



SECRETARIAT NEWS

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**civilian secretariat
for police service**

Department:
Civilian Secretariat for Police Service
REPUBLIC OF SOUTH AFRICA

**STAY
SAFE**

PROTECT SOUTH AFRICA

TOGETHER WE CAN BEAT CORONAVIRUS

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Pinda Ntsaluba

Director: Communications

E D I T O R I A L

Through this platform we bring to our readers a feedback of realities lived by South African communities in relation to their safety.

For the first time in the history of CSPS we are embarking on a National campaign drive activating dialogue, debates that brings actionable solutions for the safety of the citizens of South Africa.

South African communities have put their faith and the safety of their livelihoods in us for a better policing and we cannot afford to disappoint them.

We have committed to Parliament to strengthen our oversight function in the fight against GBV and have set ourselves to bring to book all the police officers who do not comply with the DVA.

Our commitment has been further displayed by our mobilisation

of communities in the fight against crime in various provinces led by the President and the Ministry of Police.

We have adopted a new approach of revisiting all areas where Community izimbizo are held to further investigate the real causes of crime and come up with actionable recommendations to the Minister of Police.

Internally we continue to profile the work of each Directorate to enable everyone to be the ambassadors of the department.

As we slowly recover from the devastating floods in parts of the country, poverty and unemployment lets us be mindful of the fact that what we have control over is the contribution of a safer South Africa and lets do exactly that.

As we drop the Masks , let us all keep safe and take care of our health at all times.

From the Acting Secretary's Desk



Mr. Takalani Ramaru

Acting Secretary for Police Service

It is with great pride to welcome CSPS staff to our new building.

Let me take this opportunity to extend my gratitude to the relocation committee. "You have labored tirelessly to ensure that we commence our new financial year in the new environment, congratulations"

Our migration journey has been met with trials, however our persistence to moving our staff to a habitable working environment yielded desirous fruits. We are finally here!!!!

I hope that employees are settling in well and continuing with the service delivery race.

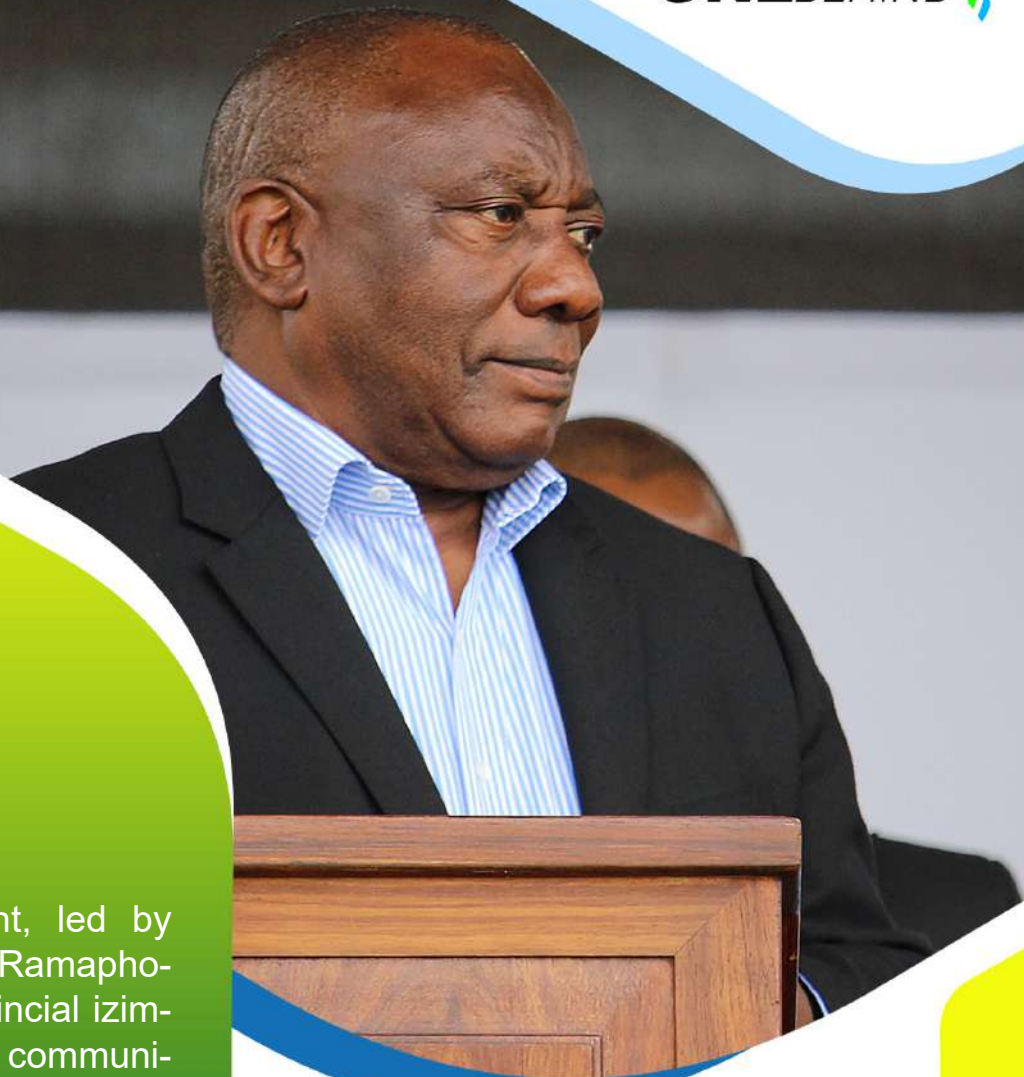
Although we are still trying to tie some loose ends as far as infrastructure is concerned, I am confident that the minor touch-ups will not in any way hinder the Departmental annual targets and performance.

There is still additional and outstanding alteration identified in the Fed-sure Forum Building which I know that the team delegated for this task will do their outmost best to deliver.

I would like to encourage staff to be patient whilst the team deals with the completion of the building. Take your time to orientate yourselves and know your department.

President Ramaphosa in Botshabelo

LEAVE **NO**
ONE BEHIND



PRESIDENTIAL IMBIZO

Free State Province

South African Government, led by President, Cyril Matamela Ramaphosa is embarking on a provincial izimbizo aimed at enabling all communities to engage directly with the national government.



The President once again faced displeased residents about high levels of unemployment, crime, influx of foreign nationals, corrugated roads, shortage of water and corruption.

Free State farming community also raised their dissatisfaction about the slowness of the pace of the land distribution program.

It is saddening to learn that to date the South African education system still doesn't accommodate the deaf and in some instances people living with disabilities.

It is further revealed that more than 70% of children living with disability drop out of school every year, a cause for concern.

Mangaung community exposed Human Settlements officials for non allocation of title deeds for RDP houses compromising the process after the beneficiator is deceased.

Taking to the podium the President said”

“We are here to listen, we are here to learn, we are here to share ideas and most importantly, we are here to account and provide feedback on all issues raised.

He then called about eleven members of his Cabinet to account.

Commitments were made and Minister of Police, Water and Sanitation, Roads and Transport, Health promised to come back in a period of less than three weeks to address issues that are within their mandates.

The President concluded by giving South Africans hope and encouraged all to vaccinate and boost so as to strengthen their immune system in the wake of the upcoming extremely cold winter weather of 2022.



Minister Cele Addresses Pimville

Gauteng Province

As part of government 's programme of bringing services closer to the communities, Minister of Police, General Bheki Cele visted the Pimville community where criminal activities are an order of the day.

The fuming community accused police officers of not doing their work threatening to take the law into their own hands, if the stealing of cables is not put to an end by government.

This area is one of the communities suffering the influx of illegal immigrants which they allege results to various criminal activities.

Gauteng as an economic hub of the country has seen an influx of both legal and illegal immigrants who sometimes abuse their desperation and involve themselves in illegal activities in an attempt to gain better living.

This results to communities with no order and leading to difficulties in policing because of undocumented persons and policing

of informal settlements due to environmental design and poor living condition that result to crime, poor co-ordination of community policing forums resulting to conditions that are unattractive to investors.

Issues raised by this community requires an integrated collaborative approach from all spheres of government. The Ministry of Police is doing its best and has plan to deploy both human and capital resources across the country.

This will have to be backed up by some policies from Civilian Secretariat for Police Service and best Monitoring and Evaluation tools to assist the police station to perform better.



Ministerial follow up Visit in Botshabelo

Free state Province



The Minister of Police, General Bheki Cele fulfilled his commitment of going back to Botshabelo after the Presidential visit.

Responding to the community, he made the following pronouncements:

- > The SAPS leadership to hold a community engagement with an aim of establishing a working relationship between the police and the communities.
- > The Civilian Secretariat for Police Service to conduct station audit to establish the dysfunctionality of the station.
- > All corrupt police officers to be reported directly to the Minister and the National Commissioner.
- > Police to work with the Department of Home Affairs regarding the ownership of spaza shops and to establish the legality of the process of ownership.
- > Mangaung Service Delivery Forum to work with communities to address service delivery matters.
- > Councillors to meet monthly and address community issues.
- > Small Business Development to come up with programmes to support the young people in establishing businesses.
- > National Commissioner to provide the station with 10 more vehicles with immediate effect.
- > Psychosocial Services and support to be provided for the police.
- > Men should refrain from raping and killing of women.

Deputy Minister Mathale in Thohoyandou

Limpopo Province



Deputy Minister of Police
Mr Cassel Mathale

During the Ministerial Crime Prevention imbizo in Maniini area, led by the honourable Deputy Minister Cassel Mathale, it was revealed that the station records approximately 45 rapes and 200 domestic violence cases monthly.

The shocked Mathale echoed calls for partnership to deal with the plight of GBV within communities.

Acting Secretary for Police Service, highlighted that GBV often times happens in households behind closed doors where it's out of reach for the police, He urged the community to collaborate with the police to ensure that the Gender Based Violence & Femicide is prevented.

Community members cried lack of proper feedback on the cases opened, non-existent relationship between the community and the police, high cases of rape, domestic violence and abuse against children.

“As police officers we must not make our people struggle for services, it is within our mandate to ensure that our people are served with diligence. Those police officers who are working against our mandate with little respect for our blue uniform and the community must be unearthed from Police Service, in order for us to root out crime especially GBV matters within this area, we must work together and not against each other” said the Deputy Minister.

MINISTERIAL SIX POINT PLAN

Point 1:

All victims should be treated with respect, dignity and interviewed by trained police officials in a Victim Sensitive manner.

Point 2:

Victims should be assisted at the victim friendly room or an alternative friendly room or an alternative room where the statement will be taken in private at the police station or other locations providing victims support services.

Point 3:

Victims will be referred/taken for medical examination by the health care professional to obtain medical evidence and complete a medical report.

Point 4:

The Investigation should be conducted by the family violence, child protection and sexual offences investigation unit or a detective with relevant training.

Point 5:

The families and victims of sexual offences, femicides and infanticide should be referred to the victim support services that are available within the precinct for legal, medical, social and psychological help.

Point 6:

Victims should be proactively provided with feedback on the progress of their cases on a continuous basis.

REPORT GENDER BASED VIOLENCE AND THEIR **VICTIMS** ANONYMOUSLY TO

CRIME STOP 10111 SAPS CRIME STOP TIP-OFF LINE 08600 10111
CRIME LINE SMS 32211 WWW.CRIMELINE.CO.ZA
GENDER BASED VIOLENCE COMMAND CENTRE 0800 428 428

Community Participation key in fighting Crime

Mpumalanga Province



Deputy Minister of Police, Mr. Cassel Mathale has once again been faced with the thorny topical subject of Foreign Nationals' Drug and Human Trafficking, and trading of counterfeit goods by foreign nationals within the South African Communities and particularly in Tonga in the Mpumalanga Province.

The Deputy Minister advised that integrated approach is key in the fight against crime.

These challenges, according to the community members are attributed to poor police performance and lack of incentives to Community Policing Forums who form part of the system of fighting crime in communities.

The notion of active citizenry remains an important element towards community development. The reduction of crime in any society is a sum total of the contribution of all law enforcers.

He assured the community members that all concerns raised will be followed up and feedback will be provided.



Deputy Minister Mathale visited Fouriesberg community to engage on crime related issues affecting their daily livelihood.

Key issues raised by community members were, poor police service, lack of resources at police station, corrupt police officers working with criminals and multiplying drug problems in school premises, poor handling of Gender Based Violence cases, stock theft and unresolved reported murder cases.

During his response, Mathale highlighted that there is a need for cohesive efforts to defeat crime.

“Police cannot win this war alone as crime is everyone’s business. Therefore, all hands need to be on deck to fight the ongoing crime in the communities”, Mathale said as he warned sternly the police officers colluding with criminals.

He alluded that communities need services from the South African Police Service, and the police must serve people to the best of their abilities and not affiliate themselves with law breakers. He assured the community members that all concerns raised will be followed up and feedback will be provided.

Youth dialogue in Galeshewe

Northern Cape Province



Police Ministry in partnership with the Northern Cape government have honored their promise of returning to Galeshewe to report on progress made subsequent to the youth engagement held the previous year.

Various initiatives have been undertaken to deal with the issues faced by Galeshewe community especially the youth.

In response to the high prevalence of crime, SAPS has launched community in blue programme to ensure visibility.

Special operations on drugs task team has been established.

Spiritual Crime Dialogues have been launched to deal with spiritual plagues in schools.

Launch of Adopt a Cop programme for tracing the use of drugs and dagga at schools.

Suggestions were made by the youth to eradicate crime through Sports, Arts and Culture. "A child in sport is a child out of court".

The deputy Minister encouraged the youth to be pro-active and take positive steps that will shape their future, he warned that involvement in criminal activities will lead to a bleak future with negative consequences.

He appealed to the community to be eyes and ears of government in an effort to eradicate crime.

Wakkerstroom IPID Imbizo



Fare thee well
Jeff Xaba

*As he navigates
through his CSPA
journey.*

> Congratulations, Share your highlighted achievements

Being part of the development of the CSPA Policy, Councilors Pocket Book, Community Policing Policy approved by Ministers.

> How long have you been employed by the CSPA?

It's been 9 years.

> Your role in this Department?

Conducting capacity building workshops for the CPF, CSF, Neighborhood Watches and other stakeholders.

> What is the content of the workshop?

Government Policies that promotes safety.

> How has the CSPA equipped your growth?

Firstly, let me acknowledge a lesson learnt from Mr. Rapea who has taught me to calm down even during difficult times.

This skill has assisted me a lot in dealing with happy and unhappy communities.



CPF Training Program
Cape Town



CPF Training Gauteng Province

> If you were to choose anyone as a mentor who would it be and why?

I would choose three people,

Mr. Mogatusi for his technocratic and beaurocratic skills.

Ms. Ntsaluba for being such a dedicated workerholic like me.

Mr. Ntuli for his level of dedication and commitment to a vision.

> Where to from here?

I am now employed as a Director

responsible for Eastern Corridor by the Department of community Safety in the Gauteng Province.

> Your last words ?

The journey I have travelled with you in making our beautiful Country safe has been worth a while. Thank you as we part, I wish all of you the best.



Meet CSPS Business Process Forum members

- > Mr. Ernest Motsuenyane
- > Mr. Sylvester Chauke
- > Mr. Peter Makhetha
- > Mr. Clement Lephale
- > Mr. Sifiso Zikhali
- > Ms. Xisa Ramafoko
- > Ms. Mbali Ndlovu
- > Ms. Emelda Baloyi
- > Ms. Sphiwe Mahlangu
- > Ms. Emma Mahlangu

The Civilian Secretariat for Police Service has appointed Business Process Forum members to work hand in glove with the Organizational Development Sub-Directorate for efficiency of Business Processes in the workplace aimed at improving service delivery.

The forum consists of representatives from each unit with the mandate to come up with smart ways of working, identify best practices, challenges and come up with Mitigation plans within their Sub – Directorate.

The forum will also assist the department in identifying, mapping, designing, reviewing and management of business processes and standards operating procedures.

Congratulations colleagues looking forward to your contribution of enhancing the work of the department.

Profiling organizational Development Sub Directorate

> What role does Organisational Development Sub-Directorate play in the department?

It provides strategic advice and interventions in organizational planning and productivity improvement through:

- Work organization and structural designs as well as post provisioning norms.
- Improvement of the workflow, work processes, work procedures and methods by rendering of pro-active advice to management and executing authority on any subject pertaining to the organizational development.

> Your key achievements over the years and recently?

- Alignment of the CSPS post establishment and the approved organisational structure of the department.
- Development of the standard job descriptions template which led to the improvement of quality assured job descriptions in the Department.
- Each post on the approved structure has a job description.

> What are the challenges that your Sub-Directorate is facing?

- Insufficient funding to align the organisational structure with the strategy of the department.
- Insufficient job analyst in the department, currently there is only one job analyst who is expected to conduct job evaluations to the establishments.

to the establishments of 156 including other job evaluation review processes, the department seek assistance from other department to ensure fair and transparent job evaluation process.

> What major projects are you working on currently?

- Review of the current organisational structure to address the needs of the CSPS strategy
- Configuration of the community safety generic functional structure in consultation with DPSA and the Provincial Secretariat.

> Any other additional information you would want staff to know about your Sub-Directorate?

- OD is available to assist with organisational planning interventions, and provide support to enhance the work processes and systems of the units in the department.
- OD unit is aware of capacity constraints facing the department and it's in consultation with the leadership of Secretariat for Police Service to address those constraints.
- Quarterly meetings are held between HRM and Finance in order to identify savings that are available with the goal of prioritizing critical posts to be created or funded.

> Who is who in your unit and how do we contact them.

The officials responsible for OD are:
Deputy Director: Organisational Development
Mr Ernest Motsuenyane

work contact number 082 7050581
Office number 315 at 3rd Floor
Email address **Ernest.motsuenyane@csp.gov.za**

Senior Organisational Development Practitioner

Mr Sylvester Chauke
Work contact no 071 371 2893
3rd Floor Open Plan Office next to the boardroom number 318
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