

The SAPS Johannesburg Area Police Transformation Survey Results

by

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Introduction

This document contains the results of the 2004 South African Police Service (SAPS) Johannesburg Area Transformation Survey as analysed along the demographic variable of race. This survey is one part of a larger project exploring diversity and the transformation of the SAPS a decade into South Africa's democracy. This project is being undertaken with

the cooperation and support of the SAPS Johannesburg Area Commissioner, Assistant Commissioner Oswald Reddy. The project has been designed so as to provide data that will be of use to police managers in better understanding the overall perspectives of police officers on issues relating to police reform and policing in the SAPS Johannesburg Area. Furthermore, it would assist in identifying where there were differences in perceptions and experiences within the SAPS along the lines of race and gender. A better understanding of these dynamics could assist police management in developing interventions that could promote a common culture and 'esprit de corps' on the SAPS. This could assist in overcoming some of the challenges to the implementation of the SAPS policy and objectives.

The survey was developed by Gareth Newham who is a Project Manager in the Criminal Justice Programme at the Centre for the Study of Violence and Reconciliation (CSVR). The fieldwork was conducted by the Community Agency for Social Enquiry (CASE) during November and December of 2004. The project was funded by Development Cooperation Ireland (DCI).

This survey was carried out over a four week period from 16 November to 10 December 2004. The total population that the survey was eliciting data for was the 3 660 police officers that are based throughout the 21 police stations that make up the SAPS Johannesburg policing Area. A sample of 580 people was surveyed in each of the 21 police stations. The sample was designed to produce a Confidence Interval (CI) of 99% with a 3% Margin of Error. The sample was stratified to ensure representivity along the lines of race and gender.

Further qualitative research has been conducted for the overall project on police transformation. This research consisted of an international and South African literature and policy review related to the topics of police reform and demographic diversity. Further primary qualitative data has been collected through 45 semi-structured, in-depth interviews with police officials representing the racial and gender demographics of the SAPS. The results of the qualitative research will be used as a basis for analysing the statistics contained in this document. It is important that this analytical work is undertaken before any generalisations or policy decisions are made on the basis of the below statistics.

1. Quantitative Methodology

The quantitative methodology consisted of a survey questionnaire of 77 closed-ended questions in which respondents were requested to choose the response that best represented their answer on a five-point Likert Scale. The aim of the quantitative survey was to establish the extent to which certain attitudes and opinions were prevalent among station-based sworn officers in the Johannesburg area.

Once the questionnaire had been designed, the Community Agency for Social Enquiry (CASE) was contracted to administer the questionnaire and collate the raw data. To promote the validity and reliability of the instrument, the questionnaire was initially piloted among 10 police respondents representing each racial group. The feedback from the piloting process was used to improve the questionnaire. Twenty-five experienced fieldworkers were then trained in the administration of the questionnaire. During the training process, each question was translated into the five most commonly spoken

languages in Johannesburg to ensure that the meaning was not changed if a respondent requested that he or she be interviewed in his or her first language (other than English).

A sample size of 580 respondents was chosen (from the target population of 3 660 sworn police officials from the 21 police stations) to allow for an overall confidence interval of 99% with a 3% error margin on the total results. The sample was stratified to ensure representivity along the lines of race and gender. This was achieved by calculating the number and proportion of black, coloured, Indian and white respondents of each gender to be interviewed at each police station.

Convenience sampling was used, which meant that the fieldworkers would interview whichever police officials were available and who matched the demographic profile of that station. The reason for convenience sampling was due to the limited time frame in which the administration of the survey had to be completed. Fieldworkers were divided into groups of two and spent a few days at a designated police station. Once the required number and proportion of each race and gender had been interviewed at a particular station, the fieldworkers would move on to the next police station on the list.

Table 1 below represents the numbers and proportion of the race and gender of the survey respondents.

Table 1: Survey sample size by race and gender

Race			Count	% of Example
Black	Gender	Male	392	67.6%
		Female	75	12.9%
	Total		17	2.9%
Coloured	Gender	Male	13	2.2%
		Female	4	0.7%
	Total		17	2.9%
Indian	Gender	Male	11	1.9%
		Female	3	0.5%
	Total		14	2.4%
White	Gender	Male	63	10.9%
		Female	101	17.4%
	Total		580	100%

As can be seen from the above table, only a small number of Indian and coloured female respondents completed the survey questionnaire in proportion to their percentage in the overall population. The survey results for these groups, therefore, cannot be generalised to their broader populations. Had the time and resources allowed, these groups would have

been over-sampled and weighted down. Nevertheless, the results of these groups are presented in the report as a broad indicator of attitudes.

2. Crime

		2.1 In your opinion, thinking over the past three years, has crime in the Johannesburg area?				Total
		Increased	Decreased	Remained unchanged	Neutral/Don't know	
Race	Black	35.1%	42.7%	19.4%	2.8%	100.0%
	Coloured	58.8%	17.6%	23.5%	0	100.0%
	Indian	50.0%	35.7%	14.3%	0	100.0%
	White	59.3%	21.0%	18.5%	1.2%	100.0%
Total		39.6%	38.7%	19.3%	2.4%	100.0%

		2.2 It is reasonable for the police to target certain racial groups to prevent crime			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	25.1%	74.9%	0	100.0%
	Coloured	23.5%	76.5%	0	100.0%
	Indian	21.4%	78.6%	0	100.0%
	White	36.6%	61.0%	2.4%	100.0%
Total		26.6%	73.1%	.3%	100.0%

		2.3 It is reasonable for the police to target certain groups based on whether they are rich or poor to prevent crime			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	20.3%	79.0%	.6%	100.0%
	Coloured	11.8%	88.2%	0	100.0%
	Indian	28.6%	71.4%	0	100.0%
	White	26.8%	72.0%	1.2%	100.0%
Total		21.2%	78.1%	.7%	100.0%

		2.4 Most of the illegal/undocumented immigrants in Johannesburg are involved in crime			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	91.0%	7.9%	1.1%	100.0%
	Coloured	64.7%	35.3%	0	100.0%
	Indian	85.7%	14.3%	0	100.0%
	White	69.5%	25.6%	4.9%	100.0%
Total		87.1%	11.4%	1.6%	100.0%

		2.5 Foreigners in general (whether they are undocumented or not) cause a lot of crime in Johannesburg			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	81.2%	16.9%	1.9%	100.0%
	Coloured	58.8%	41.2%	0	100.0%
	Indian	71.4%	21.4%	7.1%	100.0%
	White	68.3%	23.2%	8.5%	100.0%
Total		78.4%	18.6%	2.9%	100.0%

		2.6 The Johannesburg Metropolitan Police Department have done much to assist the SAPS in preventing crime in Johannesburg			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	80.3%	18.6%	1.1%	100.0%
	Coloured	52.9%	41.2%	5.9%	100.0%
	Indian	57.1%	42.9%	0	100.0%
	White	61.0%	35.4%	3.7%	100.0%
Total		76.2%	22.2%	1.6%	100.0%

3. Service Delivery

		3.1 Most police members know how to deliver a professional service to members of the public	Total

		Agree	Disagree	Neutral/Don't know	
Race	Black	78.3%	19.3%	2.4%	100.0%
	Coloured	52.9%	47.1%	0	100.0%
	Indian	35.7%	64.3%	0	100.0%
	White	41.5%	54.9%	3.7%	100.0%
Total		71.3%	26.3%	2.4%	100.0%

		3.2 If police members do not deliver a professional service, the main reason is because they have not been trained properly rather than because they have a bad attitude			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	61.9%	34.9%	3.2%	100.0%
	Coloured	64.7%	35.3%	0	100.0%
	Indian	71.4%	28.6%	0	100.0%
	White	69.5%	29.3%	1.2%	100.0%
Total		63.3%	34.0%	2.8%	100.0%

		3.3 Most police members will provide a better service to people from their own ethnic group rather than people from other groups			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	23.1%	75.2%	1.7%	100.0%
	Coloured	5.9%	94.1%	0	100.0%
	Indian	50.0%	50.0%	0	100.0%
	White	46.3%	47.6%	6.1%	100.0%
Total		26.6%	71.2%	2.2%	100.0%

		3.4 Rich people generally get a better service from the police than poor people			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	33.4%	65.7%	.9%	100.0%

	Coloured	47.1%	52.9%	0	100.0%
	Indian	64.3%	35.7%	0	100.0%
	White	23.2%	74.4%	2.4%	100.0%
Total		33.1%	65.9%	1.0%	100.0%

		3.5 Men generally get a better service from the police than women			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	2.6%	96.4%	1.1%	100.0%
	Coloured	17.6%	82.4%	0	100.0%
	Indian	0	100.0%	0	100.0%
	White	8.5%	87.8%	3.7%	100.0%
Total		3.8%	94.8%	1.4%	100.0%

		3.6 White people will generally get a better service from the police than other race groups			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	31.7%	66.6%	1.7%	100.0%
	Coloured	35.3%	64.7%	0	100.0%
	Indian	35.7%	57.1%	7.1%	100.0%
	White	4.9%	95.1%	0	100.0%
Total		28.1%	70.3%	1.6%	100.0%

		3.7 Suspects who know their rights are likely to get treated better by the police than those who do not know their rights			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	37.0%	62.5%	.4%	100.0%
	Coloured	47.1%	52.9%	0	100.0%
	Indian	42.9%	57.1%	0	100.0%
	White	22.0%	75.6%	2.4%	100.0%

Total	35.3%	64.0%	.7%	100.0%
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		3.8 SAPS members generally work well with the Johannesburg Metropolitan Police Department			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	82.4%	15.8%	1.7%	100.0%
	Coloured	64.7%	23.5%	11.8%	100.0%
	Indian	76.9%	23.1%	0	100.0%
	White	73.2%	23.2%	3.7%	100.0%
Total		80.5%	17.3%	2.2%	100.0%

4. Transformation

		4.1 Most police members fully understand what transformation means			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	51.4%	43.9%	4.7%	100.0%
	Coloured	52.9%	47.1%	0	100.0%
	Indian	28.6%	71.4%	0	100.0%
	White	52.4%	42.7%	4.9%	100.0%
Total		51.0%	44.5%	4.5%	100.0%

		4.2 Management has clearly explained the transformation objectives of the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	53.1%	45.2%	1.7%	100.0%
	Coloured	41.2%	52.9%	5.9%	100.0%
	Indian	28.6%	64.3%	7.1%	100.0%
	White	56.1%	41.5%	2.4%	100.0%
Total		52.6%	45.3%	2.1%	100.0%

		4.3 The policies that are developed at national level are being effectively implemented at station level	Total

		Agree	Disagree	Neutral/Don't know	
Race	Black	52.7%	42.8%	4.5%	100.0%
	Coloured	52.9%	41.2%	5.9%	100.0%
	Indian	50.0%	50.0%	0	100.0%
	White	45.1%	47.6%	7.3%	100.0%
Total		51.6%	43.6%	4.8%	100.0%

		4.4 Most police members support the transformation of the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	72.4%	22.9%	4.7%	100.0%
	Coloured	47.1%	47.1%	5.9%	100.0%
	Indian	50.0%	50.0%	0	100.0%
	White	50.0%	39.0%	11.0%	100.0%
Total		67.9%	26.6%	5.5%	100.0%

		4.5 Affirmative action has been a good policy for the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	71.8%	25.2%	3.0%	100.0%
	Coloured	70.6%	29.4%	0	100.0%
	Indian	50.0%	50.0%	0	100.0%
	White	36.6%	58.5%	4.9%	100.0%
Total		66.3%	30.6%	3.1%	100.0%

		4.6 There is enough racial representation throughout the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	45.7%	50.6%	3.6%	100.0%
	Coloured	41.2%	47.1%	11.8%	100.0%
	Indian	42.9%	57.1%	0	100.0%

	White	56.1%	40.2%	3.7%	100.0%
Total		47.0%	49.2%	3.8%	100.0%

5. Organisational Diversity

		5.1 How confident are you about a future where people from all races get along together?			Total
		very/fairly confident	Not very confident	Neutral/Don't know	
Race	Black	76.2%	22.3%	1.5%	100.0%
	Coloured	88.2%	11.8%	0	100.0%
	Indian	92.9%	7.1%	0	100.0%
	White	80.5%	17.1%	2.4%	100.0%
Total		77.5%	20.9%	1.6%	100.0%

		5.2 Most police officers think that people of a different race group to theirs are not to be trusted			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	43.5%	55.0%	1.5%	100.0%
	Coloured	52.9%	47.1%	0	100.0%
	Indian	35.7%	64.3%	0	100.0%
	White	26.8%	67.1%	6.1%	100.0%
Total		41.2%	56.7%	2.1%	100.0%

		5.3 Race makes no difference to how members are treated in the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	50.1%	48.8%	1.1%	100.0%
	Coloured	41.2%	52.9%	5.9%	100.0%
	Indian	71.4%	28.6%	0	100.0%
	White	51.2%	45.1%	3.7%	100.0%
Total		50.5%	47.9%	1.6%	100.0%

		5.4 Most members of the SAPS find it difficult to work with members of different races			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	46.0%	53.1%	.9%	100.0%
	Coloured	41.2%	58.8%	0	100.0%
	Indian	42.9%	57.1%	0	100.0%
	White	19.5%	78.0%	2.4%	100.0%
Total		42.1%	56.9%	1.0%	100.0%

		5.5 In the past two years have you experienced any unfair treatment in the SAPS because of your race?		Total
		Yes	No	
Race	Black	42.2%	57.8%	100.0%
	Coloured	29.4%	70.6%	100.0%
	Indian	50.0%	50.0%	100.0%
	White	59.8%	40.2%	100.0%
Total		44.5%	55.5%	100.0%

		5.5.1 Please indicate which situation best describes it - PROMOTION		Total
		Yes	No	
Race	Black	59.0%	41.0%	100.0%
	Coloured	80.0%	20.0%	100.0%
	Indian	57.1%	42.9%	100.0%
	White	93.9%	6.1%	100.0%
Total		66.0%	34.0%	100.0%

		5.5.2 Please indicate which situation best describes it - TRAINING		Total
		Yes	No	
Race	Black	35.9%	64.1%	100.0%

	Coloured	60.0%	40.0%	100.0%
	Indian	57.1%	42.9%	100.0%
	White	16.3%	83.7%	100.0%
Total		33.2%	66.8%	100.0%

		5.5.3 Please indicate which situation best describes it - TRANSFERS		Total
		Yes	No	
Race	Black	53.3%	46.7%	100.0%
	Coloured	20.0%	80.0%	100.0%
	Indian	28.6%	71.4%	100.0%
	White	34.7%	65.3%	100.0%
Total		48.4%	51.6%	100.0%

		5.5.4 Please indicate which situation best describes it - OVERTIME		Total
		Yes	No	
Race	Black	44.1%	55.9%	100.0%
	Coloured	40.0%	60.0%	100.0%
	Indian	28.6%	71.4	100.0%
	White	12.2%	87.8	100.0%
Total		37.5%	62.5%	100.0%

		5.5.5 Please indicate which situation best describes it - APPLICATION OF DISCIPLINARY STEPS		Total
		Yes	No	
Race	Black	37.9%	62.1%	100.0%
	Coloured	0	100.0%	100.0%
	Indian	57.1%	42.9%	100.0
	White	12.2%	87.8%	100.0%
Total		32.8%	67.2%	100.0%

		5.5.6 Please indicate which situation best describes it - WORK DUTIES		Total
		Yes	No	
Race	Black	65.1%	34.9%	100.0%
	Coloured	20.0%	80.0%	100.0%
	Indian	57.1%	42.9%	100.0%
	White	28.6%	71.4%	100.0%
Total		57.0%	43.0%	100.0%

		5.5.7 Please indicate which situation best describes it - RESOURCE ALLOCATION		Total
		Yes	No	
Race	Black	63.1%	36.9%	100.0%
	Coloured	40.0%	60.0%	100.0%
	Indian	85.7%	14.3%	100.0%
	White	22.4%	77.6%	100.0%
Total		55.5%	44.5%	100.0%

		5.5.8 Please indicate which situation best describes it - COMMUNICATION/INFORMATION		Total
		Yes	No	
Race	Black	57.4%	42.6%	100.0%
	Coloured	20.0%	80.0%	100.0%
	Indian	57.1%	42.9%	100.0%
	White	22.4%	77.6%	100.0%
Total		50.0%	50.0%	100.0%

		5.5.9 Are there any other situations that would better describe your experiences of unfair discrimination?		Total
		Yes	No	
Race	Black	9.4%	90.6%	100.0%

	Coloured	0	100.0%	100.0%
	Indian	0	100.0%	100.0%
	White	4.3%	95.7%	100.0%
Total		8.0%	92.0%	100.0%

		5.6 Have you received any type of training that deals with race and discrimination?			Total
		Yes	No		
Race	Black	36.3%	63.7%	100.0%	
	Coloured	52.9%	47.1%	100.0%	
	Indian	35.7%	64.3%	100.0%	
	White	42.7%	57.3%	100.0%	
Total		37.7%	62.3%	100.0%	

		5.7 On average, how often do you socialise with people of a different race to yourself outside of work?						Total
		At least once a week or more	At least once a month or more	At least once every two months	Only 2 or 3 times year	Never	Neutral/D on't know	
Race	Black	49.7%	12.6%	7.7%	5.4%	24.4%	.2%	100.0%
	Coloured	88.2%	5.9%	0	5.9%	0	0	100.0%
	Indian	64.3%	7.1%	7.1%	7.1%	14.3%	0	100.0%
	White	47.6%	23.2%	7.3%	12.2%	8.5%	1.2%	100.0%
Total		50.9%	13.8%	7.4%	6.4%	21.2%	.3%	100.0%

		5.8 Language or ethnic group makes no difference to how members are treated in the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	58.2%	40.3%	1.5%	100.0%
	Coloured	58.8%	41.2%	0	100.0%

	Indian	57.1%	42.9%	0	100.0%
	White	58.5%	41.5%	0	100.0%
Total		58.3%	40.5%	1.2%	100.00%

		5.9 Most members of the SAPS find it difficult to work with members of different language or ethnic groups to their own			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	35.2%	63.5%	1.3%	100.0%
	Coloured	52.9%	47.1%	0	100.0%
	Indian	57.1%	42.9%	0	100.0%
	White	34.1%	63.4%	2.4%	100.0%
Total		36.1%	62.5%	1.4%	100.0%

		5.10 In the past two years have you experienced any unfair treatment in the SAPS because of your ethnicity or language?			Total
		Yes	No	Neutral/Don't know	
Race	Black	23.3%	75.4%	1.3%	100.0%
	Coloured	23.5%	76.5%	0	100.0%
	Indian	35.7%	64.3%	0	100.0%
	White	34.1%	64.6%	1.2%	100.0%
Total		25.2%	73.6%	1.2%	100.0%

		5.11 Women generally make good police officers			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	63.4%	33.0%	3.6%	100.0%
	Coloured	70.6%	29.4%	0	100.0%
	Indian	50.0%	50.0%	0	100.0%
	White	69.5%	23.2%	7.3%	100.0%
Total		64.1%	31.9%	4.0%	100.0%

5.11.1 Women generally make good police officers						Total
Gender		Black	Coloured	Indian	White	
Male	Agree	58.9%	69.2%	45.5%	61.9%	59.3%
	Disagree	37.2%	30.8%	54.5%	28.6%	36.3%
	Neutral/Don't know	3.8%			9.5%	4.4%
Total		100.0%	100.0%	100.0%	100.0%	100.0%
Female	Agree	86.7%	75.0%	66.7%	94.7%	87.1%
	Disagree	10.7%	25.0%	33.3%	5.3%	10.9%
	Neutral/Don't know	2.7%				2.0%
Total		100.0%	100.0%	100.0%	100.0%	100.0%

		5.12 In the past two years have you experienced any unfair treatment in the SAPS because of your gender?			Total
		Yes	No	Neutral/Don't know	
Race	Black	14.1%	85.7%	.2%	100.0%
	Coloured	11.8%	88.2%	0	100.0%
	Indian	28.6%	71.4%	0	100.0%
	White	31.7%	68.3%	0	100.0%
Total		16.9%	82.9%	.2%	100.0%

5.12.1 In the past two years have you experienced any unfair treatment in the SAPS because of your gender?						Total
Gender		Black	Coloured	Indian	White	
Male	Yes	13.3%	15.4%	18.2%	31.7%	15.9%
	No	86.5%	84.6%	81.8%	68.3%	83.9%
	Neutral/Don't know	.3%	0	0	0	.2%
Total		100.0%	100.0%	100.0%	100.0%	100.0%
Female	Yes	18.7%	0	66.7%	31.6%	21.8%
	No	81.3%	100.0%	33.3%	68.4%	78.2%
Total		100.0%	100.0%	100.0%	100.0%	100.0%

		5.13 In the past two years have you experienced sexual harassment in the SAPS?			Total
		Yes	No	Neutral/Don't know	
Race	Black	2.8%	97.0%	.2%	100.0%
	Coloured	0	100.0%	0	100.0%
	Indian	7.1%	92.9%	0	100.0%
	White	3.7%	96.3%	0	100.0%
Total		2.9%	96.9%	.2%	100.0%

		5.14 Have you received any training within the SAPS on sexual harassment?		Total
		Yes	No	
Race	Black	28.9%	71.1%	100.0%
	Coloured	17.6%	82.4%	100.0%
	Indian	35.7%	64.3%	100.0%
	White	35.4%	64.3%	100.0%
Total		29.7%	70.3%	100.0%

		5.15 Disabled people have a role to play in the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	82.4%	12.6%	4.9%	100.0%
	Coloured	100.0%			100.0%
	Indian	92.9%		7.1%	100.0%
	White	93.9%	6.1%		100.0%
Total		84.8%	11.0%	4.1%	100.0%

		5.16 Gay or lesbian people have a role to play in the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	36.4%	45.0%	18.6%	100.0%

	Coloured	70.6%	5.9%	23.5%	100.0%
	Indian	78.6%	21.4%		100.0%
	White	57.3%	35.4%	7.3%	100.0%
Total		41.4%	41.9%	16.7%	100.0%

6. Management

		6.1 How satisfied with way SAPS managed at Area level?			Total
		Satisfied	Neutral/Don't know	Dissatisfied	
Race	Black	32.9%	20.9%	46.2%	100.0%
	Coloured	35.3%		64.7%	100.0%
	Indian	21.4%	21.4%	57.1%	100.0%
	White	22.0%	28.0%	50.0%	100.0%
Total		31.1%	21.3%	47.6%	100.0%

		6.2 How satisfied with way SAPS managed at National level			Total
		Satisfied	Neutral/Don't know	Dissatisfied	
Race	Black	45.6%	22.7%	31.7%	100.0%
	Coloured	47.1%		52.9%	100.0%
	Indian	28.6%	21.4%	50.0%	100.0%
	White	25.6%	29.3%	45.1%	100.0%
Total		42.4%	22.9%	34.7%	100.0%

		6.3 Senior management know what is going on at street level			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	36.4%	60.6%	3.0%	100.0%
	Coloured	11.8%	88.2%		100.0%
	Indian	7.1%	85.7%	7.1%	100.0%
	White	19.5%	72.0%	8.5%	100.0%

Total	32.6%	63.6%	3.8%	100.0%
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		6.4 Your immediate manager is able to solve most work related problems?			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	66.4%	31.9%	1.7%	100.0%
	Coloured	82.4%	17.6%		100.0%
	Indian	64.3%	35.7%		100.0%
	White	75.6%	23.2%	1.2%	100.0%
Total		68.1%	30.3%	1.6%	100.0%

		6.5 Your immediate manager is able to motivate you in a positive way if necessary			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	65.3%	31.9%	2.8%	100.0%
	Coloured	82.4%	17.6%		100.0%
	Indian	57.1%	42.9%		100.0%
	White	62.2%	35.4%	2.4%	100.0%
Total		65.2%	32.2%	2.6%	100.0%

		6.6 It is better to have a manager from the same race group as yourself			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	22.7%	74.9%	2.4%	100.0%
	Coloured	11.8%	88.2%		100.0%
	Indian	7.1%	92.9%		100.0%
	White	8.5%	85.4%	6.1%	100.0%
Total		20.0%	77.2%	2.8%	100.0%

		6.7 It is better to have a manager from the same ethnic group as yourself			Total

		Agree	Disagree	Neutral/Don't know	
Race	Black	19.1%	78.3%	2.6%	100.0%
	Coloured	11.8%	88.2%		100.0%
	Indian	7.1%	92.9%		100.0%
	White	7.3%	87.8%	4.9%	100.0%
Total		16.9%	80.3%	2.8%	100.0%

		6.8 It is better to have a manager who is the same gender as yourself			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	20.8%	76.7%	2.6%	100.0%
	Coloured	29.4%	70.6%		100.0%
	Indian	7.1%	92.9%		100.0%
	White	17.1%	79.3%	3.7%	100.0%
Total		20.2%	77.2%	2.6%	100.0%

		6.9 Have you had a formal PEP (performance appraisal) meeting with your manager in the past year?			Total
		Yes	No	Neutral/Don't know	
Race	Black	67.0%	32.1%	.9%	100.0%
	Coloured	82.4%	17.6%		100.0%
	Indian	71.4%	28.6%		100.0%
	White	80.5%	19.5%		100.0%
Total		69.5%	29.8%	.7%	100.0%

		6.10 The PEP (performance appraisal) system has helped you to improve your work performance			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	64.7%	30.8%	4.5%	100.0%
	Coloured	52.9%	47.1%		100.0%
	Indian	21.4%	78.6%		100.0%

	White	40.2%	54.9%	4.9%	100.0%
Total		59.8%	35.9%	4.3%	100.0%

		6.11 Police unions have improved working conditions in the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	51.8%	43.7%	4.5%	100.0%
	Coloured	47.1%	52.9%		100.0%
	Indian	21.4%	71.4%	7.1%	100.0%
	White	34.1%	53.7%	12.2%	100.0%
Total		48.4%	46.0%	5.5%	100.0%

		6.12 In general, how satisfied are you with what police unions have achieved for you?					Total
		Very satisfied	Satisfied	Neutral	Dissatisfied	Totally dissatisfied	
Race	Black	8.4%	36.4%	20.6%	25.3%	9.4%	100.0%
	Coloured	17.6%	23.5%	17.6%	35.3%	5.9%	100.0%
	Indian	7.1%	14.3%	14.3%	50.0%	14.3%	100.0%
	White	2.4%	28.0%	22.0%	31.7%	15.9%	100.0%
Total		7.8%	34.3%	20.5%	27.1%	10.3%	100.0%

7. Police Corruption

		7.1 Police corruption is a serious challenge facing the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	90.6%	8.1%	1.3%	100.0%
	Coloured	94.1%	5.9%		100.0%
	Indian	100.0%			100.0%

	White	100.0%			100.0%
Total		92.2%	6.7%	1.0%	100.0%

		7.2 In your view, thinking over the past four years, is corruption committed by SAPS members increasing, decreasing or staying the same?				Total
		Increasing	Decreasing	Staying the same	Neutral/Don't know	
Race	Black	48.6%	26.6%	20.6%	4.3%	100.0%
	Coloured	64.7%	17.6%	17.6%		100.0%
	Indian	92.9%		7.1%		100.0%
	White	78.0%	9.8%	9.8%	2.4%	100.0%
Total		54.3%	23.3%	18.6%	3.8%	100.0%

		7.3 The SAPS as an organisation is effectively tackling or preventing police corruption			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	70.7%	26.6%	2.8%	100.0%
	Coloured	52.9%	47.1%		100.0%
	Indian	42.9%	57.1%		100.0%
	White	41.5%	52.4%	6.1%	100.0%
Total		65.3%	31.6%	3.1%	100.0%

		7.4 Most police members are aware of those members who are involved in corrupt activities			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	68.3%	25.7%	6.0%	100.0%
	Coloured	82.4%	17.6%		100.0%
	Indian	85.7%	14.3%		100.0%
	White	75.6%	18.3%	6.1%	100.0%
Total		70.2%	24.1%	5.7%	100.0%

		7.5 Most members will report another member who they know is corrupt			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	29.8%	64.2%	6.0%	100.0%
	Coloured	5.9%	94.1%		100.0%
	Indian	14.3%	78.6%	7.1%	100.0%
	White	12.2%	86.6%	1.2%	100.0%
Total		26.2%	68.6%	5.2%	100.0%

		7.6 SAPS management will support those police members who report the corrupt activities of other members			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	55.0%	37.5%	7.5%	100.0%
	Coloured	52.9%	41.2%	5.9%	100.0%
	Indian	28.6%	64.3%	7.1%	100.0%
	White	51.2%	35.4%	13.4%	100.0%
Total		53.8%	37.9%	8.3%	100.0%

8. Discipline

		8.1 Most police members are disciplined and follow the rules and procedures of the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	75.2%	23.6%	1.3%	100.0%
	Coloured	52.9%	41.2%	5.9%	100.0%
	Indian	21.4%	78.6%		100.0%
	White	28.0%	69.5%	2.4%	100.0%
Total		66.6%	31.9%	1.6%	100.0%

		8.2 The SAPS disciplinary system is generally an effective way for managers to deal with instances of misconduct			Total

		Agree	Disagree	Neutral/Don't know	
Race	Black	76.7%	21.4%	1.9%	100.0%
	Coloured	64.7%	29.4%	5.9%	100.0%
	Indian	64.3%	35.7%		100.0%
	White	48.8%	48.8%	2.4%	100.0%
Total		72.1%	25.9%	2.1%	100.0%

		8.3 My immediate manager uses the disciplinary system fairly when there are instances of misconduct			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	63.8%	32.3%	3.9%	100.0%
	Coloured	64.7%	29.4%	5.9%	100.0%
	Indian	57.1%	35.7%	7.1%	100.0%
	White	65.9%	28.0%	6.1%	100.0%
Total		64.0%	31.7%	4.3%	100.0%

		8.4 Police members are likely to report misconduct committed by other members to management			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	49.9%	44.1%	6.0%	100.0%
	Coloured	47.1%	52.9%		100.0%
	Indian	35.7%	57.1%	7.1%	100.0%
	White	19.5%	75.6%	4.9%	100.0%
Total		45.2%	49.1%	5.7%	100.0%

		8.5 If a police member is found guilty in a disciplinary hearing, would you say that the sanctions (punishment) are generally?		Total
		Too lenient?	Too strict?	
Race	Black	44.8%	55.2%	100.0%
	Coloured	70.6%	29.4%	100.0%

	Indian	50.0%	50.0%	100.0%
	White	79.3%	20.7%	100.0%
Total		50.5%	49.5%	100.0%

9. Working Conditions

		9.1 In the past two years working conditions in the SAPS have improved			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	64.5%	32.3%	3.2%	100.0%
	Coloured	35.3%	64.7%		100.0%
	Indian	64.3%	35.7%		100.0%
	White	31.7%	65.9%	2.4%	100.0%
Total		59.0%	38.1%	2.9%	100.0%

		9.2 You have a good future to look forward to working in the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	71.5%	24.2%	4.3%	100.0%
	Coloured	64.7%	35.3%		100.0%
	Indian	35.7%	64.3%		100.0%
	White	25.6%	65.9%	8.5%	100.0%
Total		63.9%	31.4%	4.7%	100.0%

		9.3 Do you think that most police members are satisfied with working in the SAPS?			Total
		Yes	No	Don't know/unsure	
Race	Black	27.9%	61.8%	10.3%	100.0%
	Coloured	23.5%	70.6%	5.9%	100.0%
	Indian		100.0%		100.0%
	White	17.1%	74.4%	8.5%	100.0%
Total		25.6%	64.8%	9.7%	100.0%

		9.4 If you were offered a job outside of the SAPS for the same salary would you take it?			Total
		Yes	No	Don't know/unsure	
Race	Black	34.9%	62.1%	3.0%	100.0%
	Coloured	29.4%	70.6%		100.0%
	Indian	42.9%	57.1%		100.0%
	White	40.2%	52.4%	7.3%	100.0%
Total		35.7%	60.9%	3.4%	100.0%

10. Community Policing

		10.1 Most police members understand the idea of community policing			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	77.9%	20.1%	1.9%	100.0%
	Coloured	64.7%	29.4%	5.9%	100.0%
	Indian	42.9%	57.1%		100.0%
	White	61.0%	37.8%	1.2%	100.0%
Total		74.3%	23.8%	1.9%	100.0%

		10.2 Most police members support the idea of community policing			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	81.1%	15.9%	3.0%	100.0%
	Coloured	58.8%	41.2%		100.0%
	Indian	42.9%	50.0%	7.1%	100.0%
	White	61.0%	32.9%	6.1%	100.0%
Total		76.7%	19.9%	3.5%	100.0%

		10.3 The communities who live in the jurisdiction of my station have a positive attitude towards the SAPS			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	60.7%	33.7%	5.6%	100.0%

	Coloured	52.9%	41.2%	5.9%	100.0%
	Indian	35.7%	64.3%		100.0%
	White	35.4%	53.7%	11.0%	100.0%
Total		56.3%	37.5%	6.2%	100.0%

		10.4 The CPF at my station is able to represent most of the people living in the community			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	67.2%	26.6%	6.2%	100.0%
	Coloured	52.9%	41.2%	5.9%	100.0%
	Indian	42.9%	57.1%		100.0%
	White	47.6%	45.1%	7.3%	100.0%
Total		63.4%	30.3%	6.2%	100.0%

		10.5 The CPF at my station has been effective at building relationships between the SAPS and the community			Total
		Agree	Disagree	Neutral/Don't know	
Race	Black	72.6%	22.7%	4.7%	100.0%
	Coloured	47.1%	41.2%	11.8%	100.0%
	Indian	42.9%	57.1%		100.0%
	White	57.3%	37.8%	4.9%	100.0%
Total		69.0%	26.2%	4.8%	100.0%

		10.6 How many CPF meetings have you attended in the year 2004?					Total
		10 or more	6 to 9	3 to 5	1 or 2	None	
Race	Black	10.1%	4.9%	13.7%	16.7%	54.6%	100.0%
	Coloured	11.8%		11.8%	5.9%	70.6%	100.0%
	Indian	14.3%	7.1%	21.4%	14.3%	42.9%	100.0%
	White	17.1%	8.5%	15.9%	19.5%	39.0%	100.0%

Total	11.2%	5.3%	14.1%	16.7%	52.6%	100.0%
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