



## GOODBYE

Secretary for Police. Sep 2015 - Dec 2021

#### Mr Alvin Phumudzo Rapea

AUREVOIR . KWAHERI . HAMBA KAHLE
FAMBANI KAHLE . SEPELA GABOTSE
VHA TSHIMBILE ZWAVHUDI . TSAMAYA SENTLE
TSAMAYA HANTLE . MOOI LOOP

#### **EDITORS PAGE**



## Pinda Ntsaluba WHAT IS LEADERSHIP

Leadership comes as not an easy phenomenon, when you wake up you must lead yourself before leading others. A leader must constantly keep fires burning within themselves and to others and most importantly to the organisation.

A leader must have a vision of growing himself and what he is leading, they must know where they are going, why they are going there and help others to get there along with him.

Most important values for leadership is Servanthood, Purpose, Integrity, relationship building and mostly importantly Renewal.

Oh yes good leadership is positive influence to achieve a particular goal.

Thank you for a purposeful leadership, thank you for making us and the department your priority, thank you for adding value in our lives, and most importantly thank you for believing in us and chatting a way for the growth of the department and our personal growth in general.

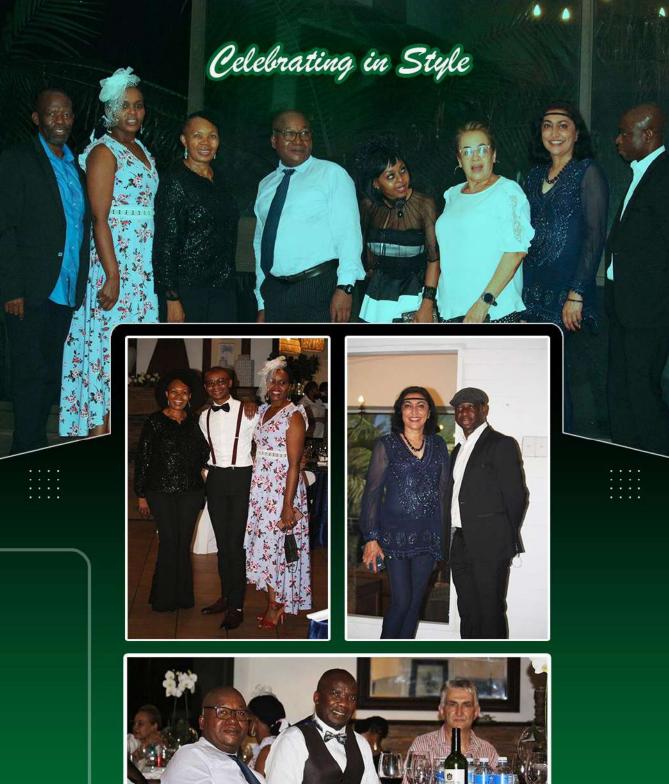
Thank you for serving the South Africans, thank you for always showing us a bigger picture in every little thing that we do.

You surely have impacted in us Humility, Serving with dignity and Respect,

We will miss your humour, authenticity, confidence and simplicity.

Lastly thank you for raising the bar for the Civilian Secretariat for Police Service.

To us you are everything above, thank you and goodbye Mr Rapea.





### Celebrating in Style











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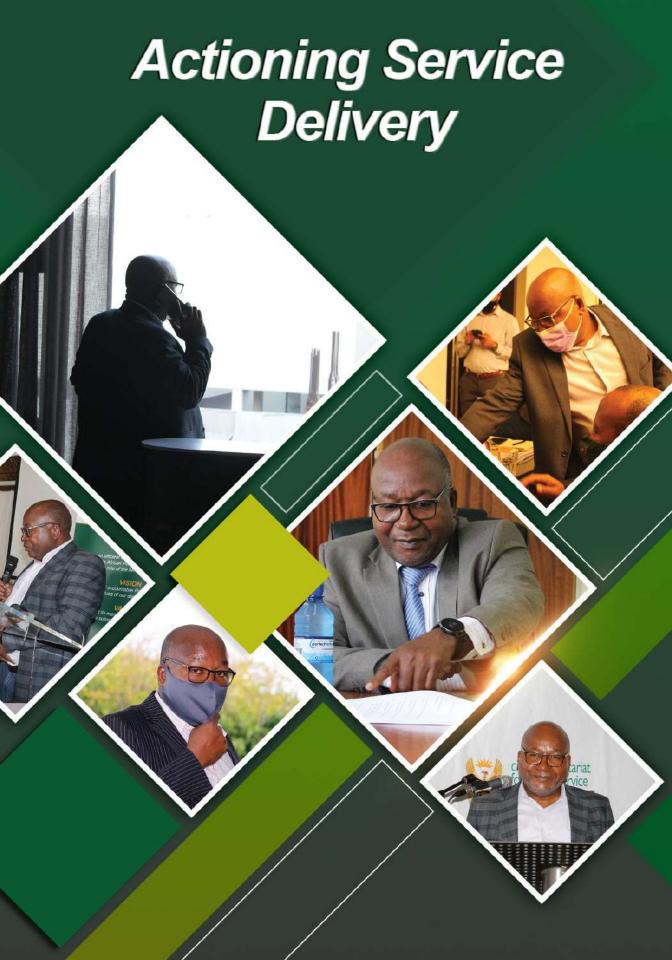












# Son of the Soil

The time of broader beginnings has come

It is with heavy hearts to release you, however with beautiful memories, wisdom and knowledge you leave us behind.

Behind a building but ahead of our service.

Aaaaah The Legend, the Leader you are Ntate Rapea

A feather weight and soft spoken Son of the Late Vho David Rapea and Mama Margaret Rapea

One of the first Councilors of the Democratic Dispensation.

Vho David Rapea was a Teacher by profession, decorated with talent and zeal, he ended up a radio presenter of the Former Radio Venda now Phalaphala FM. Indeed an apple does not fall far from the tree, look at our gentle giant and disagree...

The Son of Lunungwi Village under the Chieftancy of Chief Mamatho
Mutshutshu Shonisani
Lunungwi Lwa Mmbabanana
Lu sa ladzi nwana na ndala
Nwana a lala u a kunguluwa

The pride and joy of Lunungwi Lower Primary School
The pride and joy of Gondeni Higher Primary school
The pride and joy of Tshinane Secondary School
The pride and joy of Dimani Secondary school

The Legend who led a number of high level transformation initiatives in the Public Sector
You led Government negotiation teams at the UN and the AU with excellence

Mme Tshepiso Rapea, Shandukani and Hakim are blessed to have you

Thank you for your Leadership, your wisdom and knowledge Once a Public Servant always a Public Servant these are your wise words

We will continue seeking guidance and drinking from the well of great wisdom produced in you by the Civilian Secretariat for Police
You are a true inspiration
Today is a day of broken cords but sharpened minds.

Leave on that we may continue to benefit, lead further that we may find the promises of our democracy.

We, you and us, remain bound by one commitment, batho pele!

Are tswele pele! Ntate Rapea

By Nontombi Luthuli





"Mr Rapea brought administrative stability to the Secretariat, after the tenures of Acting Secretaries of Police. Rapea served his full term and led the Secretariat to become a complaint designated department after being a SAPS cost centre under SAPS Programme Administration since 1996.

Mr Rapea promoted good governance and clean administration, which was reflected in the Secretariat obtaining Clean Audit Findings from the Auditor General of South Africa for a couple of Financial Years"

Mr Willem Basson

"On behalf of the entire community of Khayelitsha in Cape Town, the Khayelitsha Development Forum (KDF) wishes MR ALVIN PHUMUDZO RAPEA, secretary for the Civillian Secretariat for Police (RSA) him good health and success in his future endeavours"

Mr Ndithini L. Tyhido



"Your presence will be missed in the office, your hard work and dedication have made a big difference, working with you was an honour, wherever you will go I am confident you will make a difference as you had given your all in your job, the sky is the limit"

Mr But' Sam Mahote





"Mr Rapea, it has been an honour to be invited by your Office to serve as an ambassador for the department.

It is always sad to say Goodbye, but I am saying Thank you for giving me opportunity to participate in building and development of or beautiful country.

You have led successfully and thank you because here we are still charged up to serve. Thank you, God bless you as you are leaving regal LEGACY"

Dr Love

I have known Mr Rapea for over a decade now. Our paths first crossed when he was still at the DPSA albeit briefly. However, I got to know him better when he represented BUSA at the Department of Correctional Services as the eyes, ears and mouth of BUSA in the security cluster. His diligence and passion about what he does motivated some of us to strengthen our knowledge and commitment to private stakeholder relations within the DCS which was a very closed department to "outsider" for security reasons.

His attention to detail and emphasis on driving a good message across are some of his strengths, skills and competencies. His input was very valuable and some in roads on rehabilitation of offenders were made by the Department through his assistance. The advice he made on the shift system led to the implementation of a system called 7-day establishment and was welcomed by all including organised labour.

It came as no surprise when I found him at NCSPS. When appointed to Act as a Head of Department in the Eastern Cape he made sure that I am up to date on progress and well abreast of developments. His wisdom and sound advice made my 3 year acting stint a breeze. For that I am ever so grateful.

Farewell Sir and wish you all the best in your future endeavours.

Mr Zukile Kani



"Thank you for the great leadership and unparalleled humility. Though the ship was in troubled waters you expertly steered it to the right direction. Blessings for your future endeavors"

Mr Takalani Ramaru

"This was really so unexpected, nonetheless the best wishes for your new endeavors and prosperous life for what lies ahead"

Mr Tumelo Nkojoana



"It was an honour and a great privilege to have worked under your great leadership, you had taken this department from grass to grace and it's all because of your hard work and dedication, you will be missed, God bless"

Ms Mante Phasha



"Thank you for coaching and guiding the Internal Audit Team. Your valuable inputs and advice has helped shaped my future.
All the best Mr Rapea with your future endeavors. God bless"

Ms Lindiwe Mjeza



Mr Samuel Seluka



"It will be strange coming into your office with you not here. You have been such an integral part of the Department and we are sad to see you leave. Best wishes with your future endeavours"

Adv Dawn Bell

"We appreciate your efforts, in particular the years where you have put your energy in taking CSPS and the people of South Africa forward. We also appreciate your support in giving us space to our innovations in creating a better CSPS.I wish you all the best in your new venture. May God guide you with success"

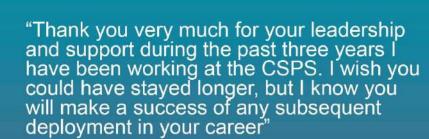
Mr Luyanda Qhomfo



"Secretary, your contribution to the CSPS and to me personally was outstanding. You taught me how to be a professional public servant and your humility humbled me. Wishing you all the best. God bless

Ms Bilkis Omar



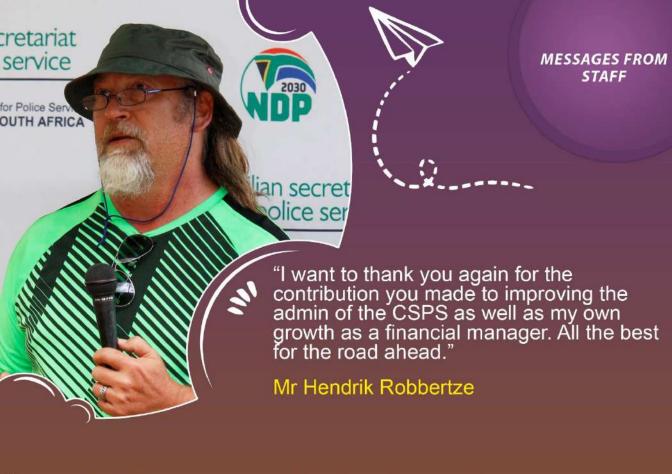


Dr Philip Jacobs



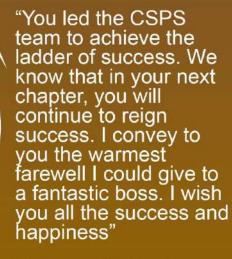
"Hope our paths will cross again, Thank you Secretary"

Mr Benjamin Ntuli



"One door closes another one opens. Walk through it with God and everything will be fine. I have learned so much from you, thank you so much. We will miss you, good luck with all your future endeavors"

Ms Anna Jooster



Mr Peter Makhetha



"Dear Mr Rapea I wish to thank you for your inspirational leadership that is a true gift to all of us. Thank you for your dedication and support in all that we tried to achieve together. I wish you all of the best in your new endeavors"

Ms Ulinda Kritzinger

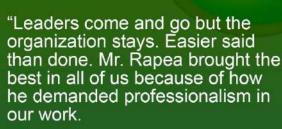
"I take this opportunity, to thank you for your leadership Secretary, you have taken this department to be the best in terms of governance and administration of running a department. In the last 2 years we have seen upward mobility of internal workers being promoted. We want to thank you Secretary for your efforts and guidance that you have shown to workers. We wish you good luck in your next mission"

Mr Jeff Xaba

"It has been a great pleasure serving under your leadership. Your ability to patiently give guidance and direction will forever be cherished. I wish you all the best in your future endeavours"

Ms Ayanda Xongwana





This pushed some of us who were more on the political side of things to balance our conviction with administration skills needed from a Cadre of a special type. This kind of a Cadre is a highly armed soldier that can match any situation, both politically and administratively. Mr. RAPEA has been an asset to the CSPS and ultimately the government. Some of us that have interacted with him and will definitely feel the void. May he be enjoying the remaining part of his life and not change"

Mr Skhumbuzo Ndlovu

"Secretary it has been a pleasure working with you and I cherish time spent with you. I want to thank you for always standing for what you believe in"

Ms Mimi Mlangeni





"Farewell to you, Mr Rapea. You served us with greatness. CSPS performed very well under your leadership.

Personally I benefitted a lot under your leadership. I was able to complete the BBA Honours and MBA. The changes you brought to the Bursary section made most of us to study using the departmental bursary. You pushed us at SCM directorate to be accountable to each and every decision we make. Our SCM is one of the best sub-directorate in CSPS now. May our Loving God be with you as you close this chapter. All the best in your future endeavors. Farewell Mr Rapea"

"We will miss your words of encouragement, thank you and may God bless you"

Mr Jacob Setouto

"When I first joined CSPS, I had to understand you first, how you prefer things to be done before I can even understand my direct Supervisor: Mr Ramaru, this was done for the benefit of our Chief Directorate, Though, I was not reporting directly to you, I can safely say you are one consistent person. It made my job easy as I could administratively work on documents because I knew how you expect your documents to appear. I wish you can stay a little bit longer but your journey isn't destined here at CSPS, we wish you well Mr Rapea, Mudzimu vha vha tsireledze misi vothe'





#### Ms Itumeleng Moagi



"This is not goodbye, just farewell for now. Thank you for all you have done. I hope this has been an enjoyable time at the Department and that I'll see you again someday, thank you for all your hard work over many years, it has helped make this Department a success, and it has not gone unnoticed, your work ethic inspires me to be my best every day. Farewell Mr. Rapea I hope you have an infinite accomplishments in your future career"

Mr Selby Rakgoale



"There is no need for goodbyes. Thank you for the good leadership and wisdom you shared. You made the difference, and for that, I am grateful. Until we meet again, farewell"

Mr Sello Manyama



"It is once said that parting is always a sweet sorrow. Allow me to say lam blessed indeed to have served under your leadership. You are a humble and very strategic leader who in most cases applied emotional intelligence towards his employees and management. I personally want to thank you, on behalf of my family, the Motsuenyanes for developing and mentoring me in my role as Organizational Development Specialist.

You supported me functionally and personally. More especially when you appointed me to head the Provincial Organizational Development Task Team to establish the generic functional structure for Provincial Secretariat for a period of 3 years. I will forever cherish especially allowing me to present in front of MINMEC, you believed in me and trusted me on this project, for that 'I SALUTE YOU SIR'. I wish you all the best on your future, All the best and may the good Lord covers you more and more with His mercies in your future leadership role. Stay blessed my favorite leader"

Mr Ernest Motsuenyane





Mr Moses Nkoko

"Enable people to enjoy working for you, not feel like it's a burden". (Hebrews. 13:17). Iam abundantly thankful for letting me enjoy working under your guidance and leadership. May God continue to guide your footsteps, farewell"

Ms Agrecia Nkuna



Mr Phuti Mashala



MESSAGES FROM STAFF

"In addition to being a manager and good colleague at work, you have been a great father figure to me. I remember when I used to stand in as PA in your office, you'd always ask me to bring my boys to the office and the love they received from you are still talking about it to this day.

I am lucky that we worked together. May the good Lord shine his light upon you as you soldier on transforming and professionalizing the public service of the Republic of South Africa"

Mr Mochabo Masikinya Ezekial

"I wish you all the best for the future. We love and will always respect you and you will forever be in our hearts'

Mr Jerry Bopape

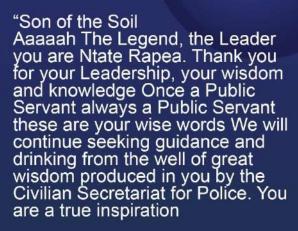


and respect the support and guidance that you presented to us as a department, we are really honored and humbled to have been led by a person of your caliber. May God bless you. Rea leboga,tsela tshweu"

Ms Maphuti tselana



#### MESSAGES FROM STAFF



Leave on that we may continue to benefit, lead further that we may find the promises of our democracy. We, you and us, remain bound by one commitment, batho pele! Are tswele pele! Legend Siyabulela Ntate Alvin Phumudzo Rapea"

Ms Nontombi Luthuli

"It hurts so much to say goodbye to a good leader. Your leadership has helped us succeed and it will be missed. Thank you for everything. May God bless you"

Mr Jan Meregi



Mr Ailwei Manavhela





"It is sad to see you leave the department, thank you for your great leadership and God bless you"

Mr Charles Mahlakgane



"Wishing you all the best with your future career"

Mr Jackson Mohlala























































