

# SECRETARIAT NEWS



## *In this Edition*

- ◆ *Secretariat celebrates World Aids Day*
- ◆ *Secretariat employees speak on Human Rights' Day*
- ◆ *Profiling of Knowledge Management Directorate*

# EDITORIAL



We are pleased to bring you, another exciting edition of our internal newsletter. Thanks to those of you who contributed to it as these contributions are essential to the newsletter's success.

One of our key functions is to provide relevant and informative update on the internal affairs of the department, hence we are continually striving to ensure that we deliver on our mandate.

21st March has the historical loaded memories of our country, and as we remind ourselves of the struggles our people have gone through to fight for human rights, we managed to pick some of our staff's brain on their views regarding the progress made by our government since the dawn of democracy in promoting and protecting the rights of the people.

Also featured in this publication is the profiling of the Directorate Knowledge Management. We believe that our internal clients must be kept abreast with the ins and outs of the organisation.

Additional to this, we have captured the previous departmental commemoration of World Aids Day, as part of supporting this initiative.

Lastly, one of the most exciting announcement in this newsletter is the introduction of the new faces in the department.

Thank you for reading our newsletter and we welcome any suggestions that will grow us and equally benefit you.

Enjoy!!!!

Pinda Ntsaluba

## **Secretariat commemorates World AIDS Day**

**By: Makadi Raseona**

One of the objectives of HIV & AIDS, STI and TB Strategic Plan (NSP) for South Africa 2012 - 2016

seeks to reduce self-reported stigma related to HIV and TB by at least 50%. The Civilian Secretariat for Police Service joins the world in commemorating World AIDS day. The event took place on the 12<sup>th</sup> December 2018 at Malibu Country Lodge. Themed "Know your Status" the event was characterized by various activities such as candle lighting, HIV/AIDS Quiz, whereby employees got an opportunity to participate.

The HIV & AIDS, STI and TB Management Pillar under EHW Strategic Programme is implemented through commemoration of Department of Health calendar of events such as World AIDS Day. The overall aim of celebrating



this health promotion day is to mitigate the impact of the HIV epidemic and to reduce the number of infections and its impact on individual employees, families, communities and society at large.

This type of health interventions tend to encourage employees to appreciate the efforts made by the employer with regard to their health. Furthermore all possible means which are made to minimize behaviour risks that are threatening the health and wellbeing of staff members.

During the event, Head of the Department Mr. Rapea encouraged the employee to act responsibly and ensure that they know their status at all times.



## MEC for Safety & Security leads Crime Summit in Durban –KZN

BY: Sello Manyama



The KwaZulu-Natal MEC for Community Safety and Liaison Mxolisi Kaunda has called for a united front against crime. He was speaking at a provincial crime summit which was held in Durban on the 4th December 2018.

In his opening address the MEC said “It is a matter of public record that our country is facing a huge challenge of escalating crime and, as a caring government, we cannot sit back and fold our arms when criminals are terrorizing our communities”.

The MEC Kaunda further indicated that the province had been plagued by crime, “If you talk about murders, KwaZulu-Natal is leading in the country. From time to time, the province experiences political-related murders, taxi violence, hostel conflicts, faction fights in traditional communities, gender-based violence, stock theft, violent public protests and cross-border crimes,” he said.

“Furthermore there is a need to build positive societal attitudes and values by increasing the strength, capacity and resilience of individuals, families and communities in relation to the known risk factors that make communities unsafe”, he said.

The MEC also indicated that they have witnessed an increase of violence in schools and tertiary institutions which has resulted in the loss of lives of students and educators. He highlighted that he is pleased to report that working with the Community Policing Forum (CPF), Youth desk, they have launched a Campus Safety Programme aimed at creating a safe environment in institutions of higher learning in the Province. The state of crime would be a point of concern as the province moved closer to the 2019 general elections, he added.



## ***CSPS employees participate in GEMS Health Screening***

***By: Makadi Raseona***

The Human Resource Development and Employee Relations unit organised GEMS Health Wellness screening on the 5th December 2018. The screenings were aimed at empowering, educating and informing the employees on the potential health risk one might encounter given their health status quo.

The Health Screenings are conducted by Government Scheme Medical Aid (GEMS) on a quarterly basis. Employees with results of concern are referred for further confirmation tests, support and disease management program. Patient confidentiality is applied in that individual's results are only discussed with the affected employee.

Screenings which were performed on the day were:

- Blood pressure check
- Blood sugar and cholesterol
- Weight, height and waist circumference
- HCT (HIV counselling and testing).

In a quest to alleviate future threatening diseases, the Directorate HRD & ER has developed disease management programs such as Biggest looser, sports to encourage healthy life style.

Research has shown that cardiovascular diseases, diabetes, chronic lung diseases and many cancers are linked to risk factors such as smoking, stress, inactive lifestyle, unhealthy diet and obesity which are present across all demographic sectors. The HIV infection has become a chronic disease for as long as the infection is detected at an early stage. Tuberculosis is curable but very contagious and any delay in detection leads to contamination of new individuals.

The HRD and ER encourages staff members to participate in health screenings provided by GEMS.

## KNOW YOUR DEPARTMENT: SUBDIRECTORATE KNOWLEDGE MANAGEMENT

### ***What role does Knowledge Management unit play in the Department?***

The Knowledge and Information Management Directorate (KIM) was established and is informed by the Civilian Secretariat for Police Service Act 2 of 2011 to function as an information hub serving the Civilian Secretariat for Police Service (CSPS). KIM is developed to support the implementation of the integrated knowledge-based approach towards violence and crime prevention advocated for by the 2016 White Paper on Safety and Security. The aim is to support core units, in achieving their strategic objectives by providing them with information and facilitate the development of knowledge harvesting and sharing.

The implementation of Knowledge Management within CSPS is to transform the department from a bureaucratic department into a knowledge-based department as well as being a learning organisation. An organisation that is learning changes as a result of its experiences, leading to performance improvements. One of the key functions of the Knowledge & Information Management Centre is to facilitate access to information. The Knowledge and Information Management is responsible for facilitating access to information through the provision of Library, Information and Knowledge Management Services in the department to support the functions of the department.

The Knowledge Management unit is divided in-to the following components:

- ◆ Resource Centre
- ◆ Knowledge Management
- ◆ Management of Saferspaces Portal

### ***What have been your key achievements over the years and recently?***

We have the approved Knowledge Management Policy and Strategy, we have also appointed Knowledge Management Champions. In addition to this, there is information/knowledge sharing sessions within the Policy Development and Research Unit to discuss projects progress and challenges with *projects*.

### ***What are the challenges that your unit is facing?***

The unit is under-resourced and under-utilised and also because of the manual administration of the resources, some materials are at risk of been lost. Furthermore, we do not have electronic information management system.

The other challenges that the unit is facing is that staff members do not visit the safer space portal site, having said that they do not have information on how they and their families can benefit from the portal. They are not registered as contributors or users on the site.

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

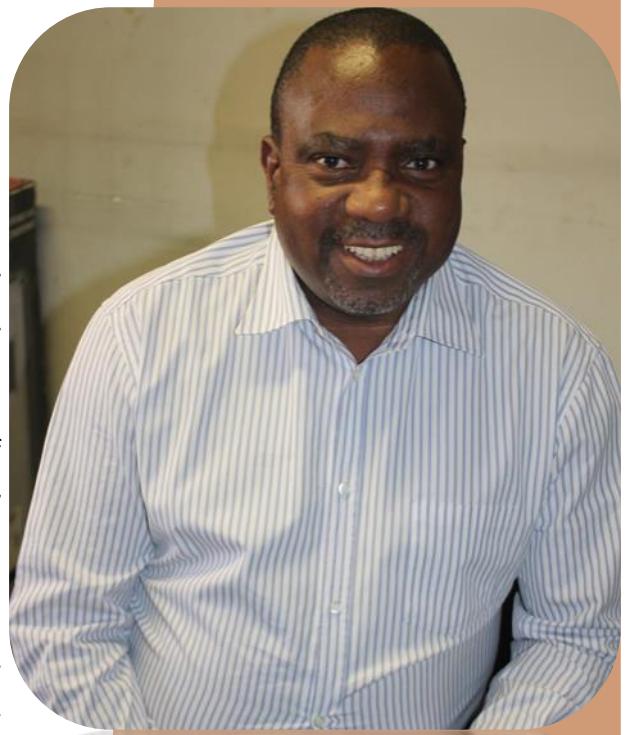
Knowledge Management and Saferspaces awareness sessions will be conducted this year. KM champions have been identified and appointed therefore training is being arranged to capacitate the champions in order for them to be advocates of KM in their units.

***Who is who in your unit and how do we contact them?***

We have Ms. Matlakala Mosane who is the Director Knowledge management and can be contacted at [Matlakala.Mosane@csp.gv.za](mailto:Matlakala.Mosane@csp.gv.za) 012 393 8527. Lastly we have, Mr. Masibulele Yaso -Deputy Director [Masibulele.Yaso@csp.gv.za](mailto:Masibulele.Yaso@csp.gv.za) and Ms. Makhosi Buthelezi Assistant- Director [Makhosi.Buthelezi@csp.gv.za](mailto:Makhosi.Buthelezi@csp.gv.za)

## QUICK INTERVIEW WITH CHIEF DIRECTOR INTERSECTORAL COORDINATION & STRATEGIC PARTNERSHIPS

By Benjamin Ntuli



**Describe your character in one word?**

Workaholic

**How long have you been occupying this position, any challenges that you have encountered thus far as head of Partnerships?**

A year and a couple of months. When I took over as Head of Partnerships, the unit's performance was at 19% 2016-2017 financial year now I am proud to say that we have managed to achieve 86% performance. The other challenge is that, there are forever daunting tasks of making sure that we deal with community issues as and when they arise and you will never know when they arise, and that puts you under pressure

**What does Intersectoral Coordination and Strategic Partnerships unit do?**

We are responsible for building partnerships with the communities, and mobilising them to ensure that we minimise if not eradicate crime. Our Chief Directorate has five directorates which are **Civil Society Directorate**, this unit deals with creating relationships with community structures such as Amakhosi, Religious Fraternity and Traditional Leaders. The other component is **Public Private Partnerships Directorate** which is responsible for mobilising business communities and institutions such as Universities towards the fight against crime. We also have **Intergovernmental Relations Directorate** which strictly deals with building relationships with local government and other Spheres of government that deals with safety and Security, towards the establishment of Community Safety Forums. **Community Outreach Directorate** engaging with community and lastly the **Communications unit**—which focuses on rendering communications support to the department.

**Any commendable strides that your unit have achieved since your appointment as head of ICSP?**

We have also entered into Memorandum of Understanding with Moral Regeneration Movement and Business Against Crime to mobilise society against crime.

**What are the major upcoming projects that your unit will be working on this year?**

To launch another 20 community Safety Forums and in addition to this, I would also be happy if we can sign a Memorandum of Understanding (MOU) with National Black Farmers Union and Traditional leaders.

**On a lighter note how do you motivate your staff?**

I consider myself a coach, so I ensure that I engage with my team and advise them regularly.

**Mr. Benjamin Ntuli**

**Chief Directorate : Intersectoral Coordination and Strategic Partnerships**



**Every year on the 21<sup>st</sup> March, South Africa commemorates Human Rights' Day in remembrance of those 60 people who died and 180 wounded in Sharpeville in 1960 while protesting against the Pass Law. After 25 years into democracy in South Africa, do you think a lot has been done in terms of protecting and promoting the human rights or the rights of the people?**

**Martha Mashishi**  
**Unit: Supply Chain Management**

**Yes, I think a lot has been done by our government:** The Constitution states that people have a right to social security. Since 1994:

- Close to 16 million people receive social grants, which are one of the most effective poverty alleviation mechanisms in the country.

- Access to water infrastructure at Reconstruction and Development programme (RDP) standards or higher stood at 95% in the 2010/11 period compared to just over 60% in 1994

- The public healthcare system is gradually improving. patient satisfaction with public healthcare increased from 54% in 2009 to 61.9% in 2011.Over R600 billion in Black Economic Empowerment (BEE) transactions have been recorded since 1995.



## VOX POPS



After 25 years of democracy, I do not think the rights of people in South Africa have been protected and promoted. According to the constitution of South Africa the Bill of rights are said to be a cornerstone of democracy in South Africa. The Bill enshrines the rights of all people in our country and affirms the democratic values of human dignity, equality and freedom. Furthermore, the Bill states that all people living in South Africa are equal before the law, however that is not evident because we are led by officials who promote corruption and are benefiting from the wealth of our country while we still have other people who go to bed hungry and nothing is being done about it.

People do not have land, they cannot access education freely, we do not feel safe in our country and women are still being exploited especially in the work place, therefore we cannot say we have freedom. The government can still do more to promote the rights of people.

**Ms. Friddah Kutumela**  
**Chief Directorate : Oversight**  
**Monitoring & Evaluation**



## VOX POPS



Since South Africa's transition to democracy, there has been a slow pace in the delivery of housing, water and sanitation, health care and education, which are provided for in the

Constitution. The ongoing service delivery protests are as the result of government not delivering the required services stipulated in the Constitution. However, it is unfortunate that most service delivery protests take place under conditions characterized by damage to public and private property and the looting of shops. This means there is still a long way to go in order to see all the human rights entrenched in the Bill of Rights realized.

**Mr. Tebello Mokiri**  
**Chief Directorate: Policy**  
**Development and Research**

## NEW FACES IN THE SECRETARIAT



*Ms. Lindiwe Mjeza*

*Designation: Director: Internal Audit and Risk Management*



**Mr. Nkosinathi Khumalo**

*Designation: Monitoring & Evaluation Assistant*



**Mr. Prince Nare**

*Designation: Monitoring & Evaluation Assistant*



**Mr. Ntjile Sebei**

*Designation: Monitoring & Evaluation Assistant*



**Mr. Hangwani Mugeri**  
*Designation: Monitoring & Evaluation Assistant*



**Mr. Simon Sakoneka**  
*Designation: Monitoring & Evaluation Assistant*

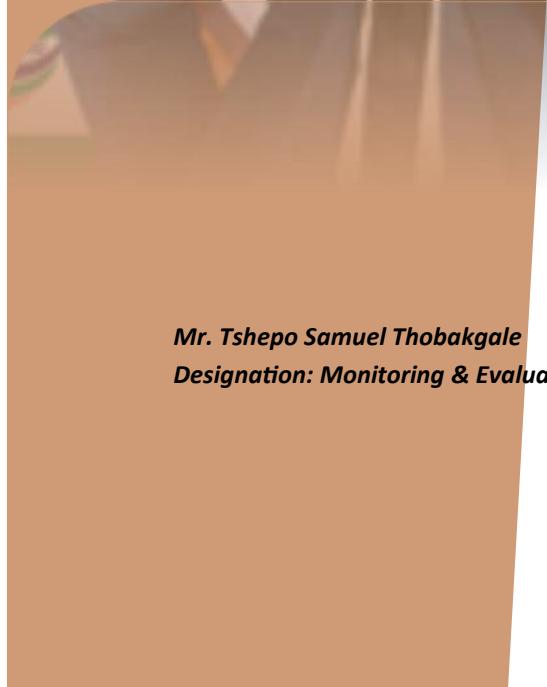
**Ms. Sengwe Noge**  
*Designation: Monitoring & Evaluation Assistant*





*Mr. Thomas Karabo Baloyi*

*Designation: Monitoring & Evaluation Assistant*



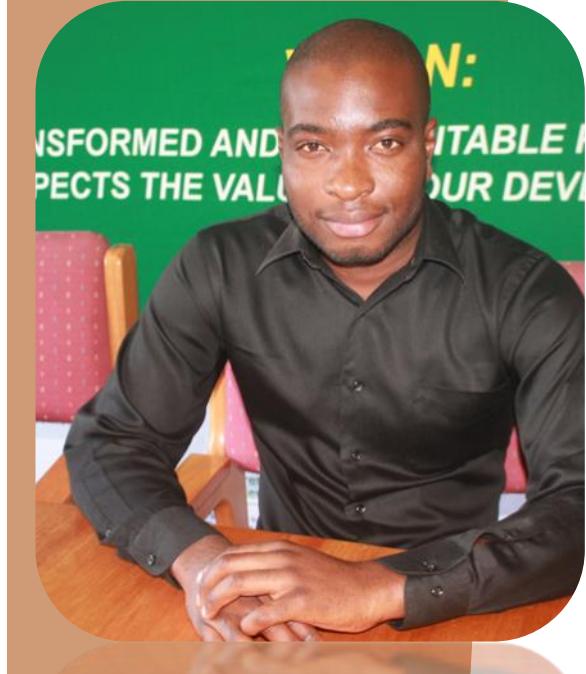
*Mr. Tshepo Samuel Thobakgale*

*Designation: Monitoring & Evaluation Assistant*



*Mr. Harvey Manganye*

*Designation :Monitoring & Evaluation Assistant*



## **KHAYELITSHA STAKEHOLDER ENGAGEMENT BLITZ**



## CHRISTMAS PARTY PICTURES



## CHRISTMAS PARTY PICTURES



