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After five consecutive years of successfully hosting the National Excellence Awards, the South African Police Service is once again immensely proud to present to you the sixth annual prestigious event on 25 January 2019, here in the beautiful province where the sun rises, Mpumalanga.

The purpose of the National Excellence Awards is to give recognition and award the excellent work of our SAPS’s members and personnel who perform their daily duties in an exceptional manner. The Awards are also aimed at motivating all employees to improve their performance, knowing that their organisation awards excellence.

The SAPS is a caring organisation which acknowledges the efforts and successes of its hardworking, dedicated personnel, the organisation’s most valuable assets. On 24 January 2019, we also celebrated National Police Day, which was approved by Cabinet in 2005 to provide a platform to show our appreciation to the SAPS’s members and employees for their selfless service. On this day, we also reflect on the significant meaning of the policing profession and the critical role it plays in the everyday existence of our society.

It is a priority of the management of the SAPS to recognise the efforts by hard-working employees in different ways, and the SAPS’s Reward Strategy serves as a mechanism to achieve these objectives through monetary and non-monetary awards, National and Divisional, Provincial Excellence Awards, long-service recognition and loyal service medals. The SAPS’s promotion policy not only recognises members for their dedication, but also distinguishes them as an example and inspiration to their colleagues.

Over the past years, we proudly awarded a considerable number of employees, who walked the extra mile and demonstrated exceptional commitment to their work in either the operational policing environment, or the administrative support environment.

This year, we are again proud to present our nominees with awards in recognition of their contribution, not only to the organisation, but to the entire country during the 2017/2018 evaluation period. Through their efforts, which meant going beyond the call of duty, the organisation was able to render crucial services to the communities and ensured that the victims of crime received justice.

Our sincere congratulations go to this year’s nominees and award recipients. We urge you to continue with the hard work. Well done for making it so far. We are proud of you!
As we enter into a new year, the South African Police Service will continue rendering a professional policing service to all the people of South Africa as provided for in the Constitution of South Africa. We are pursuing what is underpinned in the National Development Plan, Vision 2030 to ensure that all people are and feel safe in South Africa.

We can, however, not pursue this as individuals and need dedicated men and women who are willing and able to work side by side with all role players to make this a reality. Actions speak louder than words and the excellent work that our SAPS’s members and personnel do under trying circumstances, is testimony to their commitment to ensure that the communities they serve, are safe and that they execute their Constitutional mandate.

Our men and women in blue once again sacrificed precious time with their families and loved ones to serve and protect our citizens and the visitors to our country during the festive season, and we sincerely thank them for their selflessness and commitment. A special word of appreciation is also extended to your families who always support you, despite the fact that it is not always easy for them.

It is therefore fitting that in line with the SAPS Reward Strategy, we annually hold this prestigious event to acknowledge and award our SAPS’s members and personnel who never hesitate to do much more than is expected of them. They are men and women who are true ambassadors of the SAPS and they put the people of South Africa and the strategic objectives of the SAPS, before their own interests.

On behalf of the entire organisation, we need to take this opportunity to especially thank the Minister of Police, Mr Cele, the Deputy Minister of Police, Mr Mkongi and the National Commissioner, General Sitole for their sterling leadership, guidance and continued support.

Thank you also to our sponsors for their open hearts and liberal contributions. This event would not have been possible without your support and generosity.

Our sincere gratitude is also expressed to the organising committee and everyone else who worked tirelessly behind the scenes to make an event of this nature, a reality and such huge success. You have raised the bar for the next hosting province, and we are truly thankful for all your efforts.

Last but definitely not least, congratulations to all our nominees and award winners. It is an honour to have men and women of your character and calibre in the SAPS. May you continue to grow and excel in your careers and different areas of expertise. You have made us proud, and we are anticipating that we will see even greater things done by ordinary men and women to touch and change the lives of those with whom they come in contact.
May I extend my heartfelt gratitude to all the South African Police Service members in this new year for their hard work and commitment during the past year, 2018. On behalf of the management of the SAPS, I wish to thank the members who worked tirelessly to ensure that all South African citizens and visitors enjoyed a safer festive season. Your selfless service and the sacrifices, which you have made by giving up precious time with your loved ones to serve and protect, are commendable and greatly appreciated.

We annually hold our National Excellence Awards with the main aim to honour those who go beyond the call of duty. Here in our midst are men and women who walk the extra mile to render an exceptional service to the people of this country.

No organisation, especially not a policing service, can be effective without its committed members. We hope that through our initiatives to show our appreciation, like the Excellence Awards, we will boost the morale of our members, thereby improving the delivery of service to the people of South Africa.

I am very proud of these men and women who gave their best. Their excellence should serve as inspiration to everyone who work with them. It is only when we all give our absolute best, that we will see the SAPS turn the tide against crime in this country.

We are also aware of numerous challenges the organisation faces, particularly in respect of insufficient resources which the members need in crime-fighting initiatives. Moving forward, we will continue to find ways and means of capacitating the organisation, ensuring also that we facilitate equitable access, growth and development at all levels in our organisation through strategic and coordinated programmes.

It is through these established programmes within our human resources, that members can be empowered to fulfil our Constitutional mandate. We are proud to tell the stories of the brave deeds we are recognising today, of the work done wholeheartedly without any expectation of rewards by members. I also want pay homage to our fallen heroes who have paid the ultimate price to ensure a better life for all in South Africa.

I urge each and every member to continue working tirelessly this year and beyond in realisation of a safer South Africa. Once again, congratulations to all the members who have done exceptionally well in the past year. You are true ambassadors of the SAPS, and I salute you.
MESSAGE

DEPUTY MINISTER
OF POLICE

Mr BM Mkongi, MP

The SAPS recognises men and women whose hard work and commitment have contributed to realising one of our Government’s priorities — fighting crime and lawlessness. These are brave and dedicated women and men who are in the employ of the SAPS, because they have answered the call to serve their country.

Today, we recognise your contribution to the fight against crime, because you have gone beyond the call of duty to ensure that the citizens of this country, as well as all the visitors in the form of tourists, those who are in the country to do business, as well as guests of government, are and feel safe all the time.

We trust that the other SAPS’s employees will be motivated by your achievements to also excel in their daily duties. You are the epitome of excellence, for you have raised the bar and served as ambassadors by raising the SAPS’s flag high.

You risk your lives every day to ensure that the SAPS realises its vision of creating a safe and secure environment for all the people in South Africa. You are all here today because the SAPS is an organisation that cares and invests in its human resources. We thank you for your dedication and for fulfilling the mandate of the SAPS.

As part of the leadership of the SAPS, I will constantly ensure that I give my full support to all SAPS’s members and personnel so that this organisation can meet its objectives and demands. Congratulations to all of you, both the nominees and the winners in the different categories.

I am encouraged to see men and women of your stature and calibre in this organisation. I am inspired to be surrounded by people who are committed to nation-building and creating a safe and peaceful society, and I am proud to be associated with men and women who live their lives and execute their daily duties according to your standards of excellence and professionalism.
The mandate and transformation agenda of the SAPS derives its philosophical ethos from the Constitution, the National Development Plan and indeed various policy prescripts of the African National Congress. These important prescripts all regard excellence by members of the service as non-negotiable. As such, when impeccable excellence is demonstrated by our members we salute, as we do today, those who strive for this goal, often against immense odds.

Since 1994, the people of South Africa have been demanding of this government, nothing but a competent, reliable, honest and people-centred police service. Undoubtedly, some of the men and women we are honouring tonight, epitomise the best we have in the service, and give our people the lasting hope that more is yet to come.

We can achieve the goals of excellence if we work hard, and listen to the legitimate demands of our people. Under the stewardship of the current political and operational leadership, there is an overwhelming sense among our people that the SAPS is moving forward with all the law-abiding citizens of the country. In truth, the bulk of the accolades must be afforded to the men and women in blue, especially those who have been nominated for outstanding performances in their line of duty.

An occasion such as this does not mean we have achieved all our goals as the SAPS. It merely says we are moving in the right direction and yet, the challenges are still immense. Therefore, excellence in the service is the call for doing right every time, to do all we can to subscribe to the values of Batho-Pele. For only through an ever renewed commitment towards our people can we together deliver a world-class policing service.

In the 25 years of our democracy and in the run-up to the general elections in May, all members of the SAPS must realise that they are a critical pillar of our hard-earned democracy. When the SAPS lets our people down, is part of crime and corruption, it is in fact betraying the democracy so many people fought and died for.

The policing champions we celebrate and reward today embody the gallantry of Chris Hani, epitomise the courage of Winnie Mandela and remind us the fighting spirit of Solomon Mahlangu and Joe Modise: gallant soldiers who went against all odds to fight for a better South Africa for all.

We therefore congratulate all the nominees and winners today. The measure of our gratitude is only matched by the superb service and immense sacrifices they have rendered to our beautiful nation. Sithi izandla zedlu’ ikhanda. Siyabonga!
GENERAL CRITERIA FOR CATEGORIES

THE DIMENSIONS OF THE CRITERIA ARE LISTED BELOW:

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

• The employee’s dedication to duty (e.g. the extent to which the employee goes the extra mile beyond the call of duty)

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

• The employee’s impact/value added to service delivery.

• The employee’s attributes (compliance to the Code of Conduct, discipline, professionalism and/or any other extra-ordinary circumstance(s) that are observed).
Administration Employee of the Year Level 1-4
Administration Employee of the Year Level 5-7
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

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

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

CR & CSM Employee of the Year
FSL Employee of the Year
Quality Management Forensic Employee of the Year

Medium Risk Employee of the Year Level 5-7
Medium Risk Team of the Year

Sportswoman of the Year
Sportsman of the Year
Sportsperson with Disability of the Year

Woman of the Year
Man of the Year

Reservist of the Year
CPF of the Year

Person Living with Disability of the Year

Senior Administration Manager of the Year Level 13 -15
Senior Operational Manager of the Year Level 13 -15
Station of the Year
CRITERIA FOR SPECIAL CATEGORIES

Please note that all the categories listed below have individual criteria and some include the general criteria.

SPECIAL CATEGORIES CRITERIA

Ministry Awards
The winner is selected at the discretion of the Minister of Police.

National Commissioner’s Award
The winner is selected at the discretion of the National Commissioner.

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/him in her/his 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/his 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 member’s sportsmanship and standing among other sportsperson.
- The member’s diligence and perseverance in participating in that sport.

Reservist of the Year
In addition to the General Criteria 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 Living with Disability of the Year
In addition to the General Criteria 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
CELEBRATING SAPS BRIGHTEST STARS
The official is a groundsman, but also maintenance at the SAPS Academy Mankwe. He does routine inspections around the facility and identifies, records and reports all defects e.g. leakage of water pipes, blocked sewage, malfunction of electricity, damaged or broken windows, motif locks and street lamps. The repairs done by the official, sometimes at his own cost, saves the organization money that it would have had to incur by contracting external providers, and time that would have been lost due to the postponement of learning programmes or rescheduling of classes if the defects were not attended to.

Foreman Racoco walks the extra mile by also assisting with administrative duties at the Academy, such as taking care of procurement processes, for example, after consolidation of the needs, he assists in obtaining quotations from service providers. He also ensures the collection of procured items when they cannot be delivered.

He voluntarily avails himself after hours and even over weekends to perform maintenance duties at the Academy without requesting compensation, for example, when learners report on a Saturday and they do not have hot water or the toilets are blocked, he reports for duty to attend to the problem. As the Academy only has one driver, he also assists over the weekends to transport learners from the bus stations to the Academy.

Although the official is not a qualified artisan, he carries out all repairs with pride. He repairs and replaces ceilings in the offices and classrooms, which saves the organisation the cost of contracting external service providers to do the repairs. His skills and willingness to do more than is expected of him, also assists in the smooth running of the Academy, as he resolves most of the complaints from learners, trainers and personnel by repairing minor defects.

The official is a handyman at the Johannesburg West Cluster. He is responsible for all the day-to-day maintenance and repairs at seven police stations, namely Honeydew, Diepsloot, Linden, Florida, Roodpoort, Douglasdale and Randburg. He is responsible for performing electrical duties, plumbing duties, welding duties and all the day-to-day maintenance duties. He is on standby for any emergency call-out.

On 2 January 2018, while on annual leave, the official’s commander called him around 01:00 in the morning to assist with an emergency at Diepsloot Police Station. The members of the station were locked in the cells by a violent suspect, who had taken the keys from them. In the process of apprehending the suspect, Handyman Matodzi was shot in his left knee.

During April 2018 at the Randburg barracks, a galvanised pipe was leaking in the passage. The official did not call a supplier because it would be very expensive, an estimated cost of R8 000.00. The official improvised and used his own money. He bought a galvanised clamp to repair the pipe and spent R133,13 to repair it. This is just one of many incidents where the official saved the SAPS money and time and repaired broken items himself, instead of calling a private service provider for repairs.

Handyman Matodzi is dedicated and does not hesitate to do repairs after hours and over weekends. The official does not apply for time due or remuneration when he performs duties after hours.

The employee has proven to perform over and above his normal duties on numerous occasions; he used his own money to repair the tools, such as rakes and wheelbarrows, that are required for his daily duties.

He also purchased seeds to plant flowers in the garden.

He regularly assists the handyman with the day-to-day repairs at the police station.

He regularly visits the police station over weekends to ensure that it remains neat and tidy and if need be, he will clean the areas that require attention.

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The employee was the communications officer for the Ethekwini inner south cluster when she successfully initiated community-orientated projects regarding mainly drug-related issues.

Several outreach projects were held in order to enhance the image of the SAPS.

She was instrumental in assisting the Aryan benevolent home, Cheshire home and Little Feet baby home with the provisioning of fresh produce, canned items, clothing, baby clothing, toys, etc.

Thandeka pre-school was paid a visit over the Easter period and 120 hampers were distributed.

The official is a PEP Coordinator at Lenasia Police Station with an establishment of 211 members. She compiles the Job Descriptions and the PEP documents. She comes to work over weekends, public holidays and works after hours when required. She even visits members who are placed on duty arrangement at different police stations, to complete their PEP documents, which resulted in the station achieving a 100% success rate.

On 17 January 2018 she heard the loud scream of a woman in the CSC, and she went to see what was going on. She saw a woman lying on the floor and upon closer inspection, she saw that the woman was about to give birth. She requested other ladies to help her carry the woman to the office next to the CSC for privacy, and asked the Relief Commander for some gloves. Although she did not have experience in delivering the baby, she was willing to assist. The woman was in a lot of pain. The official received the baby and wrapped her in a towel that she obtained from the Victim Empowerment Centre (VEC). At that point, both the mother and the baby were in a good state of health due to the official’s quick response and intervention.

The official involves herself in most events at the police station, and annually arranges the Easter Prayer at Lenasia Police Station. She coordinates memorial services and farewell functions. She also involves herself in charity work by donating clothes, food parcels and toys to the VEC, and hands them out to the underprivileged or the needy in the community.

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The official works in the Management Information and Strategic Planning (MISP) environment of the Detective Service Division.

She compiled quarterly reports in respect of cases withdrawn before and in court and closed as undetected, and also regarding the detection rate, trial date and conviction rate. She designed a crime statistics template to be used for the compilation of the above reports. She also designed a crime statistics template, which contributes to improved data integrity and ensures the timeous submission of crime statistics to senior management in the Detective Service, as well as to the Strategic Management Component.

During the 2017/2018 financial year, the official approached the Acting Section Commander of MISP with a proposal to develop a crime statistics template for priority crimes and crimes against women and children. She did the work during office hours, as well as after working hours. The template was approved and all the personnel at MISP have since been using the crime statistics template. The official provided in-service training, and when the MISP personnel used the template for the first time, the official assisted every employee at their work stations to ensure that the correct procedure was followed.

The previous template that the MISP personnel used, had three spreadsheets – one for comparison, one for the previous year and one for the current year, and had to be typed and calculations had to be done manually. This method was a long and tedious process and took days to complete, as the person verifying the information had to verify every entry made. It was also a lengthy document to print and data integrity was at risk because of possible human error.

The crime statistics template that the official developed, saves time and management can have the verified, correct information within 24 hours after the Efficiency Index System (EIS) has been synchronised. Data integrity is 100% and the document/report that is submitted to the Strategic Management Component, is neat and clear and submitted on time.
Capt LT Le Roux
KwaZulu-Natal

The officer used her own initiative and researched and designed various educational flyers and brochures, such as arrive alive, business against crime, victim empowerment, rape myth prevention and cyber bullying to address various crime-related and social issues in her community.

At times, she uses public transport at her own cost to ensure that she is able to host projects at educational institutions or at shopping malls.

Although appointed as the subsection commander: media monitoring and liaison services, she is also deployed in an operational capacity weekly, where she will conduct foot patrols in the industrial and residential areas of the station’s policing area.

She always sacrifices her private time to provide trauma debriefing to children who were the victims of school bullying and to men or women who were the victims of domestic violence.

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Capt MP Diniso
Eastern Cape

Captain Diniso is the Provincial Coordinator: Service Terminations: Eastern Cape. His core function is to manage and coordinate service terminations in the Eastern Cape. Captain Diniso demonstrated passion and commitment to his work by working over weekends without remuneration.

Captain Diniso ensured a turnaround in the management of service terminations in the Eastern Cape before the end of the 2017/2018 financial year, and achieved the set targets contained in the Annual Operational Plan. He ensured that 703 cases of service termination that were reported in the province during the 2017/2018 financial year were all processed to Head Office, and the province obtained a 100% achievement.

Nine deaths on duty that occurred in the Eastern Cape in the 2017/2018 financial year, were processed by the officer, and death grant applications for all deaths on duty, were submitted within the designated time period.

On 21 February 2018 at 00:10, five police officers were gunned down while on duty. The Engcobo massacre attracted widespread attention, also from the media and the President, and it was considered a national tragedy. Captain Diniso worked extra hours and ensured that the relevant claims were processed to Head Office within the designated time periods, and the payment of death grants were approved and paid to the beneficiaries within seven days.

He works with the stations and units and achieved good results. He also has a good working relationship with the employees at the SALA Pension Fund and the GEPF.

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Capt Y Cronjé
Free State

The Welkom Cluster experienced a serious shortage of official resources e.g. vehicles, cell phones, computers, and did not have a proper storeroom with much needed items such as stationery. The officer identified that no Cluster Budget meetings were held, and immediately compiled a schedule for the year. She started holding monthly cluster budget meetings. The officer also identified errors in the PEP and immediately intervened and compiled Job Descriptions and PEP assessments for the Welkom Cluster personnel for the 2017/2018 evaluation period.

Captain Cronjé cleaned out various garages at the back of the Welkom Cluster, where old and boarded furniture was stored. She encouraged the Cluster officers and members to become involved, and turned a tiresome task into a teambuilding effort. The cluster repaired and restored some of the old and boarded furniture at no cost to the State.

Since the beginning of June 2018, the officer was deployed for operational duties. She went to the office after hours and worked overtime in order to ensure that all her usual tasks were attended to.

Captain Cronjé was approached by a business in Welkom, with allegations that asylum seekers had been issued fraudulent documents. The officer immediately made contact with the Department of Home Affairs, which lodged a full investigation. Following two successful, joint Cluster operations, the arrests of illegal immigrants carrying fraudulent asylum-seeker permits, were effected.

Captain Cronjé is the secretary of the Lejweleputswa Cluster District Joints. The officer was hospitalised in March 2018. Despite her being in hospital and in pain, she used her private laptop and completed the minutes for the meeting.
The team of the Employee Relations and Life Cycle Management in Mpumalanga, was given a target of 65% to submit all correct termination documents to Head Office within 22 working days, and conclude 100% backlog cases before the end of March 2018. The section started with a backlog of 54 cases at the beginning of the 2017/2018 financial year with most cases being about deceased employees. The team concluded 53 of the 54 backlog cases, which is an achievement of 98.14%. Some of these cases dated back to 2008 and were very difficult to conclude due to the lapse in time and family disputes.

During the 2017-2018 financial year, 270 cases of service termination were reported in the province, and the team concluded 67.52% of the cases. The actual performance of the province was 74.71% and it is the first time since 2011 that the province has reached this target.

Lieutenant Colonel Kruger and his team held meetings with external role players such as Home Affairs, SARS, the Master of the High Court and Social Services to assist with the problems experienced in concluding the cases. He also conducted resolution meetings with families in an attempt to resolve disputes. The team made arrangements for families to attend meetings with the Master of the High Court to obtain outstanding documents. On many occasions they paid with their private funds for outstanding documents, and also bought food for family members who had to be transported. On some occasions the expenses were as much as R500,00 to open a bank account.

The team complied with all instructions and never failed to complete any task given to them. The team even cleaned the Service Termination offices, as they had no cleaner during the 2017/2018 financial year.

The team also assisted the nearby provinces in collecting and processing correct documents obtained from the beneficiaries who were residing in the Eastern Cape. The members of the team displayed dedication to their work by interacting with the Department of Home Affairs on behalf of minor children with no ID smart cards. The members of the team also visited the provincial SITA and obtained proof of pension starting dates on behalf of active employees, as well as employees who had left the SAPS.

The team has a zero tolerance to corruption and crime and its motto is “Know the impact of your ideas, propose things that make a difference, as this drives value”.

Lieutenant Colonel Kgadima has been entrusted with the responsibility of managing the Recruitment and Staffing Subsection in Limpopo.

The team managed to successfully complete two projects, during which entry level employees were appointed into the SAPS for the financial year 2017/2018. During the period under review, all 306 posts that had been allocated to Limpopo – including those for Crime Intelligence, were filled.

A total of 8 729 applicants interacted directly with the recruitment office with regard to all basic steps in the Recruitment Strategy. Interviews were conducted with at least 2 394 applicants, within a period of only 13 days.

An additional 50 posts were allocated and a total of 356 trainees were sent to the academy for basic training. Limpopo employed 54 Public Service Act employees.

The team worked overtime without remuneration regularly, without complaining about the shortage of personnel. Lieutenant Colonel Kgadima trained her staff members to give attention to detail and managed to successfully deal with more than one project at a time. When the project for entry level trainees ended, she summoned her co-workers from district level to do an evaluation to identify all the factors that had affected progress during the project, and work on it as a team. She designed a control register to keep record of each applicant who submitted his/her application.

The recruitment team did not wait for Head Office to allocate posts, but ensured that lateral advertisements ran over two semesters to breach the gap between allocation and shortages.
During the 2017/2018 financial year, Warrant Officer Dikhudu was stationed at Crime Prevention, Jouberton Police Station in the North West.

The Station Commander requested the member to assist with three secondary schools that had been identified as the most problematic schools in their area in terms of gangsterism, drug abuse and discipline. The schools were Tsamma Secondary, ARE Fadimeheng and Matlosana Secondary.

The member single-handedly held meetings with the stakeholders and addressed learners weekly. The member reached out to the following number of learners: Tsamma Secondary School - 929 learners and 27 educators; ARE-Fadimeheng – 1 368 learners and 46 educators; and Matlosana Secondary – 1 512 learners and 45 educators.

Warrant Officer Dikhudu distributed pamphlets on drug and substance abuse to the learners. He noticed that the three secondary schools were not involved in any sport activities. He started a project, the Adopt-a-Cop Tournament, which included sport like soccer, netball and volleyball. He initiated this project to stabilize and decrease the abuse of drugs and gangsterism at schools by keeping learners busy with sporting activities in their spare time.

The schools had a problem with the municipality not cleaning the sports facilities. Warrant Officer Dikhudu and a team from the schools, along with the Station Commander, met with the Executive Mayor of Matlosana to present his Trio Adopt-a-Cop Tournament plan. The Mayoral Committee bought into the project and the sporting grounds were cleaned. They also sponsored trophies and medals for the participants.

Sergeant Timmy has been stationed at the K9 Unit, Boland in the Western Cape as a dog handler for 13 years. He is one of three DNA dog handlers in the Western Cape.

The achievements by the member and his dog in respect of the 2017/2018 financial year, are as follows: The canine was used in 76 cases; 84 arrests were effected; one life sentence was handed down and a sentence of 20 years’ imprisonment. Abalone to the value of R4.3 million was seized.

The member is extremely dedicated to his work and does not only perform functions pertaining to handling DNA, but also participates in crime prevention duties with all the surrounding stations if and when requested. The member never hesitated to assist with investigations in other areas, and travelled to different areas in the Western Cape to assist with investigations numerous times.

The community became more aware of crime, especially crimes against women and children, and they were overjoyed by the arrests the member had made, and the sentences that the accused were given in those cases.
Captain Qunta is attached to the Flying Squad of the Police Emergency Services, in the Northern Cape.

The officer monitored the attendance, response time and capturing of an average of 50 complaints and prioritized them monthly. The flying squad was one of the top performing units in the province and members are positive and motivated.

The officer’s achievements include the following:

The officer received a complaint of a shooting and a hostage situation involving a police member. Upon arrival, the officer established that a reservist had shot his wife and was still in the house. The officer successfully negotiated with the reservist to release his wife so that she could receive medical attention. The reservist opened the door and was arrested, and the life of his wife was saved.

In April 2017, taxi violence erupted between taxi associations that were transporting commuters to the mall. The officer intervened and held discussions with the taxi owners because they were putting the lives of the commuters at risk. After the discussions, they reached an agreement, and no subsequent taxi violence was reported.

During the reporting period, 643 arrests were effected under the leadership of the officer.

After receiving complaints from the community about taxis overloaded with schoolchildren, the officer planned an operation to deal with the problem. A total of 36 JS34s amounting to R2 000,00 were issued.

The officer managed an adequate human resource capacity for the investigation and operational environments through sound absenteeism management measures. The officer also created an integrity capacity at the police station in support of good governance.

The officer developed and implemented a strategic plan to reduce crime, which already resulted in the following reduction of serious crime: Contact crimes -11.23%; property related crimes -2.3%; contact-related crimes -7.14%; crimes against women -23.7%; crimes against children -28.79; trio crimes by -24.24 % and contact crimes, excluding trio crimes, by -10.62.

The officer has developed future leaders within the SAPS, and has ensured the effective and responsive investigation of serious crime, as well as enhanced community partnership policing. The officer facilitated a number of events, not only at his police station, but also for an improved image of the SAPS and a positive impact in the entire cluster.

The officer is a very reliable asset in the cluster. He is a very disciplined and dedicated, and is able to think outside the proverbial box to find solutions for unusual problems.

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The officer facilitated, coordinated and developed a set of work procedures and templates to assist the accident combating environment to improve their performance and standardise work procedures. The officer participated in a Driver Wellness Programme at Heidelberg Weigh Bridge. The officer was requested to be interviewed with the purpose of making a short video on road safety, which was to be posted on social media due to high coverage.
The Operational Command Centre (OCC) Team of Mdantsane Cluster, Eastern Cape led by Lieutenant Colonel Van Zyl, has excelled in achieving their own strategic objectives and that of the Cluster. The team focused on establishing reliable networks and their involvement in gathering information on wanted suspects, seizing illegal firearms and different types of drugs, recovering stolen property, eliminating taxi violence, resolving inter-group conflict and eradicating criminal hotspots, yielded positive results.

In June/July 2017 the Mdantsane OCC Team embarked on planning an intelligence operation to clamp down on the distribution and selling of all types of drugs in the Mdantsane Cluster. During the operation, a foreign national was arrested for dealing in drugs in the Cambridge policing area. The following drugs were seized: Tik - 6 600 g – value R7 million, 7 g cocaine, 6 cell phones, 1 digital camera and R15 000,00 in cash.

In another incident, the team arrested a suspect for dealing in drugs (dagga) in the area of Vulindlela and seized 16 650 g dagga with a street value of approximately R30 000,00.

The team is on standby 24 hours, seven days a week, and sacrifices a lot of their personal time. They work an average of eight hours' overtime per week for which they are not paid. The team leader, Lt Col Van Zyl, made a huge effort to arrange operations with traffic officials and local inspectors to check the compliance of second-hand goods dealers in the cluster, and assist priority stations to combat robberies, housebreakings, car theft and dealing in drugs.

The team's successes, seizures and arrests include 131 139 kg dagga, 2 081 Mandrax tablets, 6,7 kg Tik and 141 g cocaine. The property recovered included 16 Plasma TV sets, 196 cell phones, 25 laptops, 22 vehicles, 1 truck, 33 firearms, 182 rounds of ammunition, 170 dangerous weapons, property to the value of more than R 760 000,00, liquor to the value of R20 000,00 and R38 840,00 cash. A total of 1 094 arrests were effected.

Sgt WB Ngobeni
Team: Hartebeespoortdam Cluster
North West

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Lt Col LME Mokoboto
Team: Presidential Task Team
Division: Visible Policing

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Lt Col LME Mokoboto and his team are part of a Presidential Task Team initiated by the President at the 2017 State of the Nation Address (SONA), and the team consists of 31 members. The members of the team strive for excellence and render an outstanding performance in the Tshwane North Cluster in Gauteng.

The team was deployed in Soshanguve to address trio crimes, particularly aggravated robbery, hijackings (cars), house robberies and business robberies, including robbery with a firearm. The team's deployment and effective policing techniques had a positive impact on crime in the Soshanguve area. The team's deployment resulted in a decrease in hijackings (cars), 75 suspects were arrested and 17 firearms were recovered in the period of three months from March 2017 to May 2017.

The team achieved the following successes: A total of 18 suspects were arrested for crimes ranging from hijacking, kidnapping and possession of an unlicensed firearm. On 21 May 2017, the Deputy Minister of Correctional Services was hijacked and kidnapped at Diepsloot. The team did not sleep until the Minister was safe, and four of the suspects involved, were apprehended.

The car that had been used in the commission of the crime, was also recovered.
CONSTABLE RAPETSWA is stationed at Violent Crimes at the Gauteng Provincial Office. The member planned his routine work and responded to enquiries on time. He initiated operations on his own with colleagues to have suspects arrested, and helped other members with their work too. The member took care of the resources of the State and was not wasteful. He planned his trips and activities in such a way that there was no fruitless and wasteful expenditure. Some of the successes the member achieved, were the following: An unknown suspect wanted for murder and attempted murder committed during 2015, was arrested for possession of an unlicensed firearm. The member followed up all leads and linked the suspect to the murder case. The suspect was convicted on charges of murder, attempted murder and possession of an unlicensed firearm, and was sentenced to life imprisonment on two counts of murder, and a total of 22 years’ imprisonment. During February 2016, a taxi driver was murdered. After receiving information, the member followed it up and traced and arrested the suspect. The suspect was convicted on charges of murder, attempted murder and possession of an unlicensed firearm and sentenced to a total of 65 years’ imprisonment. The member did not stop there, but followed up on other leads, which resulted in the arrest of a further three suspects, who are on trial. The member is focused on service delivery and restoring the community’s trust and hope in the police by bringing the perpetrators of crime to book and ensuring that justice takes its course.

DETECTIVE EMPLOYEE OF THE YEAR (LEVEL 5-7)

The member is a detective at Team Violent Crimes at SAPS Vryburg in the North West Province. The member is a hard worker and he strives to maintain a high level of performance at all times. The quality of his work improves annually. During the 2017/2018 financial year, the member achieved the following successes: House robbery – suspects convicted and sentenced to 12 years imprisonment; Murder and rape – Suspect convicted and sentenced to two terms life imprisonment; Murder – Suspect convicted and sentenced to 15 years imprisonment; Attempted murder – Suspect convicted and sentenced to 6 years imprisonment; and Armed robbery – Suspects convicted and sentenced to 10 years imprisonment. The abovementioned cases were solved in a short space of time, and the manner in which the member conducted the investigations improved the community’s confidence in the South African Police Service. The member is professional and displays dedication and commitment during investigations.

The employee was responsible for dual tasks most of the time, conducting investigations of serious cases, including murder cases around the Boithuso area, as well as forming part of the Seloesha Trio Task Team. The employee performed all these tasks in a very positive and professional manner, and managed to secure life sentences in Boithuso CAS 146/08/2014 (murder) and Boithuso CAS 178/12/2016, as well as 21 years, 24 years and 15 years in Odendaalsrus CAS 332/09/2017, Boithuso CAS 240/01/2017 (murder) and Boithuso CAS 222/04/2015 respectively for the 2017/2018 evaluation period. This employee often initiates soccer games, inviting community members to take part and recruiting more informers from these events, whom assist him in successfully solving cases. The member always gives his tasks first priority and communicates with the victims in cases constantly, be it on duty or off duty as he even pays visits to the office while off duty, to communicate with the victims and witnesses. The employee’s positive attitude regarding serving the community and enhancing the image of the SAPS, is very noticeable. This employee is very trustworthy, disciplined, dedicated and honest, therefore has integrity.
Colonel Sefoloshe was transferred to the Ekurhuleni North Cluster Office, Gauteng as a Detective Coordinator during 2016. He noticed that the performance of the Detectives was very (poor position 13 with a 2-star rating). He used his initiative in terms of providing guidance to the Trio Task Teams, and worked long hours without remuneration. He focused on the national wanted list and Columns 7 and 8.6, and managed to drastically reduce the dockets.

The officer designed different programmes that were implemented and directed toward enhancing the performance of the Cluster. The officer also introduced a timetable to adhere to all Cluster/Provincial/National instructions, e.g. all forms of inspections, scrutinizing the efficiency index system and rectifying shortcomings.

At the end of the financial year, the Cluster’s position improved to third (from position 13) with a 3-star rating. Trio crimes were reduced as follows: Business robberies to 53 cases (1.39%); House robberies to 37 cases (2.24%) and hijacking to 62 cases (1.96%). Through the initiatives and efforts of Colonel Sefoloshe, the Cluster managed to maintain its performance in the top 3 position.

Captain Buys is a Detective Coordinator at Port Shepstone SAPS in the Kwa-Zulu Natal Province.

The officer assists Detectives in the Cluster in the tracing of suspects, solving of serious crimes, tracing of missing persons, assisting with ID parades, pointing outs and taking confession statements. The officer also makes sure that all serious cases within the Cluster are solved. The officer further assists Detectives in obtaining information to solve cases at a minimum cost to the state. Due to the assistance of the officer, numerous cases in the Ugu Cluster have been solved.

The officer is on 24 hours standby to assist members, and he is often called out during the night to assist in tracing suspects and missing persons. The officer regularly receives calls from other Clusters and Provinces to assist in the tracing of missing or hijacked victims. The officer assists detectives in the tracing of cell phones and applications for Section 205 cell phone records, obtaining the information and handing the information to the investigating officer.

During the reporting period the officer assisted almost every weekend with confession statements. Due to the officer’s dedication, numerous missing persons have been found. In some serious cases, the only evidence against a suspect is a confession or pointing out by the suspect. The officer ensures that this is done correctly and he testified to the effect in the High Court in numerous cases.

The officer contributed in solving 5 Murder Cases; 2 Rape Cases; and 3 Armed Robbery/Robbery cases.

Prosecutors regularly contact the officer to assist other members due to his professionalism.
Captain Peters is attached to Team Violent Crimes, Cambridge in the Eastern Cape.

She interacted with complainants and the families of deceased persons regularly. When the group commander was on leave or engaged with other duties, she continued to manage the group in an efficient manner. She did not hesitate to work after hours without claiming any remuneration.

In one incident in February 2018, a victim's body was recovered but the victim's vehicle was missing. Within two days after the body had been recovered, the officer led an intelligence-driven operation between members of the KwaZulu-Natal Grabber Unit and members of the Eastern Cape. She co-opted the help of the OCC and training teams, and managed to arrest the suspect. Cell phones and foreign currency stolen from the deceased, were found in the accused's possession. The investigation is continuing and the case will be on trial in the High Court soon.

The officer is computer literate and used most of the SAPS's systems. She conducted regular audits on the CAS to ensure data integrity. She adhered to set deadlines. She consistently achieved the highest number of arrests for standby members compared to other duty officers. If information was incorrect or outstanding, she rectified it on her own.

Colonel Swart was the Provincial Commander: FCS for the North West. The officer managed to achieve and exceed the targets for detection rate; trial ready rate and conviction rate for the 2017/2018 financial year.

The FCS achieved the following sentences during the 2017/2018 financial year: Thirty-two perpetrators received a total of 43 life sentences, and 173 perpetrators were sentenced to a total of 2 378 years' imprisonment.

Crimes against women and children are a national priority, therefore the successful investigation and conviction of perpetrators linked to serious crimes, is key to the performance of the component.

The officer was actively involved in crime awareness campaigns, of which she initiated two in the Vryburg Cluster (Morokweng). One campaign took place at the Bancho Primary School where 60 learners aged between six and 13 years were reached. Another crime awareness project was conducted in Morokweng. As a commander, she realised that the FCS members needed tools to cope with the challenges they were facing every day, so she engaged with Matla a Bana (an NGO) and two workshops were presented to 25 FCS members at no cost to the State, namely Soft Skills Training (April 2017) and Negative Resilience Training (October 2017). Colonel Swart approached Matla a Bana for a sponsorship, which resulted in the opening of a Child Victim-friendly Centre at the Vryburg FCS.

Due to her outstanding leadership, the FCS members were able to deal with extraordinary circumstances where they became teachers, counsellors and social workers to the victims and the community.
A Detective Task Team was formed in the Eastern Cape to focus on high-level serious corruption. Given the limited lifespan of a task team, a significant number of high profile suspects were arrested. This resulted from the speedy and professional way in which the task team conducted these investigations.

The task team completed all outstanding investigations, while working closely with State-appointed forensic auditors. One investigation revolved around the Mnquma Local Municipality, where allegations that tenders had been irregularly awarded, amounted to R3 million. Three suspects were arrested.

Corruption, theft and irregular awarding of contracts by the Port St Johns local municipality, as well as other irregularities, were discovered on a tender bid. The team spent long hours and travelled extensively to conduct the investigation. The task team will arrest ten prominent persons and government employees as soon as the DPP has completed its charge sheet.

After receiving information from an informer that at the Alfred Ndzo District Municipality, tenders related to water provisioning were fraudulently allocated by alleged corrupt officials of the municipality, the task team conducted extensive investigations and performed search-and-seizure operations. Five Bid Evaluation Committee members and three Bid Adjudication Committee members, as well as one company owner were arrested and appeared in court at Mt Ayliff.

Social Development signed a contract with Umnotho by deviating from the normal procurement processes. In its investigations, the team discovered that documents had been backdated. Warning statements have been obtained from the company’s director and former senior employees of the Department of Social Development.

The Trio Team is responsible for priority crimes within the Rustenburg area. However, the team is not limited to investigating trio crimes, but the team is also tasked to deal with sensational murder cases and cash-in-transit heists and other investigations that the Cluster Commander assigns to them for further investigation. The team’s presence is important to the Cluster and they contributed positively to the effective combating and investigation of serious crimes.

In one instance the team worked non-stop for 96 hours to identify, trace and locate the suspects in a case. The team managed to secure a conviction of 15 years plus a life sentence for their arrests and the cases they investigated.

The Trio Task Team successfully investigated more than 22 cases ranging from murder/attempted murder, rape, housebreaking/robbery, business robbery, aggravated robbery, defeating the ends of justice and arrested 18 suspects.

The following items were recovered: Two illegal and unlicensed firearms; 12 rounds of ammunition; a plasma TV; and cash to the amount of R34 000,00.
Capt PH Roets is a Trio Section Commander and is stationed at Crime Intelligence, Soweto East. During the 2017/2018 financial year, the officer acted as CIS Operational Commander. The officer often received tasks after hours from the Crime Intelligence Provincial Office, as well as from the Cluster Commander, Soweto East on high profile cases.

During this time, the officer was responsible for the overall production of the office. He managed to bring the production of the section up to standard, and achieved the following: An average of 40 tactical operations were conducted per month; an average of 45 inquiry files were registered per month; and the informer ratio increased from 2.5 to 3.7 per handler.

In August 2017 the officer received two calls, one from the CI Provincial Duty Officer and another from the Soweto East Deputy Cluster Commander to assist at Eldorado Park in the search of a person who had been missing for 24 days. The family of the missing person was very upset and demanded urgent attention from the SAPS. Due to the officer's immediate intervention, a breakthrough was made with the arrest of a suspect, as well as the recovery of the body of the missing person.

During the reporting period, the officer achieved the following successes: Twenty-six suspects were arrested; 13 firearms with an estimated value of R90 000,00, were recovered; and 17 vehicles with an estimated value of R1.6 million, were also recovered.

Cst HA Thomas is attached to the Northern Cape Crime Intelligence Division, as an analyst. The member does not only carry out his work, but he also acts as a mentor for a newly appointed constable. He regularly assists his colleagues in their duties, and is the secretary for the Committee on Gangsterism. He created an Intelligence Analysis product which is used as a network operation and a pre-operation. Constable Thomas has initiated one network operation, Delela (Dealing in Drugs in the Kakamas area) and with the help of his handlers, this project was approved and carried out successfully.

The member has many sources and maintains numerous contacts. He also uses social media to obtain information on his targets. He was appointed as an analyst of an undercover operation, namely Operation Lagos. This operation was carried out successfully. Since the registration of this operation, nine transactions were made with three targets and 267 grams of Tik and 780 Mandrax tablets to the value of R295 600,00, were seized. Six targets have been arrested, three main targets and three additional targets. Two of the main suspects were found guilty and sentenced to four years and six years imprisonment respectively; while two additional suspects were found guilty and sentenced to five years with the choice of acknowledgement of guilt or bail of R10 000,00 and R5 000,00 respectively; one convicted suspect was linked to a different case and a third main suspect will still appear in court with the convicted suspect in the case.

Lieutenant Colonel Mlotana and his team are attached to the Crime Intelligence Collection Unit of the Crime Intelligence Division, in the Eastern Cape.

During the reporting period, the team identified a crime threat in the form of an increase in robberies, housebreaking and theft in the majority of the clusters in the province. The stolen property was mainly cell phones, jewellery and plasma TV sets. The team conducted research and established that the market for these items were drug-selling spots, where the stolen items were exchanged for drugs.

The team was tasked with identifying the individuals behind the distribution and selling of Mandrax tablets and Tik. They were further tasked with establishing an adequate information network with a view to neutralising the identified threat. The operational team spent long hours monitoring the suspects, without claiming overtime remuneration or time due.

This initiative yielded good results as they identified the routes used to transport drugs, the drug couriers and the suppliers. Prior to the arrest and recovery, the operational team spent the entire night on the road, approximately 700 km away from the Eastern Cape, without any subsistence and traveling allowances.

The following successes were achieved: All eight targets were arrested and four vehicles used to deliver the drugs, were seized. The total value of the items seized was an estimated R28.9 million, and drugs to the value of R1.36 million were seized.
Sergeant Nogaya is attached to the Bisho In-Transit VIP Protection under the Protection and Security Services Division.

The member performed the following tasks during the 2017/2018 financial year: Evaluated an average of 10 programmes for his principal to be transported, and identified an average of five possible risk situations per month in terms of the Working Procedures Manual and Standard Operating Procedure (SOP); verified an average of 15 routes and 10 locations to be used prior to operation per month; and compiled and submitted an average of 10 location-comprehensive operational plans to which operational protection commenced per month.

The member safely provided safe transport to his principal on an average of 10 occasions or more per month, and also provided personal close protection. He liaised with the operational officer responsible for planning daily, and reported an average of five complaints that he had received during or after the operations, within one day after receiving them.

The member always ensured that his commanders were aware of all dangerous situations, and also ensured that the image of the VIP Unit and the SAPS was not tarnished.

Sergeant Vilakazi is attached to the Durban In-Transit VIP Protection Unit under the Protection and Security Services Division.

The member achieved all strategic objectives when discharging driving and protection duties to the identified VIPs. He was dedicated and went beyond the call of duty when tasked to perform duties. The member executed his duties after hours and over weekends without considering the time factor.

He arranged the Senior Operational Plan for the identified VIPs locally, nationally and internationally, on his own and independently.

The member added value to service delivery and made a positive impact on other members of the unit and in the province.

The member was disciplined and encouraged others to perform and always comply with the Code of Conduct. He was available twenty-four hours, seven days a week when duty called, and never hesitated to report for duty when requested.

Constable Madondile is stationed at Parliament under the Protection and Security Services Division.

During the 2018/2018 financial year, the member maintained a high level of performance in the execution of all his key performance areas, according to his Job Description.

On 24 October 2017 while the member was carrying out his ordinary duties, he went beyond the call of duty to save the life of an unknown lady by pulling her out of a burning vehicle. At the time of the incident, the member displayed bravery beyond the call of his duties. Although it was not part of his daily duties, the member did not hesitate to act, but as a dedicated police officer, he ensured that the life of a member of the public was not only protected, but saved, by putting her life before his own.

The member acted professionally and in accordance with the principles of the SAPS’s Code of Conduct, in displaying dedication and putting his duty first, in extraordinary circumstances.
Lieutenant Colonel Mosoeu is stationed at National Key Points, Free State within the Division: Protection and Security Services.

Free State Province has currently 14 National Key Points (NKP). The officer manages all National Key Points to ensure that the Section is informed of security personnel changes at NKPs. He monitors the accuracy of output records. The officer constantly worked overtime without remuneration. The officer does not hesitate to report any irregularities or members who misuse their sick leave.

The officer ensured that all tasks were completed within the designated time periods. He complies with all instructions and never failed to complete any task given to him.

The section achieved a 100% compliance rate on several areas of responsibility during 2017/2018. The officer regularly worked long hours and was often called after hours to assist with signing itineraries. The officer is creative and ensures that auditing is done efficiently. He 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 the documents.

The officer managed to hold 3 training meetings per quarter in the 2017/2018 financial year. Under the officer’s leadership the NKP Provincial office managed to prepare 16 members for maintenance shooting to ensure compliance to the Firearm Control Act, achieving a competency rate of 100%.

Captain Mthembu is stationed at the In-transit VIP Protection Unit in Ulundi, under the Protection and Security Services Division.

The officer always ensures that the objectives of the organisation are achieved in ensuring that the members under his command effectively comply with their duty requirements. To date, no complaint has been received from any of his clients.

The officer arrived at work early and left work late to ensure that he was able to assess the members and the working environment under his command. He regularly assessed the members under his command to ensure that their social life did not have a negative impact on the work.

The officer took initiative to ensure that events were planned properly and that State resources, including human resources, were not abused. He continually ensured that the members under his command were positive and well managed at work.

The officer participated in functions to enhance team work and ensured that the members under his command understood the working environment. He encouraged team work. The officer conducted himself in a polite and dignified manner, and portrayed a positive image of the SAPS. He always walked the extra mile by paying visits to members to ensure that they were motivated.
Captain Dixon and his team is attached to the Protection and Security Services Division (PSS) and rendered service as Static Protectors in the Eastern Cape.

The Unit's objectives were to ensure a safe and secure environment for VIPs, which included Ministers, Deputy Ministers, Premiers and MECs in the Eastern Cape. They performed sweeping duties as K9 handlers with dogs, as well as members with technical expertise and equipment.

During the 2017/2018 evaluation period, the K9 and Technical Teams achieved a 100% attendance to all requests received. On numerous occasions, the members of the team worked overtime without remuneration.

The team members regularly assisted other units outside the scope of the PSS, for example Presidential Protection Services and Visible Policing. The members of the team often left early in the morning and travelled very long distances to their destination, and returned late at night. They often performed duties that they were not compensated for due to the short notice of the request. Over and above operational tasks, the team also performed administrative duties in the office, as no support personnel had been appointed to perform these tasks.

The members were also used outside the Eastern Cape to assist with major events that took place in other provinces. Technical equipment was sometimes transported by K9 members, who assisted with setting up the equipment.

It was often a challenge when there was a shortage of resources, and it required innovation and creativity from the team to multitask and optimally use the available resources.

The Protection and Security Services (PSS) in the Free State has 14 national key points. The team manages all national key points to ensure that when there are personnel changes at these key points, they are updated on the mainframe register and monitor the accuracy of output records. The officers and members regularly worked long hours and never hesitated to work overtime without remuneration to ensure that all tasks were completed within the designated time frames. The province achieved a 100% compliance rate in several areas of responsibility during the 2017/2018 financial year.

The officers and members are creative and ensure that auditing is done regularly. They implemented an efficient administrative system and designed effective office space to ensure that all documents received were verified and signed in and out, to ensure proper control. The officers and members managed to classify companies situated in Sasolburg that produced crude oil, to become national key points, and inaugurated a company called Centlec, responsible for the distribution of electricity in the Free State.

On 23 June 2017, the Rapid Response Team was launched under the PSS in the Western Cape. The main function of this team is to respond to emergencies or suspicious activities, performing a visible policing function where VIP residences and installations are situated.

To date, this team has responded to 40 crime-related incidents, and 45 arrests were made. These crimes included possession of drugs, possession of stolen goods and the stolen vehicle were recovered.

The team’s performance and the fact that they went beyond their call of duty, did the SAPS proud. The team’s disciplined and vigilant approach ensured that several criminals were detected and apprehended.

The members attached to the Rapid Response Team maintained the high standard of service delivery required for their area of responsibilities, adding to the successful prevention and curbing of crimes without any additional cost to the state.
The employee has a long history of investigating rape cases. She is sensitive to the needs of victims and walks the extra mile in ensuring that the suspects of these crimes, are brought to book. The employee has managed to achieve major convictions for rape cases that she investigated. The employee realised that crimes against women and children were escalating, and worked hard to ensure that the suspects were removed from the communities and would no longer be a threat. She maintained a good relationship with the prosecutors and ensured that her dockets were court ready. She also presented awareness programmes at schools and churches, educating the community about the consequences of lying under oath and situations that endangered the safety of women and children.

Constable Dlamini is attached to the Potchefstroom FCS Unit, in the North West. During the reporting period the member investigated serious crimes and serial rape cases, and several suspects were convicted. He traced the victims despite the fact that some had already relocated to other towns. The member reconstructed old case dockets from as far back as 2008. It was difficult as some investigating officers had already resigned. Case dockets were put on the court roll, and the member had to oppose applications for bail. There were limited resources and sometimes the member used his private vehicle to attend to appointments. He also used his own Facebook account to locate some of the victims. The member worked standby duties and conducted operations raiding suspects, without remuneration. As a determined, observant and committed member who understands his responsibilities and the significance of service delivery, he ensured that one serial rapist was convicted and sentenced to 95 years’ imprisonment. There has never been any complaints against the police regarding the cases assigned to the member to investigate. The member did not take rest days or leave, and responded to the call of duty any time of the day or week, without any overtime remuneration. The total period of imprisonment that all the convicted suspects in the cases the member had investigated in the reporting period, had been sentenced to, was 150 years.

Constable Manthakha is attached to the Thohoyandu FCS, in Limpopo. The member is dedicated to his duties and conducted thorough investigations in all the cases assigned to him. He ensured that investigations into crimes committed by the perpetrators, commence as soon as the cases were registered, and he did not rest until they were brought to book. The member ensured that known and notorious suspects were arrested and informers were used to identify, trace and apprehend unknown suspects. The total period of imprisonment that all the convicted suspects in the cases the member had investigated in the 2017/2018 reporting period, were sentenced to, was 334 years.
Captain Myburgh is the Unit Commander of the Kakamas FCS Unit, in the Northern Cape.

The unit has a shortage of members according to the establishment. The unit serves four stations, namely Kakamas, Keimoes, Augrabies and Kenhardt.

The Kakamas FCS received 142 dockets for the period of 1 April 2017 to 31 March 2018. A total of 123 cases were sent to court, and in 142 dockets, 22 suspects were found guilty and 94 dockets were trial-ready when the investigations were concluded.

The officer achieved the following successes in the reporting period: Twenty-three cases were registered and the sentences handed down to the convicted suspects, included a total of 128 years’ imprisonment; 15 years suspended for five years; three years suspended for three years; and R1000,00 or three months’ imprisonment suspended for one year.

In addition, the officer and members under her command were involved in the Youth Month; Women’s Month; and 16 Days of Activism’s gender-based projects during the period.

In order to promote good and sound relations with the community, the officer arranged radio slots addressing issues relating to domestic violence, child neglect and the responsibilities of individuals and Government Departments in terms of the Children’s Act, awareness campaigns during Child Protection Week, and a Pre-Easter Service Enhancing Cooperation and Partnerships between churches, Spiritual Services and the FCS Units in the fight against crime.

Some of the successes the officer achieved in the reporting period, are the following: Of the 3 615 dockets she received, 2 719 were sent to court and 2 439 dockets were concluded in court. In a number of cases involving serial rapists, 51 life sentences were handed down.

The Officer achieved the targets in performance charts and the efficiency index as follows:

- Detection rate – 72.95% over a target of 67.67%
- Cases to court – 58.23% over a target of 51.61%
- Convictions – 79.47% over a target of 74.06%
- Trial ready – 84.48% over a target of 80.6%

The implementation of the Ministerial Six-point Plan was effected at all units that the officer was leading, and no complaints of poor service delivery or unprofessional service were recorded. Cases against women and children remained a priority, and the officer ensured that the rights of women, children and vulnerable groups were protected, that justice was served and that the country worked to reach the 2030 Vision.

Captain Mokgatlhe is attached to the Rustenburg Cluster’s FCS Unit in North West.

The officer investigated several serial rape cases at the Rustenburg FCS Unit, and secured five life sentences for a convicted serial rapist. The suspect was arrested and linked through DNA.

During the 2017/2018 financial year, the officer responded to the call of duty any time of the day, any day of the week, including over weekends and after working hours, without any overtime remuneration. The officer had an average of 86 case dockets on hand during the reporting period.

Captain Mokgatlhe reopened most of the dockets that were closed as cold cases. He ensured that they were trial ready by obtaining all the relevant statements, buccal swabs from suspects and regularly liaising with the Forensic Science Laboratory (FSL). The officer was always ready to assist with transport fees and even bought food for victims with his own money on the trial dates, and when attending court sessions.

The officer effected 39 arrests in the 2017/2018 financial year.
The team is attached to the Mpumalanga FCS. The team ensures that exhibits are dispatched to the Forensic Science Laboratory within seven working days; that victims are regularly given feedback about the status of the investigation; that summonses are handed to witnesses 21 days before the court date; and that case dockets are dispatched to court two days before the court date. The team regularly works additional hours to complete their tasks.

The team works together to avoid unnecessary travelling expenses. They address as many challenges as possible with their colleagues from different police stations, especially when they experience difficulties with a charge, by telephone and cell phone to avoid unnecessary travelling. The team contacts witnesses by telephone and cell phone to remind them to attend the court on the relevant date, instead of driving to their various places of residence.

The team regularly buys food for witnesses when attending court, because most are from poor families. They arrange tracing operations on their own and inform their commander. They participated in various awareness campaigns at schools, crèches and the community in different villages within the cluster. Proactive policing tactics are applied to reduce the level of crimes against women and children.

During the 2017/2018 financial year, the team managed to secure five life sentences and a total of 564 years’ imprisonment at the High Court and different Regional Courts within the Cluster, for various charges that included rape, aggravated robbery and kidnapping.

FCS TEAM OF THE YEAR

The team is attached to the Calvinia FCS in the Northern Cape. The members are dedicated to their investigations and are regularly in contact with especially the victims and complainants in cases against women and children. Arrangements are made in time for the Regional Court Prosecutor to consult with victims and complainants to seek guidance.

The Regional Prosecutor regularly thanks the members of the team for their investigations that are of a high standard. The members coached the victims and witnesses in court procedures, because the majority of victims and witnesses had never been in court before. The members of the team also lecture the community and schools about crime prevention in connection with crime against women and children. The members contributed to several lengthy sentences being handed down to suspects in the Regional Court for committing crimes against women and children in the period of 1 April 2017 to 31 March 2018.

The sentences in court for the reporting period are as follows: Seven life sentences and a total of more than 234 years’ imprisonment.

The above sentences were for various crimes from rape, attempted murder and assault, attempted robbery and murder.

The members of the team are attached to the Serial and Electronic Crimes Investigation Unit (SECI) of the Western Cape. During the reporting period, they aligned their duties and responsibilities by providing quality investigation in the shortest possible time in order to trace and arrest suspects in serial cases. The SECI Unit uses many additional investigative tools, namely reservists, the Local Criminal Record Centre (LCRC), the Investigative Psychological Unit, the K9 Unit, private detective agencies and other Government departments to gather information on wanted suspects.

During the 2017/2018 financial year, the team achieved the following successes: Twenty-one life sentences and a total of 457 years’ imprisonment.

The above sentences were for various crimes ranging from rape, abduction, theft and possession of a firearm, housebreaking, robbery, kidnaping and sexual assault, attempted robbery and murder.

Lt Col MS Seema
Mpumalanga

Lt Col NS Higa
Western Cape

WO C Blignaut
Northern Cape
Principal Data Typist Wallace is attached to the Local Criminal Record Centre, Bellville of the Division: Forensic Services in the Tygerberg Cluster in the Western Cape.

During the 2017/2018 financial year the official were supposed to receive and administer 1000 SAPS 69’s (Guilty) electronically to provincial verifiers monthly. However, she managed to exceed the target by administering and forwarding 1363 documents monthly. She also administered and forwarded 3312 SAPS 69’s (Not Guilty and Withdrawn) documents monthly. She exceeded the target to retrieve 1000 guilty criminal fingerprints from pending files monthly by retrieving 1303 documents monthly, and she also exceeded the target of scanning of 1000 documents monthly in terms of JUDISS by administering and forwarding 1929 documents monthly.

Although the official is stationed at LCRC Bellville she renders duty at the LCRC Cape Town due to a shortage of personnel after the introduction of the JUDISS system. When the system is offline, she assist with filing and retrieving SAPS 76 and Palms in Pending files.

When problems are experienced with the JUDISS system she contacts the administrator and manages to resolve the problem which she then shares with other personnel. Her tasks are connected to time frames and she ensured that these time frames are met and mostly exceeded. These tasks must be completed with a fault percentage of not more than 1% and she achieved a rate of 0% faults.

Captain Nyirongo is attached to the Criminal Record and Crime Scene Management Unit of the Division: Forensic Services in the Mpumalanga Province.

During the 2017/2018 financial year, the officer provided specialized investigative inputs to the investigation teams and personally visited several victims. Dockets were perused and instructions given to ensure the finalisation of outstanding investigations. Bring forward dates were given to investigating officers to ensure compliance with instructions given on dockets.

The officer regularly worked extra hours and over weekends without requesting remuneration or time due. He compiled a matrix which assisted in determining how suspects were operating in the area. This initiative assisted in guiding detectives and crime prevention members on certain hours that they should focus on operations and intensify patrolling. Coordinates of crime scenes taken assisted in determining the proximity of the crime scenes with one another.

The arrest of a serial rapist in the Vosman area impacted positively towards service delivery since the suspect was terrorising the community in the policing area of Vosman SAPS for a very long time without being arrested. Since the arrest of this serial rapist, the number of cases that involved Rape and House Robbery decreased drastically.

Warrant Officer Horn is attached to the Local Criminal Record Centre (LCRC) in the Division: Forensic Services in the North West Province.

The member excelled in his duties by obtaining and consolidating national inputs for annexures A-M (scene reports) and recompiled all the scene reports in accordance to the CIMS programme for implementation nationally. The compiled scene reports was approved by management and loaded on the CIMS.

The member went out of his way to communicate with all relevant role players in order to incorporate specialised requests received from members and management. The member worked extra hours without compensation to compile the CIMS training material. He ensured a uniformed method of training in the CIMS programme nationally after the training material was approved for use in the DFS environment.

He also in conjunction with his supervisor developed a new excess based training database to ease the burden on training managers in giving feedback to DFS as well as direct commanders.
Lieutenant Colonel Manganye is attached to the Mechanical and Metallurgical Engineering Subsection of the Forensic Services Division.

She manages case files, crime scenes, the court attendance of members attached to Metallurgical Engineering, and the quality manual and training of the Mechanical and Metallurgical Engineering Subsection. The officer is competent in all Mechanical and Metallurgical Engineering disciplines. She compiled a memorandum and information notes used for training at the Engineering Subsection. The feedback that the Engineering Subsection receives from clients, is very positive.

During the reporting period, an incident took place in Port Elizabeth in the Eastern Cape on the M4 highway, where a student was killed. The officer was requested to attend to the scene for the purpose of reconstructing the vehicle accident. The vehicles involved were a navy blue BMW and a white Chevrolet Spark. The officer went to the scene to collect exhibits for analysis. It was alleged that the driver of the BMW had been driving on the wrong side of the road. The officer was able to establish the point of impact, and calculated the speed of the vehicles at the time of the impact. A speed of 75 km/h was calculated between the two vehicles moments before the accident. The driver responsible for the accident, was identified and found guilty of culpable homicide and reckless and negligent driving.

In another case of culpable homicide where a motor vehicle collided with a cyclist who died in the accident, the officer had to work on the photo album without the exhibit material itself (tyre) to give an expert opinion on allegations that the vehicle’s tyre had burst, which was the cause of the accident. The officer had to establish what caused the tyre to burst. The officer was able to prove that the tyre had not burst before the accident, but that it burst on impact at the time of the accident.

WO PJ Mpaya’s work is of a high quality which meet the objectives and meets the set standard as per the quality manual. He is able to complete cases with a large number of exhibits within the allocated time without compromising the quality of his work.

The member can manage resources effectively during performance of his duties and he manages his work properly. He has completed many cases with different types of examination and has always maintained a high quality of work. He has also represented the SAPS in court to explain his findings and his findings were accepted by the court of law.

WO PJ Mpaya is an asset to the organisation. His contribution and experience is invaluable. His interest to serve the public makes him a reliable member. The member maintains a high standard of professionalism and he is ethical. He is also a disciplined member who adheres to the code of conduct. He is patient and always prepared to assist other members.
QUALITY MANAGEMENT FORENSIC EMPLOYEE OF THE YEAR

Warrant Officer Mtakati is attached to Quality Management: Criminal Record and Crime Scene Management at the Forensic Services Division. As a Quality Controller, Warrant Officer Mtakati conducted 10 inspections per quarter, exceeding the minimum requirement of three inspections per quarter. All reports compiled were accompanied by well referenced findings.

The member conducted quality reviews on concluded case files and exceeded the required target of 7%. Warrant Officer Mtakati also created a database for all case files that were reviewed according to subsection and site. The member ensured that all incidents of non-conformance raised by Quality Control, Quality Assurance and Technical Management, were recorded, investigated and classified according to Standard Operating Procedures. Warrant Officer Mtakati ensured that 100% of cases of non-conformance were investigated and that corrective steps were initiated.

The member performed additional duties that are not part of his key performance areas, e.g. conducting quality awareness to ensure that the members in the Free State understand the DFS Procedures and SOPs. He also assisted the Quality Assurer in creating SOP files to be distributed to all the LCRCs in the Free State. The member conducted inspections on his own, and also assisted Selosesha LCRC to create files for the training of their members.

Warrant Officer Mtakati successfully introduced the completion of Statement of Expertise (SOE) at all the LCRCs in the Free State. This assisted with keeping track of the information pertaining to competence, authorisation, professional qualification, training and experience of a member.

Warrant Officer Dicks is managing the Ballistics Technical Section at the Forensic Science Laboratory in the Western Cape.

The member carried out regular inspections of all equipment at the Ballistics Section to ensure that the equipment is maintained and looked after. He also assisted in the training of the final year trainees in crime scenes and helped identify shortcomings.

The member worked out the measurement of uncertainty of the weight and diameter of the bars to be used as verification bars to assist the analysts at the Ballistics Section to verify their balances and Verniers before use. By implementing this measurement, the analysts do not need to waste time looking for the technical manager to come and verify their equipment before use, as they can now do it themselves.

Warrant Officer Dicks took the initiative in writing training material for the equipment used by the Ballistics Section, for example the Spheron, the Metal Detector, CSI Software and the I-Pad and also trained the members in the use of the equipment. He gave refresher training to members in the use of the equipment where necessary. The member also had the microscope covers restitched at his own cost and was creative in designing a poster for the microscope room, which was also sent to the Ballistics Technical Manager for distribution to all the Ballistics Sections.

Warrant Officer Dicks took the initiative to discuss and present a presentation to the Forensic Pathology Services at the Tygerberg Hospital in the correct way of handling and packaging clothing that needs to be sent to the Ballistics Section for further examination.

The member is also assisting with standby duties at Building Systems even though it does not form part of his daily tasks. He is also assists trainees in their tasks in the utilization of high end equipment.

Captain Mandri works at the Development Facilitation: Biology Subsection of the Forensic Services Division. She trains crime scene processing officers of the LCRC in the collection of biological exhibits due to a lack of capacity, although she is only responsible for awareness.

During the 2017/2018 financial year Captain Mandri was expected to carry out 80% to 90% of training programmes, but she completed 100% of planned training programmes in the allocated time of two weeks. She also completed 100% of training programmes not planned for, and which were included in the 2017/2018 financial year. These training sessions were included due to the backlog experienced in the training of members. She also performed training interventions for the Victim Identification Centre due to the unavailability of their facilitator.

As a result of career fairs and exhibitions, the officer worked additional hours without requesting to be compensated or to be given time due.

It was expected of the officer to complete 100% of consolidated feedback reports within three working days. The officer completed 100% of consolidated feedback reports on the same day. She also developed 80% to 89% of approved forensic training material.

The officer assisted with the review of the training material for the Victim Identification Centre, as well as the review of their Standard Operating Procedure (SOP) and assisted with the development of the SARPPCCO manual, which was provided to international delegates. The officer reviewed 212 affidavits for LCRC field workers and the Biological K9 handlers, and assisted the internal trainers with compiling a manual due to her expertise in the field of crime scenes. Captain Mandri is creative and set up a WhatsApp group to discuss problems after hours.
Constable Naidoo is attached to the Cape Town K9 Unit. The Specialised Operations Component of the Operational Response Services Division was mandated to deal with medium to high-risk situations. The member sacrifices many hours away from his family without being remunerated.

In August 2017, the member responded to information received about suspects planning to commit an armed robbery at an Engen garage in Durban. In attempts to pull over the suspects’ vehicle, they opened fire on the members. In an attempt to escape, the suspects’ vehicle rammed into the SAPS vehicle, resulting in both vehicles overturning, rolling from the north-bound highway onto the south-bound highway. The SAPS’s vehicle was struck by another vehicle travelling on the south-bound highway.

While the SAPS’s vehicle was still in motion, the member jumped out of the vehicle, and noticed that his colleagues were injured. He noticed two suspects approaching the SAPS’s vehicle firing continually at the two injured members inside the vehicle. Even though Constable Naidoo was also injured, he returned fire at the suspects, wounding them. A third suspect tried to flee into the bushes, but the member pursued and arrested the suspect despite being injured.

Constable Naidoo ensured the safety of his colleagues and all the suspects were accounted for, before he received medical attention. The suspects were wanted in at least 10 other cases. The incident made a positive impact on reducing crime in the area, and improved the image of the SAPS.

WO AP Godi
POPS Springs
Gauteng

On 2017/04/26 at about 22:00 Springs POPS received a complaint of a mob justice incident at Ekurhuleni Central Cluster. Members and a murder suspect were held hostage by the community members at Minanawe Informal Settlement. They were demanding the release of the suspect to their custody so that they can also kill him.

On arrival the members they found about ± 400 community members carrying knob kerries, sticks and stones. The Vispol members were locked inside the house with the suspect. It was about 01:40 at night and the POP members used a Nyala to take the police members and the suspect to safety. On their way out from the scene, the community members started to throw stones to the direction of the police. The hostage victims were safely removed.
SPORTSWOMAN OF THE YEAR

Constable Swanepoel is stationed at the Tactical Response Team, Mount Road in the Eastern Cape. She played rugby on a professional level in 2017 and was also nominated as captain of the SAPS’s Eastern Cape Female Rugby Team. The member was nominated as Player of the Match in the first match that she played in against Gauteng, and received an award for the overall player of the week.

She was selected to represent the SAPS’s National Team. She was nominated as the Team Captain of the SAPS, and the team won the tournament. In the 2018 championships, she represented the SAPS’s Eastern Cape Female Team and was once again nominated as captain of the team. They won the tournament for a second consecutive year. She again received the award for the overall player of the week, and was chosen to represent the SAPS’s National Team for 2018. The member encouraged and motivated the team by making time to assist them with their training and techniques.

Constable Swanepoel also participated in the SAPS’s athletics championships and achieved the following medals: Gold medal in the 4 x 100 m Female Relay; Gold in javelin; silver in shot put; and silver in discus.

The member is currently playing rugby for the Eastern Cape Province in the Women’s Inter-provincial League, and was selected as vice captain of the team. She convinced most of the ladies to play with her in the Eastern Cape Team, and to join rugby clubs so that they could become and remain fit.

Sergeant Pubalakan is stationed at the Decentralised Academy of the Human Resource Development Division in Benoni. She participated in various athletics disciplines, such as hammer throw, discus throw, shot put and weight throw. She also participated in athletics events for private clubs.

Her achievements are as follows: During the Gauteng North Masters Championships, Sgt Pubalakan obtained gold medals in hammer throw; discus throw; weight throw and shot put, and set a new SA record. At the Central Gauteng Masters Championships held in Germiston, she again obtained gold medals in all four athletics disciplines, and again set a new SA record. At the SA Senior Championships, she represented the SAPS’s team in hammer throw and achieved 5th place; as well as shot put, where she achieved 4th place.

The member is the record holder in hammer throw, throws pentathlon and shot put. At the function after the 2017/2018 National Championships, the member was appointed the best female field athlete with three gold medals, and she had set three new records.

Senior Personnel Officer Ross from the Northern Cape took the initiative of developing herself, learning the skill of being an umpire for the Provincial Netball Team, and also achieved her coaching certificate. At the National Championships, a team is fined R500 if it does not have an umpire/qualified coach.

While at the training camp, the team did not only concentrate on Netball, but also engaged in community and school projects. In 2017, the team delivered tin food parcels to the Thuthuzeka Care Centre in Kimberley.

The official was also the Team Manager for the Northern Cape Netball under 21 B team. They approached her to become the assistant coach of the Brutal Fruit Team, which had played on various TV channels. The official wanted to become the coach of the Provincial Netball Team to keep the ladies fit, help them relax and take their minds off work, and to work closely with the Provincial Sport Office.
**SPORTSMAN OF THE YEAR**

Cst MH Mokgoshi
Division: Human Resource Development

Constable Mokgoshi is stationed at the SAPS Academy Tshwane’s Human Resource Development Division as a detached trainer. He was a body building enthusiast and excelled in the sport. The member was responsible for the training of trainees in physical fitness. His disciplined attitude was easily carried over to the trainees whom he was training.

In 2017, the member achieved the following: Winner International Body Building and Fitness Federation (IBFF) with 2nd place overall; 1st place for weight below 80 kg at the IBFF Umtata Walter Sisulu Show; and 1st place in the Edenvale Classic Show.

The member also participated in the IBFF Police National Body Building Competition and he was selected to represent the SAPS at the IBFF South African National Championships in Kempton Park.

He was invited to compete at the International Health and Fitness Festival (IHFF which falls under the IBFF’s Pro Qualifiers’ Show. It is the Sheru Classic and will take place in Mumbai, India. The member is humble and is dedicated to his work as a trainer in physical fitness. He is a role model to his trainees and colleagues.

Cst JC Shabangu
Limpopo

Constable JC Shabangu works at Crime Prevention, and is stationed at Maake Police Station in Limpopo. His daily duties include road policing, monitoring ATMs, conducting stop-and-search operations, responding to CIT robberies, patrolling and monitoring hospitals and clinics, and any other crime prevention activities. He is a dedicated member who executed his duties extremely well.

He was actively involved in sport and was a great performer who always strove to reach the top position. In 2017, he participated in the South African Police Service’s National Athletics Championships and the South African Masters National Athletics Championships (SAMNA) where he performed exceptionally well. In the same year, he received the award for the SAPS’s National Sportsman of the Year – 2017.

In March 2018, he participated in the SAPS’s National Athletics Championships at the Tshwane SAPS Academy, and won a gold medal in the long jump, javelin and shot put. In the same year, he was selected to represent the SAPS at the SAMNA games in Bloemfontein, and won a gold medal in long jump and a silver medal in javelin.

Constable Shabangu is part of the training team at Lebowakgomo HRD. He was part of a team of trainers who trained their team so well, that 90% of the team members won medals at the championships at the Tshwane Academy. He is the Deputy Secretary of the Provincial Athletics and a fitness coordinator in Tzaneen Cluster. His passion is ensuring that the members of the SAPS remain fit and are always ready to take on the challenges that they face daily.

He extended his skills to the community by coaching a team of 15 young boys and girls (Ritavi Cross-Warriors Athletics Club). In this way, he did very well in keeping the youth away from the streets and criminal activities. One of the athletes from his club, Monica Novela, aged only 10, represented Limpopo in the National Athletics School Sports Championships early in March 2018, and was recognized as the youngest athlete to participate in the National Schools Championships. She was awarded for her outstanding performance. This proved that Const Shabangu really made a positive impact in the community by developing the youth in terms of sport and crime-prevention activities.

Cst Al Mogapi
North West

Constable Mogapi is stationed at Ipelegeng Police Station in North West. The member represented the North West in the 2017/2018 financial year and achieved first position in the marathon championships held in the North West. It was the first time since the formation of the Marathon Federation in the SAPS, that a member of the SAPS had won the race.

He was the first police officer to arrive at the finishing line in a field of more than 200 police athletes from all the provinces, including top athletes and former Comrade Marathon Champions. His achievement at the 2017 championships resulted in him representing the SAPS’s National Marathon Team in Port Elizabeth.

Constable Mogapi again made the organisation proud when he was the first police officer who arrived at the finishing line at the Athletics South Africa Cross-country Championships, which was held in Potchefstroom in September 2017.

During the inaugural Soweto Marathon 2017, he was the first SAPS’s member at the finishing line in the 21.1 km race and he finished in the overall 12th position. He finished the race at an impressive time of 1 hour and 16 minutes.

Constable Mogapi assisted in Social Crime Prevention initiatives and he fostered relationships with members of the community by taking part in a marathon event held in neighbouring villages, and by doing so, interacted with the community. He was frequently seen among members of the community at marathon events, and the community look up to him. Every time he competed, he aimed at being the best.

Constable JG Shabangu works at Crime Prevention, and is stationed at Maake Police Station in Limpopo. His daily duties include road policing, monitoring ATMs, conducting stop-and-search operations, responding to CIT robberies, patrolling and monitoring hospitals and clinics, and any other crime prevention activities. He is a dedicated member who executed his duties extremely well.

He was actively involved in sport and was a great performer who always strove to reach the top position. In 2017, he participated in the South African Police Service’s National Athletics Championships and the South African Masters National Athletics Championships (SAMNA) where he performed exceptionally well. In the same year, he received the award for the SAPS’s National Sportsman of the Year – 2017.

In March 2018, he participated in the SAPS’s National Athletics Championships at the Tshwane SAPS Academy, and won a gold medal in the long jump, javelin and shot put. In the same year, he was selected to represent the SAPS at the SAMNA games in Bloemfontein, and won a gold medal in long jump and a silver medal in javelin.

Const Shabangu is part of the training team at Lebowakgomo HRD. He was part of a team of trainers who trained their team so well, that 90% of the team members won medals at the championships at the Tshwane Academy. He is the Deputy Secretary of the Provincial Athletics and a fitness coordinator in Tzaneen Cluster. His passion is ensuring that the members of the SAPS remain fit and are always ready to take on the challenges that they face daily.

He extended his skills to the community by coaching a team of 15 young boys and girls (Ritavi Cross-Warriors Athletics Club). In this way, he did very well in keeping the youth away from the streets and criminal activities. One of the athletes from his club, Monica Novela, aged only 10, represented Limpopo in the National Athletics School Sports Championships early in March 2018, and was recognized as the youngest athlete to participate in the National Schools Championships. She was awarded for her outstanding performance. This proved that Const Shabangu really made a positive impact in the community by developing the youth in terms of sport and crime-prevention activities.
SPORTPERSON WITH DISABILITY OF THE YEAR

Provisioning Administration Clerk Schutte is working at Kwadwesi Support Services in the Eastern Cape.

There are 23 sporting codes in the South African Police Service that athletes can participate in, and they are allowed to attend practice sessions for these sporting codes for two hours and 30 minutes during working hours every week.

The official played chess and at the 2017 SAPS National Chess Championships, the Eastern Cape team ended in fifth place. The official was very dedicated and presented weekly training sessions at his Cluster for schoolchildren and employees. The official took the responsibility of concluding his daily duties before attending any form of sport.

During the 2017/2018 financial year, the official participated in the Nelson Mandela Bay Chess Union with 21 players from the Port Elizabeth area. The official achieved 3rd place.

At the Eastern Cape Chess Championship trials, he won the SAPS’s trials and was selected to participate in the SAPS’s National Championships, where he achieved 7th position. The Eastern Cape SAPS’s team achieved 5th position.

At the SAPS’s Eastern Cape 2017 trials at Somerset East, the team reached out to a school in Somerset East to teach the children to play chess, and also encouraged them to become involved in sport activities.

Administration Clerk Mathye is a self-motivated, determined athlete stationed at Namakgale SAPS. The official is using a wheelchair for mobility. The official competed in various sporting codes for people living with a disability.

Some of his achievements include participation in the 2017-Outeniqua Wheelchair Race (Western Cape George) when he finished in the top twenty in the 10 km race using his wheelchair. During the SAPS cycling championships held in June 2017 he participated in cycling in several races, and won silver medals in the 21 km, 25 km, 30km and 75km. In June 2017, he participated in the Ba-Phalaborwa 10km marathon and got a gold medal. In July 2017 he participated in the Forskor 21 km and 10 km Marathon and got a gold medal for first position; and in October 2017 he again participated in the Forskor Open pit 21 km Marathon, and attained first position.

During the South African Athletics Championship 2017/2018 held during February 2018, he participated in Javelin and got a gold medal, in Discus he got a Bronze medal, and in Short Put a Silver medal. In July 2018 he participated in the Forskor open pit 21 km marathon, and attained first position (gold). During October 2018 he participated again in the SAPS Athletic Championship and got a gold medal in Javelin, a bronze medal in Discus, and a gold medal in Short Put.

The official is planning to compete in the annual Quteniqua wheelchair race during 2019 at George and the 2019 Cape Argus cycling tour, as well as the 2019 Nedbank Athletic Challenge.

Warrant Officer Niemand played rugby for many years and during a game in 1992, he broke his neck in a scrum. This happened at the highlight of his sporting career as he was participating in the Western Province Gold Cup and League Games. He had been told that contact sport was no longer allowed. Although devastated by the news, he did not lie down. He started playing darts and yet again managed to achieve several high goals he had set for himself.

On 1 September 2014, he suffered a stroke while being in his office. Due to the stroke, he suffers from weakness in his left arm and leg and has since been declared as a person with a disability.

Before the member suffered the stroke, he maintained a very high standard in his sporting career and represented his country at the World Police and Fire Games in Australia.

During September 2017, he participated in the SA Corporate Darts tournament, (SAPS SA Mines, ABC, Telkom, Pick ‘n Pay Correctional Services and others) and achieved the following: Gold in Singles, Gold in Doubles, and was crowned as overall Disabled Player of the Tournament. In October 2017, he received Protea colours (green and gold) and participated in the Darts World Cup in Kobe, Japan. He was the manager of the South African Men’s Team, and led his team to excel from 27th place in 2016 to 16th place in 2017, a huge improvement.

In addition to the member’s achievements, he holds the following leadership posts: Vice-President: Western Cape Darts Federation; President and Founder: Strand Darts Club; President, Vice President and PRO: Helderberg Darts Association; Vice President and PRO: Cape Town Darts; Appointed as Manager of the Men’s Team: Helderberg Team; and appointed as Manager of the Men’s Team: Western Cape Darts Federation.
**WOMAN OF THE YEAR**

**Constable Matolong**

North West

Constable Matolong is stationed at Sector Teams, Ikageng in North West.

The member regards herself as part of the operational members who strive to reduce crime, so that the young generation can live in a crime-free society. She conducted awareness campaigns on drug abuse, domestic violence and other crime. As part of the School Safety Programme, the member paid visits to four schools and reached out to more than 2 000 learners and 400 community members whom she sensitized about drugs and substance abuse.

During child protection week, two creches were identified, namely Kids Garden Day Care Centre and Lebogang Day Care Centre. At the Kids Garden Care Centre there was no fence, and it is situated along the main road. The children could not play outside, because it was not safe. Constable Matolong went to Dunlop to request old tyres to erect them at the day care centre, forming a fence. She also went to the Build It company to sponsor paint and brushes to paint the wall and the tyres at the two day care centres.

At the Excellence Awards function for Ikageng Police Station, members were recognised and appreciation certificates were given to 42 role players, which consisted of stakeholders and companies. She paid for the 12 round tables to be used at the event, and borrowed the cutlery, table clothes, chair covers and pots used at the event. The event was a huge success, without requiring additional funds.

The member also led and participated in projects which included Mandela Day, 16 Days of Activism for No Violence against Women and Children, Anti-Property and Stock Theft Awareness, the Drop-in Outreach Awareness Campaign, and the Anti-Greed and crime, and the Anti-corruption Campaign.

**Captain Terblanche**

Gauteng

Captain Terblanche is stationed at the Krugersdorp FCS in Gauteng.

The officer has won the hearts of the community with her selfless conduct and valuable contribution to the fight against crime, especially crimes involving women and children. In cooperation with various stakeholders, she annually coordinates a project plan that focuses on special projects for the community, for example a project where she fed 850 children soup and treated them to face painting, storybook reading and dancing.

She assisted the founder of a centre in Munsieville to help children from the informal settlement with their homework. Unfortunately the centre was hit by a massive storm, but the officer rose to the challenge of repairing the centre, and it was up and running within three weeks.

She initiated a self-defence programme and held approximately 45 presentations. She is always there to assist the sick, the old, the homeless, the lonely and unloved. Since children are her priority, she needed something that children could relate to, which resulted in her using her own initiative and creating the mascot ‘Bobby’, with the song ‘I am special’.

She is an organ donor and assisted the Organ Donor Foundation. She initiated the ‘Cookie Tin’ project, where she encouraged people to fill up their empty coffee tins with biscuits and decorate the tins to be given to the victims of crime. Captain Terblanche also initiated the ‘Shoe Box’ project to collect stationery for needy children.

**Administration Clerk Dama**

Limpopo

Administration Clerk Dama is stationed at Thohoyandou in Limpopo. Although she is appointed as a clerk, her duties include functions such as project management. She successfully created project plans according to the needs of the SAPS, from conception to closure, and also served as a Social Crime Prevention Officer dealing with reservists, the CPF, YAC, Young Cop and door-to-door campaigns in partnership with DSSL. She also served on the Provincial and National Women’s Network committees.

She served on a task team consisting of five brigadiers, and she was the only clerk on the task team. She was tasked with merging and compiling the constitution of the Women’s Network and the Men for Change organisation. She assisted the office with responsibilities such as computer problems, and solved problems with the software and programmes such as Microsoft Office and Microsoft Word so that SITA’s intervention was not necessary.

AC Dama also at times created, compiled, designed and worked on presentations for the Cluster Commander, e.g. presentation for Summit Ritual Murders. Being trusted to conduct Cluster projects by her seniors, has displayed that she is a responsible employee. She never failed to obtain financial assistance for projects that needed sponsorship, e.g. Project Lupenyo (the social crime prevention initiative that dealt with community partnerships and sector policing strategies).

She committed herself and ensured that service delivery was not compromised by working additional hours, even over weekends, without requesting remuneration or time due. Her aim was to render the best possible service to the community, and also to serve the organisation with pride.
**MAN OF THE YEAR**

Tonga Police Station’s Men for Change is an active working structure nationally, provincially and at station level. One of the team’s objectives is to ensure that the schools around the policing area are paid visits regularly.

Sergeant Madonsela is part of the team, and his dedication and commitment is evident in the following cases:

- He met a girl who informed him that her mother had poured boiling water over her and she had sustained serious injuries. Nobody wanted to assist her. The member transported the child to the hospital for medical attention, whereafter a case was registered and he arrested the mother.
- He assisted an 11-year-old child who had been found on the street by a police official. The child told the member that she was sleeping on the streets because her uncle’s wife was abusing her. The member took the child to the hospital for treatment, and the suspect was arrested. The child was taken to a place of safety.
- On Mandela Day, he was part of a team who renovated a house for four orphans at Mangweni Bhodlindala. Their mother had died. Food parcels, clothing and blankets were given to the children and Sgt Madonsela also assisted them to apply for a social grant for the children.
- School uniforms were donated to needy children at Mangweni Lugediane Primary School.

The member is creative and kind-hearted. He goes out of his way to help needy or abused people, and give them his full support.

Administration Clerk Mudau is an Accounting Clerk at the Financial Management and Administration Division. He schedules vehicle claim payment allocations for more than 400 colonels nationally every month.

The official has extensive technological insight, and he constantly seeks means and ways to develop and improve on service delivery.

Administration Clerk Mudau began and sustains the following projects:

**Prison visits**

The member regularly visits prisons to help encourage the young and old men. Through this initiative, 108 inmates made a commitment to become better men and protectors of children and women. The member ensures that offenders are supplied with basic toiletries, which are made possible by partnerships that he initiated with local suppliers. He further established a book club where inmates read a book and pass it on to another.

**Visit to men’s shelter**

The official arranged a visit to the only male shelter in South Africa called ‘Carol Shaw’, in Randfontein, Gauteng. The issues related to male abuse, were discussed and it became clear that males were afraid to speak out. As a result, they acted in anger and became irrational in their decisions and choices. The member managed to raise funds to buy groceries to the value of R2 580,00 for the men accommodated at the shelter.

**Women’s Month celebration and visit to women’s shelter**

During Women’s Month in August 2017, Administration Clerk Mudau was key in coordinating Operation Basadi, that was capacitated by operational members from Pretoria West Police Station and the Tshwane Metro Police Department. The operation resulted in the following successes: Ninety-one AARTO fines to the value of R71 000,00 were issued; 1 140 persons searched and 456 vehicles searched.

**Katlego Disabled Centre**

Accounting Clerk Mudau identified Katlego Disabled Centre, which was later adopted by the Financial Management and Administration Division. The centre is at Klipgat, North West. The home was functioning from a house's garage and run by an unemployed woman. Upon discovering the home, the official found a proper shelter for this centre, that catered for over 20 disabled children. The official came up with an idea to fund this project through donations from members in his Division. He initiated the ‘Tekkie Friday’ fundraising concept, where members wear jeans and tekkies every Friday at a fee of R5,00. The idea was endorsed by the Divisional Commissioner and has helped generating funds of over R17 000,00 since its inception.

**Dirang Primary School**

During the 16 Days of Activism Against Violence Against Women and Children in 2017, the member initiated a visit to the Dirang Primary School in the North West. The visit focused on Grade 6 and 7 pupils. A total of 105 pupils were in attendance. The member ensured that the girls receive sanitary pads, a lunch box, bags and stationery. The boys and educators also received a lunch box and other stationery.
Reservist Warrant Officer Pitt is stationed at the Queenstown K9 Dog Unit in the Eastern Cape.

During the evaluation period, the member was responsible for 65 schedule 1 arrests and for the recovery of 23 stolen or robbed motor vehicles, 13 unlicensed firearms and stolen property to the value of R4,2 million. The member’s achievements are truly commendable if it is taken into consideration that he is employed as a full-time high school teacher and works as a police reservist only part time.

R/Warrant Officer Pitt has proven himself to be an asset to the SAPS. He is dedicated and loyal and is always willing to assist, and he has all the attributes that makes him an excellent policeman. He is passionate about policing and he performs his duties in an exceptional manner due to his sense of duty, loyalty and dedication.

The two reservists always work together to give protection to each other. The pair is very committed and always strive to achieve success. They perform effective stop-and-search patrols whenever they are on duty. These two reservists recovered a massive quantity of dagga, seized and impounded the vehicles involved, and arrested the suspects concerned.

The two reservists are very committed and render service of a very high standard. Two firearms, 56 rounds of ammunition and 266.80 kg of dagga were recovered and seized by these two members working together in a vehicle.

The two are highly motivated, committed, loyal, honest and very observant in situations and deal with situations cautiously and very professionally. The management at the police station constantly applaud and congratulate these two members for their commitment to successfully combat crime, while working without remuneration.

Reservist Warrant Officer Pitt is stationed at the Queenstown K9 Dog Unit in the Eastern Cape.

The member is an experienced reservist and has 22 years of service as a dedicated reservist.

He is always willing to perform duties and to go the extra mile to ensure that service delivery is enhanced.

During the 2017/2018 financial year, he performed a total of 472:00 hours of service, often times during late evenings and early mornings.

Warrant officer van Wyk has an effective informer’s network and by optimising the utilisation of information, he confiscated drugs with a total Value of more than R604 775-00 during the 2017/2018 financial year. This included more than 105,17kg of dagga, 94,5gr of tik and 50 mandrax tablets.

He also made 2(B) arrests and 11(A) arrests during the period.

The member is an inspiration to his colleagues who serve on a permanent basis. He is willing to assist if need arises, even on short notice.

He is always committed and disciplined. No negative behaviour by this member has been recorded.

As an experienced reservist, this member is always willing to share his experience with younger inexperienced members and provide guidance.
The Sunrise Community Policing Forum (CPF) in the Northern Cape strivdes to maintain the partnership between the community and the police by promoting good relationships.

The Community Policing Forum positively contributed to service delivery through programmes, projects and awareness campaigns such as A Safer School programme; the Anti-rape campaigns; the Sexual Offences and Contact Crimes Drama programmes; the Knife-free campaigns; the Information Desks on Robberies and Domestic Violence; the door-to-door campaigns; the Back to School campaigns; the 16 Days of Activism of No Violence Against Women and Children; Substance Abuse; Sport programmes and Youth Month programmes.

The members of the CPF also participate actively in calendar events such as the Women’s Month celebrations; the Youth Month celebrations and the Safety Month celebrations.

After receiving information during the door to door campaigns, many victims have come forward and reported crimes.

The involvement of the relevant stakeholders in the fight against crime and a community centred approach to policing, is something that must be done constantly in order to realise the organisation’s objectives. The Mahikeng Police Station’s Community Police Forum (CPF) is one of those that have worked very hard to mobilise communities in the fight against crime.

The CPF proactively brought down the levels of crime after embarking on various activities in which members of the community teamed up with the police. Sector Crime Forums (SCFs) were established within the main urban and mostly business and residential areas, such as the Central Business District (CBD), Golf View, Riviera Park, and Riviera Park North.

The initiative benefitted the station and the affected areas as the reaction time improved as a result of the community’s cooperation. Certain crimes were reduced as follows:

<table>
<thead>
<tr>
<th>Crime Type</th>
<th>2016/2017</th>
<th>2017/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Robbery aggravating</td>
<td>20</td>
<td>14</td>
</tr>
<tr>
<td>Theft from motor vehicle</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>Theft of motor vehicle</td>
<td>34</td>
<td>29</td>
</tr>
</tbody>
</table>

The Forum is providing support and professional direction to the community of Thabong. The Forum established a committee to oversee and monitor community projects to ensure that they are in line with the prescripts. The involvement of the Forum, the community and the SAPS is successfully addressed through izimbizo, a mass meeting and church meetings.

The Forum played a role complementary to and aligned with the Provincial Crime Prevention Strategy to combat crime. The Forum regard themselves as the hand assisting the SAPS. Thabong CPF made their strategies available for evaluation to determine whether they had an impact on the prevention of crime. The Forum is promoting a healthy community, and is very effective in tackling crime and other related issues.

The involvement and participation of the Thabong CPF greatly assist with the success in reducing crime in the Thabong Cluster. The Forum holds monthly meetings and provide feedback and discuss their intentions with future endeavours.

Thabong CPF is the crew of the South African Police Service in crime-combating initiatives, also bringing the youth to terms with the recovery plan of the Cluster.
Despite the officer’s severe disability and several medical conditions which are debilitating to her, she has been involved in 36 Community outreach programmes, which include Awareness Projects AT Schools in respect of Substance Abuse, Violence In schools, Gender-Based Violence and Domestic and Sexual Abuse.

- She WAS appointed as the events coordinator in the Cluster AND SHE EXECUTES Events such as the Cluster Medal Parade, Cluster and Station Awards, Heritage Day, 16 days of Activism, Mandela Day, Youth Month and Women’s Month, to perfection.
- She has a passion for the youth and works closely with the Youth Desk coordinator to execute programmes at schools. She networks with other departments, e.g. THE Department of Health and creates awareness of THE prevention of teenage pregnancies, HIV/AIDS, substance abuse, gangsterism, etc.

The officer has been disabled since 1994, but he does not allow his disability to hold him back. He went out to stations and clusters to present training about discipline and in the 2017/2018 financial year, he presented two disciplinary courses as HRD did not have a trained official to conduct courses in discipline.

The section did not have an official cell phone and the officer used his private cell phone to send messages to functionaries or investigating officers who did not adhere to the time frames.

Lieutenant Colonel Smith believed in the concept of working smarter and not harder. He created a Microsoft Workbook to capture all the information in the manual registers such as the Discipline Register, the Suspension Register, the Arrest Register and the Appeals Register, and all this information was captured.

During the reporting period, the section exceeded all targets as follows: Sixty per cent of disciplinary investigations were concluded within 30 calendar days – 185 out of 254 cases were investigated (72.83%); 90% disciplinary cases were concluded within 60 calendar days (MPAT) – 136 out of 151 cases were concluded within the time frame, only 2 cases were concluded after the time frame, 13 cases were pending (98.55%); 90% corruption cases were concluded within 60 calendar days – 53 out of 73 cases were concluded and 20 cases were pending within the time frame (100%); 65% IPID recommendations were investigated within 30 calendar days – 26 out of 31 recommendations were investigated within the time frame and five were pending after the time frame (100%), and 90% IPID disciplinary cases were concluded within 60 calendar days – 26 out of 53 cases were concluded within the time frame, 27 were pending within the time frame (100%).

Cleaner Siyale is attached to the Finance Section of the Protection and Security Services Division in the Free State.

The Old Nedbank Building has six floors with 72 offices, including bathrooms and kitchens. The employee performed the routine cleaning duties, which included the following: She cleaned windows, internal glass and mirrors; dusted and polished furniture, equipment and the working environment; vacuumed the rugs, carpets and furniture; washed the cupboards and skirting boards; cleaned and refilled cooler bottles with fresh drinking water; unloaded, received and stored cleaning stock and equipment; replenished consumable items, monitored the cleaning equipment, communicated the needs and shortages, did stocktaking and reported losses.

Cleaner Siyale was able to assist the team members with cleaning duties when needed and after cleaning, she also assisted in the Finance and Registry office with filing the subsistence and travel claim documents. She was also inducted on the calculation of claims and meals, which she did without any supervision. She conducted sessions at the Unit to teach the members Sign Language, which resulted in 80% of the members adapting to Sign Language at the Unit.
During the 2017/2018 evaluation period, the officer successfully achieved employment equity targets by ensuring that a pool of suitable, qualified candidates for the posts of station commander, was created, as five of the 27 of them who were exposed to training, have been appointed as station commander.

In terms of the SAPS’s objectives to ensure compliance with government policies regarding performance monitoring and evaluation as a strategy linked to service delivery and accessibility, the officer achieved more than required, for example 100% for disability bursary applications, 100% for SMS performance agreements and 100% for SMS performance assessments: Provincial Heads. The officer established and maintained static and mobile career centres to market the SAPS as a potential employer.

The Head Office deployment template did not cover all necessary aspects, therefore this officer developed the one that was adopted and is currently used by all provincial offices, including the one on the amendment of grievance procedures that is captured at police station level.

The officer is a team builder and motivator, and that is evident in terms of how his Component functions. The officer discusses and gives directives to his entire component daily, and always strives to attain the best.

Brig Mans is the Provincial Head: Technology Management Services (TMS) in the North West. She has been working at TMS since 1995.

During the 2017/2018 financial year, the officer achieved the following:

She issued 106 computers; 312 notebooks; 226 printers/MFC; 154 scanners (e-docket); 92 scanners (barcode) and 39 projectors. All IT equipment was maintained 100% throughout the financial year. WAN was installed at 10 sites and LAN equipment at 12 sites in the province. One data line upgrade was concluded at Amalia. Five additional video conference units were installed in the province, and a total of 14 video conference units were maintained. ICDMS was installed at three additional sites, NPIS at three sites and PPS at 33 sites. 100% of user faults and needs were attended to. A total of 20 012 passwords were reset on various systems. A total of 15 482 job cards had been opened and concluded in conjunction with Radio Technical Services.

All support functions were maintained and targets achieved during the financial year.

The officer regularly works after hours to update her work. Although time is a valuable commodity and limited, she is always prepared to walk the extra mile.

Brigadier Mans does not see herself as responsible for TMS only. She ensures that the operational environment is supported by joining station or cluster operations, even when it takes place far from her office.

Brig John is attached to Management Intervention, Head Office. He has been instrumental in the establishment and maintenance of Management Intervention (MI) purpose, services and products in the SAPS.

Some of the products and services that were designed, developed and implemented over the last financial year, enhanced the evaluation and execution of interventions that did not exist in the SAPS, and included the following: MI Strategy; MI Business Process Model; MI Protocol; Compliance Board Policy and Practice; MI Performance Measurement Criteria for Senior Managers; MI Annual Operational Plans and Technical Indicator Descriptions; MI Performance Monitoring and Evaluation Practice; Establishment of the first Intervention Management Office locally; Establishment of the MI Nodal Point; Assistance in the design, development and execution of the MI Digital Assessment Tools and Action Plans; Design and development of training content and templates for the execution, monitoring and evaluation interventions; Training of MI Head Office, Provincial and station personnel on the MI Practice; Design and development of the MI Service Charter; provisioning of personnel to assist in the implementation of the validated Mount Road Operational Command Centre (OCC) in the SAPS.

The officer succeeded in meeting deadlines, even if it meant working after hours. His dedication to his work is also evident in his strive for accuracy and data integrity. To ensure the absolute correctness of performance monitoring reports, he implemented over and above control measures, whereby internal performance audits are performed on intervention files to ensure 100% correctness of data.

Brig A Mans

North West

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Brig A Mans

North West
Brig SS Kilian
Gauteng

Brigier Kilian is the commander of Police Emergency Services in Gauteng.

The following units fall under the command and control of the Provincial Commander: PES: Gauteng: The 10111 Command Centre; seven Flying Squads; nine K9 Units; four Mounted Police Units; four Dive Points; two Accident Units and seven Hostage Negotiator Units.

Brigier Kilian is a hostage and suicide negotiator and he also leads the team of negotiators in the Ekurhuleni Central and North areas. Wherever trio crimes is a challenge, the PES is called to assist to stabilise the situation. The officer used the Tetra radio system to broadcast crime hints and safety measures. The PES Components conducted an integrated roadblock in hotspot areas every month.

The units effected the following number of arrests in the 2017/2018 financial year:

- K9 Gauteng: 2 481 A-arrests, 110 B-arrests, 745 stolen/hijacked vehicles, firearms seized in 373 incidents, drugs seized in 5 654 incidents, hostage negotiators attended to 194 hostage scenes, mounted units conducted 279 crime prevention operations and effected 129 arrests, the Accident Unit attended to 474 scenes of culpable homicide, the Water Police/Diving Unit attended to 472 scenes of drowning, they conducted 75 crime prevention operations and recovered 156 bodies.

From July to September 2017, Public Service Act employees at the 10111 Command Centre embarked on a protected strike. The officer successfully deployed members of the Flying Squad and other members of support components, and a continued uninterrupted service was given to the community of Gauteng, despite the strike.

Brig MM Mbeloane
Free State

Even though the cluster’s performance improved, this manager introduced drastic measures to further improve the performance of the cluster, by holding interventions and compiling a recovery plan.

The manager assisted the police station to achieve a drastic decline in contact and property crimes, and that resulted in the cluster performing at first position in the province for the 2017/2018 evaluation period. Rural safety, community patrollers and reservists were mobilised through partnership policing to enhance and ensure economic and efficient use by the manager.

The following successes were achieved:
- Increase in Cluster High Density Operations of 62%
- 218 arrests A crimes
- 181 liquor-related offences
- 1374 fines were issued.

The manager motivated all police stations in the cluster to design a recovery plan that would improve the performance and decrease the occurrence of crime.

The manager intends to work harder and enhance a multidisciplinary approach at all stations in the cluster. She is a very committed, innovative, creative, skilled, professional and obedient manager to rely on in the cluster, and works with diligence and professionalism.

Brig Kgorane is the Provincial Head: Organised Crime of the North West.

During the 2018/2018 financial year, the following successes were achieved: Rhino horns and .375 rifles were recovered and four suspects were sentenced to a total of 90 years’ imprisonment. Three suspects were arrested for kidnapping and a 9 mm pistol was recovered; six suspects were arrested for murder, attempted murder and two unlicensed firearms, namely a 9 mm Norinco and a 7.65 pistol with four rounds of life ammunition and four rounds of .38 Special live ammunition, as well as a Toyota Quantum, a Renault Clio and an Opel Corsa, were seized. Two suspects were arrested (one a SAPS employee) for theft of a firearm, and one suspect was sentenced to seven years’ imprisonment of which three years were suspended. The stolen State firearm was recovered.

In January 2018, the community of Rustenburg mobilized to attack foreigners who were involved in dealing with drugs and managing brothels in the area. A total of 19 suspects were arrested and four vehicles and several drugs consisting of CAT, rock, cocaine, crystal and dagga were seized.

The fact that the officer worked on the ground with the members during operations, served as great motivation to junior members, because their perception was that senior officers only wanted to see results, and were not interested in how such results were achieved.

The officer was also coordinating and leading the Stock Theft Unit that achieved remarkable successes during the 2017/2018 financial year.
**STATION OF THE YEAR**

Hartbeespoortdam Police Station is in North West. It is in a tourist destination with approximately 6 000 tourists visiting the area per month. It is also home to high profile individuals, including members of Parliament (MPs), international business people who own farms and smallholdings and or private houses.

The town is also home to many foreign nationals, who work as farm labourers. There are also two formal and five informal settlements in the policing area. On average, 115 000 tourists/commuters visit or pass through Hartbeespoortdam monthly. This creates opportunity for crime.

The members of the station are very self-motivated and regularly avail themselves after hours to follow up on information received about crime. They were willing to work longer hours to remedy any situation, and were enthusiastic to walk the extra mile in achieving their goals. One example was on 22 July 2017, when members from the station had to assist and save lives when one of the main tourist attractions in the area, the aerial cable way, became dysfunctional. The operation was successful and no lives were lost.

The station has three sectors which all have an active Sector Crime Forum with strong participants in community safety structures, such as Sunway Blow the Whistle against Crime Campaign and community involvement in patrolling and being the eyes and ears of the police.

Since the inception of these projects, crime in general and especially contact crime, has decreased. The CSC members at Hartbeespoortdam are innovative and worked closely with the CPF and community safety structures with random policing operations, which resulted in the arrest of three drug smugglers and 56 026 Mandrax tablets worth R4.4 million being seized.

The employees at Brakpan Police Station performed constantly well over the evaluation period. High levels of motivation and leadership contributed to a sense of excellence. They established a new Business Forum where Transport and Security companies gather quarterly, to discuss crime. Patrollers were trained and a Rural Safety project, namely ‘Glow in the dark name boards’, was initiated to make plots visible during the night. A Community WhatsApp group was established. The MEC recognised and awarded Brakpan Police Station as the best improved police station. The Brakpan Police Station excelled to reach 1st position in the Cluster from its previous position of 11.

The Support employees implemented an initiative whereby the employees on relief duty were surprised with a warm meal during the winter.

The police station’s management embarked on a project to upgrade and renovate the CSC. A newly established kitchen for the CSC personnel, was also part of the renovations. Senior Managers and employees of the police station painted the fence and palisade themselves.

Combatting crime receives priority with various joint operations and crime awareness campaigns that were carried out during the evaluation period.
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.