

Secretariat News vol 2 - 2022

Civilian Secretariat For Police Service

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**civilian secretariat
for police service**

Department:
Civilian Secretariat for Police Service
REPUBLIC OF SOUTH AFRICA



WEAR A FACE
MASK



AVOID CROWDED
PLACES



WASH YOUR
HANDS
FREQUENTLY



PROTECT SOUTH AFRICA

TOGETHER WE CAN BEAT CORONAVIRUS

EDITOR'S NOTE

CSPS NEWSLETTER 2022



Dear Readers

Welcome to a brand new 2022! I hope we all have come back with new energies and new enthusiasms.

Operating under restrained conditions due to COVID- 19 has not deterred us from our purpose of existence of contributing to safer communities in the country through community engagements and policy formulation.

Despite the displacement of COVID-19 it has been incredible to note our collective productivity and commitment to tasks and targets. Our Community driven programmes remained at full steam within the restrictions of various COVID-19 levels.

As the law breakers were never at rest, we also tagged along increasing our visibility through outreach programmes, criss-crossing the country addressing a multitude of crime and domestic matters.

Ms. Pinda Ntsaluba: Director Communication

Together with the Police Ministry, we have been to almost all provinces and we give you more of it in this issue. We have also conducted a Gender Based Violence Campaign in six provinces observing the 16days of Activism.

We welcome the new employees by bringing you their faces and we are looking forward to their value add.

We invite you to also know Public Private Partnerships Directorate, their focus and their contribution to the department and the communities.

The Minister of Public Service and Administration encourages the Heads of Departments to up skill their employees hence the progress report on the departmental bursary scheme.

We want to encourage our employees to follow us on our Facebook page: [civiliansecretariatforpoliceservice](#).

HAPPY READING!!!!

ACTING SECRETARY FOR POLICE SERVICE MESSAGE



Mr Takalani Ramaru

It gives me an immense pleasure to communicate with you through our Bi-Annual Departmental newsletter.

I am ecstatic to contribute towards this progressive publication that seeks to empower and inform employees on the developments and changes within the organization.

Since I temporarily took over the leadership baton as an Acting Secretary, you will from time to time through this platform receive message from my desk.

My role in this regard is to ensure unwavering communication and regular update of significant departmental developments, progress and changes through our internal newsletter and other communication platforms.

I would like to reiterate that as the acting Secretary for Police Service, I am committed to ensuring that the department and all its staff members remain in good shape and focused towards achieving our set object.

The Change in leadership does not affect the change in the departmental direction or objectives.

Allow me to highlight that, two weeks ago I have sent communication to the staff, welcoming you back and articulating what to expect this final quarter of 2021/2022 financial year, and moving forward under the new leadership.

Without restating the same homily, I once again want to assure you that the personal welfare and the provision of a conducive environment for improved performance remains the priority if the department.

In this regard we remain committed to moving to our new premises at fedsure building in the next few weeks.



DEPUTY MINISTER MATHALE EMPHASIZES PARTNERSHIP IN POLICING

The community of Moletji and the neighbouring areas, were graced by the presence of the Deputy Minister of Police honourable Cassel Mathale to deliberate on Gender Based Violence and Femicide issues.

The Deputy Minister's focus was on collaborative efforts to fight crime and educating the society on how to protect and create a safe environment for women and children.

He highlighted the need to change the society's perspective on how a boy or girl child should be raised, as the country prepares itself to do away with patriarchal society.

The socio economic factors contributing to the increase on GBV cases in that area is the police's prolonged response to community cases due to lack of human and capital resources at the station and the use of drugs by the youth resulting to under development, unemployment and family feuds.

The Deputy Minister instructed the Civilian Secretariat for Police Service to work with the Police by ensuring that a school safety program is in place at all the neighbouring schools. He urged with the communities to come together and fight crime as police cannot win the fight against crime alone.

Deputy Minister Mathale added that the Provincial Commissioner must ensure that satellite Police station is prioritised and all other issues related to crime raised are attended to.





MINISTER GENERAL CELE VISITS MITCHELS PLAIN COMMUNITY

Mitchells Plain community spoke out their concerns during the Ministerial Imbizo held in the Western Cape Province,

The community highlighted poor resourcing of the local police station as a challenge that lead to poor performance by the police members.

Parents were up in arms calling for law to take its course by dealing with the drug problem which destroys families and is a great contributor to domestic violence.

The Minister assured the communities that his office is engaging in an ongoing conversation with the National Commissioner addressing the resource constraints within the Western Cape.

"We have through our analysis of crime trends made decisions to set-up special operations such as the Anti-Gang Unit, there has also been the introduction of special operations like Operation Thunder and Operation Lock-down and a task team investigating extortion and taxi violence." Said the Minister.

Minister pleaded with the Western Cape government to cease from politicizing crime and join hands with other stakeholders that deals with crime throughout the Province and not only focus in esteemed areas.



MINISTER GENERAL BHEKI CELE LAUNCHES COUNTRY IN BLUE CONCEPT

Minister, General Bheki Cele launched the Country in Blue concept under the theme “Squeezing the criminals out of space using psychological and physical means”,



The Community in Blue concept is an integrated policing concept aimed at turning around the performance of the SAPS. It encompasses innovative policing which invests on police visibility.

The concept includes amongst others maximum procurement of blue lights, marking of all SAPS vehicles, integration of law enforcement agencies, recruitment of old and young community members to join community in blue patrollers. The concept also focusses on enhancing and maximising its recruitment strategy by utilizing experienced workforce such as reservists and patrollers.

The launch comes at a time where the CSPA is in a process of finalising the SAPS Act that is also looking at the capacitation of the Community Policing Forum members.

In this concept, The South African Police Service has also joined hands with business community who are going to assist with financing a portion of the procurement.

The concept also introduces the use of drones in policing especially in densely populated communities that have environmental design challenges making it difficult for policing.

Community members who have joined the fight against crime as volunteers are appreciated as they form an integral part of the value chain in the fight against crime.

General Cele emphasised that the police have a constitutional mandate of working with the general public and that cannot be negotiated. “Streets should be centre of policing and not policing station” said the Minister

DEPUTY MINISTER MATHALE ADDRESSES GBV IN TERTIARY INSTITUTIONS



Gender Based Violence has been pronounced by the President of the Republic of South Africa as the second pandemic following the invisible attack of the nation by the COVID-19.

It is important to understand that a pandemic is a killer that spreads across a country destroying and killing a large number of people.

A pandemic brings a country to its knees, and requires a collaborated energy to deal with it.

It is in that context that the Deputy Minister of Police facilitated a youth dialogue in the Eastern Cape to engage the youth from different backgrounds at tertiary institutions.

The Deputy Minister was disappointed to learn about the exploitation that young people suffer at tertiary institutions in the hands of the so called comrades who are supposed to be protecting the young people.

South African education system allows for a qualifying student to be admitted to any tertiary institution by paying a certain amount of money for school tuition and accommodation.

Because of the history of our country with high levels of inequalities in our society, children from poor backgrounds, longing for education in order to improve the lives of their families, go to these tertiary institutions empty handed and fall prey of the perpetrators of GBV in these institutions.



The Presentation on the Police Ministerial Six Point Plan was made in an endeavour to equip the young people on what to expect when they report GBV cases at police station.

The Deputy Minister issued directives to both the police and the CSPS to do intervention programmes through school safety programmes and root out the regrettably habit of exploitation of young people in tertiary institutions.





MINISTER GENERAL CELE UNVEILS DAGGAKRAAL POLICE STATION

OPENING OF POLICE STATION



"The access of responsive police service should not be a privilege but a right." These were the words of Minister Cele during the unveiling of Daggakraal Police station.

Interacting with the Minister, Daggakraal community aired their challenges, such as high incidents of stock theft, harassment of farm dwellers by white farmers, house breaking, sexual assault, slow and delayed response time of the police due to the location of the station.



It is rather disturbing that this community still experiences police brutality, poor cases management which in our view belongs to the old order.

The Minister committed to bringing a cold case unit to deal with poorly handled cases. Minister instructed the police to deal decisively with the cases of GBV and never to chase the victims away from the station without help.

He concluded by encouraging the community to report police wrong doing to the Independent Police Investigation Directorate(IPID).

NORTH WEST
15 OCTOBER 2021

SOUTH AFRICAN POLICE SERVICES

GETS READY FOR THE

FESTIVE SEASON



The Minister further called the Police to ensure the safety of the vulnerable groupings in the communities by ensuring that all perpetrators of GBV are apprehended.

He pleaded with the Justice department to consider reviewing the bail conditions of the perpetrators of GBV so as to strengthen the work of the Criminal Justice Systems.

Minister Cele prayed for the tightening of policing along the South African borders and urged all law enforcement agencies to deal decisively with those who contravene road regulations during the festive season.

Police Minister gets the police ready for the festive season of 2021 by launching the Safer Festive Season plan and issued clear instructions and directives to the South African Police Commissioner and the entities reporting to his office.

In the spirit of the National Development Plan which calls for all South Africans to be and feel safe, The Minister emphasised the increase in police visibility and swift response to criminal activities.



NYANGA POLICE STATION

IMPROVES

ITS PERFORMANCE DUE TO MINISTERIAL INTERVENTIONS

MINISTER OF
POLICE VISITED
THE INFAMOUS
NYANGA TOWNSHIP
DUE TO RAPES AND
KILLINGS.

A community experiencing high rates of crime due to poor socio economic conditions suffered by the general members of the South African communities.

For the past five years, the Ministry of Police had embarked on a concerted effort through ongoing interventions and all of these efforts have borne fruits.



Over the years the resource allocation of the Nyanga Police Station has been under scrutiny and the Minister has been working closely with the National Police Commissioner to ease the burden on the Police Station Commander who has been crying foul and fighting for increased resourced.

It is pleasing to announce that Nyanga Police Station no longer take the top position on the Crime Stats Reports. Important to note is that because of the vastness of the area, there is still a need for a satellite station in some parts of this precinct.



**MINISTER GENERAL
BHEKI CELE
ENGAGES LOSKOP
COMMUNITY**



**KWAZULU NATAL
22 OCTOBER 2021**

The Civilian Secretariat for Police Service and the South African Police Services collaborated on organizing a Ministerial Imbizo in an on-going effort to combat crimes that threaten the safety and security of communities in Loskop in the KZN province.

The purpose of the community engagement was to provide Loskop residents and the surroundings of Amangwe communities with a platform to discuss and engage the Police Ministry as well as the SAPS / CSPS top management at national and provincial levels, on the high murder rates, proliferation of illegal firearms and stock theft.



With a long history of crimes that include stock theft, murder and robbery, the community of Loskop (Amangwe) had an opportunity to raise their concerns with Minister of Police General Bheki Cele.

One of the actions taken by General Cele was to bring changes to Amangwe police management, which he believed would improve the working relationship between the police and the community.

Minister Cele spoke at length about the family feuds over stock theft disputes and called upon families to learn to resolve their issues harmoniously and avoid unnecessary bloodshed.



This Imbizo was also aimed at promoting and improving relations between police and the community.

**LIMPOPO
22 OCTOBER 2021**

DEPUTY POLICE MINISTER VISITS VAALWATER COMMUNITY



In pursuit of enhancing oversight and service delivery the Deputy Minister of Police, Mr. Cassel Mathale visited the Community of Vaalwater in Limpopo to

address Gender-Based Violence, rape, arson and other criminal activities faced by this community and the surrounding areas.

It is alleged that the police station mishandles cases, that it has been captured by some criminals who control all the station activities, that there is an abuse of the station vehicles due to use of unauthorised vehicles by white members, abuse of black members by their fellow white colleagues as well as police involvement in drug dealings and corruption.



The Deputy Minister called for the establishment of CPF forums that will work with the station in dealing with all the raised issues. He encouraged the community members to form consortiums and make use of the farming land available in the area so that they can lesson unemployment which results to high rates of crime.

He preached the collaborative approach in all community initiatives and called for all government departments to adopt the district model in ensuring service delivery for the people.



THE CSPS BIDS FAREWELL TO THE SECRETARY FOR POLICE SERVICE

The Civilian Secretariat for Police Service employees has shown gratitude to the outgoing Secretary for Police Service, Mr. AP Rapea who has been with the organisation for the past 6 years.



Mr. Rapea has contributed tremendously towards what the Department achieved to this day. In celebrating his contributions, the event was conducted on the 3rd December 2021 at The Three Oaks and Aloe Boutique Hotel in Hartebeespoort in conjunction with the Commemoration of World Aids Day and Gender-Based Violence (GBV) which is annually commemorated on the 1st December.

Some of the contributions the Secretary has made was putting financial and other control measures in place for the Department which resulted in attaining three clean audits for the past years.

He has also promoted young managers and encouraged employees to further their studies.



Currently, the Department is preparing to relocate to a new office building and this has been his efforts which shows leadership because he believed that creating a conducive environment for employees will contribute toward achieving positive results.

Bidding farewell to Mr. Rapea, Ms. Nontombi Luthuli gave his historical background from his primary education until his employment history which shows a rich resume that Mr. Rapea has created throughout the years.





THE CSPS BIDS FAREWELL TO THE SECRETARY FOR POLICE SERVICE

The CSPS choir also entertained the crowd with dancing songs and songs of gratitude towards Mr. Rapea.

Ms. Tshephiso Mohlatlole also read inspiring messages by Chief Directors who have been working closely with the Secretary.

In his response, Mr. Rapea commenced by saying that the Department is cemented on Section 195 of the Constitution which talks about basic values and principles of the Public Service.



He also mentioned that good governance is very vital for the Department to achieve its goals and to perform exceptionally well hence China is doing great because of its good governance.



The Secretary said that he hoped that his successor will take from where he left off and continue with the work that has been done especially the mandate of the CSPS. He also reminded employees that as public servants they were expected to provide quality services to the public equally regardless of their status.

Concluding his speech, Mr. Rapea reminded employees that they should always know that they are governed by policies of the Public Service enshrined by the Constitution and should comply with them.





11 OCTOBER 2021

STATE OF THE DEPARTMENT

The former Secretary for Police Service, Mr. AP Rapea led a staff meeting on the 11th October 2021 to brief the employees on the state of the department. The event took place at Premier Hotels East of Pretoria.

The meeting commenced with the lighting of candles for Communicable and Non-Communicable disease in honour of those who have lost their lives due to HIV/AIDS, Cancer and Corona Virus(Covid-19).

During the candle ceremony Ms. Maota, Employee, Health and Wellness Practitioner encouraged the staff to have regular screening as prevention is better than cure.

She also highlighted the importance of vaccinating for Covid-19 to protect the employees' lives and the lives of their loved ones.

Subsequent to the Candle lighting, all Chief Directorates were given an opportunity to present 2021/2022 operational plan and the work the Unit was busy with, highlighting their achievements.

Addressing the staff, the Secretary for police Service reflected on the progress made by the department and highlighted that it was crucial to reflect on where the department comes from and where it is now.

"For the past 5 years, we have achieved above 80%, we are doing well as an organization. I am proud of the well-deserved promotions within the department and also elated by the strides we made in the JCPS Cluster Committee.

The department used to be a non-entity, now we are making impact and inputs within the JCPS", the Secretary alluded. We are a good organization, however we need to move from being good to being great.

Mr. Rapea highlighted that during the strategic planning session with the Minister of Police, he indicated that the Organization needs to be felt on the ground.

"We are the institution that has to make sure that SAPS delivers effective services to the communities and hold them accountable. Work has been done however more still needs to be done by the department to ensure that SAPS execute their mandate", Mr. Rapea said.

The Secretary also highlighted on the Public Service Women Management Meeting, he spearheaded recently with CSPA Lower, Middle and Senior Management.

He mentioned that during his session, he indicated to the women that principled leadership is vital to steer the organization in the right direction.

In Conclusion, he urged the staff to pen on a piece of paper ways in which the department can change to the better and hold SAPS accountable." If we want to see real change not cosmetic change within the department, brutal facts has to be brought forward and discussed. He said the staff's inputs will be incorporated in their next strategic planning.

Mr Benjamin Ntuli
Chief Director



THE CPF TRAINING

31 January 2022

Gauteng



VISION

A transformed and accountable Police Service that reflects the democratic values and principles of the Constitution of the Republic of South Africa.

MISSION

To provide efficient and effective civilian oversight over the South African Police Service for safer and more secure communities through community participation, legislation and policy development.

THE CPF TRAINING

05 February 2022

Cape Town





KNOW YOUR DEPARTMENT: THE WORK OF PUBLIC PRIVATE PARTNERSHIP

Q: What role does PPP unit play in the department?

A: The role of PPP in the department is to establish partnerships with external stakeholders such as businesses, NGOs and NPOs through MOUs or working agreements outlining areas of cooperation specifically on crime prevention initiatives. These partnerships work well when private sector technology and innovation combine with public sector anti-crime plans to implement in communities.

Q: What have been your key achievements over the years and recently?

A: The implementation of anti-crime campaigns with our partners in communities that really benefit from these crime prevention initiatives. Recently we have managed through the MOUs with PPPs to be part of the implementation of the National Strategic Plan on Gender-Based Violence and Femicide: Pillar 5.

Q: What are the challenges that your unit is facing?

A: The human capacity in our unit is the biggest challenge considering the amount of work and responsibilities that is accorded to the unit.

we find ourselves under pressure to complete our APP deliverables, assess the impact of the programs initiated and attend to other adhoc programs as per the Chief Director's directives.

Q: Any other additional information you would want people to know about your unit?

A: When you are in PPP you are part of the implementation of accelerated initiatives that address women's unequal economic and social position, through initiatives in the fight against gender-based violence and protection of vulnerable people. You are part of establishing partnerships between government, businesses and communities through crime prevention initiatives and promotion of societal moral regeneration.

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

Director: Dr MM Phalane;
Email: Manthiba.Phalane@csp.gov.za

Deputy Director: Ms LP Chauke;
Email: Lindiwe.Chauke@csp.gov.za

Assistant Director: Ms TJ Mlangeni;
Email: Mimi.Mlangeni@csp.gov.za

Admin Clerk: Mr. T. Matlala;
Email: Tshepo.Matlala@csp.gov.za



BURSARY PROGRAMME

ENRICH YOUR CAREER THROUGH DEPARTMENTAL BURSARY PROGRAMME

In a quest to provide the employees on-going and equitable access to training geared towards achieving an efficient and representative public service, the department introduced a bursary programme during the year 2015. The programme seeks to assist internal applicants with the opportunity to study in order to improve their capacity and enrich their careers.

The bursary programme also aimed at granting financial assistance to internal applicants who have applied to undertake studies in identified areas where there is a critical shortage of employees with the suitable qualification within the department, and where those post cannot be readily filled through the recruitment of suitable qualified persons.

It also gives effect to affirmative action initiative of the department and support and promote the principles of employment equality in terms of the departmental Employment Equity plan.

Additionally, the programme assist internal applicants who have the potential but lack the financial resources to further their studies in the fields and priority areas that would add value to the department.

Since the inception of the programme, 40 employees have successfully completed their studies. The bursary application is available every year to those employees who wish to further their studies. All applications received are adjudicated by the Departmental Learning Committee and make recommendations to the Secretary for Police Service for approval.

Currently majority of employees utilizing the departmental bursary are those at entry level and Middle Management level. Employees are encouraged to take advantage of this opportunity to advance their development. For more information on application processes, please visit our Human Resource Development Directorate.

CSPS EMPLOYEES FIGHT THE SPREAD OF COVID-19 THROUGH INOCULATION



The year 2020 marked the beginning of the agonising uncharted journey globally. The out-break of Covid-19 pandemic took the whole world by surprise, and the life as we know it was pushed behind the masks. The pandemic has destabilise everything and has even stolen lives.

Throughout this crisis South Africans have proven to be resilient and united, by abiding to the regulations and pushing through the tough times. The government has been proactive in finding methods of containing the spread of this disease. Access to information regarding Covid-19 has been disseminated to empower the communities.

CSPS employees have shown patriotism in the fight against this unseen enemy through inoculation. Management would like to express its appreciation to all employees who responded positively to the government call of vaccination roll out that was facilitated by SAPS. Vaccination is recommended as highly effective at preventing hospitalisation and death, including against unknown variant.

Management is appealing to all employees who have not vaccinated to do so, to protect the lives of others and their loved ones.

CSPS VACCINATION PROGRAMME 2021



CSPS ON CAMERA 😊



CSPS ON CAMERA 😊



— MEET THE CSPS — COMMUNICATION TEAM



Ms. Pinda Ntsaluba
Director: Communication



Ms. Jabu Mlotshwa
DD



Mr Sello Manyama
ASD



Ms. Emelda Baloyi
ASD



Mr Alwei Manavhela
Admin / Branding
Officer



Mr Selby Rakgoale
Graphic Designer &
Photographer

HIGHLIGHTS OF THE COMMUNICATION DIRECTORATE WITHIN THE DEPARTMENT

This is the team responsible for the implementation of the Departmental Communication strategy linked to the Government Communication Policy approved by the South African Cabinet on the 22nd of August 2018.

In realizing the above, we wish to invite the CSPS employees to participate in our exciting environment by:

Providing communication inputs and dates for Unit events through our Communication Advisory Committee which **meets** quarterly led by **Ms Jabu Mlotshwa**.

Follow our CSPS Facebook page and like us on daily basis and visit our website for all the department strategic documents, research reports and departmental events led by **Mr Sello Manyama**

Contribute to our Internal Newsletter on Informative/ Opinion articles on policing and our oversight role in general, through **Ms Emelda Baloyi**.

Enquire on Provincial Campaigns and dates information through the Unit Admin and Branding officer **Mr Alwei Manavhela**.

The Department has finally acquired the scarce skill of a Graphic Designer and a Professional Photographer. **Mr Selby Rakgoale**.

All Departmental design requirements must be done through the office of the Director.

From time to time the unit organizes official Photo shoot for the Department, you are all requested to have one.

NB: Please have your Mask on when taking photos.

Lastly, It is with great excitement to invite **ALL** of you to join the Directorate as we criss cross the country showcasing the work of the department through campaigns that advocate against Gender Based Violence, **Consciousetise** Women and Men on moral behaviors in the wake of our degenerating of moral values in the country, Supporting and assisting the police in dealing with the backlog on cases of Gender Based Violence ,Ensuring Rural Safety, Driving Capacitation of the Community Police Forums and Handling and resolving of the SAPS complaints.

Campaigns are driven from the Director 's Office; Ms Pinda Ntsaluba

Inputs / Suggestions /Comments for the enhancement of our role can be submitted to Director Communications : Ms Pinda Ntsaluba via email to **Pinda.Ntsaluba@csp.gov.za**.

Meet New Employees



Mr. Mazwi Moroamagetla – Accounting clerk



Mr. KS Sivhugwana – Researcher



Ms. Dimakatso Mathabatha – Assistant Monitoring and Evaluation officer



Ms. Paulina Rantho – Information Analyst



Mr. Jerry Bopape – Assistant Monitoring and Evaluation officer



Ms. Makhubele SM – Researcher



Ms. Alilali Tshinavhe – Assistant Monitoring and Evaluation officer

Departmental Promotions



*Ms. Chwayita Msada –
Deputy Director Police compliance*



*Ms. Molebogeng Shadung –
Deputy Director Risk management*

