The activities of the 16 Days of Activism of No Violence Against Women and Children campaign, have started. The festive season is around the corner and many people are looking forward to their long-awaited holidays away or spent at home with their loved ones. They will be recuperating from a year of hard work and re-energising for a new one. However, our men and women in blue are foregoing their leisure time to combat crime and participate in community outreach projects nationwide. These efforts form part of the annual Safer Festive Season campaign (p 4 and 5) that the SAPS launched in KwaMhlanga, Mpumalanga, earlier this month.

Members of the SAPS are urged to conduct operations vigilantly and take all possible safety precautions while conducting their duties to avoid any casualties in the new year. The death of one police officer is one death too many. Subsequently, functional members are also planning to implement changes that will improve the SAPS’s service delivery and employee well-being.

The Human resource Management Division is recruiting police reservists (p 11) who will bolster our workforce during this festive season, which will help increase police visibility – a vital part of crime prevention. The Service Terminations Section is streamlining its processes (p 13) to ensure faster payouts to the families and beneficiaries of members who died in the line of duty, or who retired.

Dedicated members, including police trainees, are participating in a number of sporting events (p 16 - 19), not only to become physically fit, but also to build camaraderie, which is beneficial for the well-being of our members and the organisation.

The SAPS’s Martial Arts Association is embarking on a pilot programme to teach trainees martial arts (p 20) to be able to intensify their fitness levels and combat techniques in preparation for the aggressive fight against crime. This initiative will also inculcate the ethos of discipline, responsibility, integrity, hard work, bravery and sacrifice – attributes that will produce a calibre of police official needed to safeguard the country and continue to make South Africa proud.

Enjoy the read!

Brig Tummi Masondo
As South Africa enters the busy festive season, the SAPS is ready with a crime-fighting campaign, in line with the back-to-basics operational plan, to make South Africa safer during the festive season.

We have already launched the Safer Festive Season Campaign in all provinces and our special crime awareness campaigns have commenced. Police visibility has been increased and crime prevention operations will be conducted continually at provincial, cluster and station levels.

We all know that over the festive season, criminals increase their robbing of those who have worked hard during the year. One week ago, we formally started deploying police officials at malls and strategic areas to improve visibility and curb the various crimes that usually peak during the holiday season.

The SAPS will be visible all over the country this festive season, including central business districts, holiday destinations, parks and other public areas. Our members are equipped to put a stop to criminal activities and are ready to protect people and their property.

However, the public has a definite role to play in crime prevention. We appeal to holiday makers to be vigilant and observant of their surroundings and to be aware of the tactics of criminals.

The SAPS annually distributes pamphlets with safety tips for holiday makers, we create opportunities for communities to become involved in anti-crime initiatives and we encourage young people to participate in uplifting activities to decrease the opportunities to become involved in crime.

The festive season is sadly also marked by an increase in alcohol and drug abuse that often results in violence – also gender-based violence, exploitation of children and other vulnerable groups.

To this end, the SAPS maintains the 16 Days of Activism of No Violence Against Women and Children in November and throughout the year. The theme for 2016 is ‘Count me in – together we are moving a non-violent South Africa forward’. It is within this context that we challenge the perpetrators of violence to change their behaviour, involve our men, husbands, brothers and sons in eliminating violence and provide information on organisations and services that can help the survivors of violence and sexual abuse. All community members must have the attitude that those who commit crimes against women, children and other vulnerable people, may not be allowed to get away with it.

We are again calling on all sectors of our society including religious and traditional leaders, the business community, all political structures and the community at large to become active participants in the police’s efforts against crime. Strong community participation is one of the important pillars of policing.

Over the Christmas holiday season, most of our men and women in blue will be experiencing longer hours, hard work and very little family time of their own. Nevertheless, when we pledged allegiance to the Code of Conduct, the oath to serve and protect, each one of us knew and accepted that self-sacrifice was part of being a guardian in blue.

We trust our members to ensure a safe, secure and pleasant festive season in South Africa. We commend you for your dedication, commitment, loyalty and patriotism.
SAPS Launches Safer Festive Season Campaign

By Capt Keitumetse Mmushi
Photographs by WO Tinyiko Mathebula

The SAPS launched its Safer Festive Season campaign in KwaMhlanga, Mpumalanga, on 14 November 2016. This annual crime-fighting campaign is in line with the back-to-basics operational plan aimed at making South Africa safe during the festive season.

The national campaign centres around the back-to-basics approach, focusing on aggravated robberies, border security, taxi violence, illegal firearms, the enforcement of the Liquor and Second-hand Goods Acts, the enforcement of by-laws, and crimes against women and children. Police visibility will be increased, and special crime awareness campaigns, as well as crime prevention operations will be conducted frequently.

The campaign’s launch day activities started with a stop-and-search operation at the KwaMhlanga taxi rank, which amassed numerous arrests. One of the arrests made was that of a 28-year-old man, who had copper cables illegally in his possession. He was detained at the KwaMhlanga Police Station. The SAPS’s top management joined foot soldiers and took part in several road blocks that were conducted in the area.

The top brass also visited a local orphanage and the local Kgantsho Primary School. They warned the children against the dangers of drug abuse, and accepting food or gifts from strangers. They also gave the children safety tips for the festive season.

The day’s festivities then moved to the Solomon Mahlangu Stadium, where dignitaries and scores of community members converged for the official national launch of the festive season campaign. The campaign’s crime-fighting operations will be conducted at provincial, cluster and station level.

In his welcoming address, the Acting National Police Commissioner, Lt Gen Khomotso Phahlane, assured the community that the SAPS will ensure maximum deployment, particularly at crime hotspots, during the festive season. “We will utilise all our resources this season. During this period criminals step up their operations in terms of looting and getting much more from those who have worked hard during the year. We will be visible all over.”

Lt Gen Phahlane also proclaimed that intensive operations and police visibility will not be limited to the festive season, but it will continue beyond the back-to-basics approach pillars.

In her keynote address, the Deputy Police Minister, Ms Makhotso Sotyu, thanked members of the SAPS for the exemplary way in which they handled the #FeesMustFall protests. She also said that the police should be criticised constructively “so that the community and the SAPS can work together in fighting crime”.

The hundreds of people who attended the launch were entertained by traditional dancers and displays by various SAPS units.
What is the Finance-linked Individual Subsidy Programme (FLISP)?

FLISP is an affordable housing scheme developed by the Department of Human Settlement. It is being implemented in collaboration with selected South African banking institutions. Government employees can be assisted through ABSA Bank or they can use their own banking institutions. Government employees can be assisted through ABSA Bank or they can use their own banking institutions.

Among these programmes, the FLISP subsidy is specifically intended for the market segment whose income is inadequate to qualify for a home loan, but exceeds the maximum limit applicable to access Government’s ‘free basic housing’ subsidy scheme.

Who may apply for FLISP and what are the qualifying criteria?

- A South African citizen with a valid ID or a permanent resident with a valid permit.
- He/she must be 18-years-old and competent to legally contract.
- He/she must have never benefitted from a government subsidy.
- He/she must have approval, in principal, for a home loan from an accredited South African financial institution.
- He/she must be a first-time home buyer who earns between R3 501 and R15 000 per month.

FLISP is for residential properties in formal towns where transfer of ownership and the registration of a mortgage bond is recordable in the Deeds Office.

Important:

- Affidavits are required for informal marriages solemnized under the South African Civil Law, accompanied by sworn statements to prove the authenticity of the relationship.

First time qualifying applicants have TWO OPTIONS on how to use FLISP when buying or building residential property for an amount they qualify for:

1. Accredited project developments
2. Open market access

The beneficiary then signs an offer to purchase a house from an accredited developer and also completes a FLISP application form (obtainable from the developer).

The developer and/or estate agent will assist the beneficiary to apply for a home loan from the accredited financial institution.

Upon approval of the home loan, the developer/estate agent will submit the beneficiary’s completed FLISP application with supporting documentation, to the National Housing Finance Corporation (NHFC).

Employees may find more at the following FLISP offices and the Department of Human Settlement:

**National Housing Finance Corporation (NHFC):**
- 9th floor, Isle of Houghton, Old Trafford 3, 11 Boundary Road, Houghton, Johannesburg
- Contact no: 0860 011 011
- Web: www.nhcf.co.za

**Department of Human Settlement:**
- 37 Sauer Street, Johannesburg
- Contact no: 011 356 4901
- Or Election House, 260 Justice Mohamed Street, Sandton, Pretoria
- Contact no: 012 421 1371
- Web: www.dhs.gov.za
The Designated Firearms Officer (DFO) at a port of entry may only issue a temporary import permit or multiple import/export permit to the following persons:

- A foreign visitor for purposes of hunting
- A foreign visitor to display the firearms and ammunition at a sport or hunting trade show
- A foreign visitor to participate in a competitive sport shooting event organised by a recognised business, hunting, sports-shooting or collector’s organisation
- An official of a foreign government or a distinguished foreign visitor so designated by the South African Firearms Control Board
- A foreign law enforcement officer entering the Republic of South Africa on an officially approved policing assignment
- The DFO at a border post is only authorised to issue a permit for one firearm per calibre
- Any other situation, prior approval must be obtained from the CFR.

Compilation of documents for applications for permits

The following documentation must be submitted with all the relevant application forms:

- A certified copy of the page in the applicant’s official identity document or passport on which the applicant’s photograph and particulars are indicated
- A full written motivation in support of the application
- Any other information which might influence the application
- A certified copy of the competency certificate of the applicant (not applicable to persons who are not South African citizens).

7. APPLICATION REFUSED

On receipt of the refusal letter (SAPS 529 (b)), the applicant may appeal against such refusal on form SAPS 530 (Notice of Appeal) in the following manner:

- In the case of an individual applicant, the applicant or his/her legal representative shall note the appeal within 90 days after the date on which the decision was made (date of refusal letter).
- In the case of a corporate applicant, the applicant’s or his/her legal representative shall note the appeal within 90 days after the date on which the decision was made (date of refusal letter).

Chairperson of the Appeals Board
Private Bag X811
PRETORIA
0001

Contact person
Lt Col TK Dlamini
012 353 6546
dlamink@saps.gov.za

The following supportive documentation must be submitted with the relevant application forms:

(1) MULTIPLE IMPORT/EXPORT PERMIT

- The applicant must complete the relevant sections of the SAPS 520 (Application for multiple import/export permit/permament import or export permit/temporary import or export permit/in-transit permit for personal use/individuals and companies) form.
- A certified copy of the licence, permit, authorisation or any other manner of proof confirming lawful possession of the firearms and or ammunition.
- A written mandate if another person was nominated to act on behalf of the applicant.
- Documentary proof confirming the reasons for the imports/export given by one of the following people:
  - The employer of the applicant
  - The professional hunter or the hunting outfitter who will provide the hunting facilities to the applicant (foreign visitor)
  - The accredited hunting association or sports-shooting organisation that will be hosting the event or sporting-shooting competition in which the applicant will be participating
  - A person or organisation who will be hosting a public event or historical re-enactment or display that requires the applicant’s participation and use of the specific firearm.

(2) IN-TRANSIT PERMIT

- Personal use
  - The applicant must complete the relevant sections of the SAPS 520 (Application for multiple import/export permit/permament import or export permit/temporary import or export permit/in-transit permit for personal use/individuals and companies) form for an in-transit permit for carry firearms or ammunition for personal use through South Africa.
  - A certified copy of the licence, permit, authorisation or any other manner of proof confirming lawful possession of the firearms and or ammunition.
  - A written mandate if another person was nominated to act on behalf of the applicant.
  - A certified copy of an import permit issued by the country of final destination.
  - Documentary proof of authorisation to export firearms and or ammunition from the country of final destination.
  - A detailed and completed English version if it is in a foreign language.
  - Written document containing the details of the intended transport route, the mode of transport and the proposed ports of entry and exit, as well as the dates of entry and exit.
  - Written consent from the lawful owner, if applicable.

- Commercial purposes
  - The applicant must complete the relevant sections of the SAPS 520(s) (Application for multiple import/export permit/permament import or export permit/temporary import or export permit/in-transit permit for dealers, manufacturers and gymnastics) form for an in-transit permit for commercial purposes through South Africa.
  - A certified copy of the licence, permit, authorisation or any other manner of proof confirming lawful possession of the firearms and or ammunition.
  - A written mandate if another person was nominated to act on behalf of the applicant.
  - A certified copy of an import permit issued by the recipient country.
  - Documentary proof of authorisation to export firearms and or ammunition from the country of final destination.
  - The original end-user certificate with a translated English version if it is in a foreign language.
  - Written document containing the details of the intended transport route, the mode of transport and the proposed ports of entry and exit, as well as the dates of entry and exit.
  - Written consent from the lawful owner, if applicable.

(3) TRANSPORT PERMIT

- The applicant must complete the relevant sections of the SAPS 520(h) (Application for a permit to transport firearms and ammunition) form.
- Two recent (not older than three months) colour photographs (passport size).
- A certified copy of the resolution or decision of the juristic person nominating the responsible person to apply on his/her behalf.
- Documentary proof that a properly functioning two-way communication system between the vehicle transporting the firearms and ammunition and the applicant will be established.
- A detailed, written description of the safety precautions that will be used.
- A detailed, written description of the security precautions that will be established during the transportation process.
- Documentary proof of existence as a business entity.

(4) PRIVATE COLLECTION

- The applicant must complete the relevant sections of the SAPS 520(c) (Application for a permit to collect ammunition) form.
- Two recent (not older than three months) colour photographs (passport size).
- Documentary proof of membership to an accredited collectors association.
- A full written motivation which must include the following:
  - His/her interest in collecting ammunition collection
  - The specific calibre of ammunition that will be collected
  - A detailed or brief description of the storage and safe keeping facilities.

(5) PUBLIC COLLECTION

- The applicant must complete the relevant sections of the SAPS 520 (Application for a permit to collect ammunition) form.
  - Two recent (not older than three months) colour photographs (passport size).
  - A certified copy of the accreditation certificate.
  - A description in writing of the display mechanism that will be used to display the ammunition.
  - A detailed description of the security measures pertaining to the storage, transport and safe keeping of the ammunition to be displayed.
  - A detailed report of the specific calibre of ammunition that will be collected.

6. APPLICATION APPROVED

- Print the temporary or multiple import/export.

7. APPLICATION REFUSED (see p8)
SERIAL RAPIST-MURDERER GETS FOUR LIFE SENTENCES

By Lt Keitumetse Mmushi
Photographs by WO Ndanduleni Nyambeni and WO Anne Magakoe

Four families in a packed courtroom breathed a sigh of relief when the South Gauteng High Court, sitting in Palm Ridge, sentenced a convicted serial rapist and murderer to four life terms and 50 years’ imprisonment, recently.

In June 2014, POLICE published an article about a national task team that had infiltrated a dangerous gang that was terrorising communities in and around Soweto and Johannesburg. The task team’s involvement in various cases implicating the gang, led to the arrest and conviction of many of the gangsters.

One of the gang’s members, Thapelo Arthur Motseki (31), was linked through DNA to four cases of rape and murder. Two of the cases were in Dobsonville, Soweto, while the other two were committed in Boitekong, Rustenburg. In all four cases, Motseki’s modus operandi was to kidnap, rape and strangle his victims to death.

Two of Motseki’s victims, Lilithi Dlamini and Emmerencia Ndwande, were his good friend’s colleague at the Rustenburg mine he worked for. His third victim, Lungile Kubheka, was his good friend’s teenage sister and his fourth victim, Cynthia Setlouke, was his colleague at the Rustenburg mine he worked for.

The accused was sentenced as follows:

- **Count 1:** Kidnapping: 15 years’ imprisonment
- **Count 2:** Rape: 15 years’ imprisonment
- **Count 3:** Rape: 15 years’ imprisonment
- **Count 4:** Murder: 15 years’ imprisonment
- **Count 5:** Kidnapping: 15 years’ imprisonment
- **Count 6:** Kidnapping: 15 years’ imprisonment
- **Count 7:** attempted Rape: 15 years’ imprisonment
- **Count 8:** Kidnapping: 15 years’ imprisonment
- **Count 9:** Kidnapping: 15 years’ imprisonment
- **Count 10:** Kidnapping: 15 years’ imprisonment
- **Count 11:** Murder: 15 years’ imprisonment.

Col Peter Matabane, the Commander of the Complaints Response and Investigations Section in the Management Intervention Division, commended the team who worked diligently to secure Motseki’s conviction.

"The successful investigation and prosecution which has led to a hefty sentence, was as a result of the hard work that the task team had put. I want to appreciate a job well done by the officers, who spent most of their time tirelessly and fearlessly ensuring that the families of the victims, who went through this traumatic experience, find closure in their lives. I hope that the hard work, commitment and professionalism shown by the team, serves as an example to other men and women in blue."

-Col Peter Matabane

SAPS INVITES COMMUNITY TO BECOME POLICE RESERVISTS

By Capt Vincent Mukhathi
Photograph by WO Ndanduleni Nyambeni

Are you or anybody you know passionate about reducing crime? Have you or anybody you know ever wanted to actively help the SAPS to prevent and fight crime? This is the perfect opportunity to fulfil the dream of being part of the organisation that keeps South Africans and their property safe. The SAPS is now inviting members of the community to dedicate themselves to fighting crime by serving the country as police reservists.

In terms of SAPS regulations, a police reservist is a person called up by the National Commissioner to render services as a volunteer in support of the police in performing its Constitutional mandate. A reservist performs voluntary duty in the SAPS without any expectation of receiving compensation for such duty.

An appointment as a reservist in the SAPS does not reserve any right or expectation to be translated, absorbed or appointed as an employee of the SAPS nor preferential treatment for consideration to be appointed as an employee of the SAPS. Should any reservist wish to become an employee or a permanently employed member of the SAPS, the prescribed selection and appointment process of the SAPS will be followed and he or she must conform to all prescribed requirements.

R/Const Phylistus Chauke (29), stationed at the Pretoria Central Police Station has been a reservist since September 2007. She says her work as a police reservist is very fulfilling; “I find it rewarding, even though I am not getting remunerated. For me, it is a calling. I love serving my country and helping the police fight crime. That is what I like to do when I wake up every day.”

She urges members of the community, especially the unemployed youth, to dedicate themselves to helping the police as reservists, rather than sitting at home doing nothing. “I love serving as a reservist. Since I am unemployed, I spend most of my time serving the community and fighting crime. I have been serving as a reservist for nine years and I am still very happy to serve, even without being paid.”

Police reservists play an important role in helping the police fight crime. The contribution they make towards helping the SAPS ensure that communities are and feel safe is invaluable. The SAPS urges people to consider joining the police as reservists. People who are interested in serving their country are advised to apply to join the SAPS as a reservist at any police station close to their residence as they will have to travel to and from the police station using their own transport.

God spoke life into the water, dry land, plants, trees and their fruit. By His words, God created the great creatures of the sea and every living and moving thing in the water, in the skies and on dry land. And God created man in His own image, in the image of God. He created male and female. God spoke and called life into every part of heaven and earth.

In Mark 11:24 Jesus said, “Therefore, I am telling you, whatever you ask for in prayer, believe that you have received it, and it will be yours.”

Pastor Boshoff continued by saying, “It is by words that all men and women are able to preach the gospel of solutions for South Africa. You are created in the image of God and your words speak life or death into any situation. Your words frame your day and your world. Just think about how a simple SMS can affect your mood and your day. If it is good news or a cheerful message, you start the day with a happy heart. On the other hand, unpleasant news and cruel words, fill your heart with despair.

South Africans need to speak in the Name of Jesus. By our words, we can build understanding and love for each other, despite our differences and even because of our differences.”

Our words are very powerful and our words give us away. In James chapter three verses one to eighteen, we read that the tongue has power, that it is hypocritical by nature and that it can only be transformed by God.

On Sunday, 20 November 2016, Pastor Boshoff preached about the power of the spoken word. He said, “Your life is like a blank canvas and your words determine the colours of your world, your future and the future of South Africa. With your words, you can and should colour your world with bright and beautiful colours.

South Africans might feel despondent in the chaos of violent protests and a dismal economy, but you need to know, you and I are not under the circumstances... we are above our circumstances. This means that we can form a new beginning to create a peaceful future in our country.

How do we do that? We go to Genesis chapter one verses one to 15 and see how God started the heaven and the earth. God spoke and said, ‘Let there be light’, and there was light.

In Genesis 1:26 and 27, we read, “Then God said, ‘Let us make man in our own image, in the image of God. He created male and female.”

Our words are very powerful. We can choose what to think and speak, your life can be transformed by God. When you understand the power of words and realise that you can choose what to think and speak, your life can be transformed. When you speak negative words, you inevitably stop the blessings in your life. Start speaking life over your children, over your marriage and over every dead situation in your life.

Pastor Boshoff ended his sermon by inviting Lt Gen Phahlane to the stage. Lt Gen Phahlane expressed his gratitude to Pastor Boshoff, the CRC and provincial churches for arranging the prayer service for the SAPS.

Lt Gen Phahlane said, “In August this year, the SAPS was confronted with the challenge of ensuring a safe and secure environment for South Africans to vote. I am proud to say that the SAPS excelled in its mission to keep the peace and I have to thank our members for their total dedication during the elections.”

He then spoke about the recent #FeesMustFall protests, when police members were erroneously accused of police brutality. He said that SAPS members showed remarkable restraint in the face of outright provocation.

“We should know that while protests are at an impasse at the face of outright provocation. He said that SAPS members showed remarkable restraint in the face of outright provocation. The South African Police Service’s members deserve your respect and appreciation for maintaining peace in the face of protests.

The Service Terminations Management Section is in the process of upgrading its current service terminations system to the new Service Terminations Process Model with the hope that this technological advancement will enhance service delivery.

The model will decentralise the uploading and capturing of service terminations documents in order to fast track terminations and enable better accountability at all levels. It will also support service termination processes and enhance the management of the flow of information starting from the station or unit to province, divisional and national level. The function is unique to the SAPS and it is but one of the organisation’s many efforts aimed at improving the service terminations process.

The Section Head of Service Terminations Management, Brig Kirsty Jonker, urges members to regularly update their status and ensure that all beneficiaries are updated on the WP1002 (nomination of beneficiaries) form. She says doing this will minimise delays when terminating a member’s service and paying out pensions or any other similar benefits. Brig Jonker cautions that the Government Employees Pension Fund does not pay out benefits until all the requirements relating to the beneficiaries, are met.

The upgraded system will benefit the organisation, members who are exiting the organisation and their beneficiaries.

What are the advantages of the upgraded service terminations system?

• Administrators have better control of employees’ exit documents.
• Service terminations’ status can be easily traced.
• Service termination can be paperless (for example, exit documents can be uploaded directly onto the mainframe).
• SMS updates on the status of service termination and/or payouts can be sent to employees and beneficiaries.
• Reduced fraud because of enhanced accountability at all levels.
• Increased data integrity.
• Reduced backlogs.

What can employees do to ensure that the system functions optimally?

• Submit documents timeously.
• Update the system regularly.
• Upload high quality documents.
• Update personal information as soon as there are changes (for example, WP1002 form and marital status).
DOMESTIC VIOLENCE AND THE WORKPLACE

Domestic violence is defined as a pattern of behaviour which involves the abuse of one partner by another in an intimate relationship such as marriage, cohabitation, dating or a family setting. This gives the impression that domestic violence is something that only happens at home or after hours.

The reality, unfortunately, is that it does not stop or stay at home when its victims go to work. It can follow them, resulting in violence in the workplace. Victims may receive threatening phone calls and texts, harassing emails and inappropriate visits from their abusers, and have violent confrontations in front of colleagues.

The abuse may result in absenteeism due to injuries, decreased productivity because of these threats and possible danger for the victim’s colleagues because of the confrontations and visits. Domestic violence should, therefore, be seen as a serious health and safety issue in the workplace and be addressed accordingly.

The victims of domestic violence might be shy and reluctant to ask for help. Creating opportunities for employees to talk about domestic violence, can prevent it from affecting the workplace.

Supervisors and colleagues should be aware of potential signs of domestic violence in order to reduce the possibility of the abuse entering the workplace.

Possible signs of a victim of abuse

- Trouble concentrating
- Lateness
- Constantly receiving calls and emails from their partner
- Behaving differently to what they used to
- Engaging in fewer social activities than before
- Frequently checking in with their partner (reporting where they are, what they are doing and who they are doing it with)
- Using alcohol and drugs
- Constantly apologising for their partner’s behaviour
- Trying to cover up bruises (for example, wearing long sleeves and turtleneck tops in the summer)
- Receiving unannounced visits from their partner at work and then acting nervous around them
- Being followed to and from work by their partner

It is important for supervisors/colleagues to speak up when they recognise potential warning signs. In view of the sensitivity of the matter, a victim should be approached in a private and safe environment. Let him/her know about the concerns. Be specific and point out the things that have been noticed. After he/she has disclosed information about the situation, supervisors/colleagues should show support, determine what can be done to assist and remain non-judgmental.

Things NOT to say:

- “Things will get better.”
- “I cannot believe you put up with that!”
- “Your partner just does not seem like that kind of person.”
- “If you are still with him/her, it cannot be that bad.”
- “You have to leave!”

The prevention of domestic violence should be addressed holistically. The organisation, specifically the immediate supervisor, has the responsibility to take all necessary and possible steps to prevent domestic violence from entering the workplace.

- Policies and procedures should, if possible, make provision for flexible working hours, special leave and workplace relocation for the victims of domestic violence.
- Education, awareness and sensitisation programmes should be incorporated in personnel meetings, station lectures and other calendar events. When different topics are discussed, colleagues will be more likely to notice when a fellow colleague is in distress. Creating a safe environment for employees, will empower victims to disclose their situation more easily.
- Affected employees should be referred to professionals for necessary support, guidance and therapeutic assistance.
- A workplace safety plan should be put in place. It will assist with the abuser being unable to enter the workplace. The workplace should have security guards and they should have photographs and/ or a description of abusers so as not to let them in.
- Code words for possible danger, are also advised. Supervisors should have open discussions with all employees about workplace safety.
- Victims should also be assisted with personal safety plans. Open communication with supervisors should be encouraged. Alternative contact details of friends and family should be provided in cases of concern, for example, when an employee does not show up for work. Escorts to and from the victim’s transport can also be offered. Relocating the employee to another workplace, will assist with the abuser being unable to work. Escorts to and from windows and doors, could also assist.

One may become frustrated with a victim, but should try your best not to be. A victim may ‘have to stay’ because of financial dependence, lack of suitable housing options and religious or cultural pressure. It should be remembered that being abused, breaks down the person’s confidence and it can take time for a victim to feel empowered and regain self-confidence.

Celeste Olivier, an Employee Assistance Programmes manager at Kaelo Consulting, says "No matter how terrible the situation sounds, victims of domestic violence are more likely to downplay their situation than to exaggerate it. They also tend to underestimate their fear. Take it seriously if someone tells you about an experience of domestic violence, or if they express fear. Your support is important and can make a real difference.”

Resources:
POLICE IN KLERKSDORP
DONATE TOYS TO DAISY DAY CARE CENTRE

Christmas came early for children at the Daisy Day Care Centre in Brakspuit Farm, just outside Klerksdorp. The police in Klerksdorp visited the centre on 26 October 2016 and donated some much needed goods.

The centre looks after the children of disadvantaged families who work on the farm. These families seem to be struggling to provide for their children. This was uncovered by a group of members of the Klerksdorp Police Station, who were conducting awareness campaigns in the area, earlier this year. The members noticed that the children at the centre did not have toys and some of them did not even have shoes to wear.

Having seen how little the children at the centre have, the members decided to do something to make the lives of the young children more enjoyable. They collected money from other members at the police station and bought toys for the children. Other members brought toys that their children were no longer using to add to what they already bought for the centre.

A large group of members from the police station, led by Lt Col Ntsimbizwe Motshidi of the local Women’s Network and Capt Kgalalelo Motloung of the Social Crime Prevention Unit, went to the centre and spent time with the children, playing with them and educating them. The members taught the children about their rights and donated toys for them to play with.

During this visit, the members also identified a family at a house near the centre who needed assistance with food and other household items. The members promised to buy basic furniture items for the owner of the house.

UITENHAGE SPORTS DAY

By Capt Gerda Swart

The Uitenhage Police Station hosted its first athletics day on 27 October 2016 and several enthusiastic members participated in various track and field events.

The Uitenhage Police Station Commander, Brig Laurence Soekoe, expressed his delight in seeing the sports day happening. “Today, I am immensely proud to be part of this historic day and I am also very excited about all the different events that will be taking place. It is gratifying to look around and see so many participants. Luckily the weather has aligned with our wishes, so we are going to have a fun-filled day together.”

Brig Soekoe also highlighted the importance of living a healthy lifestyle. “A person who is fit, is capable of living life to its fullest. Physical and mental fitness play vital roles in our lives and people who are both, physically and mentally fit, are less prone to medical conditions. This [sports day] is a great way to feel better and boost your health, while having fun.”

It is important for police officials to be fit so they can fulfill their daily task of combating crime effectively. To help its members do this, the Uitenhage Police Station’s management will host more of these events in the near future.

#BackToBasics #LetsGetFit
Capt Vincent Mukhathi
Photographs by WO Anne Magakoe and WO Ndanduleni Nyambeni

The 4th Annual Inter-Academy Championships held at the SAPS Tshwane Academy in Pretoria West from 17 to 21 October 2016, continue to render new sportswomen and sportsmen.

The inter-academies, the brainchild of the Human Resource Development (HRD) Division, are aimed at promoting fitness and encouraging new members to participate in various sporting codes in the SAPS and in competitive sport on national and international level. The championships also give newly recruited student police members the opportunity to showcase their talents in various sporting codes while competing against each other.

This year, the championships attracted all the SAPS’s academies, namely Bisho, Bishop Lavis, Tshwane, Philipi, Oudtshoorn, All Saints, Mthatha, Graaff Reinet, Chatsworth and Ulundi. The HRD 2016 team, which represented the Head Office, also participated.

The Divisional Commissioner of HRD, Lt Gen Nhlanhla Mkhwanazi, addressed the official opening ceremony of the 2016 championships, and told trainees that the tournament was part of the strategic objectives of the SAPS in improving the quality of the lives of members of the organisation, through sport.

Lt Gen Mkhwanazi said that history showed that the SAPS had many athletes who performed in various sporting codes, at the highest level in the country. Some of these athletes have excelled in individual national sporting events, such as Const Gift Kelehe of the Rustenburg Tactical response Team, who won the 90th Comrades Marathon in 2015. Other members have received accolades in national team sports, such as Lt Col Anna Louw, the Commander of the Public Order Policing Unit in Paarl, who was part of the South African President Ladies’ Angling team in 2014.

Divisional Commissioner Mkhwanazi concluded his address by encouraging trainees to continue participating in sport. “It is my wish that this [the championships] will pave the way for every trainee in the SAPS to realise that sports and recreation can be the source of a deep and rewarding experience that enriches the daily lives of all.”

The fitness level of the competitors in the 2016 Inter-academies was high and saw new records being set.

A trainee from the Tshwane Academy, Mohlahlo Griffiths, set a new record of 33 minutes and 13 seconds in the Mens’ 10 000 m race, breaking the previous 35 minutes 44 seconds record. Jane Pieters from the Bisho Academy, set a new record of five minutes, thirteen seconds and 17 milliseconds in the Women’s 1500 m race, breaking the previous five minutes, 20 seconds and 23 milliseconds record.

The Bishop Lavis Academy’s netball team won first position for the second consecutive year, while the HRD and Tshwane Academy teams won the second and third position, respectively. The Tshwane Academy won the Men’s Soccer while the Bisho Academy came in second place and the Oudtshoorn Academy came in third place. In Women’s Soccer, the Tshwane Academy took first position and the Bisho and Bishop Lavis academies took second and third position, respectively.

Position Academy Gold Silver Bronze Total
1 Tshwane 17 11 14 42
2 Bishop Lavis 4 11 4 14
3 Philipi 4 4 3 11
4 Bisho 3 6 2 11
5 Oudtshoorn 3 2 3 8
6 HRD 2 3 3 8
7 All Saints 1 1 0 2
8 Mthatha 1 0 3 4
9 Graaff Reinet 0 2 1 3
10 Chatsworth 0 0 2 2
11 Ulundi 0 0 0 0

The fitness level of the competitors in the 2016 Inter-academies was high and saw new records being set.
MARTIAL ARTS TO GIVE POLICE AN EDGE OVER CRIMINALS

By Capt Kebbo Mashamaite

Capt Avele Fumba, a skilled Kyokushin karate trainer and black belt dan martial artist, is on a mission to help members of the SAPS get fitter for their crime-fighting duties.

The back-to-basics policing approach that is implemented by the Acting National Police Commissioner, Lt Gen Kgomotso Phahlane, prioritises the mental and physical fitness of police members. Members can only meet the SAPS’s Constitutional mandate of preventing and combating crime, and upholding and enforcing the law effectively, if they are in good health.

Capt Fumba’s Kyokushin skills will be an immense help to the SAPS as this combative sport encompasses ethics similar to those that all police officers should espouse. The sport emphasises physical and mental fitness. It teaches values respect, discipline, hard work, sacrifice, courage, honour and duty.

The SAPS’s Martial Arts Association recently decided to embark on a pilot project at the Tshwane Academy in Pretoria West. Their aim is to expose students to martial arts, thereby augmenting the Police basic Training curriculum’s physical training programmes by introducing martial arts, similar to those that all police officers should espouse. The Association believes that this will better prepare students for the tough policing environment.

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Martial arts shape an individual, they build character, help maintain fitness and teach discipline. We (the Association) thought that we could contribute to our colleagues’ fitness levels and help them to match with the criminals’ advanced techniques. We also envisage that, depending on its success, the initiative will be implemented nationally at all our other academics and ultimately be included in the formal curriculum,” says Capt Fumba, who has been an executive member of the SAPS Martial Arts Association, since 2012.

It is already evident that martial arts give police officials an extra edge in fitness as most police officers who are practising them, are serving in the Task Force, National Intervention Unit, Tactical Response Teams and Public Order Policing units. These are all specialised high-risk and high-pressure units that require members to be extremely physically and mentally fit.

Capt Fumba is a Film and Television Commander in the Corporate Communication Component’s Publications and Broadcast Unit. He joined the SAPS in 2011 as a graphic designer and has been an executive member of the SAPS Martial Arts Association, since 2012.

He has an illustrious karate history, having won numerous international karate tournaments. He is now awaiting his third dan rank.

There are 21 ranks in Kyokushin. They start at mukyu (first/ beginner’s level) then progress to kyu and then to dan ranks. The kyu ranks begin at 10th up to first kyu and the dan ranks begin at first to 10th dan (the highest Kyokushin rank).

One must train for months’ sometimes years’ and successfully go through physical and theoretical assessments, before attaining the next rank/belt. The assessments are on the application of various techniques, such as punch throwing, push-ups, sit-ups, squats.

To be deemed as a semi-professional, you need to obtain a first dan rank and continue up the ranks to 10th dan which will qualify you to be deemed as a master. One needs to be disciplined and dedicated to be successful in martial arts.

PLEAS帮助US LOCATE THEM...

MISSING PERSONS

PULENG TSMANE

The missing person left home and has not been seen since.

Evaton 12/10/2016

Investigating Officer: WO ML Mofokeng

Tel: 016 596 1044

THABELO LUCIA MOSADI

The missing person left home and has not been seen since.

Diepsloot 2/10/2016

Investigating Officer: Const MJ Morata

Tel: 071 676 8887

KABELO INNOCENT MNGOSATJAMA

The missing person left home and has not been seen since.

Diepsloot 4/9/2016

Investigating Officer: Sgt MJ Mabasa

Tel: 011 933 7400

SIYABONGA MBEBE

The missing person left home and has not been seen since.

Dawn Park 7/9/2016

Investigating Officer: WO VL Lekabeng

Tel: 011 862 8017

THULANI MICHAEL MATTA

The missing person left home and has not been seen since.

Orange Farm 2/10/2016

Investigating Officer: WO LJ Chabedi

Tel: 011 213 6000

AOBAKWE ABEL MONCHO

The missing person left home and has not been seen since.

Diepsloot 10/9/2016

Investigating Officer: Const MJ Morata

Tel: 071 676 8887

WILLEM DANIEL FOURIE

The missing person left home and has not been seen since.

Garsfontein 1/8/2013

Investigating Officer: WO ND Nel

Tel: 082 781 0105
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.