civilian secretariat
for police service

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Isu Elibandakanyayo Lokunqanda Ubugebengu Nodlame (i-ICVPS)

1. Iyini i-ICVPS?

Isu Elibandakanyayo Lokunqanda Ubugebengu Nodlame (i-ICVPS) wuhlelo lukahulumeni okuhloswe ngalo ukukhuthaza indlela ebandakanyayo yokunqanda ukuze kubhekwane nezimbangela zobugebengu nodlame. Lamukela ukuthi ukuphepha akuwona umsebenzi we-SAPS kuphela kodwa ithatha indlela "kahulumeni wonke" kanye "neyomphakathi wonke".

I-ICVPS incike ezinsikeni eziyisithupha, okuyilezi:

- **Insika yoku-1: UHlelo Olusebenzayo Lwezobulungiswa Bobugebengu:** ikhuluma ngokusebenza kahle, ukuphendula kanye nobungcweti bomkhakha wezobulungiswa bobugebengu ekubhekaneni nezidingo kanye nezinkinga zabantu emidantini yobugebengu nokuphepha.

- **Insika yesi-2: Ukungenelela Kusenesikhathi Kokunqandwa Kobugebengu Nodlame Nokukhuthazwa Kokuphepha:** ikhuluma ngemidanti yokuphepha nokunqandwa kobugebengu nodlame kusekuncane, kuqinisekiswa ukuthi izingane kusukela zinezinsuku eziyi-1000 zokuqala zithola isiqalo esihle. Nasekukhulisweni Kwezingane Zisencane, izingane ziyavikelwa futhi zifundiswe kahle, okubandakanya ezikoleni, emiphakathini, ezinkundleni zokudlala, nakuyo yonke indawo eziya kuyo zifanele ziphephe futhi zizizwe ziphephile.

- **Insika yesi-3: Ukwesekwa Kwezisulu:** lena ikhuluma ngokuthi umuntu ngamunye obambe iqhaza ufanele akwazi kanjani ukumela abahlukunyeziwe, abanikeze ukusekwa nokunakekelwa okubafanele, futhi asize ukubhekana

nanoma yiziphi izithiyo okungenzeka babhekane nazo. Ukusershenziswa komqulu wezisulu kubalulekile.

- **Insika yesi-4: Ukwethulwa kwezinsizakalo okusebenzayo nokubandakanyayo ukuze kupheshwe futhi kugwenywe udlame:** Sifanele sixhumanise bonke abantu nezinkonzo kanye nezinsiza ezifanele ukuze imiphakathi ithole usizo eludingayo ukuze iphephe. Lena iphinde ikhulume ngokwethulwa kwezidingongqangi eziyisisekelo, ukulethwa kwezinhlelo nezinsiza ezibhekana nemidanti yobubha, ukuntuleka kwemisebenzi, ukungalingani kanye nokukhuthanzwa kwentuthuko yenhlalakahle nomnotho. Kufanele kube nokuxhumana kanye nokusebenzisana okufanele kwabo bonke ababambiqhaza.

- **Insika yesi-5: Ukuphepha Ngokuklanywa Kwendawo:** Ukuklanywa ngendlela efanele kwezindawo zethu zokuhlala kusiza ukukhuthaza ukuphepha kanye nokunqanda ubugebengu nodlame emphakathini wethu. Ukuhlelwa kwezindawo zasemadolobheni nezindawo zasemaphandleni kufanele kubhekisise ukuphepha kwabantu, isibonelo, ukuqinisekisa ukuthi amalambu asemgwaqweni asebenza kahle ukuze akhanyise izindawo ukuze abantu bazizwe bephephile, ukugawulwa kwamahlahla notshani obude ezindaweni ukuze kunqandwe ubugebengu, kanye nokwakhiwa kwezindawo zezemidlalo nokungcebeleka kanye nemihlangano yomphakathi. Lokhu kuzokwenza ngcono imizwa yokuphepha phakathi kwemiphakathi futhi kwakhe indawo ephephile nefanele.

- **Insika yesi-6: Ukubamba Iqhaza Okusebenzayo Kukahulumeni Nomphakathi:** uma senza imiphakathi ibe yisizinda sezinhlelo zentuthuko zokunqanda ubugebengu nodlame, sihlomisa imiphakathi yethu kanye nabantu bakithi ukuthi bazibambele mathupha ukuphepha kwabo. Lokhu kusho nokuthi kufanele babe yingxenye yokuhlelela ukuphepha ezindaweni abahlala kuzo, emisebenzini yabo, ezikoleni, ezinxanxatheleni zezitolo nakwezinye izindawo. Ukusungulwa kwezinhlaka zomphakathi kunikeza abamele umphakathi izwi ngakho konke ukuhlelela ukuphepha kanye nezinyathelo zokunqanda emiphakathini yabo.

2. Indima yami yini njengelungu lomphakathi eSwini Elibandakanyayo Lokunqanda Ubugebengu Nodlame?

Njengelungu lomphakathi, ufanele uzibophezele ekuphepheni kwakho nokwaphakathi endaweni ohlala kuyo, uhlale uqaphile, ubike nanoma yiziphi izenzo ezisolisayo emphakathini wangakini, wazi omakhelwane bakho kanye namalungu omphakathi ophila nawo, wazi izinsizakalo ongazithola ezivela kuhulumeni kanye neqhaza odinga

ukulibamba ukuze ufinyelele kulezo zinsizakalo, ube ummeli wabantu ababuthakathaka emphakathini wangakini, ungathuli lapho ubuka ukungabi nabulungiswa, ukuhlukunyezwa, udlame lwasekhaya, izenzo zobugebengu, futhi ubike konke lokhu kuziphathimandla ezifanele.

Udinga ukuhlanganyela kokwenziwa umphakathi futhi wabelane ngolwazi oluzosiza ukuqanda izimo ngaphambi kokuthi zandele emazingeni amakhulu, isibonelo, uma izindawo ezithile ezishisa izikhotha zezenzo zobugebengu zaziwa emphakathini wakho, noma lapho amalungu omphakathi ehlukunyezwa amaqembu emigulukudu, udingeka ukubika lezi zenzo emahhovisi afanele, eziteshini zamaphoyisa, nakubaholi bomphakathi ukuze lezo zinkinga zilungiswe.

3. Luyini uhlelo lokusetshenziswa kwe-ICVPS?

I-ICVPS wuhlelo lokuqalisa ukusebenza. Iqukethe amathebula achaza izindima kanye nezibopho zombambiqhaza ngamunye onomsebenzi wokuyifeza. Idinga ukuhlela okubandakanyayo kanye nesabelomali kanye nokuhlonyiswa okufanele kwenzeke kuzo zonke izigaba zikahulumeni, futhi lokhu kubandakanya bonke ababambiqhaza bakahulumeni kanye nomphakathi ukuba bahlangane ukwenza lokhu kuhlelwa. Idinga futhi izinkomba zokusetshenziswa ezicacile ukuze iqalise ukusebenza, futhi ifanele ibe nezinkomba zokuqapha nokuhlola ukuze kukalwe ukudinga ukwenziwa ngcono emazingeni obugebengu.

4. Uzoqinisekisa kanjani ukusetshenziswa ngempumelelo kwe-ICVPS?

Lokhu sizokwenza ngokukala umthelela we-ICVPS ngokunciphisa amazinga obugebengu, ukwanda kokuqashwa emsebenzini kanye nentuthuko ezindaweni zasekhaya. Sicela i-DPME ifake izinkomba ezisezingeni eliphezulu oHlakeni Lwesu Lwesikhathi Esimaphakathi (kwi-MTSF/kwi-MTDP) ukuze kuqinisekiswe ukusetshenziswa kwe-ICVPS futhi kuqinisekiswe ukuthi umnyango ngamunye uyaziphendulela.
Amanye amathuluzi e-M&E kusetshenziswa iMinyango Yezifundazwe Yezokuphepha Komphakathi azosiza ukuhlola ukuthi bonke ababambiqhaza bayakwenza yini lokho okufanele bakwenze, futhi bakwenza ngempumelelo. Sisungule iKomidi Lokusebenza ezingeni likazwelonke ukuze lihlelele konke ukuhlela kanye nokubika ngempumelelo kanye nezinselele ngezinhlelo zokunciphisa lezo zinselele.

5. **Uzoqinisekisa kanjani ukuthi 'uhulumeni wonke kanye nomphakathi wonke' ubamba iqhaza ku-ICVPS?**

Sizosebenzisa iModeli Yentuthuko Yesigodi (i-DDM) njengenkundla esemqoka yokusetshenziswa ngempumelelo kwe-ICVPS kanye nokuhlela emazingeni kuwo womathathu kahulumeni. Ohulumeni Bezifundazwe nohulumeni basekhaya bazoqinisekisa ukuhambisana kwe-ICVPS ne-DDM. AmaHhovisi ONdunankulu kulindeleke ukuthi adlale indima ebalulekile mayelana nokuhlela kanye nokwenza lula ukusetshenziswa kwe-ICVPS. Ukusetshenziswa ngempumelelo kwe-ICVPS kuncike kakhulu kuwo wonke amalungu omphakathi kanye nohulumeni ngokufanayo ukuthi bazibophezele ekusebenzisaneni ukuze kufezeke ukuphepha kwemiphakathi yawo wonke umuntu.