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Study title: A Phenomenological Analysis of the South African Police Officials Witnessing the Murder of Colleagues

ABSTRACTS

1. English

This study aimed to explore and understand the lived experiences and subjective, emotions, and perceptions of police officials from the South African Police Service (SAPS) who directly or indirectly witnessed the murders of their colleagues at selected police stations in Tshwane, Gauteng Province, South Africa. The findings are expected to raise awareness among SAPS management regarding the difficulties encountered by its members and to draw attention to the significant number of police officers who lose their lives due to criminal acts, as well as to address the emotional and psychological complications for those police officials who are affected by these incidents.

Data was collected at Brooklyn, Mamelodi-East, and Soshanguve police stations in the Tshwane precinct. The phenomenological interviews offered profound insights into the individual emotions and perceptions of police officials who either witnessed the murder of a colleague or who sustained injuries but survived and colleagues who worked directly and indirectly with the deceased and the survivors. The conclusions drawn from this study, coupled with the significant violent crime rate in South Africa, demonstrate that police officials are increasingly encountering specific stress levels and an organisational culture that fosters resilience.

The researcher proposed A comprehensive framework called the "CARE framework approach" to promote resilience and alleviate the stigma surrounding the pursuit of help for mental health conditions. This proposal is driven by the recognition that current policies and systems often hinder rather than facilitate mental health support. Moreover, inadequate staffing among Employee Health and Wellness professionals leads to inadequate psychological support for police officers. Consequently, the researcher advocates for an integrated, trauma-informed care framework that emphasises crisis response, mental health advocacy, resilience development, and the assessment and monitoring of police officers who have experienced trauma.

This study's findings emphasise the need for additional exploration of the identified research gaps. It is essential for researchers to undertake future investigations, utilising both qualitative and quantitative methods on a larger scale, to gain a more comprehensive understanding of the proposed care framework's efficiency and effectiveness.

KEYWORDS: South African Police Service; Police officials; Murder; Post Traumatic Stress Disorder; and Employee Health and Wellness.

2. Afrikaans

Studie Titel: 'n Fenomenologiese Analise van Suid-Afrikaanse Polisiebeamptes wat die Moord op Kollegas Aanskou

Hierdie studie het ten doel gehad om die geleefde ervarings en subjektiewe emosies en persepsies van polisiebeamptes van die Suid-Afrikaanse Polisie (SAPD) wat direk of indirek die moorde op hul kollegas aanskou het by geselekteerde polisiestasies in Tshwane, Gauteng Provinsie, Suid-Afrika, te ondersoek en te verstaan. Daar word verwag dat die bevindinge bewustheid onder SAPD-bestuur sal verhoog oor die probleme wat sy lede ondervind, en dat dit die aandag sal vestig op die beduidende aantal polisiebeamptes wat hul lewens verloor as gevolg van kriminele dade, asook om die emosionele en sielkundige komplikasies vir daardie polisiebeamptes wat deur hierdie voorvalle geraak word, aan te spreek. Data is ingesamel by Brooklyn, Mamelodi-Oos en Soshanguve polisiestasies in die Tshwane-distrik. Die fenomenologiese onderhoude het diepgaande insigte gebied in die individuele emosies en persepsies van polisiebeamptes wat óf die moord op 'n kollega aanskou het, óf wat beserings opgedoen het maar oorleef het, en kollegas wat direk en indirek met die oorledene en die oorlewendes saamgewerk het. Die gevolgtrekkings wat uit hierdie studie gemaak is, tesame met die beduidende geweldsmisdadaasyfer in Suid-Afrika, demonstreer dat polisiebeamptes toenemend spesifieke stresvlakke en 'n organisasiekultuur wat veerkragtigheid bevorder, teëkom.

Die navorser het 'n omvattende raamwerk genaamd die "CARE-raamwerkbenadering" voorgestel om veerkragtigheid te bevorder en die stigma rondom die nastrewing van hulp vir geestesgesondheidstoestande te verlig. Hierdie voorstel word gedryf deur die erkenning dat huidige beleide en stelsels dikwels geestesgesondheidsondersteuning eerder belemmer as fasiliteer. Boonop lei onvoldoende personeel onder Werknemersgesondheid- en Welstandsprofessionele tot onvoldoende sielkundige ondersteuning vir polisiebeamptes. Gevolglik bepleit die navorser 'n geïntegreerde, trauma-ingeligte sorgraamwerk wat klem lê op krisisreaksie, geestesgesondheidsvoorspraak, veerkragtigheidsontwikkeling en die assessering en monitering van polisiebeamptes wat trauma ervaar het. Die bevindinge van hierdie studie beklemtoon die behoefte aan verdere eksplorاسie van die geïdentifiseerde navorsingsgapings. Dit is noodsaaklik vir navorsers om toekomstige ondersoeke, met behulp van beide kwalitatiewe en kwantitatiewe metodes op 'n groter skaal, te onderneem om 'n meer omvattende begrip van die voorgestelde sorgraamwerk se doeltreffendheid en effektiwiteit te verkry.

SLEUTELWOORDE: Suid-Afrikaanse Polisie; Polisiebeamptes; Moord; Post-Traumatiese Stresversteuring; en Werknemersgesondheid en Welstand.

3. Isizulu

Isihloko Socwaningo: Ukuhlaziywa Kwezimo Zomhlaba KwamaPhoyisa AseNingizimu Afrika Abona Ngawabo Amehlo Ukubulawa Kwabalingani Bomsebenzi

Lolu cwaningo beluhlose ukuhlola nokuqonda okuhlangenwe nakho kanye nemizwa engaphakathi, kanye nemibono yamaphoyisa avela eMbuthweni Wamaphoyisa aseNingizimu Afrika (South African Police Service - SAPS) abona ngawabo amehlo ngokuqondile noma ngokungaqondile ukubulawa kwabalingani babo emsebenzini eziteshini zamaphoyisa ezikhethiwe eTshwane, eSifundazweni saseGauteng, eNingizimu Afrika. Kulindeleke ukuthi okutholakele kuphakamise ukwazisa phakathi kwabaphathi be-SAPS mayelana nobunzima obubhekene namalungu abo nokudonsela ukunaka enanini elikhulu lamaphoyisa alahlekelwa izimpilo zawo ngenxa yezenzo zobugebengu, kanye nokubhekana nezinkinga ezingokomzwelo nezingokwengqondo kulabo abathintekayo yilezi zigameko. Imininingwane iqoqwe eziteshini zamaphoyisa zaseBrooklyn, eMamelodi-East naseSoshanguve esigodini saseTshwane. Izingxoxo zokuhlaziywa kwezimo zomhlaba zinikeze ukuqonda okujulile ngemizwa yomuntu ngamunye kanye nemibono yamaphoyisa abona ngawabo amehlo ukubulawa komlingani wabo emsebenzini noma athola ukulimala kodwa asinda kanye nabalingani abasebenza ngokuqondile nangokungaqondile nalowo oshonile kanye nabasindile. Iziphetho ezithathwe kulolu cwaningo, kanye nezinga eliphakeme lobugebengu obunobudlova eNingizimu Afrika, zibonisa ukuthi amaphoyisa abhekana ngokuya ngokuya amazinga okucindezeleka athile kanye nesiko lenhlangano elikhuthaza ukubekezela.

Umcwaningi uphakamise uhlaka olunzulu olubizwa ngokuthi "indlela yohlaka lwe-CARE" yokuthuthukisa ukubekezela nokunciphisa isihlamba esizungeze ukufuna usizo ngezimo zempilo yengqondo. Lokhu kuphakanyiswa kuqhutshwa ukuqaphela ukuthi izinqubomgomo nezinhlelo zamanje zivame ukuvimba kunokuthi zithuthukise ukwesekwa kwempilo yengqondo. Ngaphezu kwalokho, ukuntuleka kwabasebenzi phakathi kochwepheshe bezeMpilo Nenhlalakahle Yabasebenzi kuholela ekwesekweni kwengqondo okunganele kwamaphoyisa. Ngenxa yalokho, umcwaningi uncoma uhlaka lokunakekelwa oluhlanganisiwe, olwaziswe ngokuqondene nokwethuka olugcizelela ukusabela ezinkingeni, ukugqugquzela impilo yengqondo, ukuthuthukiswa kokubekezela, kanye nokuhlolwa nokuqashwa kwamaphoyisa abe nokuhlangenwe nakho kokwethuka. Okutholwe kulolu cwaningo kugcizelela isidingo sokuhlola okwengeziwe kwezikhala zocwaningo ezitholiwe. Kubalulekile ukuthi abacwaningi benze uphenyo oluzayo, besebenzisa izindlela ezilinganisayo nezingalinganisayo ngezinga elikhulu, ukuze bathole ukuqonda okuphelele kokusebenza nokusebenza kahle kohlaka lokunakekelwa oluphakanyisiwe.

AMAGAMA AYISIHLETHULELO: Umbutho Wamaphoyisa aseNingizimu Afrika; Amaphoyisa; Ukubulala; Isifo Sokucindezeleka Kwangemva Kokwethuka; kanye nezeMpilo Nenhlalakahle Yabasebenzi.

4. Xhosa

Isihloko soPhando: Uhlalutyo Lweziganeko Zokwenyani ZamaGosa AmaPolisa aseMzantsi Afrika Abona Ngawabo Ukubulawa Kwabalingane bawo

Olu phononongo lujolise ekuphononongeni nasekuqondeni amava aphilwayo kunye neemvakalelo ezizimeleyo, kunye neembono zamagosa amapolisa avela kwiNkonzo yamaPolisa aseMzantsi Afrika (South African Police Service - SAPS) abone ngawabo amehlo ngokuthe ngqo okanye ngokungangqalanga ukubulawa kwabalingane bawo kwizikhululo zamapolisa ezikhethiweyo eTshwane, kwiPhondo laseGauteng, eMzantsi Afrika. Kulindeleke ukuba iziphumo zinyuse ulwazi phakathi kolawulo lwe-SAPS malunga nobunzima obujongene namalungu alo kunye nokutsalela ingqalelo kwinani elibalulekileyo lamagosa amapolisa alahlekelwa bubomi bawo ngenxa yezenzo zolwaphulo-mthetho, kunye nokujongana neengxaki zeemvakalelo nezentlalo-ngqondo kulawo magosa amapolisa achaphazelekayo zezi ziganeko. Idata iqokelelwe kwizikhululo zamapolisa zaseBrooklyn, eMamelodi-Mpuma naseSoshanguve kwisithili saseTshwane. Udliwanondlebe lweziganeko zokwenyani lunikeze ukuqonda okunzulu kwiimvakalelo zomntu ngamnye kunye neembono zamagosa amapolisa abone ngawabo ukubulawa komlingane wawo okanye afumana amanxeba kodwa asinda kunye nabalingane abasebenze ngokuthe ngqo nangokungangqalanga nomfi kunye nabasindileyo. Izigqibo ezithathwe kolu phononongo, kunye nenqanaba lolwaphulo-mthetho olunobundlobongela olubalulekileyo eMzantsi Afrika, zibonisa ukuba amagosa amapolisa adibana ngokuya ngokuya namanqanaba oxinzelelo athile kunye nenkcubeko yombutho ekhuthaza ukomelela.

Umphandi ucebise ngesakhelo esibanzi esibizwa ngokuba "yindlela yesakhelo se-CARE" yokukhuthaza ukomelela kunye nokunciphisa isingcikivo esingqonge ukusukela uncedo kwiimeko zempilo yengqondo. Olu celelo luqhutywa lukuqonda ukuba imigaqo-nkqubo kunye neenkqubo zangoku zihlala zithintela kunokuba zithuthukise inkxaso yezempilo yengqondo. Ngaphezu koko, ukungoneli kwabasebenzi phakathi kweengcali zezeMpilo yeMisebenzi kunye neMpilo-ntle kukhokelela kwinkxaso-ngqondo engonelanga kumagosa amapolisa. Ngenxa yoko, umphandi uthethelela isakhelo sokhathalelo oludibeneyo, olwazisiweyo ngokusabela kwiintlekele, ukuthethelela impilo yengqondo, uphuhliso lokomelela, kunye novavanyo kunye nokubekwa esweni kwamagosa amapolisa aye angena kumava okwethuka. Iziphumo zolu phononongo zigxininisa imfuneko yokuphononongwa okongeziweyo kwezikhewu zophando ezichongiweyo. Kubalulekile ukuba abaphandi bathathe uphando lwexesha elizayo, besebenzisa iindlela ezilinganisayo nezingalinganisiyo ngomlinganiselo omkhulu, ukuze bafumane ukuqonda okubanzi kokusebenza kunye nokusebenza kwesakhelo sokhathalelo olucetywayo.

AMAGAMA ANGUNDOQO: INkonzo yamaPolisa aseMzantsi Afrika; Amagosa amapolisa; Ukubulala; Isifo soXinzelelo Lwagemva Kokwethuka; kunye nezeMpilo yeMisebenzi kunye neMpilo-ntle.