

SECRETARIAT NEWS

JULY-
AUGUST

60th Anniversary WOMEN'S MONTH 2016



INSIDE THIS EDITION

A FOCUS ON THE LONGEST SERVING
WOMEN IN SECRETARIAT

SECRETARIAT ADVANCES PROTECTION
OF WOMEN

MINISTRY OF POLICE LAUNCHES TRANS-
FORMATION TASK TEAM

And more

TAKE ACTION. INSPIRE CHANGE.
MAKE EVERY DAY A MANDELA DAY.



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EDITORIAL



Jesse Williams, a young dynamic conscious rights male freedom activist while receiving his Good award started his acceptance speech of by thanking the strength & nurturing wing in the women not just in his life but worldwide. Simply put, he said, "This is also in particular for the women in particular who have spent their lifetimes dedicated to nurturing everyone before themselves. We can and will do better for you."

Women since the first click on a clock have been the strength of homes & teachers of value, they have fought to defend, uplift & keep afloat the spaces they infiltrate - 'Imbokodo 'we have come to identify them as.

This August we tip our hats not just to the women all over the country but to those within The Secretariat & out on the field who tirelessly work to see the safety in our streets. Each one teaches one to grow & for that little grace we share our sincerest gratitude. Within august we have put together a few events such as to remind & continually support the women who execute the mandate flawlessly. (To list below the events done for August & feedback on them)

Womanhood is not the presence of feminists qualities, it is a gift of strength. The gift of life. Happy Women's Day to every woman - never stop manifesting. Our country needs you now more than ever.

Secretariat Celebrates role played by women in the struggle for liberation.

By: Emelda Baloyi

As South Africa celebrates women's month, the women of the Secretariat joined the country as well to commemorate the role played by women in the struggle for Liberation. The celebration took place at the Farm Inn, East of Pretoria on the 26 August 2016.

August, better known as Women's month, falling on the 9th was declared Women's Day by the democratically elected government of South Africa. Women's Day sprouts from political activism birthing our liberation against colonization and apartheid culminated on 9 August of 1956.

About 20 000 women marched to the Union Buildings on this day to protest against the exclusion of women in the pass laws that served to control the movements of Blacks. This 1956 march was co-ordinated by the Federation of South African Women (Fedsaw) led by four women; Lillian Ngoyi, Helen Joseph, Rahima Moosa and Sophia Williams-De Bruyn.

During the celebration at the Farm Inn lodge Ms. Mathoma Acting Chief Director Monitoring and Evaluation touched on issues which affected most women in the workplace.

"Women need to eradicate the 'pull her down syndrome' which is plaguing our workplaces, We can no longer tolerate women who step on others toes to climb the cooperative ladder, as women we need each other to finish the race, let's lift each other up and hold each other's



hands to empower one another," these were the words of Ms. Mathoma during the celebration.

Her profound words were followed by the keynote speaker Dr. Senathi Fisha who is passionate about women empowerment. Delivering the much awaited motivational talk on work-life balances, Dr. Fisha said, she worked day and night to get where she is right now, the founder of the first mental health hospital in Pretoria West called Fisha Wellness Hospital indicated the need for women to have personal plans in their life, in order for them to reach heights.

"You are fortunate because there are many opportunities for women out there, in my time we had limited resources, and however I utilized what I had to realize my dreams. Therefore you don't have excuses to remain stagnant and not develop yourselves", She added.

Addressing the women Dr. Fisha emphasized that women must remain selfless in terms of giving and empowering others and God will bless them. "Giving is caring, don't hold back and not impart useful knowledge to others, above all you must be unstoppable have confidence in who you are, what you do and be willing to take leadership position at any given time", she said.

"Don't stop and wait for anybody to pick you up, you are responsible for your own personal growth in all spheres of your life, be a resilient women who seize the



opportunity before her and turn her life around" Dr. Fisha said.



Creating enabling platforms for Secretariat women

By: Jabu Mlotshwa

The oppression of women may have stalled their rise but still stands unsuccessful in keeping them at bay especially within the professional play field.

The Women in management within the Public Service also encounter various challenges on daily basis. Patterns like sexism & gender discrimination. Such acts have resulted in crippling performance and in greater scale - promotion.

Supported by the DPSA Circular, the Head of Civilian Secretariat for Police Service, Acting Secretary of Police Service, Mr. AP Rapea led the meeting on the 26 August 2016, Farms Inn Conference Centre in Pretoria East, Gauteng Province.

The purpose of this gathering was to discuss issues faced by women management within the organisation and find solutions on the encounters mentioned. "Women were created to nurture and care for other people, same as in the workplace women should take care of each other and empower each other. Not to pull each other down", stated the Acting Secretary of Police Service.

The session kicked-started with a presen-

tation on the 8 principle action plan for promoting women's empowerment and gender equality within the public service workplace by Acting Chief Director: Oversight Monitoring and Evaluation, Ms. Florence Mathoma. The action plan entailed Transformation for Non-Sexism; establishing a policy environment; meeting equity targets; creating an enabling environment; gender mainstreaming; empowerment; providing adequate resources; accountability, monitoring and evaluation.

Women who attended the session were provided an opportunity to raise issues that challenge them within the organisation.

One of the resolutions taken during the session was to elect a Women's Committee that will deal with the issues pertaining to challenges faced by women

the Women's Committee will be elected in attendance of every woman for full representation.

"Women were created to nurture and care for other people, same as in the workplace women should take care for each other and empower



within the organisation. In conclusion

**60th Anniversary
WOMEN'S
MONTH
2016**

WOMEN UNITED IN MOVING SOUTH AFRICA FORWARD



A focus on the longest serving women in the Secretariat this women's month

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By: Emelda Baloyi

Ms. Stephina Malapi;
Civilian oversight Monitoring and Evaluation

Assistant Director: Compliance



Having been part of the organization near 18 years, Ms. Stephina Malapi enjoys interaction with stakeholders and the impeccable team work shown in her unit. Although she appreciates the recent management evolution in Civilian Secretariat for police service, the then lack of women recognition in the leadership position had shackled Ms. Stephina in the junior management position. Lack of resources and communication within the Secretariat units poses challenges for Ms. Stephan to execute her duties diligently.

However, her dedication and hard work yielded fruits such as been involved in Evaluation of South African Police Service-government garage, evaluating the implementation of SAPS policies, monitoring the implementation of Domestic Violence Act, level of compliance.

On a personal level she scooped herself emerging management development programme certificate and Advance management development programme, advance Indicator for Monitoring and Evaluation certificate.

Ms. Stephan enjoys jogging after a long day at work and surrounding herself with her family. As we celebrate women's month Ms. Stephina urges women to work together, support and uplift one another in the workplaces and outside work, to conquer challenges faced by women.



Ms. Mimi Mlangeni; Partnerships, Assistant Director

Ms. Mimi Mlangeni is amongst the longest serving women in the organization, she joined the department in 2000 when it was still Department of Safety and Security. The organization has benefited her in terms of her personal development; her perseverance landed her a degree in developmental studies.

What she enjoys most about her work is interacting with the community, however the oppression which most women has come across in the working environ-

ment hampered Ms. Mlangeni to climb corporate ladder.

Highlighting challenges in the workplace, Ms. Mlangeni stressed the lack of rewards and been overlooked as a women in the workplace as compared to your male counterpart. In the mist of all this challenges she has managed to acquire, emerging management development programme, integrated community development planning, event management programme and completed women empowerment workshop.

Outside her workplace Ms. Mlangeni enjoys travelling and entertaining family and friends however the most closest interest she hold close to her heart is cooking and travelling extensively. She has been to countries such as; to mention- few US, UK, Angola, DRC, Zambia, Zimbabwe and Mozambique.

As we observe women's month, Ms. Mlangeni highlighted that women in the workplaces need to stand up for their rights, have confidence in themselves and their work, and also grab the opportunity that government is giving them to further develop themselves.



Madeline Kristine

Senior office administrator: Supply Chain Management

Ms. Madeline Kristine is one of the dedicated women who have been in the department for 20 years. Although balancing personal life and work life is one of her major challenge, Madeline remains steadfast in her work. Apart from the daily activities she does, her work also entails working on weekends to arrange travel bookings for Secretariat employees. She is a perfectionist when it comes to her work.

Ms.

The mother of two has further developed herself by obtaining amongst other a Protocol certificate, events management certificate, management skills for executive Secretaries, emerging management development programme and effective business writing certificate.

When she is not at Secretariat premises during the week, Madeline is at home enjoying her garden, playing with her children and also assisting them with their school projects. Not only is she into gardening she is also passionate about photography and wedding planning.

She appreciates the chance given in the Secretariat as she has gone 3 levels up, I appreciate the “exposure I have gotten from this organization”, she said.

“A successful woman is one who can build a firm foundation with the bricks others have thrown at her” this is the quote from unknown source Madeline treasure and was willing to share with Secretariat Women, as part of motivating them as we celebrate women this month.

Secretariat advances protection of women in the country

By: Lillian Mashela and Ruth Lehutso

The United Nation officially declared 8 March 8 International Women's Day in 1975, which is celebrated worldwide. South African women began a women's right struggle in Pretoria in 1954 for women's demands, freedom and an end to apartheid. In 1956 approximately 20000 women of all races flocked to the Union buildings in a civilised and orderly manner to petition against pass laws that required Africans to be defined as "black" under the Population Registration Act.

Currently we live in a time where the power of a woman is no longer

silent and oppressed, where women are no longer to be considered incompetent. There is a reason to celebrate womanhood because the enormous role women play in our society.

As we celebrate women' month It is only befitting that we reflect on initiatives undertaken by Civilian Secretariat for Police Service department that aims to protect the women of this country.

South Africa has experienced a high incidence of serial murder and serial rape. It is for this reason that there was a need for policy to be developed in order to assist the

South African Police Service to deal with issues relating to serial rape and serial murder as it impacts our Human Dignity, Life, Freedom and Security of the Person and Freedom of Movement and Residence enshrined in our Constitution.

On the 14th of June 2016 the Minister of Police approved the Policy on the Investigation and Management of Serial Rape and Serial Murder, one small step for the department, one giant leap, for victims of rape and murder.

This policy seeks to address the need for an overarching policy framework that will ensure the

proper management, coordination and speedy finalisation of cases by setting out structures of serial rape and serial murder investigation. Due to the lack in a coordinated approach to investigating these crimes, the policy aims to ensure that roles and responsibilities are allocated to streamline and standardise the investigation and management of serial rape and serial murder.

Changes in the manner the DNA evidence is managed in South Africa have led to a dramatic increase in the number of rape and murder series identified by the Forensic Science Laboratory.

The policy on the investigation and management of serial rape and serial murder proposes that for effective investigation of rape or murder series, there must be identification of similar cases, revisiting of the crime scene which can be done in the absence of the victim in order to prevent secondary victimisation.

Efforts are being made to aid the South African Police Service in protecting all members of society, this policy being such aid. It is not only

the responsibility of South African Police Service to protect society, but each and every person has the responsibility to ensure the safety of all who reside in this country.



Reporting of crimes will assist South African Police Service in capturing the perpetrators and the case will be prepared for trial and ultimately there should be sentencing. It is important to note that this policy though seemingly focused on women, it is designed for all victims of such crimes and is gender neutral.

In capturing the spirit of the month of August, we must not forget that women are mothers and have responsibility towards every child in the world. When we look at all the women in this department, seriously, how can we forget? Women are pillars of strength to their families and society as a whole.

**“Women
should be
respected,
cherished,
loved and
supported
by all”**

Ministry of Police launched SAPS Transformation Task team



By: Emelda Baloyi

On the 15 August 2016, the Ministry of Police launched the South African Police Service transformation task team at SAPS Training Academy, west of Pretoria as part of considering the findings of the Farlam Commission and implement changes to ensure that SAPS better execute its mandate according to the South African Constitution .

Amongst the delegates is Ms. Bilkis Omar who heads the Policy and Research unit in the Secretariat, Lt General Sithole, Mr. Khumbula Ndaba, Lt. General Ntshiea, Advocate Lungile Bomela, Lt. General Christine Mgwenya, representative from Popcru and SAPU and Rev. Dr. Vukile Charles Mehana who will be chairing the task team.

During the media briefing, Minister Nhleko said the purpose of the event was to officially launch the task team which is under the supervision of Deputy Minister Sotyu and the team constitute panel of experts. The team will look at Issues of professionalization of police service and demilitarization. "We need to come up with ways of how to ensure that we are well equipped to deploy in the situation of public order policing," he said.

In addition to that, the Deputy Minister said this team will also look into issues of policing internally hence the Minister established this external panel of experts to

check how police are treated in other countries and how they can improve, mentioning that this was an introduction of the team and in a three weeks' time terms of reference will be set to determine how the panel will be working.

In July 2015, Police Minister announced that, as part of the on-going effort to transform the South African Police Service and to give effect to the Farlam Commission recommendations, two work streams were to be instituted. One was the formation of the Panel of Experts to advice on issues of Public Order Policing and this was introduced on April 29. The second stream was the Transformation Task Team, chaired by the Deputy Minister of Police, Ms Maggie Sotyu.



Deputy Minister of police, Hon Maggie Sotyu visits Xolobeni

By: Sello Manyama

The Deputy Minister of Police, Ms. Maggie Sotyu accompanied by Deputy Minister of Mineral Resources Godfrey Oliphant hosted an Imbizo on the 19 July 2016 at Xolobeni in the Eastern Cape Province. The event is a response of the request made by community leaders of Xolobeni and the surrounding areas for intervention in the continued killings and intimidations related to mining in the area.

The event was opened by "Imbongi" the praise singer who recited the poetry for the dignitaries.

During the gathering, Deputy Minister of police Maggie Sotyu commenced by highlighting that their presence was not to address mining issues, however to deal with criminal activities going on in the name of mining, hence she saw it befitting also to invite Deputy Minister Oliphant , to lend an ear to the community.

Addressing the community Ms. Maggie Sotyu said the community of Xolobeni must come together and heal to cease the battles amongst you, I hope that the Imbizo could be the start of such a process", she said.

Members of the community were given an opportunity to interact with the Ministers. Amongst the issues raised was lack of progress on the

police investigations into the killing in March of activist Bazooka Rhadebe.

Sotyu had come to address issues of violence in the area and to respond to accusations by the Crisis Committee of police bias in favour of mining. The Committee has complained of random searches by plain clothed police, lack of prosecution of crimes committed by activists in favour of mining, and a lack of will to stem the violence which has wrecked the community for years.

Deputy Minister Oliphant responded by warning the crowd not to try to pressure the government for or against mining. He told the audience in general and members of the Amadiba Crisis Committee in particular that the titanium in question did not belong to them, but to the people of South Africa.

"Don't appropriate power to yourselves," he said, adding that the government could be trusted to make

responsible decisions on mining. He said the government, not the community, would decide on the mine.

"The peace that we want in Xolobeni is the peace that Mandela died for," he told the crowd. "The leaders must come together and speak with one voice and Mining can happen peacefully if we work together." are people out there who are in dire need of these services daily, she con-



cluded.



Management

By: Siphiwe Mahlangu

A departmental self-assessment on risk management maturity has been done in the organisation using National Treasury Risk Management Maturity Questionnaire, resulted in the department being at level 2 which is Development stage.

It means, "An approved risk management framework (incorporating a policy and implementation strategy) is in place and has been communicated throughout the Department. Implementation, although at a fairly low level at this stage, is in line with the framework. Risk management practices do not add value in the Department. Risk management does provide intelligence with regard to decision making".

The Risk management provides the following benefit

It enables the Department to achieve its objectives with greater certainty;

It aims at increasing awareness and mitigation of risks facing the Department.

It allows management to evaluate, prioritize and address the critical risks and channel resources to these risks.

Reducing operational surprises and losses

Seizing opportunities

Ensuring compliance with laws and regulations

Providing an ability to prioritised risk activities

The department has therefore committed to improve the level of maturity by ensuring that the following is in place and implemented accordingly:

Risk management policy, strategy and plan in place.

The department has approved risk management policy, strategy and the plan. This formalized the commitment and provides an approach for implementing, monitoring and maintaining risk management in the department

Identification of strategic risks and action plans to manage risks.

Senior management took as their responsibility to identify strategic risks for the department and commit on the actions plans to be implemented to minimize the level of those risks. The strategic risk assessment report is being finalized which indicate 8 strategic risks of the departments. These risks will be monitored on the quarterly basis and will be reported to audit and risk committee

The department holds risk management meeting with senior management, to discuss all risks related matters. These meeting are held 2 weeks before a Risk and Audit Committee meetings.

Audit and Risk Committee

Audit and risk committee is an independent committee responsible for oversight of the department's control, governance and risk management. The committee should provide an independent and objective view of the department risk management effectiveness. The committee meetings are held 4 times a year.



Identification of operational risks at the business level.

Operational risk assessments are conducted at business level with the respective directorates. Directorates should have a risk register which will be also be monitored on the quarterly basis.

Executive risk management meeting

CSPS employees give their 67minutes to Rorisang Crèche

By: Emelda Baloyi

As the world celebrates the international day of a fallen icon former president Mandela's birthday known as Mandela day, Rorisang Crèche and preschool in Shoshanguve was flooded with euphoria as Civilian Secretariat for Police Service employees visited their school to give their 67minutes of service of humanity to the school.

The idea of Mandela Day was inspired by Nelson Mandela at his 90th birthday celebrations in London's Hyde Park in 2008 when he said: "It is time for new hands to lift the burdens. It is in your hands now."

The United Nations officially declared 18 July as Nelson Mandela International Day in November 2009, recognizing Mandela's "values and his dedication to the service of humanity" and acknowledging his contribution "to the struggle for democracy internationally and the promotion of a culture of peace throughout the world".

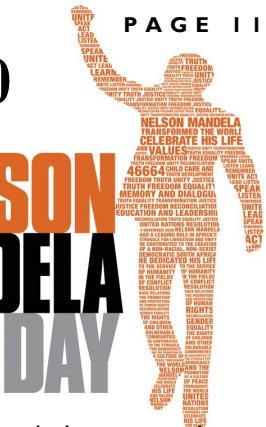
Leading the CSPS team was Chief Director Corporate Service Mr. Mashibini who emphasized the importance of observing Mandela day. "Mandela has lived a selfless life and we now enjoy the fruits

of freedom, he fought for this country and other fallen heroes we may recall, it is our responsibility to exemplify him by giving back to our community. As Secretariat we trust that the contribution and our services we brought will put a smile on the kids 's faces", he said. The team brought toys and foodstuff for the kids.

Amongst their chores on that day; the team had shown their humanity when they washed the windows, the mats, the chairs and the toilets and also clean the floor as part of giving 67minutes of their time to do service.

Ms. Jennet Mangena, the Principal of Rorisang School, said Mandela made a huge sacrifice in uniting the people that on this birthday people should give and create Ubuntu, not discriminating. "I believe that 67minutes of Mandela day should be extended, people must not only

give on the 18 July but everyday should be a Mandela day, there are people out there who are in dire need of these services daily, she concluded.



The Public Service Women Management Week



VOX
POP

One of the resolutions taken during the session held on the 26 August 2016 at Farms Inn with Women Management of the Civilian Secretariat for Police Service was to elect a Women's Committee that will deal with the challenges faced by women in the workplace. What are issues do you think should be tackled by Women's Committee?

Tshephiso Mohlatlole: Assistant Director; Finance Unit

Women Management should provide guidance to their subordinates. Women should empower themselves with education so as to assert themselves in the workplace. The organisation should avail channels and resources such as bursaries to develop women. Managers should be supportive to their subordinates and create conducive environment for employees enabling them to perform to their optimum level. Women in management should be open and approachable to provide guidance and coaching to the subordinates. In terms of confidentiality, managers should not disclose matters that are personal to subordinates.



Hazel Molopa: Receptionist

Some of the issues to be discussed by women in the workplace are sexual harassment, financial counselling, psychological counseling as other women encounter difficulties in their households, life style issues and personal development.



Lerato Khansi: General worker

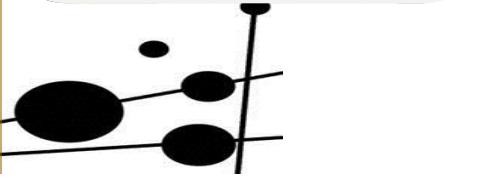
Women should discuss issues of developing themselves academically. Managers should assist subordinates by mentoring and coaching them to ensure that employees grow in their career lives .

VOX POP

CONTINUED...

I believe women should discuss issues that will help grow their careers and their life in general. Our department is very passionate about training and development; this forum should encourage women to seize opportunities made available to them.

You will be amazed at how much difference a month's course will make you need to be shortlisted for an interview. Issues of health and Wellness, Personal Financial Management, Public speaking, balancing work, family and social life should be on the agenda list.



REVIEW







A hand holding a megaphone, with sound waves radiating from it, set against a yellow background.

BIRTHDAY ANNOUNCEMENT

July-August