



4. Education and Ethical Awareness

Strategies:

- incorporate ethical awareness components into all QPS training courses
- identify relevant and contemporary ethical and discipline training for all employees
- adopt education and ethical practise training as a mechanism to enhance leadership and accountability
- ensure that training is available to all members
- deliver practical and competency based education and training in ethical behaviour directed towards supervisory staff.

Key priority areas

- Develop self esteem of all employees in the QPS as an ethical organisation
- Target supervision as a priority emphasis area in regards to training for ethical practise and behaviour
- Education and ethical practise training as a mechanism to enhance leadership and accountability
- Audit and review the integrity component of QPS training programs
- Identify education and training gaps and examine options for filling those gaps
- Increasing ethics awareness throughout the QPS.

Actions:

- maintain modern human resource management practices
- ensure effective training and development opportunities
- develop risk management processes
- enhance professionalism by engendering ethical behaviour for all QPS employees
- promote internal accountability, auditing and monitoring processes
- monitor early warning systems
- respond to unethical and corrupt behaviour in a measured and consistent manner
- promote partnership with key stakeholders
- ensure effective management, supervision and provide supportive leadership.

Performance indicators:

- percentage of time directed towards maintaining professionalism and ethical practices (Source: SWAS)
- hours directed to in-service training (Source: Advance database)
- public perception of police professionalism and image (Source: CSWP)
- rate of and changes in, substantiated complaints (Source: complaints database).

