



REPORT TO: CITY MANAGER

TO BE REFERRED BY THE OFFICIAL TO MAYCO VIA THE RELEVANT [SAFETY AND SECURITY PORTFOLIO COMMITTEE SECTION 79 COMMITTEE [AFTER CONSIDERATION BY CITY MANAGER]

[OFFICIALS TRAVELLING OVERSEAS FOR COUNCIL RELATED ACTIVITIES]

1. ITEM NUMBER

2. SUBJECT

FEEDBACK ON THE INTERNATIONAL/OUTSIDE THE BORDERS OF THE RSA TRIP UNDERTAKEN FROM 23-28 MARCH 2024 TO ATTEND THE POLICE LEADERSHIP IN CHALLENGING TIMES CONFERENCE AINRING CONFERENCE IN BAVARIA GERMANY.

TERUGVOERING OOR DIE REIS NA DIE BUITELAND/BUITE DIE GRENSE VAN DIE RSA ONDERNEEM VAN 23-28 MAART 2024 OM DIE KONFERENSIE OOR POLISIELEIERSKAP IN UITDAGENDE TYE, AINRING-KONFERENSIE, IN BAVARIA, DUITSLAND BY TE WOON.

Q3760 (Ref)

3. ISIHLOKO

**INGXELO ENGOHAMBO OLUYA PHESHEYA/NGAPHANDLE
KWEEBHODA ZOMZANTSI AFRIKA OLUTHATYATHWE UKUSUSELA
NGOWAMA23 KWEYOKWINDLA 2024 UKUYA KOWAMA28
KWEYOKWINDLA 2024 LOKUZIMASA INKOMFA YOBUNKOKELI
BAMAPOLISA NGAMAXESHA ANZIMA (AINRING CONFERENCE)
ESEBAVARIA EGERMANY**

4. ISIHLOKO

[LSU: Language Services to provide ref number here that should ALWAYS be quoted with the subject – Directly under the three languages.]

Q3760 (Ref)

In terms of Council's Language Policy, the heading and recommendation(s) are to be submitted in all three languages.

Please submit subject heading and recommendations (not entire report) to Translation@capetown.gov.za.

3. EVENT SUMMARY

EVENT DETAILS	
CONFERENCE/SEMINAR	<i>Police Leadership in Challenging Times Conference</i>
OTHER	<i>experience best practises and implement experiences gained in Metropolitan Police</i>
DATE	<i>Four Days</i>
VENUE	Institute for Further Education of the Bavarian Police
TOTAL COST TO THE CITY	<i>R32 439.04</i>
CITY	Bavaria, Munich
COUNTRY	GERMANY

ATTENDEE DETAILS	
NAME AND SURNAME	DESIGNATION
Christopher Jones	DEPUTY CHIEF METROPOLITAN POLICE
Ismail Patel	DEPUTY ACADEMY HEAD METROPOLITAN POLICE

PROVIDE SUMMARY OF HOST ORGANISATION / CITY
Hanns Seidel Foundation, with support of the Bavarian Police, has been promoting the approach of a citizen-orientated police service for many years, both in the respective national framework and international exchange with police services on several continents in different focus areas

4. OBJECTIVE

To develop and strengthen a collaborative partnership with the Bavarian Police facilitated by the Hans Seidel Foundation. The trip presented an opportunity to compare policing practices with international agencies and identify best practices to be implemented in our environment.

5. OUTCOMES

Areas of common interest for further collaboration were identified in order to enhance policing techniques in the City.

Collaboration with Bavarian Police on recruiting, attracting and training the new generation "Z", Restraining Techniques and development of a Bachelor degree will be ensued.

6. ACTIONS REQUIRED

Hanns Seidel Foundation will facilitate the establishment of a collaborative partnership between the Safety and Security directorate and Bavarian Police.

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 ☐

7.7 POPIA Compliance

☒ It is confirmed that this report has been checked and considered for POPIA Compliance.

NOTE: POPIA Section MUST be completed otherwise the report will be returned to the author for revision.

Contact your Directorate POPIA Stewards should you require assistance.

8. RECOMMENDATIONS

It is recommended that the feedback report on the trip "Police Leadership in Challenging Times Conference" undertaken by Deputy Chief Jones and Deputy College Head Patel from 23-28 March 2024 **be considered and noted.**

AANBEVELINGS

Daar word aanbeveel dat die terugvoeringsverslag oor die reis onderneem deur adjunkhoof Jones en adjunk-kollegehoof Patel van 23-28 Maart 2024 om die konferensie oor polisieierskap in uitdagende tye by te woon, oorweeg en daarvan kennis geneem word.

IZINDULULO

Kundululwe ukuba **makuthathelwe ingqalelo kwaye kuqwalaselwe** ingxelo engohambo oluya kwinkomfa yobunkokeli bamapolisa ngamaxesha anzima oluthatyathwe nguSekela oyiNtloko uJones kunye neSekela Nqununu weKholeji uPatel ngowama23 kweyoKwindla 2024.

9. GENERAL DISCUSSION

The conference was held under the title “Police Leadership in Challenging Times” and the following papers and discussions were of interest:

Social change using the example of Generation Z: Challenges for police leadership

World-wide all professions are undergoing a generational change with the introduction of Generation Z who are very different to other generations. This Generation Z are young people born between 1996 and 2010 who are now entering the job market.

This generation has unique values and characteristics such as, parental dependence, technology inclined, psychological problems/disorders, purposeful, environmental awareness, does not like rigidity, wants more social time and are very ambitious to mention a few. The paper illustrated the challenges posed by the new generation such as outdated recruitment strategies, recruitment standards, training strategies and delivery, and high turnover of staff.

Possible solutions include the use of social media when marketing and recruiting young talent. Reviewing entry requirements to law enforcement to be in line with social change. Modernization of training which includes the use of technology and modern delivery strategies. Introducing training open days to create interest amongst the youth. Clear career pathing and dedicated coaching and mentorship to enhance employee retention.

Leadership development measures of the Federal Ministry of the Interior (Austria): Successful Leadership: and Leadership with positive psychology

These two papers, Successful Leadership and Leadership with Positive Psychology related to each other. In Successful Leadership the generational change in leadership is highlighted as the “baby boomers” are making way for Generation X and Y to enter managerial positions. It is therefore important to have a Leadership Development Programme in place to ensure an effective succession plan. The Leadership Development Plan should be an activity based programme that includes amongst others, simulations, reflection on roles, work shadowing, teambuilding, introduction of values and strategies and digitization.

Leadership with positive psychology entails the behavior of leadership having an influence on positive leadership. This includes portraying positive emotions, engagement of staff to motivate, building trust amongst staff, creating meaning in the work you do and acknowledging accomplishments and success moments.

Practical Training and Restraining Techniques Training

In addition to the topics delivered at the conference, the Bavarian Police College did demonstrations on how they deliver stop and approach training as well as restraining techniques.

The training methodology used in stop and approach is similar to our methodology in using a scenario where learners must act out their respective roles in the process.

With restraining techniques the Bavarians have combined techniques from various martial arts disciplines to be used to restrain a suspect ensuring the minimal use of force. This was quite interesting and the training academy will explore the use of this methodology to enhance our training.

10. ANNEXURES

FOR FURTHER DETAILS, CONTACT:

DATE	21.05.2024		
NAME	Christopher Jones	CONTACT NUMBER	0824690324
E-MAIL ADDRESS	Christopher.Jones@capetown.gov.za		
DIRECTORATE	Safety and Security	FILE REF NO	
SIGNATURE :	Christopher Jones	<small>Digitally signed by Christopher Jones Date: 2024.05.22 10:35:10 +02'00'</small>	

EXECUTIVE DIRECTOR

COMMENT:


VINCENT BOTTO

The ED's signature represents support for report content and confirms POPIA compliance.

SIGNATURE:

NAME

DATE



23 May 2024

MANAGER: INTERNATIONAL RELATIONS

COMMENT:

DR. DENVER VAN SCHALKWYK

SIGNATURE:

DATE

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

LEGAL COMPLIANCE

☐ NON-COMPLIANT

COMMENT:

NAME

TEL

DATE

Certified as legally compliant based on the contents of the report.

CITY MANAGER

☒ NOTED

☒ REFER TO THE MAYORAL COMMITTEE VIA THE RELEVANT SECTION 79 COMMITTEE

DATE

COMMENT:

PLEASE NOTE THAT THE ABOVEMENTIONED CITY MANAGER'S SIGNATURE IS ONLY TO BE OBTAINED FOR OFFICIALS TRAVELLING AND NOT FOR COUNCILLORS.

THE CITY MANAGER WILL RECOMMEND THAT THE REPORT IS REFERRED TO MAYCO VIA THE RELEVANT SECTION 79 PORTFOLIO COMMITTEE BY THE OFFICIAL. IN SUCH INSTANCES, THE CITY MANAGER'S SIGNED REPORT SHOULD BE ATTACHED AS AN ANNEXURE TO THE REPORT TO THE SECTION 79 PORTFOLIO COMMITTEE AND MAYCO.

