in the Northern Indian state of Uttar Pradesh (Aljazeera, 2020b). Aljazeera (2020b) further states that a group of assailants opened fire as the officials arrested a murder suspect. They blocked a road with excavators and fired on the police as they were trying to capture a murder suspect from rooftops. Vikas Dubey, a 47-year-old Delhi police Constable succumbed to injuries sustained during violence at India Gate and was cremated with police honours (The Economic Times, 2020). Table 3.9 illustrates the police officials who have been attacked and murdered in India.

Table 3.9: Indian police members murdered in the line of duty

In a shocking incident, the dead bodies of two police members were murdered (Indian Express, 2020). They were found lying on the Gohana-Jind Road in the Sonapat district of Haryana (Mirror Now Digital, 2020). Mirror Now Digital (2020) further states that the deceased well-known as Const. Ravinder Singh, 28 years old, and special police member, Capt. Singh, 43 years old.

Eight police members of Uttar Pradesh police were murdered on-duty in the Vikas Dubey case (Indian Express, 2020). Deputy Superintendent and three Sub-Inspectors were murdered during a raid to capture a criminal in Uttar Pradesh's Kanpur district (Hindustan Times, 2020).

Mallikarjun Bande was an Indian police Sub-Inspector who served in the Karnataka State Police and was shot dead in a gun battle between Gulbarga police and Munna in 2014 (Special Correspondent,

2014). Special Correspondent (2014) further states that this is due to severe brain injuries, and he suffered multiple organ failures and died.

3.14 POLICE OFFICIALS MURDERED IN CANADA

From the eighteen police officials murdered in Canada, some were murdered with their guns and others were intentionally run down (Edwards, 2021). Table 3.10 demonstrates the history of Toronto police officials murdered in a targeted attack since the beginning of the nineteenth century until 2011:

Table 3.10: Toronto police officials murdered in the line of duty

Const. William Boyd. Died 4 June 1901
Frank Williams. Died 19 November 1918
Margaret Ann Mick. Died 25 May 1925
Const. Roy McQuillin. Died 11 December 1930
Det. Douglas Sinclair, 45. Died 27 February 1972
Const. James Lothian, 28. Died 11 January 1973
Const. Leslie Maitland, 35. Died 1 February 1973
Const. Todd Baylis, 25. Died 17 June 1994
Det. William Hancox, 32. Died 4 August 1998

Sgt. Ryan Russell, 35. Died 12 January 2011

(Edwards, 2021)

Table 3.11 demonstrates the nature of the fatal attacks against police officials in Canada between 2006 and 2015.

Table 3.11: Nature of fatal attacks of police officials in Canada between 2006 and 2015

INSTANCES	TOTAL	MALE	FEMALE
BODILY REACTION AND EXERTION	3	3	0
EXPOSURE TO HARMFUL SUBSTANCES OR ENVIRONMENTS	5	5	0
TRANSPORTATION ACCIDENTS	15	11	4
FIRE AND EXPLOSIONS	1	1	0
VIOLENT ACTS	19	18	1
OTHER EVENTS OR EXPOSURES	1	1	0

(Cohen, & Garis, 2018:10)

865 police officials have died in the line of duty in Canada. Police in New Brunswick's capital say two of their officials are among at least four people murdered in a mass shooting (Russell, 2021). First responders like police officials, firefighters and paramedics are frequently praised as brave men working in high-risk situations (Lamb, 2021).

The Statistics Canada study from 2010 found that about 80 per cent of officials murdered with a gun were not wearing bulletproof vests (Marcoux & Nicholson, 2018). However, Marcoux and Nicholson (2018) state that this trend has decreased significantly since the mid-1980s.

Concerning the specific nature of the events resulting in a fatality, the most common cause was a traumatic injury caused by an assault, violent act, attack, or harassment. More than 83 per cent of murdered police members were murdered with a firearm. In 11 cases, the attacker used a vehicle or a knife as the weapon (Marcoux & Nicholson, 2018).

3.15 GLOBAL STRATEGIES TO MITIGATE MORTALITY OF POLICE OFFICIALS

Many of the strategies that police organisations use to prevent the murder of and attacks on police officials are reactive psychological intervention strategies. The global proactive police strategies to mitigate the murder of and attacks on police officials are limited when compared to South Africa's. Police peer-support programmes are successful within the USA, Canada, and alternative nations around the globe (Papazoglou & Tuttle, 2018). The field of policing is, in many regards, under-researched (Laufs & Wasseem, 2020).

3.16.1 The USA police officials murdered and assaulted: A 3-Tier Approach

The programme has a 3-tier approach to fulfil its mission and promote police safety awareness (Oregon, 2015; FBI, 2020):

- **Data gathering:** data on line-of-duty deaths and attacks are obtained from participating interventions through the FBI's Uniform Crime Reporting (UCR) Program;
- **Research:** over the years, researchers led by the LEOKA programme have conducted in-depth research regarding incidents of the murder and assault of police; and

- **Training:** the Bureau's OSAT assists police managers, trainers, and personnel identify circumstances that may contribute to the death of police officials and assaults and help prevent them. The training standards need to be universally enforced (Sarre, 2020).

3.16.2 Ambush attacks against police officials: Safety and prevention strategies in the USA

Governments need to apply a range of measures in mental health management, gun control, and road safety, which are also likely to make for a much safer working environment for police (Allard & Prenzler, 2020:19). This is one of the strategies for preventing ambush attacks on police officials in the USA and the best practice to keep them safe if attacked.

In 2015, Chief Terry Nichols of the City of Brownwood, Texas, Police Department established these mitigation strategies for ambush circumstances (Nichols, 2016):

- Maintain situational awareness;
- equip yourself;
- maintain a safe distance;
- seek cover;
- return fire;
- call for assistance;
- approach with caution; and
- administer aid.

The criminal uses the situation to murder and attack police officials (Hine, 2020a). The strategies and tactics to improve survival opportunities during ambush attacks include (Police1, 2017):

- **Environmental Awareness:** officials need to remember to identify the nearest and last point of cover during every call for service;

- **proper use of cover and concealment:** police officials need to know the difference between cover and concealment;
- **movement:** police officials should practice lateral movement relative to attack; if this is missed, then linear movement directly at or away from an ambush; and
- **shooting on the move:** they should also learn to shoot while moving because it is a critical skill;

The lack of academic literature on the effect of murder and attack of police officials is certainly attributed to the ongoing lack of research about the issue (Laufs & Wassem, 2020). The following eight tactical tips can help ensure police safety both on-duty and off (French, 2015):

- **Heighten situational awareness:** do not place yourself in a vulnerable spot, whether you are speaking with a citizen or stopped at an intersection (Police1, 2015);
- **Do not be a sitting target:** while in your police car, do not sit in an open public area. Seek a safer environment such as your police station or precinct;
- **taking breaks:** avoid eating in restaurants, meet with other police officials at the police station to eat;
- **tactical edge:** while speaking with the public, have a tactical response ready to deploy, keep a safe gap between you and the person you are dealing with;
- **read the public:** while in uniform, watch the public, do not overreact to situations, but be ready to react to their intentions and anticipate threats;
- **do not hesitate:** when met with any threat, be quick to respond lawfully and appropriately;
- **appropriate force:** if your life is in danger and it is the only way to neutralise the threat, do not hesitate to use lethal force when justified; and
- **live another day:** attacks on police in the USA occur in any town, and most of the police who are murdered are suburban or small-town cops.

3.16 INTERNATIONAL DAY OF REMEMBRANCE FOR FALLEN POLICE OFFICERS

The International Day of Remembrance for Fallen Officers is 7 March and was first held in 2019 (International Criminal Police Organization (INTERPOL), 2021). INTERPOL (2021) states that it provides a chance to recognise the service and sacrifice of police members across the world.

The global community recognises the risks faced by police worldwide (Stock, 2021). Stock (2021) further states that police officials take risks every day to protect the public, and they fall victim to indiscriminate as well as targeted attacks, such as:

- Shot by thieves robbing a mobile phone shop (INTERPOL, 2021);
- knocked down and murdered by a stolen pickup truck (INTERPOL, 2021);
- shot while stopping a terrorist from entering a government building (INTERPOL, 2021);
- arresting a subject wanted for a shooting (INTERPOL, 2021);
- drowned while responding to a boat in distress on a reservoir (INTERPOL, 2021);
- shot in the chest while on duty during a royal ceremony (INTERPOL, 2021);
- murdered in peacekeeping operations (INTERPOL, 2021);
- stabbed by a motorcycle thief (INTERPOL, 2021); and
- murdered by a bus ploughing into riot police (INTERPOL, 2021).

3.16.3 The prevention of police suicides in the USA

Representatives from many of the leading research, advocacy, and support organizations, including the American Association of Suicidology, the American Foundation for Suicide Prevention, Badge of Life, Blue H.E.L.P. Crisis Text Line, National Action Alliance for Suicide Prevention, Police Organisation Providing Peer Assistance (POPPA), and the Ruderman Family Foundation, have worked on this issue. The police

organisation's pathway forward for suicide prevention and improving officials' general psychological health (French, 2015) include:

- **Data gathering:** There should be a domain storehouse for capturing and analysing data (Police Forum, 2019);
- **routine mental health checks:** agencies requiring at a minimum, offering mental health checks for all employees regularly, such as once a year, to reduce stigma and “normalize” a focus on mental health;
- **leadership from the top:** leadership from the top is crucial to getting this issue out of the shadows and must be reinforced at all levels of the organization, including middle managers and first-line supervisors;
- **easy-to-access tools:** agencies should offer confidential, easy-to-access tools (including online tools) for officials to assess their well-being and obtain referrals for assistance;
- **regional partnerships:** Serious Incident Stress Management; and
- **family support:** following a police suicide, agencies should reach out to surviving family members and provide support, including obtaining any available benefits and appropriate funeral honours.

3.16.4 Interventions to reduce behavioural health risks for first responders in the USA

Police departments need to adopt the full range of protective strategies likely to save lives and conduct in-depth research on the topic (Allard & Prenzler, 2020:19). Law enforcement must have effective strategies and best practices for preventing health risks (NOSI, 2018:2). First responders, such as the police officials, need to understand and learn from other agencies about emergencies from those who experienced similar scenarios (Laufs & Wasseem, 2020).

Table 3.12 below illustrates an operational strategy to reduce behavioural health risk for first responders in the USA.

Table 3.12: The operational strategy to reduce behavioural health risk for first responders in the USA

Commanders can take these steps to support the behavioural health of their teams (Substance Abuse and Mental Health Services Administration (SAMHSA), 2018:10):

- Police should plan, disaster mobilization, develop clear strategic plans and written protocols (Mitchell, 2011);
- Develop a clearly defined leadership team, establish sub-teams, and determine factors that could prevent some team members from participating (Mitchell, 2011). Governments ought to place the protection of their force at the front position and move toward a fresh, committed approach (Quevillon, Gray, Erickson, Gonzalez & Jacob, 2016);
- model the structure of the team on the Incident Command System (ICS) (Mitchell, 2011); and
- ask team members before the disaster, awareness of the stress they are dealing with and assess whether they can deal with the additional stress.

The terms “first responders” comprise police officials, firefighters, search and rescue personnel and paramedics (Benedek, Fullerton & Ursano, 2007; In SAMHSA), 2018:3). First responders can take these steps to protect their behavioural health before deployment (SAMHSA, 2018:11):

- Police members must be aware of their vulnerability and signs of burnout while working with people who are traumatized (Quevillon *et al.*, 2016); and
- They should plan and prepare themselves mentally and physically for disaster before they respond by sleeping adequately, eating nutritious meals, and exercising during relief work (Quevillon *et al.*, 2016).

During and after response, Commanders can support their teams (SAMHSA), 2018:11) by:

- Developing clear lines of communication (Mitchell, 2011);
- members should pair up in a “buddy system” to support each other and provide support if needed (Quevillon *et al.*, 2016); and
- members need sufficient time to recover and take some time before returning to work (Quevillon *et al.*, 2016).

(SAMHSA), 2018:10)

3.16.5 Reducing police line of duty deaths: USA perspectives

Police officials are often first responders during disasters and emergencies and are often faced with a whole array of new tasks (Laufs & Wassem, 2020). All police officials must know that wearing a vest or a seatbelt is a normal part of their occupation. Other precautions that the police must apply include the following (Stumbaugh, 2017):

- **Wear your vest:** many deaths in police organisations can be prevented if police officials take their safety seriously;
- **wear your belt and watch your speed:** when the police chase suspects, they drive in all types of weather and are not excepted from wearing a seat belt;
- **WIN (what's important now):** WIN comes into play every moment you are on duty,
- **remember: complacency kills:** the police members should not be complacent at work by making sure that their vehicles are in good working condition; and
- **no unnecessary sacrifices:** police work is a calling - officers face risks every day when they show up to work, but it is important not to make unnecessary sacrifices.

3.16.6 Police behavioural health training in the USA: A prevention programme

An effective, coordinated response from the police and mental health communities is needed to address these professionals' care and wellness needs (SAMHSA, 2020). The recommended approach and prevention models comprise three types:

- **Primary prevention** programmes: Focus on preventing problems or psychological disorders from developing. They are applied to large populations or groups and are psycho-educational in nature;
- **Secondary prevention:** Involves interventions for police – therapy programmes to make them recognize signs of psychological distress; and
- **Tertiary prevention:** Involves preventing the worsening of symptoms, referrals to a mental health provider, such as a psychologist or psychiatrist ideally working with police officials.

3.16.7 Preventing line-of-duty deaths: A USA police chief's duty

Police officials sustain injuries and other medical conditions and often die in the line of duty (Hine, 2020b). 38% of all officials who died in traffic-related incidences were not wearing their seat belts, and 24% of criminals were under judicial supervision when they murdered a police official (The IACP Centre for Officer Safety & Wellness (COSW), 2020).

Table 3.13 below illustrates key considerations to improve officer safety and prevent line-of-duty deaths:

Table 3.13: Key considerations to enhance officer safety and prevent line-of-duty deaths

EQUIPMENT

The extent to which decision-makers have to be aware of safety equipment gaps:

- Body Armour: police officials should be provided with proper fitting body armour;
- seat belts: they should be mandated to wear seat belts;
- reflective vests: they must be supplied with high-visibility vests and reflective clothing;
- vehicles: for the police to operate safely, well-maintained vehicles with properly installed in-car technology and equipment is necessary;
- weaponry: weapons available to officials, from less-lethal options to long guns, filling gaps and providing training where appropriate;
- tactical first aid: officials should be provided with individual tactical first aid kits and trained in their use and be easily accessible; and
- emerging technologies: the police must stay abreast of new safety technologies and adopt body-worn cameras, where appropriate and feasible.

HEALTH & WELLNESS

Evaluate your police organisation's commitment to health and wellness by looking at the programmes and policies currently in place:

- Physical health and fitness: the organisational wellness programme has to promote physical fitness and annual physical health check-up;

- mental wellness: police organisations should refer their members who are affected by work challenges to mental health professionals; and
- a culture of safety: organisations should strive to promote safety and wellness.

OFFENDER MANAGEMENT

It is very important to know who has the potential to commit violent crime in your community, and the sources of guns are key elements of violent crime prevention:

- Crime guns: the police should know where crime guns come from in the community; and
- Offender re-entry: law enforcement should take a leadership role in local offender re-entry programmes to enhance public and official safety and reduce crime and recidivism.

TRAINING & TACTICS

High-risk situation: How police officials are prepared to respond to varying conditions from an official safety perspective:

- Tactical: law enforcement has policies and training that addresses police safety considerations for high-risk call types;
- police officials: undergo tactical training, including arrest and control tactics, deployment of firearms and the use of less-lethal devices;
- communication: police officials should receive training in social and communication skills to defuse and de-escalate tense encounters;
- responding to persons with mental illness: police officials should receive specialised training on responding to persons with mental illness; and
- use-of-force: police officials should document and report all use-of-force incidents, and training programmes should review use-of-force incident reports.

COMMUNITY TRUST & PARTNERSHIPS

A strong relationship with the community and criminal justice system partner is key to a collaborative approach to violence reduction and officer safety:

- community trust and engagement: police should promote public trust by initiating positive, non-enforcement actions, particularly in high crime areas; and
- justice system partnerships: police officials should collaborate with correctional institutions to share intelligence.

(The IACP (COSW), 2020).

3.16.8 USA strategies to prevent suicide by police

Amid public safety occupations, suicide risk was particularly high among detectives, criminal investigators, and police officials (Violanti, Robinson & Shen, 2013). Police exposure to violence and other stressors can affect their mental and physical health, contributing to problems such as Post-Traumatic Stress Disorder (PTSD) (NOSI, 2018:2). NOSI (2018) further states that such stress may lead to substance abuse, depression, and suicidal ideation.

Effective suicide prevention models are designed to help develop and implement suicide prevention efforts in any setting (Suicide Prevention Resource Centre (SPRC), 2018). Police divisions should have strategies and a blueprint for these incidents, particularly when resources should be diverted to specific subdivisions (Laufs & Wasseem, 2020). There is a dire need to raise awareness about and prevent suicides among law enforcement officials (NOSI, 2018:2).

3.16.9 North Dakota in the USA: Tools to prevent police official suicide

Police organisations in North Dakota are utilising a new communication device to reduce police suicide (SPRC, 2018). The National Consortium on Preventing Law Enforcement Suicide aims to prevent suicide and promote mental health and wellness among the police (NOSI, 2018:2).

The effective prevention model includes strategic planning, the key to success, and a comprehensive approach (SPRC, 2018). SPRC (2018) further states that the elements of suicide prevention can help accomplish the following:

- Develop suicide prevention programmes, strategies, practices, and facilities using a systematic, data-driven procedure; and
- discourse suicide prevention through multiple organised and evidence-based deterrence approaches.

3.16.10 New Jersey in the USA launches State programme to prevent police suicide

A survey found most Americans know suicide is preventable and would like to help a person at risk (SPRC, 2019). However, it can be hard to know what to do when a loved one is struggling (SPRC, 2019). Experts offer these tips:

- if you notice somebody is experiencing difficulty, assist and probe how they are doing;
- ask directly if they are feeling suicidal;
- supplement with further interrogations to discover the level of risk;
- if they are in a dilemma, stay with them and help them;
- listen and offer hope;
- create a safety plan together; and
- explore online supports.

3.16.11 The zero-suicide framework combines seven strategies in the USA

The non-profit organization BLUE H.E.L.P. estimated that deaths among police officials in the USA have increased from 143 in 2016 to 228 in 2019 (Blue H.E.L.P, 2019). The Zero Suicide framework is a complete tactic for suicide avoidance that is well suited for security forces (NOSI, 2018:12). NOSI (2018:12) further states that it is very important to note the prevalence of suicidal behaviour among police officials, relevant risks, and protective factors. This includes:

- Training the workforce;
- identifying individuals at risk;
- engaging individuals with or at risk;
- treating suicidal thoughts and behaviours using evidence-based treatments and interventions;
- transitioning individuals at-risk safely through and out of care; and
- refining strategies and measures over constant value upgrading.

3.16.12 Suicide in public safety occupations: USA Air Force suicide prevention programme

The National Violent Death Reporting System (NVDRS) data from 32 states established that the suicide rate among females in community safety professions (14.0 per 100,000) ranked highest amongst all 22-occupation sets (Peterson, Sussell, Li, Schumacher, Yeoman & Stone, 2020).⁸ The USA Air Force Suicide Prevention Program (AFSPP) combined eleven successful suicide prevention strategies (Knox, Pflanz, Talcott, Campise, Lavigne, Bajorska, Tu, & Caine, 2010 (in NOSI, 2018:12)), which include:

- addressing suicide prevention through specialized military training;
- strategies for superiors on the use of psychological well-being services;
- community preventive services;
- community education and training;
- investigative interview policy (which addresses the period following an arrest or investigative review, a time of increased suicide risk);
- shock, anxiety reply (initially life-threatening episode anxiety controlling);
- Integrated Delivery System (IDS) and Community Action Information Board (CAIB), which provide a forum for the review and resolution of issues that impact individual and family readiness;
- IDS Consultation, Assessment Tool (originally the Behavioural Health Survey); and
- Suicide Event Surveillance System.

3.16.13 Reducing officer suicide in Canada: A Montréal police programme

The programme consists of four components (PERF, 2019:27):

- **Suicide prevention resources:** members of the department were provided with access to a telephone hotline to find assistance in dealing with stress, traumatic incidents encountered on the job; alcohol dependencies; and relationship problems;

- **training of supervisors and union representatives:** supervisors and union representatives attended a full day of training by psychologists on refining their skills to identify officials at risk of suicide and how to intervene (Police Care UK, 2019); and
- **publicity campaign:** sought to enhance awareness of the programme, including articles in internal newsletters, posters in each unit, and a brochure.

3.16.14 Post-traumatic stress in frontline policing in the UK

The UK strategy for frontline police officials to deal with and take control of post-traumatic stress in policing includes (Police Care UK, 2019):

- **Self:** Individual police should improve their resilience and ability to process trauma and a means to monitor their mental health on an ongoing basis;
- **supervision:** supervisors play a crucial role in ensuring that staff is taking care of themselves;
- **senior management team:** the bluelight wellbeing framework for police mental health risk assessment plays a role in suicide reduction. this framework provides the senior management team with the opportunity to introduce effective screening to identify those at-risk positions and those at risk of experiencing post-traumatic stress and to put leaders in control of measures to reduce the impact.

3.16.15 Police deaths in Australia: Implications for prevention

There is surprisingly little research on this topic despite the prominence of police studies in criminology (Allard & Prenzler, 2020:4). Allard and Prenzler (2020:4) further state that despite the rate of fatal and near-fatal events in news broadcasts and fictional police dramas, research on the topic is minimal. Table 3.14 below illustrates the implications for preventing police fatalities in Australia.

Table 3.14: Implications for prevention of police fatalities in Australia

Police official fatalities have three main causes: accidents, assaults, and health-related incidents (Hine, 2020a). Key strategies for reduction should include:

- curtailing speeding by police vehicles;
- keeping police off the road during vehicle stops and roadblocks; and
- better risk management procedures in raids; sieges, arrests; and the service of warrants.

Governments need to apply a range of measures in areas such as:

- mental health management; and
- gun control and road safety.

(Allard & Prenzler, 2020:3)

The murder of police officers calls for serious global concern because their job is to maintain law and order. As part of preventing the murder of police officers, the five main rules for gun drills should be implemented and include (The Conversation, 2019):

- uniform gun training must be provided across the board;
- training must consist of best practice communication techniques such as negotiation skills and de-escalation strategies;
- there must be clear instructions regarding non-lethal alternatives; and
- body cameras should be compulsory on all operational police officials.

3.16.16 Risk assessment and risk management by police in Italy

The steps of risk assessment and risk management in Italy include the following (European Institute for Gender Equality, 2021):

- Step 1: Outline the determination of and goals for police risk evaluation;
- step 2: identify the most relevant risk factors for police risk assessment;
- step 3: provide device efficient police training and skill growth;
- step 4: embed police risk assessment in a multi-agency framework; and
- step 5: develop procedures for information management and confidentiality.

3.16.17 Risk assessment of work and prevention strategies on COVID-19 in Italy

The COVID-19 pandemic has spread worldwide, with more than 16 million people infected in over 200 countries at the time of writing (WHO, 2019). Substantial public health and negative socio-economic impacts seriously affect personnel health and safety (Iavicoli, Boccuni, Buresti, Gagliardi, Persechino & Valenti, 2021). Table 3.15 illustrates the measures for risk mitigation and impact in organisations:

Table 3.15: Measures for risk mitigation and impact in organisations

<p>Organizational methods to manage timing and places at the workplace:</p> <ul style="list-style-type: none">- Promoting alternative ways of executing work (e.g., telework or smart working); and- an application of high-tech inventions, such as connectivity and streamlining.
<p>Preventive and protective measures:</p> <ul style="list-style-type: none">- Engagement and participative approach of OSH players (e.g. safety managers and workers' safety representatives) and strengthening their role in the organisation;- specific information and training to enhance awareness;- promotion of health behaviours, including social distancing, hand hygiene, and possibly the use of face masks; and- collective and individual protection measures (e.g. sanitation of work environments).

(Iavicoli *et al.*, 2021)

3.16.18 French response to attack against and murder of police officials

French President Emmanuel Macron alluded that violence in their society was swelling each day and mentioned a series of steps to protect police from attack (DW.com, 2021):

- Ten thousand more police officials are on the street to eradicate drug dealers;
- police budgets increased and provided for the inclusion of €10 million (\$12 million) in funding to enhance security at France's police stations; and
- hand down mandatory 30-year prison sentences to anyone found guilty of the murder of a police official.

3.16.19 Understanding police injury prevention in Sweden

The risks involving motor vehicle accidents in Sweden provide a better understanding of injury prevention (Lundälva, Philipsonb & Sarrec, 2010). Lundälva *et al.* (2010) further state that their study was based on police data, a literature review of earlier research, and their knowledge and understanding of the field. In table 3.16, the measures to reduce the risk of death and injury from incidents involving police cars are provided:

Table 3.16: The measures to reduce the risk of death and injury from incidents involving police cars

Drivers who drive aggressively would be more likely to meet aggressive behaviour from others trying to tell them that their driving behaviour is unacceptable.

Police motor vehicles in Sweden are therefore driven at four priority levels:

- Prio-1 driving (emergency case, the intervention must occur immediately);
- Prio-2 driving (a persistent prerequisite for quick police action the intervention must occur as rapidly as conceivable);
- Prio-3 driving (action deferred); and
- Prio-4 driving (no intervention).

(Lundälva *et al.*, 2010)

3.17 SUMMARY

The chapter reviewed local and international police safety strategies and examined the factors linked to violence against police officials from existing literature. In this chapter, the researcher reviewed the global perspective on the phenomenon under study (the murder and attack of police officials) using anecdotal evidence from different jurisdictions. The safety strategies used by various jurisdictions were also included for review.

CHAPTER FOUR

PRESENTATION, DISCUSSION & INTERPRETATION OF RESEARCH FINDINGS

4.1 INTRODUCTION

This chapter, presents, discusses, and interprets the research outcomes derived from the literature review and unstructured phenomenological interviews with thirty police officials directly or indirectly exposed to the murder of and/or attacks on police officials stationed at Dobsonville, Hillbrow, Jeppe, Johannesburg Central, Roodepoort, and Vosloorus police stations. The interpretation presented relate directly to participant experiences concerning their experiences, emotions, and feelings. The meaning they attach to the incident (whether experienced personally or indirectly).

Consequently, the discussion and interpretation of the identified themes addresses the identified problem. The interpretation of the participant involvements in the attacks were compared with the literature presented in Chapters 2 and 3. Verbatim participant responses are incorporated to complement the relevant literature sources.

The interpretation of the findings is underscored and complemented by appropriate literature from Chapters 2 and 3. The rationale for the interpretation was to investigate, discover and describe the meaning(s) connected to the phenomenon of police murder and/or attack as directly or indirectly experienced by members of the SAPS at Dobsonville, Hillbrow, Jeppe, Johannesburg Central, Roodepoort, and Vosloorus police stations and to explore the impact on their internal and external environment.

4.2 RESULTS DERIVED FROM INTERVIEWS AND INTERPRETATION OF FINDINGS

A summary of the series of attacks and murder of police are interpreted in this part. This approach enabled the researcher to personify the participant responses and transfer the reader to the research setting. The outcomes are integrated to supplement the application of literature sources (Course Hero, 2021). Course Hero (2021) further states that these are utilised to interpret the presented findings comprehensively.

The unstructured phenomenological interviews with the participants are condensed. Table 4.1 below illustrates this study's emergent themes and sub-themes regarding the murder and attack of police officials at the Johannesburg policing precinct.

Table 4.1: Emergent themes and sub-themes

THEME 1	1. Participants experienced emotional effects that can be categorised as trauma that affect their personal and psychological functioning.
SUB-THEMES	1.1 The traumatic experience goes with intense pain and sadness.
	1.2 Feelings of helplessness and anger.
	1.3 Feelings of anxiety and insecurity.
THEME 2	2. Participants' experience of murders and/or being attacked, but not fatally wounded, added to feelings of insecurity and powerlessness.
SUB-THEMES	2.1. The emotional effects of murders on SAPS members also affect their family life.
	2.2. The personal/psychological effects of the trauma of the murder of SAPS members affect their service/occupational functioning.

	2.3. Participants experience that police murders impact the morale of members.
THEME 3	3. Effect on service delivery.
SUB-THEME	3.1 Loss of the workforce and more strain on the numbers that are left.
THEME 4	4. Participants' experience of the impact on trust and relationships between the public and the SAPS members, resulting from the murder or attack on SAPS officials.
SUB-THEMES	4.1 A reciprocal loss of confidence between communities and SAPS.
	4.2 Police murders do not affect the service of SAPS.
THEME 5	5. Participants' experiences of the psychological human resource support interventions for members and families.
SUB-THEMES	5.1 Acknowledgement of availability of services.
	5.2 Acknowledgement of support services but negative experiences of the service.
	5.2.1 The issue of confidentiality.
	5.2.2 Availability of existing services, but negative experiences of the quality of services in terms of accessibility and follow-up.
	5.2.3 The support services are reactive and not proactive.
THEME 6	6. Participants' experiences of the modus operandi and police murderers.
SUB-THEMES	6.1 No specific Modus Operandi-police shot whenever they are perceived to block a crime of any nature.
	6.2 Criminals use ambush tactics to murder SAPS members.

THEME 7	7. Strategies to mitigate the murder of and attacks on police officials are linked to the causal factors for the murders.
SUB-THEMES	7.1 Further training in the skilful use and handling of firearms.
	7.2 Sufficient human resources and effective equipment resources for crime prevention are needed.
	7.3 Support and interventions of SAPS management and relevant government departments are needed.
	7.3.1 Issue of illegal immigrants and illegal firearms.
	7.3.2 The human rights of SAPS members as upholders of peace should be a priority.
	7.3.3 Poverty-stricken communities should be attended to.
THEME 8	8. Experiences of SAPS members on preparedness to respond to crime in the context of police murders.
SUB-THEMES	8.1 Police prepared to uphold the law regardless of risk
	8.2 Experiences of being less effective because of lack of resources.
	8.3 Police preparedness is dependent on support from the investigating process for enforcing the law to keep criminals from the street.
	8.4 Advanced/ongoing training for SAPS members and empowerment by management are necessary for enhancing police competent functioning.
	8.5 The preparedness/ competence of SAPS to uphold the law are challenged by non-dedicated and/or corrupt SAPS members.
	8.6 Police murders affect police preparedness and quality of service to the community due to a criminal climate in communities.
THEME 9	9. The essence of participants' experiences.

The first theme comprises of the subjects' lived involvements of the emotional effects on personal and psychological functioning resulting from experience of the murder and attack of police officials.

4.3 THEME 1: PARTICIPANTS EXPERIENCED EMOTIONAL EFFECTS THAT CAN BE CATEGORISED AS TRAUMA THAT AFFECT THEIR PERSONAL AND PSYCHOLOGICAL FUNCTIONING

The police members were requested to respond to the following questions:

- *“Does the murder of and attacks on police official influence members within the SAPS environment?”*
- *“How do you define the murder of and attacks on police officials?”*
- *“How does one describe your lived experiences of the phenomenon?”*

Police killings are traumatic and violent activity and can be overwhelming (Kleber, 2019). According to Leonard (2020), trauma may be a dangerous event, especially when it involves prolonged exposure to extremely nerve-racking events and complicated occurrences. Kleber (2019) reiterates that an extreme sense of helplessness defines the murder attack of police members. Psychologically, it breaks police members; it affects them negatively because it affects their emotional well-being since they work like brothers and sisters. Psychologically, they are not sensible. There is grief over losing a colleague. It is like losing a part of their lives and causes anger. They are afraid of death, which demoralises them, causes them pain, and it is tough to accept the passing of their colleague.

The physiological and psychological effects associated with the murder of police officials because added stress (Taylor, 2015:1). Noxhaka (2019:4) highlights that the elevated level of the murder of police officials seriously affects the confidence of living fellow

workers and traumatises members who saw the murder and those who worked close to the departed.

Together with one-time, multiple, or durable repetitive events, trauma affects everybody (Centre for Substance Abuse Treatment (CSAT), 2014). The CSAT (2014) states that some people might clearly show signs of PTSD.

4.3.1 Sub-theme 1.1: The traumatic experience goes with emotions of intense pain and sadness

As highlighted by Mthethwa (2011), the impact of the murder of police members is a traumatic loss to their families and is equally severe to their colleagues. Petersen (2016) quotes former WC police Commissioner Khombinkosi Jula, who emphasised the trauma experienced from the police killings as follows: *"This is a mass murder of the SAPS members, and to have three murdered in one week is a painful and traumatic experience."*

Papazoglou and Tuttle (2018) further outline trauma as a psychological, emotional response to an occasion or experience that is deeply distressing or perturbing. Intriguingly, the impact on colleagues is a sign of traumatic emotional and personal experiences.

Chronic stress causes disorders such as PTSD (Taylor, 2015:1). The bulk of participants indicated being distressed and having "painful" experiences and "sadness." Policing can be a nerve-wracking occupation owing to crucial incidents, violence, and personal danger (Taylor, 2015:1).

The following are examples of participant verbatim responses and are significant in this regard:

- *It is dangerous and painful to any police official;*

- *it is extremely painful and imagine you are working with somebody after your reception you receive the call that a member has been injured to death;*
- *it was the foremost painful experience that happened to my colleagues;*
- *it is painful to face there, and looking out at the police colleague lying there in police uniform;*
- *it takes longer crime scene to be cleared out, the friends, the colleagues that are there, it very hurts to see that person lying there helpless so;*
- *it is extremely painful to experience the murder of our colleagues because tomorrow it might be me; and*
- *our colleagues tried to stop the suspects who were involved in the hijacking; however, they were shot, murdered and it absolutely was heart-breaking.*

The following excerpts from participant stories summarise their intensive emotional experience and its effect on their psychological functioning:

- *Emotionally, it breaks us, but because it is our career path and we want to work for our children, we just say thank God I am back home every time I arrive at home;*
- *to lose a member is not so easy for most of us when we are working here we are like brothers and sisters. Even if is like not everyone, but most, most so losing a brother or a sister, especially in such an incident, it is very bad, and you feel that you have loose part of your life;*
- *...murder of police hurts a lot we feel like those people sitting at the Head Office they are far from us. They do not see what is happening down here, we work in contact with criminals. We feel more exposed psychologically and we do not think straight when our back is against the wall;*
- *... it has a psychological effect on me because it is sad when our colleagues are murdered and it demoralizes us to come to work. We are afraid to be murdered because we do not want to leave our loved ones to suffer without our support;*
- *psychologically we are not that good because anything might happen and we are aware that the bullet might hit one of us anytime. Whenever we are working in Johannesburg, we are outnumbered and it affects our lifestyle; and*
- *the murder of police affects us as police because it is painful if you work with someone and it is difficult to accept that because you ask yourself so many questions. In your mind, you know that you were with this member now.*

One participant alerted the researcher to the fact that the psychological effect and coping mechanisms might be experienced according to the individual differences: *“When it comes to psychological (sic) as police members, we are a bit different. As for us on how to deal with the situation, it affects us too much, but as time goes, some of us heal quickly compared to others because some people tend to take it longer.”*

Police officials suffering from stress have trouble performing their duties and could become health risks or be exposed to substance abuse problems (Austin-Ketch, Violanti, Fekedulgen, Andrew, Burchfield & Hartley, 2012). The painful, traumatic experiences also go with the helplessness that leads to anger that is not resolved because 'men do not cry' and thus pretend to cope.

4.3.2 Sub-theme 1.2: Feelings of helplessness and anger

Participants reported that feelings of helplessness lead to anger towards the community. The following longer narratives speak to the general feeling of participants in this regard:

- *I was exposed to the murder of and attacks on police officials several times from my colleagues. Whereby one of our colleagues was murdered, another one was injured and nothing was taken from them. It instils demonic feelings within the member and we felt that we could avenge the murder of our colleague. It was difficult to sleep at night, psychologically it affected us a lot, and we live with that anger. We work with that anger and we never seek help. You know as men we always say men do not cry, we do not need help, we try to deal with it in our own way, it is heartless, affected us and it takes time for us to heal;*
- *We lose members, a struggle on its own and it is difficult to forget. In most cases, we do not get psychological help at the crime scene or after the incident. It causes psychological torments because you find criminals murder our members that we spend time with them most of the time;*
- *We felt helpless because it happened to one of my colleagues. We were on duty working at the crime office so we had to attend to the crime scenes and only to find out that one of our members was shot within a few minutes;*

- *Having been attacked, I know the experience. It makes you feel helpless, so when you as the police officer you are exercising your powers of implementing the law;*
- *...As police officials we are human beings, if one soldier is fallen it is sad, we want to mourn, and we feel bitterness against the community;*
- *There is a grief of losing your member, we are dealing with many emotions, and there is anger at how police official was murdered; and*
- *it brings sadness to the members, it makes the police to be angry against the community, we are from the community...Sometimes you just get angry, and you become more violent against the community of which is not fair. It might even affect your relationship as well because you get angry and felt animosity against people.*

The post-traumatic effect on some members who directly experienced the murder of a partner is expressed in the following quotes. There were also questions whether those who received counselling were ready to return to work again and if there is a serious effort from SAPS to attend to the psychological needs of members who were affected:

- *It has a psychological effect on me because once I experienced the murder of a police member that is trauma. If criminals attack you and your colleague is murdered in front of you psychologically, it affects you. You have nightmares at some point up until you get some counselling that is why it is so important that police officials are mentally and physically fit... That is why you find that sometimes-other members end up engaging in alcohol because they want to forget about that. Psychologically the murder of the police takes a toll on us, what also transpired with me is that I experienced a police attack. Then a few months down the line, while I was trying to recover from that my father called me to come home, and when I arrived there, I discovered that he committed suicide as well;*
- *I was traumatised when I lost a member, I attended the crime scene even at home I was upset. It is sad to see police member lying down there while wearing the bulletproof vest and in blue uniform;*
- *Murder of police affects us but we have EHW that consists of the Pastors, Socials Workers, and Psychologists for counselling. It is not easy because our members have to be pushed for counselling;*
- *Murder of the police affects me psychologically because if my colleague has been murdered in the line of duty I keep on thinking about that incident...*

- *It affects our murder survivors and at the end day, that person had to attend psychological counselling because she was affected;*
- *That psychologically it does affect our members a lot just for instance there was a W/O who was stabbed to death in the CBD during the mob justice. The woman that was with that W/O was psychologically traumatized she was attending counselling for some sort of relief. I do not think that tomorrow if I say to you go outside you will go. You still have the trauma of what happened to my crew might happen to me;*
- *Murder of the police has a psychological effect on me because it seems as if when a police officer has been shot dead nothing much is done. If the police shoot dead an ordinary citizen while s/he was trying to do his/her job that treatment of the ordinary person will be good, but when it comes to a police official, it would not be a good one. You will be grilled why you did this even if you were trying to protect your own life and that of the community members and you will be treated as if you are the criminal;*
- *The murder of our fellow police officials affects us a lot; destroys us psychologically especially when they murder your crew;*
- *... When one of your family members departs, it affects us emotionally and physically because we will never see our member anymore; and*
- *Because seeing your colleagues attacked by the criminals and fall in the line of duty. It makes us feel angry, insecure, demoralized, and helpless.*

The feeling of helplessness is summarised in the following statement: (see also the section on experiences of lack of/or insufficient support from management level):

...no one is taking care of us, it feels bad, and it makes us negative.

4.3.3 Sub-theme 1.3: Feelings of anxiety and insecurity

Participants acknowledged experiences of anxiety, fear, insecurity, and knowing that they could be the next murder victims. Some excerpts indicate insufficient has been done to empower members under these circumstances:

- *...the murder of police affects us, traumatise us, instils fear in us, and once you lose a member you become scared. It shows that no police officer is safe, you are office-bound or you are outside, once you go outside you know that;*
- *Emotionally, I am affected, I have anxiety, and I am forever scared in the house. I can never leave my door unlocked, I am always worried, and it makes me snap at times. My life now is different as compared to the time before I was a police official, and I am more vigilant now. Even more, scared in the house and I always panic if my child did not come home yet;*
- *...murder of the police has a psychological effect on me because we know that as the police our days are numbered. We are not always secure; we always have the hope that things will be right;*
- *...there is too much negative impact and it brings fear because of the trauma itself. When I go to work today, I ask myself questions if I will come back home alive because as I pass my door, I am already being in danger;*
- *The police do not attend the crime scenes with confidence because of the fear they have and they know that they are the most likely of a shootout... it affects the police a lot because they work with fear and it is the highest disregard for life by the criminals. We do not have enough workforce to deal with all crime, and as we know that there are not more people better trained for certain types of situations;*
- *Sometimes the murder of and attacks on police happens to your partner or it happens to yourself, after that, you do not feel safe anymore. Even at home, even when my child arrives at home, I have the fear. I tend to be suspicious that the suspects they followed me, especially us in the police they ill-treat us;*
- *Police are brutally murdered is evil and traumatizing because we are not here to harm, but to serve them... is bad and it makes police officials feel unsafe around the community that they protect;*
- *They take your firearm meaning that you are no longer safe from the same community that you are serving. They even know that once the police official was disarmed with the firearm it will take longer to get that firearm back. You are now the target because as the police we sell each other;*
- *Is disturbing because we could be next and I could be in that same position. It affects us emotionally because we are like the family it is clear that our safety is at risk and it is sad because the community sees us as their enemy. We ask ourselves what we did wrong to*

deserve such evil treatment in return because we serve the community but is bad and it hurts a lot to lose someone;

- *That is painful because as the police official anything can happen to us at any time. You leave your house with the aim to go to work and then you end up not coming back home. What helps some of us to stay alive is prayer, when you leave the house, it is important to pray with your children go to work, and come back home safe;*
- *We spotted that getaway car, we tried to chase it, and those people started shooting at us when we were still driving. We started shooting back, but those people were many, other than us. I was driving and my crew was the only one who was shot and three of those passengers were shooting at us. They were driving recklessly, so it was a very bad experience to the extent that the way they were doing that just showed us that we are not protected in South Africa;*
- *That is a trauma because if you worked with a person and one of your colleagues at work is murdered. You start to think that one day it could be you;*
- *When other members are murdered, when you are alone, thinking that if it can happen to others, it could also happen to me and you do not feel free as well;*
- *That the murder of police officials instil fear in us because we get the feeling that we can end up in the same situation/ not feel safe;*
- *Sometimes some police officials are stabbed to death while they are at work and wearing bulletproof vests;*
- *It traumatises us who are left behind, it affects us in terms of the workforce, and it instils fear in police officials. Nowadays, most of the police are scared to work outside owed to the murder of the police, but as police officials, we need to be strong and be brave;*
- *Even if you try to do a cross transfer, no police officer wants to come and work in Johannesburg policing precincts. They will ask you, where are you working and once you tell them they will tell you straight that is place is very dangerous and they do not want to die;*
- *It affects us a lot because the people we are working with them we are close to. You know people, even if those people you do not know them but you feel like next time it will be you;*
- *Police officials are part of my family, we do the same work, and we are one big family. When you see someone or the one you work with, it is no longer an easy job to accept because it shows, you are at high risk but the job should be done.*

- *You murder a police officer so many things go wrong because it is a human being and a parent. It affects all the police officials, it demoralizes us, it gives us fear, and we feel not protected enough because who would protect us if a police official is murdered;*
- *As police officials we are exposed to danger when we attend complaints at the hostel, we are not safe and we work next to them. For instance, if they attend the case of murder at a hostel and wait for the photographer then while they are still waiting the criminals come, attack them, and murder them;*
- *After a police officer has been murdered others feel not safe anymore. We have that feeling that we are not secure anymore, that anything can happen anywhere and anytime;*
- *It causes fear because you know that what happened to my colleague it could also happen the same way to me. It can cause insecurities and you know that we are doing a dangerous job;*
- *...We are very insecure; you do not know who is going to attack you because there are so many people around here that are well-armed. Even people that you will never think that they are armed, there are so many illegal firearms out there, so it is not safe especially in our area here;*
- *it is very dangerous for police to shoot because at the end of the day the criminals have more rights than us;*
- *...as the police, we are insecure because the law oppresses us; and*
- *Police members, we are not safe because criminals sometimes even ambush our colleagues at home...*

The second theme presents the participants' lived experiences of insecurity and powerlessness resulting from the murder and attacks of police officials.

4.4 THEME 2: PARTICIPANT EXPERIENCES OF MURDER AND/OR BEING ATTACKED BUT NOT FATALLY WOUNDED, ADDED TO FEELINGS OF INSECURITY AND POWERLESSNESS

The responses to subsequent questions bring about to this theme:

- *“Does the murder and attacks on police officials create feelings of insecurity?”*
- *“From your experience, does the murder of and attacks on police officials have any psychological effect on you?”*

- *“How do you experience the impact of the murder of and attacks on police officials externally (outside the SAPS occupational environment) in your private capacity?”*

Participants shared examples of first-hand experiences of attacks/murders that contribute to feelings of insecurity and powerlessness:

- *...We could not just shoot randomly because there was a community member in front of us who never wanted to waive on the road. He wanted to be part of that incident of which was not good but with the mercy of God, we managed to succeed in that. We never found the firearms they run away with them and luckily, their shots;*
- *We received the information to look out for the car that was used to conduct a business robbery in Katlehong. They informed us that it was coming towards our policing area then we tried to close the road on the robots. Then we saw that car, which resembles the same description of the car used to conduct that robbery but it passed at the robot before we arrive. We chased them; they went out of the tar road with their car and drove on the gravel road to run away from us. They hit the wall with their car; they came out of their car shooting at us to prevent us from reaching them. We retaliated by shooting at them but it was difficult. We could not shoot them the way we want because community members were overcrowding when they hear gunshots. We would have shot the wrong person if we continue shooting, they escaped when they run into the Hostel and they vanished;*
- *One of our Const. was a gunshot at the Vosloorus Crossing Mall and they said that there was a shooting...*
- *Our police officials were attending a complaint of a business robbery at Chris Hani Crossing. When they arrive at the crime scene and the time, they just get out of their vehicle the criminals shot them and they tried to take cover, but those criminals were many they shot dead one police official;*
- *A mentally ill patient attacked my colleague a W/O because the mental patients if do not want to take the medication. The patient was aggressive so there is that belief that mental patients when they see the police, they will calm down;*
- *The crowd attacked my colleagues while they were attending the complaint, and an unknown perpetrator from the crowd stabs him with a knife. He died on the crime scene; his crew escaped the attack and called for backup;*
- *I was attacked while I was working outside attending a Domestic Violence (DV) complaint in Braamfisher. The husband asked me why all the time it is you who attend to this*

complaint... It means that you are dating my wife then he attacked me physically and we fought for a long time and my crew was the police female. The husband was the giant what can you do when you find yourself in such a situation. Finally, I arrested him but I sustained slight injuries from that encounter;

- *Our colleagues were attending a robbery in progress complaint. When they proceeded to the crime scene, they called for backup, on their arrival the robbers were still there, and then a shootout was ensured. One member was shot at and others survive the attack but they could not arrest any suspect;*
- *Our police officer was attacked while he was walking alone. Criminals robbed him of his firearm and his belongings because he was wearing the blue uniform;*
- *Community attacked us at the shacks with the stones, they hit us, and you find that the stone hit somewhere on your body part and you have the cut. I was one of those stones that hit me I was slightly injured. You cannot shoot back because they were not using the firearms they were using the stones. I do not know whether we are supposed to use the stones to fight back;*
- *...I was a driver and my crew was the female Lt. Col. We saw two cars driving fast in front of us and we just decided to follow them to find out what is happening. We did not know that those two cars were coming from executing a house robbery and we were driving the marked car. They saw us approaching; they turned left, and immediately stopped. They started shooting at us, fortunately, they could not shoot one of us, and then we passed. They were armed with the R5 and AK-47 assault rifles,*
- *...Our colleague's driver and the crew were attacked while they were attending to the case of the stolen car. They were inside their vehicle waiting at the crime scene next to the hostel then two black males ambushed them. They shoot one of them dead and the other one survived the attack; and*
- *One of our police members had information on the people who were going to rob. Then they were shot one of them passed away on the crime scene, another one was lucky and managed to escape.*

4.4.1 Sub-theme 2.1: The emotional effects of murders on SAPS members also affect their family life

Mourning the murder of police member is unique and universal within the police community (Papazoglou & Tuttle, 2018). Participants reported that their emotional experiences and psychological state inevitably affect their family life. During this process, the stress and trauma may be compounded on the individual and their family (Taylor, 2015:2).

Below are examples of significant verbatim statements of participants that support this theme:

- *The murder of police does have an impact on our families and us because as soon as I hear that on the news that it happened anywhere in the country. For example, the murder of police officials in Enqobo in EC where the suspects went to police station robbed the police the firearms. On the radio talk when they talk about the murder of the police, or we see the murder of the police on the television obviously anywhere in the country we are affected;*
- *When we arrive there, he was still alive but was lying on the ground bleeding until he passes on at the crime scene. It affected me a lot when I saw one of our own members in full uniform murdered just like that because of the thugs. It is a painful situation that even when I get home I was so down in such a way even if the children wanted to play as usual even the wife could see but why this person is like this today;*
- *Whatever we are experiencing at work end up affecting our families because when we go back home, it is affecting the people we live with at home;*
- *The member may be a breadwinner with a certain number of children, family members suffer, and it affects a lot of people and the police as the result of the attacks on police...Obviously, at the end of the day, it will traumatize them. Everyone knows that the job that we are in it when you leave the house in the morning is either you come back home or not...*
- *Also affects the whole family they will see that you are not the same person because of your actions as the result of what happened at work;*
- *One of our own members was murdered, it affects us emotionally, and even when we are at home, it affects us. If you take the bad news with you automatically that bad news you*

take at home to your wife and kids because that moment, you have to spend at home with wife and kids, but you are affected from work. It does not affect you alone...

- *I have been involved in such instances as a duty officer or just as a member of the SAPS whereby I have experienced police murdered while at work. It is sad to lose a member lying there in uniform, not only in the police but also in the family itself. As we are mothers and fathers, of course, we do have families and it is sad; and*
- *The police members and our families are affected by the murder of the police members. If it is on the news that the police have been shot and murdered, what comes to my mind is that if my mother is watching the television. She hears that it does not give her comfort because of how she is going to react every time she hears the murder of the police members.*

4.4.2 Sub-theme 2.2: The personal/psychological effects of the trauma of murders on SAPS members affect their service/occupational functioning

Police members are the frontline professionals who respond to life-threatening incidents (Papazoglou & Tuttle, 2018). The personal/psychological effects of trauma affect their service/occupational functioning, except two participants who indicated that it depends on the individual's experiences and the quality of support received.

All participants indicated that personal emotional experiences, especially feelings of insecurity, influenced their service delivery/ occupational functioning. Even though police work exposes them to danger, the incidences of a brutal murder on SAPS members profoundly influence service delivery.

Below are the most significant participant statements concerning this sub-theme:

- *When I am sad, and when I am down I cannot serve properly because at the end of the day inside the uniform, there is a human being with emotions, with a heart; and*
- *Even if you feel like you are very brave, but this job is very dangerous because people are dying out and it definitely affects your performance. The murder of and attacks on police*

officials affect your personal capacity, some of us start thinking of so many things, should you quit this job, and it is not for you. You find that your colleague was working with you in this office and he went outside, he did not come back. When you come back to work in the very same working environment, it is not the same at all. As police officials, we are one the family, we look after each other, we create that bond, brother, and sister because we spend most of the time together at work. If one of us is taken away through violent crimes at work or home, it really affects us. It is not the same as you feel like, let us say a person was sick and passed away.

4.4.3 Sub-theme 2.3: Participant experiences that murders of and attacks on police officials impact the morale of members

SAPS Strategic Management (2020a:21) states that the SAPS financed organization is projected to decline from 192 412 posts, in 2019/2020 to 187 433 posts, in 2022/2023.

The majority of participants indicated that the murder of SAPS members has a profound influence on police morale and thus their work functioning:

- *It is sad to lose a member and it really affects the members' morale;*
- *It kills our morale, especially those who are on duty or working on the same shift with that person... You feel like you can close the police station and go home because is like the end of the road;*
- *In this the SAPS we are one like brothers and sisters. If you lose your sister or your brother, you will never see that member again at work it is difficult to cope at work. Sometimes you end up in a need of counselling because it becomes too difficult for you to accept what happened to your colleague;*
- *Even if you feel like you are very brave, but this job is very dangerous because people are dying out and it definitely affects your performance. The murder of and attacks on police officials affect your personal capacity, some of us start thinking of so many things, should you quit this job, and it is not for you. You find that your colleague was working with you in this office and he went outside, he did not come back;*
- *The murder of police officials affects us negatively, it kills our morale, and it affects our psychology negatively in many ways;*

- *The murder of police members demoralizes us; the members are no longer motivated to do the job. It is difficult because sometimes it traumatizes us when we have to deal with the loss of a member in such a brutal manner;*
- *It has a very negative impact because the morale of the members gets low. We were talking about this recently when we visited the EC to say how the murder of police officials in the Enqobo police station had an impact on the members on the ground. You realize that members are feeling that they are not safe if they can be attacked inside the police station;*
- *The following day when you go to work wearing a uniform you do not even feel proud of that, you just ask yourself who is next. When wearing the uniform until after some time things went back to normal for some time you struggle a lot ask yourself that is very bad;*
- *It affects me a lot when the murder of police officials keeps on escalating like while the police are attending business robbery. The next time you respond to the same complaint, you tend to be hesitant and no longer do the job by the book;*
- *You just want to be away from working at this risky policing precinct that is why you found few police officials at the police stations because of the murder of police officials; and*
- *As police officials murder of police officials affect our mind-set and we feel that tomorrow we could be next, and it makes us feel like we are not going to work.*

The third theme presents the participant experiences of the impact of murder and attacks on police officials on their service delivery and crime-combatting effectiveness.

4.5 THEME 3: EFFECT ON SERVICE DELIVERY

The responses to the subsequent inquiry bring about theme and sub-theme:

“Does the murder and attacks on police officials have an impact on your service delivery and crime-combatting effectiveness?”

As stated in Section 1.3, Mgwenya (2018) and SAPS Strategic Management (2014:127-128) confirm the murder of SAPS members affects service delivery and crime-fighting efficacy. It is clear from the participant responses that low morale affects commitment to service delivery.

- *...Murder of the police does have a negative impact on us; some members find it difficult to work. They need to go to social workers, psychologists, and Non-Government Organisation for counselling so that they can recover. It depends on each police member how s/he copes with the stress of the murder of the police;*
- *It does affect us a lot, let us say I am patrolling with the police vehicle then my crew is murdered. It is something that will not just vanish overnight because it is the trauma and some of us need psychological intervention while others as time goes they will get over their trauma;*
- *The more police officials are being murdered it creates a feeling of insecurity to the community itself besides the police. If the police themselves are murdered, the community are no longer safe, and the more the community lose hope in the police;*
- *We should be morally and emotionally very strong. If our morale is not high, we are going to be reluctant into attending to certain complaints. Whenever we are working in your area, we need to be working on the reaction time, the area is very huge and there are the crime statistics that are reported that in the area... They are feeling that they do not know whether they would be alive tomorrow, but that is the life of the police official. As you go, you do not know if you will be safe because you are putting your life on the line;*
- *It is too difficult to cope at work is necessary to go for help at EHW because at the end of the day we have to soldier on and do the job. For example, if I am not emotionally ready to work outside because is important for the commanders to post me in the CSC because is still the service delivery until such time I am ready to work outside again. I can still be able to open the case docket and assist the community members who come for any police assistance;*
- *The murder of police affects service delivery because you end up not feeling like going out there, which is where most people say the police are useless. The people say such things because they do not understand that when a police officer is murdered after a few hours you have to go out there or the next day you have to deliver. You think the next person assigned to attend to a certain complaint will feel protected. About 90% of service delivery will be affected, police members will be less motivated, fearful, and it will bring bad memories;*
- *The murder of police affects service delivery because the sad thing is that politicians make so many mistakes such as poor service delivery and the community demonstrates viciously. We are summoned to stop them from continuing with public violence and sometimes they are fighting the police with stones...with Marikana scene, police officials*

and the security guards were murdered but the media and the community at large they overlook that because they view us as dogs that were designed to be murdered by any offenders;

- *Murder of police affects our service delivery and crime-combatting effectiveness, some of our work with discomfort, and it can make you paranoid...*
- *It affects our service delivery because it makes us negative and some of our members are not doing their duties as expected from them;*
- *It is difficult for those who survived the attacks or other colleagues at the shift to cope. Sometimes some police officials when they attend counselling them to recover while others it takes a while to recover;*
- *The impact of the murder of and attacks on SAPS members makes us to be downhearted. We cannot render our services as we want because every complaint that comes, is a trio crime for me, I would not rush to attend that complaint even though I took an oath. I never took an oath to be murdered and I know that such a complaint would lead me not to come back. I rather take the time to respond to such complaints. As a result, y work is already affected and my performance is already affected. I feel like a victim already, when I go there they are going to finish me off;*
- *It does affect service delivery...sometimes you tend to be afraid to engage yourself appropriately or to act against the criminals. The murder and attacks of the police sometimes make the police to be afraid to be too involved in the policing activities; and*
- *I am responding and they will tell me that those criminals are highly armed what I am going to do there. I rather wait for them and take whatever they want to take because we do not know those people how many of them they are.*

4.5.1 Sub-theme 3.1: Loss of workforce and more strain on remaining members

Participants indicated that the loss of police officials inevitably puts strain on the available workforce that also has to cope with personal psychological stress. During this process, the stress and trauma may be compounded on the individual and their family (Taylor, 2015:2).

Below, the participant extracts illustrate further:

- *The police end up slowing down because if we have to attend to any complaint and it is known that the suspect is carrying a firearm a risk;*
- *It is painful when criminals murder the police, the organization loses members, and training a police officer is expensive. It is worrying because it takes a while to replace a police official. When these offenders are arrested, they are given lenient sentences and the law does not protect the police;*
- *It affects us very bad because you can spend a week or the whole month dismayed owed to the trauma of the murder of police members;*
- *...The murder of police officials makes the matter worse because it causes a shortage of staff. The fewer members we get, some are sick and others passed on because of their own related problems;*
- *To replace that person. It hurts everyone because that person's job will have to be divided amongst the few remaining ones. It put more strain on the remaining members owed to workload because to replace that member takes time. They are not quickly replaceable if they can tell you about a member that died a long time ago and the shift suffer as the result of the member that has passed on;*
- *It costs the state a lot of money to train us and the loss of workforce has severe consequences because if you look at the police to community ratio we are outnumbered. It is one police official to 400 people, if the police keep on dying it will end up to 500 people for one police official. It will put more strain on the police officials that are still around, it also slows the service because work of work overload; and*
- *It affects the service because it takes time to replace the member if s/he passes on; we do not get another member immediately. It is challenging to replace the late member so that work can continue and there is more workload.*

The fourth theme presents the participant experiences of the impact of murder and attacks on police officials on trust and relationships between the community and the police.

4.6 THEME 4: PARTICIPANTS' EXPERIENCE OF THE IMPACT ON TRUST AND RELATIONSHIPS BETWEEN THE COMMUNITY AND THE POLICE RESULTING FROM THE MURDER OF AND/OR ATTACK ON POLICE OFFICIALS

The responses to the subsequent inquiry bring about to this theme and sub-theme:

- *“Does the murder and attacks on police officials have an impact on the community you serve?”*
- *“Does the murder of and attacks on police officials affect trust and relationships between the police and community?”*

From participants' responses, it appears there was an overwhelming agreement on the loss of confidence between SAPS and the community they are supposed to serve.

4.6.1 Sub-theme 4.1: A reciprocal loss of confidence between communities and SAPS

The below are repetitive messages that indicate the significance of the loss of trust between SAPS and the community it serves:

- *The murders of the police change and traumatise them because of the way they interact with the community they start to become more violent;*
- *We have to give community members less than 50% of the trust. We do not know among them who can be a danger to us, amongst them maybe somebody who is not right. Even when you get the information you cannot trust them 100% on that information, you must always be careful of the information that you receive from them;*
- *The murder of police affects the trust between the police and the community. They must work together but in the community when they keep on murdering the police how would we trust them when most of the time they work against the police. As police officials, we do not trust the community especially when we receive a call that there is a robbery somewhere;*
- *It does affect trust even though it is not all of the community members that murder the police, it is just a few individuals with illegal intentions;*

- *It does affect trust when community members murder our members. It is difficult for the police to separate the honest community members from the ones that are against us;*
- *When few community members kill SAPS members, so many community members starts feeling helpless too. They start fearing criminals more and they succumb easily to them because criminals are seen to be winning the battle against the police;*
- *When the community members hide criminals. We end up being the victims of the criminals and the community members end up saying the police are doing nothing while they are hiding criminals;*
- *There are certainly criminal elements amongst the community who murder the police officials. The trust must always be there. When police members attend complainants they must always be vigilant. However, the complaint can also be used as a trap but the members must be alert;*
- *As police officials, we do not trust the community members, and the community they do not like the police. The community would wish to live without the police but the problem is when the person is in trouble that is when they need the police. ...Many community members are ignorant about police duties, and they do not understand their responsibilities when it comes to assisting the police;*
- *We do not rely on the community for information because we might be sold out to some criminals. It is dangerous to trust community members because we give them information and yet they give that information to the wanted suspects to use it against us;*
- *We do not trust the community but they do not support the police with the fundamental information most of the time. You find that hawkers' on the street see so many criminals' activities happen in front of them but they hide that information from us. They know the offenders who rob the shops and sometimes they even assist them to hide their firearms inside their bananas;*
- *Our community thinks for themselves, they do not work with us but they work against us and they do not care about us... As police officials, we are proud that we are here for the community; it hurt us to see the same community turn against us... As police officials, it is our job to look after our community members and we try to understand our communities. We also try to prevent crime by doing the crime awareness to our community but our community it is difficult to work with them;*
- *We as the police we no longer trust the community with the information that the community gives us.*

- *We do not trust each other because most of the community members, some like us but some are against us;*
- *We do not trust the community because how do you can trust the information that they give to you while some of them murder us...e is fully aware that we cannot solve crime alone and it affects trust because we won't trust the people who cannot be trusted;*
- *We do not trust the community of the Hostels. After all, they will never give you information even if they know because they are very secretive. Secondly, the community of the township unlike the ones of the Hostels sometimes are supportive but the problem is most of the time they do not know the suspect;*
- *If police are murdered, then how police are going to protect the community whereas are the ones who are murdered. The attacks on the police make some of the community lose faith in police just because they are the ones that are murdered instead of being ones who must protect them;*
- *...trust is ruined because the community thinks that the suspects are the most important people because the offenders are their children...while the police enforce the law but when community members murder us. It is normal to them...that sometimes the community can call you as if there is a problem but you may find that is just a trap;*
- *There is no trust between the community and the police because community members are divided into two. We have the law-abiding ones and the criminals, and it is difficult to separate the two because they all come from one policing precinct. We are not safe especially when we go to work because we are the targets; we have to be vigilant all the time because anything can happen to one of us but is our job;*
- *...The trust between the community and the police is destroyed because they murder us and not all the information that we receive can be authentic;*
- *The community will never feel safe anymore if they see those police officials are murdered;*
- *...When the police do something bad you will find that is all over, the community is talking about it. There is no relationship whereby only one party is involved. If the community can get involved together with the police, we can win this fight against crime, attacks on and murder of the police;*
- *The same community that you are serving is the one that is selling the police. You cannot paint them with one brush and say that they are all bad. For example, those who are against the police are very dangerous because one of them can simply say that I know that police that is behind your case and he wants to arrest you. I know what car he is*

driving, where he stays, if you want to take him on these are his movements where you can find him, and such people contribute to the murder of police;

- *That most of the community members, do not trust the police, so it is easy for them to attack us even if they have the information they do not want to give us the information. They can see somebody who is carrying the illegal firearm but they will not tell us even if they know what is going on;*
- *Some of them support us, they provide us with information, and when there is something wrong that is taking place they phone immediately;*
- *The community members know the police murderers but they will never tell you anything that may lead to the arrest of such people. Some of them you can say that they are scared to be murdered by those murderers while others do not care about the police;*
- *It affects the trust between the police and the community. When you look at criminals who murder us, come from the same community...*
- *The attacks and murder of the police hurt the service delivery and crime combatting effectiveness;*
- *The negative community perception of the police and undermining the legal system. People tend to entertain bad things when they happen to police officials. They see it as something interesting, there is nothing radical or serious done about that and we do not show seriousness in dealing with such a case. At this police station, one of our police officials was assaulted in the CSC. Just imagine if a member of the community can come and attack a police officer inside the police station, wearing uniform what it does means, the highest disregard of the law; and*
- *People are heartless; they do not care and do not appreciate what the police are doing for them.*

4.6.2 Sub-theme 4.2: Police murders do not affect the service of SAPS

- Participant 21 stated that the murder of police officers does not affect service delivery, and no matter what, the job must continue; and
- Participant 23 stated that the murder of police does not affect service delivery and crime-combatting effectiveness since police officials take an oath to work for the community; no matter what, police officials cannot afford to fail the community they serve.

The fifth theme presents the participant experiences and feelings about the psychological human resource support interventions for members and their families.

4.7 THEME 5: PARTICIPANT EXPERIENCES OF THE PSYCHOLOGICAL HUMAN RESOURCE SUPPORT INTERVENTIONS FOR MEMBERS AND FAMILIES

The responses to the subsequent inquiry bring about this theme and sub-themes:

- *“Do the SAPS provide sufficient redress, and/or psychological and human resource support interventions for members and families?”*
- *“Does police management implement sufficient prevention measures to decrease police killings?”*

Division: HRD (2012) states that EHW provides services to promote healthy lifestyles and enhance the quality of life of all employees.

4.7.1 Subtheme 5.1: Acknowledgement of availability of services

Participants did not agree on the accessibility and quality of internal psychological and support services from HRD. Several participants commented that internal psychological and human resource support services are available but did not qualify the nature of these services. However, a few participants mentioned that services like debriefing and social support for funerals are available for those who would want to access them:

- *... SAPS provides sufficient redress, psychological and human resource support interventions for police members;*
- *SAPS provides sufficient redress, responsive support interventions for police members. After the incident, they do come to our parades and they explain to us that all those who need counselling can go to them because they are there to help those who are affected;*
- *...I was once involved in the shooting whereby I shot the suspects, they immediately took us for debriefing after that shooting. They send someone from EHW you can talk to them;*

even during the weekend, there is someone to talk to when you have the problem such as the spiritual advisor and the psychological services are there for support;

- *There are debriefing sessions after every attack by the EHW, and the members do go for counselling;*
- *They do provide support during the process of the funeral. They also help in terms of spiritual support to the members and their families;*
- *The police provide the counselling support, they do the memorial services, and as a member, I am satisfied with their support;*
- *They do provide the police officials with sufficient support and redress...They have EHW they are usually going to the family to assist with everything like claims of the members who passed on in the family during that time;*
- *We have the EHW for counselling and support when we have troubles in our lives; and*
- *I am satisfied with the EHW support they are trying the best that they can even though I am not 100% satisfied with the way they are helping members.*

4.7.2 Subtheme 5.2: Acknowledgement of support services but negative experiences of the service

4.7.2.1 Sub-theme 5.2.1: The issue of confidentiality

- *EHW people are trying but we had a negative experience with the very same people. Some of these SAPS Social Workers and psychologist is the police people that are intended to help us cope with the workload, stress, and personal problems. The members are willing to go for a consultation but unfortunately, there is one thing that members are not happy with when they do consult with these people. We have a problem with confidentiality. Members in most cases are not willing to go for consultation because they are afraid whatever information they share with these people; the next person will know about it...Unfortunately, the very same social workers are the ones who are sharing the information with those people who are not supposed to know about the situation that the member is suffering from.*

4.7.2.2 Sub-theme 5.2.2: Availability of existing services but negative experiences of the quality of services in terms of accessibility and follow-up:

- *What I have seen when it comes to EHW it is painful and I can never go to them because do not do their job as expected of them, I do not know their phone number and the people go to their office but they always complain about their office being locked. They do not even attend the incidents where there has been the murder of the police members. You will never see them at the scene to find out about the police members that are affected there. They must always avail themselves because as people, we are not handling the problems the same way but they are failing us. I will never waste my time and go to them because I know how they operate;*
- *I know that that we have those people here at the police station but they are not easily accessible and I do not know when the last time I saw them; even members are reluctant to go to them;*
- *EHW members it seems as if are doing police members and their family's favour because they do not do any follow-up to see if members are coping. It could also be the lack of workforce on the EHW side since they have limited personnel to deal with the police challenges;*
- *...EHW personnel is not doing follow-ups; they just act as if they are doing something while they are absolutely doing nothing. They can come to you now just like highlighting, they just want to finish this thing now and they come again tomorrow it is a done deal;*
- *Participant 12 states that we have the EHW in our organisation, but how they utilise them, I do not think that it is appropriate. There are no follow-ups and those people once they come to you once I do not understand what happens to the file or it just vanishes into the air. I think it depends on the commanders at that particular time, if the commanders know the procedure they will make sure that they follow such case;*
- *Two weeks the family of the late police official is still suffering from the loss of the family member but the EHW personnel will attend that family. The Chaplain will come during that week after the funeral there is nowhere to be found. After two weeks' police member has been buried, which are difficult times because everybody, including the EHW personnel and the relatives, is gone. They will come to help you with the provident fund and they will*

do everything from there they are gone. When you are one-on-one with the reality that is when you need the EHW's personnel then they are nowhere to be found; and

- *EHW support that they give members is not enough and they are not professionals since they deal with people that are damaged mentally. Even our families sometimes go there only during that week of a funeral and after the funeral, they forget about that family so is something that is not ok.*

4.7.2.3 Sub-theme 5.2.3: Support services are reactive and not proactive

Participants experience support services as reacting to an incident that might have caused trauma, but not pro-actively availing themselves to members who hesitate to ask for help or supply training that helps to equip members psychologically:

- *I was attacked twice but there is no one from EHW came to me for counselling. I even told myself that whatever happened it happened, and I was on duty. I even told myself that maybe they choose people here at work. When you are a police member such things do happen, you have to learn to forget about these things, be strong, and move on with your life;*
- *A huge improvement is required from the EHW side because they need to find new ways to meet the expectations of those who are affected. The best solution here is that the EHW must conduct its own research, they must go to the members, and ask them how they can help them. They should improve their debriefing and follow-up sessions, stop going to the members once or twice and they are done;*
- *The EHW service is not up to standard like the private service that is why you find some members prefer to consult privately;*
- *We have the EHW but it is not effective the way it is supposed to be. Its efficiency is lacking because sometimes as a member you cannot see yourself that you need counselling. The EHW personnel must come up with their own intervention after every attack or murder of the police member and must not wait to be invited by those who are affected;*
- *they are trying, but they are, not where they are supposed to be because somehow they are lacking;*
- *I doubt there is such, seeing here from my police station I do not see the EHW. I do not see its involvement in anything, the EHW representative must not wait for the opportunity*

to present itself, but they must grab and gather personnel and inform them about their services;

- *they are not effective because there was one of our colleagues who was involved in the attack and the other one died next to her. According to the survivor, the help she was given was not adequate and she had to seek help from private psychological counselling and pay her money; and*
- *our EHW is there to give us support and counselling although personally, I feel that it is not enough. They are there to give support, but most of the time they wait for something to happen, they come and try to give you counselling instead of doing workshops. They need to be in contact with the members even if nothing has taken place and I feel that sometimes they are doing their best but it is not enough.*

One participant mentioned the need for political will, policies and active interventions for the protection of police against police murders:

- *We have psychological help but are useless because our constitution does not change. At the station, we have the EHW for counselling, but it does not make any difference. I can go today for counselling but the law that made me end up going to counselling has not been changed, so it is the waste of time.*

4.8 THEME 6: PARTICIPANT EXPERIENCES OF *MODUS OPERANDI* AND TYPES OF CRIME LEADING TO POLICE MURDERS

The sixth theme presents the participant experiences of the MO used by police murderers and attackers and the type of crimes leading to police murders and attacks.

The responses to the subsequent inquiries came about this theme and sub-themes:

- *“What modus operandi do offenders follow to murder and attack police officials?”*
- *“What circumstances lead to the murder of and attack on police officials during the execution of their duties? (For example, when effecting arrests, attending to complaints, etc.).”*

- *“From your experience, what are the underlying causes of the murder of and attacks on police officials?”*
- *“In your opinion, what types of crimes committed by offenders lead to the murder of and attacks on police officials?”*

The bulk of participant experiences indicate that there is no specific MO for police murders and that criminals shoot because police want to prevent or attend to any type of crime in progress:

- *Car hijackings, armed robberies, and business robbery, you will find people there who are well armed; and*
- *You find that the police attend with one vehicle and the criminals are about 15 of them at the crime scene. It is what causes the murder of and attacks on police officials because when we attend crime scenes we do not know that how many people we are expecting there and get in their way. Most murders are shot while some are also stabbed.*

4.8.1 Sub-theme 6.1: No specific *Modus Operandi*: Police are shot at whenever they are perceived to prevent crime of any nature

There is no specific MO – police are shot whenever they are perceived to block a crime of any nature:

- *there is not much of a MO that criminals follow because at the sight of police these men whenever they committed the crime and the police officials they just withdraw firearm and shoot them to evade the arrest;*
- *there is no MO for the murder of police members; it is just anything that occurs because the attacks of the police come in different manners;*
- *there is no specific MO, any crime can lead to the murder of and attacks on police officials, because unless in a certain area. The dynamics that might happen to Gauteng might be different in KZN because you find that there was an incident in KZN. Where a police official was going to work, and then was murdered and was found just lying on the ground;*
- *there are no MO criminals use, they are just stupid, when they see the blue uniforms, and mark vehicles they just shoot. They do not care who you are, how many are you they just shoot, they are trigger happy, and testing their firearms. For example, if they are going for*

business robbery, they will be those frontline people who are on standby looking for the police when they are coming to respond and they just shoot;

- *the criminals' planning is bad it is just unfortunate that they have more power than us as because they shoot first. We only respond and when I see them from a distance I cannot shoot as per CPA 51 of 1977;*
- *there is no MO directed to police, they are murdered because is the criminal's approach of evading the arrest. For example, if the police find the criminals are still at the crime scene the only way not to be arrested, they start shooting the police;*
- *there is no MO is just a random attack on police officials unless they are targeting a certain police official to prevent him/her from investigating a certain case or because they need a police firearm;*
- *in most cases, the police officials are attacked when they are responding to any complaint;*
- *prevalent MO of the criminals is by shooting police members with the firearm;*
- *some criminal's MO that lead to the murder of the police members they stab them while others shoot them;*
- *the common MO is the police shooting because most of our colleagues died by shooting;*
- *the criminals shoot police members and rob them of their firearms;*
- *there is no MO because there are people who are ready just to murder at the sight of police;*
- *criminals have no specific MO to murder the police members. In most cases, their plan is to shoot police members if they respond, and sometimes the police are just getting caught off guard being unaware of what is going on. The criminals do not have a specific MO; it is just a matter of an opportunity when they see the police then they attack them. Except the police investigate that the suspect and it is their way of evading the trial. The murder of police members has nothing to do with the MO because in most cases criminals are not hunting us down, to murder us. We are trying to enforce the law and we disturb their process;*
- *in any threat approaches, the criminals when they see the police, they just shoot to murder as their way of trying to destroy any threat. They just want to disarm the police, or just attack you alone or they found you walking or driving alone they want a forearm;*
- *our W/O and other members were collecting each other from their residence in the morning, but they saw a suspicious motor vehicle they went there to investigate, however, those criminals shoot at them. It is something that it has to do with robbery in progress*

and the police were not aware that is was robbery was in progress while they just patrolling;

- *as police officials, we are visible from a distance since we wear the uniform, and we drive marked vehicles hence we are easily identified. This exposes us to danger even the lion when it wants to catch its prey it makes sure that it hides until the time is right to attack. Armed robberies should be responded to by specialise high-risk units such as the Tactical Response Team (TRT), Intervention Unit, or the task force because they put police members' lives are in danger. When we respond to robbery obviously we are using the siren, the criminals will shoot our car because we disturb them from finalising what they have started. It is very important to have the task team for robberies and the uniform members can be used as a backup; and*
- *mostly all the robberies and murders may lead to the murder of and attacks on police officials.*

4.8.2 Sub-theme 6.2: Criminals use ambush tactics to murder SAPS members

A few participants indicated that criminals prearrange to murder SAPS members whom they expect to come to a crime scene, especially for CIT heists.

The subsequent excerpts from participant stories illustrate the above points:

- *Criminals ambush the police for their firearms lead to the shooting and also the murder of police as a result they see the police as their disturbance;*
- *certainly, if it was a planned attack, criminals tend to ambush the police and they are seldom prepared for the crime they commit. In most cases, if they are going to conduct CIT heists robbery they are well prepared. They post themselves and they make sure that there are those who are on the lookout for the police. It is very important for the police to be aware of the standby criminals on the crime scene, will be alerted those that are already there posted there waiting for the police to respond;*
- *criminals use ambush tactics because CIT heists they know that it is the responsibility of the police. They perpetually leave somebody to stand a lookout while they are robbing to watch who is going to respond. Mostly, criminals ambush the police when they are at the crime scene or on their arrival at the crime scene. Sometimes once the police stop*

suspicious vehicles, then the criminals shoot first and the police once respond typically it is too late.

- *when the police are at the crime scene looking forward to facilitating of the crime scene experts it at that moment the criminals ambush them;*
- *police are murdered throughout the exchange of the fireside or once police members are least expecting because in our city the police are outnumbered. The person is standing behind you; he can simply and put the bullet behind your head. Some police members are murdered at close range;*
- *when you go inside your house is when criminals attack you because they know that you are on your own at that moment. They just target that particular police member because they need a police firearm; and*
- *criminals are so much advance and they plan CIT heists and hijackings ahead. It is rare to arrest them before they execute those varieties of crimes.*

The seventh theme presents participant viewpoints regarding strategies that could be implemented to mitigate the murder and attack of police officials.

4.9 THEME 7: STRATEGIES TO MITIGATE THE MURDER AND ATTACK OF POLICE OFFICIALS ARE LINKED TO THE CAUSAL FACTORS FOR MURDERS

The responses to the subsequent inquiry came about this theme and sub-themes:

- *“According to you, what strategies could be executed to mitigate the police killings?”*
- *“How do you interpret Section 49 of the CPA, 51 of 1977 (under which circumstances police officials may use lethal force or force that would be lawful in the circumstances) to protect police officials against attacks?”*

Emerging from the analyses is the participant experiences of the interrelationship between causal and intervention/prevention strategies. From a phenomenological perspective, the participant experiences indicate an outcry for active demonstration of

support from higher levels for police safety. This is illustrated in the following sub-themes and selected verbatim quotes.

4.9.1 Sub-theme 7.1: Further training in the skilful use and handling of firearms

Even though the SAPS POP capability has effectively regulated the use of force, the situation requires improved attention (SAPS Strategic Management, 2020a:14). SAPS Strategic Management (2020a:14) further states that the SAPS has executed the POP Strategy accepted on 28 June 2019.

Participants acknowledged that they are trained in police work but noted a need for further training and a management/political strategy to address the vulnerability of police within the current context of crime, availability of firearms, and the murder of police members:

- *Members should be given workshops regarding Section 49 when to use their firearms. They should familiarise themselves with it which empowers them to use the firearm. When to use a lethal force, when members are under attack or when the life of another person is in imminent danger. If members know exactly what to do when they are under the attack, it will serve as a weapon for them to know when to use a firearm;*
- *the organisation itself has many ideas such as personal safety, and the police officials should be taken to courses on personal safety;*
- *when a person is arrested for the murder of a police official, it is our judiciary's responsibility ensures that is legitimately adjudicated. I would appreciate if that person is indeed found guilty, that particular person must be given a harsh sentence, and that harsh sentence in my view will serve as a deterrent;*
- *at the current moment training, which members went through it is not enough is just basic and that is where everybody went through. The police members are flatfooted; you get the job you relax because you are working. It is important for the members to keep on going for training courses to familiarise themselves with what is doing on around. The members need to go for advanced training and refresher courses;*

- *in the past, the basic training and the tactical training everything was sharp, and every year we should be taken for tactical skills. Every day the inspection was done, especially for the firearms, our bulletproof vests, and our equipment every day must be inspected in order to minimise the murder of members on duty. The commanders now must return to the SAPS basics and apply the organisational critical safety measures on a daily basis; and*
- *SAPS need to focus more on tactical training because is lacking. The question is that if there is a security threat.*

4.9.2 Sub-theme 7.2: Sufficient human and physical resources for crime prevention is needed

- *SAPS should have enough marked double cap vehicles and they must not post two police officials in a vehicle but four police officials. For example, you see the TRT officials are not that the community are afraid of them, or because they are many in the car. For instance, if two police officials are posted on vehicles are attacked by four armed offenders, they shoot one police member and only one is left, it is difficult to fight four offenders. However, if are four police members inside the vehicle, then criminals shoot one, at least these three can still fight. The SAPS need to recruit a more workforce, post four members in a vehicle and enough vehicles to mitigate the murder of police officials;*
- *SAPS need to have enough workforce and it should recruit enough police officials at the police stations because there is a shortage of police. The SAPS must invest in quality vehicles, the problem with the current SAPS system you send a car to the garage for one problem after a week you send it again for another problem. When the vehicles are sent to the garage for repairs, they should do the whole car assessment to identify other problems before they fix them. This is a wasteful expenditure, a waste of time, but if they can change, the way they operate it will save the organisation's costs and time for a particular vehicle. It is important since it will save the organisations costs, time, and it should not be sent back to the garage for return service;*
- *there is a serious shortage of resources and workforce in most police stations in Johannesburg. The top-level police management should make it their priority to provide the stations with sufficient resources and workforce for the operational members to*

function optimally. More emphasis should be placed on the members who are working outside if they can most give people who are working outside the necessary equipment to work. The other thing is that we are short of the members that work outside that is the most challenge we are having in the SAPS. Currently, in the SAPS, there is a shortage and it is quite difficult to attend to complaints whereby there is too much workload with fewer members;

- *Supply Chain Management (SCM) should be regulated in order to obtain better resources and to make sure that this organisation does not bleed a lot of money that is supposed to be useful to this organisation for better resources. For example, they should stop buying inferior motor vehicle quality because how can you dodge suspects if ever they turn against you and you see that they have bigger weapons than you do. You cannot even run away from them because of the motor vehicle that you are driving even if you are chasing after them you cannot catch them. There must be less corruption up there at the very top and there would be no shortage of motor vehicles;*
- *the members in all special units hardly heard that one of their people is shot or is being murdered by the criminals. Hereafter, that is where the question comes, what are they getting that we are not getting? They are not dealing with the people every day, we are the ones who should be protected because we are dealing with these people every day and we experience different things. For example, police members of the Task Force are being called when one of our members has been shot dead already. We need more resources, more awareness, and more refresher courses or skills to protect ourselves;*
- *with the lack of workforce, you find that there are two members or even one at the CSC. You find that one member sacrifices his life, being fully aware that I could die here, take a chance, and attend to a complaint single-handedly. It is difficult down here at the police stations because such incidents do occur because of the lack of workforce and the community expect the police to help them;*
- *we do not have enough resources; we are going to attend to the people who are well armed with the AK-47's assault rifles while we carried nothing; we must be able to protect ourselves. Police management has to deal with this problem of lack of workforce and members be provided with sufficient resources such as firearms, bulletproof vests, radios, and vehicles;*
- *the Commissioner and the Minister should reinstate a lot of employees because the ratio of employees is very low. They should provide more resources because we do not have the resources such as motor vehicles, bulletproof vests. The other one I was even fighting*

for was to have helmets because like the task team we are also responding to dangerous situations. We are also working with trio crimes (business robbery, house robbery, and car hijackings) bank robberies, Automated Teller Machine (ATM) booming, CIT heists and we need helmets;

- we are short of the members that work outside that is the most challenge we are having in the SAPS. Currently, in the SAPS, there is a shortage and it is quite difficult to attend to complaints whereby there is too much workload with fewer members;
- the police management must stop cutting the costs at the expense of the members' lives, they need to protect members and take care of them. The SAPS must transport police officials who are working at the shifts because they work unusual hours;
- it is difficult to be a police official because you arrest offenders then you are going to walk alone with your blue uniform of which makes us the easy targets. Some of the police officials use public transport taxis, and buses to go home that is risky to police official's lives because we work long hours, we arrive early at work, and we go home late; and
- must recruit more police officials for visibility around because currently there is a shortage of workforce. If we are many especially in dangerous policing precinct areas criminals will not stand a chance against us as to compare with now whereby we are outnumbered.

4.9.3 Sub-theme 7.3: Support and interventions from SAPS Management and relevant Government Departments

4.9.3.1 Sub-theme 7.3.1: Issue of illegal immigrants and illegal firearms

Participants had the following to say on the above:

- The murder of police officials in Johannesburg is caused by illegal and unemployed foreigners because they are willing to do anything. The hostels are very risky to the police officials, it is difficult to attend to the complaints there, and the people there are not willing to give any information to the police. The SAPS management must come up with a better strategy to protect the police when they attend any complaint at the hostel:
- Home Affairs is not doing its job in terms of allowing foreign nationals into the country without proper documentation. The people talk about the xenophobic attacks on foreign

nationals, but the leaders of this country act as if it is normal to have so many illegal immigrants when they come into the country. South African borders to the neighbouring countries are open even the citizens of this country are aware of that and they try to stop this by xenophobia in the media;

- *the government must just go back to the drawing board and amend the constitution about the influx of the people in South Africa. We cannot have a community with different morals, values and you want to control these people. These people from outside South Africa have different backgrounds, different morals, and their morals are different from those of the South Africans. Then we force them to admit to the South African law of which they do not;*
- *police officials have so many challenges that should be addressed such as the constitution that is not doing justice to us but is working for the offenders. We might have the firearms, but as to compare to those offenders are having we are far behind. The offenders now are carrying powerful firearms outside and sometimes you might apprehend that suspect taken to the cell or arrest him. It demoralises us if we see that the offenders that were arrested after two months or three months are back outside and they are coming after those who were arrested them...The government should make the law tougher than before because it seems as if the law is too soft for criminals. It is tough for us to do our job under such circumstances because we get to think about our life and our family. If you arrest the offender such person must be charged, receive punishment, which is equivalent to the crime that he committed;*
- *the main problem is the firearms in this country, all the foreigners and the people that they do not have the business must be denied access to the firearms. All the people that should be given permission to possess firearms must have the business or valid reason to possess the firearms. Even the police officials when they go home must leave the firearms at the police stations because they target the police officials looking for the firearms. In South Africa, no one must carry a firearm with them, unless they are at their business premises or have serious reasons to carry the firearms. Our country will be safely owed to non-access to firearms; and*
- *SAPS must stop issuing firearms competency certificates because now there are so many firearms in the community. The number of issues competency certificates should be reduced and then community safety will be possible.*

4.9.3.2 Sub-theme 7.3.2: The human rights of SAPS members as upholders of peace should be a priority

The human rights of all SAPS members should be respected, and part of this respect concerns ensuring that offenders are punished within the bounds of the law and SAPS victims should be supported when they are involved as victims of a crime.

- *The murder of police officials is very bad because there is this motto, which says, you murder the police you murder the nation. As the SAPS members, we are not protected by the constitution, especially Section 49, because now when you have to wait for somebody to shoot you or to attack you and react... I survived the shootout, but one police official was shot dead at that crime scene;*
- *the people's human rights and the constitution itself limit us from executing our duties accordingly. The problem is that I must consider this person's right before I do my job and I cannot even protect myself. We know that we are not above the law, but the law does not protect us. If the police could be more protected, maybe, it can assist to reduce the murder of police. People are aware that the police are not allowed to fight them physically and we are not supposed to do this and that, they end up taking the advantage of that;*
- *the murder of police officials is getting out of hand in such a way that we do not know how to stop such attacks. It is a matter of when you attend A crime in progress never to go there alone or one car;*
- *the government can amend the constitution we will be able to work. Apartheid was not right, but during those days, police officials were respected. People knew that you touch the police official you are in trouble, but now you touch the police nothing happens;*
- *the police should be given more powers by amending the constitution to support the police and not oppress them. The police do not have powers if someone does something in front of the police, and they take charge of what is happening they are mistreated. These days the powers are taken away from the police because if they arrest someone they are threatened with a lawsuit;*
- *suspects are planning, police are preventing and combatting crime; they are not planning and that is why suspects have an extra edge over us;*
- *the South African government must allow us to fight back when the criminals attack us because the criminals cannot attack you whereas there is a way to fight for yourself. The criminals when they attack the police they use firearms because they know that they carry*

firearms. If they attack the teacher, may scare him/her with an open hand assault because they know that s/he does not carry a weapon;

- *when I go to court, we must not be treated as criminals, it must be fair enough to say I murdered this person because of this and that reason. I must be given a fair chance to explain, not because I am a police official I know the law I should never do this and that. No! We are all human beings, but our thinking is not the same. It cannot be ok that this person has done something or he pointed me with a firearm, other people would say that he shot at me. When you point a person with a firearm for me, it seems as if you are already shot at him and I must shoot at you;*
- *we have to conduct operations/raids to seize illegal firearms and drugs. Even though it is not easy, but we must always have these raids and police, cars must also be equipped with cameras. When something happens, we will be able to see what and how it happened to our members. Just like the vehicles of the ADT security companies, they have good quality cameras. If something happens in the car or the police officials are attacked, then they can see what happened because our vehicles did not have cameras. The SAPS must buy strong vehicles that are somewhat bulletproof;*
- *SAPS should be responsible make its member's safety a priority and the management must stand with its members no matter what that it is loyalty. If they can protect more members because mostly if you come across these things, mostly you find that you are on your own;*
- *in the SAPS, there is no room for improvements, no room for empowering young people and they do not allow them to make their conditions better. The people want to sit down, talk about how they can solve the crime, but they are not that effective, some of them never even worked on the street. They had never been police officials, some of them were Administration Clerk was promoted just because they are connected to certain high-ranking officers; and*
- *as the police, we feel that our government oppresses us; they always turn against us if we did what we are supposed to do. This makes us cowards and vulnerable to criminals since we do not want to lose our jobs. We do not want to be arrested as if we are criminals and end up losing our lives because of that. It is high time that our police Minister and our National Commissioner get into our shoes and fight for us because there is no one who will fight for us if they fail to fight for our lives. They must stop focusing on the commemoration of the late police officials and they fight our battles in the Parliament and talk on our behalf.*

4.9.3.3 Sub-theme 7.3.3: Poverty-stricken communities should be attended

Socio-economic and political factors contribute to murder and attacks on police officials. When it comes to socio-economic factors, many people are unemployed and do not have any means of making a living.

Participants had the following views in this regard:

- *They apply a devil-making attitude and they do whatever comes their way if they have made a decision to live a life of a crime trying to make a living... SAPS can recruit our young children with matric and other qualifications. Then they infiltrate the SAPS then you find that every street has four or five police officials, Automatic crime will stop because the very same children who finished school without jobs resort to crime. If the police take those children and employ them crime will go down because if you have 4 or 5 of them as police officials, I do not think one of them will become a criminal...*
- *it comes to the crimes such as the CIT heists, some of the police are also involved. Even if we can analyse the MO's if some of our police officials are going to assist the suspects we will not win the battle against crime and the murder of the police officials;*
- *you find that when it comes to police attacks one of your members was aware that something was going to happen but there is no trust between the members. At times criminals are able to notice the rift between the police, resulting in the murder of the uncompromising police official; and*
- *the criminals tried to win me to their side, but unfortunately, we know what is going on around here is a saying that if you cannot beat them join them. Unfortunately, for them, I never wanted to join them, but I wanted to beat them and I set the record straight. I have told them straight that what they are doing with others with me is different, it will affect my job description and now if we come across each other unfortunately I will not smile with them. I will do my work as expected of me, you will be doing your work, and you see the last man will be standing so we understand each other.*

The eighth theme presents participant viewpoints about SAPS effectiveness to apply the regulation in a climate where the police are at risk of murder and/or attack. This theme

encompasses the necessity for training and skills to respond to attacks on police members.

4.10 THEME 8: SAPS PREPAREDNESS TO RESPOND TO CRIME IN CONTEXT OF MURDER AND ATTACKS ON POLICE OFFICIALS

The responses to the subsequent inquiry came about this theme and sub-themes:

- *“Does the police effectively apply the regulation in a climate of the murder and attacks on police officials?”*
- *“According to you, does police management empower its members with the necessary training and skills to respond to attacks on members?”*
- *“In your opinion, should the SAPS solely take responsibility for the safety of its members or should other role players (such as communities, other government Departments, civil society) also take responsibility for SAPS members’ safety?”*

In KZN, the Department of Community Safety and Liaison (DCSL) developed interventions such as the One Million Signature Campaign against Police Killings (Rising Sun Chatsworth, 2020). Emerging from the analysis of participant stories of attacks and mitigation is the experience of the interrelationship between causal and intervention/prevention strategies. From a phenomenological perspective, the police experiences and responses indicate an outcry for active demonstration of support from higher levels of police safety to combat crime.

The reported experiences in this theme are intrinsically linked to the previous theme. They should be interpreted in the context of all earlier themes about the experiences of police murders and attacks. However, there was no agreement between participants for effectively responding to crime within the context of the increasing incidents of police murders. This was especially clear in their responses about the lack of empowerment and support from management and government.

The minority of participants reported that SAPS could still uphold the law based on their training. However, other participants argued that although they were trained, further training is necessary to adapt to the demands and challenges of the current context. In addition, as indicated in theme seven, the expectations are that management should also respond to empowerment efforts by providing regular advanced skills training and providing enough resources for effective responses.

4.10.1 Sub-theme 8.1: Police are prepared to uphold the law

- *The police uphold and enforce the law in a climate of murder and attacks on the police officials even though it is too risky owed the hostels in our area; We lose members, but that cannot stop us to make sure that we fulfil our mandate, members need awareness campaigns, and workshops on how to protect themselves;*
- *We took an oath to provide service to our community and bring offenders to justice;*
- *We are still capable even though the work in an unfriendly climate. We took an oath that we will serve our communities under normal and challenging times in this organisation;*
- *Policing to us is a calling, we took an oath that we will serve and protect the community no matter what happens to us because it is our commitment;*
- *We do uphold and enforce the law because when you look at the successes, there is a process, and we are up to the standard;*
- *The police in this environment are still good. There was a crime committed in Florida, the police were chasing criminals, they came up to our area, and our police were able to take down those criminals. They were in possession of the AK-47 rifle with some pistols and they are still able to enforce the law;*
- *We do uphold and enforce the law in such a climate because if we can just stop acting as the police damage would be more; and*
- *SAPS management is doing enough to empower its members with the necessary training and skills because we do have the maintenance shooting. The members should be encouraged to attend maintenance shootings to familiarise themselves with the weapons they are to manage.*

The following sub-themes once again highlight participant experiences of issues that affect SAPS preparedness for functioning within the context of SAPS murders and attacks.

4.10.2 Sub-theme 8.2: Experience of being less effective because of lack of sufficient resources

- *We are getting less every time they murder one of us. The community members and our management expect that we are capable of making the miracles we are limited with too much workload in the CSC and outside. The lack of the resources compromises the service that we provide to the community, such as the quickest response time;*
- *The numbers of SAPS members have decreased drastically as compared to before and the service delivery surely is going to be affected owed the murder of the members;*
- *We can uphold and enforce the law, but the challenge in our work environment is abandoned flats because offenders hide inside these flats. They conduct their illegal activities, if the police chase them, they run into the big, dark buildings that are not safe and hide inside them. This disturbs the police from doing their job as expected of them and they cannot put their lives at risk get into such buildings end up attacked or even murdered;*
- *As police officials when we do our job, especially in December we have to be attentive and listen in order to stay alive. We have to use more than the training that we received from the college and the instructions from the top management. We have to dig deeper;*
- *Police officials make a concerted effort to uphold and enforce the law, even though they encounter some challenges and work with limited resources; and*
- *If they were empowering us, they would have enough resources so that tomorrow if we are not producing results and if we are not working according to the way that they want us to work then they must give us reasons why did you not come with this number of arrests.*

4.10.3 Sub-theme 8.3: Police preparedness is dependent on support from the investigative process for enforcing the law to keep criminals from the street

- *The country must tighten the laws, tighten the CJS, and gives police officials more powers;*
- *Police do not effectively uphold and enforce the law, they just say they are going to do an investigation, then an investigation is done, and then that is it. They cannot manage it because let says if these people commit a crime they are protected. If you say you would effectively enforce the law, these people may find out that in the investigation, there is a loophole, the suspect will always escape the law;*
- *There are some other things that demoralise us in this organisation. If police officials continue to murder, you get to ask yourself what is the problem. The thing is that the offenders want firearms of the police officials and sometimes if the police do their job, accordingly and apprehending the suspects. Quickly they are released that is why they murder the police because that police official is automatically an enemy to that suspect. If that person runs freely outside, it is quite tough for the police official to enforce the law in such a climate. It exposes our members to danger and makes them vulnerable to the criminals whom they would not like to see the police execute their duties as expected by the community; and*
- *Overload of workforce results in few police officials being posted outside, as the result there is a lack of backup for members who are working outside. As the result, the remaining officials are in danger because even if it can be two vehicles would not be enough, they are far apart when they are supposed to back each other.*

4.10.4 Sub-theme 8.4: Advanced/on-going training for SAPS members and empowerment by management are necessary for enhancing competent police functioning

There was an overwhelming experience that SAPS members need ongoing skills training and monitoring to ensure more competence within SAPS related to the phenomenon under investigation.

The selected quotes below illustrate the above:

- *The police do not have enough skills to deal with the police attacks. The police management must always come down to members, is either equip them with training, they must always check on the members how they are working;*
- *If we were trained enough, I do not think that the criminals were going to murder us the way they are doing now. When we were at the college, we did basic training and the time was insufficient because it was compressed within a short period. Tactically we are not ready to fight crime or to prevent ourselves against the criminals;*
- *The SAPS left everything to basic training; they believe that when a police official went for basic training everything is covered. The current SAPS basic training courses and tactical training courses are not enough for the police officials defending themselves against any attacks or police murders. The operational members should be exposed to enough tactical training courses on how to defend themselves. When the murder of police officials keeps on increasing it is a clear sign that something should be done by the organisation to decrease the murder of the police members;*
- *Police management does not empower its members with the necessary training and skills to respond to attacks. If you create that environment, it will go a long way in helping, empowering us with these training and skills because being fit is a boost physically and psychologically. Recently, police stations are not well maintained and the training facilities are not accessible;*
- *I have never been or even heard of the workshop whereby they talk about the training to respond to the attacks against the police. I do not know if the ones who said that, let us go and talk about the police murders;*
- *I think that if they can keep training at least twice a year it will be sufficient to keep us sharp. The shooting exercises, tactical training, the refresher courses on the regular basis just need to be improved a little bit;*
- *Truly speaking we are not empowered with those necessary training and skills to respond to attacks on members. I think we should be provided with the necessary training and skill. For example, shooting range and body fitness should be creating more time for that kind of things, at least;*
- *We received training but that training would not be useful to us until the government fix the mess of the law that oppresses us. It is not important for us to carry firearms that are not useful to us and anytime we can die for that firearm or we will destroy our lives by using those firearms;*

- *If we remain physically fit, it will have a positive impact on the organisation because we will be able to perform much better and be able to carry these heavy firearms;*
- *We go to courses every now and then. It is just people sometimes are not compelled to go. Sometimes they want the people to go voluntary but sometimes the people are not willing to go but the majority that goes is for your own good at the end of the day and the stations benefit;*
- *They do capacitate but I think that they can be more. Improvement is still required I think in terms of maybe the equipment that we are having they can be improved. The criminals know the system very well and they use the same system;*
- *The training that we are getting we get only the training at the college, even at the college is not proper training. Why I am saying so is something to say be aware this is going to happen. They do not show most of the reality, if you can go and check the training of the National Intervention Unit (NIU), this one of the mobile operations, you check the training of task team is the training that we were supposed to be supplied to each police official because we are exposed to danger, especially in my unit. If they say ok this is the trio unit, we were supposed to go under such training repeatedly gets fit for that training;*
- *Training is ok, but practice it is not sufficient because we only go once a year to shoot;*
- *I think that they are trying, but we are not up to standard, more training is still required especially shooting practices;*
- *Not all the police are operationally ready because nowadays police training is different because they focus more on academic training. They put less emphasis on operational training and this compromises police safety.*
- *Some managers will make sure that the police officials go to training now and then. Just to go and refresh, but others do not care about it, you can go for six months without any refresher course;*
- *Criminals are looking for police firearms and the police are supposed to use resistant vests to protect themselves. Undoubtedly, some of the police officials are attacked for their firearms because they are negligent; they are going to the taverns to drink while carrying their firearms; and*
- *Some of the police officials lack operational experience and they should be exposed to tactical training courses.*

4.10.5 Sub-theme 8.5: The preparedness/competence of SAPS to uphold the law are challenged by undedicated and/or corrupt SAPS member

- *Police officials sell each other. I handle your case and my colleagues will know that I am handling your case in order for them to survive. They must eliminate me, then another police official will pass the information, and they tell him/her that a certain police official is handling your case;*
- *The corrupt ones affect us because if a police official is corrupt, it is easy for them to get another one murdered;*
- *I have learned with police officials lately attack each other because most of them are corrupt. They are not paid enough, the cost of living is very high, and its results in poverty. For example, in Katlehong the police were chasing a suspect, they murdered that suspect only to find that suspect was the police official. If you can, check the person who was shot dead, there was a police official who was robbing community members;*
- *I am so sorry to say so; the majority of our superiors are the sell-out. I am saying this because the community members when they come to report the incident, they just smile and they will never protect us;*
- *They do not do what is expected of them. They involve themselves in the criminal activities that might lead them to be murdered; and*
- *Sometimes the murder, attacks on police officials are because the police officials are not vigilant but careless... Sometimes police are negligent.*

4.10.6 Sub-theme 8.6: Police murders affect police preparedness and quality of service to the community due to a criminal climate in communities

The recurrent and overwhelming conclusion, as indicated in some of the previous themes and repeated and summarised in this theme on police preparedness to uphold the law in the context of police murders and attacks.

The following participant responses are relevant:

- *The murder of a police official affects service delivery; police officials cannot effectively uphold and enforce the law in a hazardous climate. You find that the police officials are so vigilant; no person wants to die, even in that vigilance you find that mistakes do happen and everyone lives with fear because they do not know what is next;*
- *The murder of police affects us negatively because how can you go to the place where you know that police are murdered;*
- *The murder of police officials affects the service that police should provide to the community. In a hostile environment to the police officials when they receive the complaint, they are going to have a negative attitude towards that community and towards that complainant. The police members will end being reluctant to go to the complaint where they know that they might be murdered;*
- *You cannot because if community members are attacking us, we become demoralised to work because you know that you are not safe. Even though you have signed, the contract to serve the community you just do the job as expected of you, but you know very well that you do not serve 100% effective; and*
- *The police do enforce the law, but the murder of police officials leaves scars because every time when we pass where a member has been murdered it reminds us that one of our own has died here. They shot him, but with time, we forget about that and it is important for the EHW debriefing in order for us to heal quickly.*

The ninth theme summarises the essence of participant feelings and lived experiences of murder and attacks on police officials.

4.11 THEME 9: ESSENCE OF PARTICIPANT EXPERIENCES

The following statements are repeated to summarise the intense emotional and social consequences of the majority of participants:

- *I cannot serve properly, but at the end of the day inside the uniform, there is a human being with emotions, with heart;*

- *Emotionally, it breaks us, but because it is our career path and we want to work for our children, we just say thank God I am back home every time I arrive at home;*
- *As police officials, we are human beings, if one soldier is fallen it is sad, we want to mourn, and we feel bitterness against the community;*
- *She was psychologically traumatised she was attending counselling for some sort of relief. I do not think that tomorrow if I say to you go outside you will go. You still have the trauma of what happened to my crew might happen to me;*
- *They murder your crew psychologically; and*
- *We work with that anger and we never seek help. You know as men we always say men do not cry, we do not need help, we try to deal with it in our own way, it is heartless, affected us and it takes time for us to heal...*

4.11.1 Sub-theme 9.1: The feelings of helplessness and anger

There is a cry for effective support measures within the context of a violent society to protect, prepare, and enable police officials to uphold the law:

- *No one is taking care of us, it feels bad, and it makes us negative;*
- *people are heartless; they do not care and do not appreciate what the police are doing for them;*
- *they take your firearm meaning that you are no longer safe from the same community that you are serving;*
- *about 90% of service delivery will be affected, police officials will be less motivated, fearful, and it will bring bad memories;*
- *the community will never feel safe anymore if they see those police officials are murdered;*
- *we need more resources, more awareness, and more refresher courses or skills to protect ourselves;*
- *as the police, we feel that our government oppresses us; they always turn against us if we did what we are supposed to do. This makes us the cowards and vulnerable to the criminals since we do not want to lose our jobs;*
- *management should respond also to empowerment efforts by providing enough resources for effective responses; and*

- *there is no room for improvements, no room for empowering young people and they do not allow them to make their conditions bet.*

From a phenomenological point of view, the essence is shared experience. They cry out for support to uphold the law in communities plagued with criminality.

4.12 SUMMARY

This chapter presented, discussed, and inferred this phenomenological interviews verdict led at the Johannesburg CSC and Crime Office detectives from six police stations in the Johannesburg precinct. An overview was presented of the literature explored in Chapters two as well as three. The outcomes were divided into themes and sub-themes. The outcomes of the interviews were summarized within this chapter and the researcher's findings from the participant views compared to the explored literature.

This chapter further dealt with the participant feedback about their feelings, perceptions, and viewpoints about the murder and attack of the police officials in Johannesburg. The input was based on their lived experience and instances in which some participants survived attacks. The participants in this study reflected on the personal, emotional trauma and feelings of insecurity that the overwhelming majority experienced. These experiences affect police officers' occupational performance, family life, and service to the community. Chapter 5 will summarise Chapters 1 to 4, and the interpretations made within this chapter will be used to reach conclusions.

CHAPTER FIVE

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

5.1 INTRODUCTION

This part recaps Chapters 1 up to 4, after which the interpretations derived from Chapter 4 are studied, and conclusions are drawn. The propositions made are grounded on the main outcomes from the identified themes and sub-themes that emerged from Chapter 4.

5.2 SUMMARY OF THE PRECEDING CHAPTERS

The preceding chapters follows.

5.2.1 Summary of Chapter One

Chapter 1 included an overview, definition of terms, problem statement, aim, purpose, research questions, and the value of this inquiry. Besides, the researcher presented reasons for undertaking the research.

The study aim was accomplished, namely, to explore the murder and attacks of police officials as personally described and directly or indirectly experienced by police officials performing duties at Dobsonville, Hillbrow, Jeppe, Johannesburg Central, Roodepoort, and Vosloorus police stations in the Johannesburg SAPS cluster.

Moreover, the following purposes of this study were achieved:

- To investigate, discover and describe the dynamics involved in the murder of and attacks on police officials as directly or indirectly experienced by members of the

SAPS at Dobsonville, Hillbrow, Jeppe, Johannesburg Central, Roodepoort, and Vosloorus; and

- To apply new information acquired from this study's findings, develop strategies to mitigate the phenomenon, and empower police officials with new knowledge.

The following primary research question and sub-questions were answered in this study:

- How do police officials who perform duties at Dobsonville, Hillbrow, Jeppe, Johannesburg Central, Roodepoort, and Vosloorus police stations experience (directly or indirectly) the murder of SAPS members?
- What are the perspectives of SAPS members at Dobsonville, Hillbrow, Vosloorus, Jeppe, Johannesburg Central, and Roodepoort of the underlying causes of the murder of and attacks on police officials?
- What is the impact of police killings internally and externally?
- What strategies are applied to mitigate the police killings at the above-mentioned police precincts in Johannesburg?

This chapter further defined the theoretical concepts central to this study to ensure thorough insight into their meaning. Data collection, analysis, ethical considerations, as well as the approaches utilised to guarantee the study's meticulousness.

5.2.2 Summary of Chapter 2

Chapter 2 delivered a comprehensive outline of incidents of the unnatural mortality of SAPS members. In addition, chapter 2 presented contributing factors causing unnatural death of police officials in South Africa, the circumstances leading to attacks on and murder of police officials, MO used by perpetrators to attack police officials, and SAPS strategies to mitigate the murder of and attacks on police officials.

5.2.3 Summary of Chapter 3

Chapter 3 presented global perspectives of the murder and attacks on police officials, including the experience of the USA, El Salvador, UK, Kenya, Germany, and Australia. It delivered an outline of global strategies (including USA, Australia as well as Canada) to mitigate the mortality of police officials.

5.2.4 Summary of Chapter 4

Chapter 4 displayed participant views and allowed the reader to understand the data derived from unstructured phenomenological interviews. The phenomenological interviews provided rich descriptions of participant lived experiences of the murder and attacks on police officials in South Africa. Trends and patterns were identified and developed from the conversations. Data was obtained from the field to get as close as possible to the participants who directly or indirectly experienced the murder of and attacks on police officials. Direct and precise quotations were utilised to highlight a piece theme and sub-theme. Each identified theme was presented and supported by relevant literature from Chapters 2 and 3.

5.3 RECOMMENDATIONS RESULTING FROM THIS STUDY

This study indicates that the SAPS experience shortcomings in effectively implementing strategies to mitigate the murder of and attacks on police officials. Consequently, these cause severe emotional and psychological challenges to police officials who have directly or indirectly experienced this phenomenon. As a result, this study puts forward proactive and reactive recommendations, as illustrated below, to address the murder of and attacks on police officials in South Africa, thus contributing to the current body of knowledge on this occurrence in South Africa. These recommendations are based on the unstructured phenomenological interviews and the reviewed national and international literature.

5.3.1 Recommendations to pro-actively address the murder of and attacks on police officials

The recommendations of this study are in line with the 1996 National Crime Prevention Strategy (NCPS). Police officials must exercise discretion and prudence when it comes to the streets of Johannesburg because there are so many criminals in that policing precinct. Police must be attentive, initiative-taking, and responsive to remain safe. SAPS Strategic Management (2020b:21) embraces a cohesive and all-inclusive methodology for police officials and community safety in South Africa. Police officials belonging to the government institution are partners with the community in the fight against all forms of crime, including murder and attacks on police officials.

5.3.1.1 Recommendation 1: South African Legislation and Judiciary

The Constitution of the RSA, 1996, is the cornerstone of all government policies and legislation (Civilian Secretariat for Police, 2015:22). Moreover, the execution of the policing mandate is guided by legislation (SAPS Strategic Management, 2018:11). Criminals attack police officials because they know that the police are bound by legislation. It is acknowledged that people's safety, freedom, and security are fundamental human rights (Statistics South Africa, 2016: iii). However, legislation should be amended to punish those who murder and attack police officials. The majority of participants in this study called for the amendment to the Constitution to provide police officials with more power to execute their duties. It is further recommended that the murder of police officials should be declared treason and be attached to a mandatory minimum sentence of life imprisonment.

The SAPS is a vehicle of state allocated the task of ensuring law and order in the country. The murder of and attacks on police officials require urgent action to mitigate this deadly occurrence against law enforcers. Participants in this study thought that the justice system was failing them since they perished in numbers because of an ineffective justice system.

Many participants in his study called for the death penalty of the murderers of police officials.

5.3.1.2 Recommendation 2: Poverty and Unemployment

The murder of police members in South Africa is caused by poverty due to high unemployment levels among the youth (Noxhaka, 2019:49). Although it is tough to win the community's trust, SAPS members should encourage gallant interactions and trust amongst the SAPS and the public. The SAPS intended to implement the peaceful metropolises agenda in identifying metropolises, beginning with ten confirmed metropolises (SAPS Strategic Management, 2020b:47). It will provide a central plan for accepting a collective methodology solidifying protection in this SA (South African Government, 2020).

5.3.1.3 Recommendation 3: Command and Control

Police commanders must ensure when police officials report on and off-duty, they stand inspection parades to safeguard their safety. The SAPS management and members must be supported to make South Africa safe and secure (SAPS Strategic Management, 2020b:vi). Station commissioners and shift commanders must monitor members from all the shifts to ensure they comply with the police safety procedures or policies.

Police officials should continuously be sensitised about the safety precautions since they operate in high-risk careers. Police management must conduct unannounced assessments at different SAPS precincts, especially at the affected localities by the incidents of murder of police members (PMG, 2015:41). The PMG (2015:41) further states that they have to measure SAPS official's obedience with State directives and instructions to determine encounters concerning their safety.

During and after response, Commanders can support their teams (SAMHSA), 2018:11) by:

- Developing a clear line of communiqué (Mitchell, 2011);
- Measure police security, resolution of some conflicts amongst crew fellows' alternate task allocation (Mitchell, 2011) and retain the psychological well-being of their group (Quevillon *et al.*, 2016);
- members should couple in a “companion system” backing apiece and provide support if needed (Quevillon *et al.*, 2016); and
- they need sufficient time to recover (Quevillon *et al.*, 2016) after traumatising experience.

5.3.1.4 Recommendation 4: Border Control

The influx of people into the country upsurges probabilities for lawbreaking owing to the murder of SAPS members (Noxhaka, 2019:49). The South African government should control foreign nationals entering South Africa to ensure that they have the correct documents and deport foreign nationals who commit crimes.

The SAPS and the SANDF must work alongside other government departments like the Department of Public Works to manage and safeguard South African borders. The SAPS should be collectively accountable with alternative departments for managing criminal foreign nationals and the cross-border movements of persons and products (SAPS Strategic Management, 2019:51). All the role players responsible for border control should take responsibility for the illegal cross-border movements and people at all the ports of entry (Police, Defence & Intelligence, 2017:2).

The border agencies should control foreign nationals and ensure that only those with legal documents are allowed into South Africa. Partnership policing should embrace international policing organisations (SAPS Strategic Management, 2020b:12). Moreover, SAPS Strategic Management (2020b:12) states that the SAPS seeks to connect ground-

breaking resolutions to mutual encounters influencing the protection and danger of the police as well as the community.

5.3.1.5 Recommendation 5: Human Resource Recruitment and Training of Police Officials

The SAPS recruitment and training processes must sufficiently prepare police officials for operational and mental readiness to prevent and respond to attacks against them. At the station level, police commanders should emphasise the tactical readiness of members. Sufficient psychological and operational training should be provided to members to prepare for responding to the murder of police officials. The scarcity of police skills development may present an actual danger to the police existence (Noxhaka, 2019:7).

The advancement of SAPS members must be a crucial component of the organisation and ought to undertake an acute part of this establishment (SAPS Strategic Management, 2020b: iv). The police members need to understand the law, especially the CPA Act 51 of 1977. Police in-service training must be modernised and reviewed according to some constant periods (Noxhaka, 2019:4). The SAPS must develop a learning programme about the murder of and attacks on police, which will assist them when they are under attack.

5.3.1.6 Recommendation 6: Police Safety

The Police Safety Strategy was renewed in 2019 it must be applied to prevent and respond to secure protection of police members (McCain, 2020). Chapter 12 of the NDP ought to pronounce that, an “*Individual security is a social right*” (SAPS Strategic Management, 2018:43). There should be random visits to the various stations, particularly throughout the station parades to make sure that the members comply with the safety measures. The commanders should return to the police basics and daily apply safety measures. It is critical for police to be aware of hazardous freight that can be enclosed as

a consignment triggering risk, or destruction, such as bombs and bullets, atomic substantial, guns and drugs (SAPS Strategic Management, 2020b:450).

On-duty police officials should wear their bulletproof vests and be alert against the attacks. It is very important for them to be aware of their surroundings and any potential threat. At all times they must have backup when they respond to trio crimes and domestic violence since these complaints are unpredictable and potentially dangerous. Off-duty police members should not carry their firearms when visiting places of entertainment.

The tactical tips for police members to ensure safety both on-duty and off-duty (French, 2015) include:

- **The police should heighten their situational awareness:** in police cars only sit at the police station and avoid eating in restaurants;
- **Tactical edge:** police members apply a tactical response ready to deploy, keep a safe gap between them and the person they are dealing with;
- **Read the public:** while in uniform watch the public, should not overreact but react to and anticipate threats;
- **Do not hesitate:** when met with any threat they should be quick to react in a lawful and appropriate manner; and
- **Proper force and live another day:** when their lives are in danger they should neutralise the threat and not hesitate to deploy lethal force when warranted.

5.3.1.7 Recommendation 7: Sufficient Physical Resources

The police must be supported by an efficient SCM, to ensure suitable physical infrastructure and resources that members require (SAPS Strategic Management, 2020b:vi). The members must be provided with adequate mandatory protective gear when they report on duty, which will assist in guarding them against attacks. Closed Circuit Television cameras should be installed at police stations to decrease the chance of the members being attacked inside the police station.

Some of the key element's SAPS should consider improving include (IACP COSW, 2020):

- **Body armour:** police officials should be delivered through suitably correct frame protection;
- **seat belts:** police members should be certified to gear seat belts;
- **reflective vests:** they must be provided with high-visibility vests and reflective clothing;
- **vehicles:** for police in order to operate safely, well-maintained vehicles through appropriately connected in-car apparatus as well as kit is essential;
- **weaponry:** guns handy to officials, on or after detriment deadly likelihoods to extended armaments, concluding crashes and assumed that physical activity wherever suitable;
- **scheduled initial utility:** officials should be given with precise calculated prime utility equipment and trained how to utilise them and be easily accessible; and
- **evolving technologies:** the police must stay abreast of new safety technologies, body-worn cameras, appropriate and feasible.

5.3.1.8 Recommendation 8: Police Corruption

The SAPS must be on guard against police corruption because some participants mentioned it as one of the factors leading to the murder of police officials. The NDP, explicitly stresses, “*Construction harmless societies;*” “*developing a skilful nation;*” “*stimulating liability and combat dishonesty;*” which are imperative for the SAPS (Sitole, 2018:11). It must be transparent that dishonesty does not have a place in the SAPS and its members, whether Constables or Generals (Mkongi, 2018:9). The NDP, 2030, and the MTSF (2019-2024) have to ensure the development in dishonesty awareness, decrease prearranged delinquency, and enhancement of outlooks of protection of societies (SAPS Strategic Management, 2020b:47).

The police members are encouraged to avoid corruption, including misusing a public or private office or position (SAPS Strategic Management, 2020b:451). SAPS Strategic

Management (2020b:451) further states that wrong resolute may contain an act of bribe, nepotism, coercion, fraud, and theft.

5.3.1.9 Recommendation 9: Physical health and fitness

The organisational wellness programme must promote physical fitness and annual physical health check-ups (IACP COSW, 2020). Frequent body fitness is necessary since it positively affects SAPS members to perform better and carry heavy firearms. Captivating the resourcefulness improvement that allow age for training, and the set-up of better nutritional choices at police stations, should be realised (PSA, 2017:10). The SAPS members must determine from their immediate commanders whether there is a local sports club or gym and the costs involved (Division: HRD, 2012:35). The SAPS should create more time for police health and fitness training. The SAPS physical fitness undertaking Toolkit (fitness assessment) was applied on 22 March 2010 for the development of members but should be properly implemented.

The Minister of Police Bheki Cele emphasised that SAPS operational readiness to serve communities (SAPS Strategic Management, 2018). At the station level, there is a need for SAPS intervention for member fitness training. The SAPS should prioritise the police fitness programme even after the Basic Police Development at the Academies because several participants mentioned that it is one of the SAPS shortfalls. The preservation of the Nationwide Fitness Agenda in SAPS should be given responsiveness (Strategy, Research, Monitoring, and Evaluation, 2014:61). The SAPS should put more emphasis on members' physical fitness and wellbeing. It would have a positive impact on the organisation because they will be able to perform better and be able to carry heavy firearms.

5.3.1.10 Recommendation 10: Tactical training to improve police safety

The SAPS should provide continuous tactical training to all operational police officials. Sufficient and thorough training would enable police officials to deal with numerous

challenges (SAPS Strategic Management, 2020b:vi). The SAPS should regularly send its operational members for practical shooting exercises, tactical training, and refresher courses to enhance their shooting and tactical skills. In addition, SAPS members should be trained on observation skills to assist them to be always aware of their surroundings.

Police superiors are trying to alleviate fears that their officials are not receiving adequate tactical training (Appel, 2017). Before the deployment of police officials, their Commanders must ensure that they are operationally ready to serve and respond in times of crisis (Sachi, 2016). The central point of view is to advance police safety and prohibit police mortality (IACP COSW, 2020).

Police officials must be prepared to react to unpredictable surroundings from an official defence lookout:

- **Planned:** law enforcement strategies and groundwork that declare to police security with discussions for hazardous appeal varieties;
- **Police officials:** undergone defensive grounding, embracing hesitation and watchdog measures, temperament of weaponries and demerit lethal tactics; and
- **Communication:** police officials should acquire expertise growth in public and communiqué service station to decide and cut jittery probabilities.

The following eight tactical tips can help ensure police safety both on-duty and off (French, 2015):

- **Heighten situational awareness:** do not place yourself in a vulnerable spot, whether you are speaking with a citizen or stopped at an intersection.
- **Do not be a sitting target:** while in your police car, do not sit in an open public area, seek a safer environment such as your police station or precinct.
- **Taking breaks:** avoid eating in restaurants, meet with other police officials at the police station to eat.

- **Tactical edge:** while speaking with the public, have a tactical response ready to deploy, keep a safe gap between you and the person you are dealing with.
- **Read the public:** while in uniform watch the public, do not overreact to situations but be ready to react to their intentions and anticipate threats.
- **Do not hesitate:** when met with any threat, be quick to react in a lawful and appropriate manner.
- **Proper force:** if your life is in danger and there is not a way to neutralise the threat, do not hesitate to deploy lethal force when warranted.
- **Live another day:** attacks on police, may occur in any town and many police who are murdered are suburban or small-town cops.

5.3.1.11 Recommendation 11: Firearm drill and Section 49 of the Criminal Procedure Act 51 of 1977

SAPS commanders at police stations should ensure that police officials under their command regularly undergo shooting practice to familiarise themselves with the weapons they are carrying. Further, consideration should be provided to the specific teaching of constables, mainly in relations of gun usage (Noxhaka, 2019:7). It should be compulsory for police members to undergo maintenance shootings annually. It is recommended that practical simulation exercises using paintball guns should be conducted to prepare police officials for the operational environment by shooting at moving targets similar to real-life situations.

Police should text all utilisation of power incidences and learning should evaluation use-of-force occasion, and intelligence gathering. Section 49 of the CPA regulates the use of lethal force. A number of participants declared that Section 49 is confusing in terms of when they are allowed to shoot. Section 49(1) of the SA CPA provides the outline for the utilisation of firepower. Furthermore, Section 49(2) arrays the outline for situations underneath the use of lethal power ought to be reasonable (Burchell, 2011:199).

This study recommends that the SAPS should introduce Section 49 learning programmes to empower police officials with sufficient knowledge in the application of this Act, particularly when they find themselves under attack or when the life of another person is in imminent danger. Furthermore, it is recommended that the police officers who survived an attempted murder or an attack should be given the opportunity to provide feedback regarding the circumstances of such attack to SAPS legal services personnel to ascertain if Section 49 should be amended.

5.3.2 Recommendations to address the murder of and attacks on police officials reactively

Police mortality is still a matter that must be confronted head-on as it constitutes a direct attack on the State and a total disregard for the rule of law (Sitole, 2018:2). The precise attention must be located on the development of the wellness of SAPS workforces over the institutionalization of the organisation's newly accepted worker health and fitness strategies (SAPS Strategic Management, 2018:21). Researchers, led by the SAPS and university students should conduct in-depth research about incidents of murder and attacks against police officials (Oregon, 2015) and (FBI, 2020).

The police officials need the community trust to address the phenomenon under study (The IACP COSW, 2020):

- **Public faith and organisations:** A robust relationship with the public and prohibited reasonableness arrangement associates are crucial to a collective method to viciousness decrease and police protection.
- **Public conviction and commitment:** police should endorse community faith by introducing progressive, non-enforcement schedules, mainly in in elevation criminality parts; and
- **Justice system partnerships:** law enforcement should collaborate with correctional institutions to share intelligence.

5.3.2.1 Recommendation 1: Police response to Violent Crimes

It is recommended that the SAPS should engage in continuous risk and threat assessment by maintaining actionable intelligence on violent offenders in the community. All police officials must know that wearing a vest or a seatbelt is essential, and some of the safety precautions that the police may apply include the following (Stumbaugh, 2017):

- **Wear your vest:** many deaths in police organisations can be prevented if police officials take their safety seriously.
- **Wear your belt and watch your speed:** when the police chase bad people, they drive in all types of weather, and therefore, are not accepted from wearing a seat belt.
- **WIN – what is important now:** win comes into play every moment you are on duty.
- **Complacency kills:** the police members should not be complacent at work by making sure that their vehicles are in good working condition; and
- **No unnecessary sacrifices:** police work is a calling, and they face risks every day when they show up to work but is important not to make unnecessary sacrifices.

The police safety and prevention strategies in response to ambush:

The police strategies and tactics, which improve the police survival chances against an ambush (Wolfe, 2017):

- cover and concealment and shooting on the move (Wolfe, 2017);
- the police officials must defend themselves against the attacks by utilising these mitigation strategies in ambush situations by (Nichols, 2016):
 - the police members should sustain situational attentiveness;
 - prepare themselves;
 - sustain a harmless remoteness;
 - pursue hiding place;
 - shoot back;

- request for backing;
- approach with caution; and
- control support.

The specific strategies and tactics to improve survival chances of police officials during an ambush attack (Wolfe, 2017):

- **proper use of cover and concealment:** police officials need to know the difference between cover and concealment;
- **movement:** police officials should practice lateral movement relative to attack; and
- **shooting on the move:** they should also learn to shoot while moving because it is a critical skill.

5.3.2.2 Recommendation 2: Harsher sentences for police murderers

The SAPS APP aims to reinforce the associations with the Section of uprightness and the NPA (SAPS Strategic Management Component, 2020). SAPS Strategic Management Component (2020) further states intended joint prosecutorial-led inquiries of all significance circumstances, increasing the rate of successful conviction and long-term sentences. Police officials are a nationwide advantage, and they should be shielded (SAPS, 2019). The South Africa legal system must introduce harsher sentences for the murder of police officials to function as a deterrent (PMG, 2015:41).

Offender management: “knowing who is committing violent crime – or has the potential to commit violent crime – in one’s community and the sources of firearms used to commit crimes are key sources of crime prevention” (The IACP COSW, 2020). The IACP COSW (2020) further mention the following key considerations to improve officer safety and prevent line-of-duty deaths mentions the following key basics of crime deterrence:

- **Firearms used to commit crimes**

“Do you know where crime guns come from in your community?”

Does your agency have a standard protocol to follow for handling recovered firearms?
Does your agency trace every recovered firearm?
Are crime gun suspects debriefed concerning their knowledge and the sources of guns in the community?”

- **Risk and threat assessment:** “Does the pre-trial release process in one’s jurisdiction include a risk assessment of the dangerousness of the arrestee? Do you maintain actionable intelligence on violent offenders in your community? Does your agency conduct a threat assessment or risk analysis of subjects and situations that pose a potential risk to officer safety (e.g., arrest or search warrants, disruptive individuals)?
- **Offender re-entry:** Does your agency take a leadership role in local offender re-entry programs to enhance public and officer safety and reduce crime and recidivism?

5.3.2.3 Recommendation 3: Management Support

At the station level, police commanders need to put more emphasis on police safety in tactical situations. The police members must be aware that the highest-ranked stressors are the murder of someone at work, and awareness of and suffering from the murder of their colleague while on duty.

Police management should help its members to be aware of those unsuitable living habits that contribute to a problematic police occupation (Dempsey & Forst, 2009). The SAPS should support its members and make the safety of its member a priority; therefore, it should stand with its members. Attentiveness about firearms and the commanding officer role in the lives of officers ought to be highlighted (Noxhaka, 2019:4).

5.3.2.4 Recommendation 4: Employee Health and Wellness

The police organisations should develop measures to decrease occupational stress or feelings of insecurity and powerlessness (Mushwana, Govender & Nel, 2019). It should

come up with the services that are easily accessible to members who are seeking aid. It is thus recommended that the SAPS should capacitate the EHW services with sufficient staff to fulfil the increasing need of members. Police personnel should be encouraged to consult with EHW staff when they have problems. Trauma debriefing and counselling should be made compulsory for members who have been victims of an attack or attempted murder.

The police officials could use adaptive or troubled coping mechanisms (Mushwana, Govender & Nel, 2019). The welfare of police officials influences the SAPS, and an involuntary ripple results on the welfare of the very communities they serve (Williams, 2016). SAPS members and all affected parties should be encouraged to undergo counselling after a traumatic event. The EHW personnel should be easily accessible, and they must attend to the incidents of murder of police officials. It is recommended that the EHW function independently from the SAPS because many police officials are reluctant to consult with them when the need arises.

5.3.2.3.1 Social Workers

EHW social workers provide police members with social work-related facility grounded on individual wellness, and organizational wellness (Division: HRD, 2012:21). Division: HRD (2012) further states vibrant work-life steadiness and efficiency (concentration on household vs. work-life), in all Provinces. Divisions are always available, and the members must be encouraged to consult. It is recommended that regular discussions with police officials concerning trauma and struggle management, and suicide deterrence (threatening signs, approaches, and interference, and assisting services) be piloted at different locations (Noxhaka, 2019:4).

5.3.2.3.2 The SAPS Chaplain Services

The SAPS Chaplain Services ought to offer the necessary ministry and devotions during and after the murder and attack on a member (Division: HRD, 2012:23). The Chaplain

services ought to carry out support functions and render professional spiritual service interventions to SAPS employees (SAPS, 2020b). It is recommended that the SAPS Chaplain services should continuously be in contact with the members, not only when a murder or attack on a member has taken place.

The SAPS Chaplain Services should also provide family support during and after the murder and attack of a member, including bereavement counselling, death notices, conducting memorial services, and aftercare (Division: HRD, 2012:23). The National Prayer Day is the spiritual renewal of members and September was declared Police Safety Month in 2011 and was started by the SAPS EHW Component (SAPS, 2018c). SAPS further states that this group must visit members at parades to offer their spiritual services and they should explain to them about the services they offer.

5.3.2.3.3 The SAPS Psychological Services

It is recommended that the SAPS should refer its members to the SAPS Psychological Services for psychological counselling when they lose one of their own. About 89 per cent current members and their dependents registered in the ART plan were stressed (Beukman, 2016). Follow-up psychological counselling sessions should take place to counsel attacked police officials and their families. Coping strategies comprise of the maladaptive strategies of disentanglement, disowning, avoidance, and distancing (Bishop, Tong, Diong, Enkelmann, Why, Khader, Ang & Bishop, 2001; Gumani, Fourie & Terre Blanche, 2013; Richter, Lauritz, du Preez, Cassimjee & Ghazinour, 2013).

The SAPS pledge to its member's well-being should be evaluated through programmes and strategies presently available (The IACP COSW, 2020):

- **Mental wellness:** SAPS should refer its members who are affected by work challenges to mental health professionals; and
- **culture of safety:** SAPS should do your utmost to encourage a philosophy of police member's well-being.

5.4 CONCLUSION

This inquiry outcome points out that the murder of as well as attacks on police officials cause severe emotional and psychological challenges to police officials who has direct or indirect experienced the phenomenon. Consequently, police officials are negatively affected on a personal and occupational level, causing, among others, depression, PTSD, low morale, feelings of insecurity, and powerlessness, that in turn, affects effective service delivery, police-community relations, and personnel turnover. In addition, the research findings indicate that the SAPS experiences shortcomings in effectively implementing strategies to mitigate the murder of and attacks on police officials. This study puts forward proactive and reactive recommendations to address the murder of and attacks on police officials in South Africa by proposing a theoretical framework to mitigate the phenomenon.

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ANNEXURE A - CERTIFICATE FROM LANGUAGE EDITOR

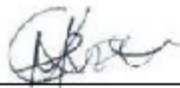
CONFIRMATION OF ENGLISH EDITING

To whom it may concern

This is to certify that the thesis with the title "**AN INQUIRY ON THE MURDER OF AND ATTACKS ON POLICE OFFICIALS**", submitted for examination by MAPOOA CHARLIE VILAKAZI, was edited for language under my hand. Neither the research content nor the researcher's intentions were altered in anyway during the editing process.

I applied standard United Kingdom English language conventions during the editing process. I stand by the quality of the English language in this document, provided my amendments have been accepted and further changes made to the document have been submitted to me for review.

Prof. MG Karels



karelsmg@outlook.com

ANNEXURE B - SAPS APPROVAL LETTER

South African Police Service



Suid-Afrikaanse Polisie

Privaatsak
Private Bag X94

Pretoria
0001

Faks No.
Fax No.

(012) 393 2128

Your reference/U verwysing:

My reference/My verwysing: **3/34/2**

THE DIVISIONAL COMMISSIONER: RESEARCH
SOUTH AFRICAN POLICE SERVICE
PRETORIA
0001

Enquiries/Navrae:

**Lt Col Joubert
AC Thenga
(012) 393 3118
JoubertG@saps.gov.za**

Tel:
Email:

Mr MC Vilakazi
UNIVERSITY OF SOUTH AFRICA

RE: PERMISSION TO CONDUCT RESEARCH IN SAPS: AN INQUIRY ON THE MURDER OF AND ATTACKS ON POLICE OFFICIALS: DOCTORATE DEGREE: UNIVERSITY OF SOUTH AFRICA: RESEARCHER: MC VILAKAZI

The above subject matter refers.

You are hereby granted approval for your research study on the above mentioned topic in terms of National Instruction 1 of 2006.

Further arrangements regarding the research study may be made with the following office:

The Provincial Commissioner: Gauteng:

- **Contact Person:** Capt Nevumbani
- **Contact Details:** (011) 547 9132

Kindly adhere to paragraph 6 of our Attached letter signed on the **2018-07-25** with the same above reference number.


**LIEUTENANT GENERAL
DIVISIONAL COMMISSIONER: RESEARCH
DR BM ZULU**

DATE: 2018/08/22.

ANNEXURE C - UNISA ETHICS APPROVAL



UNISA CLAW ETHICS REVIEW COMMITTEE

Date 20180625

Reference: ST42 of 2018

Applicant: MC Vilakazi

Dear Mr Vilakazi

**Decision: ETHICS APPROVAL
FROM 25 JUNE 2018
TO 24 JUNE 2021**

Researcher(s): Mapooa Charlie Vilakazi

Supervisor (s): Prof JG van Graan

An inquiry on the murder of and attacks on police officials

Qualification: PhD (Police Practice)

Thank you for the application for research ethics clearance by the Unisa CLAW Ethics Review Committee for the above mentioned research. Ethics approval is granted for 3 years.

*The **medium risk application** was reviewed by the CLAW Ethics Review Committee on 25 June 2018 in compliance with the Unisa Policy on Research Ethics and the Standard Operating Procedure on Research Ethics Risk Assessment. The decision was ratified by the committee.*

The proposed research may now commence with the provisions that:

1. The researcher will ensure that the research project adheres to the values and principles expressed in the UNISA Policy on Research Ethics.
2. Any adverse circumstance arising in the undertaking of the research project that is relevant to the ethicality of the study should be communicated in writing to the CLAW Committee.
3. The researcher will conduct the study according to the methods and procedures set out in the approved application.



Open Rubric

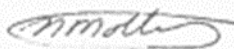
University of South Africa
Preter Street, Muckleneuk Ridge, City of Tshwane
PO Box 392 UNISA 0003 South Africa
Telephone: +27 12 429 3111 Facsimile: +27 12 429 4150
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4. Any changes that can affect the study-related risks for the research participants, particularly in terms of assurances made with regards to the protection of participants' privacy and the confidentiality of the data, should be reported to the Committee in writing, accompanied by a progress report.
5. The researcher will ensure that the research project adheres to any applicable national legislation, professional codes of conduct, institutional guidelines and scientific standards relevant to the specific field of study. Adherence to the following South African legislation is important, if applicable: Protection of Personal Information Act, no 4 of 2013; Children's act no 38 of 2005 and the National Health Act, no 61 of 2003.
6. Only de-identified research data may be used for secondary research purposes in future on condition that the research objectives are similar to those of the original research. Secondary use of identifiable human research data requires additional ethics clearance.
7. No field work activities may continue after the expiry date of 24 June 2021. Submission of a completed research ethics progress report will constitute an application for renewal of Ethics Research Committee approval.

Note:

The reference number ST42 of 2018 should be clearly indicated on all forms of communication with the intended research participants, as well as with the Committee.

Yours sincerely,



PROF N MOLLEMA

Chair of CLAW ERC

E-mail: mollena@unisa.ac.za

Tel: (012) 429-8384



PROF CI TSHOOSE

Executive Dean: CLAW

E-mail: tshooci@unisa.ac.za

Tel: (012) 429-2005

ANNEXURE D - INFORMED CONSENT FORM

University of South Africa

Invitation to participate in this research project

25 June 2018

I am a student at University of South Africa (UNISA), Pretoria and as part of my course; I am conducting an inquiry on the murder of and attacks on police officials. The aim is to obtain feedback on the views that the police officials hold of the phenomenon. This research project forms part for the degree of Doctor of Literature and Philosophy, College of Law, in Criminal Justice at UNISA. The researcher will ensure that he obtains the approval from UNISA and South African Police Service before this study is conducted in six police stations in Johannesburg policing jurisdiction.

All the participants you are under no obligation to participate in this research project and your participation is voluntary and please sign this consent form. Your identities will not be revealed to any person; your responses would not be traced back to the individuals and will be kept confidentially. All participants ensure that you answer all the questions as honestly and completely as possible. If you choose not to participate, no questions will be asked and there will be no consequences to you for your withdrawal. Furthermore, the researcher will assist all the research participants during this study, by making sure that you understand every part of this research project.

Student in Criminal Justice

Mapooa Charlie Vilakazi

Disclaimer: I hereby consent to participate in this research project and I confirm that I have read the above information and agree with it.

Signed: _____

Date: _____

ANNEXURE E - PHENOMENOLOGICAL INTERVIEW SCHEDULE

- What is the meaning that you attach to the murder of and attacks on police officials?
- How would you, as a member of SAPS, describe your lived experiences of the murder of and attacks on police officials?
- From your experience, what is the underlying causes of the murder of and attacks on police officials? Please motivate your answer?
- What circumstances lead to the murder of and attack on police officials during the execution of their duties? (For example, when effecting arrests, attending to complaints etc.).
- In your opinion, what types of crimes committed by offenders lead to the murder of and attacks on police officials?
- From your experience, what modus operandi do offenders follow to murder and attack police officials?
- Does the murder of and attacks on police officials impact members internally (in the SAPS occupational environment)?
- Does the murder of and attacks on police officials has an impact on your service delivery and crime-combatting effectiveness? Please motivate your answer?
- Does the murder of and attacks on police officials create feelings of insecurity? Please motivate your answer?
- From your experience, does the murder of and attacks on police officials have any psychological effect on you?
- Does the murder of and attacks on police officials affect trust and relationships between the police and community?
- How do you experience the impact of the murder of and attacks on police officials externally (outside the SAPS occupational environment) in your private capacity?
- From your experience, do the SAPS provide sufficient redress, psychological and human resource support interventions for members and families?

- From your experience, does the murder of and attacks on police officials has an impact on the community you serve? Please motivate your answer?
- According to you, what strategies could be implemented to mitigate the murder of and attacks on police officials?
- In your opinion, does the police effectively uphold and enforce the law in a climate of murder of and attacks on of police officials? Please motivate your answer?
- According to you, does police management empower its members with the necessary training and skills to respond to attacks on members?
Please motivate your answer?
- How do you interpret Section 49 of the Criminal Procedure Act, 51 of 1977 (under which circumstances police officials may use lethal force or force that would be lawful in the circumstances) to protect police officials against attacks?
- In your opinion, should the SAPS solely take responsibility for the safety of its members or should other role players (such as communities, other government Departments, civil society) also take responsibility of SAPS members' safety.
- Does police management implement sufficient proactive interventions to reduce attacks on and murder of police members? Please motivate your answer?
- From your experience, do SAPS recruitment and training processes efficiently prepare police officials for operational and psychological readiness to respond to attacks against them?
- Does police management implement sufficient reactive interventions to ensure arrest and conviction of offenders who murder and attack police officials in order to restore confidence in the Criminal Justice System and to serve as a deterrent? Please motivate your answer?