



DATE 2 September 2015
To **The Executive Mayor**
P de Lille

ITEM 01/02/09/15

Dear Madam Mayor,

The **attached** undermentioned Feedback Trip Report is submitted to you for consideration and noting:

FEEDBACK ON THE INTERNATIONAL TRIP UNDERTAKEN FROM SUNDAY 31 MAY 2015 TO WEDNESDAY 03 JUNE 2015 TO ATTEND THE INTERNATIONAL ASSOCIATION OF DIRECTORS OF LAW ENFORCEMENT STANDARDS AND TRAINING (IADLEST) 2015 CONFERENCE IN SAN ANTONIO, TEXAS



pp Mrs Rehana Razack

Manager: Executive Committee Services

Office of the Executive Director: Corporate Services and Compliance



REPORT TO THE EXECUTIVE MAYOR

L

LC13864

1. ITEM NUMBER

2. SUBJECT

FEEDBACK ON THE INTERNATIONAL TRIP UNDERTAKEN FROM SUNDAY 31 MAY 2015 TO WEDNESDAY 03 JUNE 2015 TO ATTEND THE INTERNATIONAL ASSOCIATION OF DIRECTORS OF LAW ENFORCEMENT STANDARDS AND TRAINING (IADLEST) 2015 CONFERENCE IN SAN ANTONIO, TEXAS

ONDERWERP

TERUGVOERING OOR DIE INTERNASIONALE REIS ONDERNEEM VAN SONDAG 31 MEI 2015 TOT WOENSDAG 3 JUNIE 2015 OM DIE INTERNASIONALE VERENIGING VAN WETSTOEPASSINGSDIREKTEURS (IADLEST) SE 2015-KONFERENSIE OOR STANDAARDE EN OPLEIDING IN SAN ANTONIO, TEXAS BY TE WOON

ISIHLOKO

INGXELO EMALUNGA NEHAMBO KUMAZWE APHESHEYA UKUSUSELA NGECAWE YOWAMA-31 MEYI 2015 UKUYA NGOWE-3 JUNI 2015 NGENJONGO YOKUZIMASA INKOMFA YESIZWE YABALAWULI BOMGANGATHO WONYANZELISO-MTHETHO NOQEQUESHO (IADLEST) KA-2015 E-SAN ANTONIO, TEXAS.

LSU G0437

3. EVENT SUMMARY

EVENT DETAILS	
CONFERENCE/ SEMINAR	INTERNATIONAL ASSOCIATION OF DIRECTORS OF LAW ENFORCEMENT STANDARDS AND TRAINING 2015 CONFERENCE (IADLEST)
DATE	FOUR (4) DAYS
VENUE	HYATT REGENCY HOTEL
CITY	SAN ANTONIO, TEXAS
COUNTRY	USA
ATTENDEE DETAILS	
NAME AND SURNAME	DESIGNATION
YOLANDE FARO	DEPUTY METRO POLICE CHIEF

SUMMARY OF HOST ORGANISATION

IADLEST was founded in 1987.

The IADLEST 2015, International Association of Directors of Law Enforcement Standards and Training Conference took place at the Hyatt Regency Hotel in San Antonio Texas US and is regarded as one of the key events on Public Safety, Law Enforcement, Training and Development, Law, Law Enforcement Standards, Law Enforcement Training, Education and Training fields.

IADLEST is an annual Conference for international organization of training managers and executives dedicated to the improvement of Public Safety personnel and it serves as the national forum of Peace Officer Standards and Training (POST) agencies, boards and commissions as well as state-wide training academies throughout the United States who research, develop and share information, ideas and innovations that assist in establishing effective and defensible standards for employment and training of peace officers.

The United States government has extended an invitation for a member of the Directorate Safety and Security to attend the International Association of Directors of Law Enforcement Standards and Training Conference (IADLEST) in San Antonio, Texas US from Sunday, 31 May 2015 to Wednesday, 03 June, 2015.

This Conference geared officials who managed Police Training Academies/Portfolios and/or training standards and protocols. Cost for travel, meals, lodging and local transportation were borne by the US Government.

BRIEF BACKGROUND SUMMARY OF THE HOST ORGANISATION

On Monday 01 June 2015, at its annual conference, IADLEST launched a program that is ushering in a new era in US Law Enforcement training: the National Certification Program, or NCP.

IADLEST's goal with this new training standard is to have it accepted in all 50 states, effectively calibrating the training standards of police departments across the nation, reducing risks of litigation, raising the quality of training and reducing costs for all parties involved.

In this live event and webcast, Mike Becar, Executive Director of IADLEST, moderated a panel discussion with five panelists about what the NCP is and how it will raise the bar of our nation's law enforcement training.

One member of South Africa was identified and nominated to attend the Conference namely the Deputy Chief of Civilian Affairs, Internal Affairs, Information Management and Training and Development, Yolanda Faro.

The International Association of Directors of Law Enforcement Standards Training (IADLEST) 2015 Conference wrapped up on Wednesday, 03 June 2015 with over 500 attendees, sponsors and exhibitors converging on San Antonio, Texas. Delegates represented the following :

Thirteen (13) Countries, namely, Algeria, Albania, Mexico, Bosnia, Nigeria, Barbados, Columbia, Indonesia, Nepal, Philippines, South Africa, Kosovo and Pakistan and;

Thirty nine (39) states namely, Texas, Minnesota, Pennsylvania, Oklahoma,

Michigan, Missouri, New Mexico, Colorado, Connecticut, W. Virginia, Montana, N. Dakota, Oregon, Nebraska, Illinois, Florida, Wisconsin, Arizona, Maine, Wyoming, Ohio, Hawaii, North Carolina, Alaska, Indiana, Massachusetts, Washington DC, South Carolina, Louisiana, South Dakota, Washington, Maryland, Idaho, Virginia, Kentucky, Tennessee, California, Canada and Arkansas.

IADLEST 2015 brought together law enforcement leaders and training providers from around the world.

Panelists:

- Peggy Schaefer, NCP Director at IADLEST
- Kim Vickers, Executive Director at Texas Commission on Law Enforcement Standards
- Dave Harvey, Executive Director at Michigan Commission on Law Enforcement Standards
- Ari Vidali, CEO of Envisage Technologies
- Gordon Graham, Graham Research Consultants

4. OBJECTIVE

1. Why NCP is important to the law enforcement profession
2. How other disciplines unified their training standards across the US
3. What benefits NCP will bring to the POST and to officers
4. About the technology driving this system
5. The conference offered presentations in IADLEST mission-critical areas such as law enforcement standards and training, executive level skills, training best practices, and technology innovation.
6. On Monday following the opening ceremony, keynote speaker Gordon Graham gave a brilliant presentation on law enforcement risk management. Graham is a 33-year veteran of California Law Enforcement and now works as a researcher, speaker, trainer and consultant. He also presented "The Top 10 Ways Cops Get in Trouble" in no particular order,

7. "The Top 10 Ways Cops Get in Trouble"

7.1 Vehicle and Roadway Operations:

- i. Care and maintenance issues, transmissions, brakes, overall care of vehicles
- ii. Pre-shift inspection checklists
- iii. Perceptions of the public
- iv. Logbook considerations
- v. MDT/Cell phone usage whilst driving
- vi. Seatbelts and how they work
- vii. Security and weapons
- viii. Home storage considerations
- ix. Right side vs left side activities

- x. Roadway incursions
- xi. Standing between vehicles
- xii. Situational awareness

7.2 Harassment Issues

- i. Policy considerations
- ii. Types of harassments
- iii. Complaint process
- iv. APE considerations
- v. Diversity considerations. Why is this so important?

7.3 Integrity Issues:

- i. Hiring Standards- Edwin De Lattre- Character and Cops
- ii. Brady vs. Maryland- What is this all about?
- iii. You lie, you die. This is the new rule
- iv. Recent cases around America (your Country)

7.4 Use of Force Issues:

- i. Personal physical fitness issues
- ii. Policy considerations- Make sure you know the policy
- iii. Training- Initial vs. Ongoing
- iv. Injuries during Training
- v. Escalation and defusing scenarios
- vi. Think, think, think in advance- What would you do if????

7.5 Custody/Detention Issues:

- i. Revisiting the U.S Constitution/ Other Countries know the Constitution
- ii. Deprivation of liberty consideration
- iii. Be a fact gatherer and not just facts for prosecution
- iv. Detention vs. Custody

7.5 Report Writing/Documentation:

- i. Discretionary time task
- ii. Note taking and fact gathering revisited
- iii. Prosecution vs. City/County/State Attorney needs
- iv. Unintended consequences of the word processor

7.5 Decision Making Issues:

- i. The value of systems
- ii. Please get a checklist in your mind regarding decision-making

7.6 Physical and Mental Health Issues:

- i. Regular doctor visits are essential
- ii. Know your numbers (Hypertension, Diabetes, Cholesterol)
- iii. Watch out for cumulative dangerous behaviour
- iv. Keep yourself in shape

7.7 End of career end of life planning:

- i. Financial planning
- ii. Beneficiaries, update it today!
- iii. When you retire, please retire!

7.8 Off Duty Behaviour:

- i. Social websites:
 - a. What is the benefit?
 - b. What is the risk?
 - c. Does the benefit outweigh the risk?
 - d. I don't think so!
- ii. Alcohol/Sex – if you drink- drink responsibly. If you are sexually active, please do so in a responsible manner.
- iii. Weapons- Lots of risk involved here. Please think up front!
- iv. Alcohol/Sex- if you drink- don't drink at work. If you are sexually active- don't be sexually active at work. Don't have sex with someone reporting to you or someone you reports to!
- v. Identification issues- if you are taking action- ID yourself early and often and always put in an overtime slip!
- vi. Alcohol/Sex- Don't give alcohol to minors. Don't have sex with minors.
- vii. Action vs. Witness considerations- I would prefer the latter- but if you are taking action- please be thinking.
- viii. Alcohol/Sex- Don't be drinking or having sex with married co-workers.
- ix. Domestic Violence - if there is any evidence of violence in your relationship- get out of that relationship now!
- x. Alcohol/Sex- Don't drink excessively. Make sure that all sexual activity is consensual.
- xi. Gambling- who do you think is behind the gambling establishment? If you get seriously upside down with them, you are in a compromised position and they will take advantage of your access to information.
- xii. Alcohol/Sex- If you drink- don't drive and the same goes for sex- don't be doing that in a vehicle- particularly when driving.
- xiii. And in case I have not mentioned this, Alcohol and Sex!

Legal liability issues in the Training Function: Jack Ryan (Attorney) Public Agency Training Council and Legal Liability Risk Management Institute:

Police agencies have an obligation to train its police officers for the recurring tasks that officers will face during their career. Where it is foreseeable that a law enforcement officer will face a particular task that may result in harm to another person, the officer's agency must provide training in how to conduct that task in a manner that is consistent with generally accepted practices in law enforcement. What is "generally accepted" is defined by the law enforcement profession and by court decisions analyzing police conduct. Training serves as a means toward high-level performance by police officers. Training is an input toward proper performance. Unfortunately, many agencies conduct training to avoid, or in response to civil liability rather than to promote high-level performance. Over the past two decades, attacks on training have become one of the weapons for persons who file lawsuits against police.

It should be noted that failure to train cases can be established in two ways. The first involves a lack of training in an area where there is a patently obvious need for training, for example, an officer who is untrained in deadly force unreasonably shoots someone. The second method of establishing a failure to train by an agency is to establish a pattern of conduct by officers that

would put the final policymaker on notice and the policymaker failed to respond with training.

When considering the areas of training that must be covered, an agency can simply apply this three-part test. For example, does the chief know to a moral certainty that officers may face deadly force situations? Second, is deadly force a situation that presents officers with a difficult choice of the sort that training or supervision would make easier? Finally, if an officer makes the wrong choice in a deadly force situation, is it likely to lead to a constitutional violation?

It is also vital that training must also be documented at two levels, first, what was trained; second, who was trained, because at trial, the agency and its trainers may be in an adverse position to the officer since the agency and the trainers will not be liable if it can be shown that the officer acted inconsistently with documented training.

In failure to train cases, the plaintiff can prove the existence of a municipal custom or policy of deliberate indifference to individuals rights in two ways. First, he can show that a municipality deliberately or consciously chose not to train its officers despite being on notice that its current training regimen had failed to prevent tortuous conduct by its officers. Second,, under the "single incident exception" a single violation of federal rights may be sufficient to prove deliberate indifference, the single incident exception requires proof of the violation of constitutional rights and the need for additional or different necessary burden for failure to train claim.

Other presenters and topics:

Interdiction for Protection of Children: Derek Prestridge:

This was a multi-jurisdictional and multi-disciplinary approach to training and investigative cooperation. The focus incorporates a variety of issues, to include human trafficking, technology facilitated crimes against children, missing or abducted child response, registered sex offender compliance and criminal intelligence gathering. All of which have the strong potential to overlap and provide intelligence and investigation awareness and knowledge of resources to operate within each and all of affected areas.

Gender Differences and the impact on learning in Law Enforcement: Leigh Bennet/Steve Hemenway:

The workshop discussed Gender Differences and the impact on learning in Law Enforcement is designed to generate dialogue about adapting training without compromising standards. The topics discussed included communication, differences, emotional intelligence, biological differences and psychological responses. This all centered on the realization that men and women are equally able to complete law enforcement training but instructors may need to incorporate different approaches. The understanding of gender differences can be applied to all facets of training to include firearms, driving, defensive tactics and use of force.

Police Interactions with Mentally Ill Persons: Terry Coleman/Norm Taylor:

The discussion was that it is increasingly apparent that interactions between police and people with mental illnesses constitute an ongoing challenge for police agencies and the insufficient inclusion of people with mental illnesses in the development and delivery of police learning curricula.

When Emotionally disturbed and Mentally ill persons: (Legal liability issues in the Training Function: Jack Ryan (Attorney) Public Agency Training Council and Legal Liability Risk Management Institute)

Suggested tactics when dealing with the mentally ill:

Should the officer determine that an individual may be mentally ill and a potential threat to himself, the officer, or others, or may otherwise require law enforcement intervention for humanitarian reasons as prescribed by statute, the following responses may be taken:

- Request a backup officer and always do so in cases where the individual will be taken into custody.
- Take steps to calm the situation. Where possible, eliminate emergency lights and sirens, disperse crowds and assume a quiet non-threatening manner when approaching or conversing with the individual. Where violence or destructive acts have not occurred, avoid physical contact and take time to assess the situation.
- Move slowly and do not excite the disturbed person. Provide reassurance that the police are there to help and that he will be provided with appropriate care.
- Communicate with individual in an attempt to determine what is bothering him. Relate your concern for his feelings and allow him to ventilate his feelings. Where possible, gather information on the subject from acquaintances or family members and/or request professional assistance if available and appropriate to assist in communicating with and calming the person.
- Do not threaten the individual with arrest or in any other manner as this will create additional fright, stress and potential aggression.
- Avoid topics that may agitate the person and guide the conversation toward subjects that help bring the individual back to reality.
- Always attempt to be truthful with a mentally ill individual. If the subject becomes aware of a deception, he may withdraw from the contact in distrust and may become hypersensitive or retaliate in anger.

Why Law Enforcement Agencies need an investigative Social Media Policy: Rick Graham

A recent survey of federal, state and local law enforcement professionals conducted by LexisNexis, indicated that agencies are increasingly turning to modern technology, including social media, to carry out public safety mission by preventing and investigating crime. The conduct of officer on Social Media platforms, both professionally and private was also discussed and the need for a Social Media Policy to regulate such conduct is imperative.

Blue Courage and resilience advantage: Noble Wray:

In this day and age, stress is an unavoidable part of daily life and in today's public safety environment; it's all about how well you handle it, both in the moment and over the long haul. Technically speaking stress results from the way we perceive and respond to challenges to the body and mind. A manageable level of stress or challenge is not necessarily a bad thing. In fact, these are necessary for growth and optimal performance. When we have to deal with demanding circumstances it can lead to quick, clear thinking and heightened energy and it pushes us to higher levels of performance by learning to learn and utilize skills that will help you become more resilient and psychologically fit and to know what to do if stress starts to become a problem.

Failure to train: Use of Force: (Legal liability issues in the Training Function: Jack Ryan (Attorney) Public Agency Training Council and Legal Liability Risk Management Institute)

Any time a law enforcement officer uses significant force, the likelihood that a lawsuit will follow is almost a certainty. Most of these lawsuits are brought as civil claims based upon the Constitution. Liability issues will come in when some policy, custom, rule ordinance, causes the employee to commit the violation or where the entity has failed to supervise, discipline or train the employee and this failure leads to foreseeable constitutional violation.

Applying the 3 part need for training test from Walker: Should policy makers know to a "moral certainty" that officers will be faced with making decisions on whether or not to use deadly force? Is the decision to use deadly force a difficult choice? Will the wrong choice frequently result in deprivations of the constitutional right?

Failure to train /Warrant Execution: (Legal liability issues in the Training Function: Jack Ryan (Attorney) Public Agency Training Council and Legal Liability Risk Management Institute)

Taylor v. County of Berks, provides an example of agency liability for failing to train officers for a specific tasks. The case revolved around the execution of a search warrant when the wrong house was raided and an officer held Taylor at gunpoint while they began searching the house. The officers left after they received word via the police radio that they had gone to the wrong house. A law suit followed and she alleges, among other things; that the officers had not been properly trained to verify the location named in the warrant before forcing entry into a home. The city sought to be dismissed from the lawsuit arguing Taylor could not prove that the city had a policy or practice of knocking down the doors of incorrect houses. The court asserted that the city had failed to address Taylor's failure to train allegation. In its review, the court noted that the departmental policies made "no mention of a requirement that or a procedure by which officers verify that they are at the correct location before doing damage to a home and that the city's failure to train its officers to verify their location, constitutes deliberate indifference as to whether the officers violate citizen's rights by entering their homes illegally.

Conclusion:

First, Officers must be trained for the recurring tasks they are likely to face, Second, the training may vary from assignment to assignment. Third, officers who are transferred into a new assignment that has differing tasks, must receive training on any new tasks that may lead to third party constitutional violation or injury. This training must take place before they are faced with the new task. Remember, is the officer faced with making a decision of the type that training would better prepare the officer to make? If yes, then training is required.

5. OUTCOMES

The opportunity to attend such a course was a golden opportunity for a member of the Cape Town Metropolitan Police as well as all attendees. The knowledge gained and skills that were transferred will certainly bring about change in our various Law Enforcement Departments globally. Networking

with police officials from a broad spectrum of countries was invaluable and many new relationships and friendships started there and I was amazed at the co-operation, friendliness and camaraderie of all course participants and that we did not have relationship problems and communication problems for the duration of the course.

This global interaction and networking should become norm and should not be a once of affair. Vigorous engagement should take place with the US Embassy: ICITAP/INL officer Mr Willie Pannell to involve the City of Cape Town regularly to attend more future Conferences of this calibre in order for us to be exposed to international Law Enforcement Agencies to prevent us from reinventing the wheel.

The attendees were divided into groups to attend various sessions. This brought a lot of debate and interaction between participants and the outcome was excellent.

Apart from the training, excellent networking opportunities presented themselves and many new friendships were forged with police officers from across the world.

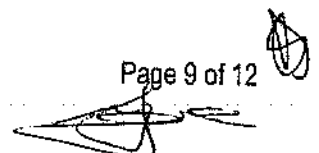
6. ACTIONS REQUIRED

The following actions are required:

- (a) Write a thank you email to the organisers
- (b) Provide a feedback presentation to the Metro Police Extended Senior Management Team (EXT SMT)
- (c) Provide a feedback presentation to the CTMPD Academy in order to incorporate the training material received at the IADLEST 2015 Conference
- (d) Develop network opportunities and keep email contact with the delegates
- (e) Register with IADLEST as a general member (available to any professional employee of an agency represented by a director; any member of the board, council, commission, or other policy- making body of any state, to which a director is responsible; any professional employee of a criminal justice academy or training center at a national, state, or local level, or other persons actively involved in the training/education of law enforcement personnel; or individuals employed by or within any country other than the United States whose employment and responsibilities are deemed equivalent.) for the following reasons:
 - (f) General members must have the sponsorship of a state director member upon application for membership.
 - (g) Each IADLEST member must recruit other distinguished law enforcement professionals. If each member recruited one other member, IADLEST would double in size overnight! The more members IADLEST have, the greater influence we will have on law enforcement standards and training.

If you are an IADLEST member, You can:

- (h) Belong to an international association of professional law enforcement training directors, managers, leaders and educators.
- (i) Exchange information and advice with other professionals.
- (j) Participate in national conferences and keep abreast of state-of-the-art training and employment standards.



- (k) Access the IADLEST POST-NET (Internet) national curriculum library.
- (l) Use the IADLEST POST-NET (Internet) national training calendar to list your training programs.
- (m) Access IADLEST research studies and training products, e.g., Emergency Driving Training Guide, Radar/LIDAR Training Manuals, IADLEST Sourcebook, etc.
- (n) Provide input on national policies affecting law enforcement standards and training.

7. IMPLICATIONS

7.1 Constitutional and Policy Implications

No ☒ Yes ☐

7.2 Environmental implications

No ☒ Yes ☐

7.3 Financial Implications

No ☒ Yes ☐

7.4 Legal Implications

No ☒ Yes ☐

7.5 Staff Implications

No ☒ Yes ☐

7.6 Risk Implications

No ☒ Yes ☐

8. OTHER SERVICES CONSULTED

None

9. RECOMMENDATIONS

RECOMMENDED THAT:

a) It be noted

AANBEVEEL DAT:

a) Daarvan kennis geneem word

KUNDULULWE ukuba:

a) Makuqatshelwe


10. GENERAL DISCUSSION

See above

11. ANNEXURES

Annexure 1: Presentation

FOR FURTHER DETAILS CONTACT:

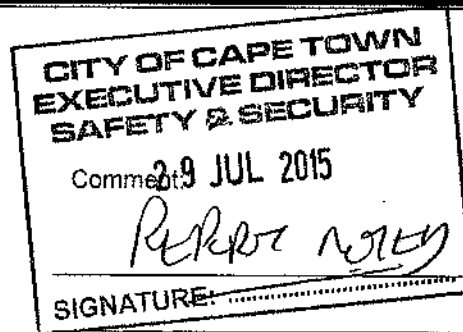
NAME	Yolande Faro
CONTACT NUMBERS	0214275125
E-MAIL ADDRESS	Yolanda.Faro@capetown.gov.za
DIRECTORATE	Safety and Security
FILE REF NO	
SIGNATURE	



EXECUTIVE DIRECTOR

NAME

DATE



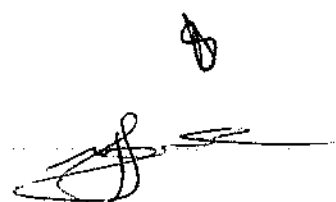
MANAGER INTERNATIONAL RELATIONS
Denver van Schalkwyk

Comment:

NOTED.

DATE

31/07/2015





CITY MANAGER

ACHMAT EBRAHIM

☒ SUPPORTED FOR ONWARD SUBMISSION TO
MAYOR ☒ / MAYCO ☐ / COUNCIL ☐

☐ NOT SUPPORTED

☐ REFERRED BACK

DATE

05.08.2015

COMMENT:

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

☐ NON-COMPLIANT

Comment:

FOR NOTING 

COMMENT:

This should be
presented to Portfolio
Committee also.



LEGAL COMPLIANCE

NAME

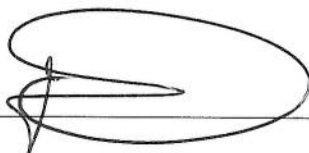
A.S. JHANSAY

TEL

(02) 400 4536

DATE

13.08.15



MAYORAL COMMITTEE MEMBER

NAME

DATE

20-08-2015



N. G. Ras

EXECUTIVE DIRECTOR: COMPLIANCE &
AUXILIARY SERVICES

GERHARD RAS

☐ SUPPORTED FOR ONWARD SUBMISSION

☐ NOT SUPPORTED

☐ REFERRED BACK

COMMENT:

DATE

24/8/15

[Signature]

EXECUTIVE MAYOR (ACTING)

PATRICIA DE LILLE

IAN NELSON

☐ SUPPORTED FOR ONWARD SUBMISSION TO
MAYCO ☐ / COUNCIL ☐

☐ PC RECOMMENDATION

☐ RECOMMENDATION AS CONTAINED IN
ORIGINAL REPORT

☐ ALTERNATIVE RECOMMENDATION TO BE
REFLECTED BELOW

☐ APPROVED I.T.O. DELEGATED AUTHORITY

☒ NOTED

☐ REFUSED

☐ REFERRED BACK

DATE

3/9/15

[Signature]



CITY OF CAPE TOWN
ISIXEKO SASEKAPA
STAD KAAPSTAD



International Association of Directors of Law
Enforcement Standards and Training
2015 Conference
31 May - 3 June, 2015 | San Antonio, Texas

IDALEST CONFERENCE: San Antonio Texas
Sunday 31 May 2015 to Wednesday 2015-06-03

Safety & Security/Metropolitan Police
Deputy Chief Yolanda Faro
2015-06-23

Making progress possible. **Together.**

Purpose

- The purpose of this presentation is to give an overview on the IDALEST 2015 Conference attended by Deputy Chief Yolanda Faro.

Background



CITY OF CAPE TOWN
ISIXEKO SASAKAPA
STAD KAAPSTAD

- IADLEST was founded in 1987.
- The IADLEST 2015, International Association of Directors of Law Enforcement Standards and Training Conference took place at the Hyatt Regency Hotel in San Antonio Texas US and is regarded as one of the key events on Public Safety, Law Enforcement, Training and Development, Law, Law Enforcement Standards, Law Enforcement Training, Education and Training fields.
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4

Invitation to Attend Training Conference:

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- This Conference geared officials who managed Police Training Academies/Portfolios and/or training standards and protocols. Cost for travel, meals, lodging and local transportation were borne by the US Government.



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5



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STAD KAAPSTAD

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The Attendees



Delegates attended:

- One member of South Africa was identified and nominated to attend the Conference namely the Deputy Chief of Civilian Affairs, Internal Affairs, Information Management and Training and Development, Yolanda Faro.
- The International Association of Directors of Law Enforcement Standards Training (IADLEST) 2015 Conference wrapped up on Wednesday, 03 June 2015 with over 500 attendees, sponsors and exhibitors converging on San Antonio, Texas. Delegates represented the following :
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 - Thirty nine (39) states namely, Texas, Minnesota, Pennsylvania, Oklahoma, Michigan, Missouri, New Mexico, Colorado, Connecticut, W. Virginia, Montana, N. Dakota, Oregon, Nebraska, Illinois, Florida, Wisconsin, Arizona, Maine, Wyoming, Ohio , Hawaii, North Carolina , Alaska , Indiana, Massachusetts, Washington DC, South Carolina, Louisiana, South Dakota, Washington, Maryland, Idaho, Virginia, Kentucky, Tennessee, California, Canada and Arkansas.
 - IADLEST 2015 brought together law enforcement leaders and training providers from around the world.



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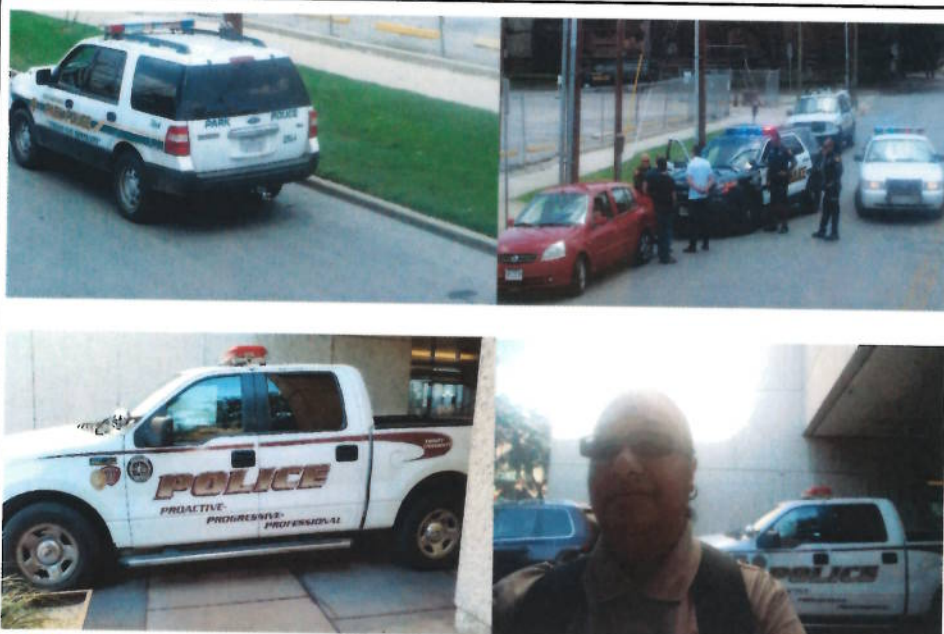
8



Vehicles



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STAD KAAPSTAD



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12

Some History



CITY OF CAPE TOWN
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STAD KAAPSTAD



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14

Lectures



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- The conference offered presentations in IADLEST mission-critical areas such as law enforcement standards and training, executive level skills, training best practices, and technology innovation.
- On Monday following the opening ceremony, keynote speaker Gordon Graham gave a brilliant presentation on law enforcement risk management. Graham is a 33-year veteran of California Law Enforcement and now works as a researcher, speaker, trainer and consultant. He also presented "The Top 10 Ways Cops Get in Trouble" in no particular order,



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"The Top 10 Ways Cops Get in Trouble"

- 1) Vehicle and Roadway Operations:
 - Care and maintenance issues; transmission, brakes, overall care of the vehicle
 - Pre-Shift inspection checklists
 - Perceptions of the Public
 - Logbook considerations
 - MDT/Cell phone usage while driving
 - Seatbelts and how they work
 - Speed issues- Why do cops drive fast?
 - Security of Weapons
 - Home storage considerations
 - Right side vs left side activities
 - The danger of U-turns
 - Roadway incursions
 - Standing between vehicles
 - Situational awareness
- 2) Harassment Issues:
 - Policy considerations
 - Types of harassment
 - Complaint process
 - APE considerations
 - Diversity considerations- Why is this so important?



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3) Integrity Issues:

- Hiring Standards- Edwin DeLattre- Character and Cops
- Brady vs. Maryland- What is this all about?
- You lie, you die. This is the new rule
- Recent cases around America (your Country)

4) Use of Force Issues:

- Personal physical fitness issues
- Policy considerations- Make sure you know the policy
- Training- Initial vs. Ongoing
- Injuries during Training
- Escalation and defusing scenarios
- Think, think, think in advance- What would you do if???

5) Custody/Detention Issues:

- Revisiting the U.S Constitution/ Other Countries know the Constitution
- Deprivation of liberty consideration
- Be a fact gatherer and not just facts for prosecution
- Detention vs. Custody



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6) Report Writing/Documentation:

- Discretionary time task
- Note taking and fact gathering revisited
- Prosecution vs. City/County/State Attorney needs
- Unintended consequences of the word processor

7) Decision Making Issues:

- The value of systems
- Please get a checklist in your mind regarding decision-making

8) Physical and Mental Health Issues:

- Regular doctor visits are essential
- Know your numbers (Hypertension, Diabetes, Cholesterol)
- Watch out for cumulative dangerous behaviours
- Keep yourself in shape

9) End of career end of life planning:

- Financial planning
- Beneficiaries, update it today!
- When you retire, please retire!



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10) Off Duty Behaviours:

- Social websites:
 - What is the benefit?
 - What is the risk?
 - Does the benefit outweigh the risk?
 - I don't think so!
- Alcohol/Sex – if you drink- drink responsibly. If you are sexually active, please do so in a responsible manner.
- Weapons- Lots of risk involved here. Please think up front!
- Alcohol/Sex- if you drink- don't drink at work. If you are sexually active- don't be sexually active at work. Don't have sex with someone reporting to you or someone you reports to!
- Identification Issues- If you are taking action- ID yourself early and often and always put in an overtime slip!
- Alcohol/Sex- Don't give alcohol to minors. Don't have sex with minors.
- Action vs. Witness considerations- I would prefer the latter- but if you are taking action- please be thinking.
- Alcohol/Sex- Don't be drinking or having sex with married co-workers.
- Domestic Violence- If there is any evidence of violence in your relationship- get out of that relationship now!
- Alcohol/Sex- Don't drink excessively. Make sure that all sexual activity is consensual.
- Gambling- who do you think is behind the gambling establishment? If you get seriously upside down with them, you are in a compromised position and they will take advantage of your access to information.
- Alcohol/Sex- If you drink- don't be driving and the same goes for sex- don't be doing that in a vehicle- particularly when driving.
- And in case I have not mentioned this, Alcohol and Sex!



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Course Content



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What is this all about?

- On Monday 01 June 2015, at its annual conference, IADLEST launched a program that is ushering in a new era in US Law Enforcement training: the National Certification Program, or NCP.
- IADLEST's goal with this new training standard is to have it accepted in all 50 states, effectively calibrating the training standards of police departments across the nation, reducing risks of litigation, raising the quality of training and reducing costs for all parties involved.
- In this live event and webcast, Mike Becar, Executive Director of IADLEST, moderated a panel discussion with five panellist about what the NCP is and how it will raise the bar of our nation's law enforcement training.



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Panellists:

- Peggy Schaefer, NCP Director at IADLEST
- Kim Vickers, Executive Director at Texas Commission on Law Enforcement Standards
- Dave Harvey, Executive Director at Michigan Commission on Law Enforcement Standards
- Ari Vidali, CEO of Envisage Technologies
- Gordon Graham, Graham Research Consultants

In this event, you will learn:

- Why NCP is important to the law enforcement profession
- How other disciplines unified their training standards across the US
- What benefits NCP will bring to the POST and to officers
- About the technology driving this system



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The Panel



Mike Becar – Moderator:

- Mike was appointed Executive Director, CEO of the International Association of Directors of Law Enforcement Standards and Training (IADLEST) in January 2012, after serving with the Idaho Peace Officer Standards and Training for over 27 years. Before coming to POST, he worked for the Caldwell Police Department as a patrol sergeant and shift commander for 12 years.

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Kim Vickers:

- Chief Vickers served for 27 years with the Abilene Police Department and has 28 years of teaching and education experience including teaching a variety of courses for universities, departments, academies, and associations across Texas. He serves on the Education and Training Committees for both the International Association of Chiefs of Police and the National Sheriff's Association, and currently serves as First Past President of the Board of Directors of the International Association of Directors of Law Enforcement Standards and Training (IADLEST.)



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Peggy Schaefer:

- Peggy Schaefer retired in 2010 as the CEO/Training Director of the North Carolina Justice Academy and oversaw the day-to-day operations and strategic vision for two campuses, a \$7.2 million annual budget and 102 employees. Now she leads a dynamic and innovative team for IADLEST comprised of training program reviewers, content experts, and software specialists committed to ensuring that criminal justice training content and delivery methods comply with nationally accepted standards. In this capacity, she directs content to the appropriate expert reviewers and tracks the certification process for training providers throughout the country



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Dave Harvey:

- Dave Harvey is the Executive Director of the Michigan Commission on Law Enforcement Standards. He began his law enforcement career in the United States Army as a Military Police Officer. After his service he joined the Garden City Police Department where he rose through the ranks to become the Chief of Police.



Ari Vidal:

- Ari founded Envisage Technologies with a simple idea: Readiness Saves Lives. He is dedicated to developing the next generation compliance and training ecosystems that will transform our law enforcement and public safety world.
- "These training standards will make sure the training is dynamic, engaging, current, safe and legally defensible," said Peggy Schaefer, NCP Director at IADLEST.
- NCP will also simplify access to quality training by aggregating certified courses in a national training catalog. Departments will be able to easily search for certified training from providers from around the nation that have met the quality standard. IADLEST hosted a panel discussion with industry experts to discuss the new program and the benefits to police departments, training coordinators and vendors.

RECOMMENDATION

It is recommended that:

1. That more International opportunities be fully supported for future Conference and Specialised Courses attendance and
2. That as many as possible officers be exposed to international training opportunities
3. In terms of legal/liability issues in the training function, Police Agencies have an obligation to train its police officers for the recurring tasks that officers will face during their career. Where it is foreseeable that a law enforcement officer will face a particular task that may result in harm to another person, the officer's agency must provide training in how to conduct that task in a manner that is consistent with generally accepted practices in law enforcement profession and by court decisions analyzing police conduct - 2015 Jack Ryan, Attorney Public Agency Training Council, Legal Liability Risk Management Institute.



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Legal liability issues in the Training Function: Jack Ryan (Attorney) Public Agency Training Council and Legal Liability Risk Management Institute:

Police agencies have an obligation to train its police officers for the recurring tasks that officers will face during their career. Where it is foreseeable that a law enforcement officer will face a particular task that may result in harm to another person, the officer's agency must provide training in how to conduct that task in a manner that is consistent with generally accepted practices in law enforcement. What is "generally accepted" is defined by the law enforcement profession and by court decisions analysing police conduct. Training serves as a means toward high-level performance by police officers. Training is an input toward proper performance. Unfortunately, many agencies conduct training to avoid, or in response to civil liability rather than to promote high-level performance. Over the past two decades, attacks on training have become one of the weapons for persons who file lawsuits against police.

It should be noted that failure to train cases can be established in two ways. The first involves a lack of training in an area where there is a patently obvious need for training, for example, an officer who is untrained in deadly force unreasonably shoots someone. The second method of establishing a failure to train by an agency is to establish a pattern of conduct by officers that would put the final policymaker on notice and the policymaker failed to respond with training.



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When considering the areas of training that must be covered, an agency can simply apply this three-part test. For example, does the chief know to a moral certainty that officers may face deadly force situations? Second, is deadly force a situation that presents officers with a difficult choice of the sort that training or supervision would make easier? Finally, if an officer makes the wrong choice in a deadly force situation, is it likely to lead to a constitutional violation?

It is also vital that training must also be documented at two levels, first, what was trained; second, who was trained, because at trial, the agency and its trainers may be in an adverse position to the officer since the agency and the trainers will not be liable if it can be shown that the officer acted inconsistently with documented training.

In failure to train cases, the plaintiff can prove the existence of a municipal custom or policy of deliberate indifference to individuals rights in two ways. First, he can show that a municipality deliberately or consciously chose not to train its officers despite being on notice that its current training regimen had failed to prevent tortuous conduct by its officers. Second,, under the "single incident exception" a single violation of federal rights may be sufficient to prove deliberate indifference, the single incident exception requires proof of the violation of constitutional rights and the need for additional or different necessary burden for failure to train claim.



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Other presenters and topics:

Interdiction for Protection of Children: Derek Prestridge:

This was a multi-jurisdictional and multi-disciplinary approach to training and investigative cooperation. The focus incorporates a variety of issues, to include human trafficking, technology facilitated crimes against children, missing or abducted child response, registered sex offender compliance and criminal intelligence gathering. All of which have the strong potential to overlap and provide an intelligence and investigation awareness and knowledge of resources to operate within each and all of affected areas.

Gender Differences and the impact on learning in Law Enforcement: Leigh Bennet/Steve Hemenway:

The workshop discussed Gender Differences and the impact on learning in Law Enforcement is designed to generate dialogue about adapting training without compromising standards. The topics discussed included communication, differences, emotional intelligence, biological differences and psychological responses. This all centered on the realization that men and women are equally able to complete law enforcement training but instructors may need to incorporate different approaches. The understanding of gender differences can be applied to all facets of training to include firearms, driving, defensive tactics and use of force.

Police Interactions with Mentally Ill Persons: Terry Coleman/Norm TAYLOR:

The discussion was that it is increasingly apparent that interactions between police and people with mental illnesses constitute an ongoing challenge for police agencies and the insufficient inclusion of people with mental illnesses in the development and delivery of police learning curricula.



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When Emotionally disturbed and Mentally ill persons: (Legal liability issues in the Training Function: Jack Ryan (Attorney) Public Agency Training Council and Legal Liability Risk Management Institute)

Suggested tactics when dealing with the mentally ill:

Should the officer determine that an individual may be mentally ill and a potential threat to himself, the officer, or others, or may otherwise require law enforcement intervention for humanitarian reasons as prescribed by statute, the following responses may be taken:

- Request a backup officer and always do so in cases where the individual will be taken into custody.
- Take steps to calm the situation. Where possible, eliminate emergency lights and sirens, disperse crowds and assume a quiet non-threatening manner when approaching or conversing with the individual. Where violence or destructive acts have not occurred, avoid physical contact and take time to assess the situation.
- Move slowly and do not excite the disturbed person. Provide reassurance that the police are there to help and that he will be provided with appropriate care.
- Communicate with individual in an attempt to determine what is bothering him. Relate your concern for his feelings and allow him to ventilate his feelings. Where possible, gather information on the subject from acquaintances or family members and/or request professional assistance if available and appropriate to assist in communicating with and calming the person.
- Do not threaten the individual with arrest or in any other manner as this will create additional fright, stress and potential aggression.
- Avoid topics that may agitate the person and guide the conversation toward subjects that help bring the individual back to reality.
- Always attempt to be truthful with a mentally ill individual. If the subject becomes aware of a deception, he may withdraw from the contact in distrust and may become hypersensitive or retaliate in anger.



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Why Law Enforcement Agencies need an Investigative Social Media Policy: Rick Graham

A recent survey of federal, state and local law enforcement professionals conducted by LexisNexis, indicated that agencies are increasingly turning to modern technology, including social media, to carry out public safety mission by preventing and investigating crime. The conduct of officer on Social Media platforms, both professionally and private was also discussed and the need for a Social Media Policy to regulate such conduct is imperative.

Blue Courage and resilience advantage: Noble Wray:

In this day and age, stress is an unavoidable part of daily life and in today's public safety environment, it's all about how well you handle it, both in the moment and over the long haul. Technically speaking stress results from the way we perceive and respond to challenges to the body and mind. A manageable level of stress or challenge is not necessarily a bad thing. In fact, these are necessary for growth and optimal performance. When we have to deal with demanding circumstances it can lead to quick, clear thinking and heightened energy and it pushes us to higher levels of performance by learning to learn and utilize skills that will help you become more resilient and psychologically fit and to know what to do if stress starts to become a problem.

Failure to train: Use of Force: (Legal liability issues in the Training Function: Jack Ryan (Attorney) Public Agency Training Council and Legal Liability Risk Management Institute)

Any time a law enforcement officer uses significant force, the likelihood that a lawsuit will follow is almost a certainty. Most of these lawsuits are brought as civil claims based upon the Constitution. Liability issues will come in when some policy, custom, rule ordinance, causes the employee to commit the violation or where the entity has failed to supervise, discipline or train the employee and this failure leads to foreseeable constitutional violation.



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Applying the 3 part need for training test from Walker: Should policy makers know to a "moral certainty" that officers will be faced with making decisions on whether or not to use deadly force? Is the decision to use deadly force a difficult choice? Will the wrong choice frequently result in deprivations of the constitutional right?

Failure to train /Warrant Execution: (Legal liability issues in the Training Function: Jack Ryan (Attorney) Public Agency Training Council and Legal Liability Risk Management Institute)

Taylor v. County of Berks, provides an example of agency liability for failing to train officers for a specific tasks. The case revolved around the execution of a search warrant when the wrong house was raided and an officer held Taylor at gunpoint while they began searching the house. The officers left after they received word via the police radio that they had gone to the wrong house.

A law suit followed and she alleges, among other things; that the officers had not been properly trained to verify the location named in the warrant before forcing entry into a home. The city sought to be dismissed from the lawsuit arguing Taylor could not prove that the city had a policy or practice of knocking down the doors of incorrect houses. The court asserted that the city had failed to address Taylor's failure to train allegation. In its review, the court noted that the departmental policies made "no mention of a requirement that or a procedure by which officers verify that they are at the correct location before doing damage to a home and that the city's failure to train its officers to verify their location, constitutes deliberate indifference as to whether the officers violate citizen's rights by entering their homes illegally.



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Conclusion:

The opportunity to attend such a course was a golden opportunity for a member of the Cape Town Metropolitan Police as well as all attendees. The knowledge gained and skills that were transferred will certainly bring about change in our various Law Enforcement Departments globally. Networking with police officials from a broad spectrum of countries was invaluable and many new relationships and friendships started there and I was amazed at the co-operation, friendliness and camaraderie of all course participants and that we did not have relationship problems and communication problems for the duration of the course.

This global interaction and networking should become norm and should not be a once of affair. Vigorous engagement should take place with the US Embassy: ICITAP/INL officer Mr Willie Pannell to involve the City of Cape Town regularly to attend more future Conferences of this calibre in order for us to be exposed to international Law Enforcement Agencies to prevent us from reinventing the wheel.

The attendees were divided into groups to attend various sessions. This brought a lot of debate and interaction between participants and the outcome was excellent.

Apart from the training, excellent networking opportunities presented themselves and many new friendships were forged with police officers from across the world.

First, Officers must be trained for the recurring tasks they are likely to face, Second, the training may vary from assignment to assignment. Third, officers who are transferred into a new assignment that has differing tasks, must receive training on any new tasks that may lead to third party constitutional violation or injury. This training must take place before they are faced with the new task. Remember, is the officer faced with making a decision of the type that training would better prepare the officer to make? If yes, then training is required.



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Thank You

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