On page two of this edition, the Acting National Commissioner, Lt Gen Phahlane, recaps the intended outcome of the SAPS’ ‘Back-to-Basics’ approach which goes together with a straightforward slogan, #CrimeMustFall.

Also in line with the ‘Back to Basics’ approach the SAPS management initiated a new cluster concept aimed at optimizing the effectiveness of police station clusters and purifying the roles and responsibilities of the clusters. This concept is currently being rolled out at Provincial offices.

On 27 January 2016 we celebrated the annual National Police Day in the Eastern Cape. SAPS management participated in a huge community outreach on the day during which donations to the value of R47 000,00 were distributed between four old age homes. Simultaneously a hi-tech 10111 were launched. Read more about this technology (TETRA) Digital Radio System was officially launched. Read more about this technology.

The safekeeping of state firearms remains a profound concern and members are urged to examine the guidelines. Head Office circulars, Standing Orders and National Instructions as outlined on pages 14 and 15.

In an attempt to address SAPS members’ urgent need for emotional support, Polmed has introduced an additional benefit through its Psycho-Social Network. The insightful article on this benefit is a must-read for both members and commanders. The list of providers can be accessed on the SAPS’s intranet.

May this edition inspire every SAPS member to adopt the #CrimeMustFall slogan and to fully participate in the ‘Back-to-Basics’ approach introduced by management.

Brig Tummi Masondo

Specific areas of persistent under-performance were identified and linked directly to the prevention, combating and investigation of crime (section 205(3)), as these were jeopardising the organisation’s likelihood of delivering on the requirements.

Furthermore, the SAPS initiated a new cluster concept (replacing the current cluster structure) to further enhance our mandate of fighting crime. The new cluster command structure is an extension of Provincial Offices to ensure the following:

- Alignment with the municipal and magisterial districts and boundaries
- Improved provincial flexibility
- Cluster commanders will be in a better position to align operational functions between smaller groups of stations
- More effective crime combating initiatives
- Greater efficiency at local level to the advantage of the communities
- Enhanced command and control at all levels of policing
- More efficient utilisation of resources.

Provincial offices have already begun implementing the new cluster concept according to the National Implementation Plan. No member will be placed or transferred without consultation.

A National Implementation Committee (NIC) and Provincial Implementation Committees (PIC), have been appointed to coordinate and implement the new cluster concept.

The Commission made recommendations on how the management of the SAPS should implement the transformation and institutional reform programme in the SAPS. It also recommended a panel of experts to review the POP Unit’s methods, taking into consideration international best practice.

Minister Nhleko has also announced that a panel of experts will study and help implement the Marikana Commission of Enquiry’s recommendations. When making his pronouncement, Minister Nhleko said that the panel consisted of local and international experts, as well as experts from the SAPS.

“...The Ministry of Police held a consultation meeting with a number of stakeholders with a view to arriving at a pool of suitable men and women who can assist in implementing the findings of the Commission. We have received nominations from a number of stakeholders and nominees were considered by myself for appointment,” said Minister Nhleko.

An independent panel of experts has been mandated to revise and amend all prescripts relevant to POP, and investigate the world’s best practices and measures available for use, without resorting to the use of weapons.

Minister Nhleko said that a retired judge, whom the President would appoint, would lead the panel. The panel would be given a year to complete its work and an additional three months to draft a report. He also added that the panel’s findings would be submitted to the Cabinet and then, if approved, that he would implement it through the National Commissioner of the SAPS.

Minister Nhleko also addressed the issues of legislation and policy reformation with a view to transforming, demilitarising and professionalising the SAPS. He said that the point of emphasis in 2016 was the question of transformation and institutional reform in the SAPS, and finalising the issue of the non-statutory force programme.

He further elaborated that the White Paper on Police had to answer one question of policy objective of aligning the South African Police Service Act, 1995 (Act No 68 of 1995) with the dictates of what the democratic Constitution was about and what it sought to achieve. He also explained that they were aiming for the policy document on the demilitarisation and professionalisation of the SAPS to be prioritised.

“We hope to complete the research and compiling of a policy framework on the issues of demilitarising and professionalising the organisation, before the end of the financial year” said Minister Nhleko.

Before concluding his address, he also discussed how the legislative programme would focus on various bills, namely the Critical Infrastructure Bill that sought to provide for a legal framework for the declaration and protection of critical infrastructure, the Firearms Control Amendment Bill that sought to strengthen the Firearms Control Act, 2000 (Act No 40 of 2000), and the Protection of Constitutional Democracy against Terrorist and Related Activities Amendment Bill that addressed the status of international instruments and the redefinition of terrorist activity in line with internal developments.
On 27 January 2016, the South African Police Service celebrated one of the most important days on the SAPS Calendar, namely National Police Day, in Korsten, Port Elizabeth. National Police Day is an important day as it marks the date when the South African Police Service Act, 1995 (Act No 68 of 1995) was promulgated. The day is also aimed at assisting in fostering better relations between the police and the communities we serve.

The celebrations commenced with an outreach visit to the Adcock Old Age Home in Schauderville. This old age home is on the doorstep of the Gelvandale policing area, which is one of the areas notorious for the gang violence in the Northern areas of Port Elizabeth. The home houses 336 elderly and the management of the home is responsible for three other homes, namely Elizabeth Stuurman, Bethelsdorp and Alan Hendricks.

Reverend Williams opened with a prayer and urged the community to protect the police and pray for their safety at all times as the criminals are always targeting our men and women in blue. He also insisted that the community members had to criticise the police too when they were doing wrong.

The Provincial Commissioner of the Eastern Cape, Lt Gen Binta, emphasised that the SAPS had chosen this old age home, because policemen and women belonged to the community and the elderly were very important to the police. "National Police Day is not only aimed at interacting with our members, but with our communities as well. This shows how much we are dedicated to serving our communities. We are police officers, because we have caring hearts," she concluded.

Before introducing the Minister of Police, the Acting National Commissioner, Lt Gen Phahlane, encouraged the residents of the home to work with the police.

The Minister of Police, Mr Nkosinathi Nhleko, delivered the address and emphasised that National Police Day was about the people, hence it was important to appreciate the elderly who raised us to be proud citizens. "The problems in our society can only be dealt with by all of us. The elderly have a role to continue showing the way to the young ones and the young ones have a responsibility to learn from the elderly. The police and law-enforcement agencies have an obligation to create conditions of peace in our society," he said.

Donations to the value of R47 000.00, including groceries, toiletries, bedding, etc, were handed to the management for distribution to all four homes. These items will surely give some comfort to the residents of these homes.

The day was celebrated concurrently with the official opening of the state-of-the-art 10111 Centre and launch of the Terrestrial Radio(TETRA) Digital Radio System. This marked the migration from analogue to digital radio communication in keeping with international standards.

TETRA is a digital radio communication system that has been operational in Gauteng and the Eastern Cape. TETRA is mainly used for communication among operational members in the SAPS, including 10111 centres in an innovative effort to modernise its radio communication infrastructure to ensure an improved service to the community. The Minister of Police, the Acting National Commissioner and their entourage toured the 10111 Centre and the Minister tested the system by "reporting" a stolen phone to the call taker. He ended the call as a satisfied complainant about the attitude, the willingness to help and the attentiveness of the call taker.

The programme was concluded with the celebration of National Police Day. The highlight of the celebrations was the awarding of the new rank insignia to Maj Gen Nobesuthu Masiyi, who has recently been promoted to Lieutenant General as the first female Divisional Commissioner of Visible Policing in the History of the SAPS. The Acting National Commissioner and the Minister conferred the new rank and congratulated Lt Gen Masiyi. Well done, General, we salute you!

Another highlight of the event was when one of our four-legged members, Tobi, hoisted the flag under the watchful eye of the crowd. Tobi’s handler, Mr Sasa, and trainer, WO Hlungwani, were very proud of the moment, seeing their three-week long training bearing the desired results. Well done, Mr Sasa, WO Hlungwani and our four-legged member. We are proud of you!

In closing and doing the vote of thanks, MPL, Mr Peter, thanked everybody who had worked hard to make the day a success. He encouraged the community of Schauderville, Port Elizabeth and the Eastern Cape to work with the police and support the 10111 Centre. "As long as there is a star on the forehead of the SAPS member and not on the ground, there is still hope for the community members. Thank you for what you are doing, SAPS members. No matter what challenges you face at work daily, no matter the criticisms from our communities, do good anyway.”
AN OPPORTUNITY NOT TO BE MISSED!
HURRY AND REGISTER TO NETWORK WITH LAW ENFORCEMENT AGENCIES ON CRIME PREVENTION AND INTELLIGENCE STRATEGIES
By Lt Col Erica Holtzhausen

The ITC will host the seventh annual conference on crime prevention and intelligence strategies for law enforcement agencies at the Indaba Hotel in Fourways in Johannesburg from 9 to 10 March 2016. Speakers from the SAPS, the NPA, Vodacom, Mutual and Federal’s Investigation Services, Standard Bank’s Money Laundering Surveillance Unit and the University of the Western Cape are among the experts who will give a modern perspective on crime prevention.

Some of the key strategies, which will be discussed, include the following:

- Prosecution-guided investigations and projects
- An in-depth look into fraud, bribery and corruption
- How crime mapping, linkage analysis and environmental assessment can assist crime prevention
- The role of multidisciplinary agencies in combating illegal gambling
- Identifying, recruiting and incentivising informants.

On 9 March 2016, the first afternoon of the conference, Andre Roux will be facilitating a mock crime scene workshop. Delegates can expect to be provided with a concise crime investigation aide-memoire and an opportunity to evaluate the “crime scene” from an investigating officer’s perspective. The workshop will highlight the role and challenges in the criminal justice system and give insights on cybercrime, telecommunications, forensics, physical evidence, dealing with witnesses and the challenges of obtaining successful prosecution in a South African and African context.

Delegates will be accommodated at the Indaba Hotel for the duration of the conference. For easy registration, contact Thabiso at 011 326 2501, email bookings@intelligencetransference.co.za or visit www.intelligencetransference.co.za.

PENSIONAL SERVICE’ AND THE IMPLICATIONS OF THE NEW TAX LAWS
By Capt Karien van der Merwe

According to the current Government Employees Pension Fund (GEPF) Rules, certain benefits will be payable to a police member’s dependants should he or she pass away while in service of the South African Police Service (SAPS), or within five years of retiring. Following the article on the payout of such benefits, SAPS Journal Online/POLICE received a query regarding the term ‘pensionable service’.

According to feedback from the GEPF, some police members confuse the date they started working as a government employee (appointment date), with the date they were admitted into the GEPF as a contributing member (service date). This happens mostly in cases where employees started their careers as contract workers. It is only when contract workers are employed permanently that they are admitted to the GEPF and qualify to contribute to the pension fund. For example, according to the current GEPF Rules, when new recruits join the SAPS, successfully complete their basic training and are posted at various police stations or SAPS units, they are considered to be contract workers for the first two years of their employment. Police members are advised to keep this in mind when they consider resigning from the SAPS, because a two-year difference could have a significant influence on their pension payout.

On the other side of the spectrum, some people who have served in certain approved political parties before being appointed in senior ranks in the SAPS (without having had to complete basic training and go through the ranks first), enjoy the benefit of having the years they had served in that party, added to the time they served in senior posts in the SAPS as ‘pensionable service’.

It is important that police members check their salary advices and contact their HRM office or the GEPF to ascertain their appointment and pensionable service dates, should they have any queries.

Sources:
GEPF fundrules and official media statements

Disclaimer: This article is for general information purposes only. Should the content of this article in any way differ from the GEPF Rules, the Rules shall prevail. Individual enquiries should be directed to members’ HRM office or the GEPF.

IMPLEMENTATION OF THE RETIREMENT BENEFIT REFORMS

According to a joint statement that Lungisa Fuzile, the Director General of the National Treasury, and Mashawile Diphoza, the Director General of the Department of Public Service and Administration, issued on 19 January 2016, the Taxation Laws Amendment Act, 2015 (Act No 25 of 2015) does not affect members of the GEPF in any way. The provision that allows one third of the employee’s retirement savings to be cashed out as a lump sum and the rest invested in an annuity and paid out to the employee in monthly installments, already applies to GEPF members (police members). The proposal on the preservation of funds when a member resigns, does not form part of the new tax laws. At this stage, a member will still receive a taxed lump sum or may voluntarily choose to preserve the money, should he or she resign.

GEFP TOLL-FREE NUMBER: 0800 117 669
WEBSITE: WWW.GEPF.CO.ZA
EMAIL: ENQUIRIES@GEPF.CO.ZA
The MEC, Provincial Commissioner, cluster commanders and family members gathered at the provincial offices in Nelspruit to honour the SAPS's fallen heroes and heroines at the unveiling of the plaque. The memorial bears 31 names of members who passed away from the 2010/2011 to the 2014/2015 financial years.

One of the SAPS’s chaplains, Lt Col Sikhosana, opened the event by reading Psalm 121 to comfort the grieving families as he assured them that the Lord, who neither slumbers nor sleeps, was their keeper and would see them through all trying times. Lt Gen Magadlela promised the families that the police would never abandon them. “This day marks the unveiling of the plaque where we salute our members who sacrificed their lives, determined to protect the people of this province and the country. Those of us here have the duty to continue carrying the baton as they no longer can. Through the SAPS Education Trust, we will care and support their families and ensure that their children are educated. No one will ever come between the SAPS and their families,” vowed Lt Gen Magadlela.

MEC Shongwe assured the grieving families that the province was mourning the loss of their loved ones with them. “Your loss is our loss too. The country has lost us; the nation was robbed of dedicated and selfless police officers and, as a result, we are bleeding,” he said. He continued, “These heroes and heroines lost their lives so that all of us can be safe in our homes, at work and in the streets. They were killed because they were enforcing the laws of the Republic of South Africa.” The MEC emphasised the slogan of the province, ‘Wabulala iphoyinsa, wabulala umphakathi’ as an indication that the province is mourning the loss of their loved ones with them. “Your loss is our loss too. The country has lost us; the nation was robbed of dedicated and selfless police officers and, as a result, we are bleeding,” he said. He continued, “These heroes and heroines lost their lives so that all of us can be safe in our homes, at work and in the streets. They were killed because they were enforcing the laws of the Republic of South Africa.” The MEC emphasised the slogan of the province, ‘Wabulala iphoyinsa, wabulala umphakathi’ as an indication that the killing of a police officer was an attack on the State. The MEC talked about the need for the community to become involved in policing and to ensure that criminals are reported to minimise the terror they unleash in law-abiding citizens. Commenting on the slight decrease in the number of members who died in the line of duty, he said, “We lost eight in 2010/2011 while in 2014/2015, we lost five. The number is still high as we do not want even a single police officer to be killed by criminals in this province. In order for that to happen, we need the involvement of all members of the communities to stop this and to work toward a safer living environment.”

The MEC, Provincial Commissioner, cluster commanders and family members paid their last respects by laying wreaths at the memorial site.

A female Mozambican national who was well known to the family, abducted the girl from her grandmother’s house where the Mozambican national was a tenant. A neighbour witnessed the pair walking together and later informed the family about the incident.

A case docket was opened at the Tembisa Police Station and investigations led officers to Maputo in Mozambique. According to Lt Col Steve Moleka of the Interpol office in Pretoria, getting the child back into South Africa was no mean feat. The court requested that a maternal DNA test be conducted. DNA samples were compared and they matched those of the victim’s mother. The suspect was then charged with human trafficking.

“The investigating officer contacted the Interpol office in Pretoria for assistance in tracing the victim and the suspect. We then liaised with our counterparts in Mozambique and both the victim and suspect were traced,” he said.

In April 2015, the suspect was arrested and the victim was taken to a place of safety in Mozambique. The case was then put on the court roll at a magistrate’s court in Maputo.

Arrangements were made for the child to be repatriated to South Africa. The child’s mother, who was accompanied by social workers of the Department of Social Development, went to Maputo. She saw the child, identified her as her own and even pointed out the suspect in an identification parade. They however returned empty handed, because of Mozambican legislation that had to be followed. The child remained at the place of safety.

Maj Gen Liziwe Ntshinga, who is the Hawks’ Human Trafficking Champion, said that the team persevered and awaited word from their Mozambican counterparts on progress being made with the case. On 21 December 2015, the Interpol team once again travelled to Maputo to repatriate the child and this time the trip was successful. “The child was brought back to South Africa, handed over to the South African Police Service and the SAPS handed the child over to the family,” she said.

The child was handed over to the family at the Tembisa Police Station. Brig Linda, the Section Head of Operations for Family Violence, Child Protection and Sexual Offences Investigations said that the abduction of children and taking them to different African countries was becoming a trend.

“My concern is that these countries did not sign the Charter on Children’s Rights, which is why it is such a struggle to get cooperation from the countries,” he said.

The child will undergo medical tests to assess her health and, together with her family, will receive regular counselling from social workers.

The mother and child were both overcome with emotion.
SHIFT WORK AND FAMILY LIFE

Compiled by EHW

There are many spouses and parents in the SAPS who work shifts, so considering the impact of shift work on family life, the Family and Relationship Desk would like to share ideas on how spouses and parents can become involved and improve their partnerships in their marriages.

Doctoral students Rachael Spooner and Gabrielle Rigney at the University of South Australia’s Centre for Sleep Research say that working shifts and raising a family, though it is a struggle, can be managed.

Parents are invaluable in helping children understand and increase their language skills, gain motor skills and develop in other cognitive domains. They also help develop children’s emotional capacity – regulating emotions and encouraging positive behaviour. So the parental–employment situation may compromise a child’s early development due to a lack of time spent with their parents.

Preschool children with at least one parent working shifts, are more likely to have behavioural problems, while older children are more likely to be less actively involved and encouraging positive behaviour. So the parental–employment situation may compromise a child’s early development due to a lack of time spent with their parents.

Regardless of the type of non-traditional work hours, there are three key areas to consider when looking at the impact of shift work: Work–family balance, physical well-being and mental well-being.

Research suggests that there are very few differences when comparing people who worked a shorter night shift (about eight hours) to those working a longer shift (about 12 hours) on overall well-being. Changing shift times are more likely to affect daytime functioning while a permanent roster adds stability to your work schedule and is beneficial for managing work-life balance because it ensures predictability. Quality time that includes developmentally important activities such as reading to a child, helping them with their homework and enjoying leisure and social activities as a family, will help nurture the parent–child relationship.

Parenting involves spending time with children, providing emotional support, giving everyday assistance, monitoring children’s behaviour, and providing consistent, fair and proportionate discipline. This is expressed in different ways: Mothers tend to provide more emotional warmth toward their children, while fathers provide a strong sense of security. Children usually depend on their mothers for unconditional love as opposed to them having to earn their father’s approval. Mothers often soothe their children more than fathers who provide more stimulation. Both parents have important roles in rearing their children. It is therefore imperative for them to allow each other to fulfil their roles to the best of their ability.

Parenting tips:

- Cherish your time with your children. Time goes by quickly, so spend as much time as you can with them and make it quality, loving time. Be present while you are with them, do not let your mind drift away – they can sense that.
- It becomes easier. The first couple of months might be the most difficult. The baby is small and needs to feed all the time, you have sleepless nights and walk around like zombies during the day. It becomes easier when the babies settle into a regular sleeping pattern. Sharing this load with your partner, will lighten the burden for both of you.
- Do not look at anything as ‘mom’ duties – share responsibilities. Become involved in everything and share the load with your partner – do not move into the traditional dad/mum split of parenting duties. Dads can also change nappies, give baths and feed children – build that bond.
- Love conquers all. This should be your parenting philosophy – above all, give your children love. When you are upset, instead of yelling, show them love. When they are upset, give them love. When they least expect it, give them love.
- Children like making decisions. While it is easier to be an authoritarian parent, it teaches children to submit to orders no matter what. Instead, teach children to make decisions within set parameters and they will grow up happier and more capable. Give them a choice between two healthy breakfasts, for example, rather than allowing them to eat a bowl of sugar if they choose to.
- Patience goes a long way. You might lose your temper, however, allowing yourself to react in anger is not the best thing for your child. Take a deep breath or walk away when you start to lose your patience.
- A sense of humour is required. There will be times when your child does something that makes you angry, like writing on the wall with a crayon or taking your car to meet with friends. While you need to discipline your child, it is good to laugh at the humour in the situation as well, it might help you keep your sanity.
- Read to them, often. Whether you are a reader or not, reading to your children (from the time they are babies) is crucial. It will get them into the habit of reading and prepares them for a lifetime of learning. It gives you some special time together and will become a tradition your child will cherish.
- Do not be an absent parent. The biggest mistake parents can make is not being there for their children. Always set time aside for your children daily. Do your very best to attend important moments in your child’s life like a soccer game or a music recital.
- Let them play. Children develop through playing and you should allow them as much free play as possible. That is besides watching TV, playing video games, reading or anything structured or educational. Just let them play and pretend (make things up).
- Spark their imagination. Free play is the best way to develop their imagination. Provide a little spark by creating forts or dressing up.
- Limit TV and video games. Too much of this type of entertainment keeps them from doing imaginative playing, reading or exercising. An hour a day of ‘media time’ should be enough.
- Learn the ‘firm no’. While we give children the freedom to choose, there should be limits. As it is not good to always say ‘yes’, it is also not good at all to say ‘no’ and then give in when they throw a temper tantrum or a fit. Teach them that your ‘no’ is firm, but only say ‘no’ when it is a boundary you need to set.
- Model good behaviour. Your child will learn that which his/ hers he/she does. Always set time aside to observe how you behave, as your child will imitate you.
- Always treat your spouse with respect. Some spouses are abusive and disrespectful, your child will learn that behaviour. This can result in a cycle of abuse when the child grows up and will grow up with insecurities and other emotional problems.
- Let children be themselves. Do not try mold your child into the person you want your child to be, even if their personality does not fit that mold. Instead, insist good behaviour and values and give your child the freedom to be himself/herself. Love your child for who he/she is.
- Teach them independence. From an early age, teach your children to do things for themselves, gradually letting them become more independent as they grow older. It builds the child’s self-confidence. Besides teaching your children to grooms themselves, also teach them to do household tasks. Have your children do their laundry, or read the mail.
- Support your spouse. It is not good to have one parent say one thing, just to have the other contradict it. Work as a team and discuss decisions beforehand so you do not end up supporting a decision you strongly disagree with.

The Family and Relationship Desk at the SAPS’ Social Work Services (SWS) would like to encourage you to share your views. Please contact Lt Col Kleingeld at 012 393 5192 or 079 880 5964 or kleingeldc@saps.gov.za or phone Social Work Services at 082 301 2138 or 012 393 5472.

Sources:
http://content.artofmanliness.com
In line with the crime-eradication strategy of the South African Police Service (SAPS), adopting the back-to-basics approach, the Acting National Commissioner of the SAPS, Lt Gen Phahlane, has announced the new management structure of the SAPS at a media briefing held at the SAPS Tshwane Academy on 1 February 2016 to effectively deal with crime at all levels.

The objectives of the structure, which are believed to be responsive to current policing challenges and demands, are, among other things, to rearrange and strengthen operational capacity in terms of core operational responsibilities in policing and crime detection, initiate interventions to address areas of persistent underperformance and non-compliance, as well as ensure continuous assessment of levels of performance and compliance.

At the media briefing, Lt Gen Phahlane said that the restructuring was aimed at ensuring that the organisation was responsive to current policing challenges and demands.

Lt Gen Phahlane said that, following intense consultation with internal and external stakeholders, which included the Minister of Police, the Deputy Minister of Police, the Portfolio Committee, the SAPS’s management, as well as the organised labour at the Safety and Security Sectorial Bargaining Council, the new structure was formulated and guided by in-depth research into the performance of the SAPS, which primarily focused on the SAPS’s performance in terms of the Annual Performance Plans of 2014/2015 and the first two quarters of the 2015/2016 financial year. Specific areas of persistent underperformance were identified and directly linked to the prevention, combating and investigation of crime, thereby jeopardising the organisation’s likelihood of delivering on the requirement of Outcome 3 of the National Development Plan. Therefore, Lt Gen Phahlane said that when communities did not feel safe and lived in constant fear, the country’s economic development and the people’s well-being were affected and that we would also be failing on our mandate as the police.

The Minister of Police and the Acting National Commissioner have stated that the fight against crime must become a reality that permeates every sector of the South African society, led by men and women in blue and supported by involved and informed communities, and, as such, the SAPS has adopted a slogan #CrimeMustFall summarising the intended outcome of the police’s back-to-basics approach to crime.

The new structure is based on the revised SAPS Draft Medium-Term Expenditure Framework (MTEF) Strategy of 2015 – 2019, which has split the recently merged divisions and established a new national management division to effectively eradicate crime on all levels, compared to previous structures which reduced the policing function into one division, thereby leaving little room for crime-fighting as a priority. Internal focus areas in this structure include the transformation of the SAPS, as informed by the NDP Vision 2030, professionalism, integrity and discipline, distinctive characteristics of policing, uncompromised compliance with the fundamental principles or tradecraft of policing, as well as inculcating a culture of performance management and accountability.

The new organisational structure of the SAPS

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<td>Head: Project Management</td>
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Photographs by WO Anne Magakoe
By Lt Kgabo Mashamaite and Ms Naledi Mazibuko

**MANAGEMENT STRUCTURE**

| Head: Project Management |
| Head: Internal Audit |
| Head: Crime Registrar |
| Head: Presidential Protection |
| National Head: Management Advisory Services |
| Head: Organisational Development |
| Head: Strategic Management |
| Head: Corporate Communication |
| Head: Marketing and Liaison |
| Head: Project Management |

- Lt Gen JK Phahlane
- Lt Gen BM Ntleneza
- Vacant
- Vacant
- Lt Gen RC Mgwanya
- Lt Gen SJP Schutte
- Lt Gen DJ Kruger
- Lt Gen CC Binta
- Lt Gen TS Mpembe
- Maj Gen ME Mpuana
- Lt Gen BM Ngoboni
- Lt Gen SF Masemola
- Lt Gen BM Zuma
- Lt Gen BB Motsweyane
- Lt Gen RP Shivuri
- Lt Gen KE Julia
- Lt Gen NP Masiye
- Lt Gen JM Nkomo
- Lt Gen L Ntshia
- Maj Gen RJ Mokwena
- Lt Gen E Mawela
- Maj Gen NM Manamela
- Lt Gen NS Mkhwanazi
- Lt Gen PA Ramkosi
- Lt Gen KJ Sitole
- Maj Gen Makhele
- Maj Gen TJ de Wit
- Lt Gen AL Shezi
- Lt Gen J Molefe
- Lt Gen BM Zulu
- Lt Gen SJ Jophia
- Lt Gen LJ Motlha
- Lt Gen MD Magadzela
- Vacant
- Maj Gen DT Nkos
- Maj Gen TN Sakhumune
- Maj Gen MMMA Dladla
- Vacant
- Maj Gen MJ Makgato
- Vacant
- Maj Gen VP Ngose
- Maj Gen OS Seemise
- Vacant
SAFEGUARDING OF STATE-OWNED FIREARMS

Drafted by Maj M Maphiri and Capt M Mosiane

The number of firearms lost and stolen at various police stations is worrying and dents our efforts in the fight against crime. No matter what the circumstances, this is unacceptable and might dampen the public's confidence in our policing system.

In the light of the judgment of the Supreme Court of Appeal in Minister of Defence v Von Benecke (115/12) [2012] ZASCA 158, it is imperative to ensure that employees of the South African Police Service comply with the official directives regarding the safeguarding of firearms and the prevention of the loss of firearms.

The facts of the case are as follows:

- The framework of an R4 rifle that was stolen from the South African Police Service is concerned.

An official firearm and ammunition that are not under the direct and physical control of a member, must be stored in a safe or strongroom that conforms to the prescripts of SABS Standard 953-1 and 953-2 as prescribed by the Regulations. Members to whom firearms have been issued on their personal inventory must ensure that such a safe is installed at their places of residence. Members are also cautioned to be vigilant when carrying firearms, as criminals are always looking for opportunities to deprive them of their firearms.

The following hints may assist members in the safekeeping of official firearms:

- Firearm registers must be completed according to instructions when the firearms are handed in or out. Proper control needs to be exercised.
- Commanders must regularly carry out inspections of all firearms, irrespective of whether they are in storage, on inventory or personal inventory.
- Members should always inspect their mounted safes to ensure that the firearm(s) are still safe. Safes should be properly installed at home. If needed, obtain advice in this regard.
- Inspection of the firearms on personal inventories must always be carried out by the commanders to ensure that members have mounted safes at their places of residence.
- Proper control should be exercised when firearms are handed over to members during shifts to ensure that firearms are returned at the end of a shift.
- Duplicate keys of safes must be dealt with in terms of current prescripts.
- No unauthorised persons may be allowed to enter a “walk in” safe at the police stations.
- Understand the basic principles for the use of official firearms.
- Be constantly alert when you have an official firearm in your possession, whether you are on or off duty.
- Never carry your official firearm when you attend a social event, even if you do not consume any liquor. Criminals will notice your firearm, and you will immediately become a target as they will try to steal it.
- Exercise proper control when carrying an official firearm.
- Do not disclose information to strangers about the type of work you do because it is a known fact that police officials are always in possession of their official firearms.
- Be responsible and accountable while you have a legal duty to possess and control State firearms.
- Never carry something in both hands (e.g. shopping) when your firearm is on your body.

Commanders are also reminded that the Policies of the South African Police Service (Standing Order (Stores) 21 (Safes, vaults and portable gun safes), Standing Order (Stores) 48 (Official firearms and ammunition) and National Instruction 5 of 2010 (Storage, handling and transportation of ammunition, pyrotechnics, tear gas and explosive ordinance) have been issued and implemented.

The content of the following Head Office Circulars must also be taken cognisance of:

- Circular 3/21/3/1/229 dated 2009-02-23 under the heading: The implementation and support of the firearms permit system for official firearms of the South African Police Service.
- Circular 3/3a/1 over 19/5/1 dated 2010-07-19 under the heading: Policy Management: Management of Official Firearms: Losses.

The following official directives set out measures to ensure the safekeeping of firearms in the custody of the Service:

- Standing Order (General) 333 dealing with exhibits;
- Standing Order (General) 334 dealing with the property register (SAPS 13);
- Standing Order (General) 337 dealing with the dispatching of firearms and ammunition forfeited to the State.
- National Instruction 3 of 2002 dealing with the voluntary surrender of a firearm.

The abovementioned Standing Orders and National Instructions can be accessed on the Intranet under the official directives tab.

It further needs to be mentioned that because most police members handle their firearms with great caution and responsibility, society cannot unfairly portray the whole South African Police Service as negligent and irresponsible.
CAPE TOWN: FORMER SENIOR STATE ADVOCATE JOINS WESTERN CAPE HAWKS

By Lt Col Norman Joseph
Photograph by Capt Piet Smit

The Western Cape Provincial Commissioner, Lt Gen Khombinkosi Elvis Jula, has welcomed the appointment of the new provincial head of the Directorate for Priority Crime Investigation (DPCI) in the Western Cape, Maj Gen Nombuso Portia Khoza. He said on 10 February 2016: “Working closely with the Hawks, we intend tackling the problems of drugs, illegal firearms and organised criminality. That will go a long way in reducing serious and violent crimes in the province”.

The national head of the DPCI, Lt Gen Mthandazo Berning Ntlemeza, presented Maj Gen Khoza to the provincial SAPS management on Wednesday, 10 February 2016. The post became vacant following the promotion of Lt Gen Yolisa Matakata to Deputy National Head of the DPCI.

Maj Gen Khoza has a wealth of experience as an advocate of the High Court, in Pretoria, where she was admitted to the Pretoria Bar in 2006. She has extensive experience as a Senior State Advocate at the National Prosecuting Authority (NPA). She served as an assessor at the Durban High Court. In response, Maj Gen Khoza said she appreciated the warm welcome from the executive management and undertook to prioritise cases of serious, economic corruption and serious, organised crime such as drugs and trafficking in humans.

She said: “With the Western Cape Provincial Commissioner, we will develop sustained relations with various stakeholders in the province as the province requires a collaborative approach to policing. In that way, we will ensure the safety of the community at large”.

Maj Gen Khoza, 38, is a member of the following associations: The KwaZulu-Natal Society for Advocates, the Group 500–Shriener Chambers at the Johannesburg Society for Advocates and the Pretoria Society for Advocates.

THE MOOINOOI POLICE STATION HOSTS THE “STOP POLICE KILLINGS” CAMPAIGN

By WO Lebogang Mokgothu and Const Alfred Mpye
Photographs by Const Alfred Mpye

On Sunday, 31 January 2016, the Mooinooi Police Station hosted the “Stop Police Killings” campaign and a cleansing ceremony at the Yarona Complex in Bapong, where the late Const Seun Mokotedi had been killed.

Armed robbers brutally killed Const Mokotedi in the line of duty on 4 November 2015. Approximately 250 community members attended the cleansing ceremony. The Reverend of the Roman Catholic Church, the Chief of Bapo Ba Mogale, the Station Commander of the Mooinooi Police Station, the Community Police Forum (CPF) of Brits, the Brits Cluster CPF’s executive members and representatives of the local Business Against Crime Forum, were among the dignitaries.

The purpose of this campaign was to encourage the members of the community to cooperate with the police to create a safer society. The Station Commander of the Mooinooi Police Station, Lt Col Mathhoko, told the community that the police were their brothers, sisters, husbands, fathers and mothers. She also said that the police were mandated to save and protect the members of society.

On the same day, Sunday, 31 January 2016, members of the Iosang Police Station were invited to a church service at the Living Waters Ministry. Pastor Andries Moswathe identified the need to invite the police to his ministry. The service was held to pray against police killings in and around the North West.

Pastor Moswathe assured the police that his congregation was against police killings. He encouraged them to work even harder to build a better and a stronger society. He also prayed for the police to be appreciated in society and said that without the police, there was no guarantee for a safer society. Police members, who attended the service, were filled with warmth and determination, knowing that the churches were supporting them.

Deputy National Head of DPCI, Lt Gen Yolisa Matakata, left, National Head of DPCI, Lt Gen Mthandazo Berning Ntlemeza, Western Cape Head of DPCI, Maj Gen Nombuso Portia Khoza and Western Cape Prov Comm, Lt Gen Khombinkosi Elvis Jula.

Mooinooi SAPS and church pastors praying for police killings to stop.
Dail...s and manifest in physical symptoms. This is often the price police members have to pay in their line of work. Furthermore, it is a misconception that people who work in an office environment are exempt from psychological problems. Lack of technological resources, discrimination, sudden changes in policy and prolonged periods of uncertainty and instability in the workplace are major contributors to stress and subsequent serious psychological and physical problems.

Anxiety and panic attacks can become a debilitating condition if they are not addressed timeously and correctly. In addition to stressful life circumstances, certain drugs and medication, too much caffeine (coffee and energy drinks taken on an empty stomach), dentists’ injections, some weight loss drugs and certain malaria medications can trigger a dormant panic attack. Symptoms may include agoraphobia, an overwhelming feeling of fear; excessive sweating; heart palpitations; a surreal feeling; fear that you are losing control and going crazy or fear of dying. If you become aware of this happening, slow down your breathing. Focus on something entirely different and keep your thoughts positive. Remember that physical activity will help you to work off the excess adrenaline that has caused your body to go into fight-or-flight mode. If you experience shortness of breath, chest tightness and other symptoms associated with a heart attack, it is better to err on the side of caution by contacting the emergency services or by consulting your general practitioner as soon as possible.

Prolonged psychological problems have a ripple effect on the afflicted police member’s family members, who often have to bear the brunt of violent outbursts or episodes of deep despair. As the four sessions which are provided from the Polmed Psycho-Social Benefit only apply to active serving police members, other resources for help are also included in this article for the benefit of police personnel’s family members and other loved ones. For self-help tips and support, contact the South African Depression and Anxiety Group (SADAG) Mental Health helpline at 011 234 4837 or toll-free number at 0800 765 633.

Anxiety Alert

You can also access the list of providers on the SAPS’s intranet or phone the call centre at 0860 765 633.
MISSING PERSONS

The missing person left home and has never been seen since. She was wearing a pink dress.
Atteridgeville 3/1/2016
Investigating Officer: Sgt MP Mashumu
Tel: 012 373 2400

(21) Female
Last seen: 2016-01-08

The missing person left home and has never been seen since. He was wearing a purple shirt.
Kagiso 11/9/2015
Investigating Officer: Sgt LB Mazibuko
Tel: 011 696 9000

(20 - 30) Male
Last seen: 2015-09-17

The missing person left home and has not been seen since.
Florida 9/11/2015
Investigating Officer: WO RE Mbambala
Tel: 011 991 7500

(30-40) Female
Last seen: 2015-08-14

The missing person left home and has not been seen since. She was wearing blue jeans and a white shirt.
Lyttelton 7/12/2015
Investigating Officer: Sgt C Kekana
Tel: 012 644 8636

(19) Female
Last seen: 2015-12-07

The missing person left home and has not been seen since. He was wearing blue jeans and a white shirt.
Lyttelton 7/12/2015
Investigating Officer: Sgt C Kekana
Tel: 012 644 8636

(27) Male
Last seen: 2015-11-28

The missing person left home and has not been seen since.
Parys 1/3/2015
Investigating Officer: WO J Venter
Tel: 056 816 2534

(27) Male
Last seen: 2015-11-23

The missing person left home and has not been seen since.
Parys 1/3/2015
Investigating Officer: WO J Venter
Tel: 056 816 2534

(35 - 40) Male
Last seen: 2015-12-01

The missing person left home and has not been seen since.
Parys 1/3/2015
Investigating Officer: WO J Venter
Tel: 056 816 2534

(36) Male
Last seen: 2015-11-05

The missing person left home and has not been seen since.
Meadowlands 11/11/2015
Investigating Officer: Sgt ZR Nebe
Tel: 011 991 7500

(36) Male
Last seen: 2015-11-19

The missing person left home and has not been seen since.
Meadowlands 11/11/2015
Investigating Officer: Sgt ZR Nebe
Tel: 011 993 3334
WANTED PERSONS

The South African Police Service (SAPS) request urgent assistance from members of the public in tracing the following alleged perpetrators wanted in connection with various criminal offences committed countrywide.

**WANTED FOR ATTEMPTED MURDER**
- **UNKNOWN**
  - Investigating Officer: WO AB Heyns
  - Contact: 012 393 1402, 082 778 9039

**WANTED FOR ATTEMPTED MURDER**
- **UNKNOWN**
  - Investigating Officer: WO AB Heyns
  - Contact: 012 393 1402, 082 778 9039

**WANTED FOR FRAUD**
- **SPHELO SILATSHA**
  - Investigating Officer: Const JG Zembe
  - Contact: 017 819 2321, 082 426 6483

**WANTED FOR FRAUD**
- **SIPHIWE JEREMIAH QWABE**
  - Investigating Officer: Const PB Masina
  - Contact: 017 819 2321, 073 123 8164

**WANTED FOR MURDER**
- **KUNI RICHARD NYALENDE**
  - Investigating Officer: Const JLM Mantsho
  - Contact: 018 765 1060, 078 466 4593

**WANTED FOR MURDER**
- **KIDHAN NARYAN**
  - Investigating Officer: Const VS Rikhotso
  - Contact: 011 213 6000, 082 620 7890

**WANTED FOR MURDER**
- **KUNI RICHARD NYALENDE**
  - Investigating Officer: Const JLM Mantsho
  - Contact: 018 765 1060, 078 466 4593

**WANTED FOR DEALING IN ILLEGAL SUBSTANCE**
- **STANLEY LUZUKO DLAMINI**
  - Investigating Officer: Const TD Ramakuela
  - Contact: 011 977 5465, 076 236 8902

**WANTED FOR CULPABLE HOMICIDE**
- **ALBION DUMISANI TIMANE**
  - Investigating Officer: WO AB Heyns
  - Contact: 012 393 1402, 082 778 9039

**WANTED FOR ESCAPING FROM LAWFUL CUSTODY**
- **SKHUMBUZO JOHNY BOSHOMANE**
  - Investigating Officer: WO S Malapane
  - Contact: 013 934 4130, 082 318 9620

**WANTED FOR DEALING IN ILLEGAL SUBSTANCE**
- **VICTOR OGADINMA IWALA**
  - Investigating Officer: Const TD Ramakuela
  - Contact: 011 977 5465, 076 236 8902

**WANTED FOR DEALING IN ILLEGAL SUBSTANCE**
- **STANLEY LUZUKO DLAMINI**
  - Investigating Officer: Const TD Ramakuela
  - Contact: 011 977 5465, 076 236 8902

**SAPS CRIME STOP**

**08600 10111**

**OR**

**SMS INFORMATION TO CRIME LINE ON 32211**

(You may remain anonymous)