AN EXPLORATION OF JOHANNESBURG METROPOLITAN POLICE KILLINGS

By

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Submitted in fulfilment of the requirements for the degree of

MASTER OF ARTS

in the subject

POLICE SCIENCE

at the

UNIVERSITY OF SOUTH AFRICA

SUPERVISOR: PROFESSOR R. J. MOKWENA

DECEMBER 2023

DECLARATION OF AUTHENTICITY

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I declare that: **"An exploration of Johannesburg metropolitan police killings"** is my own work, and that all the sources that I have used or quoted have been duly indicated and acknowledged by means of complete references. 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.

Signature: _____   **Date:** December 2023

          Maseeng Patricia Maphaka

EDITOR'S LETTER

TO WHOM IT MAY CONCERN

I, the undersigned, hereby confirm my involvement in respect of the language and academic editing, technical compliance and research methodology compatibility check for the dissertation manuscript of **Mrs Maseeng Patricia Maphaka (Student Number: 47418117)** submitted to me as part of her fulfilment of the requirement for the **Master of Arts (MA) in Police Science** degree registered with the University of South Africa (UNISA), and entitled:

An exploration of Johannesburg metropolitan police killings

As an independent academic editor, I attest that all possible means have been expended to ensure the final draft of **Mrs M.P. Maphaka's** dissertation manuscript reflects both acceptable research methodology practices and language control standards expected of postgraduate research studies at her academic level.

In compliance with expected ethical requirements in research, I have further undertaken to keep all aspects of **Mrs M.P. Maphaka's** study confidential, and as her own individual initiative.

Sincerely.

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DEDICATION

I wholeheartedly dedicate this dissertation to my mother, Malipata Emily Motaung for always standing by me through thick and thin, and motivating and encouraging me to accomplish my life and academic goals with confidence. I truly appreciate her sacrifices, strength, courage, and support, all of which have kept me focused throughout this research project. I thank her unwaveringly for being there with the motherly love I needed by just holding my hand and guiding me all the way. She always gave me hope when I was hopeless, and always wanted the best for me. She is the best mom and mentor in the whole world.

May God bless her abundantly.
Without her, I would never have been successful!!

ACKNOWLEDGEMENTS

humility has made her my 'Mother Teressa' around whom I have always been comfortable;

- I thank the Johannesburg Metropolitan Police Officers whose participation in the study is most appreciated. I cannot muster enough words of gratitude to them. May they always be available for other researchers in future!

- I deeply acknowledge all the Johannesburg Metropolitan Police Department colleagues, including the Ekurhuleni Metropolitan Police Department, the Tshwane Metropolitan Police Department, and the South African Police Service 10111 for supporting me throughout this research project;

- I am infinitely grateful to the respective roles played by all other individuals who were not mentioned here. I do not take them lightly, and their efforts have blessed me for life.

THANK YOU ALL FOR BELIEVING IN ME!!

LIST OF ACRONYMS

AARTO	Administrative Adjudication of Road Traffic Offences
BMU	Bylaw Management Unit
CBD	Central Business District
CLAW	College of Law
CTMPD	Cape Town Metro Police Department
CJS	Criminal Justice System
CoJ	City of Johannesburg
CPA	Criminal Procedure Act
CPD	Continuous Professional Development
DHA	Department Home Affairs
DMPD	Durban Metropolitan Police Department
EMPD	Ekurhuleni Metropolitan Police Department
FBI	Federal Bureau of Investigation
FPU	Freeway Patrol Unit
GP	Gauteng Province
HR	Human Resource
IA	Internal Affairs
IPID	Independent Police Investigative Directorate
JMPD	Johannesburg Metropolitan Police Department
JMM	Johannesburg Metropolitan Municipality
LEO	Law Enforcement Officers
LEOKA	Law Enforcement Officers Killed and Assaulted
LGSA	Local Government Systems Act
MEC	Member of the Executive Council
MPS	Municipal Police Services
MPD	Metropolitan Police Department
MPO	Metro Police Officers
MMC	Member of Mayoral Committee
NPA	National Prosecuting Authority
NMBMPD	Nelson Mandela Bay Metropolitan Police Department
NRTA	National Road Traffic Act
PPCP	Parliamentary Portfolio Committee on Policing
QDA	Qualitative Data Analysis
REC	Research Ethics Committee
TRU	Tactical Response Unit
TMPD	Tshwane Metropolitan Police Department

SAPU	South African Policing Union
SAPS	South African Police Service
SOWETO	South Western Townships
UNISA	University of South Africa
US	United States
USA	United States of America

ABSTRACT

The work of metropolitan police officers is fraught with numerous on-the-job risks and accidents while responding to emergencies or performing potentially dangerous tasks. It is against this backdrop that the aim of this study was to explore the extent, causes, and consequences of the killing of the Johannesburg Metropolitan Police Department officers in areas within the City of Johannesburg jurisdiction.

The study adopted a qualitative research approach and exploratory case study design with target population of thirty purposively sampled Johannesburg Metropolitan Police Department officers and three directors. Semi-structured interviews were applied as the predominant means for the primary data collection. Both content analysis and thematic coding were applied to develop a framework for the study findings. The study established that accidents, high crime rates, lack of equipment, lack of training, and violence were among the main causes of the deaths of officers while on duty. The study recommends that training, more equipment, and an amendment to the existing policy should be implemented to prevent further deaths of the officers.

Key words: accident, crime, Johannesburg Metropolitan Police Department, killings, police, road accident, robbery, violence

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CHAPTER 1
GENERAL ORIENTATION TO THE STUDY

1.1 INTRODUCTION

Generally, the duty of the police in many countries around the world involves the elimination or combating of crime, protecting the lives and property of citizens, and maintaining law and order as reflecting the integrity of the State (Longley, 2020:1). In South Africa, the pre-1994 history and image of policing has been associated with brutal repression against resistance to apartheid (Burger, 2015:77; Madzivhandila, 2019:16). However, the post-1994 democratic dispensation has attempted to change the negativity of policing by changing the system from a brutal "force" to a "service" to the community (Motsepe, 2019:22). Nonetheless, various factors still account for the killing of police officers in different parts of South Africa, albeit at a lower rate than during the apartheid era. For example, the Johannesburg Metropolitan Police Department (JMPD) was identified as the leading Metropolitan Police Department with the number of police killings in areas such as Vlakfontein, South Western Townships (Soweto), Eldorado Park, Hillbrow, Marlboro, and Johannesburg Central Business District (CBD) (Bruce, 2016:7; Kwinika, 2019:1; Metropolitan Police Departments, 2019:n.p.).

This study mainly explored the police killings in the JMPD in order to determine the causal factors and challenges associated with these killings for the period 2017 to 2023. In her capacity as an employee of a Johannesburg Metropolitan Police Department in Gauteng Province, the researcher has noted the frequency and brutality of the killings of metropolitan officers on, and off duty. According to Bruce (2016:8), the majority of police killings occurred in the Gauteng Province such a state of affairs has the potential to erode the trust of the public on policing and the maintenance of law and order (Longley, 2020:1).

Given the above, the current chapter focuses on the background of the research problem; the nature and implication of the problem itself; the delimitations of the study; the research aim, objectives, and questions; the research purpose; the definition of key terms; the significance of the study; limitations of the study and its challenges; as well as the layout of the entire study's chapters.

1.2 BACKGROUND TO THE RESEARCH PROBLEM

Apart from introducing elements of the research problem itself, the background to the research problem serves the purpose of outlining the foundational premises of the problematic state of affairs that the researcher is investigating in the study (Adu & Okeke, 2022:137; Bairagi & Munot, 2019:27). Therefore, the ensuing discussion premises on some foundational or historic background of the Johannesburg Metropolitan Police Department (JMPD) as the main focal point in this study.

Municipal Police Services (MPS) in South Africa was established in 1854 to police the townships in the country (City of Johannesburg, 2018a:n.p.). Previously, these municipality policing services were called traffic departments at local government level. In addition, there were groups of men who served as guards and policemen who were frequently utilized for violent crime, although their main role was to defend government buildings in the townships (Mpulu, Motloutse & Namudi-Mashego, 2022:7). The majority of these municipal security forces were a form of paramilitary organizations which include armed personnel who were paid directly by the respective municipal governments.

In the year 2000, these municipal security forces were replaced by Metropolitan Police Departments (MPDs), which derived their mandate from the South African Police Service (SAPS) Act (No. 68 of 1995). The MPD's functions included traffic policing, policing of by-laws and regulations, and crime prevention (Parliamentary Portfolio Committee on Policing/ PPCP, 2019:1). The metropolitan police officials (MPOs) are armed and have the same rights as officers of the South African Police Services (SAPS), but do not conduct criminal investigations beyond conducting patrols, searches and arrests.

In most cities, the MPOs are significantly more noticeable than their law enforcement counterparts in the SAPS (Freedman, 2014:n.p.). The Durban Metropolitan Police Department (DMPD) was established in December 2000 as the first MPS, followed by the Johannesburg Metropolitan Police Department (JMPD) in March 2001. The other major cities such as the Cape Town Metropolitan Police Department (CTMPD), Ekurhuleni Metropolitan Police Department (EMPD), Nelson Mandela Bay Metropolitan Police Department (NMBMPD), and Tshwane Metropolitan Police Department (TMPD) also established their MPDs later (Parliament Portfolio Committee on Policing, 2019:1). The JMPD, EMPD, and TMPD are all based in the Gauteng Province (GP). The need to expand the duties associated with crime

prevention and control at the local government level in the bigger cities resulted in the establishment of these MPDs (Mpulu et al., 2022:7).

Established in March 2001, the JMPD (known as a municipal police service before 2001) was the second-most established of the five MPDs in Gauteng Province. The JMPD is situated in the south of Johannesburg and has a population of 4,434,827 occupying a land mass of 1,644 km2 (City of Johannesburg/ CoJ, 2018b:n.p.). In addition, the JMPD comprises a component of 3,751 police officers in 7 (seven) regions and specialized units and an administrative centre situated in the Johannesburg Central Business District (CBD) with its head office at Martindale, Johannesburg (Metropolitan Police Departments, 2019:n.p.) The JMPD's mandate derives from the SAPS Amendment Act (No. 68 of 1995), with functions including traffic policing, by-laws and regulations, and crime prevention. However, the department was not allocated powers to conduct a criminal investigation (PPCP, 2019: n.p.). The Johannesburg Metropolitan Police Department' functions and roles are delineated in its seven (7) units, namely: the academy, auxiliary services, by-law management unit, internal affairs, regional operations, and specialized services.

Furthermore, the JMPD is legislated by Section 205(1) of the Constitution of the Republic of South Africa (Act No 108 of 1996); the South African Police Service (SAPS) Amendment Act, No. 68 of 1995; the Local Government Systems Act (LGSA) 32 of 2000 (South African Police Service, 2020); the Administrative Adjudication of Road Traffic Offences Act, No. 46 of 1998 (AARTO); the Criminal Procedure Act (CPA), No. 51 of 1977; and the National Road Traffic Act (NRTA), No. 93 of 1996 (Van Zyl-Gous, 2019:1).

The persistent and extremely high level of police killings in South Africa has become one of the most disturbing attributes of police organizations (South African Police Union/ SAPU, 2019, SAPS, 2020:1). The spate of police killings is taking place in the context of the incessant risks and pressure under which they work, such as the constant possibility of being attacked daily by dangerous criminals (Bruce, 2016:7; Kwinika, 2019:1). According to the JMPD (2023:n.p.) the period between 2017 and 2023 witnessed a high rate of 40 police officers being killed in the JMPD organization, which starkly contrasts with 26 TMPD police killings and 18 in the EMPD.

1.3 PROBLEM STATEMENT

Mukherjee (2020:26) and Leedy and Ormrod (2020:78) refer to the problem statement as an issue that presents difficulties to the researcher within a specific context of a field of research, and warrants systematic investigation for its resolution in relation to the main objectives of the study. On the other hand, the problem statement is also viewed as a difficult situation or state of affairs whose resolution would enable broader understanding of both the theoretical and practice-related dynamics in any discipline (Mason, 2018:22). Accordingly, the problem statement constitutes a brief section of the study that unequivocally delimits the focal point of the review and verbalizes the particular issue to be researched (Mason, 2018:22).

In this study, the research problem is centrally focused on the causes and challenges created by the killing of JMPD police officers within the City of Johannesburg (CoJ), to a level that has gained attention in recent years because of how it affects the public's trust in the local governance system and its capacity to control crime (Thusi, 2018:116). The atrocious killing of the JMPD police officers drew the outrage and anger of high-profile politicians in Gauteng Province, such as Sizakele Nkosi-Malobane, the Member of the Executive Council (MEC) for Community Safety and former Mayor Herman Mashaba (City of Johannesburg, 2018a:1).

According to the JMPD New Deaths System (2023:n.p.), 40 police officers were killed on, and off duty for the period 2017 to 2023. Ten (10) of these police officers were killed on duty, while 30 were killed off duty. Of these 40 officers, 35 were male police officers and 5 (five) were female. In terms of rank structure, 1 (one) was an Inspector, and the majority of the victims were Constables with less experience and advanced training, especially on newly recruited and newly qualified officers affectionately known as 'foot soldiers' who are junior officers working on the streets (Pijoos, 2020:25). These are more vulnerable and exposed to danger than the office-based officers and higher-ranking officers in the JMPD. Despite the repeated calls for an end to this scourge of the killing of metropolitan police officials, there are still many instances of the disregard for law and order by motorists and some members of the public.

In addition to the actual killing of the JMPD police officers on, and off duty, the research problem is also located within the sphere of the public's role and contributions in this undeclared 'war' against the police. While some problems are internal within the JMPD organization, some are external as well. Examples of internal challenges include corruption, bribery, political interference, poor training, lack of sufficient resources and surveillance infrastructure, poor discipline and social behaviour (Motsepe, 2019:34).

Meanwhile externally induced challenges manifest in the form of high crime rates, negligent and drunk driving by motorists, ineffective penal systems, as well as perceived lack of cooperation by communities.

Police killings were viewed as an undeclared war against the service and the public, since the police are there to serve and protect the public. Therefore, public safety is also at risk when the police are being killed (Madzivhandila, 2019:43). During an event commemorating the killing of police officers held at the Union Buildings on the 3rd of September 2023, President Ramaphosa emphasized the need for police killings to come to an end. He further pleaded with the society to work together with the police to fight crime against police killings (SAPS, 2023:1).

The lack of transparent accountability on the part of the authorities is viewed as another factor exacerbating the killing of JMPD police officers (City of Johannesburg, 2019a:n.p.). As such, it becomes difficult to conduct thorough investigations and introduce improvements in the system. In the majority of cases, the metropolitan police officers were killed on duty while conducting stop and searches, controlling traffic, attending to accidents, active crime scenes, and other crime prevention duties such as preventing car hijackings or cash-in-transit heists (Bruce, 2016:27).

The researcher has noted that Metropolitan Police Officers (MPOs) were not included in the SAPS annual reports of crimes against the police when the Minister of Police issues statements on police killings, even though MPOs were appointed in terms of the SAPS Act (No. 68 of 1995 as amended). It is in this regard that the South African Policing Union (SAPU) was concerned with the killing of police officers in South Africa and requested the government to declare it treasonous for anyone found guilty of such a contemptible crime (Bhengu, 2022:5). It is therefore necessary that investigations of each case should be conducted, with remedial actions made known in order to prevent the reoccurrence of similar deaths.

Bruce (2016:7) has established that the majority of off-duty police officials were killed when visiting malls, at their homes, and those caught in 'love triangles'. In another incident, an off-duty JMPD officer was shot and killed by an off-duty SAPS member outside a nightclub in Braamfontein after engaging into a fight (Dlamini, 2023:5). In his interview with several police killers, Bruce (2016:8), 42% of these offenders indicated that they attacked the police to avoid arrest, 31% indicated they attacked the police to rob them of their firearms, and 12% attacked the police during the commission of a crime at the crime scene itself.

The researcher has further noticed that when a police officer is involved in police brutality, such an event would be shown extensively in many social platforms and the available media in the country. However, when a police officer is killed, the incident would be mentioned scantily and for a short period.

1.4 DELIMITATIONS OF THE STUDY

Bezuidenhout (2021:66) and Cassell (2015:21) refer to the delimitation of the study as the parameters that confine or restrict the research field within certain theoretical or methodological boundaries. In this study, the delimitations are focused on the geographical area, the conceptual boundaries, and the methodological confines or scope. Mason (2018:13) informs that the study's delimitations do not necessarily suggest a form of weakness on the capacity of the same study to achieve its stated goals.

Geographically, the study focused only on the occurrence of JMPD police killings within the City of Johannesburg jurisdiction in Gauteng Province. Other municipal metropolitan police departments in other parts of Gauteng Province and the country did not form part of this study. However, the phenomenon of police killings is still pervasive in the country as a whole.

Conceptually, the study focused entirely on the killing of metropolitan police officers only, and not SAPS officers generally. In this regard, the study was enhanced by an inter-theory framework involving Merton's Strain Theory and the Broken Windows Theory. However, the study does recognise both metropolitan officers and SAPS officers as integral to law enforcement. In terms of its timeframe, the study only covered the police killings that occurred for the period 2017 to 2023.

In its methodological framework, the study embraced the qualitative case study design approach, which was deemed most appropriate in view of the sensitivity of the subject matter and the need to obtain first-hand information from the most affected and knowledgeable parties. It was for this particular reason that the study included interviews with only the JMPD police officers and directors who worked with the victims of police killings.

1.5 RESEARCH AIM AND OBJECTIVES

1.5.1 Research Aim

The research aim refers to the researcher's statement of general intention or main goal and reasons for undertaking the particular research project (Betti, 2021:4).

Meanwhile, Folayan (2019:5) defines research aims as an overall intention statement showing the critical issues and factors on which the research project focuses.

The aim of this study was to explore the extent, causes, and consequences of the killing of the Johannesburg Metropolitan Police Department officers in areas within the City of Johannesburg jurisdiction. These areas include Vlakfontein, Hillbrow, Soweto, Eldorado Park, and the Johannesburg Central Business District (CBD).

1.5.2 Research Objectives

Kumar (2020:21) enlightens that research objectives are the specific goals that are the primary concern and focus of the study. Accordingly, the research objectives are the actual translation of the stated aim of the study in practical or realistic terms and activities (Folayan, 2019:6). Emanating from the research aim articulated in Section 1.5.1, the research objectives are:

- To investigate the causes of the killing of JMPD officers;
- To determine the challenges faced by JMPD officers and management;
- To identify strategies or measures that can be applied to curb and reduce the killing of JMPD officers; and
- To establish how society can play a role in curbing and reducing the high rate of the killing of JMPD officers.

1.6 RESEARCH QUESTIONS

A research question refers to an interrogative statement that has been narrowed down from a broad topic to seek answers in respect of the stated objectives of the study (Bezuidenhout, 2021:78). For Leedy and Ormrod (2020:39), research questions are helpful in defining and determining the nature and type of data gathering instruments deemed to be appropriate in the particular study. Accordingly, the below-stated research questions were determined in the context of the previously stated research objectives:

- What are the causes of the killings of JMPD officers?
- What are the challenges faced by JMPD officers and management?
- What are the strategies or measures that can be applied to curb and reduce the killing of JMPD officers?
- How can society play a role in curbing and reducing the high rate of the killing of JMPD officers?

1.7 RESEARCH PURPOSE

The research purpose relates to the degree of details provided concerning the intentions, benefits, and design of the research study (Bryman, 2021:32). Furthermore, the research purpose outlines what is to be learnt through the study, as well as the decisions that motivated the utilisation of research as a systematic method to establish the truth value of a phenomenon (Bryman, 2021:32). In addition to its research objectives and questions, the purpose of the current research study is explained hereafter. It is worth stating that all of the below-stated research purposes are fully in adherence with the research objectives as articulated in Section 1.5.2.

1.7.1 Exploration and Description

Exploration and description entail finding out more details about the investigated phenomenon, and explaining the findings in the process (Betti, 2021:6). The aim of this study was to explore the extent, causes, and consequences of the killing of the Johannesburg Metropolitan Police Department officers in areas within the City of Johannesburg jurisdiction. These areas include Vlakfontein, Hillbrow, Soweto, Eldorado Park, and the Johannesburg Central Business District (CBD).

The researcher consulted and processed various literature and documentary sources to explore both local and international perspectives regarding the phenomenon of the killing of police officers. Additionally, interviews were conducted with the selected and knowledgeable participants to further explore this phenomenon empirically.

1.7.2 Evaluating the Current Situation and Forecasting an Outcome

Evaluating the current situation concerning the killing of JMPD police officers has enabled the researcher to forecast possible future outcomes by arriving at some conclusions and recommendations. Furthermore, based on its findings, the study also discovered and analysed the trends and patterns of police killings in JMPD, as well as examining the characteristics of the victims and the officers involved, the various kinds of instances that result in killings, and the circumstances that promote the use of violence. All of these were enabled with the development of the findings as shown in Chapters 4 and 5 collectively. Additionally, evaluation of statistics on police killings and finding patterns and trends by means of establishing and regulating the legislation might reduce the frequency of police violence by evaluating the statistics.

1.7.3 Developing Good Practice

The development of good practice is premised fundamentally on improving the systems, processes, performance, procedures, and development of alternative approaches to problems within the institutions or work environment where practice-related changes are required (Cassell, 2015:23). In that regard, the recommendations in this study are aimed at introducing the new strategies, training, and development of police officers that could assist in reducing the frequency of such instances as well as the dynamics and causes behind the high rate of police killings.

The recommendations would further assist the JMPD management, the South African Judicial System, police officials, and society to understand the causes of the police killings and to minimize the occurrence of the killings. In this regard, the government might also consider the matter of police killings seriously when responding to this issue. The researcher used the interviews conducted with police officers and directors to gather data in order to examine statistical data and presentation of the findings. It is imperative for the police officers' training to focus on mediation strategies, communication skills, as well as soft skills. Exploring police killings in the JMPD would assist in formulating new policies.

1.7.4 Empowering the Researched

Empowering the researched entails, a degree of benefit to those who are considered the main subject of the investigation in order that they are capacitated through some aspects and outcomes of the research process and its findings (Corbin & Strauss, 2019:14). In the case of this study, the researched are largely the elements of the broader study population, namely: the MPOs, Sergeants, Inspectors, Managers and the Directors in the Johannesburg Metropolitan Police Department.

Furthermore, this study is intended to promote trust between the police and the community. However, due to mistrust and fear of unknown by the society, it is imperative to educate the society and make them aware and understand how the police work, as well as the pressure and dangerous conditions under which they work. In that regard, the community could be motivated to engage in community policing discussions with the police. As such, society's awareness of the police killings would enable the realisation that their safety is also at risk because the police are there to protect them. Consequently, society will also help in reducing police killings by reporting the perpetrators and volunteer to become witnesses, which would also assist in the process of expediting the conviction rates of suspects found guilty.

1.8 DEFINITION OF KEY TERMS

The definition of key terms serves as mechanism to standardise a structured approach to understanding the meanings of essential terms or concepts as they appear in various lexical, theoretical, disciplinary and practice-related contexts (Leedy & Ormrod, 2020:49). The below-stated terms are thematically and logically associated with the core variables entailed in both the research topic and problem being investigated in the study.

1.8.1 Accident

According to Walker, Palmer, Baqwa, Gevers, Leslie, Steynberg, and Kemp (2018:17) an accident is an unpleasant incident that occurs without warning, such as a car accident which results in damage or injury. In most cases it is an unfortunate incident that is mostly caused by ignorance or carelessness (Webster, 2023:n.p.). The researcher preferred to use this definition because accident refers to unplanned event that results in unfortunate consequence. This term is relevance in this study because it also relates to the scenes to which JMPD officers are usually called to address on the roads and are likely to be killed in accidents.

1.8.2 Crime

Webster (2023:n.p.) refers to crime as an unlawful conduct for which a person may be punished by the law. On the other hand, crime is defined as an illegal act or conduct committed against the public or the persons and their property (Barker, 2020:304). This term is relevant in this study because the killing of any police officer is emblematic of illegal behaviour that should be severely punishable by law.

1.8.3 Johannesburg Metropolitan Police Department (JMPD)

The JMPD is a department within the City of Johannesburg that conducts the safety and security of the residents (Law Insider, 2022:n.p.). This definition was used in the research because JMPD is the public safety department in the City of Johannesburg that was selected as the focal point for contextualizing both the core variables in the research topic, as well as the problem of the study.

1.8.4 Killings

Killing is defined as an act of causing the death of another person (Webster, 2022:n.p.). Such an act could be either deliberate or unintentional, and is regulated in law with the courts empowered to determine the intentionality or otherwise of the act. This term is critical in this study because it situates the loss of life suffered by JMPD police officers on, and off duty.

1.8.5 Police

The police are the personnel or institution within the government system that is primarily concerned with maintaining law and order, serving, protecting, and investigating crime (SAPS, 1995:1; Webster, 2022:n.p.). In the view of Cheema (2016: 488), the police are statutorily mandated to maintain public order in public places for the purpose of upholding the fairness, legality, and transparency of within the criminal justice system. In this study, the police are subject to victimization or killing by perpetrators of this heinous deed.

1.8.6 Road Accident

A road accident is a potentially fatal incident occurring in a public road between two or more vehicles colliding against each other (Webster, 2023:n.p.). A road accident is any incident that involves the movement of a vehicle on a road that results in fatalities or serious injury of persons, the destruction of commodities, equipment, or vehicles, or any other type of material damage (Law Insider, 2023:n.p.). An accident could also involve a vehicle and a train, a vehicle and a cyclist, a vehicle and a pedestrian, a vehicle and an animal, a vehicle and a fixed object like a bridge, building, tree, post, or a single vehicle that has overturned on or near a public road (Arrive Alive, 2023: n.p.). The term 'road accident' is critical in this research because the death of a number of JMPD police officers has occurred while they were on duty attending to road accidents.

1.8.7 Robbery

Joubert (2018:192) define a robbery as theft of property undertaken by means of intentionally using violence or threat of violence to cause the victim to acquiesce to such theft. According to Walker et al. (2018:467), there is no commission of robbery if the perpetrator steals property and thereafter, uses violence to keep the property. This term was found to be relevant in this research, because the JMPD officers are robbed of their firearms while on duty.

1.8.8 Violence

Webster (2023:n.p.) define violence as an act or conduct which is likely to cause harm or injury to others. Similarly, Blair, Fowler, Fetz and Baumgartner (2016:55) define violence as the unlawful use of physical force to harm, abuse, destroy, or cause damage to another person or property. The term, 'violence' is relevant in this study because it characterizes an environment within which the killing Of the JMPD police officers occur.

1.9 THE SIGNIFICANCE OF THE STUDY

The significance of the study refers to the study relates fundamentally to the contributions makes to the field of research, the organizations linked to the particular study, as well as to society in the social and economic contexts (Bezuidenhout, 2021:91). According to Anderson and Poole (2018:16), the study's significance is also a justification or motivation for the reasons the study was undertaken initially.

1.9.1 Contributions Made to the Field of Research

In the field of research, the study contributes to further understanding and insights on the phenomenon of police killings and the causes thereof. Furthermore, the study would determine whether certain regions or communities experience police killings more frequently than others and ascertain whether police officers are more likely to use violence than others. In addition, it is imperative to understand the causes in order to develop interventions that might assist in eliminating recurrent incidents. The extent and seriousness of the issue might be determined by investigating the police killings within the JMPD. As such, the frequency, circumstances, and characteristics of police killings would be understood better by examining available data (Piza & Feng, 2017:n.p.).

Furthermore, the researcher anticipates that other researchers and students who wish to further their research studies may further contribute to the available literature on police killings in the JMPD by identifying the gaps in the existing literature. The researcher noted that there was limited information available on the killings of JMPD officers. Accordingly, future researchers will explore other capabilities on the causes of police killings in the JMPD and prevention of this crime.

1.9.2 Contributions to Relevant Organizations

The organizations that are envisaged to benefit from the study include the JMPD and other metropolitan departments in Gauteng Province and the country at large, as well as the South African Police Service. The findings of this research are anticipated to influence metropolitan and national law enforcement policies, strategies, and regulations in order to reduce and finally eliminate the number of police killings, and enhance the relationship between law enforcement organizations and the societies they serve. It is imperative that a coordinated and implementable national policy against police killings should be put in place. As such, the killing of police officers serving in the SAPS and the respective Metropolitan Police Departments should not be viewed as affecting separate government departments in the same country.

1.9.3 Benefit to Society

Based on its findings, the study aims at restoring the public's trust in law enforcement. As such, it is important to attain public confidence through a transparent police organization in which police officers account for their actions (Longley, 2020:1). The general public's trust in the police and the judiciary could be restored by resolving the causes of police killings in the JMPD. Furthermore, public trust in law enforcement organizations might be increased through the enhancement of police accountability, transparency, and community interactions (Longley, 2020:1). Moreover, the authorities could create effective policies to prevent such incidents, improve public awareness and safety, and protect people's rights and dignity by identifying the causes that contribute to police killings.

1.9.4 Plan for Dissemination of the Study Findings

The preliminary findings will be made known to the participants in order to provide them with an opportunity to either disagree or concur with any prevalent mis-representation of their input before the researcher's finalization of the research report or dissertation. Furthermore, the study's findings will be formally disseminated by means of original research articles published in peer reviewed journals and presentations at police conferences. In addition, the University of South Africa's library system will publish digital copies of the dissertation for a broader academic and public audience.

1.10 LIMITATIONS OF THE STUDY AND CHALLENGES EXPERIENCED

The limitations of the study and challenges experienced by the researcher are not necessarily an indication of the study's weakness or failure to achieve its stated objectives (Korstjens & Moser, 2018:122).

1.10.1 Lack of Data

There were constraints of accessing the information from various areas because the confidential nature of the required information needed to be authorized. There was limited data on the circumstances surrounding each incident, which made it difficult for the researcher to draw meaningful data as the causes of death of each victim were not provided. In addition, the lack of adequate prior studies on the topic of police killings presented a constraint to the researcher's accurate determination of the causes of police killings. As such, the researcher had to compare each incident of a police killing from other sources in order to acquire meaningful data.

1.10.2 Participant Challenges

The majority of female participants falsified their occupational status or key performance areas by indicating that they did not work with victims of police killings, even though the researcher knew that these female officers actually worked with the victims of police killings. Furthermore, some of the commanders from the other regions did not show interest in participating in the research study, as feedback was not provided even after several follow-ups by the researcher regarding the availability of the officers who worked with the victims of police killings. Availability and accuracy of data on police killings was also a challenge since there was an issue of undocumented cases or limited documentation. The limitations are due to the reluctance of some participants to speak about sensitive issues and the lack of official data on the police killings in the Johannesburg Metropolitan Police Department.

1.10.3 Time Constraints

The participants withdrew from the interviews after agreeing initially to be interviewed. Some participants missed the appointments and avoided the researcher's follow-up calls. The researcher subsequently recruited additional participants to ensure the research study was completed successfully. The researcher also experienced some challenges insofar as compiling this research on time due to the pressures of balancing work, studies, and parenting.

1.10.4 Generalization

The study findings were not generalizable to other police organizations or other countries experiencing similar problems associated with the killing of police officials, with various social, political, or financial systems. In this regard, caution is required while applying the study's conclusions to different settings. The latter is supported by Creswell and Creswell (2018:69) and Machi and McEvoy (2016:18), who mention that generalizability is not necessarily the main object in qualitative research studies.

1.11 LAYOUT OF THE CHAPTERS

The study is delineated into five chapters as indicated below.

Chapter 1: General Orientation to the Study

This chapter serves as the general introduction to the police killings in the JMPD, and provides the background to the research problem, the problem statement itself, as well as the delimitations of the study. The chapter further outlines the research questions, aim, objectives, and purpose of the study, the definition of key terms, the significance of the study, limitations of the study and challenges experienced as well as the layout of chapters.

Chapter 2: Literature Review

This chapter mainly addresses the literature regarding the factors that contribute to police killings in the JMPD, the challenges experienced in this regard, as well as the implications of these killings from the reviewed studies conducted previously by other scholars and professionals in this field.

Chapter 3: Research Methodology and Theoretical Framework

This chapter provides an outline of the adopted qualitative case study research design approach and the theoretical framework. A variety of theories are explored to explain the multifaceted issues of police killings in general. The chapter further addresses the study population and target population, the data collection and analysis processes, the measures to ensure trustworthiness, as well as the relevant ethical considerations that guided the research study.

Chapter 4: Data Analysis and Results

This chapter presents both the participants' demographic details and the thematically arranged findings of the study. In this regard, data was analysed using content analysis to examine recorded human communicative information and details, as well as thematic coding for the categorisation of the participants' responses. Furthermore, collected data were coded and categorized to be classified into themes.

Chapter 5: Summary of Main Findings, Conclusion, and Recommendations

This chapter focuses on a summary of the research findings that are already presented in the preceding chapter, as well as an evaluation of the extent to which the research objectives were accomplished. The chapter further presents the recommendations and possible limitations of the study.

1.2 SUMMARY

In this chapter, the researcher provided a general introduction and background of the study. The chapter also provided the background to the research problem, the problem statement itself, as well as the delimitations of the study. The chapter further outlines the research questions, aim, objectives, and purpose of the study, the definition of key terms, the significance of the study, limitations of the study and challenges experienced as well as the layout of chapters.

The following chapter focuses on the literature review in the context of police killings.

CHAPTER 2
LITERATURE REVIEW

2.1 INTRODUCTION

In this chapter, the researcher focuses on the causes of the police killings in JMPD and factors behind the police killings in JMPD and sub-headings as follows: accidents; corruption; cost of training; gender; geographical location; lack of equipment; peer pressure; police brutality; poor services delivery; racism; revenge; robbery to commit further crimes; violence; and weapons used to kill (Bhengu, 2022:1). Then followed by the heading: effects of police killings in JMPD and the sub-heading as follows; family and society (Bhengu, 2022:1).

Furthermore, the researcher discusses the role players during the killings of JMPD police officers. This chapter concludes with the effects of police killings and sub-themes; depression, divorce, domestic violence, economy, low morale, job performance, marital problems, overall stress of the job, post-traumatic stress disorder, safety, suicide, and voluntary resignation Charman & Bennett, 2021:13-55). Literature review is aimed at identifying the gaps from the previous scholars and identifying the needs for further research regarding police killings in JMPD.

2.2 FACTORS THAT CONTRIBUTE TO POLICE KILLINGS IN THE JOHANNESBURG METROPOLITAN POLICE DEPARTMENT (JMPD)

This section is wholly focused on the causal factors of police killings in the JMPD, as well as the organizational, social and economic implications linked to this problem.

2.2.1 Accidents as a Factor in Police Killings

Bruce (2016: 3) indicates that vehicle accidents contributed to a high number of police killings in police organizations. Police officers are exposed to dangerous incidents while performing their duties. Such incidents might be fatal especially when directing traffic in high-speed areas or on the busy roads, and some of the motorists become impatient or are intoxicated and want to pass through at high speed (Dlamini: 2023:1). These accidents are determined as the second leading contributing factor behind police killings in JMPD.

Former JMPD Chief David Tembe in his presentation illuminated that since the year 2001 when Johannesburg Metropolitan Police Department (JMPD) was formed, about 40 officers were killed in the line of duty (Chantelle, 2018:16). According to Johannesburg Metropolitan Police Department (JMPD) (2023:1) the department

recorded 19 police killings due to vehicle accidents since 2017 to 2023 financial year. Former Mayor Mashaba emphasized that the killings of police officials is still a remaining issue that needs serious attention in the city due to the drivers who do not adhere to the rules of the road and law enforcement (City of Johannesburg (CoJ) 2018b:1). Despite the decrease in recent vehicle accidents killings, JMPD management should address the issue of police killings that are occurring in the city (CoJ, 2018a:1).

Police killings in JMPD reduce the overall of safety and security in the CoJ. It is imperative for the police officers to work together with the public in order to minimise the high rate of police killings due to accidents (CoJ, 2018b:1). Re-evaluating of driver's license and learners testing stations as well as testing programmes might have a huge impact given the fact that the country is engulfed by load shedding, and motorists become agitated and ignore basic rules of the road. Minnar (2003:3) in his presentation on the killings of police officers, suggested that MPOs killings and motor vehicle accident killings were not included in his analysis. As indicated previously, the exclusion of MPOs in the analysis of police killings is an indication of poor administration by police organizations which indicates that JMPD officers are not yet accepted as police even though they have common goal with SAPS of fighting crime (CoJ, 2018b:1).

Motor vehicle accidents should not be excluded from police killings as it is also a contributing factor behind the police killings in the police organizations. Solomons (2022:1) illuminates that the majority of police officers have lost their lives due to motor vehicle accidents in the line of duty, and this does not diminish the danger and risks associated with the work of law enforcement. As such, an incident occurred of a drunk driver of Kia Sportage who crashed into three (3) (JMPD) police officers whilst recording an accident and directing traffic at the intersection of Eden Cuyler Drive and Soweto Highway in Noordgesig, the driver further crashed into two (2) bystanders who were assisting the officers at the site (Ramush, 2023:2).

In this regard, there is a possibility of destruction that occurred whilst the police officers engaged themselves on their cell phones whilst conducting their duties which is a very dangerous and futile exercise. They get distracted and lose concentration as they spend lots of time on their phones instead of staying alert to possible risks (Siso, 2022: 9).

2.2.2 Corruption within the Police Organisation

The involvement of police officials in corruption together with criminals has become a major challenge as indicated by former Deputy President Thabo Mbeki during the 1999 political campaign (as quoted by Kwinika, 2019:3). Previous authors confirmed that among police members there was a contribution to corruption even though it was of a lesser rate. Furthermore, Kwinika (2019:3) indicated that the exacerbation of police killings in South Africa was the prevalence of organized crime. Members of criminal gangs frequently engage in violent behaviour towards the police, and this further escalate tensions between the police and the public.

Moreover, it was indicated that corrupt officers are prone to using excessive force in such situations, leading to an increased number of killings. Minnar (2003:6) and Pijoos (2020:6) concur with the latter author that corruption in police involvement with criminals contributes to police killings. Minnar (2003:6) identified two perceptions of corruption motives, whereby corrupt police officer will organize the murder of a colleague when realizing that they are very close to being exposed for the corrupt activities known by the colleague, being involved of police members with criminals (either through protecting certain member/s of the police) or being corrupt or bribed. In addition, corruption and poorly trained officers tend to engage in harassment, extortion, and brutality as they seek bribes to supplement their salaries or to exercise their power (Pijoos, 2020:6).

Corruption is an essential contributing factor to police brutality and killings in South Africa. Therefore, these two contributing factors should be taken into consideration. Public trust diminishes due to police corruption which is perceived as one of the causes for police killings and lead to tensions between law enforcement and the community (Salame. 2020:37-43). However, there are several factors identified as contributing to police corruption, such as societal strain, insufficient salaries, utilization of discretionary powers, lack of ethical standards, political influence which tends to be a major challenge whereby some very high positions are occupied by political appointees who knows nothing about police force (Salame, 2020:37-43; Yesufu, 2014:12).

On the other hand, Yesufu (2014:12) emphasized that police officers' morale is very low because of the low salary they earn, which might result in greed and the desire to have more, is identified as contributing factor towards police corruption. In this regard, police officers are expected to show strong personal integrity and loyalty. During the initial induction phase, all newly appointed officers are informed about the salary, they

all have an idea that the salary is low, therefore, they should not use corruption as their scapegoat, however, in other instances, most of the people believe that their incentives do not match the type of work they do (Salame, 2020:37-43).

One could argue that if police officers are paid properly, they will not need to anticipate or request bribes from the public, on that note, the public is also at fault for enticing them with bribes, which is the reason why the officers should abide by the rules of the organisation. Salame (2020:37-43) suggests that low pay is a driving force behind police officers' increased susceptibility to corruption. Furthermore, not all police officers are dishonest, however, there are a few corrupt ones. The role of the police is to uphold law and order, not simply any order or even the status quo, but the law of the country. Incompetency in police management is also identified as the contributing factor to police killings (South African Policing Union (SAPU), 2019:13).

Poor selection process, nepotism, and job seekers bribing selection officials to get the police job become one of the factors that contribute to police killings. According to SAPU (2019:1) the fight against corruption should go hand in hand with efforts to promote respect for human rights and lay the foundation for a more just and equitable society. In addition, to address police killings due to police corruption through enhanced and independent oversight and accountability mechanisms. It is very challenging to be a police officer, one needs be alert and emotionally resilient at all times. Lastly, this includes an effective mechanism for investigating allegations of corruption and police violence in ensuring that officers who break the law are held accountable through the justice system.

2.2.3 Inadequate Police Training

The inadequate training and lack of specialized training is identified as the contributing factor behind the police killings (Minnar, 2003:7). Training and development form an integral part of the police organization. It is the responsibility of the police management to ensure that the police officers attend in-service training more often in order to improve and develop their skills, so as to assist in reducing the high rate of police killings in JMPD. Furthermore, it is extremely important to have proper training for law enforcement officers, insofar as assisting in making informed decisions and de-escalate situations, especially in high-pressure situations. Furthermore, retraining and refresher courses will improve the skills and knowledge of police officials when conducting their duties (Zinn & Dintwe, 2015:24).

As such, the less experienced police officers would be able to increase work performance, develop skills, intellectually, and take responsibility for their development. Kwinika (2019:1) in his presentation posits that firearm training, proficiency and skills, and lack of safeguarding of firearms during the arrest was also a factor behind police killings. Additionally, handling of firearms should be ongoing and be included in on-the-job training because it is noted that police officers are getting killed as a result of handling firearms during arrests, at crime scenes, or when they are not properly secured.

Furthermore, the latter has a lot to do with handgun training which should be mandatory and proficient, expertise, and abilities. Zill (2022:25-37) concurs that lack of training leads to a high number of police killings. Police organizations should keep providing their police officers with the knowledge and skills they need to handle guns safely and efficiently. Without adequate training, officers' manner of approach towards motorists is composed of excessive authority and force, which might result in serious injury or death. DeAngelis (2021:2) and Zill (2022:25-37) argue the procedure and training methods of police in a manner that it could further distort officers' perceptions of potential risks on the job. For instance, regular traffic stops are frequently portrayed in police training narratives as dangerous encounters that need police to be hypervigilant, despite the number of accidents showing that an increased amount of traffic stops results in a police officer's death.

Bruce (2002:16) concurs with the latter authors that tactical training might also assist with the challenge of being reckless and rapid response of violence by the police when attending to complaints. Addressing this problem requires a comprehensive approach from all sectors of society to ensure transparency, accountability, adequate training, and better working conditions for police officers. Failure in training and supervision, inadequate equipment and resources, and a lack of coordination between departments could be a contributing factor in police killings. Without these opportunities, officers might have poor performance due to being stagnant and unfulfilled (Zill, 2022:25-37).

Furthermore, the police should have effective communication skills, so that they can maintain a good relationship with the community, defusing tense situations, and de-escalating conflicts. DeAngelis (2021:2) confirms that police departments need to invest in training programs that emphasize communication and conflict resolution to reduce the likelihood of deadly confrontations.

2.2.4 Gender-based Killings

The majority of male officers are getting killed in contrast to their female counterparts in police departments (Perkins, 2018:105). It is suggested that male police officers are being killed due to the fact that they are more exposed to violent circumstances on the streets. Perkins (2018:105) further, emphasizes that there was no record of female police officers killed whilst off-duty conversely to male officers, which is the indication that the conduct of female police officers differs to that of their male counterparts when off-duty. On the other hand, male police officers are the ones who succumb to their injuries due to their reckless behaviour when off duty such as socializing in unsafe places such as taverns and pubs.

Perkins (2018:105) agrees with Conradie (2001:3) that more male officers are likely to be attacked or killed in contrast with their female counterparts. Furthermore, Conradie (2001:3) emphasized that the majority of female officers do not carry their official firearms most of the time, especially during the attacks. This means the male police officers are more at risk compared to their fellow female police officers and their female colleagues fail to save them at the time of the attack, as they are normally not armed (Lippert-Rasmussen, 2019:291-292). This was also confirmed in Lester (1984:101-113) male police officers are the most officers who get killed in the police organizations. This indicates that male police officers are more at risk because of their gender.

Bruce (2002:13) indicates that the majority of police killings occurred in black police officers whose perpetrators happened to be black, and the majority of crimes occurred in the black community. On the other hand, the JMPD (2023:1) analysis indicates that the majority of the police officers killed in the line of duty and off duty between 2017/2023, were found to be killed by male police assailants. Data also indicated that the number of police killings from 2017/2023 were African male police officers. This statistic indicates that there was consistency with previous years, whereby an overwhelming majority of police killers were also male offenders (JMPD, 2023:1).

Therefore, it is important to recognize that acts of violence against law enforcement officers are a serious issue, and steps need to be taken to ensure their safety and security is considered while performing their duties. The indication is that male assailants happen to be more violent than female assailants. This is probably because of a combination of societal factors, such as men's higher rates of violent crime and aggression, and cultural attitudes toward authority and law enforcement. JMPD (2023:1) confirmed that over the last seven (7) years, there have been numerous

police killings in which the majority of victims were male police officers. The analysis indicated that 35 male police officers were killed on duty and off and 5 were female police officers (JMPD 2023:1).

Comparison that was constituted on the data of the police killings' gender, indicated that the majority of male police officers killed in contrast to their female counterparts (JMPD, 2023:1). This was illuminated by Blair et al. (2016: 55) in their study that male police officers routinely deal with violence, suffering, and death as a result of the nature of their employment. This shows that the perpetrators are mostly focusing on male police officers than their female counterparts and facing greater danger than female police officers.

2.2.5 Geographical Location

Conradie (2001:8) emphasizes that due to demographic distribution driven by the post-apartheid era, the majority of killings occurred in African-dominated areas. Authors such as, Bruce (2002:13) and Minnar (2003:6) indicated that the majority of the police officials were killed in the cities and townships more than in other areas. In addition, the majority of the killings occurred in the African-dominated areas and followed by Coloured dominated areas. The least rate of killings was noted Whites-dominated areas and Asian-dominated areas. Minnar (2003:6) further confirms that more attacks occur in cities or in large urban areas than in small areas or rural areas.

Moreover, Minnar (2003:6) avers that 54% of cities or major urban areas experienced more attacks than small towns or peri-urban areas which constituted 31%, or 12% of rural areas, whereas 4% of the killings are unknown or not disclosed. This showed that most police killings occur more in large cities and townships than in other areas. In addition, the majority of police killings mostly occurred in African-dominated areas where the poverty and unemployment rate also high (Bruce, 2002:13). This was confirmed by (Bruce, 2020:1-20) that the majority of police killings took place in predominately African geographical areas, such as townships, and informal settlements. Police are becoming reluctant insofar as responding to complaints in African-dominant areas due to fear for their lives.

In some cases, they noted that the calls are false, and they opt to take a long time when responding to active crime scenes. African-dominant areas are perceived to be high-risk areas. It becomes unsafe for police officers to patrol certain areas because they are afraid (Bruce, 2020:1-20). There are places where the streets are not conducive to manoeuvre, and the criminals use those areas knowing very well that the

police would not be able to find them. On the other hand, police officers feel safe to patrol white dominated or suburban areas. Bruce (2016:7) indicates that the majority of off-duty police officials are killed whilst visiting, malls and at their homes.

JMPD armoury indicates that the police officers in JMPD are usually killed on the public road when performing their duties, in some instances they are hi-jacked on their way home, they become involved in road rage, and robbed of their service firearms when leaving home for work and when socializing in taverns and nightclubs. JMPD (2023: n.p.) avers that the number of police killings occur in different regions or neighbourhoods such as JHB CBD, Hillbrow, Marlboro, Vlakfontein, and in different locations in Soweto (Mabuza, 2020:8). Perkins (2019:209) further illuminates that the killings of police officers mostly occurred in the townships. These areas are underdeveloped with very poor or no infrastructure, socioeconomic disadvantage, high population density, as well as high rates of violent crime against people.

Even though off-duty killings of police officers are common in some areas, these deaths are not out of the ordinary in the townships where they are most common. More personal violence should be experienced by law enforcement personnel in areas with high concentrations of economic and political subordination (Kent, 2010:3-23). The researcher is of the opinion that to increase public safety and to reduce violence, communities, law enforcement organizations, and policymakers should address the issue of increasing police killings in African-dominated areas. It is crucial to consider the underlying causes of crime and violence, when working on long-term solutions, such as community policing, social services, investments in education, and job development this can reduce police killings (Krieger, Chen, Waterman, Kiang & Feldman, 2015:135). Police officers are exposed to the possibility of being attacked, harmed, or even killed by the society they serve and protect.

2.2.6 Lack of Equipment

Conradie (2001:3) posits that lack of equipment is a contributing factor to police killings. It is noted by other police officers that they do not wear their bulletproof vest because they are unavailable, they were not supplied with any bulletproof vests. The shortage of vehicles when responding to crime scenes is a huge challenge in the police force. In some cases, the police officers have to wait for their counterparts to return from their duties to be able to access the car because of the shortage of cars. Additionally, the management of police departments should take responsibility for ensuring that the equipment is available for police officers. As such, when there is a

complaint, the police officers are unable to attend to the complaint due to the shortage of vehicles or manpower to attend to the complaints.

Kwinika (2019:3) avers that the circumstances behind police killings might have been avoided by wearing a bulletproof vest. Some police officers mention the fact that there are no bulletproof vests for protection. However, in some cases, a police officer would be complaining of the bulletproof vests being too heavy, unwieldy, and uncomfortable. In addition, it is imperative and mandatory for police officers to wear a bulletproof vest at all times whilst on duty. In this regard, it protects and decreases the danger that might occur when they get shot by criminals, and in case of disability or death, the family would receive a grant from the organization without any struggle (Perkins, 2018:163).

Proper resources and equipment should be available at all times so that the police officers would be able to carry out their duties successfully. Furthermore, the proper equipment such as bulletproof vests, communication devices, and firearms could enhance police officers' ability to protect both the public and themselves.

2.2.7 Peer Pressure

Peer pressure is a common phenomenon in all walks of life, including law enforcement officers. Violanti, Slaven, Charles, Burchfiel, Andrew and Homish (2011:346) posit that the majority of police officers succumb to peer pressure from their colleagues as they are at risk of doing wrong things for the sake of "fitting in" within the group. Furthermore, the latter authors identify the factors that apply to the police network as the pressure from a colleague to convince another one to attend an event outside of work or going to have a few drinks after long hours of work. However, that might be a recurring habit which happens frequently after lengthy shift when they go out for drinks. Police officers frequently bond over alcohol and reaffirm their principles.

It is typical for police officers to congregate at a nearby pub following a work shift to enjoy "a few drinks". The most common reason given for drinking by the officers who are most at risk for alcohol abuse was "fitting in" within the group. Kargin (2011:1) emphasizes that there have been significant implications of peer pressure reported among police officers for many police organizations. Police officers are expected to uphold the law and maintain high standards of ethics and moral values and their conduct (Krieger et al., 2015:135). There is an unwritten code of conduct that binds officers to remain silent and not report any illegal or unethical behaviour of their colleagues even serious criminal activities, as identified in (Kargin, 2011:3).

However, the pressure of remaining loyal to the group, even when there is wrongdoing, could be strong and difficult to overcome. Police officers might be forced to conform to certain practices or behaviours by peer pressure that are not consistent with these standards. Peer pressure among police officers can be a significant challenge, however, it can be overcome by implementing strong policies and practices that emphasize ethical conduct, transparency, and accountability (Joubert, 2018:20). In addition, it is important to develop a strong code of ethics and conduct that emphasizes transparency, accountability, and responsibility that would assist in overcoming peer pressure within the JMPD.

Kargin (2011:1) posits that establishing a strong peer support program that provides counselling and other resources to officers who are unable to overcome peer pressure as well as other difficult situations on the job. In this regard, rewards should be encouraged to officers who uphold high ethical standards and report any wrongdoing, it might also help to overcome corruption amongst officers.

2.2.8 Police Brutality as the Cause of Police Killings

South Africa (SA) has one of the highest rates of police killings in the world. The killings are largely a result of violent crime, which is a major issue in the country. However, police brutality and corruption have also been identified as contributing factors to the high number of police killings (Yesufu, 2022:23). Bruce (2020:4) indicates that the issue of police brutality might be under control if the police are accountable to their actions. In South Africa, there is a persistent issue with police officers who use excessive force and not being punished. In addition, the police officers must give specific details about any circumstance in which the use of force was used. Police brutality is seen as the contributing factor to the police killings (Bruce, 2020:14; Yesufu, 2022:23).

The police abuse their powers when effecting arrest which lead to police brutality. It appears that the majority of civilians think that by making Independent Police Investigative Directorate (IPID) stronger, the issue of police brutality might be handled, as the police would be held accountable for their unethical behaviour. Police brutality is identified as the factor behind police killings in the country. Yesufu (2022:23) argued that several major causes of the rising police brutality in South Africa are due to inadequate training, negligence in police leadership, criminal members within the police department, disregard for law and order, as well as disregard for the internal disciplinary system. Yesufu (2022:24) further, emphasizes that the police are getting

killed on duty and off duty as a result of inadequate policing which is caused by shortage of working tools such as vehicles for backup.

In some cases, police officers might be seen as part of the problem rather than part of the solution due to incidents of police brutality amongst each other. This can lead to a breakdown in trust between police officers and members of the community, making it more difficult for police officers to carry out their duties (Van Zyl-Gous, 2019:20). There is no longer trust between the police and society as they see the police as enemies towards them. It is the government's responsibility to take steps to address the issue of police brutality and killings, including strengthening IPID by establishing a national task force to oversee police reform and conducting investigations into police misconduct. Furthermore, Van Zyl-Gous (2019:20) intimates that the issue of addressing public concerns such as poverty, inequality, and lack of access to quality education and healthcare, which contribute to high levels of crime and violence in the country should be taken into consideration.

2.2.9 Poor Service Delivery

Minnar (2003:8) posits that poor service delivery and long response time are the contributing factors to police killings. Shortage of staff and equipment are also identified as contributions toward police killings. The issue of vehicle shortage is long overdue. As much as there are police officers who patrol on foot but in cases of emergency, vehicles should be available at all times to attend to the complaints. It is from the researchers' perspective, that the lengthy power outages caused by the load-shedding is also identified as the contributing factor to the increase in poor service delivery.

Nwakanma (2015:55-59) avers that society blames the police when the complaints are not attended to, in a reasonable time and the situation escalate in an unpalatable condition whereby confrontation between members of the police and the community become fatal. Furthermore, if the communities do not receive adequate services such as healthcare, education, and employment opportunities, they become frustrated and desperate, and the situation might lead to high crime rates and violent crimes (Ahsan, 2016:43). Bruce (2016:7) in his analysis, avers that most of the police officials that were killed on duty were attending to the complaints such as armed robberies and domestic violence. Both authors argued on the contribution of police killings.

According to the researcher, the police become hesitant to respond to complaints due to fearing for their lives, they are taking a long time to respond to the active crime scenes, to investigate if the call is not a hoax and if it is real, they could then attend to the incident and calm the situation. Furthermore, the police killings are caused by poor service delivery because of a shortage of equipment, such as vehicles, they end up arriving behind the expected time at the crime scenes, and this leads to the police being attacked by the angry community especially when attending to mob attacks and riots complaints. Noxhaka (2019:49) argues that the immigration of people from other African countries emigrating to SA to look for jobs is also seen as a contributing factor to police killings.

The city of Johannesburg is facing several challenges such as poor service delivery and a decline in resources as it is overpopulated and is struggling to provide services for everybody living in the city. These basic needs enhance the probability of serious crime, conflict, and violence (CoJ, 2019a:1). Additionally, to deal with situations in regions that are impacted by a lack of basic services, police officers should have the proper training and support. If the community does not receive service delivery this could become or could result in confrontations between the police officers and the members of the community (JMPD, 2023:n.p.). In addition, police officers often bear the brunt of frustrations, particularly if they are seen as representatives of an unjust system. Collaboration of government and communities is imperative to address these primary causes of crime and violence. The reduction of socioeconomic inequalities and lowering of crime rate, might require spending on basics like water, food, education, housing, energy, healthcare, and security.

2.2.10 Racism as Factor in Police Killings

Minnar (2003:11) indicates that the majority of African police officers are killed in townships because of a post-apartheid-era-dominant demographic distribution. Many township areas are characterized by poverty, unemployment, and lack of basic services such as electricity, water, and sanitation. This could lead to increased crime, because people turn to committing crime as they struggle to survive due to a lack of basic needs. According to JMPD New Death System (2023:n.p.) the majority of African male officers were killed in the department for a period of seven years from 2017 to 2023.

Bruce (2002:13) asserts that the majority of African male police officers were killed in urban areas. However, this is because police officers from these communities are often deployed in high-crime areas where they are at high risk of being targeted by

criminals who happened to be their neighbours, or they grew up together. The history of apartheid in SA has left social and economic inequality that continues to affect certain communities. In addition, police killings are sometimes related to racial and urbanization conditions such as in township areas where there are more violent crimes than in other areas. Certain areas are often characterized by high crime rates, including violent crimes, gang-related activities, and drug-related offenses. As such, the police officers are being exposed to a greater risk of encountering violent criminals.

Kent (2010:3-23) concur with Bruce (2002:13) that comparing police killings to other races, racial minorities in cities were more likely to experience relative deprivation, experience economic disadvantage, and feel that the current social structures are unfair. Furthermore, this indicates that most black police officers are getting killed compared to other races. Racism exists in many police departments around the world and SA is not exempted. If police officers have a racial bias, they may perceive certain groups as more dangerous, leading to the use of lethal force irrespective of the situation's context. It is worth noting that police officers of all races are at risk of violence in the country, as the country has some of the highest rates of police killings in the world.

2.2.11 Revenge as a Factor in Police Killings

Revenge is sometimes cited as a cause of police killings, particularly in cases where officers have been attacked or injured in the past by an individual or a group. Police killings are also linked to love triangle where the other partner betrays the other especially when they are stationed at the same area. In some instances, it is discovered that it was just a misunderstanding where the other party did not agree to team work and thought one partner cheated on him/ her and another seeks revenge (Noxhaka, 2019:98). Another factor that has been considered by some researchers is that the police killings might be related to mistreatment, humiliation or socially rejected.

In addition, police bear grudges towards the justice system without considering the damaging effects of that grudge on their colleagues, family, friends and the society at large (Noxhaka, 2019:98). Police officers are aggrieved that they arrest the perpetrators who might be a danger to the society, but continue to see the same perpetrators after few weeks as a free man due to some unclear reasons. Revenge can also be a motivating factor for police officers who feel that they have been wronged by the justice system or by society more broadly. Bruce (2002:15) points out that the circumstances leading to police killings which still have hostility towards the police are

perceived as hatred and anger generated by the community, mainly due to the fact that some police officers are in support of racism.

Clarke (2021:13) argues that hatred and anger from the communities were found to be factors behind police killings. It may be related to the hostility shared by the members towards the police, partly related to the role of the police in society supporting discrimination, so people seek revenge by killing police officers. Moreover, political motivations for police killings cannot be isolated, as the public still has a negative view of the police due to people killed by apartheid police before 1994. Retaliating or resisting arrest would cause some officers to use excessive force or act aggressively. The police should build a good relationship with communities as this might reduce the risk of violence toward police officers and build trust and confidence.

2.2.12 Robbery and Committing Further Crimes

Noxhaka (2019:94) asserts that the police are being killed due to poverty which pushes them to the limit of committing crime by enforcing bribes to motorists. High rates of unemployment, inequality, and substance abuse by criminals who rob them of their firearms to commit further crimes in order to make a living out of crime. Poverty and high unemployment rates are seen as contributing factors in the police killings. In addition, the majority of police killers relocate to the big cities such as Johannesburg to look for better opportunities as well as embarking on being in private sectors. It becomes possible that during the period of job hunting, these police officers engage themselves in criminal activities, such example is the one in Randfontein whereby police officers and army personnel were killed by police after being cornered during cash in transit (African News Agency, 2018:1).

Furthermore, it was indicated that firearms can be a valuable target for criminals as they can use them in further criminal activities or resell them on the black market. The majority of police officials were being killed when off duty than when they are on duty. It has been noted that they go to the wrong places with firearms. They go to places such as shebeens, pubs, and taverns to socialize, and this contributes to their killings (Minnar, 2003:7). This was also argued by (Conradie, 2001:2) that criminals target police officers for their firearms, however, this is not always the sole reason for police killings. In this regard, the majority of police officers were killed on the street, police stations and at their homes because they are well known by the community they live in as police officers.

On the other hand, the two (2) JMPD police officers were robbed of firearms and shot and killed by the suspects during the robbery (JMPD, 2023:.p.n.). This indicates that the lives of police officials are at risk as they are getting killed in certain areas especially in the townships. Bruce (2002:16) intimates that the majority of the police killings comes from arguments or disputes that they engage themselves in with their killers, family, and other people. He additionally, explained that criminals target police officials to disarm them of their service firearms to commit further crimes. Bruce (2016:8) further indicated that the police officers who were killed off duty, were victims of crime as they were vulnerable at the time of their death.

How police conduct themselves when off-duty also contributes to their killings as they become targets and get easily robbed and killed when they are under the influence of alcohol or drugs, as they abuse these substances (Minnaar, 2003:8). Therefore, the police die from reckless and irresponsible behaviour by going to unsafe places. While robbery can be a contributing factor to police killings, it is important to note that other factors could also lead to the death of police officers. Some of these factors include responding to dangerous situations, pursuing suspects, or being targeted due to their position in law enforcement (Bruce, 2016:10). Similarly, not all robberies are carried out to commit further crimes, and not all police officers are killed during robberies. It is important to approach each situation on a case-by-case basis and not to generalize the reasons for police killings.

2.2.13 Use of Violence as a Means to Instil Police Presence
Perkins (2018:216) illuminates that the use of violence is identified as a direct response to danger that could lead to police killings. In his findings, the latter author indicated that other units such as Tactical Response Unit (TRU) apply insistent violence to instil fear as a means of earning respect from the criminals at the time of arrest. In addition, Perkins (2018:216) agrees with Bruce (2002:15) by confirming that, another offender in his interview divulged that the police also worsen the level of violence against the criminals by quickly shooting on their arrival at the crime scene. Police officers must respond to active crime scenes more cautiously. Furthermore, it was confirmed by Zunno and Lester (1982:6) that police officers use maximum force before the expected time.

The criminals also retaliate or use violence to respond to the police to defend themselves. SA was identified as the most violent country, on a statistic briefing, Minister Bheki Cele, emphasized that the country is the most violent country with 5876 murder cases (Gifford, 2021:n.p.). Some police officers use force unlawfully which

might result in harming their fellow officers because they may later run into a suspect who fears that turning himself in would result in abuse or death. Noxhaka (2019:97) posits that police shootings entail physical or violent contact, which typically follows a violent dispute between the perpetrators and their victims.

On that note, Bruce (2002:15) conducted a study and interviewed 26 police killer's offenders on the reasons why they killed police officers. The majority of participants in that interview mentioned the fact that they only wanted the police officers' service firearm, and the only method was to kill. It is possible in some cases that corrupt police officers have a tendency of using violence and even maximum force to protect their illegal activities and to silence any potential whistle-blowers. Kent (2010:3-23) argues that the level of crime and disorder in a community may extend to violence aimed towards the police. On that note, Bruce (2020:3) disagrees with the latter author that lack of accountability was identified as one aspect that contributes to police violence.

This indicates that the cause of police killings should be connected to urban factors like violent crime and structural issues that encourage crime. As such, a JMPD officer was shot and killed by seven gunshots by two (2) men at Braamfischerville, Soweto during road rage (Bhengu, 2022:1). This is a clear indication of how police are living in a society that is violent and dangerous. Salame (2020:38) added that police brutality is also a contributing factor when it comes to police killings. Police sometimes use unnecessary maximum force when effecting the arrests and this led to police brutality. In addition, the police killers also retaliate or use violence to defend themselves from police brutality.

Police work has been identified as a high-stress job involving potentially dangerous and violent situations such as responding to crimes in progress, conducting crime prevention, and arresting offenders. Minnar (2003:5) argues that the rate of occurrences involving police officers fighting or arguing with members of the public is 5%, and the number of incidents that happened either in shebeens, taverns, or hotel bars which is about 1.5% are measures of the level of stress-related violent behaviour. It is essential to have measures ensuring that police officers are held accountable for their actions in incidents involving police violence, the police officers should be investigated, and justice served for the victims and their families.

Supporting community policing forum campaigns that call for fairness and transparency from the police department is important, the majority of police officers in SA have been killed in violent crimes compared to the United States (US). Moreover,

Kwinika (2019:4) argues that the majority of respondents 42%, claimed they attacked the police to avoid being arrested; 31% mentioned that they attacked the police directly to rescue inmates or rob the official's gun; and 12% intimated that they attacked the police while committing a crime. This places SA at the top of the list of the countries with most violent crimes in the world.

2.2.14 Weapons Used to Kill the Police

Firearms are noticeably the most utilized weapons in police killings in JMPD. It is well known that police officers operate in dangerous surroundings and the nature of their profession involves risks. On that note, they are required to carry firearms as part of their job, and this places them at potential risk of being killed by a firearm. Conradie (2001:2) indicates that the murder weapon mostly used by perpetrators to kill the police were handguns, knives or sharp objects, and physical force. Police killers normally use these weapons against their victims when they perform their duties, such as patrol, effecting an arrest, or ambush attacks on police officers.

In addition, the other incidents when police officers were killed by firearms, are the result of volatile situations where the officers are forced to use their weapons in self-defence or the defence of others. Minnar (2003:5) concur with the above author, in his analysis, the weapon normally used to kill police officials was firearms, knives, sharp objects, and stoning. Based on the empirical evidence, 20 police officers in JMPD have been killed by a firearm. Between 2017/2018 five police officers lost their lives in firearm-related incidents and one committed suicide. Between the years 2019/2020, three police officers were killed, as well as in the years 2021/2022. In 2023, two police officers were shot and killed, and two other police officers committed suicide.

It was confirmed by JMPD armoury that the firearm was found as the most common weapon utilized to kill police officers. As such, a police officer was shot and killed by unknown suspects when he confronted them whilst carrying out his duties at Joubert Park, JHB CBD, and succumbed to his injuries at the hospital (Siso, 2022:1). This indicates that the availability of illegal firearms in the CoJ threatens the lives of police officers and the community at large. Based on data from the Federal Bureau of Investigation (FBI) report (2021:2), between 2009 and 2018, a total of 644 law enforcement officers were killed in firearms-related incidents, representing just over half of all law enforcement fatalities 51% during that period.

Furthermore, FBI report (2021:2) confirmed that offenders mostly make use of firearms, other dangerous weapons, and physical force and they also use vehicles to kill police officers, however, handguns were found to be the most commonly utilized weapon to kill police officers. Confiscating illegal firearms may help in reducing the high rate of police killings. Based on FBI report (2021:2), firearm is the most used weapon in police killings. Most police killers utilized firearms to kill police officers, however, in other incidents, the offenders overpowered the police and killed them with their firearms.

Krieger et al. (2015:135) further confirmed that firearm is the most popular used weapon in police killings. It was indicated that in 2015 several United States (US) law enforcement agents were killed in the line of duty by firearm; however, the majority were killed in motor vehicle accidents. In general, it is evident that police officers are confronted with many challenges when doing their duties, and firearm-related issues are simply one of the potential risks.

2.2.15 Overall Stress of the Job

Police officers are generally more exposed to traumatic, stressful, disturbing, and unpleasant working environments than other occupations (Violanti et al., 2011:346). The police officers are exposed to the possibility of being attacked, harmed, or even killed by the society they serve and protect, and this leads to overall stress of the job. They have to interact with antagonistic members of the public, act in conflict situations, arrest violent criminals, and deal with the unavoidable political demands of everyday life. Bruce (2016:7) concurs with Violanti et al. (2011:346) that police officials are exposed to dangerous criminals daily and face a violent society. There is also the challenge of trust issues between the police and the society, as the society does not trust the police.

On the other hand, the police work becomes a challenge due to lack of trust between the police and society. When compared to other occupations, police officers' work-related exposures are frequently described as stressful (Violanti et al., 2011:346). Furthermore, Violanti et al. (2011:346) concur with previous authors that trauma is a reality that police officers deal with daily. Police officers respond to fatal accidents, criminal activity, child abuse, homicide, suicide, and rape, which exposes them to all the potential triggers for a traumatic reaction. Regular stress and trauma from the job might raise police officers' chance of developing alcoholism. This was also confirmed in FBI report (2010:n.p.) that the police occupation is an extremely high-stress job compared to other occupations.

According to earlier studies from Husain and Faize (2018:29) interactions at work are acknowledged as a significant concern for police officers and that these encounters lead to stress. Berg, Hem, Lau, and Ekeberg (2006:2) argue that working as a police officer is not extremely stressful, however, it may contribute to psychological distress. Furthermore, it is indicated that work related mental disorder is also notably distinctive in police officers due to certain other occupations. Work and family correlations have been identified in the research as another source of stress for police officers. Moreover, considering that married police officers frequently struggle to balance their work and family responsibilities (Zhao, He, Lovrich & Cancino, 2003:3-46).

Violanti et al. (2011:346) concurs with Zhao et al. (2003:3-46) that both the effects of the workplace and the effects of the personal life have an impact on how well a police officer performs his/ her duties. Whilst in the line of duty, police officers deal with life-threatening situations, witnessing some acts of violence, as well as being under constant time constraints to make quick decisions. Lastly, the long hours, shift work, and constant vigilance expected of police officers might add to their overall stress. The mental health and support for police officers should be prioritised and considered in order for members to be able to cope with the stress of life.

2.3 THE IMPACT OF POLICE KILLINGS
2.3.1 The Impact of Police Killings on Families
Minnar (2003:5) emphasized that the police killings do not affect only the family of the diseased; however, the colleagues are also affected by the killings. Police officers put their lives in danger for the love of their country and its habitants, whereby they pledged to serve and protect the country and its citizens. On the other hand, Minaar (2003:5) confirms that the morale of the affected surviving colleagues who were close to the deceased becomes low, and those who witnessed the killing are left traumatized and constantly have post-traumatic stress disorder (PTSD).

Additionally, in his speech Former Minister of Police, Nathi Mthethwa, emphasized that family members of a killed police officer and the colleagues who witnessed the killing ended up developing a hatred for the profession and opting to be in the office or looking for another occupation or resigning before their retirement age (Kwinika, 2019:5). The grieving family might experience a range of emotions including shock, disbelief, anger, sadness, grief, and loss. Losing a loved one is painful, and when it happens so suddenly and traumatically, it could be even more difficult to cope with it. Noxhaka (2019:3) concurs with Kwinika (2019:5) that the death of the police official in the family impacts in a traumatic way.

Police officers often experience a great deal of stress in their occupational, social, and family lives, leading to cynicism and other physical and emotional distress and sometimes even early retirement. Noxhaka (2019:62) further emphasized that female police officers' lives are at risk as they get killed by their partners other than criminal attackers. The majority of police officers are sole breadwinners in their families, where the spouse and the rest of the family depend on his or her salary for a living. The spouse or mother has to look after the deceased children since there will be no one to provide for them, this causes too much stress and pain that affects them for an exceedingly long time.

Losing a loved one has never been easy, and when that person is a police officer who was serving their community, it becomes more difficult because one way or the other, they will be reminded of the late by either seeing his/ her colleagues in uniform or JMPD cars. The process of healing becomes a very steep hill. Generally, the family might feel a sense of pride in their loved one's service and sacrifice but also struggle with feelings of injustice and a desire for justice to be served. The killing of a police official can lead to hatred of the profession and the young generation who wish to join the organization in the future. Moreover, Blair et al. (2016:55) emphasized that violence against law enforcement officials hurts the victims' families, colleagues, departments, the legal profession as a whole, and communities.

The family of a killed police officer would feel shocked, pain, anger, and sadness. Additionally, the sudden passing of a family member could cause a major change in the standard of living, and the affected family may find it difficult to adjust. Finally, the loss of a family member could be devastating and life-changing, and the family may struggle to come to terms with the tragedy (Noxhaka, 2019:4). It is clear that based on the numerous literatures by various authors, the killings of the police officers have a huge effect that not only affects the police immediate family members but extends also towards their colleagues.

2.3.2 The Impact of Police Killings on Society

Kwinika (2019:1) intimates that public perception regarding the police killings was seen as an indirect attack on the public. The killing of police officers does not affect only close people to the victim, but the society as a whole. Police are there to serve and protect the citizens. If it happens that they get killed, the community safety is also at risk. The police must always promote professional conduct when dealing with society so that they can earn respect from society. Furthermore, Kwinika (2019:1) suggests that society should play a role in maintaining police safety and keeping everyone safe.

However, seeking to address some of the underlying societal issues that lead to violence and crime, it should be noted that it is the responsibility of law enforcement organizations to take action to protect their officers and stop violent attacks.

Minnar (2003:6) further argues that society has lack of respect towards police officials, this also causes a high rate of killing of police because if society respected the police, they would not kill them. Police officers are there to protect and serve the public as well as to represent the state. If they are getting killed, this proves that the criminals are indirectly fighting the government. Police officers have a responsibility to ensure that society is safe, whilst on the other hand, they are also part of that community, their safety is also important. Every time a police officer is killed, society becomes unsafe as they are also affected by police killings. The general societal high level of violent crime in SA also led to the causes of police killings that currently occurring (Bruce, 2002:16).

Burger (2016:20) emphasizes the fact that it is vital to support the demands made by the colleagues of the victims, unions, and others on the safety measures to protect the police officers. However, because police officers are being attacked and killed by criminals, extrajudicial killings by the police cannot be justified, either tacitly or outright. Moreover, FBI report (2010:n.p.) indicated that police killings are caused by their exposure to violent criminals especially from certain areas, as their associated with high levels of violence because of their poor and disadvantaged background. The majority of African society's sentiments towards the police were found to be negative, in contrast to the majority of white society's attitudes. In general, how society reacts when the police killed will depend on various factors, including the circumstances of the killing, community engagement, perceptions, and feelings toward police officers in a specific community.

2.3.3 The Impact of Police Killings on the Economy

South African government spends a lot of money on crime instead of building the economy of the country. Budgetary allocations to the police, courts, and prisons have increased over the past ten years, rising from R46.6 billion during 2005/06 to R126.71 billion (Gould, Mufamadi, Hsiao, & Amisi, 2017:n.p.). In addition, due to the high prevalence of violent crime in SA, there are a lot of offenders incarcerated. Furthermore, the government is dealing with two simultaneous challenges such as an offender that is imprisoned, and not useful as a result, the offender does not generate an income for the country or the economy. On the other hand, the government is responsible for covering every expense of a prisoner.

According to Rubin (2022:26) in the report to parliament, it was indicated that the Department of Correctional Services (DCS) has a daily budget allocation of R385 for facilities to accommodate, provide clothing, and feed the convicts. Crime negatively impacts the SA economy as the country is spending a lot of money on offenders. Noxhaka (2019:98) argues that the existence of undocumented foreigners is a burden and a threat to the lives of police officers, even though she did not specifically mention conflicts with immigrants who had moved to SA. Additionally, the challenges brought on by people migrating from other countries to seek job opportunities bring serious challenges to the country's economy.

Furthermore, Rubin (2022:26) indicated that SA is a developing country that has significant rates of unemployment, especially among young people, the deprivation and poverty brought on by unemployment are factors that contribute to police killings. In addition, other factors such as high levels of unemployment and inequality, and a high rate of violent crime contribute to economic challenges. Kwinika (2019:12) indicated that police officers are still over twice as likely to be killed as ordinary citizens, as seen by the current police murder rate in SA, which is 56 per 100 000, compared to the country's overall murder rate, which is 35,2. Furthermore, this stipulates that South African police officers have a nearly six (6) times higher risk of being killed than their United States counterparts.

It is the researcher's perspective that police killings may lead to unrest and aggression as well as interference with business operations. The economy may be affected if businesses are unable to operate normally because of the threat of violence. Furthermore, international investors may be hesitant to invest in a country where the police force cannot guarantee the safety and security of citizens and businesses. Police killings in JMPD could lead to a decline in foreign investment, as the CoJ is an economic capital city in attracting investors, and this would have a significant impact on the economy. Moreover, SA is a popular tourist destination, and tourism is a significant contributor to the country's economy.

However, if the visitors do not feel pleasant due to violence like police killings, they may travel elsewhere. This could hurt the tourism industry and the economy as a whole. Generally, the economy of the country may be negatively impacted if the problem of police killings persists, and this may discourage economic growth and development.

2.3.4 Effects of Police Killings on the Police

Most of police officers encounter a variety of traumatic situations such as accidents, fatalities, bombings, or shootings and this can affect them physically and psychologically and this could lead to depression.

2.3.4.1 Depression resulting from police killings

Depression is linked to several elements, such as PTSD and occupational stress from work that include physical and psychological threats (Violanti et al., 2011:346). Police officers are identified as the most depressed people in society. Additionally, Violanti et al. (2011:346) illuminated that 6.2% of female police officers were identified as more depressed in contrast to 5.2% male police officers, in the police organizations. Furthermore, during the assessment, some gender differences were noted. They asserted three early findings: firstly, compared to male police officers, female police officers reported higher levels of stress.

Secondly, white male police officers reported higher levels of stress related symptoms than black male police officers. Thirdly, the stress levels faced by white and black female police officers were equal. Husain, Sajjad and Rehman (2014:6) agreed with the study conducted by Violanti (2004:277–283) and confirmed that the prevalence of depressive symptoms was greater in the female officers, the study was conducted to 105 police officers. According to the study, married female police officers had greater levels of depression than single female police officers. Depression is more common among female police officers compared to those of male police officers.

This shows that female police officers are at risk of depression as they deal with several factors, such as; hormonal changes, unequal power, status, culture, and work overload that stresses them. Hussey (2020:13) concurs with the above author that the majority of police officers endure extreme recollections of previous tragic incidents they witnessed while on duty every year which results in psychological and physiological stress. It was found that many police officers were often afraid to share their troubles, as this would make them unpopular with the other police officers, harm their careers, or cause their guns to be taken away in disgrace. They decide to keep their problems to themselves, and this could lead to depression.

Based on the findings of the current study, police officers who worked in sensitive places experienced higher levels of stress, anxiety, and depression than those who worked in insensitive places (Husain & Faize, 2018:29). It was indicated that psychological conditions and psychiatric problems come in a wide range, from minor

stress to depression and mental retardation. Numerous pressures experienced by police officers have been related in studies to mental anguish, depression, anxiety, alcoholism, burnout, heart illnesses, and family and marital issues. Husain and Faize (2018:26) confirm that almost in every population, depression, anxiety, and stress are the most often diagnosed psychological illnesses.

They further identify several signs when a person suffers from depression, such as anxiety, difficulty unwinding, easiness to become angry or irritated, irritability or overreacting, and impatience. Even when compared to other rescue professionals, many officers show a significant lot of psychological fortitude in the face of disasters and traumatic events while on duty (an outcome linked to stricter screening standards and efficient training for coping with a traumatic incident) (Mushwana, Govender & Nel, 2019:6). Operational stressors like exposure to traumatic events and violence, social and organizational stressors such as a lack of organizational support and rewards, a severe workload, and irregular work hours are important predictors of mental health issues (Njiro, Ndumwa, Msenga, Kawala, Matola, Mhonda, Corbin, Ubuguyu & Likindikoki, 2021:1).

Police officers are at risk of depression, anxiety, and stress due to their exposure to dangerous situation that their facing daily. Counselling will help police find ways to deal with emotional issues and overcome trauma by making positive changes to their mental wellness (Njiro et al., 2021:1).

2.3.4.2 Divorce as a factor of police killings

Due to the demands and stresses of their job, police officers frequently come across the issue of divorce. Police officers may experience marital problems that can lead to divorce. Based on Digliani (2017:10), there is mounting evidence suggesting that some police officers' marriages end in divorce, even though there is a lower rate comparable to the general population. According to Faull (2019:n.p.), 11 police officers countrywide were killed between 2017 and 2018 as a result of divorce and domestic violence. For instance, a police officer that fatally shot and killed both his wife and her brother outside court in connection with their divorce. Digliani (2017:10) added that the police officers prioritize their career over their family, and this can lead to separation and divorce. Furthermore, police officers are frequently working long and irregular shifts, which may make balancing both professional and private life challenging.

Police officers are more likely to be harmed or killed while working, which can make spouses fear for their safety and deteriorate already strained relationships. Yesufu (2022:23) argues that police officers have the highest divorce rates due to the fact their shift schedules are not often created to accommodate officers' family demands. In this regard, male police officers were more likely to divorce than female counterparts. However, factors behind divorce in police officers included infidelity, communication difficulties, excessive stress, financial issues, and the inability to balance work and family life. One significant reason could be the nature of their job, which exposes them to high levels of stress and trauma.

Furthermore, the risky situations, violence, and other challenging circumstances that police officers frequently encounter may be harmful to their general mental health and well-being. Therefore, stress-related illnesses like PTSD, anxiety, and depression can ruin happy marriages and romantic relationships. Trevino and Brown (2022:n.p.) concur with the latter author that police officers' marriage mostly ends in divorce due to the nature of their job. In the survey that was conducted with law enforcement officers, 53% of the police officers acknowledged having gone through a divorce or separation in their marriage.

Police officers spend most of their time at work which makes their lives difficult to be with their families and friends and this may lead to loneliness and divorce. In addition, they often do not show emotional support for their families due to a lack of involvement in family activities and this can lead to misunderstandings and damage relationships. These are some of the possible reasons why police officers may have a higher rate of divorce compared to other professions. However, it is important to note that divorce rates are affected by several factors and vary among individuals. In cases of family disputes or work-related challenges, it is imperative to identify problems before they worsen and to assist them in better time management while balancing jobs and family responsibilities.

Furthermore, it is essential to encourage police officers to communicate honestly and openly with their spouses. Police organizations and families should support the police officers and understand the personal challenges that they face daily, such as job demands, stress, and mental health. In addition, to improve their relationships with their spouses, police officers also require relationship-building skills that can help them maintain their relationship's strength and health, they must learn to be resilient, patient, understanding, and communicatively effective. This includes being available for

entertainment purposes, family activities, and showing religious interests to support their families.

2.3.4.3 Domestic violence resulting from police killings

Relationships between police officers and their spouses or partners are frequently affected by domestic violence. Digliani (2017:10) indicated that the lack of emotional connection, money, spending, child discipline, alcohol usage, perceptions of abuse, differences in life philosophy, and family concerns are all problems in police marriages that lead to domestic violence. In addition, most of the time police officers are characterized as being angry, arrogant, suspicious, demanding, verbally abusive, impatient, and threatening. Furthermore, numerous studies have revealed that the rates of domestic violence experienced by police officers' partners are significantly higher than those of the general population (Friedersdorf, 2014:n.p.).

The police culture sometimes protects abusers by minimizing or dismissing domestic violence as a private matter, rather than a crime that should be prosecuted. Bruce (2002:4) argues that male police officers were more likely to experience domestic violence than their female counterparts. Male police officers engage in high levels of domestic violence for a variety of reasons, such as frustration, anger, exposure to violence, and cultural factors. In addition, domestic violence can negatively affect police work, integrity and reputation, and public confidence in law enforcement. Prioritizing accountability and victim protection when dealing with domestic violence, builds trust between the police and the community.

Making a provision for domestic violence to be treated as a high-priority crime when reported and to be prosecuted in a reasonable time. This includes training and workshops on healthy communication, peaceful conflict resolution, policing, and action of non-violence to reduce the "blue wall of silence" that protects abusers. The high-stress nature of their job can make them more prone to frustration, anger, and other negative emotions that may spill over into their personal life (Gül & Delice, 2011:21). Domestic violence amongst police officers may also be extremely stressful for both victims and the perpetrators. Loss of physical and psychological well-being, a lack of trust, divorce, and separation can all result from domestic violence.

In addition, domestic violence amongst police officers may also have significant consequences that could lead to the killing of both victim and perpetrator. When police officers are involved in a domestic dispute, it can be challenging for them to face other people. This could create situations where officers feel threatened or provoked,

causing them to use excessive force and in some cases fatally shoot their partners. The stress and trauma of domestic violence can often leave victims feeling vulnerable and overwhelmed, which can lead to a sense of fear or panic when confronted.

In addition, perpetrators sometimes experienced their actions as threatening, leading to the use of force by the police. Through awareness, training, and workshops that educate the public about domestic violence and its consequences, the frequency of domestic violence can be reduced. Furthermore, promoting a zero-tolerance policy towards domestic violence and making it clear that it will not be tolerated or ignored within the police department will reduce the high rate of domestic violence among police officers.

2.3.4.4 Effect of police killings on job performance

Police are expected to perform a range of duties, including enforcing the law, maintaining peace and order, investigating crime, responding to emergencies, and protecting the community. This was confirmed by Moyane (2008:2), who stated that police killings may negatively impact the job performance of the surviving colleagues and the management in the police organization. In addition, police officers are still required to enforce the law, maintain the community safety, investigate crimes, deal with problems, and uphold peace and order. Furthermore, they are also expected to uphold higher moral standards than their civilian counterparts. Parker (2012:2) indicated that police officers are the most admired and loyal people. However, they can occasionally fall into the chasm of alcoholism, divorce, and suicide because they are also human beings. In that regard, police organizations should have rules and procedures in place to help staff members to deal with stress after witnessing the killing of their colleague, as this may affect their effectiveness on the job performance (Parker, 2012:2).

Yesufu (2022:23) argues that anger and work-related frustration affect the job performance of police officers. Factors, such as lack of progression or low pay and an unconducive working environment were also identified. He further, explained that an average police officer gets frequently upset with themselves, the criminals, and the criminal justice systems that permit criminals to operate freely at the cost of crime. Some police officers would contend that gathering evidence for the prosecution in court it is an extremely difficult and demanding job. In some instances, one might question whether the release of detainees prematurely is due to the suspect being innocent; or whether there is any unrelated circumstance, such as bribery. This

situation demoralises officers because the detainee would be arrested again for the same offense.

As this work continues in a vicious spiral with no apparent conclusion, it becomes incredibly difficult. Fratesi (2019:2) argues that police officers' performance on the job is impacted by the consequences of both their personal and professional lives that percolate into the workplace. Police officers are expected to balance work and personal lives daily, they are expected to conduct themselves in a professional manner and with dignity when interacting with the public regardless of the situation. Additionally, organizational policies and regulations must be followed to maintain law and order, respect civil liberties, and respond to the crime scene as quickly as possible to prevent further harm.

The police officers feel that the justice system is failing them, as they work hard to apprehend the offenders at the end of the day they get released from the court. Noxhaka (2019:60) argues that the concept of officers becoming victims of such violence may be challenging to interpret because lethal kinds of violence employed against the police are frequently seen as an occupational danger, especially in addressing of police killings. Police officers might receive low salaries for the greater risks and responsibilities involved in their duties, which causes dissatisfaction and affects productivity. In addition, considering the challenges of their work, police officers must be paid appropriate fair salaries. Overall, police officers' job performance may be assessed by assessing their ability to perform their duties competently, fairly, and honestly.

2.3.4.5 Low morale as a factor of police killings

Yesufu (2014:12) identified several factors that contributed to police low morale, such as societal strain, low pay, utilization of discretionary powers, lack of ethical standards, and political influence. He further, emphasized that police officers' morale is low because of their lower salary that their earning, however, in some cases greed and desire was identified as contributing factor to police low morale. Police officers are expected to show strong personal integrity and loyalty all the time. Most of the police believe that their incentives do not match the type of work they perform. Police officers are often not adequately compensated for the risks and responsibilities associated with their jobs, leading to frustration and low morale.

In addition, police officers need effective leadership to guide and support them through their jobs. The analysis was performed, and it is suggested that lack of support from management is a driving force behind police officers' increased susceptibility to low morale. According to the former Minister of Police, Nathi Mthethwa at the Summit Against Police Killings that was held on 8 July 2011 in Boksburg emphasized that the high number of police killings 'affect morale whilst it also traumatizes colleagues and families' (Kwinika, 2019:5). Police work requires a high level of morale to perform their duties successfully. He argued that police officers should have good morale and a positive attitude to achieve the goals of the organization.

In addition, good morale and initiative are boosted by positive attitudes. It also strengthens one's ability to resolve problems and critical thinking skills. Furthermore, it permits an individual to provide his hidden skills, such as peoples' skills and analytical skills. Minnar (2003:3) emphasizes that a high rate of police killings in the country must have a negative influence on morale among officers and traumatized colleagues who witness such crimes. Police officers are no longer performing their duties properly due to reasons, such as; being attacked, disarmed and getting killed by the criminals out there (Bruce, 2016:7). In addition, police jobs used to be a respected profession among other professions, lately, police are being disrespected and getting killed by the society they serve and protect.

In addition, police officers frequently encounter low morale because they feel that their dedication and commitment are undervalued and unappreciated (Noxhaka, 2019:4). Negative public opinion and scrutiny of law enforcement officers can lead to lower morale of police officers, who are constantly under attack and feel unsupported by the public they serve. Overall, poor leadership, lack of appreciation, low job satisfaction, and lack of communication and guidance from management can lead to low motivation and low morale.

2.3.4.6 Marital problems as a factor of police killings

The police job is a very high-stress job that deals with many various aspects that can have a significant impact on an officer's personal life, especially their marriage. Police officers, like anyone else, may experience marital problems. In Violanti et al. (2011:347) it was discovered that more than 40% of the policemen in their survey admitted to venting their frustrations on their families and loved ones. In addition, Violanti et al. (2011:348) further indicate that the spouses of police officers believed that their husbands' work stress affects their families, and this could result in emotional exhaustion and conflicts.

Zhao et al. (2003:3-46) argue that in the previous studies that were conducted, it was concluded that marriage among police officers can have a moderating influence on police stress levels, provided an officer's spouse is supportive. Zhao et al. (2003:3-46) concur with Violanti et al. (2011:346) that based on the survey that was conducted the police officers' wives in a significant metropolitan police department in the Midwest discovered that the majority of the women believe that their husbands prioritize their work lives over their personal lives and made insufficient efforts to come to an understanding of one another's needs at work.

Additionally, persistent exposure to violent incidents and elevated levels of stress can lead to mental illnesses including PTSD, depression, and other problems that can result in marital problems. It is perceived that civil servants, especially police officers have limited opportunities to socialize outside of work due to the nature of their jobs. As a result, their relationships with their partners who are not police officers, have negative impact in their relationship leads to marital problems. Gül and Delice (2011:21) and Zhao et al. (2003:3-46) further confirm that police officers have serious stress issues, and this was found to negatively impact their families. Working shifts, long working hours, and the trauma that police officers encounter at work disrupt other important family occasions as well as family life.

Additionally, poor communication as they spend most of their time at work less time with their families, and lack of intimacy can cause marital problems that can lead to divorce and suicide. This indicates that the overall stress of police work can also negatively impact marital status and cause psychological problems for police officers. The probability of a differential impact from marital status on police occupational stress is likely to be supported by police socialization and social support. Moreover, the police profession is known for high rates of infidelity and divorce as they spend most of their time with their crew members and ended up having affairs with their colleagues (Zhao et al., 2003:3-46).

Police officers may be exposed to temptations from peers or the public, by getting involved in extramarital affairs which can put a strain on their marriages. Addressing this issue, offering counselling and support services for police officers and their families by police organizations would reduce marital problems.

2.3.4.7 Post-Traumatic stress disorder (PTSD) as a factor of police killings
PTSD is a distinct collection of symptoms caused by exposure to a traumatic incident that jeopardizes one's physical safety or life and causes tremendous fear (Violanti et

al., 2011:346). Exposure to terrible incidents can result in a variety of mental health problems that frequently go untreated. Trauma is a reality that law enforcement officers deal with daily. Additionally, PTSD can have a significant negative impact on police officers' personal and professional lives, such as low self-esteem, social isolation, and trouble with sleeping which may lead to psychological problems, marital and professional problems, and behavioural issues including violence and alcoholism, and even suicide.

Furthermore, police officers are exposed to all the potential triggers that can result in a traumatic response while dealing with responding to tragic accidents, child abuse, homicide, suicide, rape, and murder cases (Carlier, Lamberts, & Gersons, 2000:n.p.). Police officers who have PTSD can lose passion for or desire for their jobs, which may impact their performance in the workplace. In addition, they may decide to retire or change their profession as a result and seek a position that is less risky than the police profession. Maguen, Metzler, McCaslin, Inslicht, Henn-Haase, Neylan, and Marmar (2009:1) concurs with the above authors that exposure to stressful experiences at work may lead to major physical, emotional, cognitive, and behavioural changes and create issues with productivity, social and family functioning, and general well-being.

In addition, Noxhaka (2019:99) confirmed that psychological consequences including PTSD, drug addiction, absenteeism, and domestic violence become increasingly widespread among traumatized police families. Police officers are among the workforce at the highest risk for PTSD, as they are often exposed to situations that put them at risk of injury, violence, or death. Addressing PTSD among police officers may render them more satisfied and effective in their jobs and improve public safety. Police officers frequently suffer from depression, PTSD, and suicidal behaviour, especially those who have been in the force for a long time (Mushwana, Govender & Nel, 2019:1).

Many police officers feel stressed out because of being exposed to life-threatening complaints such as attending to violence complaints in the community, fatal accidents, and witnessing killings of their colleagues. Furthermore, among the organizational causes of stress include a lack of management support, perceived unfair promotion possibilities, bad working conditions, alleged injustice disciplinary procedures, poor interpersonal interactions with colleagues, and low salaries. Therefore, police officers are at risk of PTSD due to work-related stress.

2.3.4.8 Effect of police killings on national safety and security

Factors such as police brutality, lack of confidence in the police, corruption in the police organizations, and lack of impartiality or transparency can negatively affect law enforcement, and community safety and increase crime. The overall socio-cultural reasons caused by high levels of crime and violence in SA might be one of the reasons for these deaths (Noxhaka, 2019:99). This indicates that the primary tenets of the present police safety strategy are education, tactical training, upgrading police equipment, and fostering positive relationships with the community need to be improved. In addition, it was discovered that the city's high rates of violent crime were a contributing factor in police killings in JMPD.

Furthermore, to reduce the use of force when police officers effect an arrest, officers must receive adequate training and self-defensive resources such as bulletproof and shields in the event of violent circumstances. The police officers should act accordingly when responding to emergencies. Minnar (2003:8) argues that the police officers periodically patrol alone, and when they encounter a dangerous situation, neither their home, police station nor the special units can assist them, or they must wait for assistance due to shortages of staff, resource limitations, or broken-down vehicles. Police organizations frequently mandate that officers wear bulletproof vests, carry non-lethal weapons such as pepper spray, and undergo specific training on self-defence techniques and strategies to improve their security measures.

For instance, the JMPD security guard was fatally shot whilst on duty at Tshepisong, Soweto (Solomons, 2022:n.p.). This indicates how the police are vulnerable targets when performing their duties. Moreover, places such as Hillbrow, Johannesburg Central, and Soweto were identified as mostly violent crime areas. The safety of police officers is not only dependent on the police department and its protocols but also on community relations and policing practices (Bruce, 2002:16). Police officers are confronted with several risks to their physical and mental health when fighting crime, especially when dealing with crowd control, active crime scenes, and emergency circumstances.

Bruce (2002:15) argues that the manner that police officers handle the suspects when effecting an arrest, can be a contributing factor behind the police attack. This was confirmed by one of the 26 interviewees that "when they arrest suspects, they must not hit the suspects or cause them injury. And it can happen that when they arrest that suspect after some time, when he is outside on the street again and he sees the police as the enemy". In various situations, one would notice that the police respond to

emergencies, such as; when police life is in danger, they respond late as they become reluctant and fearing for their safety. This indicates that police officers' safety is at risk.

The safety of police officers may vary depending on the specific context and location. Ceccato, Melo and Kahn (2017:522) argued that most of the police killings occurred when members were off duty, indicating that there is no protection after hours. Failure to implement proper safety precautions by police organizations can be a contributing factor in police killings. In addition, when a police officer is off duty, he or she may not have their protective gear or backup nearby, making them more vulnerable to attacks. Police officers have to practise diligence and make the appropriate decisions about their own safety. Furthermore, they should be aware of the potential risks and avoid dangerous situations while they are off duty in order to protect themselves.

It is important to avoid dangerous areas or situations, such as to refrain from confrontation which is potentially dangerous especially when one is off duty. On that note, police organizations need to focus on officers' safety before anything else, and providing the resources and equipment needed may reduce vulnerability. This could include investment in new technology and equipment, improved communication in the departments, greater community engagement to tackle criminal activity, and even, if possible, ensuring that officers receive extensive training in subduing techniques and safe arrest techniques to reduce the use of force.

It is also important noting that being a police officer is a risky job, as they encounter dangerous criminals every day. Most police officers risk their lives to protect and serve the public, if they do not have adequate security measure resources they can be exposed to killings.

2.3.4.9 Substance abuse as a factor of police killings

Police alcohol usage as a result of demographics, stress from work, and police culture has been the subject of a significant number of prior studies (Lindsay & Shelley, 2009:3). It was indicated that alcohol abuse in police organizations is the most common issue. Bruce (2002:16) argues that the police may be in danger due to their alcohol use or by being around other officers who drink excessively and become unstable. For instance, the shooting incident that occurred outside a Braamfontein nightclub during which an SAPS member shot and killed a JMPD member (Motsila, 2023: n.p.). As it has been discovered that alcohol often plays a role in domestic or recreational conflicts or disagreements, it was mentioned as one of the three major types of police killings. This was also confirmed in Noxhaka (2019:99) that trauma and

stress also result in a lack of self-esteem, which leads to substance abuse and increasing absenteeism.

Violanti et al. (2011:346) aver that the social network, specifically "drinking buddies," are crucial when thinking about alcohol use. In addition, a higher incidence of dangerous substance abuse was associated with non-police-related life events, such as divorce or separation, especially for male officers. There is longitudinal evidence linking "drinking buddies" to both problem and alcohol abuse. In most cases where the police officer has a problem with alcohol abuse, fellow police officers are afraid to report their colleague with alcohol problems. Furthermore, in a study involving 1,328 full-time police officers, Violanti et al., (2011:346) emphasize that the causes of police officer's alcohol drinking problem as it was indicated that the most common reason given for drinking by the police officers who are most at risk for alcohol abuse was "fitting in" within the group.

Parker (2012:3) argues that the prevalence of alcohol-related issues among law enforcement officers is often higher than it is for the rest of the community's general population. Furthermore, it is widely acknowledged that police officers are more likely to abuse alcohol than those in other professions. Problematic way of drinking habits among police officers may develop as a result of drinking to fit in and spend a lot of time with colleagues. Parker (2012:3) concur with Mushwana et al. (2019:2) that police officers opt to utilize non-prescription and prescription drugs, smoking, excessive alcohol to cope with stress. While social issues are undoubtedly a major concern, there may be an even greater area of interest in the connection between police officers' on-the-job stress and trauma and subsequent increases in alcohol consumption.

2.3.4.10 Suicide as factor of police killings

A police officer's professional circumstances may have an impact on their personal life, leading them to commit suicide (Parker, 2012:4). Daily, police officers experience a considerable degree of trauma. They may have feelings of hopelessness and anxiety because of their continual exposure to destruction, potentially fatal circumstances, and physical stress from lengthy shifts at work. The availability and easy access to firearms also contributes to police officers committing suicide. Parker (2012:4) on the other hand concurs with Violanti et al. (2011:346) that police officers had a substantially increased risk of suicidal thoughts when alcohol use and post-traumatic stress disorder (PTSD) were correlated.

Furthermore, it was determined that the depression in police officers was the effect of both traumatic work experiences and outside life situations. Based on the findings by Violanti (2004:277–283), police officers' depression scores are significantly raised when they are exposed to numerous types of life situations. Additionally, it has been discovered that police officers had higher rates of depression than the general population. Parker (2012:4) agrees with Violanti (2004:277–283) that suicide as frequently understood to be a response to extreme stress and expectations in people's life. Some aspects of a police officer's professional life may have an impact on their personal lives which can lead them to commit suicide.

Njiro et al. (2021:1) aver that police officers when compared to the general population, are more likely to experience depression and suicide due to multiple factors like occupational exposure and traumatic events. For instance, the shooting incident that occurred at Mbombela whereby a junior-ranking officer shot his senior manager before opening fire on himself in the head and both died on the scene (Nkosi, 2023:1). This indicates how police officers suffers from depression that leads to suicidal thoughts. Yesufu (2022:23) argues that the high risk of suicide among police officers was not being adequately addressed by the police organizational welfare department in terms of assistance and responsiveness.

In addition, police officers who suffer from severe depression may kill members of their families as well as colleagues. Police officers are the first responders at the scenes and provide immediate care and support in some of the dangerous and most difficult circumstances and this could negatively impact them physically and emotionally. Additionally, the physical demands of the job also add to the stress as officers can be exposed to hazardous and toxic environments. Therefore, police officers are prone to experience depression, anxiety, drug and alcohol abuse even suicide.

Furthermore, they may have feelings of hopelessness and anxiety due to their continual exposure to devastation, possibly life-threatening situations, and physical stress from long shifts at work. In most cases where a police officer commits suicide, all the warning signs are always available and sometimes the family members and friends ignore the signs. When the police officer behaves strangely, family, friend, or colleagues needs to seek immediate medical attention.

2.3.4.11 Voluntary resignation as factor of police killings
Charman and Bennett (2021:160) indicated that police officers resign prematurely from police organizations because their occupation frequently includes traumatic,

stressful, upsetting, and unpleasant situations. The majority of highly skilled police officers are resigning with advanced training, moving their skills elsewhere, and complaining about an unhealthy work atmosphere. Many former police officers have given up work as a result of such worries about their spouses or their families' wellbeing (Digliani, 2017:10).

In this regard, it was estimated that 11,000 police officers and 2,000 police officers have resigned or retired during the epidemic, and more are anticipated to continue to resign (Eyewitness News, 2022:n.p.). This was seen as a problem since the police were unable to recruit and train new officers, which negatively impacted the police organization. Noxhaka (2019:99) argues that the police killings result in a loss of desire for the job. Furthermore, the police officers who are most likely to resign voluntarily from the organization or express a desire to resign are those who have weak organizational commitment, low levels of work satisfaction, and high levels of stress, anxiety, and low morale.

Charman and Bennett (2022:163) argue that a perceived lack of promotion prospects appears to be a significant factor in rising levels of organizational dissatisfaction and impacts intentions to retire from the policing organization. This includes possibilities for promotion, managerial support, and independence. In addition, the beliefs that individual police officers have for their working environment are the primary concern of work environment variables.

2.4 MAIN ROLE PLAYERS IN MEDIATING PROBLEM OF POLICE KILLINGS

An investigation into the circumstances behind a police officer's killing is carried out by the SAPS. Following are the role players in mediating problem of police killings.

2.4.1 The South African Police Service (SAPS)

As part of the investigation, evidence is gathered, witnesses are questioned, and potential suspects or individuals of interest are identified and arrested. The role of SAPS at the crime scene commences with the actual investigation or gathering of information when the officer has been killed. The crime scene investigator plays an important role at this stage, as he is the expert in coordinating the crime scene and note-taking, and is tasked with the actual scaling of the investigation to the event collection of physical evidence (Gehl & Plecas 2016:106). Then procedure continues until physical evidence is collected. Furthermore, the investigator's role is to adhere to the rules of the investigation such as cordoning off the area to prevent any contamination that might occur.

The procedure continues until the matter is resolved or withdrawn from court. Most police investigators develop their personal skills and note-taking strategies through on-the-job experience and court cross-examinations (Donner & Olson, 2023:48-60). JMPD armoury argued that SAPS do not involve them when the officer has been killed. Moreover, they indicated that there is no cooperation and collaboration from SAPS investigators when they are at the crime scene. On the other hand, SAPU (2019:13) added that they had limited or no access to the crime scene when their member was killed which at times it could be understandable based on the fact that they avoid cross contamination but the unprofessional behaviour and their communication skills towards JMPD becomes different when they communicate with other members of the SAPS who are not investigators.

Furthermore, it is difficult to get update regarding the incident, it matters not whether the person requesting the update is a Senior official of JMPD. Zinn and Dintwe (2015:177) indicated that unauthorized people such as bystanders and police officers who have not been assigned with the duty of investigation are not allowed at the crime scene incident. Allowing the other people on the crime scene other than the investigator may have a potential risk of contaminating the whole crime scene or destroying the evidence. Lochner and Zinn (2019:29) concurs with the above author that the crime scene should be handled with caution as allowing too many police officers who are not assigned to the task of investigation may jeopardize the important investigation.

The municipal police are required by the CPA as peace officers to ensure the rule of law in all incidents and occasions that do not include investigation (Madihlaba, 2018:43). Their powers enable them to search, stop, and seize persons suspected of possessing tools, implements and machinery prohibited by the statutes of the city and general rule of law. Corruption Watch (2015:n.p.) stipulated that part of the section of 64E is also outlining that the MPSs can only be involved in "crime prevention" but not "crime investigation". One of the consequences of this is that only the SAPS or the IPID can conduct a criminal investigation. In addition, JMPD Internal Affairs and armoury investigators can only conduct investigations for internal matters.

Montesh (2011:7) concur with the above authors that municipal police were empowered with several various powers, including public order and criminal intelligence collection. Working together with law enforcement agencies will help in fighting crime, maintaining law and order, protecting citizens, and preserving peace in the country. Furthermore, an investigator must ensure that justice is served, and that

the perpetrator(s) face the law for killing a police officer. JMPD investigators should not interfere with the crime scene as this may jeopardize the investigation, they may later request the information from the SAPS investigating officer after the completion of the case.

2.4.2 The Independent Police Investigative Directorate (IPID)

Independent Police Investigative Directorate role when a police officer is killed is to conduct an independent and impartial investigation into the incident to determine whether the officers involved acted lawfully and by their training and procedures. Furthermore, Van Zyl-Gous (2019:13) posit that IPID is also liable for leading investigations in situations where a police officer has been engaged unlawfully or criminally behaving, including situations where an official has been killed. IPID gives the directorate an extended directive that concentrates on more serious and prerogative violations committed by police officers from the SAPS and MPS (Tintswalo, 2018:27).

Statistics released by the IPID, published that on the average of every 20 hours, a person is killed by South African Police. Between the years 2014 and 2019, there were about 452 killings by South African Police. In addition, the majority of these killings were multiplied by SA's entire population, equalling to an average of 7.96 deaths per one million people (Clarke, 2021:n.p.). Furthermore, when a police officer kills a person, there may be financial advantages, particularly in a case that receives a lot of media attention and is disputed. The outcome of the case might be influenced by several factors, including the location of the incident, the nature and size of the local economy, and the community.

Bruce (2020:4) concurs with the above author that IPID plays an important role, by ensuring that the actions of police officers are subject to independent scrutiny and accountability when they result in harm or death to a member of the public. Strengthening IPID might help prevent police brutality, which is something that needs much more accountability. When police utilize maximum force, it not only violates human rights only, however, they are also putting their lives at risk, which can result in police killings. Therefore, the police organization should appropriately train their police officers, ensure accountability, and adopt non-violent and humane policing techniques.

2.5 SUMMARY

A review of the literature indicated that the number of officers killed in the JMPD is a serious concern and has been increasing over the past seven (7) years. Various studies determined factors such as; accidents, lack of equipment, cost of training, racism, corruption, robbery, and poor service delivery contributed to on-duty killings. Violence and the risk of police brutality occurrences have also been linked to these killings.

Geographical locations and socializing in taverns and nightclubs were also revealed by the literature as the most contributing factors behind off-duty killings. The study focused on the need to review current policies and procedures, provide adequate equipment, attend regular refresher courses and improve police working conditions. To prevent further police killings within the JMPD, public awareness programs that encourage accountability and transparency and better police-community interactions are vital. The following chapter will discuss the research methodology.

CHAPTER 3
RESEARCH METHODOLOGY AND THEORETICAL FRAMEWORK

3.1 INTRODUCTION

This chapter presents both the research methodology and theoretical framework of the study. The methodology addresses the research paradigm (worldview or perspective), the research approach and design, the study population (including the target population and unit of analysis), the sampling framework and study location, as well as the data collection methods which include both primary and secondary data acquisition methods. The analysis and interpretation of data are also presented and discussed subsequent to the data collection. Furthermore, measures to ensure the reliability and validity of the study are provided which, addresses the dependability, confirmability, credibility, and transferability considerations of the study. The chapter then concludes with a discussion on the applicable ethical issues and considerations in this study.

The chapter also entails a presentation and discussion concerning an inter-theory framework to explore the multifaceted issues of police killings in the JMPD. In this regard, the inter-theory framework underpinned by Merton's Strain Theory and the Broken Windows Theory developed by Wilson and Kelling. Furthermore, criticisms associated these two theories are discussed.

3.2 THEORETICAL FRAMEWORK

The term "theory" refers to the interconnected collection of abstract concepts or variables that have been formulated into claims or hypotheses that describe the relationship among the self-same variables that are used analytically to explain some phenomenon (Varpio, Paradis, Uijtdehaage & Young, 2020:989-990). In the views of Fouché, Strydom and Roestenburg (2021:60), theories are basically developed to question, explain, and forecast phenomena in order to comprehend the manifestation and the frequency of occurrence of such phenomena. Accordingly, such understanding also enables the advancement of current knowledge while staying within the bounds of crucial limiting assumptions.

3.2.1 Merton's Strain Theory

Robert Merton developed the strain theory to explain disparities in offending based on social class (Agnew & Brezina, 2019:n.p.). The fundamental principle of the general strain theory is that people who regularly encounter stress were prone to be involved in crime (Agnew & Brezina, 2019:n.p.) The strain theory further contends that stress

is a catalyst for crime because of the unpleasant feelings it causes, including frustration, resentment, despair, anger, and dread. Merton (1957:n.p.) contends that strain/ stress is caused by an individual's failure to reach the expected success due to the unavailability of the means to achieve the desired success. In other words, strain arises from the imbalance between the over-emphasis on achievement in society and the under-emphasis on access to the use of legal methods for obtaining that accomplishment. According to the theory, people are under pressure from society to accomplish acceptable goals, such as living 'the American Dream' (Murphy & Robinson, 2008:n.p.).

Merton was interested in establishing the reasons for social deviance, as do many sociologists and criminologists. He indicated that those who are struggling financially are more inclined to commit crimes because they cannot afford to fulfill their basic needs. Additionally, Merton believed that by controlling stress in people's lives, society pushes them to engage in deviant behaviour (Zhang, 2019:5). People from a disadvantaged background who were viewed as engaging in killing police officers were imbued with revenge due to the stress of the loved ones that were killed by police in the post-apartheid era (Zhang, 2019:5).

Therefore, Merton (1957:n.p.) emphasized that people may engage in criminal activity as a means of reducing or escaping from their strain/ stress and negative feelings, seeking retribution against those who are viewed as the cause of their stress and their relatives. Furthermore, some people are also more susceptible to committing crimes since, according to them, society and institutions do not help them achieve their goals but rather work against them (Yilmaz & Koca, 2015:172). In that regard, committing crimes such as murder, hijacking, and robbery, is viewed as the most convenient option for coping with their negative feelings in some way, depending on their circumstances (Agnew & Brezina, 2019:n.p.).

A majority of studies have focused on the emotion of anger, and concluded that stress causes anger among people, which partly explains the degree of anger, particularly in violent crime. Sometimes, the stress factor is expressed in feelings such as depression, frustration, anxiety, and fear; all of which are linked to elements of crime (Agnew & Brezina, 2019:n.p.).

Overall, Merton's Strain Theory was found to be relevant to this study because it offered a framework for understanding how social class and values can impact the conduct of those involved in the killing of JMPD police officials. On the other hand, this

theory was of relevance for understanding the use of brutal force by some police officers.

3.2.1.1 Criticism of the Strain Theory

In the 1950s and 1960s, Merton's strain theory served as the foundation for a large portion of criminal sociology, but it also faced harsh criticism for its particular concentration on the individual rather than the group to which the individual belongs (Ahsan, 2016:1). Additionally, Merton solely addresses individual forms of behaviour, whereas group dynamics play a large part in crime and delinquency. Merton did also not look closely at the adapting conformist. In the latter case, the structural strain on the conforming individuals in this position is at a minimum according to his emphasis. Furthermore, "social control" was disregarded in his theory (Ahsan, 2016:1).

Moreover, Merton assumed that lower-class individuals had a tendency towards crime and had no knowledge of societal restrictions that could be used to mitigate the issue in question from which they were stressing or strained. Innovation is concentrated among lower social classes, even though crime is more distributed across social groups. The implication is that crime is committed by all social classes as different factors such as their social goals and cultural goals can influence their criminal behaviour (Deflem, 2015:144). Furthermore, the theory did not address violent criminal actions, but was mostly focused on explaining crime motivated by financial or materialistic circumstances or factors. Lastly, Merton's theory was regarded as empirically unsupported since it relies on structural and psychological elements (Hirschi, 1969, n.p.); Johnson, 1979:n.p.); Kornhauser, 1978:n.p.).

3.2.2 The Broken Windows Theory

The Broken Windows Theory was developed by Kelling and Wilson in (1982:1) and was based on a foot-patrol experiment's findings undertaken in Newark with the State of New Jersey Police Administrators and social scientists in the United States of America (USA) (Gau & Pratt, 2010:758). The Broken Windows Theory is actually a contemporary derivative of social disorganization theory, and has many similarities to it (Pandey & Pathak, 2021:1723). In this regard, racial or ethnic heterogeneity, low socioeconomic status, and high residential mobility rates were associated with crime through the devastating consequences of the structural conditions on schools, community networks, and other informal social control institutions and mechanisms. In addition, the Broken Windows Theory has fundamentally changed the function of the officer 'on the beat' in contemporary cities and has had a significant influence on

how police and city-level political authorities view crime and disorder (Van der Weele, Flynn & Van der Wolk, 2017:n.p.).

According to the social disorganization theory, crime is fundamentally associated with macro-level disadvantage (Kelling & Wilson, 1982:107). In that regard, the Broken Windows Theory focuses on the two main types of disorder, such as physical and social disorder. The state of a neighbourhood's physical environment is reflected in its physical disorder. This covers vacant properties, as well as the surroundings and state of the buildings. Meanwhile, the pattern of social interactions or activities that is apparent to the public and is deemed "deviant" or "inappropriate" by the majority of people is referred to as social disorder (Valasik, 2016: n.p.). This could include people who are non-violent and not necessarily criminals, but disreputable or obstreperous or unpredictable, such as: panhandlers, addicts, loiterers, drunks, wayward teenagers, prostitutes, and those who are mentally disturbed (Kelling & Wilson, 1982:1).

Kelling and Wilson (1982:3) discovered that the level of disorder in a neighbourhood can infer that there is little concern for the area and this could motivate offenders to commit a crime. The suggestion is that there is a deficiency in formal means of social control, such as police officers, or informal social control, such as neighbours and relatives, which lowers the odds against apprehension. As a result of the considerably lowered or completely abolished costs of their illegal conduct, offenders will choose to commit crimes in disorderly neighbourhoods (Kelling & Wilson, 1982:3). The Broken Windows Theory upholds that maintaining control over petty crimes enables the police to deter major crimes. Evaluations of policing tactics for the maintenance of order have yielded contradictory results. However, the Broken Windows Theory was deemed to be suitable for this research study insofar as shedding some light on the connection between crime and violent offender behaviour. As such, understanding of such behaviour is helpful to the police in responding to, or dealing with violent behaviour.

3.2.2.1 Criticism of the Broken Windows Theory

The Broken Windows Theory firmly supports police intervention and discourages community-led approaches to policing (Friedman, 2015:2). In that regard, the normal deterrence argument claims that crime increases because of poor police visibility (Shelden, 2004:4). On the other hand, this may result in an increase in police presence and an improvement in the public's misconception of law enforcement. However, the theory overlooks greater underlying causes of crime, such as poverty and social inequity in preference to focusing on minor offences and physical disorders (Friedman, 2015:2).

Therefore, the Broken Windows Theory approach might exacerbate the disparities and imbalances in the causal and associated factors of crime. The theory further assumes that serious crime could be lowered immediately by resolving minor offenses, which is not always the case (Shelden, 2004:9). In addition, the theory is viewed as ignoring the multifaceted nature of criminal conduct and the need for a broader approach to preventing crime. For the purpose of this study, the theory's narrow concentration on the visible signs of disorder and physical deterioration might overlook the more profound root causes that exacerbate crime in communities. These visible signs may include factors such as inequality, poverty, and deficient access to social services in the case of the killings of the JMPD officers.

3.3 RESEARCH PARADIGM/ PHILOSOPHICAL WORLDVIEW OFFERED IN THE STUDY

A philosophical perspective plays an important role in research by providing meaningful guidance to the researchers in disclosing the assumptions that were made in the research. Creswell and Creswell (2018:5) inform that a philosophical worldview or paradigm (perspective) refers to the set of beliefs in the research that guide the researcher in interpreting and understanding the world in a specific manner. For Johnson and Christensen (2020:30), the worldview refers to the set of collective assumptions, conceptions, values, practices, stories and expectations that inform the researcher with every thought and action when conducting research. This research was guided and informed by the interpretivist philosophical worldview.

3.3.1 Interpretivism and its Relevance to the Study

According to Walliman (2017:79), interpretivism proceeds from the perspective and assumption of people's subjective experiences as a reliable source of knowledge about their external world. Meanwhile, Babbie (2021:26) asserts that interpretivism is typically combined with constructivism and phenomenology to construct a philosophical perspective and ideas concerning truth of the real world. This worldview embraces social constructivism as it focuses more on understanding an individual's experiences, culture, and people's relationships amongst themselves and with others outside their group (David & Thomas, 2018:32).

Constructivism focuses more on social, class, gender, and ethnic struggles, which are typically factors of poverty as the main propellant for the crime of police killings. Police killers commit this crime intending to obtain control and power over something that they do not own (Brown, Esbensen & Geis, 2018:24). Moreover, constructivism was deemed relevant as the information concerning the killing of police officials was

obtained from literature studies in which police killers themselves were directly interviewed for their first-hand lived experiences. In addition, empirical evidence was obtained directly from the JMPD officers who lived and worked with their colleagues who were the victims of police killings.

3.4 RESEARCH METHODOLOGY

Research methodology relates to the specific methods, plans, strategies and processes designed to resolve the problem being investigated and intended study purpose the topic that has to be researched (Woiceshyn & Daellenbach, 2018:5). In addition, the research methodology guides researchers to discover the answers to research questions through the application of scientific procedures that explain more about the research steps taken in solving the research problem (Bairagi & Munot, 2019:22). On the other hand, Johnson and Christensen (2020:111) assert that the research methodology is the encapsulation of the design and approach adopted by the researcher in answering his/ her research questions and addressing the fundamental problem of the study.

3.4.1 Research Approach

The research approach is the structured strategy for managing the processes and procedures attendant to collecting and analysing the appropriate and relevant data pertinent to the topic being researched (Bougie & Sekaran, 2016:11). Furthermore, Varpio et al. (2020:990) view the research approach as emanating from the strategic design and frame of the plan for narrowing the bridge and expansive suppositions between the research problem and the realistic actualization of the research study itself. On the other hand, Leavy (2022:16) states that the qualitative research approach enhances the means for thorough understanding of the subjective emotions, perceptions, behaviour and feelings of individuals or groups, all of which involves observation and interpretation of developments and events in the social world. Meanwhile, Fouché et al. (2021:42) refer to the qualitative research approach basically as an interpretive approach that enhances understanding of the human and social experiences, which cannot be quantified or expressed by numerical means.

In this study, the qualitative research approach was pursued in conjunction with its explorative and descriptive designs. The qualitative approach is consistent with the interpretivist-constructivist philosophical paradigm adopted in this study, and accommodates the non-statistical/ non-numerical interpretation and understanding of the reality of a phenomenon from the viewpoint of participants as possessing the first-

hand knowledge and experience concerning the very phenomenon whose reality is being investigated (Johnson & Christensen, 2020:111; Korstjens & Moser, 2018:122).

Furthermore, the research approach entailed an inductive approach in terms of which the specific details of the observed phenomenon were translated into general identified patterns in relation to the police killings in the JMPD. The qualitative research approach was then deemed appropriate for this study, based on its focus to explore the killing of JMPD police officers. Following the exploration, the researcher also described (i.e., explained) both the literature and participant perspectives in relation to the research topic and its investigated problem. Moreover, the qualitative research approach was found to be relevant, given the researcher's focus on the participants themselves as the primary information sources concerning the causes of police killings in the JMPD organization.

3.4.2 Research Design

O'Reilly and Kiyimba (2015:22) mention that the research design is essentially a planned and systematically structured plan for directing the researcher's own approach to analysing and answering the research questions, while resolving the problem under investigation. The present study adopted a qualitative case study design in conjunction with its explorative and descriptive elements in order to contextualize the research problem and the means by which the researcher attempted to resolve the stated problem itself.

According to Machi and McEvoy (2016:17) and Patten and Galvan (2019:22), the case study design applies in instances where the researcher focuses on exploring activities, programmes, persons, policies, events, systems, decisions, institutions, periods, and projects that are linked to a particular situation; all of which can be studied by one or more methods in a single study. Therefore, the qualitative case study design was found to be suitable in this study because of its instrumentality in, and facilitation of the exploration of the majority of facets (i.e., persons, policies, institutions, persons, systems, etc.) that have been identified and linked to many causes of police killings in the JMPD organization.

The instrumentality of this case study design approach was realisable by the extent of the utilisation of the JMPD as a case and reference point for inductively understanding a particular or specific situation or case that has a broadly based manifestation (Baker, Bunch & Kelsey, 2015:223; Thomas, 2016:7). Therefore, the case study approach enhanced the researcher's better understanding of the complex issues of police

killings through a systematic and thematic categorisation of these issues into a single "case" located within the JMPD organizational structure.

3.5 STUDY POPULATION

A study population refers to an entire group of objects, individuals, events, case records, organizational units, or other sample units that are pertinent to the study on account of a particular degree of relevance determined by the researcher (Silva, 2017:4). Meanwhile, Bezuidenhout (2021:92) defines population as the larger group drawn in the theoretically specified accumulation of crucial study aspects.

The population in this study are the MPOs, Sergeants, Inspectors, Managers and the Directors in the Johannesburg Metropolitan Police Department. These are the individuals who collectively possess some crucial aspects or attributes that the researcher has deemed to be of critical relevance to the study.

3.5.1 Target Population

The target population on the other hand, relates to the particular group of persons, organizational units or unit of analysis that constitute the main subject of interest to the researcher (Cassell, 2015:25). For Willie (2022:521), the target population are the individuals from a group of participants who meet the designated criteria in the research study. Babbie (2021:97) illuminates that the target population are actually the smaller group of the population in which the fundamental units of analysis are located. Therefore, the smaller population group is targeted by the researcher since they are the entity representing the main elements or aspects (of the killings of JMPD police officers) that the researcher selects to analyse.

The target population in this study are the thirty-two male and female JMPD police officers whose involvement in this study subscribed to the selection criteria determined by the researcher in Section 3.6.4. It is worth stating that, despite their demographic categorisation and profiles (see Section 4.2 in Chapter 4), the nature of some interview questions also focused on management issues in order to address a wide range of "cases" related to the research problem.

3.6 SAMPLING

Sampling is defined as a systematically conducted process of selecting the most likely research participants for their involvement in the study (Silva, 2017:5). According to (Polit & Beck, 2020:66), sampling in research is necessitated by the impracticality of involving all members of the identified population in the same study. Human, financial,

and logistical requirements make such an undertaking of involving the entire population almost impossible (Polit & Beck, 2020:66). In this regard, the study's sampling context or framework is also an indication of the researcher's attempt to manage the human dynamics in order to establish a distinction between the general character of the study population and the narrower or specific attributes of the target population in the context of the study's feasibility and relevance (Saunders, Lewis & Thornhill, 2019:36).

In this study, the researcher sampled or targeted a smaller group of participants from the larger population of MPOs, Sergeants, Inspectors, Managers and the Directors in the Johannesburg Metropolitan Police Department. The ensuing Sections 3.6.2 to 3.6.3 respectively describe the actual number of sampled participants, the method/ technique by which they were sampled, as well as the criteria or considerations applied in their selection.

3.6.1 Study Location/ Research Site

The study location or research site refers to the actual place or geographic location at which the researcher conducted the study (Ravitch & Riggan, 2017:378). According to Aurini, Heath and Howells (2016:17), the study location is also characterised by factors such as the political, the socio-economic, the cultural, and the historical circumstances that are contemporaneous to the study. The study was conducted during an era of the government's constant grappling with problems of corruption, unemployment and poverty, and load shedding, to mention only a few.

These above-cited issues are relevant to the study, considering that the issue of political interference and corruption were mentioned by the participants in Sub-section 4.3.1.3 as some of the major causes of JMPD police killings. Additionally, both occupational stress and job dissatisfaction were also cited by the participants as causal factors of these killings in Sub-section 4.3.1.5. Furthermore, load shedding was cited in Sub-section 4.3.2.2 as a relevant factor since the JMPD officers face the risk of being attacked, particularly at night due to the poorly lit streets affected by load shedding. Overall, the study concurs with Aurini et al. (2016:17), that the external dynamics also play a significant part in the characterisation of the research site.

The study was held at the number: 22 Wemmer Complex, Jubilee House, Selby, one of the branches of the JMPD. These sites were sampled because the rate of police killings was high in the adjacent neighbourhoods. The JMPD, situated in the south of Johannesburg, was particularly identified as the public safety department in the CoJ.

The responsibilities of this department include traffic enforcement, crime prevention, as well as enforcement of local by-laws and ordinances (Van Zyl-Gous, 2019:1). In addition, the department collaborates closely with other public organizations, such as the Department Home Affairs (DHA), which deals with issues of undocumented immigrants; the CoJ's Health Department, which addresses issues such as unlawful dumping; and the SAPS, which is tasked with investigating any cases brought to it by the JMPD.

At the time of conducting the study, the JMPD had 3,751 police officers in its employment at seven regions and specialized units. The killing of JMPD police officers usually occurred in the City of Johannesburg's CBD, Eldorado Park, Hillbrow, Marlboro, Soweto and Vlakfontein

3.6.2 Sample Size and Sampling Strategy/ Method

A sample size relates to the numerical representation of participants for their actual involvement in the study; that is, the number of the participants who were finally chosen from the targeted population's sampling frame (Pernecky, 2016:17). However, some researchers argue that data saturation, rather than sample size, should be the ultimate determinant of the individuals selected for involvement in the study. Data saturation is premised on the notion that data quality, rather than data quantity, is more relevant in the generation of answers to the research questions and plausible solutions to the research problem (Pernecky, 2016:17). The sample size in this study comprised a total of thirty-two JMPD police officers, whose demographic characteristics or profiles are fully explained by means of Table 4.1 in Section 4.2 of Chapter 4.

From the total population of 3,751 police officers at the seven regions and specialized units of the JMPD, the thirty-two participants were selected through the purposive sampling strategy, a variant of the non-probability type of sampling. The non-probability type of sampling derives from the view that the participant's chances or opportunities for selection into the study are not certain, and cannot be known with a great degree of probability until the actual selection process has been completed (Yin, 2018:11). The types of non-probability sampling include: purposive or judgement sampling, cluster sampling, convenience or availability sampling, snowball sampling, and quota sampling (Patten & Galvan, 2019:24). The non-probability type of sampling is viewed as advantageous in that it is convenient for the researcher to gather a sample with cost effectively, especially when representativeness is not a major concern to the researcher (Yin, 2018:11).

In this research study, the non-probability purposive sampling strategy was applied on account of the researcher's judgment, understanding and experiences regarding the research environment and participants (Lamont & Boduszyński, 2020:11). The researcher's personal experience and professional background and experience (see Section 3.7.4) enhanced the necessary judgement for the purposive selection of the participants.

3.6.3 Sampling Considerations/ Criteria

The sampling criteria relates to the range of considerations applied by the researcher with regard to the inclusion (eligibility) or exclusion (ineligibility) of the prospective participants in the study (Mark, Ronald & Susan, 2016:31). Furthermore, the sampling criteria is fundamentally motivated by the extent to which the intended participants possess or lack the homogenous (similar) characteristics or attributes in comparison with the larger population from which the sampled participants were drawn (Mark et al., 2016:31).

3.6.3.1 Inclusion Considerations/ Criteria in the Study

The following factors influenced the sampled participants for inclusion in the study:

- willingness to be a voluntary participate in the study based on informed consent;
- male and female members of any racial group in full-time employment within the JMPD for more than twelve months;
- directors who worked directly and closely with the JMPD police officers who were killed in their respective units; and
- metropolitan police officers who specifically witnessed the killings or worked with the victims.

In addition to the above-stated eligibility considerations, the MPOs were selected based on the basis of their on-duty knowledge and experience of the causes and challenges associated with the killing of JMPD officers within the City of Johannesburg metropolitan jurisdiction.

3.6.3.2 Exclusion Considerations/ Criteria in the Study

The exclusion or ineligibility considerations relate to those factors or criteria that were viewed by the researcher as unsuitable for participation in the study. For purposes of this study such considerations include, but not necessarily limited to the following:

- JMPD police officers who were unwilling to be involved in the study despite the researcher's full disclosure of the study to them;
- JMPD police officers who were employed for less than twelve months;

- JMPD officers who have never witnessed the killing of a colleague on duty; and
- any metropolitan police officer or employee of any rank who were not in full-time employment within the JMPD.

3.7 DATA COLLECTION AND METHODS

Data collection is essentially a systematic process of gathering both secondary and primary information sources in order to understand the pertinent issues entailed in the field of research (Mukherjee, 2020:76). It is on the basis of a systematically conducted data collection process that various scholarly perspectives and empirically-informed sources were explored with regard to the killing of metropolitan police officers in the JMPD.

In this study, secondary data was gathered through existing literature and reports on police killings in the JMPD organization. Secondary data is characteristically theoretical and abstract, readily available, and has not been collected personally by the researcher (Cassell, 2015:29). In that regard, secondary data is based on studies that have been previously conducted by other experts, scholars, research professionals, and practitioners in the field of police killings. In the views of (Efron & Ravid, 2019:14) and (Cassell, 2015:29), the secondary data collection process was appropriate because the information was readily and quickly available than primary sources, cost-effective and more immaculately structured.

Primary data, on the other hand, is obtained personally or first-hand by the researcher from the real-life human participants in real-time (Efron & Ravid, 2019:14). Therefore, primary data serves and advances the practical purposes of the study by providing the empirical evidence that complements the literature-based on secondary data. According to Kumar (2020:24), primary sources of data are collected personally and directly by the researcher, and encompasses observations, interviews, surveys, and questionnaires with the intention of resolving the study's most pertinent issues such as the research problem. As a whole, the data collection methods applied in this study are: the review of literature and documentary sources, semi-structured interviews, as well as the personal experience of the researcher.

3.7.1 Literature Review

Literature review is the on-going methical or systematic process of searching, consulting, processing and categorisation of available information sources from previously conducted studies or research by others in the same field of research (Anderson & Poole, 2018:26; Hennink, Hutter & Bailey, 2020:14). The review of

literature sources or secondary data was facilitated by means of academic books, journals, annual reports, dockets, published and unpublished dissertations and theses, as well as search engines and databases on the subject of police killings. (Machi & McEvoy, 2016:18) states categorically that the review of literature serves the purpose of learning from both international and local perspectives, approaches, best practices, current problems, as well as theoretical and methodological developments regarding the subject under investigation (Machi & McEvoy, 2016:18).

In the case of this study, the entire Chapter 2 encapsulates all the available secondary sources consulted and obtained by the researcher from the various perspectives of scholars, practitioners, professionals, and experts on the subject of police killings. Accordingly, the entire Chapter 2 of this study is a reflection of the researcher's logically and thematically processed secondary data from various literature perspectives regarding police killings in general, and also with specific regard to the Johannesburg Metropolitan Police Department.

3.7.2 Document Review

Document review refers to the systematic consultation and identification of collected data that has already been gathered through analysis and interpretation (Badenhorst, 2018:44). Document review entails an intense analysis of the content of legalistic and policy-oriented reports and documents that are mostly government-oriented in nature. In this study, the document review process involved relevant JMPD policies and Acts, annual reports, case dockets from the armoury, and online news articles related to the killings engulfing JMPD police officers.

3.7.2.1 Criminal Procedure Act (No. 51 of 1977)

The Criminal Procedure Act (No. 51 of 1977) stipulates that every member of a municipal police department is a peace officer, and is authorized to exercise the powers conferred to him or her (South African Government, 1977). Additionally, a designated peace officer refers to any person, including a magistrate, justice, police official, or correctional official, as defined in Section 1 of the Correctional Services Act, 1959 (No. 8 of 1959) under the section concerning any area, offense, class of offense, or authority mentioned in a notice issued under Section 334(1). This legislation is pertinent to the research because it provides a framework for ensuring that justice is served in the instance of the killing of a police official.

3.7.2.2 National Road Traffic Act (NRTA) (Act No. 96 of 1993)

The NRTA primarily regulates issues related to road traffic and establishes standard rules for road traffic across the country (Madihlaba, 2018:37). The Act pertains to all drivers of vehicles using South African roads, irrespective of whether they are citizens of South Africa or not (South African Government, 1996:2). In the context of this research study, this Act is relevant due to JMPD officers that were killed on the road.

3.7.2.3 The South African Police Service/ SAPS Act (No. 68 of 1995)

This Act is fundamental to the procedures for establishing, setting up, governing, and managing the Municipal Police Service (MPS). Additionally, the Act mandated the establishment of the Municipal Police Service (MPS) whose duties include traffic enforcement, bylaw and regulation enforcement, and crime prevention (Department of Safety and Security, 1998). This legislation is significant to the research study since it is the source of the JMPD's existence.

3.7.2.4 The Constitution of the Republic of South Africa Act (No. 108 of 1996)

Section 11 of Chapter 2 in the Constitution of the Republic of South Africa (Act No. 108 of 1996) stipulates that everyone has the right to life. (South Africa, 1996). This act protects any person against any form of inhumane, or humiliating treatment or punishment in the country. This act is pertinent to the research study because the killing is regarded as inhumane, and also protects motorists from brutal, inhumane and unfair treatment by police and other law enforcement officers.

Additionally, Section 156(2) of the Constitution of the Republic of South Africa, 1996) stipulates that a municipality may formulate and enforce bylaws to ensure the effective governance administration under its jurisdiction (Freedman, 2014:568). This Act is intended to promote and maintain law and order, protect community members' rights and interests, and improve safety and security in the municipality. In this context, the Act is pertinent to the research study insofar as the entitlement of the City of Johannesburg to formulate and enforce its by-laws through the agency of the JMPD.

3.7.2.5 White Paper on Safety and Security (1998)

The White Paper on Safety and Security (1998) emphasises the need for municipal police officers to ensure safety and security at local government (Department of Safety and Security, 1998). Municipal police services are responsible for visible policing by attending to complaints and acting upon crimes where there is a delay in activating a response from the SAPS in order to prevent loss of life or more damage to property

(South African Government, 1998). The White Paper on Safety and Security is crucial to this study, as the JMPD maintains law and order in the local CoJ municipality.

3.7.2.6 Administrative Adjudication of Road Traffic Offences Act (AARTO) (No. 46 of 1998)

Section 34 of the Administrative Adjudication of Road Traffic Offenses Act (No. 46 of 1998) regulates traffic violations in South Africa (South African Government, 2008:2). This Act was implemented to encourage adherence to traffic regulations, increasing road safety and decreasing the number of accidents caused by reckless and negligent driving in the country. This Act is relevant to this research study because the JMPD is responsible for enforcing traffic laws and regulations, processing, and adjudicating traffic fines within the municipal area.

3.7.3 Interviews

The interview refers to a method of gathering data in the form of a conversation or discourse between the interviewer (researcher) and the interviewee (participant) (Anderson, 2019:41). During the interview, the researcher poses directed or focused questions to the interviewee in relation to specific aspects of the study, such as the research problem and objectives of the study (Anderson, 2019:41).

Semi-structured in-depth interviews were used in this study because this interview method provided the researcher with the opportunity to engage participants' thoughts, perceptions, feelings and experiences in a more detailed manner than in the use of questionnaires (Magaldi & Berler, 2020:2). Semi-structured interviews are defined as predetermined questions that guide the researcher to explore the topic fully in a less formal environment allowing for the spontaneous elicitation of responses from the interviewees, which conducive to data saturation (Magaldi & Berler, 2020:2).

According to Ruslin, Mashuri, Rasak, Alhabsyi and Syam (2022:24), the semi-structured interview mode is normally centred on the major issues of the study that offers a broad pattern and guided by a structured series of in-depth questions. Ruslin et al. (2022:24) explain further that the in-depth interviews in a qualitative semi-structured interview are characterised by open-ended questions directed at the elicitation of detailed and comprehensive responses and perspectives of the participants. Additionally, in-depth semi-structured interviews are typically conducted in a natural context or environment for the researcher's full comprehension of the participants' lives, experiences, feelings, and point of view in their own words regarding the issue or phenomenon being studied or investigated (Doody & Bailey, 2016:22).

Considering the emotional subject of police killings, this method was deemed suitable as it allowed the eligible participants to respond freely to the researcher's focused and in-depth questions concerning various aspects linked to the killing of JMPD police officers. Accordingly, the researcher interviewed a total of 32 JMPD officers whose involvement in the study subscribed to the eligibility considerations outlined in Sub-section 3.6.3.1 of the current chapter. Of these, 5 (five) were from Region A, 10 from the Johannesburg CBD, 5 (five) from the Freeway Patrol Unit (FPU), another 5 (five) from Region E, and another 5 (five) from Region B; as well as 2 (two) directors, each from the Bylaw Management Unit (BMU) and the Operations Unit. A director from the Office of the Chief of Police was not included in the interviews because he passed away just days before the interviews.

3.7.3.1 Pilot Study

A pilot study is the pre-implementation testing or validation of a research instrument to determine its feasibility prior to the main or actual study being undertaken (Maxfield & Babbie, 2018:27). A pilot or pre-testing study usually includes questions focusing on different components of the envisioned procedures for a larger and more confirmatory or thorough research by administering it to a limited number of participants who are from the intended research population who will not be included in the sample before conducting the main study (Maxfield & Babbie, 2018:27). Most importantly, a pilot study that is systematically designed and well executed enhances the identification of possible confounding variables that may not have been previously noticed, and assess the correlation strengths of key variables to assist in the sample size estimation.

The pilot study offered acted as an early warning system of the main study project's possible areas of weakness. Accordingly, a sample of 5 (five) participants was utilised to assess the reliability and feasibility of an approach and actual questions to be included prior main interview. Consequently, interview questions that were comprehended had a higher likelihood of becoming realized. The questions were then modified and enhanced, with the time adjusted to 20-30 minutes. The participants' responses were measured. These findings from the pilot study were helpful in the refinement the final administration of the in-depth semi-structured interviews with the 32 participants in the main study.

3.7.3.2 Semi-Structured Interviews and Their Administration

Following the successful implementation of the pilot study, an interview guide was then developed for final implementation in the main study during the researcher's focused conversations or dialogue with the selected interviewees (see Annexure G). The main

study only commenced after the issuance of the ethical clearance by the College of Law (CLAW) of the University of South Africa (UNISA). The main individual semi-structured in-depth interviews were conducted at the participants' offices on pre-arranged dates and times following both the participant invitation and approval processes for the study to be conducted (see Annexures B, C, D and E).

At the beginning of each 20–30-minute interview session, the researcher introduced herself and immediately disclosed the study in full for the benefit of the interviewees and their informed consent. The researcher also informed the participants that they had the right to ask questions where clarity was needed, and were also entitled to decline any participation in the study, or withdraw from at any time in the event that they felt their rights were violated by the researcher (Roberts, 2020:3186-3187). Additionally, no retribution or punitive measures were taken against any participants who refused to participate, or withdrew their involvement at a later stage.

The researcher further informed the participants that they had the right to anonymity, privacy, and confidentiality. In this regard, they were informed that their names would not be divulged under any circumstances to any person who was not associated directly with the study without the written consent of the participants (Bezuidenhout, 2021:106). It is worth stating that each semi-structured interview was audio-recorded with the participants' verbal agreement, which ensured that none of the participants' verbatim responses were omitted or missed (Maxfield & Babbie, 2018:29).

Probing or follow-up questions were asked during the semi-structured interviews, which enabled the participants to provide further detailed responses on issues that required further clarification or input (Botma, Greeff, Mulaudzi & Wright, 2016:14) in respect of the killing of police in the JMPD. Consistent with the debriefing aspect of research described in Section 3.10.6, the researcher ensured that the questions contained in the interview guide (see Annexure G) were neither deviant nor invasive, considering the sensitive and emotive nature of police killings, especially for the participants who witnessed the killing of a colleague on duty. At the end of each semi-structured interview, the researcher thanked the participants for their time and positive contributions.

3.7.4 Personal Experience as a Source of Data Collection

In relation to this study, personal experience is premised on the extent to which both the researcher's educational background and professional experience account for the researcher's understanding of the need, feasibility and significance of the study (Law

Insider, 2023:n.p.). Personal experience is of relevance insofar as demonstrating an individual's ability, or the knowledge that they have acquired through self-study, work experience and training, workshops, seminars, and academic conferences (Cambridge Dictionary, 2023:n.p.).

Furthermore, personal experience could be linked to the researcher's role regarding the purpose of the study and its contribution to the performance improvement in practice for those being researched as articulated in Section 1.7.4. Concerning this research study, both the educational background and professional experience of the researcher are deemed essential because of her current position and research understanding.

3.7.4.1 Researcher's Educational Background

The researcher holds a Bachelor of Arts degree in Police Science from the University of South Africa and a Bachelor of Arts Honours degree in Police Science from the same university. Additionally, the researcher holds a Diploma in Policing acquired from the University of South Africa. Furthermore, the researcher has acquired a Certificate of Basic Computer in MS Windows, Excel, Word & PowerPoint from Innovec Computer School and a Certificate of Operating Speed Cameras from Traffic Management Technologies. Moreover, the researcher has a Diploma in Metropolitan Police from Johannesburg Metropolitan Police Department Academy and a Certificate of Basic Ambulance from Netcare School of Emergency.

3.7.4.2 Researcher's Professional Experience

The researcher has worked as a JMPD Police Officer from 2007 to date. Currently, the researcher works at the JMPD's 10111 Communication Centre in Midrand 10111 in collaboration with the SAPS, the Tshwane Metropolitan Police Department (TMPD), the Ekurhuleni Metropolitan Police Department (EMPD), and other law enforcement organizations. The researchers' duties include receiving and transmitting routine and emergency telephones; dispatching and coordinating police, fire, animal control, and other municipal equipment, assisting the public in any life-threatening situations; as well as maintaining and processing a variety of communications paperwork, records, and logs.

From 2011-2017, the researcher worked at the duty office where she also acted as a sergeant, performed all the duties of a metro police officer as well as supervising, coordinating, and guiding police officers and other department employees in their daily activities. Additionally, the researcher also assisted with shift briefings, training, and performance evaluations. reviewing documents such as accident reports, traffic fines,

preliminary investigations on officers' misconduct, and conducting inspections of personnel and equipment.

From 2008-2010, the researcher worked at speed prosecutions, high-speed prosecutions and adjudication, performing duties such as operating the cameras, chasing high-speed vehicles, arrests, detaining the suspects, adjudication, and processing traffic fines. The researcher also worked at Region F2, performing duties such as writing fines, controlling traffic, crime prevention, and recording accidents. In 2007, the researcher further attended field training in the SAPS after completing basic training at the JMPD academy.

3.8 DATA ANALYSIS AND INTERPRETATION

Data analysis refers to the process of processing, categorising, and converting the acquired data into meaningful or intelligible statements relevant to the research problem and research questions (Adu & Okeke, 2022:152; Vithal & Jansen, 2019:26). Data analysis is defined as a process utilized to recognize and analyse data appropriately from the collected data. According to Khaldi (2017:23) and O'Reilly and Kiyimba (2015:27), the process of data analysis mostly begins soon after data collection, and entails the arrangement or organization, processing, and classification and categorization of collected data into themes in order to establish a credible framework or context for the findings of a study. In that regard, data analysis is construed as the reduction and systematic organisation of data that has been interpreted from the original body of information derived from the in-depth semi-structured interviews.

In this study, a convergent thematic data analysis approach was adopted, according to which the dominant perspectives from the secondary data (i.e., literature reviews in Chapter 2), the content of documents (i.e., document reviews cited in Section 3.7.2 of Chapter 3), and the thematic findings presented in Chapter 4 were integrated into a single and logical framework for the study's evidence base. Content analysis itself relates to the examination of recorded human communicative data and identification of both clear or overt and unclear or covert pattern of themes that are embedded in a particular text (Babbie, 2021:327; Marshall & Rossman, 2016: 28).

The Qualitative Data Analysis (QDA) Miner software was utilised for coding and classifying the acquired data into themes. This method was suitable because it allowed the researcher to code data quicker, more reliably, and to locate all the references in a single topic (Silva, 2017:7; Walliman, 2017:77).

3.9 MEASURES TO ENSURE THE TRUSTWORTHINESS OF THE STUDY

Trustworthiness refers to the extent of the study findings' believability among the research community on account of its scientific integrity, rigour and standards throughout the research process and development of the findings (Cho, 2018:38). Therefore, trustworthiness is construed also as a measure for assuring the quality and value of the entire research process and its eventual findings (Roberts, 2020:3187). The trustworthiness of a qualitative study's findings is established principally on four quality assurance criteria or measures, namely: dependability, confirmability, credibility, and transferability (Lamont & Boduszyṅski, 2020:12).

3.9.1 Dependability

Bryman (2021:393) refers to dependability (which is reliability in quantitative research) as the degree of the results' consistency and repeatability to ensure the research process is logical, verifiable, and well documented. Dependability is recognized as another method establishing the reliability and the stability (i.e., unchangeability) of the findings irrespective of external conditions and circumstances (Polit & Beck, 2020:73).

The dependability of the findings in this study was established by consistently ensuring that the same interview questions were asked to all the interviewees despite the fact that they were interviewed at different intervals. Furthermore, member checking was applied after the formal interviews to ensure that the participants were privy to the confirmation of the transcripts and preliminary research findings prior to their finalisation in the research report or dissertation. This allowed the participants an opportunity to either verify or contest the transcripts' authenticity.

3.9.2 Confirmability

Confirmability (objectivity in quantitative research) refers to interpretations and findings that are congruent with the research process itself and accumulated data which could be confirmed by checking and rechecking (Nayab, 2020:69). According to Leavy (2022:17), confirmability relates to the significance of a self-basic mentality regarding one's own previously established inclinations and the requirement for continuous reflexivity. Furthermore, confirmability is most appropriately applied when such checking and rechecking is conducted by an external expert or professional in the field of research to ensure that an objective assessment was made regarding the compatibility or concurrence between the findings, conclusions and recommendations in the study (Leavy, 2022:17).

In this study, conformability was ensured by means of continuous consultations with the researcher's supervisor in order to check the compatibility of both the theoretical, literature-based processes and the methodological approaches of the study. Such consultations also ensured that the final research instrument (i.e., interview guide) was refined in conjunction with the supervisor's input and corrections. Finally, an experienced JMPD official was consulted to review both the findings and conclusions from his professional viewpoint.

3.9.3 Credibility

Credibility (internal validity/ authenticity in quantitative research) refers to the extent of truthfulness reflected in the data as the authentic reflection of the participants' viewpoints and perceptions (Hennink et al., 2020:17). According to Badenhorst, (2018:47), credibility is defined as the expression of the idea of inward legitimacy since it seeks to convince readers that the findings portray the reality of the phenomenon under study. It is through inward legitimacy that the researcher concludes his or her experiences by verifying the research findings with the participants (Walliman, 2017:83).

The researcher relied on the triangulation of data from a variety of data sources (i.e., literature sources, document review, and semi-structured interviews) in order to allocate a degree of credibility of the findings. In addition, the researcher utilised prolonged engagements with participants to ensure that the researcher understood the worldview of the participants.

3.9.4 Transferability

Transferability refers to the degree to which results apply to other comparative circumstances (Anderson & Poole, 2018:23). On the other hand, Bryman (2021:395) defines transferability as the degree to which a study's findings can be applied in different settings and studies, which only with case-to-case transfer. The latter is based on the view that transferability of findings is not the main objective of qualitative studies since the saturation of data is sufficient to render the study as successfully completed (Anderson & Poole, 2018:23).

In this study, transferability was established by means of audit trailing, which required a detailed explanation and documentation of the research process and its decision-making that influenced the researcher (Bryman, 2021:395). Therefore, the researcher provided adequate data on the informants and the research context in order to enable the reader to assess the finding's capability of being suitable or transferable.

3.10 ETHICAL CONSIDERATIONS

Ethics refers to the set of beliefs about morals that guide individuals or groups of people to regulate their behaviour according to predetermined standards and principles in their living or work settings or environments (Clark, Foster & Bryman, 2019:44). In research-based studies, adherence to ethical principles and guidelines help and guide researcher to be mindful of the required level of professional and ethical treatment of their subjects in order to uphold the scientific integrity of their studies and institutions to which they are affiliated (Clark et al., 2019:44). In this study, the researcher upheld the following ethical protocols: permission to conduct the study; informed consent; anonymity and confidentiality; privacy; fabrication and falsification of information; deception; and debriefing.

3.10.1 Permission to Conduct the Study

The researcher first applied for, and obtained permission (i.e., ethical clearance) from the Research Ethics Committee (REC) of the University of South Africa's College of Law to proceed with the study (see Annexure A), after which similar permission was also granted by the City of Johannesburg (Research Division), the JMPD Head Office, and Unisa Research Ethics to conduct this research study (see Annexure B and Annexure C).

3.10.2 Informed Consent

Informed consent is the formal, voluntary or willing and conscious agreement (consent) obtained from the participants after the researcher's full and transparent disclosure of the particular research and its purposes (Cho, 2018:46). As such, informed consent and its attendant full disclosure entails that the participants are fully informed of their rights to participate in the research willingly (Bryman (2021:284).

Accordingly, the researcher informed the participants about the purpose of the research, their right to decline any participation, and withdrawal from any involvement without any reprisals (Bougie & Sekaran, 2016:14). The researcher further ensured that there was a full understanding of the possible risks involved and that no harm was incurred by the participants.

The participants were also informed about reporting any unethical behaviour by the researcher to the JMPD authorities and the University of South Africa. In this regard, the researcher provided the participants with her personal email address and cell phone number and the University for reporting any misdemeanour should the need arise. Most importantly, the researcher provided informed consent forms to the

participants before conducting interviews with the sampled JMPD employees (see Annexure E).

3.10.3 Anonymity and Confidentiality

Anonymity refers to the safeguarding or non-divulgence of participants' statements or responses in a manner that conspicuously links or traces such responses to any particular participant. Both Doody and Bailey (2016:27) allude further that anonymity is achieved in the event that any of the participants' responses are traceable to any particular respondent. Meanwhile, confidentiality is premised on the non-disclosure of the participants' personal identities from everyone, including the researcher and any other unauthorized persons (Doody & Bailey, 2016:27).

In this study, the identity of the participants was protected by using pseudonyms such as Inspector ("INS"), Metro Police Officers ("MPOs"), Sergeant ("SGT") and Director ("DIR"). In addition, the names of the victims of police killings and offenders on the dockets and reports were not revealed. Furthermore, the researcher ensured that any name of any participant, hard and electronic copies of the study were not disclosed to anyone except the researcher and the supervisor.

3.10.4 Privacy

Faryadi (2018:2912) refers to the ethical principle of privacy as a restrictive mechanism to control the personal details and information of the participants involved in the study. Similar to the objectives of upholding anonymity and confidentiality, the principle of privacy is also intended to ensure that the participants' involvement in the study and their actual contributions are protected from undue public exposure (Faryadi, 2018:2912).

The participants' privacy was upheld with the non-divulgence of their private and personal information. Hard copies (e.g., transcripts) and digital information (e.g., audio-recordings) of the participants' answers were stored in a locked cupboard/ filing cabinet and the researcher's password-protected computer for record keeping and future disposal. The researcher will completely dispose of the stored materials after a period of five years. The researcher will shred the hard copies, while the electronic copies will be permanently removed from the computer hard drive by using a relevant software programme (Corbin & Strauss, 2019:22).

3.10.5 Fabrication and Falsification of Information

Ballyram and Nienaber (2019:26) mention that the fabrication and falsification of information is tantamount to data misrepresentation and manipulation of the research results, which de-legitimizes the researcher's hard-earned work. Fabrication and falsification are a portrayal of both unprofessional and unethical conduct on the researcher's part. The latter situation could potentially cause significant reputational harm to the researcher and her/ his research study as dishonest, particularly in cases of plagiarism and non-acknowledgement of cited original sources of information (Ballyram & Nienaber, 2019:26; Chatterjee, 2021:19).

First and foremost, the researcher made a Declaration of Authenticity at the very beginning of the research study of plagiarism and non-acknowledgement of cited original sources of information (see p.i), and acknowledged sources through in-text referencing and a list of references. Moreover, the researcher reported the participants' responses verbatim without any falsification or exaggeration (Chatterjee, 2021:19).

3.10.6 Deception

Deception relates to the purposeful or intentional provision of misleading or deceitful information to research participants concerning the study purpose (Ballyram & Nienaber, 2019:26). Such deception could be achieved through means such as financial inducements and false promises that are completely unrelated to the study itself (Corbin & Strauss, 2019:22). As such, the researcher avoided deception by providing participants with as much information as possible about the study during informed consent (see Annexure-E).

3.10.7 Debriefing

Debriefing refers to the systematic information sharing process regarding the research to discuss the participant's experience and provide answers to their concerns, clear up any misconceptions, and manage any potentially dangerous aftermaths (Mason, 2018:24). In the view of Chatterjee (2021:20), debriefing is a post-study interview in which every detail of the study is disclosed, fabrications clarified, and also addressing any inquiries that the participants may have regarding the study.

The researcher ensured that consultations with the participants were undertaken to clarify and correct the problems experienced during the interviews and to validate their responses from the transcripts before writing the final report (see Annexure F).

3.11 SUMMARY

This chapter provided an outline of the research methodology employed for the data collection processes and data analysis procedures pertinent to the research topic. The chapter also highlighted the theoretical or philosophical underpinnings that guided the researcher's understanding of the abstract psycho-social factors linked to violence and criminality in general, and police killings in particular. The adopted qualitative case study design approach was deemed helpful insofar as enabling the researcher's integration of complex ideas, processes, behaviours, policies, institutions, and socio-economic issues into a single study.

A study of this nature involves many individuals, considering that the JMPD has seven units or divisions located across the City of Johannesburg's sphere of jurisdiction. As such, a targeted population was sampled into a smaller group to represent the pertinent characteristics of the larger population. Data obtained from the available literature, documents, and the participants were convergently analysed for the formulation of themes and development of the much-needed evidence of the study. Furthermore, the measures of trustworthiness were discussed as the means to ensure reliability and validity of the findings.

Furthermore, the applicable ethical issues were discussed to demonstrate the researcher's awareness of the moral and legal obligations in research, treatment of research subjects, as well as compliance with the research-related regulations of the institutions that are directly linked to the study, such as UNISA and the JMPD. The following chapter presents and discusses an analysis of the collected data.

CHAPTER 4
DATA PRESENTATION AND ANALYSIS

4.1 INTRODUCTION

The preceding chapter provided the abstract premises in terms of which the pre-data collection processes and stages of the study were theoretically explained. On the other hand, the current chapter presents the actual empirical (practical or primary) data or statements derived from the participants' verbatim responses to the questions posed to them by the researcher during the semi-structured interview sessions. In that regard, the criticality of the present chapter is underpinned by the extent to which it serves as the most pivotal reference point for the much-needed practical evidence of the study in relation to both the research problem and aim of the study. By implication, the evidence of the study provides extensive details concerning the sampled thirty-two participants' profound perspectives, knowledge, perceptions, experiences, and thoughts regarding the investigated phenomenon (i.e., police killings in the City of Johannesburg Metropolitan Municipality between 2017 and 2023) (Anderson, 2019: 141; Creswell & Poth, 2018:47).

The chapter further presents the sampled participants' demographic profiles or characteristics. In the context of this study, these profiles are complementary to the inclusion or eligibility criteria that were outlined in Section 3.6.4. as the primary determinant of their suitability for participation in the study (David & Thomas, 2018:26; Faryadi, 2018:2912). In that regard, the participant perspective effectively contextualises the environmental dynamics of the investigated phenomenon from a human perspective, rather than from an abstract, theoretical, or literature-informed perspective only (Clark et al., 2019:17). Table 4.1 overleaf depicts an overall view of the sampled participants' demographic or bibliographic details and characteristics.

Following the participants' demographic profiles, the chapter then proceeds with a concerted presentation of discussions emanating from the participants' viewpoints, knowledge, thoughts, and understanding regarding the investigated phenomenon of police killings within the City of Johannesburg metropolitan jurisdiction. It was from these perspectives that the evidence of the study was thematically established in the context of both the research objectives and research questions. It is important to also note that these themes serving as the cardinal foundation of the study evidence emerged from the analysed and interpreted content of each participant's statement of response as proof or practical evidence of the study's various claims in relation to the core aspects of the research topic (Creswell, 2020:11; Kumar, 2020:66).

4.2 PARTICIPANTS' DEMOGRAPHIC PROFILES/ CHARACTERISTICS

Table 4.1 below represents or shows the overall demographic profiles or characteristics of the interviewed participants. In that regard, these demographic profiles or characteristics are presented in terms of their educational background; gender; age; racial group, rank; years of service; current and previous unit, work training; as well as court testimony experience and number of such court testimonies.

Table 4.1: Participants' overall demographic profiles (Participants information)

Educational Background	Diploma (30)	Honours (2)		
Gender	Male (24)	Female (8)		
Racial Group	African (29)	Coloured (2)	White (1)	
Age in Years	21-30 (2)	31-40 (11)	41-50 (13)	51-60 (4)	Older Than 61 Years (2)
Years of Service	Less Than 1 Year (0)	1-5 Years (7)	6-10 Years (4)	11-20 Years (16)	21 Years and More (5)
Current Rank	Constable (25)	Sergeant (4)	Inspector (1)	Director (2)	
Years of Service in Same Rank	Less Than 1 Year (2)	1-5 Years (7)	6-10 Years (5)	11-20 Years (16)	21 Years and More (2)
Current Unit	Academy Unit (1)	By-law Management Unit (5)	Operations Unit (4)	Regional Operations Unit (5)	Specialized Services Unit (17)
Number of Previous Units	(8) Worked in 1 unit	(8) Worked in 2 units	(13) Worked in 3 units	(2) Worked in 4 units	(1) Worked in 6 units
Years of Service in Current Unit	Less Than 1 Year (2)	1-5 Years (12)	6-10 Years (7)	11-20 Years (9)	21 Years and More (2)
Any Work Training Received	Yes (32)	No (0)		
Any Court Testimony	Yes (3)	No (29)		
Number of Court Testimonies	Yes (3)	No (29)		
Any Special Training Received	Yes (11)	No (21)		

4.2.1 Participants' Educational Background

Figure 4.1 below depicts the participants' educational background.
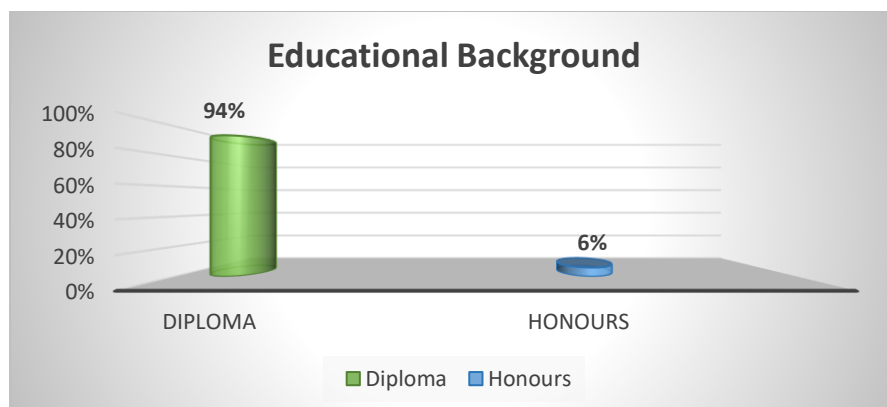
Figure 4.1: Participants' educational background (n=32)

Figure 4.1 overleaf indicates that the majority of the participants (n=30, 94%) have diplomas, and only two participants (n=2, 6%) have the Honours degree. In this regard, it is clear that the JMPD police officer's ought to study further and upgrade themselves for higher qualifications that would enable them to acquire promotions with better salaries, and not depend on handouts and bribes from motorists. Furthermore, these higher qualifications would enable them to influence policy for the betterment of the ground officers' work as a highly trained and motivated workforce (Brooks, 2020:1).

4.2.2 Participants' Gender

Figure 4.2 below is a depiction of the participants' gender.
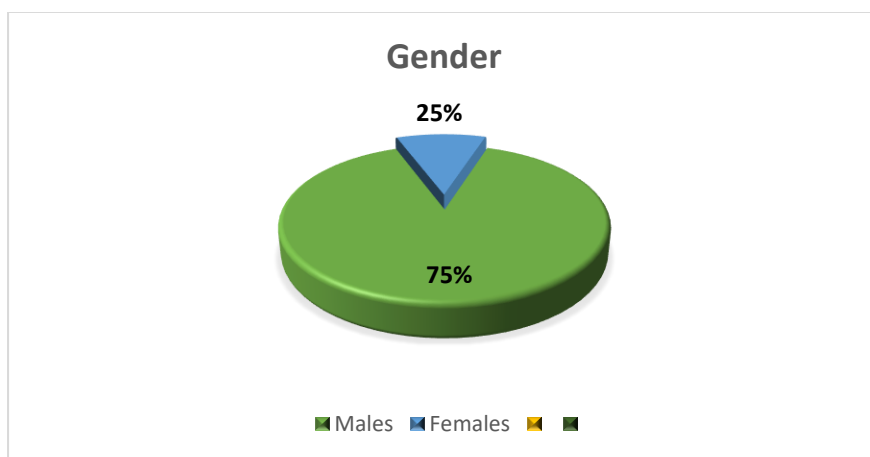
Gender

Figure 4.2: Participants' gender (n=32)

In terms of Figure 4.2 above, the majority of the participants (n=24, 75%) were male, and eight (n=8, 25%) were female. This gender distribution seems to suggest that the JMPD is a predominantly male dominated employment organization.

4.2.3 Participants' Racial Group Distribution

Figure 4.3 below is an illustration of the participants' racial group distribution.

Racial Group Distribution
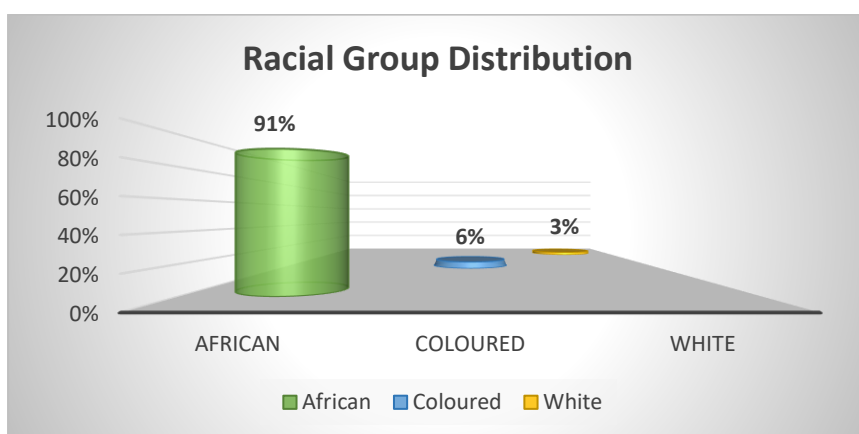
Figure 4.3: Participants' racial group distribution (n=32)

Figure 4.3 overleaf shows that twenty-nine participants (n=29, 91%) are Africans, and two (n=2, 6%) are Coloured, while one is White (n=1, 3%). In realistic terms, there are more African officers than any other racial group. Similarly, more African officers are killed than any other racial groups. The latter state of affairs is confirmed in Section 2.2 of this study by the Johannesburg Metropolitan Police Department statistics affirming that the number of police killings from 2017 to 2023 were African male police officers (Johannesburg Metropolitan Police Department, 2023:1).

4.2.4 Participants' Age in Years

Figure 4.4 below illustrates the participants' respective age groups.

Participants' Age in Years
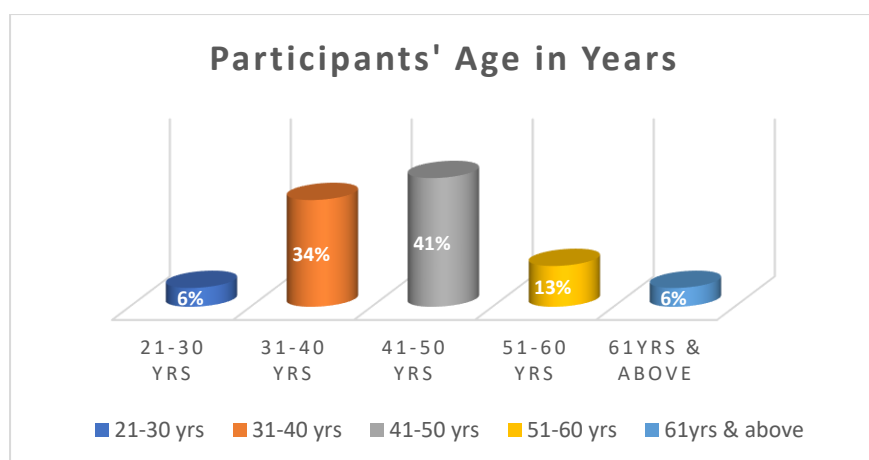
Figure 4.4: Participants' respective age in years (n=32)

According to Figure 4.4 above, the majority of participants (n=13, 41%) are between the ages 41 and 50 years, followed by eleven participants (n=11, 34%) whose ages ranged between 31 and 40 years. The ages of four participants (n=4, 13%) ranged between 51 and 60 years, and two participants (n=2, 6%) whose ages range between 21-30 years, while another two participants (n=2, 6%) were older than 61 years. In this regard, the JMPD has more middle-aged officers and very few officers who could be classified as youth.

The majority (n=13, 41%) are aged 41-50 years could imply that there is a degree of hope for the sustainability of the institutional memory of the JMPD as an organisation. The situation would be different in the event of a situation in which the majority were older because they would soon retire and cause the organisation to employ a greater number of younger and inexperienced recruits (Dubey, 2019:1).

4.2.5 Participants' Years of Service

Figure 4.5 below is a representation of the participants' years of service.
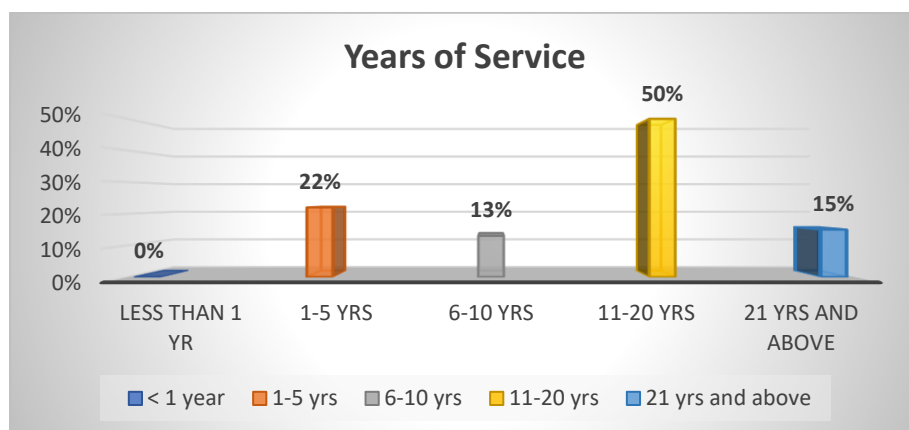
Figure 4.5: Participants' years of service (n=32)

In terms of Figure 4.5 above, the majority of participants (n=16, 50%) were employed for 11-20 years in the Johannesburg Metropolitan Police Department, followed by seven (n=7, 21.8%) participants whose years of experience ranged between 1 (one) and 5 (five) years. Meanwhile, another 5 (five) participants (n=5, 14.2%) had a service record of twenty-one years and more, while only four participants (n=4, 3%) had a service record of four years in the JPMD organization. In this regard, it is clear that the JMPD has a workforce in which the majority of employees have worked for 11-20 years.

Similar to the situation in Figure 4. 4 (in terms of which the majority (n=13, 41%) are middle-aged (41-50 years), the situation in Figure 4.5 implies that there could be some degree of employment stability and sustainability since there is no employee whose term of service is less than one year.

4.2.6 Participants' Current/ Respective Ranks

Figure 4.6 overleaf is a diagrammatic representation of the participants' current respective ranks. The "current" implies, at the time that the interviews were conducted between the researcher (interviewer) and the participants (interviewee). In addition, "respective" implies the various ranks of the participants as depicted in the various allocated pseudonyms, such as "INS" for Inspector, "MPOs" for Metro Police Officers, "SGT" for Sergeant, and "DIR" for Director.
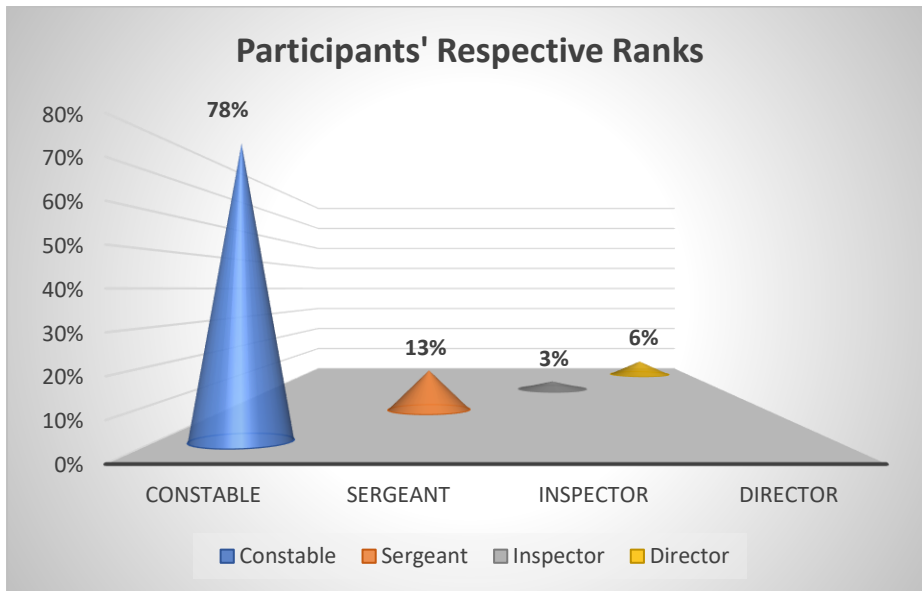
Figure 4.6: Participants' respective ranks (n=32)

Extrapolated from Figure 4.6 above is that the majority of the participants (n=25, 78%) are Constables, followed by four participants (n=4, 13%) who are Sergeants. On the other hand, there are two participants (n=2, 6%) who are Directors and only one (n=1, 3%) participant who is an Inspector. Based on these, it could further be extrapolated that the Constables (n=25) who are in the majority as an entry-level designation, are nearly the same number (n=30) with Diplomas - which is basically entry-level requirement for newly employed JMPD recruits.

4.2.7 Participants' Number of Years of Service in Same Rank

Figure 4.7 below is an illustration of the participants' number of years of service in the same rank at the time the study was conducted.
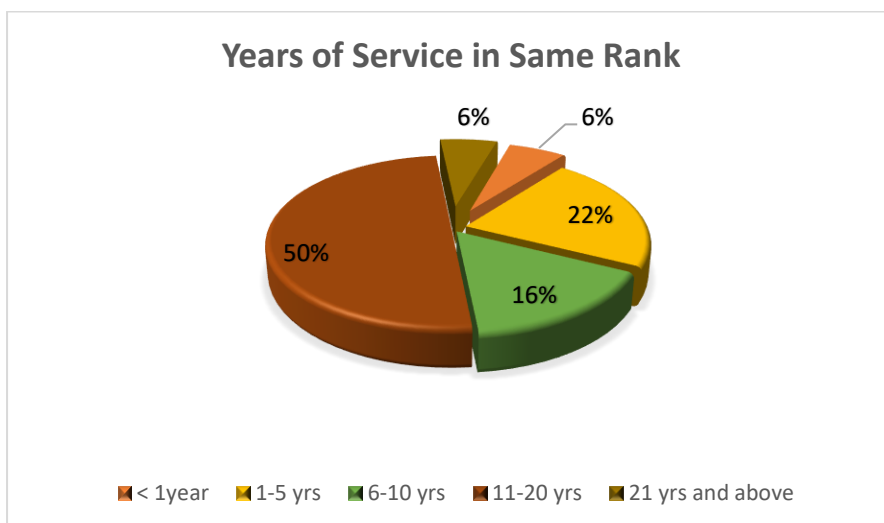

Figure 4.7: Participants' number of years of service in same rank (n=32)

In terms of Figure 4.7 above, the majority of participants (n=16, 50%) were employed for 11-20 years in the Johannesburg Metropolitan Police Department, followed by seven (n=7, 22%) participants whose years of experience ranged between 1 and 5 years. Meanwhile, another 5 participants (n=5, 16%) had a service record of 6-10 years and 2 participants (n=2,6%) had a record service of 21 years and above and lastly another 2 participants (n=2, 6%) had a service record of less than 1 year in the JPMD organisation. In this regard, it is clear that the JMPD has a workforce in which the majority of employees have worked for 11-20 years.

4.2.8 Participants' Current Units

Figure 4.8 below is a depiction of the participants' current respective units within the Johannesburg Metropolitan Police Department at the time of conducting the study. Notably, 3 (three) participants (n=3, 10%) did not indicate their current unit/s.
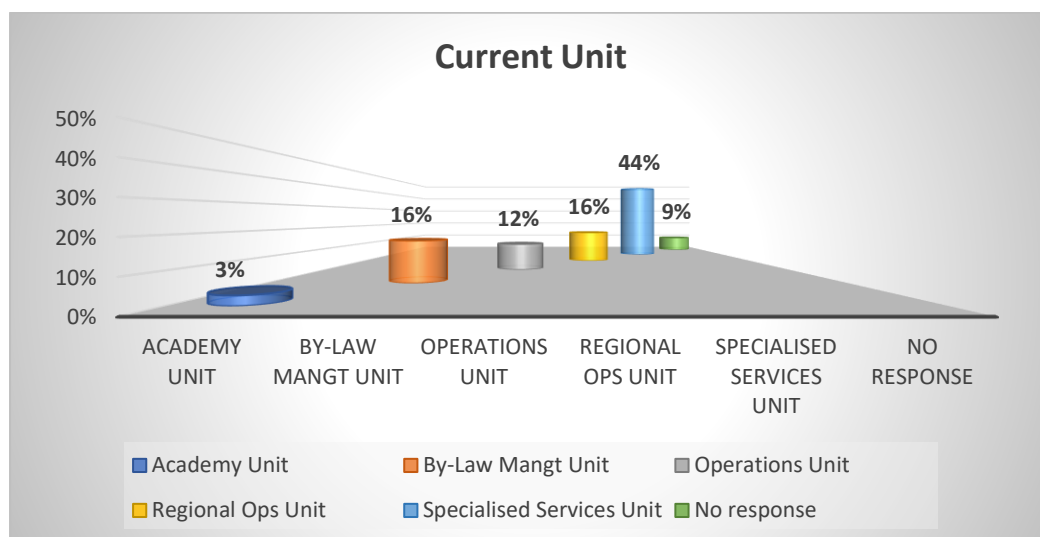
Figure 4.8: Participants' current unit (n=32)

From Figure 4.8 above, it is evidently clear that the majority of the participants (n=17, 44%) are in the Specialised Services Unit, followed by five participants (n=5, 16%) in the By-Law Management Unit, and another five participants (n=5, 16%) who are in the Regional Operations Unit respectively. Meanwhile, four participants (n=4, 12%) are in the Operations Unit, and only one participant (n=1, 3%) is in the Academy Unit.

The fact that the majority of the participants are in the Specialised Services Unit augurs well for the JMPD. This is an indication that the organisation does apply some measures to develop most of its personnel. Such measures are acutely relevant, given the need to develop officers and equip them with relevant knowledge to mitigate the stressful conditions under which they work (Brown et al., 2018:14; Violanti, et al., 2011:346).

4.2.9 Number of Previous Units

Figure 4.9 below is a representation of the participants' number of units in which they previously worked. This implies that participants progress from one unit to the other as an upward mobility preference or rotational purposes as decided by their management.
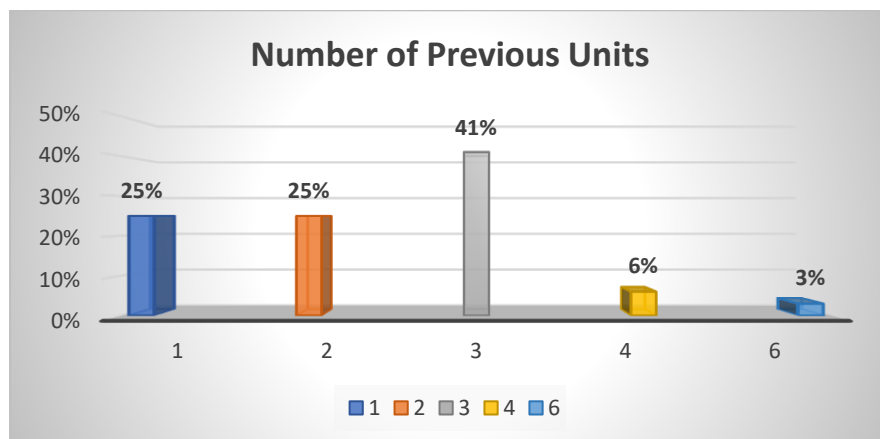
Figure 4.9: Number of previous units (n=32)

Figure 4.9 above demonstrates that the majority of participants (n=13, 41%) had a rotation of three units, followed by eight participants (n=8, 25%) with rotation of two units and eight participants (n=8, 25%) with only one rotation. The other two participants (n=2, 6%) had a rotation of four units, while only one participant (n=1, 3%) had a rotation of six units. Based on this finding, the researcher's view is that rotation should be more frequent and involve more officers.

4.2.10 Years of Service in Current Unit

Figure 4.10 below depicts the participants' years of service in their current units.
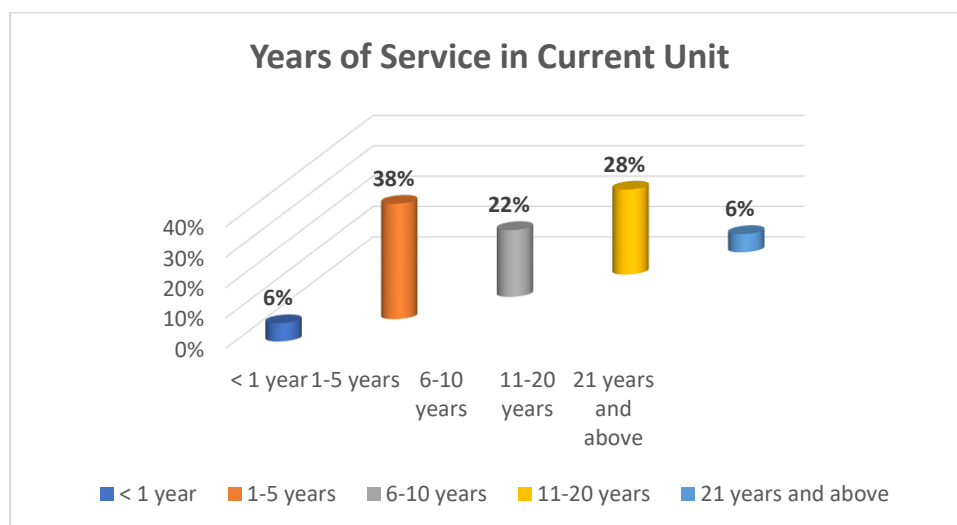
Figure 4.10: Participants' years of service in current unit (n=32)

Figure 4.10 overleaf indicates that the majority of participants (n=12, 38%) were in their current unit for a period of 1-5 years, followed by nine participants (n=9, 28%) in their current unit for a period of 11-20 years. Seven participants (n=7, 22%) were in their current unit for a period of 6-10 years. Moreover, two participants (n=2, 6%) were in their current unit for less than a year, while two other participants (n=2, 6%) were in their current unit for a period of 21 years and above.

4.2.11 Participants' Work Training Received

Figure 4.11 below is a reflection of the work-related training received by participants in their respective units or ranks.

Figure 4.11: Participants' work experience received (n=32)

The above Figure 4.11 reveals that all 32 participants (n=32, 100%) have receive work-related training at one point or the other during their employment in the JMPD. In this regard, this resonates with the finding in Figure 4.1, according to which most officers have formal Diploma qualifications provided by the JMPD. On the other hand, continuous employee development is relevant for motivation of workers (Burger, 2015:1; Burger, 2016:1).

4.2.12 Experience/ Record of Court Testimonies

Figure 4.12 below is indicative of the participants' experience in respect of any court testimonies or appearances they have made to present their cases against offenders.
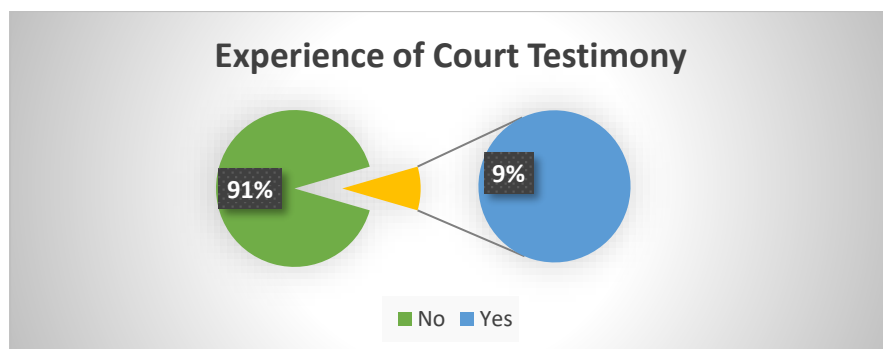
Figure 4.12: Participants' experience in respect of the court testimonies (n=32)

In terms of Figure 4.12 overleaf, the majority of the participants (n=29, 91%) have no court experience, and only three participants (n=3, 9%) appeared in court to testify in front of a magistrate against the victim or motorist. Based on these statistical findings, further questions arise, given the voluminous traffic offences and fines incurred by motorists in the CoJ jurisdiction in particular. Could it be that corruption and bribery has replaced the courts? It does not make sense that only three metropolitan police officers have ever been to court to testify against offenders. If so, corruption will continue to be a pervasive problem within the JMPD (Corruption Watch, 2015:n.p.).

4.2.13 Number of Court Testimonies Provided

Figure 4.13 below is a depiction of the participants' experience in respect of the number of court testimonies or appearances they have made to present their cases against offenders.

Number of Court Testimonies
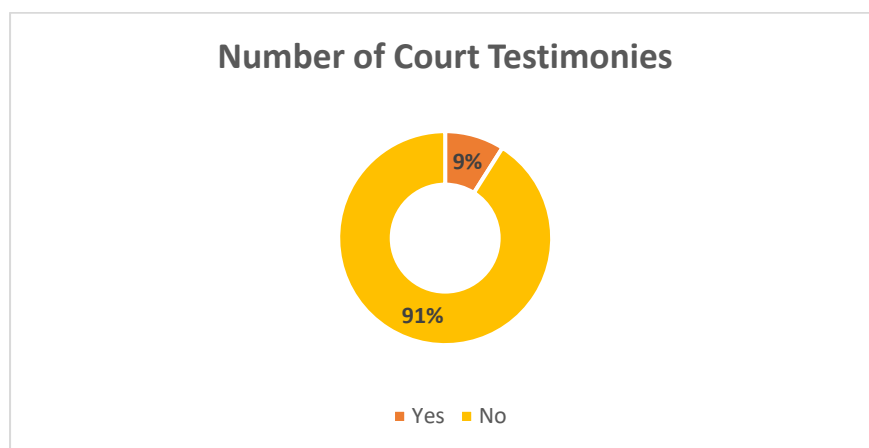
Figure 4.13: Participants' number of testimonies in court (n=32)

In terms of Figure 4.13 above, the majority of participants (n=29, 91%) responded negatively that they have never appeared in court to testify, and only three participants (n=3, 9%) had previously appeared or testified in court. It is unsurprising that the same number of participants without any court experience is still the same number without any number of court appearances. Based on the findings in both Figure 4.12 and Figure 4.13, the researcher argues that the more the metropolitan officers are exposed to court appearances or testimonies, the less the bribery and corruption. As such, officers would rather prefer to argue their case in court than taking bribes.

4.2.14 Special Training/ Professional Development Received

Figure 4.14 overleaf is an illustration of the special training or continuous professional development (CPD) received by, or provided to participants during the course of their JMPD employment.
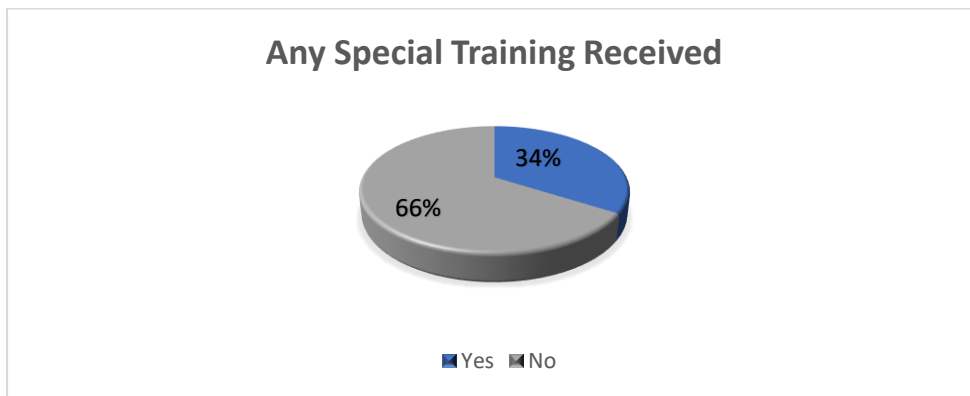
Figure 4.14: Any special training received by participants (n=32)

Figure 4.14 above depicts that the majority of participants (n=21, 66%) have not receive any specialised training, while only 11 participants (n=11, 34%) received specialised training from the JMPD. Whereas the statistical information in Figure 4.11 shows that all participants (n=32, 100%) did receive some form of training, the reality depicted in Figure 4.14 suggests that specialised training is still required for virtually all JMPD officers.

In the view of the researcher, it is very unacceptable that the majority of the JMPD officers were without some form of specialised training, given the complexities and hazards that surround their work. Moreover, the range of challenges depicted in Section 4.3.2 show the lack of training and proper equipment (see Sub-sections 4.3.2.3 and 4.3.2.4 in particular) as serious concern. Therefore, the availability and provision of specialised training is obligatory to the JMPD, and not an option while the lives of the officers are in constant threat.

4.3 KEY THEMATIC FINDINGS PERTINENT TO THE EXPLORATION OF JOHANNESBURG METROPOLITAN POLICE KILLINGS

This section of the chapter presents the thematically generated data with the interviewed participants' audio-recorded verbatim response statements serving at the core basis or framework of the study's indispensable evidence (Grove, Burns & Gray, 2020:27). The verbatim statements of the participants were audio-recorded with their permission as an ethical requirement, but also served the purpose of enhancing the findings' trustworthiness by ensuring that the findings were actually the undiluted expression of the authentic perspectives and views (or lived experiences) of the very participants (Saunders et al., 2019:39).

It is worth noting further that, in conjunction with Section 3.8 in Chapter 3, the data presented and analysed was also interpreted in the context of prevailing literature perspectives in order to translate or convert the participants' responses into intelligible

findings that have relevant, practical and meaningful real-life application (Gray, 2019: 11). It is also important to state that pseudonyms (*nom de guerre* or monikers) were used in this chapter in order to protect their identity and uphold the anonymity of their responses such that such responses could not be linked back to them in adherence to the ethical protocols of confidentiality and anonymity (Nayab, 2020: 71; Polit & Beck, 2020:68). In that regard, the respective participants are referred to as Inspector ("INS"), Metro Police Officers ("MPOs"), Sergeant ("SGT") and Director ("DIR").

Furthermore, graphical representations or diagrammatic visualisations have been applied by means of figures, tables and graphs to capture the essential themes and their associated variables in accordance with the researcher's questions posed to the participants (Botma et al., 2016:17). Also noteworthy is that the majority and minority patterns of occurrences or responses have served as a framework on whose basis the interpretations and conclusions were established.

As articulated in Section 1.5.1 of Chapter 1 in this study, the aim of this study was to explore the extent, causes, and consequences of the killing of the Johannesburg Metropolitan Police Department officers in areas such as Vlakfontein, Hillbrow, Soweto, Eldorado Park, and the Johannesburg Central Business District (CBD). Consistent with this research aim, the developed themes and consequent findings of the study were generated in response to the following questions:

- What are the causes of the killing of JMPD officers?
- What are the challenges faced by JMPD officers and management?
- What are the strategies or measures that can be applied to curb and reduce the killing of JMPD officers? and, In your own opinion, what can be done to improve the safety of the officers?
- How can society play a role in curbing and reducing the high rate of the killing of JMPD officers?

Table 4.2 overleaf is a diagrammatic representation of the main or global 4 (four) themes and the associated sub-themes that emerged from the analysed primary data accruing from the participants' response statements. As a whole, these themes focus on: causes of the killing of JMPD officers; challenges faced by JMPD officers and management; measures to curb and reduce the killing of JMPD officers; as well as society's role in curbing and reducing the high rate of the killing of JMPD officers. The Qualitative Data Analysis (QDA) Miner software assisted in the coding and classifying the data into the below-stated themes.

Table 4.2: Main/ global themes and sub-themes generated from the findings

Main/ Global Theme	Category/ Sub-theme	Sub-Category
Causes of the killing of JMPD officers	• Car accidents; • Drunk drivers; • Corruption; • High crime rates; and • Occupational stress.	None
Challenges faced by JMPD officers and management	• Poor management support; • Poor surveillance support; • Poor training; and • Inadequate equipment.	None
Measures to curb and reduce the killing of JMPD officers	• Addressing officers' own negligence.	• Avoiding/ Reducing socializing in taverns and night clubs; and • Desisting from shopping at malls on duty in uniform.
Society's role in curbing and reducing the high rate of the killing of JMPD officers	• Refraining from perceived hatred and jealousy; and • Restoring trust between police and the community.	None

The above-stated four main themes and their related sub-themes and categories are discussed in more details in Section 4.3.1 to Section 4.3.2 hereafter.

4.3.1 Theme 1: Causes of the Killing of JMPD Officers

The *first* theme emerged from the participants' response statements concerning the question: *What are the causes of the killing of JMPD officers?* Five sub-themes or categories emerged from the above-stated main or global theme, namely, killings/ deaths due to: car accidents; drunk drivers; corruption; high crime rates; and occupational stress.

4.3.1.1 Sub-Theme 1.1: Killings Due to Car Accidents

Car accidents were identified as one of the dominant factors contributing to the JMPD's metropolitan police officers. For instance, human error factors were to blame for 73.6% of fatal road accidents, while vehicle factors were responsible for 14.1%, and environmental and road elements contributed to only 12.3% of these accidents (Nkosi, 2023:77). Four out of thirty-two participants (i.e., "INS", "MPO-15", "MPO-23", and "MPO-25") attest to car accidents as a significant factor in MPOs' deaths in the course of executing their duties on the City of Johannesburg roads.

INS: *"It's accidents. The accidents are the one that causes police killings".*
MPO-15: "*Most of the killings are caused by accidents".*
MPO-25: "*Police who get killed in car accidents"*

MPO-23: *"…the cause sometimes its accidents…"*

In addition to the car accidents cited by some of the participants as a causal factor of the Metropolitan Police Officials' deaths, other factors that contributed to vehicle accidents included bad weather, poor road conditions, human behaviour, vehicle conditions, and absence of vehicle roadworthiness enforcement (Nkosi, 2023:77).

4.3.1.2 Sub-Theme 1.2: Killings Due to Drunk Driving

Some of the participants disagreed with the above-cited participants' viewpoints. In that regard, the below-cited participants attributed the deaths of JMPD Metropolitan Police Officials to the recklessness of *drunk drivers* on public roads.

MPO-22 *"Sometimes it can be drunk drivers…"*
MPO-16: *"…motorists are driving under the influence of alcohol and this is one of the causes of the killing of the officers on the road..."*
MPO-17: *"The causes of police killings I can say it is drinking and driving most of them…"*
SGT-3: *"…drunk and driving of the motorists…"*
MPO-22 *"…driving under the influence of alcohol and running over the officers…"*
MPO-24 *"…drunken driving drivers…"*

Based on the above participants' responses, it is evident that accidents that are caused by drunk drivers have an adverse effect and impact the metropolitan police officers' capacity to execute their duties effectively. In the view of Nkosi (2023:77), such occurrences require that a multi-pronged approach should be endorsed, with all parties concerned doing more to enforce the law, carrying out traffic responsibilities, conducting awareness programmes and educating the drivers about the value of safe driving practices. The devastating and far-reaching effects of drunk drivers on the road also indicates that there is an urgent need for the strengthening of existing laws to safeguard the sacrosanct lives of the metropolitan municipality police officers and other road users, including motorists and members of the public in general (Ramushu, 2023:n.p.).

Other participants supported the afore-mentioned responses by identifying reckless and negligent and/ or drunken driving as contributory factors to the deaths of JMPD officers within the City of Johannesburg metropolitan jurisdiction as follows:

MPO-5: *"…A traffic officer tried to stop someone; the person ran over…"*
MPO-12 *"…officers were bumped by a speeding motorist…"*
MPO-13 *"…motorist… not observing they end up bumping us most of the time… killing us…"*
MPO-19 *"…the motorist, those who knocked down to the officers, they needed to be taught some of them they don't, they don't even they just see the police because of the uniform…"*
SGT-3 *"…Fatigue…"*

MPO-26 *"…sometimes just the negligence of the driver…"*

The above-stated participants' responses attest that reckless and negligent drivers were viewed as significant contributing factors of police JPMD officers' death while on duty. According to Nkosi (2023:84), the JMPD lost many of its metropolitan police officers due to drivers' reckless and negligence. Road accidents are still a major issue in South Africa that need a serious attention. The fact that those who are proven to be driving recklessly go unpunished, is viewed as an enormous failure by law enforcement authorities (Bruce, 2016:3). In that regard, it is incumbent for the criminal justice system to mete out stringent sentences to those found guilty of negligent and reckless driving and under the influence of alcohol and/ or drugs (Noxhaka, 2019:98).

4.3.1.3 Sub-Theme 1.3: Killings Emanating from Corruption and Corruptibility

The participants further highlighted corruption and corruptibility as other contributing factors to JMPD police killings. This was attested to, by the following participant responses, including political interference by public officials in various organizational designations.

MPO-20: *"Let me start at the top. At the top. I'm not being political. they must get an officer to be chief of police and officer, not someone politically hired to be the overseer that person must pass bills down to improve our day-to-day on the ground because those guys won't know anything about the shortages we have. Yeah, so they must start to change people up there. So, I can tell you the world but without them changing up there…"*

MPO-25: *"…corruption… as the political parties are interfering with the police organization."*

MPO-26: *"…corruption..."*

From the above participants responses, it is clearly obvious that politically appointed employees tend to interfere with the assigned duties of the JMPD officers. Linked to corruption, the participants also mentioned the lack of resources due to corruption was also identified within the JMPD. This is evidenced in the following participant's assertion:

MPO-1: *"If you look at the structure of police, then we do have a problem of lack of resources, radios anything that we can use to utilize in the execution of our job and then the other thing is corruption".*

The above-cited excerpt emphasises that the interference of politics in police organizations and lack of resources could compromise the police officer's ability to perform their job effectively, uphold ethical standards, and conduct themselves professionally, which could potentially lead to poor decision-making and unfairness. Furthermore, the above-cited participant responses were in agreement with the view

of Yesufu (2014:12), who mentioned that factors such as social pressure, the use of discretionary powers, low pay, lack of ethical standards, and political influence were linked to corruption.

4.3.1.4 Sub-Theme 1.4: High Crime Rates

Some participants mentioned that they feared for their lives when responding to complaints and carrying out their duties mainly due to the high levels of crime. It was dangerous in the streets as they become exposed to killings and targeted by the criminals. The following excerpts attest to the latter fact:

MPO-12: *"Exposure and high risk… once you are on the road you are at risk already…"*
MPO-11: *"Streets are dangerous, that I can tell you the streets are really dangerous… you will really have to look after yourself and your colleagues...The streets are rough…"*

The above participant responses are an indication of the police officers' fear for their lives when conducting their duties, which even magnifies the general community's state of safety and risk (Perkins, 2018:216). The above participants' responses were supported by others, who also highlighted that the overall high crime rate in the country were also a factor in the deaths of JMPD officers. The high crime rate in the City of Johannesburg has put pressure on law enforcement, as there have been incessant instances of police officers being killed in the line of duty. The following statements bear testimony to this fact:

SGT-2: "O*ne would have to look first at the levels of crime in South Africa"*.
MPO-20: *"I would say it's a high crime rate in South Africa…"*.
MPO-25: *"…high crime rate in the city…"*.
MPO-15: *"…the one that causes police killings…shootings…"*.
INS: *"…shootings… are the main things that are killing police officers"*.
MPO-25: *"Mostly police killings that we see police being shot…"*.

The high crime rate in the country is a challenging issue that needs serious attention. Bruce (2016:1-20) emphasises that the killing of police officers was not the most common type of death in our country, however, it was still the greatest and very worrisome cause for concern. Some participants supported the above responses, adding that they were being ambushed and killed while executing their duties.

MPO-16: "*We actually are the target of the criminals. When we are doing night shift, we come across robberies, Hijackings whereby our officer gets shot and lose their lives…"*.
MPO-23: "*Officers getting ambushed and being shot and killed by criminals…"*

Based on the above participant responses, it is evident that the high level of violent crimes that are taking place in the City of Johannesburg poses a danger to the lives of the police officers and the communities living in the City's central business district. Some of the participants indicated that the metropolitan police officers were subjected to firearm threats and violence by enraged motorists while performing their duties such as roadside checks, patrols, responding to robberies and conducting other police duties.

DIR-3: "*The intent is to rob them of their firearms. I think that's mostly because people when you're carrying a firearm, just look at it and say how can I rob that firearm? because the firearms attract the criminals*".

INS: "*Police killings in JMPD are caused by when the officers respond to a robbery. Or when they're busy doing their normal roadside checks…, stolen vehicles go pass. And then during the process, they shoot at them…*".

MPO-6: "*I can say…and we are being targeted as officers… they are targeting our firearms and this uniform…*".

MPO-15: "*People … want to take their guns for… when police they are wearing uniform,*"

MPO-8: "*They are victims*".

MPO-10: "*It's because of people wanting our firearms…*".

MPO-25: "*We are targets, especially when you have a firearm…*".

An analysis of the above responses indicates that the police officers are vulnerable and sometimes ambushed and killed while, which was also confirmed by Bruce (2016:7), It has been established that there have been instances of JMPD officers being targeted by criminals seeking to steal their firearms. This has led to several tragic incidents where police officers have lost their lives either in the line of duty or off duty for the same motive. In addition to the above participant responses, others supported by indicating that the police are being killed by criminals or offenders who are resisting arrest, as indicated in the extracts below.

DIR-1: "*Trying to avoid an arrest they will also attack and kill our officers…*".

MPO-22: "*The reason for police killings, it's all about criminals trying to get away with crime… criminals trying to get away with murder…*".

SGT-2: "*Take the chance to avoid being arrested or either being killed themselves*".

The above participants' responses indicate clearly that the firearms belonging to the police officers inadvertently attract the attention of criminals, in addition to the violent behaviour of those suspects trying to avoid arrest or evade justice. As such, it is evident that proactive crime prevention strategies could be a key to reducing crime generally, and police killings in JMPD specifically (Parliamentary Portfolio Committee on Policing, 2019:n.p.).

4.3.1.5 Sub-theme 1.5: Occupational Stress

Police officers are exposed to occupational stress that can lead to factors such as frustration, poor concentration, anger, and depression (Violanti et al., 2011:346). Participants expressed their feelings about the challenges that their facing at work, that lead to stress and anger issues as follows:

MPO-13: *"The treatment that we're getting…we are matters to JMPD when you are still alive, when you are still fine, but if anything happened to you, you are nothing at all…".*
MPO-26: *"I was hospitalized because of work... And then the doctor said it's because of stress actually…".*
MPO-14: *"…if you're stressed, can't focus properly, and every problem you come across; you resort to that maybe thinking of taking your life…".*

Based on the above responses of the participants, it is clear that stress due to unpleasant working environment has a negatively impact on their personal lives as well. This was confirmed by Violanti et al. (2011:346), who cited that police officers often work in distressing, traumatic, stressful, and undesirable conditions and circumstances, when compared to other professions. Participants added other stress factors as follows:

MPO-8: *"We are exposed to trauma every day… Physical trauma and emotional trauma… because of your study you have experience but to get a promotion is almost impossible. No, it's a thankless job. It's a thankless job you're always stressing, come month's end you don't know if you're going overtime is going be paid".*
MPO-10: *"I've been working here for 16 years without promotion, without being motivated…I am just sitting here because of the sake of rate of unemployment but there's no growth at all…".*
MPO-16: *"… the problem is one here in JMPD, there is no promotion… We are even tired of being officers… for 16 years now… this thing there is no progress. I don't see any growth here".*

From the above-stated responses, it is clear that the participants lament the lack of promotion and its negative impacts on their ability to perform their job effectively as it further contributes to the lack of growth within the JMPD organization. Charman and Bennett (2022:163) have also found that lack of possibilities for promotion in organizations contributes to growing organizational dissatisfaction levels. Eventually, the decision to leave the JMPD organization is influenced by these high levels of dissatisfaction.

In addition to promotion-related dissatisfaction, the following participant added that their working environment was stressful:

SGT-3: *"It's not that conducive because to work with so many people it's so stressful... here at JMPD the sergeants and the inspectors are the ones who work more than any other… some officers earn more than sergeants…".*

Collectively, all the above participant responses in this section show that police officers are facing a significant amount of stress and traumatic adversity due to the range of work-related challenges, which inevitably become contributory factors to the range of stress and depression inducing factors mentioned above. The ensuing section focuses on the particular challenges faced by the JMPD officers in the course of executing their duties.

4.3.2 Theme 2: Challenges Faced by JMPD Officers and Management

The *second* theme emerged from the participants' response statements in the context of the question: *What are the challenges faced by JMPD officers and management?* In that regard, four sub-themes or categories emerged from the above-cited main or global theme, namely, challenges emanating from:

- Poor management support;
- Poor surveillance support;
- Poor training; and
- Inadequate equipment.

4.3.2.1 Sub-Theme 2.1: Poor/ Lack of Support from Management

Lack of support from management was identified as a factor linked to challenges encountered by the JMPD police officers. In any organizational context, poor or inadequate management support to employees leads to poor performance and productivity (Njiro et al., 2021:1). Similarly, the JMPD officers' policing mandate was also most likely to be affected adversely by any perceived or actual lack of support from their management. The below-cited excerpts demonstrate the truthfulness of this account.

MPO-5: *"Management doesn't care. No one cares anymore about the officers. The only thing they care about is their vehicles. If you are involved in a …, the only thing they want to know is the car, right? They don't even care about you as a human…".*

MPO-18: *"…JMPD got a problem with the management… Lack of communications. It's a problem in our department…".*

MPO-24: *"I can just say it is a management you know, they don't care about us, you know, everybody's doing things for himself".*

It is undeniable that MPO-5, MPO-18 and MPO-24 lament the JMPD management's insufficient support to junior officers. Consequently, the officers were disenchanted and not motivated, as expressed in the following participants' excerpts:

MPO-13: *"I sometimes I feel like I resigning... I'm not feeling okay at all…My life will never be the same after the accident because I don't do things I use to do, I can't kneel, I can't use my right hand like I used to. I'm stucked with permeant nails in my whole body and the management they don't even ask or visit to see how are you doing.*

You are at your own with your family, but you were serving the community when you got injured. It's sad".

MPO-21: *"…I want to do other things and not just focus on one thing, to avoid that feeling that' I'm currently feeling in terms of the situation between management and junior officers… for me right now' I'm at a point where I'm looking at other avenues…".*

From the above responses, it is evident that failing to provide appropriate support by management can lead to officers feeling frustrated and undervalued, which could reduce job satisfaction, lower morale and negatively impact the quality of services delivered.

The statement below highlights that most of their line managers are not well equipped and skilled to manage large groups of officers:

SGT-1: *"… my perception is that most of our line managers, they are not well equipped or they are not well skilled in terms of managing this large troops…".*

The above statement clearly proves the need to improve the management's leadership skills. Such a view was also expressed by the participant response below:

SGT-2 *"Better management... I would say working with officers, management does not work with the officers on the road...They are being victimized".*

Clearly, the totality of all the participant responses in this section have highlighted the need for better management. The researcher agrees that an unhealthy and abusive work environment contributes to the increased risks and challenges experienced by the JMPD officers. Therefore, management training in skills such as managing large-scale employees is crucial for JMPD management as it will contribute to a healthy working environment in which employees feel appreciated and recognised (Charman & Bennett, 2022:163).

4.3.2.2 Sub-Theme 2.2: Poor/ Inadequate Surveillance Support

Lack of service delivery in the City of Johannesburg was viewed as another contributory factor to police killings in JMPD. The below-mentioned indicated that load shedding, CCTV cameras, and streetlights that are not working properly also contributed to police killings in JMPD.

MPO-12: *"…deploy us in a place where there's enough lights, streetlights…".*
INS: *"I think it would be wise if they can be CCTV if they can install the CCTV cameras…".*
MPO-19: *"…the load shedding... You can't see what's happening then that means you are vulnerable to be attacked...".*

Extrapolated from the above-cited responses of the participants is that lack of service delivery in the provision of CCTVs, poorly-lit streets, and consistent load shedding presented dangers and threats to the lives of JMPD police officials as criminality thrives mostly in darkness. The need for CCTV surveillance was also emphasized by the participant below:

MPO-10: *"…the population to be monitored mostly who comes in Johannesburg who goes out firstly and the service delivery…"*.

Evidently, the surveillance of the streets, particularly at night in the City of Johannesburg is viewed by most participants as a mediating factor to reduce and ultimately eliminate the scourge of police killings within the Johannesburg Metropolitan Police Department. These responses support the perspective posited by Minnar (2003:8), who also mentioned that poor service delivery was also seen as a major factor in the police killings.

4.3.2.3 Sub-Theme 2.3: Poor/ Lack of Training Support

Many participants alluded to the lack of training and resources as contributory factors to challenges that ultimately link to JMPD police's work-related death. Such training is indispensable for addressing high-pressure situations, using non-lethal force, and de-escalating volatile situations. In the latter situations, the use of excessive force could result in retaliatory measures by offenders/ suspects that could ultimately result in the spate of JMPD police officials' deaths.

INS: "*I think the department needs to give us training. We need to be trained. We need to be given the resources like bulletproof, we need to be equipped with firearms and the surroundings where we are working…"*.
MPO-5: *I think taking us back to a refresher course … on how to how to live after this uniform…"*.
MPO-10: *"Lack of education and lack of training… the cause of the killing, because 'you've been reluctant until terms of being too comfortable, you end up not knowing what to do in the job… 'you'll be exposed of being killed"*.
MPO-8: "*You see goes back to training... A lot of officers 'don't know about road safety. How to prevent an accident…"*.

It is evident from the above responses of the participants that there was a lack of training, which exposes them to likely death when facing armed assailants. This was highlighted in Minnar (2003:7), who reiterated that police officers were killed as a result of a variety of reasons, including inadequate training, incorrect training, or even the lack of specialized training. Lack of training has played a pivotal role in the increasing violent crimes against the JMPD officers, which renders the City of Johannesburg an unregulated and lawlessness city (Clarke, 2021:2).

Police officers require regular training and development opportunities to enhance their skills and knowledge (Clarke, 2021:2). This view is expressed and supported by the below-stated participants, who concur and also mention further indicated that new officers also lack tactical training skills.

MPO-18: *"Most of the new officers are not trained well…".*
MPO-9: *"Maybe not refresher courses per se but those courses that they train us... that tactical course…".*
SGT-1: *"To also have to be the issue of the training itself provided… we lack such training that whenever there's a shooting you panic you immediately panic, but when you panic you panic in the arms of the criminals, but if your mind is tactically trained to engage in such incidences… For instance, we have about four to five years most of us 'we've never went for in-service training for the firearm…".*

The above participant responses attest that the lack of training was also a contributing factor in that, police officers were not adequately prepared for the brutality of attacks against them. Bruce (2002:16) emphasized that regular in-service and tactical training could address the issue of the escalating killing of JMPD police officers.

4.3.2.4 Sub-Theme 2.4: Poor/ Lack of Proper Equipment

Lack of equipment was specifically mentioned as a challenge by the participants in their comments. Authors such as Kwinika (2019:3) and Law Insider (2023:n.p.) also confirm this assertion. In this regard, the following participant statements also make reference of the lack of equipment as a major challenge that renders the JMPD police officers vulnerable to brutal killings.

MPO-7: *"We need the resources like, for example, your street cameras… we need equipment... Also, the bulletproof for officers".*
MPO-4: *"We don't have enough resources to do our job… like Friday I was arresting some guy and then the guy that fought us and then we did not have any equipment of handling ourselves like paper spray, handcuffs so we perpetuate and contact back up to help us... we 'don't have enough cars and we 'don't have enough resources whenever' it's raining we can't check the accident because we don't have raincoats…".*
MPO-5: *"The thing in JMPD is that there is a lack of equipment…".*
MPO-17: *"Lack of equipment, mostly…".*
MPO-12: *"The causes… because of we don't have enough equipment…".*

From the above responses, it is clear that participants are acutely concerned with the lack of proper equipment within the JMPD organisational structure. Conradie (2001:3) also found that equipment shortage contributed to police killings. For instance, some JPMD officers stated that they did not wear their bullet-proof vests simply because they were not available. The below-cited participant statements supported the above

responses by specifying the particular equipment or 'tools of the trade' in which there was an acute shortage:

MPO-15: "W*e've got challenges of radios here... especially when we are checking stolen vehicles, they are always offline".*

MPO-26: *"Sometimes we are having a problem with the radios. We 'don't even have the radio... but I think if we have radios at least you know that it will be easily there will be easy communication".*

SGT-2: *"Lack of resources I would say...equipment is one of the biggest challenges".*

MPO-23: *lack of equipment... like when we are doing roadblocks. Sometimes there's no board to show people or a motorist that there is a roadblock ahead."*

MPO-24: *Lack of resources such as vehicles, reflective jackets, breathalysers ...".*

MPO-18: *challenges in terms of working in equipment resources...". I will say lack of resources... if 'you're conducting a roadblock, you 'don't have enough cones'.*

MPO-19: "*So that means the motorist during the night they don't see you they will knock you down...".*

MPO-20: *"...the causes of police killing' I'd say 'it's because of lack of equipment... There's a lack of vehicles you can't go out right now. Imagine you have to come to work and sit in the sun. No vehicles. No firearms, no radios, equipment as a whole. There's nothing. You see that?"*

SGT-1: *"...We lack much equipment ... we are working with the new recruits... 1 in 10 has got a firearm, while two 1 in 20 has got a pepper spray. And then you look again 1 in 30, for example, has got a bulletproof on".*

MPO-22: *"Imagine there are officers right now who do not even have firearms... then they will send you to some dangerous places...".*

MPO-14: *"...if you 'don't have that a firearm, to be issued for you to protect yourself on the street...".*

In view of the above-cited responses of the participants, it is evident that there was a lack of equipment such as radios, vehicles, bullet proof vests and firearms. Furthermore, such a lack of adequate resources has negatively affected the effectiveness of police officers' performance in the context of their official JMPD responsibilities. Police officers are prone to being attacked or even killed daily by criminals and recalcitrant motorists. Assigning them to perform duties without proper equipment, such as firearms, bulletproof vests, and radios for communication purposes endangers the lives of these JMPD officers. In correlation with the above responses, Minnar (2003:9) also confirmed that the lack of proper equipment, such as bullet-proof vests is a direct contributing factor to imminent risks to their lives on duty. As such, the researcher's view is that police organizations and the JMPD need to prioritize the provision of proper equipment and training to police officers in order to prevent unnecessary violence and killings.

4.3.3 Theme 3: Measures to Curb and Reduce the Killing of JMPD Officers

The *third* theme emerged from the participants' response statements pertaining to the questions:

What are the measures that can be used to curb and reduce the killing of JMPD officers? and

In your own opinion, what can be done to improve the safety of the officers?

One sub-theme or category emerged from the above-cited main or global theme, namely:

- Addressing officers' own negligence.

Furthermore, 2 (two) other sub-categories emerged from the afore-mentioned sub-theme, namely:

- Avoiding/ Reducing socializing in taverns and night clubs; and
- Desisting from shopping at malls on duty in uniform.

4.3.3.1 Sub-Theme 3.1: Addressing Officers' Own Negligence

In the view of Bruce (2016:16), the way police officers conduct themselves both on and off duty, has a direct link to their safety and exposure to the threat of violence and brutal attacks by criminals. While they are normally entitled to their social life as other citizens, the nature of their work requires that they display discreet social attitudes and behaviours. For instance, they may become easy targets for robberies and killings when they are drunk or intoxicated due to abusing these substances. The following statements of the participants attest that negligent behaviour by off duty police officers was a serious factor of concern regarding the police killings in the JMPD.

MPO-2: "…*I can say that and the behaviour of us while off duty… you need to change… everything, your lifestyle, and your behaviour, on duty or off duty…*".

MPO-17: "…*causes mostly it's our negligence, but negligence in terms of, we don't look after ourselves safety, safety-wise*".

MPO-24: "…*most of us maybe we are being negligent…*".

MPO-7: "…*more than anything I think as officers we are reckless on many things… We don't follow the precautions, the safe precautions that we supposed to…*".

Based on the above participants responses, it is irrefutable that the reckless and negligent behaviour by JMPD police officers was a contributing factor in the killing of JMPD police officers. Police officers are professionally obliged to be always aware and cautious of potential danger when off duty and behave in a manner that will not imperil their lives. However, the extract below shows that police officers should be of good professional conduct even when they are off-duty.

MPO-5: *"Most of the time, it's a lack of respect for your work, you want to be a police officer. And you want to enforce while you are off duty, and finding yourself in a position whereby you… I can get hurt anytime. I can get stabbed; I can get shot anytime".*

In terms of the above-mentioned perspective of MPO-5, it is obvious that the negligent behaviour by off duty police officers is a challenge, and required that new or alternative measures should be explored to eliminate this potential contributing cause of police killings (Bruce, 2002:16).

4.3.3.1.1 Sub-Category 3.1: Avoiding/ Reducing socializing in taverns and night clubs

Socializing at the nightclubs, taverns and shebeens was viewed as a major contributing factor in the killing of JMPD police officials. The following responses of the participants indicate that police officers socializing in places such as; nightclubs and taverns was acutely problematic.

MPO-4: *"… they take a day they go to the clubs or a tavern and then when people get angry and fighting with people they go home and then fetch their guns…".*

DIR-3: *"… not to find yourself in dodgy places like your taverns. Those are not the right places to be there…".*

The above-cited two excerpts show that socializing in taverns and nightclubs was a potential threat to JMPD police officers. This was also confirmed by Minnar (2003:5), who stated that some police officers engaged in fights with members of the public whilst socializing in taverns, night clubs, shebeens or hotel bars. The levels of work-related stress experienced by the officers were regarded as a likely cause of such violent behaviour. This shows how the police officers become violent and engage in conflicts that cause unnecessary confrontations which consequently leads to killings when socializing in nightclubs and taverns. The researcher's view is that once a person becomes a police officer, his/ her social lifestyle should change.

4.3.3.1.2 Sub-Category 3.2: Desisting from shopping at malls on duty in uniform

Going to the mall or other public places in police uniform exposes these officers to being targeted, particularly if there is a form of criminal activity taking place in the vicinity. The following participant statements show that going to malls and public places in police uniform renders these police vulnerable to attacks by criminals.

MPO-5: *"Don't go to malls in uniform, because you don't know uniform. Any uniform, it doesn't matter whether it's … it's under combat. As long as you were in a police uniform, your life is in danger…".*

DIR-3: *"…even encouraging the officers that when you are carrying a firearm, you must be alert, especially when you are in the public places… It is very important to look around…".*

In terms of the two afore-cited extracts, going to malls and other public places in police officer uniform and carrying their firearms as 'tools of the trade', exposes them to be vulnerable to criminal attacks. This was supported by Bruce (2016:7) as he indicated that there were police officers who were killed whilst visiting malls. From the researcher's point of view, police officers should refrain from go to the malls or socialize at shebeens, taverns, and other public places alone, especially when in uniform. They should rather go in groups and behave like other normal human beings.

4.3.4 Theme 4: Society's Role in Curbing and Reducing High Rate of the Killing of JMPD Officers

The *fourth* theme emerged from the participants' response statements in respect of the question: *How can society play a role in curbing and reducing the high rate of the killing of JMPD officers?*

Two sub-themes or categories emerged from the above-cited main or global theme in respect of society's role in curbing or reducing the high rate of the killing of JPMD officers. This role entails:

- Refraining from perceived hatred and jealousy; and
- Restoring trust between police and the community.

4.3.4.1 Sub-Theme 4.1: Refraining from Perceived Hatred and Resentment

The causes surrounding the police killings were determined to be the community members' continuing resentment and anger toward police officers (Bruce, 2002:15). In some instances, the behaviour and attitude of the police made them to be viewed as perpetuating apartheid due to their brutality and poor training in controlling crowds. The following participants' remarks suggest that the police are being killed due to jealousy from the community they serve and live with.

MPO-4: *"I think the causes of police killings… I think it's jealousy. People are jealous towards police...".*
MPO-12: *"I think some people are jealous of us police…".*

The following participant's response suggests that the police officers are being attacked for no reason.

DIR-1: *"…will then want to attack them for no reason…".*

The excerpt below is in disagreement with the above responses, and implies that the police killing are caused by the environment in which they are living, identified as unsafe townships near hostels and informal settlements.

MPO-2: *"Environment… where we stay… I can say in some neighbourhoods... It's not safe to live there as a police officer. Because my colleagues… the one that's been shot was living around the hostel…he was staying around the hostel".*

It is evident that living in an unsafe environment as a police officer can be a risk factor that could lead to their death as they are targeted by the criminals who robbed them of their firearms (Bruce, 2016:16). There has been some instance in which police officers living in unsafe or crime-ridden areas experience risks that impact on their personal lives, such as break-ins, robbery, anxiety, stress, and discomfort in everyday life. Therefore, these issues could be resolved with the police officers relocating to safer living environments.

4.3.4.2 Sub-Theme 4.2: Restoring Trust Between Police and the Community

The lack of trust between the police and the community renders the work of the police more difficult (Govender, 2017:17). This was also indicated by Bruce (2002:15), who stated that trust issues between the police and the community may be related to continuing hatred among community members toward police officers, resulting from their involvement in preserving apartheid.

However, the participants below cited police arrogance and lack of appreciated by motorists when performing their duties.

MPO-16: "*… These are some of the things that we come across on a daily basis, some of the motorists that don't appreciate the job that we are doing…*".

MPO-17: *"It's people that use their anger issues and they don't address you properly and you end up, fighting. And then that's where things can lead badly. And shootings happen or stabbing…".*

MPO-15: *"Challenging because sometimes you come across people that are not understanding what 'you're doing and they become stubborn…the motorists that are".*

MPO-19: *"Disregarding my commands, they start to make me lose my patience…".*

MPO-23 *"Some people are very difficult to deal with…".*

SGT-1: "*Police officers in many environments that we operate in, they are not being appreciated...For instance, if you an officer in uniform you can get attacked by a group of angry mobs, the community will stand by and watch and do nothing… clearly shows that there is still not a support, support from the community that we serve".*

It is clear from the above responses that trust issues between the community and the police needs to be addressed. In addition, the other participants' responses below, indicate that the community is not supportive towards the police, and were disrespected by motorists on public roads.

MPO-8: *"…you will meet some people that are angry some people they are sad and some people they will disrespect you…".*

MPO-9: *"…when 'you're doing point duty…, conducting a roadblock, drivers, they 'don't focus, they don't care, they don't have respect for the police… its lack of respect, for officers".*

MPO-13: *"Because most of the members of the public, they kill as they attack us because they hate discipline and order because we are law enforcers and one of our duties is to enforce the law. of which causes inconvenience from their side…".*

MPO-15 *"…most of the police killings are like of… I mean, disrespectful of motorist to police officers on the public roads…".*

MPO-20: *"…Sometimes other people don't respect you as an officer… they are not respecting us".*

MPO-25: *"…The disrespect towards police officers…".*

MPO-24: *"…sometimes we are working on the street and then you get people who are rude…".*

SGT-3: *"…most of the taxi drivers don't want to comply…".*

MPO-26: *"…They will start by disrespecting you…".*

MPO-25: *"…disrespects of the motorist, from the motorist…".*

The participants also highlighted the issue of motorists' disrespect for the law as a challenge which also negatively impacts on the capacity of the police officers to execute their duties effectively. The JMPD has lost several police officers to killings due to the motorist who disrespected the police officers and the law. In this regard, Bruce (2016:3) mentions that motorists' (e.g. drunk, reckless and negligent drivers) general disregard of the rules of the road contributed to a high number of metropolitan police officers risking their lives while on duty; such as responding to emergencies, directing traffic in high-speed areas or on the busy roads. Such accidents were the second major cause of police deaths within the JMPD (Bruce, 2016:3).

One of the participants recommended education or awareness as a mechanism to build good relationships and rapport between the community and the metropolitan police, which is reflected in the following extract:

MPO-15: *"…education about the relationship between the officers and the community…".*

Based on the above-cited participant responses, it is clear that initiating public awareness campaigns is viewed as a viable approach to educate the public and communities about the need to maintain harmonious relationships with the metropolitan police officers.

4.4 SUMMARY

This chapter presented the empirical or primary evidence from the participants themselves regarding the causes, nature and implications of police killings in the JMPD law enforcement organization. In addition to presenting the thirty-two interviewed participants' demographic profiles, the chapter also provided details of the

four generated themes and their associated sub-themes or categories. Overall, these four critical themes focused on the causes of the metropolitan police's killings; the challenges faced by these JPMD officers; measures to reduce these deaths; as well as restoration of the trust between the JPMD officers and the community.

The data presented in this chapter indicates that the overall impact of the killings occurred whilst police officers were on duty, and with drunken, negligent and reckless drivers as the main perpetrators. The JMPD police officers also encountered a range of challenges both within and outside of their organisation. Internally, the main challenge was based on the lack of management support and insufficient resources linked to their work. Furthermore, the analysis uncovered that the relationship between the police officers and the community was unhealthy, as this caused occupational stress that led to stress, depression, and suicide among police officers. It was also established that the behaviour of the metropolitan officers themselves constitutes part of the solution to reduce recurring trends and patterns of JMPD deaths on the job. In this regard, the JMPD police officers could apply strategies such as refraining from socialising in places such as taverns and shebeens, not wearing their official uniforms in public, and also concealing their official firearms from public view when they are off duty.

Despite the challenges faced by the JMPD officers, the data indicates that there is to the possibility or window of opportunity of regulating police training programmes and improving the relationship between the JMPD police and the communities they serve. The following chapter presents a summary of the main findings, conclusions, and recommendations.

CHAPTER 5

SUMMARY OF MAIN FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 INTRODUCTION

The previous chapter (Chapter 4) basically presented the demographic or bibliographic profiles of the sampled participants, as well as their verbatim responses to the various interview-based questions posed by the researcher. It was on the basis of these participants responses that the primary findings of the study were obtained and organised thematically in accordance with the research topic (Ary, Cheser, Sorensen & Walker, 2019:27).

The current chapter on the other hand, concludes the entire study on "An exploration of Johannesburg metropolitan police killings". Accordingly, the chapter largely summarises the main findings of the study already presented in the previous chapter. The current chapter further provides details of the attendant recommendations, as well as the researcher's conclusion or concluding remarks in respect of certain pertinent aspects of the study. It is worth noting that the primary findings themselves have already been referred to in various parts of the preceding chapters. These empirical findings were reflected in the form of the participants' input or contributions in response to specific questions posed to them by the researcher (Doody & Bailey, 2016:19-20).

Following the main findings, the current chapter also outlines the researcher's recommendations which have been drawn from the key findings themselves, followed by the research study' possible limitations as identified by the researcher. It is worth mentioning that the recommendations are a depiction of the researcher's own proposed ideas for the improvement and development regarding the research topic, namely: "An exploration of Johannesburg metropolitan police killings".

According to the researcher, it was necessary to present a summary of the main findings in this particular concluding chapter, which also highlights the overall significance and value of the study. In that regard, the current chapter is also viewed by the researcher as the culmination of the intersection of both the secondary (theoretical and literature-focused) and primary (empirical and participant-centred) aspects concerning the research topic. These various aspects have been discussed in varying levels of detail in all of this study's preceding chapters.

5.2 MAIN FINDINGS AND CONCLUSIONS

The main findings in this study are a direct product or outcome of the interaction of several research processes, starting from the researcher's identification of the prevailing research problem as articulated in Section 1.3. The research problem further provided a context and framework for articulating the research aim and objectives; the research questions; the data acquisition and analysis processes; as well as the trustworthiness and applicable ethical considerations in the study (Khaldi, 2017:21).

Therefore, the study's main/ key findings are not peripheral to the entire research process, but are also a reflection of the extent to which both the research questions and objectives were respectively answered and accomplished (Kumar, 2020:88). In addition, the extent of the research objectives' accomplishment translates correspondingly into the extent to which the investigated research topic and its associated research problem have been identified, explored, and resolved.

5.2.1 Main Research Findings

Eight primary research findings were determined, all of which were consistent with the research questions and objectives of the study.

5.2.1.1 Findings Concerning the Causes of the Killing of JMPD Officers? (Research Question 1) (RQ1)

• RQ1: What are the causes of police killings in the JMPD?

The main findings drawn from the study of the above question are indicative of the fundamental themes and topics covered in Chapter Three of the study, which makes assumptions about the causes of police killings in JMPD. The researcher is delighted that the research question related to the causes of the police killings were adequately achieved and effectively answered.

5.2.1.2 Findings Concerning the Challenges Faced by JMPD Officers and Management? (Research Question 2) (RQ2)

• RQ2: What are the challenges faced by JMPD officers and management?

The primary conclusions drawn from the study's Chapter Three, which focuses on the challenges that JMPD officers and management encounter, are essentially reflective of the important facets of the problems and themes covered in that chapter. The researcher is fulfilled that the research question related to the challenges faced by JMPD officers and management were adequately achieved and effectively answered.

5.2.1.3 Findings Concerning Measures to Curb and Reduce the Killing of JMPD Officers? (Research Question 3) (RQ3)

• *RQ3: What are the measures that can be used to curb and reduce the killing of JMPD officers? In your own opinion, what can be done to improve the safety of the officers?*

The main inferences drawn from the research question, which mainly focuses on methods that will reduce the high rate of JMPD officer deaths, are essentially indicative of the important facets of the topics and themes covered in Chapter Three. The researcher is thrilled that the research question about measures to prevent and reduce the high rate of JMPD police killings were adequately addressed.

5.2.1.4 Findings Concerning Society's Role in Curbing and Reducing High Rate of the Killing of JMPD Officers? (Research Question 4) (RQ4)

• *RQ4: What is the society's role in curbing and reducing high rate of the killing of JMPD Officers?*

The primary findings from the research question, which is mostly concentrated on how society can play a role in curbing and reducing the high rate of JMPD officers' deaths by using measures that will decrease these deaths, are essentially illustrative of the significant aspects of the subjects and themes addressed in Chapter Three. It appears that the research question on how to curb and reduce the high number of JMPD police killings was sufficiently addressed.

5.2.1.5 Findings Concerning the Causes of the Police Killings in JMPD (Objective 1)

The main findings in the above regard emanated from the *first* research objective, namely: To investigate the causes of the police killings in JMPD. Four sub-themes or categories emerged from the above-stated main or global theme, namely, killings/ deaths due to: car accidents, drunk drivers, corruption, high crime rates, and occupational stress.

5.2.1.5.1 Accidents Caused by Drunk, Reckless, and Negligent Drivers

The findings of this study identified that drivers who are driving recklessly and driving while under the influence of alcohol or drugs are a contributory factor in the deaths of the JMPD police officers. Bruce (2016:3) corroborated that a large number of metropolitan police deaths occurred from road accidents. In this regard, the lives of the JMPD police officers are at risk when performing traffic enforcement duties on the road due to drivers who display an attitude of disrespect and disregard of the rules of the road. The following extracts attest to the findings above:

MPO-12: *"…officers were bumped by a speeding motorist…".*

MPO-15: "*Most of the killings are caused by accidents".*

MPO-16: *"…motorists are driving under the influence of alcohol and this is one of the causes of the killing of the officers on the road..."*

MPO-26: *"…sometimes just the negligence of the driver…"*

5.2.1.5.2 Corruption and Corruptibility

Kwinika (2019:3) lamented the involvement and complicity of police officials in criminal activities with criminal gangs. The above-cited author also adds that corruption and poorly trained officers tended to engage in harassment, extortion, and brutality towards motorists as they seek bribes to supplement their salaries or to exercise their powers.

From the participants' responses in this study, it was further established that politically appointed employees tend to interfere with the assigned duties of the JMPD officers. Linked to corruption, the participants also mentioned the lack of resources due to corruption was also identified within the JMPD. This is evidenced in the following participants' assertions:

MPO-20: *"Let me start at the top. At the top. I'm not being political. they must get an officer to be chief of police and officer, not someone politically hired to be the overseer that person must pass bills down to improve our day-to-day on the ground because those guys won't know anything about the shortages we have. Yeah, so they must start to change people up there. So, I can tell you the world but without them changing up there…"*

MPO-1: *"If you look at the structure of police, then we do have a problem of lack of resources, radios anything that we can use to utilize in the execution of our job and then the other thing is corruption".*

MPO-25: *"…corruption… as the political parties are interfering with the police organization."*

5.2.1.5.3 High Crime Rate

According to Noxhaka (2019:94), factors such as the poverty, high crime and high unemployment rate in the City of Johannesburg, inequality, and substance abuse were identified as some of the main contributory factors in JMPD police killings. In this regard, the criminals rob the police officers of their firearms to commit further crimes as a way of making a living out of crime. Such conditions exposed the JMPD officers to danger by criminals, as illustrated below:

DIR-3: "*The intent is to rob them of their firearms. I think that's mostly because people when you're carrying a firearm, just look at it and say how can I rob that firearm? because the firearms attract the criminals".*

MPO-25: "*We are targets, especially when you have a firearm…".*

MPO-22: *"The reason for police killings, it's all about criminals trying to get away with crime… criminals trying to get away with murder…".*

MPO-16: "*We actually are the target of the criminals. When we are doing night shift, we come across robberies, Hijackings whereby our officers get shot and lose their lives…".*

5.2.1.5.4 Occupational Stress and Anger Issues

Police work has been identified as a high-stress job involving potentially dangerous and violent situations such as responding to crimes in progress, conducting crime prevention, and arresting offenders (Salame, 2020:38). In addition, Gül and Delice (2011:21) mention that stress and post-traumatic stress disorders (PTSD) could be symptoms of the high stress incurred in the course of police work. Such levels of stressed could lead to the brutal behaviour displayed by some officers, such as the use of excessive force and consequent loss of life. The following extracts are examples of the findings on stress as a causal factor in JMPD police killings.

SGT-3: *"It's not that conducive because to work with so many people it's so stressful... here at JMPD the sergeants and the inspectors are the ones who work more than any other… some officers earn more than sergeants…".*

MPO-8: *"We are exposed to trauma every day… Physical trauma and emotional trauma… because of you study you have experience but to get a promotion is almost impossible. No, it's a thankless job. It's a thankless job you're always stressing, come month's end you don't know if you're overtime is going be paid".*

MPO-26: *"I was hospitalized because of work... And then the doctor said it's because of stress actually…".*

MPO-14: *"…if you're stressed, can't focus properly, and every problem you come across; you resort to that maybe thinking of taking your life…".*

Based on all of the above-stated findings in this section, the researcher is satisfied that the first research objective and its associated questions were adequately achieved and effectively answered.

5.2.1.6 Findings Concerning the Challenges Faced by JMPD Officers and Management (Objective 2)

The main findings in this regard emanated from the **second** research objective, namely: To determine the challenges faced by JMPD officers and management. Four sub-themes or categories emerged from the above-cited main or global theme, namely, challenges emanating from: poor management and surveillance support, poor training, and lack of equipment.

5.2.1.6.1 Poor Management and Surveillance Support;

The increasing number of people immigrating to CoJ was found to be high, and this led to a lack of service delivery as the city was found to be under pressure to deliver services and infrastructure to the community (Noxhaka, 2019:49). In such cases, it is incumbent for managers in any organisation to provide employees with the tools of the trade required. In the case of this study, such tools include firearms, bullet proof vests, and surveillance cameras in the poorly lit streets of the CoJ, particularly at night. Lack of support from management was identified as a factor linked to challenges encountered by the JMPD police officers, which is attested to, by the following excerpts:

MPO-5: *"Management doesn't care. No one cares anymore about the officers. The only thing they care about is their vehicles. If you are involved in a …, the only thing they want to know is the car, right? They don't even care about you as a human…".*

MPO-18: *"…JMPD got a problem with the management… Lack of communications. It's a problem in our department…".*

MPO-24: *"I can just say it is a management you know, they don't care about us, you know, everybody's doing things for himself".*

Lack of surveillance support was demonstrated in the following examples:

MPO-12: *"…deploy us in a place where there's enough lights, streetlights…".*

INS: *"I think it would be wise if they can be CCTV if they can install the CCTV cameras…".*

MPO-19: *"…the load shedding... You can't see what's happening then that means you are vulnerable to be attacked...".*

5.2.1.6.2 Poor Training

Minnar (2003:7) cites that inadequate training and lack of specialized training were contributing factors among the challenges experienced by the JMPD police officials. Furthermore, Kwinika (2019:1) cited firearm training and control during arrest constituted a major challenge as well. Similarly, the lack of adequate training and supervision, as well as other institutional deficiencies were cited as contributory factors to the JMPD police officers' challenges, as shown below.

MPO-18: *"Most of the new officers are not trained well…".*

MPO-8: *"You see goes back to training... A lot of officers 'don't know about road safety. How to prevent an accident…".*

INS: "*I think the department needs to give us training. We need to be trained. We need to be given the resources like bulletproof, we need to be equipped with firearms and the surroundings where we are working…*".

MPO-10: "*Lack of education and lack of training… the cause of the killing, because 'you've been reluctant until terms of being too comfortable, you end up not knowing what to do in the job… 'you'll be exposed of being killed*".

5.2.1.6.3 Lack of Equipment

It is imperative for police officers to be provided with proper resources and equipment in order to successfully carry out their duties (Perkins, 2018:163). Lack of proper equipment and adequate resources for the JMPD police officers exposes them to extreme risk. These resources include firearms, bulletproof vests, and radios. The following extracts are examples of the lack of equipment as an important finding relevant to the JPMD police officers' challenges.

MPO-20: "*…the causes of police killing' I'd say 'it's because of lack of equipment... There's a lack of vehicles you can't go out right now. Imagine you have to come to work and sit in the sun. No vehicles. No firearms, no radios, equipment as a whole. There's nothing. You see that?*"

MPO-15: "*We've got challenges of radios here... especially when we are checking stolen vehicles, they are always offline*".

MPO-4: "*We don't have enough resources to do our job… like Friday I was arresting some guy and then the guy that fought us and then we did not have any equipment of handling ourselves like paper spray, handcuffs so we perpetuate and contact back up to help us... we 'don't have enough cars and we 'don't have enough resources whenever' it's raining we can't check the accident because we don't have raincoats…*".

MPO-7: "*We need the resources like, for example, your street cameras… we need equipment... Also, the bulletproof for officers*".

Based on all of the above-stated findings in this section, the researcher is convinced that the second research objective and its associated questions were adequately achieved and effectively answered.

5.2.1.7 Findings Concerning Measures to Curb and Reduce the Killing of JMPD Officers (Objective 3)

The main findings in this regard emanated from the ***third*** research objective, namely: To identify strategies or measures that can be applied to curb and reduce the killing of JMPD officers.

One sub-theme or category emerged from the above-cited main or global theme, namely: addressing police officers' own negligence. Furthermore, 2 (two) more sub-

categories emerged from the afore-mentioned sub-theme, namely: avoiding/ reducing socializing in taverns and night clubs, and desisting from shopping at malls on duty in uniform.

5.2.1.7.1 Addressing Police Officers' Own Negligence

Bruce (2016:16) affirms that the police officers' conduct both on and off duty has a direct link to their safety and exposure to the threat of violence and brutal killings. Similarly, the findings in this study indicated that the police officers' own negligence was a cause for concern. It was further indicated that the reckless and irresponsible behaviour of off-duty police officers was found to be an influential factor behind police killings in JMPD. The following excerpts are examples or proof to that effect:

MPO-2: "…*I can say that and the behaviour of us while off duty… you need to change… everything, your lifestyle, and your behaviour, on duty or off duty…*".

MPO-17: "…*causes mostly it's our negligence, but negligence in terms of, we don't look after ourselves*

MPO-5: "*Most of the time, it's a lack of respect for your work, you want to be a police officer. And you want to enforce while you are off duty, and finding yourself in a position whereby you… I can get hurt anytime. I can get stabbed; I can get shot anytime*".

MPO-7: "…*more than anything I think as officers we are reckless on many things… We don't follow the precautions, the safe precautions that we supposed to…*".

5.2.1.7.1.1 Avoiding/ Reducing socializing in taverns and nightclubs

The tendency by police officials to socialize in places such as bars and taverns with their firearms in plain sight exposes them to being easily targeted and disarmed by criminals during scuffles and fights at these places (Perkins, 2018:218). The latter assertion was cited as one of the main contributory factors to police killings in JMPD, considering that some of these officers could be living in unsafe and/ or densely populated urban areas such as Soweto, Vlakfontein, and Hillbrow.

The following statement by the participants provide the evidence to show that the socializing patterns of the JMPD police officers could become a potential threat to the officers themselves:

MPO-4: "… *they take a day they go to the clubs or a tavern and then when people get angry and fighting with people they go home and then fetch their guns…*".

DIR-3: "… *not to find yourself in dodgy places like your taverns. Those are not the right places to be there…*".

5.2.1.7.1.2 Desisting from shopping at malls on duty in uniform

In any organizational context, the uniform symbolizes the integrity and professionalism of the particular organization (Child, 2010:111). As such, it is most advisable for police officers in general to refrain from appearing in public places such as malls in uniform, since this may also signify a disrespect for the very uniform. In this study, the participants themselves prove that going to malls and public places in police uniform renders these police officers vulnerable to attacks by criminals.

MPO-5: *I think taking us back to a refresher course … on how to how to live after this uniform … Don't go to malls in uniform, because you don't know uniform. Any uniform, it doesn't matter whether it's … it's under combat. As long as you were in a police uniform, your life is in danger…".*

MPO-7: *"…more than anything I think as officers we are reckless on many things… We don't follow the precautions, the safe precautions that we supposed to…".*

MPO-15: *"People … want to take their guns for… when police … are wearing uniform …".*

Based on all of the above-stated findings in this section, the researcher is convinced that the third research objective and its associated questions were adequately achieved and effectively answered.

5.2.1.8 Findings Concerning Society's Role in Curbing and Reducing High Rate of Police Killings in JMPD (Objective 4)

The killing of police officials is a social problem that negatively affects the whole society (Kwinika, 2019:1). Various stakeholders, including senior government officials have periodically emphasized that the killing of police officers must end, and pleaded with society to work together with the police to fight crime against police killings (SAPS, 2023).

The main findings in this regard emanated from the *fourth* research objective, namely: To establish how society can play a role in curbing and reducing the high rate of the police killings in JMPD. Two sub-themes or categories emerged from the above-cited main or global theme in respect of society's role in curbing or reducing the high rate of the police killings in JMPD. This role entails: refraining from perceived hatred and resentment, as well as restoring trust between police and the community.

5.2.1.8.1 Refraining from Hatred and Resentment

Hatred and resentment from society towards the police were identified as one of the causes for the killing of the JMPD police officers. Previous researchers stipulated that the killings may be associated with ongoing hatred and resentment among community

members toward police officers, which is mainly due to the role performed by the police as perceived enforcers of apartheid brutality and violent police practices (Bruce, 2016:8).

The following participant statements are examples of the somewhat disharmonious relations between the community and police officers:

MPO-2: *"Environment… where we stay… I can say in some neighbourhoods... It's not safe to live there as a police officer. Because my colleagues… the one that's been shot was living around the hostel…he was staying around the hostel"*.

SGT-1: "*Police officers in many environments that we operate in, they are not being appreciated...For instance, if you an officer in uniform you can get attacked by a group of angry mobs, the community will stand by and watch and do nothing… clearly shows that there is still not a support, support from the community that we serve"*.

MPO-8: *"…you will meet some people that are angry some people they are sad and some people they will disrespect you…"*.

MPO-15: *"…most of the police killings are like of… I mean, disrespectful of motorist to police officers on the public roads…"*.

5.2.1.8.2 Restoring trust between police and the community.

Lately, members of the public were regarded as being disrespectful towards the police, which makes the work of the police difficult to accomplish with some degree of effectiveness and efficiency. It was established that police killings are caused by violence. In his analysis of the interviews with the 26 police killers, Bruce (2020:15) determined that both police brutality to the community and revenge and violence against the police were also among the main contributing factors behind police killings.

The following participant responses prove that there is a need for restoring trust and rapport between the police and the communities they serve:

MPO-9: *"…you're doing point duty …, conducting a roadblock, drivers, they 'don't focus, they don't care, they don't have respect for the police… its lack of respect, for officers"*.

MPO-13: *"Because most of the members of the public, they kill as they attack us because they hate discipline and order because we are law enforcers and one of our duties is to enforce the law. of which causes inconvenience from their side…"*.

MPO-15: *"… most of the police killings are like of… I mean, disrespectful of motorist to police officers on the public roads … education about the relationship between the officers and the community…"*.

SGT-3: *"…most of the taxi drivers don't want to comply…"*.

MPO-20: *"…Sometimes other people don't respect you as an officer… they are not respecting us"*.

Based on all of the above-stated findings in this section, the researcher is convinced that the fourth research objective and its associated questions were adequately achieved and effectively answered.

5.2.1.9 Summary

As stated in Section 1.5.1, the stated aim of the study was: To explore the extent, causes, and consequences of the killing of the Johannesburg Metropolitan Police Department officers in areas such as Vlakfontein, Hillbrow, Soweto, Eldorado Park, and the Johannesburg Central Business District (CBD). Furthermore, the objectives of the study as stated in Section 1.5.2 were:

- To investigate the causes of the police killings in JMPD;
- To determine the challenges faced by JMPD officers and management;
- To identify strategies or measures that can be applied to curb and reduce the killing of JMPD officers; and
- To establish how society can play a role in curbing and reducing the high rate of the police killings in JMPD.

The above-cited objectives were optimally accomplished through the generation of the four (4) main or global themes, as well as twelve sub-themes/ categories, and 2 (two) sub-categories as illustrated diagrammatically in Table 4.2 in the preceding chapter (Chapter 4). A qualitative research approach was adopted in order to accomplish the afore-mentioned research objectives through an exploratory descriptive design. It is against this backdrop that the following eight sections (Section 5.2.1.1 to Section 5.2.1.8) outline the main findings in accordance with the objectives in relation to the stated research problem (Makombe, 2017:3366). Therefore, the research objectives in conjunction with the corresponding questions were both instrumental and complementary in the logical formulation and framing of the ensuing summary of the main findings.

5.3 RECOMMENDATIONS

In essence, the recommendations of the study are a reflection of the researcher's own propositions for evidence-based ideas intended to contribute to improvements in the field of research (Henning, 2018:27). Accordingly, the following recommendations emanate from the findings, and are proposed to address various aspects pertaining to both the research problem and aim of the study (Leavy, 2022:18).

Therefore, it is strongly recommended that the JMPD and police management should undertake the following measures for both organizational development and improved performance by their employees (i.e., police officers):

➢ Provide the police and JMPD police officers with proper equipment, such as:
  ➢ the use of technology, such as geographical information systems, vehicles installed with cameras, in-car electronic ticketing, body-worn cameras, wireless ear pods communication devices, hand-held scanners, virtual training, intelligent policing, morpho fingerprint biometric sensors, and digital intelligence. This technology implementation may assist the police department in increasing police officers' safety, public safety, improved crime prevention, and increased accountability.

➢ Provide the police and JMPD officers with regular opportunities for in-service training more often to acquire knowledge and skills. Such training should entail:
  ➢ control and handling of firearms, alternatives to deadly force, and safe responses to crises;
  ➢ de-escalation strategies involving use of minimum force and taking precautionary measures when responding to active crime scenes;
  ➢ inculcation of self-control and self-discipline for dignified behaviour that does not bring discredit to themselves and their organization on, and off duty, and also being discreet in their social behaviour and public appearances.

➢ Initiate processes for amending the Constitution to include implementation of harsher sentences, such as life imprisonment for police killers to deter reoccurrence.

➢ Review internal policies and procedures to ensure the implementation of proper safety measures and procedures that will increase the safety of the police officers.

➢ Engage members of the community for restoration of trust and confidence among all the relevant stakeholders by:
  ➢ hosting public awareness campaigns and educational road shows through social media, radio and television to eliminate hostility postures between communities, the police and the JMPD police officers.

5.3.1 Justification/ Value of the Recommendations

The reduction and prevention of police killings is an indispensable requirement for both the maintenance of law and order, as well as restoration of the public's trust in the capacity of the police to protect them, their lives, and their property (Carter & Fox, 2018:16; Cheema, 2016:489). The researcher's own recommendations presented in Section 5.5, basically encompass the personal (e.g., self-discipline), organisational

(i.e., management-level), and systemic (e.g., Constitution-level) as aspects of their entire metropolitan and policing value chain.

As such, the establishment of more effective policies and regulations could minimise the irregularities that might have been identified in the present police training strategies. Policy modifications, training improvements, and other measures could alleviate the prevalence of police violence by evaluating the data concerning the magnitude of officers who have been victims of police killings (South African Policing Union/ SAPU, 2019:12).

The recommendations also aim at promoting transparency by holding government accountable for its internal affairs, procedures, and policies that are generally viewed as being fraught with interference (Tintswalo, 2018:14). Furthermore, improvement of public awareness in the investigation of police killings in the JMPD organizational structure is helpful insofar as conscientizing citizens to become more aware of police killings in the JMPD, as well as within the SAPS generally. Pressure emanating from the public might result from increased public awareness to the uncontrolled and unresolved problem emanating from tensions within the society and loss of trust in the police officers. The unjustifiable killing of police officers has a negative impact on a society that feels and thinks that it is best confront a police officer instead of allowing the law to take its course (Donner & Olson, 2023:49-50). The sooner the general public is made aware of their legal rights in dealing with the police, the better.

5.3.2 Recommendations for Further Research

Further research in any field of study or discipline is a perennial and indispensable requirement, given the fluidity of the human condition and its associated dynamics (Flick, 2020:16; Vithal & Jansen, 2019:46). It is in that regard that the recommendations for further research are intended mostly for improvement and development in those areas of the research field where the researcher has determined the need for such.

The aim of this study was to explore the extent, causes, and consequences of the killing of the Johannesburg Metropolitan Police Department officers in areas such as Vlakfontein, Hillbrow, Soweto, Eldorado Park, and the Johannesburg Central Business District (CBD). In this regard, further research is recommended for the magnitude of police killings in other metropolitan jurisdictions in the entire country. Such studies should also focus on the proportion of the killing of police officers in the employment

of the SAPS vis-à-vis those in the employment of various metropolitan police departments throughout the country.

In addition, these studies should also investigate or explore the nature of training techniques and approaches by these police structures in order to detect the weaknesses, compare and integrate the strengths, and apply a uniform approach since both the SAPS and the various metropolitan police departments are essentially involved in the maintenance of various aspects of law and order.

5.4 SUMMARY AND CONCLUSIONS

The JMPD has experienced an increase in the killing of its personnel on duty in the past few years. Based on the research findings, personal, organizational, and systemic factors accounted directly and/ or indirectly for these killings and deaths. Overall, this research demonstrated that the police killings in the JMPD is a significant problem that requires immediate attention. Accidents, violence, inadequate training, poor communication, a lack of resources, a high crime rate, and a lack of respect from the motorist were identified as the primary contributing factors toward on-duty killings. Additionally, officers socializing in taverns and nightclubs when off-duty was also found to be the most contributing factor to off-duty killings. The JMPD's patterns of police killings revealed that the majority of those killed were young African males from township areas. The relationship between the police and the communities they serve may be strengthened by addressing the root issues and bringing these suggestions into practice.

Based on both the findings of this research study and its attendant recommendations, the following conclusions were drawn:
➢ It is essential to involve and engage the community to build trust between the police and the public in order to reduce the police killings in the JMPD.
➢ It is crucial to work towards improving training, adequate resources, and better management style and to keep up with technology as we are in the Fourth Industrial Revolution.
➢ It is crucial to review of the existing policies and guidelines to ensure that they are under nationally prescribed best practices, which will help in curbing police killings in JMPD.
➢ The abandoned and neglected buildings as well as the mines in the City of Johannesburg should be addressed, as they are factors contributing to high crime rates in the CoJ. Abandoned buildings should be demolished or utilized for housing, schools, community centres', and businesses. Lastly, the abandoned mine sites

should be closed down and transformed into parks and sports grounds where people can entertain themselves.

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ANNEXURE A: UNISA ETHICAL CLEARANCE

UNISA | university of south africa

College of Law_RERC

Date: 15/06/2023

Dear: Mrs Maseeng Patricia Maphaka

Ref #: 1072
Name: Mrs Maseeng Patricia Maphaka
Student #: 47418117
Staff #:

**Decision: Ethics Approval from
15/06/2023 to 15/06/2026**

Researcher: Mrs Maseeng Patricia Maphaka

20 Hadeda Crescent, Rooihuiskraal ext 19

Centurion

47418117@mylife.unisa.ac.za   0766866930

Supervisor: Dr Rakgetse Mokwena   mokwerj@unisa.ac.za

An Exploration of Johannesburg Metropolitan Police Killings

Qualification: Masters in Police Science

Thank you for the application for research ethics clearance by the College of Law_RERC for the above-mentioned research study Ethics approval is granted for three years.

The m**edium risk application** was **reviewed** by College of Law_RERC on 15/06/2023 in compliance with the Unisa Policy on Research Ethics and the Standard Operating Procedure on Research Ethics Risk Assessment.

The proposed research may now commence with the provisions that:

1.   The researcher(s) 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 College of Law_RERC.

3.   The researcher(s) will conduct the study according to the methods and procedures set out in the approved application.

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 15/06/2026. Submission of a completed research ethics progress report will constitute an application for renewal, for Ethics Research Committee approval.

Additional Conditions

1. Disclosure of data to third parties is prohibited without explicit consent from Unisa.
2. De-identified data must be safely stored on password protected PCs.
3. Care should be taken by the researcher when publishing the results to protect the confidentiality and privacy of the university.
4. Adherence to the National Statement on Ethical Research and Publication practices, principle 7 referring to Social awareness, must be ensured: "Researchers and institutions must be sensitive to the potential impact of their research on society, marginal groups or individuals, and must consider these when weighing the benefits of the research against any harmful effects, with a view to minimising or avoiding the latter where possible." Unisa will not be liable for any failure to comply with this principle.

Note

The reference number 1072 should be clearly indicated on all forms of communication with the intended research participants, as well as with the Committee.

Kind regards,

Prof Lincoln Fitz
Chair of College of Law_RERC
E-mail: fitzlg@unisa.ac.za

Executive Dean / By delegation from the Executive Dean of College of Law_RERC
E-mail: koleoj@unisa.ac.za

ANNEXURE B: CITY OF JOHANNESBURG APPROVAL TO CONDUCT THE STUDY

04 April 2023

Maseeng Patricia Maphaka
Masters in Police Science
UNISA

REF: Permission to conduct research study

This letter serves to acknowledge receiving the letter requesting permission to conduct research in the City of Johannesburg under the title:

"An exploration of Johannesburg Metropolitan Police killings."

I am aware that the study entails the collection of information from the City, City officials and participants from communities through semi-structured interviews, questionnaires, observation participation and other fora of the city.

The research study is promoted by the City of Johannesburg because it helps both students and practitioners to gain an understanding of the sociology of the City, as it evolves and contributes towards the building of developmental local government.

I, Tersia Johanna Groenewald, as delegated authority of the City of Johannesburg Municipality (the City), hereby give permission to the primary researcher Maseeng Patricia Maphaka, the following:

To collect and publish information about the City is publically not available, for the research project titled:

"An exploration of Johannesburg Metropolitan Police killings."

- This authorisation is based on mutual understanding that the City's name can be revealed in her/his project; and
- The researcher contacts the relevant department for arrangements pertaining to the research; and
- The information provided by the employees or any other means (such as company's archived documents or reports) of the City is purely for academic purposes and cannot be used for any other purpose.

Please note that on completion of the study, a copy of the research report should be submitted to the City of Johannesburg in honour of your commitment.

I urge you to present this letter of permission whenever you come across officials and participants in the research study. I thank you for choosing the City of Johannesburg to conduct the study.

Kind Regards

Koketso Tema (on behalf of Tersia Groenewald)
Manager: Human Resource Development
Tel: 011 407 6821
Email: KoketsoTe@joburg.org.za

Page 1 of 1

ANNEXURE C: JOHANNESBURG METROPOLITAN POLICE DEPARTMENT APPROVAL TO CONDUCT THE STUDY

JMPD
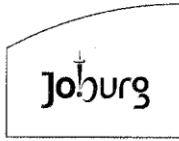
City of Johannesburg
Metropolitan Police Department

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Department
195 Main Road
Martindale
Johannesburg
2092

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MEMORANDUM

Reference: 30061839/10007901

TO: RESEARCHER'S

MASEENG PATRICIA MAPHAKA

UNISA

03rd May 2023

RE: **AN EXPLORATION OF JOHANNESBURG METROPOLITAN POLICE KILLINGS**

The above subject refers:
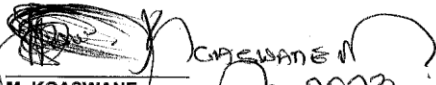
You are hereby granted approval to for your research study on the above mentioned topic.

The research will be conducted at:

Johannesburg Metropolitan Department Police
22 Wemmer Complex
Village Road
Selby
Johannesburg 2001

Hope you find this in order.

Regards,

M. KGASWANE
DIRECTOR
OFFICE OF CHIEF OF POLICE
JOHANNESBURG METROPOLITAN POLICE DEPARTMENT

DATE:

JMPD

To ensure a universal sense of safety and security

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ANNEXURE D: PARTICIPATION INVITATION

"AN EXPLORATION OF JOHANNESBURG METROPOLITAN POLICE KILLINGS"

27 March 2023

To the Acting Chief of Police
Director M. Kgaswane, Public Safety Headquarters
JMPD Office of the Chief
011 758 9139, mathokozak@joburg.org.za

Dear Director A. Mokasi

I, Maseeng Patricia Maphaka am doing research with Dr RJ Mokwena, a Senior Lecturer in the Department of Police Practice towards a MA – Police Science, at the University of South Africa. We are inviting you to participate in a study entitled "AN EXPLORATION OF JOHANNESBURG METROPOLITAN POLICE KILLINGS".

The aim of the study is to explore the causes of police killings in JMPD and to determine the challenges faced by JMPD management and officers. The study, therefore, aimed to identify the methods that can be used to curb and reduce the killings and to establish how the society can play a role in reducing the high rate of killings in JMPD.

Your organization (JMPD) has been selected because you are the curator and authority responsible for investigation of police killings.

The study will entail *questionnaires and semi-structured interviews.* The questions to be asked are attached as an appendix to this document. The interview will take about 45minutes to an hour. The researcher will take notes during the interview process. The main research site is Johannesburg Metro Police department at 22 Wemmer Complex, Village Road, Selby

The benefits of this study are to establish the methods that can assist to prevent and to curb the high rate of police killings in JMPD.

The only foreseeable risk of harm is the potential for minor discomfort or inconvenience, thus research that would not pose a risk above the everyday norm.

Feedback procedure will entail a feedback meeting with your site/departmental management.

Yours sincerely

Maseeng Patricia Maphaka

Candidate MA PS

ANNEXURE E: INFORMED CONSENT FORM

CONSENT TO PARTICIPATE IN THIS STUDY

I, _____ (participant name), confirm that the person asking my consent to take part in this research has told me about the nature, procedure, potential benefits and anticipated inconvenience of participation.

I have read (or had explained to me) and understood the study as explained in the information sheet.

I have had sufficient opportunity to ask questions and am prepared to participate in the study.

I understand that my participation is voluntary and that I am free to withdraw at any time without penalty (if applicable).

I am aware that the findings of this study will be processed into a research report, journal publications and/or conference proceedings, but that my participation will be kept confidential unless otherwise specified.

I agree to participate in the interview.

I have received a signed copy of the informed consent agreement.

Participant Name & Surname...

Participant Signature...Date.....................

Researcher's Name & Surname: Maseeng Patricia Maphaka

Researcher's signature:

Date:
27 March 2023

Request for permission to conduct research at JMPD

ANNEXURE F: DEBRIEFING FORM

UNIVERSITY OF SOUTH AFRICA

DEBRIEFING FORM

AN EXPLORATION OF JOHANNESBURG METROPOLITAN POLICE KILLINGS

Thank you for your participation in this research study. For this study, it was important to clarify and correct the problems experienced during the interview and for participants to validate their responses from the transcripts before writing the final report about some aspects. Now that your participation is completed, I will describe the transcripts to you, answer any of your questions, and provide you with the opportunity to make a decision on whether you would like to have your data included in this study.

What you should know about this study

Participation in this study is voluntary and you are under no obligation to consent to participation. If you do decide to take part, you will be given this information sheet to keep and be asked to sign a written consent form. You are free to withdraw at any time and without giving a reason.

Right to withdraw data

The participants were given the opportunity to withdraw the data provided prior to debriefing, without penalty or loss of benefits to which they are otherwise entitled. Please initial below if you do, or do not, give permission to have your data included in the study:

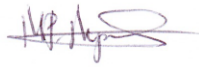_____I give permission for the data collected from or about me to be included in the study.

_____I DO NOT give permission for the data collected from or about me to be included in the study.

If you have questions

The main researcher conducting this study is Maseeng Patricia Maphaka, supervisor Dr RJ Mokwena at the University of South Africa Department of Police Practice. Please ask any questions you have now. If you have questions later, you may contact the researcher Maseeng Patricia Maphaka at 47418117@mylife.unisa.ac.za or at 076 6866930. If you have any questions or concerns regarding your rights as a research participant in this study, you may contact Professor L Fitz the Chair of Collage of Law_ at fitzlg@unisa.ac.za.

Your signature below indicates that you have been debriefed, and have had all of your questions answered.

Maseeng Patricia Maphaka

Name of Researcher   Signature   Date

Name of Participant   Signature   Date

Participants were asked not to disclose research procedures and/or purpose to anyone who participated in this study as this could affect the results of the study.

Participation in this study was voluntary and you are under no obligation to consent to participation. Participants were given this information sheet to sign and keep a copy.

Participation was purely voluntary, and no participant was coerced to do so voluntarily or involuntarily hence there were not no disbursements of gifts, money, or any other personal benefits for your participation in the research.

Final Report: If you would like to receive a copy of the final report of this when it is completed, please feel free to contact the researcher

ANNEXURE G: INTERVIEW GUIDE

AN EXPLORATION OF JOHANNESBURG METROPOLITAN POLICE KILLINGS

SECTION A: DEMOGRAPHIC INFORMATION

Please mark with an X in the block most applicable to you

1.1) Please introduce yourself.

1.2) Specify your tertiary qualifications

	Yes	No
Matric Certificate		
Diploma		
Degree		
Honours		
Master		
Doctoral Degree		

1.3) What is your gender?

Male	Female	Not specified

1.4) What is your age in years?

21-30 years		31-40 years		41-50 years		51-60 years		61 years and older	

1.5) How many years of service have you been working in JMPD?

Less than 1 year		1-5 years		6-10 years		11-20 years		21 years and more	

1.6) What is your rank? (Please tick (cross x) in the relevant spaces below)

Constable	
Sergeant	
Inspector	
Superintendent	
Chief Superintendent	
Deputy Director	
Director	

1.7) How many years have you been in the same rank?

Less 1 year		1-5 years		6-10 years		11-20 years		21 years and more	

1.8) In which unit do you work?

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1.9) How many units did you worked for?

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1.10) For how long have you been working in the current unit?

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1.11) Did you receive training in any aspects relating to the work you are doing?

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1.12) Have you testified in court about the killing of your colleague? If the answer is 'yes', how many times?

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1.13) Did you receive any special training in the department? If 'yes', specify

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1.14) Date and Time of Interview

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INTRODUCTION

Ways to contact the researcher if any issues arise:

Researcher: Maseeng Patricia Maphaka

Contact number: 076 6866930

Email Address: 47418117@mylife.unisa.ac.za

Thank you for taking the time to meet with me today. The purpose of the interview is to investigate the causes of the JOHANNESBURG METROPOLITAN police killings. The interview will consist of four main themes that I would like to explore, namely:

I.   To investigate the causes of killings.
II. To determine the challenges that are faced by JMPD officers and management.
III. To identify the methods that can be used to curb and reduce the killings.
IV. To establish how society can play a role in reducing the high rate of killings.

The duration of the interview will be about 30 minutes. Please feel free to ask for clarification if you do not understand the question.

Will you allow me to record the Interview?

Yes	No

SECTION B: INTERVIEW QUESTIONS

Question Number	Questions	Responses
1.	What are the causes of police killings in JMPD?	
2.	How do you describe working as a JMPD officer?	
3.	What are the challenges encountered when working in the street?	
4.	Tell me about your working relationship with the community.	
5	What happened on the day in question?	
6.	What was the first thing you did when the incident occurred?	
7.	How did you feel?	
8.	What measures can be utilized to prevent police killings?	
9.	How do you feel about your current ways of working?	
10.	Would you recommend anyone to work at JMPD as an officer?	
11	In your own opinion, what can be done to improve the safety of the officers?	
12	How do you see your future in JMPD?	

Question Number	Questions	Responses
13	What motivates you?	
14	What do you see as your strengths?	
15	What do you see as your weakness?	

THANK YOU FOR PARTICIPATION!!!

ANNEXURE H: TURNITIN REPORT