

SECRETARIAT NEWS

VOL SIX
2023



civilian secretariat
for police service

Department:
Civilian Secretariat for Police Service
REPUBLIC OF SOUTH AFRICA

LEAVE **NO**
ONE BEHIND



Ms Pinda Ntsaluba
Director: Communications

The rate at which crime is escalating with conspicuous increases to mass murders requires a total new way of doing things. It can't be that gunmen are brutally killing innocent people in numbers from province to the next to almost having this act as a norm.

Government has allocated financial resources in the fight against crime and due to competing priorities such as poverty, unemployment and health. With this it is evident that we need to employ other methods of fighting crime by enhancing Community Policing. It is pleasing to note the new encompassed initiative launched by the Gauteng Premier to assist in bringing on three thousand youth in curbing lawlessness with its new crime busting unit.

A time has come where South Africans must take up a stance in contributing to

EDITORIAL

security efficiency through Community Policing Forums within their neighborhoods to enhance the resources provided for by government.

If we all unite against crime and form legitimate community based structures by involving everyone right from each household, to street committees and at district level, I believe we can begin to see results which will make it very difficult for the criminals to thrive.

Though much is yet to be corrected, we are not overlooking that much has improved in the performance of the Police. In this issue, we will be releasing the departmental priorities for 2023/2024 financial year.

Our focus for this financial year is to strengthen internal communications to ensure that we have inclusive participation of all internal stakeholders in the use of our platforms such as the Communication Advisory Committee (CAC), internal newsletter and internal staff morale boosting campaigns.



SECRETARY'S MESSAGE



Mr. Takalani Ramaru
Acting Secretary for Police Service

Let us greet the current financial year with optimism and determination as we continue with the same momentum we embarked on in the pass years.

Let me highlight that the beginning of 2023 CSPA witnessed brief change in leadership due to unforeseen circumstances.

We welcome back all our employees who have been on a long leave of absence due to ill health, "the hallways are more vibrant in the return of your candid spirit"

Our employees continue with their diligent efforts as we have attained more than 80% performance and have again kept our promise of excellency and because of your sterling performance please accept our expression of appreciation to each member of the CSPA family.

Our excellency in performance is reflective of our adherence to our values which reflects collaboration, accountability, integrity and respect.

Our goal for this year is to contribute to the enhancement of the performance of the Criminal Justice System through improving relations between the police and communities.

With the oversight Police Station Census project that we are embarking on, we are confident that we will make great impact in establishing gaps in the state of police stations and come up with remedial actions.

It is for this reasons that we urge all efforts for this financial year to align with our priorities as we position ourselves for a greater impact in the police service delivery as a whole.

In conclusion I am beyond grateful for your relentless commitment to our goal. I want to remind each and every one of you that you have a relevant role to play in this department. Please continue to bring your "A-game".

POLICE LEADERSHIP

VISITS WESTBURY

MARCH 2023
GAUTENG PROVINCE



Westbury is no exception to the drug and gangsterism problem that has hit almost all South African communities. One really wonders if we would ever make an impact in dealing with the drug problem which is slowly but surely eroding the moral fibre within our society.

It has been revealed during the Ministerial visit that Westbury children grow up being exposed to drugs and start to have access and become users as early as the age of approximately nine years old.

Early drug abuse by children has far more reaching consequences which impacts their emotional and behavioral beings resulting in retarded development and rejection within society.

This then results to children engaging themselves in further unacceptable behaviors such as crime in the context of housebreakings, and affiliations to gangsterism in a bid to get protection from any attack as a result of these promiscuous activities.

At the extreme, these children commit murder and they then are consumed in further under world activities and never make it back to normal life.

According to crime statistics recently released in Quarter three of 2022/2023, gangsterism topped the list of serious crimes committed and the community of Westbury has been highly affected.

This community lives in fear and the pronouncement by the National Development Plan of a safe society is only but a dream.

According to community members there is a breakdown of relationship between the police and this community hence the response plan by the CSPS to engage all government and community structures to bring solutions to the challenges at hand. The CSPS through partnership unit is currently engaging this community in preparation for an integrated response plan.

POLICE PORTFOLIO COMMITTEE VISITS NELSON MANDELA BAY

The Police Portfolio Committee visited the Nelson Mandela Bay District Municipality to engage Community Policing Forum Executive Committee Members on the high rate of crime experienced in this area.

The disgruntled District CPF members reiterated the previously expressed concerns of non co-operation by government in providing the following:

- Stipend and tools of trade.
- Training.
- Recognition certificates
- Inadequate supply of resources at the police stations.
- Non establishment of the CSF (Community, Safety Forums).
- Police leaking confidential information.
- Abuse of power by the police.

The late chairperson of the Police Portfolio Committee Ms Tina Joemat Peterson gave clear instructions and deadlines to the Civilian Secretariat for Police Service and South African Police

Service and requested that a report detailing how all these challenges are going to be addressed and be submitted to her office.

REPORT BY THE CSPS TO COVER THE FOLLOWING:

- National Database of the CPF's.
- CPF Training Schedule.
- Programme for the Recognition of Service Certificate.
- Provincial Secretariat to do continuous monitoring and assessments of the CPF's functionality and come up with a plan to address gaps.



THE CSPS EMBARKS ON A NATIONAL POLICE STATION CENSUS

In pursuit of improving the police front line service delivery, the CSPS in collaboration with the Provincial Secretariats is embarking on a country wide Police Station Census for the financial year 2023/2024.

The focus of the census in the main is to improve police performance and to ensure continuous oversight responsibility as per the mandate of the CSPS.

The anticipated results of the census will assist the department in reviewing the data collection tools, capacity building and skills transfer, police performance and improved police performance by the police.

South Africa is faced with high levels of domestic violence and this exercise should also reveal the police resources required to deal with this scourge.

POLICE STATION OVERSIGHT PROGRAMME

POLICE STATION OVERSIGHT VISITS

CONTINUOUS POLICE STATION OVERSIGHT VISITS BY CSPS AND PROVINCIAL SECRETARIATS

CENSUS

SCOPE

EVERY FIVE YEARS

ALL POLICE STATIONS

CENSUS CALENDAR

1ST CENSUS (2018/19)

ALL POLICE STATIONS

2ND CENSUS (2023/24)

ALL POLICE STATIONS

3RD CENSUS (2027/28)

ALL POLICE STATIONS

FOR POLICE STATION SERVICE DELIVERY ENQUIRIES

Visit CSPS at: Fedsure Forum Building, Floor 2
268 Lilian Ngoyi Street, Pretoria ,0001

Website: www.policesecretariat.gov.za
Or call us on: 012 672 7860

TIPS FOR SUCCEFUL BUDGET PLANNING WITHIN DIRECTORATES



Ms. Mbali Ndlovu, our budget Guru, warns that Public finances are not a bottomless resource hence why government employees should exercise responsibility and accountability when spending.

She shares the following tips for the management of Budgets within Directorates:

- **Sticking to the Budget**
Have a budget and stick to it. Don't spend more than what you have been allocated.
- **Planning**
Costed planned activities should be aligned to the Directorate mandate with an intention to better the lives of the South Africans.

- **Sticking to the Plan**
Stick to the annual plans so as not to defy regulations except for unavoidable emergent unforeseen circumstances and crises such as July 2021 unrest.

- **Continuous Review**
Budgeting should be an ongoing process that requires continuous reviews and assessments.

- **Avoid Silos**
Effective collaborative budget planning at the level of a Chief Directorate is necessary to avoid duplications.

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Ms. Vutomi Nkuna

Ms. Lindiwe Mjeza

Ms. Sanna Tihabye

KNOW YOUR DEPARTMENT

INTERNAL AUDIT

Internal Audit Role

We provide Independent and objective assurances and consulting services designed to add value and improve the organization's processes.

Key achievements over the years and recently

Issued value adding audit reports / findings to all the Units for the three past financial years.

Challenges within the Directorate

Inadequate capacity which includes hiring of a Chartered Accountant who should review departmental financial statements.

Your plans to mitigate some of the current challenges

We are capacitating internal staff to bridge the existing gap of auditing Annual Financial Statements as outsourcing is costly and not bearing desirable outcomes at all times.

Current Major Projects.

- Reviewing of Occupational Health and Safety (OHS) processes
- Assisting the AGSA with the Regulatory Audits
- Following up on the previously issued Civilian Oversight Monitoring and Evaluation Report.

Any additional information you would like the staff to know about the Directorate.

We are always available to assist the management by providing an independent, consulting and objective assurance.

CSPS'S CONTRIBUTION TOWARDS THE REALISATION OF HUMAN RIGHTS IN COMMUNITIES



Dr. Manthiba M. Maisela

Human rights refer to the basic rights that everyone is afforded solely because they are human. Human rights are the basic rights and freedoms that belong to every person in the world as legal subjects from the beginning to the end of their legal personality. They apply to all people as legal subjects regardless of where you are from, what you believe or how you choose to live your life from birth until death.

One of the functions of the Civilian secretariat for Police Service (CSPS) which is one of the entities in the office of the Minister of Police is among others 'to monitor the performance of the South African Police Service (SAPS) and regularly assess the extent to which the police service has adequate policies and effective systems and to recommend corrective measures'. The foundation of this function as enacted in the CSPS Act 2 of 2011 encompasses human rights outcomes outlined in the NDP 2030,

Outcomes 3 that 'All people in South Africa are and feel safe' .

The work conducted by the different core units (ICSP, M&E, Legislation, Policy & Research) and support services unit (HR, Finance, Supply Chain, Internal Audit) of the CSPS is premised on the contribution towards the achievement of human rights in communities. This is done through the support service on the implementation of the oversight function and role of the core units in the CSPS over the work of the SAPS.

This support is for the oversight role of the work of the SAPS as outlined in Section 205 of the Constitution of the Republic of South Africa, 1996 . It also refers to the SAPS mission among others to "prevent and combat anything that may threaten the safety and security of any community and investigate any crimes that threaten the safety and security of any community".

Therefore, the achievement of human rights is through the different programs by the CSPS' partnerships in monitoring SAPS performance on the fight against crime. The role is set to afford human rights to individuals in communities through public private partnership outreach on crime prevention initiatives.

This is the basis through which our work as a department expresses the Constitutional values as set out in Section 1 of the Constitution. The values encompass "human dignity, the achievement of equality and the advancement of human rights and freedoms". These values are the foundation of the realisation of the human rights enshrined in the Constitution which is enacted by the CSPS Act and implemented through the NDP. These are the human rights not experienced by many in our communities who are faced with scourge of crime.

It must be borne in mind that the significance of the work of the CSPS and its mission has far reaching implications on the scope of human rights and the fight against crime. The implication herein is the impact of our work to provide establish partnerships in communities,

community mobilisation on crime prevention and monitoring of SAPS implementation of the Domestic Violence Act 116 of 1998 is what makes human rights the foundation of the CSPS work. Thus, the approach of our work as a department is on the basis of "transformative constitutionalism".

The objective of this is to use the Constitution as the ground to effect human rights through our work to move communities out of the crime, inequality, injustice and exclusion from the democratic process emanating from despair to the one where individuals hold their own, are and feel safe and respects the dignity of others. This is a community based on democratic values, social justice and fundamental human rights .



SHINING A SPOTLIGHT ON OUR INFORMATION ANALYST: Ms PAULINE RANTHO



Briefly explain what an Information Analyst does?

I perform tasks that involve reviewing, extracting, and analyzing data using statistical methods.

How does a day of information analyst look like?

I spend my workdays extracting data and making it useable for the department. This includes tasks such as reviewing of data collection tools, development of capturing systems, training and coordination, quality assurance, information retrieval and preparing tabulation plans that show managers how this information could be applied to their business model.

Why did you choose this career?

My passion since high school days has been mathematics, after which I did advanced Mathematics and its applications. This then led me to passion of studying about organizational improvement through Statistics which is accomplished through Data Analytics.

had a passion for learning more advanced Mathematics and its application. In my advanced stage of studying, I then began feeling passionate about organizational improvement through Statistics. This is done through Data analytics. Once I saw an opportunity to do exactly that then I pursued the opportunity.

How does your work feed into the overall mandate of the department?

The core mandate of the Chief Directorate is to provide civilian oversight of the Police Service through monitoring and evaluating overall police performance. Through this mandate, data is collected which needs to be quality assured and turned into information. The Information Management sub-directorate assist with collation of the data so that recommendations from oversight reports are evidence based.

How long have you been occupying your post and what are your likes and dislike about your job?

I joined the Department in October 2021 and I have been fortunate to work with a very knowledgeable and hard-working team. I am still learning the ropes as I have been working in an Education setting for the longest time. To date, I love my job, the support and interaction with my colleagues.

A Civilian Oversight Monitoring and Evaluation Directorate without an information

Data Analyst would be like a Chef that cooks food without tasting. Information analyst assist in the monitoring and evaluation of the current implementation of policies and service delivery and ensures quality of the information shared with stakeholders.

What has been your greatest achievement?

I believe my greatest career achievement thus far is related to my qualification. I managed to complete my Master's degree whilst I was heavily pregnant with my son. I say this because it was probably the most challenging journey I have ever come across. However, the journey continues and I still aspire to attain greater achievements.

Where do you draw your inspiration?

My main inspiration comes from providing a wonderful service to everyone with whom I come into contact. I also feel inspired by working with a team that shares ideas and learn from each other in order to grow in the work that we do.

What kind of legacy do you want to leave and why?

Some people consider a legacy to be real estate or money. However, to me, the most treasured forms of legacy are found in intangible gifts: the values, memories,

friendship, love, and respect I shall have shown whilst I was at an organisation. The reason I choose this type of legacy is that it lasts long beyond the life span of any monetary items.

What is one of your cherished memory in the department?

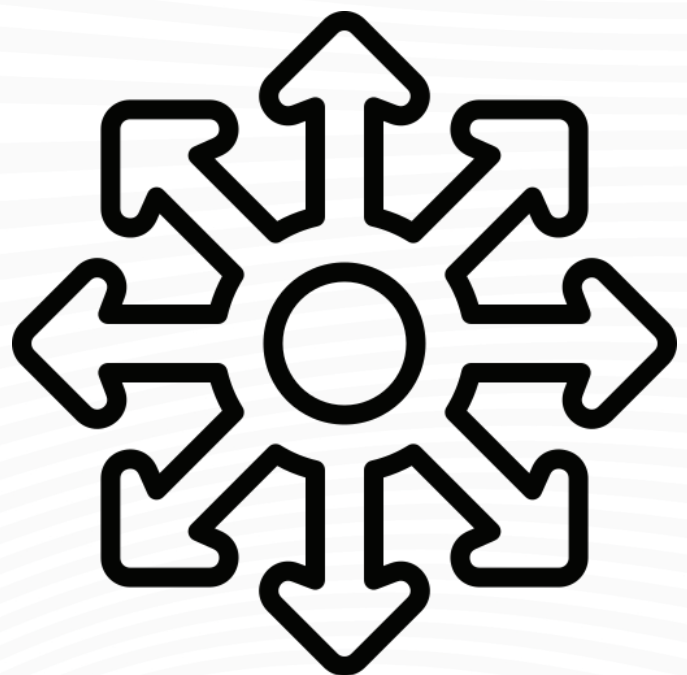
This department has a wealth of knowledge and colleagues are always available to share their knowledge through imparting skills to the sub-directorate as it is new.

The CSPS (M&E) will be conducting Census for 2023/2024 financial year, what is your stake in the entire project?

To develop data capturing systems and the processing of captured data thereafter.

Describe yourself in one word?

"Versatile"



MY HEALTHY LIVING JOURNEY



It all started in mid-December 2021. It had been a long and exhausting year by all accounts. I felt tired and devoid of all energy and motivation. At that moment I knew that something had to change.

I have always been cautious of what I eat, however due to lack of exercise I found myself gaining weight. I then started to research about different types of exercises as I wanted to build strength, improve my mood and to boost my energy.

I started by doing cardio for an hour every evening 5 times a week. I also incorporated intermittent fasting which is an eating pattern where you go without food and eat only within specific times.

It is not really a diet, per se, since it doesn't specify what to eat; it only specifies when to eat. I am doing 16:8 intermittent fasting meaning that I fast for 16 hours and consume food within an 8 hour window. I normally have my 1st meal at 10am and my last meal before 6pm.

I do not follow any specific diet as I don't want to deprive myself. I eat nutrient-dense foods and sometimes I do satisfy my empty calorie food cravings. My number one breakfast is whole oats prepared in different ways including overnight oats which is my favorite.

I consume whole grains most of the time including whole-wheat rice, pasta and bread. I know most people will say carbs are bad but I don't shy away from having a nice bowl of whole-wheat pasta or whole-wheat toasted cheese sandwich. The one thing I'm always careful of is the portion size.

By following this routine I lost 11kg in 9 months. I added strength training to my routine as I progressed. I lift weights 2 times a week to build strength and do cardio once a week as I'm maintaining my current weight. It's now 15 months since I started my healthy living journey and I am 13kg lighter, more fit, more flexible, more energetic and happier.

I have discovered so many new things which has helped me to become a much stronger version of myself, not only on the physical appearance, but also on a mental and emotional level.





A Glance into CSPS Priorities for 2023/2024

- Transforming the organizational culture to embed principled leadership and collaboration and to focus on leadership.
- Contributing to the enhancement of the effectiveness of the criminal justice system by identifying legislation that requires review to this effect and by participating in key JCPS cluster structures
- Utilizing research to benchmark with international and regional best practices in terms of policing approaches.
- Improving the relationship between communities and the police.
- Strengthening monitoring (including media monitoring) and oversight to provide an early warning system.
- Striving to best become a centre of excellence concerning policing policies and strategies.
- Implementing the emergent CSPS theory of change.



**MARCH
2023**

Did you know that all Chief Directorates / Directorates have their shared folders created and stored on the CSPS server ?

1. What is a shared folder?

A shared folder is a folder created on the server or central database that you can use to store, search, and access same files or documents as a team or group of users. Files stored in the shared folder belong to the team instead of an individual. Even if members leave, the files stay in the shared folder so your team can keep sharing and accessing the information.

2. What is the purpose of the shared folder?

The purpose of shared folder is to provide a central location for users to store and access common files or documents.

3. What do you seek to achieve by having Chief Directorates' shared folders? (Goals)

- Promote member collaboration
- Avoid loss of data
- Provide data backup and restoration

4. How can you access the shared folder to acquire a particular information or a report?

The shared folders have been created and members have been linked to their Chief Directorates or Directorates folders respectively. You can only access the shared folders if you are in the office and your computer is connected to the office network. Shared folder cannot be accessed offsite.

5. Is it possible to have a Directorate's shared folder which will only be accessed by only the members of the Directorate?

Yes. Users can only access shared folders have been connected or linked to.

6. Any other information on the shared folders that can be shared with the colleagues when accessing shared folders?

Here are the share folders that have been created on the server.

Corporate Services (B)
Finance (F)
HOD (N)
HRD (J)
HRM (H)
ICT (I)
Internal Audit (A)
Legislation (L)
Monitoring & Evaluation (O)
Partnerships (P)
Policy & Research (R)
Risk and Governance (G)
SCM (S)
Secretary Office (K)
Strategic Management (M)





Mr. Takalani Ramaru
Acting Secretary for Police Service



Office of the Secretary



Monitoring and Evaluation Unit



Policy Development and Research Unit



Partnerships Unit



Office of the CFO



Corporate Services



Office of the DPCI Judge



268 Fedsure Forum Building, Floor 2, Lilian
Ngoyi Street, Pretoria ,0001



Private Bag X922, Pretoria, South Africa, 0001



012 493 1400



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