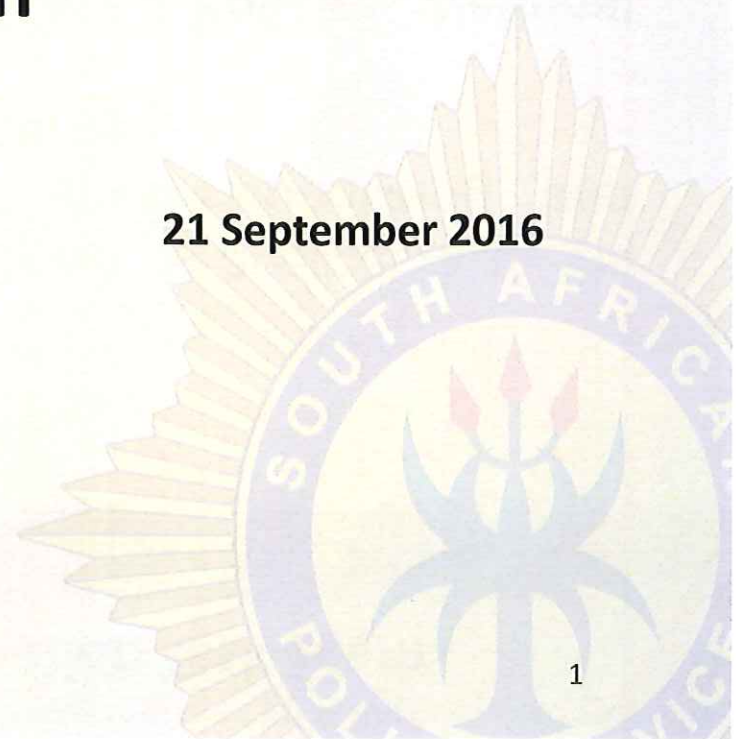




SAPS TRANSFORMATION PROJECT

Progress Report from Ministerial Transformation Task Team

21 September 2016



Scope of the Ministerial Transformation Task Team

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The mandate of the Transformation Task Team is applicable to the **National Development Plan's** vision of **professionalizing and demilitarizing** the South African Police Service, by:-

✓ Reviewing all the SAPS/Department of Police's **Policies, National Instructions, Standing Orders, and Operational Standards,**

✓ that detriment and negate the police officers' **working environment;** their living conditions; their career progression; and their dependants' livelihood when the police officers either retire or pass on.

Summary of NDP Resolutions which is included in the scope



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Strengthen the criminal justice system - A safe South Africa will not be achieved without a **strong criminal justice system**.

Make the police service professional - A **professional** police service is essential for a strong criminal justice system.

Demilitarise the police service - The decision to **demilitarise** the police force, moving away from its history of brutality, was a key goal of transformation after 1994. The NDP indicates that the police should be demilitarised to turn the force into a **civilian, professional service**.

Build safety using an integrated approach - Achieving long-term, sustainable safety requires an integrated approach focused on **tackling the fundamental causes of criminality**.

Build community participation in community safety - Civil society organisations and **civic participation** are critical elements of a safe and secure society. Local government legislation provides for **establishing community safety centers** to enable safe, healthy communities.

Scope of the Panel of Experts

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Scope of the Panel of Experts is derived from page 543 of the Farlam Commission of Enquiry Recommendations outlined below

B The Commission recommends with regard to Public Order Policing that a panel as described in paragraph 8 below be established to perform the tasks set out in paragraphs 8, 9 and 10.

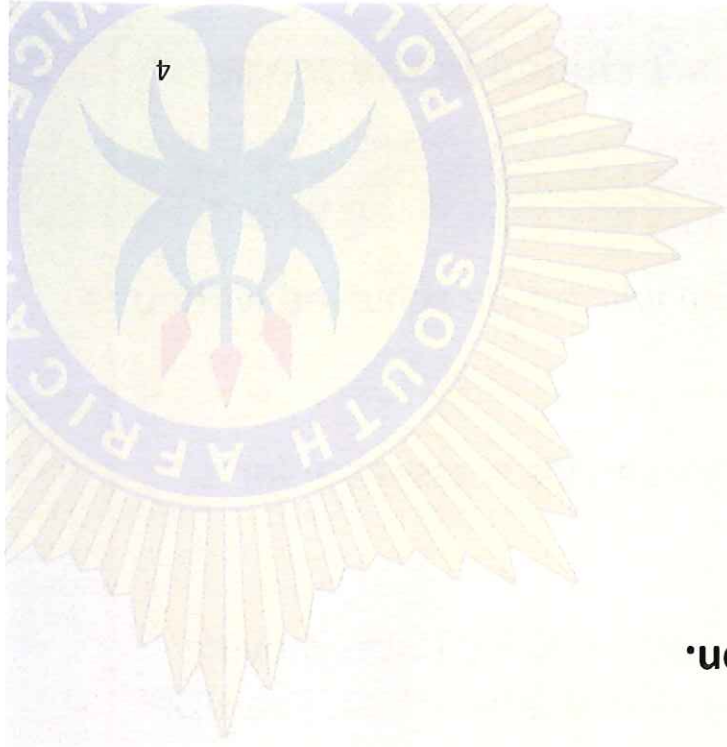
C Recommendations by National Planning Commission.

D Control over operational decisions.

E Police Equipment.

F First Aid.

G Accountability.



The Transformation Task Team complements the Panel of Experts



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The Panel of Experts was launched on 29 April 2016.

The Ministerial SAPS Transformation Task Team was launched on **15 August 2016** and will **complement** the Panel of Experts to achieve a common objective which is the successful transformation of the SAPS.

Transformation Task Team plays a **pivotal role** to ensure that police officers are **ready to implement** policies and strategies that the Panel of Experts recommend for implementation.

The Transformation Task Team will ensure that all policies, procedures, national instructions and orders detrimental to the police officer's mandate and wellness are reviewed, revamped or repealed, thus ensuring that **every police officer is ready physically, psychologically and emotionally to ensure effective and efficient policing in the country.**

The Transformation Task Team Deliverables

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Phase 1

- Introduction of the Ministerial SAPS Transformation Task Team Members. Expected deliverables include: (i) *Meeting with the SAPS Executive, National Commissioner of Police and all National Heads of SAPS Entities*

Phase 2

- Workshop Constitution/terms of reference, implementation plan, budget and communication strategy complete .

Phase 3

- Benchmarking of Best Practices Programme at both Local/Domestic and International Institutions. Expected Deliverables include: (i) *Audit and Review Model to be accustomed to SAPS' Transformation Requirements as per NDP.*

The Transformation Task Team Deliverables



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Phase 4

• **Auditing and Reviewing of policies, national instructions, standing orders, and operational standards of the South African Police Service. Expected Deliverables include:**

• **SAPS Act to be reviewed and amended where possible; -**

- **Entry Salary levels of Police Officers reviewed;**
- **Career Progression and Promotion policies reviewed;**
- **SAPS Employee Health and Wellness Programme aligned to the National Framework of EHP;**
- **Pension and Occupational Compensation Fund of the SAPS reviewed to suite the special needs of law enforcement institutions; and**
- **National Instructions on Placements; Transfers; Transporting; and Accommodating of police officers reviewed.**

The Transformation Task Team Deliverables

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- Final Review Report and costed Draft Cabinet Memorandum presented to the SAPS Executive with a time-framed implementation plan for promulgating final decisions by Cabinet and Parliament. Expected Deliverables include:
 - Health and Wellness of the SAPS Police Officers transformed to improve the psychological morale and physical fitness of the police officers; encourage commitment to the police officers' oath; and
 - General working environment of the police officers more conducive to execute their constitutional mandate.

Phase 5

The Transformation Task Team Milestones



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August, 26
2015

- Cabinet approved the implementation of the recommendations of the Marikana Report.

March - June
2016

- The Deputy Minister of Police follows due process to select and appoint the Ministerial Transformation Task Team in tandem as the Panel of Experts was established and launched in April 2016.

August, 15
2016

- The Ministerial Transformation Task Team was successfully launched and will operate until 31 July 2019, which can be reviewed after 1 August 2019.

The Transformation Task Team Milestones

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September
16, 2016

- The Ministerial Transformation task team met to workshop the implementation of the directives set out in the terms of reference.

October 31,
2016

- Phase 1 and 2 of the terms of reference project planning phase is scheduled for completion.

1 November
2016

- Phase 3 is scheduled to begin with the Phase 1 and 2 deliverables scheduled for completion

The Transformation Task Team Process and Reporting Plan



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Monthly

- The Ministerial Transformation task team will meet and report once a month for the duration of the project

Quarterly

- Reporting to oversight governance structures of Government.

Annual

- Annual performance review of project implementation by Deputy Minister of Police.

Meet the Ministerial Transformation Task Team

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Deputy Minister of Police

Rev. Dr. Vukile Charles Mehana (Chairperson) - **Business Strategy and Leadership**

Lt. General Bonang Mgwenya (Deputy Chairperson) - **Human Resource Management**

Advocate Lungile Right Bomela - **Legislative review and governance**

Lt. General Molefe - **Legal and Policy**

Ms. Bilkis Omar - **Research and Criminologist**

Divisional Commissioner of Protection Services Lt General Khehla Sitole – **Support Services**

Mr. Khumbula Ndaba - **Labour Relations**

Lt. General Ntshiea - **Personnel Management**

Cde.Thulani Ngwenya (POPCRU) – **Labour Representative**

Cde. Mpho Kwiniika (SAPU)-**Labour Representative**



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Rev. Dr. Vukile Charles Mehana (Chairperson)

Reverend Dr Mehana is an ordained Minister of the Methodist Church of Southern Africa who will play a leadership role guiding the implementation of the Ministerial Transformation Task Team.

He is currently the Chairman of LRMG Performance Agency a significant Management Consulting Firm with offices in Johannesburg and Cape Town. Initially his business career started in the Human Resources and Organizational Transformation areas and progressed to strategic positions including being an Acting CEO, of a major Parastatal, Director on Boards of listed and unlisted Companies and Chairman of a number of Companies.

Rev Dr Mehana is also the Chaplain General of the African National Congress. He has also been appointed as an Adjunct Professor by the University of Cape Town: Graduate School of Business where he lectures on a part time basis, Business Strategy and Leadership. Rev Dr Mehana holds a B.Th Degree from Rhodes University, AMP from INSEAD Business School (France), Top Management Program on Public Enterprises from National University of Singapore, MBA from De Montfort University (UK) and D.Phil from University of Johannesburg.



**Lt. General Bonang Mgwenya (Deputy Chairperson)
Deputy National Commissioner
Human Resource Management**

The self- motivated vibrant leader with the SAPS who will assist the Chairperson in his role and function on the Ministerial Transformation Task Team.

Lieutenant General Bonang Mgwenya joined Police on 7 July 1986 and also formed part of the amalgamation into the South African Police Service during 1995. She has a total experience of 30 years in Government of which 29 was with the Department of Police which is assist in mapping the future SAPS.

At a junior level, she worked as the Personal Assistant, Public Relations Officer, Charge office Commander and Work Study Officer. She served in the Ministry of Safety and Security where she was Administrative Secretary and later appointed as the Chief of Staff prior to her redeployment to the South African Police Service in 2003.

She is very passionate about women empowerment and dedicates a lot of her time mentoring ladies within and outside the South African Police Service. Lieutenant General Mgwenya has a Diploma in Police Administration, BA Honours in Police Science.



Advocate Kim Bomela

Adv. Bomela graduated with a BProc degree from the university of Fort Hare in 1996.

He is currently a member of the **Advocates for Transformation**, the Free State Society of Advocates, he chairs the High Court and the Magistrate's Court Committees of the Society and is a deputy Chair of the Pupillage Committee.

He proceeded to do his practical legal training with the Law Society's school for Legal Practise in East London from January to June 1997. In July 1997 to June 1998 he did his articles of clerkship with Schutz and De Jager Attorneys and Lawyers for Human Rights under a programme of the Karoo Mobile Law Clinic and the Legal Aid Board, all based in Colesberg.

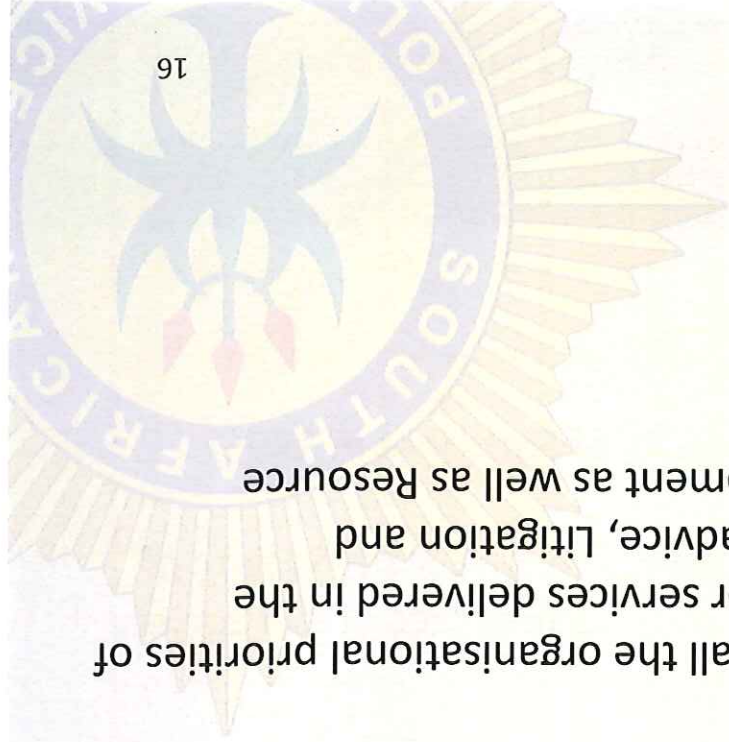
Advocate Bomela will provide the governance and legal guidance to the team.



**Lieutenant General J Molefe is the Divisional Commissioner
Head of Legal and Policy Services**

He is currently the **Head of Legal and Policy Services**, in the SA Police Service. He has held that rank and responsibility from September 2010.

The Division provides a legal advisory service in support of all the organisational priorities of the SA Police Service as well setting policy and standards for services delivered in the provinces. The main areas of focus are Crime Operational advice, Litigation and Administration, Governance, Legislation and Policy development as well as Resource Management support.





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Bilkis Omar
Chief Director : Policy Development and Research
Civilian Secretariat for Police

She manages the policy development process on policing which is geared at contributing to effective and professional policing, and ensuring the police reach their long term goal and vision of a safer South Africa. Bilkis' recent accomplishments includes managing the development of the White Paper on the Policing, and the White Paper on Safety & Security, as the work extends beyond policing - to managing and contributing to cross cutting macro polices of the JCPS cluster.

Before joining government, Bilkis worked for civil society, conducting research around issues of policing, crime and safety. As an independent researcher she contributed to the United Nations World Drug report by focusing on heroin trafficking in SADC.

Bilkis has an Honours Degree in Criminology and has always wanted to influence government policy on policing, crime and safety. Her current job allows her the opportunity to realize her objectives.



**Lt General Khehla Sitole
Divisional Commissioner of Protection Services**

Lt General is currently **the Divisional Commissioner of Protection Services**. His role and function will be a member of the Ministerial Transformation task team.

The Divisional Commissioner of Protection and Security Services in the South African Police Service, Lieutenant General Khehla John Sitole (53) was born and bred in Standerton, Mpumalanga. He matriculated in 1984 from Makhosana High School in Kwandebele. He joined the South African Police Service (SAPS) in 1986. Lieutenant General Sitole's initial deployment was in Human Resource Development where he was the head of Support Services within the South African Police Service. He successfully managed to grow within the ranks of the police till the level of a Major General and later Lieutenant General in 2011.

He has extensive skills and experience in Policing which will contribute to the implementation of the NDP resolutions namely:- professionalization and demilitarisation of the SAPS as well as other roles and functions of the team within the 5 phase project framework.



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Mr. Khumbula Ndaba

He was a Deputy Director-General at the Department of Public Service and Administration, and was the head of Labour Relations and Remuneration Management (LRRM) who also Acted as Director General at the DPSA.

He is also a Member on the Board of Trustees of GEMS which is responsible for providing the Scheme's strategic direction, overseeing the implementation of the Scheme's strategic plan by Scheme Management and overseeing the management of risk.

It is these skills and experience that was identified as key to assist SAPS in achieving its project objects as outlined within the Terms of Reference.

He will play a pivotal role in providing the key frameworks and guidelines on Human Resource Development as formulated by DPSA.



Lt. General Ntshiea
Divisional Commissioner Personnel Management

A seasoned HR Practitioner, born and bred in the Free State Province. The current **Divisional Commissioner Personnel Management**. She had a privilege to work in a number of government departments.

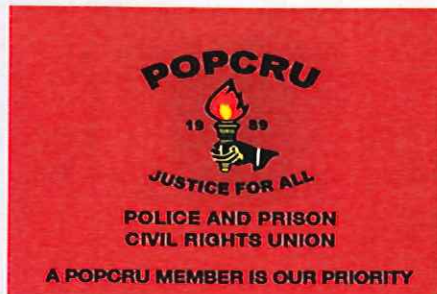
During her career in the police she served on a number of committees, amongst others, executive member of the SAPS women's network, Provincial Negotiator and member of the executive of the provincial.

Safety and Sectorial Bargaining Council (SSSBC), served in various HR committees both at the provincial and national level. She is currently the project leader of the Non Statutory Forces (NSF) project championed by the Deputy Minister of Police.

Lieutenant General Ntshiea has the necessary qualification to fulfil the role as member on the team.



Cde.Thulani Ngwenya
Unit Head Bargaining:
Police and Prison Civil Rights Union (POPCRU)



The unit head supervises coordinators and liaises with POPCRU staff, Provincial Offices, Government Institutions, public, POPCRU members, internal and external stakeholders and collates information and distribute to Public Relations and collates information for mandate seeking amongst other things.

The Union representation is imperative to provide guidance and oversight role to ensure that their members interests are taken into account during the transformation process.



**Mr. Thabo Matsose
2nd Vice President,**

Cde. Thabo Matsose is the P2nd Vice President of The South African Policing Union (SAPU).



SAPU was established in November 1993 and has an extensive membership within the policing cluster which includes the South African Police Service (SAPS), Department of Correctional Service (DCS), Metro Police Departments and Traffic Departments

The Union representation is imperative to provide guidance and oversight role to ensure that their members interests are taken into account during the transformation process.



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Thank you for your attention



