

PROFESSIONAL DEVELOPMENT, MALAYSIA



Date started: 2007 **Date finished:** Ongoing

Partners: Royal Malaysian Police, Ministry of Transport - Road Safety Department, GRSP

Cost/time/resources: 100,000 \$US (GRSI), 500 police days (level 1 and 2)



In Malaysia, police capacity is being enhanced and strategic planning for road safety improved. In any country, achieving a safe road environment is complex. More law enforcement does not necessarily achieve safer roads, but effective law enforcement coupled with effective community education will yield results.

A reduction in road trauma is possible when traffic enforcement officers concentrate their efforts in a planned, systematic and strategic way so they use their limited resources to maximum benefit. The professional development of traffic police officers in “on-road” law enforcement and tactical and strategic road safety policing is a priority in Malaysia.

Summary project sheet.

Objectives and scope

The overarching objective of the *Police professional development programme* is to reduce the incidence, severity and costs of road trauma in Malaysia. The professional development programme focuses on strengthening the capability of traffic law enforcement officers to develop a *strategic enforcement plan*, make effective use of intelligence, plan strategies and tactics and implement effective operations. By the end of the program, police should be able to:

- Comprehend and implement strategic approaches to traffic policing
- Value the need for, and use of, evidence-based policing, and
- Be sensitive to the critical issues relating to road safety law enforcement.

Activities

The programme involves training in both a theoretical and practical sense, complemented by appropriate mentoring, monitoring and quality assurance. Particular attention is given to those aspects of road safety where the current risk factors are high, principally because there is presently little or no traffic law enforcement. The initial focus is on motorcycle helmet wearing. The programme has 3 phases:

1. Leadership workshop for senior police focusing on knowledge transfer, discussions about leadership and motivation of people in the field.
2. A “train the trainer” 5-day programme including a full operational course with instructor development on public speaking, and engagement.
3. A 5-day training programme for all traffic police officers. This phase is monitored to ensure that the key components of the road safety message are transferred to the recipients and the learning outcomes are achieved.

Conclusion and main lessons learnt

There is a large commitment from the police to participate in the professional development programme and there is evidence that they go beyond the programme to undertake strategic and effective traffic policing. The police who attend the training really appreciate the opportunity to share their experiences and knowledge with their colleagues, and are proud of their new knowledge and skills to strategically and effectively police the road environment. Evaluation of the programme is ongoing, and the impact it is having will only be known after phase 3 is completed.

Quote: Ass Com Police Dato Tuan Haji Hamzah bin Taib

“The bringing together of Traffic Police to learn about strategic policing has helped build a good work environment, and has strengthened the relationship with senior officers and staff to share and overcome any barriers in bringing together road safety and enforcement.”