This issue of the Police magazine opens on an inspiring note with festive season messages from the Minister’s office and the National Commissioner’s office. The good cheer continues on page four with the Employee Health and Wellness Component’s event of moral and spiritual enrichment through prayer and song. In line with the 14 Days of No Violence campaign, we interviewed Lt Col Heila Niemand, who is an international expert in apprehending cyber criminals. Pages six and seven are dedicated to this phenomenal woman who inhibits online child exploitation.

The Provincial Excellence Awards and medal parades annually take place in the last months of the year to acknowledge members for their dedication and loyalty. Pages five, eight and 11 bear testimony to these triumphant moments in the lives of our members.

The Minister of Police, Mr FA Mbalula and the National Commissioner, General Sitole visited shopping malls around Gauteng as part of an anti-crime festive season campaign. These visits feature on page nine. General Sitole and other members of top management also visited Safer Festive Season operations throughout the country, interacting with members and communities in all provinces.

December, of course, marks the 16 Days of No Violence campaign, which you can read about on pages 12 & 13. The SAPS once again solicited the support of our communities in the 16 Days of No Violence Against Women and Children campaign. We asked them to speak out against women and child abuse, to encourage silent victims to challenge abuse, and to ensure that they get help.

Part of our message to communities was to encourage them to join a community policing forum (CPF) or community safety forum (CSF) to help fight crime in their areas. All police station personnel should be able to provide information on how to join.

We wish all our members and employees a safe and happy Festive Season and New Year, 2018 – please extend our best wishes to your supportive families.

Major General Sally de Beer
The South African Police Service is one of the departments that continues to withstand many challenges, even though resources continue to be stretched to the limit. While concentrating on the ordinary policing duties, the SAPS is also called upon to deal with a multitude of protest actions across the country, and this is one area that consumes much time, energy and resources. I am very proud of you that every day, even on Christmas Day, you continue to walk the extra mile to ensure that all the people in South Africa are and feel safe.

Over this peak holiday season, criminals will be looking to prey on unsuspecting people and there will be a growing tendency of irresponsible behaviour by some people. We must remain steadfast to our cause as outlined in the Back to Basics, Safer Festive Season Operational Plan always also keeping in mind the importance of personal safety.

What is always harrowing is that, year in and year out, we lose many of our colleagues in the line of duty - this has got to stop. You have been trained and equipped to protect the people of South Africa as well as yourselves. Should you be placed in a life threatening situation, our police officers must always remain standing. This is when we show our authority in stamping the authority of the State. However, every time you act, ensure that you always act within the confines of the law.

Please take care, look out for one another and while serving this country may everyone of you have a blessed Christmas and a prosperous 2018.

God Bless
MORAL AND SPIRITUAL ENRICHMENT THROUGH PRAYER AND SONG

By Sgt Mataboge
Photographer Intern Amos Ndlovu

As we approach the end of the year and Christmas, the Employee Health and Wellness Component from the Personnel Services Division, hosted a Christmas carol celebration day for the members who perform operational and functional duties. Employees of the South African Police Service (SAPS) gathered at the SAPS Tshwane Academy, Church Hall on 5 December 2017, to celebrate the birth of Jesus Christ to empower them spiritually during the festive season, through prayer and Christmas carols.

Colonel (Reverend) Chomane from Spiritual Services welcomed the members and inspired them to embrace the birth of Jesus Christ. Major General Kedibone Moloko, the Component Head of Employee Relations and Life Cycle Management, delivered a speech on behalf of Lieutenant General Ntlhelda. She said that Christmas to her means courage for the present and hope for the future, and it is her fervent wish that every cup may overflow with blessings and every path may lead to peace. She wished all the men and women in blue a joyous and prosperous Christmas.

She further stated that, “the SAPS management takes this time to show appreciation to members, their families and most importantly, their children for the time they spent throughout the year, preventing crime with dedication; not spending leisure time with their children while missing out on important family gatherings and events, through prayer and Christmas carols.

A representative from the Women’s Network, SAC MP Mathaththa and the Men for Change champion, PPO SM Matlhatlha, gave good wishes to all the employees and reminded them about the 16 Days of Activism for No Violence against Women and Children. They both encouraged members to raise awareness, report violence and abuse of women and children, as well as sexual harassment in the workplace. Praise and worship filled the room and songs celebrating the birth of Jesus Christ, were sung throughout the service.

Government and families of the employees of the SAPS were made by various members. Warrant Officer (Pastor) Mosewu gave a sermon and his message was from the book of Matthew 2, verse 25.

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Lt Col Heila Niemand is the Gauteng Provincial Investigation Unit Commander of the Serial and Electronic Crime Investigation Unit (SECI). The Police magazine learnt more about this phenomenal woman.

Heila was born in Roodepoort and she recalled that her childhood years were not easy. When her parents were divorced, she had to move between them the entire time. The result was that she attended 23 different schools before she matriculated at Jan de Klerk High School in Carletonville as the FCS Unit Commander.

In 2000, she joined Col Human as he went on his greeting rounds and I was transferred to the Child Protection Unit in Krugersdorp in 1990. She said: “I think it made me the person that I am today. I made me very mature and independent from a young age and I learnt to never, never give up.”

Heila told us about the start of her career: “I joined the South African Police Service in 1991 in Krugersdorp, where I worked as a student at Training and the Public Relations Department as well. I completed basic training in Pretoria in 1991 and after passing out, I worked at the Krugersdorp Uniform Branch for three months.

I was then placed at the Public Relations Section at Krugersdorp District Quarter. I assisted with raising awareness at nursery schools and other institutions. This section inspired me to work with children, and I wanted to be transferred to the Child Protection Unit (CPU).

Even though my commander believed that I was too young to start a career at the CPU, I kept nagging and nagging Col Human, who was the Head of Transfers then. Every morning, I joined Col Human as he went on his greeting rounds and I just persisted in asking for a transfer! Eventually he relented and I was transferred to the Child Protection Unit in August 1993.

In 2001 I applied for a post as the Area Commissioner’s Detective Service and was promoted to the rank of captain. In 2002 I was transferred to the Roodepoort Detective Service because of Resolution 7. In 2006 I was promoted to Carletonville as the FCS Unit Commander.

Later in 2006, the specialized units were closed down, and I was transferred to Randfontein Detective Service. In 2007, I was transferred to Kagiso Detective Service where I remained until the FCS Units were re-established in 2009. During my time at the Detective Service, I was group commander of Crimes Against Women and Children. At the same time, the Head of the Detectives, Maj Gen Taiie, tasked me with presenting lectures to doctors and nurses on the role of the FCS and the completion of the J88 medical report. At this point, I realised that dealing with crimes against children, had really become my passion.”

Lt Col Niemand says her first big case at the Sexual Assault and Possession of Child Pornography Section, was the Paul Potgieter case. Paul Potgieter used to be the choirmaster for the Drakensberg Boys Choir but because of allegations, he had resigned and moved to Randfontein. In the end, he was found guilty on 44 charges, including sexual offences against underage male pupils. He received a sentence of 30 years in jail.

In 2009 Lt Col Niemand received her first Commandation from the National Commissioner for her commitment and dedication to ensure the imprisonment of Paul Potgieter. She also received an Excellence Award from the Chief Public Prosecutor for her valuable contribution in successfully prosecuting the case.

In 2010 Maj Gen Shadrack Sibuya appointed her as the FCS coordinator in Gauteng. In this period, Lt Col Niemand was nominated to attend a training session on Internet-facilitated crimes against children.

Project Spade

She said: “During training in 2012, I was handed the Project Spade Canadian Investigation where 43 suspects were identified in South Africa. That investigation really opened my eyes.

For the first time, I realised what an enormous challenge South Africa was facing with online child exploitation. I could not imagine children being abused, while video recordings were made of the abuse and then distributed. I knew about child pornography, but I was really shocked to see such cruel abuse being recorded.

On my return to Gauteng, I immediately drafted an operational plan and requested a meeting with the Head of FCS and the Divisional Commissioner, Lt Gen Moonoo. The operational plan was approved, and I was appointed as project manager in Operation Spade.

I obtained approval to form a task team consisting of dedicated and experienced FCS members. The operation was a huge success because of that team! Maj Gen Botsheleng, the previous Head of the FCS, nominated me to attend a course in the USA on dealing with online child exploitation.

After successful completion of the training on investigation of Online Sexual Abuse and FSP Advanced Investigation, the FBI selected me as an international task force officer on violent crimes against children. I had found my niche.”

Cloud 9

When Lt Col Niemand returned, she received information from a Belgium task force officer about a child pornography distribution ring operating between South Africa and Belgium.

Operation Cloud 9 was immediately initiated, and in cooperation with the Belgian Police, SAPS detectives watched and tracked down a suspected paedophile to Plettenberg Bay.

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We asked Lt Col Niemand how she liked to relax, if she ever found the time! She said: “I participated in the SAPS National Volleyball Championships from 1999 to 2006. I participated in the development of SAPS Ladies Golf. I enjoy going to the gym and spinning class. I love cycling and having fun on my mountain bike. I compiled my first 94.7 challenge this year.”

It is clear that Lt Col Heila Niemand’s happiness and success come from pursuing her dreams. She said: “I am a team player; but I never back down and once I set my mind on a goal, I will do everything in my power to achieve it!”

She partnered with the Department of Community Safety which established a Victim Identification Room for exploited victims, and an operational room for investigations on serial rape offenders in Gauteng. This project will soon be rolled out to all the provinces in South Africa.

Lt Col Niemand was part of the team who drafted the Cybercrime Bill for South Africa, and she is also representing the South African Police Service on the Law Reform Commission. She represents the South African Police Service at Europol and Interpol on online crimes against children.

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TMS RECOGNISES ITS MEMBERS FOR OUTSTANDING CONTRIBUTIONS TO THE SAPS

By Captain Kgabo Mashamaite
Photographs by WO Ndanduleni Nyambeni

67 Technology Management Service (TMS) members received their decorations and medals in recognition of loyal service in the SAPS, by helping the organisation to realise its strategic objectives as well as meeting its constitutional mandate.

The 67 members who received their long awaited recognition at the TMS Division’s Medal Parade held at the K9 Academy in Atteridgeville on 30 November 2017, are responsible for providing the technology to ensure that all the SAPS installations, buildings, police stations and resources communicate with one another to enable the organisation to fight crime effectively. During the past financial year (2016/2017), members were responsible for ensuring that approximately 193 000 SAPS members were able to communicate with one another and the outside world, attended to approximately 6 761 office calls and rendering their services to approximately 1 146 police stations all over the country.

In her keynote address, the Divisional Commissioner of TMS, Lt Gen Adeline Shezi, said: “This event presents us with the opportunity to thank you and acknowledge your outstanding service to the country and this organisation. Your loyalty, commitment and the excellent service you continue to render to the organisation, are appreciated. The members of this division are required to ensure that the SAPS is always connected and that all its members can communicate with one another, as well as with the outside world. It is never an easy task for a member to remain loyal to the organisation for over 30 years, given the socio-economic and personal challenges we face daily, but nonetheless, you continue to provide that quality service to your organisation. The SAPS has recognised the fact that you spend a considerable amount of your time providing an essential service to help the organisation move forward, and has approved this event as a token of appreciation for your commitment to your work.”

In her welcoming address, Maj Gen Edith Mavundla, the Component Head of Infrastructure Systems Management, commended members for their loyalty to the organisation. “Receiving your 30, 20 and Ten Years’ Loyal Service medals, is a true indication that you have served the organisation with loyalty and distinction. You have indeed walked the extra mile with the organisation.

Maj Gen Zweli Gabela, the Component Head of Technology Governance Management, thanked the members for their remarkable contribution to this organisation.

MINISTER OF POLICE VISITS MAPONYA MALL AND SANDTON CITY CENTRE

Article and photographs by Lt Col Lungelo Dlamini

The Minister of Police, Mr Fikile Mbalaula and the National Commissioner of South African Police Service (SAPS), General Khela Sitole, visited the Maponya Mall and Sandton City Shopping Centre on Tuesday, 5 December 2017. The visits were part of an anti-crime festive season campaign raising awareness about the safety and security of everyone in South Africa.

Minister Mbalaula, before interacting with the people of Soweto, met the community patrolers who are deployed across Gauteng. The patrolers serve as a ‘force multiplier’ and contribute immensely to the safety of the people in Gauteng.

The Minister was briefed about the crime situation and police activities at the centres and the surrounding areas. “Visible policing will be applied across Gauteng. I want South Africans to feel safe during this festive season. I also want to request South Africans to be patient with the police and to plan their trips carefully as roadblocks and stop-and-search operations will be the norm of the day during this festive season,” Minister Mbalaula added.

Before interacting with the members of the community at the malls, the Minister and the National Commissioner of the SAPS inspected the parade of members deployed at the Maponya Mall. This initiative forms part of the deployment of members of the Gauteng Law Enforcement agencies, deployed at the Gauteng malls to prevent crime, especially trio crimes which are posing a big challenge in Gauteng.
With a touch of glamour, members of Management Intervention walked on a red carpet rolled out at the hall at the Saint George’s Hotel to celebrate members who have walked the extra mile in performing their duties.

The first Management Intervention Excellence Awards held at the Saint George’s Hotel on 1 December 2017, saw members honoured and awarded for their excellent work performances. Senior management of the South African Police Service (SAPS) and invited guests attended the glamorous ceremony awards event.

In her welcoming speech, the Divisional Commissioner for Research, Lieutenant General (Dr) Bongiwe Zulu, thanked members for their achievements throughout the 2016/2017 financial year when saying, “Thank you so much for taking time to come here to celebrate your achievements, no matter how small your contribution was, you did it very well. Let us celebrate what you have done as individuals and teams. Management Intervention is a successful entity because of your efforts.”

The Deputy National Commissioner for Management Intervention, Lieutenant General Gary Kruser, in giving the keynote address, said, “Tonight we recognise and reward the outstanding achievements from the contributions of the individuals and teams, realising not only the vision, mission and values of Management Intervention, but also that of the SAPS.”

He also pointed out that Management Intervention was a mainstay of our organisation, and their work extends to every sphere of the SAPS through their various products and services, that are fundamental to the service delivery, growth and effectiveness of the SAPS.

He also reminded members and staff to ensure that they were committed to creating safe environment for all people in South Africa. “You must remain committed to ensure the professional management of the knowledge based policing interventions toward the SAPS achieving our constitutional objectives in support of creating an environment, where all people are and feel safe”, said Lieutenant General Kruser.

He also took time to appreciate and thank family members for supporting the award recipients. He conveyed his heartfelt appreciation to the spouses, partners and families of the members.

“You would not be able to do this without the love and support of your family”, he said.

In concluding his address, he congratulated all the nominees and winners. “To all the nominees and winners, congratulations with your achievements, you must continue to promote our culture of boldness, responsiveness, integrity, creativity and quality in the professional delivery of our products and services, said Lieutenant General Kruser.

EXCELLENCE AWARDS RECOGNISING THE BEST IN THE MANAGEMENT INTERVENTION

By Capt Vincent Mukhathi
Photographs WO Andile Magakoe

The Research Section under the leadership of Lieutenant General Bongiwe Zulu scooped the award for the best research done in the Region B: Complaints Against the SAPS under the command of Lieutenant General, by receiving the award for the Best Management Intervention at Head Office and North West received the award for Best Management Intervention Province.

Management Intervention Awards

The Excellence Awards Management Intervention 2017 winners are as follows:

Admin Employee of the Year Levels 1-3
Senior Messenger Kathleen Dorothy Baloyi, Head Office

Admin Employee of the Year Levels 5-7
AC Martha Lemola, Head Office

Admin Employee of the Year Levels 8-12
Lieutenant Colonel Tshidiayakhe Molake, Northern Cape

Best Management Intervention

Col Swati Singuzo, Head Office

Senior Manager of the Year Levels 13-15
Lieutenant General (Dr) Bongiwe Matilda Zulu, Head Office

Best MI Interventionist

Colonel Jnr Onalethu Panyati, Head Office

Person with a disability of the Year

Colonel Catherine Mushoga, Head Office

MI Man of the Year

Colonel Johannes Andries Rivers, Head Office

MI Woman of the Year

Captain Samkelo Moloi, Head Office

Best Management Intervention Province

Admin employee of the year level 1-3 winner, Senior Messenger Kathleen Dorothy Baloyi receiving her trophy and certificate from Lt Gen (Dr) Bongiwe Matilda Zulu receiving her trophy and certificate from Lt Gen (Dr) Bongiwe Matilda Zulu and Lt Gen Gary Kruser

Senior Manager of the year level 3-15 winner, Lt Gen (Dr) Bongiwe Matilda Zulu receiving her trophy and certificate from Lt Gen (Dr) Bongiwe Matilda Zulu and Lt Gen Gary Kruser

Photographs by Ms Thandi Makhaba from uMhlabuyalingana Municipality

The SAPS, in partnership with the Albinism Society of South Africa (ASSA), held an awareness campaign and launched albinism posters at uMhlabuyalingana Municipality, in an area called Manguzi in KwaZulu-Natal (KZN).

The purpose of the project was to reassure the community that the SAPS embraces and continues to equally protect all communities, including people living with albinism.

The campaign was prompted by several incidents of kidnapping, missing persons and murder of people living with albinism. Manguzi was a focus area due to the story of a girl who had recently been murdered for muti.

This was a multidisciplinary campaign attended by various stakeholders which included the mayor of uMhlabuyalingana Municipality, Mr Mthethwa, inkosikhathi Tembe, Commissioner of ASSA, the Divisional Commissioner of Visible Policing, Lt Gen Mashe, the Acting Provincial Commissioner of KZN, Maj Gen Zondi, Maj Gen Mamotheti (Head of Social Crime Prevention), SAPS members, social workers from the Department of Social Development, local municipal councillors, the Department of Justice, the National Prosecuting Authority (NPA), people living with albinism, the South African National Defence Force (SANF), the Department of Health, the Community Policing Forum (CPF), the South African Council of Churches (SACC), traditional leaders, traditional healers, the Youth Development, local municipal councillors, the Department of Justice, the National Prosecuting Authority (NPA), people living with albinism, the South African National Defence Force (SANF), the Department of Health, the Community Policing Forum (CPF), the South African Council of Churches (SACC), traditional leaders, traditional healers, the Youth Development, local municipal councillors, the Department of Justice, the National Prosecuting Authority (NPA), people living with albinism.

The purpose of the launch was to ensure that the SAPS embraces and continues to equally protect all communities, including people living with albinism.

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Four dignity packs and four soccer balls were also handed to the learners. The team of stakeholders paid a visit to Esibonisweni Primary School on 22 November 2017 to honour Thandazile Mpunzi, a girl with albinism who had been murdered, and whose body parts were amputated for muti rituals. Her body was then buried in a shallow grave. Thandazile’s family was invited and took part in this historic event. The Speaker of uMhlabuyalingana Municipality, Ms Tembe, gave a message of support and encouragement to the family of Thandazile and the school, before two trees were planted at the school in Thandazile’s memory. One tree was planted as remembrance, while the other was planted with the intention of bringing hope.

The stakeholder’s team proceeded to Kosi Bay border gate and specifically gate six, where pamphlets on security tips for parents and children with albinism, domestic violence and victim empowerment, older persons rights, children’s rights and child justice.

The SAPS managed to install a panic button called ‘memeza’ at the school, in case of an emergency. Thirty-three people with albinism, took part in one-kilometre walk.

Photographs WO Andile Magakoe

Maj Gen Mamotheti and the family members of Thandazile planting a tree in remembrance of Thandazile Mpunzi, an Albinia girl who was murdered.

Maj Gen Mamotheti and the family members of Thandazile planting a tree in remembrance of Thandazile Mpunzi, an Albinia girl who was murdered.
NYANGA POLICE STATION LAUNCHES ITS
16 DAYS OF ACTIVISM CAMPAIGN

By Captain NP Sitshitshi

The Nyanga Police Station and the CPF launched the 16 Days of Activism campaign at Edith Stevens Wetlands Park in Philippi, on 27 November 2017. The focus of the day was on the rights of the elderly. More than 80 elderly people were invited to the launch, and were addressed on matters affecting them, especially violence.

They were educated on their rights, as well as various forms of abuse in order for them to be able to report abuse. Various stakeholders addressed them on domestic violence. NGOs under CESVI, Social Development, Religious Leaders, SANCO and business, formed part of the event.

The Nyanga Cluster Deputy Commander, Brigadier Zingisa Manci, was the main speaker at the event and told the elderly that they must not keep quiet if they experience any form of abuse. They must remember that everybody had the right to live their lives free from violence, fear and abuse, and everyone had the right to live in safety. The elderly had the right not to be abused by their children or grandchildren. The elderly were also encouraged to look after one another and report abuse to the South African Older Person’s Forum, at their toll-free number 0800 333 321 or to Crime Stop at 0860 010 111. The elderly could also visit the office of the Nyanga Police Station’s Domestic Violence Coordinator, Constable Abrahams, where they would be assisted in a private, dignified and respectable manner.

TONGAAT POLICE STATION AND HAVEN OF REST COMMEMORATE 16 DAYS OF ACTIVISM

By Captain Z Ngwane

On Monday, 4 December 2017, volunteers from the Tongaat Police Station’s Victim-friendly Centre and employees from the Haven of Rest and volunteers, held a placards demonstration and distributed pamphlets to the motorists and community at Gopalall Hurbans Road, Tongaat CBD to commemorate 16 Days of Activism for No Violence Against Women and Children.

This initiative was well received by the community.

Caption: Tongaat Police Station and Haven of Rest commemorate 16 Days of Activism for No Violence Against Women and Children

BOTHASIG POLICE STATION LET MOTORISTS HAVE A SWEET DAY FOR 16 DAYS OF ACTIVISM

Article and photograph by Warrant Officer J Mostert

On Friday, 8 December 2017 the Bothasig police sent off 300 motorists to enjoy the Friday on a sweet note, with a smile.

As part of their 16 Days of Activism campaign, members from Bothasig Police Station braved the hot weather to participate in an awareness campaign at the intersection of Vryburger, Giel Basson and Edgemead Drive.

The aim of the campaign was to raise awareness of the 16 Days of Activism for No Violence Against Women and Children, by handing out pamphlets and cupcakes to motorists at the intersection.

According to the participating members, the feedback they received was all very positive. Some motorists were initially quite surprised by police members handing out cupcakes and pamphlets, but they were very enthusiastic about the project.

Local residents also took time to thank the Bothasig police members for the sterling work they do, and wished all the staff and their families a very happy Christmas and a crime-free 2018.

Ms Chantel Burger, Senior Clerk at the SAPS, mentioned that she enjoyed engaging with the public and assisting with sharing the message that there was help available for abused women and children.

The project actually kicked off on the Thursday evening when the baking and packaging of the cupcakes were done by members from the Bothasig Victim Support Group of which one, Ms Cheryll Hay, also attended the distribution project on the Friday.

16 DAYS OF ACTIVISM CAMPAIGN KICKS OFF IN NEWCASTLE

By SAC L Arumugam

On 25 November 2017, the Newcastle Public Order Policing (POP) held a Crime Awareness Campaign as part of the beginning of the 16 Days of Activism of No Violence Against Women and Children campaign, with children from the Ingagane community at the Ingagane Library in Newcastle.

The aim was to inform and educate the young children about the dangers of being involved in criminal activities, especially drugs, child abuse and sexual offences.

Const Ndlovu delivered a speech and addressed issues pertaining to rape and bullying, while Const Mgnonyama addressed issues pertaining to drugs, human trafficking and domestic violence. He also emphasized the importance of reporting any criminal activity to the South African Police Service (SAPS).
Retirement: The Last Frontier

Compiled by Lt Col Janse van Rensburg

Retirement is one of the major life-changing events and every employee must face what is essentially one of the last transitions in his/her life.

For a police officer leaving active duty, this transition can be a very difficult time. Civilian life after retirement entails the loss of police power and a feeling of no longer being part of the police family.

Being involved in operational work, retirement for police members involves a process of emotional adjustment. Police training emphasized the worst possible case scenarios and prepared officers to deal with that. Having to deal with death, destruction, violence and interpersonal human aggression almost daily, police officers can become addicted to the adrenaline rush that results from the response, and struggle to function without it. Policing becomes a way of life and even on a personal level, everything is treated with the ‘required’ suspicion. Members form their own societies, sharing common interests, being inter-dependent on each other for survival.

Retirement forces separation and the loss of essential support from the police group, where there is a sense of understanding and recognition of the trauma experienced. The ‘loss’ can result in a feeling of helplessness ... BUT knowledge can give power! The following five stages of retirement needs the attention of employees to prepare and plan for this important life transition:

1. Pre-retirement: Planning time

During your active working years, retirement can appear to be both an oncoming burden and a distant paradise. With the normal life and work demands that employees are facing each day, they are often left with little time to properly think about retirement issues.

This is where things can go wrong if you do not plan properly. The ‘Big Day’ - smiles, handshakes, farewells! The shortest stage in the entire retirement process, is the actual termination of employment itself. This is usually marked by a party or some other celebration.

2. The ‘honeymoon’ phase: I’m FREE!

During this phase, retirees usually do all the things they always wanted to do once they stopped working, for example travelling, indulging in hobbies etc. The length of this phase will vary, pending on how much ‘honeymoon’ activities the retiree has planned and especially – budgeted for.

3. Disenchantment: So this is it?

In this phase, the emotional high of the freedom that retirement has brought, starts to wear off and the retiree needs to deal with various feelings like loneliness, boredom, feelings of uselessness and disillusion.

Research has shown that in this phase, former operational police members tend to struggle the most. Members tend to take with them into retirement years of unresolved trauma and with ‘settling down’, it begins to surface as symptoms of post-traumatic stress disorder or similar anxiety symptoms.

Lost and confused, they attempt to suppress these feelings. Some drink, others lose relationships or engage in reckless behaviour, some isolate themselves and slide into depression and a number choose to simply end their lives early. In this phase, the pre-retirement plan (or the lack thereof) becomes very important.

To prevent the severity of the disenchantment phase, the retiree needs to do the following:

- Visualise who he/she wants to become
- Gradually implement lifestyle changes
- Share all the new plans and goals with family and friends
- Use emotional intelligence by recognizing it takes a conscious effort to accomplish, as a lot of inevitable re-orientation: Building a new identity

In this phase, retirees will begin to familiarize themselves with the new life situation and eventually learn how to live their lives and navigate it accordingly. This is easily the most difficult stage of the emotional retirement process, and will take both time and conscious effort to accomplish, as a lot of inevitable self-examination questions must be asked and answered.

5. Routine: Move on

The retiree will finally create a new daily schedule and life rhythm. If married, new marital ground rules for time together versus ‘me time’, will be negotiated. Eventually the new life situation will become familiar territory and the retiree will enjoy life with a new sense of purpose.

As with all emotional processes that can be broken down into separate phases, it is not necessary to completely achieve one phase before beginning the next, as phases flow into one another. Even so, it is still important to take note of these phases in the pre-retirement phase, as this can ultimately determine how successful the retiree will cope with the uncharted waters of their post-retirement phase.

When SAPS employees give serious time and thought to plan what they will do once retired, they will generally experience a smoother transition than those who do not. Do not be caught off guard … contact Social Work Services for a pre-retirement workshop in your working environment:

The Financial Wellness Desk: 079 880 5966 or Standby: 082 301 2138
Lt Col Masenya - email: MasenyaM@saps.gov.za or call the Social Work Services' standby number at 082 301 2138.

The Movement Desk: 079 880 5966 or Standby: 082 301 2138
Lt Col Janse van Rensburg - email: JansevanRensburg@ saps.gov.za

Lt Col Valensky - email: ValenskyTrever@saps.gov.za
Capt Khubeka - email: KubhekaMD@saps.gov.za
Capt Sambo - email: SamboTsakaan@saps.gov.za

- Become a guest speaker at schools about safety
- Write articles and columns for the law enforcement community
- Teach a part-time criminal justice class at a local college
- Enjoy a second career completely outside of law enforcement.

SAPS

POLICE DECEMBER 2017 14

EHW

POLICE DECEMBER 2017 15

EHW
The South African Police Service (SAPS) in KwaZulu-Natal hosted delegates from the Royal Swaziland Police Service, who were in South Africa on a five-day, fact-finding mission.

Major General MF Zondi, the Deputy Provincial Commissioner responsible for Policing and Maj Gen MM Motlhala, Head Office’s Component Head: Rapid Rail and Police Emergency Services, welcomed the delegates to KwaZulu-Natal. The Royal Swaziland Police’s Assistant Commissioner, Mr Josefa Bhembe and his police delegates, welcomed the visit to share knowledge.

The two countries shared historical and political relations including bilateral, regional and continental matters of common concern. Bilateral relations between the two countries are characterised by excellent cooperation in various areas, including defence and security.

One of the aims of the meeting was to impart knowledge on how the SAPS’s 10111 emergency call centres are run, since the Royal Swazi Police has just established similar centres. The SAPS’s delegates would visit Swaziland to see how the 999 Call Centre with that of the SAPS. The general further explained that the SAPS’s delegates would visit Swaziland to see how the knowledge shared with them, helped the Swaziland police and its communities.

In his response, Assistant Commissioner Bhembe commended and appreciated the assistance they received from the SAPS, especially the wealth of knowledge they had gained.

He emphasised that the delegates were returning home with a wealth of information to implement, and were equipped to enhance the services they render to the Swazi community.

Brigadier EH Matthabane, Section Head: Emergency Response Service, led the delegation to the Durban Central 10111 Command Centre to experience first-hand how it functioned – from taking the call, to dispatching and closing the complaint.

The delegates were also afforded the opportunity to visit the Disaster Management Command Centre to experience how the closed-circuit television assisted in policing. They paid a visit to Pietermaritzburg’s Sanral offices where they were shown the call centre and CCTV operational centre that monitor the highways and accident hotspots.

Major General Motlhala thanked the Royal Swaziland Police Service for choosing South Africa to help the Royal Swaziland police to benchmark their 999 Call Centre with the SAPS. The general further explained that the SAPS’s delegates would visit Swaziland to see how the knowledge shared with them, helped the Swaziland police and its communities.

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POLICE TRAINEES EXPLORE CAREER OPTIONS AT THE CAREER EXHIBITION EVENT

By Capt Vincent Mukhathi
Photographs by WO Ndanduleni Nyambeni

The SAPS hosted a Career Exhibition event designed to provide police trainees with the necessary tools to choose a career path exposing them to various career opportunities in the South African Police Service (SAPS).

The Career Exhibition was held at the SAPS Tshwane Academy on 14 December 2017 and it was attended by police trainees from the SAPS Tshwane, Hammanskraal and Umlazi Academies. The programme of the day started with a display by the SAPS Tshwane Band, followed by a parachute jumping performance by members of the Special Task Force.

The Divisional Commissioner for Human Resource Development, Lieutenant General Mkhwanazi sensitised police trainees about career opportunities at Administration, Vispol, Investigation, Crime Intelligence, Protection and Security Services, so that when they choose their career path, they have many options.

As he concluded his address, he urged police trainees to fully apply their minds and to enquire about the various units in the SAPS, and to build their careers in the organisation.

“Remember, you apply alone to join the organisation, therefore you should build your own career. Do not allow someone else to build it for you”, said Lieutenant General Mkhwanazi.

At the Career Exhibition event, various divisions and components of the SAPS were introduced to the police trainees, such as the Supply Chain Management, Visible Policing, Special Task Force, Boarder Policing, Public Order Policing, Employee Health and Wellness, Directorate for Priority Crime Investigation (HAWK), Human Resource Utilisation and the SAPS Mounted Unit.

He also told them that many police officers were behind bars serving sentences after they had been found guilty for committing crime. He said that many police officers have exchanged their police uniform for prison uniform.

He gave a lengthy explanation to trainees about career opportunities at Administration, Vispol, Investigation, Crime Intelligence, Protection and Security Services, so that when they choose their career path, they have many options.

The SAPS’s Head Office hosted a Wellness Day at the SAPS Tshwane Academy on 14 December 2017, aimed at promoting a healthy lifestyle and also to appreciate employees’ efforts throughout the year.

The SAPS’s top management and members started the day with a 5 km run and walk in the morning, which paved the way for a host of physical activities, which included a mass aerobics session, touch rugby, football matches and tug of war. The SAPS’s top management led by General Sitole, and members, participated in the aerobics.

Health practitioners from Polmed and GEMS, as well as personnel were on hand to do health screening and members were assessed for life-threatening diseases such as cholesterol, high blood pressure, glucose, HIV tests and body mass index screening, as well as sharing information about benefits and to attend to any enquiries. Members from the SAPS’s Employee Health and Wellness Division were on site to hand out pamphlets to members regarding their services and products.

In her welcoming address, the Deputy National Commissioner for Human Resource Management, Lieutenant General Mgwiena, highlighted the purpose of the Wellness Day. “We gathered today to acknowledge the hard work by the dedicated Head Office employees and to promote a healthy lifestyle. The health and well-being of the employees has become a very important topic, as everything we need as an organisation, relies on our health and wellness”, she said.

She emphasised that fitness and maintaining good health, address the very existence of the SAPS. She added that being unfit, may put the lives of the police and their colleagues in danger, when they carry out the mandate of the SAPS.

She further explained that even those employees in the support or administrative environment, needed to be fit in order to reduce the risk of life-threatening conditions.

Lt Gen Mgwiena also addressed the challenges facing the organisation regarding the scourge of suicide among members, and also indicated that the organisation took drastic steps in order to address the problem.

“IT is important that we must be aware that suicide in the organisation is a real challenge. We have to work at our relationships in all spheres of our lives. In many instances, suicide is caused by post-traumatic stress disorder and financial problems, which Employee Health and Wellness can assist with. We know that we will do more to address and the combat scourge”, she said.

A representative from, Polmed Neo Kaelo, giving a message of support, and urged the SAPS members to become involved in the wellness days they arranged for them throughout the year, in all provinces. She highlighted that claims statistics showed that there were crucial challenges regarding mental health and wellness.

Giving the keynote address, the National Commissioner, General Khetha Sitole, indicated that the occasion was aligned with the new turnaround vision and explained that it was also a day to acknowledge and celebrate employees’ success, in particular this year through fitness.

General Sitole urged members to fully participate in the Physical Fitness programme weekly, which was first launched on 21 October 2016, in order to improve and maintain their fitness levels to ensure operational readiness. “The main goal of this programme is to ensure the operational readiness of our members, not only physical fitness, but also psychological readiness. It also helps to preserve the image of the organisation”, he said.

“From the strategical point of view, we have also assigned this particular responsibilities to the provincial commissioners to make sure that they all have the obligation to implement the Physical Fitness Maintenance Policy”, that had already been introduced, said General Sitole.

PROMOTING EMPLOYEE WELLNESS AND A HEALTHY LIFESTYLE AT THE SAPS

By Captain Vincent Mukhathi
Photographs WO Anne Magakoe
MEMBERS URGED TO PRIORITISE PARENTING AS KEY IN BRINGING UP CHILDREN

By Captain Vincent Mkhathi
Photograph WO Ntanduleni Nyambeni

Capt Mahlase emphasised the importance of communication, including active listening, when parenting children. She alluded to always reassuring your children that you love them. Explaining to them the type of work you do and that you might not always be able to attend sport events, holidays or even birthdays, but that they should know that you would have wanted to be there with all your heart.

She also encouraged members to have a support system that will assist their children when they are on duty or being deployed far from home. She said that police families are special families, because when a member is on duty, the entire family is on duty.

She further explained that members also have a support system in the SAPS Employee Health and Wellness (EHW) component as Social Work Services (SWS) visits families if members are externally deployed to ensure that they cope and that needs are met.

Today parents are facing numerous challenges, which have an impact on children’s upbringing and consequently she stressed that members have to be aware of what their children are involved in.

“Irrespective of how stressful your work situation is, you have a responsibility to manage your work-life balance and spend quality time with your children to nurture the parent-child relationship. In other words you need to read to your child, help with homework as well as enjoy leisure and social activities as a family”, said Captain Mahlase.

You may contact SOCIAL WORK SERVICES at 079 880 5966 or 012 393 5472, should you require assistance with parenting. You are also welcome to contact any member of the Family and Relationship Desk of the SAPS, at the following numbers:

- Capt LK Mahlase - 012 393 5187
- Capt MV Nkosi - 012 393 5244
- Capt JW Smit - 012 393-5179
- Lt Col Kleingeld - 012 393 5192 or kleingeldc@saps.gov.za
- Capt JW Smit - 012 393 5179 or SmitJW@saps.gov.za
- Capt MV Nikosi - 012 393 5244 or NkosiViolet@saps.gov.za
- Capt TK Mahlase - 012 393 5187 or MahlaseT2@saps.gov.za

PLEASE HELP US LOCATE THEM...

MISSING PERSONS

**SIMPHWE MULOVHEDZI**
- (14) Female
- Last seen: 2017-11-21
- The missing person left home and has never been seen since. She was wearing blue trousers, white sport shoes, blue denim jacket and fawn hand bag.

**GOODNESS HLAKANYANE**
- (13) Female
- Last seen: 2017-08-04
- The missing person left home and has never been seen since. She was wearing white trousers, a black jacket, maroon school socks and black shoes.

**ELJABULO NYUSWA**
- (22) Male
- Last seen: 2017-01-30
- The missing person left home and did not return.

**SEHANKA THOKO**
- (39) Male
- Last seen: 2017-11-04
- The missing person left home and did not return. He was wearing blue jeans, a white shirt and white sandals.

**NICOLAS JACOB MODIGE**
- (58) Male
- Last seen: 2017-10-03
- The missing person left home and never returned. He was wearing blue jeans.

**VUMINDABA INOBELE**
- (36) Male
- Last seen: 2017-11-19
- The missing person left home and never returned. He was wearing grey trousers, scotch shirt and blue shoes.

**TIYIPE MTHENJANE**
- (15) Male
- Last seen: 2017-10-19
- The missing person left home and never returned.

**HADERO SHOBIKO**
- (31) Male
- Last seen: 2017-08-25
- The missing person left home and has not been seen since. He was wearing black trousers and a white shirt.

**EMERDNELE DIENI**
- (14) Female
- Last seen: 2017-09-14
- The missing person left home and has never been seen since. She was wearing a white t-shirt, black shoes and blue trousers.

**TAMINY DOLL**
- (55) Male
- Last seen: 2017-10-27
- The missing person left home and has never been seen since.

**FRANK MASLOKO HOMANE**
- (15) Male
- Last seen: 2017-10-08
- The missing person left home and has never been seen since.

**TIYIPE MTHENJANE**
- (15) Male
- Last seen: 2017-10-19
- The missing person left home and never returned.

**LESERENI SELOTO**
- (31) Male
- Last seen: 2017-08-25
- The missing person left home and has not been seen since. He was wearing black trousers and a white shirt.

**DOMINIC MATSEKE**
- (27) Male
- Last seen: 2017-10-19
- The missing person left home and has never been seen since. He was wearing a white shirt, blue jeans and brown shoes.

**DIENG DIENG**
- (14) Female
- Last seen: 2017-09-14
- The missing person left home and has never been seen since. She was wearing a white t-shirt, black shoes and blue trousers.

**EMERDNELE DIENI**
- (14) Female
- Last seen: 2017-09-14
- The missing person left home and has never been seen since. She was wearing a white t-shirt, black shoes and blue trousers.

Good parenting is crucial to children’s and young people’s social, emotional, cognitive and physical development. Children who grow up in a loving and nurturing environment, are more likely to develop into healthy and happy teenagers with high aspirations and a good chance of realising their full potential.

According to Principal Social Worker of the SAPS’s Family and Relationship Desk, Captain Lesego Kate Mahlase, parenting is very important because the children you are raising a family, since children’s early development contributes meaningfully to the country economically and socially.

“As parents you need to have a broader perspective, knowing that the values you impart and the discipline you instill in the family are very important, because it prepares your children for a happy fulfilling and productive life as valuable members of society”, she said.

She urged members to strike a balance between their work and parenting. Captain Mahlase highlighted that men and women in blue, in general, find it difficult being parents. For example we tend to be overprotective of our children, because of what we see happening through our work. She also indicated that due to the nature of the work of police members, the SAPS has a parenting programme to assist members with, for example, managing working shifts and raising a family, since children’s early development may be compromised due to a lack of time spent with their parents.

“Members should develop a schedule for days that they are not at work, but at home, in order to spend time with their families. If you have a programme, stick to it, at least it will bring some form of stability and functionality within the family”, she added.
The South African Police Service requests urgent assistance from members of the public in tracing the following alleged perpetrators wanted in connection with various criminal offences committed countrywide.

**FRAUD**

THANDAZA FORTUNATE NTULI
Investigating Officer: W/O MJ Mosoane
017 6888000
0716757033

LORNA MAUDE RAMROCK
Investigating Officer: Const PB Masina
017 819 2321
0731238164

MURDER

MANDLAKAYISE CLEMENT CHONCO
Investigating Officer: Capt N Moothilal
036 488 1024
0825545867

**RAPE**

UNKNOWN
Investigating Officer: Serg HR Masango
017 819 2325
0796636528

UNKNOWN
Investigating Officer: Const M Maredi
011 407 1600
0833403440

UNKNOWN
Investigating Officer: Const PA Jantjie
017 819 2321
0724226589

UNKNOWN
Investigating Officer: Const JG Zembe
017 819 2321
0825814146

**THEFT**

SIFISO MICHAEL Dlamini
Investigating Officer: Const S Ndukwa
017 819 2321
0724226589

SifiSo Michael Dlamini
Investigating Officer: Const S Ndukwa
017 819 2321
0724226589

UNKNOWN
Investigating Officer: Serg HR Masango
017 819 2325
0796636528

UNKNOWN
Investigating Officer: Const M Maredi
011 407 1600
0833403440

UNKNOWN
Investigating Officer: Const JG Zembe
017 819 2321
0825814146

**FRAUD**

NKOSINATHI ALFRED SOMHLALHO
Investigating Officer: Const PB Masina
017 819 2321
0731238164

**RAPE**

UNKNOWN
Investigating Officer: Serg HR Masango
017 819 2325
0796636528

UNKNOWN
Investigating Officer: Const M Maredi
011 407 1600
0833403440

UNKNOWN
Investigating Officer: Const JG Zembe
017 819 2321
0825814146

**THEFT**

SifiSo Michael Dlamini
Investigating Officer: Const S Ndukwa
017 819 2321
0724226589

SIFISO MICHAEL Dlamini
Investigating Officer: Const S Ndukwa
017 819 2321
0724226589

UNKNOWN
Investigating Officer: Serg HR Masango
017 819 2325
0796636528

UNKNOWN
Investigating Officer: Const M Maredi
011 407 1600
0833403440

UNKNOWN
Investigating Officer: Const JG Zembe
017 819 2321
0825814146

SAPS CRIME STOP
08600 10111
OR SMS INFORMATION TO CRIME LINE ON 32211 (YOU MAY REMAIN ANONYMOUS)