SAPS’S BRIGHTEST STARS

National Excellence Awards | 2016

Sandton Convention Centre
#CrimeMustFall: Back To Basics

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My warmest greetings to all the employees of the South African Police Service (SAPS) who risk their lives to ensure that the people of South Africa are and feel safe every day. It is this commitment, loyalty and dedication which prompted us, three years ago, to present the annual National Excellence Awards.

The National Excellence awards are aimed at recognising and rewarding outstanding performance, exceptional devotion to community relations and extraordinary courage.

Congratulations to all the nominees in the 22 categories, you are the SAPS’s brightest stars! We should all aspire to emulate the calibre of professionalism and moral fibre of these employees who represent all the characteristics our citizens expect to find in an upstanding police official.

I am confident that the stories that will be narrated at the awards ceremony will inspire and motivate all of us. What I personally find inspiring, is that ordinary human beings have not only performed their duties in an exceptional manner, but they have also found the time to go beyond the call of duty. Their stories exemplify that policing is a calling, not just a career and that many sacrifices are made by our employees. Let us not forget that some of our colleagues - too many - have even made the ultimate sacrifice, that of their lives.

The SAPS is our organisation, we must be ambassadors of the badge and fly our flag high through displaying integrity, respect and pride at all times. On and off duty, our conduct must be exemplary and our character beyond reproach.

The management of the SAPS most sincerely thanks the Minister of Police, Mr Nhleko and the Deputy Minister of Police, Ms Sotyu, for their continued support and leadership. We truly appreciate it.

It is also fitting to thank our sponsors, stakeholders and all the role players who have worked so hard to ensure that this event takes place and is successful. I am confident that these awards will motivate us to want to do more and to reaffirm our commitment to serve.

While we celebrate excellence and our stars, let us also roll up our sleeves to realise the vision of the National Development Plan 2030, of a professionalised, transformed SAPS. ‘Back to basics toward a safer tomorrow’.
In the third year of the National Excellence Awards, we are celebrating women and men whose deeds of charity, courage and professionalism have set them apart.

Giving credence and expression to the National Development Plan which emphasises professionalism in the South African Police Service (SAPS), we pride ourselves on the excellence that will be celebrated today.

Not only have the National Excellence Awards nominees of 2016 performed their official duties in an exemplary manner, but they have also gone way beyond the call of duty to serve the nation. Congratulations to each nominee and winner, you are leading by example.

We have rolled out the red carpet and set up a stage to show our appreciation and respect to our brightest stars.

Our slogan is ‘Recognising and rewarding service excellence’, because we know that recognition and reward will motivate our employees to greater levels of performance and service. It must be remembered that the process of recognising and rewarding our employees is not confined to a once-off event. In fact, we recognise our employees throughout the year by means of monetary and non-monetary awards, when nominations are made by commanders from all provinces.

Our strategic intent, the back-to-basics approach, acknowledges the discipline, professionalism, integrity and hard work that the nominees displayed to be here today. Your enthusiasm will serve as an inspiration to us all. It will also remind us why we took the oath to serve and protect. Your continued perseverance exemplifies the very qualities we wish to see in every employee of the SAPS.

We will continue to focus on professionalising and developing our most precious resource and asset, the women and men in blue, including our support personnel and reservists.

Our sincere appreciation is also extended to the families of our nominees - thank you for sharing your loved ones with us and with the communities.

Congratulations to all the nominees and winners. Walk tall and shine like diamonds.
The South African Police Service values members who are in all respects the most treasured assets. Recognition and appreciation, as we all know, results in a motivated workforce, improved morale and the achievement of the desired results.

To cultivate excellence in service delivery, encourage unity within the organisation and recognise those employees who excelled in the performance of their duties, we decided to present the National Excellence Awards on an annual basis.

This is not an ordinary event on our calendar where we suspend our daily activities to be seen in tuxedos and evening dresses, but a day to commend and reward our very own human capital, our valuable employees who performed excellently and beyond their scope of duty.

As we celebrate this day with the top achievers among 198 000 employees of the South African Police Service, let us never forget our fallen heroes and heroines who have made the ultimate sacrifice while serving and protecting. Those men and women in blue who stood courageously against the criminal element and whose lives were violently ended, must forever be remembered and honoured. Let us dedicate this prestigious occasion to their memories and show our respect by ever striving towards service excellence. #CrimeMustFall and fall it will if we display the commitment shown by our fallen but never forgotten colleagues.

As an organisation, we are committed to working towards government’s goals as enshrined in our Constitution – one of the best in the world – and the National Development Plan 2030. The National Development Plan states that “personal safety is a human right. It is a necessary condition for human development, improved quality of life and enhanced productivity”. In order to allow those in South Africa to experience personal safety, the SAPS has gone back-to-basics, and professionalism, integrity and respect is expected from each and every employee.

The nominees for National Excellence awards indeed personify these qualities. We are proud of each and every one of the nominees and we are inspired by their dedication, selflessness and their endeavours to somehow make the lives of other human beings better and more worthwhile.

The boxing legend Mohammed Ali once said: “Champs aren’t made in the gyms. Champs are made from something they have deep inside them – a desire, a dream, a vision. They have to have last-minute stamina, they have to be a little faster, they have to have the skill and will. But the will must be stronger than the skill.” These nominees, finalists and winners, who excelled in their duties and in their desire to improve the lives of others, are a clear example of these words. Please keep up the good work and continue to excel.

The building blocks of excellence lie in demonstrating honesty, humility, loyalty, sincerity, discipline and respect within the broader society that we serve. It is that selfless attitude that prevails at events like these, leading one to be recognised for his or her extraordinary performance.

Our desire is to see all men and women reach their full potential in the fight against crime and corruption across the length and breadth of South Africa. Let these coveted awards propel and inspire all of us to become the best that we can be, as we roll up our sleeves and go back to the basics of policing.
On this special day that the South African Police Service or SAPS, is holding its Service Excellence Awards ceremony, we as the police leadership, wish to pay tribute to all our law-abiding heroes and heroines in blue.

Immediately we would like to stress that our Government is not wasting money on celebrating and awarding the good work of our serving police officers and all the personnel at the Department of Police, as the money spent to honour our men and women in blue, is spent well.

The risks and danger police officers face daily in the pursuit of peace, democracy, security and stability, cannot be measured in monetary value. We will, therefore, forever look at our men and women in blue with respect and gratitude, and forever understand the immense debt we owe to all the members of the South African Police Service.

Having said that, as police leadership, we will also continue ensuring that a concerted effort is made to improve the functioning, the operations and the image of the South African Police Service. That is why the SAPS’s executive (the Minister and the Deputy Minister) have adopted the ‘Back-to-Basics: Toward a Safer Tomorrow’ theme for the 2016/2017 financial year.

The Minister of Police has already appointed the Farlam Commission to implement all the recommendations made in the Commissioner’s Report to professionalise the SAPS in its entirety. The Transformation and Institutional Reform Committee of Experts as overseen by me as the Deputy Minister of Police, will complement the Farlam Committee in its work.

The establishment of these two Committees is the epitome of our mission to transform the South African Police Service into a professional, service delivery oriented Department.

In the transformation of the SAPS, we will focus on the type of Police Service the National Development Plan (NDP) envisions. We must continue ensuring that our Police Service at all levels is reflecting the society it polices, and the values we wish to promote within our society.

The Ministry of Police is therefore committed to supporting the Acting National Commissioner of Police in his quest to improve the areas of underperformance through the national management interventions approach.

Indeed, on an occasion such as this one, it must surely feel good to be a policeman or a policewoman in South Africa. It surely feels good for us, as the police leadership, to be part of these innovations in the SAPS.

We are truly honoured to be the ones endorsing our great appreciation to you, as you continuously put the safety and security of all South African inhabitants before your own.

The progress we have made, the victories we continue to achieve, are reflective of the vision of the entire nation’s commitment and determination to the cause of peace, stability, good governance, quality service delivery and social progress in South Africa.

Therefore, please do enjoy this day of awards and congratulations to all our principled, dependable and hard-working police members of the SAPS. You are all winners today.
MESSAGE FROM THE MINISTER OF POLICE

Minister of Police
Honourable Nkosinathi Nhleko(MP)

“Another point we often make, is that we are all leaders. In every single activity we are engaged in, we lead. The excellence with which we perform our task, no matter how small or even menial, sets an example and inspires others around us or in our team.”
Madiba, 2002

May these words inspire all of us to use our skills to create a great Team SAPS. Excelling is often at the cost of personal sacrifice and it is therefore appropriate that we acknowledge excellence. I wish to thank the families of the nominees of the National Excellence Awards, since ‘family time’ is often the first casualty.

I also wish to acknowledge the colleagues of the nominees, as it is through your support that others shine. Celebrate the acknowledgement of the nominees as a collective achievement with the sole purpose of strengthening the team. Be proud of a colleague’s achievements and be inspired, knowing that you may be among future nominees and winners.

To the winners that will be announced, I will be present to bask in your glory, knowing that I will draw courage from the accolades that will be bestowed upon you. Knowing that the road ahead to transform the SAPS is a daunting one, I will depend on people with exceptional skills. Judging by the nominees, I have no doubt that these skills exist within the SAPS.

I extend my best wishes to all the nominees.
The dimensions of this criteria are listed below:

» The employee’s achievement towards the strategic objectives of the Organization linked to the KPA’s in terms of quality, quantity, time and cost efficiency.

» The employee’s dedication to duty (e.g. the extend the employee go the extra mile beyond the call of duties)

» The creativity, initiative, innovation and resourcefulness displayed by the employee to contribute positively towards service delivery. Further motivation can be linked to programs/projects (if applicable) related to general management.

» The employee’s impact / value added on service delivery.

» The employee’s attributes (compliance to Code of Conduct, Discipline, professionalism and/or any other extra-ordinary circumstance(s) that are observed.
LIST OF CATEGORIES FOR 2016

Administration Employee of the Year Level 1-7
Administration Employee of the Year Level 8-12
Administration Team of the Year

Visible Policing Employee of the Year Level 5-7
Visible Policing Employee of the Year Level 8-12
Visible Policing Team of the Year

Detective Employee of the Year Level 5-7
Detective Employee of the Year Level 8-12
Detective Team of the Year

Crime Intelligence Employee of the Year Level 5-7
Crime Intelligence Employee of the Year Level 8-12
Crime Intelligence Team of the Year

Senior Administration Manager of the Year Level 13-15
Senior Operational Manager of the Year Level 13-15

Police Station of the year
Woman of the Year
Man of the Year
Sports Person of the Year (Woman, Man, Person with disability)
Reservist of the year
Person with Disability of the Year
CPF of the Year
The following aspect are considered:

» The employee’s achievement towards the strategic objectives of the Organization linked to the KPA’s in terms of quality, quantity, time and cost efficiency.

» The employee’s dedication to duty (e.g. the extend the employee go the extra mile beyond the call of duties)

» The creativity, initiative, innovation and resourcefulness displayed by the employee to contribute positively towards service delivery. Further motivation can be linked to programs/projects (if applicable) related to general management.

» The employee’s impact / value added on service delivery.

» The employee’s attributes (compliance to Code of Conduct, Discipline, professionalism and/or any other extra-ordinary circumstance(s) that are observed.
CRITERIA FOR SPECIAL CATEGORIES

Please note that all the categories listed below have individual criteria and some include the General Criterion. All categories that include the General Criterion are marked with an asterisk (*).

SPECIAL CATEGORIES CRITERIA

* Minister’s Award
The winner is selected from the Gold and Silver Cross for Bravery Awards that the Minister of Police has awarded throughout the financial year.

* National Commissioner’s Award
The winner is selected at the discretion of the National Commissioner from all Monetary Awards by the National Commissioner.

* Senior Manager of the Year Level 13-15 (Operational)
As per General Criterion

* Senior Manager of the Year Level 13-15 (Administration)
As per General Criterion

* Police Station of the Year
- Front line service delivery
- Corporate image
- Neatness / appearance
- Clients satisfaction (survey)
- Partnerships and effectiveness of CPF
- Performance

* Woman/Man of the Year
- The achievement, performance/contributions that have had a significant impact on and/or added value to service delivery, the organization and the community.

- Knowledge and development/empowerment of self, others and women in the community.
- Commendations and achievements.
- Voluntary involvement in organizational activities.
- Community involvement.
- Initiatives and/or proposals to improve service delivery through the activities of the Women’s Network, the operational and support environment and or through commendations.
- Contribution to the strategic objectives of the Service.
- Leadership skills (Is the nominee a capable role model who has influenced others to join her in her efforts to make a difference.
- Problem-solving capabilities (Has the nominee been able to overcome obstacles and at the same time shown creativity and drive.
- Perseverance (Is the nominee results-oriented and did her efforts go beyond the call of duty).
- Impact of activities/efforts on service delivery.
- Advocate for gender representation.

* Sports Person of the Year: Man/Woman/ Person with Disability
- the member’s achievement in a prestigious achievement/sport.
- the member’s dedication to that particular sport.
- the members sportsmanship and standing among other sportsperson.
- the member’s diligence and perseverance in participating in that sport.
- the extent to which the member projects a positive image of the Police Service by his/her sports performance.
- the member’s personality.
- the member’s conduct in general.
- the member’s dedication and zeal in performing his/her daily duties as a member of the Police Service.

* Reservist of the Year
In addition to the General Criterion the following needs to be taken into consideration:
- availability/ hours worked/ successes to ensure the achievements of output.
- contribution to improve service delivery.
- successes in terms of Crime Prevention and service delivery.
- Initiatives or contributions to social crime prevention.
- Impact made on service or the safety of the community.
- effective utilization of resources.
- sharing of information with relevant role players.

* Person with Disability
In addition to the General Criterion the following needs to be taken into consideration:
- personal image and attitude towards life
- self development
- working ability
- adaptability
- communication
- interpersonal relationships/community service

CPF of the Year
This award is determined through assessment of the contribution of each Community Policing Forum on the following:
- Building sound relations between the SAPS and the community
- Relations built with Stakeholders to assist the Police in fighting crime.
Finalists per category
#CrimeMustFall: Back To Basics

**Foreman JJJ Davids**  
**Western Cape**

It is said that first impressions are often the most enduring, and in this regard Foreman JJJ Davids plays a crucial role in upholding a positive image of the Ceres Police Station.

He is responsible for maintaining the gardens, cleaning of the premises and State vehicles of Ceres Police Station in a swift and thorough manner. He is able to prioritise tasks without supervision. He ensures that the stores and cells are clean and well maintained. He even takes care of general maintenance such as fixing toilets and taps, which saves money for the State. The station has 155 members and is always bustling with activity. Foreman Davids initiated acquiring flowers and other plants in an attempt at enhancing the image of the station, and he often works over weekends. Although he is responsible for cleaning duties, he is always neatly dressed and helps whenever and wherever he sees that assistance is required, without being asked.

Foreman Davids has 23 years of uninterrupted service and although he is on the lowest salary level at the station, his trustworthiness and work ethic serve as examples to all the members at the station. In his entire career of 23 years, Foreman Davids has only taken sick leave for one day.

**Principal Typist MF Mans**  
**Gauteng**

In addition to her prescribed typing duties, Principal Typist Mans plays a huge role in the creative development of communication material and regularly attends to other administration duties.

If there is a personnel shortage, she deals with additional tasks such as the TMS, including its administration, without having received formal training. She assists the liaison officers by developing content for flyers, pamphlets, posters, and their newsletter, Tarlton News. Many of these contributions are done in her own time and with her own resources. Her pamphlets cover a range of topics, from preventing drowning, being money wise and general crime prevention tips.

Principal Typist Mans also developed a colouring book titled My Own Children’s Rights. She designed questionnaires for the CSC’s suggestion box and was part of a group that initiated a project for the Rekopane Inclusive Development Centre where she helped to decorate the children’s bedrooms. She manages to complete these extra tasks in a timely and professional manner.

The distribution of the pamphlets and the Tarlton News, as well as her community work, has a positive impact on the image of the police station and encourages communication between police members and the community.

**SAC PJ Mey**  
**Free State**

SAC Mey exceeds her job description requirements in an admirable way. In addition to her administrative duties at the Bainsvlei Police Station, she is actively involved in sector policing. Because of her participation and initiative, the number of registered community patrollers increased from 11 to 179 in the reporting period and is still growing. Currently it stands at 268.

She developed and implemented a street number project in Sector 2, which was extended to other sectors. This project has a positive effect on reaction times. Her involvement led to more people attending the sector crime forum meetings. Previously seven to eight community members attended these meetings, and attendance has increased to 50.

She works overtime without remuneration daily and over weekends, and is creatively involved in compiling notices and pamphlets. She assisted with the design of magnetic identification signs for community patrol vehicles, which are now also being used by bigger stations such as Parkweg. She also assisted in the designing of identification cards for registered community patrollers and the acquisition and distribution of sector and cell maps, to ensure that patrollers become familiar with the areas. She knows police work very well and answers many telephonic queries. She served as a JOC/VOC operator during operations and assists in the CSC when necessary. She promotes a team spirit and has a very positive impact on service delivery and the image of the police station.
Lt MW Nyambi
Mpumalanga

Lt MW Nyambi is a communications officer and ensures that the community of Tonga, Mpumalanga is informed about crime trends by means of awareness campaigns such as radio slots, exhibitions, door-to-door campaigns, articles in the local newspapers and on social media. He designed posters, pamphlets and a quarterly newsletter called Sekunjalo with the logo The eyes and ears of Tonga. He provided material for Duty Calls, the Journal/Online and Ingwe (the provincial quarterly newsletter), and issued provincial media releases regarding successes. He has a permanent slot with the local community radio (Nkomazi FM) where he updates the community and encourages crime reporting.

In addition to his usual duties, Lt Nyambi voluntarily trained members working in the CSC on how to deal with domestic violence cases after the cluster training officer had passed away. He engaged with businesses to establish forums to combat business robbery. He assisted two orphans from Block B by helping them receive social grants and donations. He has made it his mission to ensure that a young girl finish school and have a chance at a brighter future. He also ensured that her disabled brother receive a social grant to care for himself. Lt Nyambi visits pension paypoints to ensure that a young girl finish school and have a chance at a brighter future. He also ensured that her disabled brother receive a social grant to care for himself. Nyambi visits pension paypoints to ensure that a young girl finish school and have a chance at a brighter future.

Maj L Arosi
Gauteng

Maj L Arosi is the Supply Chain Management Head in the Brakpan Cluster. He is the only officer at the Supply Chain Management Brakpan Cluster and currently performs the work of four officers in accordance with the approved establishment. In the last assessment period by Head Office, Brakpan obtained a rating of 5 (100%) compliance with the provincial biannual stocktaking process, which positively influenced the assessments of the provincial commissioner and cluster and station commanders.

Some of his best practices include weekly monitoring of outstanding certifications on various items ranging from vehicles to livestock and ammunition. Maj Arosi conducted three training workshops in the cluster and assisted other clusters upon request. He gives ongoing individual mentorship and arranges that Head Office provides training for all SCM and financial officers in the cluster. The optimal use of the cluster’s handyman resulted in the reduction of day-to-day costs by an estimated 54,43%. A good work relationship was developed between the garages and the Radio Technical Units, which boosted and motivated members to reach strategic goals because they received vehicles and equipment in good working order and the vehicles were in the garages for shorter periods. At Brakpan 14 instead of 27 vehicles were in the garage.

Maj Arosi ensured that vehicle inspections were conducted and managed improvements with the appearance of the CSC, which made a positive contribution to the image of the SAPS. Maj Arosi is always available to assist when operational duties are conducted. Through the effective use of resources such as the SAPS tow truck and ensuring that a member was dedicated for this duty, the time members spent at the scenes of accidents, was minimised and the towing expenditure was reduced by 25,45%.

Maj Arosi’s specialised skills have a huge impact on savings and his willingness to share his knowledge, contributes to the improvement of the entire cluster.

Capt PJ Smit
Western Cape

Capt PJ Smit is a visual capturer par excellence. His photographs regularly feature on the front pages of major newspapers, salary advices, pop-up banners, internal and external magazines, social media and are indispensable in police outreaches at schools.

Because of the timeliness and sensitive nature of the printed media, Capt Smit works under tremendous pressure to supply images timely and in the most cost-effective manner. To meet deadlines, he regularly takes and edits photographs over weekends and after the usual working hours without compromising on quality, which is why his work is in high demand by graphic designers and media houses. The officer works overtime without remuneration regularly. His photographs of high-profile busts and recoveries have been featured in international ecology journals and widelydistributed newspapers such as Die Burger, the Cape Times, the Cape Argus and The New Age – which boosted members’ morale and portrayed a positive image of the SAPS.

In addition to his duties, Capt Smit has assisted units such as Crime Intelligence and the Special Task Force by taking aerial images of pre-identified hotspots, which helped them minimise the risk to members during operational planning and in the execution of operations. He also takes over the responsibility of videography when his colleague is on leave.

Armed only with his camera, Capt Smit’s expertise and commitment under difficult and dangerous circumstances, are commendable. The SAPS has been approached by Eyewitness News and Media 24 to highlight the career and achievements of Capt Smit as a photographer. This request was granted by the Provincial Commissioner of the Western Cape. The officer, however, declined the request due to personal reasons.

It is said that a picture is worth a thousand words. In this regard, Capt PJ Smit is a visual capturer par excellence. His photographs regularly feature on the front pages of major newspapers, salary advices, pop-up banners, internal and external magazines, social media and are indispensable in police outreaches at schools.
**ADMINISTRATION TEAM OF THE YEAR**

Lt Col MR Mamaregane  
*Limpopo*

The Mankweng Human Resources Management Unit in Limpopo under the leadership of Lt Col MR Mamaregane, maintained an average rating of five stars with a rating of 93.58% on the station’s efficiency index.

All the team members constantly exceeded the required output. They constantly worked overtime without remuneration. In the inspection, only one mistake was pointed out for 2014/2015. Although they are non-commissioned officers and administration clerks, they do not hesitate to report police members who are misusing their sick leave. It takes a strong group to stand up to irregularities and to ensure that policies are adhered to. The more members a station has the more difficult it becomes to manage leave, compile job descriptions, capture PEP plans and PEP ratings and to audit leave files. However, the team successfully did this for all 230 members at the station.

The members of this group never hesitated to work overtime to ensure that all tasks were completed within the designated time periods. They complied with all instructions and never failed to complete any task given to them, whether it applied to administrative duties or to cleaning the station.

The Human Resource Development component in the Northern Cape under the leadership of Brig J Bean, excelled in their duties which are directly linked to the Minister’s 10-point plan to ensure service delivery.

They adhere to SASSETA standards to maintain accreditation as a fully accredited training institution. They introduced a number of ground-breaking processes in the province such as reassessment and remedial training, learner support and improved monitoring and evaluation processes. They trained 8 629 members in operational and support duties. The competency rate was 98%. The total per centage of personnel trained was 122%, 27% more than required by the APP. Forty-six disabled employees were also trained.

The group marketed themselves and improved service delivery by using social media and a bulk SMS to keep learners updated – an initiative that drastically improved communication. The group displayed initiative by enlisting the help of the private sector to upgrade the shooting range at no cost to the SAPS, and obtained sponsorships to build workstations. Another initiative is to present 4 x 4 courses in the Kalahari by trainers who have completed the TTT programme. In these training sessions the trainers stay in the field due to the unavailability of accommodation. This training initiative resulted in a considerable saving on the costs of repairs to vehicles. They also present service shooting training in rural areas, stay in tents on the shooting range for the duration of the training and only claim daily allowances.

The group also assisted other components with training. They embarked on a number of additional projects such as quarterly teambuilding exercises, celebrating Madiba Day, supporting the Thusong Children’s Home and hosting the HRD Awards. The group worked and travelled mostly after hours and over weekends and regularly bought resources with their own money.

Brig J Bean  
*Northern Cape*

The Performance Management Section under the leadership of Maj S Sing-Hoosen, consistently exceeded the set targets regarding PEP compliance through the commitment of each team member. The team achieved a 100% compliance rate on several areas of responsibility during 2014/2015.

They regularly worked long hours, sometimes until 20:00, and also regularly took work home with them. Some employees used public or their own transport to visit the police stations. When necessary, they phoned the police stations four of five times a day to follow up and to ensure compliance. The group is very creative with ideas to ensure that auditing is done efficiently. They implemented an administrative system and designated office space to ensure that all documents were received, verified and signed in and out to ensure proper control over them. They regularly held meetings to share best practices. The group’s hard work resulted in various provincial commanders receiving satisfactory scores in terms of their individual assessments, with specific reference being made to PEP compliance. The group’s hard work assisted in ensuring that the National Commissioner could reach the goals of the performance agreement and the National Police Plan. The general standard of PEP documents in the province was enhanced – the national auditing team found less than 1% of errors – because of the dedication of this group. The group members shared their knowledge and skills freely and assisted one another to ensure that the work was done, even when a colleague was absent.

Maj S Sing-Hoosen  
*Western Cape*

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Const CT Mtshweni
Mpumalanga

Const CT Mtshweni is actively involved with the community of Emzinoni, Mpumalanga. She does social crime prevention duties, visit schools and various communal areas engaging with members of the public.

Const Mtshweni visits schools to warn children against alcohol and drug abuse and participating in criminal activities. She also assists them with any enquiries and school projects. Const Mtshweni coordinates several crime prevention and awareness campaigns for the rest of the community. One of these was the ‘Men and Boys’ awareness campaign held in Emzinoni, where she managed to obtain the cooperation of various government departments. The event was attended by an estimated 1 000 men and boys from her community. She also initiated various successful projects to support anti-rape strategies. Some of her other initiatives include marches against human trafficking and child abuse, prayer meetings, assisting pensioners with the re-registration of their social grants; raising awareness about HIV/Aids and liaising with he media to cover the successes achieved by the police station where she is based. She also volunteers in special crime prevention operations such as searching for and destroying dagga plantations in the townships.

Const Mtshweni works tirelessly to educate and keep the community informed and in planning and carrying out projects beyond the usual working hours, without receiving overtime remuneration. She also participates in operations, even though she did not receive extra remuneration or a danger allowance at the time.

As a dedicated member of the Welkom K9 Unit in the Free State, WO EG Wasmüth has played an important role in major successes and the seizure of exhibits related to prohibited substances, as well as scheduled medicine and steroids. The estimated total is close to R6 million for the period in question. The member made 149 arrests during the 2014/2015 period and worked overtime regularly, without any remuneration.

WO Wasmüth participated in the solving of a farm attack which led to the arrest of the suspects and the recovery of stolen goods. He is wellknown in the community and assists in various projects. He is also a member of the Rotary International Charity Organisation. His effective use of crime intelligence played a pivotal role in the successful combating of drug-related crime, as not only the drug peddlers but also the suppliers and manufacturers are arrested. The member played a major part in the discovery of a large-scale clandestine narcotics laboratory in Dagbreek, Welkom, which led to the arrest of foreign nationals and the recovery of a gold nugget, illegal firearms and ammunition and narcotics such as Tik, heroin, cocaine and CAT to the value of R1,3 million. Examples of other successful operations include the recovery of stolen washing powder to the value of more than R17 000,00; counterfeit cigarettes and raw tobacco balls.

The member’s exceptional commitment is evident from the 23 cases he opened and the 34 arrests he made while he was offduty and he mostly used his private vehicle. Despite receiving death threats and intimidating SMSS, WO Wasmüth continues his tireless efforts to combat crime and makes the Free State a safer place for the local communities.

Crime prevention and crime combating by means of vehicle and foot patrols, are among the dangerous functions that Const N Mntungwa performs. He regularly works long hours without extra remuneration and volunteers in the Kwadabeka CSC when there is a shortage of personnel. The member regularly volunteers to do extra work, even on his rest days, without remuneration. He is very involved with the CPF, and even suspects have commented on his professional and ethical conduct.

Through the effective use of crime intelligence, Const Mntungwa arrested 196 suspects for type A crimes, recovered stolen goods and a number of illegal firearms during the 2014/2015 financial year. The member’s competent docket compilation contributes greatly to the Kwadabeka Police Station’s good conviction record. He shares his knowledge by taking his colleagues to hotspots and working with other SAPS units to do crime-threat analyses and check crime patterns. Const Mntungwa takes good care of State-owned property and his administration is neat and up to date.

While xenophobic attacks took place, he managed to bring in gang members of the notorious ‘Whoonga Boys’ and facilitated their admission into a rehabilitation centre. Const Mntungwa is now working closely with ‘KATSI Youth in Action’ to assist drug users and reintegrate them into society. This member puts his life on the line every day, and is an asset to the SAPS in every way.

VISIVLE POLICING EMPLOYEE OF THE YEAR (LEVEL 5-7)

Const N Mntungwa
KwaZulu-Natal

WO EG Wasmüth
Free State

Visible Policing Employee of the Year (Level 5-7)
WO EG Wasmüth
Free State

Const N Mntungwa
KwaZulu-Natal

Visible Policing Employee of the Year (Level 5-7)
VISIBLE POLICING EMPLOYEE OF THE YEAR (LEVEL 8-12)

Lt Col KA Wessie
Mpumalanga

The Mpumalanga Provincial Social Crime Prevention Unit under the leadership of Lt Col KA Wessie, worked tirelessly to inform members of the public about crimes against women and children. They worked without remuneration within the communities of Tweefontein, KwaMhlanga, Siyabuswa, Witbank, Vosman, Ogies, Tonga and Komatipoort. Their presence in the community meant greater police visibility, which resulted in fewer crimes being committed at social gatherings and in the general community. They paid visits to schools and also spoke to pupils informally when they were on their way home from school.

The team assisted local stations when it was possible, so that they could help bring offenders to book. After returning from patrols, team members assisted at the stations with taking fingerprints, registering exhibits and opening case docket. They attended an imbizo on human trafficking in Komatipoort, where Lt Col Wessie delivered an address. During the day they engaged with the community and made arrests at night. The team contributed to a number of drug-related arrests, mostly involving dagga.

Many of the team members did not receive danger allowance, but never complained. Some of the team members came from far-flung areas and had to travel long distances to the targeted areas, but they supported one another all the time. The team received a letter of appreciation from the provincial forum for their participation and high police visibility during the JCPS victim empowerment collaborative partnership in the 16 Days of Activism period. The team made numerous arrests during the reporting period in question.

Lt Col W W van Wyk
Gauteng

Under the leadership of Lt Col W W van Wyk, the Johannesburg Flying Squad has exceeded all the annual targets pertaining to the recovery of unlicensed firearms, the recovery of stolen and robbed vehicles and subsequent arrests, as well as arrests for drug-related crimes and type A crimes. During the period in question, the unit has stopped and searched 100 000 vehicles and 261 000 persons were searched. The unit made 3 800 arrests during the reporting period, and 145 unlicensed firearms and 429 stolen vehicles were recovered.

His crime intelligence-led operations have also resulted in a number of suspects being linked to other serious crimes, such as house robbery, business robbery, vehicle robbery and murder. As a result of their good teamwork, evidence was gathered swiftly and efficiently and arrests were made speedily and cost-effectively. The Unit Commander is beyond reproach and has contributed to the dismissal of members found guilty of corruption. The Unit has featured in numerous media articles where their successes were commended by the public. The Unit holds roadblocks regularly and individual relief and Unit performances are continuously monitored and inspected.

Whether on or off duty, Lt Col Van Wyk visits the unit regularly after hours and also holds parades to inform members about hot spots and crime patterns. He ensures that the members are informed, focused, vigilant and operationally ready for their tasks. Members work overtime to ensure effective service delivery without any remuneration and Lt Col Van Wyk is personally involved in most operations. His hands-on approach facilitated the success of the Unit. The Johannesburg Flying Squad is the only Flying Squad Unit in Gauteng to have achieved and exceeded all their annual targets. The officer has not taken any sick leave since July 2007.

Lt Col JG Gelderblom
Free State

Lt Col JG Gelderblom is the provincial rural safety coordinator in the Free State. He ensures that the relevant units such as Vispol, K9 and the LCRC members are dispatched to crime scenes swiftly.

The member launched a major stock theft prevention project involving the Dewetsdorp, Wepener, Van Stadensrus, Smithfield, Zastron and Rouxville Police Stations. It was well organised and carried out and resulted in a decline in stock theft. He also conducted a wildlife and endangered species workshop with the Department of Agriculture, Forestry and Fisheries with police members from Maseru, Van Rooyensgate, Ficksburg, Peka Bridge and Caledonpoort. He ensured that the Highway Patrol and 10111 members in Bloemfontein receive training, which resulted in major successes related to abalone recovery.

Lt Col Gelderblom conducted awareness campaigns along the border between South Africa and Lesotho about the illegal employment of illegal immigrants, which were attended by the farming community, various sister departments and the authorities from Lesotho. He helped develop a template enabling police stations to monitor asylum seekers. The member was part of the development of workshops on rural safety and land invasion. Crime scene and bail procedures were developed and presented to police stations and farmers at all clusters in the province. In addition to a myriad of administrative tasks, he also monitored the OPAM to identify early warning signs and address shortcomings. The improved OPAM training enables members to set goals and monitor their successes.

Lt Col Gelderblom is held in high regard by the community and colleagues and has vast knowledge, which he shares freely. This is an officer who does not only work hard, but also smart. The officer regularly works overtime but receives no remuneration for it. He regularly conducts visits to stations and units after hours. Under his leadership, the reported stock theft crimes declined from 33 cases in the 2013/2014 reporting period to 13 in the 2014/2015 reporting period.
WO R Pather
KwaZulu-Natal

WO R Pather and Sgt TMC Khanyile form a two-man team, do sector policing and perform special crime prevention duties in Mountain Rise, KwaZulu-Natal. They work actively within the community to identify hotspots and crime trends.

They effected 300 arrests and recovered R350,000, worth of stolen property in the reporting period in question. The members have repeatedly been commended by the community and at station level because their commitment knows no bounds. They jump into action whenever they are contacted, day or night. They were recommended to assist in a special pilot project, 'Project Combined Action Team' that was authorised by the provincial commissioner and was carried out by police members and security personnel. The project was aimed at locating wanted criminals who had committed serious and violent crime. With their good informer network, these two members played a big part in the success of the project.

The team walks the extra mile in all aspects of crime prevention, whether they are required at station meetings or conducting observation duties. In one case WO Pather arranged with a daily newspaper delivery van to wear their work uniform and act as a paper delivery boy. When enough intelligence had been gathered, several suspects were arrested for housebreaking and linked to other cases. The two were also instrumental in apprehending the '5 Minutes Gang', which would ring the doorbell and when no-one answered, would break into the premises. The team's successes helped restore the community's faith in the SAPS, and good feedback from the community, in turn, lifted the morale of the entire station.

WO CD de Does
Western Cape

The main objectives of the Hermanus Property Tracking Unit were to ensure a reduction in certain categories of crime, such as burglary and robbery.

The team, under the leadership of WO CD de Does, achieved these objectives by concentrating on crime groupings and intelligence-driven operations according to the CPAs and CTAs. The team identified, located and arrested suspects very swiftly. The members sacrificed their rest days to attend court and to oppose bail in serious cases. The team showed extraordinary commitment by working many hours' overtime without remuneration. The peak crime hours are from 03:00, which saw members going without sleep for long stretches as they would first attend to crime scenes and then do everything in their power to trace the criminals, sometimes until after 16:00. They made 646 arrests during the 2014/2015 reporting period in the following categories: Housebreaking and theft - 45; murder - two; possession of drugs - 189; rape - six; robbery - 32; possession of stolen property - 60. They effected 63 arrests.

The team’s combined effort contributed to a quarter of the total number of arrests made by the members of the Hermanus Police Station. Without the commitment of this six-member team, the picture would have looked completely different.

Capt MW Mamabolo
Limpopo

The efforts of Capt MW Mamabolo and the members of his task team resulted in the reduction of trio crimes in Limpopo. The team made at least 118 arrests during the reporting period in question.

They did not work according to a prescribed duty roster, but on every trio crime reported. These crimes included murders and violent robberies. They often worked right through the night, whether it was on weekdays or over weekends. They often used their own transport and in some cases joined forces with the community to obtain resources. By using their own initiative and applying technology-related information such as authorised (section 205) cell phone location enquiry, they determined the whereabouts of suspects. Although these members were repeatedly attacked and shot at, they never gave up until they had located the suspects. The members successfully linked exhibits and suspects to other crimes and recovered several firearms.

The arrests and seizure of illegal firearms resulted in a reduction in trio crimes. The team’s commitment and trustworthiness restored business owners’ faith in the SAPS, which is great for the image of the SAPS and the economy of South Africa. The team had to face death repeatedly, but never wavered. All IPID investigations were concluded in their favour because they had acted within the scope of the law when they had to use deadly force.
D/Sgt V Boysen
**Western Cape**

D/Sgt V Boysen works with several police stations in the FCS Beaufort West Cluster. As a result of the distances she has to cover to investigate crimes, she regularly works long hours without remuneration. Dealing with rape, child abuse due to negligent parents, assault and alcohol abuse can be very strenuous, but D/Sgt Boysen takes it all in her stride. She walks the extra mile for each case assigned to her, no matter the long distance she has to travel to attend to complaints. The member’s hard work and dedication has seen her secure several heavy sentences for the perpetrators of rape and attempted murder.

This FCS Unit detective’s cases involve mostly minors. She has therefore become involved in the Local Child Protection Forum. The member also plays a big part in planning and carrying out community activities such as annual Child Protection Week, monthly activities and crime awareness and prevention campaigns at schools. D/Sgt Boysen regularly attends meetings to address issues pertaining to minor victims.

The FCS Unit that the member is stationed at, functions without a commander and the member must act as commander and attend meetings when a senior member is not available. The thoroughness of the member’s investigations has resulted in the securing of a collective total of 203 years of imprisonment for different perpetrators of crime in the 2014/2015 financial year.

D/Const M Bouwer
**Eastern Cape**

D/Const M Bouwer is an investigating official stationed at the Cradock FCS Unit. She is responsible for working in the Hofmeyr area and has been instrumental in ensuring that the perpetrators of crimes against women and children, are duly convicted. The member does not hesitate to work long hours and even over weekends voluntarily, without remuneration.

On 24 June 2015 in the Grahamstown High Court, the member not only secured three life sentences in three rape cases, but also ten years’ for housebreaking with the intention to rape, for a serial rapist who had committed these offences between January 2013 and June 2014. In the investigation, D/Const Bouwer worked with the LCRC from different towns to assist her with crime scene photographs, pointing-out photographs and the mapping of the town. The detective also enlisted the Psychological Services in dealing with the mindset of serial rapists and contacted the FSL from the Western Cape and Eastern Cape weekly to speed up the arrest and the process of linking the suspect with the different cases. D/Const Bouwer conducted awareness campaigns in Hofmeyr and Cradock to make the community aware of the dangers of living alone, and also alerted them to preventing rapes and attacks, especially on women and children.

D/Const Bouwer’s investigation skills led to several convictions, which have deterred prospective rapists. Her involvement in awareness campaigns have made community members more cautious. As a result, only one rape case was reported in the Hofmeyr area lately, which means there is a drastic reduction in crimes against women and children.

D/Sgt NH Simali
**Gauteng**

D/Sgt NH Simali’s dedication to his duties made a huge contribution to the Magaliesburg Police Station and the Detective Branch to be rated among the best stations. Since 2014, D/Sgt NH Simali’s work resulted in the conviction of more than 20 criminals and their subsequent imprisonment. In some of the cases the perpetrators were sentenced to life in prison.

In of his cases, there was no eyewitness, which meant that the member had to followup on all information given by the members of the community. He had to work extra hours to gather as much information as possible. After much creativity, undercover work and tracking, the murderers in this case were brought to book. In another murder case, the family of the deceased was not coping emotionally. The member, being compassionate, ensured that the family received the necessary counselling.

The member is self-motivated, confident, creative, reliable and thorough. He continually strives to perform his duties with excellence and adheres to the rules and regulations of the SAPS. D/Sgt Simali is always willing to walk the extra mile. Even is commander knows that the member leaves no stone unturned in each case that he investigates. The many convictions he has achieved, putting murderers and robbers behind bars, have gained him the affection and respect of the community and restored their trust in the police.
D/Capt CA Kinnear is currently working at the Detective Service on a duty arrangement. He was assigned as the head of the Trio Crime Investigation Group based at the Provincial Coordination Centre in the Western Cape. The team has been assigned to investigate the influx of case dockets pertaining to robberies committed against the British American Tobacco Company of South Africa, robberies at shopping malls (especially cell phone and jewellery shops), the South African Social Security Agency grant pay-out points, homes, robberies committed by SAPS impersonators and drop-safe bombings.

The team under the leadership of D/Capt Kinnear, consists of 13 members. They were investigating 966 case dockets and effected numerous arrests, including those of 19 suspects who were found guilty on charges relating to racketeering, kidnapping, hijacking and armed robbery. Another 74 suspects were arrested and 124 cases of armed robbery, were investigated. Five suspects were arrested for ATM bombing. The members of this team spent many hours and weekends thoroughly investigating the crimes and successfully opposed bail for all the accused. This resulted in a huge decrease in the crimes they had set out to eradicate.

D/Capt Kinnear personally investigated 55 dockets ranging from armed robberies to ATM bombings over the reporting period and he linked 19 accused to 34 cases, which resulted in their arrest. The officer does not hesitate to work overtime, even work on his rest days and never applies for overtime remuneration or rest days.

Captain Van der Merwe is the Detective Commander at Bronville. This Detective Commander exceeds the norms and standards in performing her duties, when taking the available resources into consideration. The commander, with the assistance of five investigating officers, took over the responsibility of attending to all reported crime from February to April 2015 and worked voluntary standby duties for two weeks at a time. This was to enable the other members to take annual leave, enjoy some well-deserved rest and spend time with their families. During the 2014/2015 financial year she excelled in reaching the strategic objectives of the organisation. The unit’s detection rate for cases to court and the rate of trial-ready cases increased considerably. Through her leadership and training, the performance of the unit she is responsible for, increased to such an extent that the unit progressed from the 4th to the 1st place in Thabong Cluster and from the 16th place to the 2nd place in the Lieutenant Colonel station group in the Free State.

She achieved all this through her dedication in implementing action steps and processes to work ‘smarter’ by coordinating the transport to court, to different SAPS detention facilities and the daily work. This helped save transport costs and expedited the conclusion of cases, the apprehension of wanted suspects and tracing operations. Due to her guidance and coaching, no civil claims were instituted for malicious conduct or unlawful arrest and detention by any member of the unit.

D/Capt Heyns showed initiative when he was off duty. He received information from a community member that a murder suspect was about to flee. He used his private vehicle and arrested the suspect. He went further and searched for and collected exhibits. The officer subsequently arrested a second suspect with the help of an informer – again doing all this work while off duty and by using his private vehicle.

The fact that this serious case received immediate attention and two suspects were arrested, as well as the many other cases D/Capt Heyns has worked on, proves his initiative and resourcefulness. The officer is regularly tasked with taking over cases from other investigating officers, which confirms the officer’s dedication and high standard of work.

D/Capt Heyns is stationed at the Krugersdorp Detectives. The officer’s core functions are to manage the Detective Unit’s activities, manage the unit’s administration and information flow, manage and control human and physical resources, plan and coordinate their special operations, ensure that court-driven investigations are conducted and that inspections are carried out. The member is also the group officer of the housebreaking team at the Krugersdorp Detectives and personally ensures the planning of weekly operations to trace suspects.

The member has 38 dockets on hand, 37 of which have been successfully investigated and are on the court roll. One of the detective’s successes includes the arrest of two Mozambican nationals who were linked to 20 cases of house robbery and housebreaking. The member worked over weekends and after hours and used his own vehicle to identify property, obtain statements and serve 89 witnesses with subpoenas. The case is still on the court roll, but D/Capt Heyns has already recovered property to the value of approximately R450 000,00 in the investigation of the case.

D/Capt Heyns is currently working at the Detective Service on a duty arrangement. He was assigned as the head of the Trio Crime Investigation Group based at the Provincial Coordination Centre in the Western Cape. The team has been assigned to investigate the influx of case dockets pertaining to robberies committed against the British American Tobacco Company of South Africa, robberies at shopping malls (especially cell phone and jewellery shops), the South African Social Security Agency grant pay-out points, homes, robberies committed by SAPS impersonators and drop-safe bombings.

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#CrimeMustFall: Back To Basics

D/Capt HE Josephs
Western Cape

The combat team of the Worcester Detectives' main focus is to investigate all gang violence cases in Worcester and the surrounding area.

A double murder was committed by a gang known as the ‘Young Red Criminals (YRC)’. The victims were killed in execution style after an ‘order’ had been given by the leader of the gang. The rapid response of the combat team over one weekend, resulted in the proper investigation of the case, as well as the arrest of four suspects.

Proper docket management and liaison with all stakeholders resulted in the conviction of the leader of the YRC gang, as well as three members in the Western Cape High Court. The leader was sentenced to two life sentences. Two of the other accused also received two life sentences and the fourth accused received 20 years’ imprisonment.

The combat team involved the entire police station in the fight against gang violence. They held monthly meetings with sector managers and asked them to mobilise the community to assist in the different areas where gang violence was experienced most often. Members of the community were asked to form street committees to help the team identify certain hotspots in their area, as well as outstanding suspects in active cases.

The commander, Capt HE Josephs, also held church services in Riverview, Roodewal and the OVD area to make the community aware of the gang problem in Worcester. In accordance with the Code of Conduct, the combat team strives to create a safe and secure environment for the community.

DETECTIVE TEAM OF THE YEAR

D/Lt Col LG Matsetela
OR Tambo

The core functions of this team is to handle and act on control delivery on behalf of the local law enforcement agencies and through Interpol, assist the foreign law enforcement agencies and the South African Liaison Officers (LOS) to follow up on drug-related cases emanating from or detected abroad.

The team is monitoring foreigners and South African citizens who arrive or attempt to leave the country by using false travelling documents. They liaise with embassies and investigate cases relating to counterfeit goods. They also liaise with the legal services sections at various brand-holders’ agencies and relevant Government departments in South Africa.

During the reporting period of 2014/2015, they handled 123 of the reported criminal cases regarding the dealing in and possession of illicit drugs and four cases of possession of unregistered or not regulated medicine cargo to the value of R156 315 738,81. The group ensured that a total number of 124 accused were convicted by the Kempton Park Magistrate’s Court and they were sentenced to direct imprisonment for periods ranging from five to 20 years.

The group is required to monitor incoming and outbound flights during the week, over weekends and on public holidays. They investigate cases relating to counterfeit goods and conduct investigations at the Cargo Section. Their huge workload necessitates them to report on duty earlier and work later than the stipulated working hours.

The majority of members of the team did not attend any specialized crime investigation courses. They were initially simply following instructions from senior officers and prosecutors and developed systems and effective ways of working, themselves.

D/Capt MC Grobler
Eastern Cape

Gangsterism is an SAPS priority. Gangs are prevalent in the northern areas of Port Elizabeth. A large number of people are shot and killed in the northern areas annually, which necessitated the establishment of a gang investigation team to deal with the threat. From the time of arrest to the sentencing in court, most cases take between two to five years.

In a number of cases, witnesses were assassinated and or intimidated to withdraw cases, which influenced the conviction rate and made it extremely difficult to solve such cases and have the offenders convicted in court. The gang investigation team consists of three officers and ten non-commissioned officers.

The team is divided into three groups to ensure availability at all hours. It often happens that up to six shooting incidents take place simultaneously, which necessitates some members to be put on second call. Dealing with one crime scene can take up to four hours and thereafter, the officer in charge still needs to submit a typed report to the Cluster Commander and the Provincial Office.

In addition, team members are required to raid suspects weekly and follow up on information and suspects after hours, when required. Some witnesses refused to be accommodated in the witness protection programme and had to be transferred to nearby towns. On court days, they had to be transferred back and forth between these towns and the court.

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The commander, Capt HE Josephs, also held church services in Riverview, Roodewal and the OVD area to make the community aware of the gang problem in Worcester. In accordance with the Code of Conduct, the combat team strives to create a safe and secure environment for the community.
#CrimeMustFall: Back To Basics

CRIME INTELLIGENCE EMPLOYEE OF THE YEAR (LEVEL 5-7)

**Sgt JE Pieters**  
Gauteng

Sgt JE Pieters is a collector at Crime Intelligence in Gauteng, and her performance has exceeded what is expected of her. According to his key performance areas, the member is expected to write 192 intelligence reports per annum and in the period under review, she wrote 259 reports. In his own testimony, he works closely with the K9 Unit as most of the information he receives, is drug-related. She also has good working relations with the state prosecutors.

In the past financial year, Sgt Pieters took part in 106 operations, arrested 36 suspects for a variety of crimes and seized money to the value of R687,308.6. She currently has four registered informers, 17 registered contact persons and is also assisting with undercover operations. Sgt Pieters is very meticulous in carrying out his duties. While launching operations, she would recruit contacts in the specific area to inform him of any illegal activity taking place. He would receive information from registered or unregistered contacts and would give them feedback. She says the reason for giving feedback was to show the community that the information they provided was indeed used. This, she says, formed a trustworthy relationship between himself and the community. She is so dedicated to his work that sometimes, she even uses his private resources to do surveillance and phone his contacts or informers, if necessary.

**WO JFJ Louw**  
Northern Cape

The member has constantly performed beyond the expectations and achieved the objectives and goals of the group, while showing leadership and accountability for his actions. He is a skilled collector who always displays determination and punctuality in the performance of his duties. He is also a hostage and suicide negotiator, who often helps out in this regard voluntarily.

WO JFJ Louw’s successes include the recovery of stolen property, seizing drugs and money, apprehending illegal immigrants and tracing and arresting suspects. He participated in two exceptionally successful network operations, namely Flatfeet and Mist, that resulted in the arrest of two Nigerian nationals for drug-related offences.

In September 2014, the member collected intelligence that some drug dealers from the Western Cape were trying to expand their illegal business into the Springbok area. He took the initiative and ordered drugs from them after having acquired a section 252A authorisation, which resulted in the arrest of four suspects, the seizure of 399 Mandrax tablets, 150 grams of Tik and one vehicle to the value of R152,420.00.

In the operation involving drug dealers from Cape Town, he planned and carried out the entire operation and improvised by using his own resourcefulness as the time limit for the operation implied that the money needed to buy drugs could not be secured from the SAPS. In the Aggeneys incident, he also took the initiative in facilitating the marking of the exhibits and other technical aspects in order to secure successful prosecution in the case.

This member, who often acts as the commander of a unit, displays the ability to achieve the goals and targets set for the unit. His diligence and tenacity shows his good understanding of the objectives of the SAPS and contributes positively in a very cost-effective manner. He does not complain about his long hours and all the travelling he has to do, but displays a very positive attitude to his human resources and motivates them to perform their best.

**WO KD Wolff**  
North West

WO KD Wolff from Crime Intelligence in the North West has remarkable experience in infiltrating criminal syndicates that are dealing in drugs, housebreaking, stock theft and stolen vehicles outside and in his area of jurisdiction. The member has worked after the ordinary working hours without demanding to be paid overtime remuneration, to achieve his successes. He has forged a good working relationship with the members from the Detective Service after conducting operations. The arrest of most suspects assisted in reducing the continuous commission of priority crimes, as most of the suspects were successfully linked to other cases and had to stay in detention for longer.

The member constantly worked after hours, holding briefing and debriefing sessions for his informers. This was hugely successful as it led to the recovery of stolen property and the arrest of suspects who were repeat offenders. The member has displayed great responsibility, accuracy and efficiency as a collector, in Crime Intelligence. He has always stuck to the basic principles of policing as he would profile his suspects before effecting an arrest. He had managed to obtain intelligence on all suspects who were captured on the Inkwazi system. His knowledge and experience have always afforded him an opportunity to infiltrate and break down criminal syndicates.
#CrimeMustFall: Back To Basics

## Crime Intelligence Employee of the Year (Level 8-12)

**Col MS Duma**  
**Gauteng**

Col MS Duma is the Commander of the CIS Krugersdorp and focuses on vehicle hijacking and the theft of motor vehicles around Gauteng and North West.

Recently he arrested three suspects who had seven stolen vehicles in their possession. The main target was also arrested with a stolen motor vehicle, vehicle registration documents and false VIN number tags in his possession (the case is still being heard in court). The enquiry file was about BAT robberies, people being followed from banks and the suspect was arrested. The enquiry file was completed (terminated) before it could be escalated to a network operation.

In ad-hoc operations, a total number of 169 arrests were made during the 2014/2015 financial year. All successes were achieved after intelligence had been gathered thoroughly. Col Duma managed to achieve 65% in terms of what was expected of him.

He managed to optimally utilize the limited resources, both human and physical, to achieve the goals as required by the purpose of his post.

He also managed to ensure that the intelligence collectors have the minimum required number of registered informers and contact persons. The collectors also managed to exceed the number of reports that should be submitted per week.

Col Duma is extremely dedicated in carrying out his duties. The member has been acting in the post he is in, from 2009. The management did not have difficulty in promoting him in 2015, because of his commitment and hard work.

**Capt QX Clarke**  
**Northern Cape**

In the 2014/15 financial year, Capt QX Clarke made a huge impact on fighting crime in the Northern Cape. In the period under review, he and his colleagues seized 76,612 kg of dagga, 153,605 grams of Tik, 148 Tik straws and 511 and three quarters of Mandrax tablets. They also arrested 54 suspects.

The member has managed to successfully conduct four Network operations where they arrested eight Nigerian suspects. Drug smuggling and trafficking has been prioritised in all three clusters in the Northern Cape with Springbok, Port Nolloth and Calvinia being the focal areas. True to his determination, Capt Clarke performed his duties after the ordinary working hours without expecting any overtime remuneration. He has proven to be dedicated to this work and is always available when he is needed.

He managed the cross-border operations with Namibia, the trilateral operations between the Northern Cape, Western Cape and Free State and other cluster operations, in an exemplary manner. Capt Clarke also managed the gathering of information in relation to Operation Fiela and Operation Usalama.

Capt Clarke has been outstanding in his duties and the total value of the goods he had seized, was estimated at R525 515,60. He made 54 arrests regarding these seizures of illegal substances and stolen property. The member’s unit has worked well with external stakeholders, including the Namibian Police, and has received appraisals for their good work from these stakeholders frequently.
Col GVT Romain
Mpumalanga

Col GVT Romain is a commander at Crime Intelligence in Mpumalanga. He and his team are responsible for managing and maintaining the operational analyses capacity of the division. Their main task is to do research and offer timeous correlation of the related crimes, which helps in painting an intelligence picture for their intervention.

These members are dedicated and always willing to walk the extra mile in performing their duties effectively. In the 2014/15 financial year, the group leader attended a meeting where the stakeholders requested assistance with crime intelligence. At some point, there was a suspected serial rapist on the prowl and the group had to conduct an investigative analysis to track him down. The group completed nine feasibility studies and managed to obtain 18 section 205 applications. As part of this process, the members spent many hours analysing data and considering the possibilities. In July last year, Col Romain and WO Sithole set up a meeting with a lady who was suspected of having ties with the rapist.

In this particular meeting, the members were satisfied that they could link the rapist with the crime and managed to convince the lady not to alert him. They went to his residence and requested him to accompany them to the war room for questioning. Following his questioning with the FCS and WO Janse van Vuuren, a decision was taken to arrest the individual. They held an ID parade and the individual was linked to 11 other cases through DNA. During his trial, the detectives could not trace the key witness, but the group personally went to Mamelodi to track the witness. The rapist was finally found guilty and sentenced.

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Under the leadership of Brig J Bean, the objectives of the Training Provision Plan of the Human Resource Development component in the Northern Cape, was realised 100% and some learning programmes exceeded more than 122%. The component adhered to different external entities like SASSETA and received acknowledgement from the National HRD relating to internal processes, which is a first for any HRD.

The brigadier ensured that all HRD members functioned in a team environment where clear objectives and deliverables were expected. Good practices such as basic police practices (uniform, discipline, professionalism in and outside the police environment) were upheld. In the 2014/2015 financial year, under the leadership of Brigadier Bean, the component trained 8,629 operational and support members, of which 46 were disabled employees and the competency rate was 98%. Brig Singh also initiated a marketing strategy to market themselves on the social media and also initiated bulk SMSs to inform nominees about their nominations and call-up instructions, which resulted in the communication being improved dramatically and in reducing the rate of nominees not attending courses.

The component introduced groundbreaking processes in its province, which included a comprehensive induction process, an assessment and moderation process underwritten by ETD guidelines, a reassessment and remedial training process, learner support and a dispute and appeals process in the ETD. Under Brig Bean’s leadership, the HRD did not function separate from the community but initiated, planned, prepared and carried out their own projects to positively market the image of the SAPS. The component further embarked on several projects such as Madiba Day, quarterly teambuilding, assisting Thusong Home for Children and HRD Awards.

Under the leadership of Brig LM Singh, the overall provincial performance of the Organisational Development and Strategic Management component in the Free State, was 75.5% in the 2014/2015 financial year – despite the component being severely understaffed.

The component regularly and timeously conducted CAS audits, reported to the Auditor General of South Africa, created and conducted recovery plans where necessary, reported to the NMF and BOC, verified OPAM, facilitated work and training sessions and conducted research presentations.

Brig Singh compiled a 50-page Youth Summit report with annexures, that had to be tabled within 14 days after the summit. The officer presented it to the Deputy Provincial Commissioner while he/she was on leave. The Provincial Head took the initiative of redesigning the crime statistics presentation format, providing for stations being indicated clearly. Brig Singh single-handedly compiled the FSD project plan for the Free State for implementation in 2015/2016 – setting the trend for the rest of the country.

The component proactively compared newly proposed and approved magisterial and municipal boundaries to that of police station areas, identified dysfunctions and compiled a preliminary report to sensitise management to changes that might need to be effected. They also created a standard operation procedure regarding task team formation that detailed functionality, monitoring, evaluation and reporting procedures.

Professionalism, discipline, high work ethic and team cohesion are key aspects in Brig Singh’s management style. The component’s motto: “The client comes first” has resulted in them receiving countless accolades and compliments from their clients, as well as top management.
Brig AP Adams  
**North West**

As the Potchefstroom Cluster Commander, Brig AP Adams manages five station commanders and his cluster improved exponentially in the 2014/2015 financial year compared to 2013/2014. Due to continuous and concerted interventions formulated and implemented by the collective cluster management, the cluster achieved an overall performance and grading of B, namely 75.56%. All of this was achieved despite the brigadier’s deployment on detached duty, heading Operation Platinum Belt in the Rustenburg cluster from July to September 2014.

On his arrival in Rustenburg, crime levels had spiralled out of control and the cluster was the worst performing at number 12 in the province. Brig Adams remedied the situation by improving command and control, and he harnessed the support of both operational and support commanders and refocused the collective aim on achieving the strategic objective of the operation.

While Brig Adams was on detached duties and involved in Operation Platinum Belt, the Rustenburg Cluster ended in position 2 of the 12 clusters in the province. Only the cluster where Brig Adams is actually stationed at, Potchefstroom, performed better than Rustenburg. The impact Brig Adams had on policing in Rustenburg, could not only be seen in the number of successes achieved, but was also evident in the community’s positive response to the fight against crime.

Brig RT Motabogi  
**Northern Cape**

Brig RT Motabogi is the Provincial Head: PSS in the Northern Cape. During the 2014/2015 financial year, the PSS in the Northern Cape achieved a 100% incident-free in-transit VIP protection service for 14 provincial VIPs and 150 visiting VIPs. The VIPs were (transported) moved 9 092 times, that were captured on the risk management system. Only one complaint was received from a client and was resolved amicably. The component provided static protection at the Northern Cape Provincial Legislature, where only one security breach was experienced. The suspect was arrested and sentenced to seven years’ imprisonment.

The unit provided 100% technical support at 17 provincial PSS operations.

Brig Motabogi facilitated the evaluation of four national key points, namely the NCPL, the hydra electricity site, the square kilometre array and the SABC. All performance indicators were achieved through effective budget management and administration processes in the 2014/2015 Annual Plan, with 100% spending on the allocated budget. He also participated in endeavours aimed at ensuring that all people are and feel safe by serving in the provincial joints as chairperson of the Priority Committee on Gangsterism and Drugs.

The component under Brig Motabogi held an annual Code of Conduct Day, where members signed a pledge to the Code of Conduct, which was supervised by their commanders. The aim is to let members internalise the Code of Conduct, thereby creating police officers with a higher purpose, the kind of police officers that the people of South Africa expect to have.

The officer encourages the fitness of his subordinates and the component has a fitness weekly. Brig Motabogi even established a book-reading club, which is aimed at creating a culture of reading among employees, to uplift and further educate them.

Brig TS Lesia  
**Free State**

Brig TS Lesia has exceeded his output in the management of the Free State war room, daily serious crimes, timelines analysed, suspect linkages and profiling, as well as the analyses of section 205 reports. He successfully opposed bail in the cases of repeat offenders and serious and violent crimes, created files for wanted suspects and exceeded the target for tracking and tracing. The brigadier produced quality work and achieved and exceeded objectives within set time lines and budget constraints.

He has planned, carried out and monitored 17 537 successful operations, including Paseka, Festive Season, Lungisa, Squeeze Penya, Mophato Mariha, Sizanani, Basadi and Uusalama, achieving 29 221 arrests and 35 796 fines were issued. Brig Lesia also planned an undercover operation aimed at targeting SAPS members involved in illegal mining in the northern Free State, and was personally part of the arrest of 26 members in six hours. Brig Lesia has been instrumental in protecting agents and prosecution and investigation teams, notably the team involved in a high profile fraud and corruption case against high profile officials and five others, where serious threats were made and the hearings had to move to different venues. He also drafted a safe elections strategy in 2014 and brought together all stakeholders, while guiding the cluster in developing operational plans, issuing instructions and developed a master plan which he presented to top management, the NATJOC and PROVJOC.

As a senior manager, Brig Lesia safeguarded several major events which yielded positive results and contributed to the decline in crime levels in the province as follows: Contact crimes - 7.9%, contact-related crimes - 5.7%, other serious crimes - 6.0%, and crimes dependent on police conduct increased by 7.4%.

The officer also played an important role in the turmoil experienced in Lesotho in August 2014. He was deployed and appointed as chief of operations and under his leadership, order was restored in Lesotho. The team was applauded when the new Police Minister for Lesotho was inaugurated.
In the past financial year, the performance of the Noupoort Police Station improved remarkably under the leadership of the Station Commander, Capt Mostert. The members were inspired and performed their duties professionally with the utmost efficiency and cost-effectiveness. Their hard work paid off and the Noupoort Police Station was deemed the number one station in the cluster, the province and the country.

The members of the Noupoort Police Station worked many hours beyond the call of duty with the Station Commander to initiate operations, searches and seizures, and to ensure that suspects were arrested. The Station Commander of the Noupoort Police Station headed the investigation into a murder case and conspiracy to murder, and he successfully led his team to ensure that a thorough investigation was conducted. The successful prosecution of the first accused led to him receiving a sentence of 22 years’ imprisonment.

The members of the Noupoort Police Station distinguished themselves through commendable resourcefulness and excellent service delivery. They used social media, the SAPS’s systems and other communication methods to their advantage to curb and solve crime, and track criminals.

The impressive level of service delivery of the members at the Noupoort Police Station hugely contributed to a positive image of the South African Police Service. The media extensively covered the murder investigation and the members’ dedication became apparent through the rapid arrest of the suspects, as well as the watertight case which was built against them. The members of the Noupoort Police Station illustrated exemplary professionalism, team cohesion and compliance with the SAPS Code of Conduct.

The performance of the Ikageng Police Station improved remarkably in the 2014/2015 financial year, compared to the preceding 2013/2014 financial year. Its consistent monthly performance under the management of Col Brazer, also improved dramatically. This led to an A-grading and 89.74% rating, which positioned the station as number one out of 82 stations in the North West. Ikageng is also one of the stations in the Potchefstroom Cluster that achieved 1st position for clusters in the province, under the leadership of Brigadier Adams.

The station’s performance level has increased exponentially due to the members walking the extra mile in the performance of their duties. The members worked hard in numerous crime prevention operations to curb crime in and around Ikageng. The detectives and the members of Crime Prevention worked collectively to bring perpetrators to justice and to destroy crime in Ikageng. Due to these continuous interventions, formulated and implemented by the cluster management under the leadership of the station commander and the dedicated members, the station’s overall performance was an A-rating of 89.74%.

Good teamwork ensured successful crime prevention and crime awareness campaigns, which kept the community up-to-date on crime tendencies and prevention strategies.

The members of the Ikageng Police Station ensured that complaints were followed up swiftly and the arrests and seizures of illegal items in the area, meant that serious criminals and their illegal activities were disrupted. The professional conduct of the members paved the way for mutual respect between them and the community.

The members of the Ikageng Police Station are committed to the eradication of crime and they worked actively to bring the criminals in their station’s area to justice in order to protect the fundamental rights of the members of the community. The SAPS members were well disciplined and professional in the performance of their duties.

The members of the Boipatong Police Station work as a collective and display a high level of commitment and dedication, despite being understaffed. They only have a handful of Vispol members, but the committed, permanent members who work with the reservists, ascribed their achievements and successes to the volunteers and reservists assisting them.

The Client Service Centre (CSC) does not have a Crime Prevention Unit, but through Sector Policing they ensure that they monitor the reaction time, complaints and also assist clients from other communities by certifying and writing affidavits. The CSC always ensures that whoever visits the CSC, leaves happy and satisfied. The CSC meets the target and one of its milestones was to arrest a monster rapist who targeted nine-year-old children for eight years. When it comes to dealing with drunken driving and drugs, the reservists played a pivotal role in arresting the perpetrators. They are as dedicated as the permanent members. Absenteeism is monitored. The administration team ensures that fingerprints are taken in a professional manner and that all clients are assisted as soon as possible. Supply Chain Management developed a strategy to sensitise members to sign a certificate about wearing their bullet-resistant vests and ensuring that every member is aware of the National Instructions. The CSC walks the extra mile by ensuring that every member understands the dynamics and the use of all resources, as well as taking responsibility to avoid shortfalls and the misuse of resources.
Lt Col HMR Mampane
Gauteng

Lt Col HMR Mampane is the Subsection Commander: Monitoring and Evaluation: Project Management and Strategic Planning at the Forensic Services Division. Lt Col Mampane holds an LLB degree from the University of Pretoria, a Certificate in Strategic Management, a Certificate in Project Management and a Certificate in Monitoring and Evaluation. She is very passionate about the empowerment of women.

Lt Col Mampane believes in thorough research to find solutions that have a positive impact on the outlook of the organisation. She has made a significant impact on a number of operational projects in the Forensic Service Division. She constantly encourages her peers and her juniors to further their studies in order for them to grow intellectually and in their careers.

She is currently mentoring junior members who are mostly cleaners, with the aim of empowering and preparing them for senior responsibilities. In line with her motto, “Knowledge is power and education is key to success”, she firmly believes in sharing her skills, knowledge and expertise with her colleagues.

Lt Col Mampane initiated the launch of the Women’s Network in the provinces in the Forensic Services Division again, and organised the 16 Days of Activism project. Human trafficking is another subject that is very close to her heart and she always teaches young girls at schools to be vigilant and familiarise themselves with their surroundings. She is very passionate about empowering young children, especially girls, as she believes that the primary level is the foundation phase where a child needs to be nurtured and groomed to become a good, honest, hard-working person.

Sac LE Netshivhumbe
Head Office

The nominee is involved in social activities, including paying visits to the houses of people who are in need, inside and even outside her province. She also pays visits to the orphanage in her area.

Due to the high level of poverty and unemployment in the nominee’s community, her responsibilities are to take care of individuals at the orphanage. The nominee also took it upon herself to play a coordinating role with Social Services, so when she visits the orphanage, she arranges for food parcels for the orphanage and the impoverished members of the community.

The nominee counsels married couples and coordinates a homemaker’s class at church. She assisted the family of Fhimani Maphutha in Limpopo, which is in desire need, by sourcing help to obtain donations of food parcels and clothing. The nominee is a co-coordinator for the Protection and Security Services, she encourages members to become part of the social club as the money paid into club, is used to help the members.

Ms LE Netshihumbe motivates the other members to donate to the impoverished and to make a difference in other people’s lives. As a Deputy Champion of the Women’s Network, she initiated for the Division to visit the Indaba Zosindiso Orphanage for 67 minutes on Mandela Day. Groceries, toys and a gas stove were donated. At the Protection and Security Services where she is employed, the nominee assisted the members by teaching them how to manage their finances.

Const TC Jacobs
Western Cape

Const TC Jacobs is an acting communication official at the Khayelitsha Police Station. She regularly visits high schools in the Khayelitsha policing area, addressing substance abuse, domestic violence, bullying and gangsterism. She attends sector crime forum meetings to revive street committees and to establish and strengthen relationships between the SAPS and the community. Discussions about vigilantism are held in these meetings.

Const Jacobs focused on a project for the widows of SAPS members, distributing gifts for the widows and orphans. She also initiated a project for the widows of taxi drivers, gathering them in a support group and discussing the challenges they are facing after the death of their spouse, for example addressing substance abuse among their children. As a result of this project, an unemployed lady was offered the job of running the office and she receives a weekly stipend from the Codeta Taxi Association.

Const Jacobs’ dedication to her duties is evident in her participation in a current affairs programme on Radio Zibonele, which is on air between 18:00 and 19:00. She participates in the programme twice a week, marketing and promoting the Khayelitsha Police Station. She also has an arrangement with the radio station on announcing missing children/adults at any time when these are reported or the police station’s attention is drawn to such a case. Members at the Community Service Centre (CSC) phone Const Jacobs at any time of the day or night to attend to these incidents, and she will ensure that they receive shelter if they cannot be united with their families.
MAN OF THE YEAR

Const FJ Fritz
Northern Cape

Const FJ Fritz was the Social Crime Coordinator at station level and launched various educational projects and crime prevention initiatives. He initiated door-to-door campaigns, school visits, farm visits and roadblocks to distribute pamphlets with safety hints monthly. Const Fritz established a stakeholders forum, which brought together various departments to address issues of concern for the community. This initiative gave birth to activities such as school uniforms that were distributed to less fortunate learners, painting of walls at the day-care centre, round-table discussions that involved the youth, a Youth Sports Day, block meetings in residential areas, the establishment of a drama group at the high school and Christmas events at local schools.

His activities contributed to establishing good relationships between the SAPS and the community and the fight against crime. Const Fritz’s dedication and hard work inspired his colleagues to assist and participate in projects. He is able to work individually and as part of a team. The member is responsible and always ensures that tasks are completed before he reports from duty. He has an advantageous ability to solve problems and takes the necessary steps to involve the relevant stakeholders to provide results. Const Fritz is always willing to assist after hours and over weekends.

Const Fritz believes in education and has empowered himself by attending various workshops and development and training courses. He has a good working relationship with all external role players and has the ability to involve other government departments and private stakeholders in his projects and initiatives. He enjoys working with the youth and has initiated several programmes to keep them occupied and off the streets.

Const Fritz’s hands-on approach has a positive impact on the fight against crime. The community trusts this member and supports him in his endeavours. The member received a commendation from the Provincial Crime Prevention Unit for his positive attitude and his sense of responsibility to fight crime. The member’s good work was also recognised by Head Office when an amount of R3 000.00 was awarded for projects in fighting crime.

Const Fritz uses his knowledge and skills to uplift people and educate them about crime prevention. He is dedicated and hardworking, able to work alone or as part of a team and always willing to assist, even after hours.

D/WO DA Dlamini
Mpumalanga

D/WO DA Dlamini invests his time and energy to empower women and children in the community through educational and care campaigns.

The projects and campaigns which D/WO Dlamini initiated, include blankets for the elderly in the community, educational programmes for children living with disabilities, soup kitchens, education on growing vegetables and awareness education for women and children to avoid rape and violent crimes. His activities contributed in the building of good relationships between the community and the SAPS and the fight against crime.

D/WO Dlamini often goes beyond the call of duty and regularly works over weekends, without remuneration. He does his work at the office and in the community with skill, enthusiasm and diligence.

D/WO Dlamini took the initiative to coordinate stakeholders in and around the Belfast Cluster, as far as Middelburg, to mobilise the community against acts of violence. He launched a campaign which was attended by many community members in the Belfast Cluster.

Through the efforts of D/WO Dlamini, members of the community started generating their own income, thereby avoiding turning to crime. His endeavours to inform women and children about crime and their rights, can prevent them from becoming the victims of abuse. These projects build trust between the community and the SAPS.

D/WO Dlamini has good organising abilities and uses it to benefit both his colleagues and his community. He offers community members the opportunity to become involved in community projects, which can ultimately result in the prevention of crime.

In 2015 Const LA Matome initiated team-building sessions to strengthen interpersonal relations and a good working environment at the station. He also initiated community meetings after hours to ensure that working community members could participate in effective communication with the SAPS. In March 2015, he worked with the FCS to secure a sponsorship from Woolworths for the renovation of Tarlton Primary School. Const Matome furthermore initiated the ‘Your child – my child’ project which encourages SAPS members and community members to adopt children and assist them with their day-to-day schooling needs. He initiated a spelling marathon in the farming community of the Tarlton policing area, in which 150 learners from three primary schools participated. The Tarlton SAPS Magazine/Newsletter was another brainchild of Const Matome.

The member managed to perform his duties as directed by his KPAs and regularly worked additional hours and over weekends to ensure good police-community relationships. He also empowers children in the community through educational projects.

Const Matome has introduced various creative concepts at the station and in the community, which have yielded positive results in uplifting the morale of the SAPS members and keeping the community informed of crime tendencies and prevention strategies.

The team-building sessions which Const Matome introduced, strengthened the interpersonal relationships at the station and improved the morale of SAPS members. The community meetings and projects which were also initiated by Const Matome, pave the way for better understanding and mutual respect between themselves and the community, he schools and the youth.

Const Matome believes that every SAPS member is an ambassador of the organisation. He is creative and not only initiated various internal and external projects, but committed his time and energy into the initiatives. He cares about people and the strengthening of SAPS-community relationships in order to protect the fundamental rights of people.
Lt Col Van den Heever started participating in combat rifle shooting in 1983, when it was called ‘service shooting’ in the SAPS. He was awarded Free State colours for the first time in 1985 and has participated as part of the Free State team more than 145 times over the past 30 years. In this period he represented the SAPS’s team more than 53 times, both nationally and internationally.

He participated against 150 top SAPS marksmen in the National SAPS Championships and won it. He also proceeded to win the Commissioner’s Cup of which he is currently the National Champion. Out of 398 marksmen in the SAPS, the SANDF and Correctional Services, Lt Col Van den Heever earned 8th position. He has been holding the position of National Chairperson of Combat Rifle Shooting from 2000 to date.

In 2009 he was elected as the Chairperson/President of the South African Combat Rifle Association (SACRA). This position requires Lt Col Van den Heever to manage and administer all activities of SACRA, both nationally and internationally, and also includes the administration of all combat rifle activities for the SANDF, the SAPS and Correctional Services. He was elected for the National Protea Team Marksmen and the team was unbeaten in the last six years participating in New Zealand, Lesotho and Botswana.


He also represented the South African A, B, C, President’s Team, the Veteran Team and the Junior Team on several occasions each year since 1985. Lt Col Van den Heever has won more than 1 500 medals over the past 30 years in the sport of combat rifle shooting.

Under Lt Col Van den Heever’s leadership, the national team has been unbeaten over the last six years. He has been the National Chairperson of Combat Rifle Shooting in the SAPS from 2000 to 2015. Lt Col Van den Heever participated actively in the sport and is an excellent marksman. He was elected for the National Protea Team as marksman. He has been holding the position of National Chairperson of Combat Rifle Shooting from 2000 to date.

He was elected to the National SAPS Combat Rifle Team. The team ended 2nd out of 12 teams. He was elected to the National SAPS Combat Rifle Team for the past nine years as a marksman.

He participated against 150 top SAPS marksmen in the National SAPS Championships. He was the winner of the championships and won the Commissioners Cup. He is the current National Champion.

Nationally out of 398 marksmen form the SANDF, SAPS and Correctional Services, he ended in 8th place.

Lt Col Van den Heever is an excellent administrator and sportsman.

Sgt T Treurnicht (Pubalakan)

Gauteng

Participating in sport and keeping fit have always been Sgt T Treurnicht’s second nature. She ensures that she works out at a gym and practices hammer throw, discus, shot put and weight throw on the sports field every day of the week. She was chosen to participate in the SARPCCO Athletics Team to represent the SAPS in Swaziland in 2015, and returned with two gold medals and a new SARPCCO record for the discus throw. Sgt Treurnicht has also broken several records in her 22 years of participating in athletics.

She represented the Central Gauteng team at the South African Senior Championships, and was one of the two members who represented the SAPS at the same Championships.

At the SAPS National Championships held in Potchefstroom in 2015, Sgt Treurnicht won a gold medal in discus throw with a 39.98 metre distance and broke a record in shot put with a distance of 12.99 metres and earning herself a gold medal. In the same tournament, Sgt Treurnicht broke the record in hammer throw reaching a distance of 50.85 metres, and received an award for the Best Field Athlete of the Year (2015) for the her two records and three gold medals.

As an athlete who does not run out of stamina, Sgt Treurnicht was chosen from among 35 members to represent the SAPS in the Gauteng North Masters team at the South African Masters Championships. As a record breaker, she continued her record breaking by throwing the hammer a distance of 47.66 metres and achieving a new South African record with a gold medal as the cherry on top. She broke another shot put record at a distance of 13.46 metres achieving yet another new South African record and a gold medal.

One can literally say this outstanding athlete who participates actively in the SAPS and the ASA sporting events, makes everything she touches, turns into gold. In the Masters Championships she established a new South African record in shot put and won a gold medal in discus. This woman truly deserves the word ‘champion’. 
RESERVIST OF THE YEAR

R/Const D Duitsjans  
Western Cape

R/Const D Duitsjans of the Visible Policing Unit in Kwanonqaba in the Western Cape, is a dedicated and hardworking police reservist. He is passionate about eradicating crime in his community and performs full-time duties on Shift A and at the Crime Prevention Unit and does not receive any remuneration for his work.

R/Const Duitsjans has been serving the Police Service for ten years and has registered 917 hours during the reporting period, which puts his community service at an average of 76 hours per month. His dedication resulted in many arrests, including 19 for drugs, two for the possession of stolen goods, two for the possession of a stolen vehicle and one for assault GBH.

His dedication to the SAPS has not gone unnoticed and his station management awarded him with the Reservist of the Year Prestige Award in the 2014/2015 financial year for rendering a professional service to his community and earning the trust of his peers and the community he serves. Over the years, R/Const Duitsjans, successfully underwent various training courses: SAPS Reservist, Crime Prevention Level 1, Statement-taking for Detectives, Officers, Accident Report, In-Service Firearm Training, and the Use of Firearm in order to effectively carry out the SAPS’s mandate. He also attended the Electoral Act workshop and the Roadblocks workshop.

Through his exemplary conduct, R/Const Duitsjans has earned the community’s trust as they feel safe because of his many successes, some of which have been publicised by the media.

R/Const D Duitsjans

R/WO PKG Moselakgamo  
Northern Cape

R/WO PKG Moselakgamo of the Visible Policing Unit in the Galeshewe Cluster in the Northern Cape, is a dedicated and committed police officer who is a good example to the members of his C-Shift.

R/WO Moselakgamo boasts several successes in the 1,920 hours of work that he registered during the reporting period. He does not receive any remuneration for his work. This include, among other things, three cases of theft, two of shoplifting, one of assault one of rape, one of drunken driving, three of nuisance, and one case of malicious damage to property. His dedication earned him decorations such as the SAPS 10 and 20 Years’ Loyal Service medals, as well as the Soccer World Cup 2010 Support medal. He has served the Police Service for 22 years and to ensure that he is equipped to contributing to the Galeshewe community being and feeling safe, he empowered himself through training and successfully completed courses such as the Tactical Survival Techniques, Shooting Practice, Tactical Policing Level II and Shooting Practice Medium Risk.

When on duty, R/WO Moselakgamo always provides guidance and support to his colleagues. His achievements have inspired other reservists to also work permanently on the CSC Relief teams.

R/WO PKG Moselakgamo

R/Capt GE Rademeyer  
Eastern Cape

R/Capt GE Rademeyer of the Visible Policing component in the Eastern Cape, epitomises a good police officer and lives true to the oath by walking the extra mile in fighting crime in his area.

R/Capt Rademeyer, although unpaid for his policing functions, worked roughly 56 hours per week during the reporting period and made a positive contribution to service delivery, even though he does not receive any remuneration for his work. He adjusted his duties according to crime tendencies and activated air support and mobilised motorcycles at exit/escape routes at serious crime scenes. He also worked as a sector commander in the Summerstrand area, where he has an outstanding relationship with all the stakeholders. He is a representative at the MBDA Crime Prevention Forum and at the Tourism Ambassador Guards. His good relations with the community, businesses, private security companies and the Metro Police, have resulted in many arrests being made.

R/Capt Rademeyer is a professional, dedicated and disciplined member of the Reserve Police Service, who excels in crime scene management and is respected by his colleagues and members of his community for his dedication and commitment to police work.

Although he reached pension age, he applied for extension and was granted another year of service.

R/Capt GE Rademeyer

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AC A Schreuder
Western Cape

WO SJ van der Merwe
Free State

AC A Schreuder is a hardworking, loyal and efficient financial clerk based in Van Rhynsdorp in the Western Cape. She is a hand amputee and has proven herself a great asset in the overall administration of the police station’s finances. She adds value to the Visible Policing Unit.

WO SJ van der Merwe, who is wheelchair bound, is a resourceful member based at the Free State Provincial Employee Health and Wellness Component. He walks the extra mile in ensuring that members with disabilities across the province receive much needed assistance in discharging their daily duties.

WO Van der Merwe is responsible for dealing with the procurement of assistive devices for about 122 members living with disabilities, so that they can effectively render their services at their units. He also inspects their working environments to ensure that the environments are user-friendly to members with disabilities. He regularly interacts and communicates with service providers to keep abreast of the latest technology in assistive devices, so that he can knowledgeably advise management in the procurement of efficient devices to equip disabled members.

The member fosters a spirit of camaraderie between disabled and able-bodied members by hosting meetings, events and fun days where they can interact. He also promotes the image of the SAPS by visiting hospitals, rehabilitation centres and the homes of disabled members to offer counselling and support. WO Van der Merwe also coordinates the SAPS’s disability exhibition stall at the annual Bloemfontein Show. In his spare time, he installs and repairs hand-control systems in both civilian and SAPS vehicles so that they are more accessible to disabled members, making life easier and more comfortable for them.

WO Van der Merwe is a member of the Free State Provincial Quad Rugby team, CADSAPS and the Disabled Tennis team. Through his humanitarian spirit, the member has manufactured and donated equipment such as the shower sliding chair, basketball wheelchairs, dog wheelchairs, walking frames, wheelchair adjustments, camping equipment, off-road wheels for wheelchairs and grab rails. The member’s motto is in life is ‘The only disability in life, is a bad attitude’.

AC A Schreuder is a hardworking, loyal and efficient financial clerk based in Van Rhynsdorp in the Western Cape. She is a hand amputee and has proven herself a great asset in the overall administration of the police station’s finances. She adds value to the Visible Policing Unit.

AC Schreuder helps with the smooth coordination of the leave of the personnel, overtime, claims and allowances and has a very good turnaround time. She is always willing to walk the extra mile in assisting various sections at the station with duties such as controlling overtime hours booked by members daily, as well as typing minutes, operational plans and weekly grids – ensuring that they are sent to the cluster and provincial offices in the absence of the responsible persons. AC Schreuder also assists with updating the weekly and monthly Reservists and Domestic Violence returns, booking dockets to and from court, controlling incoming mail daily, as well as uploading necessary case documents on the ICDMS.

She even assists in the CSC when shifts are short of members, registering cases on the e-docket system, certifying documents and assisting members of the public. She always provides assistance and do not hesitate to take the lead in coordinating community/stakeholder outreach/awareness programmes. She also helps design and create pamphlets to be distributed to the community.

AC Schreuder’s dedication, selflessness and team spirit are great examples of what other employees should aspire to. She avails herself for duty 24 hours of the day, seven days a week, and is always willing to assist with work, even on her off days and rest days.
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PERSON WITH DISABILITY OF THE YEAR

WO D Potgieter
Northern Cape

WO D Potgieter is the commander of the Human Resource Utilisation Subsection and Discipline Section at the Protection and Security Services in the Northern Cape.

She is a dedicated commander who ensures that the primary objectives of the division are achieved and boasts 100% capturing and auditing of the Performance Enhancement Process (PEP) in the 2014/2015 financial year. She achieved this despite being booked off sick for four months after undergoing a serious foot reconstruction operation that left her in much pain and wheelchair-bound for a brief period. She was able to attain the 100% because she would field instructions by telephone and sometimes went to the office to do a quality check and assist with problems, despite being in pain. WO Potgieter has demonstrated her leadership skills and team spirit by providing in-service training for a new member while on sick leave. The member also had work delivered to her house during the period she was on sick leave to ensure that the work was attended to. She never requested overtime remuneration or time due for the work she had done when she was on sick leave.

WO Potgieter is a focused member who always seeks to solve problems innovatively, for the good of the organisation. She is a people’s person and spends much time on charity work. The fact that the member was willing to render a service and assist her colleagues while she was on sick leave, made a very positive impact on her colleagues and motivated her team to do their best.

Sgt AD Mothapo
Limpopo

Sgt AD Mothapo is attached to the DPO at the Mankweng Police Station in Limpopo, despite having been shot in the head on duty in 1999, which left him with the loss of most of the use of his right arm, hand and he has difficulty walking. Sgt Mothapo is a shining example of a dedicated member of the Police Service.

Sgt Mothapo is committed to helping firearm licence applicants – even after the normal working hours, if and when required. He ensures that all tasks are completed and sent to Head Office for processing. He is a team player who is always willing to give assistance and asks for it whenever necessary. The efficient service he has rendered to the Mankweng community, has earned him respect among the members of the public and his colleagues. He has taught others not to hide behind their disability and to persevere in rendering a good service.
In the past year, the Muldersdrift CPF and the SAPS have been actively involved in social crime prevention initiatives that are aimed at bringing members of the community closer to the police and building confidence so that they can freely share information with the police. Muldersdrift consists of agricultural holdings, businesses and informal settlements. The majority of its population lives below the poverty line, which creates fertile ground for crime. The CPF, which comprises a youth desk, various police components and other community sectors, play a pivotal role in bringing the community closer by initiating events such as the ‘My neighbour is your neighbour’ which involved religious organisations and sector meetings aimed at creating crime awareness in the neighbourhood. They also conducted ‘Youth Against Crime’ campaigns as the forum realised that the perpetrators of crime were mostly the unemployed youth. These included sporting events where the youth could interact freely with the police, businesses and other community members as they played against each other, forging relationships that are hoped, will deter them from committing crime.

The involvement of the CPF made a huge impact on reducing crime levels. They were actively involved in the arrest of a number of suspects who were linked to murder, robberies, housebreaking and the possession of stolen goods. The cooperation between this CPF and the police is proof that a sound community and police partnership can yield good results, especially regarding the eradication of crime.

The CPF in Durbanville, Western Cape, forged a strong bond with various community structures to effectively liaise with the SAPS, instead of criticising police failures on social media platforms.

To date, the CPF has held 10 monthly meetings with community members and various stakeholders such as the Provincial Liquor Board, the MEC for Community Safety, the City of Cape Town’s Disaster Management, as well as the City of Cape Town’s Health Department to explain new Acts, discuss home and city safety plans and the effects on the environment. The CPF also regularly held sector forum meetings where the SAPS and the community planned operational interventions such as the Community Safety Plan, to help alleviate crime. The CPF-police relationship assisted in arranging a DNA/Crime Scene Awareness workshop that was presented to the CPF’s 64 members, as well as to neighbouring CPFs. Other initiatives include establishing a generic CPF email address accessible to all members, which made communication and monitoring easier. The CPF promoted cooperation between the SAPS, the community, other law enforcement agencies, community safety structures, community based organisations and the City of Cape Town through sharing information and encouraging community members to liaise with them.

This CPF has proven to be compliant to the CPF Code of Conduct and regards discipline as an important part of gaining trust and support from the SAPS and community members. All the successes were achieved as a result of the newly elected CPF executive members, who walked the extra mile to try and rebuild the trust and good working relationship with the SAPS.

Under the leadership of Mr Louis Nel, the CPF in Bainsvlei in the Free State, has been an integral part of crime-fighting initiatives which demonstrated the importance of police-community relationships in addressing crime tendencies and crime prevention. The CPF assists in ensuring that the residents of three sectors with more than 50 000 residents, 2 400 smallholdings and 220 farms stretching over 1 350 km², are and feel safe.

The CPF introduced the two-way radio communication system that has 200 active radio sets and an installed repeater system that increases the capability of the radio network to assist members on patrol, to respond to incidents faster. The CPF enlisted 179 vetted community patrollers, who were trained in handling dogs and horses, as well as in fire-fighting skills as it is a vast rural area prone to veld fires. Patrollers have two-way radios, reflector jackets, standby cell phones and identification cards and they covered approximately 35 000 km on patrol duties in the 2014/2015 financial year with their own resources and at no cost to the SAPS.

The CPF members ensured that all volunteers received proper training in crime scene management and the preservation of crucial evidence. The CPF has a complete structure with three sectors, including church leaders and school principal forums, which account monthly. The CPF holds an annual general meeting to monitor annual progress and discuss planned activities.

Members of the CPF avail themselves 24 hours a day, seven days a week and have embarked on all these initiatives voluntarily and mostly at their own expense. The activities of the CPF have certainly increased efficiency in addressing the community safety issues in the Bainsvlei area. During the national and municipal elections in May 2014, the CPF deployed extra patrollers to assist with the monitoring and patrolling of voting stations- resulting in no incidents being reported.
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NOTES
The South African Police Service would like to thank the following sponsors for making this Service Excellence Awards Event possible:

"To serve and protect is a calling in life. To be a member of the South African Police Service is a privilege afforded to those who have responded to that calling and who will carry the reputation of this organization high at all times, both on and off duty."

Well done to all the winners, we hope your excellence in performance will inspire all members of the SAPS to work together in the move forward.