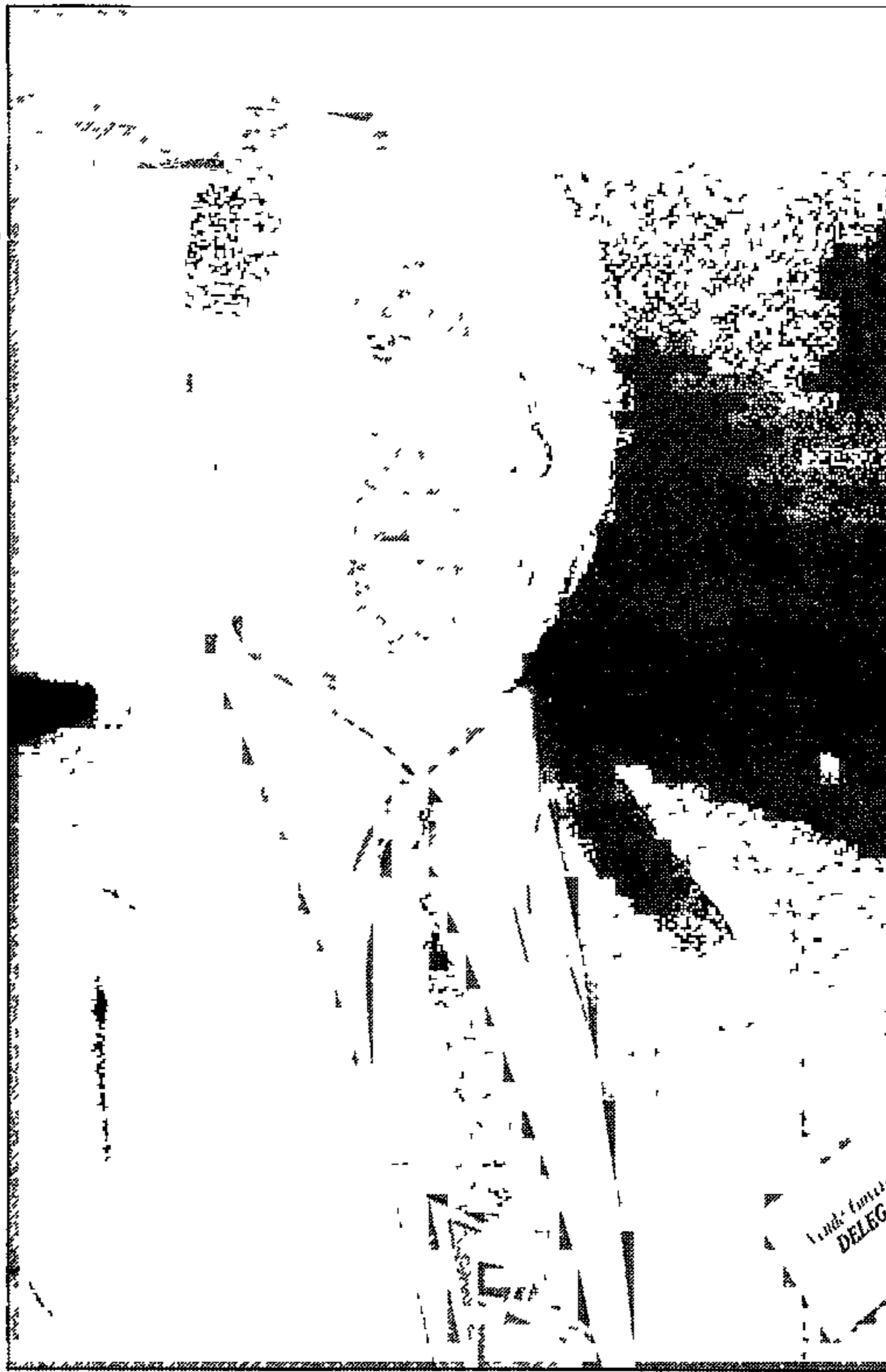


P. S. - GOVT. GENERAL

1998

Public servants to resign from Cosatu over pensions



FORMER VENDA'S RULER . . . Brigadier Gabriel Ramushwana privatised the pension fund in 1992

By HANGWANI MULAUDZI

PUBLIC SERVANTS in the former Venda, Northern Province, and members of Daba-Lo-Rivhuwa Pension Crisis Forum opted to resign from the Congress of South African Trade Unions (Cosatu) after they felt "betrayed" by it

Their resignation follows protracted negotiations where Cosatu agreed with the provincial government that their privatised pension fund be amalgamated with the national pension fund

About 20 000 former homeland public servants want their pension fund to be surrendered to them by the provincial government

The pension fund was privatised in 1992 by the then military ruler, Brigadier Gabriel Ramushwana, and amalgamated with the national fund after the elections

Now the workers are demanding that the privatised funds be paid out to them

It is alleged that senior officials of the former military regime became millionaires while workers were paid only a portion of the fund

Forum chairman Tshifhiwa Makhale said the workers decided to resign from Cosatu because they felt betrayed

"Our monies must be surrendered because we are the rightful beneficiaries and Cosatu is not representing our interests," said Makhale

Makhale said the workers had agreed to a stayaway to force the provincial government to release

the funds

"All essential services and health workers should join the stayaway. All critical patients should be transferred to nearby unaffected hospitals

"Only ambulance drivers and workers repairing water pipes will be allowed to continue with their duties," said Makhale

Makhale said workers had also decided that regional directors who had been instructed to report workers who stayed away, should not be allowed to operate in Thohoyandou

Cosatu secretary general Meshack Sihlangu said he believed the threats were unfounded and the members would remain in the union

"The forum has been instrumental in calling a stayaway but our members never heeded the call," said Sihlangu

He said everyone had the democratic right to choose a "home" and Cosatu would not stand in the way of those who wanted to resign.

Government spokesperson Kenny Mathivha said this week he had received reports of the stayaway but believed that only a few were participating

"All those participating in the illegal strike will not get their salaries at the end of January," warned Mathivha

He said the government viewed the matter in a serious light, and that this should serve as a warning to those participating in the stayaway that drastic measures would be taken against them

(250) (NISA)

CP 4/11/98

Govt departments see major restructuring

Robyn Chalmers

WIDE-ranging restructuring exercises, including the establishment of new policy units and directorates, have been implemented at the communications and public enterprises departments.

Public Enterprises Minister Stella Sigcau said the department as well as the ministry started off in a "seriously weak position" in terms of adequate and appropriate skills.

She said negotiations had been undertaken between the public enterprises and the public service and administration ministries for new posts.

This had contributed to improved performances but she acknowledged that most of the staff within the department and ministry were new. "We are satisfied with the performance under difficult conditions," she said.

A number of new directorates within the public enterprises department had been established, including a chief directorate for analysis, restructuring and support services and a directorate for business performance.

Directorates for reconstruction and development matters and public enterprises and management services had been established.

Sigcau said recently out of the five directorates, three were headed by blacks and two by white people. There was representativity but the key issue was to have the right qualifications.

The objectives of the

department were to maximise the contribution of public enterprises to the national economy as well as to improve and ensure accountability in the stewardship of those resources entrusted to the department.

Communications department director-general Andile Ngcaba said the organisation had changed its name from the post, telecommunications and broadcasting department and had been transformed into three units: telecommunications policy, postal policy and broadcasting policy.

Ngcaba said goals that had been set included achieving high quality universal service at affordable costs and developing human resources.

National policies should foster the development of advanced telecommunications infrastructure and service as well as the optimum application of technology.

BD 9/11/98 (250)

Reckless Gauteng civil servants run up R4-m annual repair bill for taxpayers to meet

Six-porray-a-day cowboys

Star 10/11/98 (250)

Civil servants in Gauteng crashed more than six government vehicles every day during the past financial year, costing a shocking R4-million in repairs.

Reckless driving and a general disregard for the province's property has left a crash tally of 2 329 vehicles during the 12-month period.

Officials say negligent driving by government officials was a primary cause of the accidents. They accused officials of a total disregard for state property.

"The accident rate shows a lack of driving skills and is also because the vehicles are not their private property," said one official.

A *Saturday Star* investigation has revealed that Gauteng is not the only province with problems. Five other provinces each crash an average of more than one vehicle a day.

Only the Northern Cape, Northern Province and North West Province remain below the "crash-a-day" trend. Figures for KwaZulu Natal were not available.

Provincial garages are, however, plagued by more than just reckless driving.



Embattled officials at the various government garages admit to being frustrated and disillusioned at widespread waves of corruption and abuse of state vehicles, writes Jacquie Reeves

Officials at various provincial garages this week admitted to being frustrated and disillusioned as they battle a wave of corruption and general abuse of state vehicles.

The problem has reached such serious levels that the national Transport Department has stepped in to try to find solutions.

Last week the department issued a tender for a pilot project, which will see 6 000 vehicles being handed to the private sector for management.

Transport Department official Mark Ashwood said five national departments have been earmarked for the project in terms of which fleet management companies will take control of the vehicles away from the provinces.

The private contractors will take full responsibility for their acquisition, control and maintenance.

"We have recognised the fact that the current system is simply not working. The overall costs are massive, misuse of vehicles is rife and the abuse of the system occurs everywhere," Ashwood said.

Already more than 90% of state vehicle repairs are handled by private contractors, but the latest proposal would see all controls being taken from the government garages.

One of the first provinces to lift the lid on the complex web of corruption at provincial garages was Mpumalanga, which uncovered the abuse through the investigations of an expert team of auditors. The team, appointed by the province's transport MEC Jackson Mthembu, submitted its report at the end of last year and will begin implementing its "10-point plan" for Mpumalanga next week.

Team director Henrie Huyser said the widespread abuse of petrol credit cards by civil servants is one of the key problems Mpumalanga, for example, spends almost R2-million on fuel a month for the 4 000 vehicles the government uses. Officials frequently "overfill" the vehicles and use the remainder of the fuel in their private vehicles.

TO PAGE 2

Cowboys

Star 10/11/98

For example, a 60-litre vehicle would be "filled up" with 80 litres of fuel, with the extra 20 litres going into a canister to be decanted into the private vehicle at a later stage.

Officials have also been found buying large quantities of food and beverages at garage shops, as well as valet services for their private vehicles, with the government petrol cards.

The frequent use of government vehicles by officials on private business is another problem. Huyser was, however, quick to point out that this phenomenon is not limited only to Mpumalanga. "We recognised this problem and investigated it but this is happening all over the country."

Jerry Makokoana, director of fleet management and finance in Northern Province, agreed that corruption at government garages was a national problem. Both Makokoana and Huyser's provinces have won some small victories against corrupt officials by installing radical controls.

In Northern Province, officials caught driving state vehicles without the necessary authorisation are fined R200, and the vehicle is impounded.

In Mpumalanga, officials are not allowed access to state vehicles between Thursday evenings and Monday mornings, and face a R300 fine and having the vehicle impounded.

Gauteng Transport MEC Paul Mashatile told the *Saturday Star* tight controls over Gauteng's fleet were difficult to implement because each department was responsible for its own vehicles.

In an attempt to tighten controls and reduce costs, his department last year appointed consultants to review management of the provincial fleet. Their report is expected next month.

Mashatile said logbooks are meant to be maintained and supervised by managers in the individual departments. In cases of accidents, drivers found to have been negligent are held accountable for the repair costs.

TO PAGE 2

Cape murder suspect had been let out on bail

BY GYNNIS UNDERHILL

The man who police suspect was involved in the brutal killing of Gauteng businessman Marliese van der Merwe in Cape Town this week was out on bail after being charged with another hijacking.

Police revealed yesterday how they fought tooth and nail to oppose bail for Dawood Dastagir on the initial charge.

Their worst fears were realised when Dastagir, a suspected member of a notorious Cape Flats gang, was implicated in the murderous hijacking spree this week after he had been granted bail on appeal. Dastagir was shot dead by police on Thursday night as they hunted down the hijacking gang which sparked the reign of terror.

A critically wounded Dastagir was declared brain dead by doctors after Thursday night's shooting and died in Paarl hospital yesterday.

He had been arrested in connection with the hijacking of a truck containing a R1,8-million consignment of tyres in Epping last year, but he was granted bail a month ago.

The driver of the truck was abducted and forced to drive at gunpoint while his passenger was tied to a tree.

Ruling overturned

The investigating police officer fought hard to oppose bail for Dastagir twice in the magistrate's court before the appeal court overturned the ruling. The hijacking gang he was later alleged to have joined was being sought in connection with the horrific murders of Van der Merwe and her American friend Edward Kaim and Somerset West couple Mike and Magdalene Knott.

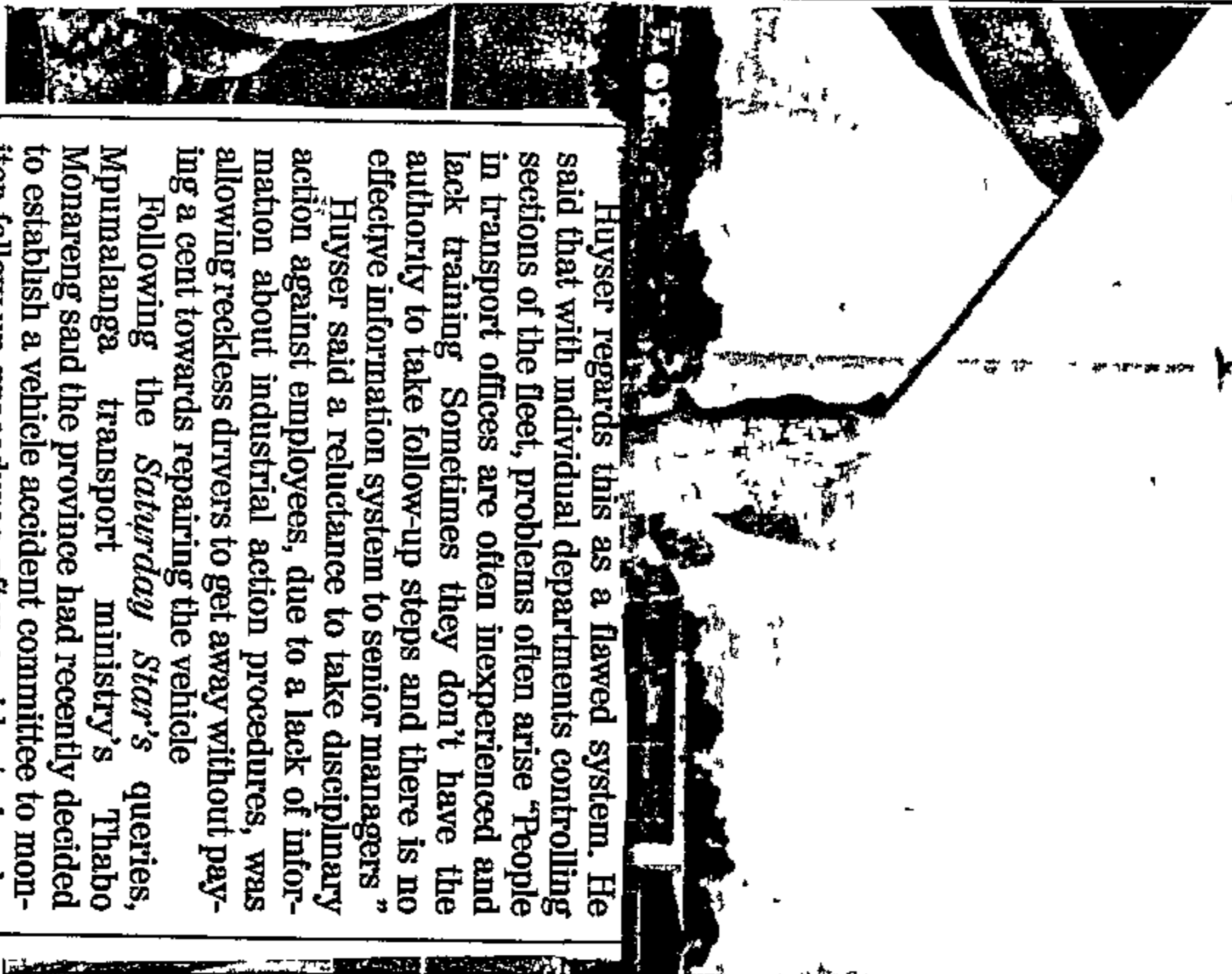
The men were also wanted in connection with the abduction of Stellenbosch pastor Andres Manders and his 10-year-old son this week.

Police smashed the gang of hijackers and killed one suspect while wounding Dastagir.

The other three members of the gang are under arrest and are expected to appear in court on Monday. The five men are believed to belong to a Cape Flats gang, but police have asked the *Saturday Star* not to disclose its name.

Seven of the luxury vehicles stolen were sold for as little as R5 000 to members of a national car theft syndicate operating from Reservoir Hills in Durban.

TO PAGE 2



thri

SA
to
shed
few
feet
the
Don-
four
vvn



the boy.

replied: "Yes, I have. Have you seen" "it is not causing any mischief on

Crash-a-day civil servants cost the taxpayer millions

ARG 10/11/98

(250)

JACQUI REEVES

Civil servants in Gauteng crashed more than six government vehicles every day during the past financial year, costing the taxpayer a shocking R4-million in repairs.

Reckless driving and a general disregard for the province's property has left a crash tally of 2 329 vehicles during the 12-month period

An investigation has revealed that five provinces crash an average of more than one vehicle every day.

Only the Northern Cape, Northern Province and North West Province remain below the "crash-a-day" trend. Figures for KwaZulu Natal were not available

Provincial garages are, however, plagued by more than just reckless driving.

Officials at provincial garages this week admitted to being frustrated and disillusioned as they battled a wave of corruption and general abuse of state vehicles

The problem has reached such

serious levels that the national transport department has stepped in to try to resolve the issue.

Last week the department issued a tender for a pilot project which could see 6 000 Government vehicles being handed to the private sector for management.

A transport department official, Mark Ashwood, said five national departments had been earmarked for the project, in terms of which fleet management companies would take control of the vehicles away from the provinces.

The private contractors would take full responsibility for the acquisition, control and maintenance of the vehicles.

"We have recognised the fact that the current system is simply not working. The overall costs are massive, misuse of vehicles is rife and the abuse of the system occurs everywhere," Mr Ashwood said.

More than 90% of state vehicle repairs are handled by private contractors, but the latest proposal would see all controls being taken from Government garages

One of the first provinces to lift the lid on the complex web of corruption at provincial garages was Mpumalanga, which uncovered the abuse through the investigations of a team of auditors.

The team, appointed by the province's transport MEC, Jackson Mthembu, submitted its report at the end of last year and will begin to implement a "10-point plan" for Mpumalanga next week.

Team director Hennie Huyser, said the widespread abuse of petrol credit cards by civil servants was one of the key problems.

Officials frequently "over-fill" the vehicles and use the remainder of the fuel in their private vehicles. For example, a 60-litre vehicle would be "filled up" with 80 litres of fuel, with the extra 20 litres going into a canister to be decanted into the private vehicle later.

Officials have also been found buying large quantities of food and beverages at garage shops as well as valet services for their private

To page 2

Millions wasted by misuse of State cars and civil servants' crash-a-day trend

(250)

ARG 10/11/98

From page 1

vehicles with the Government petrol card.

The frequent use of Government vehicles by officials on private business is another problem. "Officials take a car on Friday and fill it up. They are then supposed to go home in it and park it until the Monday when they come back to work. But over the weekend they drive the vehicle and refill it on the Monday," Mr Huyser said.

He said hidden costs such as mileage and fuel that could not be recovered were costing the province heavily.

Mr Huyser was, however, quick to point out that this phenomenon was not limited to Mpumalanga.

"We recognised this problem

and investigated it, but this is happening all over the country," he said.

Jerry Makokoana, the director of fleet management and finance in the Northern Province, agreed that corruption at Government garages was a national problem.

"We inherited a very different corporate culture from the various homeland administrations, but this is happening nationally, which is why this national intervention is required," he said.

During the past financial year Mpumalanga had paid more than R770 000 for repairs.

In the following 10 months that figure rocketed to R1,1 million.

These figures exclude cases where the vehicle was "written off".

Mpumalanga moves to foil misuse and abuse of official cars

By HOPWELL RADEBE
Political Staff

The Mpumalanga transport department wants to install electronic equipment on government cars in a bid to stop corrupt officials from misusing them.

Transport MEC Jackson Mthembu said yesterday most civil servants who were responsible for crashing or abusing government vehicles, costing millions in repairs, often

drove these vehicles without permission.

"We want to monitor how they were being driven, the kilometres they travelled and the areas they visited," he said.

Reckless driving and general disregard for the province's property had cost Mpumalanga more than R770 000 in repairs in the financial year up to March 1997. In the following 10 months that figure rocketed to R1,1-million.

These figures excluded some

cases where vehicles were written off as beyond repair.

In Gauteng, civil servants crashed more than six government vehicles every day during the past financial year, costing R4-million in repairs. There was a crash tally of 2 329 vehicles during the 12-month period.

Mthembu said Transport Minister Mac Maharaj and transport MECs were treating the matter seriously because of the financial implications.

Misuse of cars was "draining provincial and national resources".

"With the help of police, we have been impounding cars taken without permits and are then charging the corrupt officials," Mthembu said.

"We always demand a letter from MECs before releasing impounded cars to ensure they are aware of these cases and that they reprimand their officials.

"Unfortunately, our success

is limited, because, despite introducing all sort of rules to monitor the government fleet, my department is unable to effectively manage cars in other departments."

He said the level of abuse of petrol cards was also worrying as officials frequently "over-filled" the vehicles and used the remainder of the fuel in their private vehicles.

The technical device to be installed would also serve to thwart the theft of petrol

SPW 12/11/98

200 workers will not be rehired

CT (PR) 13/11/98 (250)

FRANK NXUMALO

LABOUR CORRESPONDENT

Johannesburg — The Southern Metropolitan Substructure (SMSS) of Johannesburg was standing by its decision not to employ about 200 municipal service workers who were dismissed last week after their private-sector employer, Wykom Waste, lost a lucrative local government contract, Tony Michler, SMSS's executive waste manager, said yesterday

Michler said the council could not renew the Wykom contract as it was too costly "We terminated the Wykom contract," he said "It was not favourable to the council as it cost us R21 million in six months Our new contract costs about R12 million, a saving of more than R8 million"

Michler said although the SMSS had struck an agreement with the South African Municipal Workers' Union to renew the contracts of council employees whose contracts had expired last week, the council would continue to apply strict cost-cutting measures

"People must realise that they cannot just make unreasonable demands," he said "In view of the council's cash flow problems, the council must take every step possible to save money and this what we have just done"

Meanwhile, the Federation of Unions of South Africa (Fedusa), welcomed the South African Independent and Allied Workers Union (SAIAWU) as its newest affiliate

Chez Milani, Fedusa's general secretary, said SAIAWU, with a

paid-up membership of about 5 000 predominately organised farm workers, was growing rapidly

He said individual subscription fees were R15 a month

"They are a dynamic group of people," Milani said "We are very excited to have them, they are the first agricultural union to join Fedusa Apart from organising within the agricultural sector, this affiliate will also be providing its members with various upliftment programmes in conjunction with Fedusa, such as first-aid training and adult basic education"

Milani shared the view of Siphso Mkhwebane, SAIAWU's general secretary, that "farm workers are largely unorganised and extremely vulnerable, and therefore need to be unionised"

Talks on cheaper retrenchments kick off

David Greybe

CAPE TOWN — The public service department and trade unions had begun exploratory talks on government's desire to introduce cheaper retrenchments in the public service, union sources said yesterday.

A public service team led by deputy director-general Neva Makgetla on Monday met a Federation of Unions of SA (Fedusa) delegation which included the Public Servants' Association. Later this week Makgetla is

scheduled to meet a Congress of SA Trade Unions delegation. Makgetla said the meetings with the unions "is an attempt to explore where we enjoy common ground and where we still have big differences".

Makgetla stressed yesterday that at this stage the department was operating without a formal government mandate.

However, the cabinet is expected to give the go-ahead for cheaper retrenchments soon, after a cabinet subcommittee approved "more affordable" public service

retrenchment proposals based on private sector norms. Government envisages offering employees targeted for retrenchment a package equivalent to between six months' and a year's salary, plus pension benefits and a social plan.

The existing retrenchment scheme, suspended in July 1996 because it was too costly, offered four to five years' salary.

Government has come under increasing pressure to win the backing of the unions for a more affordable retrenchment package, after conceding that the its volun-

tary severance programme failed.

Public Servants' Association GM Casper van Rensburg said yesterday that organised labour still had "great concerns" about government's desire for cheaper retrenchments.

Fedusa wanted government to offer public servants in areas where retrenchments were desired improved voluntary severance packages by identified occupation. Van Rensburg said government should also place a moratorium on new appointments from outside the public service in

the occupational groupings where retrenchments were required.

He said that the biggest problem was that the bulk of the estimated 40 000 public servants targeted for retrenchment came from the lower echelons in the public service.

Fedusa doubted whether the envisaged plan would financially benefit retrenched workers in the long term or help them to find other employment. It welcomed the talks, but said the parties would also have to consider measures to prevent retrenchments.

BD 14/1/98

(250)

Tenders to (250) manage govt vehicles sought

BD 14/1/98
Robyn Chalmers

THE transport department is seeking bids from the private sector to manage more than 6 000 government vehicles.

The move is a first step in revitalising government garages, whose operating costs total about R1bn a year.

Transport Minister Mac Maharaj said yesterday the departments of health, labour, transport, correctional services and water affairs and forestry would go the outsourcing route as part of a pilot project.

"If the pilot project is a success, we will see how it can be replicated. I envisage all the national government departments participating and some provincial departments as well ... but this will depend on the provinces."

The government garages employ 3 000 staff who oversee a fleet of 36 000 vehicles, of which 10 000 belong to central government. This excludes the fleets of the SA Police Service and the SA National Defence Force.

The annual fuel bill amounted to R390m, with maintenance swallowing R227m and capital replacement costing R150m. The total cost to government was estimated at R1bn a year.

Maharaj said government had inherited an inefficient system which was open to abuse, and it was generally agreed that radical reform was needed.

It had been decided that the five national departments would assess their needs, which would form the basis for judging private sector bids. "We need the departments to be treated as customers who need a service. A pricing mechanism will be worked out carefully to meet these needs."

The ultimate aim was that national government would not own any vehicles, but the way to achieve this would be negotiated.

Transport department deputy director Mark Ashworth said it was unlikely that a single local entity would be able to provide the full service. It was expected that consortiums would be formed to bid for the contract. International bids would be accepted.

Analysts said candidates to bid for

Continued on Page 2

Vehicles (250)

Continued from Page 1
BD 14/1/98

the contract could include Avis, Imperial and Contact Lease Management, but they could also link up with black empowerment entities.

Bidders would be required to manage, run and, in some cases, buy government department vehicles. It was expected that the fleet on tender,

which consisted of 70% cars and 30% trucks, would be downscaled, Ashworth said.

Tender documents included a pre-qualification questionnaire, primarily to ascertain the financial and technical background of tendering organisations or consortiums. The deadline for submission of tenders was February 13, after which a short list would be issued.

Ashworth said it was envisaged that a decision on the successful bidder would be announced in March.

Public servants 'will lose jobs'

CHRIS BATEMAN

~~AD#~~ CT 14/1198 (250)

THE retrenchment of public servants was a fast approaching reality after the dismal failure of the government's "idealistic" downsizing programme — and promises of improved salaries and conditions of service had proved to be hollow. This was said yesterday by Mr Casper van Rensburg, head of the country's largest public sector union, the Public Servants Association.

Van Rensburg added that the R6,5 billion voted for improvement of salaries and conditions of service was touted by the government as set to grow to R11,4bn per financial year through the proposed massive right-sizing.

However, provincial autonomy and a disparity between what national departments actually did and what Public Service Minister Dr Zola Skweyiya had idealistically proposed meant the current reality was "light years away" from the promises.

Instead of R6,5bn growing to R11,4bn, government savings for the 12 months from July last year to this year were now projected at a mere R328 million.

"To put it mildly we were amazed — with hindsight I'd say they (central government) exploited salary negotiations by talking of right-sizing the public service without proper consideration of the effectiveness of their measures," Van Rensburg said yesterday.

One consequence of Pretoria being unable to enforce downsizing measures on provinces and departments and the subsequent filling of Voluntary Retrenchment Package (VSP) posts instead of abolishing them was that Pretoria would soon be compelled to "seriously consider" retrenchments. With the current rate of decline this option would stare Pretoria in the face shortly before the 1999 elections, Van Rensburg said.

The negative political impact on political office-bearers — especially in the provinces — of implementing national downsizing policy in what had to be a "strong-handed" manner further retarded any chance of eventual success.

"The VSP meant the outgoing persons — as it turned out the most skilled and valuable ones — were excluded from future public service employment.

"This spooked a lot of lower level staffers — the very ones they had intended getting out, and these people have now hung in for dear life," Van Rensburg added.

● Van Rensburg was speaking just a day after a bid for early retirement by the top echelon of Western Cape detectives was thwarted by Police Commissioner George Fivaz because they were "too valuable".

Josey Ballenger

Union protest dismissed as lost cause

(270)

BD 15/1/98

ATTEMPTS by the National Civil Service Organisation (Nacso) to secure payments from a provident fund run by the former Bophuthatwana government were a "lost cause", government and union sources said yesterday.

Nacso, which represents about 1 500 nurses, administrative staff, paramedics and other health workers in North West, has been picketing Mabopane's Odi Hospital since the beginning of the week.

Nacso national organiser Sam Voikanyo said the organ-

isation was protesting against the lack of payouts from the fund. The organisation also objected to other "ineffective and inefficient" aspects of the provincial health department.

Voikanyo said union representatives would meet provincial health department officials tomorrow. Department spokesman Nomvulelo Legaledi said the meeting would be attended by health MEC Paul Sefularo.

Voikanyo said members planned to stage a march next week to the Mabopane provincial commission office "to send a signal to the whole provincial administration", regardless of tomorrow's outcome.

Other unions and government sources said Nacso was "fighting a losing battle" in trying to gain access to funds from the former Bophuthatwana provident fund as it had been incorporated into the Government Employees' Fund which came into ef-

fect in 1996. Workers could not receive payouts unless they retired or were laid off.

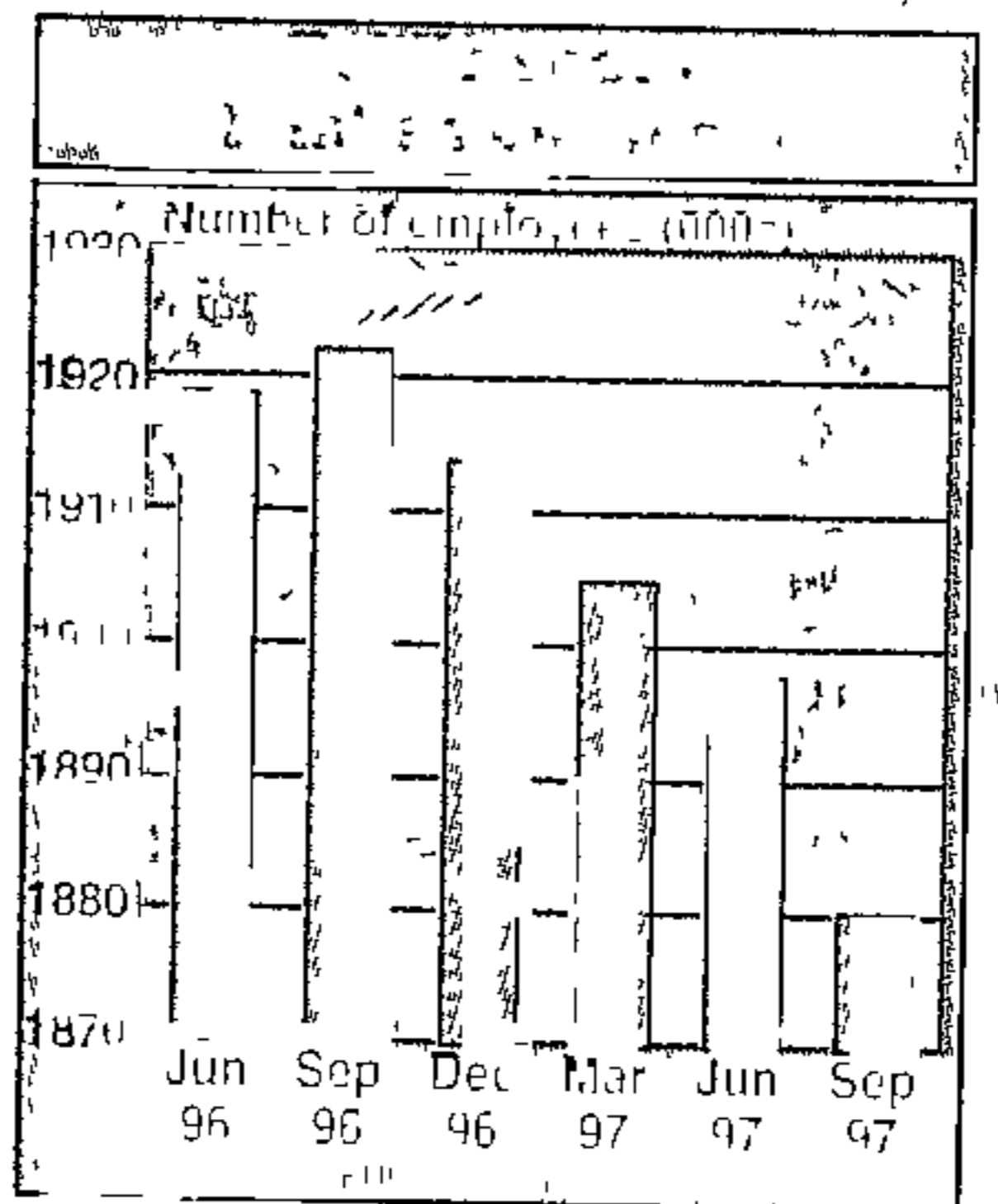
An exception would "constitute an unfair labour practice", said Oupa Makhura, the provincial secretary of the National Education, Health and Allied Workers' Union (Nehawu), which has not joined the protest.

Public Servants' Association GM Casper van Rensburg said there was "no provision under the Government Em-

ployees Fund Act for any workers to receive compensation until they retired.

Nacso's Voikanyo said the union also objected to government's slow progress in educating, training and promoting staff nurses to become professional nurses and to the placing of a moratorium on voluntary severance packages and appointments.

Sapa reports that Nacso workers at Jubilee Hospital as well as at 22 satellite health clinics in the Harmanstraal area will decide today whether to join their Mabopane colleagues in their protest.



Downturn in public sector employment

Greta Steyn

BD 28/1/98 (250)

THE declining trend in public sector employment augured well for government's efforts to control consumption spending, economists said yesterday.

They were commenting on Central Statistical Service (CSS) figures released this week, which showed there had been a decline of more than 41 000 in the number of people employed in the public service between September 1996 and the same month last year.

Central government had cut staff numbers by more than 9 800 people, with the quarterly decline in September amounting to 2 405 employees.

Data from all the provinces were not yet available, but CSS estimates suggested there had been a decline there.

Local authorities had broken the trend of growing staff numbers in the September quarter, with a decline of 4 600 jobs over the three-month period.

Sanlam economist Jonathan Stewart said the dip in public sector employment would help contain government consumption spending, which had been growing at a "tremendous" pace. Bureau for Economic Research economist Pieter Laubscher said an encouraging picture was emerging on public sector employment. "Government is under pressure to reduce consumption spending and the figures are a signal that it is working hard to achieve that."

White probe may not finish on schedule

BD 2/2/98

(250)

David Greybe

CAPE TOWN — With some staff leaving and 18 000 individual cases outstanding, a question mark hangs over whether the White commission into irregular promotions of public servants before and after the 1994 election will complete its work on schedule.

The commission had originally intended completing its investigation into more than 26 000 cases by end-March, but commission chairman Judge Cohn White said at the end of last year that end-June was more realistic.

However, in its latest update released at the weekend, the commission revealed that the number of outstanding cases — 18 000 — had not been reduced in the past four months. The main reason was that a new batch of complaints about public service promotions between April 1993 and September 1994 — the period under investigation — had been received.

Commission administration head Pam Barnes said at the weekend that the commission had held 107 hearings.

A total of 4 222 promotions in the public service had been found to be irregular and 1 761 regular.

Barnes said the commission had postponed its findings in the case of 477 public servants and

had not issued an order in another 127 cases because of death or the fact that the commission had been unable to trace individuals.

The commission was finalising another 1 874 cases, while 25 102 cases had been dealt with elsewhere or withdrawn.

The overwhelming bulk of irregularities had taken place in the former homelands.

Barnes said "some" of the commission's staff would be completing their term of office at the end of March.

"We will retain two commissioners (including Judge White) and five investigating officers, together with most of the (four) administrative/cleaning staff."

The parliamentary public service portfolio committee agreed at the end of October last year, after public hearings, that the irregular promotions of public servants in the period under investigation had to be reversed immediately.

Committee chairman Salie Manie proposed at the time that the committee consider a reduction in the money owed by public servants who were irregularly promoted, possibly by "capping" the period to be repaid at between two and four years.

The commission "conservatively" estimated the cost of the overpayments to at least R350m.

Axe to public service coming

Star 6/2/98 (250)

Opening Parliament, President Mandela warns of major staff cuts in government, urges all citizens to join war against crime

By JOVIAL RANTAO
Cape Town

President Mandela has warned of major staff cuts in the public service, called for a moral regeneration and community involvement in the fight against crime and said the ANC had succeeded in improving the lives of the poor.

In his penultimate opening-of-Parliament speech, Mandela said the Government would stick to its target to reduce public debt and because it could not cut down on social services, the State had to cut its spending on personnel.

"If we should not and cannot cut down on houses and clinics being built, on the supply of water, on improving the quality of education including the building and equipping of schools, on improving policing and so on, then we have to cut somewhere."

"There has been some reduction of staff in certain departments and provinces. But

not nearly enough. Put in simple terms, we need to cut on personnel.

"I'm confident that all of us, and the trade union movement in particular, will agree that apartheid South Africa was over-governed and over-supervised. The size of the public service has nothing to do with public service.

"We shall need to start comprehensive discussions with the unions on retrenchments in accordance with the provisions of our labour laws. The negotiations will need to take into account the principle that shedding jobs in the public service does not necessarily translate into worsening the problem of unemployment," Mandela said.

He said retrenchment packages would include capital and tender obligations that could help expand the job market, especially in rural areas.

The president lamented that even as hundreds of thousands of jobs had been created through public works pro-

grammes, municipal infrastructure and investment promotion programmes, the economy continued to shed too many jobs.

On the positive side he said there had been a marked decline in serious crimes such as murder, robbery, taxi violence and car-hijacking.

Mandela said the Government was on track in addressing the problems in the education sector but described as "inexcusable and unacceptable" the delays in the supply of textbooks which derived from poor management, shoddy tendering deals and the non-existence and malfunctioning of many school governing bodies.

He added the Government would deal with fraud and corruption in the civil service "methodically and with ruthless determination".

The Government would look for resources in the coming financial year to increase old age pensions and eliminate fraud in the system.

Slashing bureaucracy could save over R2-bn

HUGH ROBERTSON AND ALIDE DASNOIS

The huge public-sector job cuts mentioned by President Mandela in Parliament yesterday could save the Government more than R2-billion.

In an interview before the opening of Parliament Trevor Manuel, Finance Minister, said R2-billion could be slashed from the R74-billion public-sector payroll

"The public service is simply too large," he said

"We will have to address this problem this year. We can't cut housing and education spending just to keep a

huge public service employed"

Mr Manuel said its size was one of the legacies of apartheid

"We may be spending up to R2-billion on people who are additional to the system," he said. Most of these people were probably on provincial payrolls

"The question is whether Government is only an employer," the minister said. "We employ 1,2-million people, which means that six million South Africans depend on national and provincial government for a living

"But we also have to deliver quality services"

ARC 712198

Jobs on the line in the great cutback

Government is not an employment agency, warns Mandela (250)

CYRIL MADLALA
Parliamentary correspondent

5/8/98

PLANS by the government to cut the bloated public service will be spelt out when the Presidential Review Commission presents its recommendations to President Nelson Mandela at the end of next month.

Opening Parliament on Friday, Mandela said the government would deal with the matter "without equivocation" and warned public servants and trade unions that the government was not "an employment agency".

The commission's recommendations, kept under wraps ahead of sensitive negotiations with trade unions, are expected to be in line with the government's previously stated goal to shed about 300 000 out of 1,2 million employees.

Mandela said "These negotiations will need to take into account the principle that shedding jobs in the public service does not necessarily have to translate into worsening the problem of unemployment."

Public service departments and provinces would be required to work out proposals that would help expand the job market using the retrenchment packages

Finance Minister Trevor Manuel said talks with the unions would be initiated within the next two weeks.

While welcoming the President's commitment to cut the public service, DP leader Tony Leon warned that this promise had been made before.

Instead, he said, the government had added at least 100 000 public servants to the already bloated and inefficient apartheid public service.

As part of pro-active measures to improve governance, Mandela announced that his office would start drafting legislation on ethics in government, including a statutory code of conduct which would apply to members of the executive at national and provincial levels.

He said measures had been taken to eliminate corruption, and many fraudsters in the government machinery had been exposed. But, he admitted, "we still have a long way to go to solve this problem."

He accused some public servants of not having the spirit of public service, and of having attitudes bordering on criminal.

"Through co-operation between national and provincial governments, we shall ensure these problems are dealt with methodically and with a ruthless determination," he said.

Restating the government's commitment to job creation, Mandela said this year's jobs summit would perhaps be the most important event since 1994's democratic election.

"By the time of this summit, we hope a real partnership will have emerged among government, business and labour to tackle this critical task," Mandela said.

Already achieved, he said, were sound economic fundamentals, a declining inflation rate, incentives that have attracted over R7-billion in investments, about 400 projects related to spatial development initiatives which have attracted R77-billion worth of investments, rising productivity and increased exports.

The economy, however, continued to shed too many jobs, partly because the rate of investment by South Africans was not

enough. "The rate of growth of productive private investments has not been impressive," Mandela said.

His speech gave an indication of the ANC's approach to the upcoming election — highlighting what has been achieved and admitting where the government has fallen short.

He conceded that the target of one million houses in five years "may not be attained".

"What we need to examine closely is whether, after the delays in the launch of the housing programme in 1994, we have mustered the capacity to accelerate this programme. And the answer is yes," he said.

Opposition parties slammed Mandela's speech as an exaggeration of the government's successes while blaming others for the failures.

8/2/98

250



ON PARADE: Nelson Mandela, Thabo Mbeki and Zindzi Mandela at the opening of Parliament this week

Picture: TERRY SHEAN

CT 9/2/98. (250)

Public servants warn of industrial action

THE Public and Allied Workers Union of South Africa has threatened industrial action if public sector jobs are cut as President Nelson Mandela said in his opening of Parliament speech on Friday

"This shocking news will certainly agitate our members to embark on industrial action, which could have far-reaching influences on negotiations at the public

service bargaining council," the union said in a statement.

A three-year salary package for public servants signed in 1996 had provided for voluntary retrenchments. Thousands had applied for the retrenchment packages, but many had been turned down on the grounds that they were essential personnel, the union said — Parliamentary Bureau

Paranoia over jobs unfounded

CT 10/2/98

WHITE MALES in the public service need not fear becoming victims of transformation. **DONWALD PRESSLY** reports.

(176) (270)

WHITE males in South Africa may have developed a paranoia about being the victims of "transformation" and "affirmative action" especially in the light of President Mandela's announcement that the public service is to face cut-backs this year

But the reality is that the cut-backs will, in fact, affect white males very little — with the possible exceptions of the police and army. The lower-level ranks of the public service, staffed mainly by younger blacks, will face the brunt of the new rationalisation wave.

As the public service and administration portfolio committee began public hearings — under the leadership of ANC MP Salie Manie — on the white paper on affirmative action in the public service, a senior government source said that the figure of 300 000 being floated for impending cuts was inaccurate.

Responding to President Mandela's warning in his opening of Parliament speech last week that the public service would not be an employment agency, the source said that a figure of 60 000 for retrenchment was more realistic.

The view that whites — and white males — in particular would be the victims of both the retrenchment and affirmative action policies has been roundly dismissed by policymakers.

While the source objected to the term "oversupplied" departments, those provinces where homeland administrations were combined with old provincial administrations would be cut.

He mentioned the Eastern Cape and the Northern Province. Other provinces such as Gauteng and Western Cape also carried a high ratio of public servants compared to other provinces, taking into consideration demographic factors.

There are about 1,2 million state employees, 386 041 of whom are teachers at public colleges and schools. Uniformed staff in the police and correctional services amount to 138 090 while there are 49 926 uniformed personnel in the defence force.

The remainder, working in state departments in non-uniform positions in the police — pushing up the total number in the police service to 160 998 and the defence force to 94 136 — amounted to a total of 523 638. A further 237 045 were employed in local govern-

ment administration.

White males were no longer predominant in the public service, except in the uniformed branches of the defence force and police.

While black Africans made up just short of 68% of the entire public service — not far of the demographic percentages — whites make up just under 20%. But in the police service and correctional services, Africans only make up 55% of the staff. "So we are not talking about radical ridding of thousands of white people," said the source.

White males were likely to come under pressure in the defence force which has suffered regular budget cuts. Government's policy was to increase reverse the percentage of the budget spent on staff — running at 70% — and procurement — 30%.

Yesterday a range of trade unions and non-government organisations which appeared before the portfolio committee indicated that they had little opposition to the government's affirmative action plans being presented. The mainly coloured National Workers' Union's Mr Ronnie Johnson asked whether the policy would take in the interests of gays and lesbians.

At present the white paper mentions only blacks — including coloureds and Indians — women and the disabled as needing affirmation, through promotion and appointment.

Congress of SA Trade Unions representative Oupa Bodibe argued that a comprehensive employment equity programme should be geared towards

- Closing the wage gap
- Flattening hierarchies
- Ensuring accessibility of the workplace
- Developing careers through effective training and education
- Transformation of management practices and organisational culture
- Reviewing employment practices

The largely white Public Servants Association cautioned that affirmative action should "avoid the problem of viewing specific racial groupings as being disadvantaged. This approach is regarded as controversial and open for attack," said spokesperson Anton Lowrens.

The union, while not contesting the constitutional need for the public service to be representative of the South African people as a whole, argued that combining the two portrayed "a political interest in long term racial discrimination instead of objectivity towards achieving the constitutional requirements."

Public works to retrench 3 600 workers

Vuyo Mvoko

THE public works department was set to retrench 3 671 employees as part of an exercise that would reduce its annual salary bill by R77m, Public Works Minister Jeff Radebe announced yesterday.

Addressing a parliamentary briefing on his ministry's key programmes and challenges this year, Radebe said the retrenchments were being discussed with employees and that a strategy for ensuring implementation would be discussed with the relevant trade unions.

"I am aware of the uncertainties which are affecting those closely affected by these measures. I wish to assure you that I will be taking personal interest in ensuring that this process unfolds with due sensitivity and care," Radebe said.

However, Radebe's announcement

BD 10/2/98
came under attack from the National Education, Health and Allied Workers' Union (Nehawu), which described it as "disjointed and definitely premature".

Nehawu president Vusi Nhlapo criticised Radebe for "talking loosely about retrenchments", saying that he was "creating a lot of uncertainty among our members who support the government".

Nhlapo said Nehawu supported restructuring that would lead to "an improved, more efficient, user-friendly" public service. Rightsizing would have to be negotiated.

Nhlapo said there was a standing agreement between public service unions and government that there would be no employer-initiated retrenchments before 1999.

Nehawu would be "very resistant" to a restructuring driven by a need to reduce or service government debt.

Radebe said that "noncore functions

(250)
identified for immediate outsourcing were the cleaning services, horticulture, security and maintenance workshops. He said these would benefit the historically disadvantaged and emerging entrepreneurs.

A national assets register started by his department had "grown beyond expectations" — from 130 000 properties in 1996 to 214 834 in January 1998. The number included leasehold land parcels, miscellaneous buildings and official quarters.

The register had uncovered a number of uneconomical leases and discrepancies in the amounts paid against agreed lease conditions. The department had saved R24m in 1996/97 as a result of corrective action and further savings were expected.

Radebe said that a rationalisation of certain foreign missions had led to the selling of properties in the US, Russia and Brazil, which yielded R20,8m.

Less work at Public Works

Thousands to lose jobs as Government forges ahead with belt-tightening

(250) (25)

Star 10/2/98

By MARCO GRANELLI
Cape Town

The Department of Public Works is to shed thousands of jobs, reducing its staff component from about 9 000 to about 3 500

Public Works Minister Jeff Radebe said yesterday the staff cuts were in line with President Mandela's announcement during his opening of Parliament address on Friday that thousands of public servants were to be retrenched in a bid to cut government spending

This included helping those retrenched to set up their own businesses so as not to swell the ranks of SA's unemployed

Radebe said the reduction of posts from 9 000 to about 3 500 would mean the loss of 3 671 jobs because about 2 000 posts were vacant due to previous rationalisation and the public service moratorium on hiring

"One of the biggest expen-



Department to be transformed ... Minister Jeff Radebe

diture items on the budget are salaries. I think South Africa needs to do something about that (so that) we can use that money for upliftment programmes," Radebe said

As part of the process of encouraging those losing their

jobs to become entrepreneurs, the reduction in the department's salary bill by some R77-million a year would allow the department to outsource non-core functions

"As part of transformation it will outsource those activities which easily lend themselves to private-sector involvement. Functions identified for immediate outsourcing are cleaning services, horticulture, security, and maintenance workshops," he said

"We are not going to throw people into the street. We are going to have a programme to ensure we don't increase the unemployment rate. When this process is completed, South Africa will, I think, be a better place."

The minister said affirmative action would play a "very critical role" in the cutbacks but this did not mean only white staff would be targeted by the rationalisation.

"Our department is very

sensitive to affirmative action . so that element I'm sure is going to play a very critical role, particularly in coming up with a social plan for those affected who are not generally able to stand on their own"

A spokesman for the department said those affected by the cuts were from all levels in the department, from workers such as gardeners and cleaners to professionals such as quantity surveyors and architects

The cuts would affect personnel from headquarters in Pretoria to the six regional offices. Provincial public works staff would be dealt with in rationalisation programmes by the various provinces, the spokesman said

"They have also been given instructions to rationalise salaries. Some of the provinces are spending up to 97% of their budget on salaries. That doesn't leave much for service programmes."

7 000 POSTS ABOLISHED

'Public service is getting down to size'

250) CT 11/2/98



RIGHT-SIZING has led to a leaner, cost-effective public service. PHINDILE NGUBANE

THE Government's 55 000 "supernumary" public service personnel who draw salaries but have no clear job descriptions are to be targeted in the Department of Public Service and Administration's right-sizing and cost cutting drive

Minister of Public Services and Administration Mr Zola Skweyiya said yesterday staff-cutting measures being developed by the department's Project on Right-Sizing and Retrenchment Management were due to be tabled at the end of March. They would be finalised and implemented during the course of the year

The minister said right-sizing had been one of the key strategies used to achieve a leaner and more cost effective public service. In the 1997/98 financial year 6 998 funded vacancies were abolished, realising R323 million which was used for improving conditions of service of public servants. In the previous financial year, more than 18 000 vacancies were abolished, realising savings of R622m

"We will do this by helping them to participate in broader efforts to reconstruct our economy. This kind of social plan or programme is particularly crucial in the former homeland areas, which apartheid historically underdeveloped and where many redundant employees now live," he said

Plans for the right-sizing programme were announced by President Mandela at the opening of Parliament last week. Skweyiya says an employment policy framework within which issues of retrenchment, rooting out corruption and the ensuring of employment equity in the public service, was already in place.

He said a White Paper on Human Resources Management in the public service, which Mandela has said would take centre stage this year in the service, would be formally launched on Sunday and would create an enabling policy environment characterised by employment justice, cultural diversity and transparency

Among the proposals in the paper are the phased retirement age reduction from 65 to 60, and written employment contracts be issued to all public servants

On compulsory severance, the paper sets out principles requiring that

- Redeployment options be considered before implementing severance
- Selection criteria be focused on operational requirements
- There be fair financial compensation
- Severance arrangements includes assistance to make the transition from the public service.

Skweyiya said the need to cut personnel expenditure arose from the structure of employment and redundancy problems in the public service.

"As the (RDP) indicates, it is not possible to improve conditions for historically neglected communities exclusively by means of additional outlays. This is not a feasible or affordable possibility.

"As we direct resources to meet the needs of reconstruction and development, we must phase out unnecessary activities. Any other approach would lead to an unnecessary ballooning of expenditure, and slow down the redirection of our government, and undermine the efficiency of the public service."

Attempts to right-size the public service in 1996 through agreement to freeze employer-initiated retrenchments in return for unions' agreement to a voluntary severance package for redundant personnel to voluntarily leave the service had failed as personnel had not taken up the offer. Skweyiya, however, stressed that his department had to ensure that redundant personnel facing retrenchment had realistic options outside the public service

Although the minister would not divulge how the government planned to get jobs for all the public servants due to be retrenched, he said considerable effort and funds would be devoted to enable them to join in developmental efforts outside the public service

Proposals were being drawn up and discussions would be initiated with the unions on retrenchments

- A new 14-member Public Service Commission, expected to be appointed by President Mandela by April, replaces the existing national commission and the nine provincial service commissions

Retrenched public servants to be offered 'social plan'

David Greybe

DD 11/2/98

CAPE TOWN — Government would not abandon "to the streets" tens of thousands of low-income public servants earmarked for retrenchment this year, Public Service Minister Zola Skweyiya said yesterday.

Addressing a parliamentary briefing, Skweyiya said public servants would be offered a "social plan" on top of a retrenchment package, details of which would be disclosed to unions in formal negotiations starting early next month.

Informal talks between government and the unions began last month after a cabinet subcommittee gave the go-ahead for cheaper retrenchments and unions expressed reservations about government's intentions.

Government has come under growing pressure to secure the backing of the unions for a more affordable retrenchment package after it conceded that the voluntary severance scheme which replaced a costly retrenchment scheme had failed.

A government official familiar with the issues said the social plan was expected to cost the state "hundreds of millions of rands" because most of the redundant staff were considered unskilled and less skilled and could struggle to find new employment.

The social plan is expected to use expertise from departments such as labour and trade and industry and will include counselling and support in setting up business ventures.

Skweyiya declined to give a retrenchment figure, but announced there were about 55 000 "supernumerary" public servants — most of whom had to go because they lacked the skills to be redeployed.

Opening Parliament last week a tough-talking President Nelson Mandela said government was not an employment agency and would deal with the bloated public service "without equivocation".

Skweyiya said the challenge was to cut spending on personnel and negotiate retrenchment packages "in such a way so as not to worsen the problem of unemployment".

However, most of those to be earmarked for retrenchment were employed in the most "underdeveloped" provinces such as the Eastern Cape and Northern Province and, to a lesser extent, North West and KwaZulu-Natal.

The cabinet's mandating committee in December approved proposals for cheaper retrenchments in the public service based on private sector norms. Public servants targeted for retrenchment would probably be offered a package equivalent to between six months' and a year's salary plus pension benefits and a social plan, a government official said at the time.

The previous retrenchment scheme, which offered four to five years' salary, was suspended in July last year because it was too costly.

guilty of an offence only if he knew he was acting on inside information, either for himself or a client.

Retrenched public servants to be offered 'social plan'

David Greybe

DD 11/2/98

CAPE TOWN — Government would not abandon "to the streets" tens of thousands of low-income public servants earmarked for retrenchment this year, Public Service Minister Zola Skweyiya said yesterday.

Addressing a parliamentary briefing, Skweyiya said public servants would be offered a "social plan" on top of a retrenchment package, details of which would be disclosed to unions in formal negotiations starting early next month.

Informal talks between government and the unions began last month after a cabinet subcommittee gave the go-ahead for cheaper retrenchments and unions expressed reservations about government's intentions.

Government has come under growing pressure to secure the backing of the unions for a more affordable retrenchment package after it conceded that the voluntary severance scheme which replaced a costly retrenchment scheme had failed.

A government official familiar with the issues said the social plan was expected to cost the state "hundreds of millions of rands" because most of the redundant staff were considered unskilled and less skilled and could struggle to find new employment.

The social plan is expected to use expertise from departments such as labour and trade and industry and will include counselling and support in setting up business ventures.

Skweyiya declined to give a retrenchment figure, but announced there were about 55 000 "supernumerary" public servants — most of whom had to go because they lacked the skills to be redeployed.

Opening Parliament last week a tough-talking President Nelson Mandela said government was not an employment agency and would deal with the bloated public service "without equivocation".

Skweyiya said the challenge was to cut spending on personnel and negotiate retrenchment packages "in such a way so as not to worsen the problem of unemployment".

However, most of those to be earmarked for retrenchment were employed in the most "underdeveloped" provinces such as the Eastern Cape and Northern Province and, to a lesser extent, North West and KwaZulu-Natal.

The cabinet's mandating committee in December approved proposals for cheaper retrenchments in the public service based on private sector norms. Public servants targeted for retrenchment would probably be offered a package equivalent to between six months' and a year's salary plus pension benefits and a social plan, a government official said at the time.

The previous retrenchment scheme, which offered four to five years' salary, was suspended in July last year because it was too costly.

776 8
0.8
114 4
33 2
45 5

970 7

559 3

3 6

407 8

591 2

338 0

154 6

970 7

1 401

98 5

8 3

4 6

(19 4)

92 0

(20 5)

(2 3)

69.2

(111 8)

6 0

(28 7)

0 6

(133 9)

(64 7)

(7 9)

(56 8)

(64 7)

15 3

0.1

15 4

16 0

1 8

1.8

3 6

30 8

Public sector problem for Govt

Source: 11/2/98
Minister's worry is that
retrenched will swell the
ranks of the unemployed

(250)

By Ido Lekota

THE recent announcement by President Nelson Mandela that more people would lose their jobs in the public sector has thrown another challenge to the Government - that of ensuring that those retrenched do not swell the ranks of the unemployed

This is the view of Public Service and Administration Minister Zola Skweyiya. He was briefing the media in Cape Town on the challenges facing his ministry in ensuring that the public service was transformed into a leaner and more cost-effective organisation.

The main challenges, Skweyiya said, were

- To cut spending on personnel and to negotiate retrenchment packages in such a way that they do not worsen unemployment,

- To root out corruption, and,

- To ensure employment equity in the public service and to ensure the attainment of affirmative action targets

Skweyiya said what compounded the situation was the fact that retrenchments were likely to take place in the least developed provinces such as Northern Province, Northern Cape and KwaZulu-Natal where the public service was the largest source of employment.

As part of the solution, Skweyiya suggested that the Government must come up with a social plan to ensure the retrenched had a means of making a living.

Skweyiya admitted that the public service still employed a large number of 'superfluous staff'.

He said at least 55 000 public servants did not have real jobs. "I am talking of people hobbling around in offices."

However, he indicated that since the African National Congress government took over, the number of civil servants had declined, translating into massive savings.

For the 1997/98 financial year 6 998 vacancies were abolished, saving R323 million. The previous year 18 000 vacancies were abolished, saving R622 million.

Skweyiya announced that Mandela would appoint a new Public Service Commission in April. Its focus would be the eradication of malpractices, corruption and poor service.

State to negotiate with unions over excess staff

(270) Star 11/2/98

POLITICAL STAFF

Cape Town - The Government will unveil its programme to accommodate the 55 000 excess public servants whose jobs will be shed once it has negotiated with unions representing these workers.

Public Service and Administration Minister Zola Skweyiya said yesterday a rationalisation plan, to be unveiled next month, would show the way that would be taken in shedding the jobs, mostly in Kwa-Zulu Natal and the Eastern Cape.

Skweyiya said that while the Government wanted to avoid targets in shedding civil servant jobs, it had identified 55 000 personnel who could not be redeployed or retrenched. These employees were in government offices, being paid every month, but had nothing to do.

Skweyiya said the Government had been successful in trimming the bureaucracy. It

had dropped the retirement age from 65 years to 60; had shed 131 500 civil service jobs between 1995 and 1997; had abolished 25 000 funded vacancies in that time, and approved 48 000 voluntary severance packages.

Regarding retrenchments, the minister said his department would engage unions in its move to train affected civil servants and create employment opportunities outside government.

"We plan to devote considerable effort and funds to enable redundant employees to join in developmental efforts outside the public service. We will do this by helping them to access appropriate training and by helping them to participate in broadening efforts to reconstruct our economy."

"This kind of social plan or programme is particularly crucial in the former homelands."

Skweyiya said his department's right-sizing and retrenchment plan would be tabled at the end of March.

Swings and roundabouts of state jobs

By ESTELLE RANDALL

Thousands of the country's 1,13 million public sector workers could face retrenchment. But there is also a range of government programmes geared to creating thousands of mainly private sector jobs.

This emerged from government plans for 1998, presented in Parliament this week. Key job-creation programmes are in the departments of Trade and Industry, Public Works, and Environment and Tourism.

Common features of these programmes are that they target previously disadvantaged people and small, medium and micro enterprises (SMMEs), and foster partnership between the Government, business and local communities.

Minister of Trade and Industry Alec Erwin reported that economic development corridors - so-called spatial development initiatives (SDIs) - in Gauteng, KwaZulu Natal,

Eastern Cape and Western Cape had the potential to generate 100 000 jobs. There were already 390 projects in operation, capable of generating 61 000 jobs.

The Maputo SDI was launched in 1996, and the Fish River SDI in Eastern Cape, launched in November, saw investors commit R12-billion to projects with the potential to create 30 000 to 35 000 permanent jobs. Projects with values of R95-million were already in progress. This month saw the launch of the Western Cape's Saldanha Bay SDI.

In progress

On February 25, business, the Government and local communities will meet investors to offer specific projects.

The Lubombo agricultural/tourism SDI, involving Swaziland, KwaZulu Natal and Mozambique, gets under way in May. This SDI will include a pilot project involving SMMEs in cultural tourism.

Plans are also in progress to build the Trans-Africa Highway, linking Maputo on the east coast of Africa with Walvis Bay on the west coast, Erwin said.

But the Department of Trade and Industry is also involved in programmes to boost development of the SMME business sector.

Financing institutions established by the department expect to establish 893 businesses this year, provide 50 000 loans, through regional finance institutions, which will sustain 75 000 jobs, and provide another 1 800 credit guarantees and R270-million in loans, which will sustain 36 000 jobs.

Next month the department will table proposals to the Cabinet to establish a national empowerment fund. The fund will make it easier for poor, historically disadvantaged people to gain a foothold in the mainstream economy by enabling them to access unit trusts and so begin to develop the practice of

saving, as well as to access start-up finance, direct investment and shares.

The fund will also ensure that privatisation of state assets benefits the poor. The department also ensures the State Tender Board gives preference to locally manufactured goods, previously disadvantaged people and SMMEs.

Poverty

Between April and November last year, 30% of tenders went to previously disadvantaged people and SMMEs, while local manufacturers received 95% of tenders.

The Department of Public Works' job creation programmes are aimed mainly at alleviating poverty through the National Public Works Programme and the Community Based Public Works Programme, said Minister of Public Works Jeff Radebe.

Last year the programme spent about R221-million on 1 118 infra-

structural and basic service projects, generating 148 523 jobs and training 21 050 people.

Besides specific job creation projects, the Department of Public Works' affirmative procurement policy saw about 47% of tenders (1 619 out of 3 423), amounting to R400-million, go to previously disadvantaged people.

Its pilot roster system for marginalised professional companies in the building industry (engineers, architects and quantity surveyors) resulted in R123-million being awarded to such companies. This month the department will launch an emerging contractor development programme for emerging previously disadvantaged contractors.

Besides providing public works contracts, the programme will provide training and support, particularly around management skills.

Tourism, a growing sector of the South African economy, has already generated 550 000 sustainable jobs,

reported Pallo Jordan, Minister of Environmental Affairs and Tourism. "But we want to increase this to 860 000 by 2000. Overall we want to increase tourism's contribution to gross domestic product from its current 4,7% to 8%."

Tourism ventures

His department wanted to:

- Increase tourism foreign-exchange earnings at an average of 15% a year - from R13-billion a year to R23-billion
- Increase to 15% the number of tourism ventures owned and/or operated by disadvantaged people
- Increase tourism arrivals from abroad by an average of 17% a year (2,2 million arrivals), arrivals from the rest of Africa by 6% (4,8 million) and domestic holiday trips by 2,5%

Partnerships between the Government, the private sector and community groups would be utilised to achieve this growth, Jordan said.

200
Star 14/2/98

Probe finds 2 207 'ghost' workers

250
250
Bowman 17/12/98

By Ido Lekota

A LITANY of missing records, "ghost" employees and beneficiaries, as well as administrative bungling has resulted in the current financial crisis in the Eastern Cape.

Last week Finance Minister Mr Trevor Manuel revealed that the Eastern Cape would be one of the recipients of the R1,5 billion aimed at assisting provinces that had critical financial problems.

During yesterday's hearing a report from Eastern Cape Premier Makhenkisi Stofile revealed, among other things, that 33 officials of the department of public works received social grants while still earning salaries from the government.

The report also revealed that the provincial government had identified 2 207 "ghost" employees thus far, with the highest number - 735 - being in the Department of Public Works.

More "ghost" employees were expected to be identified in the department of education and the department of health where the "post-to-person" matching was still under way, the report said.

According to the report, the government's programme of voluntary severance packages (VSP) had failed because of the unreliable personnel data inherited from the previous administrations of the former Transkei and Ciskei.

The report revealed that 63 percent of the cases processed for VSP had incomplete leave records, 11 percent had no leave records and 26 percent had leave records that were unacceptable. This had led to a situation in which benefits had been calculated erroneously.

Drive to give public service a new competitive culture

CLIVE SAWYER

FUNDAMENTAL changes to ways of recruiting and managing people in the public service are proposed in a new government white paper

The changes, outlined in the final draft of the white paper on human resource management, will take a managerial revolution to achieve, says Dr Zola Skweyiya, the Minister for the Public Service and Administration

The white paper envisions a diverse, competent and well-managed work-force, capable of delivering high quality services

Skweyiya said the public service was over-centralised, excessively bureaucratic and rule-bound

Changes to human resource management would include delegation of managerial responsibility and authority to national departments and provincial administrations, and within departments, the delegation of daily management decisions to line managers

The work-force would have to

(250) CT 18/2/98
become delivery-oriented, multi-skilled and multi-cultural. Core changes would include filling posts through a process of competition, allowing departments and provincial administrations to choose the form of this competition.

Options were open competition, meaning recruitment from inside and outside the public service, targeted competition "restricted to a defined target area or sector of the economy" or internal competition, limited to candidates from within departments

Skweyiya said there would have to be a significant change in the role and responsibilities of managers, to enable maximum departmental autonomy

The new policy framework would mean a fundamental shift in managing people

"In future, the rule-bound culture of work will be replaced with one that is goal-oriented and underpinned by efficiency, development and the effective delivery of services," Skweyiya said



ZOLA SKWEYIYA: 'Fundamental shift in managing people'

Skweyiya announces human resources plan

David Greybe

(250) 00 18 12/98

CAPE TOWN — Public Service Minister Zola Skweyiya launched a white paper on human resource management yesterday, intended to introduce maximum departmental autonomy and managerial responsibility in the public service.

The management of human resources should result in a diverse, competent and well-managed work force, capable of delivering high-quality services, Skweyiya said.

Core changes envisaged in the white paper were.

- A mechanism through which the filling of "all posts" would be effected through a process of competition;
- The rule-bound work culture would be replaced with a goal orientated culture underpinned by efficiency, development and the effective delivery of services; and
- The introduction of maximum departmental autonomy and managerial responsibility which would "require a significant change in the role and re-

sponsibilities of personnel practitioners and managers at large"

Departments and provincial administrations would be empowered to determine, within nationally defined parameters, their own human resource policies and practices to meet strategic and operational objectives.

"Ultimate responsibility for the economical and efficient management of departments will rest with political office bearers and their heads of departments," Skweyiya said.

Implementing the white paper posed "extreme challenges" and could not be done overnight, he said.

His department would, with key players such as the SA Management Development Institute, assist departments and administrations to develop capacity-building programmes for personnel to overcome a lack of human resource management skills.

The white paper would contain concepts of affirmative action and employment equity, but detailed policy would be left for a white paper on affirmative action being developed.

Retrenchment delays cost govt millions

Linda Ensor

CAPE TOWN — Government lost millions of rand because of delays in finalising redundancies, performance audits of various departments conducted by auditor-general Henri Kluever found.

The audits were completed in the first seven months of last year.

The correctional services department incurred costs of R2,3m a month because it failed to issue 1 142 employees — mostly wardens made redundant in February 1996 — with their notification of redundancy by the end of the month.

The failure to finalise the retrenchment of 632 home affairs staff members within six months, after they had been

informed in December 1995 that their posts were redundant, cost government R1,23m a month for 11 months.

A performance audit of the public service and administration department found that a total of 1,2-million days in 1994 and 1,28-million in 1993 were lost through sick leave at the five institutions involved in the audit. If the respective costs of R107m and R119m for each year were extrapolated to the whole public service, the cost of absence due to sick leave would be about R1,5bn for 1994.

Regarding the finance department, the audit report found that it borrowed more funds than were required for the annual expenditure of departments between 1993 and 1996/97.

(250) Ed 7/9/2/98

The report noted that the cost of financing surplus money in the exchequer and paymaster-general account, on which no interest was earned, and the tax and loan accounts on which interest was earned, amounted to about R423m, based on the average yield of stocks issued during the period April to October 1995.

Since the previous audit of state debt in 1993, surpluses in the state revenue account had never been less than R1bn for any financial year. In 1996/97, the opening surplus was R3,3bn although it was initially estimated to be only R190m.

The report found that measures adopted by the finance department to determine the reliability of projected expenditure figures were ineffective.

Some departments had surplus funds of about R3,2bn on deposit with the Corporation for Public Deposits, earning interest of about R400m. "The state paid interest on its own funds," it said. "To improve cash management, surplus funds were invested by the corporation in special treasury bills on which no interest was payable from April 1 1996."

Responding to the criticisms, finance director-general Marra Ramos said that to encourage departments to improve cash flow management, it had been decided that budgets of departments responsible for incurring unnecessary financing costs as a result of poor cash flow management would be directly charged with these costs.

That monkey still clings to our back

SA lost nearly R1,47bn to fraudulent civil servants of the four formerly "independent" homelands in just five years — and that may be the tip of the iceberg

The amount — calculated for the first time in an Auditor-General's audit — was paid in salaries between July 1991 and March 1995 to staff who promoted and overpaid themselves and their cronies. Coincidentally, it nearly equals the amount Finance Minister Trevor Manuel set aside last week to bail out provinces with "critical problems"

Not surprisingly, the provinces in the worst financial shape are those that inherited the civil services of the once nominally independent homelands — Transkei, Bophuthatswana, Venda and Ciskei

The Eastern Cape, which has an overdraft of R800m, absorbed the Ciskei and the Transkei. Venda fell within Northern Province, and highly fragmented Bophuthatswana fitted mostly into the North-West. The Northern Province and the Eastern Cape compete for the unenviable position of poorest in SA

Though a report on the AG's audit has been drafted, the figures have not yet been released to allow Justice Colin White's commission — investigating corruption in the public service prior to the 1994 election — to conclude its work

The White Commission is scheduled to complete its work in July, only then will the full extent of the loss be known

However, in a letter to parliament's Standing Committee on Public Accounts, deputy AG Bertie Loots gives a preview of what is contained in his report

His audit does not include money paid to so-called "ghost workers", the non-existent persons whose salaries are being drawn by other workers involved in scams. It also does not take into account the cost to the taxpayer of the thousands of "supernumeraries" — civil servants on the payroll who have no work to do

The money lost to these two categories is not yet known, but is expected to run into hundreds of millions of rand

Loots' confidential letter shows that the overpayments were made by civil servants who appointed and promoted themselves, with generous salary increases, in the chaos that followed the collapse of the homeland system and its subsequent amalgamation in 1994

Many of the overpayments also arose from alleged attempts to provide parity in salary scales between the various systems

The audit exposes a huge gap in accountability with regard to the employees. In the Transkei, for example, the salary position of 35% of a sample of workers "could not be tested owing to the personnel files of these employees not being submitted for auditing and a lack of sufficient alternative supporting documentation". Four percent of these employees' files could not be audited due to insufficient information on their files. The trend repeats itself in all the other homelands

The audit finds that in the Transkei R484m may have been overpaid, R222m in the Ciskei, R462m in Venda and R301m in Bophuthatswana

Eastern Cape Finance MEC Enoch Godongwana said this week that the province had "irredeemable difficulties" and would itself probably need all of the R1,5bn offered by Manuel

In opening parliament two weeks ago, President Nelson Mandela said that "the measures that have been taken to eliminate corruption have uncovered many fraudsters in the government machinery, but we still have a long way to go"

Justice Malala

Northern Province widens ghostbuster net

BUSINESS DA

Kevin O'Grady

THE cash-strapped Northern Province will hand salary cheques to its public servants in person at the end of this month in an attempt to quantify and cease payments to nonexistent "ghost" employees.

Provincial government spokesman Kevin Mathivha said the province hoped to save about R100m by ending payments to the suspected "ghosts". Northern Province was paying 135 000 public servants but there was no official estimate of how many of these were nonexistent employees whose salaries were being collected by a third party.

The eradication of salaries for ghost workers, as well as pensions and social security grants to people who were not eligible for them, was an important tool in the provincial government's drive to cut costs and trim its overdraft debt, Mathivha said.

About 80% (R8bn) of the province's R10bn budget allocation from national government was earmarked by law for the payment of salaries and pensions. This left little for the provision of infrastructure and essential services, he said.

(2nd)

(1st)

PD 20/12/98

Provincial premier Ngcako Ramathodi wrote in a recent edition of the Sowetan newspaper that since constitutional agreements meant provinces were to keep the public service "as inherited", perhaps it should be treated as a national debt which could be serviced by national government before provincial allocations were made.

Another option was for national government to take responsibility for the payment of the public service, a move with implications for the powers of provinces. "I suppose provinces would be prepared to live with such consequences," Ramathodi wrote.

Mathivha said the provincial government's eradication of ghost pensioners had been a success. About 94 000 pensioners who appeared not to meet the necessary criteria had been removed from the system, saving the province about R36m a month. Unfortunately, the programme used for the clean up accidentally removed some disability-grant recipients because their age disqualified them, Mathivha said. The error was being rectified.



Public service packages

total R786m

ET 25/2/98
DONWALD PRESSLY (250)

SEVERANCE packages paid out to 21 599 members of the public service have cost the taxpayer R786,17 million since May 1996, according to Public Service and Administration Minister Dr Zola Skweyiya

In reply to a question from Democratic Party MP Mr Ken Andrew, chairman of the National Assembly public accounts committee, Skweyiya said the figure did not include teachers granted packages.

The severance packages were introduced to enable the government to make the public service more representative while adhering to the constitutional protection of public servants' jobs

In the South African National Defence Force, 5 411 men and women have opted for packages totalling R221,6m — an average of R40 953.

National Party-controlled Western Cape has given packages to 3 740 staff totalling R109,5m — an average of R29 278.

ANC-controlled Gauteng has given packages to 2 706 staff totalling R79,5m — an average of R29 379

Inkatha Freedom Party controlled KwaZulu-Natal has given 2 047 people at total of R63,58m — an average of R31 060.

Packages for former deputy president Mr F W de Klerk's staff of 19 total R1,49m — an average of R78 421. The NP left the government in June 1996

The most expensive packages were in the Correctional Services department, where 324 members received an average of R102 160 — a total of R33,1m.

The average payout for the entire public service was R36 399

Provinces lose 4% of their workforce

W Cape leads in shedding jobs

CLIVE SAWYER
POLITICAL CORRESPONDENT

Provinces have shed an average 4% of their employees in the past year, says Zola Skweyiya, Minister for the Public Service and Administration.

The Western Cape shed the largest proportion, of its 82 320 employees, with 8 882 people – or 10,73% – leaving.

About 5,2% of Kwazulu-Natal's employees left between January last year and this year.

In Gauteng, 3 421 employees, or 2,8% of the provincial workforce, had left

Dr Skweyiya said that at the same time 21 599 public servants had accepted voluntary severance packages, costing a total of R786,1-million, between May 1996 and the end of the previous financial year.

This did not include figures for teachers, he said

The costs involved had to be funded by other departments from savings.

Asked by Ken Andrew of the Democ-



Zola Skweyiya: 8 832 go in Western Cape

atic Party whether any of the posts had been filled, Dr Skweyiya said rules on voluntary severance packages allowed departments to fill only those posts which were still needed.

(250) ARG 25/2/98

Reliable information was not available

The figures were released on the eve of a briefing by the Department of Public Service and Administration on a new performance management system, part of a series of initiatives in transforming the public service.

A briefing paper drafted for today's meeting of the portfolio committee on the public service said performance management systems used by the public service until now had done little to improve performance.

Shortcomings included a lack of proper feedback, lack of ways to manage poor performers, and overly general criteria for evaluation.

Proposed new regulations will set basic outlines for performance management, leaving the detail to departments, according to the paper.

Provision will be made for discharging employees for continued inefficiency in spite of support and guidance, and for once-off cash rewards for good performance.

Public to get bigger say in court decisions

POLITICAL CORRESPONDENT

People unhappy about a magistrate's decision will soon have a new channel for their complaints, when restructuring of the Magistrates' Commission is complete.

Justice Minister Dullah Omar told the Cape Town Press Club that the commission would in future deal directly with complaints from the public about the conduct of courts.

A new culture was to be brought to the commission to make it accessible to the public

Mr Omar told the Press Club that his ministry would soon get its "most important measure in four years" through Parliament when legislation creating a national prosecuting authority was passed.

The national prosecuting authority would create a single national system, which would meet constitutional requirements for everyone to be equal before the law.

At present, prosecution policy varied from province to province because each has its own attorney-general.

Legislation on a national prosecuting authority, which is based on a provision in the constitution, seeks to change this

Mr Omar rejected claims that the move was politically motivated.

Public servants face new performance programme

David Greybe

(250)

MS 26/2/98

CAPE TOWN — All public servants would be tied to a new performance management system by April next year, the public service department told Parliament yesterday.

While public servants who performed well would be rewarded with bonuses, salary increases and better access to promotions and awards, within budgetary constraints, those who consistently performed poorly would face dismissal.

The introduction of the new system was linked to the need for government to bring about a massive improvement in public service delivery to all South Africans, the chief director of general conditions of service, Ohara Diseko, told the parliamentary public service committee.

However, resources had to be redirected to historically underserved areas, which demanded the development of a new service ethos and more efficient and effective use of public resources, Diseko said.

Educating SA's 1,2-million public servants about the performance management system would be undertaken by the department from April as part of a training programme on the new public service regulations, deputy director Megan Thulukanam said.

While the public service had long had mechanisms for performance assessment, they had done little to improve performance, Thulukanam said.

The recent legislative transfer of power over work organisation to executing authorities (ministers and MECs) gave departments the power to define performance systems. In a bid to control bias, departments would have to publish the results of assessments and the allocation of rewards in terms of race, gender, occupation and salary level.

Departmental heads would be ultimately responsible for the success of the performance management system, Thulukanam said.

New rules for civil servants

ART 26/2/98 (270)

POLITICAL CORRESPONDENT

New rules for public servants will allow once-off cash rewards for top achievers, and for consistent under-performers to be fired.

The new regulations on performance management are to take effect from April 1, along with other public service reform measures including those on affirmative action

O'Hara Dıseko, chief director in charge of conditions of service, told Parliament's public service committee that

redirecting resources to under-served areas demanded the development of a new ethos in the public service

This meant public servants would have to improve their performance

Negotiations between employer and employees in the public service central bargaining chamber had produced a new personnel performance management system

The new regulations will give heads of departments considerable freedom to tailor procedures for performance management to their specific needs

Cash or the lash for civil servants, say new rules

Star 26/2/98

Top achievers should be rewarded, under-performers should be fired, say regulations on performance management

CLIVE SAWYER
Political Correspondent

New rules for public servants will allow one-off cash rewards for top achievers, and for consistent under-performers to be fired.

The new regulations on performance management are to take effect from April 1, along with other public service reform measures, including those on affirmative action.

O'Hara Diseko, chief director in charge of conditions of service, told Parliament's public service committee that redirecting resources to under-served areas demanded the development of a new ethos in the public service.

This meant public servants would have to improve their performance.

Negotiations between employer and employees in the public service central bargain-

ing chamber had produced a new personnel performance management system.

The new regulations would give heads of departments considerable freedom to tailor procedures for performance management to their specific needs.

Under the new regulations, as long as they stay in their budgets, they will be allowed to reward good performance with a combination of bonuses, salary increases, better access to promotions, and other rewards including more interesting work and responsibilities.

Dealing with poor performers was often more difficult, Diseko said.

Responses to poor performance could include restructuring the job, a change of management style, training or counselling for the employee, or redeployment.

When employees stayed consistently at the lowest level of

achievement, their departments could consider firing them for inefficiency in terms of the Public Service Act.

Employee representation in important stages of the assessment procedure is to be increased, while there will be protection against unauthorised disclosure of assessments.

Administrative justice is an important theme in the new regulations, with supervisors being required to give reasons for their decisions.

Diseko emphasised that regular feedback would be a crucial part of the new system.

Megan Thulukanam, deputy director of conditions of service, said the Department of Public Service and Administration was developing "good management guides" which would outline examples of good management practices and models of evaluation for departments.

(250)

FORUM 8 428 728 8373 9 15 350 64 1545 5745 14 35 81303 1.8112 0.2021 4.9405 1.458.0 1.443.86 292.25 252.15

Govt is willing to tackle public service turmoil, says Maharaj

David Greybe

CAPE TOWN — Government had shown its willingness to tackle the turmoil in the public service and was not afraid to acknowledge mistakes made trying to rectify the "mess", it inherited, Transport Minister Mac Maharaj told Parliament yesterday.

"Only under this democracy are we exposing corruption," Maharaj said in response to a motion by National Party (NP) leader Marthinus van Schalkwyk that the public service was in a state of institutional collapse.

Maharaj, speaking on behalf of Public Service Minister Zola Skweyiya, said the special investigating unit under Judge Willem Hertz to root out corruption, fraud and maladministration had only this week revealed that corruption in the public service could be traced back to NP rule in 1976. Maharaj denied in a lively debate Van Schalkwyk's assertion that the African National Congress (ANC) had softened its commitment to the growth, employment and redistribution strategy (Gear) — allowing it to "fade away" as with the reconstruction and development programme "Gear" policy's standing firm, he declared.

He accused the NP of having fragmented the public service into 14 overstuffed units, and left the ANC to integrate them. "You (the NP) had an overstuffed public service, but did not tell us how many." He said that the opposition parties were not helping to identify public service transformation problems. Democratic Party MP Bukelwa Mbulawa said the great irony was that the consequences of the NP's and ANC's conduct were remarkably similar.

While the NP had carefully designed policies to cripple blacks, the ANC was achieving the same ends through mismanagement, "inane" social engineering, wasteful and inefficient administration and a lack of will to take tough and unpopular decisions, she said.

250 + 3 PD 27/2/98
Maharaj said Skweyiya's public acknowledgement that the voluntary severance scheme had failed was proof the ANC was prepared to learn from its mistakes. Referring to President Nelson Mandela's opening of Parliament speech in which he committed government to negotiating cheaper retrenchments, Maharaj said: "The inability to end unnecessary jobs means that most of the hoped for savings remain unrealised." The government had hoped, through rationalisation, to free resources for use providing basic services to the public. "Instead, we found we could not substantially reduce employment." It was also difficult to redeploy people, many of who were not properly skilled. Managing human resources in the public service would occupy "centre stage" this year. "We have to radically change a public service designed to support a privileged minority and repress the aspirations of the majority," Maharaj said.

Unity at stake over calls for change

Louise Cook

THE unity between the SA Agricultural Union (SAAU) and its KwaZulu-Natal affiliate, KwaNalu, is under threat following calls by KwaNalu for the national organisation to transform to "reflect the new environment in SA"

KwaNalu director Steve Shone said yesterday the SAAU should amalgamate with the National African Farmers' Union (Nafu), representing 40 000 black farmers. Although KwaNalu would not "disengage" from the SAAU, one option — if transformation did not occur — was to join Nafu, he said

The row was sparked by a KwaNalu document tabled at a meeting last week between the SAAU management and the presidents of the provincial farming unions, all SAAU affiliates

Shone said KwaNalu represented at least 29 000 small-scale black farmers and needed to meet their expectations regarding a national farmers' organisation. "The SAAU is presented with a window of opportunity and should consider amalgamation with Nafu"

SAAU president Chris du Toit, backed by Eastern Cape Agricultural Union president Pieter Erasmus, said the way the SAAU was structured and functioned depended on its provincial members. SAAU CEO Jack Raath denied that the SAAU was facing a split

Asked about joining the SAAU, Nafu reiterated earlier views that a full-scale amalgamation was premature. Although not dismissing a single union, Nafu spokesman Andrew Mak-eneti said at present no formal amalgamation was being considered

"Nafu lacks the infrastructure and capacity of the SAAU but has political clout. There is definitely room for support between the two unions"

Indications are that KwaNalu failed to get much support from other provincial agricultural unions. Erasmus said his union in the Eastern Cape was the first to make a genuine transition to accommodate black farmers, but each province had different circumstances and requirements

The SAAU structure and composition would depend on the provincial unions, he said

The traditionally white farmers' union in the Eastern Cape amalgamated with three black unions three years ago. In KwaZulu-Natal, the former white union joined up with the black provincial union last year.

Public servants call for private sector pay

Reneé Grawitzky

THE Public Servants' Association (PSA) has called on government to grant managers in the public service increases up to 50% to bring their salaries in line with CEOs in the private sector

Directors-general could look forward to total packages of close to R1m if the union is successful in its demand

PSA GM Casper van Rensburg said the union was demanding increases ranging between 13% for directors' level and up to 50% for directors-general.

If effected the increases would close the gap between public and private sector salaries and be in line with market trends over the past five years

A study conducted by FSA, a market research company, disclosed that the backlog in salary increases for public servants ranged between 30% and 100% in comparison with wages paid in the private sector for similar work, responsibilities and functions.

The PSA's demands were tabled last week during the resumption of negotiations on wage increases for the management echelons

Last year a dispute arose between the state and the PSA over the interpretation of a three-year wage deal and whether the minimum increase of 8,5% granted to public servants applied to management.

The state, which had argued that the 8,5% increase did not apply to the

management level, won the dispute

In the interim, directors were granted a 5% increase, chief directors 3% and a wage freeze was imposed on the 290 deputy directors-general and directors-generals

Public servants below director level received average increases of 9%. About 80% of all public servants earn less than R5 000 a month

The October household survey produced by the Central Statistical Service showed that the salaries of senior management in government represented the top 7% of all executives in the country

Current total packages range from R240 000 for directors to R450 000 for directors-general.

Key Market Movements — 27/2 to 2/3



C

Team ready to unveil slimline civil service

All eyes on wage bill blueprint

(250)

ARLT 3/3/98

CLIVE SAWYER
POLITICAL CORRESPONDENT

Amid growing political and fiscal pressure to cut down South Africa's huge wage bill for public servants, a special task team is poised to unveil proposals on a process to right-size the public service.

The team, appointed last year by Public Service Minister Zola Skweyiya, was given until this month to come up with proposals for a framework on right-sizing.

Coincidentally, its presentation to Parliament's portfolio committee on the public service will take place just hours before Finance Minister Trevor Manuel presents the annual Budget next Wednesday.

There has been concern about the wage bill for public servants absorbing a significantly large share of public spending.

Corrie Smit, director of human resources policy in the Department of the Public Service and Administration and head of the task team, said it

had consulted officials from the departments of finance and state expenditure, as well as domestic and international experts.

There had been some consultation with unions as well.

It is understood the report will not include targets, either in percentage or money terms, for right-sizing, but will propose a framework to be used by departments and provincial administrations.

The framework will be subject to approval by the minister and the Cabinet, and will then be put to public service unions for negotiations.

This casts doubt on prospects for early implementation of the proposals, even if they receive immediate Government approval.

This month's recommendations by the task team follow close on the heels of a report by the Presidential Review Commission on the public service, headed by Vincent Maphai.

The commission, in a confidential report to be handed to President Mandela this month, is believed to recommend the closure of some govern-

ment departments, the merger of others, and wider powers for the president's office.

Ironically, this last recommendation to widen the powers of the president's office would mean the scrapping of Dr Skweyiya's ministry and political control of the public service moved to the president's office.

The commission is also understood to have recommended central government intervention in the Northern Province and the Eastern Cape.

The restructuring proposed by the Presidential Review Commission includes shutting down the Public Enterprises Ministry, headed by Stella Sigcau - whose future in high office appears shaky - and getting rid of Steve Tshwete's Ministry of Sport.

At the same time, with the recommendations of Dr Skweyiya's task team yet to be approved and those of the Presidential Review Commission also still to be scrutinised, it is unlikely that next week's Budget will hold significant news on the restructuring of the public service.

Blowing the whistle will now be safer

New act will provide protection

"Whistle-blower" is a term South Africans are hearing frequently

Used last year by the media in connection with former housing director-general Billy Cobbett, who "blew the whistle" on possible maladministration in the award of a Mpumalanga housing tender, it is again being used - this time in connection with possible leaks of information from Gauteng MEC Jessie Duarte's department

A whistle-blower is a person who exposes corruption or maladministration at his or her workplace - and protection of whistle-blowers is a key mechanism in rooting out corruption

The proposed Open Democracy Act - due to be tabled in Parliament later this year - will provide protection for whistle-blowers in the public sector.

The whistle-blower clauses in the draft Open Democracy Bill seek to harness the support of "insiders" in the fight against corruption

The bill encourages government employees to expose corruption or maladministration by first providing procedures for how the information can be made public and, second, providing protection for the whistle-blowers.

Protection means that whistle-blowers cannot be subject to any civil or criminal charge, and it means that they cannot lose their jobs as a result of going public with evidence of corruption

The clauses allow a whistle-blower to speak out about any corruption, illegality, dishonesty or serious maladministration in a government body

This includes an abuse of power by a government official, the unauthorised use of funds, and even negligent administration that results in either a substantial waste of public resources or a substantial danger to

INSIDE STORY

The proposed Open Democracy Act - due to be tabled later this year - will shelter those exposing corruption and fraud in the public sector, writes **MANDY TAYLOR**

someone's health and safety

The Open Democracy Act, once passed, will apply to all government departments at local, provincial and national level. It will also apply to institutions that exercise public power or use public funds

The only elements of government that will be excluded are the cabinet, the courts and judicial officers

The bill must strike a balance between encouraging the exposure of corruption, while offering sufficient protection against scandal-mongering and party-political game playing

In achieving this balance, the bill introduces several checks

First, employees must believe that what they are exposing is illegal, corrupt, dishonest or amounts to serious maladministration.

Second, the bill establishes that exposure must be made to certain institutions, a parliamentary committee, a committee of a provincial legislature, the Public Protector, the Human Rights Commission, the Auditor-General or an attorney-general

Whistle-blowers can go straight to the media only when they can show "on clear

and convincing grounds" that there is some imminent threat to the public interest

The cases of Mr Cobbett and Ms Duarte raise some interesting issues about whistle-blower legislation

Although the Democratic Party has denied that Theo Burger, recently re-instated director of support services in the provincial department of safety and security, acted as a whistle-blower in the recent allegations against Ms Duarte, questions remain about whether the DP's information came from someone inside Ms Duarte's department.

Ms Duarte has hit out at those making the allegations of maladministration, saying that it amounts to a smear campaign against her

Gauteng Premier Mathole Motshekga, in an apparent reference to Mr Burger in the Duarte case, has said that his government will consider criminal charges against those who "steal state documents"

If this case does turn out to involve a whistle-blower, the fate of the whistle-blower may depend on whether the Open Democracy Act has been passed

If the act is in place, the whistle-blower will, on the one hand, be protected from the threat of prosecution issued by Mr Motshekga

On the other hand, the whistle-blower will have to blow the whistle publicly (the bill makes no provision for anonymous whistle blowers) and he or she will, in all likelihood, not be protected if the information is leaked to an opposition party

But, if he or she formally approaches a provincial legislative committee, such as the Portfolio Committee on Safety and Security, he or she will be protected

Similarly, one can speculate that Mr Cobbett's fate may have been different had

ARC 3/3/98

(270)

~~(270)~~



the Open Democracy Act been in place Mr Cobbett clearly had a bona fide belief that serious maladministration had taken place

He approached the Auditor-General (one of the specified institutions in the bill) with his evidence and (by his account) was fired by Housing Minister Sankie Mthembu-Mahanyele for doing so

Had the act been in place and if it was established that he was indeed fired as a

result of his actions, he could have approached the high court for an order to re-instate him. If he felt that his relationship with the minister had deteriorated to such an extent that he could not envisage working with her in future, he could have asked to be transferred to another department on terms no less favourable than he enjoyed as director-general of housing

The bill has been around, in various

guises, since 1995, but was only published for comment in November last year

Comment received is currently being processed and the deputy-president's office has indicated that the bill will probably be tabled in Parliament in April

■ *Mandy Taylor is the project manager for the Political Information and Monitoring Service of the Institute for Democracy in South Africa*

Giving more power to protection bill

A comparative review carried out by Idasa, the Human Rights Committee and the Black Sash on whistle-blower legislation, shows that the bill's clauses are well thought out and compare favourably with whistle-blower legislation in other countries

Possible ways in which the draft legislation could be improved, however, are

■ Extending the protection afforded public sector whistle-blowers to whistle-blowers in the private sector

■ Extending the protection to the courts (for example, if court clerks or translators expose corruption on the part of a prosecutor or magistrate, they should be protected as whistle-blowers)

■ Permitting a whistle-blower to

remain anonymous where this is desirable and where it would not compromise the rights of the person accused of corruption

■ Ensuring that legal aid is available to whistle-blowers so that they do not find themselves defending a claim with the whole might of government resources stacked against them

ARG 3/3/98

(24) (250)

Unions, govt meet to discuss wage deal

Reneé Grawitzky

PUBLIC service unions and government meet tomorrow in the newly established public service bargaining council to discuss, among others, the implementation of the final year of the three year wage deal — one week ahead of the 1998/99 budget.

Union sources said finance departments' current incumbents had not bought into the three year wage deal because it was signed before the adoption of the growth, employment and redistribution strategy (Gear).

National Education, Health and Allied Workers' Union president Vusi Nhlapo said it's implementation was not a source of concern as "the final year must be implemented as stated in

the agreement" The union's only concern related to the application of the collective agreement to the management echelon, who should be subject to individual contracts as they were political appointees.

The agreement, signed in 1996, provided for R6,5bn to be aside for increases for 1998/99. This amount could be supplemented with savings from right-sizing up to an amount of R11,3bn (full year costs). Inflation is around 5% but was about 7% to 8% when the agreement was signed, resulting in public servants receiving a 3% real increase.

Hospital Personnel Trade Union of SA (Hospersa) assistant general secretary Albert Wocke said unions expected R6,5bn to be included in the budget next week.

The Commission for Conciliation, Mediation and Arbitration (CCMA)

was instrumental in setting up the public service bargaining council — the first legislated council in terms of the Labour Relations Act. The threshold level for union participation was one of the more controversial issues debated during the process of setting up the council. It was agreed that unions with a membership of more than 20 000 could join. As a result a number of the smaller unions have joined together in order to participate.

Moves are under way to form sectoral bargaining councils. However, problems could arise as those already established — education and police — have been formed along occupation lines, while the health council is being

formed along sector lines.

CCMA commissioner Barbara Adair said it was logical that separate sector bargaining councils were established across sectors rather than along occupation lines so that councils could develop sector norms.

Other crucial agenda items to be discussed include the draft public service regulations, opposed by labour at a previous meeting. The draft regulations cover all aspects regulating conditions of public sector employment.

Labour sought a covering agreement protecting current conditions of public servants. Union sources said the regulations could break down labour's collective bargaining rights as "what was previously negotiated at central level would be discussed elsewhere

2570

PS 4/3/98

SCHEME AMOUNTED TO UNILATERAL CHANGE

Privatisation unfair to municipal workers

CT 4/3/98
(250)

MEMBERS of Samwu who felt threatened by the privatisation of refuse removal in Khayelitsha took their fight to conciliation and won. **ERIC NTABAZALILA** reports.

THE Commission for Conciliation, Mediation and Arbitration (CCMA) announced on Monday that privatisation of refuse removal in Khayelitsha was an unfair labour practice and that the introduction of the Billy Hattingh Refuse Removal Scheme amounted to unilateral change in the terms and conditions of employment of municipal refuse removal workers.

CCMA upheld the agreement in the National Labour Relations Forum for Local Government that the public sector was the preferred deliverer of services.

However, attorneys acting on behalf of the city of Tygerberg said they would be appealing against the CCMA's judgment to the Labour Court.

The South African Municipal Workers' Union (Samwu), which had fought the privatisation, said last night: "It is highly questionable that the council should now find it necessary to take this decision by a neutral body on a costly and time-wasting appeal, considering that the motivation for the pri-

vatization was that it would be the most cost-effective."

Samwu spokesperson Ms Anna Weekes alleged that since the introduction of the Billy Hattingh Scheme and the union demanding arbitration on the matter, the Tygerberg City Council had been paying for both the refuse removal scheme and the municipal workers who had been employed by the council's cleansing department.

"This is hardly cost-effective, although it was lucky that the municipal workers were retained as they had to assist in cleaning the area.

"The scheme was not competent enough to do this as contractually agreed," Weekes said.

Samwu is demanding that the refuse removal company be removed from the Tygerberg sub-structure immediately, that the cleaning of Khayelitsha be returned to the municipality and that a sustainable system to keep the area clean be implemented.

Weekes said the union questioned whether some councillors had vested interests in keeping the

scheme in Khayelitsha.

Mr Vuyani Ngucka, who has been at the forefront of having the services privatised in the area, said last night. "The only reason we want the scheme to stay in Khayelitsha is that the services had totally collapsed in the area. We only want services to be rendered to our people. We had no other vested interests except that."

Weekes alleged that after making calls to senior counsels Samwu found that it would cost about R700 an hour for the Tygerberg City Council to be represented.

Ngucka said he was not sure about the figures but he was convinced that it was going to be expensive. He said whatever the council was doing it was doing for the good of the residents of Khayelitsha.

Samwu is demanding that disciplinary charges against the union's members, who allegedly assaulted Ngucka, the former mayor of Khayelitsha, be dropped. It believed that the CCMA's judgment had shown there were mitigating circumstances which led to the alleged assault of Ngucka. It said workers were not consulted about the restructuring of the cleaning services in Khayelitsha and felt their jobs were not safe.

Plea for more researchers, 'system not viable'

CT 10/3/98

(~~304~~) (250)

JOVIAL RANTAO

THE eight researchers who serve Parliament cannot cope and chairperson of the research unit, Mr Firoz Khan, has appealed for more people to be appointed

In a report tabled before the forum of chairpersons of committees in the National Assembly, Khan said the lack of personnel and resources impeded the unit's ambition to produce quality work.

He said one researcher worked with three to five committees, a system he described as "not viable" As a result, researchers were unable to serve committees in the National Council of

Provinces Heads of committees yesterday said they've had to depend on voluntary student researchers to do the work

"We have eight researchers in comparison to 490 in the United States congress, 145 in Japan, 83 in the United Kingdom, 60 in both Australia and Canada," Khan said, before being rebuked by ANC deputy chief whip Mr Naledi Pandor for comparing South Africa to Western countries

Heads of committees complained to Mr Ndundubela Mokoena, chairperson of parliamentary committees, that they had no say in the appointment of researchers appointed to work for them

"The relationship between committee chair-

persons and researchers is unclear We need to be clear about who is accountable to who I would suggest that a sub-committee be established to work with the research unit," said Dr Blade Nzimande, chairperson of the portfolio committee on health

Dr Mongane Serote, chairperson of the portfolio committee on arts, culture, science and technology, was unhappy with the situation

"It's five years down the line and I'll be hard pressed to find a chairman who says he was happy with the service There's no way that someone can work for a chairman while the selection is done by someone else I have to be the employer and work out the priorities "

Someban 11/13/98

Clampdown on 'ghost workers'

Northern Province premier leads the way in effort to save millions

SO-CALLED "ghost workers" who are fraudulently "employed" by the Northern Province government face possible exposure this month

A campaign to eliminate "ghost payouts" was launched in Pietersburg yesterday when Premier Ngoako Ramatlhodi, provincial MECs and a number of government officials were paid directly by cheque instead of bank transfer. The provincial government announced recently that staggered payments would be made by cheque to all civil servants this month.

Ramatlhodi pointed out that millions of rands had been lost since 1994 because a large number of unauthorised people had been receiving salary cheques.

The exact amount involved was not known, he said.

In order to rectify the problem, civil

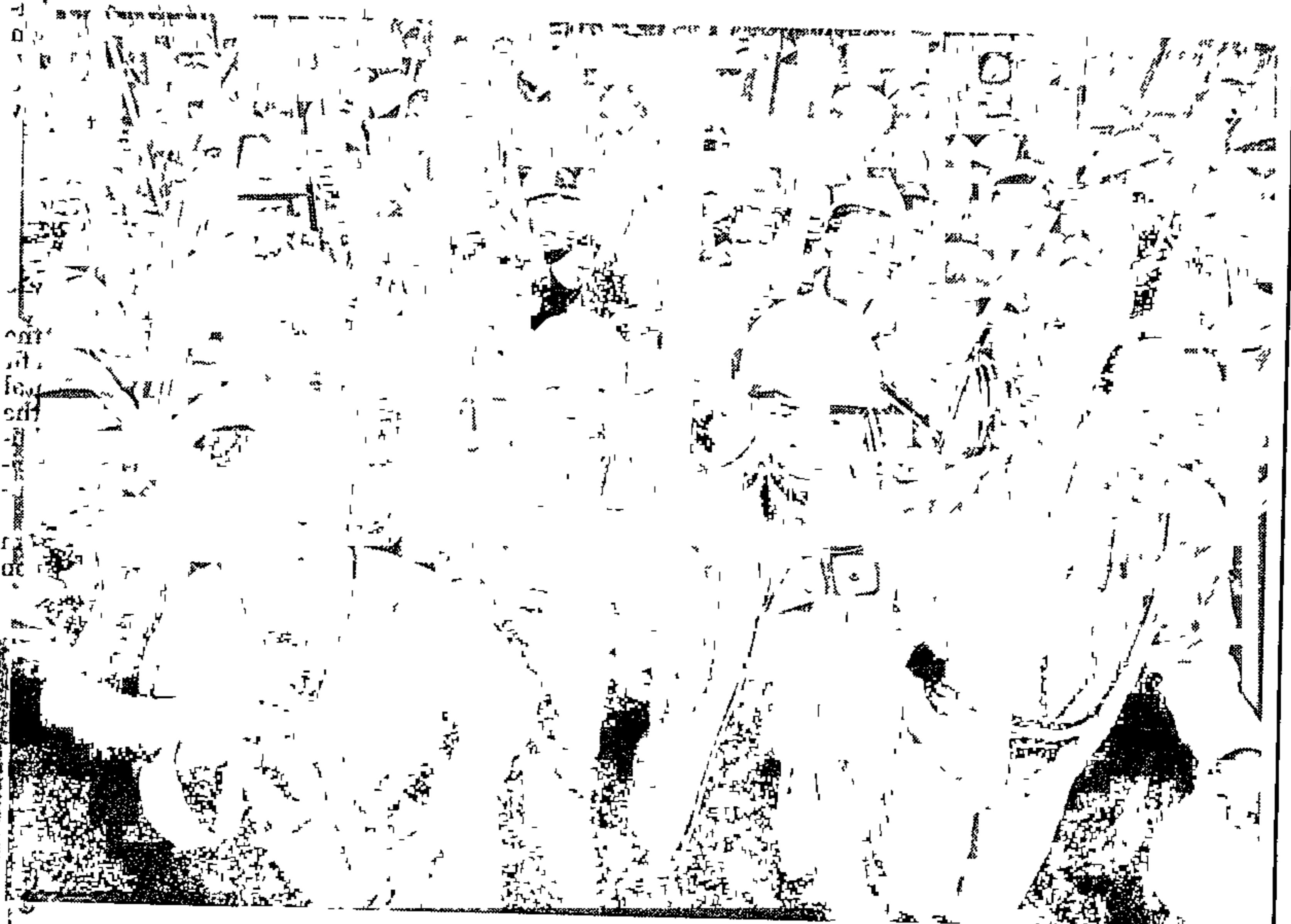
servants would be paid by cheque throughout the month at designated payout points, he explained.

The remaining paydays are March 13 and 18. Salary recipients who fail to show up and identify themselves at the payout points will automatically be classified as "ghost workers" and be dropped from the payroll.

Ramatlhodi said he and his executive members would receive their cheques publicly.

He believed the exercise would ultimately save the government a huge amount of money and appealed for the co-operation of all civil servants.

Meanwhile, further reactions of shock and indignation continued to reach the premier's office and the media after disclosures by provincial auditor-general Steve Lekuthe of mismanagement and corruption in the province. — Sapa



Workers have threatened a dispute over the public service pay agreement

Public service unions threaten to act over government's 'reneging'

Reneé Grawitzky

PUBLIC service unions representing 350 000 workers yesterday threatened a dispute and industrial action after government failed to include sufficient funding in the budget to implement fully the final year of the three-year public service pay agreement

Affiliates of the Federation of Unions of SA (Fedusa) said the federation would declare a dispute later this month over government's "reneging" on the agreement. The Congress of SA Trade Unions (Cosatu) said it would respond today once it had fully evaluated the implications

Cosatu did, however, criticise Finance Minister Trevor Manuel's reiteration of President Nelson

Mandela's comment in his opening address to Parliament that government was not an employment agency

National Education Health and Allied Workers' Union (Nehawu) president Vusi Nhlapo said that on the face of it, union would find it difficult to accept government's R3,3bn allocation for pay increases. However, it would comment once government had tabled its full proposal.

Fedusa representative Albert Wock, said Manuel had "declared war" on the public service and warned of deteriorating industrial relations in the sector

He said the R3,3bn allocation for wage increases this year amounted to a 4% increase on the wage bill. The only way to imple-

ment a decent increase and reduce the wage gap under such conditions would be to cut public service numbers

Cosatu welcomed government's commitment to increased social spending in the budget. It also praised measures to fight corruption by requiring those receiving welfare grants to reregister.

Cosatu spokesman Nowetu Mpati said the federation also welcomed tax relief for workers

Mpati said one of the budget's weaknesses lay in its failure to implement concrete steps to fight unemployment

Manuel's speech was full of rhetoric, she said. Besides the establishment of the Umsobomvu Fund, the budget offered the unemployed no hope of finding jobs

BD 12/3/98 (250)

'Restrict voluntary severance in govt'

BD 12/3/98 (250)

CAPE TOWN — Voluntary severance packages for public servants should cease to be readily available, the parliamentary public service portfolio heard yesterday.

Such packages should largely be restricted to redundant workers, a task team from the public services and administration department proposed in Cape Town.

Team leader Corrie Smit said the voluntary severance-package plan had not been applied correctly in the past, resulting in a loss of skills and money.

Examples of maladministration of the scheme was the granting of packages to public servants approaching retirement.

"The scheme has come to be regarded as a service benefit, while it is essentially a management tool," Smit said.

The task team was appointed in June last year to explore proposals for a framework on right-sizing the public service.

Smit said the voluntary severance scheme had failed to shed

public servants whose services were no longer required. Most of these workers did not apply for packages.

The level of excess workers had remained more or less constant at 55 000 despite a 100 000 cut in overall staff numbers since 1995.

While voluntary severances helped to reduce staff numbers by more than 48 000 by September last year, the scheme did not serve the public interest in all respects, Smit said.

Vacancies created by using the scheme were supposed to have been filled only in exceptional circumstances. This policy was not always followed.

Smit said previous plans to trim the public service were hampered by the absence of clear staffing targets.

"Departments did not know whether to downsize or to upsize, and voluntary severance packages and redeployment measures were launched in a void." Downsizing clashed with the drive for greater

representivity in the public service, for example, Smit said.

Limiting voluntary severance to redundant workers would help cut their numbers. The department should be compelled to carry the full cost of such packages in a bid to curb abuse of the scheme.

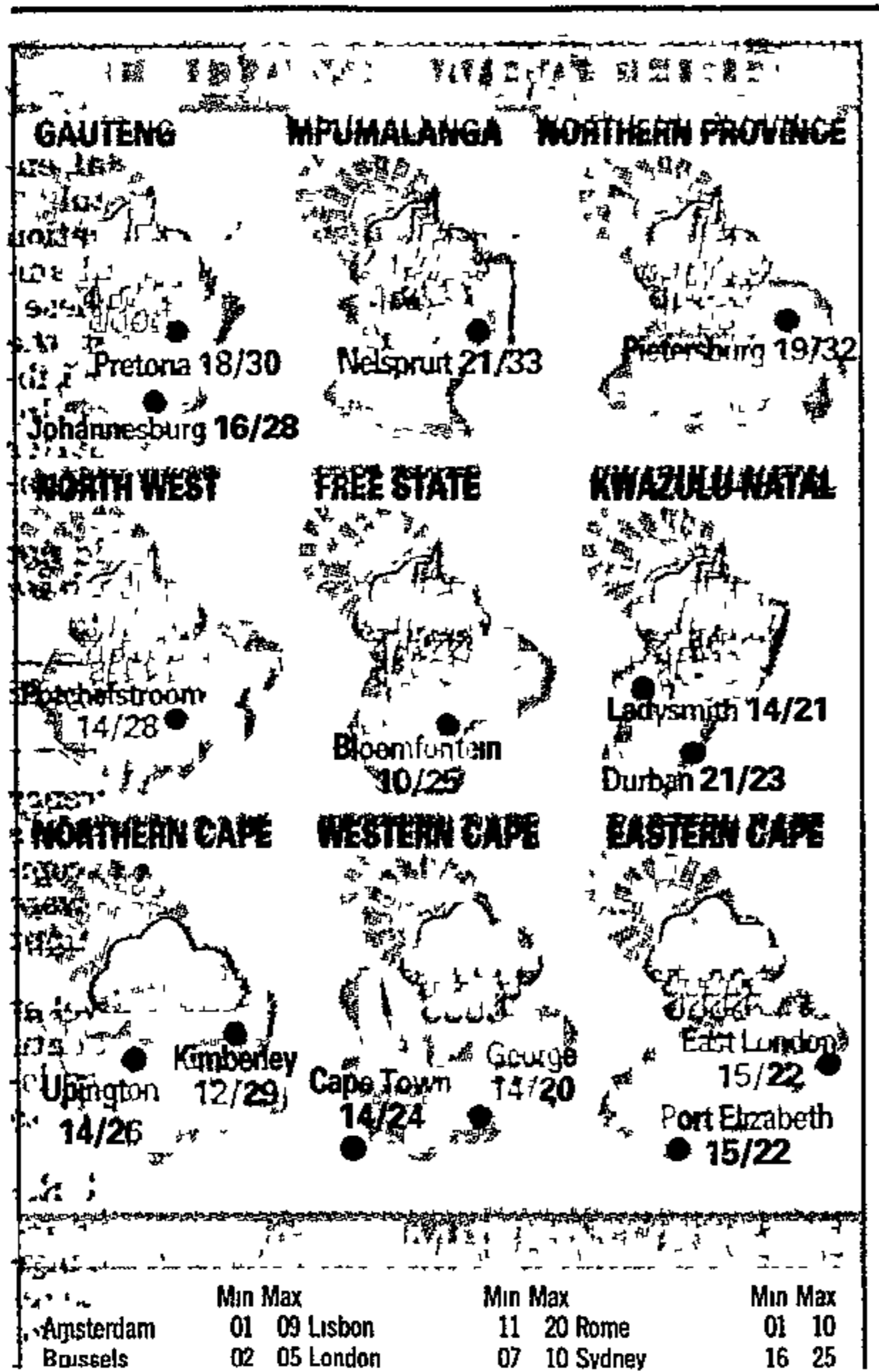
The issue of forced retrenchments was still to be discussed with public service trade unions.

Reducing surplus staff and eliminating ghost workers formed the major focus of the task team, Smit said. "Achieving that would result in substantial savings."

Ways to root out ghost workers should include office head counts by all departments and all provinces. This approach was very effective in the Eastern Cape.

A ghost worker barometer should then be set up, with departments issuing public reports on their progress in getting rid of such workers.

Smit said the public service wage bill had risen by R10bn from 1995 to last year. — Sapa.



Japanese govt pledges \$4m more to help Kagiso Trust

Patrick Wadula

BD 12/3/98 (257)

THE Japanese government pledged \$4m for Kagiso Trust yesterday for a variety of nongovernmental organisation (NGO) projects aimed at the upliftment of previously disadvantaged communities.

At a signing ceremony in Pretoria, Japanese ambassador to SA Atsushi Hatakenaka said the Japanese government's total contribution to Kagiso Trust since 1987 amounted to more than R147m.

"The Japanese government has extended this assistance in the belief that uplifting disadvantaged communities at a grassroots level is one of SA's major objectives in line with the reconstruction and development programme," Hatakenaka said. Japan was encouraging the developing world to set goals so that development could take place.

The financial aid would assist a variety of projects mainly in education and training, local economic development, rural and agricultural development, youth development, community development support programmes, health and AIDS prevention.

About 12% of the contribution would be set aside for the needs of individual small-scale projects.

Yasuhisa Kitagawa, Japanese embassy special assistant, development, said his government was already assisting local NGOs through the provision of small-scale grants. An assistance for a grassroots projects programme was also conducted by the Japanese government through its embassy.

ANALYSIS

Public service wage deal decision found to be unpalatable

The budget has raised crucial questions for public service unions, writes labour reporter Renée Grawitzky

(256)

BD 10/9/98

WHILE most of Deputy President Thabo Mbeki's dinner parties are renowned for their elegance, some diners at a recent affair left with a touch of indigestion.

At the occasion was a low-key gathering for a group of alliance leaders at Mbeki's elegant state home. The food and whiskey were going down well until the host — assisted by Finance Minister Trevor Manuel, his director-general Maria Ramos and Trade and Industry Minister Alec Erwin — dropped a bombshell.

Neighbour sources claim that Congress of South African Trade Union (Cosatu) leaders were unexpectedly told that in effect government would not be able to fully comply with the financing requirements necessary for implementing the final year of the three-year wage deal in the public service.

Wage increases could only be implemented if coupled with proper rationalisation. Hence retrenchments would have to be implemented now but negotiations would have to be embarked upon to reduce the payroll retrenchment packages.

One of the elements to reducing retrenchment costs, could be a reduction in the employer contribution to the pension fund or late implementation of the increase, a union source says.

It is not disputed that government needs to urgently implement measures to create an effective, efficient and streamlined public service.

And part of that will include retrenchments as has been previously reported. What could become problematic is the habit government has of briefing certain union leaders in secret and whether sacrifices public service workers are being asked to make will lead to transformation. Or, as a union source asks: "Will union leaders be labelled as selling out their members?"

Government resorted to the same modus operandi as used in the past when informing alliance partners of the "tough choices" needing to be made in terms of privatisation and the growth, employment and redistribution strategy (Gears).

The participants in these gatherings are normally sworn to secrecy and leaks can easily cause embarrassment — leaving labour in a far worse position.

Cosatu launched a media campaign prior to the reading of the budget highlighting its wish list and opposing the budget on process while behind the scenes its public service unions were being urged to buy into government's agenda in the name of "transformation".

Added to this scenario is next year's elections which means parties are overly conscious of not being seen to "rock the boat".

This puts Cosatu leaders in particular in an inauspicious position. They feel caught and, as one observer says, union leaders have yet again been put on the spot.

They are being asked to put their loyalty for the ANC ahead of their rule and obligations as unionists to ensure government, as employer, complies with a collective bargaining agreement.

There is an escape clause in the agreement which government might use, stating "If unforeseen circumstances which have severe negative implications for the economy of the country occur, the state may be compelled to revisit its offer."

If Cosatu unions openly challenge government they will be seen to be aligning themselves with some of the traditionally conservative white public service unions which have become increasingly integrated and, in the face of their members suffering retrenchments or wage freezes, questioning government's actions.

Union leaders in the private sector, also facing rising retrenchments, are being called on actively to engage with employers to find alternatives in increasingly declining industries.

As National Union of Mineworkers acting general secretary Gwede Mantshu says, a union is judged by the extent to which it defends and advances worker rights and protects workers' jobs.

Union leaders are finding out that there is no such thing as a free dinner. Having eaten and swallowed the food, they now find that their host expects them to persuade their members that the food is good and they did not in fact get indigestion.

Cosatu's public service unions are committed to transformation.

However, there is no clarity about whether some of the sacrifices workers which are being asked to make will assist transformation.

If all unions are seen to oppose such moves, will they be branded as promoting the narrow interests of a small group of employed workers in the face of rising unemployment and lack of service delivery?

Transforming the public service will require retrenchments and Cosatu affiliates might be able to live with retrenchments themselves can do nothing but reduce services and increase social unrest.

Restructuring of services in the most cost-effective manner which in the long run could be our hope for job creation.

Stone says that the restructuring process will also require a lot of lateral thinking from all parties in terms of the way jobs and their reward systems are structured in the future.

There are a number of likely outcomes to this scenario.

Cosatu leaders might be forced to make symbolic gestures of defiance such as their withdrawal from the 1998 budget hearings, be forced by membership or second-rank officials and shop stewards to take to the streets or resort to litigation.

But whatever happens, Cosatu unions are increasingly finding themselves being manoeuvred into a tight spot and if this is not handled correctly, they could face major challenges to retain membership and credibility after 1999.

Government itself faces similar dilemmas. It is caught between maintaining legitimacy with international markets and with voters who expected a radical change in their circumstances — when in fact the change taking place is gradual.

Govt slashes R1,5bn from promised public

DD 12/3/98

David Graybe

CAPE TOWN — The government yesterday cut by almost a third — R1,5bn — the amount it previously agreed with unions to set aside for public service wage increases, Finance Minister Trevor Manuel announced.

One of the largest public service unions, the Public Servants' Association (PSA) angrily accused the government of reneging on its three-year wage deal with unions in a bid to "blackmail" unions into agreeing to cheaper retrenchments.

The two sides agreed in 1996 that government would set aside R6,5bn a year each July for improvements in

conditions of service in the public service.

The amount necessary to cover the remaining nine months of the 1998/99 fiscal year was R4,875bn. However, Manuel said only R3,375bn was set aside.

The reason for the drastic cut, Public Service Minister Zola Skweyiya said in a letter to unions yesterday, was twofold. "The decline in the inflation rate means that, in real terms, the amount promised has increased substantially, and an unexpectedly difficult fiscal and economic situation has emerged."

In these circumstances, he said, "a somewhat lower settlement could still ensure that in real terms

employees receive the increase expected at the time the agreement was signed". The government would table a detailed proposal soon. "We deeply regret the need to take this course of action, but the national interest requires it," Skweyiya said.

Inflation had virtually halved in the past two years, a finance official said. Manuel projected it would fall to 5,5% for 1998/99 and 1999/00 and to 5% in 2000/01.

Adding weight to the argument that the cut was linked to government's intention to negotiate cheaper retrenchments, was the statement printed in the Budget Review that the final figure to be set aside for increases "will reflect the outcome of

BUDGET



negotiations".

The PSA predicted Manuel's announcement would "inevitably

lead to strains in labour relations and delays in upcoming negotiations on major restructuring issues in the public service. How can government be trusted again?" it asked.

The Budget Review said government was experiencing increasing pressure from rising personnel spending. This was largely due to the realignment of pay levels which had resulted in a 30% increase in personnel budgets over the past two years.

The public service wage bill would increase 12,9% (6,5% real growth) from R73,8bn to R83,3bn in the 1998/99 financial year — 51,4% of total noninterest spending.

However, the projected real growth would drop to 1,4% in

1999/2000 (R89,1bn) and lower still to 0,8% in 2000/01 (94,3bn).

Over the three years of the Medium Term Expenditure Framework, the real wage bill was expected to increase 4,2%, and decline as a share of total spending from 51,4% to 49,2%, the Budget Review said.

The government decided also to change the improvement of conditions of service vote, which was negotiated nationally yet had a major impact on provincial expenditure, "so that it becomes part of departmental and provincial budgets".

"This decentralisation will occur in the third year of the current medium term expenditure framework (2000/01) to ensure that there is suf-

ficient capacity within departments and provinces to participate meaningfully in the wage bargaining process," the Budget Review said.

Budget reform had to be accompanied by significant improvements in financial management capacity.

In 1998/99, R100m was set aside to improve financial management in national and provincial governments. "The introduction of greater accountability and tougher penalties for mismanagement will encourage greater demand for financial management skills," said the review.

Cosatu said it would respond today.

Questions: Page 20

sesearou i yed aivias (042)

GET

Cosatu angered by reduced wage deal

~~1/10/98~~
250
Reneé Grawitzky

THE Congress of SA Trade Unions' (Cosatu) public service affiliates said yesterday that attempts to renege on the three-year wage deal was an act of "provocation to the labour movement".

The Police and Prisons Civil Rights Union (Popcru) said that by failing to honour the agreement, government was setting a bad example to the private sector signalling that it was fine not to comply with a signed agreement.

Popcru general secretary Jacob Tsumane warned that a failure to reach agreement with government on this issue, could result in the mobilisation for mass action.

The National Education, Health and Allied Workers' Union (Nehawu) said the cut in allocation for salary increases would harm service delivery because R1,5bn of the R6,5bn (full year costs) set aside for increases were to be channelled into training, reskilling and the broader service delivery to the community.

Nehawu welcomed the proposal for a dedicated fund for job creation and the increase in the social welfare budget was a move in the right direction.

BD 13/3/98
The SA Municipal Workers' Union said there was no clear link between the proposed downsizing of the public service and the "promised transformation of the service".

The union said the proposed re-trenchments had clearly been devised to fit in with the growth, employment and redistribution strategy.

Vuyo Mvoko reports from Cape Town that Cosatu's leaders, in the light of Wednesday's budget, cast doubt yesterday on the success of the jobs summit.

Cosatu deputy secretary-general Zwelinzima Vavi said Cosatu would have preferred the government to "say concretely" what it intended doing to ensure job creation and to prevent the private sector from following its "job destroying path".

Sam Shilowa, Cosatu's secretary-general, said: "To make matters worse, the budget envisages an actual cutback in the public sector, after the private sector has shed tens of thousands of jobs in recent months. It is, therefore, clear that a far more imaginative strategy is needed from government — if the jobs summit is to have any hopes of success."

Ministry adviser took home R76 000 a month

CLIVE SAWYER
POLITICAL CORRUPTION UNIT

(200) (200) ARG 13/3/98

Questions are to be asked in Parliament about a Public Enterprises Ministry adviser who was allegedly working simultaneously as a consultant to Transnet, which is controlled by the ministry

Reports in December said Kahi Mabantsela was paid R48 000 a month as a consultant

while earning R28 000 from the ministry

Mr Mabantsela said at the time that he won the Transnet deal only once his contract with the ministry was coming to an end

An invoice for R48 000 that was sent to Transnet was just a way of receiving payment while he was finalising his employment conditions, he



Stella Sigcau

was quoted as saying

Democratic Party leader Tony Leon has asked Public Enterprises Minister Stella Sigcau if the reports about Mr Mabantsela are true, and DP MP Bukelwa Mbulawa has asked Public Service Minister Zola Skweyiya about guidelines for the appointment of consultants in the public service

New measures for public service right-sizing

GLIVE SAWYER

POLITICAL CORRESPONDENT

A government task force has recommended a range of measures to revive initiatives to right-size the public service

Finance Minister Trevor Manuel, introducing his Budget this week, said the pace of change in the public service would be accelerated this year

"Effectiveness of the public service is vital for the realisation of Government's vision of improved and more equitable service delivery."

Transformation required a motivated, well-trained and cost-effective public service

This year's Budget set aside money to build capacity in departments

This included R100-million for improving financial management in national and provincial departments, R200-million on the education vote and R100-million on the welfare vote for improved management and information systems in the provinces

On Wednesday, Budget Day, a task team appointed by Public Service Minister Zola Skweyiya reported to Parliament's portfolio committee on the public service about its year-long probe into ways to right-size the

public service.

Right-sizing is an achievement which has eluded the Government since 1994

Voluntary severance packages were launched in a void, and the only real savings departments have made since 1994 have been in abolishing vacant posts.

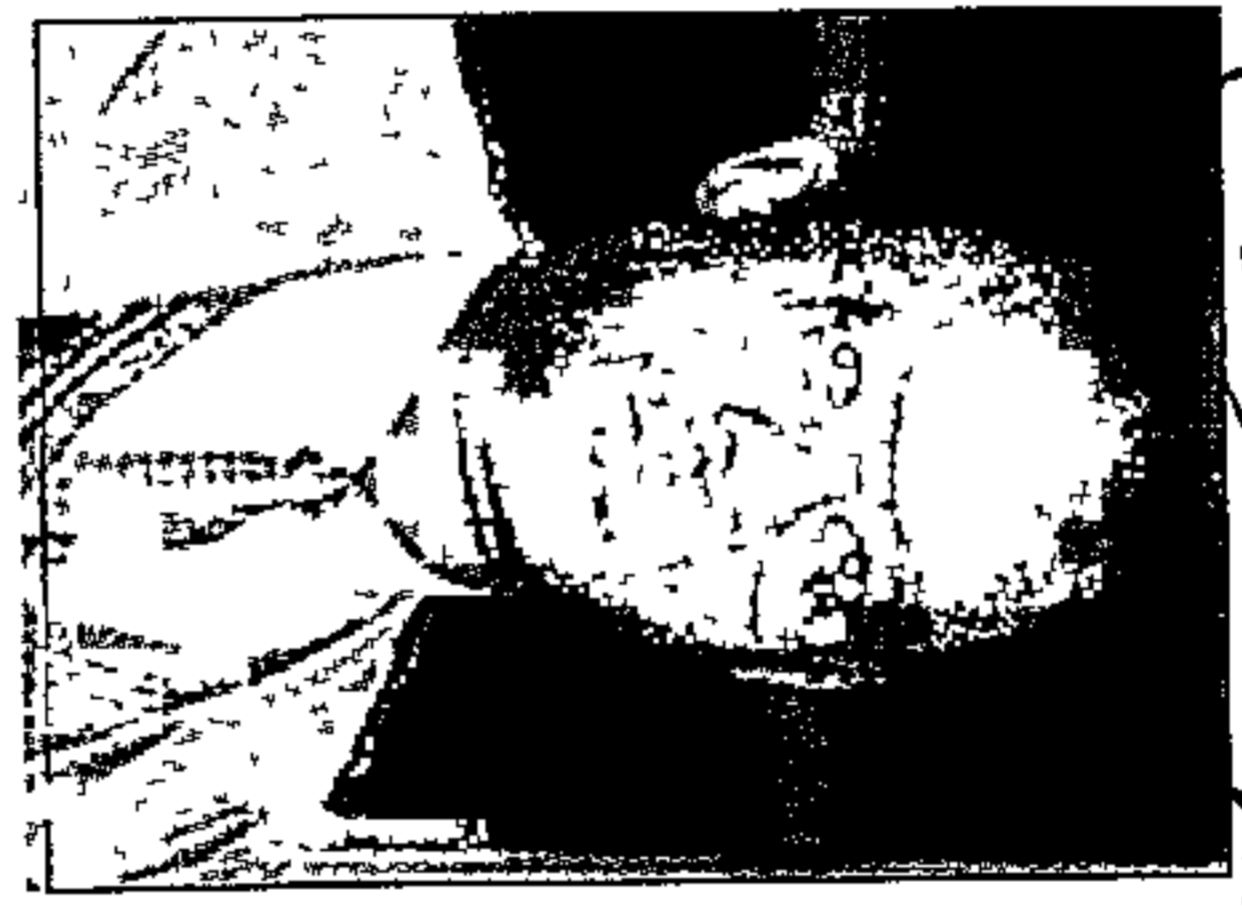
Departments had to pay from their own savings for voluntary severance packages

The packages had limited success as a tool for getting rid of "supernumeraries" when the Government intended closing a department anyway, as happened at the Central Economic Advisory Service, but, in the main, the packages caused skills losses.

The KwaZulu Natal government has stopped agreeing to packages because it has no more money to fund them

Between 1995 and 1997, public service numbers dropped by 105 000, short of government targets.

At the same time, the wage bill for the public service went up by almost R10-billion.



Severance: Zola Skweyiya

(250) ARG 13/3/98

Redeployment of supernumeraries has not been successful either because of a regulation that the department receiving a redeployed employee must pay the costs of redeployment

The moratorium on public service retrenchments, which will remain effective until next year, has contributed to the problem of supernumeraries left over after the amalgamation of the various pre-1994 public services

The task team told the committee that macro efforts to right-size the public service should be integrated with the budgetary process.

Running costs budgets should be set for individual departments, and proper indicators should be used in analysing the personal costs projections of departments.

To make right-sizing happen at departmental level, the right mix of pressures and incentives was needed.

Flexibility should be allowed in how departments right-sized themselves, but key

elements of the review process should be prescribed, the task group recommended.

It said the Department of Public Service and Administration should consider establishing a right-sizing unit.

Areas of obvious waste and inefficiency should be tackled, with special emphasis on ghost workers and supernumeraries

A new redundancy management framework should be introduced, said the task group

This could be done by refocusing the use of voluntary severance packages on redundant employees, or volunteers in their place, said the task group

Other recommendations included ensuring that redundancies were managed through appropriate agreements at central and departmental level.

There should be support programmes for those retrenched, said the task group.

Apart from the political and fiscal pressure to right-size, government departments are frustrated by their lack of a free hand for employer-initiated retrenchments

However, any such proposals would be subject to protracted and difficult negotiations in the public service bargaining chamber, and the process would be unlikely to bear fruit before next year's election.

Municipal workers 'very disappointed'

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — The South African Municipal Workers' Union (Samwu) said yesterday it was very disappointed that Finance Minister Trevor Manuel used this week's Budget speech to "renew the threat to public service jobs rather than clearly defining a programme for extending desperately needed services to more communities"

Samwu said the Budget was based around discretionary spending by provinces rather than concrete plans to rebuild the economy, create jobs and meet the needs of the people practically.

The union said "This year's Budget means the reconstruc-

tion and development programme has been well and truly jettisoned

"There is absolutely no clear link between the proposed downsizing of the public service and the promised transformation of the public sector. Minister Manuel says we need to keep government consumption in check in order to create attractive investment conditions

"Samwu believes that cuts to government spending will take place at great cost to ordinary people, and there is no guarantee that this will attract the desired investment." The union said the proposed public service retrenchments had clearly been designed to fit in with the government's macro-economic policy

(250) CT ~~DD~~ (PR) 13/3/98

Public servants take action over 'non-delivery' of R6,5-bn

By RYAN CRESSWELL

Public-sector trade unions plan to declare a dispute at the end of the month if the Government does not make good on a promise to provide R6,5-billion by July 1.

The money was promised during negotiations in 1996 concerning money allocations over a three-year period.

But the public sector was allocated only about R3-billion in Finance Minister Trevor Manuel's 1998/99 Budget an-

nounced on Wednesday.

Unions say the sudden shortfall threatens jobs. They also say they have found out that the Government budgeted to reduce its contributions to the public servant pension scheme by up to R870-million.

Federation of Unions of South Africa (Fedusa) spokesman Albert Wocke said he believed the actions contravened the Labour Relations Act, and that unions would declare a dispute during the next meeting of the Public Service Co-

ordinating Bargaining Council on March 30, unless the outstanding billions were allocated.

"They must take the consequences of their political actions," he added.

Fedusa, with about 350 000 members, says the move could lead to industrial action and a deterioration of industrial relations. The organisation has already told the Government that transformation will be put on hold until the money comes through.

Public servant unions belonging to Cosatu are also calling for the Government to honour the agreement, but they have not yet come out in support of a dispute.

Public servant unions are also worried about the possible loss of 300 000 jobs.

A spokesman for Manuel's office said that last year there had been a "misunderstanding" regarding the public service budget allocation and it was possible this had happened again.

(250) 8 Jan 13/3/98

Mamasela's dramatic performance may not sway amnesty panel

Reliability as a witness in the balance

JOHN YELD

Port Elizabeth – Self-confessed liar and murderer, security police lapdog, rugged individualist, showman, mercenary, torture victim, survivor, struggle patriot, betrayed revolutionary, perjurer, born-again Christian ...

Joe Mamasela, the former askari (turned ANC guerrilla) who as "Sergeant X" helped blow the lid on the Vlakplaas-based security police killer squads of the 1980s, revealed numerous details of his complex personal history as he testified under subpoena at the Truth Commission's amnesty hearing this week for the murder of the "Pebco Three" activists in 1985.

Six former security policemen, five from the Eastern Cape and one from Vlakplaas, have applied for amnesty for murdering three Port Elizabeth Black Civic Organisation (Pebco) activists, Sipho Hashe, Champion Galela, and Qaqawuli Godolozu – and disposing of the bodies by burning them and dumping the remains in the Great Fish River. They are Hermanus du Plessis, Gerhardus Lotz, Harold Snyman, Johan "Sakkie" van Zyl, Gideon Nieuwoudt and Gerhardus Beeslaar.

A black security policeman from Vlakplaas, Johannes Koole, and an askari colleague of Mamasela, Kimpani Peter Mogoai, are applying for amnesty for assaulting the three.

It is common cause that the three were lured by security police to Port Elizabeth airport by a false phone call purporting to come from a British diplomat who wanted to meet them with a funding offer. They were then abducted and taken as prisoners to the disused police station at Post Chalmers, near Cradock.

It is also common cause that a Vlakplaas team, which included Mamasela, Koole and Mogoai, assisted in the abduction and were present at Post Chalmers for at least some of the time the three were held there.

But there are deep differences over the actual circumstances of their captivity and ultimate murder. The white policemen have told the amnesty panel that the three were not assaulted in any way, apart from an admission by Beeslaar that he deliv-

ered a kick to one of the prisoners.

They said the three activists had been given coffee laced with a sleeping draught and then killed in an "humane" fashion with a single shot to the back of the head while asleep.

But Koole and Mogoai gave a different version, saying Mr Hashe, the senior of the three, had been viciously assaulted, and that at least one of his two companions had also been punched and kicked.

Mamasela took the contradiction much further still, and this week gave vivid testimony about how the three were beaten and tortured to death – "It was like a shark-feeding frenzy", he said.

At times, his grim details of the vicious assaults – which included punching, kicking, beating over the head with an iron bar, choking across the throat with a stick, squeezing and hitting testicles and being jumped on, all while handcuffed and helpless – had the audience of about 200 gasping and shuddering.

But can Mamasela be believed? That is the crucial question, because the success or otherwise of the security policemen's amnesty applications appears to hang to a large extent on which version of events at Post Chalmers the amnesty panel accepts as true.

Mamasela, who admits to 40-odd murders and numerous other operations during his 12 years of service with the security police as an askari, has developed a somewhat notorious reputation since his story of his Vlakplaas activities was first reported by the City Press newspaper in 1994.

He became widely known following his television interview in April 1966 with journalist Jacques Pauw, who specialises in reporting on "hit squad" activities, during which he spoke vividly about the assaults on the Pebco Three. Mamasela has not applied for amnesty from the TRC for any of his activities at Vlakplaas, choosing instead to work with the special investigations team of Gauteng Attorney-General Jan D'Olveira

This team is also investigating "hit squad" activities and aims to bring prosecutions of many perpetrators who have not applied for amnesty, and possibly also of those whose amnesty applications fail.

Because of his intimate knowledge of operations – he says he started keeping a secret diary in 1985 – Mamasela is likely to be used as a key witness in such prosecutions, and could be indemnified as a result.

This was suggested to him this week by advocate Roelf du Plessis, for Beeslaar, who said during cross-examination: "My impression is that you have struck a deal with someone and you will not be prosecuted?" Mamasela countered sharply: "That is your own fertile imagination – help yourself to it."

'That is your own fertile imagination – help yourself to it.'

It was just one of numerous clashes with lawyers for the amnesty applicants in which Mamasela gave as good as he got, frequently going on the attack – he accused Mr Du

Plessis of being an "unscrupulous lawyer" who made his money defending the apartheid police force – and having to be called to order by amnesty panel chairman Judge Bernard Ngoepe.

Articulate, aggressive and increasingly confident, Mamasela played openly to the predominantly black gallery, presenting himself as victim of both the white security police and his one-time commanders in the African National Congress whom, he claimed, had murdered his brother and "sold me to the Boers on a silver platter".

"I was deceived, used like a con- dom by both black and white politicians. I don't owe them anything," he declared at one point.

Mamasela admitted that he had lied on several occasions – including to the McNally Commission in 1989, the Harms Commission in 1990, the ANC's Independent Board of Inquiry in 1994 and in court cases in which innocent victims had been convicted – and that he had exaggerated his story when speaking to Jacques

Pauw. But he claimed he had been forced to lie by his white security masters at Vlakplaas, of whom he and his fellow askaris were the "lapdogs".

Responding to advocate Cobus-Booyens SC, for five of the white security police amnesty applicants Mamasela declared: "Your client told me to lie and I lied. It was the norm in the police to tell black people to lie. If you don't lie you get killed."

Mamasela played the race card skilfully during his cross-examination, successfully appealing to many in the audience for empathy. During one exchange with Mr Booyens he remarked: "We (black people) normally lie. You cannot tell me that your life you didn't lie. Because you are white you believe white people don't lie. They only tell a white lie. White people don't steal, they only do white-collar crime."

At another point he said: "We (black people) are the worst oppressors of ourselves. The worst enemy of the black man is the black man myself included."

At the conclusion of his testimony, Mamasela won further support from the many in the audience who applauded him when he apologised "humbly" to the families of the Pebco Three and to the black community in general, saying: "I see each and every black person as a victim."

At the conclusion of three days of testimony and vigorous cross-examination, Mamasela looked understandably pleased with himself as he stood hugging two of the widows – Nothobile Hashe and Rita Galela – who had given him a public endorsement of reconciliation and forgiveness. For example, Mrs Hashe said she agreed that he had been forced by the white security policemen to commit atrocities, and added: "I'm proud of him today for telling what happened."

But Mamasela's apparent rehabilitation in the eyes of at least some people in the Port Elizabeth community and his dramatic performance in the witness seat will not have swayed the amnesty panel, which will reconvene on May 18 and 19 to evaluate all the testimony and hear arguments from all the lawyers. Mamasela's reputation as a reliable witness is still very much in the balance.

ARG 14/3/98 (250)

Ramatlhodi joins salary queue, to stop the 'ghosts'

Many taking double salaries

(250) (2658)
CP 15/3/98

By HANGWANI MULAUDZI

NORTHERN Province Premier Ngoako Ramatlhodi this week fired the first salvo in his crusade against his administration's "ghost" salary earners - he joined a queue of public servants receiving their salaries in person

The clean-up campaign to eliminate "ghost" payouts was launched this week when politicians, led by Ramatlhodi, queued at the Pietersburg Gateway Airport to receive their salary cheques

In an effort to expose "public servants" drawing more than one salary, the provincial government decided that all workers should be paid only after personally signing for their March cheques

Now more than 125 000 public servants in the province will not have their money put into their

bank accounts as usual - but will have to queue at various pay points to collect their salary cheques

Government spokesman Kenny Mathivha said the campaign to expose the "ghost workers" in the civil service was progressing well

He said he was confident that the campaign would expose "those public servants who were drawing more than one salary"

"Although we are unaware of the exact number of ghost workers who have defrauded the government of millions, we are however convinced that there were people who drew more than one salary," said Mathivha

He said that "since the attainment of the country's freedom in 1994, the provincial government inherited about 125 000 civil servants" either from the former homelands or the

former TPA

He said a large number of "unauthorised people" received salaries and the exact amount involved was not known

"The campaign is similar to other operations against corruption held previously and it is a strategy by which the government will see that a particular person exists or not," said Mathivha

He said the remaining salary recipients will be given their cheques on Wednesday and "all workers who fail to turn up and identify themselves will be automatically dropped from the payroll"

□ Mathivha said all those civil servants who were found to have been "defrauding the government" by accepting extra salaries would be dealt with severely

Northwest consultant is getting a whopping R38 000 monthly salary

By JIMMY SEPE

A FORMER public relations officer of the now defunct New Age Beverages, which bottled Pepsi Cola in the country, has been hired as a consultant to transform a North West government parastatal for a salary of R38 000 a month, according to documents held by City Press.

The former Pepsi employee, Pule Pule, who acted as NAB corporate communication manager until the company was shut down last year, has been employed by Northwest Transport Investment (NTI) since last July in a controversial position that has drawn criticism within the parastatal.

The salary perk, which translates to R456 000 per year, means that the former PRO of NAB will walk out with a year's earnings.

Deputy ministers in the national government earn a salary of R385 392, almost R80 000 less than Pule's earnings.

Documents in City Press's possession not only show that Pule receives a monthly salary of R38 000 but he has also been guaranteed the luxury of using a petrol card with a maximum limit of 5 000 km per month, and also unlimited use of his cellular phone.

Pule's appointment was signed by board chairperson Selwyn Silent on July 23, 1997. Payment for Pule's appointment, although signed on the 23rd, was confirmed as starting from July 1 until June 1998.

Silent, when approached by City Press, said the appointment of Pule followed proper "corporate governance procedures."



SAME BOSS AS BEFORE... Kheha Mthembu, chairperson of North West Development Corporation

He said Pule's appointment was approved by the entire board after careful consideration of his past experience with several companies.

"Pule's involvement in the field of transformation dates back to 1985 according to his curriculum vitae (CV). He showed the necessary expertise needed by the NTI."

But NTI members continue to question Pule's professional background and knowledge of transformation of the transport parastatal.

Other questions which are being raised is whether proper tendering procedures were

followed to appoint Pule and his company two months after the dissolution of NAB. Insiders within the NTI told City Press that they are still waiting to see the changes that Pule has effected since his appointment last year.

They said that they have still not seen any document that has been drawn up, or for that matter even proposed, for the structural changes and transformation of the parastatal. Questions are also being asked as to whether Pule's appointment had anything to do with one of its directors and former NAB head, Kheha Mthembu.

Mthembu is also chairperson of the North West Development Corporation, to which NTI is accountable.

Silent rejected any notion that there could have been an influence from any of the board members, saying Pule's appointment was made after he had made a presentation to the company.

North West MEC for Finance and Economic Affairs, Michael Kuscus, told City Press through his spokesperson that the NTI and the NWDC are usually entrusted with making appointment decisions on their own and do not have to report to him.

"The only time the MEC gets involved is if there are irregularities in the development corporation and so far he has not had any reason to get involved," he said.

Pule declined to comment on his appointment and referred all questions to the board chairperson, Silent.

ILO moots wage subsidy for social plan

David Greybe

CAPE TOWN — Government should consider a short-term wage subsidy for businesses which hire retrenched public servants as part of a "social plan", an International Labour Organisation (ILO) report recommends

Task forces should be formed "to develop initiatives to generate increased employment opportunities in local communities where a significant level of public-sector redundancies will occur" These teams should be drawn from the relevant government departments, the private sector and unions

The ILO Pretoria office was asked by the public service department last year to come up with specific options for "rightsizing" the public service

The request concided with cabinet approval of cheaper retrenchments based on private-sector norms to cut

BD 16/3/98
the bloated public service The cabinet's mandating committee said at the time it was worried that lower-paid workers, who were more likely to be made redundant, would suffer long-term unemployment It called for a "social plan" to cushion the fallout

Graham Holmes, the author of the ILO report, said government should consider establishing an organisation to meet support service needs for those retrenched. Services included financial and psychological counselling, retraining, redeployment and re-employment, and social protection measures

The experiences of organisations which had undertaken large-scale retrenchments and work done by the National Economic, Development and Labour Council should be used as guides, he said

As the rightsizing of the public service could not be achieved by a reliance

(250)
on natural attrition and the use of voluntary severance packages, an employer-initiated redundancy package should be introduced "which is performance-based", he said But a new retrenchment scheme should involve "full consultation" with the unions and be structured to overcome the difficulties inherent in the existing employer-initiated redundancy package

Corrie Smit, manager of the public service rightsizing project, said yesterday his report would be finalised and presented to Public Service Minister Zola Skweyiya by the month-end. It would contain recommendations from the Holmes' report. "Discussions and consultations" with the unions would follow soon after

However, the unions have said they will not give in to cheaper retrench-

Continued on Page 2

Wage subsidy

Continued from Page 1

BD 16/3/98
ments without a fight They were angry about last week's budget announcement that government had "renegeged" on its three-year wage agreement and planned to provide R1,5bn less for wages.

Casper van Rensburg, GM of the Public Servants' Association, dismissed the social plan proposal as "a sweetener" meant to make cheaper retrenchments more palatable

A government official said the social plan would cost the state "hundreds of millions of rands" because most of the redundant staff were considered unskilled and less skilled and would struggle to find new employment

Unions up in arms over Budget

By Abdul Mlazi

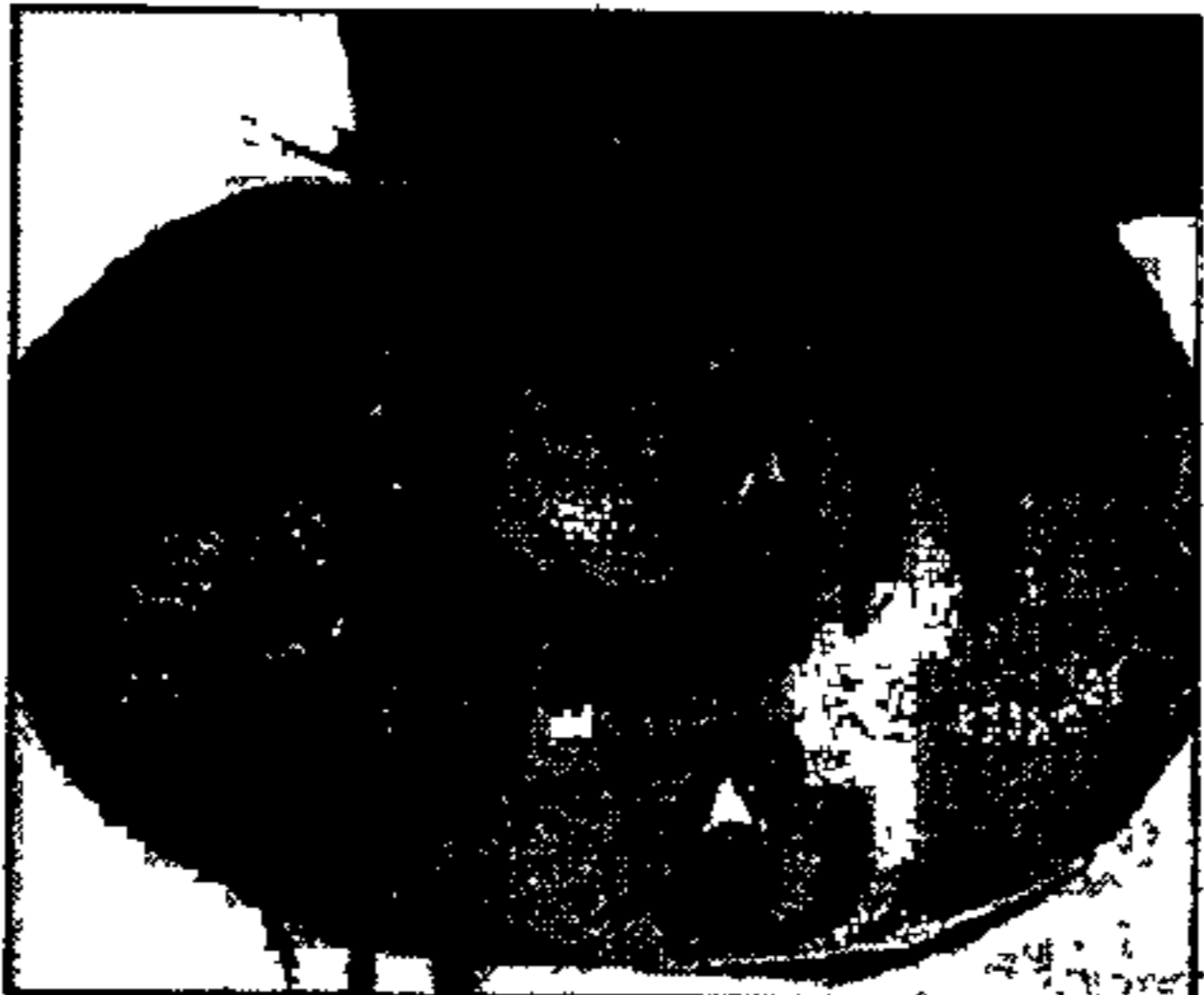
FINANCE MINISTER Trevor Manuel has landed the Government in hot water with the public service unions for allocating only R3 billion of the R6,5 billion promised for the salary bill of the public service.

Unions are now baying for his blood and threatening industrial action as they see this as Government reneging on the three-year wage agreement between the state and unions in 1996.

At the time the union demanded a nine percent across-the-board wage increase for professionals and between 20 and 23 percent for the lowest-paid workers to close the gap between top and bottom earners

After protracted negotiations marked by sporadic strikes, the Government only offered 7,5 percent across the board and promised to allocate R6,5 billion towards the public service salary bill to allow it to implement decent wage increases.

Federation of South African Labour (Fedusa) public finance chamber representative at the National Economic Development and Labour Council



Finance Minister Trevor Manuel.

(Nedlac) Albert Wocke said the Budget had made it clear that the Government would not meet its obligations on the agreement.

"We have no doubt that this will lead to industrial action and a deterioration of industrial relations in the public service. The amount allocated amounts to a four percent increase on the salary bill of the public service," said Wocke.

Minister Manuel in trouble over promised R6,5 billion

He argued that planned retrenchment of 300 000 public service employees would add further to the stress placed on the social welfare systems.

Wocke said Fedusa would declare a dispute with the Government at the coming Public Service Coordinating Bargaining Council on March 30. It would then initiate programmes to enforce the 1996 agreement, and these would include legal action and mass action.

Police and Prisons Civil Rights Union (Popcru) general secretary Jacob Tsunane said: "By failing to honour this agreement the Government is setting a bad example to the private sector that it is okay to go against your word even when you have signed an agreement."

Tsunane also threatened that Popcru would embark on protest action to ensure that the Government kept its side of the bargain.

"The three-year agreement clearly stated that an amount of R6,5 billion

was going to be allocated during the 1998-99 budget but this has been cut to R3,5 billion.

"This leaves us wondering where the rest of the money is going to come from to ensure the agreement is honoured."

The South African Municipal Workers Union criticised Manuel for "using the Budget to renew the Government's threat" on public service jobs.

Samwu spokeswoman Anna Weekes said: "The Budget is largely based on discretionary spending by provinces rather than concrete plans to rebuild the economy and create jobs."

"There is clearly no link between the proposed downsizing of the public service and the promised transformation of the public sector," said Weekes. The concern among public service unions is the glaring gap between the highest paid and lowest paid workers in the sector, which led to the call for a wage freeze for executives. They demanded a wage freeze for

management personnel up to director-general but the Government offered directors and their deputies a five percent increase. Only director-generals did not get increases.

"Minister Manuel says that we need to keep Government consumption spending in check in order to create attractive investment conditions. Samwu believes that cuts to Government spending will take place at great cost to ordinary people," said Weekes.

Weekes said cutting consumption spending for the Government meant contracting most of its service delivery services, and this would have a negative effect on communities and the delivery of basic services in general. She said the planned retrenchments had been devised merely to fit the Government's macro-economic strategy, Gear, which had failed to create jobs.

"As part of Samwu's anti-privatisation campaign, we will continue to vigorously oppose any restructuring schemes which pave way for privatisation of public services," said Weekes.

Serving the public

(250) souetan 17/3/98

AS THE DEBATE around affirmative action continues to rage, the Government is putting together plans for the civil service to lead the way in implementing the policy

It is working on the premise that a diverse and integrated workforce is the only way to restore the legitimacy and credibility of the public service and has set itself minimum targets for the employment of blacks (who by definition include Indians and coloureds), women and people with disabilities

Although statistics show that blacks now comprise the majority in the public service, the figures are misleading because only a minority are in management and decision-making positions

"It is not simply a numbers game," says Ursula Evans, a director in the Ministry of Public Service and Administration, working on the policy framework "Affirmative action is part of good human resources management"

While Evans, like most new and black appointees, says "things are moving" as there are now more black faces in the corridors of government, she acknowledges that changing the culture of the place is more difficult

There are an estimated 1,2 million civil servants in the national and provincial governments, although accurate figures are hard to come by despite an ongoing audit because accurate records were never kept

The byzantine bureaucracy of the past – including the independent and nominally independent homelands – also left many loopholes for corruption, which are only being exposed now

Over the past four years, several thousand "ghost workers" – employees who exist only on paper but still draw regular salaries – have been discovered.

Doubtful figures

Despite the doubtful figures, basic targets have already been set. By next year blacks should make up half the public service management. At present they comprise 38 percent at management level.

Women are expected to reach 30 percent of the middle and senior management level in the same period and disabled people should be at least two percent of the staff by the year 2005

However, the 30 percent for female employees – like all the department's targets – is an interim measure and the ultimate goal is at least 50 percent

More importantly, there will be attempts to move away from gender stereotypes where women are confined to lower level work in "traditionally feminine areas" like education and health, with very few having decision-mak-

Changes have to be made in the public service if it is to be effective and deliver on services. **Sharon Chetty** evaluates developments since the 1994 elections...



Ursula Evans ... affirmative action will make delivery more efficient. PIC SHARON CHETTY

ing powers

A white paper draft that will soon go before Cabinet also acknowledges one of the fundamental problems of the South African workplace – that the predominance of men in management, results in male behaviour patterns being the norm and that even highly qualified and competent women are seldom accepted as equals by their male counterparts.

That is compounded by a working environment that does not cater for domestic needs like childcare, which remains primarily a woman's responsibility

The idea is for the public service to reflect the society it serves, says Evans

And to the detractors of the affirmative action policy, who complain about the drop in standards, she replies "There will be training and checks and balances put into place

"Affirmative action is necessary for greater efficiency and delivery of services"

By simply increasing the number of public servants who speak African languages and understand the needs of the "disadvantaged sections" of the community, services would improve significantly

Evans says that the public service's stated position is that it is "an equal opportunity

employer", which was never part of its previous mission. At the same time, there will not be a "blanket solution"

Provinces will need to look at their specific needs and imbalances and special efforts must be made to make the system more accessible to the most marginalised women from rural areas and people with disabilities

Having a well-debated and researched policy also helps to avoid negative perceptions and the insecurities around such changes

Although the public service has been undergoing transformation over the past four years, new appointees who were expected to lead the change were often frustrated at every turn, she says

"We must ensure that there's support for affirmative action appointees that they are not on the side, left to do things on their own. Part of good human resource management would be to make the policy work"

Although the idea being promoted is that "affirmative action is the responsibility of every manager", the white paper will lay down specific guidelines on how the policy should be implemented and ensure that an affirmative action programme manager is made accountable

A "holistic" approach is required. Everyone from those preparing and approving budgets to those in charge of training will have to work together to make sure there is coordination

Disabled people

Among the considerations would have to be appropriate working conditions and equipment for disabled people.

Travel schemes would have to take into consideration that blacks mostly live far away from their workplaces and do not always have access to reliable public transport

Women often need to drop off and fetch children before and after work and disabled people often cannot use public transport or drive their own cars

A strong argument for an affirmative policy is that the cost of not having one would be higher for the Government – it would not be able to provide a customer-oriented public service, there is likely to be high staff turnover and its human resources would be underutilised

Western Cape to cut 10 000 more public servants (250)

David Greybe

BD 18/3/98
CAPE TOWN — The Western Cape envisaged cutting its workforce by a further 10 000 by the year-end so it would be left with 70 000 public servants, provincial director-general Niel Barnard told Parliament yesterday.

This meant the provincial government would have slashed its workforce by about 27% — 30 000 — since the 1994 election, Barnard told the public service committee. The almost 20% already cut “has not been equalled elsewhere” in the public service.

His appearance followed a decision to subpoena him after he failed to attend a public hearing on the provincial audit report. He apologised yesterday.

The Western Cape received a reasonably clean bill of health in the audit report. The only major critique was that its management style was seen as too centralised.

Barnard disagreed. The province had adopted the most efficient model under the circumstances — a mix of centralisation and decentralisation. “It is accepted that a decentralised model best suits service delivery but it is also true that a decentralised model more often than not is more expensive.”

More progress could have been made but for a decreasing budget allocation. The administration wanted to ensure competent staff were available before devolving more functions.

He said the province was “not completely satisfied” with its progress on affirmative action. However, downsizing restricted opportunities and 65% of approved voluntary severance packages went to black workers. The province was confident the new labour relations and transformation unit would hasten affirmative action.

The unit's head, Melvyn Joshua, called for a more focused retrenchment tool “whereby the employer can take the initiative, close a function and lay off workers”. The voluntary severance package had not resulted in a smaller public service. “There is no well-developed action plan.”

A payments audit had shown that there were no ghost workers.

mands were rite.

No civil action against Mufamadi yet

SAFETY and Security Minister Sydney Mufamadi had by yesterday not received notice that he was to be sued after two police officers allegedly stole R2,1m from a German businessman.

A police spokesman said the two officers, Louis de Jager and Jan Myburgh, had since been suspended from the police pending the outcome of a theft trial.

They allegedly went on a spending spree with cash belonging to Jurgen Harksen, who is wanted in his home country on tax evasion and fraud charges involving more than R980m.

International news agencies earlier reported that the trustees of Harksen's estate on Monday announced their intention to sue Mufamadi.

Council responds to ultimatum

THE Butterworth town council responded to an ultimatum from Eastern Cape local government MEC Smuts Ngonyama to step aside and allow its affairs to be taken over by the province, Ngonyama's spokesman Litha Twaku said yesterday.

Twaku said Ngonyama was considering the council's response, which reportedly asked for clarity on the functions to be assumed by government administrators, and would decide soon on the next step.

The ultimatum — the first of its kind in SA — is based on section 139 of the constitution stipulating a province can intervene if a municipality fails to or is unable to fulfil its executive obligations.

Cape DP councillor Belinda Walker

BUSINESS Day incorrectly referred to Cape Town Democratic Party councillor as Melanie Walker in yesterday's newspaper. She is in fact Belinda Walker. We apologise for the error.

REPORTS: Business Day Reporters, Sapa.

New law 'will enhance financial management'

BD 18/3/98

Linda Ensor

CAPE TOWN — The introduction of a single law this year to replace the 10 exchequer acts at national and provincial level would enhance the system of financial management in the country, state expenditure director-general Cassiem Gassiep said yesterday.

Gassiep was speaking after his appearance at Parliament's portfolio committee on finance to discuss the 1998/99 budget.

The bill being drafted, called the Treasury Control Bill, would allow the national treasury to have greater influence over provincial treasuries in regard to their performance. There would also be a greater sharing of information, Gassiep said.

The proposed legislation would implement section 216 of the Constitution, which authorises the national treasury to lay down standards, rules and regulations on accounting and financial reporting for provincial treasuries. In terms of the interim constitution, each province was independent and the power of the national treasury to perform an oversight function was constrained, Gassiep said.

Drastic changes were envisaged, including the introduction of Draconian penalties if budgets were exceeded,

he told the finance committee

Care had to be taken, however, not to discourage people from spending what was necessary. "There is quite a debate going on as to the level of punishment which would be suitable," Gassiep said.

There would probably be a range of penalties, from minor to the more serious, depending on the level of overexpenditure and its character, he said.

Nols du Plessis, chief director of planning in state expenditure, who is involved in drafting the legislation, said the basic principle was that an appropriation was an act of Parliament and overexpenditure a breach of the law. However, enforcement was a key issue.

"You can add all those penalties, but if you don't enforce them, they are not worth the paper they are written on. Under the current Exchequer Act overexpenditures can be recovered from those responsible. But in fact it is very difficult to do this when the amounts involve total millions of rands," he said.

Among the questions being examined by the drafters were what to do if overexpenditure was to the benefit of government, and who would be the judge of what was to government's advantage.

Numsa highlights toll of (250) public service retrenchments

BD 18/3/98

Réneé Grawitzky

The first round of retrenchments in the public service would affect 20 000 people in the Eastern Cape, 15 000 in the Northern Province and a further 20 000 in the other provinces, Peter Dantje, assistant general secretary of the National Union of Metalworkers of SA (Numsa) said yesterday.

At the start of Numsa's national bargaining conference in Johannesburg, Dantje said the retrenchments were "a possible area" of disagreement with the African National Congress. He also said that 114 345 jobs were lost in the engineering sector since 1990.

Delegates from the union's Wits central west region have called for a moratorium on job cuts in the public service between now and the presidential job summit meeting later this year.

Eastern Cape delegates have proposed a campaign against retrenchments and are demanding government review its trade policy and tariff

reductions.

Numsa general secretary Mbuyiselo Ngwenda said discussions had been held with Trade and Industry Minister Alec Erwin to highlight the effect on local industries of the continued reduction in tariffs. Numsa did not get a sense of the trade ministry's willingness to review the tariff-reduction programme, he said.

Delegates are to use the conference to frame an approach to the presidential job summit and to approve labour's employment strategy.

In submissions to the conference, all Numsa's regions believed that job creation could not be achieved within the framework of the growth, employment and redistribution strategy.

Ngwenda said some controversial issues to be debated included training and wages. Delegates would have to decide whether negotiations would focus on principles underpinning training or whether to continue demanding 200 paid hours for training a year.

Unions meet employers

Pearl Sebolao

EMPLOYERS and trade unions participating in a national transport strike were due to meet for talks under the auspices of the Commission for Conciliation, Mediation and Arbitration (CCMA) today, in the hope of ending the dispute.

Professional Transport Workers' Union spokesman Emily Fourie said that two senior CCMA commissioners from Durban and Cape Town had already been approached to mediate.

The strike is expected to intensify, with about 20 000 bus drivers joining the truckers.

The bus drivers are demanding a 10,5% increase while employers are offering 7,5%.

BD 18/3/98

Northern Province government being cleared of 'workers'

By HANGWANI MULAUDZI

THE ten-day operation of clearing the public service of "ghost" workers in the Northern Province - believed to have cost the government millions of rands - ended this week and already there are indications that the exercise was a success

While the provincial government is still to release a full and detailed report of the campaign, several officials, including high ranking officials, have been exposed as drawing more than one salary

According to preliminary findings, civil servants who have since retired or resigned were also found to be still drawing money from the state coffers.

Two such culprits were apprehended on the first day of the operation after they attempted to draw

CP 22/3/98
more than one cheque

Five other people also reportedly tried to claim payments for this month in the Far North region

Criminal charges against the seven have been laid with the police and they are expected to appear in court this week

Government spokesman Kenny Mathivha said the campaign to expose the so-called ghost workers in the civil service has progressed well but added that it would take at least three months before they could release a final report "We are confident that the objective seems to have worked Some incidents were reported and most of them are under police investigations," said Mathivha

Meanwhile, the provincial government has sent out a stern warning to business people to refrain from cashing cheques for which no positive identity is produced

(250) (250)

Abstract indicators on public service 'counterproductive'

Linda Ensor

BO 24/3/98

(250)

CAPE TOWN — Abstract indicators on the optimum size and cost of the public service relative to total government expenditure were of little use and could be counterproductive, the public service and administration director in charge of rightsizing, Corrie Smit, said yesterday

Responding to questions by Parliament's portfolio committee on finance — sitting on the 1998/99 budget — on government's failure to reduce personnel sufficiently, Smit said the fundamental question was how productive employees were. Investigations showed that overemphasis on indicators could distract from delivery, performance and productivity. It was more realistic to use indicators for individual departments whose spending projections could be assessed in terms of functions performed.

There was scope for improved efficiency and for reversing the trend of an escalating wage bill as a percentage of the total budget.

ponding golf course where a
academy was proposed.

Teenage music sensation Vanessa Mae rocked Vodaworld in Wildrand yesterday during rehearsals for her concert, which starts this evening.

Picture TYRONE ARTHUR

US management group funds local govt training

Deborah Fine

(250)

THE US-based International City Managers' Association is to fund training courses for SA local government managers.

The association, which has its headquarters in Washington and more than 8 000 members worldwide, signed a co-operation agreement with the SA Institute for Local Government Management last September

In line with this agreement, the association has provided a grant of more than R24 000 to assist in the hosting of a workshop for SA's emerging local government managers, in Bloemfontein next month.

The workshop will be hosted by the SA institute, which will, in turn, promote the association to SA managers.

The conference has already attracted more than 100 local

government managers from previously disadvantaged communities countrywide, and will focus on the challenges they face, including financial management, the stimulation of local economic development and effective service delivery.

Speakers include experienced city managers from the North American cities of Atlanta and Vancouver
Constitutional Development

Minister Valli Moosa said recently that capacity building in local government was a major priority for SA because the local government sphere was the "environment that offers the hardest challenges".

Local authorities had the "mammoth" responsibility of delivering and maintaining essential services and infrastructure central to the country's daily functioning

BD 24/3/98

(,Bivec")



Public service says government still pays for surplus staff

Officials admit state failed to cut wages ⁽²⁵⁰⁾

CT(PR) 24/3/98 24

LYNDA LOXTON

PARLIAMENTARY CORRESPONDENT

Cape Town — Senior public service and administration officials yesterday admitted that the government had failed to cut its wage bill and was still saddled with 55 000 supernumerary, or surplus, staff who had no work to do

Vusi Khumalo, the department's chief director of labour relations, told the parliamentary portfolio committee on finance that voluntary severance packages (VSPs) had not succeeded in reducing surplus staff, while the redeployment strategy had not produced the desired results

Priority was now being given in discussions with the labour movement on how to cut staff numbers and how to structure VSPs that were more affordable

Strategy options had been formulated and submitted to Zola Skweyiya, the public service and administration minister, which still had to be presented to the Cabinet. Khumalo said for this reason he and his staff might not be able to answer all the questions put by committee members

Skweyiya last week cancelled a planned briefing of the committee by his officials because the

new approach to rightsizing the civil service had not yet been cleared by the Cabinet, but the committee demanded to be briefed on more general issues yesterday

Corrie Smit, the rightsizing project manager, said restructuring had not been easy as many of the services provided, such as education, health and welfare, were very labour intensive

"The fact is that if we do not contain employment growth in the public service there will be a ballooning of personnel expenditure which will make inroads into the rest of the budget and the government's ability to direct more resources into capital expenditure," Smit said

VSPs, redeployment and natural attrition had resulted in 138 000 job cuts over the past two years, but the wage bill as a percentage of the budget had risen from 36,2 percent in 1995-96 to 39 percent in 1997-98 because of salary increases, a new salary grading system and the closing of the wage gap in the civil service

Smit said he was reluctant to apply international ratios or norms about how large the government wage bill should be in an ad hoc manner in South

Africa. But more important was how productive the civil service was and the focus should be on improving efficiency

"You have to provide more value for money and do more with less," he said, adding there was scope for efficiency improvements in the civil service

Smit said more powers over staffing issues were being devolved to departments and the provinces to ensure greater flexibility. The amended Public Service Act was expected to go into operation later this year and a new Public Service Commission would be appointed by mid-year

Committee members expressed concern that some staff who had taken VSPs had been re-employed as consultants and said VSPs had mostly been taken up by the best staff or people near retirement. Redeployment would also not work unless better incentives were offered to staff to move to other provinces or schools

Smit said that the retraining of staff to allow them to move more easily into other posts was receiving priority. He agreed that more incentives might be needed to encourage redeployment, but the answer might not necessarily lie in higher salaries

AID Minister pledges help in transformation of public sector

Britain makes hefty offer to SA

(250) ET (OR) 25/9/98

NCABA HLOPHE

Johannesburg — The British government would offer significant financial and technical aid in the transformation of South Africa's public sector, Peter Kilfoyle, the public service minister of Britain, announced yesterday

Kilfoyle, who is in South Africa to study the public service, said he would recommend that more financial and technical skills assistance be allocated to transforming the civil service

The process would include cutting the estimated 1,2 million civil service jobs and rationalising state departments

The British government was already spending more than R180 million to boost public-sector services, including R10 million on the transformation drive

Britain, Sweden and Canada had been actively involved in the formation of the Presidential Review Commission's study on the possible trimming of state departments

Zola Skweyiya, the public service and administration minister, said the Presidential Review Commission inquiry

would have to be reviewed by the Cabinet and the provincial premier before being released to the public by mid-year

The year-long investigation has suggested the scrapping and amalgamation of several state departments as well as the intervention of central government in malfunctioning provincial governments

"We still have to wait for the proper government structures to approve the recommendations before anything can be implemented," Skweyiya said

A white paper on the transformation of the public service aims to route blacks into managerial positions and allows for 30 percent of new recruits in senior positions to be women

In September last year, there were 1 164 843 public servants and about 828 494 were employed by provincial governments

Skweyiya said structures were being considered to support retrenched civil servants to set up small business operations and access procurement opportunities

"As (President Mandela) said, government is not an employment agency and our aim is to rationalise the inflated civil service to improve efficiency"



WHITE KNIGHT Peter Kilfoyle, the public service minister of Britain, is in SA to study the public service PHOTO JOHN WOODPOOF

MPs pass bill on increases for themselves

(250) (~~428~~)

By DONWALD PRESSLY

Political Staff

Star 25/3/98

Cape Town - A bill which sets the salaries of the president, MPs, provincial MPLs, traditional leaders and local government representatives has been passed unanimously by the National Assembly.

It has come under fire from the Congress of Traditional Leaders of South Africa, which said it was dismayed that traditional leaders were denied the right to pensions and medical aid in terms of the bill.

At present the deputy president earns a package of R535 600 a year, and cabinet ministers and premiers are paid R474 162. The leader of the official opposition earns R304 152 and leaders of minority parties earn R282 912.

MPs earn R251 649 and MPLs R242 355

Public service changes 'on right track'

David Greybe

CAPE TOWN — Government's approach to transforming the public service was the correct one, however painful some of its short-term choices, UK Public Service Minister Peter Kilfoyle said yesterday.

Kilfoyle, here on a week-long visit at the invitation of his SA counterpart Zola Skweyiya, said Skweyiya and his department had clearly thought through what would benefit SA in the

long term. Overall, "Skweyiya has chosen the right path as the government moves towards implementation of very extensive public service transformation policies", Kilfoyle said. These included a strict new code of conduct for public servants, decentralising power, seeking cheaper retrenchments with unions and improving skills.

Kilfoyle told the parliamentary public service committee earlier in the week it had a vital role to play in scrutinising the actions of the executive arm of government, "because no one has a monopoly on power".

Kilfoyle's visit comes shortly before fresh talks starting on Monday between the public service department and Britain's department of international development on a new five-year assistance framework agreement. Since 1994, the UK government has committed about R240m in assistance to SA's public service.

It includes support for several different programmes to address serious inadequacies in administrative and information systems at both national and provincial government level.

Public service director-general Paseka Ncholo said SA would be seeking what he called a five-year "envelope of assistance" at the talks. Ncholo said this differed from current assistance in that, under the new proposal, Britain would commit a lump sum from which SA could draw whenever it needed, instead of having to motivate afresh for each new project.

(350) PD 27/13798



Municipal workers' pay offer below inflation

(250) Star 30/3/98

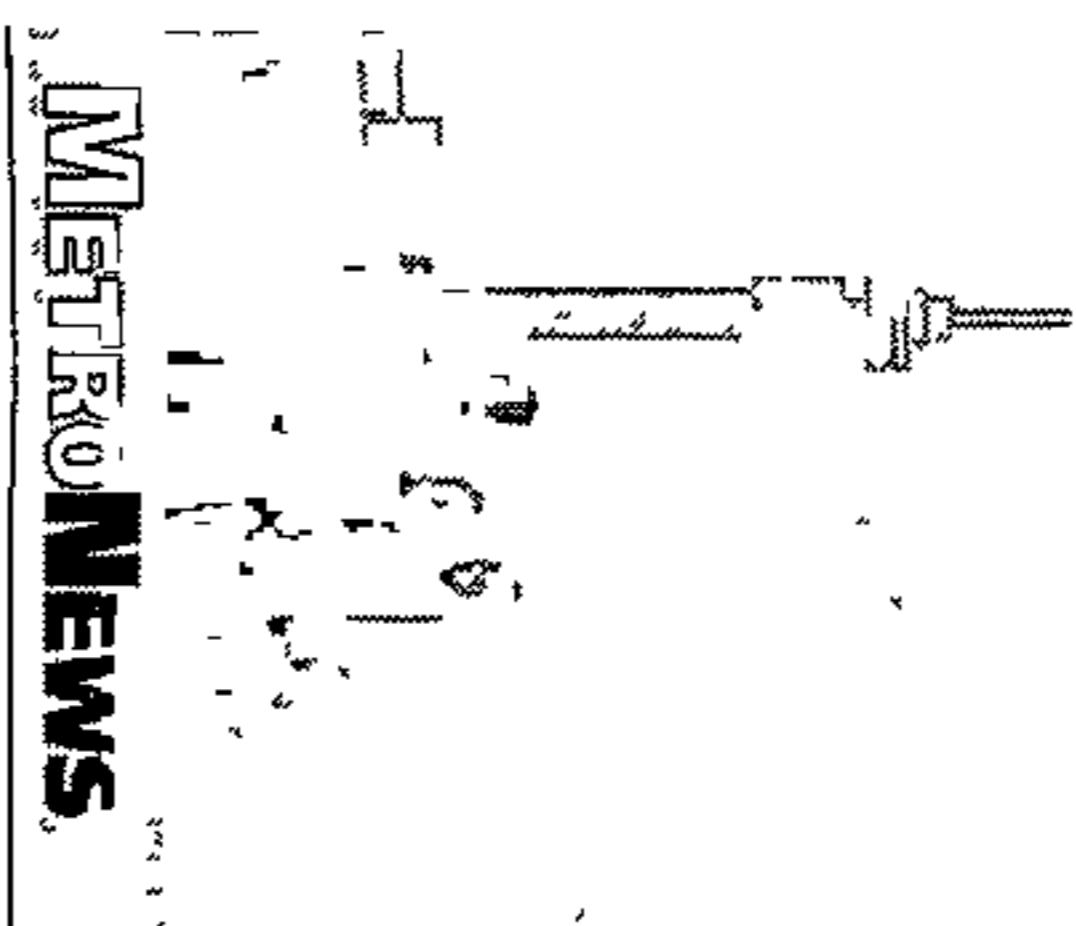
Employers did not explain how much was available for increases, says union

By Lee-Ann Alfreds
City Desk

Annual wage negotiations for South Africa's municipal workers kicked off on March 19 with the employers tabling an opening offer well below the inflation rate.

An Independent Municipal and Allied Trade Unions (Imatu) spokesman, who did not want to be named, said employees had offered workers a 2% increase. Inflation this year is estimated at around 7%.

Imatu and the SA Municipal Workers' Union (Samwu) both rejected the offer and are demanding a R450 or 15% increase, whichever is larger. Raises for approximately



METRO NEWS

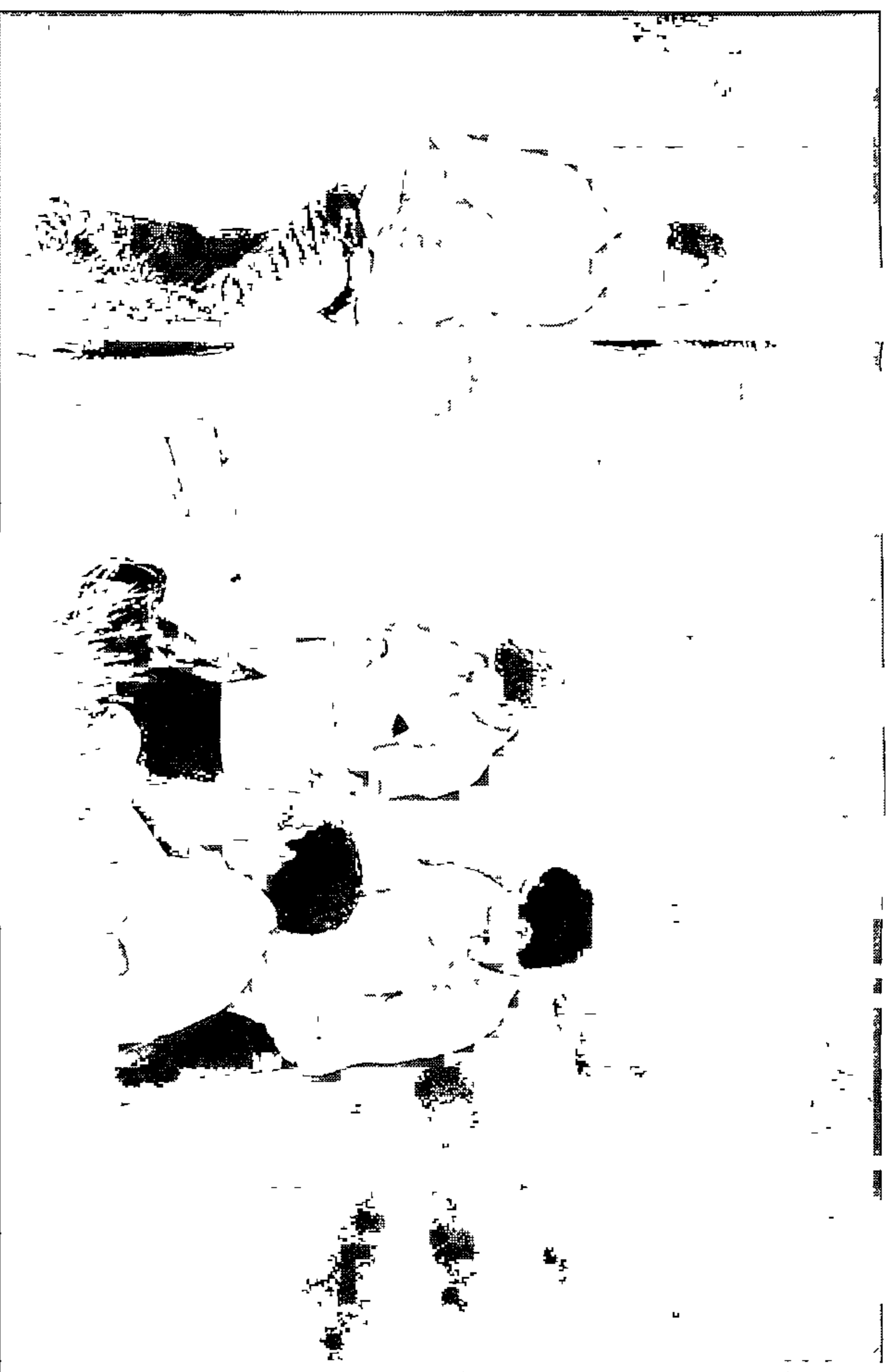
250 000 municipal workers are negotiated nationally. Samwu spokeswoman Anna Weekes said the unions rejected the offer as employers had not considered the union demands

She said employers only put forward their offer just before negotiations were postponed. The Imatu spokesman said unions had been astounded by the offer. He said employers did not explain the offer or how much money was available for increases this year.

Last year, workers received a 4% increase in July and a further 3% in January. Chief employer negotiator Patrick Plusk was not available for comment.

The parties will meet on April 5 and 6 when a senior commissioner with the Commission for Conciliation, Mediation and Arbitration will attend

DIRTY BUSINESS



ANDREAS VLACHAKIS

Clean up ... about 400 students from King David High School got their hands dirty last week in an effort to beautify the area around their school. The pupils cleaned up Linksfield Ridge as part of their school's environment campaign.

'Old girls' remember their days at St Thomas

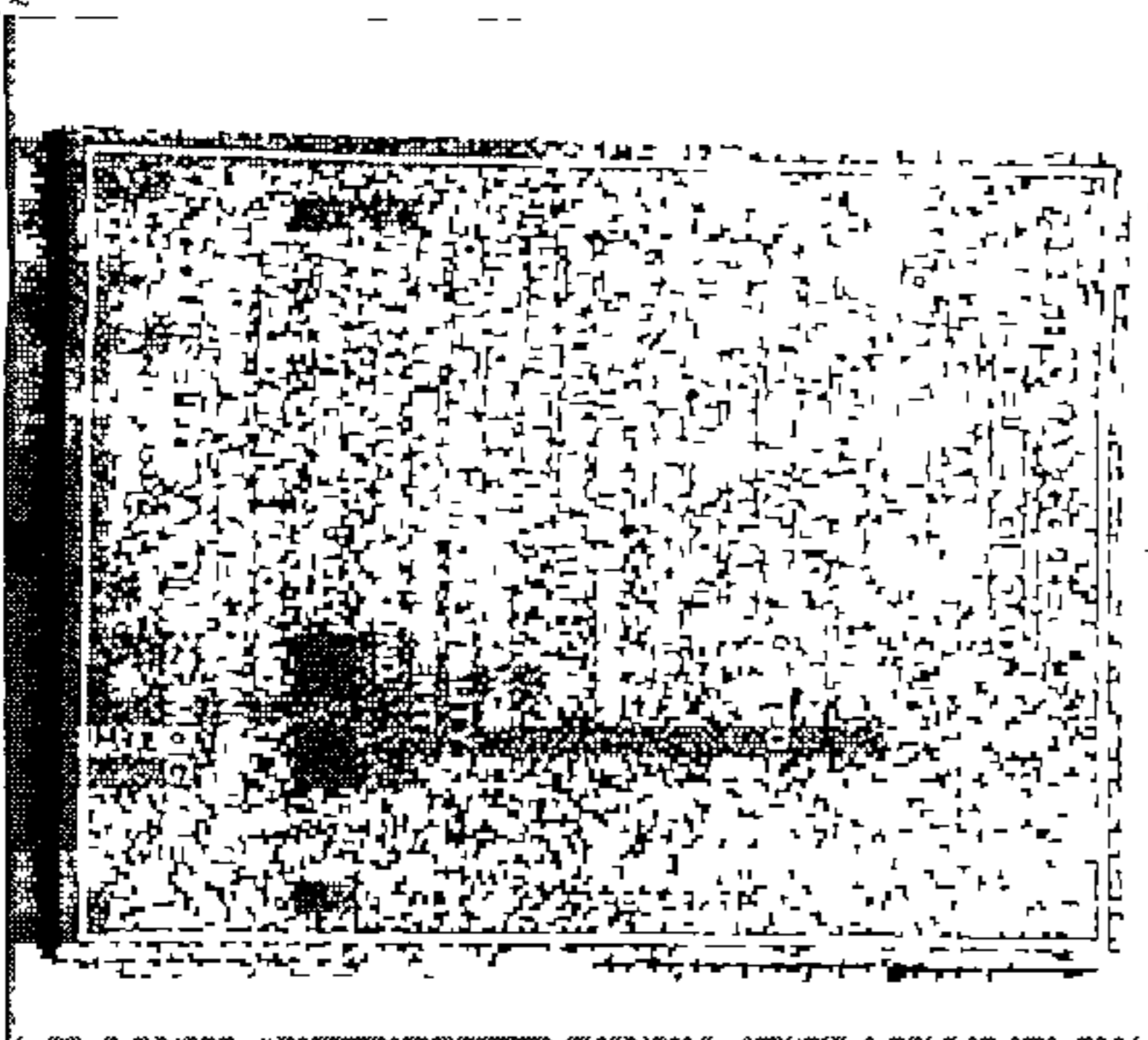
By THEMBAKAZI SKEMQA

More than 40 years ago some of South Africa's best-known women were schooled at a convent college which taught them discipline and courage.

But in 1958, the St Thomas College in Village Main near Crown Mines, south of Johannesburg, was demolished during the apartheid era with the introduction of the Bantu Education system.

All that is left at the site where the school once stood is a concrete freeway. But the college is still remembered by former pupils and staff.

Johannesburg mayor Isaac Mogase and his wife, Netta, were among dignitaries who attended the unveiling of the commemorative plaque for St Thomas College - the convent for black girls which opened its doors in 1939.



Down memory lane ... this commemorative plaque was unveiled recently to mark the centenary of the National Party government in 1958.

Thomas' flame burning for years to come. To many of those who attended the ceremony, it brought back memories of when it introduced

ment when it introduced those who attended the ceremony, it brought back memories of when it introduced

Metro Page every Monday

The Star runs a Metro Page for residents of Greater Johannesburg every Monday. To contact the City Desk:

- Lee-Ann Alfreds on (011) 33-2264 on matters relating to the metro council.
- Anna Cox on (011) 882-0981 on matters relating to Eastern and Northern councils.
- Themba Sepetokole on (011) 638-2453 for events in the Southern council.
- Buntj West on (011) 63-831 for events in the Western council.

Rosebank crime blitz to be repeated

By ANNA COX

A crime blitz held in Rosebank last month was so successful it will be repeated over the next few weeks, according to project co-ordinator Rory Robertshaw.

Operation Scorpion - which brought together police and municipal law enforcement agencies - led to 195 arrests. In addition, 1 721 traffic fines and 50 fines for trade licence violations, environmental health hazards, noise pollution, street trading by laws and fire safety regulations were issued.

The operation - in response to a storm of complaints by residents, shoppers and shop owners over "crime and grime" - was intended to restore Rosebank as a tourist attraction by eradicating noise, litter, hawk-ing, drugs, alcohol, unregulated street trading, car theft, night club-related violence and other crimes.

During the operation, more than 90sq m of potholes and broken pavements were repaired, 45 people were arrested for illegal squatting and 2001 of methyiated spruits were confiscated and destroyed. There were also 24 arrests for drug-related offences.

Robertshaw said the number of crimes reported as a result of the blitz had dropped from 245 in February 1996 and 194 in February 1997, to 169. "Not only has crime been reduced in the area and the number of arrests increased dramatically, but the arrest rate has more than doubled with 195 arrests being made compared with 81 during February last year," Robertshaw said. He said the decision to launch another operation followed appeals by the police and community. "They don't want it to be seen as a once-off crime blitz. Several meetings have already been held with club owners, businesses, residents and ratepayer groups to find lasting solutions to the problems of the area," Robertshaw said.

ANC, UDM defeat motion on how mayor's fund is spent

By ANNA COX

political organisations. The proposal to draft guidelines for the mayor was made African Communist Party and the ANC Diepkloof branch. Said DP councillor Don R300 to Coses and R500 to the DP. Although these are not of an accounting officer.

Councillors have run out of excuses

By Lee-Ann Alfreds

Much has been written this past week about Johannesburg's emergency services.

With only half the 25 ambulances and 11 response cars in operation because of critical staff shortages, the collapse of these services appears to be more a question of when rather than how.

But the crisis is not new. Last year The Star ran several reports highlighting the problems faced by emergency services workers. We warned then, as now, that unless something was done promptly, the service would grind to a halt.

We got no response. Now, some elected councillors would have us believe they never read a newspaper and had no idea the service was in such a poor state. They place all the blame on managers who, they say, did not inform them of the problems or request more manpower.

They also argue that the problems have been exaggerated by residents of the formerly advantaged areas and opposition parties. It's politicking, that's all. Then there's the old standby - there is no money to keep a full complement of staff on alert simply in the event of a major accident or disaster. But none of these reasons explains their lack of action.

Whether they were informed by their officials or not, it is the councillors' job to keep abreast of problems in their constituencies. As a fall

muda, praised the students for keeping the values they taught them

Nelta Mogase, along with Adelaide Tambo, the wife of the late Oliver Tambo, and Eva Modise, wife of Defence Minister Joe Modise, are among former students

The ceremony was part of the "girls" trying to keep St

corners of the country to drink from the fountain of knowledge St Thomas had offered.

The convent was founded by German nuns in 1939 who came to South Africa with a mission to give black children proper education.

Twenty years later the convent was forced to close down by the then apartheid govern-

mer teacher from the school, Mary Jacobs, said

"The closure left most of us without work," she said

"We were not only taught discipline but also courage to stand our ground and support each other. I feel privileged to have studied at St Thomas," said former student Gemma Kunene

burgh's Northern council to draft guidelines on how the Mayoral Fund should be spent.

They also decided to investigate whether the DP had brought mayor Danny Kekana and the council into dispute by disclosing that he had given R4 800 of his mayoral fund to four ANC-aligned

week after the JLP revealed that Kekana had given money - traditionally used to fund charities and community projects - to the political organisations

Money for the Mayoral Fund comes from ratepayers' pockets

Kekana admitted he gave R2 000 each to the South

amount handed over was minimal - less than 5% of his fund of R31 000 - and was used by the groups for education, combating crime and self-employment schemes

The local government ordinance states that the mayor may use the money at his own discretion under the guidance

has done nothing illegal, we are sure many ratepayers would object to their money funding political organisations

We would like guidelines set so that the council will not suffer further embarrassment. The position of mayor is an apolitical one," Forbes said

The view that criticism pressure stems mainly from white residents opposed to transformation also does not hold water

All residents, regardless of their colour, have a right to adequate emergency care.

DEGREE COURSES

Leading to a Bachelor's, Master's or Doctorate in Business Administration, Education, Human Behaviour and Master's in Psychology

LEARN MORE - EARN MORE!



NEWPORT UNIVERSITY
United States of America
(An ISO 9001 Institution)

Executive Education is the SA study centre for Newport University.

FORMAL ENTRY QUALIFICATIONS:
For Bachelor of Business Administration:
• Matric or the equivalent
• Recognised courses in business
• Work experience
• Work experience related to the field of study will qualify for additional entrance credits

For Bachelor of Education:
• A diploma or certificate of at least 2 year's duration in Education or related field

For Bachelor of Human Behaviour:
• Matric or the equivalent in the field of Human Behaviour

For Masters in Business Administration, Education, Human Behaviour and Psychology
• A Bachelor's Degree or the equivalent in a related field

METHODOLOGY:
• Part time study through correspondence
• Distance Learning through workshops plus projects
• Full time study for two or three years

TEACHING METHODS:
Our lecturers are chosen both on the grounds of their specialist knowledge and on their ability to teach and utilize the most up-to-date modern teaching methods.

Executive EDUCATION

Rosebank Office Park
181 Jan Smuts Ave, Rosebank
P.O. Box 2068 - Parklands 2121
Fax: (011) 442-8092
24 Hour Answering Service
088-123-9875

Telephone: Sally or Chrissie - JHB
(011) 880-2775
Telephone: Zak - Cape Town
(021) 683-5518

Telephone: Renate - Durban
(031) 304-0669
e-mail: learn@icc.co.za
webpage http://www.execedu.co.za

Township scholars are at last gaining the benefit of career guidance at school

BY THEMBAKAZI SKEENGA

Many township pupils are reaping the benefits of better career guidance, until recently a subject to which township scholars had virtually no access

Career guidance is still not offered as a subject at many township schools. But education

authorities are overcoming the problem through the introduction of "career weeks", freely available career guides and the involvement of the private sector and tertiary institutions in career guidance

"It is time teachers and students start to look at it as empowerment and getting ser-

ious about their future," said Gauteng education spokesman Aubrey Mashigi.

"Since the introduction of career weeks, students are exposed to more choices. They can look beyond teaching, nursing and the priesthood, unlike during the old days"

Career guidance, like

charity begins at home, Mashigi said. Parents should become involved

Exposure to wider choices

in their children's education and decisions about their future.

"If we get more students taking challenging new careers we can compete globally."

Careers Unlimited magazine is promoting career awareness by distributing the publication to schools around the country each year

Editor Margie Ogilvie said: "Every year the magazine fea-

tures about 40 careers showing students what is available and how to apply. We monitor old and new careers helping institutions plan differently when introducing careers to students"

Ogilvie said the main problem was that most students waited until the last moment before making career choices

Two Sowetans want to conquer the skies in dream machines

BY THEMBAKAZI SKEENGA

The sky is the limit for two adventurous Soweto matric students from Reasoma High School in Protea North, Soweto, who have only dreamt of flying high.

Nkululeko Nkosi (19) and Lancelot Thwala

(19) have reaped the fruits of career guidance by realising their long-term dream - flying

Nkosi was flipping through the pages of a career-guidance book when a picture of an aeroplane caught his attention. With the help of his guidance teacher

he learnt more about flying as a career.

"This put them on a training course jointly sponsored by Aerosuit and the Flight Academy School."

Since that day Nkosi has not looked back. "I never stopped dreaming that one day I will fly an

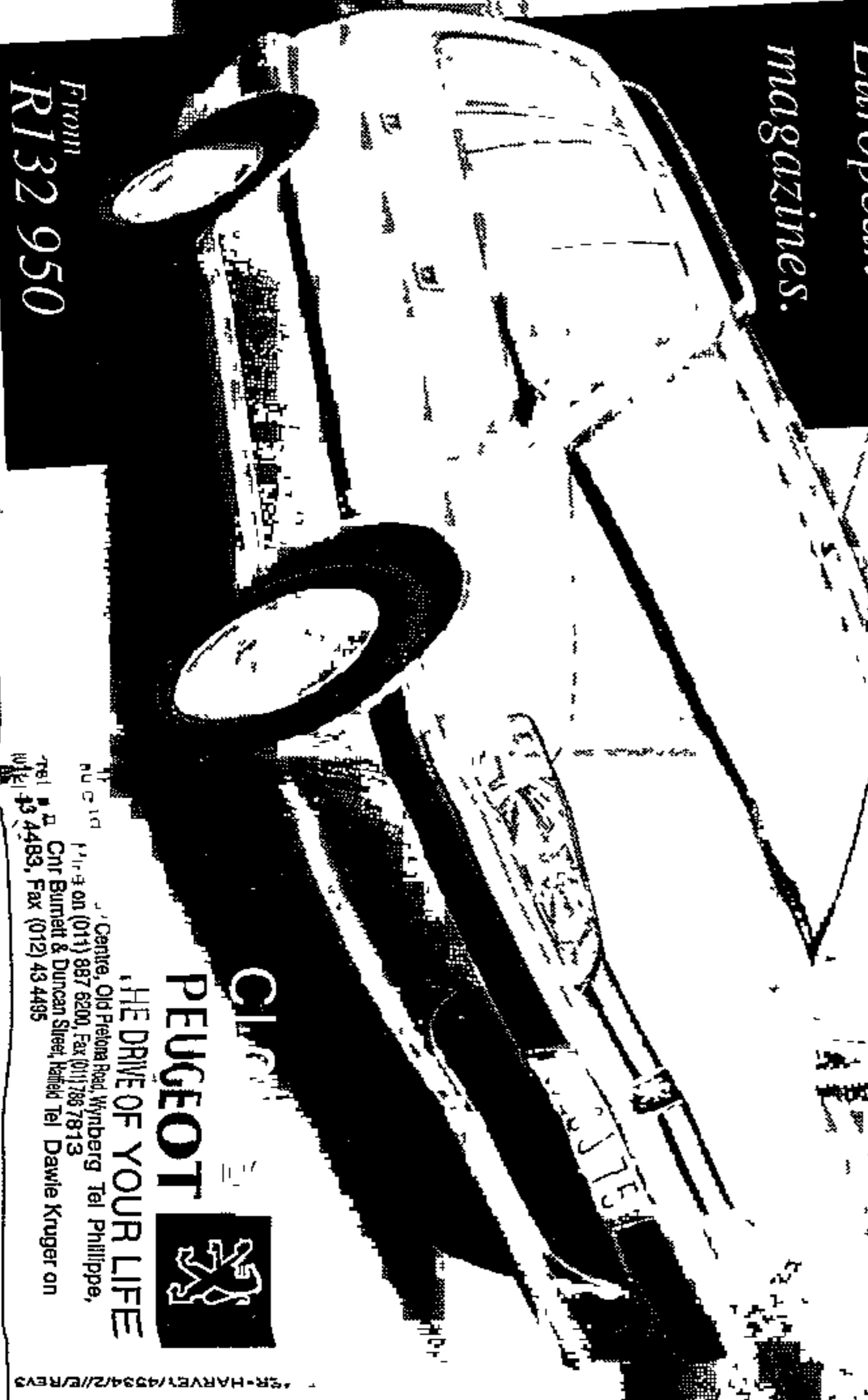
aeroplane even if it seems an impossible dream. The more I fly, the more I got interested in it," Nkosi said.

Creative career guidance helped Nkosi challenge traditional notions of what he and his classmates could become.

The new, fully imported Peugeot 406 Estate passed the test of 4 000 European magazines.

The UK Car Magazine (May 97) tested the 406 Estate's vast carrying capacity by jamming 4 000 chunky magazines into the boot and found that the Peugeot barely noticed the big weight slashed behind its rear wheels

It's a load-carrier supreme with excellent handling capabilities to boot. And when it comes to performance, safety and driving pleasure, this newcomer has inherited all the dynamic qualities of the respected saloon Peugeot 406. Find that the striking Estate surpasses



Peugeot
THE DRIVE OF YOUR LIFE
PEUGEOT

Deaths/Funerals

KOTZE
The Cremation Service for Wilma late of Edenburg will be held at the Dutch Reformed Church, corner 4th Street, and 8th Avenue, Johannesburg on Tuesday 12 30 cremation. Donations in lieu of flowers should be sent to the Cancer Association

AVBOB
75 YEARS AT YOUR SERVICE
VOLKSKAS BLDG NO 55 VAN DER WAAL 609-7003 ALL HRS

WETHMAR
The Funeral Service for Reine late of Randburg will be held at the Wesleyan Church, corner of Kelly and Sylvan Street, Beaulieu on Wednesday at 14 30 proceeding to the West Park Cemetery

AVBOB AT YOUR SERVICE
VOLKSKAS BLDG NO 55 VAN DER WAAL 609-7003 ALL HRS

IN THE Saturday Star Property Guide

To advertise CALL US NOW! 492-3440

CLASSIFIED
CALL US NOW!
492-3500

WYNANT'S ON

The Miss Krugersdorp pageant takes place at the Centenary Hall in town on April 4. Details are R70 each. For contact Delilia 953-8727.

Krugersdorp Running Association is running a bus to Sun City R55 per bus at a cost of R100. For information call (011) 953-3721.

The South African Riding Association will be holding a Disabled World from the annual on April 18 at Turfontein R10. For Course Entry is Eleanor information call (011) 958-1319.

Publicise your business at (011) 958-6186 a must be faxed. 836-6186 a West on (011) 836-6186 least 10 days before

Govt 'trying to do too much with too little'

Kevin O'Grady

SA's public sector was on the verge of "institutional collapse" brought on mainly by government attempts to "do too much with too little", National Party (NP) leader Marthinus van Schalkwyk said yesterday.

Releasing the findings of NP research on the public sector and government's performance in fulfilling its main functions, he said "The warning lights in our country have been switched on."

Van Schalkwyk said the findings, which used the World Bank's 1997 World Development Report as its analytical framework, included that government often embarked on "transformation for the sake of transformation, losing sight of strategic objectives and basic management principles".

Philosophical incoherence between the African National Congress (ANC) and its alliance partners had also paralysed policy implementation, Van Schalkwyk said.

The most notable example of this was government's growth, employment and redistribution (Gear) strategy, which had "more support outside of government than in the alliance

partners", Van Schalkwyk said.

Of greatest concern to the NP was government's failure, through Gear, to create jobs. SA had a negative employment growth rate and the Reserve Bank had pointed out that, at the current rate, unemployment could rise from 24% to as high as 40% within 10 years.

Other core functions that government was failing to fulfil included the maintenance of law and order and the effective and affordable provision of basic infrastructure and social services, Van Schalkwyk said. The provision of health, welfare, housing and education were in disarray.

In order to govern within its capabilities, the ANC had to accept that the state need not be the "sole provider".

The NP findings said the World Development Report proposed that "when a state goes beyond the basics, it should be done in partnership with the private sector and nongovernmental organisations".

"The ANC government, on the other hand, turns this proposal on its head by not even providing the basics for South Africans and still believing the state should be the sole provider," the NP's report said.

Public service unions in dispute over cash promise

8 Nov 11/4/98
BY RYAN CRESSWELL

In a surprising show of unity, public-service unions representing hundreds of thousands of workers have declared a dispute with the Government over what they see as a R3-billion shortfall in the Budget.

About R6-billion was promised to the public service sector for improving conditions of service over the next year or so in a 1996 agreement, but only R3,375-billion was forthcoming in the 1998/99 Budget.

Unions affiliated to the Congress of SA Trade Unions and the Federation of Unions of SA (Fedusa) have backed the move

(250)
Cosatu said the umbrella body would not accept the attempt to "renege" on the 1996 agreement. Spokesman Nowetu Mpati said the issue could end in a strike.

Fedusa spokesman Albert Wocke said the dispute was declared at a meeting on Monday night and papers would be submitted to the Government soon.

Mnikelwa Nxele, deputy general secretary of the Police and Prisons Civil Rights Union, said although a dispute had been declared, the union would continue negotiations in the hope that the Government would change its stance on the issue.

Home affairs on drive for productivity

Stephané Bethma

(252) BD 1/4/98

PRETORIA — A programme to improve productivity and efficiency in the home affairs department and eliminate corruption was launched by Home Affairs Minister Mangosuthu Buthelezi yesterday.

In terms of the programme, which forms part of a pilot project to transform the public service, the department undertook to process new identity documents within a period of two months, register marriages and deaths on the same day, supply temporary identity documents on the spot and provide applicants with passports within six weeks.

The improved service standards aimed to change home affairs into a more customer-friendly institution by dealing with the attitude of staff to clients, processing time for applications and communication between the

public and the department. The staff had three months in which to adapt to the new standards.

Buthelezi told a media conference his department was in the final stages of putting together an internal anti-corruption unit.

"We need to understand that as this unit performs its duties, there will be much talk about corruption in the department. This is inevitable, as perpetrators will be exposed and people will see such news as meaning that corruption has risen, while in reality the level will be diminishing," he said.

Buthelezi released a "statement of standards" booklet which would be available to the public.

"To ensure that these service standards are met, routine office inspections will be conducted and staff will be trained on a continuous basis," he said.

Effective on July 1, home affairs undertook to register births in one day,

issue emergency passports in a week, visas in 10 days, process permanent residence applications in eight weeks, deal with refugee affairs within three months and repatriations in a month.

The department would also immediately contact an applicant should more information be required for an application and give reasons for refusing citizenship or residence in writing.

Staff would wear name tags, address the public with respect and in a friendly, helpful manner and respond constructively to complaints, where possible resolving them on the spot.

A toll free complaints number was being set up, Buthelezi said.

All correspondence would be replied to within a maximum of 15 days "in plain language".

"As in any transition, we expect problems in the initial stage," Buthelezi warned.

Also addressing the media confer-

ence, Public Service and Administration Minister Zola Skweyaya warned that despite government's determination to turn the public service around, some expectations would take time to be realised.

He said the public would no longer accept bureaucratic inefficiencies such as awkward office hours, dirty waiting areas, long queues, complicated forms, lack of information and impersonal officials who treated them badly.

"Putting these things right is not simply a matter of money. It is a matter of determination, the right policies correctly implemented, good management practices and efficient administrative systems that are service oriented."

He said the public service would, in future, have a clearly set out service standard, deliver the promised standard and if they failed to do so, remedy the failure in a way that was satisfactory to the customer.

Suicide over four 'ghost' salaries

Andy Duffy

A teacher at a state school in the Northern Province has shot himself, apparently because he was caught netting four salaries a month for one job.

The Gazankulu teacher was trapped when he tried to collect the pay cheques during a sting operation the province set up last month to expose "ghost workers" among its 125 000 public servants.

The province temporarily halted payments into employees' bank accounts and insisted staff personally collect salary cheques from paypoints across the province.

Provincial government officials have called in the police to question other employees, many of them teachers, who were caught trying to con the province with fraudulent pay claims.

A representative for Premier Ngoako Ramatlodi's office says police discovered the teacher's body when they went to his house to question him. "Most definitely he realised he had been caught and shot himself," the representative adds.

It is not clear how long the teacher had been drawing a quadruple salary, nor the extent of such fraud plaguing the province. The province was still sitting on

dozens of unclaimed pay cheques earlier this week Ramatlodi's office, however, believes such fraud is costing the province around R100-million a year.

The provincial education department, which employs an estimated 67 500 staff, has uncovered cases where female teachers, taking advantage of changes to their marital status, have used two or three different surnames to secure double or triple pay.

Many teachers who left the state's employ years ago were also found to be drawing salaries. Payments were also going to teachers who were dead. The Gazankulu teacher, who has not been named, is the second re-

ported suicide triggered by the province's clean-up campaign.

A pensioner killed himself last month after the province temporarily halted his disability grant — one of 92 000 grants frozen while the province decided which were genuine cases.

The province's bloated public service — inherited from four former homelands in 1994 — remains its most intractable problem.

Public-service salaries cost the province more than R810-million a month for the past year — 93% of its total budget. It wants to cut that spending to about R620-million a month — 65% of its total budget — for the new financial year.

Attempts to isolate ghost workers have been stymied so far, largely because the inherited workforce brought with them four different identity documents and payment systems.

Until last year, when education staff went on to a centralised, computerised pay system, salaries were paid from about 5 000 paypoints, most of them schools.

The province says it will revert to paying this month's salaries directly into bank accounts for staff found to be in the clear.

The initiative to get staff to collect their salaries personally could be repeated after six months, however, to uncover other "ghosts".

(250) ~~250~~ MTG 3-8 1998

'Government acted in bad faith'

By ZOLILE NQAYI

GOVERNMENT has demonstrated bad faith by failing to honour a three-year agreement on salary adjustments with public service unions, says the National Education, Health and Allied Workers Union (Nehawu)

"The government has demonstrated bad faith in negotiations," said Joe Lekola, Nehawu's media officer

"They have reneged on the three-year agreement and have determined their GEAR strategy objectives above the transformation of the public service

"The government has treated the negotiation process with arrogance, and undermined organised labour "

(250) CP 5/4/98
According to Lekola, since the new government took over from the Nationalist government, not much has been done to improve the salaries of black workers in the public service sector

"Public service workers are underpaid, and the State has allocated a lower amount than the one in our agreement," Lekola told City Press

"We have rejected the offer of the employer, which in this case is the State, and we have made it clear that we intend to declare a dispute on the matter following consultation with our legal department and our membership "

According to Lekola, Nehawu is currently seeking a legal interpretation of the government's actions and of the implications of the government's

stance. The issue is also on the agenda for discussion during the Nehawu's National Executive Committee of meeting, which started yesterday and continues today in Edenvale

Lekola says the state has lowered the agreed-upon amount on the basis that inflation has dropped significantly and that it does not have enough money in its coffers

He not only accuses the government of reneging on their agreement, but also of causing job insecurity in the public service

"They demoralised the public servants and lowered the quality of service with low morale, and charted a path for confrontation with the whole of organised labour

"The situation spells danger and a crisis for the country," says Lekola

Drive to flush out fraud

(250) (26/4/98)
Sowetan 6/4/98

By Joshua Raboroko

NORTHERN Province premier Mr Ngobeni Ramatlhodi is to intensify the campaign to rid the civil service of ghost workers after his government saved R2 million in the past month.

Speaking at the launch of the Ndengeza housing development near Givanti at the weekend, Ramatlhodi said the government had been compelling civil servants to collect their pay cheques in person so that a head-count could be done.

Ramatlhodi said cheques worth R2 million had not been claimed at the end of last month, indicating the extent of fraudulent payments to non-existent employees.

The province launched the campaign as part of a programme to downsize the civil service so that resources could be diverted to essential services. At 97% of the province's schools have no principals and 25 000 teachers are unemployed.

Ramatlhodi said his government would intensify its campaign to reduce the payroll after it had been reported that to check the number of employees, it had suspended normal procedures.

Ghost-worker hunt

He would equip the civil service with a ghost-worker hunt, saying during the ghost-worker hunt, authorities would be required to check if the province was overpaying employees. He said the government would collect the money back.

Ramatlhodi said he would ensure that the province's finances were not overburdened.

Ramatlhodi said he would ensure that the Finance Minister Trevor Gubbins would pull it out of the province's budget.

Ramatlhodi said he would ensure that the province's finances were not overburdened, adding that his intention was to produce a good budget.

Nehawu decides not to declare dispute with govt

Reneé Grawitzky

THE National Education, Health and Allied Workers' Union (Nehawu) said yesterday it would not declare a dispute against government for reneging on carrying out the final year of a three-year wage deal.

Nehawu, a Congress of SA Trade Unions (Cosatu) affiliate, said a weekend national executive committee meeting

(250)
rejected government's offer tabled at the public service co-ordinating bargaining council on March 30 as being an insult to public servants.

However, the committee believed it was premature to declare a dispute until the union's demands had been costed.

A source said Nehawu wanted to develop its demands to be more in line with the objectives of transformation.

MD 7/4/98
Government tabled R3,37bn instead of R4,87bn for public service wage increases this year. It is understood that R3,37bn would grant an average increase of 6,25%. This is

almost 1% above the current inflation rate

Unions representing more than 200 000 public servants have already declared disputes and have referred the matter to the Commission for

Conciliation, Mediation and Arbitration.

Nehawu said the demands of all Cosatu's public service unions would be costed and presented to the bargaining council next week.

Unions to reap R250m from agency deal

Reneé Grawitzky

250 (250) (250)
120 8/11/98
PUBLIC service unions could reap up to R250m a year in terms of an agency shop arrangement under discussion with government in the public service co-ordinating bargaining council

Between 300 000 to 400 000 public servants, who do not belong to unions, will be required to pay 1% of their salaries up to a maximum of R100 a month to these unions as part of an agency fee. A similar arrangement already exists between government and teachers where non-union members pay only R7,50 a month.

The new Labour Relations Act grants unions the right to demand agency shop arrangements whereby

the employer agrees to deduct a fee from non-union members

These funds must be paid into a separate account administered by the union and cannot be used for political purposes or expenses that do "not advance or protect the socioeconomic interests of employees". Unions began demanding such arrangements as they felt non-union members benefited from their efforts during the collective bargaining process.

An agency shop arrangement in the mining industry differs from the proposed public service arrangement in that management and the National Union of Mineworkers jointly administer the funds to ensure the broader workforce benefits.

The public service draft agreement provides that funds collected will be deposited into separate trade union accounts. These funds will be proportionate to union membership in the council. The funds will be used mainly for union purposes allowing them to enhance their collective bargaining capacity and training. No reference is made as to whether non-union members will be targeted.

In line with the act, union accounts could be audited annually and opened for inspection to any member of the council or any employer. The fee must be equal to or less than the union's membership fee but where two or more unions are party to the agreement, the highest subscription rate will apply.

Parliament faces exodus of veterans

New deal on pensions

CLIVE SAWYER
POLITICAL CORRESPONDENT

(250)

ARG 8/4/98

Parliament is preparing for an exodus of veteran politicians when long-awaited legislation on pensions for MPs is finalised.

There have been sharp disagreements between a parliamentary multiparty committee on pensions and the Independent Commission on Remuneration of Public Office-Bearers, which says Parliament's pension demands would prove too costly, and has recommended a more modest scheme

Those expected to leave include veterans of decades of the struggle for freedom,

Some of these members are ill but have to hang on to their parliamentary seats because of the paltry "transitional" provisions for pensions

Others are in the ranks of the National Party and also eagerly awaiting being able to leave Parliament with a healthy pension.

No finality on retirement benefits for political office bearers has been reached since the 1994 election

This means that all members elected since then have no pension benefits

A multiparty task team appointed to recommend pension benefits described the situation as "extremely unsatisfactory".

The Independent Commission on Remuneration of Public Office-Bearers, in its latest report released last week, said it was sticking to its earlier recommendation that MPs be part of a defined

contribution pension fund.

This option has been rejected by the multiparty committee

Hennie Bekker, the Inkatha Freedom Party MP who heads the committee, said the pension option recommended by the commission would result in "unacceptably low" pensions for political office-bearers who he said were subject to a short time in office

The committee also found that the average MP was 49-10 years older than the norm for an equivalent position in the private sector

In its report, the independent commission said the benefit structure proposed by the multiparty committee would cost the state between 50% to 60% of the salary bill

This depended on actuarial calculations, the commission said

A defined contribution fund with a state contribution of 50% of the salary bill would provide "excellent" retirement benefits, the commission said

It said the parliamentary joint committee had overstated job security in the private sector.

"Global employment practice now provides no guarantee of long-term employment"

However, the commission had recognised that MPs might have to retire before their private sector counterparts

The commission said it had been told that the Cabinet had accepted the "broad base" of the its recommendations and a decision by President Mandela was expected to be announced soon

Manuel in hot water over wage allocations

(250) ~~100~~
CHRISTO VOLSCHENK

ECONOMICS EDITOR

CT (DR) 9/4/98

Cape Town — The dispute over the lower allocation by Trevor Manuel, the finance minister, in his Budget for salary and wage increases to public servants had been referred to the Commission for Conciliation, Mediation and Arbitration (CCMA) for conciliation, Anton Lourens, the deputy-general manager of the Public Servants Association, said yesterday

The three-year wage deal originally stipulated a budget of R4,8 billion, which Manuel cut by R1,5 billion last month.

"Five public sector unions had forced the dispute to the CCMA on the grounds the government had reneged on the three-year wage agreement between the government and the public sector unions," Lourens said

Should the CCMA rule in favour of the unions, Manuel would have to add R1,5 billion to his expenditure for the year, which would push the deficit before borrowing up from 3,5 percent of GDP to about 3,7 percent

The first and second phases of the three-phase wage agreement had been implemented, and another R6,5 billion for the financial year 1998-99 was due from the government for the third phase

The third phase will be implemented in July, and R4,8 billion would have been sufficient, but Manuel allocated R3,3 billion

Manuel said inflation had dropped sharply in the past year, which meant salary and wage increases could be lower in nominal terms and leave public servants with the same real rises

Yesterday Lourens said there was "no reference to inflation and real increases in the three-year wage agreement"

At a cost of about R650 million for every percentage point increase, R4,8 billion would have funded an average rise of 7,3 percent. Instead, public servants face getting 5,3 percent on average

Mayors among the 'ghost workers'

12/14/98
BEHANG ANIMILAY DZI
(210) ~~(210)~~

we been to Prov
the so

Gov
not
un
ost ma
la

ed ion
to
st cov
had
conu
p

at ate
the

pa

pa

12/14/98
12/14/98

Municipal unions take wait-and-see attitude on strike

By LEE-ANN ALFREDE
City Desk

Star 14/4/98 (270)

Municipal unions are to decide at the end of this month whether the country's 250 000 municipal workers will embark on industrial action this year in support of wage increases. South African Municipal Workers' Union (Samwu) deputy secretary-general, Mncedisi Nontsele, told The Star the unions were waiting for the third round of wage talks before deciding whether to submit the negotiations to the Commission for Conciliation, Mediation and Arbitration (CCMA).

The talks are scheduled for April 22 and 23. Parties to wage negotiations have to resort to conciliation, mediation and arbitration before they can embark on a legal strike.

Samwu and the Independent Municipal and Allied Trade Unions (Imatu) have been engaged in wage negotiations with the government since March 19, but have not come close to reaching an agreement. The unions are demanding an increase of 12,5% or R400, whichever is the greater. This is down from the 15% or R450 increase they demanded at the start of wage talks.

Government is offering 2,25% or R60, whichever is greater. This was upped from their initial offer of 2%.

Last year, municipal workers received a 7% increase which was phased in over several months. While Nontsele would not be drawn on whether the municipal workers would strike this year, he indicated the parties were very far apart and that it would take "a lot of bargaining from both sides to bridge the wide gap".

"Our view is that the employer's offer as it stands is far below what we would accept as a fair adjustment, both in terms of the inflation rate and the numbers of our members who are being paid below the bread-line," he said.

Nontsele said the unions were waiting to see what government offered on April 22, before deciding whether to take the matter to the CCMA. "According to the arrangements for negotiations, April 22 and 23 should produce an agreement, failing which we will know by April 28 if we will take it to mediation, conciliation, or whatever."

Crippling municipal strike looms for SA

Next round of talks crucial

350

ARG 15/4/98

ARGUS CORRESPONDENT

Johannesburg - South Africa's municipal unions will decide at the end of this month whether the country's 250 000 workers will embark on industrial action this year in support of better wage increases.

South African Municipal Workers Union (Samwu) deputy secretary-general Mncedisi Nontsele said last week the unions were waiting for the third round of wage talks before deciding whether to submit the negotiations to the Commission for Conciliation, Mediation and Arbitration (CCMA). The talks are scheduled for April 22 and 23.

Parties to wage negotiations have to resort to conciliation, mediation and arbitration before

they can embark on a legal strike.

Samwu and the Independent Municipal and Allied and Trade Unions (Imatu) have been engaged in wage negotiations with the State since March 19, but have not come close to reaching an agreement.

The unions are demanding a 12,5% or R400 increase, whichever is the greater.

This is down from the 15% or R450 increase they demanded at the start of wage talks.

The State is offering 2,25% or R60 whichever is greater. This was increased from the initial offer of 2%.

Last year, municipal workers received a 7% increase which was phased in over several months.

While Mr Nontsele would not be drawn on whether the municipal workers would strike this year,

he indicated the parties were very far apart and that it would take a "lot of bargaining from both sides to bridge the wide gap".

"Our view is that the employer's offer as it stands is far below what we would accept as a fair adjustment, both in terms of the inflation rate and the numbers of our members who are being paid below the breadline," he said.

Mr Nontsele said the unions were waiting to see what the State offered on April 22 before deciding whether to take the matter to the CCMA.

"According to the arrangements for negotiations, the 22nd and 23rd of April should produce an agreement failing which we will know by April 28 if we will take it to mediation, conciliation or whatever," he said.

Northern Province exorcises ghost jobs

16/4/98

A Northern Province personnel audit has identified more than 1 200 ghost workers who were siphoning off about R50-million a year in fake salaries, premier Ngoako Ramatlhodi said yesterday.

The non-existent civil servants were exposed during the province's Operation Clean-up campaign last month, when all state employees were forced to physically collect and sign for their salary cheques after presenting their identity books for inspection.

Ramatlhodi, who also queued for his salary, on yesterday said the province would save over R50-million a year after exposing the 1 211 ghost workers.

"Although some of the workers never existed at all, many of them do and are officials who continued to accept salaries after they were retrenched, resigned or were transferred to unrelated departments. Some even received double salaries," he said. Most of the irregular payments occurred in the education department.

Ramatlhodi said his administration was instituting legal proceedings to recover money paid to former officials.

Invisible ink, similar to that used during the 1994 general election, was used during Operation Clean-up to prevent employees from receiving double salaries. Twenty-nine officials were caught with ink stains on their hands attempting to claim salary cheques. All insisted, Ramatlhodi said, that they had got the ink on their hands while shaking hands with colleagues.

A number of finance officials had tampered with the province's computer-based salary system and had erased their names to avoid detection.

He said many of the double payments had started during the amalgamation process of five homelands and the Transvaal Provincial Administration financial systems. - Sapa

'Ghost workers' get the sack

(250) (215A) ARG 16/4/98
Johannesburg - An operation to rid the Northern Province of "ghost workers" in the public service has identified at least 1 211 of them and the government says this will save the province about R50-million a year

Premier Ngoako Ramatlhodi's spokesman, Kenny Mathivha, said the process of eliminating the workers had brought clarity to estimates of the size of the province's public servants, originally estimated at 125 000 but now

thought to number only 115 914

He said 10 officials were found to be manipulating the computers and a further 29 officials attempted to remove their bogus names from the system in a bid to avoid detection

"Legal steps will be taken to recover money paid to workers who were not entitled to it," Mr Mathivha added

He said some of the ghost workers were found to be those who had been retrenched, resigned or transferred

Conciliation to resolve unions' wage dispute

Postnet, 20/4/98 (250)

By Shadrack Mashalaba

THE conciliation meeting under the auspices of the Commission for Conciliation, Mediation and Arbitration (CCMA) will convene in Johannesburg today to resolve a three-year salary dispute between some of the public service unions and the Government

The unions in dispute are the Federation of Unions of South Africa and other independent public sector trade unions that represent more than 400 000 workers. The unions claim that the Government has reneged on an agreement reached in 1996.

The South African Police Union spokeswoman Shamira Huluman

said when the agreement was signed, the Government guaranteed at least R6,5 billion each year for salary improvements in the public service.

Savings that were to come from right-sizing, particularly from retrenchments, were to be used to upgrade the salaries of remaining workers, Huluman said.

Shift in spending

"In the past two years the Government effected the agreement. This year, however, it made available only R3,3 billion," she said.

The government's argument to cut the budget, according to Huluman, was because of a shift in spending priority.

Huluman said the state had already reaped the benefits of the three-year agreement in the first year by a reduction in prison contributions amounting to R400 million a year.

The removal of automatic notch increments (R1,26 billion savings a year) and the reduction in pension benefits were also savings for the Government during this period.

"Unions also gave approval for the right-sizing of the public service which led to the abolition of about 150 000 jobs," she said.

"The ball is now in the government's court to deal with the matter appropriately. Our next form of action hinges on the outcome of Monday's meeting," Huluman said.

Court case endangers Eskom deal with unions

~~FRANK~~ (270)
FRANK NXUMALO

LABOUR EDITOR
ET/PR) 90/4/98
Johannesburg — Eskom's Unfolding Vision Agreement (UVA) between the utility and its unions might keel over as the National Union of Metalworkers of South Africa (Numsa) has vowed to pursue a damaging court case against Eskom based on the agreement.

The agreement was signed in 1993, and signatories included Numsa and the National Union of Mineworkers.

Numsa said Eskom was applying to withdraw its recognition of shop stewards Jerry Mafereka and Gerry Davies for allegedly being "vocal" on transformation issues and calling for the replacement of the UVA by a collective bargaining structure based on the Labour Relations Act of 1995.

Numsa said on Friday the case had dragged on for more than nine months. It said the new act empowered trade unions to freely elect their own representatives, as opposed to a clause in the agreement that allowed Eskom to withdraw its recognition of shop stewards it did not like.

"The union has a constitutional right to elect its own representatives. As a structure to negotiate wages, the UVA is archaic," said Steven Nhlapho, the Numsa house agreement sector co-ordinator.

Nhlapho said the unions had been fighting for a bargaining council at Eskom for the past two years, only to be rewarded with "a pseudo-consultative structure (the Central National Forum), which is highly authoritarian".

An Eskom spokesman said the utility would not comment pending the results of the court case.

Civil servants' pay row goes to mediation

Unions pledge to fight all the way to the Labour Court

By NDUMISO MATSEBULA

The ongoing labour dispute between the Government and public servants goes to arbitration today.

This follows the state's decision not to honour an agreement to allocate R6,5-billion for the improvement of working conditions for the police and other public servants.

The Government is facing action from the SA Police Union (Sapu), the Public Servants Association and 22 other government workers' unions. The two sides will meet at the Commission for Conciliation, Mediation and Arbitration (CCMA) in Johannesburg today.

According to Sapu president Arno Nel, a dispute was declared at the Public Service Coordinating Bargaining Council, where the Government indicated that it would not honour the three-year salary agreement of R6,5-billion.

Nel said the Government had allocated only R3,37-billion for improvements to the conditions of service over the next three years. This meant a salary increase of 3,5% instead of the agreed upon 7,5%, Sapu's Andy Miller said.

Nel said "Sapu believes that its members have already sacrificed conditions of service in the three-year agreement, which

were to the benefit of the state as employer. Among others are a reduction in government contributions to the pension fund, the removal of automatic notch increments, a change to danger allowances and the sacrifices of other allowances within the SAPS, changes to promotional policy, and limited overtime."

Nel said the union regretted that these compromises had been supported by the police.

"These compromises were accepted by police officials and other public sector servants with the promise of a revised salary system which could only be fully implemented in the final year of the agreement, 1998/9. In the final stage of implementation, the state has now reneged on these agreements."

Nel urged the Government to "value its police officials in prioritising crime and rewarding them for their efforts".

Sapu secretary-general Celeste van Niekerk said a commissioner had already been appointed. Sapu said it was prepared to fight its way through the CCMA right up to the Labour Court.

The Police and Prisons Civil Rights Union and the Public Servants Association pledged their undivided support, and called on the Government to dig deeper into its coffers to meet its obligations flowing from the salary agreement.

Stam 20/4/98

(210)

Council officials' jobs on the line

Star 20/4/98

By LEE-ANN ALFREDS
City Desk

The fate of hundreds of senior council officials in Johannesburg is to become clear today when new staff structures will be chosen that could see top-level management slashed from about 1 000 to between 166 and 85.

Committee of Ten chairman Kenny Fihla said yesterday the team would decide today which of three proposals for staff restructuring would be accepted.

The decision will then be submitted to Greater Johannesburg's five councils.

The three models were proposed by a consortium of consultants who had been hired to carry out an organisational review to improve service deli-

very and accountability.

The restructuring is part of wide-ranging efforts to reverse a severe cash squeeze which forced Johannesburg to default on payments to its creditors and to abandon certain services in favour of others.

Other efforts have involved the pruning of the capital and operating budgets by more than R1-billion and the implementation of credit control to recover billions owed in arrears.

The Committee of Ten was established to oversee these efforts.

According to the proposals, restructuring can take place in one of three ways.

The first option would result in 166 managers overseeing only seven departments.

There are currently five

(250) (250)
CEOs, 29 department heads and 199 function heads. While the report says the number of managers cannot be ascertained, a source told The Star it was believed there were around 800.

Option two proposes that there be 14 departments in four clusters, with management consisting of one CEO, four department heads, 14 function heads and 66 managers.

The third option, which the report recommends, separates planning and policy-making from the delivery of services. In this option, there would be one CEO, nine department heads, 34 function heads and 154 managers.

Fihla said that while one of the options would definitely be accepted, wide-scale retrenchments were not on the cards.

Civil service unions take R6,5-bn pay row to arbitration

Government backs out of deal

(250) ARG 20/4/98
ARGUS CORRESPONDENT

Johannesburg -- The labour dispute between the Government and public servants goes to arbitration today, after a state decision not to honour a deal to allocate R6,5-billion to improve working conditions for police and other public servants.

The Government is facing action from the SA Police Union, the Public Servants' Association, and 22 other government workers' unions

The two sides will meet at the Commission for Conciliation, Mediation and Arbitration (CCMA) in Johannesburg today

Sapu president Arno Nel said a dispute was declared at the Public Service Co-ordinating Bargaining Council, where the Government indicated it would not honour the three-year salary agreement of R6,5-billion

Mr Nel said the Government had allocated only R3,37-billion for improvements to conditions of service over the next three years

This indicated a pay increase of

3,5% instead of the agreed increase of 7,5% in July this year, Sapu's Andy Miller said

Mr Nel said workers had already made compromises "Sapu believes that their members have already sacrificed conditions of service in the three-year agreement, which were to the benefit of the state as employer

"Among others are a reduction in government contributions to the pension fund, the removal of automatic notch increments, a change to danger allowances and the sacrifices of other allowances within the SA Police Service, a change in promotional policy and limited overtime"

Mr Nel regretted that these compromises had been accepted in the light of the prospective 7,5% increase

"These compromises were accepted by police officials and other public servants with the promise of a revised salary system which could only be fully implemented in the final year of the agreement - 1998/9. In the final stage of implementation, the state has now reneged on these agreements"

Mr Nel called on the Government

to "value their police officials in prioritising crime and rewarding them for their efforts,"

The Police and Prisons Civil Rights Union (Popcru) endorsed the move by the other unions, calling on the Government to dig deeper into its coffers to meet the obligations flowing from the agreement

"We understand that Government has betrayed the working class by not honouring the agreement we reached. Popcru calls on the Minister of Finance to do something about the situation," said Popcru secretary-general Jacob Tsamane

"We are willing to negotiate further about the issue. It is a bad precedent for the Government not to honour its obligations"

The Public Servants' Association (PSA) pledged undivided support to the stand taken by the other unions

PSA negotiator Johan Uys said it was the first time that all the government unions were speaking with one voice. "We are in a three-year agreement. The Government cannot just back out"

Govt and public service unions set for more talks

Renee Grawitzky

GOVERNMENT and public service unions are to resume conciliation next week after failing to resolve their wage dispute in the Commission for Conciliation, Mediation and Arbitration yesterday.

It emerged yesterday that government wanted the unions to reopen wage negotiations and table demands. However, the unions wanted government to make funds available as part of its im-

tial commitment to a three-year wage agreement for the public sector struck in 1995. Only then would the unions be prepared to discuss the use of the funds.

Public service unions representing more than 200 000 public servants declared a dispute with government last month saying it had reneged on the three-year wage deal. Government allocated R3,37bn for the implementation of the final year of the wage deal instead of R4,8bn.

BD 21/4/98 (250)
Government said it was not appropriate at this point for the unions to declare a dispute as the matter had not been negotiated. It said the parties had not had a chance to negotiate the matter in the public service co-ordinating bargaining council.

Hospital Personnel Trade Union of SA negotiator Albert Wocker said that in the interest of good-faith bargaining, the unions agreed to reconvene the conciliation process on April 29.

Star 22/4/98

Cut in civil servants' perks saves Mpumalanga R150-million

By HOPEWELL RADEBE
Political Reporter

Mpumalanga's provincial government has saved R150-million in the past six months, largely through curtailing the perks available to senior politicians and officials

Among the perks withdrawn were flights to neighbouring provinces, meals at provincial cabinet meetings, and bodyguards and "escort cars" for MECs

Communications director Tom Nkosi said yesterday that the savings resulted from recommendations made by Finance MEC Jacques Modipane's interdepartmental task team, set up last year, which produced a six-page list of cost-cutting measures

The document called on politicians to settle for three-star hotel accommodation, with hotel bills to exclude bar bills. A thorough evaluation of invitations to conferences and a

halt to MECs' and staff traffic fines being paid by the province was also implemented

Other cost-cutting measures include a freeze on new posts, an end to voluntary severance packages, and a re-evaluation of the use of special advisers and consultants. The task team guidelines also recommend the suspension of merit bonuses

Modipane said 1998 would be the toughest financial year since the ANC took power

A list of staff who took more

than 50 days of sick leave within the past 12 months is being monitored and evaluated

The set of stricter control measures comes in anticipation of serious budget overruns in the 1997/98 financial year, which has forced the province to cancel all capital projects

Mpumalanga has also opted against accepting a proposed multimillion-rand budget bailout from the national government

UNIVERSITY OF CAPE TOWN
SALDPJ LIBRARY

Business Days

WEDNESDAY, APRIL 23 1998

www.bday.co.za

VAT Subscription R2,00 inc VAT (where available)



A BDFM publication

By the time you've read this
paper your new PC
will be history!

SPARTAN
COMPUTER RENTALS

Call 886-0922 OR (012) 672-0376
HOT CALL SERVICE 0800 600-595

Provinces doing little to train poorly skilled staff, committee told

David Greybe

CAPE TOWN — Six provinces highlighted by the Nicholo report as suffering from chronic skills shortages were doing little to train public servants, Parliament was told yesterday.

Prof Harry Nengwekhulu, head of the SA Management Development Institute — government's training arm for public servants — told the public service portfolio committee provincial training budgets were almost nonexistent. Some provinces had not devised

training programmes while candidates were not nominated for training.

Nengwekhulu singled out the Northern Province, the Eastern Cape, KwaZulu-Natal, North West, Mpumalanga and the Northern Cape for failing to make use of training facilities.

He said the institute was forced to cancel 67 out of 102 scheduled training courses in the first quarter of the year "due to a lack of participants". Only 906 officials in nine provinces had been exposed to training during the first quarter of the year.

Nengwekhulu was called to brief MPs in light of last year's Nicholo report, which reported a chronic shortage of appropriately skilled staff.

He said the institute had been inundated with ad hoc requests for training courses. However, it was Gauteng — considered the best-run provincial administration — which had made most of the requests.

"We have not really had requests from the other provinces." With training not compulsory, the institute could not insist that provinces participate

Nengwekhulu said provinces could no longer use the excuse that although they wanted training for their staff they did not have the funds to pay the institute, "because in future the government will pick up the tab".

The institute, despite a limited budget of R14m, had secured R80m in funding for training from the European Union for the next three years.

Nengwekhulu called on the committee to "intervene politically" and write to the various premiers and urge them to make better use of the institute

90 23/4/98
(950) (1)

In an effort to sensitize the public service to the importance of training, the institute had approached the state expenditure department for permission to recover costs due to nonattendance and late cancellation of courses. Permission was granted, and a fixed rate of R200 a participant would be payable for nonattendance and R100 a participant for late cancellation.

The committee decided to write to the heads of departments at national and provincial levels and request details about their training programmes.

Affirmation action opponents to quit SA, Mbeki urges

Reneé Grawitzky

DURBAN — Public servants who opposed affirmative action and threatened to leave SA should go, Deputy President Thabo Mbeki said at a trade union congress yesterday. **BD 28/4/98**

Mbeki told delegates at the fifth National Education Health and Allied Workers Union (Nehawu) national congress in Durban that certain public servants had responded to the building of a nonracial and nonsexist public service by threatening to leave the country.

Such people should probably leave, he said. The public service needed a change of personnel, as old structures which served the interests of the past were still in place.

"We cannot keep a system in government which is focused on past agendas," he said.

Turning to the role of the trade union movement, Mbeki said the task of defending and advancing the revolution rested "on your shoulders." The African National Congress believed the unions and Nehawu had a common responsibility to address the problems in the public service.

Some delegates expressed concern that Mbeki had failed to explain how the problems in the public service would be addressed and had not referred to government's plans to retrench thousands of public servants.

However, Nehawu president Vusi Nhlapo, in his opening address to the congress, raised the spectre of restructuring and "rightsizing."

He warned that if government persisted with its retrenchment plans, job losses would equal those in the depression of the early 1980s.

Nhlapo questioned how government had arrived at the proposed retrenchment figures. A union declaration to be discussed at the congress today emphasised that government had yet to complete an audit of public service staff numbers.

Nhlapo said no union movement worth its salt, least of all Nehawu, could agree to the retrenchment of its members.

Nehawu would, therefore, reject any plan for retrenchments that was not informed by a broad strategy to transform the public service.

Such a strategy would have to include a social plan that created alternative jobs for those retrenched.

Mbeki said that the transformation of the public service could not be achieved without Nehawu.

Receiving a gift from the union after his address, he donned a Nehawu cap and told delegates "When I take this cap off, you are looking at your employer."

He then removed the cap.

ANC team to give advice

Tim Cohen

LONDON — The northern Ireland peace process is set to become cloaked in rainbow nation colours, with a call yesterday by Sinn Fein President Gerry Adams for leading ANC negotiators to take a high profile and for the establishment of an SA-styled truth commission.

While attending SA freedom day celebrations at the SA High Commission yes-

terday, Adams spoke of the "natural affinity" between Sinn Fein and the ANC, expressing the hope that the visiting ANC's constitutional negotiators would meet privately and exchange views.

Adams said even though former ANC secretary general Cyril Ramaphosa and the other South Africans were invitees of Sinn Fein and the British Labour Party, he hoped that all the parties would have access to the group in the run-up to the May 22

referend

It is other me speakers in the re opinion a

Adam will incl haraj an Valli Mo experien

Mandela warns political parties

CAPE TOWN — Political parties should take care during next year's election campaign not to whip up emotions created by SA's divisive past and which were yet to fully disappear, President Nelson Mandela said yesterday.

Delivering his Freedom Day address at Cape Town's Grand Parade, Mandela told thousands that they were meeting to reaffirm that South Africans were a people with one destiny, "and to recommit ourselves to the achievement of the goals that define us as a people."

He was speaking from the balcony of Cape Town's historic city hall, from which he made his first public speech after his release from prison in 1990.

"When we gathered at the Grand Parade in February 1990, we knew our march to

freedom was irreversible, that nothing could stop our dream of a free SA coming true."

On that day, South Africans founded their nation on the pledge that they would undo the legacy of their divided past in order to build a better life for all their people.

Mandela, who spoke in English, Xhosa and Afrikaans, said the history of what was now the Western Cape — like that of the whole country — taught South Africans that freedom was indivisible. "The freedom of one is the freedom of the other, and where one is unfree, no one is free."

On this Freedom Day, the parade and the streets of Cape Town were alive with the unity in diversity of a society at peace with itself because the rights of all were respected, he said.

South Africans cherished their constitution and wanted to ensure that its rights became a living reality for all the country's people. That was why the government had declared this week Constitution Week.

Mandela said South Africans' freedom and rights would gain their full meaning only if they succeeded together in overcoming the divisions and inequalities of the past and in improving the lives of people, especially the poor.

Freedom was incomplete as long as South Africans were denied their security by criminals. "Even though government's strategy is beginning to take effect and, with your support, has begun to turn the tide, crime is at an unacceptable level and we must do more," Mandela said. — Sapa

Govt to meet unions over job cuts

Reneé Grawitzky

DURBAN — Talks would be held with unions on public service retrenchments in keeping with SA labour law, Public Service Minister Zola Skweyiya told delegates at the National Education, Health and Allied Workers' Union (Nehawu) congress yesterday.

The need to cut personnel spending and negotiate retrenchment packages arose from redundancy problems in the public service. Government would find ways to protect staff interests while reducing the obstacles to the development of

a public service that "effectively and efficiently meets the needs of reconstruction and development." Skweyiya said that government was preparing itself for negotiations on a social plan to cushion the effects of retrenchments.

Meanwhile, Nehawu is to debate a strategy to recruit public service managers who could play a potentially vital role in transforming the sector.

A policy document on transforming public service management tabled at the congress argued that such transformation had been hampered by "reactionary" unions such as the

Public Servants Association which controlled management in the public service.

The union emphasised the need to transform management culture.

Some of "our comrades who are managers do not manage any differently from the old bureaucrats."

Recruiting managers and seeking to change management styles became far more crucial in the light of the white paper on the transformation of the public service, which had proposed the devolution of managerial functions to the lowest possible level.

Call for code of conduct among public servants

René Grawitzky

THE 190 000-strong National Education, Health and Allied Workers' Union (Nehawu) has called for the adoption of a code of conduct for public servants to instil commitment to service delivery.

Outgoing general secretary Makgane Thobejane said at the union's fifth national congress in Durban yesterday that the majority of public servants were not committed to providing quality service to society. At the same time, workers were demoralised in the face of increasing job insecurity.

Nehawu adopted a range of resolutions on retrenchments and the "right-sizing" of the public service. The union declared its opposition to retrenchments in the public service as a matter of principle. However, it said the demand for a social plan to cushion the effect of retrenchments would be tabled for negotiation.

Thobejane said that since 1994, government had failed to complete an audit of resources in the public sector. This could prove problematic in view of government's plans to retrench.

A moratorium on the employment of people from outside the public service, when existing workers could fill those positions, was also adopted. This resolution could affect government's restructuring plans.

A call was also made for government to revisit the process of identifying supernumerary workers, as it was skewed in favour of whites and those who worked in the previous

provincial administrations.

Thobejane said the resolutions reflected the union's focus on issues of transformation as opposed to pure wage issues. Public-service unions had an added responsibility to transform society and become "community unions", he said.

Other socioeconomic resolutions adopted included a call for a social wage including free health care, basic education, unemployment assistance and training.

Nehawu reaffirmed its rejection of the growth, employment and redistribution strategy in line with a Congress of SA Trade Union resolution.

There was intense debate on a resolution proposing that the state build "social capital" through small, micro and medium-sized enterprises and co-operatives, rather than privatising state assets to multinational companies. Some regions argued this implied tacit acceptance of privatisation. The inclusion of small enterprise was also seen as problematic, as it seemed to acknowledge that government did not have the capacity to provide jobs.

The Free State region, which proposed the resolution, said it was informed by the realities on the ground and fact that co-operatives were a building block to socialism.

There was also discussion on the role of union investments and whether they should buy privatised state assets. A number of regions argued that this resolution "encourages unions to stop fighting against retrenchment".

29/4/98 (250)

City Deep staff face axe

(250) ~~REPORT~~ Sowetan 7/5/98

By Shadrack Mashalaba

THE state-owned, loss-making abattoir Abakor is to retrench 160 workers at its City Deep branch in Johannesburg at the end of the month

A source told *Sowetan Business* yesterday that the abattoir's management held a meeting with worker representatives on Monday to inform them that the company would be retrenching the employees

The meeting, called by management, was held with the Food and Allied Workers Union (Fawu), the Mineworkers Union and representatives of non-unionised workers

The imminent retrenchments were confirmed by Abakor chief executive Frans van der Vyver. He said it was unfortunate that the company had to resort to cutting workers

"We have applied every possible

step to turn around City Deep. We even went as far as postponing retrenchments that were due to take place last year but to no avail," he said

In the past few months the state-owned enterprise has been undergoing changes and recently its new board was appointed

Abakor manages a number of abattoirs whose shareholder is the Ministry of Agriculture

Other abattoirs in the group are in Krugersdorp, Pretoria, Benoni, Springs, Bloemfontein, Cato Ridge, East London and Port Elizabeth. The one in Kimberley closed in March this year and 137 workers lost their jobs

Van der Vyver warned that more retrenchments were coming due to high cost of throughput. By December 1997 the group had lost R5 million in City Deep in the current financial year which ends in June, he said

OIL Strategic Fuel Fund general manager twiddles thumbs as inquiry drags on

Suspended fuel chief nets R1/2m

NCABA HIOPHE

Johannesburg — More than R500 000 of taxpayers' money has been paid in salary since March last year to Kobus van Zyl, the suspended general manager of the Strategic Fuel Fund (SFF)

Van Zyl was suspended on full pay on the instruction of Penull Maduna, the minerals and energy minister, for alleged overpayments on oil contracts

The Central Energy Fund (CEF), the holding company for SFF, has been paying for Van Zyl's cellphone and part of his home telephone bills

Van Zyl said yesterday he had not heard from the disciplinary committee for five months

Keith Kunene, the acting chairman of the CEF board of directors, said the disciplinary action against Van Zyl was continuing and the suspended director was still receiving full pay

He would not be drawn further on the matter, saying it

was in the hands of lawyers

However, CEF sources said Van Zyl had been employing stalling tactics and red herrings to delay the progress of the disciplinary action against him

"In one instance, his doctors had written that he was sick and the date (of a hearing) had to be rescheduled, while in another instance his lawyers requested documentation they already had," one source said

Van Zyl said "I never asked for postponement because even when I reported that I was sick in December, there was nothing on the table to be postponed. I have not heard about the disciplinary action for the last five months"

He is alleged to have overpaid two foreign oil companies the state-owned Egyptian General Petroleum Corporation (EGPC), by 1,5c a barrel in a 1996 contract, and Amoco, a US company which acted as a conduit for the Egyptians, by 6c a barrel

These allegations were raised in the findings of a

forensic audit by Nkonki Sizwe Ntsaluba released early last year. The findings slammed Van Zyl for breach of corporate governance

The auditors found that he had misled the minister by exaggerating the influence of Fakhry Abdelnour, an Egyptian oil agent who supposedly acted as an agent between the SFF and the Egyptians

The Egyptian government has also denounced Abdelnour's role in influencing EGPC pricing structures

Van Zyl is also alleged to have misled the minister and South African refiners not to buy the SFF's Egyptian crude oil

"The SFF was experiencing problems in placing the Egyptian volumes in South Africa because Iranian crude oil had been cheaper for the best of the year relative to the Egyptian crude oil," the auditors argued

The auditors noted that Van Zyl had also manipulated the internal auditing process in the SFF

CTCAR 11/5/98

(26260)

UNIVERSITY OF TOWN
RECEIVED



ON FULL PAY Kobus van Zyl, suspended general manager of the Strategic Fuel Fund

PHOTO JOHN WOODROOF

Unions give Manuel wage ultimatum

Reneé Grawitzky

PUBLIC service unions have issued an ultimatum to Finance Minister Trevor Manuel and Public Service and Administration Minister Zola Skweyiya to comply with a three-year wage agreement or face court action.

Union officials warned yesterday that the Federation of Unions of SA's (Fedusa's) public service affiliates had been joined by a number of independent unions in their dispute with government.

The dispute came in the wake of Manuel's budget announcement that R3,37bn (nine-month costs) would be set aside for wage increases instead of R4,87bn as provided for in the agreement signed in 1996. The unions accused government of renegeing on the final year of the wage deal and demanded it comply with the agreement.

Officials said government had been "put on terms to comply with the agreement". Failure to do so could see government facing court action rather than arbitration. The unions would decide today on what type of legal action they would take.

Manuel and Skweyiya received the ultimatum letter ahead of a meeting on Friday aimed at trying to resolve the dispute, which was referred to the Commission for Conciliation, Mediation and Arbitration.

Public Servants' Association negotiator Anton Louwrens said the parties agreed during the meeting that the dispute could not be resolved through conciliation. The parties intended notifying the commissioner of this decision so that a certificate could be issued stating that the dispute remained unresolved. This would leave the parties the option of pursuing alternative av-

enues to resolve the dispute.

Union officials said during the conciliation process government tried to get the union to table its demands, cost them and thereafter argue for additional funds if necessary. This was rejected with the unions continuing to demand that government comply with the agreement.

Government argued that the R1,5bn cut in the wage allocation was linked to the fall in inflation since 1996 when the agreement was signed and public servants would still enjoy the same average improvement in income in real terms.

The amount provided in the budget was "adequate to provide a reasonable increase for public servants".

Government said it had to balance demands on the budget in a way that would raise living standards and ensure transformation.

BD 11/5/98

Reform of public sector 'a priority'

Linda Ensor

(250)

DD 12/5/98

CAPE TOWN — Government's economic policies were designed to strengthen the role of the state in order to improve the delivery capacity of government, Finance Minister Trevor Manuel said in Parliament yesterday.

Speaking on the finance, state expenditure, SA revenue service and Central Statistical Service budget votes, Manuel said the key to more effective delivery was the reform of the public sector.

"We need to relentlessly pursue the objectives of excellence in service delivery, to reduce the costs of administration, to improve the effectiveness of spending and to prioritise and reprioritise," he said.

Deputy Finance Minister Gill Marcus noted that the revenue service was firmly on the road to recovery. It would be employing 500 people this year to fill vacant posts and would modernise its technological infrastructure. Marcus warned that the revenue service would be focusing on those sectors of the economy not paying tax when they were supposed to.

She urged the major players in the economy to contribute to building a new country.

Democratic Party finance spokesman Ken Andrew called for an urgent redress of the inequalities of the past and slammed the growth performance of the economy as being "entirely unsatisfactory".

He blamed government's reticence to take on the trade unions by introducing labour market flexibility, downsizing the public sector and accelerating privatisation for this poor performance.

National Party finance spokesman Theo Alant questioned the veracity of government's growth forecasts and stressed the importance of the independence of the Reserve Bank which he said was under attack by the Congress of South African Trade Unions and the African National Congress.

Ban on overtime pay for senior public servants

(250) 8/14/5/98

By JOVIAL RANTAO
Political Correspondent

Cape Town – The Cabinet has announced a ban on overtime pay for senior civil servants, a move that is expected to drastically reduce the Government's wage bill and yield savings of R10-million

The ban, designed to put an end to abuse of the system by managers, is expected to be implemented when the new public service regulations, currently being negotiated by the state and trade unions, have been finalised

Prosecutors and magistrates are likely to be exempted from the ban

The ban forms part of new public service regulations and a job-grading system which would allow the Government to pay civil servants according to the level of their posts.

Government spokesman Joel Netshitenzhe said the decision would conform with practices elsewhere in the private and public sectors.

The decision received strong support from Labour Minister Tito Mboweni, who said the move would bring practices in the public and private

sectors into line.

"It is common knowledge that senior management, even in the private sector, do not claim overtime Government officials cannot be excluded from such a principle," he said.

The decision follows recent controversies surrounding huge sums paid to senior officials in the Department of Justice.

Two months ago, it was reported that Jasper Noeth, the director-general in the Department of Justice, in one month claimed an overtime payment of more than R78 000 – almost double the annual salary of an entry-level prosecutor

Anton Louwrens, deputy general manager of the Public Servants Association, said his union did not have a major problem with the ban.

"Overtime for people from the level of director upwards will have to be negotiated. It will not be paid unless there's an agreement. Overtime rates and conditions will also be discussed.

"We don't have a problem because the agreement that will be reached in the negotiations might benefit our members," Louwrens said.

E Cape and North are 'weakest provinces'

(250) STAR 14/5/98

BY JOVIAL RANTAO AND CHARLES PHANLANE
Independent Parliamentary Bureau

Cape Town - The Eastern Cape and the Northern Province were South Africa's weakest provinces, with serious capacity problems, the Presidential Review Commission has found.

In a report released today by Public Service and Administration Minister Dr Zola Skweyiya, the commission found that the Western Cape and Gauteng had functioned better than other provinces, although the commission had some concerns about the Western Cape's progress with regard to representativity and transformation.

In similar findings to the Ncholo provincial audits, the PRC found that there was widespread confusion in the provinces over the different roles of the political and administra-

tive leadership. Managers were often not held accountable for service delivery objects.

The commission found that there was a lack of skilled staff and capacity. In addition there were high vacancy rates, poorly managed disciplinary and misconduct procedures, protracted

Commission finds there is a lack of skilled staff

appointment procedures and confusion around the teachers' voluntary severance packages.

Financial decision-making was found to be over-centralised and funds were generally poorly managed.

"There is no penalty for over-spending and, as a result,

managers do not take financial performance seriously. There is a widespread perception that procurement procedures are tedious and unnecessarily bureaucratic and not responsive to departmental needs. There's a general lack of strategic planning and, where it does take place, it is often driven by external consultants.

"Information technology is in a poor state due to a variety of factors, including lack of funding for training and the lack of skilled staff. This results in very poor quality of information for management," the commission said.

The report said provinces felt they were unfairly portrayed as "failing" rather than as "battling to cope with the challenge facing them".

The central government should step in where necessary to help the provinces, the report said.

Racial, gender imbalances in public service being addressed

BY CLIVE SAWYER

Significant progress is being made in getting rid of racial and gender imbalances in the public service, says Minister of Public Service and Administration Zola Skweyiya

Speaking in the National Council of Provinces on the public service policy review debate yesterday, Skweyiya said that although the public service

8/11/14/15/198
(250)
had made progress towards being broadly representative of society, this progress had been uneven

As an example, there were six women directors-general, of whom five were black, "but there is a general feeling that affirmative action is not delivering as well as it could".

Skweyiya noted that there were pockets of resistance to affirmative action.

He added that the recruitment of people with disabilities had been slow because of problems in defining disability, and the Public Service Department was working with groups representing the disabled and the office of the deputy president to produce a suitable definition

He said that in spite of these drawbacks, 29 national and provincial government departments had registered their

affirmative action programmes with his department

Skweyiya also announced that the Cabinet had agreed to the formation of a subcommittee on the transformation of the public service.

This body would evaluate and implement the recommendations of the Presidential Review Commission, which had recommended improvements to the public service

Unions and govt 'will finally agree'

CAPE TOWN — Public Service Minister Zola Skweyiya was confident that the dispute between government and public service unions over the amount set aside for wage increases in the 1998/99 budget could be settled "amicably and in the spirit of co-determination", he said (250)

The nature of industrial relations meant that, from time to time there would be disagreements between parties in the bargaining council, Skweyiya said yesterday when introducing his budget vote in the National Council of Provinces.

Thirteen public service unions have threatened high court action against Skweyiya and Finance Minister Trevor Manuel if they fail to comply with a three-year wage agreement signed in 1996. PD 14/5/98

Manuel announced in his budget that R3,37bn would be set aside for wage increases between July 1 this year and March 30 next year. But R4,87bn is needed if the 1996 wage agreement is to be honoured.

Skweyiya said government had always contended that voluntary severance initiatives should form part of its programme of right-sizing the public service.

In those cases where employees faced compulsory retrenchment, arrangements would be made to help them make the change to the private sector.

"The state, as employer, is working out proposals in this regard," he said. — Sapa

Investigators advocate sleeker public service

David Greybe

CAPE TOWN — The “massive” number of public servants was unjustified given the resources available and government’s priorities, the Presidential Review Commission said

The state’s inability to compete with private-sector salaries might suggest the need for a smaller, highly skilled and well-paid public service, the commission said.

SA had about 1.2-million public servants

BD 15/6/98
“In short, the cornerstone of the new public service should be social need, capacity and cost”

While the commission accepted there was an urgent need for rightsizing the public service, within the constraints of government’s growth, employment and

(250) redistribution strategy, it felt this should be driven primarily by the need to improve service delivery

For this to take place, however, organisational audits would have to be conducted in each department, with organisational redesign to determine optimal staff complements

Heads of departments would have to use staff more productively, prioritise delivery programmes and produce a hierarchy of needs to achieve an appropriate annual reduction of personnel over the next three years

The commission recommended that the reduction of staff begin “with the retrenchment of those supernumerary personnel who cannot usefully be redeployed or absorbed in the staffing establishment” For progress to be made on

rightsizing, the moratorium on compulsory retrenchments had to be renegotiated with unions in the bargaining chamber

Government had already given notice of its intention to seek such a renegotiation

Rightsizing initiatives had to be accurately costed, taking into consideration alternative service delivery options such as outsourcing and public-private or public-community partnerships. Such initiatives had to be accompanied by programmes to create alternative job opportunities, which were essential for the process to be acceptable to unions and the public

The commission said the voluntary severance package scheme had clearly failed to meet its intended objectives, and government should abandon it

New African business forum in pipeline

Alan Fine and
Claire Pickard-Cambridge

WINDHOEK — Nedcor chairman and World Economic Forum council member Chris Liebenberg and Standard Bank of Namibia MD Victor Moll announced moves yesterday aimed at setting up a Southern African Development Community-wide forum of business people.

During the forum's 1998 Southern Africa Economic Summit, Liebenberg said the forum should be used to formulate common positions, demands and needs for communication to governments of the region.

Moll said the plan was still at an embryonic phase but it could be an influential body Liaison with all SADC states had not been completed

Zambian President Frederick Chiluba made a plea for the writing off of

Africa's and his country's debt, saying economic restructuring depended on it.

Chiluba told journalists that Zambia and other African countries had no choice but to restructure their economies "Africa cannot depend forever on charity," he said. However, in many countries those efforts were foundering because of debt-servicing commitments "Write off our debt and then see our ability to reform."

He said there was a lack of commitment by Africa's friends among developed countries to address the problem. "Whether our people come to benefit from our restructuring efforts will depend on how quickly the countries of the north deal with the debt problem."

In the 1970s and 1980s, Zambia — which has foreign loans of about \$9bn — had lost two decades of opportunity because of economic mismanagement. Now the country was struggling to

break free because of debt run up by the previous government

Harvard economist Jeffrey Sachs agreed it was time for a massive write-down of Africa's debt. However, this would first require bold economic reform by African governments

Chiluba said Zambia under his rule had privatised 80% of state-owned firms and was confident that delays regarding the sale of parts of Zambian Consolidated Copper Mines would be resolved. Inflation had fallen from 400% to 18% over two years

Namibian Trade and Industry Minister Hidipo Hamutenya said Namibia was seeking to become a gateway to southern Africa. Major road, harbour, airport and telecommunications development had left the country with an infrastructure second only to SA's.

Picture: Page 5

BD 18/5/98

Govt forced to rehire 194 employees

Vuyo Mvoko

(250)

CAPE TOWN — Government has had to rehire at least 194 former employees — a majority of them whites who occupied senior level positions — who had either taken voluntary severance packages, early retirement, retired for health reasons or resigned

Some were found to have been "redundant" while others had "burned out" The number could be significantly higher as there was still outstanding information from the provinces, said Public Service and Administration Minister Zola Skweyiya in answer to Democratic Party MP Douglas Gibson's question in Parliament last week

He said reasons given for their re-

employment included them having been identified as the most suitable candidate for post of senior typist; best matron; best person around for organising conferences and workshops, and best candidate for compiling a programme regarding tourism.

There were those who had to be recalled either to transfer specialised knowledge to newcomers or to junior staff, some who had to complete specific projects they had begun before leaving, and others who had to serve until new incumbents were found.

These included state law advisers and attorneys, engineers, medical superintendents, senior police officers, technicians and accountants.

Public service director-general

Paseka Ncholo said the extent to which the system could lend itself to abuse could not be determined.

One of government's biggest disasters was to allow people who were still needed to take voluntary severance packages, to the cost of hundreds of millions of rands to the tax payer.

The White commission of inquiry into public service promotions as of February 15 had received 36 647 complaints, of which 8 511 were found to have been irregular Skweyiya said 2 391 were found to be "regular" and 481 were postponed for further investigation. A total of 25 102 were withdrawn by government departments, and the parties involved in 162 were either deceased or could not be traced

BD 18/5/98



Municipal strike over outsourcing looms

(215)
(250)

Council says it has to look elsewhere in order to deliver good service, while union says it was not consulted

By **LEE-ANN ALFREDS**
City Desk

Johannesburg could come to a virtual standstill next month when the bulk of the city's municipal workers embark on a three-day strike to protest against outsourcing of council functions

The strike, which is expected to be heeded by more than 20 000 of the city's 29 000-strong workforce, has been called by the South African Municipal Workers Union for June 9, 10 and 11

The looming protest is the culmination of mounting tensions between the city and trade unions over Johannesburg's planned staff restructuring and the implementation of public/private partnerships (PPPs)

PPPs can refer to either the delegation of functions to private companies or the selling of assets

Star 21/5/98
Functions up for partnerships include electricity, gas, water and sewerage, airports, buses, the fresh produce market, the zoo, theatres, sports facilities and emergency services

The council has decided to embark on PPPs because Johannesburg does not have money to fund all the functions on its books

The council also had to embark on an "organisational review" and is planning to reduce the number of managers and streamline functions.

Union spokesman Caleb Mokoena told The Star yesterday that Samwu wanted the organisational review to be abandoned as the council had not consulted with unions. Samwu also opposed PPPs because "services could be better delivered by the council".

Mokoena also said the PPPs violated an agreement with the

Government that municipalities were the preferred option to deliver services.

The union was taking legal advice to see whether a recent provincial government proclamation by Local Government MEC Sicelo Shiceka was valid

The proclamation ordered Johannesburg to finalise PPPs for various functions Mokoena said Samwu could also refer the matter for arbitration.

But Shiceka said his proclamation was legal The organisational review and PPPs were vital for restoring the city's financial viability, he added

Greater Johannesburg Metro Council spokesman Collin Matjila said the city had an obligation to deliver services that were cost effective and efficient

Samwu had not raised its concerns with the council, and the council had not been notified about the strike, he said

Tougher action likely to prune civil service

LYNDA LOXTON

PARLIAMENTARY CORRESPONDENT

Cape Town — The voluntary severance package scheme to cut back on civil servants had not been very successful and compulsory severance packages were on the cards, Zola Skweyiya, the public service and administration minister, admitted yesterday

Speaking at the debate on his budget vote, Skweyiya said the voluntary scheme had not done much to generate savings, and it had resulted in a loss of skills that had to be filled by using expensive outside consultants. But it had allowed unwanted civil servants to depart "with dignity and with a minimum of tension", while reducing the number of civil servants by 131 563 between 1995 and last year

However, interest in the voluntary packages was dwindling with only a 12 percent rise in the number of applications in the seven months to September last year

He said it was clear compulsory severance packages were now needed, and these would be discussed with the unions soon. The packages would probably include some form of retraining

Some unions had accused the government of reneging on its wage agreement by not making R4,9 billion available this year for wage increases, but the state believed the deal allowed it to reduce its commitment should economic conditions warrant such a move

He said although progress had been made on affirmative action programmes in the public service, it had been uneven



CHANGE OF TACK Zola Skweyiya says compulsory severance is on the cards

'No work, no pay' threat

(250)
Pearl Sebolao

20 22 15 198
THE five local councils in greater Johannesburg would take a tough stand against the SA Municipal Workers Union if it went ahead with threatened industrial action, a spokesman for the councils said yesterday.

"We are responsible for the services in Johannesburg and will have to adopt a 'no work, no pay' principle," the spokesman, Chris Ngcobo, said. The union announced a three-day strike from June 9 in protest against plans to restructure the city and outsource municipal services.

The union's leaders are to meet in Johannesburg next Monday to finalise wage demands for the next round of talks in the national bargaining chamber on Wednesday.

'Union undermines service to the people'

Pearl Sebolao (270) (270)

THE SA Municipal Workers' Union's opposition to the restructuring of service delivery and involvement of the private sector in local government was undermining government's ability to give better services to the people, Provincial Affairs and Constitutional Development Minister Valli Moosa said

Speaking at the SA Local Government Association's (Salga) second annual general meeting in Kempton Park at the weekend, Moosa said it was unacceptable for the union to oppose such moves without providing an alternative as to how local government would be able to increase delivery and mobilise resources for this.

DD 25/5/98

Moosa said the recently introduced projects in Nelspruit and Dolphin Coast would improve the municipalities' capacity to extend services to communities who did not have proper water and sanitation by giving them access to new investment capital.

The projects would, at the same time, bring about efficiency and a better quality of service to residents at a cheaper price.

Government's responsibility was to the poor, he said, and could not afford to "be held back by any group which simply takes an ideological position regardless of what happens to the poorest of the poor".

Moosa said unless municipalities were enabled to explore alternative service delivery options, government would not succeed in implementing the reconstruction and development programme in the communities. He urged Salga, as an employer organisation, to step in urgently and negotiate a more constructive approach to dealing with labour issues in these matters.

SVW 27/5/98
**Strike won't
hit essential
services**

BY LEE-ANN ALFREDS

More than 40 000 municipal workers around Gauteng are to strike tomorrow for better wages, but essential services such as garbage collection, crisis centres and clinics will not be affected.

The strike has been called by the SA Municipal Workers Union (Samwu) which, together with the Independent Municipal and Allied Trade Unions, is demanding an 8% or R300 annual wage increase. The Government has offered 3% or R120.

Tomorrow's protest comes before a three-day strike by more than 20 000 of Greater Johannesburg's municipal workers planned for June 9, 10 and 11. The strike, which has also been called by Samwu, is to protest against Johannesburg's plans to outsource and privatise certain council functions.

Samwu spokesman Themba Nxumalo said more than 40 000 workers were expected to gather at the Library Gardens in Johannesburg to march on the Metro Centre in Braamfontein to express their dissatisfaction with the Government's offer.

Nehawu wants restructuring of state pension fund

Reneé Grawitzky

THE National Education, Health and Allied Workers' Union (Nehawu) yesterday formally tabled its wage demands with government, the total package of which is equivalent to that committed by government in a three-year wage deal for the public service.

The union's total package — which included minimum increases in the region of 20% or R200 a month for the lowest paid workers — amounted to about R4,8bn. This was the amount government was supposed to allocate for this year's

increases in the public service in terms of the wage deal struck between government and public service unions in 1996.

Government instead set aside R3,37bn in the budget.

At the time, the Congress of SA Trade Union's public service affiliates rejected this but indicated that they would table costed demands.

The Federation of Unions of SA public service affiliates had already declared a dispute against government at the end of March. These unions planned to submit demands to government next week and intended to fully participate in the wage

negotiations. This would not, however, prejudice their initiatives to take government to arbitration over the interpretation of the agreement.

To boost service delivery, the union is to focus on intensifying education and training and will call on government to set aside 5% of the wage budget for competency based training.

The union also called for the restructuring of the state pension fund to save government billions.

Nehawu proposed a shift away from a fully funded method of payment by government to a "pay as you go" system. This,

the union argued, could reduce government deficit repayments to the fund by two thirds and release assets to be used for other initiatives.

Nehawu agreed to government's proposal, outlined in the budget, to reduce the employer contribution to the pension fund from 17% to 15%. It called for the employer contribution to be reduced further to 13,5%. The unions believe this could save government R3bn, to be used to finance "public service transformation". Meanwhile, the parties in the public service co-ordinating bargaining council have agreed to the financing of the coun-

cil, as well as other structures, through contributions of 50c a month from employers and employees.

The parties also signed the agency shop arrangement which will ensure that between 300 000 and 400 000 public servants, who do not belong to unions, will be required to pay 1% of their salaries up to a maximum of R60 a month to the public service unions represented in the council, as part of an agency fee. The new Labour Relations Act grants unions the right to demand agency shop arrangements whereby the employer agrees to deduct a fee from nonunion members.

90 000 public servants take package deals

8 000 leave in W Cape

CLIVE SAWYER
POLITICAL CORRESPONDENT

About 90 000 public servants, including police, teachers and members of the defence force, have left national and provincial departments with voluntary severance packages.

This figure could be higher because the latest statistics date back to September last year

Some public servants are still in office, pending their departure with voluntary packages

The information was tabled in Parliament yesterday by Public Service and Administration Minister Zola Skweyiya in reply to questions by Lalitha Singh (IFP)

At national level, 22 249 people had left, including 10 052 from the Department of Defence, 3 150 from the Department of Safety and Security, and 1 558 from the South African Rev-

AR 28/5/98
venue Services. Six employees in the office of the president and 20 from the office of former Deputy President De Klerk had also taken packages

Other departures included Agriculture (390), Correctional Services (800), Environmental Affairs and Tourism (220), Foreign Affairs (203), Health (154), Home Affairs (870), Housing (39), Justice (43), Labour (57), Land Affairs (136), Minerals and Energy (50), Public Works (1 162), Communication Services (200), Sport and Recreation (14), State Expenditure (63), Trade and Industry (174), Transport (151), Water Affairs and Forestry (2 207) and Welfare (101)

Those who had taken packages from provincial administrations totalled 25 805. This included 7 946 from the Western Cape. Dr Skweyiya said the figures for national and provincial departments did not include 15 541 educators who had taken packages

Public servants in protest over salaries

CAPE TOWN — Hundreds of public servants, chanting "We want more" marched in pouring rain to Parliament yesterday to insist that government pay promised salary increases.

The protesters, from three public sector unions under the Federation of Unions of SA (Fedusa), wanted to hand over a memorandum to Finance Minister Trevor Manuel personally, but settled for his adviser, Murray Michell.

The memorandum calls on government to honour a three-year wage agreement signed in 1996.

Michell said a copy of their demands would be given to Public Service Minister Zola Skweyiya.

The Commission for Conciliation, Mediation and Arbitration has been approached by the unions to arbitrate in the wage dispute with government.

Skweyiya said yesterday that from July 1, the government would deduct 1% of the salaries of its employees who are not members of public service trade unions.

An agreement was reached earlier this week between govt and the trade unions to set up an agency shop to ensure that employees who received the benefits of collective bargaining also contributed towards its costs — Sapa

BA 28/5/98

R40m blown on probes

Andy Duffy

Special state investigations swallowed more than R40-million of taxpayers' money in just 12 months, the government's finance watchdog has found.

The figures, buried in the report the auditor general released to Parliament earlier this week, point to a sudden acceleration, in the 12 months to March 1997, in the government's drive to call in experts to deal with problems judged beyond the bounds of its officials.

The expenditure, drawn from various departments' budgets, stood at R23,5-million at the start of the financial year. It totalled R64,3-million by April 1997 — and was still rising.

The commissions and committees of inquiry are labelled temporary, though several predate the 1994 election. Many are still running.

Auditor General Henri Kluever makes no comment in the report about the expenditure. He notes only that the figures are based on information from various government departments, and "show the identifiable expenditure, including salaries of officials on commissions and special departmental committees, other than those of a more permanent nature".

M+G 29/5 — 4/6/98 (250) (2000)

The Department of Transport accounted for the single largest slice — R13,2-million in the financial year — with most of that going on transport minister Mac Maharaj's national taxi task team inquiry. That initiative ran for nearly two years, ending in March 1997 with nearly R16,3-million spent.

The Department of Education also figured strongly. Its bill alone totalled more than R10-million for the 1996/97 financial year, including a R3,4-million tally for the 10-month probe into unrest at the University of Durban-Westville.

The White commission, which is probing illegal promotions among public servants before and after the 1994 elections, cost R2,36-million for the year, putting the total since it was set up in April 1995 at R4,7-million. The commission is expected to finish over the next two months.

Expenditure on the Masterbond commission ran to R742 000, bringing its total cost since its inception in May 1992 to R7,3-million. The report notes that the commission should complete its work by December this year.

Other big-ticket probes include the Ministry of Justice's R1,5-million spent on a commission into the rationalisation of the provincial and local divisions of the high court. The cost brought total expenditure on the

commission, which started in April 1995, to R2,4-million. It is still running.

The task group on government communications ordered by Deputy President Thabo Mbeki cost R1,8-million for its 10 months' work.

The government has previously come under fire for expenditure on formalised, permanent commissions, such as the gender commission and the youth commission. The Democratic Party last year estimated that about R286-million had been spent on such institutions in three years, with no obvious returns.

Many of the special probes listed in Kluever's report look easily justifiable. Few, for example, could quibble with the R2,75-million the Department of Minerals and Energy spent on the investigation into the Vaal Reefs mining disaster.

Other cases, however, are less obviously urgent. The Department of Minerals and Energy also spent close to R200 000 examining "the existence of the diamond industry in South Africa". That probe started in April 1996, and has no obvious cut-off date.

The Department of Agriculture decided to enter the notoriously labyrinthine wine and distillation industry in January 1997. It emerged

just 10 days later, nearly R46 000 poorer.

Kluever's report notes that the government's unauthorised expenditure had risen to R183-million by the end of March 1997, from a previous R152-million — excluding the secret services' budget of R831-million.

He rounded up the usual suspects: departments' failure to comply with tender procedures, inadequate management and the perpetual headache from the legacy of the former homelands and independent states.

Generally scathing in tone, Kluever singles out the police for special mention. His report notes that the police's unauthorised expenditure was close to R117-million — triggered by, among other elements, mass promotions.

Another R76,2-million set aside for Reconstruction and Development Programme projects had been spent on other causes. Beyond the unauthorised police expenditure, Kluever's officials also found that police management had provided "free services" to its staff in canteens and messes worth R33,6-million.

Minister of Safety and Security Sydney Mufamadi says the lack of financial skills among police management prompted his appointment of businessman Meyer Kahn as police chief executive officer 12 months ago.

Mufamadi adds that most of the unauthorised expenditure is technicality-based. He says the R135-million cost of promoting 11 000 officers, in a redress scheme approved by Cabinet, was ruled unauthorised only because the Ministry of Finance had failed to approve the plan in time.

Samwu on the march over

wage increase

ET (M) 29/5/98 (250)
FRANK NXUMALO

LABOUR EDITOR

Johannesburg — About 22 000 Johannesburg municipal workers allied to the South African Municipal Workers' Union (Samwu) marched yesterday to the 'Braamfontein' Civic Centre to protest against the apparent lack of progress in this year's collective bargaining negotiations, the union said.

Anna Weekes, the Samwu national spokesman, said councillors locked all the doors when they saw the marchers coming and there was nobody to receive a memorandum of union demands.

The demonstrators proceeded to Bargaining Council Chambers where they disrupted negotiations until council representatives accepted the memorandum.

Samwu is accusing councillors of voting themselves large salary increases over the past year, bringing their salaries to more than R15 000 a month while union members were still earning less than R1 000 a month.

"In several local authorities, workers have had to work for months without being paid while councillors in those very same local authorities continue to be paid every month.

"Samwu is rejecting the argument by the South African Local Government Association that they are constrained by the national government's 6 percent budget capping, and calls upon national government not to overstep its powers by interfering in and undermining the collective bargaining process in local government," the union said.

Samwu said it reserved the right for a further strike if its wage increase demand of R120, or 3 percent of monthly wages, was rejected.

Meanwhile, about 3 700 Portnet workers belonging to Technical Workers' Union, Salaried Staff and Employees Union of South Africa, all Federation of Unions of South Africa affiliates, vowed to continue their strike until a bonus scheme of R500 a month, which lapsed in March, was reintroduced.

Members of the SA Municipal Workers' Union marched through Johannesburg yesterday to demand wage increases. More than 10 000 workers participated in the march.

Picture ROBERT BOTHA



Angry municipal workers march in Johannesburg

Pearl Sebolao

(250) 60 2915 | 98

MORE than 10 000 Gauteng municipal workers took to the streets of Johannesburg yesterday to protest against a lack of progress in wage talks.

The one-day strike, organised by the SA Municipal Workers' Union, was part of a campaign to push wage demands and to register union anger at the "attitude and disregard for the plight and livelihood of municipal workers" of the employer body, the SA Local Government Association.

The strike, which passed without incident, coincided with the start of the second round of talks with employers in the national bargaining council. The council said service disruption was marginal, with only buses and refuse collection affected.

Before negotiations began at 2pm, the employers offered a pay increase of 3% or R120, whichever the greater, while unions demanded the greater of 8% or R300. Unions were pessimistic about the outcome.

Thousands of public servants in firing line

Government could retrench as
many as 55 000 employees

HENRY LUDSKI

ST 31/5/98 (270)

THE government has told public service unions that it is planning to retrench 55 000 civil servants

The deputy director general of the Department of Public Service and Administration, Neva Makgetla, said the issue would be debated at Friday's meeting of the public service bargaining council in Pretoria

According to the department's figures, 55 067 "supernumeraries" will be targeted for retrenchment — 29 766 in national departments and 25 301 in the provinces

However, the number of retrenchments is expected to rise as the government gets increasingly desperate to reduce its massive R83-billion annual wage bill

The Departments of Defence and Water Affairs and Forestry each have about 14 000 excess staff who could be made redundant, while the Eastern Cape provincial government has 16 956

Because retrenchment packages in previous agreements had been "extraordinarily expensive", the government now wanted retrenchments to be as cost effective as voluntary severance packages, Makgetla said

The government was unhappy with the voluntary package deal because, instead of removing the deadwood, it resulted in the loss of thousands of experienced civil servants it would have preferred to retain

The issue of forced retrenchments was first touched on by President Nelson Mandela in his opening address to Parliament when he said the government was "not an employment agency"

He said that, as a matter of urgency, the government needed to start com-

prehensive discussions with unions on retrenchments in accordance with South Africa's labour laws

Since then, his sentiments have been echoed by both the Presidential Review Commission and the Minister of Public Service and Administration, Zola Skweyiya

However, the government faces fierce resistance from powerful public service unions pushing hard for the status quo to continue. Also, with elections less than a year away, the government is unlikely to want to enter into battle with the unions

"Any union worth its salt would be violently against forced retrenchments," said Anton Lourens, the deputy general manager of the 140 000-strong Public Servants' Association of South Africa

While the existing public service labour relations agreement doesn't allow for employer-initiated retrenchment, the government is showing increasing signs that it wants to begin moving in that direction when the agreement expires in March next year

A negotiator for the National Education Health and Allied Workers' Union, Makgane Thobejane, confirmed it had proposed that the moratorium on retrenchments be retained pending the outcome of the union's proposed comprehensive staff and skills audit of the civil service

He said the government would only then be in a position to say accurately what needed to be done in the public service

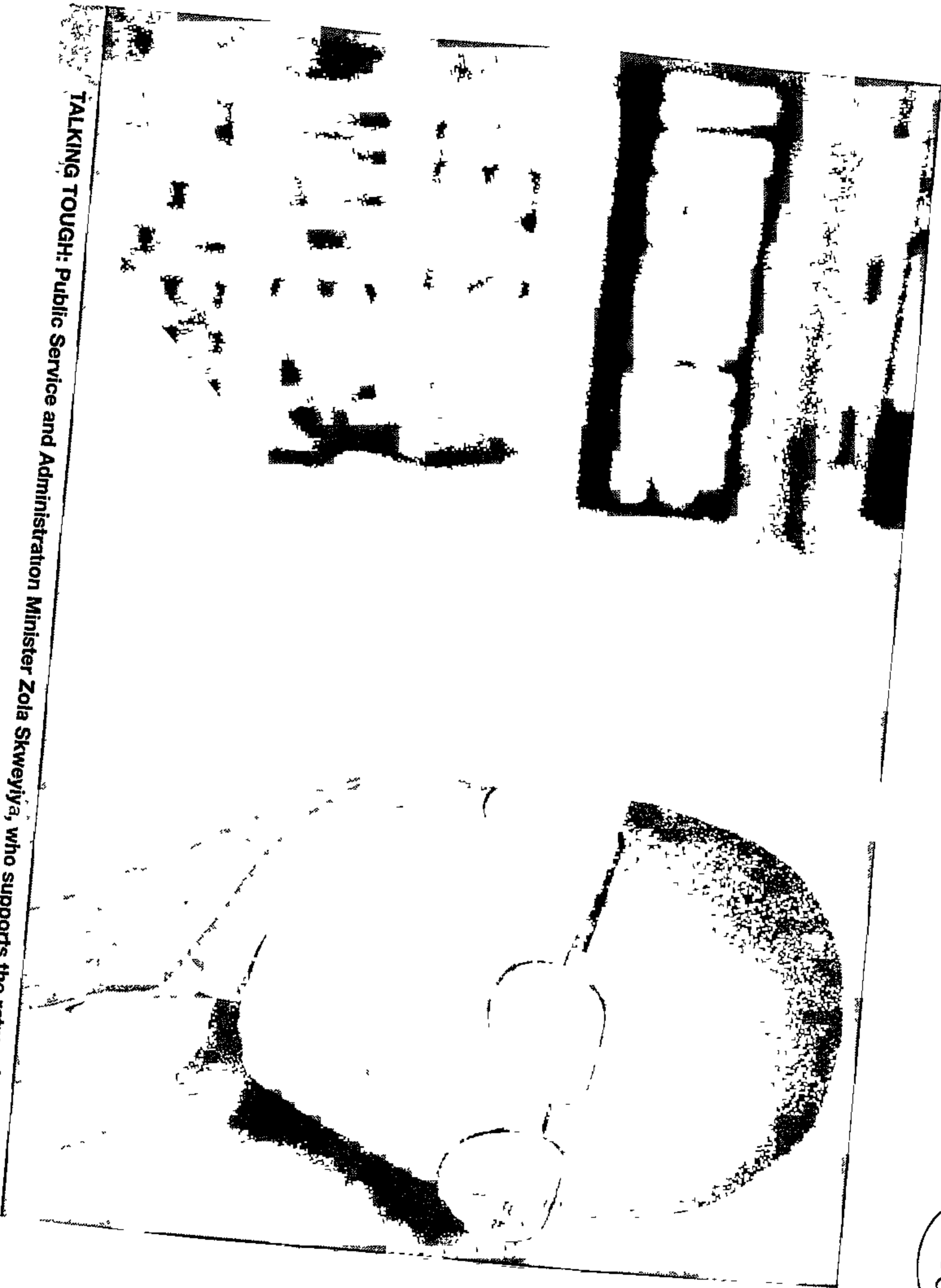
Thobejane said the government had indicated that very attractive retrenchment packages would be on offer, but the union was "not interested"

Makgetla said the department needed to study the union's proposals before it could comment on them

ST

31/5/98

258



TALKING TOUGH: Public Service and Administration Minister Zola Skweyiya, who supports the retrenchments

Bid to resolve pay stalemate

(250)
Deborah Fine

20 2/6/98
THE Commission for Conciliation, Mediation and Arbitration will begin conciliation proceedings between the SA Municipal Workers' Union (Samwu) and local authorities next Thursday following the declaration of a deadlock in wage talks last week.

The deadlock was declared after parties in the Local Government Bargaining Council were unable to thrash out a settlement during a fifth round of talks in Johannesburg last Thursday.

The stalemate arose after local authorities made a last offer of increases of 4% or R150, while unions made a final demand of 7% or R250. No basis was laid for further negotiations.

The talks were also accompanied by a protest march in which about 20 000 Samwu members took to the streets to show their dissatisfaction with the negotiation process.

Samwu spokesman Anna Weekes warned strike action could be repeated across SA should the deadlock continue.

The conciliation proceedings are expected to take place in Durban.

Provinces employed 68 000 more despite budget crises

Farouk Chothia

MARITZBURG — The number of public servants employed by the nine provincial governments had increased by 67 829 in the 12 months to the end of April, KwaZulu-Natal finance MEC Peter Miller said yesterday.

The increase came despite the fact that provinces faced a budget crisis at the time and had pledged to reduce the public service. Miller said the increase was disclosed at a budget planning meeting attended last month by Finance Minister Trevor Manuel, his deputy Gill Marcus and finance MECs.

The nine provinces employed 899 948 public servants at the end of April this year, compared with 832 119 on April 30 last year. Miller said that despite a "clear instruction" in KwaZulu-Natal last year that there was a moratorium on employment, an extra 14 259 were employed. The size of the public service in the province had grown from 169 079 to 183 338.

Miller, who made the disclosure during his budget vote, said it appeared that provinces were unable to control employment, particularly in the lower ranks. "Managers seem to think that they are obliged to provide jobs to all and sundry." What con-

cerned him most was that while KwaZulu-Natal had too few managers, the bulk of those employed were general workers. Their employment was authorised by lower management.

He said that KwaZulu-Natal spent 92% of its budget on personnel, transfer payments and fixed costs, leaving only 8% for productive, service delivery-oriented activities. "The result is schools with no books, hospitals with no medicines, roads full of potholes, deteriorating infrastructure, shabby buildings, no capital expenditure and no fixed investment," Miller said.

Kevin O'Grady reports that another provincial finance MEC, who asked not to be named, said there had been a "disturbing upward movement (in employment) and yet one would have expected a downward trend in this era of cost containment."

He said no provincial breakdown was given, but it was well known that KwaZulu-Natal, the Eastern Cape and Northern Province had the bulk of extra employees.

A finance ministry spokesman confirmed the figures that were given at the meeting. They were compiled from expenses monitored by the state expenditure department, and had been given to the provinces for verification.

130 4/6/98 (270)

Municipal workers set to strike tomorrow

(250) Star 8/6/98

Refuse collection, bus transport and other services may be affected if proposed work stoppage goes ahead

BY LEE-ANN ALFREDS,
BUNTY WEST
AND MELANIE-ANN FERIS

A three-day SA Municipal Workers Union strike that could leave Johannesburg cluttered with litter and hampered by service chaos seems likely to go ahead tomorrow.

"The workers will be on strike on Tuesday and we will meet them to discuss the plan of action for Wednesday and Thursday," Samwu chairman Christopher Mabaso said yesterday.

But the council has warned that the strike is illegal and it will seek an urgent interdict if workers carry out their threats.

The two parties were to meet today in a last-ditch effort to avert industrial action.

The three-day strike has been called to protest against a planned restructuring of Johannesburg's staff structure and plans to engage in partner-

ships with the public and private sectors with respect to the administration of certain functions.

If the strike goes ahead, services around the metropole will be severely disrupted.

Richard Spalding, human resources administration spokesman for the metro council, said that as far as his department was concerned, the strike was illegal and an interdict would be sought on behalf of the five councils to prevent the strike from going ahead.

"They must submit a letter to us clearly undertaking not to go ahead (with the strike), in which case we will not have any grounds to seek an interdict.

If negotiations fail, Johannesburg's bus service will be severely affected, while refuse is not likely to be collected over the three days. Technical services, which include electricity, gas and sewerage, and traffic departments will also be affected.

A skeleton staff and con-

tract workers will be on hand for emergency services, clinics, electricity and water in Greater Johannesburg.

Samwu spokesman Themba Nxumalo told The Star that more than 20 000 workers were expected to join the three-day strike. He said workers would march to Sandton tomorrow and Wednesday to hand over petitions to Collin Matjila, executive committee chairman of the Greater Johannesburg Metropolitan Council. Workers will march on the Metro Centre in Braamfontein on Thursday.

Metropolitan bus service spokesman Toni van Niekerk said the metro bus service would hold meetings today to set up contingency plans for the days of the strike. "Some buses will be running but it is advisable for passengers to make alternative plans to get to work. They can phone to find out which routes will be running by calling our switchboard on (011) 403-4300," she said.

Council takes steps to head off looming protests by municipal workers

From Page 1

On Tuesday and Wednesday, Samwu members plan to march from the city centre to the Sandton civic centre to give a memorandum to the chairman of the council's executive committee.

The memorandum will demand that local councils nationally adhere to a mediation ruling in September 1986 against the Tygerberg local council in the Western

Council takes steps to halt municipal protests

Star 6/6/98 (250)

The South African Municipal Workers' Union and Johannesburg Metro Council officials met yesterday after the council said it would apply to the Labour Court for an interdict ahead of a three-day strike by the union's 22 000 members next week.

Samwu would hold a three-day protest against increased privatisation of basic services in the metropolitan area, the union's secretary Themba Nxumalo said at a news conference yesterday.

It would go ahead whether the council obtained an interdict or not, he added.

"Our standpoint is that the Government is responsible to communities for delivery of essential services and it cannot delegate that to the private sector."

The council said yesterday it had told the union that the strike would be illegal and the no work, no pay rule would be applied.

TO PAGE 2

Cape, which held that privatising services without consulting interested parties was an unfair labour practice, Nxumalo said.

The union demands a moratorium on privatisation in this sector until councils consulted interested parties in line with an agreement made at the National Labour Relations Forum.

In breach of this agreement, the council had issued tenders to private security last month, he said.

Nxumalo said Samwu was not opposed to restructuring. "But what we want is that any kind of restructuring be done in consultation with us, as stakeholders, and that is what is required in terms of the Labour Relations Act."

He said the government had no evidence that privatisation was beneficial to communities, or could provide better services.

... NQW is a reality



Star 6/6/98 (250)

viding improved services. He said one globally recognised method of improving and expanding service delivery and an agreed policy of greater Johannesburg's council, was the use of public/private partnerships.

Partnerships, Flusk added, were most successful where there was active participation of the trade union movement. "It is therefore regrettable that Samwu has, for the time being, chosen to pre-empt participation in the development of improved services and embarked on industrial action which can only increase public dissatisfaction with council services."

Public/private partnerships did not absolve councils of their responsibility to ensure that services were maintained and improved, he said. - Sapa

Municipal workers call off strike action after negotiations

Deborah Fine

THE SA Municipal Workers' Union (Samwu) has called off a planned three-day strike in Johannesburg that was due to begin today, following several hours of negotiation with the city's five local authorities yesterday.

Samwu Johannesburg branch secretary Themba Nxumalo and council deputy executive chairman Kenny Fihla confirmed at a joint news conference yesterday that the union had undertaken to cancel its industrial protest while the council had suspended proposed court action to interdict workers from participating in the strike action.

The interdict would have enabled the councils to enforce a lock-out if workers had embarked on what

allegedly would have been an unprotected strike

The union announced last month that its 22 000 members would down tools this week to protest against the councils' alleged lack of consultation over proposals to outsource various municipal services, including essential services, through partnerships with the private sector.

Samwu maintains that essential service delivery should remain a government function because privatisation could lead to mass retrenchments and massive increases in services tariffs to the detriment of poorer communities.

Both Nxumalo and Fihla remained tight-lipped about yesterday's talks, saying only that the strike had been averted and that the two parties would engage in further urgent talks within the next few days.

about the proposed privatisation process and the city's planned administrative restructuring

Samwu has already lodged a formal dispute with the Commission for Conciliation, Mediation and Arbitration over the restructuring and is still awaiting a date for a hearing.

Nxumalo said the union was also investigating legal action challenging the recent proclamation issued by Gauteng local government MEC Sicele Shueka setting up a new committee of 15 councillors to oversee the restructuring and implementation of various public/private sector partnerships.

Meanwhile, wage negotiations in the sector's bargaining council are to continue in Durban today following a deadlock between local authorities and Samwu over wage increases two weeks ago.

Union calls off strike by municipal workers

Star 9/6/98

(250) (758)

Samwu backs down after court bid to stop illegal action

By LEE-ANN ALFREDS
City Desk

An illegal three-day municipal strike which threatened to halt all services across Greater Johannesburg was called off at the last minute yesterday.

But bus and other services were still expected to be disrupted this morning while SA Municipal Workers Union (Samwu) members gather in Sandton to hear why the industrial action had been called off.

Services would return to normal after 1pm, the time staff had been ordered to return to work, Greater Johannesburg Metropolitan Council spokesman Richard Spalding said.

The strike was called by Samwu a few weeks ago to protest against plans by Greater Johannesburg's municipalities to privatise certain services and to restructure staff.

More than 20 000 municipal workers were expected to heed the call to strike, leaving almost no staff to collect refuse, drive buses and do routine maintenance work over the three days.

A skeleton staff was expected to be on hand for clinics, emergency electrical repairs, traffic and emergency services.

But Samwu backed down yesterday after Greater Johannesburg's five municipalities applied to the Labour Court for an interdict to stop the illegal strike.

In terms of an agreement, the union has promised to call off its industrial action if the councils withdrew their application for an interdict.

An urgent meeting is to be held within the next couple of days between the councils and the unions to discuss the city's planned staff restructuring (which is currently under way) and its privatisation plans.

In terms of the restructuring, the number of senior managers is to be cut by more than half, while scores of employees will be moved from support functions to service delivery.

In the move towards privatisation, the city has developed a framework for public/private partnerships and tabled several functions - including Johannesburg's fresh-produce market, emergency services, gas and Rand Airport - for partnerships or outsourcing.

While Samwu would not be drawn on why they had backed down, a source told The Star they were concerned for their members, who had been threatened with disciplinary action if they participated in the illegal strike.

Workers who last week participated in an illegal strike for better wages are being summoned to disciplinary hearings, the source indicated.

Public service protesters to target Manuel

Reneé Grawitzky

FINANCE Minister Trevor Manuel will be the target of thousands of public servants who are expected to gather in Pretoria tomorrow to protest against government's decision to withhold R1,4bn needed to finance wage increases

The demonstration takes place ahead of wage negotiations in the public service co-ordinating bargaining council on Monday and before the start of a lengthy arbitration in the Commission for Conciliation, Mediation and Arbitration.

A number of Federation of Unions of SA public service affiliates declared a dispute with government

ED 18/6/98 (250)
on March 30 in the wake of government's decision to allocate R3,37bn instead of R4,8bn to implement the final year of a three-year wage deal

However government has tabled a wage offer that would grant more than 80% of public servants increases ranging from 5% to 10% within this year's budget allocation. This appears to be in line with the current settlement range in the private sector

Public Servants Association GM Casper van Rensburg said the union wished to convey — in a non-disruptive way — a serious message to Manuel and government that the unilateral decision to dishonour the collective bargaining agreement was a serious matter

This action, he said, could result in a total breakdown in the relationship between government and organised labour

It had wider implications and could cause increased uncertainty as to whether government would honour other collective bargaining agreements

In future all conditions of employment would be subject to collective bargaining agreements as opposed to service benefits being regulated in terms of legislation and regulations

In view of government's disregard for collective agreements, uncertainty hung over whether normal employment conditions would be honoured.

The dispute, he said, was centred on such questions as integrity, adherence to collective agreements and the commitment to collective bargaining

A pre-arbitration meeting was held yesterday at the Commission for Conciliation, Mediation and Arbitration to discuss processes related to the coming arbitration next month or in August

Govt, public service union talks to continue

Reneé Grawitzky

20 22/6/98

(250)

NEGOTIATIONS between government and public service unions continue tomorrow in the wake of a march last Friday by more than 4 000 members of the Public Servants Association (PSA), who protested against government's alleged failure to honour a wage agreement

PSA members gathered in Church Square in Pretoria and marched on the offices of the public service and administration department to present a memorandum highlighting the association's grievances

The march took place after the PSA and other Federation of Unions of SA (Fedusa) public service affiliates agreed at the Commission for Conciliation, Mediation and Arbitration to schedule an arbitration against government only by September

The unions declared a dispute against government in March for unilaterally withdrawing from a three-year wage deal signed in 1996 by providing only R3,37bn for increases this year instead of R4,8bn

Marchers carrying placards calling for a 7,5% increase denouncing politicians and calling for "no general election in 1999" presented the memorandum to Public Service and Administration director-general Páseka Ncholo

Ncholo said government had tabled a new offer and was in the middle of negotiations

Despite a reallocation of funding, government had been able to table an offer through which more than 80% of public servants would receive increases ranging between 5% to 10%

PSA general manager Casper van Rensburg said "We are not here to demand more money but to demand what is rightfully ours" The memorandum presented to Ncholo called on government to immediately honour its part of the agreement by providing the additional R1,4bn for this financial year

Samwu, councils in pay settlement

Deborah Fine (270) 100 24/6/98

THE SA Municipal Workers' Union (Samwu) and local authorities in the national local government bargaining chamber have reached settlement following weeks of protracted wage talks.

Samwu spokesman Anna Weekes said yesterday the union and local authorities had accepted proposals put forward by the Commission for Conciliation, Mediation and Arbitration.

The commission proposed a split increase of 4% or R175 to be implemented on July 1 and a further increase of 2% or R55 in January next year.

She said, however, that it was "un-

fortunate" that negotiations were constrained by a decision from national government to cap increases in local government spending for the coming financial year at 6%. It is understood several local authorities will be applying for exemption from the settlement.

Weekes also reiterated Samwu's determination to oppose the privatisation of municipal services. The union was reacting to reports that a consortium intended to take over Johannesburg's emergency services.

Samwu said it had an agreement with the SA Local Government Bargaining Council that the public sector was the preferred deliverer of services.

Public service unions threaten to declare dispute

Reneé Grawitzky

(260)
BD 25/6/98

GOVERNMENT has been threatened with a labour dispute if it fails to respond to a demand by public service unions to revisit its initial wage offer tabled in the public service co-ordinating bargaining council at the beginning of the month

The unions rejected government's initial offer, which would ensure that more than 80% of public servants got increases of 5% to 10%, on the basis that they wanted an additional R1bn for training and other "transformative issues"

Government had said it would attempt to get another mandate by last Monday, but it did not get the mandate as no decision was taken within government

The unions said negotiations were postponed until next Monday as government representatives said they had no further mandate to negotiate

Most of the public service unions said that if government did not come back with a mandate to negotiate by next Monday, the unions would consider declaring a labour dispute

National Education, Health and Allied Workers' Union (Nehawu) negotiator Makgane Thobejane said the unions had agreed on a collective position

They had demanded R3,9bn for actual wage increases and a further R1bn to be used to upgrade the deficit of employees previously not covered by the pension fund

Government had been asked to seek a

further mandate on this issue and on Nehawu's proposal to reduce the employer contribution to the pension fund

Thobejane said differences had arisen over how many savings could be incurred if the employer contribution to the pension fund was reduced to 13,5%

In terms of the national budget allocation government set aside R3,37bn for wage increases

This led a number of Federation of Unions of SA affiliates to declare a separate dispute against government for failing to allocate an extra R1,4bn for increases

Government had agreed to these extra increases in a three-year wage agreement that was struck with public service unions in 1996

DP wants more action on supernumeraries' problem

Kevin O'Grady

20/6/98 (250)

THE Eastern Cape government did not take the financial implications of having 18 000 supernumerary public servants seriously enough and should make greater efforts to retrain or retrench them, Eddie Trent, the provincial leader of the Democratic Party (DP), said yesterday

Trent was responding to comments by Eastern Cape premier Makhenkesi Stofile that opposition parties were being "racist and opportunist" in calling for the dismissal of supernumeraries

In the Eastern Cape supernumeraries were mostly inherited from the former Transkei and Ciskei homeland governments

Trent said the provincial government "should be taking redeployment (of supernumeraries) very seriously" because the province could not afford the R2bn they had cost in the last four years. The DP agreed they could not all be retrenched simultaneously "because we can't afford it in one year" and had suggested the process be staggered over three years

The DP had also suggested supernumerary employees be retrained so they could fill vacant positions that did exist in the provincial government

"It's not a case of victimising these people but getting them to do decent work," Trent said

UNIVERSITY OF CAPE TOWN
SALDRU LIBRARY

Business Day

WEDNESDAY, JUNE 30 1998

www.bday.co.za

Subscription R2,00 inc VAT (where available)

BDFM A BDFM publication

TIMESHARE REPOSSESSIONS AND RESALES AT BARGAIN PRICES

ARROWWOOD INTERNATIONAL
(011) 483-2233

OUR MISSION
Our mission is to provide a "STATE OF THE ART" Brokering Service to allow our clients greater flexibility at the best value for money.

81000010

Public service unions walk out of negotiations in bargaining council

Reneé Gravitzky

PUBLIC service unions walked out of negotiations in the public service coordinating bargaining council yesterday while two Congress of SA Trade Unions (Cosatu) affiliates declared a wage dispute against government after it failed to table a revised mandate.

The unions, which represent about 800 000 public servants, warned that their tolerance was diminishing after government, for the second time in two weeks, failed to come to negotiations with a further mandate.

Unions, including the National Education, Health and Allied Workers' Union (Nehawu), warned they would hold government "responsible for the pending dispute" and possible disruptions to the public service. The SA Democratic Teachers' Union and the Police and Prisons Civil Rights Union were the two Cosatu affiliates that declared a dispute against government.

The unions rejected an initial government offer tabled last month that would have ensured more than 80% of public servants got increases of between 5% and 10%.

Labour was demanding R3,9bn for other "transformation issues". It also wanted government to reduce its contribution to the public service pension fund. After a meeting last week, where government failed to arrive with a further mandate, the unions threatened to declare a dispute if this was repeated at yesterday's meeting.

Public Servants' Association spokesman Anton Louwrens said yesterday government negotiators could not get a revised mandate as its principals were still accessing the turmoil in the financial markets. He said: "What will the excuse be next week?"

Louwrens said parties agreed to meet again next Monday and if no further mandate was presented then his union would also declare a dispute.

Public service and administration deputy director-general Neva Seidman-Makgetla said: "We did originally make an offer, with the unions making counter-demands."

Government negotiators, she said, were seeking a mandate on how to respond to the unions' demands.

Government said the parties had "come far in finding each other" on issues such as rightsizing, training and getting management to agree to performance agreements. Government had proposed in its initial offer that the management echelons be on a separate salary scale, which would be frozen at this point, or that those accepting performance agreements should immediately get a minimum 6% increase.

THE PUBLIC Servants' Association vowed yesterday to continue staging nationwide demonstrations until government honoured a 1996 wage increase agreement.

Sapa reports more than 1 000 PSA members marched through Johannesburg yesterday to hand over a memorandum demanding that government keep its word.

"There's no way the association can accept that the state can take all the advantages of the agreement and then turn its back on its

Demonstrations 'will continue'

employees when the proverbial pay day arrives," the memorandum said.

The memorandum was addressed to Finance Minister Trevor Manuel and the public service administration.

Government has budgeted R3,375bn for salary increases this financial year, but public servants say they are entitled to R4,8bn in

terms of a three-year wage agreement struck in 1996.

Gauteng human resources chief director Seadimo Chaba received the memorandum.

Pearl Sebolao reports members of the National Education, Health and Allied Workers' Union (Nehawu), one of the public service unions which walked out of Monday's talks with government

when it failed to table a revised mandate, were meeting country-wide to decide on what steps they would take.

Nehawu spokesman Joe Lekola said the union's negotiating team and national office bearers would meet tomorrow to analyse the mandate from the provinces.

An announcement would then be made on the "clear direction to be taken" when negotiations at the public service bargaining council resumed on Monday, Lekola said.

Wave of industrial action hits public and private sectors as talks

René Grawitzky

A WAVE of pay disputes and strikes has hit SA as the wage bargaining round intensifies in the private and public sectors.

Strikes involving thousands of workers have hit the footwear and fabric knitting sectors, while strike and protest actions start tomorrow at Telkom, Iscor and the metal industry.

The National Union of Metalworkers of SA (Numsa) has declared a dispute against the major vehicle manu-

facturers in support of a range of demands, including a wage increase of 9,5%. Employers offered 6,5%.

Numsa also announced plans to start demonstrations at Iscor tomorrow to protest against the impending retrenchment of 6 000 workers.

Nicola Jenvey reports from Durban that about 30 000 Numsa members in KwaZulu-Natal plan a legal strike starting today following a deadlock with the Steel Engineering Industries' Federation of SA (Seifsa). Gauteng and other regions will begin indus-

trial action from tomorrow. Seifsa has offered increases equal to inflation, while Numsa is demanding inflation plus 7%-9%.

Government and public service unions remain embroiled in negotiations as a revised offer is taken back to the respective constituencies.

The state made a further R300m available — not for wage increases but for "transformation issues" such as upgrading in line with job evaluations and development of human resources. A revised wage offer was tabled that

(A10)

some unions claimed amounted to a mere reshuffling of the existing budget allocation. Government, however, said the revised offer represented a substantial improvement on the previous offer with 90% of public servants receiving increases of between 5,8% and 10%. The previous offer meant only 80% of public servants would get increases of between 5% and 10%.

Andrew Levy & Associates research consultant Jackie Kelly said it was not unexpected at this time of the year to have a large number of disputes and

BD 7/7/98

strikes as parties were in the middle of the annual wage round.

The Communication Workers' Union plans strikes and overtime bans starting tomorrow. Telkom said it would apply for an interdict as it believed the action was unprotected.

The union is demanding a R150 across-the-board increase, a minimum wage of R2 100 a month and increases ranging from 10% for supervisors to 16% for auxiliary workers. Telkom said the union's overall demands would cost an additional R700m a year.

intensity

Unions seek further changes to wage offer

(270)
Reneé Grawitzky

25 16/7/98

PUBLIC service wage negotiations continue today after government effectively increased its total package offer by an estimated R1bn at a meeting last week.

Despite the revised package offer, union negotiators faced a membership with high expectations that government would revise its new mandate.

At a previous meeting government tabled a revised package offer that some public service unions claimed was a reshuffling of the existing budget allocation of R3,37bn.

The new package, however, provided R3,37bn for wage increases, an extra R300m for "transformation issues" such as upgrading in line with job evaluations and development of human resources.

There was also an estimated R1bn to increase the pensionable service of formal casual workers or pension improvement for those previously discriminated against.

The additional funding for the pension improvements would be funded by reducing the funding level of the pension fund.

A number of unions rejected the revised offer after last week's meeting. They were expecting government to put an additional amount on the table today.

A source close to the talks said the unions would have preferred that government re-allocated some of the funding from the R300m and for pension improvements to salaries. Government was opposed to taking out money from the pension fund for nonpension issues.

The National Education Health and Allied Workers' Union proposed at the outset that government restructure the pension fund to move away from a fully funded method to a pay-as-you-go system. The union also proposed that government reduce its contribution to 13,5% so that the savings could be used to "transform the public service".

The resumption of negotiations occurs after government held a workshop this week on managing redundancies in the public service. A union source said it was evident during the workshop government was under increasing pressure from officials in the provinces to lift the retrenchment moratorium.

SA among top spenders on govt staff

SA, IS among the top countries when it comes to the amount of money spent on public service salaries, says a Centre for Policy Studies report released today.

A World Bank study in 1995 showed that SA spent 31% of its overall budget on salaries and wages, ranking second among 17 upper- and middle-income countries like Mauritius, Guatemala, Ecuador and Paraguay.

On March 31 this year there were 1 151 203 national and provincial public servants. Since March 1995, total employment declined 9,8% (124 441 people). The provincial share of the total rose from 67% to 70,5%.

In the first in a series of reports on the public sector, the centre found that the public service was costing government more money despite an almost 10% decrease in staff in the past three years.

The loss of more than 124 441 staff members since March 1995, through freezing of new appoint-

ments and voluntary retrenchment, had little effect on government spending, the report said.

Personnel expenditure and interest payments on government debt made up 58% of total government spending.

The report attributed the rising costs of the public service to a three-year wage agreement in 1996 between government and public service trade unions.

"The result has been to escalate wage costs at a much faster rate than growth in gross domestic product or overall government expenditure. As a result the personnel cost as a percentage of the national budget has grown dramatically." The government is paying an estimated R3,57bn a year to employees who could not be incorporated into departments when the country's 11 public services amalgamated before the 1994 elections, the report said.

"Some provinces, notably Gauteng, moved quickly to estab-

lish new departments and retrench surplus personnel before the 1996 wage agreement, but provinces like the Eastern Cape and Northern Province, who moved far more slowly, are now stuck with their surplus personnel," it said.

A notable difference was found in the number of staff employed by provinces Gauteng and the Western Cape had the highest ratio of population served by one public servant. Once education and health personnel were removed, the Eastern Cape was found to be the most thinly spread, with one public servant to 261 people.

Reorganisation, retrenchments and authorised expansion are considered to be the factors most likely to determine future trends in the public service.

It costs the state about five years salary to retrench a public servant, compared with six to 18 months' salary in the private sector — Sapa

(250) BD 16/7/98

Overstaffed civil service still a big headache

8/21/16/17/98 (250)
By NORMAN CHANDLER
Pretoria Bureau

The civil service continues to be top heavy in terms of personnel, and the cost of maintaining it is increasing.

Any attempt to retrench staff, in particular thousands of workers from the former homeland governments, has also reached a dead end because of the huge cost, conditions embodied in the Labour Relations Act, and political sensitivities - which may see a deferment of action until after the next election.

A new report published today says that just over a million people are employed by the Government, provincial administrations and statutory organisations, despite a 9,3% reduction because of a freeze on new appointments.

The Centre for Policy Studies' research document shows that the Government is making "a determined effort to reduce the size of the civil service and slow down the rate of increase in the wage bill."

CPS researcher J P Landman says most civil servants (810,335 at the end of March) are employed by the provinces, while national departments employed 335 886 at the same date.

There are 4 982 working for statutory bodies, about 1 000 fewer than a year ago.

"Although the numbers are coming down, the cost has increased ... the major factor has been a three-year wage agreement concluded between the Government and civil service trade unions in 1996 which has had the result of escalating wage costs at a much faster rate than growth in gross domestic product," Landman says.

The average individual annual salary amounts to R45 770 but fringe benefits such as

pension contributions, 13th cheques, medical aid contributions, housing allowances, merit bonuses, overtime and other allowances push this up to R62 248 on average.

There are also 54 000 "supernumerary" (extra) workers who, while not having a designated post in a department, continue to draw a salary - and are costing the country about R3,5-billion a year. Many are in Northern Province and the Eastern Cape and are hangovers from the consolidation and amalgamation of 11 civil services before 1994.

"Retrenching them will reduce the budget deficit significantly without cutting one rand in social services or affecting the delivery of social services.

"From now on, reducing the size of the civil service will

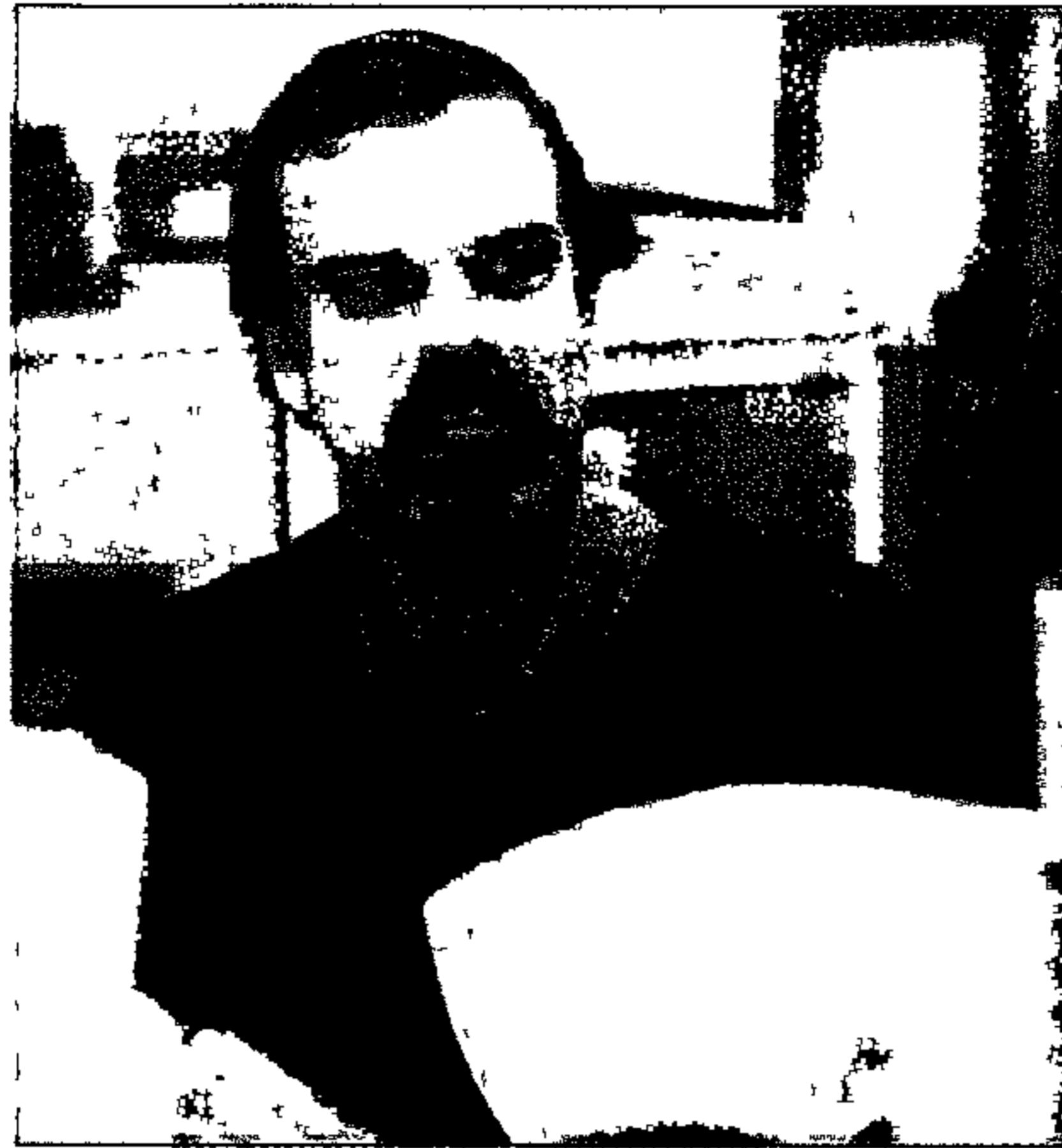
Retrenching those with no specific post will save billions

require a much stronger political commitment as well as hard-nosed policies by both national and provincial governments," Landman adds.

However, nothing can be done about supernumeraries until an agreement on new retrenchment terms is reached in the national bargaining chamber.

"On average, it costs the state about five years' salary to retrench a civil servant, compared to six to 18 months' salary in the private sector," the research paper adds.

Most government or provincial employees work for the education, defence, police and correctional services departments



PAPER TRAIL Richard Humphries collating the research findings on the civil service

PHOTO JOHN WOODROOF

Excess civil servants cost SA billions

(250)

CT (OR) 16/7/98

THABO LSHILO

BUSINESS EDITOR

Johannesburg — South Africa had an excess of 54 000 civil servants, costing the taxpayer R3,57 billion a year, or 0,5 percent of gross domestic product (GDP), a study published yesterday by the Centre for Policy Studies showed.

It said the employees drew salaries without having designated posts. Of these "supernumeraries", 20 000 were in central government. The rest were in the provinces, mostly the Northern Province and Eastern Cape.

The study, written by JP Landman, a research associate, and co-ordinated by Richard Humphries, a senior research fellow, said the civil service had shed 124 441 employees since March 1995. Some 80 000 of the jobs were lost between March 1996 and April this year.

The state's scheme to trim the civil service began in 1996. But personnel costs

as a percentage of the budget had grown "dramatically".

"The 9,8 percent reduction in total employment was primarily by a freeze on all new appointments, as well as the voluntary severance package scheme introduced in 1996," Landman said.

The study indicated South Africa had avoided the growth in the civil service that accompanied liberation in most African nations.

"Although the numbers are coming down, the cost of the civil service has increased," Landman said.

The anomaly resulted mainly from the three-year wage agreement by the government and civil service trade unions in 1996.

"The result has been to escalate wage costs at a much faster rate than growth in GDP or overall government expenditure," the study said.

Personnel expenditure and interest payments on debt comprised 58 percent of government spending.

Eskom workers

CT 16/7/98

power their protest

TEFO MOTHIBELI

JOHANNESBURG: Workers at Eskom's headquarters in Megawatt Park went on the rampage last night, burning a section of the main building and destroying several cars

The 3 000 members of the National Union of Mineworkers, who had been protesting in support of wage demands most of the day, also shattered building windows.

The employees — based in from Mpumalanga, North West and some parts of Gauteng — arrived at the offices to voice their dissatisfaction with the salary increase offered by management.

They protested on the company's lawns while their leaders were negotiating with management.

About 5pm the protest got violent as the workers tried to storm the building and clashed with police and company security

Police spokesperson Glenton Swift confirmed the damage, but said no injuries had been reported

Unconfirmed reports said one

worker was rushed to hospital after he was hit by a police vehicle, but police denied this.

Union representatives tried to disperse their members about 7pm, but were booed. The toyi-toying and singing workers said they were going to sleep outside the offices until their demands were met

A union representative said the violence started when workers became impatient with the lengthy negotiations between the unions and management.

Eskom human resources executive director Bongi Khumalo said they were "greatly disappointed" with the workers' violent action because they were not told of the rejection of the offer by the union

"We hope that union leaders will get their members to act responsibly so that it may not be necessary for us to get the police to help us to disperse them," he said

Khumalo added that negotiations will continue today.

Heavily armed police kept a close watch on the situation

Govt tables revised wage offer of more

than 6%

Reneé Grawitzky

GOVERNMENT tabled a revised wage offer yesterday which could form the basis of a settlement ensuring that more than 90% of public servants could receive increases of more than 6%.

It was tabled during the continuation of negotiations in the public service coordinating bargaining council covering more than 1-million public servants.

The offer — being taken back to the members of the various public service unions — will ensure that teachers will

receive a slightly higher increase of 6,6%.

Nurses and police will get increases of between 6,1% and 6,6% and middle management will get between 5% and 6%.

The total package on the table also addresses the restructuring of the pension fund and the politically sensitive question of retrenchments.

Government has agreed to conduct a proper skills and personal audit before it enters into negotiations on retrenchments in the public service. This is in line with a demand tabled by the National Education Health and Allied Workers' Union and other Congress of SA Trade Union public service affiliates.

In line with the provision made in the budget review, government proposed that it reduce its contribution to the pension fund from 17% to 15%.

This reduction in employer contribution, a union source said, could result in a savings of up to R870m a year.

Government has also proposed that it reduce the funding levels of the pension fund by 1%, but at the proposed level of contributions the funding level will still rise. The savings — which could amount

to up R1,5bn — will be used to finance pension improvements for those previously discriminated against.

The restructuring of the wage offer was partially funded by government taking an extra R100m from the R300m tabled previously to be used for "transition issues" such as upgrading in line with job evaluations.

The Hospital Personnel Trade Union of SA (Hospersa) said that despite the revised offer, government was still a long way from the promised amount of R4,8bn which should be the current expenditure

on the salary bill as provided for in the 1996 three-year wage agreement.

The union also alleged that the package would only cost government R2,6bn, as the figures of R3,4bn and R1,5bn from the pension fund were "red herrings".

Hospersa negotiator Albert Wocke said it was going backwards to use pension fund money to fund wage increases, which government denied doing.

Government negotiator Neva Seidman Makgetla said the offer should be measured in terms of employee benefits. The parties meet again on July 30.

B.D. 17/7/98

(2/70)

Black employees claim racism (250)

Sowetan 23/7/98

By Gershwin Chuenyane

BLACK employees, including graduates working in what they described as a "racist environment", have labelled a sub-directorate of the Ministry of Land Affairs a haven for apartheid in the public sector

The accusations have been levelled at the Pretoria deeds office by black employees who are also members of the South African Health and Public Service Union (Sahpswu)

They alleged that blacks were still referred to "as kaffirs with impunity by senior officials" and only blacks were required to sign a register in the morning

They also claim that affirmative action was not applied and instead was being referred to as a joke by a senior official. Management of the deeds office also remained all-white as a result of a lack of transformation

Other claims included the rejection of applications before interviews were conducted and the revision of regulations in order to stop the promotion of blacks

Sahpswu branch chairman and employee at the deeds office, Mr Harold Gwangwa said a colleague, Mr HC Mahlangu, claimed he was referred to as a "kaffir" by a senior official

Mahlangu claimed he reported the matter to the registrar, Mr AW Hanekom, whose response was "not pleasant". Hanekom did not even believe him

A report issued by head office on June 29 stated "With regard to the allegations of racism, all the implicated

officials who were interviewed denied the allegations

"It has not been possible to establish the truth regarding your allegations of racism in the office

"The implicated officials who were interviewed indicated that they desire a reconciliatory atmosphere in the office and feel that the conflicts are perceived as being motivated by racism"

An employee, Mr R Marivate, and a colleague were allegedly told by a senior official that affirmative actions was "a joke because blacks had no experience"

Since 1992 only four blacks had been promoted and statistics showed that more whites were promoted every year, Gwangwa said.

Relevant experience

In another incident a black woman was barred from applying for a post because she lacked the relevant experience, but two whites who were appointed at the same time were allowed to apply and one of them succeeded.

Gwangwa said he applied for a post that was advertised but received a rejection letter even before he attended an interview

He said that he was not surprised because the same senior official who referred to affirmative action as a joke was one of the panelists who evaluated applicants for the post

Hanekom said he could not comment on the allegations and that the issues raised were not new and the matter was still *sub judice* because a report compiled by a commission of inquiry appointed by the department's director-general had not yet been discussed with him

By
AN
lod
tele
cha
tha
rec
one
wh
refl



Council workers face salary crisis

Threat of industrial action because there's no money for increases

By HEATHER HOGAN

Hundreds of Greater Johannesburg Metropolitan Council workers are angry - and threatening go-slows and picket lines - because a promised 4%, or R175, wage increase might be withdrawn.

The council says it cannot afford to pay the increase, and one council official said the reason was that its finances were in dire straits.

The council warned this week that the expected yearly increase will not be reflected on workers' July pay slips, according to Richard Spalding, acting strategic executive of the metropolitan human resources division. His explanation for the delay was that the council was in a financial crisis. He declined to elaborate.

A further 2% increase expected at the end of January 1999 may also be withdrawn.

"According to section 3.1 of the Salary Exemption Policy and Procedure Act of the SA Local Government Bargaining Council, if the council cannot afford to pay the salary increase, it may apply to the National Bargaining Council for an exemption - which is what we have done.

"They will now set up an exemption committee which will look into the finances of the council and

decide whether the council can afford to pay the increase. If they cannot, then the increase will be withdrawn," Spalding said.

"It isn't actually the 4% that is the problem, but the 2%," he added. "We have applied for the entire increase package to go before the bargaining council, but have only asked for partial exemption."

"The 4% has not been withdrawn as yet, and if the council is told to pay it, then payments will be backdated to July 1. The 4% will probably be paid out at a later date when this matter has been settled."

Disappointment

However, SA Municipal Workers Union branch secretary Themba Nxumalo told a different story. According to Nxumalo, "the January 1999 increase should also be backdated, but this is a matter of contention between the union and the council, who say it won't be. As for the application for exemption, it is true that the council is allowed to ask for it: it is one of their policies.

"The union and the council will come to an agreement and I don't think we'll be taking action. The workers will be disappointed but there shouldn't be any strikes. I know many workers won't understand."

Mpho Mokone, the union branch treasurer, confirmed that all shop

stewards had been given fair warning to notify the workers, but said the union wasn't happy about the exemption.

"If we can't come to an agreement with the council and we don't like the outcome, there are other measures that we can apply instead of striking. We can organise picket lines, sit-ins, go-slows and minor demonstrations, because the workers need this increase, and the employers negotiated with unions in bad faith," Mokone said.

A distraught municipal worker who asked not to be named criticised both the council and the union.

"They promised us that increase, how can they try and take it away from us now? They have left it to the last minute to tell us and the only thing we have heard is speculation. I was depending on that money - I have four children to support."

"Councillors always get their increase without any trouble and we don't even get paid what we work for."

"We have been told that the 2% will also be backdated - why do they keep lying to us? Labourers are already very angry over these rumours and feel that if the union won't do anything to protect us, then maybe we should form our own union," he said, angrily summing up the feelings of his colleagues.

Star 25/7/98

New disciplinary code urged for public service

David Greybe

BD 30/7/98
CAPE TOWN — Parliament has called for a new public service disciplinary code that does away with lawyers, makes more use of counselling and warnings, and introduces tight time frames in a bid to reduce current unwieldy and lengthy disciplinary procedures

In future only a union representative or "fellow employee" should be allowed to represent an employee at a disciplinary hearing, the public service portfolio committee proposed in a report released yesterday

The report, based on submissions from heads of departments, trade unions and the Public Service Commission, among others, will be redrafted before being presented to Parliament for adoption

It calls on the public service department to draft the new code, incorporating the formal disciplinary provisions currently contained in the Public Service Act "as well as the progressive and

(250)
corrective measures" contained in the Labour Relations Act.

The committee found that, owing to the delays and complexities associated with current formal procedures, there was an apparent reluctance on the part of some managers to initiate disciplinary procedures "The inaction of management in these cases has served to encourage further indiscipline, and has led to a breakdown of discipline in some departments," the report states

Public service specialist Allan Taylor, who drafted the report, said it took up to three years to finalise some cases

Other recommendations included that the levels of authority for handling cases be spread out, to ensure that an undue burden was not placed on the head and top management of a department, and that "minor" disciplinary cases be referred to the Public Service Commission only once measures that could be taken within departments had been exhausted

MPs get pay hikes of 7,1%

JOVIAL RANTAO
PARLIAMENTARY BUREAU

CT 20/7/98 (250)
MEMBERS of Parliament will get an inflation-related 7,1% salary increase following the signing of a proclamation by President Nelson Mandela.

Last year they received an 11,9% increase.

MPs, who have often complained of being underpaid and overworked, will now earn a total salary package of R270 774, representing an increase of R19 125 on last year's total package of R251 649.

According to the proclamation in the Government Gazette by Mandela and Public Service and Administration Minister Zola Skweyiya, the annual basic salary for MPs will increase by R15 300 from R201 319 to R216 619 per annum. Their car allowances have also been increased from R50 330 to R54 155.

According to provisions of the Income Tax Act, R40 000 of an MP's salary would be exempted from tax.

The increase, described by some MPs as nominal, was however expected to make a difference in the lives of parliamentarians who have had to maintain houses and cars in Gauteng or their constituencies and in Cape Town.

The increases, which Mandela made at the recommendation of the Independent Commission for the Remuneration of Public Office bearers, would be backdated to April 1.

Deputy chairpersons of parliamentary committees and the parliamentary adviser to Deputy President Thabo Mbeki, whose positions have been upgraded, have done better than their colleagues. A deputy chairperson of a committee will receive a salary increase of 10,8%, from R226 330 to R253 735. The car allowance will be increased from R56 582 to R63 434, giving them a total package of R317 170.

The total salary package of Frene Ginwala, Speaker of the National Assembly, and Patrick Lekota, chairperson of the National Council of Provinces, has been increased from R474 182 to R510 198. Their basic salary has been upped from R379 330 to R408 158, car allowance from R94 832 to R102 040.

Deputy Speaker of the National Assembly, Baleka Kgositsile, and the deputy chairperson of the NCOP, who is still to be appointed, would now earn R331 746, up from R254 298. Their car allowances have been increased from R56 074 to R82 936.

Max Sisulu, chief whip of the ANC, would now receive a total annual salary package of R355 480, which has been increased from R304 152.

As leader of the official opposition in Parliament, Marthinus van Schalkwyk's annual basic salary has been increased from R243 322 to R284 384. His car allowance will rise from R60 330 to R71 096.

The salaries of the leaders of smaller opposition parties such as the Inkatha Freedom Party's Mangosuthu Buthelezi, the Democratic Party's Tony Leon, the Pan Africanist Congress' Stanley Mogoba and the African Christian Democratic Party's Kenneth Meshoe and Sports Minister Steve Tshwete in his capacity as leader of the house, have had their annual salary packages increased from R282 912 to R304 413.

Justice raises outstrip rest of public sector

~~(211)~~ (210)

Jonny Steinberg

REAL remuneration increases for criminal justice personnel increased by 13% a year over the past three years, while remuneration in the public service as a whole increased by only 3% a year during the same period, a financial and fiscal commission discussion document has shown

While the average salary package for a policeman was R82 000, the average package for a public servant was R70 600

Spending on the criminal justice system had grown more than twice as fast as public expenditure as a whole during the last 13 years. The share of the national budget allocated to safety and security, correctional services and justice rose from 4,4% in 1986/87 to 10% in 1998/99

"In real terms, spending on the criminal

justice system has doubled over the last 13 years," the report said "Public spending on criminal justice has been at the expense of other forms of public spending"

The bulk of increased expenditure on criminal justice went towards salary increases and staff expansion. While total staff in the three criminal justice departments was 87 000 in 1986/87, by 1996/97 the criminal justice system employed 186 000 people

"There is an apparent disjuncture between government's policy preference for social investment to prevent crime and its resourcing of the criminal justice system at the expense of other government functions," the report said

"Numerous studies from other countries suggest that social investment — directed at groups of people at risk of being offenders

— is more cost-effective than spending on criminal justice." However, the report cautioned that there was as yet no evidence that the same was true of SA

The report claimed that there was little evidence that government had a consistent medium-term strategy for growth in the criminal justice system. It said that much of the growth occurred in the early 1990s, suggesting "either a recognition by the then government of the potential for disorder during the course of the transition, or a pay-off to the police for its grudging acceptance of the negotiation process"

Despite increased staff numbers, the escalation of crime meant workloads in the criminal justice system were heavier now than they were 12 years ago. There was 10% fewer personnel to deal with each murder now than there was in 1986

SD 31/1/98

001 515 1 7 4

24 0 47

Cape to resist 'unfair public service bill'

(250)
David Greybe

80 27/8/98
CAPE TOWN — The Western Cape provincial government threatened yesterday to challenge in the Constitutional Court a central government legislative proposal that will cut back the powers of provincial directors-general.

The Public Service Laws Amendment Bill transfers responsibility for administrative and financial accountability from provincial directors-general to relevant heads of departments.

Western Cape director-general Niel Barnard argued before Parliament's public service committee that the proposal, backed by the African National Congress (ANC), was not constitutional.

He said provinces would cease to be single administrative entities and end up as an "agglomeration of statutorily defined provincial departments", and premiers would lose their powers as executive authorities.

Barnard said the present system served the Western Cape well and there was no reason for the province to be penalised because of the system's failure in other provinces.

Public service director-general Paseka Ncholo and the ANC said they would not back down on the bill. However, the parties agreed to meet privately to try to seek a compromise.

Public service divided on proposal

Reneé Grawitzky

(250)
BD 20/8/98
WAGE negotiations between government and public service unions have been postponed until next month after government tabled a revised package deal which created division between the various unions.

The National Education Health and Allied Workers Union (Nehawu) said the meeting was postponed after divergent positions developed between the different trade unions.

Hospital Personnel Trade Union of SA negotiator Albert Wocke said labour had agreed on a joint position which was reasonable. However, the

position was rejected by government. The unions had agreed on a joint demand that the increases should cost about R3,576bn. Government previously tabled a offer costing R3,475bn.

Nehawu said last night there was a "positive shift towards a settlement".

Government's revised package will ensure that most public servants still receive an average increase of 6%.

However the unions were divided about government's proposal to introduce different increases for different levels within job categories.

Government has proposed that some high-level workers will receive a 3% increase.

Municipal workers to take legal action against council

Pearl Sebolao

THE Independent Municipal and Allied Trade Union (Imatu) is to take legal action against the greater Johannesburg municipal council for failing to implement "merit" increases for the past two years.

The move was announced at yesterday's joint rally with the SA Municipal and Allied Workers Union (Samwu).

The rally was called to report to members about the council's application to the national bargaining forum to be exempted from implementing this year's wage agreement. Although the rally was well attend-

ed, there was minimal disruption of services in greater Johannesburg as the council's various departments had made alternative arrangements and essential services were maintained.

The municipal bus service was the most affected, with services operating at a 30% capacity.

Imatu labour relations consultant Johan Koen said all staff were entitled to the merit increases which had not been paid for two years.

All the necessary legal documents had been drawn up and the union would proceed with court action against the council as soon as everything had been finalised, he said.

Council spokesman Patrick Flusk, however, denied that merit increases had not been implemented and said the agreement with the unions was that "all money for increases would go into the wage negotiations pot and there would be one increase." However, if Imatu was dissatisfied with the matter it could pursue it further, Flusk said.

According to this year's wage agreement, the council was to implement a 4% increase at the end of July and a further 2% in January next year.

However, the council, citing unaffordability, has made an application to be exempted from implementing the agreement.

The unions, which claimed that Johannesburg could afford the salary increases as it had a large tax base, resolved to put pressure on the council by holding a march. Samwu and Imatu's leaders would hold meetings within the next two weeks to make arrangements for the march.

A local exemptions committee made up of union and council representatives would be established within the next few days to discuss the salary increases.

If the dispute could not be resolved within a specified period, the matter would then be referred to the national level for arbitration.

Bus commuters warned to use other transport

Refuse removal and council libraries also likely to be affected by today's municipal staff rally in Johannesburg

Staff 18/8/98

IV THEMBA SEPOTOKELE
Bus commuters in the Greater Johannesburg area should try to use alternative transport to avoid a feedback meeting on salary increases at Randburg in Rosettenville. Metropolitan Bus Services

Chief executive officer Fouch Fouch yesterday urged commuters, especially school and peak afternoon bus users, to arrange for alternative transport because half of the 3 100 scheduled bus services in the Johannesburg area would not take place. Drivers would possibly re-

turn to work after the rally, he said. Fouch said the council and its four local authorities had agreed to allow staff members to attend the meeting. Other services that could be disrupted include refuse removal and metro libraries. The leadership of the SA Municipal Workers' Union (Samwu) and the Independent Municipal and Trade Union are to seek mandates from their members because the council failed to implement a 4% or R175 wage increase from July 1. Samwu, regional chairperson Chris Mabaso said the council had renegeged on the agreement to implement the increase. He said the council claimed it was experiencing financial constraints and had applied for exemption, but the unions had a right to check its books and financial standing. Mabaso said the council had also agreed that by January next year it would implement another 2% or R55 wage in-

crease, but now that it had renegeged on the July 1 agreement, the unions had to seek new mandates from their members. Council negotiator Patrick Plusk said the council had applied for an exemption. "If we apply for an exemption it means we cannot afford the increase," he said.

Don't discard loyalists

(250) Sowetan 17/8/98

THE recent appointments of black professionals to key positions in our young democracy has given rise to a vigorous media debate

I was struck by the collective amnesia of those arguing that individuals belonging to the liberation movement are unqualified to hold certain positions by reason of being politicians

Until a few years ago, you were legally defined as a "communist" and a "terrorist" if you were opposed to apartheid. Very few people bothered to challenge this collective branding of freedom fighters

Today we witness the same logic, where everyone who fought against apartheid is labelled "unsuitable" for certain positions because they are politicians or belong to political parties

It is necessary to make the fundamental point that apartheid forced all people of conscience and courage to fight against it. The majority of us did not have the choice to opt out of politics

Even as we were educated under the most trying conditions, we remained active freedom fighters because it made no sense to be an educated slave in your own land

In a so-called "normal society", such as that always enjoyed by whites, many would have opted for non-political careers. But we could never be apolitical in the face of oppression. That in itself would have been a political choice in favour of minority rule

Liberation and independence have changed the situation. For the liberation movement this has opened up new possibilities to shift the balance of forces in favour of the former victims of apartheid

An essential element is to allow us direct participation in shaping our own destiny

It would be immoral for the new Government to continue with the apartheid programme of marginalising black people – albeit for different reasons

In the past, the excuse was that they were black and could thus not be trusted with certain jobs. Today it is argued that they should be disqualified because they are politicians or too close to the ruling party

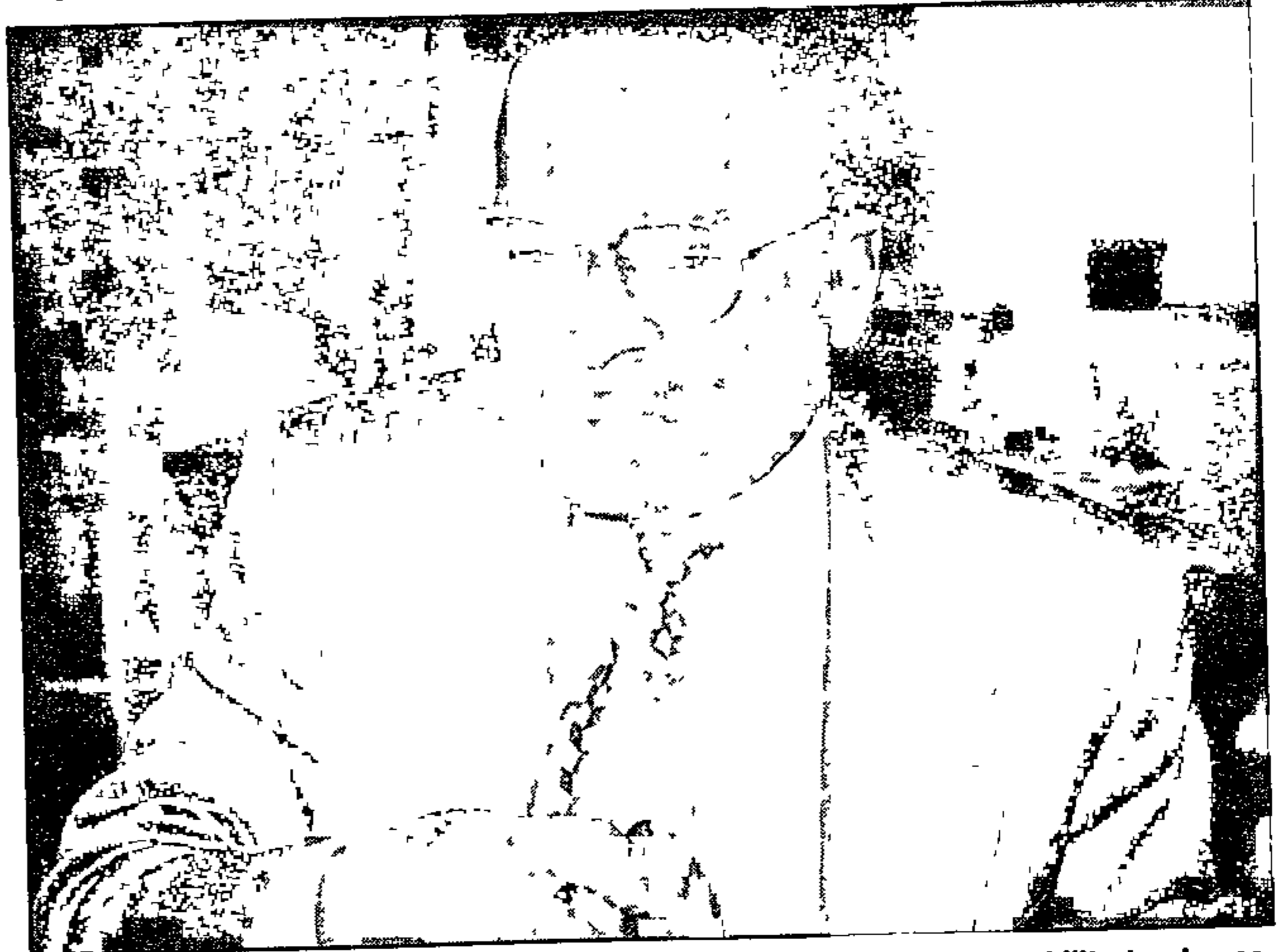
Absurd and twisted

Needless to say, this is an absurd and twisted logic. Whatever way the coin falls, black people are bound to lose

Freedom has, for the first time in many centuries, given black people the ability to choose a career of their liking with the confidence that if they qualify, they could land such jobs

This is an important gain that we must be ready to defend as part of the national consensus that we are building. Those who were forced into politics by the will of apartheid should now be allowed to find their own chosen path any-

where in the country. It is absurd to suggest that people who were involved in the struggle should not now hold public office. Premier **Ngoako Ramatlhodi** says they are usually the best choice.



Premier Ngoako Ramatlhodi says freedom has given black people the ability to choose a career of their liking for the first time.

where in the country

Similarly, those who rose to prominent positions under apartheid cannot be regarded as "non-political" for the reason that they were allegedly not active in the National Party

Apartheid survived for decades because white people either supported it or were quite willing to live with it. It enjoyed fairly universal support among those who benefited from it

In the current circumstances, support for and commitment to the new order should be an advantage rather than a burden when appointments are made

In this context, we should distinguish between support for a political party and support for the new dispensation. Thus, commitment to the democratic order should in fact be a yardstick and a prerequisite for those serving in public office

This principle acknowledges that there are people who succeeded in spite of apartheid and, given the same opportunities, they would be equal to any task

These are the doors we are now opening. It does not make any sense when, even in the face

of confirmed merit and ability, another barrier of "experience" is suddenly raised

In our current situation, suitability should include room for experience to be acquired in practice. How this is executed is not a matter that can be left exclusively to market forces. The state has a duty to intervene

Finally, it should be noted that those who know the terrain are likely to make the correct decisions. Moreover, given their status and reputation in our emerging society, they will have the necessary clout and ability to implement such decisions

Key positions

While some candidates may have the technical knowledge to fill key positions, there are others who are masters of the socio-political landscape

Given their proven abilities, the latter will find it easier to acquire the necessary technical skills, while the technocrat may find it harder to become masters of the landscape

(The writer is the Premier of the Northern Province)

Nehawu signals 8% deal in public service

(SAP) 17/18/98

Johannesburg - The National Education, Health and Allied Workers' Union (Nehawu) was willing to settle for an amount of at least R3,475-billion for salary increases in the public sector, its president Vusi Nhlapo said.

That was the amount the Government had agreed upon.

This could mean that an agreement, after three months of

negotiations, could be reached at the next meeting tomorrow and Wednesday, Mr Nhlapo said at a press conference in Johannesburg yesterday.

Nehawu's national executive committee had given its negotiating team a mandate to demand more than the R3,475-billion, and would not settle for less, Mr Nhlapo said.

It had been decided no worker should get less than an 8% increase.

this year. Higher earners should not get more than 5%.

Professional people in the middle echelons such as nurses and teachers should get at least 8%, he said.

Nehawu would recommend to its allies the SA Democratic Teachers' Union and the Police and Prisons Civil Rights Union, to accept an 8% increase.

Mr Nhlapo said the union was

willing to go along with the amount of R200-million already on the table for training and other transformation issues.

Of that amount the bulk should be spent in the education sector, followed by police.

The balance should be divided equally between the health sector and the rest of the public service.

Nhlapo called the deal a major victory. - Sapa

Comments valuation

spapers



1990 APR 17 13:00 PM



Nehawu wage settlement gets go-ahead after hiatus

Reneé Grawitzky

17/8/98

THE Congress of SA Trade Unions-aligned National Education, Health and Allied Workers' Union (Nehawu) announced yesterday it intended to settle its wage dispute with government, ahead of the resumption of negotiations tomorrow.

Nehawu president Vusi Nhlapo said the union's national executive committee decided at the weekend to recommend to its negotiating team to either pursue further negotiations with government or to reach a settlement based on government's existing offer.

Public service wage negotiations were cut short on July 31 when unions demanded an explanation for the 7,1% "inflation" increase for MPs.

The unions wanted to know why the MPs had received the increase while public servants were offered an average 6,3%. In addition, the formula for determining the MPs' increases was supposed to be based on inflation minus 1%.

(359) (250)
However, government ignored this and tabled a final offer which would cost about R3,475bn over nine months and ensure most public servants received increases in excess of 6%. The cost estimate for the increases is in line with Nehawu's position.

The union said yesterday that "the proposal we will put to government is that the settlement should be no less than R3,475bn".

Nhlapo said that, in terms of the union's proposal, the lowest paid worker should receive an 8,8% increase while the highest paid a 5% increase. Nurses, teachers and police should receive increases ranging between 7% and 8%.

He said progress was made during negotiations and the union achieved a number of victories.

The talks were fraught with tension from the outset as government had set aside R3,37bn in the budget for public service wage increases instead of R4,8bn as stipulated in the three-year wage deal which expires next year.

HANDCUFFED BY LABOUR LAW

Does Skweyiya have the will?

Am 14/8/98
In a parliamentary briefing last week, Public Service & Administration Minister Zola Skweyiya waxed lyrical on his new management and administrative framework. He also talked at length about the *Batho Pele* (people first) programme aimed at making civil servants more responsive to user of government services.

Not a word was uttered about the albatross that hangs around his neck and may be his undoing in the 1999 election.

Skweyiya said three years ago that SA's bloated civil service would be cut by 100 000 jobs a year. But research by the Centre for Policy Studies (CPS) shows that only 80 000 jobs have been shed so far, and tough battles lie ahead if any more are to be cut.

The CPS says government employed 1,15m people as at March 31 this year. Total employment since March 1995 has declined by 9,8%, though the provincial share of the total has risen 3,5% to 70,5%.

"The reduction in total employment was primarily achieved by a freeze on all new appointments, as well as the voluntary severance package scheme introduced in 1996," says CPS' J P Landman.

Though the numbers are coming down, the cost of the civil service has increased because of the three-year wage agreement between government and unions in 1996. Nominal growth in personnel expenditure rose by 19,2% in 1996/1997, 9,1% in 1997/1998 and 8,8% in 1998/1999.

"Personnel expenditure and interest payments on government debt can be regarded as the 'terrible twins' of the national Budget. They constitute 58% of total government spending," says Landman.

There are about 54 000 supernumeraries — people who draw a salary but have no work — in the civil service. At the average R66 113 salary, they cost the taxpayer R3,57bn/year.

"The soft options have been exhausted through the voluntary severance packages. From now on, reducing the size of the civil service will require a much stronger political commitment," says Landman.

The biggest stumbling block to large-scale retrenchments, he says, is the Labour Relations Act, which makes retrenchments extremely cumbersome.

S.T. Bus. Times 16/8/98

(250) Long-serving civil servants still qualify for big tax breaks

CIVIL servants used to be wrapped in a protective cocoon by the state and showered with perks such as tax exemptions and preferential treatment on home loans. But not any more.

One by one their perks are being removed. The latest to go — one of the truly great advantages of being a civil servant in the past — was removed in last year's budget and came into effect earlier this year. Lump sums payable on retirement by a state pension fund after February 28 this year are no longer tax-free.

Beric Croome, tax partner at Grant Thornton Kessel Feinstein, says the Income Tax Act was amended so that lump sums payable by public and private pension funds would be treated equally for tax purposes from March this year.

To civil servants this means the portion of their lump sum payout which accrued before February 28 this year remains tax free, while the portion accrued from March 1 is taxable.

Another change for civil servants is the application of the tax-free formula on retirement lump sums. This rule has always applied to lump-sum retirement payouts by private pension funds.

The formula, which determines how much of your retirement lump sum payout from a fund is tax-free, works like this: the tax-free amount is the greater of R120 000 or R4 500 multiplied by years of service.

The way the tax-free lump sum portion for retiring civil servants is now calculated is best illustrated by way of an example — set out in two steps, as it is quite complicated.

Step one

Say Ann Jones, a member of the Government Employees Pension Fund (or any other public sector fund), is due to retire on March 1 2000.

Jones has been with the pension fund for 40 years and her fund has informed her she is entitled to a lump sum of R400 000 on retirement. Her annual average salary over the past five years is R50 000.

Jones is therefore entitled to the following tax-free lump sum for her 38 service years completed on February 1998: 38 (years of membership before March 1 1998) divided by 40 (total years of membership), multiplied by R400 000, equals R380 000 tax-free.

Regarding her two years' service from March 1 1998 to re-

irement, the following applies: 2 (years of membership after March 1 1998) divided by 40, multiplied by R400 000, equals R20 000 (the taxable portion).

So only R20 000 of Jones's actual lump-sum benefit would be taxable in terms of the new tax regulations for civil servants.

Step two

However, this amount is now subject to the normal tax-free formula — R120 000 or R4 500 multiplied by years of service.

Croome says pension fund members often assume that they automatically qualify for the R120 000 tax-free lump sum no matter how long they've been a member of the fund.

But this is by no means the case, as the formula merely sets the *maximum* tax-free amount.

In our example, the tax-free lump sum due to Jones would be

calculated as follows: 40 (total years of recognised membership) divided by 10, multiplied by R50 000 (actual annual salary over five years limited to a maximum of R60 000), equals R200 000.

But Croome explains that since this amount exceeds R180 000 (R4 500 multiplied by 40), the R180 000 would apply.

Since Jones is entitled to R380 000 tax-free when she retires — as this money was accrued before 28 February this year, and because the R20 000 lump sum due for the two years after March 1 is less than the tax-exempt lump sum — she will get the entire R400 000 tax-free.

Croome says this illustrates that state employees who have been members of their pension funds for many years and who are due to retire within a few years will not be affected in a big

way by the tax law changes.

Another prime benefit afforded to civil servants is the favourable deduction regime for public funds, in which state employees can contribute as much as they like to pension and provident funds and deduct these amounts from tax.

Members of private pension funds, on the other hand, can only deduct from tax their contributions not exceeding R1 750 or 7.5% of retirement funding income (whichever is greater).

Croome says this will change from March 1 next year when the same limits will apply to civil servants.

This makes it possible, however, for civil servants, especially those very close to retirement, to increase their level of contributions before March next year to boost their lump-sum payout.

LUCIENNE FILD

Looks at recent amendments to the Income Tax Act



Government pension fund windfall

GOOD news for members of the Government Employees Pension Fund (GEPF). After a recent amendment to the fund rules, no civil servants whose contributions were missed will lose their full share of the fund.

The only portion of the full amount is transferred to your new employer's pension fund.

Under the current rules, if you have not yet retired and your employer has not yet paid your contributions, you will lose your share of the fund.

Members of private pension funds, on the other hand, can only deduct from tax their contributions not exceeding R1 750 or 7.5% of retirement funding income (whichever is greater).

Members of private pension funds, on the other hand, can only deduct from tax their contributions not exceeding R1 750 or 7.5% of retirement funding income (whichever is greater). Croome says this will change from March 1 next year when the same limits will apply to civil servants.

Pension perk for MPs over 50

KERRY CULLINAN

CT 14/8/98

(250)
(200)

A PENSION fund is to be set up for MPs after four years of deliberations on how to structure it.

Since 1994, pension contributions of 7.5% of MPs' salaries have been deducted and paid into a trust fund until there was consensus on setting up a parliamentary fund.

A report tabled in the National Assembly yesterday recommends that the state pays an amount equal to 20% of an MP's salary for members over 50.

Those under 50 get 17% from the state, while those who were part of the tricameral parliament and are covered by that pension scheme get 10%. The pensionable salary is defined as the MP's basic salary plus constituency allowance, but excluding the car allowance.

MP Peter Hendrickse, who headed the pensions committee, said the figure of 20% was recommended for those over 50 "in recognition of the transitional nature of this Parliament. Many MPs were in exile, imprisoned or detained and did not have an opportunity to accumulate savings".

The recommendations will now be sent to the Finance Ministry for approval.

PUBLIC SERVANTS AT HOME ON FULL PAY

Suspensions cost state millions

of 19/8/98

(AFO)

THE PRACTICE of suspending suspect civil servants on full pay doesn't seem to work, because those who are found guilty seldom pay back the money. **CHRIS BATEMAN** reports.

LENGTHY legal and disciplinary procedures that fail to distinguish between serious corruption and minor offences in the public service are costing the state millions of rands, while suspended civil servants sit at home on full pay until found guilty of a crime.

This emerged during the presentation to the portfolio committee on public service and administration of a draft disciplinary code for the public service by top officials of the Public Service Department yesterday.

Lesley Maasdorp, chief director in the Department of Finance said that under the Public Service Act civil servants who were alleged to have defrauded the state of millions of rands were able to sit at

home on full pay for up to 18 months before being convicted.

"We cannot then recover the money if they're found guilty, they are being treated in the same disciplinary way as minor offenders.

"There is rampant corruption on a number of fronts and the state is unable to deal with it. What we'd like is to check the possibility of suspending people without pay and then paying them out if they're found not guilty," he said.

Former general-secretary of Nehawu and portfolio committee member Phillip Dexter suggested that one way of avoiding a presumption of guilt in suspending pay would be to create a 30-day "window" during which it could be established whether there was a prima facie criminal case.

The salary paid to the suspended suspect would be stopped only at the end of this period, with theonus being on management to assess the legal risk, and built-in penalties should management take more than 30 days to decide.

"This will force management to deal with the issue and also avoid damage control by the suspect," he added.

Vusi Khumalo, chief director of labour relations in the public service department, said suspension without pay was an attempt to address only serious wrongdoing.

"There are people openly saying we are looting. Here the distinction has to be made between rampant corruption and looting and people who are making mistakes," he said.

Committee chairperson Salie Mame said that while he supported corrective action and the counselling of staff, a device had to be found to prevent continual abuse

of resources at the expense of a public hungry for essential services. Unions should understand that "we're talking about cases involving millions of rands, somebody's life or the abuse of women, and that these measures apply only under those circumstances," he said.

Khumalo described committee members' feedback as "very informative," adding that regulatory tools were urgently needed to deal with "the extraordinary circumstances in which the department finds itself".

He promised "extensive consultation", adding that by October all interested parties would have given their input "to make these regulations user friendly".

The committee also debated the use of legal counsel in disciplinary procedures, and Khumalo gave examples of senior counsel defending members of fraud syndicates who allegedly milked pension schemes before "getting off free".

Public servants face tougher discipline code

David Greybe

CAPE TOWN — Stakeholders involved in drawing up a new public service disciplinary code agreed in principle yesterday to allow, for the first time, for public servants to be suspended without pay in certain cases of alleged gross misconduct.

The parliamentary public service committee met unions and the departments of public service and finance, to discuss the draft new code. However, implementation of the code is not likely

before next year

The public service department must redraft the code, incorporating the latest inputs, bring it back to the portfolio committee for endorsement, and then take it to the public service co-ordinating bargaining council, where it must win union approval.

Most stakeholders present yesterday supported a proposal by African National Congress MP Phillip Dexter that a public servant accused of gross misconduct should face suspension without pay if, after a 30-day prelim-

inary investigation by management, it was decided to proceed with criminal proceedings against the employee.

Committee chairman Salie Mamme said the code should distinguish between areas of gross misconduct — such as corruption, financial mismanagement and sexual harassment — and other areas. "Special mechanisms" should be introduced to deal with gross misconduct, he said.

Stakeholders agreed the new public service disciplinary code should be based on tight time frames, to reduce

current lengthy and disjointed disciplinary procedures.

Owing to the delays and complexities in existing formal procedures — it can take up to three years to finalise a case — managers seem to be reluctant to initiate disciplinary procedures.

The new code will also do away with lawyers and make more use of counselling and warnings. It is envisaged that in future only a union representative or fellow employee will be allowed to represent an employee at a disciplinary hearing.

Money 'not from robbery'

Nicola Jenvey

DURBAN — Details on how five suspended policemen alleged to have been involved in a R31m robbery said they amassed their wealth were disclosed yesterday in responding affidavits filed in the Durban High Court.

The policemen and some of their relatives, who have had their assets frozen following a civil case instigated by Lloyds of London, have denied that their wealth was acquired via the robbery, saying that had "a proper investigation been carried out, the facts would have spoken for themselves".

SBV Services in Pinetown launched civil claims last month against Capt Balasoorian Naidoo, Insp Jordan Daniel, Capt Goolam Mustapha Duster, Capt Manjoo Lutchenarain and Insp Muduray Reddy, co-accused in the R31m robbery, who were acquitted on a legal technicality.

Claims were also brought against contractor Dalliah Appelsamy, former SBV employee Collin Nayager, Logandheran Naidoo, Diana Ingrid

The civil claims came after pressure from Lloyds' to retrieve about R11m still outstanding.

In his affidavit Balasoorian Naidoo said he had acquired his assets through his salary and by taking part in legitimate business activities. He did not disclose details of his business activities.

Daniel said he had been a member of the SA Police Service since May 1981. He was boarded in October last year and his funds were accrued through pension payouts, a clothing and burglar guard business and loans.

Dustagur said the deposits in his bank account came from a jointly owned business venture, gambling and a soccer club's income held in his account because the club did not have its own account.

Appelsamy said he had purchased his R160 000 home through a bond. His large deposits were as a result of his guaranteeing funds for friends for transactions.

Reddy said he had a zero bank balance and he had purchased his car with

Demarcation selection panel named

Deborah Fine

THE constitutional development department has announced the composition of a selection panel to choose nominees for the new national demarcation board that will redefine the outer boundaries of municipalities in SA.

The recent Municipal Demarcation Act stipulates that board nominees should be chosen by a panel comprising representatives from the Constitutional Court and the Gender Equality Commission; a judge designated by the office of the chief justice; the chairman of the local government select committee in the National Council of Provinces; and two people designated by the constitutional development minister and the SA Local Government Association (Salga).

Local government deputy director-general Chippy Oliver said yesterday the panel was made up of included Constitutional Court deputy-president Judge Pius Langa, Gender Commis-

sion acting chairman Nfombela Nzi-son, Supreme Court of Appeal Judge Ralph Zulman, constitutional development director-general Zam Thutis, Salga chairman Colin Matjila and council committee chairman Mohammed Baba.

The panel will compile a list of about 18 nominees which will be submitted to President Nelson Mandela who will then select between seven and fifteen demarcation board members.

Oliver said the selection panel was expected to begin its deliberations towards the end of the month following the closing date for applications.

The board, which is protected by law from political interference, is expected to use the redrawing of boundaries to significantly reduce the number of local authorities throughout SA by, among other means, amalgamating non-viable municipalities with more financially sustainable neighbours.

The board will also define the outer boundaries of metropolitan regions

Public servants able to bypass home loan

5/18/98

(270) 80 12/18/98

Robyn Chalmers

PUBLIC servants will be able to circumvent the onerous home loan criteria introduced by banks recently in terms of a new agreement between the SA Residential Developers Association and FutureBank Corporation.

structure and unpopular lending criteria for public servants' first introduced in December 1996 by the Association of Mortgage Lenders. Residential developers and public servants were outraged at the new criteria. Public servants who previously qualified for a bond of R70 000 would qualify for only R33 000. The construction industry estimated that the new criteria could lead to 80% of the 60 000 houses facilitated by private developers each year not being built.

The formula changed from an original captive subsidy, under which the size of repayments was calculated by adding 25% of public servants' income to the total amount available to them as a housing allowance. The new formula sees housing allowances being added to individuals' income before repayments are calculated at 25% of the total. The criteria were first introduced in December 1996 but after much negotiation between stakeholders, it was agreed they would be phased in

during an 18-month period from March last year to October this year. At the time of introducing the new criteria last year, the Association of Mortgage Lenders said the old formula was placing consumers at risk as public servants could borrow up to 43% of gross monthly income. The international standard for calculating affordability for a home loan is that not more than 25% of monthly income should be spent on repaying a bond. The association believed consumers

criteria

should not be encouraged to borrow to the maximum of their affordability. This was particularly relevant in the light of SA's high consumer debt rate, a large number of unpaid mortgages and recent hikes in the home loan rate. Cudmore said FutureBank Corporation had undertaken to work out the logistics of a system that would qualify public servants for bond finance which would effectively allow them to enjoy more realistic home loans. Good lending practices would not be compromised.

Nelson Veersamy, Satish Maharaj and Vishu Maharaj from the SA Hindu Dharma Purohit Council, left, complained that the programme and Broadcasting offended Hindu viewers Nigerian pastor Lucas Famadimo, middle, was interviewed during the programme and Broadcasting complaint.

Public service bill offends Morkel

Linda Ensor

CAPE TOWN — Western Cape premier Gerald Morkel has threatened to contest the proposed Public Service Amendment Bill in the Constitutional Court if it is enacted in its present form

Pending the court's ruling, the province would seek a high court interdict blocking the application of the act to the province. Government has indicated it intends to deal with the bill as a matter of urgency so that it can be implemented as soon as possible, perhaps as early as October 1.

The dispute is the latest in a series between the National Party-controlled province and African National Congress-led central government.

Morkel claims the envisaged amendments to the act are unconsti-

tutional in that they undermine the executive authority of the provinces, negate the principle of co-operative governance and would undo the Western Cape's administrative system

"It is not acceptable that our provincial administration, which has functioned efficiently and effectively as an integrated whole, should be dismantled and replaced by a loose arrangement of departments," Morkel said

The provincial government also opposes the proposed rationalisation of its administration, which will centralise control under director-general Niel Barnard

The measure would contradict the proposed bill, which promotes the decentralisation of power to department heads who would be accountable to MECs and not the director-general.

If the bill's provisions were adopted

PD 11/8/98 (250)
by the province, Barnard would be stripped of his powers and relegated to a co-ordinating role as secretary to the cabinet, sources said

Barnard's powers would be enhanced under the provincial rationalisation plan, as heads of department would continue to report to him

Last week the provincial cabinet approved in principle the rationalisation of the administration from 15 departments to nine, though the number of cabinet ministers would not necessarily decline. The proposals emanate from a probe by former Public Service Commission member Ian Robson, now apparently a consultant to Barnard

The new department structure would emphasise economic development, the promotion of community safety and environmental and cultural affairs

'Corruption up in public sector'

(250)
CT 6/8/98

CORRUPTION in the public sector — excluding local government — had involved a "staggering" accumulated amount of between R21,7 billion and R36,59bn since the 1994 general election, the National Party claimed yesterday

In a 159-page "Corruption Barometer" released at a media conference in the city, the NP said this was up from previously discovered figures of between R13,5bn and R20bn disclosed last year. Fraud and theft involved between R10,87bn and R18,7bn for the period July 1994 to June this year, the latest report found, and maladministration accounted for between R10bn and R16,3bn

There also appeared to be a significant rise in bribery cases — 89 cases, or 9,76% of all corruption — uncovered in the past year. "This increase is related to assistance with escapes from prison, as well as the disappearance of police dockets."

The province with the worst corruption was the Eastern Cape (between R1,813bn and R3,901bn), followed by KwaZulu-Natal (R1,395bn to R2,401bn) and the Northern Province (R432 million to R1,793bn).

The province found to have the least corruption was the Northern Cape (R4,5m to R11,5m)

The number of identified corruption cases in each province were: Eastern Cape 122, KwaZulu-Natal 98, Mpumalanga 97, Free State 68, Gauteng 61, Northern Province 51, North West 28, Western Cape 21 and Northern Cape 10 — Sapa

Public service corruption has devoured R21bn — NP

Wyndham Hartley

CAPE TOWN — Corruption in the public service since the 1994 election amounted to between R21bn and R36bn, the National Party said yesterday at the release of its annual "corruption barometer".

NP leader Marthinus van Schalkwyk said the party compiled the latest document on the basis of reports of the public protector, the auditor-general, commissions of inquiry and press reports where they could be confirmed. The research did not include possible corruption in local government.

Van Schalkwyk said that the report was sent to President Nelson Mandela and Deputy President Thabo Mbeki yesterday.

A key finding, he said, was the increase in petty bribery in the public service.

The NP, Van Schalkwyk said, strongly supported the call by public protector Selby Baqwa for

his R7m budget to be increased to R31m. It was entirely justified in the fight against corruption in the public service.

Van Schalkwyk complimented the Heath special investigating unit for the work it was doing in uncovering corruption.

The NP report says that R17bn to R26bn was lost to corruption in national government departments, while the rest had occurred in provincial government departments. The worst offending province was the Eastern Cape, followed by KwaZulu-Natal and Mpumalanga. The least corruption was in the Northern Cape, followed by the Western Cape.

Van Schalkwyk criticised provinces governed by the African National Congress for preferring to investigate corruption internally rather than refer cases to the police or to independent auditors. He said the NP recommended that a top-level multiparty parliamentary committee be established to

investigate ways in which parliament could promote accountability and watchdog institutions such as the public protector and the auditor-general could be better funded and empowered.

Meanwhile, Van Schalkwyk told an international news briefing yesterday that the May date for next year's election was under great pressure and any constitutionally sanctioned delay in the country's second democratic poll would be disastrous.

He said there were "serious doubts" that the election could take place on May 7, its scheduled date. If the constitution of the country had to be changed to legally delay the poll, it would be a "dangerous situation" that would do enormous harm to SA.

Van Schalkwyk said the budgetary constraints of which the Independent Electoral Commission's chairman, Johann Kriegler, had complained were cause for alarm.

270 DD 6/8/98

Baqwa pleads for more funds

JOVIAL RANTAO
PARLIAMENTARY BUREAU

PUBLIC PROTECTOR Selby Baqwa has asked Parliament for an additional R31 million to help run his office and has expressed unhappiness at members of Parliament abusing his office

Baqwa told reporters in Parliament that his office was grossly understaffed and underfunded. He said this had led to a backlog of more than 2 510 cases. He said financial constraints had prevented him from establishing regional offices, appointing a deputy and hiring additional investigators to help with the workload.

He gave examples of similar institutions in other African countries, indicating

(270) CT 5/8/98
that countries with smaller populations had more capacity than he had

"This situation needs to be rectified as a matter of urgency because this office cannot be a mechanism for a speedy resolution of the problems unless it is properly staffed. I cannot over-emphasise the need for Parliament to rectify the situation by ensuring that the office of the public protector is adequately resourced. It's only the achievement of this goal that would enable it to effectively fulfil its mandate as a cheap, accessible and speedy mechanism for resolution of disputes between public administration and the South African citizenry," he said.

On the conduct of parliamentarians, Baqwa said he was unhappy that some

members were not attending to problems brought to their constituency offices but passed them on to the office of the public protector. "There are people who think that being MPs means being post boxes through which they pass problems to the other person and that's not the case," Baqwa said. It was disconcerting that a few MPs and MPLs did not seem to understand his office was neutral and created unwarranted perceptions of bias towards the one or other political party.

He said he was concerned about the Eastern Cape. "It's one area in which I have had some difficulty in obtaining co-operation. It's not so much reluctance to co-operate, but rather an inability to get the administrative act together."

Inundated Baqwa seeks extra R31-m

(250)

BY JOVIAL RANTAO

Political Correspondent

STAN 5/8/98

Cape Town - Public Protector Selby Baqwa has asked Parliament for an additional R31-million to help run his office and has expressed unhappiness at the trend by members of Parliament to abuse his office.

He told reporters in Parliament that his office was grossly understaffed and underfunded, saying this had led to a backlog of more than 2 500 cases. The financial constraints had also prevented him from establishing the much-needed regional offices, and appointing a deputy and extra investigators to help with the workload.

He gave examples of similar institutions in other African countries, indicating that countries with smaller populations had more capacity than he had.

"This situation needs to be rectified as a matter of utmost urgency because this office cannot be a mechanism for a speedy resolution of problems unless it is properly staffed. I cannot over-emphasise the need for Parliament to rectify the situation outlined above by ensuring that the office of the public protector is adequately resourced," he said.

On the conduct of parliamentarians, Baqwa said he was unhappy that some of them were not attending to problems brought to their constituency office but passed them on to the office of the public protector.

It was disconcerting that a few MPs and MPLs did not seem to understand the neutrality of his office, creating unwarranted perceptions of bias towards the one or other political party.

Public Protector wants more money to probe complaints

CLIVE SAWYER

Political Editor

Public Protector Selby Bagya says his budget will have to be increased more than fourfold to R11 million to allow him to expand his office to meet the demands being made on it.

The public protector says that his office has been inundated with complaints. He said that in the last year only 100 complaints were investigated, although there were 400 complaints in Cape Town alone.

He said that the office is severely underfunded and that it needs more staff.

He also said that the office needs more resources to investigate complaints and to provide advice to complainants.

He said that the office has received 700 complaints since it was set up in 1994. He said that the office has only investigated 100 of these complaints.

He said that it will take just more than eight months to complete an investigation.

He said that the office has been inundated with complaints and that it needs more resources to investigate them. He said that the government should be aware of the fact that the public protector is not a police officer and that he is not a prosecutor.

He said that the office is currently underfunded and that it needs more staff.

He said that a study had found that the office is severely underfunded and that it needs more resources to investigate complaints.

He said that the office is currently underfunded and that it needs more staff. He said that the office is currently underfunded and that it needs more staff.

He said that the office is currently underfunded and that it needs more staff. He said that the office is currently underfunded and that it needs more staff.

He said that the office is currently underfunded and that it needs more staff. He said that the office is currently underfunded and that it needs more staff.

He said that the office is currently underfunded and that it needs more staff. He said that the office is currently underfunded and that it needs more staff.

He said that the office is currently underfunded and that it needs more staff. He said that the office is currently underfunded and that it needs more staff.

(250)

ARG 4/8/98

1000

Disciplinary tribunal for officials proposed

Linda Ensor

(250)

CAPE TOWN — Existing procedures to discipline government officials for financial mismanagement were inadequate, Salie Mame, chairman of Parliament's portfolio committee on public service and administration, said last week.

He proposed that a special tribunal be set up to deal with such cases, an idea supported by audit commission chairman Barbara Hogan during a finance committee briefing on the proposed Treasury Control Bill.

The bill, which would replace the Exche-

quer Act, is intended to improve financial management at national and provincial level. It would consolidate more than 20 laws and allow central government greater control over the finances of provinces.

A key proposal is to hold accounting officers responsible for overspending which, if a result of negligence, would provide cause for dismissal and criminal action.

Hogan said referrals by such a tribunal to Parliament would allow MPs to make an informed decision on whether unauthorised expenditures should be approved or recovered. The range of actions Parliament could take should be broadened, she said.

Finance director-general Maria Ramos did not have any objection in principle to the suggestion, but said the tribunal should be able to act quickly. At present disciplinary proceedings in the public service took years to finalise, during which time the "accused" drew a salary.

Inkatha Freedom Party finance spokesman Gavin Woods emphasised the need for the bill to provide more detail on standards of financial management.

Ramos said separate legislation would be formulated for local government. A separate bill would also provide for the borrowing powers of provinces.

BB 3/8/98

Rumblings over posts at

ST(CM) 2/8/98

Apology to staff as 'rigid' affirmative action decision creates

HENRY LUDSKI

PARLIAMENT'S management has apologised to staff for handling a senior affirmative action appointment in an "insensitive" manner

Chris Lucas, general manager of Parliament, said his management had conceded that its actions could have been interpreted as being insensitive to the aspirations of staff members

The chairman of the National Education Health and Allied Workers Union (Nehawu), Fasiqha Carelse, had claimed that a black staff member had been ignored when Parliament filled a senior management post

The successful candidate was also black

The staff member had the "potential" for the job, but had not been invited for an interview.

"Senior black staff members with potential are becoming frustrated," said Carelse

"They are leaving at a rate of five a month because rooms is not being created for them to move into upper management positions

"Our concern is that affirmative action is being applied too rigidly at Parliament by focusing on its targets of 20 percent whites and 80 percent black instead of looking at shades of grey"

The union was not opposed to the appointment of the successful black candidate, Carelse said, but it believed the staff member had not been treated fairly

Nehawu had received a letter of apology from Parliament's management

Lucas said that although Parliament had made significant progress, it "had a long way to go" on some levels

"It's no secret that positions in middle management are still held mainly by whites

However, once our restructuring process has been completed, it will be different in a few months, the affirmative action picture in middle-management will look better"

unhappiness

Parliament (250)

Govt concedes bill is unconstitutional

Linda Ensor

CAPE TOWN — The public service and administration department conceded yesterday that the Western Cape was correct in believing the Public Service Laws Amendment Bill was unconstitutional, but disagreement on the powers of directors-general remains.

The department proposed amendments to the bill during a meeting of the National Council of Provinces' select committee on constitutional affairs and public administration.

Most provinces supported in principle the bill, which is intended to devolve powers to the heads of departments. The Western Cape attacked the constitutionality of the bill on the grounds that it subverted the prerogative of the premier to establish and abolish departments by giving these powers to the minister. The province said the bill encroached on the executive authority of the provinces.

Ruan Kitshoff, director of legislative support in the department, said that in terms of the amendments tabled yesterday, the minister would be able to make changes only after consultation with pre-

miers. The minister would not have the power to unilaterally transfer or take away provinces' functions.

Constitutionally, it would remain the function of premiers to establish and abolish departments and to transfer functions between departments within a province. The amendments explicitly defined powers and functions of premiers.

Regarding the powers and functions of directors-general, Kitshoff said the aim was to release the directors-general from the minutiae of administration, such as hiring and firing, so that they could concentrate on liaising with central government and provide overall strategic direction.

Financial and administrative power would be devolved to heads of department who would become the accounting officers.

However, the Western Cape wanted the status quo to be maintained, with director-general Niel Barnard arguing that the proposals would fragment the administration of the province.

Northern Cape director-general Martin van Zyl feared the bill would result in fragmentation and disregard for the authority of the premier and the provincial cabinet.

100 1/9/98 (250)

Parastatal to supply info needs of govt

THE state is to create a information technology (IT) company to service its computer needs because many of its IT professionals are leaving for more profitable positions in the private sector.

(250) (218)
The government had been compelled to obtain most of its IT requirements from the private sector because of IT professionals leaving state service, said portfolio committee on public service and administration chairman Sahe Manie.

It had therefore introduced legislation to establish a State Information Technology Agency (Sita) "to consolidate the state's interests in information technology and to serve the public service's IT needs"

The committee on public service and administration would hold public hearings to give interested parties the opportunity to express their views on the bill

Sita would be established as a private company, with the state as sole shareholder. Public Service and Administration Minister Zola Skweyiya would be represented on the board.

Manie said Sita would initially consist of Infoplan (a division of Denel) and Central Computer Services (a component within the Department of State Expenditure). —
Parliamentary Bureau

CT 3/9/98

Parastatal to supply info needs of govt

THE state is to create a information technology (IT) company to service its computer needs because many of its IT professionals are leaving for more profitable positions in the private sector

(250) (348)
The government had been compelled to obtain most of its IT requirements from the private sector because of IT professionals leaving state service, said portfolio committee on public service and administration chairman Salie Manie

It had therefore introduced legislation to establish a State Information Technology Agency (Sita) "to consolidate the state's interests in information technology and to serve the public service's IT needs".

The committee on public service and administration would hold public hearings to give interested parties the opportunity to express their views on the bill

Sita would be established as a private company, with the state as sole shareholder. Public Service and Administration Minister Zola Skweyiya would be represented on the board

Manie said Sita would initially consist of Infoplan (a division of Denel) and Central Computer Services (a component within the Department of State Expenditure) —
Parliamentary Bureau

CT 3/9/98

Govt and public servants' unions agree

(250) PD 3/9/98

Reneé Grawitzky

GOVERNMENT and unions representing more than 60% of the 1,2-million public servants reached an agreement yesterday that is expected to cost R3,475bn and ensure increases ranging between 6,8% and 8% for most employees.

However, government negotiators said unions affiliated to the Federation of Unions of SA (Fedusa), including the Public Servants' Association (PSA) and the Hospital Personnel Trade Union of SA (Hospersa), rejected the state's final offer

because middle managers and top professionals would receive increases ranging between 4,8% and 5% instead of their demand for 6%.

Unofficial talks have been under way after government set aside only R3,37bn in the budget for increases instead of the R4,8bn stipulated in the three-year wage deal struck in 1996. Arbitration between the Fedusa affiliates and government over the interpretation of the three-year agreement starts next week.

The deadline for unions to sign this year's agreement also falls next week. But

a Fedusa source did not believe the deadline would be met as some of the unions might not get mandates in time.

During talks, the finance department granted government negotiators an additional R300m — R100m for salaries and R200m for "transformational issues". This is the reason for the final cost of the salary package being just more than R100m more than the budget allocation. However, a union source believed the true total cost was in the region of R3,5bn. It is unclear where government found the additional R300m to top up increases

The agreement provides for a 10,5% increase for the lowest paid workers while senior management will not be covered by the agreement. More than 70% of public servants will get 7% or more. However, those who are not on the minimum level in each job category will receive increases of about 6,8%.

The introduction of different increases for different levels within job categories has led to severe opposition from unions, including Hospersa and the PSA. But unions affiliated to the Congress of SA Trade Unions (Cosatu), including the

about pay

National Education Health and Allied Workers' Union (Nehawu) and the Police and Prisons Civil Rights Union (Popru), accepted government's final offer.

Public service and administration deputy director-general Neva Sedman-Makgetla said government was pleased with the settlement and the constructive work by all unions.

Nehawu negotiator Makgane Thobane said the settlement reflected a major achievement as it was the first time that negotiations were held with police and teachers in one bargaining chamber.

Non-union public servants must

Fury over 1% salary deduction to pay for

ARGUS CORRESPONDENT

Durban - Public servants who have to pay union dues, even if they are not members, are up in arms over a 1% deduction from their salaries this month.

The deduction, as well as a percentage of arrears for July and August, were made by an agreement reached between the state and the more than 20 trade unions in the public sector in June this year.

The agreement was concluded in terms of the Labour Relations Act. The motivation was that employees who received the benefits of bargaining should also contribute towards the costs.

But public servants are saying that they were not told officially about the deduction. Senior administration clerk at King Edward Hospital Ashwin Rajdeew says it is unconstitutional that the deductions were made without their approval.

"The unions put up posters that the deductions would be made even if we did not join them, but we received no official notification," he said.

The agreement came into effect in July, but deductions were not made until this month. The state is also deducting the arrears owed for July and August over the next six months. Mr Rajdeew said that if he had been notified, he would have joined a union. He could have joined a trade union for as little as R10 a month

instead of paying 1% of his salary. According to the agreement, non-union members have to pay 1% of their basic salary to a maximum of R60.

"I did not join a union before because, in the past, they did not fight for us, especially for promotions."

Mr Rajdeew said employees should not be forced to join a union. Few could afford to run a home on their salaries, never mind funding unions. Bheki Dlamini of the Provincial

Bargaining Council said the Department of Health had issued a circular to the heads of all institutions about the agreement.

The circular urged them to bring the contents of the circular, which was attached to a copy of the agreement, to the attention of employees as a matter of urgency.

President of Hospital Personnel Trade Union (Hospersa) Gavin Moultrie, said trade unions would be receiving a fraction of the payments

still pay dues

bargaining expenses

PRG 71998 (255) #

He said the agreement was aimed at rectifying this situation and helping with the funding of the collective bargaining chamber.

"People don't have to be active members, and yet they receive the same benefits. A member of a trade union has a parachute when he needs it," said Mr Moultrie.

He said that while some people had been paying for the privilege of salary increases in the past, others had had a "free ride".

Public servants get home allowance hike

David Greybe

CAPE TOWN — Recent interest rate hikes meant homeowner allowances for SA's 229 000 public servants would be increased next month at an additional cost of R540m a year to the state, Public Service Minister Zola Skweyiya said yesterday.

Replying in Parliament to a written question by Democratic Party (DP) MP Bukelwa Mbulawa, Skweyiya said the additional cost had not been budgeted for. The reason for the increase in homeowner allowances was an agreement signed by the state and public service unions early last year to review the allowance every quarter, starting from January 1 this year.

Mbulawa expressed shock at the news, particularly because, she said, the figure could possibly increase at the next review at the end of the year

"There is no sign of an early cut in interest rates in SA due to the continuing turmoil in world financial markets"

The fact that central government had not budgeted for the increase meant the provinces would end up footing most of the bill, she said. However, the provinces had not either budgeted for this. She warned that the issue could develop into a "major problem" for central government because "many of the provinces are experiencing their own financial difficulties"

Skweyiya said government departments and provinces would have to fund the increases "from their existing budget allocations".

Madeleine van Niekerk reports that Carel Oosthuizen, banking analyst at stockbrokerage BoE Securities, said up to 30% of all bondholders were expected to have difficulty in meeting their mortgage instalments following

the recent increases in interest rates

It was "virtually impossible to anticipate the impact the current high interest rates will have on bad debts as we are moving into uncharted waters"

"We anticipate that the mortgage rate will increase at least one percentage point this month, should the prime rate remain static and the repo rate remain around current levels," he said. The repo rate was unchanged at 21,855% yesterday.

Banking group Absa said it had not increased its bad debt provisions due to higher interest rates. "However we will do so as and when necessary. It is still a little early to measure the extent of any increase in the requirement for provisions," said Frans du Toit, group executive director of Absa.

Oosthuizen said that after nine

BO 11/9/98 Continued on Page 2

Public servants

Continued from Page 1

years of high real interest rates, SA had adapted to operating under conditions of severe financial discipline. Companies had acted "rationally" by driving gearing down to comfortable levels. Unfortunately, the man in the street had not followed suit, becoming

highly geared in the past eight years with personal indebtedness now equating to almost 70% of personal disposable income. "This constitutes a major risk for the banking sector."

Based on the rise of six percentage points in the prime rate, the consumer would have to pay R20bn more in interest on an annualised basis. This represented a one third increase in interest payments, which Oosthuizen said was "a massive jump by any measure".

Refuse workers back on the job

STAFF REPORTER ARG 16/9/98

(157) (250)

Thousands of homes in the South Peninsula did not have their rubbish removed during an illegal day-long strike by refuse removal staff

The strike, which lasted part of the working day, meant that yesterday's removals could not be completed. This had placed the service a day behind.

waste management spokesman Mohamed Kriel said staff were back on the job today and the refuse removal schedule should be back to normal by early next week

Mr Kriel said the strike was over a Metro-wide dispute involving union organisational rights

The South Peninsula had been made a victim of this dispute, he said

Ex-homeland staff costs a nightmare — Ramos

CAPE TOWN — Redundant public servants from the former homelands were a management nightmare for the finance department, its director-general, Maria Ramos, told the parliamentary public accounts committee yesterday.

She and her officials said finance had inherited 34 staff from the audit offices of the Transkei, Ciskei and Bophuthatswana, of whom 11 had opted not to apply for voluntary severance packages.

They did not have the skills profile the department required, and eight of them had refused transfers to Pretoria. The eight had

been seconded to the Eastern Cape government, but were still being paid by the finance department.

Disciplinary hearings would be instituted before the end of the year against three staff who allegedly initiated irregular promotions before the 1994 elections.

The department was also recovering about R80 000 an individual from others whose promotions had been reversed. The Heath Commission would deal with any allegations of fraud and misappropriation.

Ramos said these officials did not belong in her department, and could not add value

to it. It was very difficult to administer them from Pretoria.

"For us it's a management nightmare — they sit in the Eastern Cape. We have no control over what these people are doing."

The auditor-general said in a report earlier this year that at one point in 1996, when the future of the staffers was still unclear, they were told to stay at home until further notice.

He also said an initial bid last year to discipline a staff member for salary overpayments of R3,4m had been suspended because of soaring costs — Sapa

BD 1779/98 (250)

Western Cape govt to oppose new public service bill

(250)
David Greybe

20 17/9/98
CAPE TOWN — West-
ern Cape premier Gerald
Morkel said yesterday
his government would
challenge the constitu-
tionality of new legisla-
tion that will reduce the
powers of provincial di-
rectors-general, after it
was pushed through a
parliamentary commit-
tee by the African Na-
tional Congress (ANC).

The Public Service
Laws Amendment Bill
was adopted in the pub-
lic service portfolio com-
mittee without the sup-
port of any of the oppo-
sition parties.

The National Party
(NP) said it could not
support the bill, while
the Democratic Party
and the Freedom Front
indicated they would
vote against the bill next
Tuesday in the National
Assembly.

NP MP Marthinus
Appelgryn said "It does
not matter how many
amendments the NP
proposes, it will not alter
the spirit or objective of
the bill which is to de-
stroy SA's second tier of
government." Morkel
said, "We (the Western
Cape government) are
going to the Constitu-
tional Court with this."

The bill, among other
things, transfers respon-
sibility for administra-
tive and financial ac-
countability from
provincial directors-gen-
eral to individual heads
of departments.

The public service de-
partment and the ANC
said, after seeking legal
advice, that the provi-
sion was constitutional
and processed the bill in
the committee.

The department said
the bill's aim was to re-
lease provincial direc-
tors-general from the de-
tail of administration so
they could concentrate
on liaising with govern-
ment and provide overall
strategic direction.

Municipal protest action suspended

Reneé Grawitzky

THE Congress of SA Trade Unions has suspended its protest action against the privatisation of municipal services, planned for Tuesday, after sufficient progress was made during bilateral meetings with Provincial Affairs minister Valli Moosa this week

The federation's executive meeting this week also adopted a range of resolutions on next month's presidential job summit and the accountability of federation officials entering Parliament

The SA Municipal and Allied Workers Union said while progress had been made in talks with Moosa, it did not believe that the whole anti-privatisation campaign should be put on hold. The meeting with Moosa on Saturday was called after labour and government failed in the National Economic Development and Labour Council to resolve their differences on the issue of privatisation of municipal services

The federation said the minister and the munic-

BO 18/9/98 (250)
Municipal union had agreed on the establishment of a local government sectoral committee based on the National Framework Agreement to discuss local government restructuring.

The parties also agreed that the regulatory framework must be completed as soon as possible
Government and labour would meet again today

Civil servants covered by new jobs act from May 2000

ET 18/9/98

(RSD)

JOVIAL RANTAO
POLITICAL CORRESPONDENT

¹THE lives of millions of South African workers and employers will change on December 1 when the Basic Conditions of Employment Act comes into effect.

affected by the legislation 18 months after the date of promulgation — on May 1 in the year 2000.

The Enterprise Promotion Agency found that the act will not have a major impact on small business.

said: "In addition to recommending that the act not be amended, the ministerial task team also suggested that...

^{1 1/3}, 21 days net leave, including family responsibility leave, and averaging hours of work by agreement with protection against abuse of workers.

²December 1 when the Basic Conditions of Employment Act comes into effect.

The legislation will cover all employees, with the exception of unpaid charity workers and members of the intelligence services.

"This vindicates the stance we took during the drafting of the act.

● The ministry should determine which employment conditions applied to firms employing less than 10 people.

The Employment Conditions Commission, which will monitor the implementation of the act, will be chaired by Edwin Mhaleh, a senior commissioner at the Commission for Conciliation, Mediation and Arbitration.

³However, Labour Minister Shepherd Mdladlana announced in Parliament yesterday that civil servants will only be

At a news conference in the city, Mdladlana ruled out amending the act after an investigation by the Ntsika

"The act provides for conditions of employment to be varied, depending on the sector or circumstances, but does not provide for any blanket variations or exemptions for small business," he

● Four conditions of employment be considered: Maximum overtime of 15 hours a week, an overtime rate of

The Commission for Conciliation, Mediation and Arbitration.

Striking council staff on march (250)

LINDSAY BARNES
STAFF REPORTER

2/3 (250)
ARL 21/9/98

Thousands of municipal workers marched to the provincial government offices in Wale Street today to ask local government MEC Patrick McKenzie to intervene in an 18-month wrangle with the Cape Metropolitan Council.

Officials from the South African Municipal Workers Union (Samwu) handed a memorandum to provincial government officials at the Provincial Legislature in Wale Street, as well as council officials from the Cape Metropolitan Council and Cape Town City Council.

They asked for intervention in the impasse between the union and their employers.

Thousands of municipal employees from all Cape Town's six municipalities as well as the CMC, downed tools today in support of the union's one-day strike. Among those who did not take part were people in "essential" posts such as ambulance workers, firemen and traffic officers.

The union called the strike to protest against the "unilateral withdrawal of Samwu's organisational rights" after unsuccessful attempts to resolve the dispute.

Union spokesman Majidie Abrahams said the dispute followed months of talks about what constitutes a union constituency and how the union should deploy its full-time shop stewards.

In terms of the Labour Relations Act, a full-time shop steward can be employed for every 1 000 signed up members.

Mr. Abrahams said since the restructuring of the local government they had been having problems with the Cape Metropolitan Council and some of the six municipalities about the deployment of shop stewards.

"In the Oostenberg Municipality, for example, where we have fewer than 1,000 workers, only because of the size of the municipality, the local government refuses to allow us to employ one of our shop stewards. This we find completely unacceptable as they want to determine how we should constitute ourselves."

The issue is to be referred to the Labour Court late this afternoon.



ON STRIKE: About 2 000 striking SA Municipal Workers' Union members marched to the provincial administration offices in Wale Street yesterday and handed a memorandum to Cape Metropolitan Council chief executive officer Stewart Fisher

PICTURE MUJAHID SAFODIEN

Tygerberg hit hard by stoppage

DAN SIMON

SEVERAL thousand municipal workers did not turn up for work on the first day of an SA Municipal Workers' Union-led strike in the Cape Metropolitan region yesterday, with the Cape Metropolitan Council (CMC) and six local authorities reporting some disruption to service delivery

About 2 000 striking workers later converged on the provincial administration offices in Wale Street where they listened to speeches and where a memorandum was handed over to a representative of Local Government MEC Patrick McKenzie. They then marched to the offices of the CMC and the Cape Town City Council.

Worst hit by the strike was the City of Tygerberg, the only municipality to experience strike action in its essential services despite an urgent temporary Labour Court interdict prohibiting strike action by essential services workers.

Details of the full extent of service disruptions, including refuse removal and bulk water supply at Tygerberg and the other municipi-

palities, were not available by late yesterday.

Samwu on Friday announced its intention to lead the 18 000-strong Cape Metro branch of the union on strike in response to what it says was the "unilateral withdrawal" of Samwu's organisational rights.

But Weclogo, a body made up of the CMC and six local authorities, on Sunday obtained a temporary interdict restraining essential services workers from taking part in the strike. Non-essential services workers are not bound by the provisions of the interdict.

The strike essentially revolves around the number of full-time union shop stewards that should be deployed in the workforce.

Weclogo and Samwu are deadlocked in negotiating the region's quota of full-time shop stewards, with Weclogo saying the number should be set at 18 (at an annual cost of R1,8 million to levy payers) while the Samwu proposes 31, at a cost of R3,1m to levy payers.

Under the Labour Relations Act, a full-time shop steward can be employed for every 1 000 signed-up members.

Natie Engelbrecht, legal adviser and organiser for Weclogo, said the CMC and the six local authorities would find it "extremely expensive" to maintain the large wage bill for 18 full-time shop stewards, who each earned more than R100 000 a year.

Despite full-time shop stewards in local authority structures, there were also some 520 ordinary shop

stewards in the CMC and the six substructures, he said.

Engelbrecht said the CMC and local authorities had been negotiating for more than two years for a "new dispensation" with less full-time shop steward numbers. He said that full-time shop stewards in the CMC area enjoyed a "better deal" than those in other cities.

22/9/98

Business Day

WEDNESDAY, SEPTEMBER 30 1998

www.bday.co.za

e-VAT Subscription R2,00 inc VAT (where available)



A BDFM publication

MEN'S COMFORT SANDAL
• BROWN

8995
MCL
VAT

SHOE CITY
WE SHOE THE CITY FOR LESS

FPA 28/98

Public Servants' Association criticises govt for dragging its feet

David Greybe

CAPE TOWN — Despite promises by government at the beginning of the year to act to cut SA's bloated and costly public service, no formal negotiations with unions have begun.

Public Servants' Association general manager Casper van Rensburg yesterday accused government of dragging its feet, creating "a great deal of uncertainty" among the estimated 1,2-million public servants.

"I doubt very much whether the gov-

ernment wants a retrenchment agreement that will predominantly affect the poorest of the poor before next year's general election," he said. The earliest most likely date for an agreement was the end of next year.

However, tough-talking statements by, among others, President Nelson Mandela and Public Service Minister Zola Skweyrya in February this year led to the belief that government had placed the issue of cheaper retrenchments at "centre stage". Opening Parliament, Mandela said government

was not an employment agency and would deal with the bloated public service "without equivocation".

At the end of last year, a cabinet subcommittee approved proposals for cheaper retrenchments, as the virtual impossibility of retrenching surplus staff was placing a burden on the budget of about R1,5bn. At the same time, government negotiators said they were ready to present unions with far-reaching proposals for cheaper retrenchments, based on private sector norms. The old package was suspended in July

1996 because it was too costly.

In February this year, Skweyrya told the public service portfolio committee in Parliament that the unions would be presented with details of a "social plan" on top of a retrenchment package in formal negotiations "early in March". However, government has still not formally tabled its proposals.

Neva Makgetla, senior government negotiator and public service deputy director-general, said yesterday the two sides had been preoccupied with negotiations over wages. She con-

firmed the only formal development on retrenchments was a recent agreement with unions "that government will conduct skills and service audits to determine appropriate staffing levels in the different sectors of government". The association and the National Education Health and Allied Workers' Union said they would not enter negotiations on cheaper retrenchments until the audits were conducted.

Makgetla said government was obliged to try to redeploy surplus workers before retrenching them.

Figures on surplus public servants

DD 2/10/98

(2/10)

David Greybe
CAPE TOWN — Government says it is no longer sure that its figure of 55 000 surplus public servants — most of whom it had wanted to retrench — was accurate.

Based on the government figure of an average cost (salary plus fringe benefits) of R66 113 a year per public servant, SA's 55 000 supernumeraries are costing the taxpayer about R3,57bn a year — or about 0,5% of Gross Domestic Product (GDP).
Neva Makgetla, senior government ne-

gotiator and public service deputy director-general, said this week government believed the supernumerary figure was unreliable because it was two years old.

Makgetla said the exact figure would only be known after government conducted skills and service audits to determine appropriate staffing levels in the different sectors of government.

Unions said they would not enter any formal talks on cheaper retrenchments in the public service until government agreed to the audits. Makgetla said this week it would take at least two months to set up a mechanism for the audits.

The latest development on supernumeraries comes on top of the news this week that no formal negotiations with unions on cheaper retrenchments have begun despite government promises at the beginning of the year to act to cut SA's bloated and costly public service.

These latest developments reinforce the growing belief that the African National Congress does not want to retrench public servants in the run-up to next year's election because it will affect their support. It is understood the cabinet is divided on the issue, with the treasury pushing for public service cuts.

At a parliamentary briefing in February, Public Service Minister Zola Skweyira declined to give a retrenchment figure but said there were about 55 000 supernumerary public servants, most of whom had to go because they lacked skills.

JP Landman, a research associate at the Centre for Policy Studies, wrote in July that about 20 000 supernumeraries

'unreliable'

were in central government departments and the rest in the provinces, mainly Northern Province and the Eastern Cape.

A supernumerary is a person who no longer has a designated post, but continues to draw a salary.

Landman said the R3,57bn a year "cost to the taxpayer" figure could be lower because many of the supernumeraries are generally found at the lower end of the salary spectrum.

Comment: Page 15

Graft: 172
ARG 5/10/98
suspended

A total of 172 public servants in national Government departments were suspended with full pay because of corruption allegations, Public Service and Administration Minister Zola Skweyiya said today.

In the Department of Justice, 51 officials were suspended with full pay, followed by 33 in correctional services, nine in the labour ministry, three in public works, two in foreign affairs, one in home affairs and another in transport, he said in written reply to a question in Parliament from Dr Ruth Rabinowitz (IFP) - Sapa

Commission finds 16 000 public servants were promoted

David Greybe

CAPE TOWN — The White commission of inquiry had set aside nearly 16 000 irregular public service promotions made at about the time of the 1994 elections, commission head Judge Colin White said yesterday.

The commission was meant to complete its work last month, but President Nelson Mandela gave it permission to hear a case, concerning 160 magistrates and prosecutors in the former Transkei, later this month

The commission had identified 15 918 irregular promotions between April 27 1993 and September 30 1994.

White said he would submit his final report to Mandela next month. The commission held 201 hearings.

The overwhelming majority of the irregular promotions took place in the former Transkei, Gazankulu and Lebowa. Many had taken place in Ciskei, but because of the "chaotic situation" there, details were unclear.

The commission found very few irregularities regarding the former SA

administration.

White said it was "impossible" to estimate the cost to the state of the irregular promotions. It was more important to reverse the irregular promotions because that was where the state's main savings would come from.

A public hearing in August last year, organised by the parliamentary public service committee, heard that departments had been slow in implementing the commission's findings.

A number of directors-general told the hearing the link between the more

(and) RD 9/10/98

problematic recovery of arrears payments and the reversal of irregular promotions was delaying implementation. Irregular promotions were mostly not set aside while departments tried to sort out the overpayment issue.

Problems in the recovery of money included court action and threats of court action against directors-general, threats of industrial action and the absence of personnel files. Also, public servants could not afford to pay arrears of up to R129 000.

It was not within the White commis-

sion's jurisdiction to recover overpayments — this was left to national and provincial departments.

The parliamentary committee adopted White's proposal to treat the recovery of overpayments separately from the more important matter of the reversal of promotions. While irregular promotions had to be reversed immediately, the committee suggested leniency in the recovery of overpayments. Many were not aware of having been promoted irregularly, and could not be expected to make repayments

irregularly

Man with Std 3 holds a key govt post

8/10/1998
MPL

(250)
Std 3 man in key govt

post

BY CECILIA RUSSELL

A key figure in Gauteng's Masakhane campaign is a man with a Standard 3 education, even though a requirement for the post was a degree, the *Saturday Star* has learnt.

The man, Zakes Ximba, was apparently employed 18 months ago as a consultant to assist Masakhane co-ordinator Toka Molapo.

When the post was advertised, the minimum qualification for the position was given as a bachelor's degree. It is believed the Gauteng Tender Board, which is required to approve the consultant's post, has refused to do so because of Ximba's lack of qualifications.

Board official Dudu Lekhaku said yesterday the tender was not awarded because there had been some confusion about whether the post was a full-time or consultant post. The matter had been referred back to the department.

Ximba continues to play an active role in the Masakhane campaign, which comes under the spotlight next week during Masakhane Focus Week.

Apparently the Democratic Party sent questions about the qualifications, conditions of employment and remuneration of Ximba to Development Planning and Local Government MEC Sicelo Shiceka about a fortnight ago, but has not received any answers.

Sources say Ximba was a political appointee and favoured by Shiceka, despite advice from officials.

■ TO PAGE 2

■ From Page 1

Shiceka has defended the appointment "More important than qualifications is ability, and Ximba has the skills to do the job. His output has been immeasurable. Qualifications are not everything. Jacob Zuma has only a Standard 2 but is an able and respected politician."

The appointment had been approved last year by Ximba's head of department and the Tender Board. It was now up for renewal and the board had not made a final decision.

Shiceka added that Ximba had been a prime mover in the education of about 5 000 Masakhane community leaders, and had been instrumental in getting public servants and politicians to sign pledges to pay their rates and service fees.

DP MPL Ian Davidson said the appointment was clearly a "jobs-for-pals arrangement".

"Ximba is clearly unsuitable. He has neither the qualifications nor the experience for the job. No wonder the

Masakhane campaign, which has cost the taxpayer millions, has been such a dismal failure."

■ In August 1996, Gauteng Development Planning and Local Government staffers and potential employees slammed the appointment of Toka Molapo as a Masakhane consultant. They claimed he had been hired without the proper procedures being followed while bona fide job applicants were turned away from interviews.

Shiceka's spokesperson at the time said that Molapo had been hired to ensure the relaunch of the campaign went smoothly and that the process to hire a person for the job would restart at the end of June.

He said the department had not called for tenders for the consultancy because Molapo's work would not cost more than R74 000.

The department denied that anything untoward had been done in this regard or that people had been turned away. However, today Molapo is Masakhane co-ordinator.

Lack of information hinders performance

CAPE TOWN — Inadequate financial information produced by government departments made it impossible to assess if the resources allocated to them were put to best use, said Louis van Rooyen, head of the auditor-general's performance auditing division.

He was addressing Parliament's public accounts committee, which yesterday considered a report on performance-auditing prepared by Inkatha Freedom Party MP Gavin Woods

The report called for the auditor-general's office to devote more resources to this function. Woods said most countries used the bulk of their auditing resources on assessing whether taxpayers were getting value for their money, as opposed to ensuring financial controls were complied with.

"We need to note that and ask ourselves whether we need to make that shift." There was much scope for improvement in the current performance audit reports

produced by the auditor-general.

They provided little clarity on value for money considerations, did not explain the audit methods used or the evaluation criteria against which performance was measured, and provided only limited input on how departments could improve their performance.

Van Rooyen agreed that the standard of reporting could improve, but said no performance criteria or benchmarks had been laid down against which depart-

ments could be assessed.

"The very root of the problem is (that) the management information (needed) to measure the achievement of your goal... simply is not there."

The auditor-general's job was to make the weaknesses in the system known, and it was the committee's responsibility to take the matter further.

Auditor-General Henri Kluever said the question of more resources being allocated to perfor-

mance auditing would be investigated, as would the possibility of charging departments for this service

Committee chairman Ken Andrew acknowledged that the committee needed to spend more time on performance audits, and said it tended to concentrate on "what was urgent, rather than on what was important"

As an example of the information performance auditing could unearth, Van Rooyen quoted from

a 1994 audit on sick leave in five government departments

It showed that on average each employee took 12,2 days off sick, resulting in the loss of about 1,2-million work days. Based on an average wage of R107 per employee a day, the cost of sick leave in the departments was R107m in 1994.

If these figures were extrapolated for the 1,2-million-strong public service, the total sick leave cost would have been R1,53bn in 1994, Van Rooyen said — Sapa

(250) 90 27/10/98

auditing

Shock claim about HIV in police force

SMW 11/2/98

About a quarter of all SAPS members are infected and figures could double soon, health and union sources warn

By PHALANE MOTALE
Crime Reporter

More than 33 000 members of the South African Police Service – nearly a quarter of the police force – are estimated to be infected with the HIV/Aids virus, according to Health Department sources

And there are warnings that unless the Government comes up with immediate preventative measures, the figure could double within the next five years.

Research done by the Health Department indicates that the number of infected SAPS members is between 20% and 25% of the 135 000 men and women in blue

"In both the police and army, we find a very high infection rate among those who were either serving in the Caprivi, or in exile," one source said

"If nothing is done, we would soon have a 50% (infection) rate, similar to countries such as Uganda and Malawi," he said.

"Unless the SAPS learned from the SANDF and embarked on Aids-awareness programmes, the situation could get out of hand," he warned

This view was supported by two major police unions – the South African Police Union (Sapu) and the Police and Prison Civil Rights Union (Popcru), – which both warned that an epidemic could lead to drastic staff shortages in the police force

Sapu's national organiser, Shamira Huluman, said the union's death-benefit scheme statistics showed that 200 union members had died of Aids in the past two years

"The reaction to this problem should not be denial or defence, but acceptance that urgent,

proactive and preventative intervention is needed," she said

Abe Witbooi, secretary-general of Popcru, said "We as a union are very much aware, and concerned about, the high number of affected members within the service"

Witbooi said the SAPS had never conducted any survey to determine the number of affected members because they did not take the matter seriously

But SAPS human resources spokesperson Senior Superintendent Strini Govender denied the claims

He said if the unions' claims were correct, then Polmed (the medical-aid scheme for SAPS

66
**Reaction
should not
be denial
or defence**

members) would have been bankrupt a long time ago

He said the only figure at his disposal was that of 50 police officers currently undergoing counselling and stabilisation treatment for Aids

Govender said internal workshops were regularly run to educate SAPS members on the dreaded disease. However, Witbooi called this comment "a blatant lie"

"I expect (police) management to know that one need not exhaust medical-aid funds when you're in the early stages of the disease. Polmed would therefore only feel the pinch at an advanced stage," Witbooi said.

Net closes on KZN cops over deaths in detention

WAYNE JUDD
ARGUS CORRESPONDENT

(257)

ARG 11/12/98
awaiting his decision

Durban - About 40% of policemen stationed at the Chatsworth police station are facing either criminal investigation or an internal disciplinary hearing, the Independent Complaints Directorate says.

The figure was given yesterday by the ICD head, Styx Mdladla, at the unit's Durban offices.

Mr Mdladla said the ICD was investigating 48 "complaints" against the police in KwaZulu Natal, of which 18 had been forwarded to the attorney-general. The attorney-general had pursued 11 of these but had refused to institute criminal proceedings against three policemen.

A further four cases were still

Most of the cases being investigated related to deaths in detention.

Mr Mdladla said 77 civilians had died in police custody since the unit's formation in April last year.

Investigations were being hampered by an insufficient budget. The ICD had only nine investigators at its disposal when the ideal was 43.

He said his team was expected to investigate complaints against the police in both KwaZulu Natal and the Free State.

In the most prominent case - that of the alleged assault and murder of mute Clive Michael - four policemen from the Chatsworth police station were awaiting trial as a result of the ICD's investigations, he said.

The case has been postponed until January 9 next year.

Wheels come off SAPS Soweto unit

By Charity Bhengu

A MASSIVE shortage of resources is the main cause of the ineffectiveness of the South African Police Service, an investigation by *Sowetan* has revealed.

According to the spokesman for Gauteng Police Commissioner Sharma Maharaj, Director Azwinnindin Nengovhela, a lack of telephones, cellphones, desks, computers and an inadequate radio communication system were making effective policing an impossibility.

As a result dangerous suspects are on the loose as crimes cannot be fully investigated.

Some police officers, who spoke on condition of anonymity, said the lack of resources had led to a number of criminal cases being withdrawn because of insufficient evidence to prosecute.

These related to murder, assault, house-

breaking, theft and rape.

In Gauteng alone *Sowetan* found that there was a shortage of 5 087 police vehicles, with stations located in black communities being the worst hit.

Soweto, with a total of 13 police stations, has a paltry fleet of 877 cars. A snap survey conducted by *Sowetan* found some police vehicles to be unroadworthy and unserviceable.

Nengovhela said the province, comprising seven police areas, needed about 12 500 vehicles but had only 7 320 cars at its disposal.

He added: "We will address this issue with a resource redistribution programme."

Additional funds have already been allocated to disadvantaged areas to buy vehicles and office furniture. The process would be completed in 2000, depending on the availability of funds and resources.

A colleague of Nengovhela's, Captain Siphiso Ngubane, added that the shortage may have an impact on investigations but not to the extent that police functions had collapsed completely.

"The investigations may take longer and justice may be delayed," Ngubane said. "Crucial evidence may be lost and suspects discharged as a result - but we cannot attribute all this solely to a shortage of vehicles. Poor investigation may be another factor."

Between January and June Soweto officers investigated 536 murder and 2 936 robbery cases compared to Pretoria, which had 279 murders and 1 029 robberies.

Sowetan found that of the five vehicles in use by the Protea Glen detective unit only one was roadworthy in November. Others were said to be too old and unserviceable.

About 24 investigators were confined to

office duties.

"Of 120 cases we had to investigate during the year, between 20 and 30 were withdrawn by courts because we could not fully investigate the crimes," said one officer.

Superintendent Govindsamy Marimuthoo of Soweto said: "We are working to a tight budget. We had to make do with the little we had during the year but this is not a crisis."

Commissioner Maharaj explained that there were 11 cars in use at Protea Glen and detectives had five or six for visible policing.

The Soweto vehicle theft unit, the largest in the country, has no computers to trace stolen cars. It's staff of about 20, who each investigate about 10 new cases a week, share one telephone and two cars. "We are unable to go out. We have become office workers," they said.

● See picture on page 2.

Police restructuring 'could fuel rivalry'

BD 15/12/98

(251)

Jonny Steinberg

A RADICAL restructuring of the police force announced yesterday by national commissioner George Fivaz would "finally break the back of the police services's structural problems", police CEO Meyer Kahn said yesterday

However, senior detectives warned that while the changes would produce a more intelligent and effective service, they might inadvertently fuel destructive rivalries between police agencies

Key changes include the establishment of a specialised crime intelligence agency, the separation of "hard" and "soft" policing functions, the separation of human resource management into three separate divisions and the creation of 38 deputy area commissioners

Commenting on the impending separation of crime intelligence from the detective service, a senior detective, who asked not to be named, said the move should produce a more nimble and imaginative crime intelligence service but might prove "a minefield" in practice

"When crime intelligence operates from the detective service, as it does now, the result is that intelligence is always reactive, never proactive or preventative. The problem is that (the separation) will inevitably produce rivalry between intelligence and detection. People will hoard information and compete for sources

Kahn shrugged off this concern "We are acutely aware of the potential pitfalls and will guard against them. Unless there is a fundamental cross-flow of information between the two agencies, the sys-

tem will not work"

Speaking on the separation of human resource management into three divisions, Kahn said "The problem with lumping human resources into one department is that it is just too all-embracing. The administrative part must be fenced off so that training and development gets the attention it deserves"

The rationale for the appointment of 28 new deputy area commissioners was to ensure that national priorities were implemented at grassroots level, Fivaz said "It is about giving policemen at station level a sense of ownership and responsibility," a Johannesburg detective said

The separation of "hard" and "soft" policing would mark a clear division between rapid response personnel and those involved in community projects

www.bday.co.za

DOUBLING THE DIVISIONS

Transforming the SAPS

(AM) CT 15/12/98

NATIONAL Police Commissioner George Fivaz yesterday announced the creation of five new divisions within the SAPS, a move which would effectively transform the service, report **WILLEM STEENKAMP** and **GILL GIFFORD**.

VIRTUALLY the entire top level of the SA Police Service is to be restructured to simultaneously allow for more effective policing, address transformation and fall in line with new employment laws, national commissioner George Fivaz announced yesterday.

In a statement, Fivaz said five new divisions — crime prevention, crime intelligence, career management, training and personnel — would be created by the restructuring, doubling the number of divisions to 10.

Fivaz said the pending changes would allow responsible managers to focus on fighting crime, freeing other managers to manage administrative and development issues.

The moves would bring command and control structures more in line with operational needs.

The changes were decided upon after consultation with SAPS chief executive officer Meyer Kahn and Security Minister Sydney Mufamadi. In addition, 38 deputy area commissioners would be appointed in the provinces to "ensure that quality service is enhanced to optimally address local policing needs" by taking work pressure off area

commissioners.

The key changes in the SAPS top structure include the following:

- Separating the crime intelligence and detective functions, which both presently fall under the detective services division, to "further enhance and focus our capacity to manage crime intelligence in support of the prevention and investigation of crime".
- Separating operational response services, which include public order policing units and flying squad units, from the crime prevention services, to enhance local policing management, crime prevention, victim support and service delivery.
- Abolishing the human resource management division and splitting its functions between three new divisions, career management, training and personnel services.

- Splitting logistics and finances into separate divisions.
 - Also, the removal of information management services from management services by creating a separate component.
- He said the five new divisional commissioner posts created by the restructuring would be advertised in January.

Fivaz said the appointment of the 38 deputy area commission-



PENDING: George Fivaz outlined changes to the police service.



GRATEFUL: Sydney Mufamadi welcomes restructuring.

ers, which was "crucial" for effective policing at local level, had been tested for six months in the Johannesburg area, "with much success in achieving focus, greater ownership of the problems and improved efficiencies". It is important to note that

this process of restructuring is an attempt to create a fair and balanced distribution of our operational resources on all levels of policing in the best interest of the country of South Africa and its inhabitants," Fivaz said.

Mufamadi said in a statement that he was "gratified" by the restructuring.

"The restructuring process allows those members of management responsible for fighting crime and implementing transformation policies to pay effective attention to their respective areas of focus.

"The move takes the momentum of transforming the SAPS through affirmative action and more rational institutional design," Mufamadi said.

Detective services spokesperson Faizel Kader welcomed the splitting of detective services and crime intelligence.

He said the increased emphasis on intelligence gathering was expected to complement and benefit investigative work.

"Detectives will be able to concentrate only on classical investigative duties. The crime intelligence guys will take over the analysis and research work and also look at modus operandi and tendencies and feed this directly to the units concerned," Kader explained.

The SAPS Black Officers' Forum yesterday applauded the plan, welcoming the new emphasis on affirmative action, transformation and development issues.

Teachers

must learn or be fired

CT 15/12/98
TEFO MOTHIBEL

JOHANNESBURG - More than 10 000 under-qualified teachers across the country have three years to improve their qualifications or they will be fired.

Education Department deputy-director of communications Khume Kangala said most of these teachers have been in the profession for more than 20 years. "Only people who are not interested in practising as educators would not take this generous opportunity to improve themselves."

Most of the teachers — who previously worked under the now-defunct Department of Education and Training and homeland authorities in Transkei, Bophuthatswana, Venda and Ciskei — require only one subject to qualify for their diplomas.

Kangala said previous education authorities had, in November 1985, given permission for these under-qualified teachers to be evaluated in the classroom by a circuit inspector, who checked their ability to teach the relevant subject — most often mathematics.

Since this evaluation system had been phased out, Kangala said it was necessary that these teachers be given the chance to complete their studies.

SA Teachers' Union director for labour relations matters Chris Klopper welcomed the initiative.

The SA Democratic Teachers' Union said it reserved comment pending formal notification.

Training, science may aid SA's sloppy sleuths

BY NORMAN CHANDLER
AND PHALANE MOTALE

Most South African detectives were confession-driven and still needed training in scientific methods of gathering and presenting evidence, according to criminologist and police science expert Professor Ben Smit of the University of SA (Unisa).

Smit was reacting an Institute for Security Studies (ISS) report which found that the standard of detective work had deteriorated since 1994.

The report claims that most detectives are not amenable to change and the restructuring of their operations had been "an unmitigated disaster".

SA Police Services (SAPS) senior management is studying the report.

Researcher Anthony Altbeker found management problems due to the appointment of too many station commissioners, poor skills and experience, and a decline in morale and pride. This in turn impacted on

the ability to produce detectives of a required standard.

Detective service spokesperson Director Reg Crewe said the police had assisted the ISS in its research. Some of the criticism was being addressed while other criticism could be justified. He conceded shortcomings which appeared to be affecting the service.

Smit said detective work was already exposed a few years ago by the Warrington Report on the Boipatong massacre. SA detectives were very confession-driven and more than half of did not have basic training. The other half had less than 10 years' experience.

Smit said most detectives still needed to be trained in scientific methods of gathering

and presenting evidence.

Reggie Marimuthu, former Pretoria head of detective services, agreed the standard of detective work had deteriorated. The commitment of some detectives had definitely dropped. He blamed low salaries and bigger workloads.

If nothing was done to improve working conditions most of the experienced and high-ranking detectives would continue to leave the service.

Private investigator (and former Brixton murder and robbery unit detective and commander of the East Rand murder and robbery unit) Jack le Grange, said escalating crime and budget cuts could be regarded as major causes of a decline in standards. He had re-

ferred several cases to the police and in most cases the results were disappointing as the detectives were inexperienced. "Some Brixton detectives are overloaded with up to 80 serious cases."

Abram "Slang" van Zyl, a private investigator and ex-Brixton detective, said standards had taken a dive in the lower ranks, but work in specialist units was very high.

Altbeker said there was a need to ensure that the security forces would buy into democracy, and that its members would not see this as a threat to their personal interests.

Change was also needed because the justice system could not be improved while "it remained hated and illegitimate".

Detectives were found to be unhappy with the consolidation of the command of the CID and uniform branches. This had reinforced a perception that investigative work was not a top priority, affecting morale, productivity and efficacy.

“
**Half have
less than
10 years’
experience**
”

Race row brews over police jobs

JOSEPH ARANES
STAFF REPORTER

(251)
ART 16/12/98
Senior police managers in the Western Cape are ignoring a directive from national police commissioner George Fivaz to appoint black officers to top positions in the province.

This emerged after a committee formed by the heads of several police units recommended the appointment of five white and two black officers as superintendents in the provincial intelligence unit.

The recommendation has been criticised by Zelda Holtzman, national head of the police equity component, and is the source of a dispute among the officers on the appointments committee.

Commissioner Holtzman said the top management in the province was either resisting change, or didn't know how to put it into effect.

She said the recommendation to appoint five whites to top posts was made in spite of a letter from national police Commissioner Fivaz to the management ruling that "all senior appointments in the foreseeable future should be black".

The police management claimed the problem was that only four of the 18 applicants who applied to fill the posts were black.

The advertisement for the posts limited applicants to those with the rank of superintendent with three years' experience in practical policing and intelligence-related policing at management level.

Police and Prisons Civil Rights Union (Popcu) spokesman Greg Goss said this

To page 3

Police ignore directive on race

From page 1

(251)
ART 16/12/98
meant about 80% of the black officers in the province could not apply as most of them were ranked either captain or inspector.

After a series of interviews, three white men, two white women and two black men were recommended for the posts. The recommendation will be sent to the national office, which must either confirm or reject them.

It has also emerged that the officers who made the recommendation – two of them black and four white – are at odds, and one of the black officers has walked out of the process.

Commissioner Holtzman said the provincial management could have approached the problem differently, especially as they knew what the "constraints" were.

"There was no attempt to head-hunt people from other intelligence

agencies, for example, or recruit from outside the service.

"Crime intelligence is a new concept and is different from the political intelligence gathering that the police used to be involved in. Yet the management insists on filling the posts as they did in the past.

"This shows they are either being resistant to change or don't know any better, or it could be a combination of both," she said.

Good black cops being sidelined — De Haas

By CHRIS HLONGWA

VIOLENCE monitor Mary de Haas this week said the government was sidelining seasoned and incorruptible black police personnel who could fight crime effectively.

De Haas of the University of Natal, said meaningful transformation in the SA Police Services was long overdue.

Morale was already very low because of the dangerous nature of police work and the corruption of colleagues, she said.

In addition, good black police personnel were not receiving recognition. If some of these people were white, they would have been top officers under apartheid.

"From lists of promotions (it seems) black members are seriously disadvantaged compared with their white counterparts, and there appears to have been no fast-tracking of capable, experienced black members with clean records," said De Haas.

She said if the government was really serious about promoting the interests of those grievously disadvantaged by apartheid, and about dealing effectively with crime, this continuing discrimination against competent black members should be remedied with immediate effect.

She warned against promoting young, relatively inexperienced members who had qualifications on paper that did not necessarily make them capable.

"And it can be very damaging to morale to militate against the type of teamwork which is essential, especially in detective work."

While welcoming the setting-up of the independent committee looking into allegations of racism, De Haas said far more had to be done about the service in general.

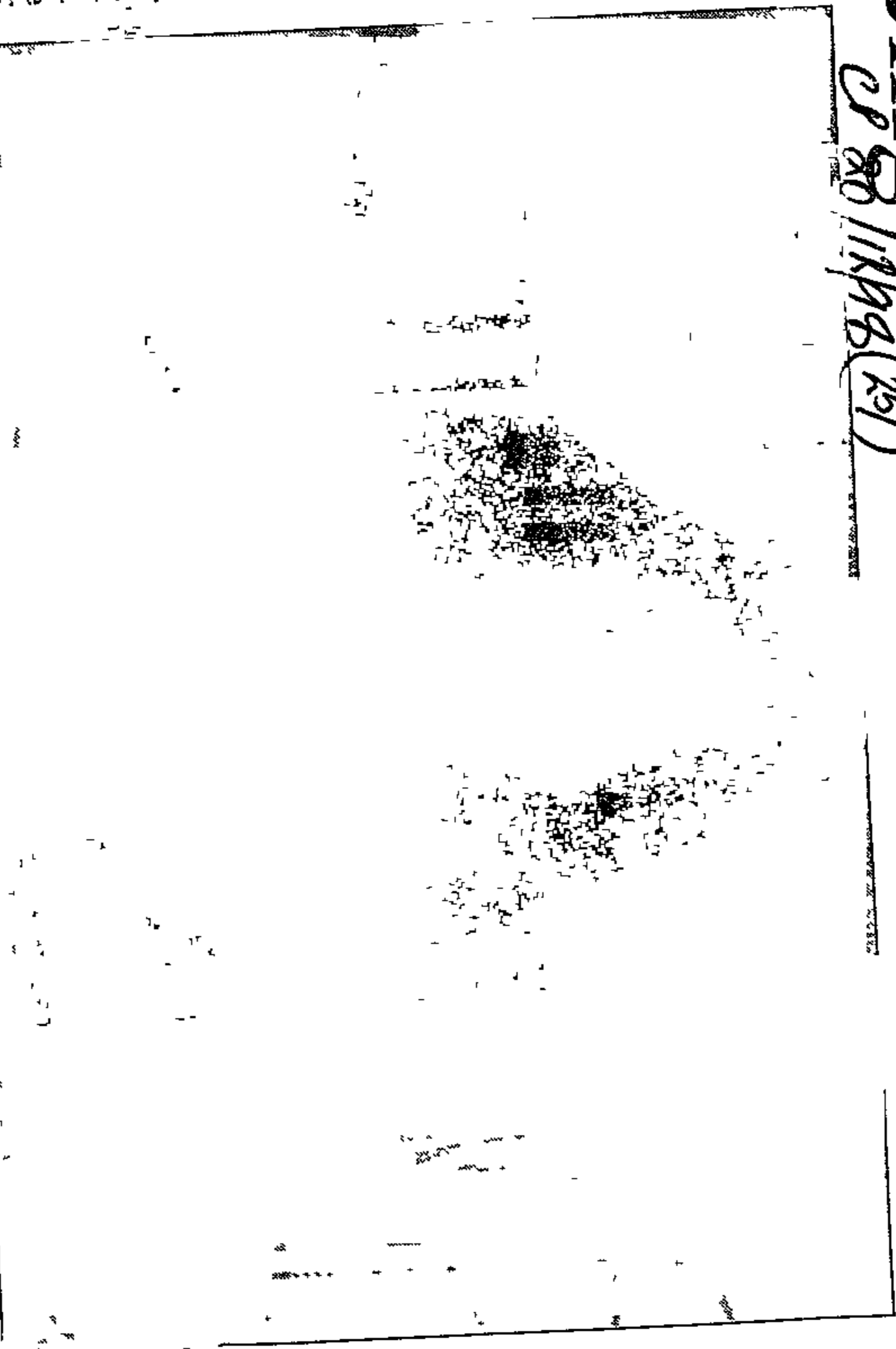
"In fact, a judicial commission of inquiry into corruption would not be out of place. At the very least the grossly over-stretched Independent Complaints Directorate should be provided with additional, competent personnel with additional, competent personnel."

"Having a suitable retired judge or senior advocate as a police ombudsman is another option which should be considered," said De Haas.

She also called for tight control of the security guard industry to stop fly-by-night companies that employ people with criminal records and illegal aliens, and fail to exercise due control over weapons they get in their line of business.

A body that enjoyed widespread legitimacy was needed to exercise control of the companies, she said.

FASTER CHANGE... Violence monitor Mary de Haas says meaningful change in the SAPS is long overdue



Black cops want half of new SAPS posts

By JIMMY SEEPH (251)

A BLACK pressure group representing the interests of junior and senior police officers in the SA Police Service has called on national Commissioner George Fivaz to ensure that half of the new senior posts announced this week are given to blacks.

The call by the Black Officer's Forum (BOF) comes in the wake of the apparent failure by both Fivaz and Safety and Security Minister Sydney Mlamadli to transform the top echelons of the SAPS.

The lack of senior black directors and commissioners is evident at the top structure of the SAPS which is still mainly white four and half years into the new democracy.

There are only six black faces among the 25 senior positions of deputy national commissioners, directors and provincial commissioners.

There are currently three black deputy commissioners.

No blacks are represented at management level in the detective, crime prevention and response, human resources, legal and support services.

Of the nine provinces, only Gauteng, Northern Province and Kwa-Zulu-Natal are represented by black commissioners.

BOF president, Director Mpho Mmutle, said the organisation was calling on Fivaz to seize the opportunity brought about by the creation of the new posts and structures to make the police more representative.

"The new vacancies are an opportunity to address representivity which the SAPS has failed to do for the past four years," said Mmutle.

Last year the government called on all state departments, including the police and defence force, to meet a minimum of 50 percent black representation in their top management structures by the year 2000.

Mmutle said the current management structure of the SAPS clearly showed it would be unable to reach that target.

"This gives Fivaz an opportunity to meet the target within the SAPS senior structure. The establishment of new posts should be used to push for black advancement."

His comments followed the an-

nouncement by Fivaz that he had decided to restructure the SAPS to enhance its capacity to deal with strategic and transformation issues.

Fivaz said this process would include a review of the current functions and responsibilities of divisional commissioners. He said five new posts at divisional commissioner level had been created and are to be advertised by January 1999.

The posts are crime prevention, crime intelligence, career management, training, personnel service and logistics.

He said capacity in the provinces would also be expanded through the appointment of 38 deputy area commissioners.

BOF nation-

al spokesperson Vanessa Gounden, said they wanted the appointment process for the new positions to be open and credible.

She said the BOF would take advantage of the open door policy that Fivaz had promised them with regard to staff-related matters.

"The officers forum is going to play a significant role in monitoring the process and ensuring that there are no possible malpractices in the selection," she said.

But she warned that the push for more black representation in the upper ranks of the police should not mean that token individuals with no idea of transformation should be appointed. "We don't want to see 'bus-boys' or tokens appointed to give an impression that things have changed."

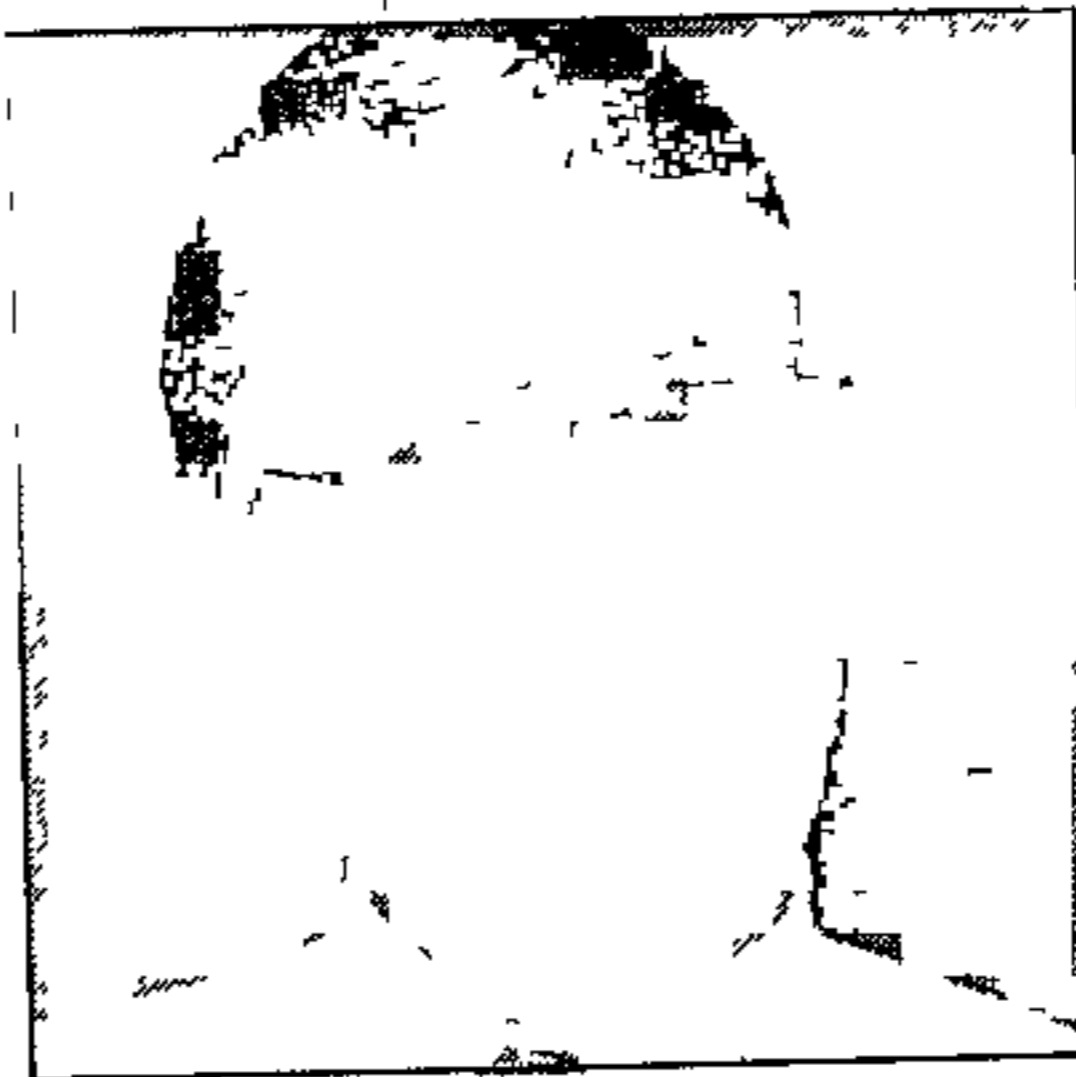
Gounden's sentiments were further strengthened by Mmutle, who said people identified for such positions should have the right orientation towards policing.

The BOF said it was worried about the apparent lack of interest by the SAPS in pushing for gender representivity in its top ranks.

Mmutle said even more worrying was the fact that white women within the SAPS seemed to be preferred to black women.

"There are currently 11 white women directors against one black director and commissioner," he said.

"It is about time that black women's representation at senior level was taken more seriously."



CHANGING TIMES... National police commissioner George Fivaz

CP 20/12/98

East metropole cops set shining example in transformation

ARG 22/12/98

JOSEPH ARAVES
STAFF REPORTER

Marked "transformation" in the east metropole police service - with more than half the station commissioners appointed in the past year being black - has been hailed by national police management. In January 77% of the station commissioners were white, 14% black and 9% women. The situa-

tion has now changed to 42% white, 42% black and 16% women (black and white) with black station commanders being posted at historically white stations such as Milnerton, Melkbosstrand, Gordon's Bay and Durbanville.

East metropole area commissioner Neil van Heerden said he went about implementing the changes in spite of having no guidelines, policies or budgets for the transformation process from

either the provincial or national police management.

"We are the only district in the province - there are four police districts - that has worked out a strategy for implementing affirmative action and equity in the service."

"This was done on my own initiative and in conjunction with the police unions, and it underlines our commitment to the transformation process despite the absence of national guidelines and policy

regarding the implementation of affirmative action."

Commissioner Van Heerden said he had launched the process in spite of the difficulties because, as area head, he was responsible to the community and the police management for transforming the service.

"I have sent the national equity office a copy of the strategy document requesting their input and further recommendations on fast-

tracking, shadow-posting and accelerated development programmes.

"The only response I got from management services was that they would give me the information and policy documents as they became available," Commissioner Van Heerden said.

National commissioner for management services Louis Eloff said it was commendable that the east metropole had taken the ini-

tiative to develop a strategy

"While their strategy does not fully address racism, discrimination or equal opportunities in all spheres of policing, what they are doing is an example to other regions and areas to follow."

Commissioner Eloff said there was enough flexibility in police policy to "develop" members until the service was in a position to implement a more formal approach.

Rent-a-Cop scheme to be extended to townships

(251) CT 23/12/98
THE Cape Metropolitan Council (CMC) has allocated R5 million to extend the Rent-a-Cop scheme to disadvantaged areas next year

According to Chris Joubert of the City Community Patrol Board, Rent-a-Cop has been a resounding success in the city centre and the time has come for it to be implemented in other areas as well

"The board is working in Mitchells Plain now. We want to expand to other disadvantaged areas like Langa," he said

The CMC received R100 000 from Mayor William Bantom yesterday, to help support a crime prevention project that uses camera surveillance to deter criminals in

the city's central business district

Afterwards, Community Safety MEC Mark Wiley said the recently installed closed-circuit television operation, sponsored by Business Against Crime, would be ineffective if it were not accompanied by the co-ordinated deployment of resources on the ground

He said the money would go a long way to ensuring there was deployment and effective response to the closed-circuit information

"Criminals must take note: We are serious about taking control of the future of the city and will not allow it to become a ghost town, as other central business districts have become"

Cape police set-up 'a shambles'

Black officers accuse whites of blocking promotions

JOSEPH ARANES
STAFF REPORTER

Acting provincial police commissioner Adam Blaauw has pointed to a shambles in the police service in the Western Cape, accusing white officers of being racist and unwilling to serve under black officers and commanders.

Commissioner Blaauw says black officers with potential, including himself, are the targets of a white-led campaign to prevent their promotion.

Commissioner Blaauw's claims follow accusations against him of perjury in a firearms case.

A top team of investigators headed by Willie Ngobeni and Ivor Human were sent from police head office in Pretoria last week to head the probe.

The commissioner's allegations are the latest in a dispute between black and white officers in the province, characterised by various units and officers investigating one

another. Commissioner Blaauw's allegations echo earlier statements made by other concerned black officers.

During the past 18 months, several senior officers have been charged, and some suspended from duty, as the battle for leadership of the police and its top units in the province comes to a head. Some of the developments are:

■ The head of the presidential investigation task unit, André Lincoln, was charged with fraud and corruption after the commander of the serious violent crimes unit, Leonard Knipe, raided his offices.

■ The special investigation unit headed by Arno Lamoer and Faizel Kader - established by national Commissioner George Fivaz to probe allegations of police corruption in the province - was forced to shut down after getting little help or support from the local police brass.

■ East Metropole Commissioner Neil van Heerden has been accused of beating up a junior officer. An assault docket has been



LEON LESTRADE

Adam Blaauw 'racism in police force'

To page 3

handed to the Western Cape Director of Prosecutions for his decision on whether to go ahead with the charges.

■ Allegations of assault against Commissioner Blaauw are also being investigated. It is alleged that he and two other senior black officers assaulted a former Mitchell's Plain police reservist.

Commissioner Blaauw said it was clear that some of his white colleagues, especially those in the investigation units, resorted to internal slandering and casting suspicion on other members.

"They do this to hide their own inability to perform successfully and their opposition to change in the service. They have identified certain officers and slandered them and used their position to launch investigations based on their own allegations."

The commissioner said if an officer was under investigation, it became virtually impossible for that person to be promoted

White cops racist, say colleagues

(251)
From page 1

ARG 29/12/98

until the matter had been resolved.

He said that with the provincial commissioner's post becoming available next year when Leon Wessels' contract expired, several officers were jockeying for the position and some were using their friends to discredit other potential candidates.

"I don't want to comment on the accusations made against me because the matter is being investigated, but it is very clear from the number of cases being withdrawn or suspects found not guilty that we have a big problem here fighting crime."

"Part of the problem is that we have senior officers who don't have the skills and knowledge how to perform a well-rounded investigation heading important investigative units, and who can't direct juniors."

Commissioner Blaauw said the Pagad investigation unit was one of those not serving its purpose, but costing thousands of rands.

"This unit has already suffered severe blows through poor investigation work which leads to failure in court. After an explosion or drive-by shooting they tell the world they know who the perpetrators are, but they never bring them to court."

The commissioner said changes in the service had come to stay and if there were some who could not live with it, they should leave the service because their opposition was harming the good functioning of the police in the province.

The Police and Prison Civil Rights Union and the Black Officers' Forum have also accused the provincial police management of belonging to an exclusive and secretive police organisation, Club 35, for Afrikaans officers.

A black officer said Club 35 was a group of some of the most powerful officers in the province.

Joseph Ngobeni, spokesman for Commissioner Fivaz, said Safety and Security Minister Sydney Mufamadi had appointed an independent commission to investigate racism in the police service.

Officer's criticisms of police force lead to row

JUDITH SOAL

(251) ET 30/12/98

WHEN the Western Cape acting head of police tells the press the provincial police service is a "shambles" because of racism and incompetence, you know you are going to have a row on your hands

Dam Blaauw, who is acting police commissioner while Leon Wessels is on leave, told an afternoon newspaper that white officers are "concocting allegations" against black officers, such as himself, to prevent them from being promoted. He also said units such as the Pagad special task team are not able to perform their duties adequately.

"Part of the problem is that we have senior officers who don't have the skills and knowledge to perform a well-rounded investigation heading important units," he was reported to have said.

Referring to the Pagad unit, Blaauw said "This unit has already suffered severe blows through poor investigation work which leads to a failure in court. After an explosion or a drive-by shooting they tell the world they know who the perpetrators are but they never bring them to court."

Blaauw spoke out after allegations of perjury in a weapons case were made against him by other police officers. He said the allegations were linked to a battle over the top police job in the province when Wessels leaves at the end of 1999. The allegations are being investigated by an internal police probe.

Blaauw's words struck a chord with members of the public who are impatient with the apparent lack of police progress in fighting crime, as well as many in the force.

"At last someone has spoken out," said one

officer who asked not to be named. "We have to deal with this racism every day. Now that a senior person has gone public maybe it will be taken seriously."

Provincial ANC leader Ebrahim Rasool has called for a meeting with national police commissioner George Fivaz to discuss the lack of transformation in the force.

"Blaauw's statements confirm what the ANC has been saying — racism is rife in the Western Cape and attempts by the old guard to hang on to power have plunged policing into a deep crisis.

"This is happening at a time when bombings continue daily, when 105 women laid rape charges over the past weekend and when children continue to be the victims of murder and terror campaigns," Rasool said.

Fivaz is on leave and could not be reached for comment, but Community Safety MEC Mark Wiley said he was "deeply distressed" by Blaauw's comments.

"I find it strange that such a senior officer would air his grievances in the press rather than going through the proper channels," he said. "There are many forums to investigate charges of racism."

"If indeed he made those comments about the Pagad unit then I am flabbergasted, coming as it does from someone who should know better about the difficulties and sensitivities involved in those investigations."

Wiley said that the allegations levelled against Blaauw were "of such a serious nature" that they had to be investigated.

"I find it hard to believe that he expects they will be summarily dropped. Surely he knows that would not do him or the service any good?" he said.

New police chief 'will be black outsider'

20 2/11/98 (251)

Politically correct leader will deflect criticism, but may also lead to resignations, say senior officers

Jonny Steinberg

SA's next national police commissioner would be black and would be recruited from outside police ranks, senior government sources said yesterday.

Truth commission chief investigator Dumisa Ntsebeza and former national intelligence co-ordinator Moe Shaik are understood to be strong candidates for the position which becomes vacant next July when police commissioner George Fivaz's term ends. Fivaz has said privately that he plans to retire from the police service then. Police CEO Meyer Kahn's contract also expires in July.

The possibility of an outsider taking the reins has already caused severe disquiet among senior officers at Wachthuis, police headquarters in Pretoria. Talk is that several of them may resign or take early retirement.

Those most likely to be disgruntled by an outsider being recruited are Fivaz's three black deputies, Morgan Chetty, John Manuel and Zolisa Lavis. Manuel and Chetty served in the pre-1994 SA Police and Lavis in the Transkei homeland.

"The feeling in government circles is that the next commissioner must be black, but that there are no black officers in the police of sufficient competence," one government official said. "This will be a slap in the face for the three black deputies who are ostensibly next in line for the job, but it has to be done."

A senior police officer said it was unlikely that disgruntled officials would

resign immediately. He predicted that they would probably wait for their contracts to end in January 2000 to avoid forfeiting generous severance packages.

"Fivaz anticipated an exodus after his retirement and thus insisted on retiring six months before the January severance packages kick in," the source said. "He wanted to avoid the perception that he was leading a walk-out."

Senior white police managers, who climbed the ranks under former president FW de Klerk's government, are divided over the significance of a black outsider taking the helm.

"The far-sighted view is that we will be better off with a politically correct leader," a high-ranking officer said. "It will take the heat off the police, deflect criticism and make our jobs a little easier. It does not matter if the new commissioner is not a policeman. The organisation is run by a core of senior managers and we will keep things steady. It is far more important that the new man is a sophisticated political mover."

Others greeted the prospect of being led by a black outsider with less enthusiasm. "This is another reminder that government does not trust us," another high-ranking officer said. "We already have a safety and security secretariat packed with African National Congress people whose task is to monitor us and to write policy for us. Bringing in an ANC man with no policing experience is insulting to that handful of career policemen perfectly capable of taking the top job."

Acting commissioner asks for proof of racism

PRETORIA — Acting national police commissioner John Manuel asked Western Cape acting police head Adam Blaauw yesterday to furnish him with details of claims of racism in the provincial police service

He said once Blaauw's report had been received the matter would be taken up with national commissioner George Fivaz on his return from leave in the new year

Blaauw accused white officers of being racist and unwilling to serve under black officers and commanders. He said black officers with potential, including himself, were the targets of a white-led campaign to prevent their promotion

The Argus newspaper in Cape Town reported that Blaauw's claims followed accusations against him of perjury in a firearms case

It said a top team of investigators, headed by Willie Ngobeni and Ivor Human, was sent from police head office in Pretoria last week to head the probe

His allegations were the latest in a dispute between black and white officers in the province, characterised by various units and officers investigating one another

The newspaper said that during the past 18 months, several senior officers had been charged, and some suspended from duty, as the battle for leadership of the police and its top units in the province comes to a head

Subsequent developments include fraud and corruption charges being laid against the head of the presidential investigation task unit,

Andre Lincoln, and the closure of the special investigation unit headed by Arno Lamoer and Faizel Kader due to lack of support or getting help from the provincial police top brass

The unit was established by Fivaz to probe allegations of police corruption in the province

Blaauw said that white colleagues, especially those in the investigation units, resorted to internal slandering and casting suspicion on their colleagues

He attributed this behaviour to possible ambition by some officers for the position of provincial commissioner, which would become available next year when Leon Wesels's contract expired "Some were using their friends to discredit other potential candidates"

The Argus said the Police and Prison Civil Rights Union and the Black Officers' Forum had also accused the provincial police management of belonging to an exclusive and secretive police organisation, Club 35, for Afrikaans officers

A black officer said Club 35 was a group of some of the most powerful officers in the province

Manuel said that the recently appointed independent commission on racism in the police service was the best platform to address Blaauw's allegations

"I must also re-emphasise the SA Police Service's position on racism that it is unacceptable and will never be condoned by the management of the service — in the best interests of both the SAPS and the country of SA," he said — Sapa

'Replace racist police bosses'

ARG 31/12/98 (251)

NORMAN JOSEPH AND JOHAN SCHRONEN
STAFF REPORTERS

The Western Cape African National Congress is seeking an urgent meeting with national police commissioner George Fivaz to call for the replacement of the provincial police management with an interim one.

Provincial ANC spokesman Cameron Dugmore said this after acting provincial commissioner Adam Blaauw's statement this week that white officers were racist and unwilling to serve under black officers

Commissioner Blaauw has been accused of perjury after he allegedly said in a statement that he had not given permission to a neighbourhood watch leader to keep confiscated weapons, but

later told a state prosecutor that he had done so

Later a charge of illegal possession of four guns was withdrawn against the suspect. An investigation was launched into the withdrawal of the case but it is understood that this investigation has cleared Commissioner Blaauw

This will be disclosed by National Commissioner George Fivaz next week

Commissioner Blaauw said black officers with potential, including himself, were the targets of a white-led campaign to prevent their promotion

Mr Dugmore said the ANC wanted provincial leader Ebrahim Rasool to hold urgent talks with Commissioner Fivaz regarding problems in the Western Cape police after Commissioner

Blaauw's statements

The ANC welcomed Commissioner Blaauw's stance, saying it was about time he responded to racism in the Western Cape police

Acting national commissioner John Manuel said Commissioner Fivaz was on leave and would only be available on Monday

Meanwhile, the Black Officers Forum also came out in strong support of Commissioner Blaauw

Western Cape forum leader Peter Arendse said "The transformation process will only work if management creates an environment conducive to fostering acceptance of black leadership within the service in the Western Cape

"Our management must explore creative ways of how our competence and experience can be tapped as assets rather than to be viewed as threats"

PUBLIC SECTOR - GOVT. - POLICE
1998 - 1999

LAMENT

Fivaz fails to solve police's financial problems

Cape Town - National police commissioner George Fivaz is under fire from Parliament for not keeping his promise to tidy up police finances by March.

And the department has been sharply criticised for unauthorised spending in the 1996/97 financial year of R116-million.

A report by the public accounts committee, adopted by Parliament, noted progress in solving shortcomings exposed in two successive auditor-general's reports, but said it was "concerned" that Fivaz's promise to address the problems by March had not been met.

"The committee has noted the vast extent of systems and procedures to be rectified and the problems regarding funding and other resources.

"However, the long period being taken to rectify these shortcomings is of great concern to the committee."

The committee proposed a range of reforms to the police's internal audit unit, which it said might not be doing its job as independently and effectively as it should.

It also sharply criticised the police for unauthorised spending of more than R116-million. This sum was made up of:



George Fivaz ... in hot water as SAPS overspends by R116-million.

overspending of R40,5-million, and spending of RDP funds of R76,2-million outside of guidelines.

"The committee regards the overspending on the vote in a very serious light and requires of the accounting officer to ensure any future potential over-expenditure is addressed timeously by seeking supplementary funding (through) the Adjustments Estimate."

Its conclusion on the breach of guidelines for RDP funds spending was similarly harsh: "Parliament makes funds avail-

able for specific purposes and such funds may not be utilised for other purposes."

The committee said it wanted a report as soon as possible from the accounting officer about why funds were not spent according to guidelines and "what activities the funds were in fact used for".

It also expressed "grave concern" that a consultancy firm had been paid more than R10-million over three years "for services for which no value for money was received".

The report noted that R105 000 was paid to another consultant without services having been rendered.

The committee said it was very concerned at the inability of the police to stay within their budget.

The practice of withholding payments negated effective budget management and was unacceptable.

In other findings, the committee expressed further "grave concern" about:

- The increases in spending on the guarantee scheme for housing loans from R310 955 in 1997 to R693 801 this year;
- Flaws in the administration of leave;
- Serious deficiencies in internal control over fuel and oil;
- "Unreliable" information on stock.

The committee also called for reviews of the provision of free services to semi-official messes and canteens and on the payment of rewards.

It also recommended that effective steps to be taken to ensure the police were able to deal with the Millennium Bug, which will affect computers unable to cope with the date change to the year 2000. — Political Correspondent

Fivaz fails to solve police's financial problems

(271) Show 10/11/98

Cape Town - National police commissioner George Fivaz is under fire from Parliament for not keeping his promise to tidy up police finances by March.

And the department has been sharply criticised for unauthorised spending in the 1996/97 financial year of R116-million.

A report by the public accounts committee, adopted by Parliament, noted progress in solving shortcomings exposed in two successive auditor-general's reports, but said it was "concerned" that Fivaz's promise to address the problems by March had not been met.

"The committee has noted the vast extent of systems and procedures to be rectified and the problems regarding funding and other resources.

"However, the long period being taken to rectify these shortcomings is of great concern to the committee."

The committee proposed a range of reforms to the police's internal audit unit, which it said might not be doing its job as independently and effectively as it should.

It also sharply criticised the police for unauthorised spending of more than R116-million.

This sum was made up of



George Fivaz ... in hot water as SAPS overspends by R116-million.

overspending of R40,5-million, and spending of RDP funds of R76,2-million outside of guidelines.

"The committee regards the overspending on the vote in a very serious light and requires of the accounting officer to ensure any future potential over-expenditure is addressed timeously by seeking supplementary funding (through) the Adjustments Estimate."

Its conclusion on the breach of guidelines for RDP funds spending was similarly harsh: "Parliament makes funds avail-

able for specific purposes and such funds may not be utilised for other purposes."

The committee said it wanted a report as soon as possible from the accounting officer about why funds were not spent according to guidelines and "what activities the funds were in fact used for"

It also expressed "grave concern" that a consultancy firm had been paid more than R10-million over three years "for services for which no value for money was received".

The report noted that R105 000 was paid to another consultant without services having been rendered.

The committee said it was very concerned at the inability of the police to stay within their budget.

The practice of withholding payments negated effective budget management and was unacceptable.

In other findings, the committee expressed further "grave concern" about:

- The increases in spending on the guarantee scheme for housing loans from R310 955 in 1997 to R693 801 this year;
- Flaws in the administration of leave;
- Serious deficiencies in internal control over fuel and oil;
- "Unreliable" information on stock.

The committee also called for reviews of the provision of free services to semi-official messes and canteens and on the payment of rewards.

It also recommended that effective steps to be taken to ensure the police were able to deal with the Millennium Bug, which will affect computers unable to cope with the date change to the year 2000. - Political Correspondent

Government set to create a single anti-corruption agency

Show 10/11/98

Cape Town - The Government is to consolidate its anti-corruption agencies into one and launch an all-out offensive against corruption in the public service.

The two-day Public Sector Anti-Corruption Conference, which starts in Parliament today, will also look at ways to educate the public about the prevention of corruption. Deputy President Thabo Mbeki will give the keynote address.

The conference focuses on short, medium and long-term measures to fight corruption, which could lead to legislation

focusing exclusively on corruption. It will also look at obstacles and review the structures and mechanisms to fight crime.

Professor Stan Sangweni, chairperson of the Public Service Commission, said agencies like the Office for Serious Economic Offences, the Independent Complaints Directorate and the Presidential Task Team could be consolidated into one so that they had a co-ordinated strategy in fighting corruption.

"The public should expect that as a result of this conference there will be a strong,

united, solid action nationwide addressing corruption," Sangweni said.

Other corruption-fighting agencies include the auditor-general and the public protector. Sangweni said that although the Heath Commission did a good job in dealing with corruption, it did not do anything in terms of educating the public against corruption.

South Africa would follow closely the anti-corruption model used in Botswana, which had education programmes that reinforced the fear of detection and punishment. Sang-

weni added that for corruption to happen there was someone in the community allowing it to continue.

He praised the community participation in the Botswana programme and said this was a project South Africa could copy.

Schoolchildren would also be targeted in order to develop among them a culture of shunning corruption.

Government departments participating include constitutional development, justice, finance, and safety and security. - Parliamentary Bureau

Police told to be accountable

(AM) Sowetan 10/11/98

By Claire Keeton
Feature Writer

WITH AN average of 60 deaths a month in police custody or as a result of police action in South Africa, members of the police should be required to account for their use of force or any actions linked to these deaths.

But, according to a seminar hosted by the Centre for the Study of Violence and Reconciliation (CSV) in Johannesburg last week, the present law under which these deaths are investigated does not demand this accountability.

Instead, Section 53 (2) (b) of the South African Police Service Act, 68 of 1995, allows police officers "the right to remain silent" by concentrating on whether the police actions were lawful or unlawful.

A reconceptualisation of this law could contribute to the prevention of these deaths, CSV researcher David Bruce argued at the seminar.

The seminar focused on the Independent Complaints Directorate (ICD) and its investigations, with ICD Gauteng director Shadrack Mahlangu, Human Rights Committee director Veneia Govender and Bruce as speakers.

Mahlangu said the ICD was established in April 1997 to investigate any deaths in police custody or as a result of police action, and by October it was equipped to start its own investigations.

Major misgivings

He said the ICD had major misgivings about the Act coupled with a lack of cooperation from the South African Police Service (SAPS).

While the law requires the ICD to investigate deaths during police custody-action, and the national or provincial police commissioner to notify the ICD of these deaths it did not make immediate notification mandatory.

"In practice the notification sometimes arrives hours or even days after the death. This makes it very difficult to conduct an efficient, effective investigation," Mahlangu explained.

"Another problem is that the off-



icers involved often choose to exercise their right to remain silent, fellow police refuse to provide information and there are no independent witnesses.

"The ICD feels that police have serious responsibilities and the Act should provide an exception - they must not be silent."

He said the ICD has only 25 to 30 investigators to police about 90 000 members of the SAPS.

From April 1997 to September 1988, 1 081 deaths during police action-custody were recorded by the ICD, about 70 percent of which were deaths as a result of police action.

Bruce said over the same period there were roughly 36 000 murders in South Africa, including 360 murders of police.

That meant on average, every month 2 000 people and 20 members of the police were murdered, 40 people were shot by police and 20 people died

in police custody.

The 1 081 deaths over 18 months are an "unacceptably high number," Govender said.

"Our premise is that ideally there should be no deaths."

She said the HRC commented the work of the ICD, particularly in collecting figures on deaths in police custody or action.

But Govender said, "The ICD can only be effective as a watchdog if it has empowering legislation, cooperation from the SAPS, and the Government, and support from civil society."

She said the directorate was hindered by its lack of resources, particularly its investigative skills.

Govender added that it lacked a national presence since it was based only in the four major urban centres making it out of reach to most people.

The complaints-driven mode of the ICD and the way its investigations are focused on individuals, and not broader

South African police often use firearms inappropriately and members need constant training, according to Shadrack Mahlangu, the Gauteng director of the Independent Complaints Directorate.

PIC WILLIAM MALOPE

causes, were also obstacles. Govender said the HRC would like to see statistics on the results of disciplinary hearings and prosecution rates.

"Recommendations should move beyond causes to penalties. We need to explore the notion of responsibility and that deaths could be prevented," she said.

Accountability

Govender said not only police officers directly involved in the deaths in custody-action were responsible, but also their superiors.

This concept of responsibility, and more specifically accountability, is central to Bruce's research into the prevention and investigation of deaths during police custody or action.

He said there are currently "two orthodoxes" in understanding the high rate of deaths first, the criminality of the police and second that the police's action is justified given the levels of violent crime.

Bruce said there were elements of truth in both these explanations, but the reality was more complex.

Effective policy in preventing deaths would need to analyse police "use of force", whether it was authorised or not, whether it was effective or not, and whether it was simply police brutality.

Over 90 percent of the deaths from police action between April 1997 and September 1998 involved shootings by the police.

Promoting police effectiveness in the potential use of force would involve training in using force effectively and in alternatives to the use of lethal force, Bruce said.

Mahlangu supported this. "In my experience, firearms and other lethal weapons are used inappropriately in many cases. The SAPS definitely needs to expose its members to training every year."

Bruce, however, highlighted the link between investigation and prevention with reference to the limitations of the law.

"Section 53 (2) (b) is limited in that it defines the primary problem that needs to be tackled as 'unlawful conduct,'" Bruce said.

"It needs to go beyond simply focusing on whether the deaths were the result of misconduct. It is not primarily a question of misconduct, but of accountability."

The present treatment of all investigations as criminal investigations allowed the police to remain silent and not account for their actions.

Bruce proposed an alternative - an initial investigation that required the police officials involved to cooperate. Following this initial investigation, a decision would be taken to turn it into a professional review process or to pursue prosecution.

"This would raise relevant questions around the use of force and how to prevent deaths in future.

"We have inherited a violent culture and methodology, but South Africa as a new democracy cannot afford 1 081 deaths," former Detainees' Parents Support Committee member Graham Bailey concluded.

Premiers' forum to decide future role of tribal police

By JIMMY SEEPE

THE FUTURE of tribal police and rural community courts in crime prevention is to be decided by a special national task force which was this week established by the country's nine provincial premiers

The premiers, who met under their umbrella organisation - Premier's Forum - called for the speedy investigation into the possibility of using tribal police in combating and preventing crime.

Under current legislation, tribal police, who were used by the apartheid system to try to suppress the rural population, still do not qualify to enforce safety and security in rural protection.

The task team, to be headed by Northern Province Safety and Security MEC, Seth Nthai, will look at the possibility of integrating the tribal police into the police reserves, commando system and to protect

tourists.

Although three of the nine provinces do not currently have tribal police, the premiers endorsed the call for tribal police and urban and rural community courts to help in crime prevention and reducing the backlog in the courts

There are currently more than 2 400 tribal police in South African rural areas, with the bulk in KwaZulu-Natal (900) and the Northern Province (797).

The Forum said the involvement of tribal police in providing safety and security in rural areas would be similar to those in countries such as Lesotho, Botswana and Zimbabwe. Nthai said it was regrettable that the present government had ignored the role of a traditional police service in crime prevention

Nthai said tribal police had continuously played an important policing function in the protection of life and property.

He said the SAPS Amendment Bill which sought to establish a municipal police service had not made provision for the establishment of rural policing structures.

He said it was important that proper rules and procedures be laid out that would regulate the functions of tribal police despite them not being part of current legislation.

He said:

"Due to lack of training, some are not performing their functions in accordance with our new constitution.

"Some tribal authorities still keep jails to lock up offenders, especially violent criminals and tribal tax dodgers.

"Most of the courts still impose corporal punishment, which is meted out to offenders by members of the traditional police service."

Nthai said there was an urgent need to transform the tribal police service into an effective prevention unit adhering to the new human rights culture.

Unit targeting crooked police

ET 11/11/98 (251)

MORE than 1 000 members of the South African Police Service (Saps) had been arrested on corruption charges since 1994 and 2 000 more were being investigated on similar charges, head of the Saps' anti-corruption unit Stef Grobler said yesterday.

"Four hundred have already been convicted on corruption charges in the past four years," he told a public service anti-corruption conference at Parliament.

He appealed for more funding for the unit. "Corruption investigation is a very expensive exercise and it

requires specialised methods — sometimes even covert operations — to be successful," Grobler said.

He added that the 200-member unit had faced life-threatening situations, including being shot at, in its attempt to rid the police service of corrupt members.

"We have and we will continue to arrest corrupt elements within the Saps.

"These people are involved in real cases of corruption. I mean serious cases."

Grobler said corruption cases also

took long to conclude in court. One case involving a senior policeman in Mpumalanga took four years before being completed.

The unnamed policeman was arrested for renting an impounded stolen vehicle for use at various wedding ceremonies in the province.

"In order for the unit to catch such people, sophisticated processes will have to be followed to ensure that prosecution becomes successful. It also requires a lot of undercover operations and this costs much," he said — Sapa.

Purge of criminals in police force

(S.A. J. van der Merwe)

(271) CT 16/11/98

FIVE TIMES as many crooked Western Cape police officers have been brought to book this year compared to two years ago, according to documents obtained by the *Cape Times*. **CHRIS BATEMAN** reports.

AT least 66 members of the Western Cape police, including eight inspectors and a senior superintendent, have been suspended or sacked in connection with crimes ranging from murder and theft of motor vehicles to fraud and obstruction of justice so far this year.

The *Cape Times* is in possession of the latest internal monthly police audit. It shows a growing trend of crimes involving dishonesty with attendant charges such as fraud, perjury, obstruction of justice, tampering with evidence, helping prisoners escape and corruption.

The document, which is sent to all area commissioners and provincial police heads, lists names, ranks, charges, police areas and dates the suspects or convicts were relieved of their duties.

It reveals that 13 police officers were relieved of their duties for committing crimes in 1996, nearly tripling to 34 last year. That number has grown to 66 so far this year.

Police provincial disciplinary officer Riaan Gauws said assault was still the top offence among the province's police, but added that the most "worrying" trend was the growth in crimes involving dishonesty.

"It's difficult to rank offences but I would say that the SA Police Service has inherited new agencies which include large numbers of people from municipalities or security guard companies, and these people may be behind this growing dishonesty. They have little experience and they often have a different attitude,"

he said.

According to the document, police are involved in vehicle theft rackets, housebreaking, rape and stock theft.

It is an indication that the police internal investigation and anti-corruption units are making headway in their battle against corruption.

The most senior policeman charged this year was P J Theart, a senior superintendent in charge of the province's Bellville-based Witness Protection Programme, who was suspended pending the outcome of his fraud trial.

Eight inspectors face possible charges including murder, perjury, corruption, assault and theft. They are:

- Inspector A S Baker of Mitchells Plain — murder, relieved of duties on August 17

- Inspector C Theunissen of Plettenberg Bay — murder, relieved of duties on June 25

- Inspector I N Scholtz of Kirstenhof — murder and attempted murder, relieved of duties on February 19

- Inspector R Braxton of Parow — perjury and obstruction of justice, relieved of duties on March 19

- Inspector L F de Jager of Sea Point — theft, relieved of duties on January 19

- Inspector K C Arendse of Athlone — theft, relieved of duties on August 11

- Inspector A Solucotho of Guguletu — assault with intent to do grievous bodily harm, relieved of duties on July 20, and

- Inspector J J van Schalkwyk of Mossel Bay — malicious injury to property and stock theft, relieved of duties on September 23

Alleged burglars include the following:

- Sergeant M A Lafon of Rondebosch, relieved of duties on September 13

- Sergeant A Oosthuizen of Riversdal, relieved of duties on January 30

- Constable S Davids of Mitchells Plain, relieved of duties on June 22

- Constable B J Diergaardt of Parow, relieved of duties on July 30

Provincial police spokesperson John Sterrenberg said "We don't hold with any form of misconduct by any police officers. Every case is thoroughly investigated and that very document you have there indicates that we don't hold back."

Sterrenberg said it was "unfair to label all policemen and women this way — they work their guts out and I can tell you from experience that they sideline and report these criminals very quickly."

He emphasised that there were 10 500 police officers in the province and that "self-evidently", the "rotten apples" made up a minuscule percentage.

Gauws said that often, criminal and police disciplinary board hearings took place soon after each other.

"It's a slow process because in terms of the Labour Relations Act, we have to give members access to documents and we have to work closely with the attorney general's office," he added.

His provincial disciplinary management team consisted of three investigators, two disciplinary board chairpersons and six administrative staff, including an interpreter.

Each police area has an internal investigation unit. There is also a provincial anti-corruption unit and the civilian-based Independent Complaints Directorate.

Help us stop cop killers, pleads Fivaz

Star 13/11/98 (251)

In no other country in the world are members of the police force slain in such numbers as in SA, says commissioner

By Rodney Victor and Sapa

The number of police officials killed in South Africa could be compared to no other country in the world, national police commissioner George Fivaz said yesterday.

Talking to reporters after visiting a critically injured policeman at Milpark Clinic in Johannesburg, a visibly angry Fivaz said the only way for police killings to stop was for the community to accept the police.

"We must create a situation where the community starts protecting their protectors. We can't even compare South Africa with anywhere else," he said.

Police statistics show 874 (319 on-duty and 555 off-duty) officers have been murdered in the past four years.

Yesterday afternoon, Sergeant Morné Visser (27) was fighting for his life after being shot in Hillbrow on Wednesday.

Visser and a colleague, Sergeant Derek Wasserval (27), were shot when they pulled over a stolen car in Twist Street. During the shootout, a badly wounded Visser returned fire and shot dead a suspect who had pinned Wasserval



Brave young crimebuster ... Siphon Mutiwane.

down behind the patrol car's door. Wasserval, who was shot six times in the arms and legs, is in a stable condition.

Earlier yesterday, Fivaz, speaking at a ceremony at Norwood police station, said South Africa could become a crime-free society if the country's 38 million law-abiding citizens mobilised against the possibly "2 million very serious" criminals in the country.

He was opening the new "client service centre", for-

merly known as the charge office. With the appearance of a modern banking hall, the centre presents a radical change from the cluttered and dreary sight that used to greet visitors. Funds for the conversion were provided by Hollard Insurance.

Fivaz said he was delighted to see the results of the partnership between police and business at Norwood.

"What we are witnessing today is really extraordinary. Six years ago, even, something like this could never have happened," he said.

During the ceremony, he presented a bravery award to a young boy who was the hero of an attack on his mother's home.

Eighteen months ago, little Siphon Mutiwane, then aged 8, jumped over a 2m-high wall to sound the alarm when three armed robbers attacked his domestic worker mom and her employer at their Linksfield, Johannesburg, home.

The youngster ran to the neighbours and told them "They have guns." Five minutes later, six police cars screamed to a halt outside the house, and police came pouring over the walls. "It was just like in the movies," Siphon said proudly.

1 090 cops killed in SA since '94

By Noxolo Nxusani

(251)

SINCE 1994, 1 090 policemen have been killed in South Africa, the police Crime Information Analysis Centre (CIAC) revealed yesterday

CIAC spokesman Superintendent Jannie Buys said the figure includes 120 police officers killed from January to June this year

Fifty-two police officers were killed in Gauteng alone this year, 33 in KwaZulu-Natal, 12 in the Eastern Cape, eight in Western Cape, five in North West, four in Mpumalanga, three in Free State two in Northern Province and one in Northern Cape

"These officers were either killed while performing their duties or while off-duty. Some were killed by members of the community and others by their colleagues," Buys said

The latest incident happened in Pretoria on Monday night when a police sergeant shot dead two colleagues before turning the gun on himself at the Koedoespoort police barracks

Their names are being withheld until their next-of-kin have been notified

Inspector Gideon Thessner said police are investigating two cases of murder and one of attempted murder. An inquest docket has been opened

Thessner said three policemen – two from the public order policing unit and one from Mamelodi police station – were chatting in the corridor at 11 35pm when the sergeant walked out of his room and told them they were making a noise. He drew his gun, shot at them and walked back into his room and killed himself

Meanwhile, National Police Commissioner

George Fivaz announced yesterday that police absenteeism had dropped by 21 percent from last year, resulting in a saving of R420 million to the taxpayer, Sapa reports

Fivaz told reporters in Pretoria the decrease meant that about 8 000 additional personnel were on duty between January and September compared with the same period last year

"This has more than adequately compensated for any reduction in the headcount," he said

Fivaz also announced a 20 percent drop in police suicides in the first six months of this year compared with last year

Assistant Commissioner Magda Stander said leave taken by police members dropped by 18 percent from last year, sick leave by 27 percent and special leave for sport, study and maternity purposes by 24 percent

SOWETAN 18/11/98

Devastated Fivaz vows to fight suicides, killings

(2/1)

'Every time a member commits suicide or is attacked I feel something dying'

By PHALANE MOYALE
Crime Reporter

Something dies inside police commissioner George Fivaz every time he hears that a member of the South African Police Service (SAPS) has committed suicide or been killed.

He told a press conference yesterday the death of every member was for him like losing a member of his own family. "We are one big family. And every time a member commits suicide or is attacked, as the head of the family, I feel something dying inside me."

He said the SAPS would use the latest scientific and high quality recruitment methods and start an employees' assistance programme to prevent further suicides in the service.

As a start, the first 1 200 recruits taken in since 1994 had undergone psychometric tests and line managers and experts were regularly monitoring them for signs of stress.

Fivaz said his office was shocked at the shooting at the Koedoespoort, Pretoria, police barracks on Monday when a sergeant killed two colleagues for talking too loudly before turning the gun on himself.

This brought the number of police officers who committed suicide in the past two years to nearly 300.

But Fivaz said the most disturbing was the number of po-

lice attacked and killed in greater numbers. Murders of police reached 120 in the first half of this year, bringing the total to 1 000 killed since 1994.

Most of the 120 murdered were lower-ranking constables between 26 and 35. More often than not they were off-duty. In the first half of 1997, 116 officers were killed.

Fivaz said the service would continue with trauma debriefing and suicide prevention projects.

Directives had also been issued to divisional and provincial commissioners for the implementation of workshop programmes.

Managers and members were sensitised to identify signs and symptoms at early stages and report to SAPS social workers and psychologists. Fivaz said this initiative had paid dividends by decreasing the number of suicides this year by 20% compared to last year.

Absenteeism in general also decreased by 21% this year compared to last year - resulting in 5,4 million working hours being saved in the first nine months of this year.

This meant approximately 8 000 additional members were made available, thus generating a saving of R420-million a year.

Fivaz added that the so-called Blue Flu sick-leave - absenteeism on Mondays - decreased by 26%.



Trace of death ... blood marks the scene and emphasises the tragedy at the police barracks in Koedoespoort near Pretoria where a policeman killed two colleagues and then himself on Monday night.

APR 18 1998

Countrywide protests by prisoners

(241) Show 18/11/98

Over 300 Johannesburg prisoners continued their hunger strike yesterday and clashes were reported in prisons around the country as nationwide protests against the withdrawal of prison privileges gained momentum.

The Department of Correctional Services on November 1 reduced the number of visits and the number of food parcels allowed to prisoners. It also banned private television sets and radios, saying it did not have the manpower for security searches.

Mpumalanga Correctional Services spokesperson Cynthia Kuhn said 20 inmates were injured when police teargassed prisoners who refused to be locked into their cells at Witbank's old prison on Monday night.

Gauteng Correctional Services spokesperson Rudi Potgieter said 339 inmates at Johannesburg Prison in Diepkloof, Soweto were refusing food. Many of the work-team inmates at Leeuwkop Prison near Kyalami did not report for gardening and other duties.

Clashes were reported in

Greytown in KwaZulu Natal on Monday night as 83 inmates refused to be locked in their cells.

Inmates at Pretoria Maximum Security Prison were waiting for the outcome yesterday of an urgent Pretoria High Court challenge against the withdrawal of privileges.

SA Prisoners' Organisation

Privileges give convicts something to strive for, says Bhudu

for Human Rights spokesperson Golden Miles Bhudu warned that prisons were on the verge of chaos because privileges were withdrawn without consultation.

"The implementation comes at an unfortunate time - it's going to be the festive season soon and food and visits will not be allowed, and their television sets and radios will be taken

away from them.

"The privileges gave them hope, something to hold on to, something to work towards. They became role models to the rest of the inmates. Without it, they will resort to gangsterism to keep themselves busy," said Bhudu.

Under the prison privileges system, prisoners start at model C with few privileges. Their behaviour is assessed every six months, after which they may be promoted to model B with added freedoms, and finally to model A which allows them extra visits.

If they misbehave, they face a special committee and are downgraded.

National Correctional Services spokesperson Russel Mamabolo said: "We are stopping unauthorised articles going in because it is difficult to search everyone. If someone brings a cake, how can we be sure it doesn't have dagga in it?"

Mamabolo said prisoners would have to use prison libraries to access newspapers and would still be allowed to receive book parcels - Sapa

Devastated Fivaz vows to fight suicides, killings

'Every time a member commits suicide or is attacked I feel something dying'

BY PHILIPPE MOTALA
China Reporter

Something dies inside police commissioner George Fivaz every time he hears that a member of the South African Police Service (SAPS) has committed suicide or been killed.

He told a press conference yesterday the death of every member was for him like losing a member of his own family. "We are one big family. And every time a member commits suicide or is attacked, as the police commissioner said, it is as if a member of his own family is dying inside me."

He said the SAPS would use the latest scientific and high-quality recruitment methods to identify signs and symptoms at early stages and start an employees' assistance programme to prevent further suicides in the service. Fivaz said psychologists and social workers would be paid to do this for the first time since 1994.

As a result, the number of suicides taken in the service since 1994 has decreased by 21% this year compared to last year - resulting in 5.4 million working hours being saved in the first nine months of this year.

This meant approximately 8 000 additional members were made available, thus generating a saving of R420-million a year.

Fivaz added that the number of suicides in the past two years to police officers who committed suicide in the past two years to nearly 300.

But Fivaz said the most disturbing was the number of police officers who committed suicide in the past two years to nearly 300.

lice attacked and killed in greater numbers. Murders of police reached 120 in the first half of this year, bringing the total to 1 000 killed since 1994. Most of the 120 murdered were lower-ranking constables between 26 and 35. More often than not they were off-duty in the first half of 1997, 116 were killed.

Fivaz said the service would continue with trauma debriefing and suicide prevention projects.

Directives had also been issued to divisional and provincial commissioners for the implementation of workshops.

He said the SAPS would use the latest scientific and high-quality recruitment methods to identify signs and symptoms at early stages and start an employees' assistance programme to prevent further suicides in the service. Fivaz said psychologists and social workers would be paid to do this for the first time since 1994.

As a result, the number of suicides taken in the service since 1994 has decreased by 21% this year compared to last year - resulting in 5.4 million working hours being saved in the first nine months of this year.

This meant approximately 8 000 additional members were made available, thus generating a saving of R420-million a year.

Fivaz added that the number of suicides in the past two years to police officers who committed suicide in the past two years to nearly 300.

But Fivaz said the most disturbing was the number of police officers who committed suicide in the past two years to nearly 300.



Trace of death blood marks the scene and emphasises the tragedy at the police barracks in Koedoespoort near Pretoria where a policeman killed two colleagues and then himself on Monday night.

Police absenteeism falls sharply

CT 18/11/98

(251)

PRETORIA. Police absenteeism had dropped by 21% from last year, resulting in a saving of 5,4 million working hours and R420m to the taxpayer, national police commissioner George Fivaz said yesterday.

He told reporters here that the decrease meant about 8 000 additional personnel were on duty between January and September this year compared to the same period last year.

"This has more than adequately compensated for any reduction in head count," he said.

Fivaz also announced a 20% drop in police suicides in the first six months of this year compared to last year.

Assistant commissioner Magda Stander, head of personnel services, said vacation leave taken by police officers dropped by 18% from last year, sick leave by 27%, and special leave for sport, study and maternity purposes by 24%.

The so-called Blue Flu, with police taking sick leave on Mondays, had

decreased by approximately 26%.

This was the result of management's new system of deducting from a member's annual leave if he or she was not able to provide a medical certificate after staying away from work, Stander said.

Fivaz attributed the successes to efforts by police management to improve morale in the service.

To this end, managers and members on the ground were taught to identify problem symptoms in their colleagues at an early stage and report to professionals for preventative action.

Suicide, absenteeism and corruption were identified as priority areas by police management.

Funds from the police budget were allocated to address these problems by means of workshops and other specific programmes.

"However, the successes do not in any way suggest that the problems of suicide and absenteeism are over. A lot

more needs to be done to achieve complete success in this regard, but we are confident that we are on the right path," Fivaz said.

Meyer Kahn, chief executive officer of the SA Police Service, said the successes were all the more pleasing if seen against the backdrop of overall low morale in the country.

Fivaz said a number of projects were under way to improve morale among police officers. These included trauma debriefing and suicide prevention programmes.

He described as a very sad event the killing of three police sergeants in Pretoria on Monday night.

A policeman shot and killed two colleagues at the Koedoespoort police barracks, apparently for making too much noise, before turning his service pistol on himself.

Police experts would analyse the episode to determine the reasons for the sergeant's actions, Fivaz said. — Sapa

Lower police absenteeism saving R420m

Sapa and Jonny Steinberg

PRETORIA — Police absenteeism dropped 21% from last year, resulting in a saving of 5,4-million working hours and R420m to the tax payer, national police commissioner George Fivaz

said yesterday

The decrease meant that about 8 000 additional personnel were on duty between January and September this year compared to the same period last year. "This has more than adequately compensated for any reduction in head count," he said. Fivaz also announced a 20% drop in police suicides in the first six months of this year compared to last year.

Assistant commissioner Magda Stander, head of personnel services, said vacation leave taken by police members dropped by 18% from last year, sick leave by 27%, and special leave for sport, study and maternity purposes by 24%. The so-called Blue Flu — members taking sick leave on a Monday — had decreased by 26%.

This was the result of management's new system of deducting from a member's annual leave if he or she was not able to provide a medical certificate after staying away

from work, Stander said

Fivaz attributed the successes to efforts by police management to improve morale in the service. Managers and members had been taught to identify problem symptoms in their colleagues at an early stage and report to professionals for preventative action.

Suicide, absenteeism and corruption were identified as priority areas by police management. Funds from the police budget were allocated to address these problems.

A senior detective said the measures taken to boost morale and tackle absenteeism were steps in the right direction, but did not yet address systemic causes.

"The heart of the problem is the large-scale exodus of experienced personnel and their replacement by people who are not perceived to be up to the job. Authority and respect for superiors is the crucial motivating force in the police and needs to be rebuilt.

"When levels of corruption start coming down, then we'll know that morale is high and that Kahn has done a sterling job."

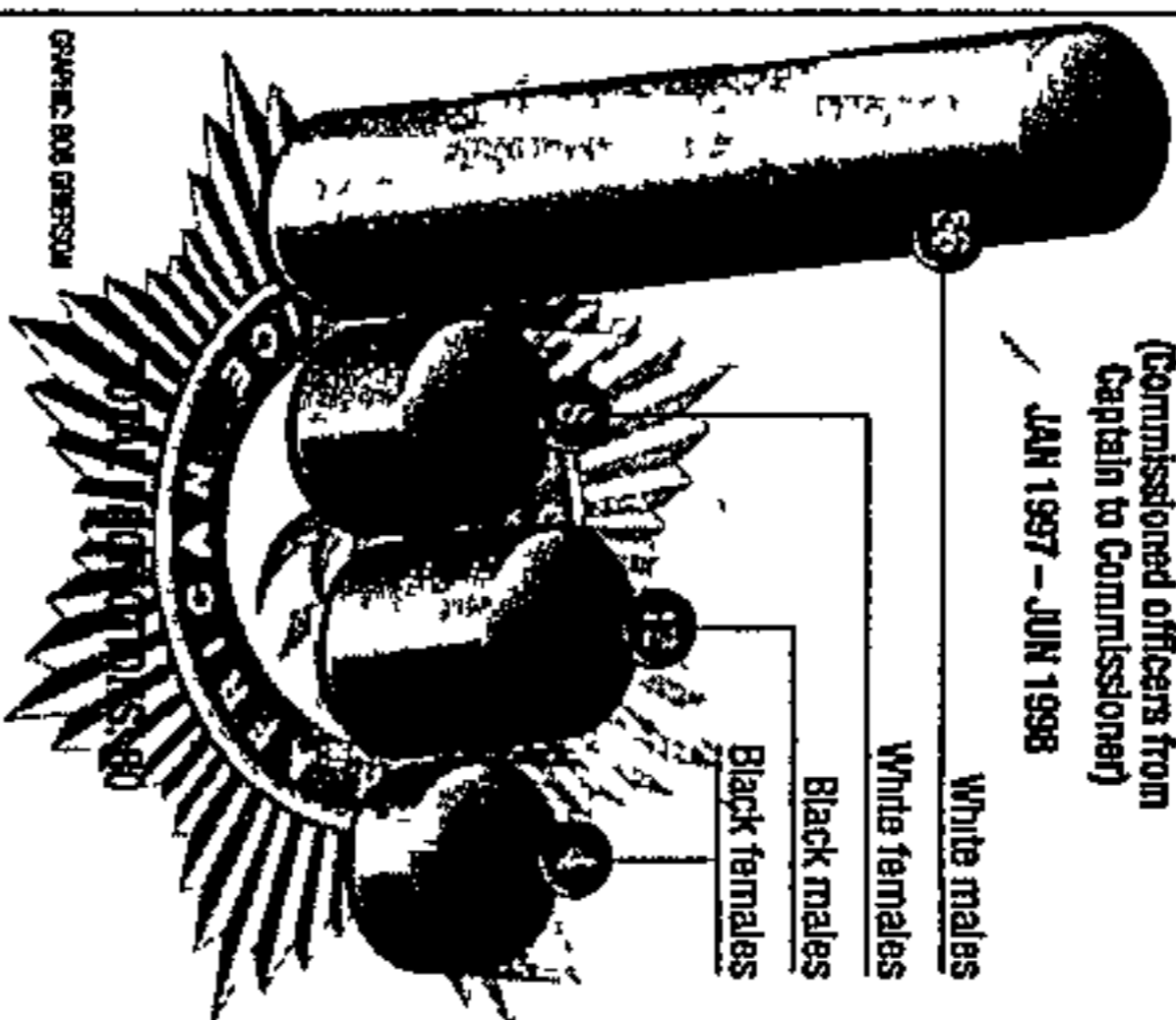
09 18 11 198

(2/11)

RACE ROW HITS CAPE COPPS

POLICE APPOINTMENTS W/ CAPE

(Commissioned officers from
Captain to Commissioner)
JAN 1997 - JUN 1998



'Promotions protect white power'

JOSEPH ARADES
Staff Reporter

Western Cape police management have been accused of perpetuating racism by continuing to appoint whites to senior positions and entrenching their power. The Black Officers Forum and the Police and Prisons Civil Rights Union (Popcru) say that in spite of the service's commitment to transformation and setting affirmative action targets nationally, the provincial hierarchy is ignoring these guidelines. This is strongly denied by the police director of human resource management, Colin Sherriff, who said Popcru's criticism

of management was unfair, as it was a well-documented fact that the SA Police Service had publicly declared its commitment to affirmative action.

"The result of this commitment can, for instance, be seen in the fact that four of the five senior management appointments, which were announced on Wednesday, are of black persons," Director Sherriff said.

The five posts mentioned were in the Free State, Mpumalanga and Gauteng. In the Western Cape the list of commissioned officers appointed - from the rank of captain to commissioner - shows that 80% were white. Now the province plans to appoint another 13 officers although seven will be promotions on the rank they presently hold. Popcru provincial chairman Greg Goss said, "The management here have advertised six senior posts and seven superintendent posts within the detective services."

"We don't have problems with the creation or filling of the posts - it's a necessary exercise - but our problem is that the advertisements did not say they were affirmative action posts or to be filled by previously disadvantaged members of the service."

"In terms of the job description, only officers ranked superintendent with at least five years' experience can apply. This means that about 80% of the black officers don't

qualify. Neither do those who were recruited into the service from the non-statutory forces, like the African National Congress department of information and security during the 1995 integration process."

Applications for the posts of director of crime intelligence, director of crime prevention, director of logistics, director of forensics, senior superintendent of human resource management in the West Metro-pole and senior superintendent of crime prevention in the West Metro-pole close today. The other posts for superintendents are

Racism row over top Cape police

From page 1

to be filled in the restructured, detective service. The majority of non-white officers in the province hold the rank of inspector or captain.

Superintendent Goss said the union was in arbitration with national police management about the filling of new posts within the service.

"Their wanting to fill these posts shows their complete disregard for the justice system and is a last-ditch effort to retain white control of the

police services in the province and to further oppress black members."

Black Officers Forum spokesman Peter Arendse said if one looked critically at the top management here, it became clear that it was not representative of the region's population.

"Yet they want to portray it as a homogeneous organisation. The present service is no better than the old police force and is still being dominated by white Afrikaner males."

"The provincial police in its present organisational culture is institu-

tionally violent towards its black members in particular and to the black communities in general."

Director Sherriff said no selection, evaluation or adjudication of applications for the most recently advertised senior posts had yet been done. "The particular advertisement for the six senior management posts states clearly that the police will endeavour to achieve representivity through the filling of the posts, and that applicants who can promote representivity will be given preference," he said.

Policemen thwarted in rural areas

Research reports highlight staff and community-relations problems, writes Jonny Steinberg

ASTR tracks of the SA country are not traced and witnesses are almost entirely untraced and brought to court. The area almost entirely untraced and brought to court. The area almost entirely untraced and brought to court.

Writing the average number of police officers in SA is 321 in 14 rural stations studied by the Institute's Siphon Ntuli, the ratio is more than 1 000 1

Police officer Tugela Ferry in the largest police station studied, Ntuli writes in the latest Nedcor crime index. "Here only one police station serves a population of nearly 2-million people living in a vast area of 1 470km² — an area renowned for its violent faction fights and murders."

Ntuli describes how the rural terrain thwarts the most rudimentary police work. "In Nguthu in KwaZulu-Natal, it took the police three days to search 10 houses because they could access the vast area only on foot."

Eric Pelser, the deputy-director of policy planning at the safety and security secretariat, said SA had inherited a "nightmarish legacy" in rural policing. "In the 1980s, resources were plunged into the urban areas to quell political dissent. Rural SA was severely neglected."

Pelser said the safety and security white paper adopted earlier this year deliberately omitted reference to rural security. "We wanted to focus on areas where we could have immediate and maximum impact. We did not yet know enough about rural crime to develop appropriate policy," Pelser said this week.

"We need intimate local knowledge in order to identify the priority crimes area by area and to develop strategies to address them."

Any strategy to deal with rural crime would have to go beyond law enforcement measures and embrace preventative actions, Pelser said. "Violence against women and children, witchcraft, alcoholism — these are all discrete problems which require discrete strategies."

However, the institute's Antonette Louw said the task of developing a composite rural crime-fighting plan had been sidetracked by the politicisation of farm killings. "No approach to rural crime has been developed at all. The political hype around farm attacks made us all believe farms are the whole of rural SA. "While there is no question that a specific strategy to combat farm attacks had to be developed, it is unfortunate the issue obscured the question of a rural crime-fighting strategy."

The task of developing competent policing in rural areas was daunting, Louw said. "In rural areas, the emphasis must be on community policing. Good local relationships between police and communities is the only way detectives will gather quality intelligence. "But in rural areas, witness protection does not work, detectives are less skilled than their urban counterparts and communities are deeply suspicious of policemen. "The building of trust and the sort of local knowledge which detection requires will be a formidable task."

bat farm attacks had to be developed, it is unfortunate the issue obscured the question of a rural crime-fighting strategy. The task of developing competent policing in rural areas was daunting, Louw said. "In rural areas, the emphasis must be on community policing. Good local relationships between police and communities is the only way detectives will gather quality intelligence. "But in rural areas, witness protection does not work, detectives are less skilled than their urban counterparts and communities are deeply suspicious of policemen. "The building of trust and the sort of local knowledge which detection requires will be a formidable task."



TODAY'S WEATHER

Pietersburg	18/05
Messina	21/30

9



Police men thwarted in rural areas

Research reports highlight staff and community-relations problems, writes Jonny Steinberg

VAST tracts of the SA country are not traced and witnesses side, are almost entirely unpoliced, leaving murders and other serious crimes uninvestigated, two research reports show.

Reporting on an excursion to Tsolo police station in the Eastern Cape, an area which has witnessed protracted social and political upheaval this decade, researcher Anthony Altbeker interviewed detectives who claimed to have 140 murder docketers on their desks.

The uniformed police officers and the detectives at the station share one working vehicle and a single telephone line, Altbeker writes in a monograph published this week by the Institute for Security Studies.

"Conducting inquiries, visiting crime scenes, attending complaints and even simple patrol work are all made virtually impossible because the vehicle is not able to deal with the horrendously maintained public roads. The lack of transport means suspects go unserved, suspects

cannot be brought to court." While the average number of rural stations studied is 321, in 14 rural stations studied by the institute's Siphon Ntuli, the radio is more than 1 000 J.

At 38 648 people for each police officer, Tugela Ferry in the KwaZulu-Natal Midlands had the largest police ratio of police officers to population studied, Ntuli writes in the latest Nedcor crime index. "Here only one police station serves a population of nearly 2-million people living in a vast area of 1 470km² — an area renowned for its violent faction fights and murders."

Ntuli describes how the rural terrain thwarts the most rudimentary police work. "In Nquthu in KwaZulu-Natal, it took the police three days to search 10 houses because they could access the vast area only on foot." Eric Pelser, the deputy-director of

policy planning at the safety and security secretariat, said SA had inherited a "nightmarish legacy" in rural policing.

"In the 1980s, resources were plunged into the urban areas to quell political dissent. Rural SA was severely neglected."

Pelsaer said the safety and security white paper adopted earlier this year deliberately omitted reference to rural security.

"We wanted to focus on areas where we could have immediate and maximum impact. We did not yet know enough about rural crime to develop appropriate policy," Pelsaer said this week.

"We need intimate local knowledge in order to identify the priority crimes area by area and to develop strategies to address them."

Any strategy to deal with rural crime would have to go beyond law enforcement measures and embrace preventative actions, Pelsaer said.

"Violence against women and children, witchcraft, alcoholism — these are all discrete problems which require discrete strategies."

However, the institute's ArtoINETTE Louw said the task of developing a composite rural crime-fighting plan had been sidetracked by the politicisation of farm killings.

"No approach to rural crime has been developed at all. The political hype around farm attacks made us all believe farms are the whole of rural SA."

bat farm attacks had to be developed, it is unfortunate the issue obscured the question of a rural crime-fighting strategy."

The task of developing competent policing in rural areas was daunting, Louw said.

"In rural areas, the emphasis must be on community policing. Good local relationships between police and communities is the only way detectives will gather quality intelligence."

"But in rural areas, witness protection does not work, detectives are less skilled than their urban counterparts and communities are deeply suspicious of policemen."

"The building of trust and the sort of local knowledge which detection requires will be a formidable task."

9

Rainfall

TODAY'S WEATHER

Pietersburg 10/20c

Messina 21/30

11 2 5
10 2 5
9 2 5
8 2 5
7 2 5
6 2 5
5 2 5
4 2 5
3 2 5
2 2 5
1 2 5

Minister's pen needed to empower rent-a-cop scheme

AFTER a long delay, an agreement to step up policing in the Western Cape is likely to be signed next week. Meanwhile, several communities have launched initiatives to combat crime in their areas. **RHODA DAVIDS reports**

DESPITE the urgent need for increased policing in the Western Cape, it has taken Safety and Security Minister Sydney Mufamadi more than six months to sign an agreement formalising the region's "rent-a-cop" scheme.

The Cape Metropolitan Council (CMC) has made R5 million available for the scheme, which is still on track despite delays.

At a top-level meeting in Cape Town this week, it was decided the agreement could be signed when Mufamadi returns from Russia, where he has accompanied Deputy President Thabo Mbeki on a visit.

National police commissioner George Fivaz were among those present at the meeting, which addressed problems facing the rent-a-cop programme.

Chris Joubert, a former Democratic Party councillor now working in the CMC's police department, has been involved in trying to get the rent-a-cop project off the ground for the past three years.

He said his main job would be to promote the development of metropolitan and community policing initiatives and help liaise between the parties involved. His mission is to give the initiative the attention that it has been lacking.

"Now that the CMC has made the funds available, we want to increase the number of areas where they can operate," said Joubert.

So far there are 119 rent-a-cops — also known as "bobbies on patrol" — operating in greater Cape Town. Fifty patrol the trains and are sponsored by Metrorail, 55 operate in the CBD and are sponsored by businesses in the area, and 14 patrol the Sea Point area and are sponsored by residents. "My ideal is to get this initiative

going in places like Nyanga, Guguletu and other townships, and also areas on the Cape Flats. Hopefully we can receive a comfortable contribution from each local authority."

According to Joubert, inquiries about deploying rent-a-cops have been made by the Waterfront and Century City managements, several hotels on the Foreshore — a hot-spot for muggings — and the Table Mountain cableway.

Mitchells Plain is set to launch its rent-a-cop scheme on December 14, followed soon afterwards by Kenilworth and Wynberg.

One of the major objectives of the initiative is to create jobs for the unemployed.

"They do not have any fringe benefits at the moment, but as the scheme grows we are hoping to give them all those extras," said Joubert.

David Frost, spokesperson for Community Safety MEC Mark Wiley, said "He backs the rent-a-cop scheme fully and this is why the provincial government has to look at all the various ways to get it formalised."

"We do understand, however, that cost implications are the government's main concern, but if there are people who are prepared to get involved and assist financially then that would obviously help."

The rent-a-cop initiative has also helped to increase community involvement and reduce crime in some areas. The scheme has proved effective in areas where prostitution is on the rise and drug trafficking is rife.

Vernon Plaaitjes, 26, who has been a rent-a-cop for more than two years, commented "I think if people see us when we are patrolling the streets, it is a bit of a consolation and it also scares off the culprits before they do anything wrong."

Plaaitjes is a sergeant and operates like any other police officer. He and his colleagues wear the same uniform, do the same work and are allowed to make arrests, the only difference being that the state pays for ordinary police officers and sponsors pay the rent-a-cops.

He travels daily from Atlantis by bus to perform his patrolling duties on the CBD streets.

He began his law-enforcement career as a police reservist in Atlantis but he was not getting paid and could not support himself. Now the rent-a-cop scheme is his lifeline.

"I get by with what I'm earning now. It is enough to put food on the table, to buy my children food and toys at the end of the month," said Plaaitjes.

"I live with my mother. With my paying job, I don't work on her nerves so much any more," he joked.

The rent-a-cops work eight-hour shifts and there are officers on duty 24 hours a day.

Plaaitjes' beat is generally the centre of town, where he says most people co-operate well with the police.

"People are always approaching us for help whenever it is needed. We also assist tourists when necessary."

According to Plaaitjes, street children present the biggest challenge to him and his colleagues.

However, he believes the crime situation is slowly improving. "Of course, there is still crime being committed — robbers and muggings — but there is not as much as there used to be."



CRACKDOWN PROMISED Prostitution is on the rise in Kenilworth but soon the rent-a-cops will be patrolling its main road to help maintain law and order



ON PATROL: Vernon Plaaitjes from Atlantis has been a rent-a-cop for over two years now. Here he is patrolling St George's Mall in Cape Town's CBD. **PICTURE: MUMAHID SARADEN**

(51) ~~11/11/98~~ 26/11/98

COMPLAINTS LAID AGAINST SERVING SAPS MEMBERS
(JAN 1997 TO MAY 26 1998)

NATURE OF COMPLAINTS	CATEGORY	TOTAL COMPLAINTS	NATURE OF COMPLAINTS	CATEGORY	TOTAL COMPLAINTS
Abduction	Serious	13	Poaching	Minor	16
Armed robbery	Serious	195	Pointing of a firearm	Minor	1 057
Assault	Minor	5 217	Poor investigation	Minor	21
Assault (grievous bodily harm)	Serious	2 046	Possession of counterfeit money	Minor	4
Assisting a prisoner to escape	Serious	340	Possession of unlicensed firearms	Minor	66
Attempting sodomy	Serious	3	Possession of stolen property	Serious	60
Attempted murder	Serious	797	Possession of stolen vehicle	Serious	32
Attempted rape	Serious	61	Public violence	Serious	8
Bribery	Minor	38	Rape	Serious	149
Corruption	Serious	306	Reckless/negligent driving	Minor	4 168
Defeating the course of justice	Minor	181	Refuse to divulge identity	Minor	1
Desertion	Minor	115	Resisting arrest	Minor	35
Driving while under the influence of alcohol	Serious	499	Robbery	Serious	171
Escape from custody	Minor	58	Sexual harassment	Minor	6
Extortion	Serious	30	Sexual intercourse with a minor	Minor	2
Family violence	Common	11	Shoplifting	Serious	25
Fraud	Serious	291	Sodomy	Serious	1
Handling a firearm while under the influence of alcohol	Minor	152	Taking a prisoner out of prison without the necessary authority	Minor	1
Housebreaking and theft	Serious	159	Theft	Serious	1 550
Indecent assault	Serious	52	Theft of a firearm	Serious	101
Malicious damage to property	Minor	613	Theft of a motor vehicle	Serious	130
Murder	Serious	332	Theft out of a motor vehicle	Serious	61
Negligent loss of a firearm	Minor	483	Traffic offence	Minor	40
Operating of a brothel	Minor	16	Unlawful trespassing	Minor	21
Perjury	Serious	36	Use of a vehicle without permission	Minor	235

Police do more crime

Mail & Guardian reporters

The South African Police Service (SAPS) has 1 500 policemen on its staff who were convicted of criminal offences in the past 17 months

More than 50 serving policemen have been convicted of assault in the first half of this year. And the SAPS believes attempted sodomy by one of its own is more serious a crime than a policeman having sexual intercourse with a minor.

These are some of the highlights of statistics released by the police this week to the *Mail & Guardian* about charged and convicted policemen.

The table, left, provides a breakdown of the extraordinary number of criminal charges laid against policemen from January 1 last year to May 26 this year.

Police battled to provide a breakdown of the 1 212 convictions of serving officers in 1997 despite writing a special computer programme to answer the *M&G's* query. However, they provided an analysis of the more than 400 convictions of policemen during the first half of 1998.

During this period, eight policemen were convicted of murder, 20 of negligent use of a firearm, 82 of reckless driving, 42 of assault with intent to do grievous bodily harm and 16 of corruption.

The SAPS's categorisation of crimes committed by their own — "minor" or "serious" — is as intriguing as the statistics themselves.

The culprits include some of South Africa's highest ranking officers. KwaZulu Natal's Provincial Commissioner Chris Serfontein faces pressure from violence monitors and police unions to resign. In 1966 Serfontein was convicted of culpable homicide and assault.

Secretary general of the Black Officers' Forum, Jack Magatho, said internal disciplinary measures did not work and claimed that convicted officers often enjoyed promotion.

The figures suggest that policemen are three times more likely to commit a crime than the average civilian.

86/12/98 - 11/12/98
MAG 27/11 - 2/12/98

(251)

X

CRIMEBUSTING SHAMBLES

AKL 7/1/99 (21) (21)

Watchdog raps police performance

JOHAN SCHROENEN
CRIME CORRESPONDENT

The police National Crime Prevention Strategy is failing because it was based on inaccurate crime information and is poorly managed.

This is one of the findings by auditor-general Henri Kluever, whose latest performance audit exposed serious shortcomings in the day-to-day running of all 12 departments scrutinised last year.

The departments included the SA Police Service, Central Statistical Service, SA Revenue Service and the SA Air Force.

In his report, Mr Kluever said the strategy had no business plan to address such crimes as fraud, hijacking and illegal possession of firearms, although it identified them as priority crimes.

Auditor-general inspectors found that although an estimate by the SA Institute of Race Relations that a 50% under-reporting of crime was taken into account by strategists when crime statistics were considered, an important victim survey was not performed.

A victim survey would have further modified figures to establish a realistic scenario before the strategy was compiled.

The strategy had also not addressed the problems of overflowing courts and failed to implement a business plan designed to curb the theft of crime dockets.

The report singled out a court which had 1 267 cases on the roll in May last year, when the acceptable norm was only 120 cases. And at one police station 400 dockets were stolen in the first half of 1996.

Mr Kluever said the police and the SA

National Defence Force were poorly managed and squandered millions of rands of taxpayers' money.

In the SAPS, the audit highlighted inefficient and poorly trained staff contributing to poor performance and unacceptable service delivery.

Inefficient control over found and recovered stolen property was also cited as an area of concern.

At one police station, staff could not produce 16 firearms reflected in their registers, the report said.

At another police station, only 28% of members had done their six-month basic training, while five could not read or write.

This contributed to 86 of a sample of 115 dockets being closed before going to court.

Of the cases which reached court, only 9% resulted in convictions, Mr Kluever said.

Cape police performance 'pitiful'

Linda Ensor

CAPE TOWN — The African National Congress (ANC) in the Western Cape yesterday described the performance of the SA Police Service (SAPS) in the province as "pitiful", with not one of 420 local pipe bomb attacks over the past three years having resulted in a conviction.

More than 100 people had been killed and hundreds injured and maimed as a result of the attacks, most of which had occurred in the gang-infested Cape Flats. Yet the area had been accorded low priority in terms of policing compared with "white" suburbs, where serious crimes were usually solved within hours, the ANC has charged.

Provincial police commissioner Leon Wessels rejected the criticism as "wrong and misleading", saying arrests had been made in connection with the bombings and that several court cases were pending.

A total of 2 817 special operations had been conducted on the Cape Flats since October 1997, in which 44 240 vehicles and 25 019 premises were searched, 1 980 roadblocks set

up, 37 861 suspects arrested, and 1 967 stolen vehicles, 2 620 firearms and stolen property worth R31m recovered.

The ANC said all the leading investigators involved in the pipe-bomb cases were white Afrikaner males. Top positions were mostly occupied by relics of the old order who had little will to succeed in the fight against crime. The police found it difficult to act forcefully to stamp out gangs which they had used in the past to fight anti-apartheid forces. Little progress had been made in transforming the police.

Wessels conceded that the force was not yet fully representative, but said this could not happen overnight. He said 83% of senior management, 90% of middle management and 78% of junior management were white. On the other hand, 50% of area commissioners and 36% of station commanders were black.

ANC provincial spokesman Cameron Dugmore said that of the 72 management positions filled in the Western Cape police over the past 18 months, 58 were white males, two white females, two black females and

10 were black males.

He accused the serious violent crimes unit head Leonard Knipe of failing to produce results.

"The investigation team that deals with urban terror bombing in the province consists of people who do not understand our communities and the failure of the investigations is inevitable."

Wessels noted that 70% of the cases under investigation by Knipe's unit originated on the Cape Flats, and therefore 70% of its manpower was concentrated on these areas.

The ANC has called for the immediate disbandment of all specialised units, including the 11-man Pagad task team. The experienced detectives released in this exercise could be redeployed to police stations in the most crime-ridden areas.

Dugmore said "There needs to be a national intervention to put in place an interim provincial management committee to take care of the day-to-day functioning of the force and to implement a strategy of transformation which would lead to the appointment of a new police commissioner and top management."

BD 8/1/99 (251)

Accidents in army, police cost millions (271)

14 500 government vehicles worth

R150-million smashed in two years

BY PHALANE MOTALE
Crime Reporter

Members of the police, army and prison department have smashed more than 14 500 state-owned vehicles valued at more than R150-million over the past two years, recent figures show

These collisions have also resulted in the death of 226 members and civilians, while at least 26 of the drivers were found to be under the influence of alcohol during the accidents.

According to the Ministry of Defence, members of the South African National Defence Force have written off 171 vehicles valued at R8,6-million in accidents since 1997

A total of 2 592 vehicles – just less than 5% of the SANDF fleet – were involved in accidents, killing 28 civilians and 35 defence force members

It was later discovered that 24 defence force members were under the influence of alcohol at the time of the accidents.

The total value of the vehicles involved in accidents was R141-million, and 1 425 vehicles were repaired, at a cost of R7,8-million

Since the beginning of 1997, 53 SANDF vehicles – including 24 minibuses, 18 one-ton trucks; nine sedans, a troop carrier and a motorcycle – were stolen. Only 10 vehicles were recovered

Between April 1997 and March 1998, a total of 11 263 South African Police Service vehicles were involved in acci-

dents A total of 682 vehicles valued at R11,8-million were written off.

Senior Superintendent Andrew Lesch of the SAPS said the cost of repairs and replacement of vehicles for the same period amounted to R25,8-million.

He said that between January 1997 and last month at least 153 members of the service were killed in vehicle collisions There were no figures of civilians killed in collisions with police vehicles

Lesch could not supply official information regarding the number of members charged for driving under the influence of alcohol and the theft and recovery of vehicles

But the situation was better in the Department of Correctional Services, with only 83 vehicles valued at R801 000 written off during the same period The amount did not include figures for the Western Cape, North West, the Free State, Gauteng and Northern Province

Spokesperson Russel Mamabolo said the department's figures were lower because vehicles used by the department were managed by the Government Garage.

A total of 658 correctional services vehicles were involved in accidents, killing 10 civilians and members Two members were under the influence of alcohol at the time of the accidents. The total value of the vehicles involved in accidents was R6,2-million

Sam 12/1/99

Black student cops complain about lack of transformation

By McKeed Kotlolo

BLACK staff at the South African Police Service Training College in Pretoria have complained about the lack of transformation at the institution in the past five years

They claimed the current management ignored transformation and instead entrenched "white male domination" at the college, nepotism as well as discrimination against students

In a statement released to *Sowetan*, they claimed that white male officers still run the show, "running the college

as their personal property or spaza-shop. Decisions about serious matters are taken without consultation"

The allegations were denied by the SAPS human resources management, which said 14 blacks were promoted last year and that only six percent of the staff were couples

On discrimination against students, Senior Superintendent Johan Smal said the community deserved and expected well-trained and competent officers to serve them. He also said blacks comprised 61 percent of the new recruits, whites eight percent, coloureds 20 per-

cent and Indians 11 percent

The authorities also reminded the disgruntled officers of the procedures to follow when registering complaints

Some instructors said they were delighted when a coloured commander of the college was appointed in 1996 and hoped that she would "speed up the transformation process in this white male-dominated college"

Instead of recruiting members of colour to balance the ratio "she seemed to entrench white male domination"

To support their complaints of white male domination, they claimed

that in a staff complement of 42 captains, there were only two Indians and two blacks. There was only one black male out of 27 superintendents and "the rest are white"

The officers said the 14 promotions referred to were all in the lower ranks

On nepotism, they said that about 70 percent of the staff comprised of white couples. This they said was proof that the placing of members in the institution was based on "family ties" and not productivity and effectiveness of members

Dissatisfied

The dissatisfied officers alleged that those in power at the college discriminated against trainees. Those who failed exams were dismissed while those who obtained lower marks were allowed to continue with their training, they said

The complainants cited an example of a trainee who was dismissed for obtaining 78 percent instead of the required 80 percent in an examination while about 19 others had failed both their exams and the remedial exams

Some of the latter were still at the college even though they obtained as little as 54 percent

They added that with the recent introduction of the Integrated Modular System, whereby an instructor is assigned to teach a specific class for the whole of basic training, students were disadvantaged since not all instructors were ready to teach all subjects

They too were still learning the content of the subjects

Cape cops never had a chance

ST (CM) 17/11/99

Pretoria's top men ⁽²⁵⁾ say local force lacked proper resources

KEN VERNON

TOP policemen responsible for implementing Operation Good Hope aimed at ending the outbreak of urban terrorism in Cape Town say local police will be included in the plan

In an exclusive interview, Pretoria-based police commissioners Andre Pruis and Manie Schoeman outlined the structure of Good Hope, saying that local police had had no chance of success against terrorists because they had not had the necessary resources

They denied that they would be excluded from the operation

"The problem was that, over time, resources were slowly bled from Operation Recoil, the original exercise dealing with the conflict between gangsters and vigilantes, making the task more difficult," said Pruis

"Police intelligence staff in particular were asked to do too much. They had to provide intelligence not only on urban terrorism, but on inter-gang warfare, conflict between Pagad and gangsters, taxi conflicts and ordinary crime

"Under Good Hope the new commanders will live, eat, sleep and dream urban terrorism — and nothing else, and will be given everything they need in terms of men, machines and money"



ANDRE PRUIS

Police have requested that the names of operational commanders be kept secret following the assassination of Captain Bennie Lategan on Thursday night, but one Cape man pivotal to the success of Good Hope is Assistant Commissioner Ganief Daniels

He will co-ordinate the work of the men on the ground in charge of the three pillars of Good Hope — intelligence, investigations and operations — and relay information to the operation's commanders in Pretoria

"I'm proud that Commissioner (George) Fivaz thinks I can do this job," Daniels said this week "It is the biggest challenge of my career, so big that if I do not succeed South Africa is in for trouble"

Pruis said a large amount of intelligence on people and groups thought to be behind terror had been built up under Operation Recoil

Schoeman said Director Leonard Knipe, the head of Serious Violent Crimes unit in the Western Cape and the man previously in charge of the probes into Pagad and gang-related bombings had more than enough on his plate dealing with non-vigilante crime

Both men denied that the new plan represented a Pretoria take-over of anti-terror operations in Cape Town, despite the fact that only two of the top eight positions in Operation Good Hope went to Cape police

"Operation Good Hope will be intelligence-driven and prosecution-aimed," said Pruis "Its first aim is to restore stability by arresting the perpetrators of acts of urban terror and its second aim is to build a bridge from stability to normalise the Western Cape

"It will do this by adopting a strict zero-tolerance stance and by using whatever legal means we have at our disposal"

He denied that Operation Good Hope represented a declaration of war against Pagad "or anyone else"

"It is impossible to separate the many strands of urban violence. All will be addressed and eliminated"

Good Hope was scheduled to take over from Operation Recoil on January 25, but some units had already been deployed

● See page 2

Fed-up cops seek work abroad

(251) (222)
BY TWEET GAINSBOROUGH, WARING
Star 30/1/99

Disillusioned and demoralised South African police members are being snapped up overseas, where they are highly regarded.

Emigration consultants told the *Saturday Star* they were handling a steady stream of applications and inquiries from SAPS members about emigration to Canada, Australia and New Zealand.

Andy Kerr of Network Migration said. "We've had a consistent number of policemen and women coming to seminars on emigration. We see between six and 12 police force members a month for initial consultations about the prospects of going to Canada, New Zealand and Australia."

Kerr said all the police he had processed had been snapped up overseas.

"They are well respected overseas and those we have processed have found work either in the private sector or in the police service within a few days."

The main reason police members give his consultants for wanting to leave is frustration at affirmative action and reduced promotion prospects for whites.

Other reasons include corruption in the service and low pay for dangerous work.

Cape Town police captain John (not his real name) is 30, has one child, and is looking for a brighter future.

He opted for New Zealand and applied in 1996 to emigrate.

Fed-up policemen seek jobs abroad

months, but stressed that placing them in New Zealand - a popular destination - was not always easy because they needed at least a three-year qualification that met New Zealand requirements.

He told the *Saturday Star* that, based on the number of inquiries he had received from policemen, he had written to the New Zealand minister of immigration asking for an exemption for South Africans because there were so many who could make a valuable contribution to New Zealand.

He said the New Zealand police had recently run a major

local recruitment campaign. According to SAPS headquarters in Pretoria, members of the police force have been resigning at a rate of 300-400 a month since the middle of last year. Many of these went into the private security sector.

SA's police national administration diploma is a three-year course through Technikon SA, done by correspondence, which is rated the equivalent of only two years' study in New Zealand. So South African policemen hoping for jobs there need to pass an additional four subjects through the technikon in order to be considered.

Now he is completing the extra year of study to bring his qualifications in line with those required by the New Zealand police service.

"I enjoy police work, but do not see much chance for good promotion in South Africa."

"In my circle, my emigration is being seen as a test case - if all goes well, there will be an exodus," he said.

Mike Forman, a Cape Town emigration consultant, confirmed that inquiries from policemen had increased significantly over the past six

Star 30/1/99

ANC Warns

Third Force

By CHRIS HLONGWA

A "THIRD FORCE" law would be one of the first pieces of legislation the ANC government would put into place after the elections, national chairman Patrick "Terror" Lekota said at yesterday's mass funeral of seven victims of last week's massacre in Richmond, Kwazulu-Natal midlands.

Lekota said there was presently "no adequate legal framework" to remove members of the judiciary and the police who were bent on frustrating the ANC.

He said Mbongeleni Mtole, the bodyguard of Sifiso Nkabinde of the United Democratic Movement, had been given bail by a magistrate, despite having been implicated in several murders, including the infamous "tavern massacre" last July.

"While he was out on bail he was one of the murderers who killed the 11 people in Indaleni last Saturday," said Lekota.

Mbongeleni is believed to have taken part in a revenge attack after Nkabinde's shock assassination hours earlier.

Slamming the decision to give Mtole bail, Lekota said "There are people who want to frustrate and discredit this democracy. There are magistrates who have been working with the Third Force."

Mtole was shot dead by security forces outside his Ndbezitha homestead, soon after the attack.

Lekota said a police report indicates that the barrel of Mtole's rifle was still hot when he was shot. "And there were bullets jammed in the rifle. That is the only thing that stopped him from shooting more people," said Lekota.

Mtole was also buried yesterday, in Magoda, next to Nkabinde's

house. In the rival ANC stronghold of Indaleni women and children cried uncontrollably and some collapsed during the service for the seven Ndbezitha family members.

Lekota made an impassioned plea for reconciliation among the two communities and urged the local ANC command to lead the process. "People must talk about this at schools, on buses, at workplaces and in the church. There must be free political activity in Indaleni and Magoda," said Lekota.

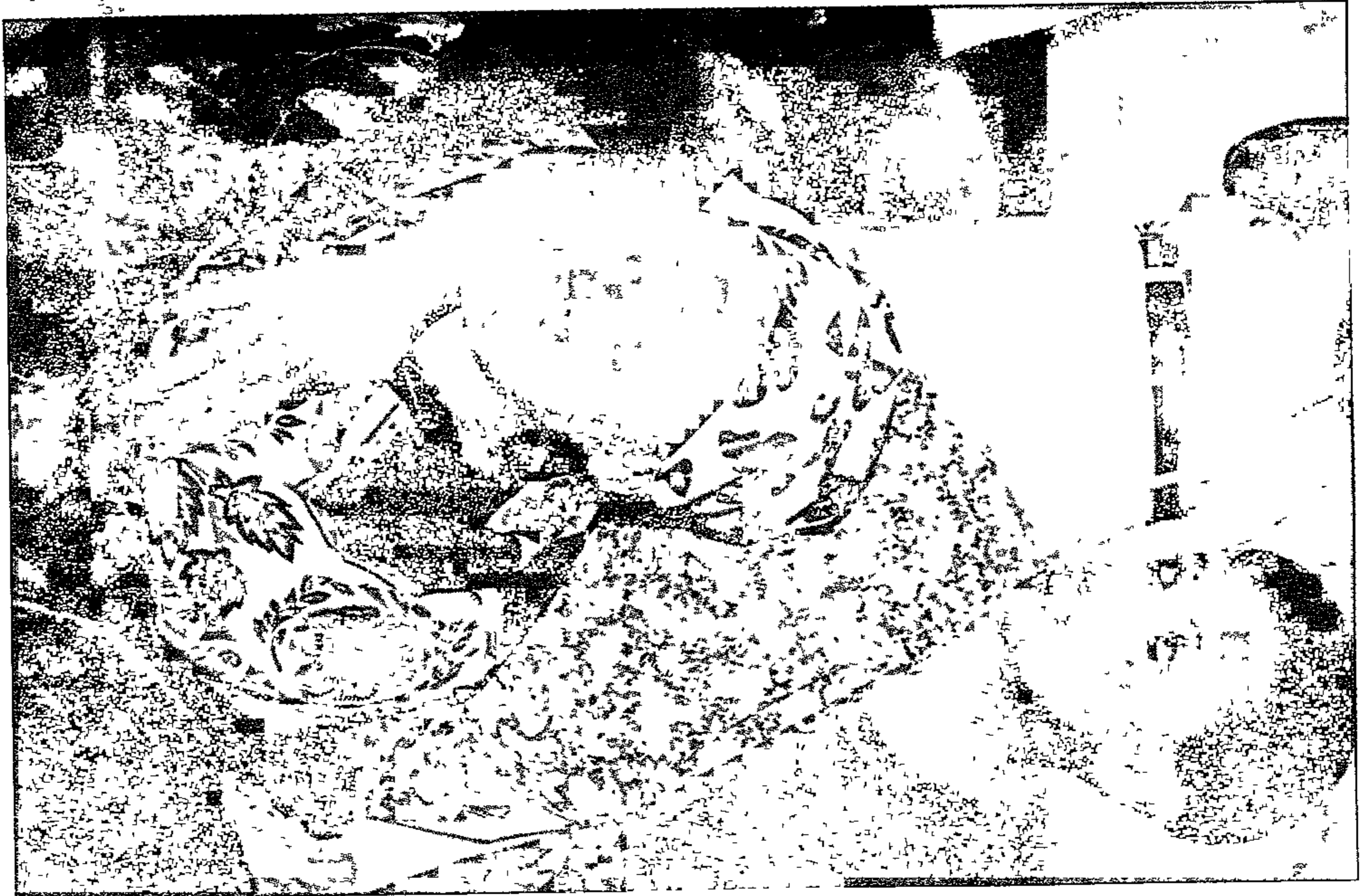
Delivering a message from Thabo Mbeki, the ANC President, Lekota said "UDM members should be allowed to hold meetings in Indaleni and ANC members must be able to have meetings anytime in Magoda. You must insist on the right of the UDM and the IFP, to hold meetings in Ndaleni."

"There are members of the UDM in Indaleni and ANC members in Magoda. That is part of human nature. They must be able to exercise their freedom. We have fought for this freedom and everyone is the responsibility of the President (Mbeki). Go tell them that."

Lekota would have loved to attend Nkabinde's funeral today, but "I can't because the emotions are still high." There will be a heavy police presence at Nkabinde's funeral.

Those who were buried yesterday are Siyabonga, Simosezwe, Zwelakhe, Sibuso, Adelaide and Madlamini, all of the Ndbezitha homestead, and Tozi Kunene.

There were no reported incidents yesterday. Four other victims will be buried next week elsewhere in the province.



HEARTACHE IN RICHMOND Grieving relatives support each other at the funeral of seven victims of last week's massacre. Pic PANYAZA MCINEKA

Popcru suspends unruly leaders

(2/1) Sotho 11/2/99
By Jimmy Seepe

THE entire provincial leadership of the Police and Prisons Civil Rights Union in KwaZulu-Natal was suspended at the weekend by Popcru's national executive committee as the union flexes its muscles against unruly members

The suspension comes amid reports of insubordination by the provincial leaders who in the past month have lodged several protests against the police and Department of Correctional Services without the mandate from the national leadership

Popcru national spokesman Mr Siyavuya Jafta confirmed the suspension and said a task team led by Popcru deputy president Mr Meshack Mpeva has been set to investigate the provincial leaders' conduct

The rift between Popcru provincial and national leadership came to a head after warders in Pietermaritzburg tried to force the management of the prison to quit

It is alleged their action was directed at new provincial Correctional Services

commissioner Ms Thandi Kgosidintsi, who was also fighting her redeployment

Two months ago Kgosidintsi was accused of leaking information to the media accusing Correctional Services Commissioner Khulekani Sitole of using state money to fund a football club and of taking unauthorised foreign trips

Jafta said an interim leadership would be named after a visit to the area today

He said the national leadership decided on the suspension because they were incapable of running the organisation

Public profile

"Their inability to lead has brought too many crises for the union that are harming our public profile in the province," said Jafta

"Popcru will not associate itself with undisciplined and unruly members who even defy their own leadership"

Meanwhile, Kgosidintsi is now said to have approached the union - the Public Servants Association - to help her fight her relocation from Pretoria

Court fight looms over running of Cape police

INVOLSI GOMHE

SPECIAL CORRESPONDENT

FRS 3/2/99

The Police and Prisons Civil Rights Union says it is planning to take legal action against Western Cape police management over redistribution of police resources.

The union said this follows the failure of two meetings with police management to address the issue

Popcru, in conjunction with the South African Police Union (Sapu), were unhappy about the imbalance of detectives and vehicles in five different east metropole police stations - Gordon's Bay, Strand, Somerset West, Macassar and Khayelitsha.

They claimed that Gordon's Bay and Somerset West were overstaffed while the remaining three stations were short of detectives and vehicles. They called for the "linking-up" of

the five stations so that personnel and resources could cover the area as a sector.

The unions said they had walked out of two meetings with provincial police management on the issue.

But provincial police spokesman Etienne Terblanche said the latest meeting, held earlier this month, had not been an official meeting of the provincial forum, but a fact-finding meeting attempting to address workload problems at the Strand.

He said Popcru was wrong to say the groups had reached deadlock, claiming a deadlock could only be declared at an official meeting of the provincial negotiating forum.

He said Sapu had asked management to convene a follow-up meeting to discuss the problems in the Strand.

Popcru's chairman in the Western Cape, Greg Goss, is to meet Popcru national executives in Johannesburg

at the weekend to discuss the plan to take management to court.

Superintendent Goss said that at Khayelitsha and Macassar one detective would be investigating between 120 to 200 cases, although he should never have more than between 25 and 40 cases.

"According to the constitution an accused must be in court within 48 hours of arrest, but if four to five detectives are using one vehicle, and each detective has more than 100 cases to investigate, then it's impossible.

"One detective needs to go to court, another wants to make an arrest, the next wants to go out to do an interview for an investigation while the last one needs to go to the crime scene. How can they cope with just one vehicle?"

Early in November Popcru submitted two proposals to the provin-

cial police management and the east metropole management. One proposal called for the stations to work together as a sector, and the other was for detectives to be given more training.

It was felt they were doing poor work "because they were not properly trained" - a problem raised by deputy provincial commissioner Adam Bihauw early this year.

But Captain Terblanche said the reason for disagreement arose from the fact that the unions could not attain a mandate from the members represented in Somerset West, Gordon's Bay, Macassar and Khayelitsha. Also, he said, the issue of training of detectives had never been mentioned.

"I would like to reiterate that management is always prepared to negotiate with a mandated union on matters which are of mutual concern."



Flashback: police drag away a protester during the demonstration against British Prime Minister Tony Blair's visit to Cape Town last month

Is our thin blue line stressed to breaking point?

Are the strains and stresses of being a policeman in Cape Town getting the better of the men in blue?

Recent television images of a police reservist butting an unruly Waterfront patron and of police dragging dying demonstrator Yusuf Jacobs into a van outside the Castle during an anti-Tony Blair protest suggest as much

But it is not easy being a policeman in Cape Town. Bomb attacks on police stations, the killing of top murder and robbery detective Bennie Lategan and difficult working conditions have added to the policeman's burden.

During the past few months there has been a marked increase in the number of charges brought against police officers for allegedly using unacceptable violence and force in executing their duties.

The Independent Complaints Directorate, a police watchdog body that investigates the allegations, has reported a big increase in the number of cases being reported to the unit.

Directorate head Raz Salojee said that while the number of cases had



SPECIAL REPORT



TREVOR OOSTERWYK and JOSEPH ARANES

doubled or even trebled since the inception of his unit two years ago, it was difficult to determine whether they were all stress-related.

In 1997, 231 complaints were lodged. A year later the directorate was investigating almost 500 cases. Sixty charges have been laid so far this year.

Anthony Minnaar, a lecturer in police studies at Technikon South Africa, said the increase in the number of cases should be seen in the context of the short period in which the culture of human rights had had to permeate the police service.

"At a time when the police - and especially ordinary policemen on the ground - are struggling to come to terms with a different approach to policing, they are forced to respond to

urban terrorism," he said.

"Under these conditions and under circumstances where they feel that their lives are threatened, the old tried and tested methods surface very easily."

He said the police leadership had contributed to the confusion by suggesting that more severe methods were needed to control the increasingly violent situation in Cape Town.

Recently national police Commissioner George Fivaz and Safety and Security Minister Sydney Mufamadi indicated they were going to meet fire with fire and be harsher in their handling of the situation.

"Under the culture of brotherhood and the close networks developed among policemen, the revenge factor becomes a very real and serious one," said Dr Minnaar.

"The perceived impotence of the police contributes greatly to an attitude that policemen want to show that they are in control. In these conditions they give vent in all manner of ways."

Dr Minnaar felt that while this was worrying, good leadership could go a long way to changing the situa-

tion. Police officers needed to be shown that the service would provide the infrastructure to deal with their problems and to guide them on the correct methods to use, even under conditions where they needed to take sterner action.

Mr Salojee said although the increase in the number of complaints was alarming, it was also encouraging that people had the confidence to come forward with their grievances.

"It is in light of this that it becomes very difficult to put the increase in the number of reported cases down as the result of an increase in the stress levels of police personnel working the beat," he said.

"In the past two years we have had two cases where it was apparent that the policemen involved were suffering from stress-related symptoms. There may have been many more but to determine that you need the opinion of a professional in that field."

Mr Salojee said the directorate looked at cases objectively to determine if there was culpability and not to see whether the alleged misconduct was as a result of stress or other factors.

Break with the brutal past, judge tells cops

STEPHEN WROTENLEY
ASSISTANT EDITOR

A High Court judge has made a stinging attack on policing methods and has labelled a member of the murder and robbery unit unsatisfactory, shifty and unearring.

The criticisms were contained in a judgment by Mr Justice Dennis Davis on the acquittal of alleged "Balacava Gang" member Sydney Hoho.

The gang allegedly conducted a reign of terror in Khayelitsha in 1998 and were accused of housebreaking, attempted murder, illegal possession of pistols, a sub machinegun and ammunition.

Mr Hoho was charged with murdering Lawrence Khoza in Macassar on March 20 1998, and robbery of about R2 500 in cash.

murder and robbery unit told the court that Mr Hoho had volunteered to identify various scenes, Mr Hoho said he had been assaulted by the then sergeant Fulani and others.

He said he had had a balacava put on his head, back to front, and that some form of black latex-type sack had been placed on his head so that he could not see or breathe.

He said he was bewildered and frightened and had been made to run up and down stairs to compel him to name places where robberies and murders allegedly had taken place.

He claimed that he was later struck by a Sergeant Shuko, and a captain, Johan Volschenk, had exacerbated a previous injury to his foot by standing on it.

Both policemen were based in Nyanga and had been asked to conduct the scene identification process by the head of the murder and robbery unit, Des Segal (now dead).

In Mr Justice Davis's judgment, he pointed to contradictions in the police evidence and was particularly critical of Inspector Fulani.

He described him as "a highly unsatisfactory witness".

A policeman with more than 20 years service, he had "offered little by way of explanation in respect of his cryptic answers and looked extremely uncomfortable in the witness box, surely an explanation which could not be sourced in the excuse that he was a witness for the first time".

"He had been in the police force for more than 20 years and had been a witness on many occasions.

"He looked particularly shifty when asked about police torture and he also revealed himself to be a rather unearring policeman when asked about the extent of the injuries.

"He showed absolutely no interest in assisting Mr Hoho or providing any satisfactory reason why he should not have at least provided some bandages for Mr Hoho, who had testified that he was in considerable pain at that time," said Judge Davis.

"By contrast, Mr Hoho was an excellent witness. He was consistent, he showed a measure of understanding and anger when relating incidents of torture and he was unmoved in cross-examination."

257

RRG 18/2/99

Judge Davis said Mr Hoho had stuck to his version and that there was support for this in that he told the same story as he had during a bail application some years before.

But Mr Justice Davis reserved some of his strongest criticism for the police as a whole.

He quoted Mr Justice Johann Krieger, who had said in an earlier case: "In any democratic criminal justice system there is a tension between, on the one hand, the public interest and bringing criminals to book, and on the other, the equally great public interest in ensuring that justice is manifestly done to all, even although suspected of conduct which would put them beyond the pale."

Later, Mr Justice Davis said: "I wish to add a few remarks about the issue of the rules of evidence and crime control, because these are matters of general concern and interest to the prosecuting agencies in cases such as this, where crucial evidence is found to be inadmissible by the court."

"Unfortunately, in South Africa throughout the apartheid period the police relied upon varying forms of confessional policing.

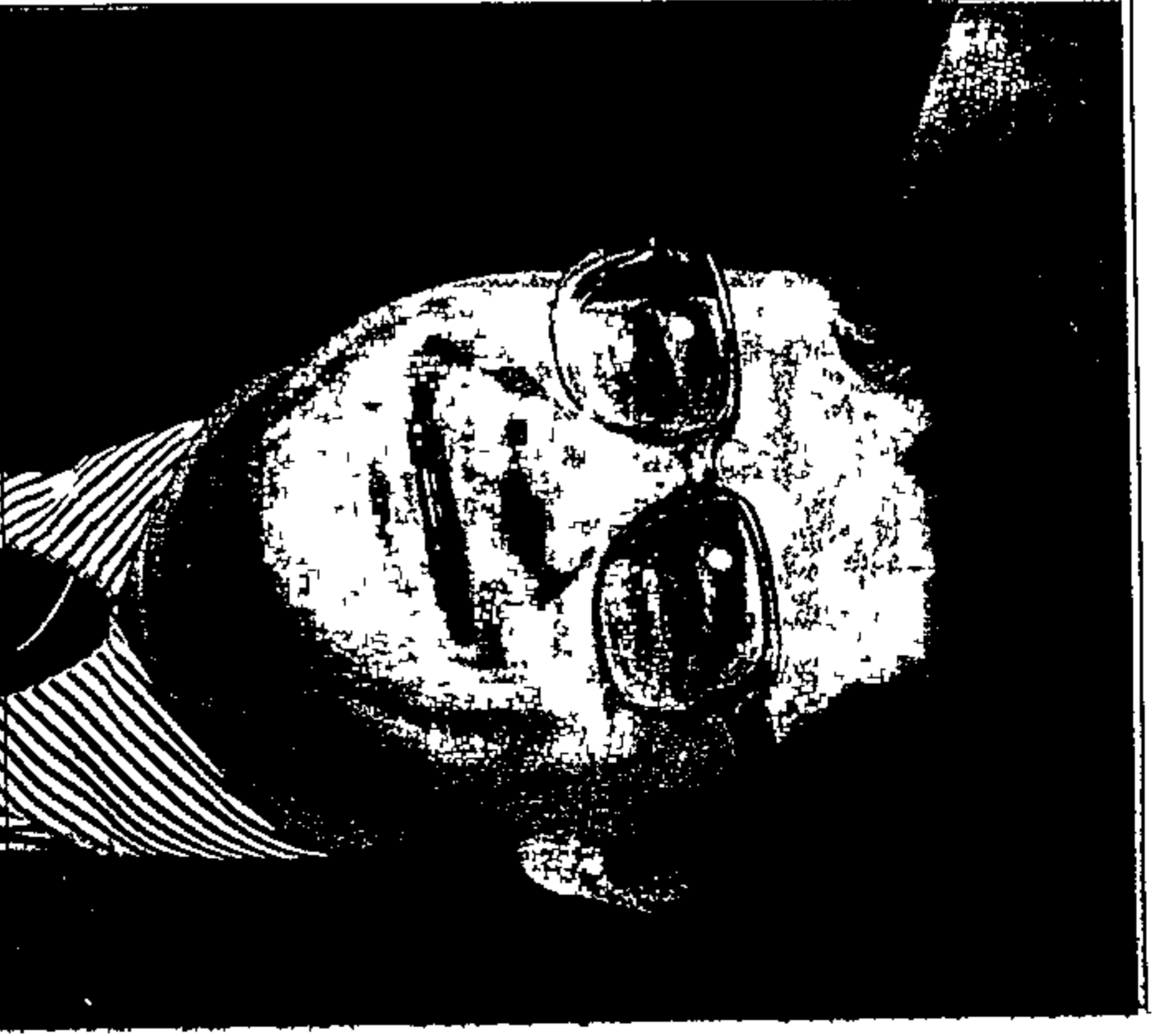
"Traditional forms of detective work and other investigative techniques which accorded with the common law rules of evidence were generally discredited.

"This unfortunately can no longer continue because the constitution requires a due-process form of policing.

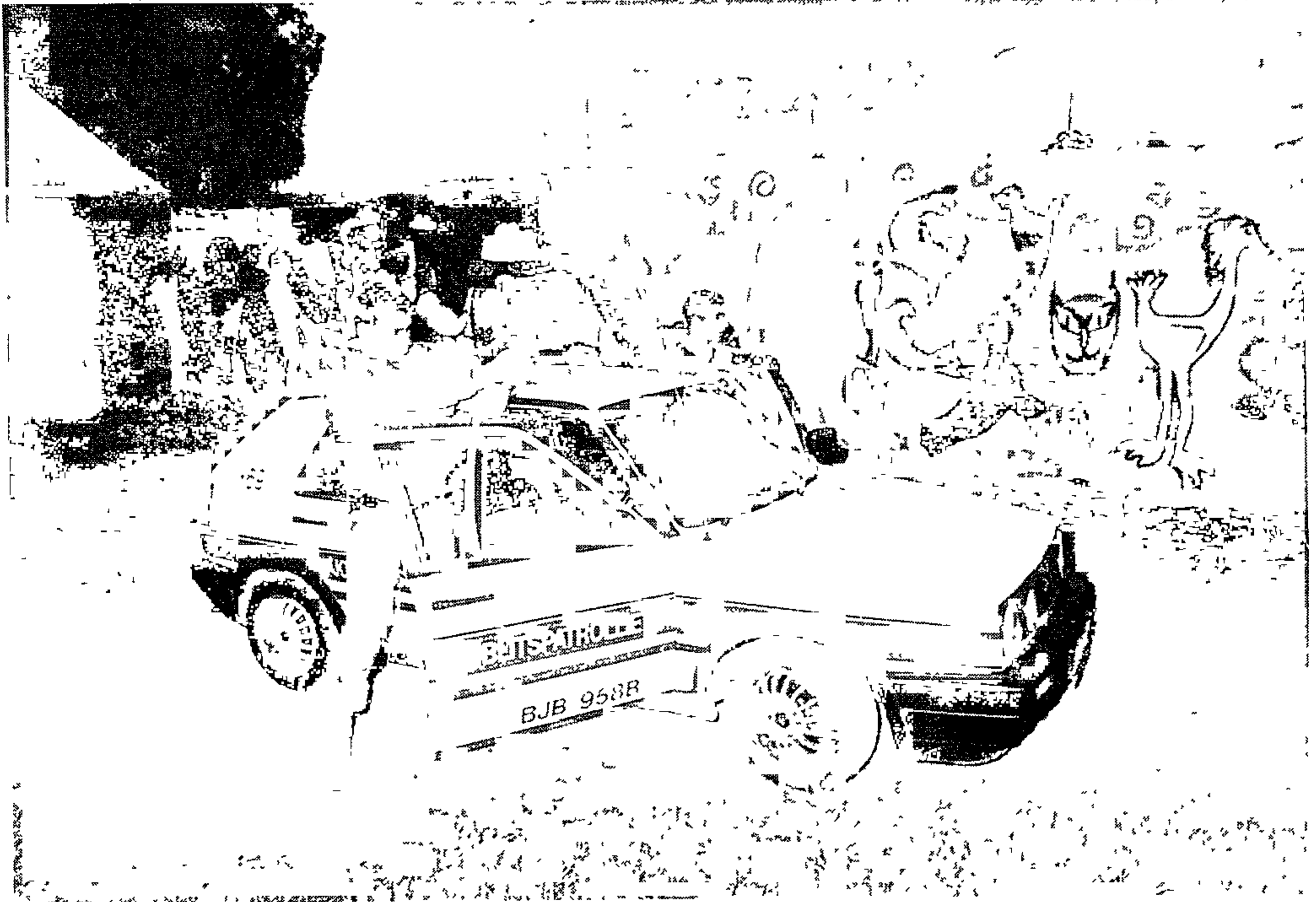
"It is in the lack thereof rather than the principles of the constitution per se where the reason is often to be found for why courts reject evidence, which results in the acquittal of dangerous persons.

"There is a need for a major campaign towards ensuring that the police move away from confessional policing and towards investigative techniques which are congruent with civilised and efficient standards of policing as required by the constitution.

"The achievement of a sustainable balance between crime control and due process might well require legislative reconsideration," said Judge Davis.



Dennis Davis: 'We need to ensure police move away from confessional policing'



The safety and security department's budget allocation shows a slight decline in real terms

Safety allocation enrages opposition

BD 18/2/99 (251)

**Wyndham Hartley
and Jonny Steinberg**

CAPE TOWN — Opposition politicians have reacted angrily to the safety and security department's budget allocation, which shows a slight decline in real terms

However, police commissioner George Fivaz and CE Meyer Kahn said the SA Police Service allocation was in line with negotiations held over a long period of time

At R14,534bn, the safety and security budget allocation represents a 4,5% increase on actual spending last year, but a slight decline when projected inflation for 1999/2000 of 5,5% is taken into account

Responding to the budget allocation of the criminal justice system as a whole, Democratic Party spokesman Douglas Gibson poured scorn on Finance Minister Trevor Manuel's budget speech "Spending on the criminal justice system has decreased both in real terms and as a share of the budget as a whole. Against this backdrop, it is not possible for

government to pretend that it is fixing the criminal justice system"

Minister of Safety and Security Sydney Mufamadi's spokesman, Andre Martin, responded positively to the department's budget allocation

"On balance, the allocation to safety and security is adequate for us to continue with our programmes and to maintain basic policing," Martin said

New National Party spokesman Piet Matthee said his party was disappointed that the police budget had decreased in real terms

"It is clear that government does not have a strategy linked to a time frame to reduce crime drastically," Matthee said

The Inkatha Freedom Party's Velaphi Ndlovu said that whether the police budget was adequate would depend on how it was spent "As much money as possible must be allocated to operational functions," he said

The amount budgeted for the safety and security department in 1998/99 was R13,709bn. This budget's increase is about 6% — only

slightly ahead of the expected inflation rate

Manuel said spending on police had increased 12% since 1995 and that overall the allocation for the three criminal justice departments had been increased in 1999. He did not specify what the increase was for this year

The expenditure framework document, tabled with the budget in Parliament, said all serious crimes, with the exception of robbery, had stabilised. It said police were closing about half the murder and rape dockets and 45% of the assault dockets opened

The success rate of murder and rape investigations had improved dramatically

Fivaz and Kahn said the allocation in the budget was "adequate" barring major unforeseen circumstances. It complied with "requirements of meeting fundamental priorities and objectives", they said

They said the budget allowed for the continued implementation of the strategic reconstruction of the police. The restructuring plans to "re-equip" the police and to help with the general improvement of skills levels

Meyer 'can upbeat about fight on crime

Five-year plan 'achievable'

OWN CORRESPONDENT
AKT 20/2/99

(257)

Outgoing South African Police Services (SAPS) chief executive officer Meyer Kahn likens the process of transforming the crime-fighting agency to pushing a wheelbarrow.

"The minute you stop pushing," he says, "things simply stand still."

And, according to the man given the task of creating an effective, implementable five-year plan for restructuring the SAPS into a leaner, more efficient and properly equipped crime-fighting agency, the wheelbarrow has already been pushed.

What is needed - and what he believes will be forthcoming from top-flight police management - is the will and the capacity to carry on pushing the "barrow".

Mr Kahn is convinced that the plan he and top police executives have drawn up during the first 17 months of his tenure and have begun to implement is workable.

He dismisses criticism from police unions and some opposition parties on the basis of their skewed understanding of his brief.

In becoming non executive director of South African Breweries' London based operations, Mr Kahn will not be leaving South Africa despite claims to the contrary by some of his critics.

The move will see him making history: he will be the first director of a UK Footsie (the index of Britain's top 100 companies) who is not resident in the UK.

"I have never quit anything in my life and I'm not going to start doing so now," he said, squashing rumours that he was "abandoning" South Africa.

"I'll still be here on the last second of the last minute of the last day of my job. People do not understand the mandate I was seconded from South African Breweries for a two-year period which expires at the end of July.

"My brief centred on developing a programme to transform the service into a manageable and financially more effective

organisation.

He said this plan, which focused on cutting down on personal expenditure and re-allocating funds for equipment and training, had been approved by Parliament's safety and security portfolio committee, Commissioner George Fivaz, Safety and Security Minister Sydney Muthembi, the Cabinet and Deputy President Thabo Mbeki.

The SAPS salary bill had taken up 84% of its budget in 1997. This had been pruned to 80% for the last financial year and would be reduced in steps until it reached the more acceptable target of 75% in 2001.

He said this level of expenditure would leave more money for vehicles, forensic and finger-printing equipment and other resources needed for effective crime-fighting.

"In this day and age, you can't be a good detective without access to on-line fingerprinting facilities, DNA testing and other forensic equipment. That is what we are freeing up money for in terms of the five-year plan."

Absenteeism, which he described as the "cancer" of the SAPS, had been reduced by 21% by last September while sick leave was down by 27%.

Crime, he said, was still at a totally unacceptable level.

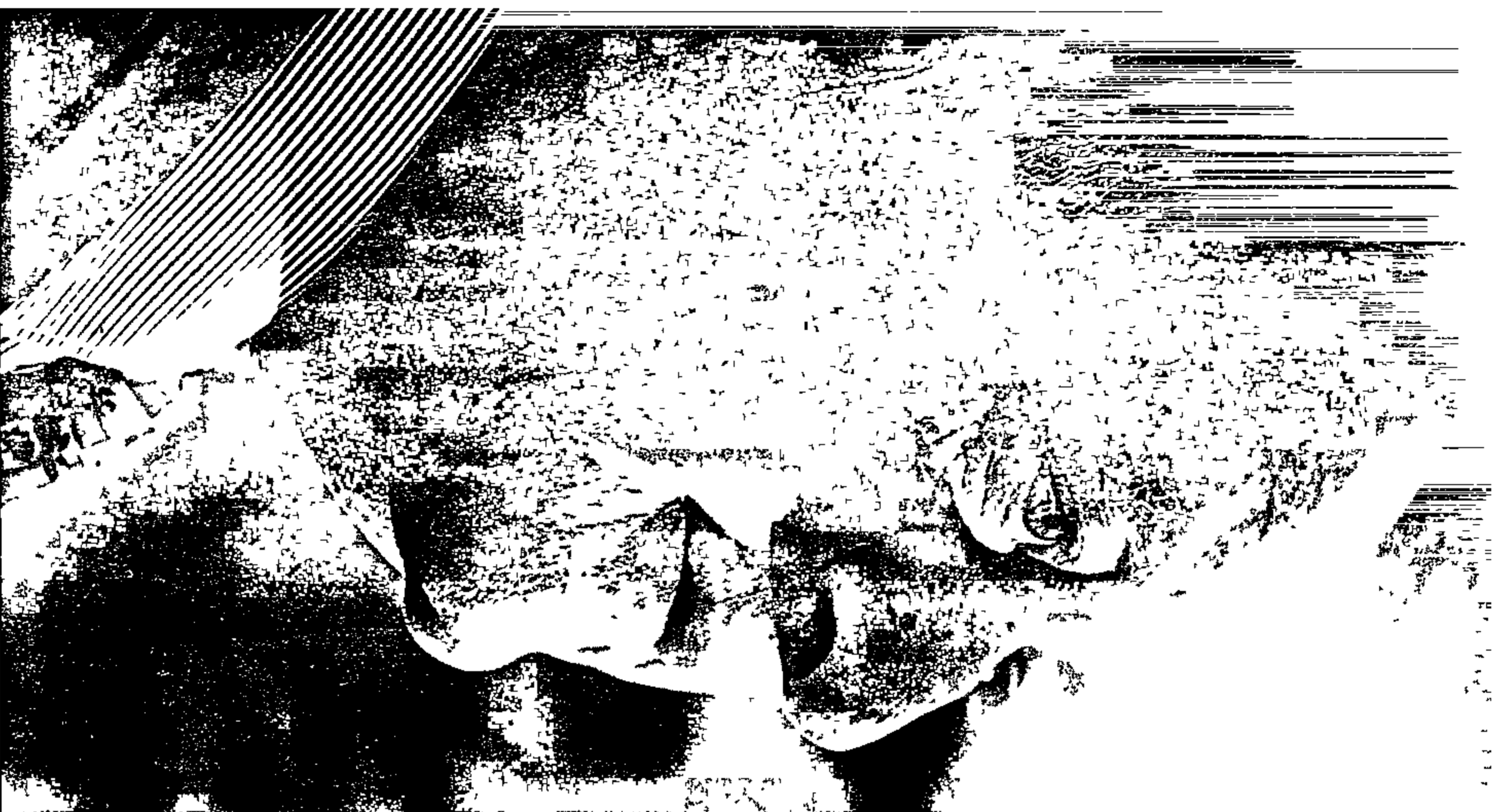
"No South African can say crime levels are acceptable but I am comfortable with the strategic approach we have adopted. It is doable and achievable.

"We still have a helluva high hill to climb but I'm bullish that we are going upwards."

He described his secondment to the SAPS as "the toughest call of my life. I'd never expected it to be easy but my work has been made easier by the team I had with me."

Highly placed sources in the ministry are also upbeat about his contribution and have also played down the fact that his contract is not being renewed.

"The reality is that Meyer Kahn was brought in for a specific task over a specific period and we believe he has gone a long way towards getting it right," the source said.



CHEERS, outgoing SAPS chief executive officer Meyer Kahn. We still have a helluva high hill to climb.

SAPS service delivery in for major facelift

Journalist 22/2/99

(251)

By Malcolm Ray

REINFORCING, re-equipping and improving the quality of service of the embattled South African Police Service will be the main focus of the 1999 financial year, outgoing chief executive officer of the Department of Safety and Security Mr Meyer Kahn has said in Parliament.

He told the parliamentary portfolio committee on safety and security in Cape Town on Friday that reprioritisation of the budgetary allocation to the department was especially urgent in the light of the divergence of unfunded expenditure to "flashpoints" such as Richmond and the Cape Flats, and the war against taxi violence in the past year.

Said Kahn "The utilisation of this money has diminished precious resources in other areas of expenditure which would normally be the functional duty of the SAPS. The sooner we get rid of the flashpoints the better

"A further R136 million will have to go towards expenditure on risk areas like policing the general elections, monitoring the new ID system, transport, as well as border policing, which is a major drain on our resources," Kahn said.

He said the department had requested "adjustments" to the Budget to avoid "dipping into the already tight resources capacity".

The total allocation to Safety and Security in last week's Budget was R14 408 million. Although the figure was a 5,8 percent increase from last year's allocation, it represented a shortfall of R90 million compared to the amount requested by Safety and Security.

Kahn said steps were being taken in the department to bring down personnel expenditure over the next three years.

POLITICS



These include measures to reduce personnel to about 120 000 through a process of "natural attrition". No "forced retrenchments" were envisaged.

The second measure, he said, was to "manage absenteeism down to acceptable levels". It is believed that absenteeism by police officers in Gauteng had reached "unacceptably high" proportions in recent years.

"More productive use of functional officials by releasing them into operational duties and the creation of SAPS security guard units, and expanding the reservist corps is the third measure," Kahn said.

A shift to "civilian officials" to replace trained police officials in "soft administration jobs" is also envisaged.

"The financing of firearms and transport for this function will be built into the Budget, partly by using money saved from the reprioritisation of resources," Kahn said.

At present there are 28 000 civilians out of 100 000 police officers nationally.

A restructuring of national and provincial police headquarters through a process of "specialisation" is expected to contribute towards improving the quality of service.

"By 2000 we hope to create a solid foundation for an efficient police force," he said.

Concern over 'misused' donor funds

(251)
Sowetan 23/2/99

By Jimmy Seepe

A REPORT compiled by Belgian donors involved in a joint service delivery programme with the South African Police Service has raised serious concern about the possible diversion of millions of rands earmarked for improving stations in historically disadvantaged areas

The report, leaked to *Sowetan*, paints a disturbing picture regarding the use and allocation of money to improve poor police stations

It also suggests that money might have been diverted to stations in traditionally white suburbs, which have always been better equipped than their township counterparts

The project, known as the Service Delivery Improvement Programme, was started in 1995 as a joint effort by the Belgian government to help improve under-resourced stations

Managed from the office of national Police Commissioner George Fivaz, the project consisted of structures in Gauteng, Western Cape, Eastern Cape, Free State and KwaZulu-Natal

It was also intended that the project would become the SAPS flagship and would create pockets of police excellence in various parts of the country,

including Johannesburg

One of those charged with implementing the project, Director MW Simelane, almost walked out of the project complaining of racism and being sidelined by his white colleagues last year

Simelane, who was charged with spearheading service delivery at various Gauteng stations, saw his colleagues taking charge of the project and marginalising him

Representatives from Belgium charged with overseeing its implementation presented a scathing report

The Belgian report says good ideas and some of the important activities which were supposed to be implemented were not followed and properly organised

"Rich areas have (modern) buildings, capable station commanders, sufficient manpower and resources and are supported by rich community police forums and businesses. In the poor stations the situation is exactly the opposite"

A Belgian official in Pretoria, who claimed not to have been party to the compilation of the report, said the report was not meant to attack the integrity of SAPS officials

He said the report should be seen as merely a monitoring document

How Community Police Forums pay off

(251)

Shw 24/a/99

Eight suspects in attack on US tourists swiftly arrested after furious citizens pass information to police

By CATHY POWERS

The attack on American tourists watching a play at a Mamelodi pre-school was the last straw for the Mamelodi community. So angered were they by the crime last week that they went to their Community Police Forum with information that was passed on to the police.

Thus led to the arrest of eight criminal suspects, aged between 17 and 22. They were arrested for armed robbery after making off with cameras, jewellery, money and passports.

The case highlights how successful a Community Police Forum (CPF) can be. Is this an isolated case or is this kind of co-operation becoming the norm in a crime-burdened country?

Mamelodi police station's Captain Elias Mawela said: "Most of the cases (involving the recovery of illegal weapons) we are able to crack are because of assistance from the community."

He admitted that the SAPS had had a lot of public relations work to do, given its brutal image during the apartheid era. But workshops and meetings with community leaders had led to a realisation that communities can successfully work with the police, he said.

The success of CPFs largely depended on communities intent on making them work, said Lawyers for Human Rights head Vinodh Jaichand.

"Where the community feels it has a vested interest, then assistance (to the police) is far greater," he said.

The attack in Mamelodi is a case in point. The gist of the concerns the community raised with Brutus Manana, chairperson of the Pretoria Community Police Board, was the perception of their community as a dangerous place.

Some said their jobs - in the tourism industry - were on the line.

Others were concerned that the crime highlighted in the media gave

their bosses reason to take away company cars because of the perceived risk attached to township residence. And others were concerned about their children being exposed to crime.

The effectiveness of CPFs went

Effectiveness goes beyond simple system of police informers

beyond the community coming forward with information to assist the police, Jaichand said. Effectiveness included people being willing to give statements and to testify in court and to be a part of the criminal justice system. It de-

ended on good citizenry and for this to happen, there needed to be education, he said.

"A lot of criticism has been levelled at the doors of the safety and security, correctional services and justice ministries.

"The power to contact that is in the hands of the community," Jaichand said, providing they had the knowledge to do so.

Manana said it was that common for communities to come forward like they did in the Mamelodi case. Echoing Jaichand, he said: "It is now our (the CPF's) task to ensure the community trusts the police."

Law professor Shadrack Gutto of the Centre for Applied Legal Studies (CALIS) said the CPFs had had limited success in co-operation around specific crimes. "It's one thing to have a CPF and another to have a system of informers."

He added that for people to act as informal "informers", with all the historic baggage the term carries, the community had to have absolute

confidence in the police.

What was needed to make the CPFs more effective in fighting crime, he said, was common training grounds for both the police and the community representatives to ensure each knows their specific responsibility.

CPF's were initially set up to ensure that station commissioners were held accountable.

They performed a variety of other functions including addressing complaints about the police, helping police prioritise crimes, creating the reporting of crimes and allowing police access to places that were historically no-go areas, he said.

Far from writing the CPFs off as useless bodies, Gutto believed they were vital tools in crime fighting.

It was not enough to rely on modern innovations in technology. There needed to be a new police force with new values and ways of doing things in conjunction, of course, with the communities.

Police talks collapse after union walkout

ARG 25/12/99

(251)

Pretoria – Police staff associations walked out of talks with police management yesterday, contending that negotiations on issues such as the transfer of staff were “leading to nothing”

“This drastic measure was decided on by both the SA Police Union (Sapu) and the Prison Civil Service Union after months of frustration,” said Sapu negotiator Andy Miller in a statement in Pretoria

He accused SA Police Service negotiators of constantly delaying issues by not engaging in meaningful negotiations

The two unions claim to represent about 100 000 police force members – Sapa

Spy-police rivalry exposed

BD 25/2/99 (251)

**Jonny Steinberg
and Stephen Laufer**

POLICE exposed a National Intelligence Agency (NIA) mole deep inside the command structures of People Against Gangsterism and Drugs (Pagad) in a bid to discredit the agency's anti-terrorism effort in the Western Cape, sources indicate

The naming of the informant, Ayob Mungalee, in open court has again cast a spotlight on the intense rivalry between SA's domestic intelligence agencies. Sources say that the intelligence gatherers often spend as much time watching each other as they do looking for criminals and terrorists.

The exposure of Mungalee led to a series of crisis meetings between Deputy Minister for Intelligence Joe Nhlanhla, senior NIA commanders and members of the parliamentary oversight committee on intelligence yesterday.

Nhlanhla appeared to acknowledge tension between the police and NIA in a statement yesterday.

He said they had been liaising closely throughout the investigation of the Western Cape bombings. "However, the way in which privileged information has been used in this case clearly shows that there

is room for improvement."

Police sources said they had named Mungalee because he was involved in serious crimes and the NIA had refused to discuss how to regain control of him.

However, international intelligence sources said that even under such circumstances, the last thing any security agency would do would be to expose the identity of an undercover source.

Asked why he had not dealt with the matter internally, police investigating officer Supt Henry Beukes said "I am duty-bound to give evidence I find to the court." A senior source said Beukes had been under pressure to name Mungalee in open court. Asked where the pressure had come from, the source said "Let's leave it at that."

Mungalee, who was arrested with four other Pagad members in the Karoo three weeks ago, testified at his bail application hearing on Tuesday that he was an NIA agent. Earlier, Beukes submitted a statement blowing Mungalee's cover.

Beukes said in his statement that Mungalee had admitted under debriefing that he was an NIA agent, and had claimed to have been given explosives by his NIA handlers.

A senior source familiar with the

events surrounding the arrest and the arraignment of Mungalee and four other Pagad members accused the NIA mole's handlers of "gross incompetence — they should never have let him get out of hand with explosives."

Nhlanhla denied yesterday that the NIA had been involved in the instigation or commissioning of acts of terror and violence. "To the contrary, the NIA is tasked to protect the constitutional order against any such acts and remains committed to ensuring that this task receives the highest priority."

He said the use of informants was standard practice in intelligence gathering. They were subject to the same laws that governed civil society. "There can therefore be no indemnity from prosecution for informants, agents or members of the NIA when they commit illegal acts."

Another source said police had informed the NIA of their belief that their informant was involved in criminal activity within Pagad. However, the intelligence service had refused to discuss the matter and had even denied Mungalee was working for it.

An intelligence source said it was standard practice for agencies to deny contact with individuals.

Dongas and the rats that terrorise staffers are just some of the challenges

The darker side of police work

By JOHANNES VOGEL

In the light of a flickering candle, the padlock and chain on the gates can clearly be seen. In the background, less clear in the dark, are the shadowy outlines of the carvans of the police satellite station in Kaitlshong. The cops who work here knock off at dusk because there is no electricity. If they work at night they have to use candles. There's a street light outside, but that doesn't help much - it hasn't been working for months. And there are no phones.

It's the same story in all the East Rand townships. Satellite stations set up to bring policing closer to the community are under resourced, vandalised, operate fewer hours or have even closed down completely.

The only thing that seems to be thriving in the crime-fighting environment of the Kaitlshong townships is the community of rats, which terrorise the personnel on duty in Kaitlshong police station.

A *Saturday Star* investigation found that police resources in Gauteng are in such a shocking state that police are not only losing the battle against crime but their morale has plummeted, while communities have lost any faith they once had in the police to serve and protect them.

In some areas the situation is so bad that it borders on anarchy, and results in communities threatening to take the law into their own hands because of their frustration and a lack of progress.

Easy targets

More and more policemen, who are not properly equipped, become easy targets for ruthless criminals who know that they are far better equipped than law enforcement agencies. Policemen are killed on a daily basis or are robbed of their firearms - especially at taxi ranks, because many of them have to make use of public transport. Many are forced to walk to work.

The investigation included Johannesburg, Westbury, Soweto, Tembisa, Alexandra and the East Rand. We found that, in many cases, police do not have phones, there is a manpower shortage and some basic equipment - like bulletproof vests and even radios - are not available.

In densely populated but geographically small Alexandra, where an average of 20 murders take place a month, a satellite police station, built by the community, was closed recently, leaving the township without a police station.

Martin Manzi of the community police forum said that although the police worked tirelessly to combat crime, they have very poor backup. He said investigating officers sometimes have to spend 12 hours at the scene of a murder waiting for a police photographer or mortuary van. Manzi said that while he was disappointed that a

satellite police station on the East Bank had closed, a new R13.2 million police station would be built in 15th Avenue. He said South African Breweries had donated seven vehicles, and the office of the MEC another seven.

But in Kaitlshong and Thokoza there is no such light at the end of the tunnel.

We went out at night with policemen Joe Manganole, Raymond Ndlovu, Khayelehle Jyane, Sam Moshodaba and Mega Ndobe of the main Kaitlshong police station. They painted a pitiful picture.

The Goba police station, which burnt down some time ago, was never replaced, the Nlapan station was closed down, and Kaitlshong South is not operational at night and there is no electricity or phones. The other three - Spruitview, Seluma and Lesithogo - have only limited resources. Seluma was locked with a chain the night we visited it.



SMASHED: Much of the blame for damaged police vehicles remains in the workshop is placed on the shoulders of cops who neglect to fill in the necessary paperwork

Superintendent Samson Matlala of Thokoza police station said the satellite stations had been vandalised but he was not sure why they were not operating.

It became evident from our investigation that even the most dedicated policemen are getting more frustrated because of the hardships they have to face to do their dangerous work. And they believe they often get the flak when things go wrong - even when it's not their fault. Superintendent John Mokoena of Kaitlshong

police station said the community had lost faith in the satellite stations and did not even report crimes to these stations - and they in his words, became white elephants.

Residents of the area have to phone the main police station, about 20km away, if they need help. And when the policemen have to attend to a complaint, they have to drive on township roads which are so bad and potholed that officers are sometimes forced to drive in the wade. In some cases the dongas are more that a metre deep, which makes it even more difficult to police the area.

Sergeant Sam Moshodaba said another difficulty is the lack of street names and numbers, which means police have to drive for hours looking for a complainant's house.

Sergeant Manyada Ralidziva of Tembisa police station said the 300 personnel were not near enough to effectively police an area of 42 square kilometres with more than 2.2 million residents. He said that because of the shortage of vehicles, they have to ask for help from other areas that can ill afford to help.

Residents of Westbury complained that police do not respond in time. Police commissioner Sharma Maharaj, who recently visited the area, admitted there was a huge shortage of vehicles and manpower to control the gangsters in the area, but promised more personnel for the anti gangster unit.

Captain Richard Nkhuna of Diepkloof police station in Soweto said they have only 22 vehicles for 262 policemen. But only 10 vehicles were working, with the others undergoing repairs. Some policemen complained that it sometimes takes more than six months to fix a vehicle. But at the police garage in Diepkloof, staff denied this.

Take the blame

Policemen have to take most of the blame for vehicles not being repaired in time, because accident reports are not filled in properly and officers' signatures are missing.

More than 38 000 vehicles passed through the garage last year.

When the *Saturday Star* tried to reach the department of safety and security in Gauteng for comment, the phone in the office of the MEC, Paul Mashatile, was out of order. Attempts to reach other departments were equally fruitless.

Peter Leon of the Democratic Party said the provincial government had failed the public and policemen dismayed in the fight against crime. He suggested that the government implement a model used in England in the Thatcher era, where more effective managers from outside the police force were recruited. He added that he would also like to see top black graduates recruited into the SA Police Service.



THAT'S IT: A policeman closes up shop for the night. Many policemen cannot work at night because there is no electricity and the alternative would be to work by candlelight. Photograph: JOHANNES VOGEL

ANT) Swan 27/2/99

'Beware you kaffir cops!'

CP 28/a/99 (ANI)

Germiston black detectives get racially insulting letters

By ELLAS MALIJEKE

RACIAL tension has erupted in the SA Police Service's crime investigation unit in Germiston.

Black and white members of the murder and robbery unit have split along racial lines following the circulation of racist pamphlets bearing the Afrikaner Weerstandbeweging (AWB) logo in which black detectives are called kaffirs and other derogatory names.

The pamphlet-dropping exercise, which is suspected of being carried out by some racist policemen, started after black detectives wrote to their divisional commander, Senior Superintendent Jan Herman Rens.

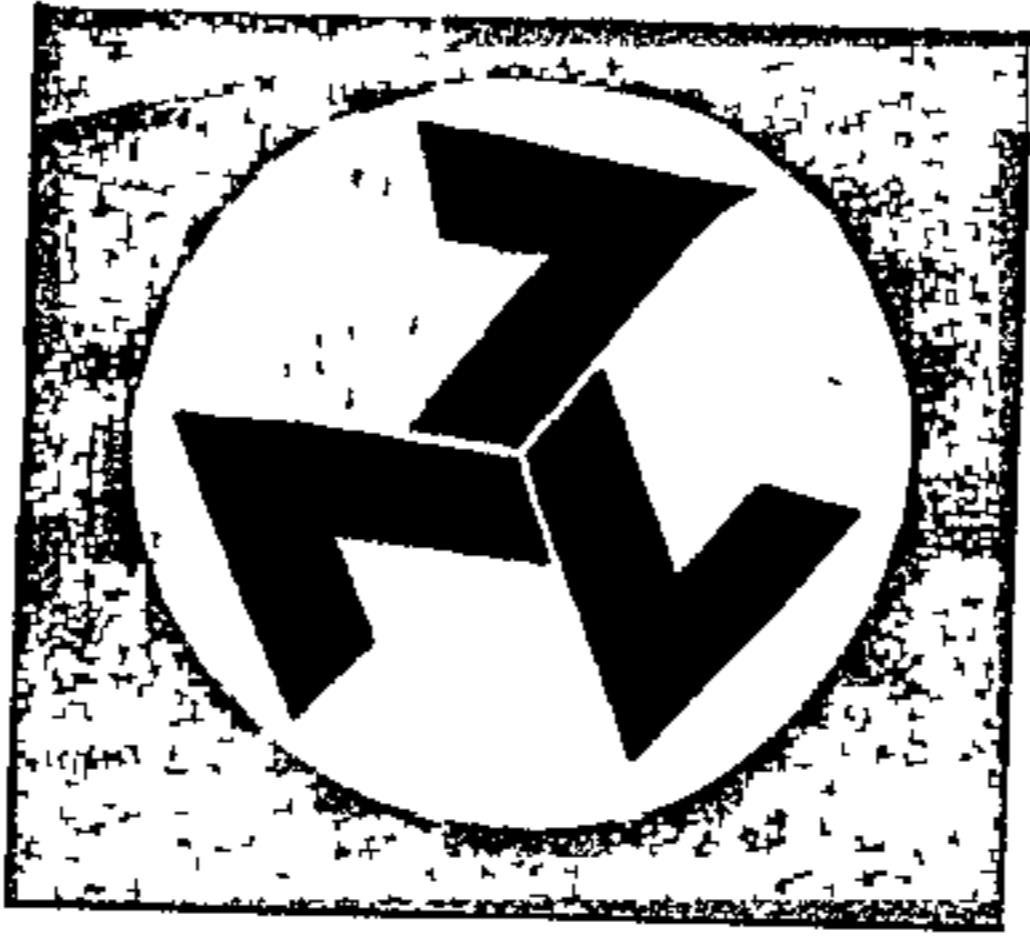
Rens complained about the lack of information and transparency in their letter to Rens, who has confirmed an investigation has been launched into the source of the pamphlets, the detectives complained about.

An organisational culture in which blacks had no say or representation in the higher echelons of management.

The management style of senior officers.

Racism by colleagues.

Failure to implement labour and human rights practices as required by law and the constitution.



They also said they were forced to report for duty at odd hours without being consulted, and were being treated like "boys" by their fellow white detectives.

The racist pamphlets, purported to be from "Baas Terblanche", are written mostly in Afrikaans. They were left on the desks of the black detectives or slipped under their office doors.

In one of the pamphlets the detectives are called "swart blksens", "swartgat kaffirs" and "bobbejaan kaffirs", among other slurs.

President Nelson Mandela and Truth and Reconciliation Commission chairman Archbishop Desmond Tutu are also not spared.

Mandela is described as a "kaffir king" and Tutu as a "black deardead kaf-fir". The detectives are told "Julle swart blksens moet mool huster wat ek vir julle se, en ek gaan ook nie weer praat alle kante ophof."

Translated literally, that means "You black assholes must listen bloody carefully since I am not going to talk to you again. From now on I am going to flick you up from all sides." It goes on to say "Those of you protesting and complaining slyavnyovos and stone-throwers will be punished. This is just a warning to you monkey kaffirs."

Rens said the pamphlets were viewed in a serious light and the investigation was being carried out by a Superintendent Botha. He could not be reached for comment.

The joy of the taste of wine . . .



WHAT A TASTE . . . The PCs of City Press Scene Around picture page, Bellingham Johannab bablazi"ho next day, as his t ppy lot found out. Thawng was sponsored by Douglas Green. 11 - d a wine-tasting blitz in the city this week and provided enough drinks to cause Bellingham Joharfishberger. Pic: MIKEMZILENI

I was 'on a hiding to nothing', says Kahn

Jonny Steinberg speaks to outgoing SA Police Service CEO Meyer Kahn on whether delivery expectations were too high



Meyer Kahn pictured at a meeting with national police commissioner George Fivaz at SA Police Service headquarters soon after Kahn's appointment in 1997.
Picture ROBERT BOTHA

MEYER Kahn took the job of police CEO with high hopes and a bold agenda, but 18 months later Kahn says he was "always on a hiding to nothing"

Speaking on Friday, five months before his two-year secondment to the SA Police Service, Kahn said he was "surprised by the high levels of expectation" when he took the job in July 1997

"I never was the messiah or the magician people claimed I was," Kahn said "With those expectations, I was fully aware I would be taking a lot of flak, but somebody had to take the bull by the horns I have few regrets"

Others, however, claim Kahn is being somewhat disingenuous "If there was one person responsible for the high expectations of Kahn it is Kahn himself," a senior corporate executive, who preferred not to be named, said at the weekend

"He came in shooting from the hip, claiming the streets of Johannesburg would be safe within months He is the victim of his own exaggerated expectations"

A senior policeman at police headquarters in Pretoria said on Friday that Kahn had done "an extraordinary job" but he had handled his own public image

"very badly"

"In three years the police force will be an entirely different organisation, partly because of the managerial acumen Kahn brought to the force It is deeply unfortunate the impression was created that Kahn was Mr Quickfix It is even more unfortunate that Kahn himself fuelled this perception Despite this, a sober assessment would heap praise on what he has achieved"

Kahn said that by the time the restructuring of the police was done, every detective on the force would be set strict achievement targets and would be "severely punished" for failing to meet them

"You cannot punish people for failing to meet targets now because they don't have the resources to meet them How can you put the heat on a detective for underachievement when he doesn't have decent forensic back-up, or a modern fingerprinting system?"

"The resources are now being channelled into the right places, away from salaries, towards infrastructure In five years, we will be in a position to set performance targets everywhere"

Asked whether the time horizon for the restructuring had not been extended too far, Kahn replied "We have been fighting fires Urban terrorism in the Western Cape, the situation in Richmond We needed to respond We had to divert money from restructuring to fire-fighting However urban terrorism will end, and so will the Richmond conflict This is just a delay, not a disaster"

Kahn said he was deeply distressed by reports claiming he was abandoning the police and emigrating to London

"This was always a two-year secondment SA Breweries has recalled me, I have a duty to them And I am not emigrating to London I will be based in Johannesburg," he said

Kahn said he was under no illusion that he would be judged favourably

"People are not interested in talk of restructuring or performance targets They are interested in the scoreboard — hard crime statistics And the scoreboard doesn't look good"

"Things have stopped getting worse. We have achieved that. Yet I would love to see crime down 50% It won't happen overnight I never thought it would"

State backing set to put 770 crime fighters on city's streets

STEPHEN WRITESLEY

ASSISTANT EDITOR

The green light has been given for more bobbies on the beat in Cape Town - a move that will benefit all the city's communities.

Finance Minister Trevor Manuel has given Government approval of the underwriting of potential claims against the city's "rent-a-cops" and within the next few years up to 770 private sector funded crime fighters could be deployed. A total of 180 could be taken on immediately.

It would mean an estimated 6% increase in visible policing in the Western Cape at a time when budget cuts are threatening the number of policemen on the streets.

The chairman of the City Community Patrol Board, Chris Joubert, said the Department of State Expenditure had said the "rent-a-cop" scheme could continue pending legislation on municipal policing.

The scheme started with eight police on the Sea Point beachfront about four years ago and proved so successful that a further 132 have since been deployed in the city centre, on trains, in Mitchell's Plain town centre and at Century City.

But the scheme has always been threatened with the possibility of closure because of among other things, the problem of who would be liable in a case of negligence.

The rent-a-cops are all previously unemployed reservists who are paid between R1 700 and R2 800 a month for working the same hours as ordinary policemen.

On top of their rent-a-cop hours of employment, they also have to fulfil their commitments as reservists to remain on the reservist list - and therefore qualify as rent-a-cops.

Their salaries are covered by businesses, state organisations and municipal organisations which either pay a lump sum to sponsor a rent-a-cop a month or a pro rata share.

The Government backing comes at a time when the Cape Metropolitan Council has committed itself to paying R5-million a year for the next three years for salaries and the provincial Department of Community Safety has committed R423 000 to the training of the municipal police.

Mr Joubert, who has been acting as a consultant to Western Cape Community Safety Minister Mark Wiley on the development of "force multiplication" - incorporating the rent-a-cops and metropolitan police plans - said this money would enable 130 new municipal police to be taken on immediately.

Although the new rent-a-cops would have been trained as reservists, they would be sent to the police college at Paarl for a six-week finishing course.



On the party line: rent-a-cop Stephen Adams spreads the good news as Community Patrol Board chief executive Heather Tager and chairman Chris Joubert celebrate with his colleagues.

Once the recruits have been trained, they will be deployed at the discretion of those paying their salaries and Western Cape Police Commissioner Leon Wessels.

They are likely to be posted to police stations in disadvantaged and threatened communities.

Many of the applicants have between two and five years' service as reservists and have been praised by station commissioners at their present bases.

"But those commissioners won't be losing them, because they will still have to keep up their hours as reservists," Mr Joubert said.

Bobbies on beat cut crime by 27%

STEPHEN WRITESLEY

Crime in Mitchell's Plain town centre dropped by 27% after the introduction of the rent-a-cop scheme there.

And they have had great successes elsewhere, says Community Patrol Board chief executive Heather Tager.

Last week, rent-a-cops recovered a car after it was stolen in Sea Point. All their possessions were recovered nine minutes after it was stolen in Sea Point.

They made several arrests in a session of stolen property, broken glass and stolen guns.

Ms Tager said: "They also arrested gang members who had robbed them of about R20 000, passports and airline tickets."

"This proves that visible policing is an answer to combating crime."



HEATHER TAGER

Police watchdog staggers under load

Star 3/3/99 (251)

Cape Town - The Independent Complaints Directorate (ICD) was at present unable to meet its statutory and constitutional obligations, the ICD executive director Neville Melville said yesterday

Briefing the National Assembly's safety and security committee, he said that, as the ICD's work load increased, there was a very real possibility that it would become "swamped", and its positive impact neutralised

Of particular concern to the ICD was the continuing high rate of deaths in police custody and as a result of police action

Since its inception in April 1997, the directorate had received notification of 1 292 such deaths, of which 928 had been investigated

"As the ICD is obliged to investigate such deaths, its resources have been hard-pressed to deal with all these cases

"Compounding problems of distance, it has been forced to rely upon the SAPS (SA Police Service) investigation of a number of these cases, under its supervision," he said

This was contrary to the intention of the ICD's founding legislation, Melville said

The ICD had been able to

deal with only the most serious complaints referred to it, and had referred the balance to the SAPS for investigation

As the directorate became better known, so the number of complaints received by the ICD increased, Melville said

ICD investigations director Julian Snitcher told the committee the most immediate and pressing obstacle facing the directorate was a shortage of investigators

This was compounded by the vast areas they had to cover. At present there were 37 field investigators and 28 supervisory investigators - Sapa

IFP call for a new 'head of state' post

Cape Town - The president's roles as head of state and head of government should be split into separate offices, the Inkatha Freedom Party proposed yesterday

Speaking in debate on President Nelson Mandela's budget

vote, Correctional Services Minister Ben Skosana said his party had already proposed this in Parliament's constitutional review committee

One of the tasks of Mandela's successor would be to instil a new sense of morality

and discipline that said no to thuggery and crime

It would be an advantage in dealing with this if the President's Office was not contaminated by the conflicts of the day-to-day running of the Government, Skosana said - Sapa

Leon says probe must be impartial

00 3/3/99 (251)

Jonny Steinberg
and Sapa

DEMOCRATIC Party leader Tony Leon complained yesterday that President Nelson Mandela had asked the National Intelligence Agency (NIA) to investigate itself, instead of appointing a judicial inquiry into the agency's alleged involvement in criminal activity

Government spokesman Joel Ntshitenzhe said that Leon's complaint was premature and that the appointment of a commission of inquiry had not been ruled out

Leon's claims came after police blew the cover of an NIA agent in open court. Last Friday Supt Henry Beukes told an Oudtshoorn magistrate that Ayob Mungalee, who was arrested in the Karoo with four other Pagad members in January, was transporting explosives from Johannesburg to Cape Town on Pagad's behalf with the knowledge of his NIA handlers

Leon wrote to Mandela last week asking for a judicial commission of inquiry into NIA's involvement in criminal activity. Last Friday Mandela's director-general Jakes Gerwel told Leon his letter had been referred to Deputy Minister for Intelligence Joe Nhlanhla "for the necessary attention". Leon told Gerwel the

matter needed "some form of impartial adjudication" and that nobody in the justice ministry was in a position to provide it

Ntshitenzhe said the referral of the matter to Nhlanhla did not imply that Mandela had shrugged off the request for a commission of inquiry

"The president cannot appoint of commission simply because Leon said he must," Ntshitenzhe said. "He will determine the matter on the facts. And the facts must be gathered by the relevant ministry, which in this case is the deputy ministry for intelligence."

Ntshitenzhe said it was "very difficult to have rational discussion between political parties during an election campaign"

Simultaneously, New National Party MP Andries Beyers said yesterday allegations of possible NIA involvement in transporting explosives from Gauteng to the Western Cape and subsequent pipe bomb blasts required an independent high-level investigation

Speaking during Mandela's budget vote, he said events following the arrest of Pagad members travelling to the Western Cape, clearly indicated there was a lack of communication between the NIA and the police. NIA agents could even be shot by police who did not know their identity

Job losses not result of export competition

Reneé Grawitzky

LABOUR market reforms introduced in SA since 1994 did not appear to be especially stringent by International comparisons, an International Labour Organisation (ILO) report has found.

But the report, released yesterday, cautioned that in the context of accelerated international integration of economies, "excessive protective regulations could have unintended negative consequences on employment creation and enterprises' capacity for adaptation".

The report said it was too early to assess how far the recent labour reforms would go in meeting the challenge of creating jobs in a global economy.

The report found that the introduction of trade liberalisation since 1994 had not contributed to massive job losses.

This was in spite of arguments by organised labour that trade and financial market liberalisation had "substantially" aggravated "the employment situation".

The report said it was difficult to isolate the effects of globalisation from those of other processes which had occurred

since 1994, such as macroeconomic changes in the country.

Employment levels had fallen faster before the start of trade liberalisation, while import-competing sectors had not been affected by job losses to the same extent as export-orientated sectors.

Research showed job losses were not directly associated with greater import competition. They were caused by "production rationalisation or rightsizing", which affected export sectors.

One of the report's aims was to examine the extent to which the social and eco-

omic imbalances during the transition period might have restricted the potential gains from globalisation.

The report said SA began to liberalise its economy from a "base of extreme racial inequalities and high levels of unemployment". In this context, the effect of liberalisation on inequalities appeared to be relatively less important.

Labour Minister Memphasi Mdlangeni said the report would help shift the debate in SA away from the "realm of polemic and unscientific speculation to a systematic and informed engagement".

Municipal policing in Gauteng set to become a reality

Pearl Sebolao

MUNICIPAL policing in Gauteng should become a reality by the end of June, Safety and Security MEC Paul Mashatle says.

Mashatle said in Johannesburg yesterday at the launch of the safety and security focus month that local authorities were ready to implement the metropolitan policing system. The training of instructors had started.

Municipal police services would enable local authorities to enforce municipal by-laws and traffic officers would be

given the power to investigate cases, said Gauteng premier Mathole Motshkega.

He said community courts, which government had been promising, were "no longer a pipe dream". Locations in Johannesburg and Khayalami had been identified in which to implement pilot programmes.

Motshkega said the anti-hijacking unit would be launched next week.

Several events — including police raids and roadblocks in "strategic areas", sports gatherings and roadshows by members of the provincial executive

council to mobilise communities on crime prevention — had been planned as part of the campaign which would cost the Gauteng government R300 000.

"The campaign will focus on dealing with crimes against women, children and youth, and violent crimes like car hijacking, murder, armed robberies and the theft of firearms," he said.

Mashatle and Motshkega would also visit various areas to promote the system of block and street committees which would operate under the auspices of the statutory community policing forums and

the local police.

Motshkega urged communities to get involved in crime prevention initiatives.

Meanwhile, the provincial safety and security committee yesterday heard a proposal from a private company wanting to build "one-stop" police stations and magistrate courts in previously disadvantaged communities.

Safety, Security and Justice Property Holdings said the buildings would be leased to government. The centres would ensure that police stations became focal points in communities.

Police demand pay rise after scrapping of free medical aid

ARG 4/3/99
JOHAN SCHRONEN
CRIME CORRESPONDENT

A financial blow looms for police personnel – they will soon have to pay for medical aid they are getting free.

Hardest hit will be pensioners and those who took retrenchment packages. They will have to pay up to double the amount paid by a serving member

They will pay an across-the-board R260 a month

The new act governing medical aid schemes, which calls for all of them to register by the end of 1999, and pay tax, has forced the police to restructure Polmed

A spokesman for the police's National Medical Management

(251)
Council, Johan Small, said the payment of contributions was inevitable, but it was not all "doom and gloom".

He said that even although they would have to contribute towards their medical aid costs, they still would be paying less than people in the private sector.

"The council has embarked on an information and feedback campaign, which goes hand in hand with completely transparent negotiations and consultations with the unions," said Superintendent Small

Western Cape head of the South African Police Union Andy Miller said any "deal" would have to be linked to a "decent" and "acceptable" salary increase sur-

passing that of other government departments to absorb the blow

Superintendent Small said uniformed members were shocked at the news of the change, but they understood the need to contribute after they were shown the "nuts and bolts" of the new system, and how it compared favourably with schemes in the private sector

Superintendent Small said plans linked to salaries had been developed, and: "A constable earning between R3 000 and R4 000 a month, and married with three children, will contribute R125. A captain with the same number of dependents earning between R6 000 and R7 000 will pay about R188 a month," he said

Kahn says the SAPS is improving its act

804/3/99 (251)
WITHIN three years South Africans would have the best equipped and trained police service possible under the circumstances, SA Police Services CEO Meyer Kahn said yesterday in Midrand.

At Times Media Limited/Reed's fourth Securex exhibition, Kahn said the SAPS was re-directing R400m annually from nonproductive activities to improve the law enforcement agency's equipment and resources.

Securex is a security protection exhibition at which about 200 local and international companies are showcasing the latest hi-tech security systems and products.

Kahn said the battle against the malaise in the SAPS was being won and the force's efficiency was growing. He cited the 21% drop in police absentee levels and 27% drop in incidences of the "blue flu" — police officers reporting sick on Mondays, Fridays and public holidays.

Kahn said while crime was stabilising, there was an increase in muggings, burglaries and car hijackings, caused by an economic downturn. The rise in hijackings was being addressed by new law enforcement techniques that were proving effective in tests, Kahn said.

"I can tell you categorically that in the areas where these techniques are being used, hijackings are down by 20% compared to a national increase of 5% observed in other areas. These results now need to be extended throughout the country."

Kahn is scheduled to return to South African Breweries as nonexecutive chairman in July following the completion of his two-year secondment to the SAPS. He has not ruled out a continuance of his relationship with the SAPS thereafter. — Sapa

Kahn still optimistic over SAPS

SOUTH Africans will have the best equipped and trained police service possible within three years under the circumstances, South African Police Service chief executive officer Mr Meyer Kahn said yesterday.

Speaking at the Times Media Limited-Reed's Securex exhibition in Midrand, Kahn said the SAPS was redirecting R400 million annually from non-productive activities to improve equipment and resources.

Securex is a security protection exhibition at which about 200 local and international companies are showcasing the latest hi-tech security systems and products.

Kahn said the battle against the malaise in the police force was being won and the force's efficiency was getting better.

"We now have in place a simple, understandable and workable strategy which in the first year of its implementation is showing positive results," said Kahn.

He cited the 21 percent drop in police absentee levels and 27 percent drop in incidences of the "blue flu" - police officers reporting sick on Mondays, Fridays and public holidays.

There was corruption in the SAPS,

but it was largely due to the successes of the anti-corruption unit that it was getting more publicity, he said.

"With the exception of two areas of deep concern, our statistics, which are not being fudged, indicate strongly that crime is stabilising or decreasing,"

Kahn said.

He said there was an increase in street crimes including robbery, residential break-ins and car hijackings, caused by the economic downturn.

The rise in hijackings was being addressed by new law enforcement techniques that were proving effective in tests, Kahn said.

"I can tell you categorically that in the areas where these techniques are being used, hijackings are down 20 percent compared to a national increase of five percent in other areas. These results now need to be extended throughout the country.

"The scourge of our country is hijacking, but if we do not achieve our aims it will not be for want of trying. There is no anarchy in the SAPS - we have a mountain to climb and are making slow, sure, and steady progress," Kahn said.

Kahn is scheduled to return to South African Breweries as its non-executive chairman in July - Sapa

Sowetan 11/3/99

(251)

Funds for city police

Pearl Sebolao

(251)

THE Gauteng government has not taken a decision about what role it will play in the funding of municipal policing, despite the fact that a metropolitan police are expected to become a reality by the end of June

Safety and Security MEC Paul Mashatile told the provincial safety and security committee yesterday that his department had only made provision for facilitating the establishment of metropolitan police

Mashatile said R35 000 had been budgeted for this financial year. It would go towards setting up the stakeholder base and facilitating the establishment of metropolitan policing. The cash strapped local authorities would take the responsibility of funding this service.

He admitted that the budgeted amount might not be adequate, as additional expertise would be required and more people would have to be recruited.

Mashatile said the training of instructors had started and local authorities should be ready to implement the programme by the end of June.

BS 10/3/99

Basson milked government of R57-m – charge

BY ROBERT BRAND

Wouter Basson allegedly defrauded his apartheid masters of tens of millions of rands under the guise of sanctions-busting and developing a chemical and biological warfare (CBW) programme, according to the charge sheet against him

Basson is expected to stand trial in October, prosecutor Anton Ackerman SC said yesterday

The charge sheet, 300 pages long, includes more than 50 counts of fraud, drug trafficking and conspiracy to murder

The indictment gives 24 cases of fraud involving front companies and bank accounts in the US, Belgium, Switzerland, Luxembourg, Britain and the Cayman Islands.

The names of two National Party cabinet ministers and a former auditor-general are



Basson ... October trial date

mentioned in connection with the privatisation of front companies established under the CBW programme, codenamed Project Coast

Basson and his collaborators benefited by millions of

rands from the privatisation, the charges say

They also mention foreign nationals who allegedly colluded with Basson to launder money fraudulently from the secret special defence account

The indictment does not mention co-operation on the CBW project between foreign governments and SA. But it does state that a Belgian working for Nato bought "chemical agent monitors" for Basson despite a Nato embargo

The state alleges that Basson, a medical doctor who was a brigadier in the SADF's special forces, enriched himself over five years by funneling millions of rands into his own pockets under the pretence of buying materials and equipment for Project Coast, of which he was project officer

The amount is difficult to calculate many of the trans-

actions were in British pounds, US dollars or Swiss francs at different times and varying exchange rates

But the 24 fraud charges involve at least R57-million, The Star has calculated

Basson was arrested in Pretoria in January 1997, allegedly trying to sell Ecstasy tablets with a street value of R100 000

The conspiracy charges relate to the murder of five members of the former Mozambican resistance movement, Renamo

Ackerman, who was shocked that *The Star* had obtained a copy of the charge sheet, would not comment on the charges. He said the document was embargoed until March 24, when it would be handed to Basson's lawyers

► Money-laundering racket

Star 12/3/99

Basson alleged to have run money-laundering racket

BY ROBERT BRAND

Chemical and biological warfare mastermind Wouter Basson made extensive use of bank accounts in Switzerland, Luxembourg and other foreign countries to launder money stolen from the special defence account, according to the charge sheet against him

Large sums of money were allegedly paid into these accounts during the early 1990s, when it became apparent that the then National Party government - which had provided Basson with the finances and the authority to run his chemical and biological warfare programme - was losing its grip on power.

One of the last charges on the 160-page indictment dates from June and September 1993, when Basson allegedly paid two amounts totalling about R800 000 into a trust fund for his wife and children

A year previously, he allegedly transferred about R7,3-million into accounts in Luxembourg, the US, Britain and Pretoria via bank accounts in Basel and Zurich which, the charge sheet claims, he had used for his own gain

In the same year, about R6,9-million of state funds was allegedly transferred into an account in Zagreb, Croatia - again for Basson's own benefit, the charge sheet claims

Basson's explanation for these payments was that they were needed for essential purchases for Project Coast, the then South African government's chemical and biological warfare project, which he headed

A number of similar fraudulent transactions were allegedly carried out between March 1988 and September 1993

One of the biggest windfalls for Basson and his colleagues allegedly came from the privatisation of two front companies, Delta G Scientific

and Rooodeplaas Research Laboratories, established under Project Coast

The two companies, according to evidence heard by the Truth and Reconciliation Commission last year, were used to manufacture and test chemical and biological warfare agents

On April 19 1990 Basson discussed the proposed privatisation at a meeting attended by then finance minister Barend du Plessis, defence minister Magnus Malan, surgeon-general Neil Knobel and auditor-general Peter Wronsley, the indictment states

The two companies were transferred to a number of private individuals at a substantial discount by way of interest-free loans granted by the state. The net result, the charge sheet claims, was the enrichment of Basson

and several of his colleagues at the expense of local taxpayers

The charge sheet details many front companies formed by Basson and his associates, ostensibly to obtain sensitive chemicals, equipment and technology for Project

Coast. Large amounts of cash were channelled out of the country, and because of the need to hide SADF links, there was little financial control

"Consequently, emphasis was placed on the bona fides of the accused (Basson). The accused was aware of this fact and used it as an opportunity to enrich himself," the charge sheet says

Although an external auditor was appointed by the auditor-general to oversee Project Coast, he appeared to have taken at face value Basson's explanations for the use of the money

For instance, in May 1988, an amount of about R3,7-million was transferred to an account in London. The money was then shifted into an account held by one of Basson's front companies in Luxembourg, and "the accused used the amount for his own benefit", the charge sheet states

**Indictment
says there
was little
financial
control**

From respected scientist to 'Doctor Death' in two years

Basson lived in a twilight zone of spies and dirty tricks, writes **Stephané Bothma**

IN JANUARY 1997 Wouter Basson's public persona was that of eminent cardiologist, brilliant scientist and disciplined, high-ranking military officer living in a R700 000 home with his new wife and young son in an upmarket Pretoria suburb

Now, just more than two years later, the 48-year-old Basson has been called "Doctor Death" and a 350-page criminal indictment against him is being finalised by two senior state advocates. The indictment could see the chemical and biological warfare expert emerge as a drug peddler, a conspirator to murder and a man who has defrauded his military masters of at least R60m.

Basson burst into the public eye on January 27 1997 while attempting to escape from drug-squad detectives after allegedly trying to sell 100 000 ecstasy capsules worth R60 000.

As the mastermind of SA's top secret Operation Coast, a chemical and biological warfare programme, the slightly built, balding man thought he was being grabbed by foreign agents, bent on abduction or murder.

"Thank goodness I thought this was the end of my life," Basson said when his captors identified themselves as narcotics detectives.

Ironically, the detectives were as surprised to learn that they had arrested one of SA's most successful agents who had travelled to more than 24 countries during the 1980s to obtain information and technology covertly to launch and develop Project Coast.

It is believed that Basson's arrest was witnessed by National Intelligence Agency agents, who at the time were closely watching the germ warfare expert's every move and had been doing so for years.

During court proceedings it emerged that aside from the criminal allegations against him, government was obliged in terms of international conventions to protect Basson and prevent the transfer of his knowledge and expertise to a foreign country.

Basson's importance to the state and the explosive value of his knowledge became clear when the prosecution, the departments of defence and foreign affairs, and the council for the Nonproliferation of Weapons of Mass Destruction succeeded in having the media barred from hearing some of his testimony.

After the prosecution withdrew its initial objection to bail for Basson, he was let out on R40 000 bond but was whisked straight into an agency protection programme.

The media fascination with Basson continued. The son of SA police colonel Boesman Basson and opera singer Bronwyn, Basson

entered the military in 1975 immediately after obtaining his medical qualifications. He rose rapidly through the ranks and by the age of 30 was a brigadier.

Basson founded the now notorious 7 Medical Battalion which had the primary task of giving operational support to special forces throughout SA's wars in Angola, Mozambique and Namibia.

A qualified paratrooper, Basson and his men rendered medical services behind enemy lines. It is rumoured that Basson at one stage served as then state president PW Botha's personal physician and that he functioned as adviser to two successive surgeons-general.

In apartheid government circles, Basson made his real mark as the leader of Project Coast. He travelled the world on false passports provided by official agencies, adopting the guise of a draft dodger while he was covertly gathering information, making contacts, and buying equipment.

"Wouter Basson is not an ordinary man, he is a formidable man, trained by special forces and as leader of Project Coast, successfully misled the world's most powerful governments for many years," state advocate Torie Pretorius said during Basson's bail application.

With multimillion-rand budgets, Basson set up myriad defence force front companies and laboratories, experimenting with a wide range of substances.

Mandrax, ecstasy and LSD were some of the substances admitted to in court.

So impressed were his military masters with Project Coast, that Basson was awarded the Order of the Southern Cross.

However, Basson's military career came to an abrupt end in December 1992 after a report by Gen Pierre Steyn, which implicated the golden boy of science in a startling range of dirty tricks. The report followed a raid on the offices of military intelligence's top-secret Directorate of Covert Collections by the Goldstone commission. Basson was sacked from the SA Defence Force with 23 other officers by president FW de Klerk.

In 1993, Basson regularly travelled to Libya, where he was involved in negotiations to open a heart hospital and other businesses and was involved in the construction of a railway line. "I was a consultant," he told the court.



Basson a 'formidable' man

However, at the time of his arrest, Basson held the position of chief cardiologist at 1 Military Hospital in Pretoria.

It emerged that despite taking a retirement package from the SA Defence Force (SADF) in January 1993, Basson had been reappointed to the military by the new government in October 1995. Although he held no military rank, his appointment was equivalent to the level of major-general — a promotion.

"We had to re-employ him because we can better control him inside the SA National Defence Force," Deputy Defence Minister Ronnie Kasrils said at the time.

The lengthy indictment against Basson is embargoed until March 24, when it will be handed to his legal team led by advocate Jaap Cilliers. It appears that Basson is fully aware of his importance or that he believes that superior powers might protect him from years behind bars should Pretorius and senior state advocate Anton Ackerman be successful with their prosecution later this year.

Despite all the allegations against him, Basson failed to apply for amnesty for any act committed during his many years in the SADF.



Changing an old recipe for rivalry

The time has arrived to create a national investigation and prosecution agency, write associate editor **Stephen Lauffer** and **Jonny Steinberg**

(251) BD 15/12/99

DESPITE their highly public bust-up over the unmasking of an intelligence mole during the Cape Town bombings investigations, police intelligence and the National Intelligence Agency (NIA) rarely get in each other's hair.

At least that is what Deputy Intelligence Minister Joe Ntshahla would have us believe.

Sceptics say he is right. Not because the spooks all admire and support each other, but because neither service is active enough to stray onto the other's turf very often. They say neither has sufficient skills nor enough inner cohesion to be really productive and get to the sources of crime and terrorism in SA.

The problem with the cynical view is, that although entertaining it falls to go to the core of the issue.

Two agencies with the same job are bound to become rivals. Then, if neither of them is performing especially well, the temptation to create a diversion by messing with the rival service grows.

Experts believe there are at least a couple of ways to avoid conflicts between the clandestine services.

Some argue that NIA mole Ayob Mungalee's cover would not have been blown if his handlers had been working for the same organisation as the policemen who arrested him with explosives in the Karoo.

They say that the two domestic information gathering services should be combined under one command and control structure with certain specialised policing units and a prosecuting arm.

These experts argue for a structure much like the US justice department which includes prosecutors at federal level and the Federal Bureau of Investigation (FBI). Itself a combined intelligence gathering and policing agency specialising in major crime and threats to the state.

Others say even if the police and the spooks are kept apart, the SA Police Service should shed its intelligence gathering function. That way, the NIA alone would be responsible for gathering data on those who

threaten the safety and security of the nation while the police would be responsible for investigating crime and bringing criminals to justice.

Certainly judged by their size and resources, the two agencies should be much more effective than they are. From KwaZulu-Natal via the Western Cape to the activities of international organised crime in SA, they have all too often failed to protect the democratic state against corrosive forces by producing the hard information which can make prosecutions stick.

Insiders say intelligence suffers from a crisis of co-ordination, command and control — made visible by the crossed lines between the police and NIA over Mungalee, of confidence by the users of intelligence in the information gathered for them, of productivity, and of the ability to deliver information limlessly.

The police and NIA are arguably battling with two fundamental challenges: dysfunctional structures and a lack of competence. Some argue that the goals set the intelligence services also need to be more sharply defined, allowing for greater focus of their activities.

To be able to describe where that focus should lie, it is necessary to understand what lies at the bottom of the services malaise.

Since the early 1990s, all of SA's security services — police, defence force, and intelligence services — have been seized with issues of integration and transformation. Behind these sometimes overused concepts lie years of negotiation on how to bring together the forces which served the apartheid state and the homelands, and their opponents in the liberation movements.

From 1994, a period of amalgamation followed, with many personnel changes, especially in the senior management echelons of the intelligence services. New structures under a deputy minister — Ntshahla, regarded highly for his integrity as a spy-master — were created.

The trouble is that ever since Can killed Abel and precipitated the need for organised security, gener-

als have prepared to fight the last war and not the next one.

SA's intelligence services are by all accounts no different. Experts say one of the key problems is that they are still too strongly influenced and driven by what happened and how things were done in the past.

Divisions have been perpetuated. More significantly maybe, whatever side of the apartheid divide they come from, virtually everybody who works for NIA or police intelligence has a background in the gathering and evaluation of political information and information on politically motivated actors.

Yet whether the real challenge to democratic governance in SA comes from such quarters is highly debatable. Crime, especially organised and terrorist crime, are currently the greatest threat to stability in SA.

Even if this is true, some experts argue, the job of intelligence is long-term observation — the adage that "forewarned is forearmed".

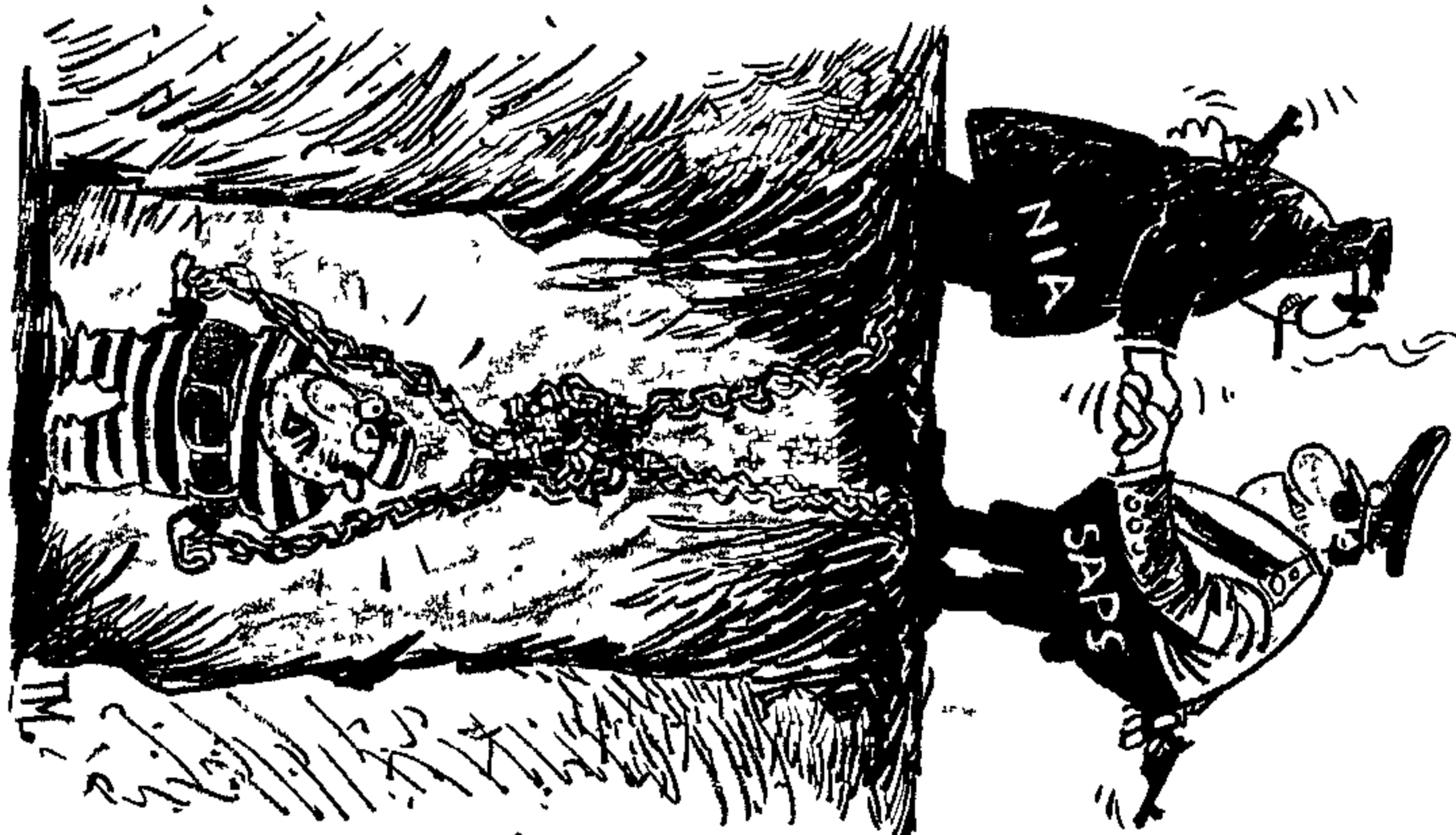
Others believe that to crack crime, hard information must be gathered which will stand up in court. Prosecution-driven intelligence gathering is the only justification for a well-equipped domestic service, they argue.

Still, drawing the line is not always easy. Yet to do so is crucial not only to the proper functioning of the intelligence services, but also to the integrity of the democratic system.

Otherwise the country potentially faces a situation in which parties and individuals become surveillance targets for spurious or politically questionable reasons.

Is the United Democratic Movement a natural target for infiltration because it is headed by a politician who once seized power in a military coup? Should the Inkatha Freedom Party, a member of this and probably the next government, be a target because members of opposing parties sometimes turn up dead?

For the Germans, with their experience of the devastating potential of antidemocratic parties, the answer is to take the broad view. Germany needs its domestic intelligence ser-



tion like the Afrikaner Weerstandsbeweging or the G-Force the "Security wing" of the People Against Gangsterism and Drugs if it is suspected of involvement.

Equally, if car hijacking becomes an epidemic, there is a need to find and infiltrate the crime syndicates behind it.

In all such cases, the objective must be the same: successful prosecutions. This is the only really acceptable measurement of success for both intelligence and policing agencies.

Currently, one agency gathers information and hands it over to another for action. The police rarely trust what they are given by the NIA, arguing it is too speculative and broad.

So unification of the services, possibly along with a powerful prosecuting service with the authority to direct the work of the investigators, appears to be the answer.

Certainly, intelligence and policing units working in the same areas should ultimately report to the same boss. That way, the kind of immature behaviour evident in Mungalee's unmasking will belong to the past.

Some argue unification should go even further, as in India. There, police and intelligence services fall under an expanded home ministry, which includes the immigration service tasked with issuing visas and watching for illegal aliens, some of whom, international experience shows are members of global crime syndicates.

The establishment by national director of public prosecutions Bolelani Ngcuka and the police of joint task teams targeting specific crimes like hijacking is a step in the right direction.

The next parliament should go the whole hog, creating a national investigation and prosecution agency combining NIA, police intelligence, and Ngcuka's staff.

This group would be responsible for all organised and high-level crime. That way, the police can focus on getting their job right — increasing uniformed officers' presence on the streets and solving local crime.

vice — the strangely aptly named agency for protection of the constitution — to ascertain whether parties are extremist and antidemocratic, and whether they should be subject to clandestine observation.

The decision itself is a matter of public record and debate. So too are the agency's annual assessments of extremist groupings it deems enemies of the democratic constitution. SA faces different conditions. A

multi-ethnic and multiconfessional nation its challenges lie elsewhere. The answer, says one intelligence expert, can lie only in a narrowly defined trigger for observation. There should be no surveillance of an organisation or individual on a broad pre-emptive basis. "A democracy has to wait for a bomb to explode," he says.

Once it does, though, there is every reason to infiltrate an organis-

Major plans under way in SAPS, Kahn tells forum

(251)
Nomavenda Mathiane

THERE were major positive developments taking place within the SA Police Service, some of which would be finalised in the next five years, outgoing SAPS CEO Meyer Kahn said yesterday.

Addressing the Midrand community policing forum, Kahn said the police had turned the tide against criminals and that serious crime was on the decline. However, street crime and hijackings were still the scourge of society.

He said the SAPS had an affordable and workable five-year strategy and that some of the plans were already being implemented throughout the SAPS.

"We are now producing detectives that will compare with the best in the world," he said.

He denied he was leaving the SAPS because he had failed and said it was always known that he was on secondment for 18 months.

Negotiations between SA Breweries and the SAPS were taking place to allow him to remain involved with the service in some way.

Kahn said the police could not stamp out crime on their own and that assistance and co-operation from the business community and civil society was needed.

The forum was also addressed by Midrand police station Supt Sakkie Morkel who said the station had the lowest crime rate in the southern hemisphere. However, its work could be improved with more equipment, vehicles and training.

He cited some of the projects that the station was engaged in, as well as a number of successes in solving crime.

DD 16/3/99

Outgoing SA Police Service CEO Meyer Kahn talks to former Springbok rugby player Syd Nomis at a Midrand community policing forum luncheon yesterday.
Picture ANDY KATZ



Probes on cops stall

Seiwelham 16/3/99 (251)

Anti-corruption unit lacks money to pay its staff

By Malcolm Ray

A VAST number of potential investigations by the Independent Complaints Directorate into crime and corruption in the South African Police Service has been severely compromised by inadequate staffing in the provinces, ICD head Mr Neville Melville said in Cape Town yesterday.

Only 10 percent of known cases of police brutality and corruption are dealt with by the ICD, leaving 90 percent of potential cases unattended to, Melville told the portfolio committee on safety and security.

The ICD is an independent anti-corruption investigating unit set up by the Government in 1995. It was hoped the unit's lifespan would be

limited to the first term of the new Government. However, Melville said his unit has been able to "scratch the surface of abuse and corruption in the SAPS. The handful of investigators in the provinces cannot physically deal with cases."

The problem is exacerbated by "public misconceptions that the ICD is part of the SAPS. This is because the unit has not physically established itself outside SAPS offices."

"Complaints by the public are therefore not brought to our attention. Victims of police brutality and abuse are unwilling to give statements to the unit because they feel inhibited by this perception. They feel that their safety is at stake."

Melville said as things stand, the ICD can afford to remunerate 149 personnel, which falls short of the ideal staff complement of 535.

"The R23,9 million budget allocation for the 1999-2000 financial year is a mere 50 percent of the amount we requested," Melville said.

He proposed a "phased expansion of the ICD in its resource allocation. This will allow the unit to separate itself from the SAPS, build public confidence in its independent status and handle cases more expeditiously."

The ICD will also propose new legislation in due course to increase its power and authority.

● Speaking at the same meeting, SAPS commissioner George Fiyaz announced that a new smart-card system will be installed in police vehicles to monitor their use and curb abuse.

Fiyaz said the new system will be phased in over two years. A pilot project will be introduced this year to determine its affordability.

"The system is essentially a tracking device which records data like the distance travelled by a police officer. This in turn will enable us to link the vehicle to the police officer," Fiyaz said.

The new system is part of a comprehensive programme to change the ratio between operational and personnel costs in the police.

"Personnel costs in recent years have been undercut by operational costs on utilities like motor vehicles. Last year, 84 percent of our budget was absorbed by operational expenditure and 16 percent was spent on personnel," he said.

"A lot of the operational expenditure was taken up by abuse. We would like to see a reversal of the ratio where 75 percent of our budget is spent on personnel and the remainder on operational expenditure."

Spin doctors rule police

(251) # MAG 19-25/3/99

Ted Leggett

The Gauteng police media liaison officers recently released a statement of support for a directive issued by National Commissioner George Fivaz earlier this year. This directive admonishes police officers to "refrain from making unauthorised and unguarded statements to the media", and to direct press inquiries to media liaison.

This kind of policy, Fivaz points out, is not uncommon in organisations of all sorts, and he argues that it is necessary for the image of the police that the service be seen to speak with a unified voice.

Specifically, he points to several incidents at the beginning of the year where investigators promised the media outrageous arrest figures and set dates for the arrest of fugitives such as Collin Chauke. When these promises failed to materialise, embarrassment was experienced all around.

But does this embarrassment justify a directive which will necessarily constrict the flow of information between the police and the public? The transformation process is driven by programmes designed to enhance communication between law enforcement and citizens, such as the community-oriented policing approach and the establishment of community police forums. The exchange of information must be reciprocal for these initiatives to work.

And while many organisations do rely on press officers to handle all contact with the media, the police are a unique case. In no other sector of government is the need for transparency greater. This directive will provide a convenient dodge for those police officers who would rather not be interrogated about their activities. By allowing all information to be

processed by experienced spin doctors, the very important role the press plays in maintaining police accountability will be undermined.

This order is tantamount to allowing a suspect in the dock to refer all questions to his lawyer. In a democracy, the police must be continually open to cross-examination.

In addition, the information that the police provide is often of pressing urgency and topical only briefly. Waiting for this information to be processed will mean much of it will never make it into the public consciousness.

A further side effect of this directive will be to curtail criticism of the service from within the ranks. Recent exposés of the poor state of many stations and low morale among the rank and file must have surely fuelled this action by Fivaz.

This is not to say that leaks will not continue to occur. Most police officers are guided by conscience above all else and will find a way of making needed information available to the public. Although Fivaz warns about using the directive to block information, it is only those who have something to hide who will benefit from this order.

Once again, the government is trying to correct through strong central directives what can only truly be rectified at the ground level. Rather than limiting the ability of the police to communicate with the public, all officers need to be trained in how to properly interact with the communities they serve. They need to be cautioned about making unrealistic promises, schooled in principles of confidentiality, and educated in communication skills.

Limiting the scrutiny of the public will not make up for personnel deficiencies. And we should not suffer as a society for the braggadocio of a few indiscreet cops.

Vigilante group mobilising to protest against police 'snub'

Petersburg - The vigilante group Mapogo A Mathamaga says it is mobilising 20 000 members for a protest against the Northern Province government on Thursday because the police have refused to have any contact with them since February.

Calling themselves a "business and community shield", the group readily admits that it beats up suspected criminals as standard policy before handing them over to police for prosecution.

Mapogo A Mathamaga said in a statement at the weekend it would march on Premier Ngoako Ramatho's office in Petersburg later this week to demand that police work with them again.

Mapogo president Montle Masolego added that the vigilante group was also upset with Safety and Security MEC Seth Nthai, because he had ordered police stations to cut contact with them.

Mapogo said the vigilantes would no longer put up with being snubbed "like criminals". He said Nthai undervalued the work done by Mapogo in rooting out crime in the province, particularly since the police were "ineffective".

He claimed that Mapogo had recovered significant amounts of stolen property in Northern Province and other provinces. He said members from Gauteng, North West, Mpumalanga, and the Free State would join the march on Thursday.

Mapogo said Mapogo was still taking suspects to the police. He could not give details of such suspects being convicted. He said this was because the police did not call his members as witnesses.

Mapogo originated in the Sekhukhuneland area of Northern Province in 1996. Nthai made the movement sign an agreement in August 1997 to act within the law. On February 26 he cut all ties with Mapogo. The major problem, he said, was that Masolego had joined the United Democratic Movement in Petersburg in January and this had angered other Mapogo members - African Eye News Service

(251)

After 23/13/99

Gauteng's security plan 'okay'

(251) Sowetan 24/3/99

THE Gauteng government had restored the credibility of the province's police service in the eyes of the public, MEC for safety and security Mr Paul Mashatile said yesterday evening

Presenting his department's R18,037 million 1999-2000 budget in the provincial legislature, Mashatile hailed the success of the community police forums (CPFs), through which communities and the police could jointly address problems

"The fact that we have succeeded in establishing effective community police relations through CPFs in our province deserves recognition given our recent history

"Current debates between the community and the SA Police Service centre, not on the legitimacy of the SAPS, but rather on the quality of service delivery to the community

"This is an important step forward in the transformation of the attitudes of the community to the police," Mashatile said

He said R3,651 million of his budget would be spent in the coming financial year on developing the capacity of CPFs and promoting the establishment of crime-fighting street and block committees - modelled on the anti-apartheid structures of the 1980s

"My office will play an integral role in the development of the concept of community policing and in the monitoring of street and block committees in order to ensure that at no stage do they degenerate into vigilante movements," he said

Another R3,058 million would be spent on coordinating social crime prevention projects

His department and the departments of justice, education and welfare would embark on a joint project next year to divert youth offenders from the criminal justice system into rehabilitation programmes

The first closed-circuit television (CCTV) system to monitor key areas of the Johannesburg central business district would also be implemented soon, Mashatile said

The CCTV system was a joint effort between his department, the SAPS, the Johannesburg Metropolitan Council, the Central Johannesburg Partnership and Business Against Crime

Mashatile said his department had committed R1,2 million to the project

A business plan for the implementation of the CCTV system had recently been approved by stakeholders of the project, he said. - Sapa

Ex-chief of biological warfare faces 64 charges

ET 27/3/99
PRETORIA. The former head of South Africa's former chemical and biological warfare programme, Wouter Basson, faces 64 charges, including 16 of murder and 24 of fraud, when his trial starts in the Pretoria High Court on October 4

Basson was indicted during a brief appearance in the Pretoria Regional Court yesterday

The charge sheet is 274 pages long and is bound in two volumes, one dedicated exclusively to the fraud charges involving local and foreign transactions worth more than R74 million

The second volume details an array of charges ranging from the murder of Swapo members and even Basson's colleagues who became "security risks", to 11 charges of conspiracy to commit murder, one of incitement to murder, two of defeating the ends of justice, one

(271) (271) (271)
of assault, one of attempted murder, one of attempted intimidation, six charges relating to the illegal possession and trade in the drugs Ecstasy, Mandrax and cocaine, and a charge of contravening South Africa's Protection of Information Act

Basson was allegedly responsible for supplying toxic substances called Tubarine and Scoline — muscle relaxants which caused victims to suffocate by paralysing their lung muscles — to Special Forces members as well as members of the clandestine Civil Co-Operation Bureau. Both organisations were set up to eliminate South Africa's "enemies"

In most cases, the bodies of the victims were loaded into airplanes and thrown into the sea

According to the charge sheet, Basson was involved in conspiracies with,



ON TRIAL: Wouter Basson will be back in court on October 4

among others, CCB members, to murder senior ANC officials including Pallo Jordan, Ronnie Kasrils, Frank Chikane and Dullah Omar

Basson did not utter a word during his appearance in the Pretoria Regional Court, and hastily left the courtroom after his trial was postponed — Sapa

Litany of horror as Basson trial set

ARG 26/3/99 (251)

ARGUS CORRESPONDENT

Pretoria - Wouter Basson, the previous government's "Doctor Death", will go on trial in the Pretoria High Court on October 4 on 29 charges of murder and conspiracy to murder.

He appeared briefly in the Pretoria Regional Court yesterday.

An array of charges, ranging from alleged murder of Swapo members and even Dr Basson's colleagues, who became "security risks", added up to a 274-page charge sheet.

In most cases, the bodies of the victims were loaded into aircraft

and thrown into the sea.

In the early 1980s, the SA Defence Force started a special unit called Barnacle. It was supposed to eliminate so-called enemies of the state belonging to organisations such as the African National Congress, Pan Africanist Congress and Swapo.

According to the charge sheet, Dr Basson supplied poisons made in the unit's laboratory to members who had to eliminate "enemies".



Wouter Basson

he was injected with a muscle relaxant that caused victims to suffocate by paralysing their lungs

One of the first victims was allegedly an operator working on Project Barnacle.

The court papers said he was thought to be a security risk and was offered a lift when he wanted to visit his family in Zimbabwe.

Two undercover members of the project allegedly gave him doctored beer.

When he fell asleep, he was injected with a muscle relaxant that caused victims to suffocate by paralysing their lungs

At the aircraft from which the body would be thrown into the sea, another Special Forces member was waiting with three other black people. These had also been poisoned, he charge sheet alleges.

Dr Basson was also allegedly involved in plans to spread food poisoning and even cholera to kill "enemies", including inhabitants of a refugee camp in Namibia to influence an election.

According to the charge sheet, Dr Basson was involved in conspiracies to murder senior ANC officials, including Pallo Jordan, Ronnie Kasrils, the Rev Frank Chikane, Desmond Tutu and Dullah Omar.

'Doctor Death' charged with over 200 apartheid-era murders

Mar 25/3/99

(251)

(252)

Wouter Basson, who led apartheid South Africa's biochemical warfare programme, was charged yesterday with murdering and helping to kill more than 200 people with poisons concocted in state laboratories

Basson's victims included about 200 Swapo operatives, according to a 300-page charge sheet handed to the Pretoria Magistrate's Court

The State alleges that after Pretoria decided to kill captured Swapo rebels, Basson, who still practises as a doctor, supplied state security operatives with muscle relaxants that were given to the men in huge doses, causing them to suffocate when their lungs collapsed

In one instance, the scientist is said to have travelled to Namibia, where he persuaded

five Swapo prisoners to swallow sedatives and then supervised their injection with the deadly muscle relaxants.

The State is charging Basson - whose sinister work earned him the nickname "Doctor Death" - with 16 counts of murder, 13 of conspiracy to murder and two counts of attempted murder.

In most cases a single charge refers to several people who succumbed to poisons supplied by him.

Victor Fonseca, then a South African secret agent, who developed brain cancer and apparently became a security risk, was allegedly fed poisoned orange juice until he died in a Pretoria military hospital.

In late 1983 Basson apparently supplied a security agent



Wouter Basson ... allegedly concocted deadly poisons.

with a poisoned gel, and ordered him to rub it onto the bodies of five black prisoners and report back on its effects.

The prisoners survived the experiment and were eventually finished off with muscle relaxants

The State alleges that Basson also ordered the execution of suspected renegade members of Mozambique's Renamo movement after fingering them for the murder of Renamo secretary-general Orlando Christina

Five of them were shot dead in Namibia and their bodies dumped in the Atlantic Ocean

The State also alleges Basson plotted to kill senior ANC members Ronnie Kasrils, Palle Jordan and Dullah Omar, and supplied the poison that was smeared onto Frank Chikane's clothes, nearly killing him

Chikane, former head of the South African Council of

Churches, is a top aide to Deputy President Thabo Mbeki

According to the State, which has brought a total of 24 fraud and theft charges against him, Basson pocketed some R57-million in funds given to him by the apartheid government to buy chemical and biological weapons agents.

So far, it is unclear why Basson retained secret documents he was told to destroy, raising fears that he may have sold them to foreign states.

Basson also faces six charges of drug possession, stemming from his arrest in 1997 with cocaine and large quantities of Ecstasy and Mandrax

His trial, which will start on October 4, is expected to take up to two years - Sapa-AFP

Security firms take charge of guarding police stations

Staff shortages force cops to go for private protection

Private security companies are enjoying their high-profile role in helping to protect Western Cape police stations from criminals.

The security company CPP began guarding Claremont police station last night after police headquarters gave the go-ahead for one of its armed guards to be posted outside the building.

Company spokesman Barry du Bruyn said the free service had to be approved by the Treasury as the assistance equated to a substantial amount of money.

"But this week we were told we could start as soon as we were ready and we are eager to help," he said.

The offer by CPP was made in January after an armed and masked gang gained entry to the Claremont police station through a backyard electronic gate, which was broken at the time.

The five-man gang escaped with R5 rifles, shotguns and handguns after pistol-whipping policemen on duty and locking them in a cell.

One of the three companies which has offered to provide a free panic system for Stellenbosch police station, which was raided by an armed gang last week, is BBR Security

**SPECIAL
REPORT**



GLYNNIS UNDERHILL

Sales co-ordinator Michael Martch said his company was happy to help. "We have offered to help protect a lot of police stations and a lot have accepted our offer as a back-up response to the police," he said.

Alan Hadfield, president of the Security Association of South Africa, said the help being offered by security companies was essential.

"I actually think it is the only way to go right now because of the shortage of police manpower. The security industry is now three times the size of the police force," he said.

The police face serious staff shortages as members are rarely replaced when they resign or take voluntary retrenchment packages.

Many are now becoming security investigators, hired by private companies.

Mr Hadfield is also chairman of the Bothasig Community Police Forum and said police manpower in

the area was woefully short.

The community police forum had fitted out the police station with bulletproof glass, security gates and cameras.

Mr Hadfield said the police force still had the major role to play in combating crime but the security industry was working well in partnership with the police.

Security companies could act as the "eyes and ears" of the police.

Mr Hadfield said it was not known how many prospective security guards had been found to have a criminal record, but they were quickly weeded out after checks were run.

Some top-ranking policemen expressed their disquiet about what they see as the growing dependency on free handouts from security companies.

But spokesman Superintendent Riaan Pool said a security company was now guarding the flying squad in Pinelands.

"We do have a security company at the gates. We believe it is preferable to have our policemen on duty and to let trained security guards watch over us," he said.

After the Claremont raid, a suggestion was made at a top-level meet-

ing at the provincial office that station chiefs should ask the community for help and approach security companies for help.

While commanders at individual police stations are reluctant to discuss their increased security measures, Mr Martch of BBR said two northern suburb stations had accepted and installed panic buttons which would signal the control room of his company.

Others were still considering the offer, he said.

The control room would, in turn, alert the flying squad if the police station was in trouble.

"We are a national company and this service is being offered to police stations around the country," said Mr Martch.

"In return we build up a good relationship with the police and we can call each other when we need assistance.

"It is sad, but you can't blame the police. I am a police reservist and I know what is happening out there."

Mr Martch said he worked as a reservist at a police station in the northern suburbs where there was a limited number of officers on duty.

"We are just trying to make their lives easier," he said.

D

Basson faces 27 counts of murder

Stephané Bothma

PRETORIA — SA's germ warfare mastermind Wouter Basson was yesterday served with an indictment containing 27 charges of murder and conspiracy to murder

It detailed the death by poison of at least 130 people whose bodies were dumped at sea from military aircraft

Basson, who from 1982 to 1992 ran SA's secret chemical and biological warfare programme, Project Coast, allegedly also stole millions of rands from his military masters while entering covert deals worth R74m to run his project.

Basson, currently chief cardiologist at 1 Military Hospital, appeared briefly in the Pretoria Regional Court where the 274-page indictment was handed to his lawyers by Pretoria's deputy director of public prosecutions, Anton Ackermann

A tense-looking Basson, currently on bail of R40 000 and under the protection of the National Intelligence Agency, will stand trial in the Pretoria High Court on October 4 on 64 charges. They include 11 of murder, 16 of conspiracy to murder, 24 of fraud and theft, four of drug possession, two of dealing in Mandrax or cocaine, two of defeating the ends of justice, two of attempted murder, one of incitement to murder and one of contravening the Protection of Information Act. The indictment names 34 people — most of them special forces and former Civil Cooperation Bureau members — with whom Basson allegedly conspired to murder, assault, intimidate and commit murder. The list includes generals FW Loots, Kat Liebenberg, AJM Joubert and E Webb.

The prosecution alleges that Basson, while stationed at special forces headquarters between 1981 and 1983, conspired with at least 10 colleagues to murder about 205 Swapo members detained by SA's army in former South West Africa

BD 27/3/99 (251)

They were injected with a substance that made them suffocate.

In 1984, the state claims, Basson also murdered four unknown black men near Warmbaths. Between April 18 and May 8 1983 he allegedly incited the top structure of the defence force and Renamo to murder five men it was claimed were responsible for assassinating Renamo leader Orlando-Christina. The state also alleges that in November 1983, Basson and three army colleagues murdered five unknown black men. Of the 229 murders mentioned in the indictment, only four were by means other than poisoning

Charges of defeating the ends of justice relate to the alleged cover-up of some of the murders.

Basson faces charges of conspiring to murder state "enemies" such as Justice Minister Dullah Omar, the Rev Frank Chikane, Environment and Tourism Minister Pallo Jordan and Deputy Defence Minister Ronnie Kasrils.

The 24 fraud and theft charges in the indictment detail complicated foreign and local deals Basson entered as leader of Project Coast. Because of the sensitivity of Project Coast, the military had to rely heavily on Basson's bona fides, the indictment said "The accused was fully aware of this fact and abused his position to enrich himself at the cost of the state."

Fraud involving millions of rands was allegedly committed by Basson when the former government decided in 1991 to privatise front companies Delta G and Roodeplaat Research Laboratories.

Deputy national director of public prosecutions Jan D'Orveira said yesterday it was likely that more people would be prosecuted. It could not be proved that senior politicians knew exactly what was going on at the time, but it is likely that senior defence force staff knew

Deadly gadgets: Page 2

WORRIES OVER Shift in control of police service

Is the 'civilianisation' of the police a good thing, or will it just deliver another back to be stabbed, asks Jonny Steinberg

BD 29/3/99

NATIONAL police commissioner George Fivaz, the most noticeable person in the room, was the one deliberately not on stage.

Fivaz was fuming. He was damned if he was going to participate in Safety and Security Minister Sydney Mufamadi's final report-back on government's new policing white paper. Aggrieved, he sat in the audience.

Ostensibly, the issue that provoked the commissioner's ire in September last year was a late addition to an organisation charting the new structure of safety and security.

The offending addition was a thin black line — emanating from the safety and security secretary and pointing at the police commissioner — accompanied by the legend "strategic policy direction". An ob-secure and trivial prompt for the commissioner's rage?

Not at all. That thin black line signified a sea change in SA policing. Ever since the establishment of the law and order ministry in the late 1970s, SA's police force was in essence an autonomous organisation — its commissioner formulated its policy and managed its budget. No more. When the white paper's recommendations become law sometime next year, the police force will find itself in civilian hands.

The safety and security secretary who presides over a small institution barely filling a floor at police headquarters in Pretoria, will hold the police purse strings. He will also be charged with drafting policy. The police commissioner will simply implement plans crafted by civilians. Today, senior police managers insist that the squabble is over. Every-

one supports the new structure. Yet ask what the new structure will mean in practice and it is clear that a great deal of uneasiness remains.

"The change is little more than semantic," says a senior police manager. "Mufamadi will give the department's budget to Safety and Security Secretary Azhar Cachalia who will give a lump sum to the police commissioner. The commissioner and he alone, will organise the police budget. Cachalia's job will be to advise the minister not the police."

Not so, says Cachalia. "The secretary is now drawn into the centre of the department. It takes charge of policy formation and the organisation of the budget. The police commissioner will not be a subservient second-in-command. Someone with my background and a policeman both have a legitimate input — but I will take overall responsibility."

It appears that beneath these conflicting definitions of what civilian control will mean lies a great deal of suspicion. In fairness, though, police trepidation at the thought of a civilian boss probably has more to do with the past than with the future.

When the African National Congress (ANC) came to power in 1994, its leaders worried behind the scenes that the police force might be used for a coup. Government pondered how wise it was to leave its erstwhile adversaries in charge of the state's most powerful institution. Nor was it prudent to eject the police leadership *en masse* and train its own people to take over the force.

The inevitable compromise was a half-baked scenario which pleased nobody. Much of the incumbent leadership remained a new commis-

sioner was carefully chosen from old officer ranks but the secretary was charged with keeping a suspicious eye on the men in blue.

"From its formation in 1996, the secretary didn't give a damn about policing," says a senior policeman. "It was more interested in catching us out when we were naughty."

Cachalia who has presided over the secretariat since its formation, readily concedes the point. "We saw ourselves as a watchdog over the police. There was little notion that this was an institution with deep-seated problems. I do not blame the old guard for their suspicions. We were new, we were learning."

There was a gut feeling, says the secretary's Mark Shaw, "that the police needed to be monitored. It set up an antagonistic relationship between the secretariat and the police from the start."

"It has taken us three years to learn the ropes," Cachalia admits. Ironically, those who run the police may be afraid that the secretariat is on the brink of taking policing very seriously — too seriously. These are uncertain times at police headquarters. Fivaz's contract ends next January and rumours have it that he will leave earlier than that. It appears that he will be replaced by a black civilian drawn from the ranks of the former liberation movement.

The soft-treading, consensus-building Mufamadi is also possibly



Fivaz and Cachalia will the police be too top-heavy?

on his way out chances are he will be given another cabinet portfolio after the elections.

The police force does not know who its leaders will be in six months. What it does know is that a significant number of South Africans think it is falling miserably and are pointing their fingers at the ANC.

Government may well succumb to pressure to be seen to kick but Cachalia, in his newly acquired role of accounting officer, may be given the tasks of chief butt-kicker.

Senior police managers deny that they fear a shake-up and Cachalia insists he has no major changes up his sleeve. Still both must be aware of the political pressures of the times.

Which brings us to the point that really matters. Why submit the police to civilian control? In nonuniform departments, the director-general is caretaker both to policy and implementation. Why not the police commissioner?

"Whatever the histories of those in charge any armed force is immersed in the mystique of its own identity," says the director-general of another department who prefers

not to be named. "They are medieval associations of blood bonds and brotherhood."

"They tend to forget that they are in fact, just an instrument in the service of a civilian population."

Cachalia makes the point more diplomatically. "In the face of a crisis, policemen will understandably enough ask for more personnel and more power. Without a secretary, the minister is reliant on what the implementers say their needs are."

"Two years ago, the police asked for more policemen. We said we are not convinced you are able to manage them." In our absence, the minister would have been compelled to respond.

Scenes are not impressed by this argument. They say that in theory it is all very well to have a neutral, civilian secretary to keep the police in check, but in practice the proposed structure is a recipe for a power struggle. "Neutrality is a myth," says one policeman. "In practice everyone is a politician, political pressures bear down on all people."

"The new structure simply adds another ego and another institution-

al interest to the already complicated helm of the police. If Cachalia does not fight, he is not doing his job. This structure is a crazy invitation to back-stabbing, tears and anger."

Cachalia, by all accounts a decent man with little taste for the Machiavellian intrigues of politics, quickly acknowledges this point, but then attempts to turn it on its head.

"Yes, there is no neutrality," he says. "A director-general understands the government and, by implication, the governing party. It is dangerous and compromising to put a police commissioner in that position. He must be nonpartisan."

Indeed, Cachalia believes the police should welcome his presence and use him as a shield from political interference.

Is Cachalia being naive? By railing the point of his own vulnerability to political manoeuvring, is he not giving credence to his critics? Will he *de facto* end up importing a volatile political stew into the heart of the police? Those in the police high command are not sure. They will be watching Cachalia carefully.

SAPS to 'root out corrupt elements'

seweton 29/3/99

By Dan Fuphe (261)

THE South African Police Service is working towards the total eradication of corruption and lack of discipline in its ranks, Gauteng deputy director of safety and security Mr Solomon Maila said at the weekend.

Maila was speaking at a ceremony to mark the opening of the newly renovated Daveyton police station on Friday.

The R86 000 used to refurbish the station was money collected by police officers themselves. The initiative to fund the project started in 1997.

Maila paid tribute to local officers for their commitment which, he said, proved that the station management was fully in tune with the transformation that was sweeping through the SAPS.

"In providing this incalculable service to our people, the police have to deal with a host of challenges facing the service - challenges such as the complete eradication of all these bad elements from our ranks - elements that

are rotten to the core with corruption. One is not in any way suggesting that the entire SAPS is corrupt but we continue to get information about police officers who are perpetually engaged in corrupt activities," Maila said.

He cited the following as examples:

- Public officers who accepted bribes from criminals, and
- Police officers who are in cahoots with criminals by providing them with privileged information and sometimes selling case dockets to frustrate and defeat the ends of justice.

"When we hear that a police sergeant attached to the Sophiatown police station was sentenced to an effective 22 years' imprisonment for kidnapping and rape, there is surely reason for us to be concerned," Maila said.

He said this was the reason why the Gauteng provincial secretariat for safety and security was encouraging all communities to join Community Policing Forums to establish a united stand against crime.

Wanted: Top cop for Cape

Tough crime fighters in line for the hot seat

ARC 31/3/99 (251)



Ganief Daniels



Gary Kruser

JOSEPH ARANES
STAFF REPORTER

Beleaguered police Commissioner Leon Wessels is set to go - and some of the country's toughest crime fighters will be lined up as the race for the Western Cape hot seat begins.

Police headquarters in Pretoria sees the appointment of a new provincial commissioner as key to the transformation process and in the fight against gangsterism and urban terror.

Commissioner Wessels, whose contract expires at the end of June, has been criticised in the community as running a jaded

and ineffectual regime

Already police management in Pretoria has placed newspaper advertisements inviting applicants for the position.

In spite of the obvious serious problems in the province - urban terrorism, gangsterism, the narcotics trade and internal police politics - there seems to be no shortage of candidates.

Among those aiming to take a shot are Western Cape Deputy Commissioner Adam Blauw, Eastern Cape acting provincial Commissioner Leonard Max, East Metropole area commissioner Niel van Heerden, Operation Good Hope head Ganief Daniels, Operation Good Hope's

head of visible policing Simon Mpeembe, the national head of the VIP protection unit, Gary Kruser, and Arno Lamoery of the Investigative Directorate on Organised Crime.

Although the deadline for applications is in six weeks' time, most of the possible candidates are not committing themselves on whether they plan to apply. They are, however, saying they are seriously considering making themselves available.

It seems the unresolved spate of pipe bombings, drive-by shootings and attacks on police stations, coupled with the lack of



Simon Mpeembe

To page 2

Adam Blauw

Battle on for top police job

From page 1

arrests and convictions in most of these cases, are weighing heavily on the minds of the candidates

The internal divisions within the service - over allegations of white officers not being prepared to serve under black commanders, the lack of transformation and the absence of a meaningful process for the promotion of black officers - are making it difficult for those applying to speak openly about their decisions.

The person who is going to step into Commissioner Wessels's shoes will have to deal with these vexed issues in a manner that will satisfy both the needs of the service and those of the community, which is tired of ineffectual policing methods and the lack of convictions.

East Metropole commissioner Van Heerden said as far as he was concerned, people needed to be realistic about the internal politics and should not resort to back-stabbing, as this only tarnished the image of the service.

Commissioner Daniels said it was almost expected of him to apply for the post. He said the new commissioner would need to assemble a strong team "not only to combat crime but also to speed up the process of transformation within the service in the province."

Recruit graduates to police, says DP

BB 114/99 (251)
Jonny Steinberg

THE post of police commissioner should be scrapped, the National Intelligence Agency closed down and hundreds of graduates recruited into police management.

These are some of the proposals in a Democratic Party (DP) crime policy document launched in Johannesburg yesterday.

DP federal council chairman Douglas Gibson and Gauteng leader Peter Leon said it was time executive authority was returned to safety and security MECs.

"The fact that the Gauteng safety and security MEC only has monitoring powers means the R80m a year spent on his department is wasted," Leon said.

"He must either be given executive power over policing in the province or his department should be scrapped."

The policy called for a law criminalising the abuse of public office. "Government calls summit after summit on morality and corruption," said the DP's Raenette Taljaard. It is time to legislate against it, she said.

Leon said hundreds of graduates should be recruited immediately. "Research shows that if you bring about 800 skilled, motivated managers into the police at junior, middle management and senior levels, the sense of professionalism they bring will permeate the entire force."

The DP also called for the formation of an "FBI-type agency" to fight organised crime.

Braving death to serve

Despite the risks, rookie cops love fighting crime

(257) Star 3/4/99



MI

any brave policemen have been murdered in the line of duty. Why then, when policemen have increasingly become the target of the criminal set, would any youngster volunteer to join the SA Police Service? It's one of the toughest jobs low pay, high stress levels and - if many of their colleagues are to be believed - an unsatisfying calling because of restrictions, both constitutionally and in budget allocations.

We interviewed several youngsters who have just completed their initial training, and we asked them a simple question. Why did they volunteer?

Many are driven by a need to be involved in combating this country's worst enemy - crime. And nothing, it seems will stop the second group of youngsters who have just graduated from the Police College in Pretoria.

Being out there on the streets, risking their lives and running after criminals is the common goal among many of them.

Not even the increasing number of police who are being killed while on duty and the disturbing number of officers who commit suicide will deter them from their important role. All they are concerned about is making a difference.

Fully aware of the fact that daily they will come face to face with death, especially since the amendment to the Criminal Procedure Act of 1977, the first phase of the challenge has just been completed and now the constables in training are faced with another tough challenge, deployment.

Here are their brief, but concise, answers.

■ **Johan Looek (22)**
For Looek, fighting crime is better than a desk job. Although he studied physical science, biology and mathematics at school, being a policeman is what he has always wanted to be. "I love the work. You never think about dying but it is part of the

job. You never think about it but you know that it can happen at any time. But it is better than a desk job.

"I am young and need action. I like helping people in need but could do with more powers. It is very disturbing to have a suspicion about a criminal but to find no evidence on him."

■ **Godfrey Tshabalala (22)**
Tshabalala has a diploma in public relations from Allanby Campus, a security manager's certificate from Unisa College and a safety management certificate from Home Study College. He prefers to prevent crime where it counts - on the streets. Although he cannot say he is not afraid of facing life-threatening situations, making a difference, by lessening the level of crime, is his main ambition.

"I love the job, and the skills I acquired at the

Young people determined to help fight crime told **THEMISILE MARGALEMIE** why they want to make a difference

training camp will help to ensure my safety," he said confidently.

Tshabalala, formerly a security guard at the University of the Witwatersrand, said he enjoyed being on the streets and was ready to ensure that South African citizens are safe.

■ **Mpho Chidi (27)**
"I want to work in the child protection unit in order to help abused women and children. It's not going to be easy, but with my motherly instincts I will be able to handle difficulties that come with the job."

When Chidi was a teacher in Petersburg, she never thought of becoming a police officer. But when she realised that, in order to combat crime, more manpower and people with a positive attitude were needed, she decided to give it a try.

"It was a tough task, especially because I am a

mother and a wife. Leaving my two children and my husband to go to the training camp wasn't an easy decision to make."

Chidi said her husband, who is also a policeman, did not want her to be a police officer. However, when he understood how committed she was, he eventually had to let her join the police force.

"When pupils fail, you fail as a teacher, as a cop, when you fail, you are failing the entire community," she added.

Chidi has a Bachelor of Arts degree and a higher education diploma from the University of the North, and is currently working on a National Diploma in Policing through Technikon South Africa.

■ **Steven Malgas (26)**
Born in the small community of Douglas in the Northern Cape - a place where people know each other - Malgas enjoys patrolling the streets of Gauteng, despite the hazards.

"There is danger on the streets, but it's our job to bring down the level of crime. In the streets you have only one chance to do it right, so you must be flexible, ready."

"The other reason I enjoy being on the streets is that you get to be a doctor - if a person is sick in the streets, I have to attend to that person. I also have to be a psychologist and a social worker. It's very exciting here," he said.

■ **Penny Rostron (26)**
With a graphic design diploma from Pretoria Technikon, Rostron cannot wait for the day when she has to do identikit.

"Although crime prevention fascinates me, I love working with my hands and helping people by drawing people who they can only describe. It fascinates me to compose an identical picture of a person whom people have seen only once."

■ **Norman Ngutshane (30)**
"Although my first choice was to be a traffic officer, this is the next best thing and I enjoy what I am doing. When I am here I don't have to pretend to be something or somebody else. I want to work in all the departments to determine which one I want to join."

"I think that crime is getting out of hand and I really want to help the community. The greatest challenge is helping people to the best of my ability."

Raring to go

Godfrey Tshabalala and Johan Looek love the job they have chosen to do even if it means risking their lives in the process. They enjoy using the skills acquired at college and are glad they are not desk bound.

Photograph
CAROLINE SUZMAN

Win-win punishment fits juvenile crime

A ground-breaking idea is keeping young offenders out of prison in New Zealand and is saving taxpayers hundreds of millions of dollars a year
TESS REDGRAVE reports

On a warm summer's morning in a suburb of Auckland, New Zealand, 13 people are sitting in a circle in a small community centre. A uniformed policeman stands and reads a list of crimes allegedly committed by Stephen Johnson, a dark haired 15-year-old seated, his head bowed, between his mother and sister. The boy's father, divorced from his mother, glares at him from across the room.

Stephen is charged with driving without a licence and careless use of a motor vehicle. A month earlier he lost control of a borrowed car at an intersection, smashed through two fences, drove through a garden and then sped away. Along with a friend, he is also charged with stealing and vandalising a pair of go-karts from an indoor recreation centre.

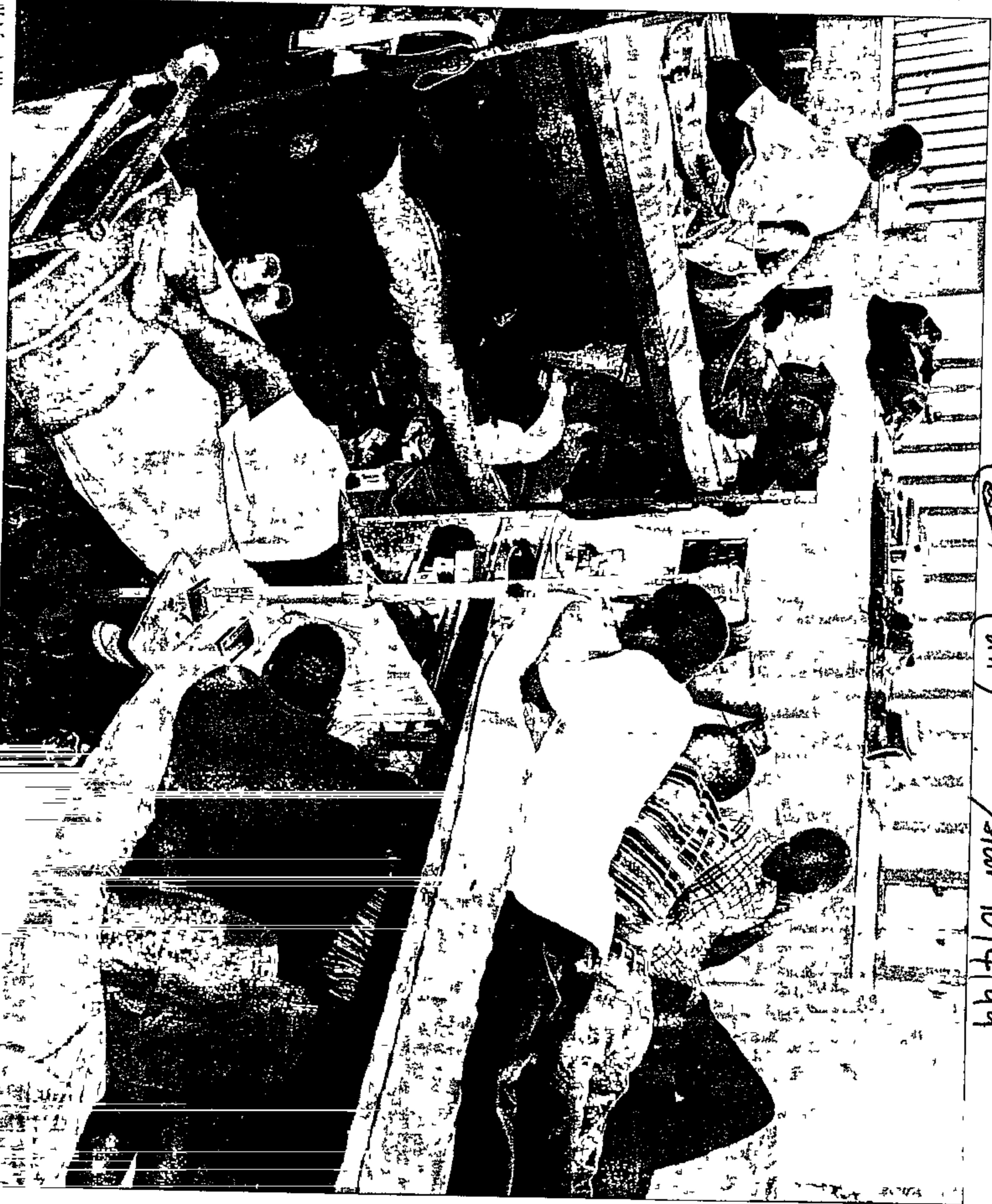
Four victims of Stephen's rampage sit in the circle. "You probably thought this was a harmless prank," says the recreation centre manager, "but it's going to cost me thousands to repair the damage you did to the go-karts." The elderly woman whose fences and garden were flattened says, "I don't feel safe in my home now. I hope you realise that."

Stephen's family is asked to decide his punishment. He will do 40 hours' labour for a local community group and fix the woman's fence. He will also pay all the money he earns doing odd jobs towards repairing the go-karts. "Stephen knows he must face the consequences of his actions," says his mother, "and he will."

In what legal experts claim is a world first, New Zealand has instituted a juvenile justice system that requires young offenders to be accountable to victims and makes their families share responsibility for the punishment they receive. The programme incorporates traditional Maori values that seek to reconcile criminals with their victims and communities rather than punish them in courts.

At the heart of the procedure is a family group conference organised by youth-justice co-ordinators of the Children, Young Persons and Their Families Service, at which offenders aged between 10 and 16 admit their crimes to relatives, victims and police, then accept penalties determined by their family and agreed to by the other parties.

And it's working. Since the introduction of family group conferences in 1989, the Ministry of Justice estimates that the



Star 10/4/99

In fact, the Maori principle that the family not the state has an obligation to look after children lives at the heart of New Zealand's youth-justice revolution.

The family group conference system is not without its critics. It is a soft option and an exercise in futility, says an Auckland events manager who attended four such gatherings after a car he and his daughter owned was stolen and damaged. "None of the apologies I received was sincere. Those kids knew they could break the law over and over again without ever going to jail."

Police acknowledge that 5% of youngsters keep reoffending irrespective of how many conferences they attend. However, these offenders can be - and usually are - passed to the district court for conviction and sentencing. "Hard-core offenders need to be dealt with firmly," says Chris Gravson, national co-ordinator for Police Youth. And the police arm that deals with juvenile crime.

To ensure families are not too lenient, backstops are built into the system. "Police and victims have the power of veto at a family group conference," says Hay. "If they're not satisfied with the outcome the matter must go to court." The court also acts as a backstop in cases where families can't or won't take responsibility for children, or offenders fail to meet the terms of their disciplinary programme on time, usually three to six months.

Police deny that the scheme effectively lets kids off. Says Gravson, "Most often they get a more severe penalty under this system, because families tend to come down hard on them."

And supporters say conferences allow for more creative punishments than many handed down by courts. When one teenager was caught stealing money from a primary school, it was agreed at his conference that he would attend a special assembly at the school to make a formal apology in front of students, teachers and parents.

Conferences can also open up opportunities for youngsters. When an Auckland teenager was arrested for assault and car theft, his conference ordered him to attend a six-month wilderness camp to isolate him from the influence of his friends, drugs and alcohol. There he discovered he loved the outdoors. Now he works for an environmental agency and has left crime behind.

More importantly, say police, conferences allow victims of crime more say than traditional court proceedings. Victims who get evidence in a courtroom must state only the facts of the case. "They cannot express feeling of anger, hurt, fear or violation," says New Plymouth youth

'Community policing is the answer'

I.F.P.'s anticrime manifesto outlines proposals for getting on top of the country's lawlessness

(971)
19/4/99

DURBAN — A revamp of the criminal justice system and the decentralisation of the SA Police Service were central to the fight against crime, the Inkatha Freedom Party said during the launch of its anticrime manifesto in Durban yesterday.

Addressing journalists, I.F.P. president Mangosuthu Buthelezi promised the electorate a referendum on the return of the death penalty.

Buthelezi said the African National Congress (ANC) government's policy of centralisation had failed.

"Our manifesto spells out our proposals for the establishment of community policing and provincial police forces, re-

serving to the central government only the critical responsibility of dealing with organised crime, illegal syndicates and crimes requiring special investigative skills," Buthelezi said. A decentralised police service could include a provincial or metropolitan service like Durban's city police, he said.

The I.F.P. proposed that all noncore policing functions be "civilianised" so that trained police officers could be freed from administrative work.

The manifesto took a firm stand against union disruption of essential policing services. "Guarantee better service conditions for policemen and -wom-

en, make police services an essential service and deny the right to strike in exchange for the introduction of a special service commission (to deal with labour disputes)," the manifesto said.

The role of traditional authorities in the maintenance of safety and security in traditional communities also needed to be tackled, it said.

"The I.F.P. advocates the empowerment of tribal policing through training, education, equipment and clearly defined responsibilities in line with existing legislation dealing with their role and function," it said.

Among other proposals were the fence-

ing of suburbs and municipal areas and the electronic monitoring of these boundaries, installation of surveillance cameras on roads and public areas in suburbs, and permanent and mobile vehicle check points to enforce traffic regulations.

Buthelezi said the high crime rate needed a long-term strategy and not a quick-fix solution.

"They (the causes) include the twin legacies of apartheid and the campaign of ungovernability directed against apartheid, often dire levels of poverty, a lack of economic opportunity. And a lack of respect for the rights and lives of others," he said — Sapa

Proof that SAPS Kahn get better

Sowetan 15/4/99

(2671)

By Claire Keeton
Feature Writer

ABSENTEEISM levels in the South African Police Service have dropped, new recruits have better qualifications, all members have signed a code of conduct and police equipment has improved.

These are among the first results of the five-year programme to build an efficient police service, which was launched in January last year.

The driving force behind the programme is SAPS chief executive officer Meyer Kahn, seconded to the service from South African Breweries for two years from August 1997.

Despite criticism that he has failed to deliver on his promises of turning the SAPS into a professional service, Kahn listed a number of successes this week at his Wachthuis headquarters in Pretoria.

He told *Sowetan* the prime objective when he took control – the integration of 11 different police forces – was now complete.

“The old South African Police before 1994 was about 65 000. The consolidation almost doubled the size,” Kahn said.

Only around 200 of the 20 000 or so positions in middle and senior management have not been filled and the entire service has been restructured. Kahn said the new structures and management will be in place by July.

The process of integration and restructuring resulted from the Constitution and the obligations it imposes on SAPS members, the Labour Relations Act and the need for equity.

“My brief was to give direct leadership to all aspects of the organisation and assist in laying the foundation for the future,” Kahn said.

But he added “I is not a word I use in this office, it has to be we. Without the trust of every level of management, who were integrally involved in the process, we would have achieved nothing.”

Kahn said the biggest problem for the senior management was the need to fix the law enforcement “bus while it was still moving 24 hours a day.” They



New recruits have better qualifications, all members have signed a code of conduct and police equipment has improved as part of a five-year programme to build an efficient police service. Inset: SAPS chief executive Meyer Kahn.

realised it was not possible to solve all policing problems in the short-term so they decided to prioritise.

“It made most productive sense to concentrate on those factors inhibiting our own performance,” Kahn said.

He said they identified the following priorities about how to:

- Carry out the business of law enforcement.
- Change the conduct and behaviour of SAPS members and develop appraisal mechanisms.
- Manage the SAPS finances and resources which were in danger of lapsing, and
- Transform the SAPS without compromising efficiency.

“These categories are enormous and will take five years to achieve, but we already have positive results,” Kahn said.

The restructuring dealt with the business of law enforcement, while a new code of conduct was launched last year to lay down rules for members of the police.

“At least members genuinely interested in policing as a profession, as opposed to a job, now have a bible of do’s and don’ts,” said Kahn.

“This is the first step towards an enormous cultural change which we must drive home gradually on a daily basis.”

Kahn, the first to sign it, said it has been distributed and signed throughout South Africa.

One measure that the code of conduct is working on is the decline in non-acceptable absenteeism, presently about 18 percent.

Last year absenteeism declined by 21 percent in the first nine months.

“We are making significant progress through we need to get absenteeism down to five percent,” Kahn noted.

He said they were making strides in turning the R13 billion or so budget around. “Our biggest break in the last 18 months was in managing finances. We are not out of the woods but at least we have a fighting chance.”

Kahn said the “total SAPS is under-equipped and under-resourced”, with a R2 billion backlog, and it would be counterproductive to shift resources from functioning areas to the historically neglected.

Instead, during the five-year programme management will divert R400 million a year from personnel and non-priority spending into equipment.

“By the end of March we achieved this objective and it is starting to reflect in the age of the fleet,” Kahn said.

Before March the mileage of two-thirds of the vehicle fleet exceeded 120 000 kilometres, now two-thirds of the fleet have mileage of less than 120 000.

He said 40 000 to 50 000 of the SAPS members at present have no matric or drivers’ licences. In 1998 the 1 200 new recruits all had matric, licences, good health and no criminal records.

“This is the most effective way of improving quality – building from the bottom to the top,” he said.

Kahn said the new recruits would make an impact on the quality of policing in a few years, as would the detective academy, specialised units and the monthly training of 100 members of middle management.

“This has been going for nine months. We will see the difference in three years,” he said.

Kahn said the police were improving their basic resources and within the next 15 months they would have an automatic fingerprint system. This will speed up identification by as much as 50 times – from the present six to eight weeks to 24 hours.

The SAPS is also building up a DNA capacity to link offenders to crimes.

He said the community was more willing than before to volunteer crime intelligence and the SAPS was working together with community policing forums and Business Against Crime to mobilise public support against crime.

He questioned whether the “zero tolerance” approach to petty offences would work in this country. “We had zero tolerance during apartheid years and our prime job now is to improve relations with the community.”

Kahn said the SAPS was working to eliminate corruption within the police, and there has been increasing exposure of crimes by policemen over the past year.

He said the new 24-person management forum has a common purpose to see the five-year programme implemented. “Probably 75 percent are committed, and this has positive leakage to their subordinates.”

“We will remain unflinchingly committed to seeing the programme through. We do not expect success to take 105 years (like it did at SAB, where he is executive chairman). But there is no magic formula.”

“We are making significant progress through we need to get absenteeism down to five percent,” Kahn noted.

He said they were making strides in turning the R13 billion or so budget around. “Our biggest break in the last 18 months was in managing finances. We are not out of the woods but at least we have a fighting chance.”

Kahn said the “total SAPS is under-equipped and under-resourced”, with a R2 billion backlog, and it would be counterproductive to shift resources from functioning areas to the historically neglected.

Instead, during the five-year programme management will divert R400 million a year from personnel and non-priority spending into equipment.

“By the end of March we achieved this objective and it is starting to reflect in the age of the fleet,” Kahn said.

Mufamadi denies police retrenchments allegation

(251) *seweta 19/4/99*

SAFETY and Security Minister Sydney Mufamadi said yesterday the Government did not have a secret plan to retrench 10 000 SA Police Service officials

Mufamadi was reacting to the Federal Alliance's demand that the Government clarify information that the African National Congress was secretly planning to retrench police officials and downsize structures

"Even if we were to do it, which we will never do, I am satisfied that the (police) unions will protect their members," Mufamadi said

"Why should we retrench in secret? One of the things we introduced was a transparent collective bargaining process. We have no intention of retrenching anybody."

Mufamadi added "The obsession with 'increasing numbers'

without looking at current redeployment doesn't solve the problem

"We need more policemen in Johannesburg but, for example in Mmabatho (Mafikeng), once regarded as important, the numbers are superfluous to the needs there

"But it is not immediately possible to move police officers from there because they have lived there for decades. So we are trapped in a system that requires creative intervention

"We have been explaining this to all the parties in Parliament but Louis Luyt (the FA leader) has reduced the debate to rugby administration

"We have about 140 000 police officers at the moment but our biggest problem is that the skills base of the police is very thin"

There was a need to boost policemen's morale, improve their working conditions and upgrade their skills, Mufamadi said

The FA said the proposed axing was the culmination of five years of stripping the police of personnel, resources and powers

"According to available statistics, the ANC has been systematically downsizing the SAPS since it came to power five years ago by imposing strangulation budgets and hastening the exodus of experienced officers

"Thousands of rapes, murders, robberies and hijackings could have been prevented had the SAPS had sufficient resources to implement effective crime-prevention strategies," FA spokesman Mr. Jan

Bosman said - Sapa



Chase members of the Johannesburg Flying Squad pursue a suspected stolen car; right, which they shot up. Decoy car is on left



Arrest: police arrest the occupants of the decoy car BBC commentary says police were on a high and 'looking for a victory'



Nabbed two suspects are handcuffed and made to lie on the ground in the glare of the lights of the police vehicle



Jaws: a suspect is attacked by a police dog which is set on him while he lies handcuffed. Both suspects were savaged

Brutal beatings that shocked the world

SA cops suspended after BBC shows suspects punched and clubbed with rifle butt

ARGUS CORRESPONDENT

Johannesburg - Scenes of South African police punching, kicking and beating suspects with a rifle butt, and setting a dog on them, have been aired on television in Britain

Senior South African Police Service officers say six policemen have since been suspended.

What began as a programme on stresses suffered by members of the force, and the resulting high levels of suicide, ended in a hard-hitting expose of police brutality on the BBC's *Newsnight* last night.

BBC Africa correspondent Jeremy Vine said "We were staggered that this had happened. It was not what we set out to cover."

A video operator the BBC bureau in Johannesburg declined to identify began filming members of the Brixton-based Flying Squad operating at night in January. She went on patrols and videoed the scenes leading to the officers' suspension.

In the first, police are chasing what they believe is a stolen car. Driving alongside it is a car they believe is a decoy.

Those in the allegedly stolen car

escape after police shoot at it, but those in the other car are arrested.

While they are lying handcuffed on the ground, they are punched and kicked and a police dog is allowed to bite them.

One is taken into some thick grass and a lighted cigarette is stubbed on his head.

The second incident videoed involved two suspected hijackers badly injured after their car crashed during a chase.

The suspects appear to be unconscious as police move in cautiously on the wrecked car. They swear repeatedly and ask the injured men, who do not seem to be able to talk, about a gun. They then pull the men on to the ground, and a revolver is found in the car.

One injured man is filmed groaning loudly and writhing while being hit in the stomach and on the head with a rifle butt.

The two men were left on the roadside for several hours before an ambulance arrived to fetch them, said the BBC team - which was later told one of the men died in hospital.

Officers other than the Brixton Flying Squad were at both scenes. Mr Vine said the BBC team was



Primer: a suspect winces under attack from a police dog. Another suspect is taken into the wild and a cigarette stubbed out on his head

shocked that this type of action seemed so prevalent that police would carry it out in front of a news camera - although there were other incidents during which the operator

was told to turn off the camera. "We took care in the news documentary to explain why this is happening. We did not set out to say that the police in this country are evil

What we showed is that the stress levels are obviously intolerable. This shows the pressure they are under," Mr Vine said. More than 1 000 policemen have

been killed in South Africa since 1994.

In the United States, which is considered to have a high level of violent crime, a senior Swat team member may during 20 years on the force be involved in only two or three shootings, while in the same time in South Africa, his counterpart may be involved in 20 shootings.

In the 12-minute documentary, psychiatrist David Sheal said police became unbalanced because of recurrent exposure to violence.

But Jody Kollagen, a member of the Human Rights Commission, said police violence was unacceptable.

"We need to be careful at this time of our history that arrests take place within the constitutional framework," he said.

The Independent Complaints Directorate said it had not yet received a complaint about the case, while spokesman Jabu Dhlamini said police brutality was a common problem the ICD faced.

Meanwhile Mark Reynolds, a Johannesburg police inspector and police spokesman, said the six officers suspended would face charges of assault with intent to do grievous bodily harm.

(ANI) ARG 20/14/99

BBC TV CREW SHOCKED

World views SAPS brutality

CT 20/4/99

JOHANNESBURG: Six policemen have been suspended since a BBC team filmed assaults on suspects, one of whom had car-crash injuries. **RYAN CRESSWELL** reports.

SCENES of South African police brutality — which included punching, kicking, beatings with a rifle butt and setting a dog on arrested suspects — have been captured on videotape by a BBC member and aired throughout Britain.

Senior South African Police Service (SAPS) officers say six policemen have been suspended.

What began as a look at the force's enormous stresses and high suicide rate culminated in a hard-hitting exposé of police brutality. The report was shown on BBC2's *Newsnight* last night.

"We were staggered," said BBC Africa Correspondent Jeremy Vine

"We did not think it necessarily happened and it was not what we set out to cover."

A video operator, whom the BBC bureau in Johannesburg declines for safety reasons to name, began filming members of the Brixton Flying Squad operating at night in January. She went on patrols over a number of weeks and obtained footage showing two disturbing scenes.

In the first, police are chasing what they believe is a stolen green car. Driving alongside it is a car the policemen believe is a decoy. Police shoot at the green car, which stops. The occupants escape, but those in the other car are arrested.

(251)
They are handcuffed and made to lie on the ground, where they are punched and kicked and a police dog is allowed to bite them. One is taken into thick grass and a cigarette is stubbed out on his head.

Members of the Brixton Flying Squad say that after the arrests, other police force members were on the scene.

The second incident involved two suspected hijackers who were badly injured when their car crashed during a chase.

When police moved in on the wrecked car, the suspects seemed unconscious and unable to talk. The police asked them about a gun, pulled the men out of the car and found a revolver.

The footage shows one of the injured men groaning and

□ Turn to Page 3

Injured suspect hit with rifle butt

□ From Page 1

writhing as he is hit in the stomach and on the head with a rifle butt. The two men were left at the roadside for several hours before an ambulance arrived, the BBC team said. BBC journalists were told later that one of the men had died in hospital.

Officers who were not members of the Brixton Flying Squad were also present.

Vine said the BBC team was "shocked" that it seemed assault was so prevalent that policemen would resort to it in front of a news camera. There were other incidents, however, when the video operator was told to turn off the camera, he said. In one of these, a policeman allegedly used a lighter to burn a suspect.

"In the news documentary we took care to explain why this was happening," Vine said. "We did not set out to say that the police in this country were evil. What we showed was that the stress levels were obviously intolerable."

More than 1 000 policemen have been

(251)
ET 20/4/99
killed since 1994. In the United States, a senior response team member with 20 years in the force may have been involved in two or three shootouts. Here a young member of the uniformed branch or a reaction unit may have been involved in 20

In the 10-minute report, a psychiatrist said policemen became unbalanced because of recurrent exposure to violence.

Mohammed Hussein, vice-president of the National Association of Democratic Lawyers, said he was "horrified" and police handling of violations had to be tackled.

"We need to be careful that arrests take place within the constitutional framework," said Human Rights commissioner Jody Kollapen.

Johan Meyer, head of the force's legal section in Johannesburg, said internal and criminal investigations were under way.

Sally de Beer, a spokesperson for the office of national commissioner George Fivaz, said senior officers would have to see the footage before commenting further.



Car chase members of the Johannesburg Flying Squad pursue a suspected stolen car (right) which they shot up, but the suspects got away. Decoy cars on left.



Roadside arrest - meanwhile policemen arrest the occupants of the decoy car. BBC commentary says police were obviously on a high and 'looking for a victory'.



Nabbed - both suspects are handcuffed and made to lie on the ground in the glare of the lights of the police vehicle.



On the ground ... a suspect is attacked by a police dog which is set on him while he lies handcuffed. Both were savaged several times by the dog.

Police brutality shown to world

By Ryan Cresswell and Rapule Tabane

Violence under stress so prevalent it was perpetrated in front of camera

IMAGES COURTESY OF BBC TELEVISION

(251) Star 30/14/99

Senes of South African police brutality that included punching, kicking, beatings with a rifle butt and setting a dog on arrested suspects have been captured on video by the BBC and aired on television.

Senior South African Police Service officers say six policemen have been suspended.

What started out as a look into the enormous stresses suffered by members of the force and the resulting high levels of suicide culminated in a harrowing expose of police brutality that was shown on BBC2's *Newsnight* last night.

BBC Africa correspondent Jeremy Vine said "We were staggered that this had happened. It was not what we set out to cover."

A video operator, whom the BBC bureau in Johannesburg will not name for safety reasons, began filming members of the Braxton flying squad operating at night in January. She went on patrols over a number of weeks and in that time obtained footage of two very disturbing scenes.

In the first, police are chasing what they believe is a stolen green car. Driving alongside it is a car the policemen believe is a decoy. The people in the al-



Vicious - a handcuffed suspect writhes in pain after being attacked by a police dog.

ley, the stolen car escape after police shoot at it and it stops, but the occupants of the other car are arrested.

While they are lying handcuffed on the ground they are punched and kicked and a po-

lice dog is allowed to bite them. One is taken into some thick grass and a lit cigarette is stubbed into his head.

Members of the Braxton flying squad say other police members were at the scene after they made the arrests. The second incident is perhaps even more horrific, because it happened to two suspects who were already badly injured after their car crashed during a chase.

The suspected hijackers looked unwell when nervous police worried about getting shot, moved in on the wrecked car. They swore repeatedly and asked the injured men, who did not seem to be

able to talk, about a gun. They then pulled the man out to the ground and a revolver was found in the car.

One injured man is filmed groaning loudly and writhing while being hit in the stomach and on the head with a rifle butt. The two men were left on the roadside for several hours before an ambulance arrived to fetch them, said the BBC team. BBC journalists were told that one of the men subsequently died in hospital.

Officers from outside the Braxton flying squad were also at this scene.

Vine said the BBC team was shocked that this type of assault seemed so prevalent that policemen would carry it out in front of a news camera.

He said the assaults took place at the time there were other incidents when the video operator was told to turn off the camera.

"In the news documentary we took care to explain why this is happening. We did not set out to say that the police in this country are evil. What we showed is that the stress levels are obviously intolerable. This shows the pressure they are under," Vine said.

More than 1 000 people have been killed in South Africa since 1994. In the United States, which is considered to have a fairly high level of violent crime, a senior Swat team member with 20 years on the force in Chicago has been involved in only two of three shootings. In South Africa, a fairly young unit formed branch or section member may have been involved in 20 shootings.

In the 10-minute documentary, psychiatrist David Sheel said police became unbalanced because of recurrent exposure to violence.

Jody Kollagen, a commissioner with the Human Rights Commission, said police violence was unacceptable. "We need to be careful at this time of our history that arrests take place within the constitutional framework," he said.

The Independent Commission Directorate (ICD) said it had not yet received a complaint about this case. ICD spokesperson Jabu Dhlamini said police brutality was a common problem that the ICD faced.

complaints about. "The BBC video is not a surprise at all," Director Johan Meyer, head of the Johannesburg legal section of the SAPS, said. Internal and criminal investigations had already started.

Inspector Mark Reynolds, Johannesburg police spokesman, said internally the six would face charges of assault with intention to do grievous bodily harm.

Police brutality cost R65m compensation

BD 21/4/99

(251)

Jonny Steinberg

3
5
7
9
1
3
THE police paid out R65m in compensation between 1995 and last year for claims stemming from assault, unlawful arrest, death, disability and damage to property by police officers, official figures reveal

About 27 000 complaints had been lodged against police since the Independent Complaints Directorate was set up in 1996, directorate head Neville Melville said yesterday

Senior policemen and observers said a significant cause of police brutality was a widespread feeling that the criminal justice system had failed, and that "instant justice" should take its place

Six Johannesburg flying squad members were suspended this week as footage screened on British television showed them beating and torturing suspects.

Police commissioner George Fivaz yesterday described the footage as "scenes of shocking disregard for basic human rights". While he did not condone police brutality, many policemen worked "under horrendous conditions", he said

"I consider the scenes .. in the documentary a warning to police top management that we will have to look more closely at dealing with the mental health of our members, especially those exposed to danger and trauma on a daily basis," Fivaz said.

A senior policeman who asked not to be named said yesterday that while levels of stress were in part responsible for po-

lice brutality, many policemen attacked suspects "as a matter of principle".

"Policemen are killed every day and believe they are fighting a war," he said. "Kill a violent criminal now so he will not kill you next week' is not an uncommon attitude. Add to this the fact that there is a widespread feeling in the police force that the criminal justice system has failed. There is an attitude, sometimes encouraged by senior policemen, which says: 'Process the bastard through the system and he is bound to get off. So deal with him now instead.'"

Melville said there was a "spirit of vigilantism" in SA which went "well beyond the police ranks"

"There is a perception that the police giving an immediate dose of instant justice is the last bastion of hope against the wave of disorder," he said.

Police statistics on civil claims show that the level of annual compensation payments remained stable at about R20m in the three-year period of review

Wits law clinic's Peter Jordi, who handles dozens of complaints against police, said yesterday there was no evidence that police brutality was declining. "All that is happening is that the law is making it increasingly difficult to investigate allegations against the police."

Melville said there was no evidence that complaints against police had declined since the formation of the directorate "At best one could say they have levelled off," he said.

www.bday.co.za

Stress blamed as brutal cops

blasted
RF
(251)
2-19-99

ARGUS CORRESPONDENT

Johannesburg - Video images of police punching, kicking, rifle-butting and even setting a dog on handcuffed suspects, aired in a BBC documentary, have drawn wide condemnation.

But some members of the police service blamed the brutality dished out by Brixton flying squad men on the unbearable stress under which they were working.

Six policemen have been suspended and the Independent Commandants Directorate - the body which monitors and investigates police conduct - is investigating the case.

The scenes were part of a documentary recorded by a BBC camera crew investigating how SAPS mem-

bers coped with stress and trauma caused by rampant crime and violence.

Parts of the film, which was shown in Britain on Monday night, were screened by the SABC and e tv last night.

Inspector Mark Reynolds, police spokesman for Johannesburg, said public reaction had been emotional and many people were outraged by the suspensions.

Members of the Brixton Flying Squad - the unit filmed by the TV crew - said they were experiencing heavy pressure, and sympathised with colleagues now suspended.

They said the incidents were filmed soon after a colleague, Inspector Morné Visser, was killed in a Hillbrow shootout with gangsters.

"When they were filmed, the guys were together as a team for the first time since Visser was killed," said a policeman, who did not want to be named.

Inspector Reynolds said the BBC crew were among 242 observers who had accompanied the flying squad on their rounds between January 1997 and last month, and no similar incidents had been reported.

Policing researcher David Bruce, at the Centre for the Study of Violence and Reconciliation, and clinical psychologist Mary Robertson of the centre's trauma clinic, who have both seen the documentary, said the horrific violence depicted was a symptom of a broader problem within the SAPS.

"The police live in a world of

their own and daily come face-to-face with crime in all its brutality, viciousness and violence. And they lack confidence in the justice system and feel there is a lack of seriousness from the Government when it comes to tackling crime," said Mr Bruce.

"The guys are left feeling that 'if we don't do something about the problem, no one else will'."

Ms Robertson felt extreme reactions, either in favour of or against police violence, were inappropriate.

"To suspend six policemen is a simplistic solution. You need to tackle the root cause of the problem, which lies in the criminal justice system."

"Look at the impact of trauma and multiple exposure to so much violence and crime, combined with

the daily threat to life - and balance that with the resulting behaviour," she said.

"They can't just freak out, because they have to function. So they use dissociation and denial by cutting off their feelings, numbing themselves, and displaying increased anger and aggression."

Ms Robertson and Mr Bruce agreed that, although they in no way condoned the behaviour, trauma within the SAPS needed to be addressed urgently.

Gauteng commissioner Sharma Maharaj said the scenes were "despicable acts of lawlessness, making a mockery of our police service."

Although Commissioner George Fivaz condemned the violent behaviour, he acknowledged that policemen were required to work under horrendous conditions.

He planned a meeting with human resources management to look into psychological resources and capacity within the SAPS.

Superintendent Anton Grobler, acting head of SAPS psychological services, said about 100 psychologists "or other qualified people", about 150 social workers, and chaplains were available to help officers.

Amnesty International said police, military and political authorities should swiftly bring to justice members of the security forces involved in human rights abuses.

■ An SABC spokeswoman said the corporation was negotiating to screen the documentary in full.

against crime

Assaults at scene of arrest (251) 'common', says researcher

ET 21/4/99
LYNNE ALTENROXEL

PRETORIA: Police assaulting suspects during arrests is "quite commonplace if not standard practice", according to advocate Neville Melville, the man heading the independent body investigating police brutality.

His Independent Complaints Directorate (ICD) does not have enough funds to investigate all the complaints it receives about police — its latest annual report reflects 518 deaths as result of police action and 219 in custody in one year.

The only unusual aspect of the BBC footage showing six members of the Brixton Flying Squad assaulting suspects was the cigarette being stubbed out on one suspect's head, Melville said.

Other scenes — which showed uniformed policemen punching, kicking and beating suspects with a rifle butt, as well as setting a dog on a man suspected of involvement in a hijacking — were everyday occurrences

He described incidents of violence as "fairly widespread"

Following widespread media

coverage of the shock footage, national police Commissioner George Fivaz said the film left him "extremely disappointed and perturbed"

The six police officers involved in the brutality have been suspended from duty pending the outcome of an ICD investigation, which is also to look at root causes and recommend ways of preventing the assault of suspects

In a statement, Fivaz said police work under "horrendous conditions"

"South African Police Service officials have to deal with the murder of their colleagues as well as attacks on themselves and frequently witness the worst acts of violence perpetrated against ordinary citizens," he said.

"I consider the scenes of police violence in this documentary as a warning to police top management that we will have to look more closely at dealing with the mental health of our members, especially those exposed to danger and trauma on a daily basis

"We have to guard against our police officials being pushed over the edge due to continuous stress

Fact file:

Cases reported to the ICD from April 1997 — March 1999

- Deaths in police custody 219 (70 suicides)
- Deaths during arrest 282
- Deaths as result of police action 518
- Serious assault 157
- Torture 68
- Rape 10

Police killings:

Jan — 16 April 1999:

- On duty 23
- Off duty 40 Average 1,6 killed a day

and work-related pressure "

While several SAPS programmes are already in place to help police cope with the stress of their work, suicide levels among police continue to skyrocket

Official statistics show that last year 11 policemen per 10 000 committed suicide, and exact figures are no longer released

In addition, 234 policemen were killed last year and this year 63 have already been killed

'LET GO OF PAST PREJUDICES'

Recruits to help ET 21/4/99 protect police stations

AN ANC recruitment drive for police reservists should foster better links between communities and the criminal justice system. **ERIC NTABAZALLA** reports.

THE African National Congress last night demonstrated its commitment to the fight against crime by presenting more than 200 people it recruited to become police reservists in the city.

The recruits will be trained by the police and are expected to help protect police stations which have become targets in recent months.

ANC provincial leader Ebrahim Rasool said the ANC embarked on a campaign to support Operation Good Hope immediately after the initiative to fight crime and terrorism in the province was announced by Deputy President Thabo Mbeki last year.

"Crime is a problem that faces all of us. It will not be solved by people sitting on the sidelines, blaming and complaining. It will not be solved by political parties blaming each other in attempts to get votes. It will be solved when the public gives its whole-hearted sup-

port to police initiatives such as Operation Good Hope," he said.

Rasool said the ANC posted more than 2 000 posters around the province asking people to support Operation Good Hope and become police reservists. He said the ANC liaised with the police about recruiting the reservists.

Police spokesperson Wicus Holtzhausen said any member of the community who was willing to help the police fight crime was welcome.

"These are some of the things we have been appealing to the communities to do for us. It is impossible for police to fight crime on their own. People know their communities better than the police. We are short-staffed and this will help the police very much," Holtzhausen said.

The objective of protecting police stations was "very welcome".

"Once the reservists have received training, we will be able to free up members of the SAPS for active police duty," he said.

The reservists are expected to foster links between communities and the criminal justice system.

"As the police service is being transformed, communities' trust in the SAPS is increasing. The fact that we have been able to obtain the services of these volunteers is an indication of this trust," Rasool said.

He denied that the move was "electioneering", but rather a serious attempt to help fight crime.

"We are trying everything to show that we are concerned about crime. We challenge other political parties to mobilise their members to join this initiative. We need to let go of our prejudices of the past with regard to the SAPS and put our hearts, heads and hands behind fighting the scourge of crime. We need to acknowledge the dedication of the police to fighting crime and treat their profession with the respect it deserves," he added.



PEN TO PAPER: Head of SAPS East Metro Unit, Captain Roy Parrot, accepts applications from prospective police reservists in Phelands last night. From left are Jonathan Louw, Constant Mose, Maureen Mboleka, William Buyant, Victor Sono and Western Cape ANC leader Ebrahim Rasool.

PHOTO: JACK LESTRADE

Union wants dismissed flying squad members reinstated

Star 21/4/99 (251)

**By MIKE MASUBE MASIPA
AND HOPEWELL RADEBE**

The Police and Prisons Civil Rights Union has called for the unconditional reinstatement of three members of the North Rand flying squad who were dismissed on Sunday for allegedly being on strike.

The three - Sergeants Seshago Moropana, Kwena Kgare

and Maphoko Mphahlele - were summarily dismissed following their alleged refusal to work in the unit control room in Benoni after being transferred there two weeks ago.

The three said they were asked to work on a control-room computer without being trained to use it, and had asked the unit commander, Captain P O Burger, for training

They claimed Burger handed them the dismissal notices on Sunday after promising "to solve their problem", and then called in several white policemen who assaulted them and called them "kaffirs"

The alleged assault was later described by Superintendent Eugene Opperman as "necessary force" used to seize their service pistols and police identity cards

Furore over police brutality video

Star 21/4/99 (251)

Vicious beatings slammed, but some say it shows the stress police are under

By GILL GIFFORD
Crime Reporter

Footage of policemen punching, kicking, rifle-butting and setting a dog on handcuffed suspects, aired in a BBC documentary, has drawn wide condemnation

But some members of the force said the officers' action was understandable because of the unbearable stress they are working under.

Six policemen have been suspended and the Independent Complaints Directorate - the body which monitors and investigates police conduct - has been called in to handle the case.

The documentary was recorded by a BBC camera crew trying to investigate stresses and trauma suffered by SA Police Service members

Parts of the documentary, which was shown in Britain on Monday night, were screened by the SABC and e tv last night.

Inspector Mark Reynolds, police spokesperson for Johannesburg, said public reaction had been emotional and that many people were outraged by the suspensions

Members of the Brixton flying squad - the unit filmed by the TV crew - said they were experiencing heavy pressure, and sympathised with their colleagues. They said the policemen were filmed soon after a colleague, Inspector Morne Visser, was killed in a Hillbrow, Johannesburg, shootout with gangsters

"When they were filmed, the guys were together as a team for the first time since Vissie was killed," said a policeman, who did not want to be named

Reynolds said the BBC film crew were joined by 242 observers who had accompanied the Johannesburg flying squad in their duties between January 1997 and March 1999, and no other similar incidents had been reported

Police researcher David Bruce, from the Centre for the Study of Violence and Reconciliation, and clinical psychologist Mary Robertson of the centre's trauma clinic, who have both seen the documentary, said the horrific violence depicted was a symptom of a broader problem within the SAPS

"The police live in a world of their own and daily come face-to-face with crime in all its brutality, viciousness and violence. And they lack confidence in the justice system and feel there is a lack of seriousness from the

Government when it comes to tackling crime," Bruce said

"The guys are left feeling that 'if we don't do something about the problem, no one else will' "

Robertson felt that extreme reactions, either in favour or against the police violence, were inappropriate.

"To suspend six policemen is a simplistic solution. You need to tackle the root cause of the problem, which lies in the criminal justice system. Look at the impact of trauma and multiple exposure to so much violence and crime, combined with the daily threat to life, and balance that with the resulting behaviour," she said

"They can't just freak out, because they have to function. So they use dissociation and denial by cutting off their feelings, numbing themselves, and displaying increased anger and aggression," she added, describing the laughing, excitement, swearing and violence shown in the documentary as "typical of dissociation and post-traumatic stress"

Robertson and Bruce agreed that, while they in no way condoned the behaviour, trauma within the SAPS needed to be addressed urgently

Gauteng police commissioner Sharma Maharaj said the scenes were "despicable acts of lawlessness, making a mockery of our police service"

While national commissioner George Fivaz condemned the violent behaviour and described it as "unacceptable and contrary to departmental directives, our prevention of torture policy and our code of conduct," he acknowledged that policemen were required to work under horrendous conditions.

He planned to hold a meeting with human resources management to look into the psychological resources and capacity within the SAPS

Superintendent Anton Grobler, acting head of SAPS psychological services, said about 100 psychologists "or other qualified people", about 150 social workers, and chaplains were available to help officers

Human rights watchdog Amnesty International said South Africa's police, military and political authorities should swiftly bring to justice members of the security forces involved in human rights abuses

SABC spokesperson Marj Murray said the corporation was negotiating the rights to screen the documentary in full

Crime-weary callers stand by rogue cops

Members of the public who called *The Star* last night to react to the BBC documentary were unanimous in their support for the police.

After excerpts screened on SABC and e tv, they said

"I find it reassuring that the police are taking action against hijackers, because tomorrow I could be hijacked," one said

"It's the wrong publicity (for the police). I feel we should support the police a little," said

a caller to *The Star*, who identified herself only as Margot

Another Heinz Benischke, said he had been robbed at gun point and his son had been hijacked. The programme "makes it difficult for the police"

"What must a cop do? Must he say 'shoot me and then I can shoot back at you'? These boys are doing their best. If I were a policeman I would cut the leash on my dog and let him maul the guy." - Staff Reporter

C
I
B
B
A
F
C
W
S
O
I
B
T
D
E
P
P
B
S
L
N
E
S
E
V
T
O
A
L
S
U
O
F
O
B
E
P
O
S
I
T
I
O
N
M
E
M
B
E
R
S
O
F
T
H
E
P
U
B
L
I
C
W
H
O
C
A
L
L
E
D
T
H
E
S
T
A
R
L
A
S
T
N
I
G
H
T
T
O
R
E
A
C
T
T
O
T
H
E
B
B
C
D
O
C
U
M
E
N
T
A
R
Y
W
E
R
E
U
N
A
N
I
M
O
U
S
I
N
T
H
E
I
R
S
U
P
P
O
R
T
F
O
R
T
H
E
P
O
L
I
C
E
A
F
T
E
R
E
X
C
E
R
P
T
S
S
C
R
E
E
N
E
D
O
N
S
A
B
C
A
N
D
E
T
V
T
H
E
Y
S
A
I
D
"I
F
I
N
D
I
T
R
E
A
S
S
U
R
I
N
G
T
H
A
T
T
H
E
P
O
L
I
C
E
A
R
E
T
A
K
I
N
G
A
C
T
I
O
N
A
G
A
I
N
S
T
H
I
J
A
C
K
E
R
S
B
E
C
A
U
S
E
T
O
M
O
R
R
O
W
I
C
O
U
L
D
B
E
H
I
J
A
C
K
E
D
"O
N
E
S
A
I
D
"I
T
S
T
H
E
W
R
O
N
G
P
U
B
L
I
C
I
T
Y
(
F
O
R
T
H
E
P
O
L
I
C
E)
I
F
E
E
L
W
E
S
H
O
U
L
D
S
U
P
P
O
R
T
T
H
E
P
O
L
I
C
E
A
L
I
T
T
L
E
"S
A
I
D



Policemen (left) hold down a man during a protest in Cape Town earlier this year. Police brutality has cost the South African Police Services R30 million in lawsuit payouts filed by 1 920 victims.

BBC footage shows a police dog being set on a suspected hijacker (left) while (below) a policeman prepares to make an arrest.

Brutal cops' R30-m bill

By Jimmy Seepe
Political Reporter

POLICE brutality and use of excessive force against suspects and ordinary citizens resulted in the South African Police Services (SAPS) having to pay out R30 million in civil action lawsuits last year alone.

The money was paid out by the police in settlement amounts ranging from R5 000 to R4 million after 1 920 victims instituted civil actions against the SAPS.

Figures released to *Sowetan* show that the SAPS paid out R30, 026 million during 1997-98. The figure was, however, less than the 1997 figure of R37, 661 million.

Independent Complaints Directorate head Advocate Neville Melville told *Sowetan* yesterday, "The Government and police should look at measures designed to reduce the claims and empowering institutions such as the ICD

which are working towards this purpose." The ICD is currently investigating 2 238 cases against the police received since last April. Some of the cases are likely to result in civil claims.

Some 666 related to police station incidents, including deaths in custody, while 270 are for assault and 126 for torture and common assault.

Police said Gauteng received the highest number of claims totalling R1, 017 billion, followed by the Eastern Cape at R75,2 million and KwaZulu-Natal at R74, 731 million.

Police lawyers countered some of the claims and reduced the figure paid to R30 million.

Topping the list among the claims brought against the SAPS is the excessive use of firearms with R9,2 million paid out. Police involvement in accidents cost the SAPS more than R10,4 million last year.

Other claims relate to brutal assault, motor vehicle accidents against police members, unlawful arrest and detention, damage to prop-

erty, malicious prosecutions, unlawful seizure, unfair dismissals and neglect of duties.

The high number of civil claims against the police has been attributed to various pressures and stress levels that officers find themselves in.

Senior police management said a high level investigation has been launched at national level "into the deep-seated causes that contribute towards civil claims for damages being instituted against the SAPS".

Police brutality was highlighted this week by a BBC television crew showing six Johannesburg police officers beating up suspects involved in a hijacking incident.

Senior police superintendent Andrew Lesch said police would conduct lectures and had sent circulars to police stations to "inform all members of the nature of unnecessary claims and their causes" in an effort to prevent them from happening.

See also pages 8 and 9.

Police footage was not an isolated incident

Pressure to counter crime read as a licence to deal harshly with criminals, writes Azar Cachalia

(251) BD sa/4499

LIKE many people who saw the British Broadcasting Corporation (BBC) footage of SA police officers brutally assaulting criminal suspects for the whole world to see, I asked myself what led those young men to act — knowingly in front of television cameras — in the way that they did.

Many of the explanations proffered to date have some value. It is true, for example, that the police have stressful jobs. In SA it is exacerbated by high levels of crime and violence and the fact that large numbers of police officers are killed both on and off duty. In 1998 alone 233 officers lost their lives.

Stress is, at best, only a partial explanation for some acts of brutality committed by the police. At worst, it allows the police to absolve themselves from responsibility for any acts of brutality committed in the course of their duties.

No level of stress can justify the mistreatment of citizens — even if they are suspects — or the use of excessive force when making an arrest. Of all people in our society, it is

police officers who are given the unique and legally prescribed right to use force, including deadly force against citizens. That demands a high degree of responsibility and professionalism.

In the case documented by the BBC, professional police officers would have made the arrest, collected the required evidence, taken the necessary statements and ensured that the suspects appeared unharmed in court.

If this procedure is accepted — and only those with no interest in building a normal society would argue against it — then the issue of police brutality is as much about the excessive use of force as it is about unprofessional policing. In the end they are one and the same thing.

Perhaps most worrying about the incidents portrayed in the footage is that they are not isolated. The large numbers of deaths as a result of police action and in police custody (666 between April 1998 and February

1999) as well as continuing evidence on police assaults gathered by the Independent Complaints Directorate suggest that this is much less of an isolated case than is being assumed.

However, most incidents of police brutality are hidden from public view. That makes the BBC programme the SA equivalent of the 1991 videotaped beating of Rodney King by the Los Angeles Police Department (LAPD). Except in our case, the officers knew they were being filmed. The knowledge that the incident was being recorded alone says something about the nature and pervasiveness of the problem.

As a result of the King incident a commission of inquiry was appointed to determine whether the Los Angeles police used excessive force on a regular basis.

The commission found "A significant number of LAPD officers repeatedly misused force and persistently ignored the written guidelines of the department on force." It also

found that LAPD authorities knew which officers used excessive force, but failed to discipline them.

The officers in the SA case could not have believed that they were acting legally. Indeed, they could only have believed that they would not be required to account for their actions and that a grateful public would thank them for dealing harshly with criminals.

Of course the immense public pressure that the police are under to counter crime is a key issue here. This is often read in the service as a licence to deal harshly with criminals or suspected criminals. Parallel to this is an implicit understanding within the police service that these actions are not looked upon negatively by colleagues.

Outside the service public responses on the issue — essentially that those criminals had it coming to them — have, while understandable, not been encouraging. Driven by an anxiety about high levels of crime,

and particularly violent crime, these responses are based on the desire to exact instant justice.

It is a mistake to believe that harsh policing in the manner portrayed in the BBC film clip will solve the country's crime problem.

On the contrary, it simply makes the task of professional officers, of whom there are a great many, more difficult. And, over time, it will undermine public confidence in the professionalism and impartiality of the police service.

Police leadership in SA must send a strong and clear message to officers under their command that such unprofessional and cruel behaviour will not be tolerated and that departmental policies and the law will be strictly enforced.

A great deal of resources have already been directed at limiting police brutality in SA. Officers have been trained in modern law enforcement techniques, which include how to deal with suspects professionally

Why, then, do we still have shortcomings?

Essentially, because respect for human rights is still seen as an add-on to professional policing — a nice thing to have — it is never treated as part of the police's core business. A police service respecting the right of citizens, including suspects, is not a police service soft on crime.

On the basis of the existing evidence that has been accumulated, I am of the view that what was captured on BBC television was no isolated incident by a group of "rogue cops," but that, like their counterparts in the LAPD, excessive force is being used on a regular basis.

Police managers do not have to wait for a commission to establish this. They know that this is fundamentally a problem of supervision, management and leadership. The time has come to deal with this matter decisively. Failing this, the police service's crime fighting ability will be seriously compromised.

Azar Cachalia is secretary for safety and security.

Cops urged to hold moral high ground

Violence begets violence, warn experts

(257)
Stan 24/4/99

Public perception may commend police officers beating up crime suspects, but academics and psychologists warn that this is a downward spiral to further mayhem.

In the light of this week's horrific BBC video clip of local policemen assaulting suspects, a strong public perception was highlighted that police beating and torturing criminals was acceptable, and it meant that police were in fact at last doing something about crime.

Psychologists, researchers and academics who are experts in this field stand firm in the belief that crime cannot be fought with crime, and that police have to have the moral high ground to be effective in the long run.

Some believe that police are using stress and trauma as a red herring, and that since officers around the world remain within the confines of reasonable force, so can ours.

They say this kind of activity undermines and endangers the good work of their colleagues, who are working hard within the bounds of the country's new constitution.

Mark Shaw, head of the Safety and Security Secretariat's monitoring and analysis unit, says fighting crime with brutality only weakens the police's effectiveness.

"It is incredibly damaging and undermines the role of the professional police," he says. "You can't fight crime with crime, and violence only undercuts our ability to build a professional police agency."

Institute of Security Studies director Lala Camerer believes that if the police break the law, they become criminals themselves. "If police abuse their position and cross the line to crime, they must be censured like any other criminal."

She believes that although police brutality is not just a South African problem - as was seen in New York recently when officers used brutality in their zero-tolerance drive - the idea that the end justifies the means is dangerous and shortsighted.

Camerer says the answer is to carry out police work differently, and to work within the constitution.

Centre for the Study of Violence and Reconciliation director Graeme Simpson says that as soon as violent police behaviour is approved, violence becomes acceptable and prevalent, and then "we fall down the slippery slope to the type of full-scale police brutality we knew so well here not long ago".

He says the brazenness of the policemen filmed by the BBC, showing total disregard for the fact that they were being filmed, is testimony to the perception among the police service that there is public approval for brutality.

"A major concern is that if this is captured on film, it is at best a commonplace occurrence and, at worst, a standard practice," Simpson says. "The danger of this kind of thing not being controlled is that we will see more and more of it."

Simpson adds that New York's zero-tolerance method of fighting crime "allegedly reduced crime substantially" and, according to research, increased the level of police brutality.

He believes one has to equip police to do their job effectively within the bounds of the constitution and make sure there is an effective system of censure to deal with brutality.

"Only an idiot can deny the effect of stress, trauma and grief on the police, but that is then the responsibility of the institution to ensure they are equipped to deal with this properly," he says. "If these policemen can't ask for help because of the culture they work within, they should be provided with it anyway."

He insists that brutality is intrinsic to the way South African police operate, and that the solution has to be systemic because the problem is systemic.

Over the past two years, an average of 60 deaths occur a month as a result of police action or in

police custody, of which 40 a month are from police shootings, according to Independent Complaints Directorate statistics.

This body investigates deaths and violence at the hands of police. ICD executive director Neville Melville says that while most deaths are eventually reported to the ICD, many assaults are never reported.

"Brutality jeopardises the good work done by their colleagues," Melville says. "Violence simply begets violence, and it is difficult to know how to de-escalate it."

Juan Nel, a Unisa psychology lecturer who has done much research into police psychology, explains that police management have more than enough information on how to deal with this problem, but "it is clearly not their first priority".

Also, while there are means to help officers deal with their trauma, "it is not well marketed and there is a perceived problem with confidentiality".



peta
KROST

The top brass may be to blame for brutal cops on the beat

ST 25/4/99

(251)

Perhaps accountability for the police violence shown in BBC footage lies in the upper echelons, writes ANDREW DONALDSON

THERE is no way that we can condone police brutality. We know this because we've been flooded with furious newspaper editorials and po-faced denunciations of same from various talking heads on TV programmes following the screening, on SABC TV and e tv this week, of segments of a BBC documentary showing members of the Johannesburg Flying Squad brutalising suspected car hijackers.

South Africa has, we have been told, a Bill of Rights, and it is becoming increasingly clear that members of the police have neither the capability nor the will to operate within its constraints.

This is not only confirmed by the BBC film, but by the fact that, since its inception in April 1997, the Independent Complaints Directorate has had its hands full investigating allegations of police brutality and abuse of power, 158 complaints were lodged with the directorate in its first year of operation, with a further 368 to January this year — a surge that has been attributed to growing public confidence in the body.

What the BBC film has done, then, is draw dramatic attention to a long-standing malaise within the force, and, as a result, official reaction to the two incidents featured in the documentary has been swift to the accompaniment of all the usual acrimonious sniping at one another by the political parties,

the six officers concerned were suspended from duty, and their actions are being investigated by the directorate.

But perhaps the most worrying aspect of the incident is that these policemen appear to have the sympathy of the public at large. It's rather unsettling that while newspapers carried wide-ranging condemnations of the incidents, their offices were inundated with letters and calls from their readers "unanimous", as one report put it, "in their support for the police".

If there's a dichotomy here, then it is simply that the chattering classes are way, way out of touch with the feelings of a violent crime-battered public.

Members of the public also called up the BBC's offices in Johannesburg, not only to voice their support for the police officers concerned but also to complain about the film — and it was largely due to the nature of these complaints that the BBC released a copy of the full documentary to the Sunday Times. It is worth commenting on here.

Firstly, and perhaps most importantly, it is the footage of the two incidents in question, which took place on January 15 and 21 this year, that dominates an otherwise pedestrian piece of journalism. Even so, the film does give its viewers a suitable indication of the enormous stress and psychological damage that members of the police suffer in the course of their

duties. It is perhaps a pity that footage of policemen clearly clinically depressed and on the verge of breakdowns was not shown to local viewers. This would have gone some way towards contextualising — but not excusing — what happened on those two nights.

For the same reasons, it is also regrettable that the BBC neglected to inform its viewers that these policemen were filmed soon after a colleague and popular member of their unit, Inspector Morné Visser, had been killed in a shootout with gangsters in Hillbrow, Johannesburg.

This would have explained why, according to BBC correspondent Jeremy Vine, officers were so "hyped" that evening (Equally unfortunate, I suppose, was Vine's tut-tutting that the SA Police Services appeared to be slipping into the bad habits of the P W Botha era over footage of police dispersing Pagad members who were demonstrating outside a meeting between British Prime Minister Tony Blair and President Nelson Mandela — and getting the dates wrong.)

Again, none of this should serve in any way as a condonation of the brutality shown in the film. But, while action has been taken against those directly involved in the incidents, is it adequate? Perhaps accountability lies elsewhere.

While there is widespread concern over the high levels of

stress suffered by police officers, it seems that whatever help is available in the form of counselling and therapy is inadequate. This is largely the fault of a management that has failed to recognise the severity of the mental problems faced by its members. And there has to be political accountability for this.

Similarly, it is the police leadership that must take the blame for their members' somewhat shabby commitment to human rights. Police members complain that the justice system works against them, that suspects apprehended in the morning are released by the courts in the afternoon — a clear enough indication that the force is largely incapable of, and has not received adequate training in, operating within a human rights framework.

It's difficult to convince some police members of the merits of a Bill of Rights when they themselves are targets of violent crime — some 20 members, on average, die violently each month — but it has to be done. That this has not taken place must surely be blamed on the fundamental day-to-day operating structures of the police.

Simply put, then, when those suspects were assaulted it may just as well have been Police Commissioner George Fivaz pinning the unfortunates down while Safety and Security Minister Sydney Mufamadi put the boot in.

More layoffs over brutality

Story 26/4/99 (251)

By GILL GIFFORD
Crime Reporter

Eight more police members – a white woman, three black men and four white men – have been served notices of suspension relating to their alleged involvement in brutal incidents screened in a BBC documentary programme last week.

This brings to 14 the number of police officers allegedly involved and follows the suspension of six members of the Johannesburg flying squad after film footage showing policemen punching, kicking, rifle-butting and setting a dog on handcuffed suspects was filmed on BBC television a week ago.

Investigations into the alleged brutality were taken over by the Independent Complaints Directorate last week, and the eight new suspensions followed.

The units from which the eight policemen and woman are from have not been disclosed.

Superintendent Chris Wilken, police spokesperson for Johannesburg, said that while the suspensions had been carried out by the SAPS, ongoing investigations into the incidents were being conducted by the ICD, which is expected to make a finding next week.

The eight will have had until 3pm today to lodge appeals against their suspensions.

A police board will hold a hearing on any appeals tomorrow, and a decision to uphold or withdraw the suspensions will be taken during the day.

Two incidents showing the police exercising heavy-handed tactics were filmed by a BBC journalist who accompanied flying squad units during night patrols in January.

Policemen were shown kicking and punching two men, believed to have been car thieves, while they lay handcuffed on the ground. A police dog was set on them, and a policeman was shown stubbing out his cigarette on one man's head.

Both suspects were later released without being charged. They are to be called as witnesses in the ICD investigation.

The second insert depicted policemen punching the driver of a hijacked car after a crash.

The unconscious occupants were dragged from the car and kicked and rifle-butted while policemen located a stolen firearm abandoned in the car.

One of these suspects later died in hospital, and the other received a 15-year jail sentence for hijacking.

Police brutality: More suspensions

GILL GIFFORD
OWN CORRESPONDENT

JOHANNESBURG A policewoman and seven policemen have been served notices of suspension relating to their alleged involvement in incidents of police brutality that were screened last week on British television.

This follows the suspension of six members of the Johannesburg Flying Squad after footage of policemen punching, kicking, rifle-butting and setting a dog on suspects was shown on BBC television.

The investigation into the brutality was taken over by the Independent Complaints Directorate (ICD) last week, resulting in the eight new suspensions.

Police spokesperson Chris Wilken confirmed the suspensions yesterday and said that while they had been carried out by the SAPS, the ICD was in charge of the investigation.

The incidents were captured on film by a BBC journalist who accompanied flying squad units during night patrols in January.

Policemen were shown kicking and punching two suspected car thieves while they lay handcuffed on the ground. A dog was set on them and a policeman was shown stubbing out his cigarette on one suspect's head.

Both suspects were later released without being charged. They are to be called as witnesses in the ICD investigation.

The second insert showed policemen

(251)
punching a suspected hijacker who had lost control of the car he was driving and crashed.

The unconscious occupants were dragged from the car and kicked and rifle-butted while policemen located a stolen firearm abandoned in the car.

One of the suspects later died in hospital while the other was found guilty of hijacking and handed a 15-year jail sentence.

The footage, which has since been screened on local television, prompted a public outcry last week.

The BBC's Johannesburg bureau has also received death threats, while South African media have been swamped with letters, faxes, e-mail and telephone calls about the incidents.

CT 26/4/99

Policing in SA is a risky business

But dealing with old-order brutality by policemen isolated from the public is a challenge facing policing in a new democracy, argues Anthony Altbeker

(AM)

DD 26/4/99



The police are faced with the challenge of how to deal with police brutality in a new democracy

PUBLIC criticism of the police following the release of the British Broadcasting Corporation (BBC) video of six officers systematically assaulting helpless suspects focused on the apparent lawlessness of the actions. Predictably the SA Police Service has responded to this criticism by seeking to win the sympathy of friends and critics alike for the difficulties and dangers of the job, and for the stresses faced by the members whose outrages have been captured on film.

In relation to the apparent criminality of the actions these debates are irrelevant. It is enough that prone, handcuffed people were assaulted — one subsequently died — for these actions to be condemned and punished. However, it would be criminal to leave the discussion on the incontrovertible point that policemen are stressed because of the violence they face.

It is true that policing in SA is a dangerous business, and that stresses associated with that danger can lead to problems such as the excessive use of force. This appears to be well understood by all who have commented on the nauseating violence we saw on our television screens.

What has been less well appreciated is that these are not the only nor the most important sources of frustration in the police. Debates about police brutality both here and in other democracies have raged for as long as policing itself. Because the police are always conferred with the right and duty to use force they are always engaged in an inconclusive struggle to ensure that their deployment of force is proportional, appropriate and effective.

However, policing in transitional societies is especially complex because the relationship between the police and the citizenry is more problematic.

Police officers in a democracy pledge their commitment to the constitutions which confer on them their powers. In doing so

they implicitly swear to protect a set of social values which is almost universally accepted.

Our constitution however marks a massive transformation of social relationships. For that reason the core values of the police force and those of the members of the community they serve frequently contradict those embodied in the constitution. Hence as much as the stresses of policing reflect the dangers of work, they also often arise from confusion, an incomprehension about the sort of society we are and the role of the police in it.

Indeed how could it be otherwise? We live in a society that a decade ago amounted to little more than a race-based caste system. A society in which everyone was supposed to know his place. A society in which challenges to social and political power relations could be, and were met with an array of repressive legislative, policing and social measures.

While SA was never a peaceful orderly place it was one in which all the institutions of social power — state church police — shared a common understanding and accepted that when the police confronted challenges to their authority the use of force would sometimes be a necessary consequence of that confrontation.

Today police officers face the challenge of trying to maintain order when the definition of "order" in which they are schooled has changed forever. They have to confront a society they regard as wild or nearly so without the political, social and legislative muscle they enjoyed in the past. All too frequently they appear to believe that brute force is the only possible substitute.

These issues are also important for another reason: the use of excessive force is almost always associated with a police officer's perception that his authority is being, or has been, challenged. Predictably indi-

viduals who challenge the authority of a police officer — be it through surly flight or direct challenge — are more likely to encounter a hostile policing response than are those who comply immediately and unreservedly with an officer's commands.

Police authority and therefore a challenge to it is a subtle and complex thing. There is, of course, a set of legal prescriptions setting out the powers of the police and these shape part of a police officer's authority and conduct.

There is also a whole range of other influences on authority in general the corporate policing styles transmitted through the organisation by its personnel the overt demands and expectations of citizens for "action" and the nature and legitimacy of the social order.

The problem with these more subtle influences on how the police officer defines challenges to his authority is that they can never be wholly overt, relying as they do on general world views of police officers and the citizens with whom they interact. When these world views differ — as they frequently do in multicultural societies and those in transition — the potential for police violence is heightened.

In some ways then the assaults we all saw are more than just the articulation of rage they are a reflection of the way police feel

they need to assert "order" on a society in which all other tools appear to undermine that idea of order.

We therefore have a problem that is at least as serious a cause of police stress as the violence they are subjected to: the implicit contract between police and citizenry, founded on a shared understanding of our society and the role of the police in its protection, is largely absent.

Dealing with this is enormously difficult because the issues are so complex and subtle. It is important however, to think about how the SAPS and government might go about improving the record of the use of force by the SAPS.

Reducing the danger faced by the police is crucial. This obviously means dealing with crime and criminals effectively, but it also means that police themselves should recognise that the more criminals fear mistreatment and death at the hands of the police, the more likely they are to fight back.

Tragically, this does not just raise the risks faced by police officers. There is, for instance, one theory that a wave of very violent hijackings in Bramley Johannesburg early last year was a response of sorts to the deaths of a number of hijackers in preceding weeks in the area.

Thus police training in the handling of violent situations must be improved

We also need to recognise that one of the costs of the centralisation of policing in SA is that police organisation has been relatively isolated from the community it serves.

To the extent that it is true that police violence is, in part, a substitute for other tools for imposing and maintaining order the fact that no police officers — barring a handful at the top — are meaningfully accountable to elected politicians means that key mechanisms for dealing with conflicts over values are absent, as are mechanisms for ensuring that the SAPS does, in fact, police SA in ways that minimise the differences over the conception of their proper role.

There are difficulties with increasing the accountability of the police, but, at the very least we need to understand that for as long as the police are isolated from the currents of popular opinion, it will be more difficult to reconstruct the way in which SA is policed.

It is inconceivable that SA can be policed without the use of force — and deadly force at that. What is crucial however is that our policing even as it becomes more assertive, recognises that minimising the use of force is part of professionalism. Anything less would be a betrayal of our society.

Altbeker is a lecturer on the policing programme at the Graduate School of Public and Development Management

Excusing fascist cops

AN intriguing blend of hypocrisy and double standards has gradually come to the fore since a British television news team brought us face to face with what many black people in this country have known and experienced for years the shocking brutality of a fascist police force nurtured under the apartheid regime

Although this is not surprising and has to be expected, it is nonetheless extremely worrying and has dire implications for attempts to entrench a culture of respect for human rights among state employees

Reading through the letter columns of popular newspapers and listening to phone-in programmes on radio stations, one cannot help noticing an ominous sense of sympathy for the policemen who perpetrated those acts of brutality on suspects, especially among many white members of the public

By this, I do not imply that there are no other racial groups who sympathise with these policemen

However, an overwhelming majority of white callers to radio stations and letter writers to newspapers have been more than ready to sympathetically resort to notions of "stress", "overwork", "frustration", "trauma" and "regular exposure to violence" in an attempt to explain the behaviour of these policemen

It is also worth noting that the group of policemen captured on video during those violent incidents all appeared to be white

Any attempt to explain police brutality by looking at their psychological problems fails to acknowledge that the same policemen were more than happy to do it under Nationalist Party rule and it was their duty to do it that way

It was a policing culture routinely drilled into the minds of young policemen to deal with black rioters and opponents of previous governments

Why is it then that, today, suddenly many people have forgotten this?

Statements such as "We do not condone the actions of the police but we have to understand that they are dealing with violent criminals" and "The behaviour of the police is inexcusable but we need to realise that the police are regularly exposed to stressful and traumatic situations" became worryingly regular over the past few days

Despite their protestations, people who utter these statements are using double standards as well as indirectly encouraging the police to relieve their stress by beating up arrested suspects

If we accept this explanation about the behaviour of the policemen, then we might have to apply it to other cases such as public servants who work under stressful conditions and end up being rude and discourteous to members of the

The sympathy many whites have for those policemen shown in the BBC video brutalising crime suspects is worrying. **Thabo Rapoo** explains why

Sevetan 26/4/99



Treating crime suspects with the strong arm of the law is nothing new to South Africa.

PIC PAUL VELASCO

(551)

public as well as committing acts of crime (for example, corruption and misuse of state property), and to minibus-taxi drivers who are overworked and over stressed, causing shocking accidents with the deaths of many innocent commuters

Numerous other examples such as school-teachers, nurses, doctors, magistrates and so on can be listed, where the people concerned are regularly exposed to violence and stressful situations which often result in severe psychological problems

I suspect that none of these people, including some political parties who are currently prepared to sympathise with those fascist policemen, will be prepared to excuse (directly or indirectly) the unprofessional behaviour of nurses or doctors who abuse patients, teachers who abuse school children, and magistrates who fail to apply the law judiciously

Many of the people who are currently sympathising with these policemen on radio phone-in programmes and in the columns of newspapers are the same people who have expressed fear at the prospects of Deputy President Thabo Mbeki becoming the next president

Many of them are frightened that, under Mbeki's presidency, the country will become autocratic and that individual basic human

rights will not be respected

However, the same people are prepared to indirectly condone policemen trampling over the individual rights of suspects who, under the law, are innocent until proven guilty through the courts

To demand respect for the rule of law and human rights, while at the same time encouraging the police to relieve their stress by brutally assaulting helpless suspects lying on the ground, is both hypocritical and evil and has to be condemned

There are many morally acceptable ways of relieving stress. It is becoming patently clear that what these people want is respect only for their own human rights and not the democratic rights of others

South Africa has a brutal history, mainly perpetrated by the police and armed forces, and those who are currently sympathising with those policemen were never nor are they likely to be at the receiving end of this brutality

That is why they have no moral shame in expressing sympathy towards these policemen.

It is a case of turning a blind eye to fascism, while at the same time demanding respect for democratic rights. We cannot have it both ways

(The author is a researcher at the Johannesburg-based Centre for Policy Studies)

Stress takes toll on SA police

By Charity Bhengu

Sowetan 26/4/99 (251)

AN average of 20 police officers, suffering from post traumatic stress disorder (PTSD), are being treated at several hospitals in Gauteng, provincial police spokesman Captain Siphon Ngubane said at the weekend

Their illness resulted from traumatic experiences, including attacks on them and their families, witnessing a colleague being murdered or after having killed someone

About 15 officers have been killed in the province this year, 200 injured and more than 1 000 cases of attacks on policemen and their families were reported since January

Ngubane said many officers had been admitted to the Tshepo Temba, Morningside and Sunninghill hospitals for up to three weeks

These revelations follow the suspension of six policemen last week for beating criminal suspects. The incidents were captured by a BBC television team and showed police assaulting alleged car hijackers

The police brutality was partly attributed to high levels of stress in the police force

SAPS national Commissioner George Fivaz condemned the officers' behaviour but pointed out that many members worked under horrendous conditions

"They have to deal with murder of their colleagues as well as attacks on themselves and frequently witness the worst acts of violence perpetrated against ordinary citizens," he said

Fivaz promised to pay more attention to the officers' mental health

At Sunninghill hospital on Friday, *Sowetan* found that most of the 20 police patients were suffering from high levels of stress

As a result some lost their temper, were involved in fights, assaulted their wives and acted irrationally while on duty. Some even attempted suicide

Psychiatrist Dr David Sheval, who treats them, said their aggression was "caused by frequent recurrent exposure to violence. Seeing the amount of corpses, rapes and armed robberies every day is enough to cause severe stress to anybody"

Sheval said their stress also affected their families, who have to endure verbal and physical

abuse. Wives, especially, were sometimes threatened with death. More black police officers were now committing suicide because of stress

To calm themselves, most officers turned to alcohol, which was secondary to stress, he said

Some cases were hopeless and the members needed to take medication indefinitely. Most would eventually leave the force

Those who went back were confronted by the same stressful environment, which aggravated their condition

Sheval said if their condition was very serious, he would recommend to the medical board that the officers be transferred to do office work

"They become so uptight that if you push them a little too far - even by merely disagreeing with them - they explode. Anything can happen then and often they will not be aware of their actions"

Police killings have also aggravated the situation. In 1997, 980 officers were murdered, 4 000 left the force for various medical reasons, 346 were discharged and 1 387 took severance packages

Cops' spirit broken

(251)
Sowetan 26/4/99

By Charity Bhengu

ONE was agitatedly playing with his fingers, another biting his nails – both policemen looked very uneasy. But they still wanted to tell Sowetan how they ended up at Sunninghill Hospital in Johannesburg.

The constable and inspector, the first from Soweto and the other from Langlaagte, said they were sick of their jobs. They both suffer from high levels of post traumatic stress disorder (PTSD).

The two, who did not want to be named, have been in the police force for 13 and 22 years.

The policemen said they were subjected to trauma in the 1980s and this had now caught up with them.

The 52-year-old Soweto constable said in 1987 his house was bombed by members of the community. He was attacked and injured on several occasions. His family was harassed until they had to go into hiding.

"In brief, that is the life of a policeman," he said. "The stress started taking its toll. I was agitated and uptight, and could not control my anger. I was later moved to a less strenuous job."

He went through a different kind of depression later and could not take any criticism from his colleagues.

The 34-year-old inspector from Langlaagte said the riots triggered his stress. "I was fed up of being mistreated by my white colleagues who would travel by car while we patrolled areas on foot. I could not take their racism. I was too vocal and made many enemies."

To add to his misery, the inspector said he was constantly hunted down by suspects he had arrested but who were later acquitted.

"And because of the inefficient and corrupt judicial system, these criminals bribed their way out and came after me and my family," he said. "I risked my life and sacrificed my family."

However, what landed him in hospital was that he felt unappreciated. "I was a hero, made the newspaper headlines but received no pat on the back from my superiors. I became sick of my job."

Police therapist Dr Hal Brown said post traumatic stress disorder could be a nasty condition. Apart from dying of a stress-related heart attack, many officers committed suicide. They were also subject to a high divorce rate and even homicide.

It involved the following combination of psychological and physiological changes in a person:

- It can shake a person's very belief system to the core and produce overwhelming, if not illogical, guilt feelings,

- It can lead to an "I don't give a damn" attitude and make an officer question whether his job has any meaning or value,

- It can make someone so vigilant that he/she becomes paranoid, unable to trust or let his/her guard down even when he/she is completely safe,

- It can produce anxiety, irritability, depression, insomnia and a host of physical problems,

- Interpersonally, it causes the sufferer to become emotionally withdrawn and distant from relatives,

- The sex drive can go out the window. He/she can become overly needy and dependent, or on the other hand outrageously demanding and impatient, and

- The sufferer can become sullen, melancholy and a stranger to his family. The family becomes the secondary victim.

- See page 10.

Police have danger pay docked - DP

Star 27/4/99 (A1)

'Police should be rewarded instead of
losing allowance when crime drops'

BY MATTHEW BURBIDGE

Instead of being rewarded with a bonus if crime dropped due to effective police work, members of the South African Police Service working successfully in high-risk areas are having their danger pay taken away

DP leader Tony Leon made this discovery when he visited Honeydew police station last week and was told by disgruntled policemen that their pay had been docked by R500 because crime had fallen in the area since September

Leon has requested a meeting with Safety and Security Minister Sydney Mufamadi to discuss the situation

Mufamadi's office confirmed last night it had received the DP's request but said no decision had been taken because the minister was in Cape Town

Senior Superintendent Andrew Lesch, a spokesperson for SAPS Support Services, said policemen and women received a R300 high-risk allowance if their police station was in a high-risk area

Lesch said the type and volume of certain crimes were taken into account when declaring an area one of high risk

He said "six or seven" police stations fell into this category in the Pretoria area, but he could not supply details for Johannesburg

Senior Superintendent Strini Govender, of SAPS Human Resources Management, said the high-risk allowance was not a motivation for policemen to earn more pay

"It's just to reward policeman for extra hours and the danger they're exposed to"

DP spokesperson Douglas Gibson said in a statement that members of the SAPS came into contact with death daily and, despite the phenomenal pressures on them, the Government insisted on discouraging them even further by penalising their successes

"The SAPS is already underpaid, overworked and underappreciated. The DP is committed to changing this unacceptable state of affairs and will take its practical ideas to Pretoria," he said

"The DP will present proposals to Minister Mufamadi which will focus on an incentive-based programme that will help to motivate members of the SAPS and improve clear-up rates for serious crimes"

Gibson said the logic behind withdrawing the high-risk pay was that, because of the falling crime rates, police were exposed to less danger, and therefore did not require danger pay

He said this situation displayed the Government's "utter contempt" for the SAPS and the work which the police force was trying to do.

Five more police officers suspended in wake of BBC film clip

By MATTHEW BURRIDGE
AND SAPA (251)

Five more city police officers videotaped by the BBC while they assaulted crime suspects have been suspended, bringing the total to 11

The five are among a group of eight police officers who were handed suspension notices at the weekend

Their appeals were heard by an internal police inquiry last night

The 11 are facing charges of assault with the intent to do

grievous bodily harm

Acting area commissioner Director Piet Calitz decided last night to suspend the five police officers - a woman and four men - after a lengthy meeting in which he viewed visual material and considered their written submissions

The three policemen cleared of charges are expected to return to duty soon

Johannesburg police spokesperson Superintendent Chris Wilken said he did not know if the police officers had been suspended with benefits

8100 29/4/99
Meanwhile, the Independent Complaints Directorate said it had been inundated with calls from crime victims coming out in support of the policemen

The ICD is a statutory body set up in terms of the constitution to investigate complaints against police members, and it aims to restore public confidence in the police service and improve its image

ICD spokesperson Jabu Dlamini said she had over the past five days received about 40 calls, many of them abusive,

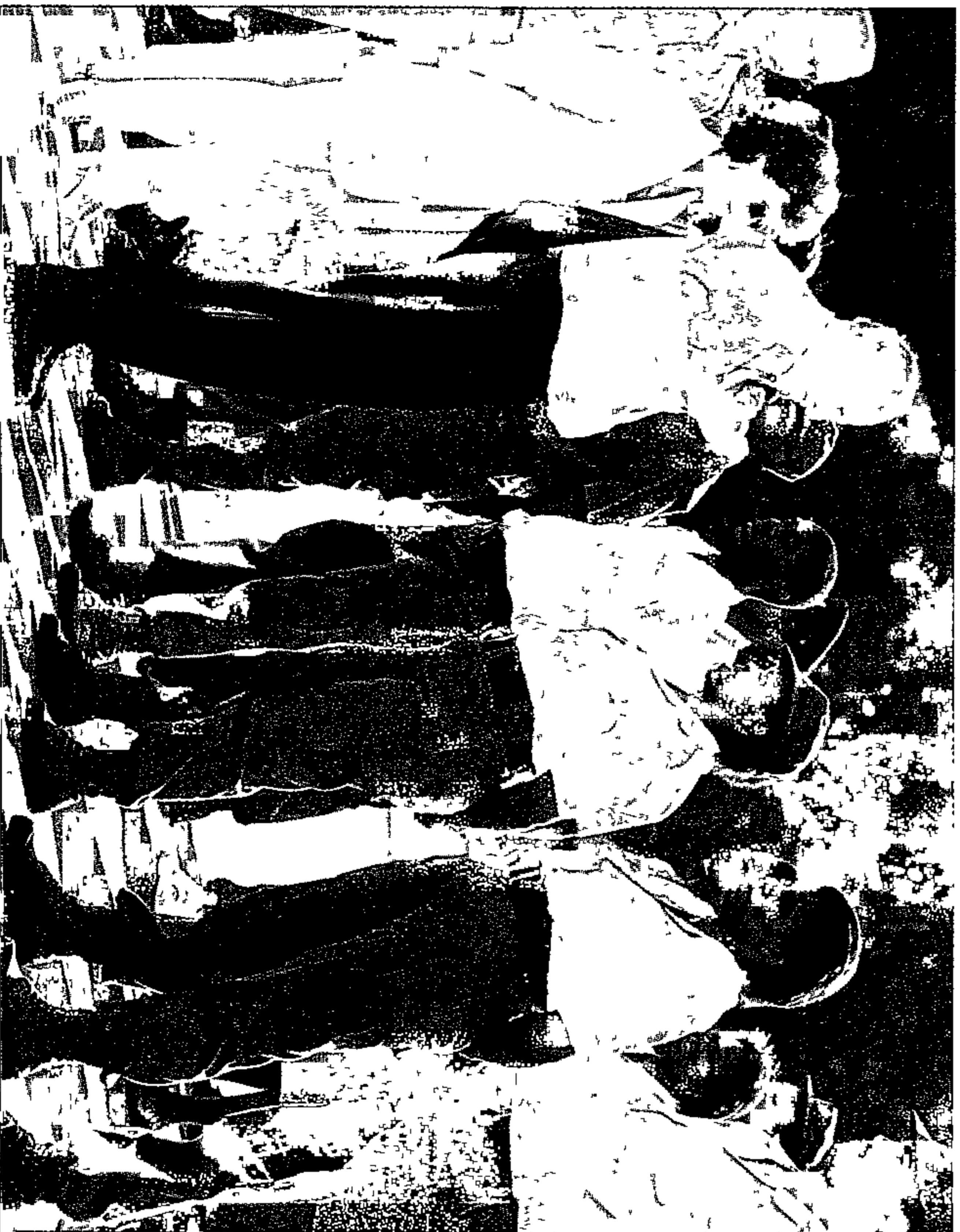
from South Africans criticising the ICD for probing the matter

"They say they would have done worse things if they were in the policemen's shoes," she said

"They say we are wasting taxpayers' money and should not be investigating this case"

The investigation relates to two cases of alleged police assault filmed by the BBC on January 15 and 24

About 400 cases related to alleged assault and torture have been reported to the ICD since April last year



New cops on the block: Cape Community Police Board chairman Chris Joubert inspects a squad of rent-a-cops in training in Paarl

HANNES THWART

Rent-a-cop recruits

raring to beat crime

JOHAN SCHRONEN
CRIME CORRESPONDENT

257

"We're the right people for the job!" That's the chorus of confidence and enthusiasm from the latest squad of rent-a-cops in training.

A batch of 82 former reservists, who are undergoing an intensive six-week basic training course at the Paarl Police College, are the Western Cape's latest paid community police. The Cape Metropolitan Council, in partnership with municipalities and the business sector, have put up R5-million to meet the new rent-a-cops' salary bill for one year.

The Cape Town municipality has also committed another R3-million to pay for another 40 policemen and women.

Cape Community Police Board chairman Chris Joubert said the rent-a-cop project was enjoying overwhelming support from the community and the business sector which is its major sponsor.

Mr Joubert said the selection

process of applicants and the subsequent training modules ensured a high standard of policing was being maintained.

"For this intake, we considered applications from trained or partially trained reservists from our historically disadvantaged communities, mostly people who were unemployed," said Mr Joubert.

"For every new rent-a-cop we employ there is a salary to feed a family. In essence, it is an RDP project."

When the Cape Argus visited the college yesterday the students were going through their paces on the parade ground.

New recruit Zoliswa Mpangele said her "calling" was to fight crime and serve the community. "I've been a reservist for some time in Nyanga and this course has taught me so much," said Constable Mpangele. "I feel proud to be a policewoman."

Mavis Nomngongo said she could not wait to get back to the community to do her bit for safety and security.

'Cowards' claim 75th cop victim

(271) John 3/5/99

As Mbeki prepares to put on a bulletproof vest, another officer dies in ambush

By Vivian Warby

Hours after Deputy President Thabo Mbeki lashed out at criminals who prey on policemen and women, another Gauteng policeman has been killed

The murder of Sergeant NJ "Sox" Masekwameng (30) in the early hours of today brings to 75 the number of police officers murdered in just over four months this year

Masekwameng was shot dead and his colleague, Sergeant Michael Ragwala (27), is fighting for his life in a Johannesburg hospital after gunmen opened fire on them on Main Reef Road near Dobsonville at about 4am. Police believe the policemen, from the Soweto Dog Unit, may have been ambushed

Police spokesperson Inspector Patrys Greyling said the policemen were shot when they pulled over a blue minibus near the West Rand Dog Unit

"As they approached it the suspects just started firing at them. They didn't have a

chance," said Greyling.

The policemen were found 20 paces from their patrol vehicle, said Greater Johannesburg emergency medical services divisional commander, Malcolm Midgley

Both policemen, who were shot in the head, were wearing bulletproof vests. Masekwameng was also shot in the leg. Ragwala was shot in the head and just below his vest

Ragwala was on a life support system in the intensive care unit at the Milpark Hospital at the time of going to press. Spent cartridges indicated an R-5 military assault rifle was used, said Greyling.

The patrol car, an Opel Kadett, was badly damaged. The car's windows and headlights were shattered and police were combing the scene for clues early today

The killing came only hours after Mbeki issued a strong warning that "social outcasts" who preyed on policemen would be eradicated

Speaking at a memorial service for police who had died in

the line of duty at the Union Buildings yesterday, Mbeki condemned "cowardly citizens" who preyed on those who tried to create a protective shield around each citizen

Accompanied by the Minister of Safety and Security Sydney Mufamadi, and police commissioner George Fivaz, Mbeki paid tribute to the "policemen and women who died while carrying out their duty"

"We must realise that as we as normal citizens demand safety, security and protection from unwanted elements, we too must strive to protect the police

"As we try to create a new country which is opposed to murder, rape, abuse of women and children and illegal expropriation of other's possessions, we must again realise that the SAPS are a major aid in creating this new society. We must hunt down and eradicate those social outcasts who are opposed to this idea and who prey on our policemen," he said

"This is an important moment for all of us as South

Africans because the men and women who have died are the protective shield, protecting our citizens and our society from the criminals who continue to terrorise our society," he added.

He and Mufamadi will visit Soweto tomorrow to urge the community to work with police

"We are going to speak to the community and ask them to point out those in the community who are involved in offences against police," he said

But Mbeki said they would also eradicate evil elements within the police, those who were involved in corruption.

"Those few members tarnish the image of the thousands of police officers who daily risk their lives to protect the residents of this country"

He also said the Government was aiming to create better working conditions for police so they could carry out their duties without fear of murder

Anyone with information should call Crime Stop on 0800-11 12 13 or the West Rand Flying squad on (011) 951-1111

SAPS is near collapse — UDM

(251) CT 5/5/99

PHOMELLO MOLWEDI

DURBAN The South African Police Service is faced with the possibility of a collapse within the next few years

That is the view of the United Democratic Movement (UDM) spokesperson on crime, Ian de Vries, who until recently was director of research in the SAPS

De Vries sketched a bleak picture of the internal climate of the SAPS and the negative consequences this holds for the entire service

He warned that crime levels in the country have reached crisis proportions and that the top management of the police were unable to handle the situation

He said the police service was teetering on the brink of collapse

De Vries attributed the "increasing crime levels and the police failure in dealing with the situation" to "lack of clear policy and long-term strategy" on the part of the top brass of the SAPS

"Only one-year plans exist which have led to yearly crisis management and insufficient progress," he added

De Vries, who left the SAPS after taking a voluntary severance package, expressed no sympathy for his former employers

Describing the force's promotion policy as "ridiculous", he added that "this would



'LAME DUCK?': George Fivaz under attack

result in great uncertainty about future prospects and contributes to the low morale among members"

"In 1998 there were only 18 000 constables who had to be managed by 60 000 sergeants

"This unacceptable lopsided situation is the result of the promotion of constables to sergeants in the same year, because the SAPS was under pressure to promote them in terms of the interim promotion policy,"

commented De Vries

He cited "high levels of dissatisfaction and low morale among the members" as some of the biggest challenges

De Vries said that 44 000 members of the service were not capable of preparing adequate statements suitable for legal proceedings, forcing numerous cases to be withdrawn in courts

"Lack of commitment and responsibility by the top management leaves the already depleted police service with more than one-third of its members illiterate and therefore not being able to prepare dockets properly for trials, laying the basis for failure in the courts"

Labelling Minister Sydney Mufamadi and Commissioner George Fivaz as "lame ducks", De Vries said the two were not pulling together, adding that police management can do no more than to say to President Mandela "Sorry, Mr President, we have failed you over the five-year period"

Throughout his comments, De Vries stressed that the UDM could provide answers to South Africa's crime problem

Earlier in the day, in apparent anticipation of the attacks by De Vries, the acting National Commissioner of the SAPS, Mike Bester, issued a statement dismissing De Vries' version as "hugely exaggerated and not in keeping with the realities"

Judge hauls police over the coals

ROGER FRIEDMAN

FOR the second time in three days, a Cape High Court judge yesterday lambasted a police investigating officer for shoddy work — as another man accused of murder and attempted murder walked free

Ballistic experts linked five spent cartridges found at the scene of Gilbert Fenqe's murder to Cata taxi driver Ngakanani Mtsholotsholo's legally registered firearm

But Mtsholotsholo was acquitted of the murder yesterday, with the judge remarking that the police investigating officers were not fit to be policemen

Deputy Judge-President of the Cape, Justice John Hlope, ordered that transcripts of Inspector Isak Louw and Sergeant Ronald Fredericks' evidence be forwarded to Western Cape police commissioner Leon Wessels for "appropriate action"

Fenqe, a South African National Civics Organisation (Sanco) security officer, was killed in Goodwood in November 1994 at the



JUSTIFIED IRE: Justice John Hlope

height of a taxi war between rival organisations Codeta and Cata — on the same day that provincial MP Roseberry Sonto, a former

(251)
Sanco regional chairperson, narrowly escaped being assassinated in a drive-by shooting in Guguletu

The judge's dissatisfaction with the police investigating officers after similar sentiments were expressed by Justice Jeanette Traverso on Monday when she acquitted gang leader Ernie "Lastig" Solomons of murder, attempted murder, robbery and kidnapping

Justice Traverso described Superintendent Gert Ellis' evidence as shameful, the weakest she had ever heard and repugnant

"It is people like this which would bring our criminal justice system to its knees. Only with the co-operation of people like (prosecutor Rodney) De Kock and the police officials who gave evidence would corruption like this be eradicated," she said

Ellis' conduct is being investigated on three fronts as a result, including by Percy Sonn's Investigating Directorate Organised Crime and Public Violence

Louw, whose evidence was central to the

□ Turn to page 3

CT 6/5/99

Shoddy policing investigated

□ From page 1

state's case against Mtsholotsholo, recorded in the SAP13 police register of exhibits that he had recovered 20 spent cartridges at the scene of Fenqe's killing

But his evidence in court was that he had found 23 cartridges, while the affidavit of the policeman who accompanied him to the scene stated that they had found 18 cartridges. The police forensics laboratory recorded receiving 23 cartridges

It also emerged during the trial that Fredericks, who arrested Cata member Mtsholotsholo in possession of his

firearm following an unrelated shooting in Lansdowne Road two years later, had signed a statement written by Louw on his behalf, without reading it

It was Fredericks' arrest of Mtsholotsholo that allowed ballistic experts to link the firearm to Fenqe's murder

But passing judgment yesterday, Hlope said that for the court to be able to convict the accused it had to be satisfied beyond any reasonable doubt that the same 23 cartridges said to have been recovered at the scene were received by the ballistics experts. This requirement

had not been met

Khayelitsha resident Mtsholotsholo, who pleaded not guilty to the murder charge and two charges of attempted murder, told the court he had handed his firearm in for safe-keeping on the day of Fenqe's shooting

Western Cape police spokesperson Wicus Holtzhausen said yesterday that Louw and Fredericks' conduct would be investigated and shoddy police work would not be tolerated

"I hope that this now acts as a warning to every investigating officer to get his or her act together," he said

Neither Louw nor Fredericks could be reached for comment

SAPS might have to jack up detection methods ⁽²⁵¹⁾

Three criminal cases in the Cape High Court in the past week have brought a new perspective to the fight against crime, writes Alan Fine

ON THREE occasions in the past week, separate judges at the Cape High Court have energetically criticised police procedures which have damaged or destroyed the possibilities of convictions. Their stance casts a different light on the view — supported by some African National Congress politicians — that citizens' constitutional rights to due process need to be watered down to assist the fight against crime.

The first arose in an application last week by six Pagad (People Against Gangsterism and Drugs) members facing charges of illegal possession of arms and ammunition. The six are asking that the blood, hair and saliva samples taken forcibly from them for DNA testing be destroyed.

Judge Denis Davis noted that the only reason the DNA testing became necessary was because members of the "crack" police unit which arrested them in February had handled the weapons on the scene.

At the same time, Davis challenged legal representatives of the six to explain why such samples should need to be given voluntarily, as they argue. If that was to be the ruling, it would mean that someone arrested for drunken driving could simply refuse to take a breath or blood test. While judgment has yet to be given, this suggests an attempt to find a balance between justice and crime control.

In the second case this week, Judge Jeanette Traverso acquitted alleged gang boss Ernie Solomons on 11 counts of murder, attempted murder, robbery and kidnapping. She said she had found police Supt Gert Ellis's evidence lacking in credibility, and strongly criticised the procedures he had used. She has recommended Ellis's conduct be investigated and his future in the police reconsidered.

In the third case, Deputy Judge President John Hlope acquitted an alleged taxi war murderer, saying sloppy

police work made it impossible to link cartridges used in evidence to those found at the crime scene. Had the link been properly made, the alleged hit-man would have been convicted.

A safety and security ministry official, stressing he had not studied any of the cases, said they appeared to make nonsense of the argument that the constitution needed to be changed to facilitate the fight against crime.

"What is needed is a 'back to basics' approach in police procedures. A lot comes down to managing the detection process," he says.

A judge who does not wish to be identified says the cases show that "the constitution is not the enemy of crimefighting. It is the police who are rendering it impossible to get convictions in criminal cases."

Without the constitutional safeguards, judges would not know whether the evidence presented to them was reliable, he says.

'WE'RE DEALING WITH HOOLIGANS'

Knipe slams elite gang unit

ET 7/5/99 (257) (257)

"DEMORALISED" MEMBERS of the Gang Investigation Unit in the Western Cape have alleged that police management has bungled the fight against gangsterism by ignoring their plight. **FATIMA SCHROEDER** and **JUDY DAMON** report.

AFTER a heated meeting with Leonard Knipe this week, detectives investigating gangsterism in the Western Cape demanded a probe into the alleged preferences given to Operation Good Hope

They said gangsterism in the province could have been combated if the police's top management had mustered the same energy they did while fighting urban terrorism

Up until two months ago, the unit did not even have a proper mandate to tackle the gang problem since its establishment in 1989

After 13 of the 17 "demoralised" members of the unit signed an 11-page list of grievances to Knipe and Provincial Police Commissioner Leon Wessels, Knipe requested at the meeting that they draw up a list of their own recommendations

The recommendations, which were drafted yesterday, are expected to reach the offices of Safety and Security Minister Sydney Mufamadi, the Independent Complaints Directorate, the police's Human Resources department and other top management structures this morning

Knipe is also expected to receive a copy today

The 11-page letter to Knipe was written "to make other officials in higher ranking positions aware of the many problems and defects experienced by members over a number of years"

"Ninety to 100% of the members

of the unit feel that the top management in the South African Police Service in the Western Cape has dealt with gang-related problems in a half-hearted manner," the letter said

"Members also feel that a possible 'mafia' exists in the management structure of the police service"

In response to this, Knipe yesterday told the *Cape Times* that the members who signed the letter "have opened themselves up for serious consequences"

"How can you call someone a mafia? They are accusing top management of being involved in a serious crime. We're dealing with complete hooligans here," Knipe said

He refused to elaborate on the "serious consequences", adding "I would have expected that such an elite or specialised unit would have realism"

He described the letter as "insulting". At present the Gang Investigation Unit has 10 vehicles with the average mileage exceeding 200 000km

Furthermore, only eight of the 17 trained detectives are available to investigate gang-related crimes in the Peninsula

Four members haven't received adequate training, one is to be transferred to another department and the remaining four have a minimum number of dockets and do not receive dockets when on call, the letter said

The available eight detectives apparently also have to cover areas outside the Peninsula when a situation warrants it

The letter said the shortage of manpower "can only lead to a decline in morale and a decrease in effective investigations, therefore many people are not sentenced correctly or effectively"

The unit requested that a "minimum of 20 persons be appointed who can start immediately and who have the necessary investigating experience"

Knipe admitted yesterday that the unit was understaffed "We are trying to resource them with additional manpower. But 20 is ridiculous. That's too high," Knipe said

The letter said the unit was also promised that intelligence members would work with them to ensure effective policing, following the killing of one of the intelligence informers in Elsie's River in 1995

The unit requested an "urgent" investigation at the "highest level" by an "independent committee" regarding the matter

Senior member of the pro-active gang unit Charles Carolissen said "If we had then concentrated on the gang problem like we are concentrating on urban terrorism now, we would never have seen the vigilante phenomenon in the first place"

However, Operation Good Hope spokesperson Anine de Beer said the main mandate of the operation is to fight urban terrorism, "and gangsterism is part of the problem"

"They are part of Operation Good Hope. We have one common goal in the Western Cape and that is to combat urban terror," she said.



STOP KILLING COPS: That was the message on this man's T-shirt at a meeting called to discuss the fact that police have said they will stop working and will instead investigate any cases of policemen who are murdered

Photograph SEAN WOODS

Vow to stop work until (251) cop killers are caught

Police unions Poperu and Sapu have resolved to immediately stop police work in their area if a colleague is killed, in order to concentrate on finding the culprit.

The decision was made at a joint mass meeting attended by more than 200 police officers at Protea in Soweto yesterday.

The Police and Prisons Civil Rights Union and the SA Police Union called for the establishment of a special unit to investigate police killings.

The unions condemned Deputy President Thabo Mbeki's statement that police were killing each other to cover up corruption among themselves. Mbeki was quoted last week as saying policemen were killing each other to remove evidence of their alleged corrupt practices.

Sensitive

Mbeki's spokesperson claimed the deputy president had access to sensitive information which supported his claim that police deaths were the result of corruption within the service.

Sapu regional secretary Les Masyena said the meeting was held to discuss the way forward for police, who were concerned by the recent spate of police killings. He slammed the statement by Mbeki as untimely due to the general election.

"It was irresponsible by a head of state to say the police are killing one another. He should bring this information forward so that we can get to the root of the problem," Masyena said - Sapa

Cop crime running rampant

By DOMINIC MAHLANGU (251)
ELIAS MALULEKE and Sapa

CLAIMS by Deputy President Mbeki that crooked policemen were responsible for the murder of colleagues were supported by incidents in Johannesburg this week

On Wednesday, two members of the Johannesburg Central police station Crime Prevention Unit robbed a store next to their satellite police station while their colleagues watched

One of them told City Press they could do nothing because they feared for their lives, but he later reported the matter and investigations have started CP 16/5/99

A policeman attached to Johannesburg's flying squad was arrested with two other suspects on charges of robbery and theft on Friday.

In a separate incident, an off-duty police officer was murdered by a colleague early yesterday morning after an argument

Police confirmed they are investigating the incident in which two policemen of the Johannesburg Central police station robbed a Chinese businessman of R20 000 on Wednesday morning while colleagues looked on. The businessman, Joe Wu Tsoe, was confronted by four armed men in his store in Rissik Street, next to a Johannesburg Central police satellite station

Superintendent Theron Wessels, commander of the Rissik Street satellite police station said allegations that two of his policemen were involved in the robbery was disturbing. This robbery is allegedly the second in the vicinity to be staged by cops from the satellite police station.

The cops who robbed Wu Tsoe were accompanied by two other armed men. The alleged get-away car belonged to one of the officers. It was later found parked near the police station an hour after the heist.

Wu Tsoe's business partner, Victor Molale witnessed the robbery. He rushed to the police station and on the way passed 15 policemen who were watching what was happening. Molale, who came into the building while the robbery was in progress, said the 15 police did nothing when he told them about the robbery.

Wessels said an investigation concerning allegations that police watched while the robbery was in progress, doing nothing to help was opened after the complainants said police refused to take action after being told of the robbery next door.

"I strongly believe there was police involvement, because the robbers used the same pistols issued to our officers," Wessels said.

The officer attached to the Johannesburg flying squad was arrested with two other suspects on charges of robbery and theft on Friday. The suspects aged 38, 37 and 29 were arrested by Sophiatown detectives. Their arrests follow the robbery of antiques worth more than R250 000 from Classic Antiques in Greymont on May 12.

Constable Selio Makano was shot several times in his chest, buttocks and legs by his colleague on Friday night and died on the spot. Wilken said Makano and his sergeant colleague visited a hotel in Joubert Park and an argument ensued outside.

It is alleged that Makano also fired shots at his colleague who was admitted to the Garden City Clinic in a satisfactory condition. Both service pistols were recovered on the scene.

Police-gangster comments draw fire from union

CAPE TOWN — Police unions yesterday reacted with mixed feelings to allegations by Deputy President Thabo Mbeki of police involvement in gangsterism in the Western Cape.

Mbeki told members of the SA Clothing and Textile Workers' Union in Salt River on Saturday that crime on the Cape Flats could be directly related to the support given to gangsters by police under apartheid.

Gangsters "became strong because they worked with the police to kill political activists", Mbeki said. Police would repay the favour by looking the other way when gangsters committed a crime.

"To this day, police are still working with the gangsters," Mbeki said.

Andy Miller of the SA Police Union said "Deputy President Mbeki seems hellbent on ruining all good will that existed between himself and the police. His statements are ridiculous and absurd."

"If Mbeki has privileged information he should bring it forward so that it can be investigated and if true, that arrests can be made."

In the past year 30 000 police had left the force, and had not been replaced. "This shows how serious he really is about crime," Miller said.

Police and Prisons Civil Rights Union vice-president Boas Motjetsi said he was unable to comment on the alleged cover-up of gangsterism.

"However, there has been no transformation in the SA Police Service, and many police officers have become demoralised over the past four or five years. The union has fought the top echelon, which is not prepared to co-operate on the matter," said Motjetsi. — Sapa

(251) DD17/6/99

Rent-a-cop plan gets R5-m

NORMAN JOSEPH
METRO REPORTER

The Cape Metropolitan Council is spending R5-million to train community patrol officers, better known as rent-a-cops, to combat crime.

Executive committee chairman Pierre Uys said the council would contribute a further R2,5-million soon to recruit rent-a-cops "although it's not our function", because the council was serious about fighting crime

The Cape Town community patrol officers' scheme is expanding, with more than 700 unemployed police reservists doing a six-week intensive and specialised training course

The provincial department of community safety is spearheading the course for the first 300 recruits

On Friday, 71 new patrol officers graduated in the Parow civic centre where top-ranking police officers and councillors were among the guests

The city's eastern and western metropolitan areas are destined to each get 71 rent-a-cops

Provincial Community Safety Minister Mark Wiley said "With the passing out of these reservists we see the Western Cape's charac-



LEON LESTRADE

Happiness is ... top student George Watton gets a hug from wife Lavern and greetings from Mayor William

teristic response to a challenge."

He said that statistics released last week by the national ministry of safety and security, indicated that the Western Cape had the highest overall level of crime

Now that it had been listed as the province with the highest crime, "one would expect the spending pattern of the national police service to reflect this priority", said Mr Wiley

Metropolitan council Mayor William Bantam said "We know about the constant and unequal struggle that our under-resourced police service and our over-burdened courts system have in combating the ever-more aggressive and abusive criminal element that infests our society

"I believe that the training of these officers is one of the most important initiatives that is currently under way, not only in the Cape metro, but in the entire country"

Executive committee chairman Pierre Uys said. "We are pleased about the campaign in Mitchell's Plain, where crime has dropped by 20% due to the presence of the patrol officers

"We feel that as good, if not better, results will soon follow in other communities within the Cape metro area"

George Watton, 34, of Simon's Town attained a 93% pass in last week's final examinations and was chosen top student

Speaking after the graduation on Friday, Mr Watton described the six-week course as being "very physical" and meant "a lot of studying", but it was exciting and the new recruits were enthusiastic about starting their new jobs soon

'Strong evidence' of police, vigilante links, says union

BY VIVIAN WARBY

The Police and Prisons Civil Rights Union said this morning it had strong evidence of senior police officers working hand in hand with vigilante groups in the Western Cape and other evidence linking senior police officers to car-jacking and vehicle theft syndicates in Gauteng.

"When detectives investigating crimes to this effect are about to unveil their findings they are systematically killed," said Popcru media spokesperson Siyavuye Jasta.

While Popcru had "sensitive information" with dates, places and names to prove these statements they did not want to make

this information public before consulting with Deputy President Thabo Mbeki, who claims to have similar information

Popcru did not dispute that police were being butchered daily by criminals.

The union said that while there were isolated incidents of police-on-police killings, this did not remotely make up for the bulk of the killings.

The Minister of Safety and Security is tomorrow expected to announce the formation of a national task team to investigate police murders - already at 89 less than five months into 1999.

► Mbeki's claims

Star 18/5/99 (251)

Police plan protests after 89 officers killed

Mass meeting, march planned over the murder of SAPS members and reports that this is linked to corruption

BY VIVIAN WARRY AND SELBY BOKABA

Angered by reports that some policemen have lost their lives because of corruption in the SA Police Service, and the continuing killing of officers, policemen are to embark on a range of protests.

Constable Clinton Atson (24) and police reservist Constable Welcome Matsopo (22) were shot at close range as they drove a rape suspect to the Dawn Park police station in Boksburg on Monday morning.

A total of 89 policemen have been killed, 78 in Gauteng, this year.

A mass meeting will be held in Dawn Park tomorrow to alert the community to the fact that the policeman's killers may still be in the neighbourhood.

Scores of policemen are expected to converge on Mngadi Section in Katlehong on Friday to present a memorandum of demands to Gauteng provincial police commissioner Sharma Maharaj.

Police and Prisons Civil Rights Union (Popercu) media spokesperson Siyavuye Jasta said police officers from Johannesburg and Pretoria, as well as community members and business, religious and political leaders, would be marching in

Katlehong.

"These attacks and killings are demoralising to policemen and women," said Jasta.

"When they go to work they're not sure whether they'll return alive.

"Those working on the emergency numbers are also scared. They don't know whether to believe callers, fearing sometimes that it may be an ambush."

66
Inform on killers to ensure that they are put behind bars
99

Popercu said it had evidence that senior police officers were working with vigilante groups in the Western Cape and were linked to hijacking and vehicle-theft syndicates in Gauteng.

"When detectives investigating crimes to this effect are about to unveil their findings they are systematically killed," said Jasta.

Popercu said it had dates, places and names to prove

these statements, but would not make them public for fear of jeopardising investigations.

Deputy President Thabo Mbeki claimed last week that he had sensitive information which supported his claim that police deaths were the result of corruption within the service.

Gauteng MEC for Safety and Security Paul Mashatile has joined the calls to get involved in catching cop-killers.

He said the Government would continue its onslaught against criminals and would ensure that tougher bail conditions and harsh sentences were meted out to those convicted of violent crimes.

He added that, with the help of the community, criminals could be rooted out of society. He urged the community to focus on the killing of police members.

"This province has seen the killing of 78 police officers since January. Only a sick society can allow this to happen. Inform on police-killers to ensure that they are put behind bars where they belong," Mashatile urged.

Yonaslon Huot, chairperson of the Lenasia Community Policing Forum, said the police were going through difficult times and urged the community to stand together with the SAPS to eliminate crime.

Star 19/5/99

Charge police for brutality, probe finds

JARU
School of Economics
University of Cape Town
2 Rondebosch

(251) Star 19/5/99

Even those who stood and watched are to appear in court

By GILL GIFFORD
Crime Reporter

A probe into two cases of police brutality shown in a BBC TV documentary has resulted in a recommendation that 22 policemen be charged with assault with intent to cause grievous bodily harm.

The Independent Complaints Directorate, the watchdog body charged with monitoring police conduct, took over the investigations into two incidents captured on film by a BBC crew.

ICD spokesperson Jabu Dhlamini last night confirmed that investigations had been completed and certain recommendations made. He declined to comment further, saying the information would be made available later today.

However, *The Star* understands that 14 members have been implicated in the first filmed assault on January 16.

The footage shows police officers chasing a suspected stolen car and an alleged decoy car. The occupants of the decoy car are shown being pulled from the car and assaulted.

Police dogs are set on them while they are lying handcuffed on the ground and a cigarette is stubbed out on a suspect's head.

The recommendation is that eight members of the Brixton flying squad, four members from Mondéor police station and a two from the Langlaagte dog unit be charged - in this



Flashback ... a handcuffed hijack suspect is attacked by a police dog. The assault was filmed by a BBC film crew.

case, with assault with intent.

Footage of the second film showed policemen chasing a BMW hours after it was hijacked from businessman Riaan Smit on January 24. The fleeing hijackers crashed the car.

Policemen are shown pulling the injured men from the wreck and assaulting them. One of the hijackers died. The second hijacker has been convicted of the crime and sentenced to 15 years in jail. A post-mortem showed death was consistent with head injuries sustained in a car crash.

Altogether 12 policemen were investigated in connection with the incident, and the recommendation is that all 12 be charged with assault with intent. Four of the men were involved in the first incident.

It is understood that, while not all 22 members were impli-

cated directly in the assaults, some were deemed guilty for being present and failing to stop the attacks.

Chris Wilken, a Johannesburg police spokesperson, said last night that the police had not been informed that the ICD investigations had been completed, and the recommendations were not known to them.

"We are in the dark. I cannot confirm the findings," Wilken said. "Director Meyer from the SAPS legal department and Senior Superintendent Van Vuuren, head of the Johannesburg flying squad, knew nothing about this."

Dhlamini said that while he was not sure if the police officers concerned had been told of the findings, the ICD was an independent body that did not normally need to keep SAPS management informed.

Movers on cop killings

(251) Source from 19/5/99

By Jimmy Seepe
Political Reporter

SAFFETY and Security Minister Sydney Mufamadi yesterday announced that the establishment of a multidisciplinary committee to investigate the killing of members of the South African Police Service

A standing R250 000 reward for information that leads to the conviction of the perpetrators was also offered

Mufamadi, who made the announcement in Pretoria also defended Deputy President Thabo Mbeki's statements that certain members of the police service could be involved in the murder of their colleagues to conceal their involvement in various criminal matters

Mufamadi told *Sowetan* that the police

vice was currently looting into cases in which members of the anti-corruption unit have received death threats, while one was recently held hostage by colleagues

The committee will involve all stakeholders in the security establishment including unions, representatives of the three unions - the Police and Prisons Civil Rights Union (Popcu), National Police and Public Civil Rights Union and the South African Police Union.

Popcu also claims to have information that links police to the police killings

The committee will be tasked with studying and evaluating trends in police murder

In the past week a major eruption over Deputy President Thabo Mbeki's statement alleging that certain corrupt police members may be killing their colleagues

Opposition parties have called on Mbeki and the Government to explain what was meant by the statement

Mufamadi and the police service was "interred with evidence" which revealed the involvement of police officials in serious crimes, including murder

There are former senior members of the police who have confessed publicly to their role in the murder of colleagues before the Truth and Reconciliation Commission, he said

Former apartheid spokesman Eugene de Kock, a former policeman, has also admitted to the killing of his colleague Brian Ngqulungu days before he was testily before the Human Commission

Mufamadi dismissed the opposition parties' criticisms on Mbeki's comments

"We don't want to have a debate that will polarise society," he said

Mufamadi added that his ministry hoped the multidisciplinary group would help give the police an understanding of recent police killings

"The committee will draw together all existing information and research on police killings study case studies, report it cases before the courts, evaluate and determine the weaknesses in training and instruction and information," said Mufamadi

It is our fervent hope that the committee's recommendations will put us in a position to introduce measures that will ensure that a much-needed cutting edge in the police service against those who kill police officers in Soweto and Security Minister said

Experts slam Mufamadi's move

Research on slayings might be adequate, writes Jonny Steinberg

A COMMITTEE appointed by government yesterday to probe the causes of police killings will merely duplicate research that was commissioned by police last year, experts said yesterday.

Announcing the appointment of the committee in Pretoria yesterday, Safety and Security Minister Sydney Mufamadi chastised the media, saying poor reporting had driven a wedge between government and the police.

The committee, consisting of academics, police union representatives, officials from the justice department and the national intelligence agency, will "review and analyse the current situation and make recommendations which will enhance a safer working environment" for policemen. It will be given between one and two weeks to do its work.

Mufamadi also announced that a reward of R250 000 would be offered for information leading to the conviction of police killers.

Ninety-one policemen have been murdered since the beginning of the year. Fifty-four were off-duty when they were killed.

The three major police unions — the SA Police Union, the Police and Prisons Civil Rights Union and the National Police and Public Civil Rights Union — welcomed Mufamadi's announcement.

All three called on the committee to recommend

tougher sentencing for police killers.

Technikon SA academic Anthony Minnaar, who is believed to be a candidate for appointment to the committee, said the police had already commissioned substantial research into the causes of police killings and that the committee may end up covering old ground.

The Institute for Security Studies' Antoinette Louw concurred. "We know enough about the causes. The committee's energy would be better spent on solutions."

Louw said she was surprised that police unions emphasised tougher sentences. "There is already a mandatory life sentence for murdering a policeman." She said the focus should be on training, the handling of weapons and procedure when dealing with hostile suspects.

Louw said it would be wrong to expect panaceas from the committee. "Until SA's high levels of violence start to come down police will remain soft targets," Louw said.

Lashing out at the media for its handling of Deputy President Thabo Mbeki's statement last week that many policemen were killed by their own colleagues, Mufamadi said the media treated crime "anecdotally" rather than analytically. "Anyone who knows anything about organised crime knows that it relies on corrupt policemen to do its work," Mufamadi said. "Yet, instead of explaining this to readers, editors encourage journalists to take sensational quotes out of context."



Safety and Security Minister Sydney Mufamadi announced yesterday the appointment of a committee to recommend measures to stem the tide of police killings. Mufamadi lashed out at the press, saying that poor reporting on police killings had driven a wedge between government and the police.

Picture: TREVORSAMSON

'Pimps in (251) uniform' row hits city cops

ART 20/5/99
JOHAN SCHRONEN
CRIME CORRESPONDENT

Cash-strapped Mowbray police have allegedly been supplementing their incomes by running a prostitution racket in the area.

This has emerged from allegations being probed by the anti-corruption unit. Policemen allegedly fetched sex workers in a patrol van from Mitchell's Plain after dark and dropped them in Main Road, Mowbray, to ply their trade.

It was claimed the women worked under the watchful eye of their "pimps in uniform" and were then rounded up before dawn for a lift home.

A former prostitute, who spoke to the Cape Argus on condition of anonymity, said it was a "win-win" situation for all.

"Cash-strapped policemen bolstered their income by taking a cut of our takings, while we felt at ease swopping our red-light area for a blue-light safe zone," she said.

Faffa Kotze, an investigator with the anti-corruption unit, confirmed that allegations of a "prostitutes' lift club" surfaced while he was probing a policeman's alleged involvement in the escape of a prisoner from Mowbray police station.

Captain Kotze said it was difficult to prove the allegations without statements from sex workers, who were reluctant to implicate police.

A woman who identified herself only as the grandmother of a young Tafelsig woman said police fetched her granddaughter from her house regularly.

Detectives across the Peninsula said many prostitutes had become reliable sources and informers, and over the years had helped solve many crimes.

RASOOL OUTLINES POLICING STRATEGY

'We can't cope' say police

ET 20/5/99

(251)

THE ANC'S Western Cape leader visited police stations on the Cape Flats and heard tales of gross staff and equipment shortages. **ANDRE KOOPMAN** reports.

ANC leader in the Western Cape Ebrahim Rasool visited police stations on the crime plagued Cape Flats yesterday, to assess how the party was responding to community needs, and found stations "under-staffed and under-equipped"

At Delft police station, where he met station staff and members of the Police and Prisons Civil Rights Union yesterday morning, Rasool was told by many police officers, including Captains Freddie Booysen and Angela Frans and chief of detectives Jacobus Andrews, that the station was "terribly understaffed"

They described how the station often had only one police van to respond to emergencies in an area where four or five murders could occur on a weekend

Rasool had earlier visited the city's anti-crime closed circuit TV monitoring system and later visited Manenberg Police Station and also spoke to the victims of crime

At Delft, policemen said that they could "barely deliver a professional service" to the more than 48 000 Delft residents and that sick leave "due to immense work pressure" was commonplace

Police outlined logistical prob-

lems at the station, including the lack of a photocopying machine, which was essential. There was only one Xhosa-speaking policeman and officers could often not understand complainants

In Lwandle, near Strand, Rasool met policemen and community representatives outside a house that is being refurbished to serve as a satellite police station, to serve a population of about 30 000 at Lwandle and Nomzamo. There is as yet no police station in the area and the community is served from the nearby Strand station

One officer said there were hardly any police patrols in the area and "none at weekends". It takes police about three hours to respond to a complaint, she added

Rasool delivered a standard message at most places he visited yesterday

He said that he was assessing the needs of the most crime-hit communities now so that he could immediately go over to action if the ANC were elected on June 2

In the first 100 days, policemen

would be moved from more privileged areas, where they were less needed, to the Cape Flats

The top police structure had to be made more representative, since 70% of the top management, 80% of middle management and 80% of the detective service were white

Rasool said appointments in the last two years had illustrated a singular lack of commitment to transformation, since management positions filled in the Western Cape comprised 66 white

men, four white women, three black women, and 11 black men

The practice appeared to be the appointment of three white men for every black appoint-

ment

This had dire consequences for the province, since a fundamental problem in policing was the lack of trust from the community

Rasool said the ANC was intent on community policing and community participation in the police service, and to this end station commissioners at all stations in the Peninsula should hold a monthly public meeting to report back to the community served by the station

Rasool said that while the ANC would attempt to improve the con-

ditions of police, he appealed to them to help in the battle against corruption by rooting it out at station level

The ANC's criminal justice strategy for the Western Cape, that Rasool released yesterday, contained many of the points Rasool had noted earlier, but also included

- Guaranteeing that all murders will be treated equally, irrespective of whether they occurred in Fish Hoek, Heideveld or Langa

- Assisting the Independent Complaints Directorate in rooting out corruption in the police at station level

- Prioritising the fight against gangsterism to the extent that known gang-land areas must fall under the direct command of the Provincial Commissioner "In this way the most senior police officer should be made responsible for combating gangs in specific gang areas"

- Ensuring the removal of all high-powered firearms and ammunition from local police stations where they are not completely secure, to prevent a recurrence of recent incidents where stations were robbed of firearms

- Establishing a workable complaints and grievances channel for communities and members of the public to raise concerns about policing in their area with the provincial government

ELECTION
countdown
13 DAYS TO GO

World Two Security...
...to live to Braamfontein

New body to probe killing of police officers

Special committee will comprise experts from various fields

By Boyd Webb
Pretoria Correspondent

SPAN 20/5/99

A special committee has been given two weeks to find the cause of the high number of police killings. Minister of Safety and Security Sydney Mufamadi has also announced a R250 000 incentive to anyone giving information which could lead to the arrest and conviction of police-killers

This announcement came two days after the Democratic Party announced a R100 000 reward each for the first five informants to provide information leading to arrest and conviction of police-killers.

Mufamadi yesterday said the committee would comprise reputable academics; representatives of the three police unions; and specialist members of the police, the Justice Department and the National Intelligence Agency.

"So far this year, up until May 18, a total of 91 police members have been murdered. Of these, 37 were murdered on duty and the rest were murdered while off duty.

"Due to the urgent nature of the problem we face, the committee will have between one week and two weeks to conduct its work and will use similar methods of approach as the Rural Safety Task Team, which is looking into farm killings," he said.

He added that the committee would, among other things, draw on existing information and research, study case dockets, look at cases before the courts, evaluate and determine weaknesses in police training and look into legislation.

At the same briefing, Mufamadi also attacked the press. He said the press was being irresponsible about the statement made by Deputy President Thabo Mbeki that policemen were responsible for killing fellow policemen.

He said Mbeki was not only referring to recent killings but also to those during the apartheid era, when former policemen such as Eugene de Kock murdered fellow officers to cover up corruption.

Responding to the announcement, National Police Commissioner George Fivaz said he was optimistic about the committee which had been formed.

He disagreed, however, that the spate of recent killings had had a negative effect on police officers' morale.

"On the contrary, I think it inspires police to fight back and motivates them to be on their toes and alert," he said.

He added that it was not only policemen who were dying in the line of duty, as "many other occupational groups" were also being targeted.

Correctional Services Commissioner Khulekani Sitole yesterday expressed support for the new efforts. He said any suspect convicted of killing a policeman would spend at least 80% of his prison term at C-Max prison and that suspects awaiting trial for such offences would also be held at the special high-security facility.

The three police unions - the Police and Prisons Civil Rights Union, the National Police and Prisons Civil Rights Union (Napperu) and the South African Police Union - expressed support for the latest attempt to curb police killings.

But Napperu president T W Mutepe said more should and could be done to ensure police-killer suspects were tried.

"We feel they should be denied bail and kept in Pretoria Maximum Prison until their court appearance, and not in police stations like other prisoners," he said.

He also advocated the arrest and prosecution of illegal immigrants, whom he claimed were responsible for many of the murders of police officers.

TWENTY-TWO policemen should be prosecuted for assault with intent to do grievous bodily harm, the Independent Complaints Directorate (ICD) recommended yesterday after investigating two cases of police brutality shown in a recent BBC television documentary.

Gauteng ICD director Mr Shadrack Mahlangu said at a press conference in Johannesburg that while not all of the members were directly implicated in the assaults, they were also guilty because they had failed to stop the assaults.

The ICD is a watchdog body charged with monitoring police conduct.

Mahlangu said the investigation's findings had been submitted to the director of public prosecutions recommending that 12 policemen be charged in connection with an incident on January 16, and 12 policemen with regard to a second incident on January 24.

Mahlangu said there was no evidence

IDC recommends 22 cops for prosecution

to suggest the assaults had been racially motivated, although the majority of policemen were white males.

In the first incident the BBC showed police officers chasing suspected stolen cars, a VW Golf and a Toyota Corolla, on the Golden Highway near Eldorado Park, south of Johannesburg.

The occupants of the Golf stopped and fled into the bushes. Police then pulled the occupants of the Toyota, two coloured men, from the car and assaulted them.

The men were seen being attacked by police dogs while lying handcuffed on the ground and a cigarette was stubbed out on one suspect's head.

Eight members of the Brixton flying squad, two members of the Dog Unit in Langlaagte and four members of Mondor police station were implicated.

The footage of the second incident showed police chasing a BMW which had been hijacked, in Johannesburg. During the chase the hijackers, one black and one coloured, crashed into a tree.

Policemen were shown pulling the injured men from the car and assaulting them. One of the hijackers later died. The second was convicted of the crime and sentenced to 15 years in jail.

A postmortem showed the death was consistent with head injuries sustained in a car crash and was not due to the alleged assault, Mahlangu said.

The policemen involved in this incident were from the Brixton flying squad and the dog unit in Langlaagte. Mahlangu said the BBC footage and

the cooperation of SAPS managers and unit commanders had made it possible to identify the policemen concerned.

Responding to a question on the possible public reaction to the ICD's decision, following an outpouring of sympathy for the policemen, Mahlangu said that while he understood the public's frustration, vigilantes would not bring down crime to an acceptable level. "We need to improve policy and ways of helping the police cope with the stresses of their work," he said.

Mahlangu said there was no excuse for assaulting men already in custody, especially when already injured.

Mahlangu said a separate division of the ICD would be conducting studies to determine the extent to which police brutality was a problem.

He said it was hoped the unit would determine ways in which such problems could be addressed. - *Sapa*

NATIONAL

Police report fair but hard-hitting

(A51)
Auditor-general finds department irregularities

Jonny Steinberg *BO 21/5/99*

THE police paid more than R3m to a consultancy without tender board authorisation, has spent unacceptable sums on the salaries of suspended policemen and has written off debts in unjustifiable ways, the auditor-general's office said yesterday.

Responding to the report, divisional police commissioner Karel Craemer said that while the report was hard-hitting, it was fair in substance and required an adequate explanation from the police.

In its report on police financial statements for 1997-98, the auditor-general's office said also police withheld payments of R402m during the financial year, but it believed that the situation had improved considerably during 1998-1999.

In regard to the writing off of debts, the report said unreconciled debit balances totalling nearly R18,5m were written off against the budgets of nine provinces on a

pro-rata basis. "We find this difficult to justify," the report said.

"We understand that the auditor-general finds this way of dealing with the matter unacceptable, but we really had no other option," Craemer said. "The 11 agencies which were amalgamated in 1994 had no reliable records on outstanding debts. The only option was to write off the total sum in 11 equal parts."

The report said the police were paying nearly R3m a year on the salaries of suspended policemen. It said that on average a suspended official received full salary and benefits for 456 days before the matter was resolved.

"The situation has deteriorated since we came under the jurisdiction of the Labour Relations Act," Craemer said. "We cannot fire somebody who has not been convicted in a criminal court. Cases can take months or years to complete. We have no choice but to wait out each case."

DP proposes revamp of SA Police Service

The time for summit meetings and strategies is over. It is now time for action, says the Democratic Party's Peter Leon

00 21/5/99 (947)

CRIME and unemployment are the Achilles heel of the current government, so much so that a senior African National Congress (ANC) official recently suggested to me that it would be "inappropriate" to raise the former in the present election campaign

While the Democratic Party (DP) has naturally declined this invitation, it raises the more fundamental issue of why a revolutionary movement, now a government, has failed to re-engineer the moribund SA Police Service in the face of quite horrifying levels of violent crime

Although it is suggested in academic circles that government did not want the police "old guard" to precipitate a revolution, this is as unlikely as it is fanciful. The real explanation seems much simpler. Safety and Security Minister Sydney Mufamadi and departmental head Azhar Cachalia are far too nice to have responsibility for the police.

The truth is that government did not do what it originally intended when it came into office replace outgoing police commissioner Johan van der Merwe with an effective civilian head. As usual it compromised and appointed an "old guard" officer, George Fivaz, who had no security police connection

Fivaz, a thoroughly decent man, has in turn presided over a murder rate (54 per 100 000) which, since 1994, is now nine times that of New York City's, while rape has increased 23%, house-breaking 10% and assault with intent to cause grievous bodily harm 12% over the same period

More worryingly, the police clear-up rate is alarmingly low between 1996 and 1998 for every 50 car hijackings, 13 rapes and 34 armed robberies, the criminal justice system managed to secure just one conviction

In a Gauteng context this means that criminals have, on average, a one-in-four chance of being caught and a one-in-10 chance of being convicted. Or, put more bluntly, there is a complete absence of effective law enforcement.

Although the blame for this must also lie with the misnamed and sclerotic justice department, what police management needs to explain is its shocking misallocation of resources. Despite the fact that Gauteng either leads or comes second in the serious crime stakes provincially, its 30 051 police personnel are deployed in a ratio of 2,941 000 people, which is far worse than other provinces with lower overall levels of serious crime.

Thus, the Western Cape enjoys a ratio of 3,341 000, the Free State 4,081 000 and the Northern Cape 4,661 000

Even more bizarrely, Johannesburg's 5 503 police complement produces a ratio of 2,08 police per 1 000 of the population, which is three times lower than that of either Cape Town



If government makes the cost of crime prohibitive, serious crime is likely to decline rapidly

(6,151 000) or Durban (6,381 000)

Odder still is the fact that of Johannesburg's police, 28% are involved in purely administrative support services, while a mere 1 920 do crime prevention and 2 062 perform detective services

It is hardly surprising that former New York City police commissioner William Bratton's observation three years ago that Johannesburg had "invisible, rather than visible" policing remains largely true in 1999

The departure later this year of Fivaz and police CEO Meyer Kahn in August presents a unique opportunity to government to reform the police from the top down by merging the national commissioner's post with Kahn's to create that of national police CEO

That person should be a civilian with vast private sector experience. Although to some extent this was the case with Kahn, his, essentially, was a nonoperational position

Add to this the auditor-general's recent report slamming the government's much-vaunted National Crime Prevention Strategy for failing to

reached that of a low-intensity civil war. It calls for a major intervention far beyond the tinkering that has occurred since 1994. That is a complete management overhaul of the police, resulting in the replacement of the national commissioner and all nine provincial commissioners (when their contracts expire next year) with civilians who have extensive private sector managerial experience.

As this in itself will not be sufficient, we propose that following the UK and German models, graduate entry, at junior officer level become the norm and that middle management is also opened to experienced civilians

In all, this may lead to the hiring of 600-700 outside members to the police, which would substantially rejuvenate its depleted ranks of competent management

Our second proposal addresses the alarming weakness of police intelligence (highlighted by the Cape Town Waterfront bombings) by proposing that the National Intelligence Agency (which provides no intelligence to the police, but costs R750m annually) is merged with the police to create a body similar to the US Federal Bureau of Investigation known as the National Investigative Agency

The agency would focus on syndicated crime and bring to an end the ruckus that have characterized intelligence-gathering. Fighting crime without proper intelligence is similar to flying an aircraft without radar. Regrettably, this remains the norm rather than the exception, as illustrated by the fact that it was only last year that Johannesburg's anti-hijacking unit received dedicated crime intelligence for the first time.

As we head towards our second democratic election, the time for crime summits, plans and strategies is over. The time for action is now. The DP has the vision and practical plans to reform the police and turn around the key weapon in our moribund criminal justice system. While the solutions are obvious, the question is whether government has the strength to implement them or lose another five years to the lynch mob

□ Leon is Democratic Party leader in Gauteng

Document prop

A recent judgment of interest to business

Intercontinental Exports (Pty) Ltd v Fowles, Supreme Court of Appeal, March 23, 1999. Judge: JW Smalberger (Mahomed, CT Howie, CPLEwman and IG facilities, and (iii) it tended that Fowles himself as surety and pal debtor for indebtedness. It alleged that the inaccuracies were care error common to be

One policeman killed a day

M+G 21-27/5/99
Anthony Minnaar

(251)

From 1994 to 1998, an average of 240 police members were murdered every year — almost one a day, a total of nearly 1 200 in four years. This is one of the highest figures in the world. Only China, and to a lesser extent Russia, approach this annual figure.

The United States over the past 10 years averaged about 70 members of law enforcement agencies murdered annually and Australia has averaged six a year. In New Zealand the figure is under five, Wales and England have had less than two a year since 1987, and Holland last year experienced only one murder of a police officer.

Of those South African police members murdered, 75% died from gunshot wounds, while about 10% were killed with their own service firearms.

A problem in assessing reasons for an attack on police is the fact that very few of the attackers/murderers are apprehended and convicted. The estimated rate of conviction in South Africa over the past few years has been only 3%. Only a third of the murders had a clearly ascribed modus operandi. The other two-thirds were listed as unknown.

In an analysis of the murder of

police from 1994 to 1997, only one proven case of a police member being killed by other police in order to prevent him from spilling the beans in a case of corruption was found.

Among the most frequent contexts of for the murders were (in order of frequency)

- While being robbed of service pistol/R5 rifle,

- During an investigation/follow-up of information, or searching and apprehending a suspect,

- During an argument with a colleague/fellow member of the police,

- During a crime-prevention exercise/patrolling/attending to a complaint, and

- During a fight or argument with a member of the public.

That some police are involved in corrupt practices, extortion and bribery cannot be not denied, and that they might be killed by elements within organised crime to keep them quiet is also true, but at best this is a relatively small percentage of offenders within the police. Too large a percentage of those murdered occur in other situations.

Anthony Minnaar is a senior researcher at the Institute for Human Rights and Criminal Justice Studies at Technikon South Africa.



Under cover ... a security guard wears a bullet-proof vest under his clothes. The privately bought vest cannot be noticed and does not hamper a guard's movements.



Government issue ... a security guard dons the bulky and highly visible police-issue bullet-proof vest which has been described as laughable by those who have received them.

R1,5-m in police bullet-proof vests lying unused

BY GILL GIFFORD
Crime Reporter

Police officers under fire from criminals, who have killed 91 officers so far this year, are refusing to wear bulky government-issue bullet-proof vests because they say they make them stand out and expose them to further danger.

At least one specialist unit commander has told *The Star* he was instructed to stash 20 vests in a police station store-room rather than have his officers wear them. The vests have cost the police R1,5-million.

Superintendent Andrew Lesch, of police support services, yesterday confirmed that 1 000 Windbreaker vests were

bought at R1 500 each in 1992.

The vests, designed specifically for plainclothes detectives working undercover, were distributed to specialist units around the country.

Lesch would not specify which units, as this was "tactical information".

However, policemen who have received the bulky denim flak jackets described the protective gear as "laughable", "completely impractical", and "something that will completely blow your cover and get you killed if you are stupid enough to try and wear it".

The heavy jackets are "level two bullet-resistant", which means they are capable of stopping up to 9mm and 357-calibre

bullets. Each one comes with a black, navy and light-blue denim cover, with zip on sleeves for summer and winter use.

"These jackets are worse than useless. I am frustrated because it seems that not one of the guys who are supposed to wear them was consulted.

"No person in his right mind would have ordered these. The money spent on them was wasted," said the unit commander, who did not want to be named.

Lesch said research on the jackets had been done in conjunction with Armscor and the correct procedures had been followed for the tender.

Despite the fact that the jackets are seven years old,

those shown to *The Star* appeared new and unworn.

"Those jackets were the best available at the time they were manufactured. Once they leave logistics stores it is up to police managers at ground level to ensure they are worn. We do inspections, and when we find problems, we offer advice on how to utilise the product better," Lesch said.

Ironically, *The Star* was able to obtain a vest from a private buyer which a security guard was able to wear hidden beneath a jersey. The government-issue vest on the same guard made him look about twice the size.

Lesch said the 1 000 jackets were a one-off buy, and had never been replaced.

(251) Star 25/5/99

Complaints directorate denies 'witch-hunt' claims by police

ET 27/5/99

GASANT ABARDER

THE Independent Complaints Directorate (ICD) has denied claims by Western Cape police that it is on a "witch-hunt", saying it was not out to destroy the police but to facilitate transformation in the service.

This reaction of the Western Cape branch of the South African Police Union (SAPU) yesterday followed the dramatic bail hearing of Hout Bay policeman André Ferreira, arrested last

week for allegedly shooting a robbery suspect during an attempted escape.

Yesterday morning, about 50 policemen gathered at the ICD offices where SAPU provincial secretary Billy Daniels handed over a memorandum to ICD regional director Riaz Saloojee.

"We are hoping to meet with Mr Saloojee and his team and see if we can make an amicable arrangement. There is a witch-hunt against policemen. André Ferreira was the straw that broke the camel's back. We are becoming more and more hamstrung by Human Rights laws," Daniels told the media, before leading a 15-man delegation to meet Saloojee.

Outlined in the memorandum were the following points:

- That police officers be treated like any other person who is identified as a suspect.
- The acknowledgement of a police officer's constitutional rights.
- That authority from the national director of public prosecutions, Bule-

lani Ngcuka, is sought before a police officer is arrested.

● A call for the immediate suspension of Gavin Meyer (ICD investigator in Ferreira's case), following the serious allegations by Inspector Sydney Kraucamp (police investigator of the robbery case) during Ferreira's bail application.

The memorandum gave the ICD 48 hours to respond positively to the suggestions and demands by the police union. The union threatened

that members of the SA Police Service would hand in their firearms at the ICD offices in protest on June 2, should the demands not be met.

It was agreed that Meyer's suspension would be considered if SAPU substantiated its reasons. The ICD will also make available statistics of its activity in the Western Cape to the media and SAPU on an ongoing basis.

The SAPU and the ICD will also meet on a two-monthly basis to address any concerns that may arise.

Addressing a media conference after the meeting, Saloojee said "It is not (the ICD's) intention to antagonise the police, but it is only fulfilling its constitutional mandate by investigating public complaints against members of the SAPS effectively and efficiently. The ICD believes that the negative publicity and attitudes towards it, especially in the Western Cape recently, were as a result of a lack of understanding of its obligations under the law by the police and the public."

Watchdog 'just doing our job'

STAFF REPORTER

(251)

The watchdog of the South Africa Police, the Independent Complaints Directorate, has defended itself against criticism, saying that it has no intention of antagonising police but has a legal duty to carry out.

Directorate chief Riaz Salojee said: "The ICD has no interest in conducting witchhunts. Our mandate is not to destroy police services but to assist them."

The directorate called a press conference yesterday after coming in for heavy criticism over its handling of the case involving Hout Bay policeman Andre Ferreira.

The directorate said it believed the negative publicity it had received and the negative attitude towards it, especially in the West-

ern Cape recently, were as a result of a lack of understanding of its obligations under the law.

"It must be clear that the ICD is obliged to investigate deaths in police custody or as a result of police action, as is alleged to have happened in the case of Inspector Ferreira," the directorate said in a statement.

Early yesterday, members of the directorate met the SA Police Union in Cape Town to clear up misunderstandings over their working relationship. They agreed to hold a workshop next month to clear up some issues.

The directorate said that there had been 13 criminal trials of police members between April 1997 and March 1999 in the Western Cape. Eight had been convicted and five acquitted.

The SA Police Union has called

ARG 27/5/99
for the suspension of ICD investigator Gavin Meyer after the arrest of Inspector Ferreira.

Mr Salojee said that during discussions with the police union he had also mentioned the fact that there was always an outcry when a white officer of the police force or a union member was arrested. He criticised police management for their lack of co-operation when it came to identity parades of policemen accused of offences.

"It is also of concern to us that there are so many policemen at court when there is so much criminality to deal with," he said of the turnout at Inspector Ferreira's bail hearing.

He said that some of his investigators had received threats and that one of their cars had been damaged since the start of the Ferreira case.

Constabulary hat is 'typical Cape thing' dating from 17th century

TWETF GAINSBOROUGH-WARING

Officers of the Cape of Good Hope Constabulary will wear a uniform based on traditions of the Cape

Willem Steenkamp, a consultant on military matters who designed the uniform, has given it a distinct Cape flair.

The slouch hat, bearing the constabulary's badge, dates back to the 17th century

"It (the hat) is a typical Cape thing."

he said. The blue jacket and khaki pants were based on the uniform worn by the Cape Mounted Police, which merged with the South African Police in 1913

"The distinctive colour makes people aware of whom they are dealing with," he said

Mr Steenkamp said the brown cloth shoulder badges went back to the leather epaulettes of the mounted police

The Sam Brown belt was functional

251) ARC 29/5/99

and decorative, with the cross-belt providing support for the waist band which carried a heavy pistol and a pouch containing handcuffs. A two-way radio could also be attached to the cross-belt

Mr Steenkamp also designed the badge which comprises the centre of the Western Cape provincial crest

"Each element of the badge is symbolic," he said

The major elements were laurel leaves symbolising peace, a coronet

symbolic of provincial authority and the red backdrop, which was the traditional provincial colour of the Cape

Women have been treated on an equal footing and will wear the same uniform as the men

"Had they been put in skirts, it would have intimated they were being discriminated against and implied they were only good for doing clerical work," Mr Steenkamp said

The uniform has a formal and working version

Western Cape sets up own police force

WILLEM STEENKAMP

In an attempt to bring crime under control in the Western Cape, the provincial government yesterday announced the establishment of its own police force of 1 000 strong Cape of Good Hope Constabulary.

Members will have their own unique uniform and full powers of arrest. They will strengthen the police service and the provincial traffic department and incorporate the "rent-a-cops".

Community Safety Minister Mark Wilely said the new anti crime force would be funded by the province, local authorities and the private sector. About R50-million a year would be spent on the unit.

He said about 300 recruits had already had intensive training and soon would be ready to start work.

Mr Wilely said that in terms of amendments to the South African Police Service Act municipalities could set up their own forces.

"But the rules and regulations under which such forces will be operated must still be clarified and finalised by the Minister of Safety and Security, Sydney Mufamadi.

"To prevent a plethora of small municipal forces being set up all over the province, we decided to establish a single force with a distinctive uniform, the Cape of Good Hope Constabulary."

Premier Gerald Morkel said the government of the Western Cape could no longer tolerate unacceptable levels of crime.

Crime was harming the Western Cape's economy, especially the lucrative tourism industry, and causing "untold human tragedies each and every day in our suburbs and neighbourhoods."

"The police are clearly under resourced and the creation of the Cape of Good Hope Constabulary is intended to redress the imbalance, which characterises the allocation of police resources among the provinces, and thereby lighten the

police burden," said Mr Morkel.

But Western Cape ANC leader Ebrahim Rasool said the announcement was a case of too little too late.

The announcement, five days before the election, was a last-ditch public relations attempt by the New NP to appear to be doing something about crime.

The New NP had done nothing about crime in the past five years and shown no commitment to spreading police resources evenly "between the leafy suburbs and the townships."

Mr Wilely said allegations that he had made the announcement five days before the election to gain political advantage, was "absolute nonsense".

"We wanted to have people trained before we made the announcement, but the news leaked out and there were indications that some people wanted to derail the process."

"That is why we brought forward the announcement."

constabulary was entirely consistent with the Police Act, and members would have full powers of arrest.

"The Cape of Good Hope Constabulary will work with the South African Police Service and other law enforcement agencies, in a clearly defined area of jurisdiction.

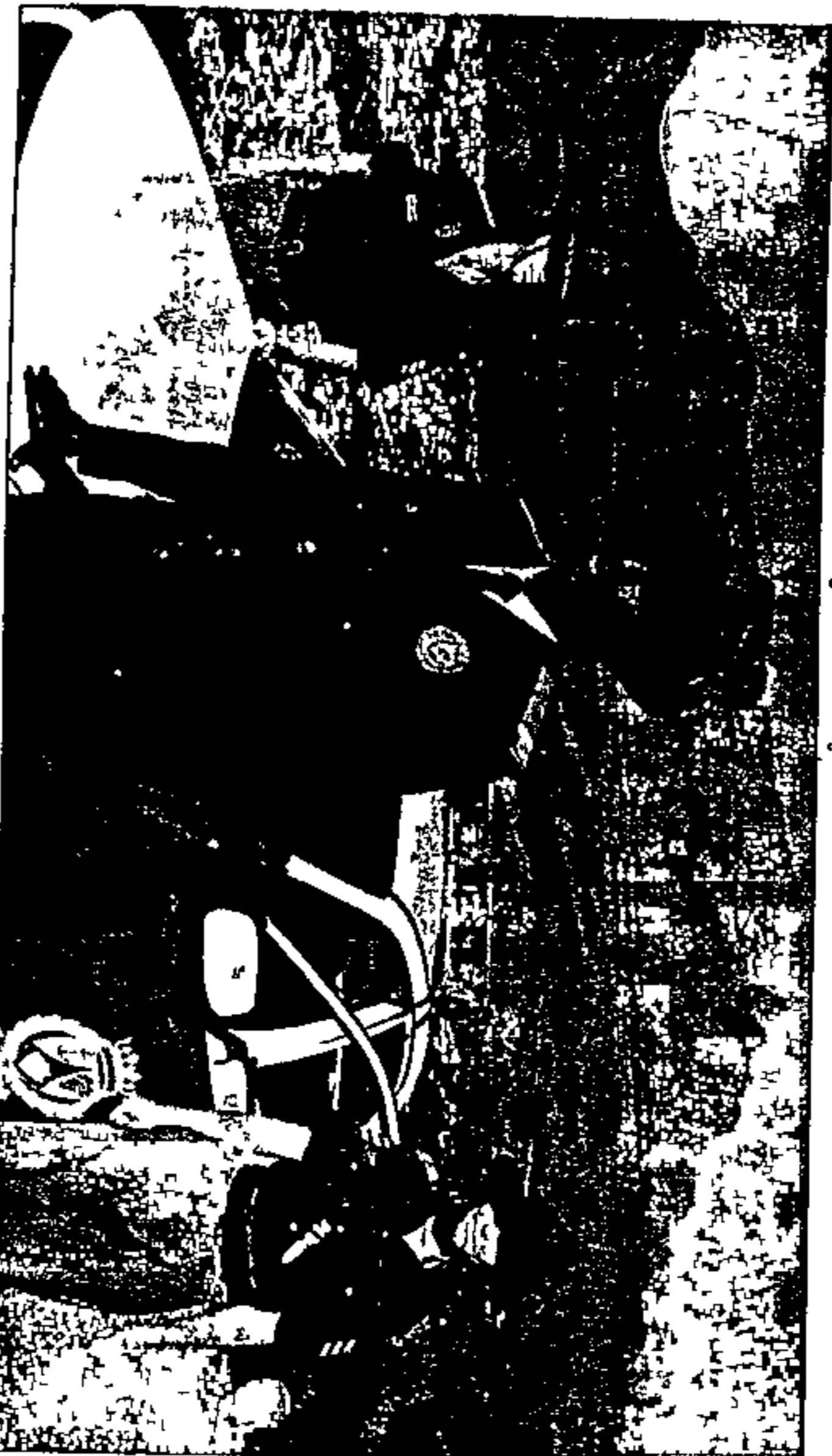
"The bobby-on-the-beat is coming back," said Mr Wilely.

The constabulary will operate initially in the metropolitan area, but be extended to other municipalities over a period of three years.

The constabulary will have as its main function the facilitation of the recruitment and placement of community patrol officers, managing the highway patrol, managing the registration of municipal policing, providing a network for volunteers to take part in various part time initiatives and the coordination of disaster management.

The constabulary will be an armed patrol force, whose main aim will be crime deterrence.

ARL 29/5/99



DISTINCTIVE WEAR: the uniform of the Cape of Good Hope Constabulary is modelled by, from left, Guy Bickle, Diego Michreis and Brenda Phyer. Picture LEONMULLER

Constabulary hat is 'typical Cape thing' dating from 17th century

TWEET GAINSBROUGH-WARING

Officers of the Cape of Good Hope Constabulary will wear a uniform based on traditions of the Cape.

Willem Steenkamp, a consultant on military matters who designed the uniform, has given it a distinct Cape flair.

The slouch hat, bearing the constabulary's badge, dates back to the 17th century.

"It (the hat) is a typical Cape thing."

251) ARG 29/5/99

he said. "The blue jacket and khaki pants were based on the uniform worn by the Cape Mounted Police, which merged with the South African Police in 1913.

"The distinctive colour makes people aware of whom they are dealing with," he said.

Mr Steenkamp said the brown cloth shoulder badges went back to the leather epaulettes of the mounted police.

The Sam Brown belt was functional

and decorative, with the cross-belt providing support for the waist band which carried a heavy pistol and a pouch containing handcuffs. A two-way radio could also be attached to the cross-belt.

Mr Steenkamp also designed the badge which comprises the centre of the Western Cape provincial crest.

"Each element of the badge is symbolic," he said.

The major elements were laurel leaves symbolising peace, a coronet

symbolic of provincial authority and the red backdrop, which was the traditional provincial colour of the Cape. Women have been treated on an equal footing and will wear the same uniform as the men.

"Had they been put in skirts, it would have intimidated them and being discriminated against and implied they were only good for doing clerical work," Mr Steenkamp said.

The uniform has a formal and working version.

ITALIAN CHAINSAW SALES

RAND \$AVER

SAVING

LEAVES MORE MONEY IN YOUR POCKET

Atlantic

CHAINSAW SAVER 30%

12
11
10
9
8
7
6
5
4
3
2
1

A subliminal cry for help from SA's abusive police

M+G 30/4-6/5/99 (251)

Ted Leggett

There has been much speculation about why South African Police Service (SAPS) officers would abuse shackled and wounded citizens in front of BBC cameras, in footage they must have known would be broadcast all over the world.

But criminal investigators often come across similar cases, where the perpetrators apparently go out of their way to assure they will be apprehended. Often, these perpetrators are "youth at risk", and their behaviour is interpreted as a cry for help.

Like teenagers who act in outrageous and self-destructive ways in order to be reassured of parental concern, the SAPS officers involved in the scandal may not have been consciously sending out a message. But they have, in a real sense, martyred themselves for the sake of their fellow officers. They have sacrificed their careers in order to say to a global audience: this is what we are — now, what are you going to do about it?

Their acts are, of course, out of line, and it is right that they be disciplined. Part of what they are demanding by their actions is more discipline. They need to be reassured that someone is in charge of the chaos they face every day.

Police officers tend to join the service because they believe in discipline, but they need to feel there is order among their own ranks before they can be expected to administer it to the public.

Indeed, they have received more support from the public than they have from within the SAPS. The groundswell of approval for these acts of "informal justice" is perhaps the most important aspect of the case. Discipline, training and even counselling can be given to traumatised SAPS officers, but what does the government intend to do for a public willing to

toss out criminal procedure in favour of Judge Dredd-style dispute resolution?

The state has been given notice that a substantial portion of the electorate is willing to take a giant step back in the evolution of democracy in order to deal with more basic issues of civil order. South Africa is facing a genuine structural crisis, as First World ideals and Third World reality clash on the streets.

Thus far we have been successful in keeping the anarchy simmering at levels just below low-intensity warfare, at least in most urban areas. But a fairly stable body count of 25 000 murders a year is clearly not a sustainable situation.

What is not needed at this point is a lot of chest-beating and finger-pointing. If these officers are treated as an anomalous embarrassment and quietly made to disappear, then both the police and their victims will have suffered in vain. What is needed is a radical reassessment of the way we are dealing with this problem and the measures we are willing to take to recapture public confidence in the state's ability to keep citizens safe.

Can we go ahead with development before there is peace? Can we establish a basis for peace without some substantial development? The police currently claim less than 10% of the national budget. Is this allotment in line with the importance of crime as a national issue? Should other spending be tailored more toward projects that will enhance social stability?

These are the kind of basic questions the BBC incident brings to the fore. We are not just confronting a matter of police discipline. We are facing a crisis in national priorities.

Ted Leggett is a researcher in the Centre for Social and Development Studies at the University of Natal.

SUSPECTS TORTURED

Report: Hundreds die at the hands of police

(251) CT 6/7/99
JOHANNESBURG: A report released by the Independent Complaints Directorate says that in 1998, it received 2 874 complaints against the police. **SELBY BOKABA** reports.

SHOCKING figures released by the Independent Complaints Directorate (ICD) reveal that more than 700 people have died at the hands of the police in the past year, according to a report released by the ICD.

The ICD, an autonomous body which investigates all deaths at the hands of the police, found that most of the 756 suspects died while police were attempting to arrest them or due to negligence and torture.

According to ICD statistics, 88 suspects were shot while committing crimes, 65 died from injuries sustained before being taken into custody and while in custody, 260 died during the course of arrest and 43 died in police hands during investigations into crimes.

Forty-six suspects died by committing suicide while in police cells. This includes a suspect on trial for the 1997 murder of three policemen and one civilian, who was found hanged in his cell at the Protea police station on Tuesday.

Other deaths were due to natural causes, possible negligence, intentional shooting and people who died in accidents which involve policemen on duty.

Action has been taken in at least 28% of the cases.

The ICD spokesperson Tsoeu Ntsane said the unit was extremely

concerned about alarming number of deaths in police custody and intended to ensure that the number decreased.

Peter Jordi, from Wits Law Clinic, said while the police had a duty to enforce the law, the weapons they used caused serious harm.

"Police armed with military assault rifles with powerful bullets cause horrendous wounds," he said.

Torture of suspects while in police custody and the misconduct of police officers had also not been adequately dealt with, he said.

Jordi said people who were wrongly arrested suffered psychological trauma which led, in many cases, to suicide.

Ntsane said the ICD had received a total of 2 874 complaints last year. Complaints included torture, assault with intent to cause grievous bodily harm and attempted murder. The complaints had come from suspects, families of dead suspects and government and provincial ministers.

More than 600 complaints had been received which related to allegations of serious criminal offences committed by police.

"The complaints are investigated by the ICD and at times we refer them to police to continue with the investigation, while the ICD sets the guidelines. We have received 1 173 complaints which deal with less seri-

ous offences or an act of misconduct which is in violation of SAPS regulations," Ntsane said.

He said the ICD did not want to be seen conducting a witch-hunt against police and as a result had discarded cases with no substance.

Ntsane said "The ICD is trying to assist in the transformation of the SAPS. Our job is to promote proper police conduct."

He said the ICD planned to meet police management soon, to help draw up a strategy intended to transform and restore confidence within SAPS and bring down the number of deaths in police custody.

As of March 31 this year, the ICD had processed 2 240 complaints. In 28% of those cases recommendations were made to prosecute the offenders.

About 30% of the complaints were found to have no substance and some of the cases were resolved through mediation.

One high-profile case that the ICD had investigated was that of Josiah "Fingers" Rabotapi, believed to be the mastermind behind the multi-million rand cash-in-transit heists, who died in mysterious circumstances at his hide-out in Sandton after his arrest.

The work of the ICD has also led to the suspension of 22 police officers who were implicated in a brutality case which was broadcast on BBC-TV.

Police do not have statistics of deaths in police custody before the establishment of the ICD in 1997.

Irked detectives take 'sick leave'

ET 11/6/99

(251)

GASANT ABARDER

GRASSY PARK police detective branch members have all booked off on sick leave after a dispute over overtime pay during tomorrow's election, "crippling" the services at the overloaded police station

Yesterday, two detectives had to cope with handling the charge office at the station as well as attending to calls from the public

Office administrator of the detective unit, Captain Robert Reddy, said about 12 detectives booked off sick after they were offered R50 per shift during the election. The detectives were to fill in for uniformed members while they were working at polling stations. But the uniformed members were offered overtime pay

Reddy said only he and the head of the detective branch, Captain Neville Jonas, were attending

to calls from the public and working in the charge office

"There is no overtime pay for detectives during the election. They had been to the unions and held a meeting of their own. Now, while all of the election posts are being manned, the service at the police station has been crippled. We are seriously understaffed," Reddy said

He said there was nothing management of the police station could do in terms of taking action against the detectives

South African Police Union (Sapu) provincial secretary Billy Daniels said unions met police management at national level, where it was decided that members working at polling booths would

be paid overtime

"I understand the detectives' unhappiness. Their work is standing still and they are getting nothing out of the deal," Daniels said

Later this week, about 1 000

Western Cape policemen are expected to hand in their firearms to the Independent Complaints Directorate (ICD) because of the ICD's failure to comply with a memorandum issued by Sapu last week. The memo-

randum, calling for the suspension of ICD investigator Gavin Meyer, was in response to the arrest and detention of Hout Bay policeman Andre Ferreira earlier this month

Ferreira was released on R1 000 bail for allegedly murdering a suspect near Oudekraal, who fled after

a R1 million robbery on May 11. Meyer is the investigating officer in the case

Last week a Sapu delegation met with ICD regional director Riaz Saloojee, and gave the directorate 48 hours to suspend Meyer or policemen would lay down their arms on election day

But yesterday, Daniels said the union decided not to hand in their arms on Wednesday as this would be irresponsible

"We want to be professional and not take action on election day. We will hand in our firearms (at 10am) on Thursday and collect them only when we have reached a satisfactory agreement with police management. We will not deal with the ICD any longer," Daniels said

In response, Saloojee said he had not received any substantiation, as agreed on, from Sapu as to why Meyer should be suspended

'The service ... has been crippled. We are seriously understaffed'

Police union wary of Dept of Justice

THE Police and Prisons Civil Rights Union (Popcru) believes that the Department of Justice has handed them and their colleagues over to murderers hands" He said that while Popcru was against this type of action by police it realised that many were feeling highly demotivated

This follows the granting of R8 000 bail to Mr Patrick Tombeen (38) on Tuesday, who is accused of murdering Constable Ravine Vermeulen (30) and setting his body alight in Reiger Park on the East Rand on May 22

Vermeulen's charred body was found near the Cinderella Dam in Reiger Park last month

He is one of 94 policemen to have been killed since the beginning of the year

Popcru spokesman Mr Gibson Jafta said yesterday "A bail like this one will influence many police officers to take the law into their own hands" He said that while Popcru was against this type of action by police it realised that many were feeling highly demotivated

"Popcru held a march recently in Katlehong where we appealed to (the Department of Justice) to take all police attack related cases to the higher courts where suspects will be granted strict unaffordable bail or no bail at all," he said

The organisation is awaiting the results of the elections and the appointment of a new minister of justice

It will then raise its concerns about the apparent lax treatment of alleged police killers and other criminals

A national march will be held in Pretoria in the near future, Jafta said

- Sapa

66/199
(251)
Sowetan

'IT'S NOT ABOUT FERREIRA ANYMORE'

Police confused over section 49

POLICEMEN are struggling to come to grips with amendments to a new law that sets out the circumstances in which police may kill when making an arrest **GASANT ABARDER** reports.

ANY policemen in the city feel that their day-to-day duty as crime fighters has become a guessing game.

Policemen on the beat said yesterday that they didn't know in which circumstances they could use their firearms and admitted that they did not understand the new section 49 law.

Section 49 sets out the circumstances in which police can kill when making an arrest.

Several police officers who spoke to the *Cape Times* yesterday said they felt that criminals had far more rights than policemen.

"We are not cited up on section 49, and what makes us even more uncertain is the way the ICD (Independent Complaints Directorate) is doing its work."

"It is not about Ferreira anymore. It

is about the next police officer who will find himself in the same situation," said Inspector Andries du Preez of Bellville police station.

Inspector Joseph Manuel of Knuts River police station said "We worked around the clock for the elections and we are back on duty. What about our judgment? If something happens we have a split second to react. But at the back of my mind I have this fear of what is going to happen to me when I react in my 16 years as a policeman I have never been this confused."

Yesterday, a South African Police Union (Sapu) delegation handed 93 empty cartridge cases in at the ICD's central Cape Town offices to symbolise the number of police officers killed in the line of duty in the country this year.

Tensions between the union and the ICD flared last month when the

ICD arrested Hout Bay policeman Andre Ferreira for killing a robbery suspect who was trying to escape after a cash heist involving R1 million in pension payments.

The ICD alleged at the bail hearing that Ferreira had shot the suspect, Dumisane Zwane, six times in the front of his body after he had stumbled and fallen onto his back.

Ferreira was granted bail of R1 000. At a meeting with the ICD yesterday, Sapu said it had advised its members not to co-operate with the ICD, and even advised its members to arrest ICD investigators who interfere in the duties of a police officer.

"The ICD displayed arrogance in arresting SAPS (SA Police Service) members when in fact they could be warned to appear in court. The ICD people are deliberately trying to disgrace SAPS members by publicly humiliating them whenever they get a chance."

"The public can rest assured that we will not be intimidated by the ICD into not performing our duties. We will most certainly protect ourselves and the

ST 4/6/99

(251)

public we serve — even if this means using maximum force," Sapu national negotiator Andy Miller said.

ICD regional director Riaz Saloojee stressed yesterday that the ICD did not draft the new section 49 law, and said there was a misconception about the role and operational procedure of the ICD.

"The enactment and implementation must be accompanied by the intensive training of rank and file members in the law so that they can use their discretion to use deadly force appropriately."

"The scope and ambit of the law should be addressed by the lawmakers and not the ICD. In this regard, I believe Sapu's focus and dissatisfaction with section 49 is misdirected at the ICD."

"We feel deeply with the Saps over the loss of its dedicated members. The loss is not only suffered by the police, it is the death of a crime fighter and a loss to a nation that the nation cannot afford a nation calling for an atmosphere of safety and security," Saloojee said.



ONE BULLET, ONE LIFE Sapu national negotiator Andy Miller handed 93 cartridge cases — representing the number of police lives lost this year — to ICD regional director Riaz Saloojee yesterday.

PICTURE: GASANT ABARDER

Rehab in jails not working, says prison rights leader

COEN VAN KRANENBURG
SPECIAL CORRESPONDENT

Rehabilitation programmes in prisons are not working properly, says Derrick Mdluli, president of the South African Prisoners' Organisation for Human Rights.

This, along with overcrowding and often jailing minor criminals and felons together, accounted for many ex-prisoners returning to crime, he said

But a spokesman for Nicro, an organisation that helps prisoners to re-integrated with society after serving their time, said one of the biggest problems ex-prisoners faced was not being accepted by the community

Both organisations were reacting to a report in the Cape Argus this week about a man who raped a woman while out on parole over a weekend. Long-term prisoners regularly get parole towards the end of their jail terms to help them prepare for the return to ordinary life

The man, convicted in 1991 of

stabbing his girlfriend to death, was supposed to spend the week-end finding accommodation and a job. He allegedly raped a woman instead, and was re-arrested on the Sunday morning

Mr Mdluli blamed "a poor system of rehabilitation", and said "There is no such thing as rehabilitation in prison. The idea of jailing people is to change their lives, but nothing happens because people who put the rehabilitation programmes together are incompetent"

Mr Mdluli said there was a shortage of psychologists and sociologists available to develop rehabilitation programmes

"The Department of Correctional Services is not providing the means to educate and socialise convicts"

Russel Mamabolo, spokesman for the Department of Correctional services, said rehabilitation programmes did exist. But the country's 232 prisons, designed to hold up to 99 000 prisoners, currently housed 156 000 - 59 000 of whom were awaiting trial.

(271)
"We offer rehabilitation programmes only to convicted prisoners, since we are dealing with so many people. And the programmes are not mandatory"

He insisted Correctional Services had people professionally trained to conduct rehabilitation programmes. "But I must admit we are short of psychologists"

Rozette Jephtha, Western Cape manager of Nicro, said the problem was not as simple as Mr Mdluli made out

"The people who run the rehabilitation programmes in the Western Cape are professionals"

But the lack of psychologists was a big problem

"I know of prisons in the Western Cape that have no psychologist. Often prisoners were abused as children and now they are abusing others themselves. Those people need special attention"

Ms Jephtha said the problem lay not only with prison overcrowding and the lack of psychologists, but "when prisoners are released, communities are not prepared to assist them"

ARC 4/16/99

Racism charge laid against senior police liaison officer

JOHAN SCHRONEN

High-profile police liaison officer Anne de Beer's future is on the line for allegedly making a racist remark about a senior colleague

Captain De Beer is the chief media liaison officer for the police in the East Metropole and was recently also given the task of handling "culturally sensitive issues" surrounding the anti-urban terrorism campaign Operation Good Hope.

Charles Summers, acting communication head of the East Metropole, alleges that Captain De Beer referred to him as a "domerse hotrot wat net alles wil oorvat" (a bloody hottentot who just wants to take over everything) while discussing him with colleagues.

A charge has been laid against

Captain De Beer and the incident has been reported to the Secretariat of Safety and Security.

Captain Summers said he had briefed his union and that he felt "deeply insulted".

"It's not a personal axe I'm grinding but such behaviour cannot be tolerated"

"There have been at least two earlier allegations of racism involving Captain De Beer and nothing has come of it. We are well on our way in a new democratic South Africa and the time has come for us to eradicate every gram of racism in the police," said Captain Summers

Operation Good Hope chief Gamief Daniels said he was waiting for a detailed report on the alleged incident. He said racist behaviour was totally unacceptable in any sphere of

life, especially in the police

Assistant Commissioner Daniels said: "I'm waiting for a detailed report from the investigating officer in the case and will then make a decision about Captain De Beer's future in Operation Good Hope"

Provincial liaison head Wicus Holtzhausen confirmed that a charge had been laid against Captain De Beer but said the issue was being taken out of context.

Superintendent Holtzhausen said that only after the investigation was completed would Captain De Beer's future be decided.

Captain De Beer said she had heard "via the grapevine" of the investigation against her.

She said she had not yet been charged and refused to comment on the alleged incident.

(251) AKU 516199



UNDER INVESTIGATION: police liaison officer Anne de Beer, against whom a charge has

Police's De Beer faces racism charge

GASANT ABARDER

CAPTAIN Charles Summers, acting area head of communications at East Metropole, said yesterday that an alleged racist remark passed by a senior police liaison officer in the Western Cape was "the last straw that broke the camel's back"

Summers, 36, a policeman with 14 years experience, claimed that Operation Good Hope spokesperson Captain Anne de Beer had called him a "donnerse hotnot wat net alles wil oorvat" when he handed in an overtime pay claim earlier last month

About two weeks ago, the *Cape Times* received information about the charges against De Beer, but it was dismissed by Operation Good Hope head Ganef Daniels as "a rumour"

Speaking from his Blackheath home yesterday, Summers said the fact that he had laid a charge of *crimen*

injuria was nothing personal, but "I won't let this one go—no way"

"I was very upset, because it is apparently not the first time she did a thing like this. It was aimed directly at me and this affected me most because it was the first time in 14 years as a policeman, and in fact in my life, that I was directly faced with racism. I cannot tolerate a thing like this."

"I will be very upset if nothing comes of the investigation," he said. Summers said he was informed of the remark by another liaison officer and that two other witnesses also heard the insult.

He claimed the charge was just the latest in a stormy working relationship between himself and De Beer.

"I had a very good working relationship with Wicus Holtshauzen (then area head) before Anne joined East Metropole in 1997. Wicus always consulted me in terms of decisions. But



INSULTED: Captain Charles Summers

when she arrived, I was totally ignored," he said.

In response to claims in a weekend newspaper that the remark was taken out of context, Summers said "They

will say so because it is a white col-league. It was always a trend in the police that white officers look after each other's interests."

De Beer said yesterday she was aware of the case but declined to comment. "I've heard about the case but it is difficult for me to respond now because nobody has informed me yet that I have been charged."

Romeo de Lange, shop steward for the Police and Prison Civil Rights Union, who is representing Summers, said two other cases of racism were being investigated against De Beer when she was based at Strand police station. "Racism should be dealt with harshly and we expect police management to deal with it harshly," he said.

Black Officers' Forum spokesperson Vanessa Gownden said "Because racism is so deeply entrenched it will take very decisive action from management to eradicate it."

25199

ET 7/16/99

'Replace Fivaz with a civilian'

Jonny Steinberg

(251)

NO SA policeman has the managerial skills to run the police force, and national commissioner George Fivaz should be replaced by a civilian when his contract expired next year, Democratic Party (DP) Gauteng leader Peter Leon said yesterday.

Speaking at a security conference at Pretoria University, Leon called on government to replace all nine provincial commissioners with civilians next year.

"The fundamental problem in crime-fighting is the management of the police force itself," Leon said. "The tenure of Safety and Security Minister Sydney Mufamadi was hardly crowned with success."

"With the new cabinet due to be announced early next week, government has the opportunity to appoint a more hands-on minister."

Leon repeated the DP's call, made in its election manifesto, for the National Intelligence Agency (NIA) and police intelligence to merge.

"Our intelligence capacity is alarmingly poor," Leon said. "The NIA has a budget of R750m a year, but does not provide crime intelligence to the police."

"The fabric of the intelligence community needs to be restored. We need co-ordinated, syndicated intelligence and an end to rivalries between intelligence agencies."

Laurie Schlemmer of the SA Institute of Race Relations said the results of last week's election were good news for economic growth prospects.

ED 9/6/99

Racism prevalent in police, says black forum

Jonny Steinberg

BLACK policemen are deliberately and systematically marginalised in the upper echelons of the SA Police Service, an independent commission of enquiry into racism in the police has heard

A written submission by the black officers' forum, which was launched against the wishes of police commissioner George Fivaz last year, claimed black officers were deliberately kept away from strategic and influential positions

"All crucial policy matters initiated by head office are run by whites," the forum submitted "Out of 64 policy development initia-

tives and transformation projects taking place at head office, only two are headed by black officers "

The commission of enquiry, appointed by Safety and Security Minister Sydney Mufamadi in July last year and chaired by SA Broadcasting Corporation chairman Paulus Zulu, has heard dozens of submissions on racism in the police

The commission asked for more time to process the deluge of submissions it received It is understood it will submit a draft report to Mufamadi early next week

The forum's submission stated there was a widespread and tacit agreement among white police managers to stonewall the initia-

tives of blacks "If and when black officers head projects, the projects are frustrated by a lack of co-operation and an unwillingness to provide relevant information "

The forum also claimed that important decisions taken in the presence of blacks were rescinded later at private, whites-only meetings

An anonymous source close to the commission said he was disappointed in the forum's submission

"It is both vague and sweeping, making startling allegations without referring to specific incidents," the source said "If the report had been more systematic and careful, it would have given the commission much more to work with "

(251)

BD 11/6/99

1 472 die in police hands

A TOTAL of 1 472 people have died at the hands of police, the Independent Complaints Directorate said yesterday

Directorate executive director Neville Melville said the deaths were as a result of police action or deaths in police custody Steve Tiro, a director in charge of complaints, said 1 064 people died as a result of police action while another 408 suspects had died in police custody since the directorate's establishment in 1997 — Sapa

Seminar reassures police on law

A SEMINAR tried yesterday to allay police fears that the amended Section 49 of the Criminal Procedure Act would tie the hands of law enforcement officers

Human Rights commissioner Jody Kollapen said the old Section 49 was problematic in that it granted a licence to kill regardless of the nature and seriousness of an offence

He said the amended Section 49 did not touch on the common law right to self-defence "Any officer whose life is threatened has the common law right to defend himself or herself, using deadly force if necessary" — Dermott White

(ATI)

66/9/199
80 11/6/99

Police scotch rumours of huge job cutbacks

JOHAN SCHRÖMEN
CRIME CORRESPONDENT

(251)

ARt 11/6/99

Police have denied rumours of another mass retrenchment drive.

Human resources management director Collin Sherriff said the police service was one of the few state departments whose numbers were to be "stabilised", not reduced.

He said that, nationally, the police were

still aiming to drop to 124 000 members from the present 139 000.

However, he believed that natural attrition, including retirement at normal retirement age, discharges, resignations and a reduced recruit intake would have this effect.

"We deal regularly with flare-ups of rumours which surface like clockwork, especially after major events on political levels such as the announcement that Mr

Mandela was to retire as president and now again with Mr Mbeki taking up the post.

"Even the coming new millennium has fuelled a bout of rumours.

"But voluntary retrenchment packages are still being considered to help with the downsizing or, should I say, right-sizing of the police.

"This process is aimed at members over 50 or those with more than 30 years' service," said Mr Sherriff.

Arg 15/06/99 (25) J

New moves to stop killing of police

CHANTEL ERFORT
STAFF REPORTER

In a determined bid to reduce the number of policemen being murdered, police are to offer a reward of R250 000 to anyone providing information leading to the arrest and conviction of attackers

Police are also appointing a dedicated team of detectives to probe the attacks. The pilot project is starting in Gauteng, and will be broadened to the rest of the country later.

A study by a group appointed by Safety and Security Minister Sydney Mufamadi found most policeman attacked were shot, and that the killers were after their firearms.

Many of the victims were non-commissioned officers – from the ranks of constable to inspector – between the ages of 22 and 30.

Most victims were attacked while on duty, although black male officers were more likely to be attacked while off duty, which explained why a large number of police officers had not been wearing protective gear when they were attacked.

The extensive study of attacks and murders of police officers between 1994 and 1998 showed that most attackers were black males.

Black and white male officers were the targets in a 50-50 ratio, although recent figures showed that the number of black male victims was on the increase.

Less than a third of the total number of police who survived attacks on their lives, received counselling.

And the few who did get counselling said it wasn't very effective.

Most officers who volunteered to take part in the study, said going for counselling was "not the macho thing to do" and they would rather counsel each other than seek professional help.

There were clear indications that the officers did want this kind of help made available to them.

SOW 14/6/99 (251)

Drugs cop in the dock

Sowetan

By Jimmy Seepe

A SENIOR police investigator attached to the Organised Crime Unit in Johannesburg who has been instrumental in the investigation and arrest of several Nigerian drug-smuggling syndicates has been arrested.

The arrest of the policeman, Mr Simon Ntuli, whose colleagues have said was "a tireless cop committed to rooting out Nigerian syndicates," has sent shockwaves through the unit and its members.

Ntuli, who is being held at the Pretoria Central Prison, appeared in court on Friday. His bail was set at R10 000 after state prosecutors tried to secure his bail at R50 000.

Prison officials told *Sowetan* yesterday that Ntuli had still not paid his bail.

Ntuli was arrested over his dealing with a registered police informer who had helped him make some of the biggest drug busts in the country. His colleagues say they are puzzled by his arrest and suspect someone is trying to frame him.

Ntuli was instrumental in the seizure of about R50 million worth of cocaine at the Kazerne depot near Jeppe, Johannesburg. A senior captain attached to the South African Narcotics Bureau (Sanab), based in Kempton Park, was allegedly linked to some of the suspects.

Police officials yesterday were unable to give *Sowetan* the reasons behind Ntuli's arrest.

The case is under investigation by the director of public prosecution in Johannesburg, Advocate de Vries. Two senior officials were appointed to investigate the allegations against the high-ranking Sanab police captain. Concern is, however, growing within the

unit that the case against Ntuli smacks of attempts to try and scuttle some of the recent important breakthroughs he and the unit have made against the criminal syndicates.

The Organised Crime Unit members have been a target of hate calls from their colleagues after they linked several Nigerian drug dealers with police units operating in Gauteng.

Last year, Ntuli and his unit arrested a Nigerian suspect - Abe Vitalis - in possession of millions of rands stolen from the Mercantile Bank in Johannesburg.

Four days after the robbery, Vitalis, whose criminal case is still being heard in the Alberton Magistrate's Court, claimed that he bought the money from bank robbers following instructions from a senior captain at the Brixton Murder and Robbery Unit.

Brixton Captain Samuel Jacobus Van Niekerk claimed the Nigerian suspect, who was also caught in possession of a small quantity of cocaine, was his informer.

He told the court that he did not register the suspect as an informer as required by law.

At the time of the Kazerne drug bust, Ntuli and his team tried to arrest the Sanab captain but their actions were thwarted.

His seniors apparently told Ntuli and his colleagues that there was insufficient proof that the policeman was involved in any wrongdoing.

Another senior captain is still being investigated by the police's anti-corruption unit and has not been suspended.

Another major drug bust which Ntuli and his unit were responsible for was the arrest of a Nigerian priest at a church in Hillbrow called Zoe Ministries. A priest was arrested with compressed drugs stuffed inside Bibles which were due to be shipped overseas.

Police welcome appointment of Tshwete

ERIC NTABAZALILA

(251)

CT 18/6/99

SOUTH AFRICAN Police Service Commissioner George Fivaz and management of the South African Police Service welcomed the appointment of Steve Tshwete as the new Minister of Safety and Security and promised to give him all the support and co-operation he needs

In a statement last night, Fivaz pledged to give his support and co-operation to the new minister so that he would be able to direct the department to utilise every possible resource and make it a formidable crime-fighting machine

"I have no doubt that the minister will succeed in furthering our endeavours to create a safe and secure environment in South Africa," he said

Fivaz further expressed his appreciation to the outgoing minister, Sydney Mufamadi, for the significant contribution he made towards the fight against crime and the support he provided to the police during his term of office

Tshwete is the former minister of sport and recreation and was a member of the government of National Unity in 1994

Immediately after his appointment, Tshwete promised adequate protection from crime and violence for all South Africans

He was confident he was capable of curbing South Africa's high crime rate and urged all South Africans to back the SA Police Service

"The support of my colleagues in other departments, the entire government apparatus, the police force itself and the public will make my job easier," said Tshwete

Police unions, including the South African Police Union and the Police and Prisons Civil Rights Union (Popcru), welcomed Tshwete's appointment and also pledged to support and work with him

Popcru spokesperson Greg Goss said the union hoped Tshwete would be able to do the same for transformation in the police as he had done for sport while serving as sport and recreation minister

"Tshwete had the ability to push the government's transformation agenda. Special attention now had to be given to crime, especially in the Western Cape, and to replacing National Police Commissioner George Fivaz and Western Cape Provincial Commissioner Leon Wessels," said Goss

Business Against Crime's John Pemberthy yesterday welcomed the appointment, saying he looked forward to an era of "a business-like approach" to the portfolio

Speaking in his personal capacity, Pemberthy said he would miss the good relations with Mufamadi, who has been given the provincial and local government affairs portfolio

"Despite what other people might say, Mufamadi made a big impact and performed an excellent task, and should do very well in his new position. Many anti-crime projects being implemented, such as the integrated justice system, are bearing fruit and I hope these continue and grow in future," Pemberthy said

The second-in-command in the defence ministry will be Nozizwe Madlala-Routledge

New Justice and Constitutional Development Minister Peniell Maduna acknowledged that the challenges he faces in his new position are enormous, but said they would also be interesting

Some of these challenges would include making changes to the Constitution, if it was necessary to do so

"It's a big challenge because whenever there is a need for the Constitution to be amended or for anything to be done, it will come to us," he said

Maduna, a lawyer by profession, is a former minister of mineral and energy affairs and a member of the government of national unity

Meanwhile, former Free State premier and former chairperson of the National Council of Provinces, Patrick Lekota, pledged to make the South African National Defence Force more gender-representative after his appointment as the new defence minister

Speaking shortly after his appointment, Lekota said that up to now the emphasis had been on male recruitment. The defence force should also be "gender-visible"

On South African peace-keeping on the continent, Lekota said South Africa definitely had a role to play

Hearings on racism to ease tension

Sowetan 21/6/99 (231)

By Victor Mecoamere

RECENT hearings into allegations of racism in the South African Police Service in Vryburg are expected to ease tensions in the controversial North West town, said Mr Mogambi Moodliar of the South African Human Rights Commission in Johannesburg at the weekend.

Moodliar said the submissions of a number of complainants, most of whom were black police officers, were made to HRC commissioners on March 10, while the hearings in which the respondents, who were mostly white police officers, stated their various cases on June 7, 8, 9 and 10.

These included the racial incidents which involved white and black parents and pupils at the controversial Vryburg High School in February 1998, for which a number of police officers, including a Superintendent Van Niekerk, a Captain Herza and a Captain Dettmer were accused by black parents of unsatisfactory behaviour.

Van Niekerk is alleged to have failed to act against armed white parents when they were attacking or about to attack or were intent on attacking black parents and pupils, and instead caused the arrest of black pupils and left free the armed white parents.

Herza was alleged to have failed to attend properly to the complaints of assault lodged by the parents of black pupils, while Dettmer allegedly failed to act against white parents and to protect black parents and pupils "when it was necessary and expedient to do so".

Other complaints include allegations of racial abuse by white police officers of senior and junior ranks alike against their black colleagues and underlings.

Lack of opportunities for promotion for black officers and blatant favouritism of white officers as well as the failure to act against white civilians who attacked blacks and black police officers were among the many other complaints.

R2-m building for Popcru

THE Police and Prisons Civil Rights Union is the only body with the capacity to transform the South African Police Service and it is the responsibility of all members to take up this challenge

This was said by founder member and African National Congress MP Gregory Rockman at the weekend

Opening the new R2 million

(257) *Sowetan 21/6/99*
Popcru House in central Johannesburg, Rockman said "This building is a token of your struggle and your success. You have achieved a lot but there's still a lot to achieve"

"It is only Popcru that has the capacity to transform the SA police. The police service will not be transformed until you pick up this spear and go and transform

them. It is time to get things going"

Echoing this message, Popcru president Sizamele Cebekhulu said "Today the struggle towards total transformation of the police has been embarked on"

Although Popcru was in its 10th year, "this is not the end of our struggle, it is the beginning"
- Sapa

Special squad set to clamp down on Cape cop-killers

Swift action pledged as murder rate rises

JOHAN SCHRONEN
AND DURBAN CORRESPONDENT

The Western Cape is about to get tough on cop-killers.

A special investigative unit, whose job is to stem the bloodshed among police, is to be extended to the province after the success of a pilot project in Gauteng

The unit will investigate such killings and evaluate security measures at police stations

Police killings in the Western Cape are low compared with figures for other parts of the country, but police management say they are still of serious concern

This year, five police have been murdered in the Western Cape, four of them on duty

There was an 11% increase in such murders between 1996 and 1998. Last year, 12 police were killed

A police survey in the Western Cape showed most deaths on duty were related to the minibus taxi war, whereas police killed off duty were more likely to be targeted for their service pistols

Claremont, Mitchell's Plain and Khayelitsha taxi ranks were listed in a recent police management

report as danger areas for police

Other personnel targeted were investigators in high-profile special units such as Operation Good Hope

In KwaZulu Natal, 32 police have been killed already this year compared to 25 during the same period last year, with the national toll now having topped 100

A further 31 have been wounded or injured in KwaZulu Natal since the beginning of the year, mostly while on duty

The rate at which police are murdered in South Africa is almost three times higher than among the general population and nine times higher than for their US counterparts

In 1997, the national murder rate was 57 per 100 000, but for police it was 183 per 100 000

Police spokesman Vish Naidoo said that in an attempt to reduce the alarming rate at which police were being killed, a special investigative team was being planned. Swift action was needed

The Gauteng pilot project found that most police victims were young, non-commissioned officers. They were usually off duty and were shot for their firearms

Another police study found that

between 1994 and last year mostly black male personnel were attacked

Most victims felt the SA Police Service was not doing enough to protect them.

This led to a programme that aimed to bring communities and police closer together

According to the Nedcor Institute for Safety and Security Studies crime index, the high-risk nature of policing in South Africa affected morale, effectiveness and productivity, undermining the police service where it was most vulnerable

In England and Wales, where only one police officer was killed in 1995 and none in 1996, and New Zealand and Australia, where fewer than five officers were murdered on average every year, substantial attention was devoted to the problem of stress among police

The index report said that long hours, under-staffing, poor overtime pay and inadequate facilities were putting police under pressure

Internal police studies in 1995 and 1996 revealed high levels of insecurity associated with low morale, uncertainty about transformation, withdrawal of danger pay and the shortage of bullet-proof jackets

ARC 82/6/99

(251) (251)



After 12 months of training 113 police recruits graduate at a ceremony at the police academy in Pretoria yesterday. They are the first new policemen to graduate since lifting of the moratorium on police recruitment last year. Picture ANDY KATZ

Police recruits graduate from new training

Jonny Steinberg

THE first batch of police trainees recruited since the four-year ban on hiring police was lifted last year graduated at a ceremony at the police academy in Pretoria yesterday.

Billed as a new generation of dedicated professionals, the 113 graduates were chosen from a pool of more than a thousand applicants. Each has a matric and a driver's licence and has undergone six months classroom training, a month of intensive firearm training and five months in the field. Previously, police recruits required a Std 8 and had six months of training. Does the first batch of graduates live up to its reputation as a new, professional breed

of policeman?

There is a scene in the film *Police Academy* where a group of new police recruits fall over when stamping their feet to attention and poke themselves in the eyes when trying to salute.

Yesterday's graduation ceremony could easily have been mistaken for a scene from this film. One graduate lost his balance while saluting. Two were called back to the stage for forgetting to salute.

"This is not a reflection of competence," said a nervous police communications officer. "They are just nervous and excited." One would expect a group of serious young professionals to speak ambitiously of the careers ahead of them. Do they plan to

make it into the detective service? Would they like to run a police station one day?

Most of the recruits interviewed had not thought that far. Rescued by their recruitment from the prospect of unemployment, they were happy just to have a job.

"I have four sons," said an elderly man who had come to watch his son graduate. "Children seldom do with their lives what one would hope and expect. One is in jail. Two are unemployed. I am so proud that this one has found a steady job."

A constable from Tembisa said he had wanted to be a doctor, but his matric results were not good enough. "I had been sitting around at home for six months," he said. "When I got this chance I grabbed it."

n has

Professional care for crime victims

A change of name at John Vorster Square police station has brought about a change of heart, reports Calvin Augustine

(251) BD 23/6/99

IN YEARS gone by when victims of violent crimes such as rape went to the old John Vorster Square, they had to endure much embarrassment and trauma

Often victims were treated with disdain, and felt more like the perpetrator than the victim, having to spend hours in a crowded charge office and relate traumatic experiences in the earshot of strangers

If lucky, they would have found themselves in an unfriendly, cold, hostile room filled with basic furniture like a table and chair

But today, at the Johannesburg Central police station, as it is now known, things are different

The station, in association with a community organisation, Bee Courtwise, has launched the first centre to make it more comfortable for victims of violent crime to cushion the trauma and shock of their unfortunate experiences

In surroundings more often found in a hotel complex than a police station, the new venture has created an atmosphere where crime victims are made to feel at home. The joint venture offers victims of crimes empowerment programmes and trauma counselling — along with a cup of coffee, biscuits and warm clothes if required

Karen Tewson, co-ordinator of Volunteers Johannesburg Central, says "Johannesburg Central police station and Bee Courtwise have created an environment for victims to experience new life, new hope"

The centre helps provide professional support and care for victims experiencing post-traumatic stress, resulting from criminal acts such as armed robbery, hijacking, rape, domestic violence, suicide attempts and other traumatic incidents

Focusing on victims' rights, the centre transforms the harshness of a police station atmosphere into a warm and more friendly home-like environment

The trauma room, a lounge equipped with a soft, natural coloured lounge setting helps make victims more comfortable

The neutral and soft colour scheme calms them, and assists police officers to obtain adequate, clear and complete information on crimes. It also provides the victim with a stable and neutral place of safety away from the discomfort of the crime scene

Director David Botha, station commander at Johannesburg Central, says "Treating victims in a more sensitive and empathetic manner inevitably assists the police to do their job better"

Tewson says that out of a 100 crime victims experiencing traumatic stress, only 60 were able to return to leading a normal life

She says of the 20 criminal cases in which victims were housed at the centre in the last two months, eight resulted in convictions

This number was "substantial" says Tewson, when considering that the key witnesses in these cases were children

The initiative falls in line with the national crime strategy of making victims the centre of the criminal justice process

This includes empowering the victim of crime to heal and move from the crime with the least possible harm and contribute to a process of restorative justice

"By providing these services a contribution will be made to ensure victims' rights are honoured and justice prevails," says Botha

Victims who are empowered would contribute as effective witnesses to the investigation and prosecution of the crime perpetrated against them

The centre pledges to treat victims with dignity and respect

Auditor-General slates lax control of R768-m spy fund

ADRIAN HADLAND
PARLIAMENTARY CORRESPONDENT

South Africa's spies are almost as difficult to control in the era of President Thabo Mbeki as they were under apartheid

The Auditor-General, Henri Kluever, said this week that sufficient controls over South Africa's secret service were still not in place, despite several agreements and recommendations to this effect

In his general report on the accounts of the Government, tabled in Parliament this week, Mr Kluever said R768-million had been paid into a "Secret Services Account" in the 1997-98 financial year

During the apartheid era, the government did not divulge how much it spent on intelligence and arms through a special defence fund

Mr Kluever said that R45-million of the R768-million had been directed to the South African Police Service, although the SAPS had failed to repay its unspent balance of R1,3-million by the end of March 1998

Mr Kluever, who will retire this year, said several key control mechanisms to ensure the intelligence services were accountable and efficient had not been put in place, despite agreements and recommendations from Parliament

Certain "secret expenditure" was to have been evaluated by a Secret Services Evaluation Committee. But the committee had not performed the evaluation in 1997-98

Also, the appointment of inspectors-general to keep tabs on the activities and budgets of South Africa's intelligence opera-

tives had not taken place

"This may result in deficient control over the functioning of the intelligence services," he noted.

Mr Kluever said, despite the recommendations by Parliament's Joint Standing Committee on Public Accounts, better controls had not been implemented "for the payments made to sources"

Details of the exact state of the secret services account, the secret services special account and the related departmental accounts are tabled in Parliament separately from the general audit

The ministry of intelligence, headed by Joe Nhlanhla, was upgraded from a deputy ministry to a full cabinet ministry by Mr Mbeki this month as one of his first acts of reorganising the executive structure after he was sworn in as president

(251) AR 26/6/99

Mbeki reveals plan to beef up police

Replacement may be appointed soon to understudy George Fivaz as national commissioner

CAROL PATON

THABO Mbeki has launched his unprecedented shake-up of the police. It is to include the recruitment of civilians to senior positions, an aggressive affirmative action programme and the launch of an FBI-style investigating unit to investigate national and priority crimes and police corruption.

The unit, which Mbeki said would be set up within two weeks, is likely to be responsible to Butheani Ngcuka, National Director of Public Prosecutions, rather than to National Police Commissioner George Fivaz. It will be made up of intelligence operatives from the National Intelligence Agency, detectives and prosecutors.

Government circles are also contemplating the appointment of an "understudy" to Fivaz to learn the ropes and take over when his contract ends in January.

The recruitment of civilians into the police force at all levels opens the door for Fivaz to be replaced by a civilian.

Mbeki has beefed up his own capacity to oversee developments within the police and security forces, increasing the number of security advisers and establishing a directorate in his office to conduct research into criminal justice policy.

The group of security advisers, which will be headed by Mbeki's present intelligence adviser Vusi Mavimbela, will also deal with all state organs and security and may also propose policy positions. It will also coordinate policy proposals emanating from various ministries and advise the president on these.

In the past week, the Minister of Safety and Security, Steve Tshwete, has met the senior police officers of every division to explain plans for transformation.

Tshwete said on Friday "I want to carry the top leadership with me



LAYING DOWN THE LAW: Thabo Mbeki spells out his intentions during his speech to Parliament

They understand that transformation has to occur, but we are going to try to do it together. The last thing we want is a divided police force."

Tshwete, a former Unkhotso we Sizwe political commissar, is believed to have offered his support to the officers,

saying he would do whatever was needed to enable them to do their jobs. Among other issues he raised were those of immediate concern to police officers: the poor conditions of service, the demilitarisation of ranks and the poor image and status of police among the public.

In his maiden speech as President to Parliament on Friday, Mbeki committed the government to review the conditions of service of the police "with a view to their improvement".

His plan to transform the police includes:

- The introduction of new human-resource development programmes;
 - Recruitment of new members of the service with "requisite levels of education";
 - Special training to fast-track recruits into senior management;
 - Promotion of competent and dedicated serving members in line with the policy of affirmative action; and
 - A review of conditions of service.
- The possible appointment of an understudy to Fivaz is in line with Mbeki's and the ANC's approach to the transformation of all aspects of society, which has seen ANC figures appointed to key positions. These include Ngcuka, whose job as National Director of Public Prosecutions was specially created to give impetus to transformation of the justice system. Tito Mboweni to the Reserve Bank as an understudy to governor Chris Shale, and Gill Marcus, also to the Reserve Bank, where she will be a deputy governor.
- Former Unkhotso we Sizwe chief of staff Siphiso Nyanda, was appointed as head of the defence force in June last year.
- On Friday, Mbeki announced proposed legislative changes including amendments to the firearms laws, which could see harsher sentences for offences committed with firearms.
- Amendments to the Prevention of Organised Crime Act, to ensure that nobody benefits from the proceeds of crime; and new laws against money laundering.
- Legislation would also be introduced to ensure harsh penalties for the killing of police officers and for people guilty of corruption within the criminal justice system.

Attacks worry Chief Justice

CARMEL RICKARD

CHIEF Justice Ian Malmgren has added his voice to the growing body of concern about unwarranted attacks on the judiciary, saying such onslaughts reduced the power of judges to protect the public.

During his address to the University of Cape Town, which awarded him an honorary doctorate on Friday, Judge Malmgren said the judiciary was the cornerstone of protection against abuse. Judges, however, had neither the funds nor the physical might to impose their will. Instead, the source of judicial power lay in the measure of public confidence it enjoyed.

Fair and even vigorous criticism of the judiciary was permissible and strengthened both the Bench and society by expanding the intellectual and moral content and the legitimacy of the law.

However, Judge Malmgren warned that criticism of judges was sometimes "unwisely unformed, unfair and unbalanced".

He said such criticism was dangerous because it eroded public confidence in the legitimacy of the judiciary, thus weakening its ability to defend the public against injustice and demanding the Constitution.

He challenged the universities and the media to be vigilant against this "corrosive peril".

The remarks of the Chief Justice echo similar warnings by the Constitutional Court, just last week. Gauging Judge President Bernard Ngoepe told a conference of magistrates that many people, particularly politicians, felt that judges were "too powerful". Judge Ngoepe said there would always be tension between the judiciary and Parliament, but there were increasingly disturbing notes from politicians tending to denigrate the judiciary.

"They suggest, wrongly, that the judiciary has too much power," he said.

EAR EAST

ATO'S UNBELIEVABLE TRAVEL BARGAINS



Picture: TERRY SHEAN

ST 2716/99

Endangered cops hit panic buttons

Private security firms protect stations

TYRONE SEALE
SPECIAL WRITER

At least 10 police stations in the Peninsula and Stellenbosch have been fitted with panic buttons linked to armed response security companies in the past few months.

This protection has been installed at Claremont, Hout Bay, Stellenbosch, Table View, Sea Point, Maitland, Camps Bay, Simon's Town, Fish Hoek and Durbanville. Grassy Park police station is guarded by a private company.

Sea Point police station has a closed-circuit television system that is monitored by a security firm.

Although the new security arrangements - provided free - embarrass police, they are not without benefit.

Two Sundays ago, a policeman at Sea Point used a panic button to call for help after three alleged gang rapists overpowered him and snatched his gun.

Luckily, he had removed the pistol's magazine before entering the alleged rapists' cell for a routine, early-morning inspection.

The four police on duty at the time were soon joined by a patrol from an armed response company and the attackers were returned to

their cell

Another security firm has a contract to post guards with the Flying Squad in Pinelands.

In Hout Bay, where police do not have a proper police station, residents recently launched a non-profit company, Blues Buddies, to finance a private police service.

Police and armed response firms are also jointly monitoring emergency radio services as part of growing co-operation between private sector and police, who say they are understaffed and under-resourced.

Provincial Community Safety Minister Mark Wiley has described the situation as a "most unsatisfactory practice" and he is asking Safety and Security Minister Steve Tshwete to visit the Western Cape to see for himself the impact of staff shortages and threats to police.

Coming after several daring raids on police stations and the bombing of some, the new security arrangements are meant to discourage criminal gangs and urban terrorists from seeing police stations as easy sources of weapons or cash.

However, some of the police stations that are linked to security firms had their systems installed before high-profile attacks.

This year, five policemen have been murdered - four of them on

duty - in the Western Cape

Since the beginning of the year, there have been a number of attacks on Cape Town police.

■ January 3 five armed, masked men strolled through a broken gate at Claremont police station at 3am, locked up police officers and escaped with weapons, radios and bullet-proof vests.

■ January 14 top Pagad investigator Benny Lategan was ambushed and killed on the R300.

■ January 28, six people were injured when a bomb exploded outside the central police station at Caledon Square during lunch hour.

■ February 19 Pagad investigator Schalk Visagie was shot and seriously wounded on the M5.

■ March 9 a masked gang of seven grabbed 12 guns, ammunition and two radios in a raid on Stellenbosch police station in Bird Street.

■ May 9 a car bomb exploded outside Athlone police station. Children in nearby backyards were hit by glass fragments.

■ June 6, three armed men tied up a policeman at Harare police station in Khayelitsha and stole three guns and 18 rounds of ammunition.

Mr Wiley said "It is a sad day in any country if the police must be reliant on the handouts of others to ensure their (own) safety."

ART 28/6/99

(251)

SA to get its own 'FBI'

(251)

BD 29/6/99

New agency to deal with national priority crimes

David Greybe

CAPE TOWN — SA's crime-fighting strategy is to be overhauled radically with the setting up of a huge FBI-type agency to deal with all priority crimes.

At a news briefing with the three criminal justice ministers yesterday, Safety and Security Minister Steve Tshwete said the agency would "approximate" the US Federal Bureau of Investigation. The FBI investigates interstate and priority crimes. Its structure breaks down the institutional barriers between intelligence agents, police investigators and prosecutors.

The new agency — first mentioned by President Thabo Mbeki in his state of the nation address to Parliament last week — will target violent and commercial crime, including police corruption.

Tshwete said the new agency — "huge" in size as it brought together specialists from various departments as well as outside government — would require extra funds. At its conference last week the new cabinet accepted that "we cannot resolve this problem (of crime) without more money", Tshwete said. There were also "indications" from the finance department that the extra funds would be found.

"Fifty-fifty representativity" between whites and blacks in key managerial positions in the police force "will be achieved by the end of this year", he said. Skilled personnel would be recruited from outside the police force. Training would also be upgraded.

Tshwete vowed that government's latest initiative to crack down on criminals, especially gangsters and syndicates would be "truthless", but within the law. Where the law prejudiced government in its fight against crime, "we shall go back to parliament and request relief", he said.

Full details of the agency would be announced next week.
Justice Minister Penuell Maduna,



Safety and Security Minister Steve Tshwete announces a new strategy for fighting crime in SA

Correctional Services Minister Ben Skosana, national director of public prosecutions Buleani Ngcuka and national police commissioner George Fivaz were at the briefing. Tshwete said the criminal justice cluster of ministries would, where necessary, call on the services of the SA

National Defence Force

Maduna said the group, which met for the first time last Friday, was "required" to meet every two weeks.

Skosana said the "clustering" of specific ministries around the issue of crime made "a very profound statement. Unless we cluster we will not achieve the desired results."

Ngcuka said the new ministers heading the criminal justice system "know how to kick where it hurts most."

Various international experts, including some from the FBI and Scotland Yard, had lauded SA's anticrime strategies, but said implementation was "bad", Ngcuka said.

Tshwete said after the briefing that the new agency — the name of which would be revealed next week — would be headed by a CEO who would be charged with its day-to-day running. Asked which minister the agency would answer to, he said "We are exploring a number of proposals which will be presented to the cabinet for a decision."

If SA follows the FBI model, the agency will be led by prosecutors and will answer to the justice department.

Maduna said the new collaborative approach to crime might take "a little longer", but was necessary "to bring a formidable case" against criminals.

Tshwete said measures would also be taken to strengthen the community police forums to improve their capacity to mobilise citizens against crime and improve co-operation between citizens and law enforcement agencies.

Ngcuka said engaging the community was "absolutely critical" to the success of any anticrime strategy.

Tshwete said crime flash points around the country had been identified and would be targeted by setting up roadblocks and search operations. The defence force would be used where "a very visible back-up" was necessary.

Warning sounded. Page 2

They prowl the empty streets ...

Strategy has improved, but visible policing is hard to achieve, writes Jonny Steinberg

NORWOOD police station's jurisdiction covers a massive 42km² zone of Johannesburg's northeastern suburbs stretching from the border of Yeoville in the south to Waverley in the north from Melrose in the west to Orange Grove in the east.

Two lonely patrol cars police the zone for 16 hours a day. The other eight hours of each day they are joined by six extra vehicles. For the rest they are on their own.

"Our visible policing capacity is a drop in the ocean," says Norwood station commander Anton van Jaarsveldt. "The theory is that you saturate crime-dense areas with visible patrols. How do you saturate anything with two cars?" Van Jaarsveldt says.

Ironically Norwood is one of the six Johannesburg police stations comprising Programme Johannesburg, a "pocket of excellence" project incessantly pulled by outgoing police CEO Meyer Kahn as a blueprint for policing across SA. The programme aimed, among other things, to shift policemen from pushing paper to patrolling the streets. It also established dedicated crime intelligence centres at each station to guide visible patrols to city zones where they would be most effective.

"Programme Johannesburg has some wonderful ideas," Van Jaarsveldt says. "It has taught us to police more intelligently and more strategically. But the extra vehicles and personnel that were meant to come with it never arrived. So we have the method but no resources to implement it effectively."

In an interview earlier this year Kahn acknowledged that the programme's progress had been slowed down by budgetary constraints.

"We have had to fight fires this past year, first in Richmond then in the Western Cape. Resources that should have gone to station-level restructuring went to fire-fighting instead," Kahn said. A large map of Norwood's jurisdiction hovers over the desks of the sta-



Norwood's police crime prevention unit under the command of Insp Bokkie Fourie, second from right, prepares to go out on patrol. For 16 hours a day Norwood's 42km² jurisdiction is patrolled by two vehicles. Picture: ROBERT BORNA

tion's intelligence officers. The middleclass suburbs clustered around Louis Botha Avenue — a metropolitan artery stretching from Alexandra township in the north to Hillbrow in the south — is littered with coloured pins representing hijackings, car theft and burglaries in May.

"Suburbs like Orange Grove have low walls, little security," says Norwood crime prevention commander Bokkie Fourie who spends eight hours a day on the streets. "The area has quick exit routes. A hijacked car can get to a highway in two minutes. It takes five minutes for the flying squad to notify us."

Linksfield Ridge in contrast is almost crime-free. "It is striking rich," says Fourie. "High walls, electric fences, armed patrols staffing road barriers and there are only two access points to the

suburb. It would be crazy to try to combat a robbery there."

During the eight hours that all eight patrol cars are on the streets they prowl the jurisdiction's six most crime-ridden suburbs.

The idea is threefold. The presence of visible police will deter criminals, and intruders in the act, restricting patrols to crime-dense areas increases the chances that rapid response will work.

Whether visible policing is an effective deterrent to crime has polarised policing experts in recent years. Some argue that in dense sprawling cities getaway routes are too numerous and fast for rapid response to work; suburbs are too labyrinthine for visible police patrols to be visible enough. Others insist that the mere presence of visible police

is enough to send criminals elsewhere.

Last Friday both schools of thought were proved right in a single incident. A message crackled over the radio saying that a murder was in progress in Oaklands. The patrol car screeched across Johannesburg, arrived at the address, headed off in the direction of the M1 half a minute before. As it was 30-seconds was too long. Despite racing along the M1's feeder roads the car was gone.

Ten minutes later the car was called to an attempted hijacking on a road in Oaklands which hugs the M1 North. A shaken woman said the culprits had heard the siren as the unit pursued the other suspects and had fled.

"If we had not been involved in that futile chase, the woman back there may be dead," Fourie mused.

Radical plan to overhaul SA law enforcement announced

Detectives and observers warn that ambitious crime-fighting scheme will fail if badly implemented, writes Jonny Steinberg

THE radical overhaul of law enforcement announced by SA's three criminal justice ministers yesterday could revolutionise policing in the country.

However, the plan would divide the police force into warring factions if badly implemented, observers said yesterday.

Among the plans announced by Ministers Steve Tshwete, Penuell Maduna and Ben Skosana are:

- The establishment of an "FBI-type" investigative institution to tackle priority and national crimes.
- The direct recruitment of graduates into senior managerial positions in the police service.
- A target of 50-50 representativity in "key managerial positions" by the end of the year.

One of the principles behind an FBI-type structure is to break the institutional barriers between the key players involved in high-level crime-fighting: intelligence agents, detectives and prosecutors. The FBI in the US mixes all three into one institution, is led by prosecutors and is accountable to the justice department.

SA has already started on this route. In the past year national director of public prosecutions Bulelani Ngcuka has seconded dozens of detectives and intelligence agents to his office and formed several multidisciplinary units to tackle specific crimes.

"The idea is superb but will have to be implemented skillfully because it treads through a sensitive terrain," a senior detective, who preferred not to be named, said yesterday.

Detectives are resentful of Ngcuka. He chooses cases detectives have already done good work on, solves them quickly and gets the credit. He also has much better political connections than the detective service and thus gets the resources he asks for, he said.

"If this new bureau becomes a grab of untouchable golden boys, some detectives will not cooperate with it and may even try to sabotage its work," he warned.

Democratic Party (DP) provincial leader Peter Leon slammed the decision to fill 50% of key managerial posts with black personnel by the end of the year as "disastrous".

"There simply aren't enough skilled black officers yet for an accelerated employment equity programme to work," Leon said yesterday. "The decision is rash, the consequences unforeseen."

Leon said: "Tshwete has been brought in as the nasty guy. He will enforce employment equity whether the police like it or not."

The police's national equity officer assistant commissioner, Zeda Holtsman, disagreed with Leon.

"When lateral recruitment from outside is combined with the skills

we have in the service, I have no doubt we have the capacity to reach 50-50 representativity by the end of the year," Holtsman said.

Holtsman said that some disgruntled white officers may resist the changes in the short term. "People will dig in their heels and sometimes sabotage the process, but the sooner people come to reality, the better. Things are going to change, not matter what."

A source at police head quarters said much depended on how "key managerial positions" were defined under the new plan.

"If Tshwete means from the level of director and above, about 40% of positions are already held by blacks," the source said. "But if he means station commanders and area commissioners, he will battle to find blacks to fill the positions."

Leon was disappointed that the lateral recruitment of skilled personnel would be restricted largely to positions in support services.

"I would have hoped to see recruitment into operational positions. We need graduates to manage the police service," Leon said.

Policing analyst Antony Altbeker said that while skills and vision were needed in the police service, "the organisation does not always welcome it. It will be a challenge to make lateral recruitment into senior positions work. The devil is in the detail."

BD 117199

Probe to look at covert fund irregularities

Linda Ensor

(251)

CAPE TOWN — A formal inquiry is to be launched into financial and managerial irregularities in the management of covert funds by the special strategic projects unit of the National Intelligence Agency

This emerged from Auditor-General Henri Kluever's report on the special account and the SA Police Service secret account for the year to end-March 1998. Former justice minister Dullah Omar has been in contact with National Director of Public Prosecutions Bulelani Ngcuka about the matter.

The inquiry will have powers to search for information and interrogate members of the unit and is to follow an internal ministerial investigation which uncovered a number of irregularities

These include the disallowing of R104 307 in operational expenditure, the disappearance of R246 722 in fixed assets, the inability to verify R604 093 in operational expenditure because of incomplete documentation and records and inadequate justification for the expenditure of R364 241

In his report Kluever said government departments had failed to ensure that transfers of money to outside entities were used efficiently and effectively

His office undertook a special performance audit on transfer payments, which are funds transferred by departments to other bodies

The audit found that departments did not actively try to determine in advance what had to be delivered by the entities and their performance was not measured on an ongoing basis

Kluever also noted that the state's commercial forests were so overstuffed that they made a significant loss of R263m in the 1997/98 financial year

The report found that the directorate of commercial forestry in the water affairs and forestry department had 9 020 staff members compared with 5 760 approved posts

Top policeman's assets seized

Jonny Steinberg

ONE of KwaZulu-Natal's top policemen, suspected of running a protection racket for illegal casinos, has had a house, cars and furniture seized in terms of an order handed down by the province's high court.

Investigators from the office of the national director of public prosecutions told the court yesterday that KwaZulu-Natal organised crime unit chief Piet Meyer had received tens of thousands of rands in cash each month from 10 illegal casino owners in Durban in exchange for assurances that their premises would not be raided.

"Meyer ensured that these casinos were seldom, if ever, raided. When he had been unable to avert such a raid, Meyer tipped off illegal casino owners

Investigators swoop on KwaZulu-Natal's organised crime unit chief

(251)

beforehand," the investigators said in an affidavit.

Since 1995 Meyer had bought properties, motor vehicles and furniture worth R500 000, taken his family on expensive holidays and "lived a lavish life", the investigators said Meyer paid for all his purchases in cash.

During the period in which he acquired his possessions his take-home pay amounted to R131 153,20.

Meyer was "shocked and visibly upset" when he was informed late yesterday that furniture, appliances and motor vehicles were being removed from his home, justice department officials said yesterday.

BD 1/7/99

A house, a bakkie, a sedan, an off-road camper and a jeep were among the items seized.

It is understood that the prosecutors began investigating Meyer when his former wife offered information on his relationship with the illegal casino world after she discovered that Meyer was having an affair with a police colleague.

The assets were seized under the Prevention of Organised Crime Act, promulgated earlier this year, which permits the courts to seize assets reasonably believed to be proceeds of organised crime.

The new law was first used in Febru-

ary this year against alleged Cape Town drug lord Gavin Carolus. The Cape High Court ruled then that the seizure of his assets was illegal on the grounds that the new law did not apply to crimes committed before its promulgation.

Yesterday's court order appears to have disregarded the Cape High Court's decision as it is alleged that Meyer's activities began years before the promulgation of the law.

Asset forfeiture chief in the office of the national director of public prosecutions, Willie Hofmeyr, said yesterday he was delighted that the court decided the law had retrospective application. "We are determined to use the law in

cases of corrupt public officials," Hofmeyr said "It is one of our priority issues."

In their affidavit, the investigators motivated the seizure of Meyer's assets on the grounds that the policeman was aware that action against him was pending and that he might attempt to dispose of his assets.

It is understood that Meyer will soon face criminal charges for destroying police dockets, allegedly in exchange for bribes, and for stealing goods that were exhibits in criminal cases.

Two of Meyer's colleagues, Johannes Geldenhuys and David McBier, are being investigated on charges of perjury and corruption respectively. According to the investigator's affidavit they are also believed to be involved in the protection racket.

Spies careless with cash

South Africa's spy services are still doing a poor job of managing their money, an investigation by the auditor-general's office has found.

An audit report on the 1997/98 accounts of the National Intelligence Agency and the SA Secret Service noted they had made little progress in improving shoddy financial controls highlighted in previous years

The report, tabled in Parliament yesterday, said there were no controls over payments to informers or stock and other moveable assets, and there were apparently serious irregularities in management of covert funds in a special NIA unit

The auditor-general also noted

ARG 1/7/99
(251) there had been "fraud and irregularities" by a former commanding officer of the Vlakplaas hit squad base

Commenting on the SA Police Service secret fund, he said that due to the nature and extent of secret services, certain Treasury procedures had not been adhered to

A legal opinion was being sought, but it was possible spending of R44,4-million through the secret fund was unauthorised

The auditor-general also noted that no inspector-general had been appointed for the security services

An internal NIA inquiry confirmed irregularities, and the matter had been referred to the National Director of Prosecutions - Sapa

Kahn tripped up by spindoctors

Does the chief executive of the country's police service deserve the heckles of those who accuse him of betrayal, asks Jonny Steinberg

BD 219199 (851)

WHEN the dust has settled on Meyer Kahn's stint as police CEO he will no doubt look back with a bitter taste in his mouth. Hailed as manna from heaven when he took the job two years ago, Kahn leaves the service at the end of July to a litany of heckles and jeers.

The former beer king has felt — more strongly than anyone — the fickleness of SA's affections, and the speed with which blind love turns to accusations of betrayal.

Few have had the grace to buttress their accusations with thoughtful argument. Kahn has been slammed for abandoning SA and emigrating to London. This is simply wrong, while SA Breweries has listed on the London stock exchange, Kahn, as the company's chairman, will be based in Johannesburg.

Beyond that, it is argued that SA's crime problem has not gone away, and that the blame must lie at Kahn's door: a tall order for one man, and a lazy refusal to investigate what he has actually done during the past two years.

The truth is that Kahn did not come close to meeting the mighty expectations set both by himself and the politicians who appointed him. Too late, government is finally stitching together the pieces of a composite crime-fighting plan, and very little of it has come from Kahn. If he did have a vision of policing it has been abandoned by the powers that be, and rightly so. In the greater scheme of things Kahn's brief presence in police management will leave little more than a dent.

During the past two years Kahn planned for the police what any decent management consultancy would have done with a badly run bureaucratic giant. Beginning with a "pocket of excellence" project in six police stations in northern Johannesburg, Kahn laid out a blueprint for managing police stations' financial resources more effectively.

Civilians were hired to do desk work, putting uniformed officers where they should be — on the streets.

Station-level crime intelligence units were formed to analyse crime patterns, directing crime prevention units to the places they were needed, saturating crime-dense zones with visible patrols. Detective work was stripped of its voluminous red tape and

whittled down to its core functions.

How successful has Programme Johannesburg been? Norwood police station, located at the heart of Kahn's "pocket of excellence", is responsible for a 42km² jurisdiction. Sixteen hours a day, its territory is patrolled by two lonely squad cars. They are joined by six more vehicles for the other eight hours. The newly formed intelligence unit dutifully maps out crime-dense zones, instructing patrols which areas to "saturate", but "saturate" is a laughable word when two cars patrol a big chunk of one of the world's more dangerous cities.

Kahn intended to start Programme Johannesburg by recruiting additional resources and personnel into the six police stations. A year later very little of what was promised has arrived.

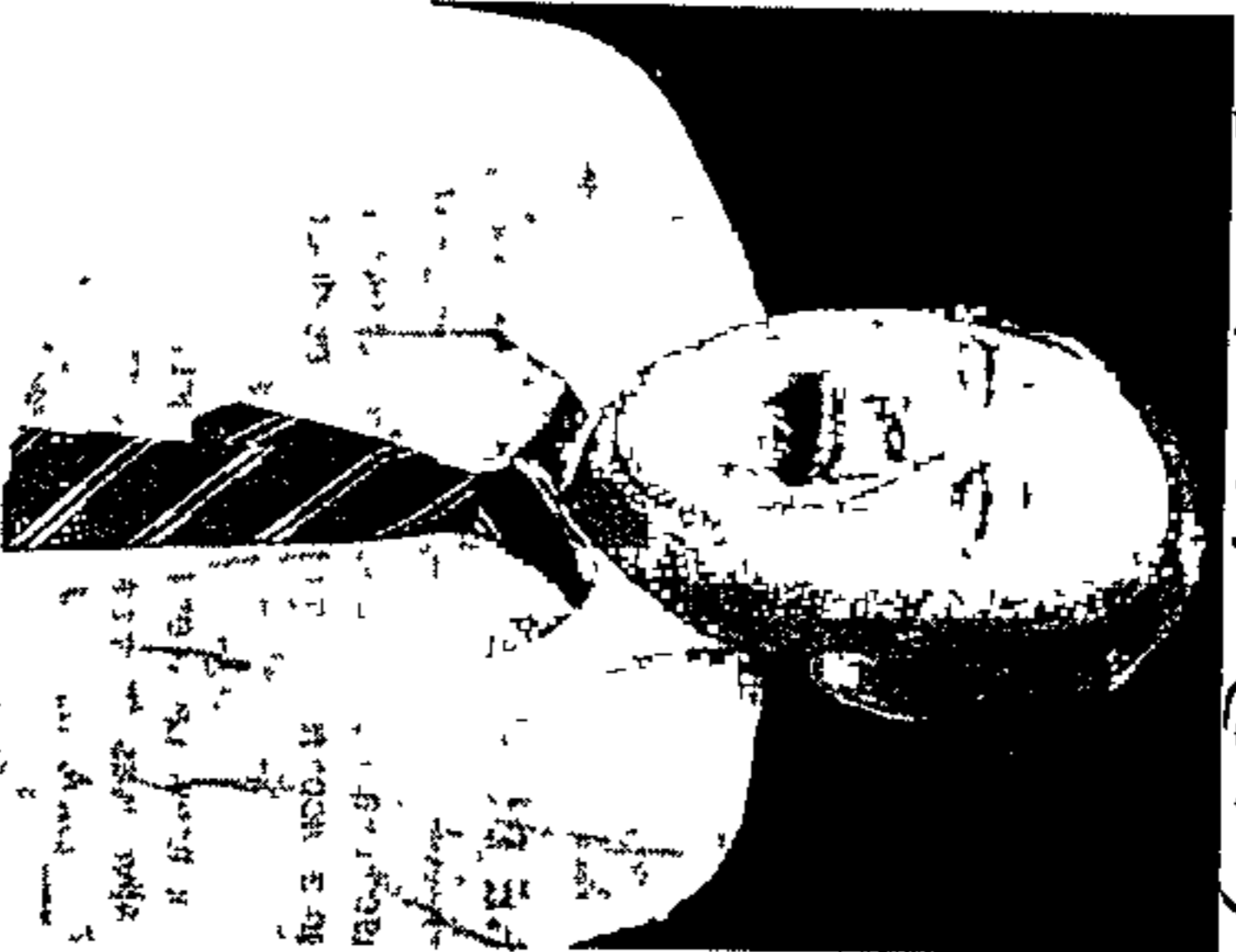
"How do you repair a machine and keep it running at the same time?" a frustrated Kahn asked a few months ago.

"We have had to fight fires this last year, first in Richmond, then in the Western Cape. Resources that should have gone to station-level restructuring went to fire-fighting instead. But the fires will not rage forever. The restructuring will happen in due course."

If Programme Johannesburg had run to plan, what difference would it have made? It is interesting that Kahn chose the leafy suburbs of northern Johannesburg (plus Alexandra township) as the site for his pilot project. As national police commissioner George Fivaz so eloquently put it: "Johannesburg is where the tackle hits the pavement."

The outside world uses it as a barometer to test the whole country; the northern suburbs are where the captains of finance live in fear of predators. If any place had to produce results fast, Kahn reasoned, it was northern Johannesburg.

Was the choice a wise one? The majority of crimes reported in bourgeois suburbs are predatory — burglary, hijackings, robbery. The success of visible policing depends on the speed of rapid response and the deterrence offered by well-placed patrols. Some argue that visible policing is useless in sprawling suburbs. Hijackers choose vehicles close to metropolitan arteries when a rapid response vehicle arrives five minutes after the fact, the car has long disappeared into the labyrinths of the city. As far as the deterrent effect of patrols is con-



Transforming the police service was no laughing matter for outgoing police CEO Meyer Kahn

cerned, saturation policing is not designed for spacious, dark suburbs and empty streets, but for dense, bustling grids.

Detractors argue that if Kahn had been more thoughtful he would have chosen the detective service instead of uniformed units, poor townships instead of rich suburbs. Tackling organised crime, so the argument goes, requires infiltrating its networks, not scrambling after its deeds; it needs detective work, not patrol cars. If you want to stop organised crime, build the detective service, and build it around the underworld's heartbeat.

Moreover, the bulk of violent crime in SA occurs not between strangers but in families and social spaces. Visible policing means nothing here. But a group of detectives who know the social politics of a township well will coax victims to press charges and find the perpetrators to bring to court.

Five years after the advent of democracy, there is finally a plan in the pipeline to revolutionise law enforcement by restructuring detective work. The plan comes in the form of last week's announcement of the establishment of an elite investigative unit which, if thorough, will probably absorb the bulk of the detective service.

The inspiration behind the changes has not come from Kahn, nor indeed from the police force at all, but from national director of public prosecutions Bulelani Ngcuka. Identifying priority crimes and hand-picking a mix of detectives, intelligence officials and prosecutors to investigate each one, Ngcuka has created the embryo of a multidisciplinary crime-fighting institution to home in on the underworld.

When the history of SA democracy's early years is written, Kahn's appointment will probably go down as a window-dressing exercise performed by a new and indecisive government.

The Mandela administration was advised from many quarters that SA's police force was ill-equipped to put a cap on the rise of organised crime, that law enforcement needed to be overhauled. Yet government believed that the shakiness of police loyalty to the new order rendered major institutional renovation too dangerous to try.

And so it dithered. It brought in a high-flyer from the business sector, painted him as a hero, and hoped the problem would go away for a while.

As an immediate-term strategy it worked. Business, investors and political opposition, who had great faith in Kahn, turned down the heat for a while. But only for a while.

One outsider, alone and without political clout does not turn around a cumbersome bureaucracy in two years. Kahn has not failed, once his job is defined with the modesty it deserves: that of a hired consultant. The real problem was the heady political spin and the hyperbolic expectations that accompanied his appointment — and the fact that Kahn's vanity allowed him to believe it.

Outsource patrols and detection, police told

Jonny Steinberg (251)

THE SA Police Service (SAPS) should begin outsourcing core police functions like detection and patrols to private security companies, Institute for Security Studies researcher Martin Schonteich said this week.

Schonteich said that the recently announced formation of an "FBI-type" agency may well rob funds from neighbourhood policing and SA's expanding private security sector was well-placed to fill the gap.

"The police should put core services — like forensic and perhaps even criminal investigation — out to tender and monitor and set standards for private companies."

"In the US, a private company was hired to perform narcotics detection services. Within a month it had effected 100 arrests and seized \$250 000 in drugs," he said.

Responding to Schonteich's proposals, police spokesman Sally de Beer said the constitution required a single police service and stipulated that the protection of citizens was a state responsibility. **BD 2/7/99**

"The function of preventing and detecting crime remains the responsibility of the SAPS, although we often work with other organisations which render assistance and support," De Beer said.

The SAPS was investigating the possibility of outsourcing logistical and support functions only, De Beer said.

Schonteich said the private security industry had more resources than the police did. Private security officers outnumbered policemen by 4,5 to one. The industry had grown exponentially in the last decade, he said. While it was worth R141m in 1987, by 1998 it was worth an estimated R9bn.

Fears that new FBI-style unit will drain police resources

THAMI NGIDI

South Africa's proposed FBI-style unit could deplete other police resources because it will be better financed and attract the best expertise in the country.

It is understood that the elite unit, details of which will be announced in 10 days, will be structured along lines of the United States' Federal Bureau of Investigation and other agencies in countries like Germany and Canada.

Like the FBI in the movies, the local "Feds" are also expected to be met at first with stern reservation from other policemen involved in specialised units.

Safety and Security Minister Steve Tshwete said the unit would be involved in fighting priority crimes, such as illegal commercial

activities, freeing the ordinary policeman to go on the beat.

The unit would complement existing expertise and ensure that the detection, prosecution and correctional services departments co-operated more closely to combat crime, he said.

It is not clear where the unit will be stationed, but it appears that close co-ordination between the three ministries and the Ministry of Intelligence will clear up these and other matters by next week.

Martin Schonterch, a senior researcher at the Institute for Security Studies, said a number of specialised units already existed within the police such as murder and robbery, sexual offences, vehicle theft and the child unit.

Mr Schonterch said the units tended to attract the best-trained

personnel. "The concern is that this new unit will have the effect of taking away scarce technical resources and expertise from the local police, with the effect that those outlying stations are left with depleted resources."

The unit will also require a lot of financial resources.

Expenditure on the integrated justice and criminal departments will have to increase over the next three years if the Government is to tackle crime adequately and given its recent commitment to the new FBI-style unit.

The recent Medium Term Expenditure Framework figures released by Finance Minister Trevor Manuel indicate the Government's commitment to increasing the expenditure for the police and the new proposed anti-crime unit by at least 18% over the

next three years.

At present the police spend at least 85% of their budget on salaries. Mr Manuel has said the police budget would have to be "re-oriented".

He also said this week that too big a slice of the police budget went towards financing the police medical aid, Polmed.

Mr Schonterch said it was too early to comment on the details of the new structure but said in principle it was a good idea.

Mr Tshwete said plans were already under way for creating the new unit.

"The new structure will focus, with the back-up of highly skilled personnel, effective equipment and adequate resources, on crime intelligence gathering, investigation and on the prosecution of persons and groups committing or

involved in priority crimes," he said.

"I am confident that this initiative will establish the type of capacity that is necessary to give organised crime, particularly the criminal elements committing violent and commercial crime, a severe blow."

"I am also confident that the new structure, once in operation, will allow normal detective structures to deal more effectively with ordinary crime."

It is understood that the unit will use specialist personnel such as forensic auditors and commercial and medical experts, who come at a cost.

Training will also be provided by the United States in terms of agreements signed by President Thabo Mbeki and US Vice-President Al Gore.

Bribery slur ruins innocent policemen - and one sues SAPS over house loss

GILL GIFFORD

When policemen Thabelo "Mabena" Mofthajoe and Tanyanyane Matlala were together accused of taking a R50 bribe, they did not realise they would be suspended without pay or benefits for 11 months.

Sergeant Matlala, 35, lost his house and Sergeant Mofthajoe was left with legal bills, in spite of the fact that they have been cleared.

Both men, who have been reinstated and are back at work at Phokeng police station in North West Province, were arrested on September 11, 1997, and charged with corruption, after allegations that they had accepted a bribe from a tow-truck driver.

On May 27 last year, eight months later, both were found not guilty, but neither was immediately reinstated into the South African Police Service.

While on suspension, they were not, in terms of police regulations, allowed to seek alternative income without written permission from the national police commissioner.

Sergeant Matlala and Sergeant Mofthajoe remained suspended, in spite of the outcome of their trial.

After the case we waited for the departmental trial, even though we had been found not guilty.

"I tried very hard, and it was difficult because I have a child at school. Then two weeks before the case was completed, I lost my house," he said.

Sergeant Mofthajoe also battled, and relied on his sister for help. "I managed to keep my house, but it has cost a lot of money as I had to pay lawyers to stop the bank from taking my things back," he said.

Sergeant Matlala and Sergeant Mofthajoe remained suspended, in spite of the outcome of their trial.

"After the case we waited for the departmental trial, even though we had been found not guilty.

"We are still the target of management and those who arrested us. We don't know if they will come and arrest us for the departmental hearing. It puts you under a lot of stress.

"To lose your house is not a small thing. I have got summonses from lawyers who want to arrest me at any time.

"I have had to cancel insurance policies, and the companies have told me I now need to take out new policies," said Sergeant Matlala.

SA Police Services in IT deal

Patrick Wadula (201) 00 5/7/99

THE State Information Technology Agency recently signed a business agreement worth more than R200m with the safety and security department and the SA Police Services (SAPS). The agency's corporate communications manager Alice Matjila, said on Friday the deal meant the agency would supply information technology (IT) and services to the SAPS.

Apart from providing wide and local area networks and complete desktop maintenance services the agency intended to act as the procurement agency on behalf of the SAPS. She said about 400 technical and support personnel located in the nine provinces had been dedicated to the contract.

The agency was instituted in accordance with the State Information Technology Agency Act in Parliament by Public Service and Administration Minister Zola Skweyiya last year but became active from April 1 this year.

Matjila said the establishment of the agency was prompted by the fact that the performance of IT functions within the public service over the past few years had not met the demands of economics, efficiency and administration.

The agency's ultimate purpose was to link government departments with each other and

the public. "This would enable the government to provide a fully integrated, around-the-clock service throughout the year," she said.

The services the agency would provide to its potential and existing clients included data processing, training, application software and maintenance, technical functional and business advice and IT support functions.

Matjila said the idea was to enhance the return on investment of taxpayers' funds through providing more opportunities for effective role players in the IT industry, while avoiding unscrupulous operators who perceive government organs as a "cash card".

The interaction between individuals and government would be provided through personal service cards using smartcard technology, via internet connection and by other electronic means. The smartcard would contain information such as an individual's identification, driver's licence and unemployment insurance fund and pension details.

"It will dramatically cut most of today's need for individuals to complete lengthy forms and waste time standing in queues," she said.

The system would enable the public to report death certification to the welfare authorities and protect taxpayers funds against the wrongful collection of pensions.

20% drop in police suicides

More acceptance of transformation removes fear of change

AFRICAN CORRESPONDENT AND SAPA (201)

Concerted and co-ordinated efforts by top police management, psychologists, social workers and spiritual advisers to debrief and counsel stressed and traumatised policemen and women seem to be paying off.

Police Commissioner George Fivaz yesterday announced that the number of suicides among members of the South African Police Service (SAPS) had dropped substantially in the past two years.

According to the figures, between January 1 and June 30 1998, there had been 60 police suicides compared with 84 in 1996 and 75 in 1997.

"The figure of 60 suicides in six months is still alarmingly high, but the 20% decrease was greatly encouraging," Commissioner Fivaz said. Figures for the first six months of this year have not yet been released.

He attributed the high number of suicides to working under difficult, dangerous and stressful conditions and said there were very few other professions where employees faced death, human misery and violence.

Workshops at national and provincial levels on the prevention of suicide were being planned for later this year.

Senior Superintendent Johan Small said that through these workshops police management were hoping to educate both police and their commanders about how to identify signs of stress and how to deal with it.

The bodies of a policeman and his wife were found in Glencoe, in KwaZulu Natal at the weekend. Police said it appeared that Sergeant V Zondi had shot his wife and then himself. He was stationed at the vehicle theft unit in Vryheid.

Fivaz announces sharp decline in police suicides

James Eades (201) 00 5/7/99

SIXTY police officers killed themselves in the first six months of 1998 but the suicide rate among members of the SA Police Service (SAPS) was decreasing despite last year's "alarmingly" high figure. National Commissioner George Fivaz said yesterday.

Fivaz ascribed the improvement to a more co-ordinated response to the problem from psychologists, social workers and chaplains within the SAPS.

He said the corresponding figures were 84 suicides in 1996 and 75 in 1997.

Stress levels among officers had been exacerbated by the transfer of those of their families as well.

Stress levels among officers had been exacerbated by the transfer of those of their families as well.

Lack of watchdog 'alarms' NNP

Farouk Omothla (201) 00 5/7/99

CAPE TOWN — The New National Party (NNP) has accused government of undermining financial management in the intelligence services by failing to appoint an inspector-general to act as a watchdog over the services.

The auditor-general's office released a report last week on its 1997/98 audit of the intelligence services, saying that some recommendations made in 1995 for the control of payment had not yet been implemented.

The report also noted that the secret services evaluation committee failed to check certain expenditures during the 1997/98 financial year. An inspector-general has never been appointed.

The post remained vacant throughout the first term of the government. Adv Louis Skweyiya accepted the job in 1997, but then turned it down after expressing dissatisfaction with the remuneration package offered.

NNP intelligence spokesman Danie Schutte said the report was "alarming" and a matter of "great concern".

The failure to appoint an inspector-general indicated a disregard for the constitution. President Thabo Mbeki would have to ensure that the financial affairs of the intelligence services were monitored.

Joe Nhlahlaha had been promoted to intelligence minister and it was his duty to ensure that an inspector-general was appointed. Schutte said.

Cosatu wants police commissioner out

Pule Molebeledi

DURBAN — The Congress of SA Trade Unions (Cosatu) has resolved to engage in mass action in an attempt to force "incompetent" KwaZulu-Natal police commissioner Chris Serfontein out of office.

KwaZulu-Natal Cosatu secretary S'phelele Zuma said the union took a resolution during this weekend's congress to ask its executive committee to come up with a date for a general strike. The union has not as yet said when its executive committee will meet.

Accusations of incompetence against KwaZulu-Natal's top officer

(251)

BD 6/7/99

This decision, which follows public statements by the African National Congress (ANC) that it did not want Serfontein in the province, is an indication that confrontation between the provincial commissioner and the ANC, Cosatu and SA Communist Party alliance is looming.

Cosatu said Serfontein was incompetent and could not be entrusted with the safety and security of citizens of KwaZulu-Natal.

Zuma said the police commission-

er should be removed from office and a competent apolitical and impartial commissioner appointed.

He said they were planning to speak to Safety and Security Minister Steve Tshwete on the matter.

Cosatu accused Serfontein of failing to execute his duties by, among other things, playing a minimal role during the discovery of the arms cache buried by Inkatha Freedom Party MP Phillip Powell in Vryheid. The arms cache was given to Powell

by convicted murderer Eugene de Kock in the early 1990s.

The commissioner was also alleged to have displayed bias towards "a certain political party" and was not willing to arrest perpetrators of political violence in the province.

He was fingered by Cosatu for having failed to act responsibly during the 1995 Shobashobane massacre, despite repeated warnings by intelligence. A number of IFP supporters were arrested in connection

with the massacre which cost the lives of 18 people.

The union claimed that Serfontein had compromised equity and affirmative action by being reluctant to transform his department.

Sen Supt Sally de Beer said the national police commissioner's office had not received any formal complaint concerning Serfontein. De Beer said it would be inappropriate to comment.

Serfontein has said previously that his performance is evaluated quarterly by national police commissioner George Fivaz and Tshwete.

Tshwete pledges to weed out police 'bad potatoes'

THE government will give the police moral support and will weed out the "bad potatoes" in their ranks, Safety and Security Minister Steve Tshwete told police officers at the Johannesburg Athletics Stadium yesterday.

"Criminals want to hold the country to ransom by pretending to be in control. We are going to give them no quarter," he said. "We will deal with the criminals in the same way a bull dog deals with the bulls."

He said resources were already in place and sufficient to fight crime.

He called for unity and discipline among police officers to enable them to deal with crime effectively and urged them to deal with criminals ruthlessly and mercilessly within the law.

Without discipline police were not going to enjoy the support of the community, he said.

"I know for a fact that there are people who want to bring information forward but they can't because they do not have trust in police officers."

This was having a very bad effect on lines of communication between the community and police.

Tshwete said there were "bad potatoes" within the police that were tarnishing the image of other officers.

He said the corrupt officers would be dealt with accordingly.

Tshwete promised closer interaction with the police from government to give them moral support.

It was important to interact with the officers and lift their morale and make them feel important, he said.

"It's important to visit them and listen to their problems. This makes them realise that the government cares."

It lifts their morale," he said of police officers during a tour of Jeppe police station after leaving the stadium.

Tshwete said he was going to work flat-out to empower police officers and whenever possible meet all their demands. "I will be in your midst all the time. In the rain, at night and wherever you will be I will not be sitting in my little office like a little dog," he said at the stadium.

Tshwete also said legislation was already being prepared to provide for a minimum life sentence for killers of policemen — Sapa

Popcru's threat (2/11) over race row cop's job 'boost'

MYOLISI GOPHE
STAFF REPORTER

ARG 7/7/99

Alleged racism by police liaison officer Anne de Beer has prompted the Police and Prisons Civil Rights Union (Popcru) to threaten mass action against provincial police management.

The union says management has failed to act against racism, which police disciplinary regulations consider serious misconduct.

Mncedisi Mbolekwa, Popcru's branch secretary in the Northern Peninsula, said the fact that management chose to "promote rather than suspend" Captain De Beer after she allegedly referred to colleague Charles Summers as a "donnerse hotnot wat net alles wil oorvat" (a bloody Hottentot who just wants to take over) showed that management did not take racism seriously.

At a press conference yesterday, Mr Mbolekwa claimed that Captain De Beer, who had originally been suspended after the alleged remark, had now been promoted to communications officer for the Western Cape. He said it was not the first time she had been linked to a racial incident.

"She was transferred from Strand to the area office after a similar incident, and now, after repeating the same thing, she is transferred to the provincial level. Why?"

He said Popcru was dissatisfied with the manner in which the investigation had been conducted, as the officer had failed to follow investigation procedure.

The officer had also refused to take statements from two witnesses who were present when Captain De Beer allegedly made the remarks, Mr Mbolekwa said.

The way management had reacted did not create an atmosphere where personnel felt free to challenge unacceptable behaviour.

He said that in the Western Cape, five of seven assistant commissioners were white, 16 of 19 directors were white, 78 of 103 senior superintendents were white, 735 of the 1 142 captains were white and 1 372 of the 2 589 inspectors were white, while sergeants and constables, who had "no powers", were predominantly black.

Provincial police spokesman Wicus Holtzhausen said Captain De Beer had been transferred to the provincial office until the investigation was finalised.

Popperu demands 'racist' top cops be fired

By STEVE DLAMINI

THE Police and Prisons Civil Rights Union in Gauteng has called for the immediate removal of "racist" police management at the Germiston police station in the East Rand

The union's regional chairperson, Andile Ndlebe, said the union demanded that the Germiston police management be removed owing to recent racist letters found in the office of the murder and robbery unit

Ndlebe said Superintendent Deon Steyn's post as the station commissioner should be reviewed because of the unattended complaints made against him by the union members

"There are a lot of problems going on at the station. Racism is a major problem which needs serious attention," he said

Responding to the statement made by the union, Captain Andy Pieke, spokesperson for the East Rand area, told City Press that the matter had been

(251)
referred to the provincial commissioner's office. "The union will be having a meeting with the provincial commissioner next week in this regard," he said.

However, spokesperson for the provincial commissioner, Inspector Nati de Jager said the matter was being handled by the area commissioner, "not by the provincial commissioner's office" He said since the matter had been brought to his attention, it would be investigated.



LOOKING AFTER POLICE . Steve Tshwete, Minister of Safety and Security

FBI-type crime unit not at odds with SAPS staff-reduction plan

By ZOLILE NQAYI (2/5/1)

THE ELITE FBI-type investigative unit announced by government is likely to fall under the Director of Public Prosecutions, Bulelani Ngcuka, not police Government officials from several departments are refining proposals to set up the unit to investigate priority crimes and are to report back this month.

Sources said the finer details of how the unit would operate and who would be recruited remained to be ironed out, but it was likely to include professionals ranging from forensic auditors to investigators as well as staff from the SAPS and intelligence agencies. It was one of several crime-fighting strategies announced since Parliament opened last week.

President Mbeki's vision for the future has been widely welcomed, but opposition parties' reaction to the vow to fight crime, has been one of "show the colour of your money". Opposition leaders said Mbeki's tough stance on crime would remain a mere speech, un-

less matched by action.

Bantu Holomisa, leader of the UDM, said it would be tough for him to regard Mbeki's promises as more than just rhetoric unless he came up with figures of how much the government was prepared to spend to combat crime.

For the crime-prevention and fighting strategy, as outlined last week, to be realised, new financial resources would have to be found within the state coffers.

During ministerial briefings earlier this week, Safety and Security Minister Steve Tshwete said the recent bosberaad by cabinet ministers and the president had discussed more resources for police. The private sector will also be expected to play a prominent role in helping fund the fight against crime.

The new strategy entails the creation of a special investigative unit, involving the ministries of Safety and Security, Defence, Intelligence, Correctional Services, Justice and Home Affairs, which will deal with all national priority crimes.

"The new structure will focus,

with the help of highly skilled personnel, effective equipment and adequate resources, on intelligence gathering, investigation and crimes," explained Tshwete.

SAPS, which already spends more than 82 percent of its total budget on personnel, will be taking on extra officers.

SAPS National Commissioner George Fivaz said the recruitment was not at odds with the SAPS plan to reduce its numbers.

"The new recruits fall under our core business. We will still reduce staff in areas which are not our core business," said Fivaz.

Tshwete, expected to institute a major shake-up of the SAPS, will not be encouraged by a report tabled in parliament last week by the Auditor-General.

The audit for the 1997/98 year found that there were a number of irregularities within the department, hampering effective financial management. These included employees who had been suspended for long periods of time while on full pay.

Nearly R1 m missing from intelligence coffers

By ZOLUENQAVI and CHIARA CARTER

INVESTIGATORS want search and seize measures to assist them in their probe into irregularities in an elite covert National Intelligence Agency unit.

Sources close to the Internal NIA investigation said irregularities under scrutiny included an official's trip to the World Cup Soccer final, which was paid for by funds transferred to the official's credit card and then allegedly repaid, with a shortfall of more than R100 000.

A report tabled by the Auditor-General in Parliament earlier this week said special attention needed to be given to the management of covert funds for the strategic projects unit.

The NIA unit, headed by ANC veteran Thabo Kibhu, was last year charged with

recovering funds stashed abroad during the apartheid era. Agents went public with a spiral of allegations against each other.

The Ministry of Intelligence conducted an internal investigation and submitted a report to the Auditor-General's office.

According to the Auditor-General, the ministry's report listed close to R1 million missing and found that officials had not carried out their duties.

It said that:

- There was disallowed operational expenditure of R104 307 and further operational expenditure of R604 093 could not be verified as a result of incomplete records and documentation
- Fixed assets of R246 722 could not be accounted for

□ There had been fruitless expenditure of about R35 000 a month as a result of lease agreements

□ There had been non compliance with ministerial directives

□ Certain NIA officials had failed to attend to their duties

"The report recommended that the status of the investigation be changed to a formal enquiry with powers to enable the search for and retrieval of important information not currently available, complemented by an interrogation of the members of the unit.

"The Ministry of Intelligence also indicated that they had already written to the Director of National Prosecutions with regard to this matter," says the Auditor-General's report.

The Auditor-General also expressed

OP 417/99
concern at the slow pace of the internal investigation into alleged "fraud and irregularities committed by a former commanding officer at Vlakplaas."

Sources at the NIA said the auditor general's comment referred to Dirk Coetzee, who turned whistleblower on apartheid death squads and later joined the NIA.

However, Coetzee's legal representative, Julian Knight, said he had no idea what could be meant as there was no internal investigation into his client.

The Kibhu unit investigation was far from the only problem experienced in the intelligence services.

The Auditor-General's report presented a picture of widespread financial and managerial irregularities as well as serious maladministration in the coun-

try's intelligence services

It said that, despite similar queries having been raised in previous reports there had been little if any progress made towards redressing the situation.

An audit performed on cash books of seven foreign stations of the South African Secret Service found financial controls wanting. "At four of these stations no payments with regard to source remuneration or operational expenditure for periods exceeding three months were found. The productivity and efficiency of these offices are therefore doubtful," the report stated.

OP 57
The report said the appointment of inspectors General should be expedited as the extended vacancy of these posts may have led to deficient controls in the intelligence services.

WPP police chief slams Popcru threat

STAFF REPORTER

Western Cape police commissioner Leon Wessels has slammed the Police and Prison Civil Rights Union (Popcru) for its threat of a mass protest against alleged racism in the police.

He said Popcru was uninforming and its response was "a definite campaign against certain members."

He said the police union had taken the Anne de Beer incident totally out of context, and that Popcru's version of events "differs dramatically from the facts" Captain Anne de Beer, former liaison

officer for Operation Good Hope, allegedly referred to her immediate boss, Charles Summers, as a "domnerse hotnot wat net alles wil oorvat" (a bloody Hottentot who just wants to take over) in the presence of two colleagues

She was transferred to the provincial communications section while investigations continued, but Popcru claimed her transfer was a promotion

Commissioner Wessels said Captain de Beer had been transferred temporarily because Captain Summers was her boss and their relationship strained

He said the investigation into the allega-

tions had been conducted immediately, completed and referred to the Director of Public Prosecutions for a decision on whether to charge her in court

But Director Frank Kahn said last night he had not yet received a statement from the police, and could make recommendations only after he had seen it

Commissioner Wessels said the incident involving Captain de Beer should be compared with investigations being conducted against Popcru members for various infractions

No steps had been taken against these members yet, he said

2151

FRZ 9/7/99

Tshwete to lift morale of police

(25/1) *Secretary 7/7/99*
SAFETY and Security Minister Steve Tshwete promised closer and regular interaction between the police and the Government yesterday to give them moral support.

"It's important to visit them and listen to their problems ... this makes them realise that the Government cares. It lifts their morale," Tshwete said during a tour of Jeppe Police Station in Johannesburg shortly after he had addressed more than 1 000 police officers at Johannesburg Athletics Stadium.

Resources were already in place and sufficient for the officers to fight crime. It was important to interact with them and lift their morale, and make them feel important, he said.

"I will be in your midst all the time. In the rain, at night and wherever you will be. I will not be sitting in my little office like a little dog," he earlier told police members at the stadium.

He called for unity and discipline among police officers to enable them to deal with crime effectively, and urged them to deal with criminals "ruthlessly and mercilessly" within the law.

"Criminals want to hold the country at ransom by pretending to be in control. We will deal with the criminals in the same way a bulldog deals with the bulls," he said.

Tshwete said he was going to work

"flat-out" to empower police officers and whenever possible meet all their demands.

Discipline was crucial for the image of the police, he said, adding that there were "bad potatoes" within the police that were tarnishing the image of other members.

Without discipline police members were not going to enjoy the support of the community, he said.

"I know for a fact that there are people who want to bring information forward, but they can't because they do not have trust in police officers."

This was having a very bad effect on the communication line between the community and police.

Tshwete also said legislation was being prepared to provide for a minimum life sentence for the killers of police officers.

● High-ranking East Rand police officers and Gauteng's Safety and Liaison MEC Nomvula Mokonyane visited the conflict-torn settlement of Greenfields on the East Rand where two women were shot dead with AK-47 rifles when gunmen fired into a crowd over the weekend.

The violence is believed to stem from political conflict between local African National Congress and United Democratic Movement supporters - *Sapa*

By Noxolo Nxusani

SERGEANT Floyd Molebedi of Ndaksof in North West was attending to a complaint in the local town hip when his captain advised through a hng him to drop everything and return immediately to the station.

The message came through while Molebedi was in the middle of an interview. He finished what he was doing before returning to the station. This was the beginning of serious problems between himself and his captain.

When he arrived the captain allegedly punched and kicked him repeatedly in full view of his colleagues. But no one intervened.

Molebedi laid a charge of assault with intent to do grievous bodily harm but the case was thrown out of court because of insufficient evidence.

In a similar incident, a junior officer at the same police station was allegedly assaulted by his superior. This case was also thrown out of court because witnesses could not be persuaded to testify against their seniors.

In a third recent incident, black and white policemen in Balfour,

The black-white divide in SAPS as wide as ever

Collection 3/7/99

Mr Munnah, clashed when the station commander prevented black policemen from using a "synes only toilet".

These are just the latest in a series of incidents since a case that made headlines in 1995, involving nine white policemen, a who were found to have behaved in a racist and abusive manner and had to be transferred.

These officers, all from the former Prinet Internal Stability Unit, were accused of assaulting fellow black officers, calling them "stupid blacks" and engaging in various forms of racial discrimination including ordering the black policeman to wash the cars used by white policemen. The black policemen were kicked and punched when they tried to resist.

According to Police and Prisons Civil Rights Union (Popcu) spokesman

There has been no serious transformation in the SAPS

Several of Tiphra, its members have reported 503 cases of racial discrimination since 1994.

Tiphra accused the South African Police Service (SAPS) management of dragging its feet in implementing transformation. As long as we have white men in the executive seats of SAPS nothing will change. Our hope is focused on the person who will be appointed national commissioner after this year's (June 2) elections. We only hope it will be someone black.

(251)

Director Alpha Mminile, the SAPS projected for re-structure management services conducted here was opposition to the reform in within the ranks of the officers in the general.

Since the new dispensation was introduced in 1994, he said, there had been no shift in the power relation in the SAPS. In fact, it remained with police officials who were in the forefront of enforcing apartheid laws.

Mminile said about 1 053 grievances were reported in the SAPS during the past 12 months. However, only one incident is specifically reported as racial in nature.

Most of the grievances involved dissatisfaction regarding promotions and salaries. Others were about accusations that management executives victimised or intimidated policemen. Nevertheless, Mminile supported

Popcu's view that there has been no serious transformation in the SAPS and that a black-white divide still continues to exist.

As the current management and agencies are not doing well, we deliberately brought in a change.

But in the interim the SAPS is still a part of their legacy. The number of their promotion is still the same.

Mminile said that in the SAPS, the way it had to set up the legal and security in South Africa and its perspective to explain the present management.

He said there was a need for management executive to visit police towns regularly, especially in townships and other disadvantaged areas to make members feel appreciated.

Also, members only need a bit of good advice and some attention to regain their confidence and to go about their duties in an improved fashion.

"There is hope for a better future. However, this depends on whether we have a properly run Mminile said.

Fast move on crime shocks police

The appointment of a relatively low-ranking man to head the Scorpions is likely to scandalise senior cops

Jonny Steinberg

SENIOR police managers were stunned by the announcement on Friday afternoon that the investigation of national and priority crimes would be removed from police command and placed under the justice department.

"We were expecting something more gentle and more gradual," a senior police manager said at the weekend.

"The wholesale lifting of all major investigations from one department would not have happened under the Mandela administration. It would have been negotiated with a great deal of caution."

"President Thabo Mbeki is clearly determined to drive radical and hard initiatives from the centre."

Government has thus far revealed very little about the new investigative directorate. Nicknamed the "Scorpions", it will be staffed by about 2 000 prosecutors, detectives and intelligence agents. It will report to national director of public prosecutions Bulelani Ngcuka, and will thus fall outside police command.

The directorate will focus on organised crime, corruption within the criminal justice system, economic crimes and crimes against the state. Observers said at the weekend that the



Justice Minister Penuell Maduna talks to Trade and Industry Minister Alec Erwin after the announcement that the investigation of national and priority crimes would be placed under the command of the justice department.

Picture: ROBBIE BOTHA

appointment of former policeman Frank Dutton to head the directorate "speaks volumes about the political determination driving the initiative."

Dutton — who held the relatively junior police rank of senior superintendent before

being seconded to the United Nations to investigate war crimes in Bosnia — headed the special investigative unit responsible for the arrest of former defence minister Magnus Malah in 1995.

The unit, which reported directly to

then safety and security minister Sydney Mufamadi and not to police command, was renowned for its determination to investigate "untouchable" senior-ranking officials in the security establishment.

"The police force is a militaristic, rank-sensitive organisation," said one observer. "Its leaders will be scandalised by the fact that a detective holding a junior rank has been catapulted up the ladder to become one of the most powerful law enforcement officials in the country. The appointment suggests Mbeki believes the organisational culture of the police has failed to tackle crime, that he will not pander to the whims of those who command the police and that he is determined to institute a new culture of law enforcement."

A senior US justice department official, who asked not to be named, warned that the "Scorpions" would not succeed unless detectives were "thoroughly retrained."

"One of the ideas behind putting prosecutors and detectives in the same institution is to conduct investigations with an eye to what is required in building a court case. But that does not mean prosecutors can suddenly do detective work. Unless detectives quickly learn to see things through the eyes of prosecutors, as they go about their work, they will continue to build faulty cases which will lose in court."

Tshwete aims to unleash 'bulldog'

Police applaud their minister's promises, writes Jonny Steinberg
(251)
DD 13/7/99

SAFETY and Security Minister Steve Tshwete must have felt he was back in the 1980s yesterday.

The venue was Jabulani Amphitheatre in Soweto, host to many a fiery verbal assault on the apartheid regime. Tshwete was on the podium at his rabble-rousing best. However, the date was 1999, the audience 1 500 Soweto and West Rand policemen and the enemy crime.

"We are going to deal with criminals as a bulldog deals with a bull," Tshwete bellowed to rapturous applause. "We are going to give them hell because they have been giving our people hell." If human rights watchdogs got in the way, he would reason with them.

"I have had discussions with the Independent Complaints Director-

ate," Tshwete said "I have explained to them that when we visit criminals we will not treat them with kid gloves. We are going to make them feel like cowboys should not cry. Those who raise dust must not complain that they cannot see. We will unleash the police force on them."

If there were laws that got in the way, Tshwete said, they would be changed.

"I hear you are unhappy with section 49 of the Criminal Procedure Act," Tshwete said, referring to a new law that allows police to use lethal force only when human life is endangered. "I will have a look at it. If it is an impediment I will go to Parliament to untie your hands. I do not want to see policemen feeling timid, I do not want po-

licemen too afraid to report to work."

Tshwete launched into the problem of racism in police ranks. "Transformation is going to happen. It will be visible. You will feel it. We will experience resistance. It is natural. If there was none, there would be something wrong."

The minister slammed the inadequate resourcing of township police stations. "You cannot investigate cases in a toilet," he bellowed. "I will give you proper facilities."

A lot of promises, but will they be fulfilled? "Tshwete would do well to remember the sorry story of Meyer Kahn," a senior safety and security official said yesterday. "Before you start shooting off your mouth pause to see if you can accomplish the task."

Top cops in new unit may have to quit jobs

ASHLEY SMITH
STAFF REPORTER

(251)
ARC 13/7/99
The cream of the country's police investigators, intelligence agents and prosecutors will know by the end of the week whether they will have to quit their present jobs to join the FBI-styled Special Operations Directorate.

Sipho Ngwema, spokesman for national director of public prosecutions Bulelani Ngcuka, said yesterday that at this stage it was "unclear" whether top professionals joining the elite directorate would have to quit their present positions.

Senior police investigators, who preferred to remain anonymous, have expressed reservations about joining the new directorate if they are in danger of losing benefits such as provident funds and medical aids.

More about the "structure and nature" of the initiative would be discussed before the end of the week, when former policeman Frank Dutton, who will head the directorate returns from overseas, Mr Ngwema assured them yesterday.

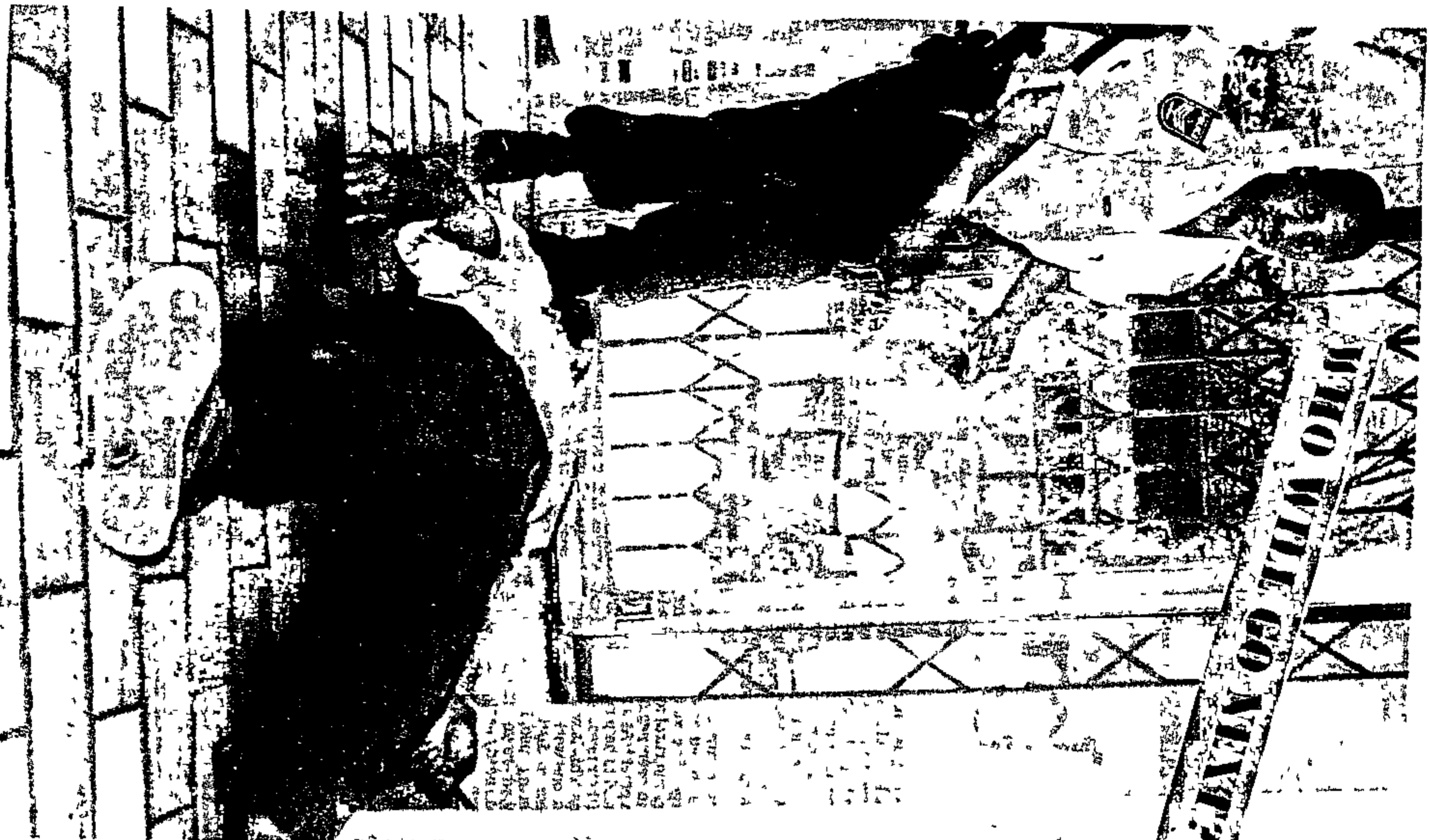
Mr Dutton, who held a relatively junior police rank before being seconded to the United Nations to investigate war crimes in Bosnia, also led the special unit responsible for the arrest of former defence Minister Magnus Malan four years ago.

The new directorate, dubbed the "Scorpions", will focus on organised crime, corruption within the criminal justice system, economic crimes and crimes against the state, including urban terrorism and vigilantism. It will report to Mr Ngcuka and so will fall outside police command.

Senior police managers have showed mixed reactions to the investigation of national and priority crimes being taken from them on September 1.

Mr Ngwema's comments yesterday follows the government's continued reluctance to reveal any more about the new investigative directorate other than that it will be staffed by about 2 000 prosecutors, detectives and intelligence agents.

"The formal relationship between the Scorpions and the police will have to be worked out very carefully," Commissioner George Fivaz said.



BY NOW South Africa knows how much the suicide killing of Innocent Mngadi, his wife child and a girlfriend shocked relatives and friends

No one suspected the Kokstad policeman had reached breaking point and was about to wipe out his family and turn his service pistol on himself after shooting his girlfriend and apparently transporting her body in a police van to his house. Things seemed normal around the Mngadi household.

Early this week the country saw disturbing television footage of the scene Bala Naidoo, speaking for the police in KwaZulu-Natal, said fellow police were in a state of shock.

But no sooner had the story made the headlines than the incident was consigned to the statistics. Read, police have become notorious for it anyway.

While general statistics show a decline in police suicides in the last three years, the media has carried enough stories to make it look like a trend. There is an ugly reality that now and again a policeman will snap and commit the sad act.

In the townships, where some watering holes are known haunts of members of the police service, it is not uncommon to hear people say "Stay away from there. There is too much stress around these guys. You don't know what they will do if you drink with them."

Such remarks, often made in jest, also bring to light another ugly reality - the pariah status of the police. And it shows the police don't employ as much support as they should from their communities. More significantly, such remarks acknowledge the stressful environment in which the police work.

While acknowledging the enormous burden put on the police, the head of the Police Psychological Services in Pretoria, Anton Grobelaar, says other factors apart from stress could be contributing to the suicides. "It's unscientific and unfair to the members to say the suicides were only due to stress," he says.

The Police Psychological Services has a staff of 171 social workers countrywide, 89 chaplains and 89 psychologists. But the fact is that SA's police are under siege. They get a lot of criticism for excessive use of force - witness the BBC video footage showing police aggression - while at the same time having to go to crime hot spots and dying in cash heists.

But the police are not alone in committing suicide. Studies reveal that a lot of South Africans are struggling to deal with the challenges of the new society, and thousands of suicide cases are recorded every year. Lifeline, a national counselling organisation, says the high incidence of youth suicides is worrying. And that is the bigger picture.

In its bid to help, Lifeline has set up programmes to provide trauma counselling to police members. Sue Tollen, who heads the Johannesburg office of Lifeline, says her organisation sees a lot of police who are on the verge of breaking down around Johannesburg.



There were 11 suicide deaths of police last year. Yet another one happened again this week - but then perhaps society is fast becoming used to it. Vusi Moma (left) and Andile Noganta report (251) CP 11/7/99



Cop suicides - stress pushes nerves to limit

"We've done a lot of training with the police in offering life skills and helping them deal with stress by offering trauma debriefing, especially for those who have been involved in areas like Richmond and other hot spots where police are constantly under threat that produces the most extreme cases of trauma."

Tollen says the crime capital that is Johannesburg, where cash heists, rapes, murders and other horrifying crimes are the order of the day, has kept Lifeline busy. She talks of "work fatigue" caused by police "seeing their colleagues take bullets and not knowing if the next bullet does not have their name on it".

This results in police officers becoming very tense and exhibiting aggressive behaviour, sometimes fatal, at the slightest provocation. In extreme cases, those police who constantly witness violence and traumatic incidents lose their grip on the meaning of life and become suicidal.

These officers need just a little more stress or aggravation to trigger the fatalistic tendencies in them. And when they do, they are most likely to turn the gun on themselves and those closest to them - spouses, children and girlfriends.

Tollen says in many cases she has dealt with, officers carry on as if all is normal, bottling up all the tension, probably because it would look unmanly for them to talk about

this problem with colleagues in the macho world of the police service. Police officers are trained not to show weakness, and many officers believe discussion of their problems or feelings is evidence of weakness. To rectify this perception, Tollen says training of police in future will have to incorporate the idea that it is okay to ask for help and talk about negative feelings.

Although stress is said to be playing a major role in police suicides, random questioning of police officers by City Press indicates that they view interpersonal problems, depression, and the use of alcohol and drugs as the primary reasons for suicide, and not the generalised stress of police work that is usually cited by experts.

Tollen says the drop in the suicide statistics is a good sign. Police figures have shown a drop of 20 percent each year since 1996. But this can be misleading as other experts and the police themselves believe police suicides are under-reported, often classified as accidents, in part to spare an officer's family from embarrassment.

Just this week the Police Psychological Services were putting the finishing touches to an educational video on suicide prevention. Not a knee-jerk reaction to the Kokstad incident, the unit offers a whole range of psychological services to members, from assessing the psychological make-up of members who operate in risky units to psycho-training and handling stress and conflict at work.

To avoid incidents like the one in Kokstad, the Police Psychological Services concedes that more will have to be done to develop confidential counselling resources, to train police in handling depression, to improve their interpersonal skills, to help them recognise the effects of drugs and alcohol, and how and when to seek help for oneself or a fellow officer when necessary.

In spite of the macho culture that characterises the police force, attitudes about getting help for problems that seem beyond control are changing amongst the police. The Police Psychological Services says a significant number of police officers are responding positively to training programmes that offer them avenues of help.

If psychological services can be provided without officers having to go through formal channels, and if more police members can be encouraged to use confidential psychological counselling, incidents such as the Kokstad tragedy could be avoided.

DIRTY JOB South African police have to cope with seeing colleagues and friends sprawled out like this all the time, not knowing if they too will end up like that tomorrow. This pressure is driving our police to desperation and organisations like Lifeline have had to become involved in helping them deal with pressure that could lead to suicide.

Picture PictureNet

Black cops headed for top posts

By Noxolo Nxusani

THE South African Police Service is to embark on a programme to accelerate transformation to bringing black officers into 50 percent of the police management structures within six months.

The programme is in line with the Government's affirmative action policy. Safety and Security Minister Steve Tshwete made the announcement at Jabulani Amphitheatre during his roadshow in Soweto yesterday.

Addressing about 500 police officers from the Vaal Triangle, West Rand and Soweto, Tshwete appealed to members not to worry about transformation, which he said had been slow, as it would happen soon.

He also said the Government was determined to root out racism which, he said, had divided the force.

"It is important to eliminate all kinds of factionalism and traces of racism within the service. We should not allow criminals to take advantage of this loophole. Unity is of essence," Tshwete said.

He promised to improve working conditions for police officers after the

appalling conditions he saw at police stations in Eastern Cape during a recent visit.

Tshwete warned criminals to be on the look-out "as policemen won't play soccer with them anymore."

"During roadblocks, criminals must feel the police presence. We are not cruel or anti-people. These people (criminals) are creating problems for us and they must accept the consequences without flinching," he said.

Rotten potatoes

Commenting on corruption within the SAPS, Tshwete said "We will root out rotten potatoes within our service. They are undermining our credibility."

He said, if necessary, he would approach Parliament to ask for harsher sentences for police officers involved in corruption.

He also undertook to supply human and material resources speedily to areas where they were most needed.

After his address, Tshwete and his deputy Minister Joe Matthews, national police Commissioner George Fivaz and Gauteng Commissioner Sharma Maharaj visited police stations in Soweto and Eldorado Park.

(251)

South African Police Service

Ministries to target corrupt officials

Pule Molebeleli

(253)

(252)

(251)

PD 15/7/99

PD 15/7/99

racism and ethnicity in the force

DURBAN — A national probe is under way into plans hatched by convicts to release themselves from prison with the help of corrupt correctional services officials, says Safety and Security Minister Steve Tshwete

Tshwete, who did not give details about the probe or the planned escapes, said he was jointly involved in the probe with Correctional Services Minister Ben Skosana

At the Chatsworth stadium in KwaZulu-Natal, Tshwete assured police officers that government was behind them in their fight against crime "Any perception that may have lingered in your mind that this was not the case must be dispelled," he said

He urged the police to launch the "biggest, sustained and merciless" campaign against criminals, but said this should be done within the confines of the constitution

"We must defeat these criminals, not tomorrow, today We must move in a hurry to confront them Give them no corner We

must arrest and convict them," he said "It should not be our intention to make them smile We must flush them out of our society and lock them behind bars"

Tshwete promised government would provide everything needed by the police to fight crime, "even if it means us going back to parliament to legislate afresh in areas where you are handicapped in terms of taking forward your responsibility" He said he did not want to supervise a police service that had its hands tied behind its back

Tshwete said embattled KwaZulu-Natal police commissioner Chris Serfontein had indicated that he was on top of the situation in the province Serfontein, who has had running battles with the African National Congress on performance-related issues, is facing a strike from the Congress of SA Trade Unions which has accused him of failing in his duties Cosatu said it would make known the date of its strike soon

Tshwete said government had commissioned people to look into the problems of

He said corruption in the force was a big problem which should be dealt with, not only by the political leadership and management, but also from within the force itself, with police officials taking a stand against their corrupt colleagues "We must flush them out mercilessly They are making things difficult for you and putting your own lives at risk and some of them may be responsible for the elimination of police members They are a nuisance and we can never for one moment be seen to be hugging these hyenas in our midst"

He said the same should be done with corrupt prosecutors and home affairs officials whom he referred to as "thieves, mercenaries and scum" The safety and security, home affairs and correctional services departments have launched a joint programme to fight corruption Tshwete said by the end of this year the police top management level would change drastically, particularly with regard to representation

been

thri-

ffer-

sur-

a he

kills

Al-

"

ule

he

im

er,

o-

l

to confront them Give them no corner We

I will untie police's hands, Tshwete promises cops

AGBIS CORRESPONDENT (2/11) 15/7/99

Durban - Legislation hampering police from effectively carrying out their duties may need to be revisited, believes Safety and Security Minister Steve Tshwete.

He said yesterday he was willing to approach the Cabinet to revisit legislation that was hampering police from engaging in visible policing and which might have been passed in haste.

One bit of legislation was Section 49 of the Criminal Procedure Act, pertaining to the use of firearms by police when arresting or trying to prevent a suspect from escaping.

Addressing hundreds of SAPS members at the Chatsworth Stadium near Durban, Mr Tshwete said he did not wish to preside over a force "whose hands are tied".

The minister was speaking during a day long tour of some of the province's police stations, with stops first at Umhlanga, followed by Chatsworth, and rounded off with a visit to Umhlanga.

His entourage included his deputy, Joe Mathews, Kwazulu Natal MEC for Safety and Security Nyanga Ngunabe, and national and provincial police commissioners George Fivaz and Chris Sertonam.

Mr Tshwete said afterwards "My idea is to get them (police) empowered and their morale high."

He earlier told police officers that from now on they needed to speedily move at "flushing out this scum (criminals) from society", adding that this should be done within the confines of the constitution.

However, he acknowledged that

ARCT 15/7/99

problems like racism still existed in the force, cautioning that some criminals took advantage of such fragmentation.

Being tough on criminals was possible only if the police service was united, he said.

The minister, who has visited various stations around the country since his appointment last month, said another big problem infesting the country's police force was corruption.

Corruption was also present within the justice system, where some prosecutors were stealing dockets on behalf of criminals, as well as in the Correctional Services.

Mr Tshwete said he and Correctional Services Minister Ben Skosana were involved in a countrywide probe of prisoners who had planned escapes with the help of officials.

He argued against prisoners demanding to have a lifestyle in jail, saying they must live a tough life and be taught the dignity of hard labour.

Corruption also needed to be rooted out in the Department of Home Affairs, where syndicate members from foreign countries were being issued with South African IDs.

The transformation of the police force was another priority issue which could not be postponed. "If we want to talk of the SAPS as the pride of the nation, then we have to show a representation which will go beyond any doubt this is indeed the situation."

Mr Tshwete promised the officers gathered at the stadium that, by the end of December this year, the representation in the force's top management would be 50-50.

Tshwete to look at laws hindering police

(2/11) 15/7/99

DURBAN Safety and Security Minister Steve Tshwete yesterday said he was willing to go to Parliament to reconsider legislation hampering police in the effective execution of their duties.

Addressing about 300 police officers at the Chatsworth sports stadium south of Durban, Tshwete said that if necessary, government would go to Parliament and legislate areas in which effective law enforcement was hampered.

He hinted that some legislation pertaining to police might have been passed in haste in Parliament. "There was too much excitement of legislation rushed through Parliament," he said.

He said one of the issues he would look into was section 49 of the Criminal Procedure Act which pertained to the use of firearms by police while effecting an arrest or trying to prevent a suspect from escaping.

Tshwete added that as Minister of Safety and Security it was his duty to protect policemen by investigating any impediments they perceived to hamper them in the carrying out of their duties.

He stressed all these issues would be considered in terms of the Constitution. Asked if this would not raise the ire of human rights bodies, Tshwete replied that police were dealing with ruthless criminals

and that the police service should not be compromised in its dealings with them.

He cited as an example the arrest of Gauteng heist kingpin Collin Chabuka who sustained a cut to the head during his arrest last year. Tshwete questioned the fairness of the arresting officers having been charged for the incident.

He said his ministry was working closely with the Departments of Justice, Correctional Services and Home Affairs to root out corrupt elements within its ranks.

He urged police officers to rid the service of corrupt members. Tshwete also stressed that criminals should not be treated with kid gloves during their incarceration.

"Life must be tough, they must be taught the dignity of labour. They must look after the pigs and plough the fields."

Turning to transformation within the police service, Tshwete said the process at management level should be completed by the end of the year. He urged policemen and women not to allow racism to sow division among members.

Tshwete also warned that vigilantism would not be tolerated under any circumstances. He urged communities to assist the police to help catch criminals and rid society of crime. — Sapa

Senior policemen implicated in scam

Jonny Steinberg (2/11)

SEVERAL senior policemen are expected to be arrested on charges of theft and corruption after a dawn swoop on the police national logistics offices yesterday, according to police anti-corruption unit head Stefan Grobler.

Yesterday's raid was the culmination of a two-year covert investigation into the relationship between the building services unit of the national logistics division and a number of building hardware suppliers.

"For a number of years building hardware that should have been used in upgrading police stations never arrived at its destination," Grobler said. "It was probably used elsewhere or sold."

Grobler said charges relating to corruption, over- and under-invoicing and theft of government property would soon be laid against several senior police officials.

"I cannot tell you how many officials (are involved) or of what rank, but we are talking about a number of people who hold high-level positions," Grobler said. "We are dealing with a scam that ran for a number of years, involving several unit members and several tenders with different companies."

Grobler said he did not know whether the asset forfeiture unit in the office of the national director of public prosecutors was considering seizing the assets of those involved in the scam. The precise value of the fraudulent activity under investigation is not yet known.

"We have employed KPMG to conduct a forensic audit of the unit," Grobler said. "As soon as they are done we will know what sort of amounts we are dealing with."

The anti-corruption unit issued a warning to police officers yesterday. "Police must take note that the anti-corruption unit will not hesitate to act against any form of corruption which contaminates the image of the police and the good work of the majority of honest police officers," it said.

HRC concerned over

Tshwete's statements

Soweto 16/7/99

By Jimmy Sepe
Political Reporter

THE Human Rights Commission (HRC) has expressed concern about statements by Safety and Security Minister Mr Steve Tshwete that he intends reconsidering controversial legislation that prevents the indiscriminate use of firearms by policemen

The concern follows a week in which Tshwete threatened to review Section 29 of the Criminal Procedural Act, which was earlier amended by Parliament to curb the indiscriminate use of firearms by policemen

Tshwete said the Act was passed in haste in Parliament

"There was too much excitement of legislation rushed through Parliament," he said

But HRC commissioner Mr Jody Kollapen defended the legislation, saying the commission felt there was nothing wrong with it and it need not be altered

Kollapen said the Act in question continued to allow police officers the right to use firearms in certain situations. He expressed concern

about Tshwete's intention

"Section 29 is certainly not an impediment as policemen still have a right to use force for self-defence and when dealing with serious criminal situations"

The Independent Complaints Directorate (ICD), which also monitors and investigates the conduct of police officers, has promised to continue investigating the abuse of power by policemen. ICD head Advocate Neville Melville said he hoped policemen did not interpret statements by the minister as a licence for excessive use even where it was not necessary. Tshwete is reported to have held discussions with the ICD and informed them that when policemen "visit criminals we will not treat them with kid gloves"

"We are going to make them feel like cowboys should not cry," he reportedly said

The minister, who has been on the road in Gauteng, the Eastern Cape and KwaZulu-Natal to boost the morale of policemen in their fight against crime, called on policemen to "deal with criminals as a bulldog deals with a bull" and "to give them hell like they do to ordinary citizens"

(251)

Tshwete told policemen in Soweto and KwaZulu-Natal that he had heard of their unhappiness with Section 29 of the Criminal Procedure Act and said "I will have a look at it. If it is an impediment I will go to Parliament to unte your hands"

"I do not want to see policemen feeling timid. I do not want policemen too afraid to report to work"

Asked if this would not raise the ire of human rights bodies, Tshwete replied that police were dealing with ruthless criminals and that the police service should not be compromised in its dealings with them

Kollapen said "It is true that crime and violence have reached alarming proportions. But any measures that need to be adopted should fall within the provisions of the law"

"The amendment says policemen need to be careful about when to shoot to kill," said Kollapen. "It does not impede the right to use force and self-defence"

The Police and Prisons Civil Rights Union threw its weight behind Tshwete and said Section 29 had caused a lot of discomfort among its members

Top cop faces

probe over

ARL 19/7/99

ANC slogans

(251)

De Beer 'tit-for-tat' claimed

NORMAN JOSEPH
STAFF REPORTER

The police provincial inspectorate is investigating 10 allegations against Greg Goss, Western Cape police radio control and flying squad chief and provincial Police and Prisons Civil Rights Union chairman.

But Popru members claim the sudden spotlight on Superintendent Goss was a "tit-for-tat" reaction following last week's announcement that public relations officer Anne de Beer would be charged with *crimen injuria* after she allegedly made a racist remark to a colleague.

Popru spearheaded protests, demanding that Captain De Beer be charged. She allegedly told a colleague that her immediate head, Charles Summers, was a "*domerse hotnot wat net alles wil oorvat*".

Among the 10 allegations involving Superintendent Goss, are claims that he uttered pro-African National Congress slogans that contained racial slurs at his workplace, that he displayed ANC placards on a police vehicle, wore a Popru tracksuit top on June 11 and persuaded Popru members to take part in a Cosatu march against the formation of a coalition government.

According to another allegation, Superintendent Goss demonstrated

hostile and unprofessional conduct towards police Minister Mark Wile during a television debate on May 6.

Approached for comment yesterday, Superintendent Goss said "a certain group of officers" had been trying to formulate false allegations against him since 1996, "and up until today I have not been in court".

He said the police would soon advertise posts, and that some officers were trying to score points.

Superintendent Goss sent a letter of protest to Safety and Security Minister Steve Tsweke, and also told Popru's national executive committee about the allegations.

Popru members, who declined to be identified for fear of victimisation, believe the claims against their leader are a smear campaign in retaliation for what happened to Captain De Beer.

Superintendent Goss was warned by telephone of the allegations by a Superintendent De Beer of the police provincial inspectorate, but there was no written warning. Popru members say Superintendent De Beer is related to Captain Anne de Beer.

Superintendent De Beer, who said he was an advocate in the inspectorate, said allegations were in an "investigative stage" and that Superintendent Goss had not yet been formally charged.

Big unions on march as

job cuts protest grows

ARGUS CORRESPONDENT

Johannesburg - Three big public service unions affiliated to the Congress of SA Trade Unions are set to intensify their protest action today against wages and job losses, which could culminate in a national strike.

Another Cosatu affiliate - the SA Clothing and Textile Workers' Union (Sactwu) - also embarks on a nationwide protest action today against "unabated job losses in the textile industry".

About 500 000 members of the National Education, Health and Allied Workers' Union (Nehawu), SA Democratic Teachers' Union (Sadtu), and the Police and Prisons Civil Rights Union (Popru) are expected to stage a picket outside the offices of the public service administration in Pretoria.

Nehawu president Vusi Nhlapo said the protest action would continue until there was a better offer from the Government. The unions are protesting against the Government's 5,5% salary increase offer. The unions are demanding 10%, a compromise on their initial demand of 15%.

"We expect the Government to come up with a date for our next bargaining council meeting. It's incumbent upon the Government to initiate this process. Maybe we can reach a compromise," said Mr Nhlapo.

About 150 000 marchers planned to converge at the offices of the PSA on Friday. "All members who work around Pretoria will be there. Other areas will go on with their own demonstrations this week," said Mr Nhlapo.

Meanwhile, Sactwu said it would hand over a memorandum to Gauteng Premier Mhazuma Shilowa and would march on the offices of the Department of Trade and Industry.

"Our membership has dropped from 149 200 in January 1997 to 132 750 in December 1998 (because of job losses). This is ridiculous. We can't accept this and fold our arms," the union said in a statement. Sactwu called on all employees in the clothing, textile and leather industries to join the protest action.

The SA Communist Party has thrown its weight behind the unions. SACP general secretary Blade Nzimande said heavy job losses were set to continue, unless urgent action was taken. "We cannot stand on the sidelines and watch workers being thrown into the streets," he said.

ARG 19/7/99 (251) (197) (184)

Traffic officers take to streets as daily meal allowance faces chop

ARG 20/7/99

YUNUS KEMP
STAFF REPORTER

(2/1)

Provincial traffic officers held two placard demonstrations alongside Cape Town roads in support of a 10% wage demand and in protest against a decision to cut their daily meal allowances.

Officers held a placard demonstration along the N1 freeway near Ratanga Junction during peak hour. In a separate protest a different group demonstrated outside the provincial legislature building in Wale Street.

About midday inspectors arrived in town with sirens wailing and lights flashing in a 25-car cavalcade that had made its way through Darling Street and up Adderley Street before stopping in front of the provincial administration offices in Wale Street.

Under the banner of the Public Servants' Association, the 37 traffic officers gathered to protest against a new policy, which comes into effect on August 1, which will see them lose privileges they have had for the past 20 years.

In a memorandum addressed to the Director General of the Provincial Administration, the traffic officers said they would lose up to R480 a month if their daily meal allowances of R24 were scrapped.

These had been paid to compensate them for the fact that while they were on the road they were unable to buy meals in the subsidised canteens available to other provincial employees.

The memorandum, handed to a provincial administration official, slated the new policy as a "hard-handed approach in contravention of the Labour Relations Act".

One of the protesting inspectors, who declined to be named, said in terms of the new policy their patrol vehicles would be deemed to be their workplace.

This meant the inspectors would not be eligible for compensation for expenses when they were away from their headquarters for less than 24 hours.

The provincial officers patrol the N1, N2, N7, R300 freeways and the west coast routes.

The new policy will also affect community health nurses and social workers.

In the earlier protest on the N1, 30 traffic inspectors protested under the banner of the National Education, Health and Allied Workers' Union (Nehawu).

Nehawu's provincial campaigns co-ordinator Bernard Joseph said while the protest focused on the demand for a "subsistence and travelling allowance", the union also wanted the problem of racism in the workplace addressed.

Both sets of protesters briefly made mention of their demand for a 10% wage increase, which would be the focus of a major march planned for Friday.

Drive Alive spokesman Richard Benson said his organisation hoped the matter could be sorted out in a satisfactory manner.

The inspectors returned to duty after their protests.

Share intelligence, urges Tshwete

CT 20/7/99

PRETORIA Co-operation between the police Crime Intelligence Unit and the intelligence community is of utmost importance in the fight against crime, Safety and Security Minister Steve Tshwete said yesterday.

Speaking at the Detective Academy in Silverton, where he launched an intelligence course for the police, Tshwete said "The issue of free flow of information between the police and the intelligence community should be allowed without any (further) hindrance.

"We can't allow a situation

where we live in our pigeon holes and the intelligence community is confined to their pigeon holes."

He said although the objective of fighting crime was to remove criminals from society, the main focus should be on attracting investors and tourists.

"Fighting crime should not be confined to bringing criminals to their knees," said Tshwete.

"It should (instead) be an attempt on our part to invite potential investors and potential tourists to South Africa.

"The level of crime also impacts on the performance of

our economy."

"Our approach to crime is an attempt to boost our economy."

The newly appointed minister reiterated his statement that he was "a man of action."

"That's why I prefer to be with you down here, rather than to sit in my office."

"We should show that we combat crime by going out there in the streets."

The opening was also attended by Safety and Security Deputy Minister Joe Matthews.

FBI special agent Gary Swinkey made an appearance, as well as

Also present were various representatives of the National Intelligence Agency.

The four-week course will be attended by 25 senior detectives from various parts of the country.

"The candidates will be learning theory, including on organised crime, and practise information management and other skills," said police spokesperson Senior Superintendent Faizel Abdul-Kader.

"On completion, members will be going back to their respective centres" — Own Correspondent

Police step up pace of black power

R15-m boost by Sweden

ARGUS CORRESPONDENT

Durban - Black people will hold at least 50% of top police management positions by the end of this year as the South African Police Service fast-tracks affirmative action to speed up transformation.

And the project has been given a kick-start through a R15-million grant, to be finalised soon, from the Swedish government, to boost human resources development and advancement of management skills in the police

With the backing of the new Minister of Safety and Security, Steve Tshwete, the gap between black and white senior management in the police was to be narrowed at a rapid rate, national spokesman Strini Govender said yesterday

"We have to do everything possible to meet the 50/50 target by December," he said

The police initiatives were to be boosted by the development grant from the Swedish government, Thomas Kgellson, first secretary for development in the Swedish embassy in Pretoria, confirmed yesterday

Mr Kgellson said he hoped the grant agreement would be signed by next month and become effective soon afterwards

Although details were still to be finalised, the grant would cover a three-year development project with emphasis on transformation in the police

"We believe that from our experience in Sweden we can offer valuable support to the South African police," Mr Kgellson said

The SAPS has already advertised

127 positions up to director and senior superintendent level, most of which were to be filled by black people

And the contracts of senior officials, including provincial commissioners, that had expired or would expire soon would be filled by affirmative action candidates, Superintendent Govender said

One of the key positions to come up is that of deputy national commissioner, which is to be vacated by Commissioner John Manuel shortly

André Martin, spokesman for the Safety and Security Ministry, said the department had also created five additional divisional commissioner positions countrywide, to ensure more representivity at that level

The commissioners' special areas of focus would be career management, crime intelligence and training, Mr Martin said

He dismissed fears about forced retrenchments in the police, saying the department and ministry would act responsibly to transform the sector despite the ambitious equity targets

"We are not going to be firing anybody, but we have also not ruled out offering more voluntary severance packages," he said

In many cases, Superintendent Govender said, posts which would be vacated by staff members who accepted severance packages would become redundant

Since March 1995, 3 600 police service members, many employed at the level of middle and senior management, had accepted voluntary severance packages, Superintendent Govender said

Top FBI man tells SA cops how to beat crime cartels

ARGUS CORRESPONDENT

Johannesburg - An FBI agent is on hand at an intensive, month-long course intended to get 26 hand-picked senior crime intelligence officer up to speed with the cross-border threat of organised crime.

Safety and Security Minister Steve Tshwete attended the opening of the course, the first for crime intelligence officers, at the police training academy near Pretoria yesterday

Mr Tshwete said greater co-operation among policing agencies was needed in South Africa, as well as with police forces in other countries

The crime intelligence division has decided to spend R3-million on training crime intelligence officers until the end of next year, which is seen as vital to keep them up to date with international trends

The course lecturers, among them FBI special agent Gary Swinkey, will focus on bringing the investigative and crime intelligence functions of the SA Police Service closer together, which should better equip investigators to counter the threat of organised crime

Mr Swinkey, from the FBI's office in North Carolina, said he would be sharing with the South African officers some of the investigative techniques he had learnt in his 17 years with the bureau

He would not spell them out, but surveillance will be one topic for discussion

The officers will be schooled in, among other things, the legal aspects of intelligence, the roles of investigative services and management techniques

Senior Superintendent Pieter Van Zweel from the Northern Cape said more crimes would be solved if the crime intelligence officer had a closer relationship with an investigating officer

"These two components usually work separately, but a more integrated approach will be more effective," he said

Tshwete's stance may spur police brutality

DD 20/7/99 (251)
Thuggery, corruption appear endemic, writes Jonny Steinberg

"SAFETY and Security Minister Steve Tshwete is suffering from amnesia," says Peter Jordi, an attorney at the Wits University law clinic who handles cases of police brutality. "He is saying the same kind of the things the national police commissioner used to say in the 1980s."

Jordi is referring to Tshwete's recent series of "get tough on crime" speeches to policemen across the country, in which he promised to "untie the police force's hands" and "deal with crime the way a bulldog deals with a bone".

"Tshwete does not seem to realise that by encouraging bullying he is encouraging corruption," Jordi says. "A police force that feels it has licence to bully, feels it has licence to be corrupt."

Jordi relates the harrowing experience of one of his many clients. In February 1998 Thabani Ndlodlo was shot in both legs by members of a police patrol in Randburg and spent the next 15 months in prison awaiting trial on charges of attempted murder.

The two policemen claimed they found Ndlodlo on a street corner at 5am and tried to search him. Ndlodlo resisted, the policemen claimed, stabbed one of the policemen in the hand and fled. The policemen shot him in the legs.

When the case finally came to court two months ago the magistrate ruled that the prosecution did not even have a prima facie case and let Ndlodlo go. He railed against the two policemen for

being unreliable witnesses.

"What actually happened," Jordi said, "is that lots of policemen converged on a block of flats in Randburg where Zimbabweans live. They raided the building with great drama, climbing onto balconies from the roof of their truck. They demanded that all Zimbabweans pay them R100.

"Ndlodlo paid them only R50. It was not good enough. They put him the back of their truck. He tried to run away and they shot him.

"He spent the next 15 months in jail, nursing his bullet wounds, waiting for a court case which immediately exonerated him. We are suing for R150 000... a pittance for what he has gone through."

An SA Human Rights Commission report released in March stated that police extortion of foreign nationals was endemic. Almost 150 detainees at the Lindela detention centre were interviewed and more than a quarter reported that they were asked to pay a bribe to patrol officers and were arrested when they could not pay up.

"There is strong evidence of the existence of market rates for release," the report said. "We found a remarkable consistency in the allegation that R50 was the minimum amount required to obtain release upon initial apprehension. It seems to rise to above R100 by the time the individual is brought to a police station."

Jordi's relationship with the police is often a stormy one. He is facing criminal charges for photographing Brixton police station

Jordi insists he has nothing against policemen. "If a policeman accused of torture or brutality came to me, I would have no problem defending him," he says. "I have represented a policeman charged with attempted murder."

Jordi says he is inundated with claims against the police. "I am meant to be an academic. I am meant to spend my time reflecting and writing. But in reality I am running a civil practice from the university. I sit here in my office and one after the other people come out of the blue."

Over the past few years Jordi has received a steady stream of complaints of torture lodged against detectives.

"The majority of the torture claims I have had are from innocent people who are let go once their wounds have healed," Jordi says. "Some are tortured for confessions, but many are relatives of suspects. Detectives torture them to find out where the suspect is."

"This practice is not confined to one unit. I have dealt with complaints across the detective service — murder and robbery units, police intelligence, the child protection unit and general detective branches," he says.

How do police managers deal with allegations of brutality and corruption?

"Sometimes well, sometimes badly," Jordi replies. "Yesterday I phoned the provincial commissioner's office to report a case of corruption. The phone rang and rang. Nobody answered."

50% BLACK BY END OF YEAR

Shake-up of top police management

(2/11) CT 21/7/99

A MAJOR POLICE SHAKE-UP is on its way, with top officials undertaking to follow through on Safety and Security Minister Steve Tshwete's plan to change the face of police management in just five months. Crime Writer **GASANT ABARDER** reports

At present about 72% of SAPS top management is white. It is Safety and Security Minister Steve Tshwete's intention to reduce this to 50% by December. Informed sources said they believe this figure is achievable.

Top management includes all police officers holding the rank of director and above. Its present pale complexion — along with the fact that police were regarded as the enforcers of apartheid rule — is viewed as one of the main reasons for the public's general lack of faith in the service.

All that is due to change, Tshwete's vision is that by the end of the year, half the top management positions will be filled by competent black officers.

Police equity division head Zeldá Holtzman told the *Cape Times* yesterday that Tshwete's initiative requires "maximum support" as the status quo in terms of the number of black officers in top management is "unsatisfactory".

"We are duty-bound and it is imperative that we follow through with the minister's plan. We are confident that we can reach this target. We are looking not only in our own pool of resources, but also externally.

"The 50% target is not only one of representivity — it is in line with and reflective of the communities we serve," Holtzman said.

Already 127 top management positions have been advertised — and most of these are likely to be filled by black and/or women candidates.

Tshwete's spokesperson, André Martin, said that in addition to this, about 20 vacant posts currently need to be filled because of retrenchments in top management positions, and an unspecified number of new posts will be created soon.

For example, the number of divisional commissioners — currently at five and including detective services, human resources, crime prevention, support services and management services — is to be increased.

New divisions created will include career management, train-



GETTING BALL ROLLING.
Steve Tshwete

ing and crime intelligence.

"Posts are becoming vacant and more are being created. This allows us to make top management more representative.

"Minister Tshwete is of the firm view that only a representative South African Police Service is capable of ensuring maximum unity within the ranks and transforming the service into what President (Thabo Mbeki) calls 'the pride of the nation'.

"Maximum unity has been one of the key messages Minister Tshwete has been conveying to our members during his provincial visits, because a united police service is the way to fight crime effectively," Martin said.

All interested parties contacted yesterday applauded Tshwete's vision and were positive that his goal could be achieved.

Strini Govender, spokesperson for the Human Resources division of the SAPS, said the plan has already been set in motion.

"We have to do everything possible to get the minister's plan through. The posts that are vacant will have to be filled with affirmative action candidates. As the SAPS, we can assure that the minister has our full co-operation.

"Already posts have been advertised and it's 'all systems go' for the process. Everybody is excited and I think the plan is very feasible. Everybody in the police is looking forward to the process, as it will build a united police force," Govender said.

He added that the process is intended to continue and will not

end at management level. It is hoped that the transformation process will create a better image of the police force in the public eye and an improved relationship with the public.

"The climate is fertile for transformation, as the previous minister has already succeeded in the mammoth task of merging 11 units into the new SAPS. However, it is by no means an overnight process," Govender said.

Vanessa Gounden, deputy president of the Black Officers' Forum, welcomed the plan and said it is "an achievable task".

"If you look at the strategies used, those of fast-tracking and lateral entry, then the objective can materialise in five months.

"In the light of the history of the SAPS, it must be ensured that the process is not one of just 'faces-to-places' but the appointment of competent people. We feel confident that the minister can achieve this objective.

"The public will see greater representivity and it will allow people to interact better with the police because historically disadvantaged people will feel more comfortable with policemen as they will share similar backgrounds," Gounden said.

South African Police Union national negotiator Andy Miller said half of his union's membership is black and that the union welcomes and supports the plan.

"In terms of the new equity laws, the SAPS is bound by legislation to implement affirmative action. It is now time for the government to put its money where its mouth is and put the plan into action," Miller said.

Bongani Mtakati of the Police and Prison Civil Rights Union said it is "high time" that such a transformation process took place.

He said many police officials do not fully understand the dynamics of the areas in which they are working and the communities they serve.

"We endorse what the minister is saying. It is about time.

"This is not only to enhance black people but to render an efficient service to the community," Mtakati said.

Corrupt cops walk for 'lack of a vehicle'

(257)
By Charity Bhengu

THE INVESTIGATION of crimes committed by policemen has been brought to a halt because, claim investigators, there are no cars to ride about in

Members of the Soweto Internal Investigation Unit in Kliptown complained to *Sowetan* yesterday that they had 700 dockets to deal with and only one car to be shared between 22 officers

The investigators backed their claims by adding that they had written letters – the first was apparently sent as far back as last September – to the area commissioner, but that each time they were told that they would have to wait until the “next budget”

The officers do admit that the unit had five cars at the beginning of this year

However, this number had been whittled down by the fact that three were being used by senior officers and another had been scrapped because it was old

This left the whole unit with only a single car with which to conduct their investigations

Soweto police spokesman Inspector John Shiburi said yesterday that he had in fact only received a report earlier this

month regarding the vehicle problem

He was quick to tell reporters however, that the situation, by which three officers commandeered most of the unit's cars, would be investigated

Speaking to the unit's aggrieved investigators gave the impression that solving crimes depended entirely on having a car to ride around in

The policemen even went as far as to state that their reputations were at stake, and this for the want of a vehicle

They made impassioned pleas through the newspaper to Safety and Security Minister Steve Tshwete to “rescue” them from the crisis

The unit's Inspector Eric Nkosi said the shortage of cars had resulted in “hundreds of cases” being thrown out of court. This because investigations were “never completed on time”

Also arrests – at the orders of attorneys-general – of corrupt policemen could not be carried out

The 22 investigators had about 40 cases each to deal with

These cases included serious crimes like murder, rape, assault, selling court dockets, fraud and theft from the Diepkloof car pound

Some of the unsolved cases date as far back as 1995

Sowetan 21/7/99

Police anti-racist training a 'flop'

London

An alternative version of the Stephen Lawrence report, written from a black perspective, has called for British police officers to undergo compulsory university courses designed to make them more culturally aware.

The report claims that the inquiry into the 1993 racial killing of Lawrence, an 18 year-old black student, showed that police anti racist training had failed "to inform or

educate the many officers who repeatedly used the term 'coloured' Commissioned by the public services union Unison, it reflects the views of hundreds of black opinion makers and community groups and demands that all police recruits take diploma or degree courses taught and devised by civilians.

"The programmes should be informed by an integral philosophy of human rights, diversity and anti discriminatory practice," the report states.

The proposal has caused anger in

the police. Glen Smythe, chairman of the Metropolitan Police Federation, said "The mere holding of an academic qualification does not make you an even handed person. It's how you discharge your responsibilities that makes the difference."

Mr Smythe who said the police service was finding it difficult to recruit graduates on its pay structure, pointed out that civilians already provided much training.

But the report also demands that the investigation of complaints against police and the inspection of

forces should be carried out by civilians.

The research, by the Leicester De Montfort University and the anti-racist 1990 Trust, was based on the responses of black people to internet questionnaires and evidence submitted by black organisations to the official inquiry into Lawrence's murder, headed by Sir William Macpherson of Cluny.

Meanwhile, it has also emerged that no police officer is to be punished over the bungled murder investigation.

(2/1) ARJ 24/7/99

Detective Inspector Ben Bullock was cleared of all serious charges at an internal police disciplinary tribunal last Tuesday. He is likely to escape with a caution and will then retire on a pension.

The Lawrence case and the police national examination of law enforcement attitudes towards minorities.

The Unison report, titled "A Culture of Denial", calls for the departure of Metropolitan police commissioner Sir Paul Condon.

Author Karen Chouhan, a senior

lecturer in the university's black studies unit, writes "If we cannot prosecute his killers, the minimum the black community expects is that a senior officer takes responsibility for the racism debate and either resigns or faces disciplinary action and is removed from the force."

Sir Paul is held culpable for his initial reluctance to accept that institutional racism existed in the Metropolitan police and his assurances that everything possible had been done early in the investigation.

The new report, to be published

later this month, also takes issue with Sir William's definition of institutional racism, saying "Its emphasis on unwritten and collective failure allows institutional racism to become almost accidental."

Co-author Lee Jasper, a member of Home Secretary Jack Straw's race relations forum, said "One of the major responses to our consultation was the fear in the black community that if reform of the police is left to the police themselves then the job will not get done." - Independent on Sunday, London

MORE REPRESENTATIVE FORCE

W Cape police

Revammp begins

SHORTLY AFTER Safety and Security Minister Steve Tshwete's announcement of his plan to create a more representative police force last week, the entire structure of the Western Cape police management is to be reviewed. Crime Writer GASANT ABARDER reports.

CT 28 | 7 | 99



reality experiencing the highest levels of crime in the country. Superintendent Colin Sheriff, head of human resources for the Western Cape police, said Tshwete's transformation plan has already been set into motion in the province.

"The Western Cape police management is very serious with regard to the implementation of affirmative action and meeting the requirements of the Employment Equity Act.

"We are currently involved in negotiating numerical goals for the affirmative action process and how to implement the act.

"We firmly believe that we are going to reach the minister's target," Sheriff said.

ADDRESSING REPRESENTATIVITY.

Bongani Mankat, Police and Pensions Civil Rights Union (Popcu) spokesperson for the Western Cape, welcomed the review, saying representivity in line with the different population groups in the Western Cape should be pursued.

"At present, if you look at communities in the Western Cape, 79% of the people are black, coloured or Indian and 23% are white.

"Within this year, we are hoping the minister's 50/50 target will be reached, but it should be representative of the community.

"We welcome the re-advertising of the posts because this will address representivity and the process will help root out racism in the province," Mankat said.

• See Page 3

Police racism 'still rife' in W Cape

GASANT ABARDER and JUDY DAMON

EASTERN CAPE policeman Veyan Jiza was excited by the prospect of moving to Cape Town when he applied for a transfer to the Kraaifontein police station in 1996.

When seven of his colleagues, he responded to an urgent fax distributed in other provinces, stating that the Western Cape was in desperate need of Xhosa-speaking officers, especially in Kraaifontein. However, shortly after their arrival, the officers could feel the tension mounting. "We had been told by other policemen that a lot of black and coloured officers were treated badly by their white colleagues. But coming here was a big opportunity for all of us and we wanted to stay," Jiza said.

After some months, the eight officers could no longer bear the "racism and abuse" they suffered. One by one they asked for transfers and left.

There are now only two black officers working at Kraaifontein, serving three big squatter camps. Jiza is one of them and has decided to fight the racism at Kraaifontein, despite the fact that he was reportedly beaten up, thrown into a cell and handcuffed to the iron door by his colleagues in January last year.

The attack allegedly took place after while policeman confronted Jiza about his late arrival at work. The Independent Complaints Directorate is investigating the assault.

Station commander Petrus Swart refused to comment about the transfers of the officers or the alleged attack on Jiza.

Jiza has since been suspended after the department had laid 14 charges against him over a period of two years. Some of these included resisting arrest, common assault and assault.

Popcu said the South African Police Service has no proper mechanism to fight racism within its ranks, and frequent racism reports begin to take their toll on the country's lawmen.

A case in point is the Somerset West police station where, the Cape Times has learnt, racism is rife and the rift between black and

white officers is having a negative effect on the efficiency of service.

On Monday, businessman and former provincial ANC leader Chris Nissen discussed the grievances of black officers with station commissioner Mike Reitz.

Reitz said, "This office does not condone racism and it never will. Any complaint about racism or any complaint received by this office against any member, irrespective of race, gender or creed will be investigated and, if found guilty, appropriate action will be taken (against such an officer)."

At a meeting called by black officers the same evening, several accounts of racism emerged.

"At Somerset West police station, the black people are still just seen as hotshots and kaffirs," said Sergeant James Robertson, who chaired the meeting.

Robertson said the outcomes of at least three incidents, formally investigated, "left much to be desired." These included:

- A sergeant, who allegedly said "hotshots and kaffirs should be thrown into the sea", was fined

R300 and transferred to Gordon's Bay police station. He was apparently promoted shortly after his arrival.

- Another sergeant, who called a fellow officer a "Malawi-se kaffir", was later promoted to a special task team of the SAPS.

• An inspector allegedly told another inspector to "stop trying in die habitat se gatte" (stop trying to score points with the coloureds). Department action was taken but nothing was done on station level.

The black officers also felt that administrative functions at the station were only reserved for white officers and that white officers perceived people living in squatter camps as criminals.

Residents of the Chris Nissen Park informal settlement spoke against "white officers who did not give them the treatment they deserved."

Sandra Manuel, representing the residents at the meeting, cited two recent cases where residents were ill-treated. "Cases like assaults and robberies are not treated seriously. We are treated like third-class citizens."

Top Cape cops in race shake-up

JOHN SCHRÖEN (27) ART 28 | 7 | 99
Crime Correspondent

A revamp of police management in the Western Cape, launched this week, will balance race and gender scales by the end of the year.

Safety and Security Minister Steve Tshwete plans to equalise the proportion of white and black officers, especially in management, where more than 70% are still white males.

Mr Tshwete announced yesterday that a review of senior management was part of the ongoing transformation of the service and would ensure maximum unity in the ranks.

He said he planned to assess the representivity gender balance and vacant posts with national commissioner George Fiyaz.

Recruitment for vacant posts from director level upwards including that of the Western Cape provincial commissioner will start soon.

An unsuccessful recruitment drive to find a replacement for retiring provincial commissioner Leon Wessels has forced the police to readvertise the post.

Commissioner Wessels retires at the end of this month but he will remain in office on a contract basis until the end of October.

Police human resources chief Collin Sherriff said affirmative action as part of the transformation plan was a top priority for police in the province.

He said police management was serious about meeting the requirements of the Employment Equi-

ty Act.

ty Act.

ty Act.

ty Act.

Cop crime has further injured police image

By MALOSE MONAMA (251)

AN INCIDENT in which the bank robber policeman was killed moments after he and accomplices allegedly successfully robbed Absa Bank at the East Rand Mall, has once again brought the integrity of the police into question.

The death of Sergeant Mhlonipheni Msane, who was stationed at the Gauteng police headquarters in Braamfontein, fuels claims of police complicity in crime.

That this incident took place in the same week when it was revealed that up to 700 police officers were either standing trial or were being investigated for corruption will ruffle the plans of new safety and security minister Steve Tshwete who has come out strongly against crime.

"The incident in which Msane, described by colleagues and superiors as a "gentleman", was killed is according to police one of very few reported this year.

Senior Superintendent Sallie de Beer of the police support services said it was unacceptable that there were people in the midst of the upholders of the law who had turned

to crime "The anti-corruption unit was established to rid the police of such elements," she added.

Senior Superintendent Strini Govender of the police communication services could not avail statistics on police complicity in crime.

He said such statistics were not available but added that only about one percent of members of the SAPS were alleged to have been involved in crime.

He said the most prevalent offences for which police officers had been charged were assault, loss of firearm and negligent firing of a firearm.

For the year 1997 more than 17 000 incidents were reported but this included counts of misconduct which were dealt with departmentally.

Also this week, a police officer who took a R900 bribe to lose a docket was convicted of corruption in the Johannesburg Regional Court on Monday.

Sergeant Vincent Ncal of Bramley had asked money from three suspects in a theft case to give him money in return for the disappearance of the docket. One of the suspects later reported the policeman to the anti-corruption unit.

Cops fight to restore integrity

By Charity Bhengu

THE South African Police Service has often been accused of corruption and a lack of integrity. However, Soweto's internal investigation unit in Kliptown is determined to change this image.

The unit's investigators police the misconduct of their colleagues and work around the clock to eliminate the bad apples in the service. There are 25 members in the unit - a superintendent, two captains and 22 investigators.

Their case dockets include allegations of police involvement in drug dealings, bank robbery, car hijacking, docket theft, business hijacking, obstructing the ends of justice, rape, murder, theft and assault.

This year their goal is to improve the image of the Soweto police by bringing more offenders to book. Each member attends to more than 40 cases at a time and gets an additional five dockets at the end of the month.

Lately their efforts are being undermined by the shortage of cars. They are forced to share one car and some end up using their own vehicles.

Gauteng SAPS spokesman Captain Siphon Ngubane said the police service could not survive without an internal investigation unit.

"It is common knowledge that some cops are involved in criminal activities and this unit has brought a number of them to book," he said.

Track record

They work closely with the provincial anti-corruption unit. They have a very good track record and their importance cannot be overestimated.

However, the shortage of resources is threatening the smooth running of the unit. The police budget does not allow them to buy more cars, for instance.

The unit started off with five cars at the beginning of the year. Three cars are being used by senior officials and a fourth car was scrapped because it was old. This left the



Members of the internal investigating unit hold dockets next to their only service car.
PIC SEFAKO MABUYA

other 22 members sharing one car. *Sowetan* visited the unit last week and found frustrated investigators sitting in their offices with piles of dockets that were not being attended to.

They are working on an estimated 700 case dockets - including new cases, ongoing investigations and those that have been thrown out of court.

An investigator can attend to only one case a day, while the rest have to wait for him to return with the car. Others are lucky if they get a turn to use the car before the end of the week.

As a result, members are often confined to the office to do paperwork and cannot comply with the requests of the courts for further investigations.

Nor can they travel to other provinces to collect statements or evidence. Each time they request additional cars, the members are told to wait for the "next budget".

In addition, members cannot attend to requests by the office of

safety and security, directorate of public prosecutions, independent commission directorate, local senior prosecutor, provincial commissioner and area commissioner's offices for more investigations.

When members complete an investigation, they are often instructed by the director of public prosecutions to investigate counter-charges - which they are unable to do.

Reliable transport

The unit's members cannot even attend court hearings on a daily basis and many of their cases are thrown out of court because investigations are not completed in time.

A unit member, Inspector Eric Nkosi, said it was important for the unit to have adequate and reliable transport at all times.

"The lack of mobility of the unit is frustrating us," Nkosi said.

He said this situation led to an increase in corruption and other criminal activities by some police officers. Others commit criminal

offences repeatedly because they know how lax the system is.

Many allegedly corrupt cops are still on the loose because they have not been arrested.

Nkosi, who sometimes uses his own car, said "How are we supposed to serve the public with one car?"

The members are responsible for Soweto, Eldorado Park and Lenasia, but half the time they end up doing paperwork in the office.

For instance, Inspector A Nxumalo said he was sitting with 39 case dockets - of which four still have to be investigated, 15 are court requests and 20 involve alleged murders by cops.

However, like many other members of his unit, he has become demotivated as his hands are tied by the lack of resources.

Soweto police spokesman Inspector John Shuburi said the area commissioner was aware of the shortage of cars experienced by the unit and was attending to the matter.

EXAMPLES of cases against the police

- A Dobsonville policeman allegedly killed his girlfriend in Soweto last year. Witness statements have still not been taken.
- A Soweto sergeant is charged with defeating the ends of justice. The matter has not been investigated yet.
- The attorney general instructed the unit to arrest two policemen in Durban for their alleged involvement in a car theft in Soweto. The instruction has not been carried out.
- The attorney general also instructed the unit to arrest a Northern Province constable who was allegedly involved in a robbery. He has still not been arrested.
- A KwaZulu-Natal sergeant was supposed to have been arrested in March 1998 for an alleged rape in Soweto. He is still free.
- Investigations into a murder involving a Soweto sergeant have also not started.
- About 50 percent of the unit's cases were reportedly thrown out of court because of outstanding witness statements and failure by investigators to attend court proceedings.
- Of the unit's 700 cases, about 98 percent could have resulted in prosecutions.

AFTER 18 YEARS SERVICE

Sergeant brings home R994 a month

CT 29/7/99

(251)

THE Police and Prisons Civil Rights Union is locked in a wage dispute with government in a bid to improve the quality of life of policemen like Sergeant B E Willemse, who has to maintain a household on R994 a month. Crime Writer **GASANT ABARDER** reports.

SERGEANT B E Willemse comes home with an effective salary of just R994 every month. This is even before his household goods, groceries, and his wife and two children have been seen to

Willemse, an officer with 18 years experience and presently working in the logistics department of the SAPS in the Western Cape, has worked at the crime prevention unit and as a charge office commander. Before deductions, his gross salary is R5 820. These deductions include a home loan repayment of R2 364 of which R878 is subsidised, tax of R1 207 and a number of policies amounting to about R768.

His wife was previously unemployed, but this week she was forced to go back to work to help make ends meet. Willemse's two young children, aged nine and five, are still at school. With the remaining R994,

Willemse still has to provide groceries, maintain his car which he can no longer afford and ensure basic necessities for his two children. In addition, his job has held a high risk factor for many years.

This week, the Police and Prisons Civil Rights Union (Popcru) has been locked in a wage dispute battle with the government in a bid to improve the quality of life of policemen like Willemse.

Popcru's national executive committee will meet in Johannesburg today to decide whether it will join its affiliate Cosatu in a crippling nationwide strike involving thousands of public servants after wage talks with the government ended in failure earlier this week.

Popcru national spokesperson Siyavuya Jaftha said the union yesterday rejected the government's revised offer of a 6,3% salary increase. Popcru has been negotiating for at least a 10% pay rise

which the union considered to be an inflation-related increase.

"I think the employers should give us the 10% because we have already compromised with a 15% demand in a matter of a month. The 6,3% they are offering now is peanuts."

"We will make arrangements for a skeleton staff system and use it to a minimum extent at critical areas for the strike to be effective," Jaftha said.

Last night, a source in the Public Service Co-ordinating Bargaining Council, facilitating talks between the union and the government, said the parties were still deadlocked and "sticking to their guns."

The government "did not have a cent more to increase the 6,3% pay rise" while the unions were adamant they would continue with the strike action because they had followed the proper procedures.



STRUGGLING: Sergeant B E Willemse has to provide for his wife and two children Reagan, 9, and Joy, 5, with a mere R994 every month as his effective salary

PICTURE: DENZIL MAREGELE

Hands-on government

THE RECENT visits by the criminal justice system cluster of ministers to our courts, police stations and prisons signify the new integrated hands on approach and new style of government under the leadership of President Thabo Mbeki.

During his State of the Nation address to Parliament in June the President pledged to the people that the style of his government would be an integrated one.

He stressed that his Cabinet would work jointly as clusters to deal with, among other things, unemployment and poverty, crime, corruption, violence against women and children, economic agricultural and trade development, the improvement of health and social services, and generally the creation of a better life for all.

This integrated approach reaffirms a saying in Setswana that says *Sedikua ke Mphwa pedi gase thuta* (a job performed jointly is always easy to complete)

The surprise visits by Safety and Security Minister Steve Tshwete, Justice and Constitutional Development Minister Penuell Maduna and Correctional Services Minister Ben Skosana to the courts, police stations and prisons around Gauteng during the past few weeks symbolised and concretised this position.

The purpose of the visits by the ministers was to acquaint themselves with the conditions of our courts, police stations and prisons, to boost the morale of our officials and to assess the capacity of the institutions and the facilities available.

It was however also the intention of the ministers to get down to the people on the ground. We can say without any hesitation that these visits have indeed boosted the morale of our officials.

But although they were happy and inspired by the visits of the ministers, the working conditions of many of the officials left much room for improvement.

It was clear to our ministers that the conditions under which some of our magistrates, prosecutors, police officers and prison warders work are rather depressing and shocking, and indicated that the facilities such as office equipment, buildings and ablution facilities are in a terrible condition and require drastic action.

The ministers all agreed that these areas will form part of their priorities and also pledged that they will do everything within their budgetary constraints to improve these conditions as speedily as possible.

It is clear that if something is not done to improve the situation, the commitment by Government to fight crime will be seriously hampered. These conditions contribute to the backlog of cases in courts and a decline in successful prosecutions.

bowetan 29/7/99
The recent surprise visits by ministers to courts, police stations and prisons were more than a public relations exercise, write **Paul Setsetse** and **André Martin**

(251) (252) (253)



Ministers Penuell Maduna, Ben Skosana and Steve Tshwete talk to prisoners awaiting trial in their holding cells at the Alexandra Magistrate's Court recently.

PIC PAT SEBOKO

While the ministers undertook to do every thing in their power to improve the conditions at our police stations, prisons and courts at the same time they believe that not only Government but also business and the community at large should play a role in these initiatives.

The contributions made by Business Against Crime in certain areas are acknowledged and appreciated, but all sections of business and communities should form partnerships with Government to ensure that our crime-fighting institutions are properly equipped to deal effectively with criminals.

The perceptions and allegations that the ministers' visits were nothing but a public relations exercise, and that prisons are like five-star hotels, are completely wrong.

The ministers went to these institutions in order to gain first hand experience on day-to-day problems experienced by officials within the criminal justice system.

The visits will also go a long way in instilling and maintaining public confidence in the criminal justice system. They will also help to dispel the notion that the criminal justice system is not

fighting crime effectively.

It will also enable the ministers to jointly make informed decisions regarding the use of limited resources in the fight against crime.

Measures to be considered by the ministers in order to address the situation include the speedy investigation of cases, better bail administration, review of sentencing policies as currently investigated by the South African Law Commission and generally the upgrading of facilities.

Training and capacity building of our magistrates, prosecutors, police and correctional services personnel will also receive serious attention from the ministers.

Many of these training and development initiatives are already taking place.

Visits to other courts, police stations and prisons throughout the country will take place in the next few weeks, whereafter the ministers will report to the Cabinet on their findings.

(Paul Setsetse is spokesman for the Minister of Justice and Constitutional Development. André Martin is spokesman for the Minister of Safety and Security.)

Lethal force amendment sent back to Parliament

Jonny Steinberg

(251) Bd 30/7/99

THE proposed amendment to the law regulating the use of lethal force by police officers, which has sparked controversy in police ranks, may be redrafted.

The existing version of Section 49 of the Criminal Procedure Act, due to be scrapped later this year, licenses police officers to use lethal force against those resisting arrest for a schedule one offence — a battery of crimes ranging from murder to forgery.

Under the proposed draft, lethal force may be used only when human life is in danger, either during the arrest or as a result of the arrest being delayed.

"While it is true that the proposed law might be redrafted, the notion that we will revert to 'skop, sket and donder' is patently misplaced," safety and security secretary Azhar Cachalia said this week.

"The initial draft included a proportionality test, specifying more carefully when lethal force can be used," Cachalia said.

"This test was dropped when the law was redrafted in the justice portfolio committee and has resulted in a range of conflicting interpretations of the law.

"Either the law can be given a reasonable interpretation, or it must be sent back to parliament for redrafting. The decision will be made as soon as possible."

Police legal services head Tertius Geldenhuys said the police were prepared to implement whatever SA's legislators drafted, but that in its present form the law was "very sticky to interpret".

A senior policeman, who asked not to be named, said the new law had been "shrouded in preposterous myths" by rank and file police officers.

"There is a story doing the rounds that policemen will only be able to shoot once they are fired upon," the policeman said.

"That is nonsense. A cash-in-transit heist or an armed robbery in progress clearly endangers life in that sort of situation, you do not have wait to be shot at."

Policewoman tells of sex ordeal in service

MYOLISI GOPHE
STAFF REPORTER

(2/11)
ARG 2/8/99

A policewoman alleges she was sexually assaulted by at least 17 policemen or police cadets and that none of them have yet been formally charged.

The Independent Complaints Directorate, which looks at police actions, is investigating her claims.

The woman's ordeal began when she was a student at the police training college in Oudtshoorn in 1993. She says she was raped by three police trainees, but did not report the incidents because she was embarrassed and thought that hiding the rape would help her forget it more quickly.

In 1994 she got a job in Prieska in the Northern Cape, where she alleges she was sexually harassed by the station commander. The matter was dealt with internally and a hearing found the station commander guilty and warned him.

The policewoman then asked for a transfer to another police station. "I couldn't work under him any more," she told the Cape Argus.

In 1996 she was posted to the Strand, which is nearer to her home, and she hoped that things would change. But 13 policemen allegedly sexually assaulted her there over a period of time.

"They usually touched my private parts and sometimes suggested that I should have sex with them."

Five men at the Strand police

station are being probed by the ICD in connection with alleged sexual assaults on another policewoman.

Both women claim to have reported the alleged incidents to the station commander and to the police internal affairs department, but to no avail.

The first policewoman said she asked the station commander if she could be restricted to daily shifts from 8am to 4pm, which would have been safer. But he said she had to continue to do day and night shifts.

"Most incidents happen at night when few or no people are around," she said.

This month she was transferred to Gordon's Bay and fears that the same kind of thing could start again. She said her transfer had infuriated her and she was never consulted about the move.

She said her nervousness, caused by the assaults, had resulted in her being transferred from one police station to another.

"Sometimes I feel hopeless about protecting myself. What is the point of coming to work if you know you will be intimidated?" she asked.

But she is not prepared to leave the police. "They can do whatever they want but I will never change my career. I love my job and I just want to be a policewoman," she said.

Riaz Saloojee, head of the ICD in the Western Cape, said the policewoman's allegations formed the basis of one of the "stronger cases" the watchdog was dealing with.

Police 'need a racially balanced force to gain trust'

JOHAN SCHRÖNIEN
CRIME CORRESPONDENT

The Western Cape police service needs to be racially balanced to regain the trust of the community it serves, says Deputy Provincial Commissioner Dirk Crafford. Commissioner Crafford said at

the launch of the Emerging Leaders' Programme at the Paarl Police College yesterday that the composition of the police was still not racially representative.

There was a need to empower and develop officers from previously disadvantaged groups, but he said care should be taken not to ignore white members.

"The programme will focus on building capacity in middle management, which deals directly with our clients, the community," he said.

"We've had to live with frustration and criticism for not being representative of the people in the Cape for too long. Now we have a wonderful opportunity to rectify things and give officers with poten-

AR 67 6181 89
tial a real chance," said Commissioner Crafford.

The programme had been made possible by the help of an overseas sponsor.

The co-ordinator of the police's National Equity Component, Vanessa Gourden, said she was "passionate" about the project.

"As a police officer, I'm proud to

see the calibre of members committed to change within the service," said Superintendent Gourden.

"It's going to be a long and hard road to reach our goals, but when they graduate in June, they will not merely have a paper certificate, but will be equipped with qualities and skills to be real role models in the workplace," she said.

MOVING TO A DIFFERENT BEAT

New attitudes for hands on' police service

CT 19/8/99 (2/1)



'WANTED: Men and women who are able to climb high walls and quote the constitution' Crime Writer **GASANT ABARDER** looks at the revamp of the SAPS.

THE South African Police Service has realised that before it can clean up crime in this country effectively, it needs to clean up its own act.

In the next four months, Safety and Security minister Steve Ishwari is hoping to create a more representative service and is looking to reduce the 72% predominance of white officers in senior management and command positions to 50%.

But in addition, his vision includes a true community police force which can only be reached through training and the individual development of police officers.

Ishwari briefed his 'agents of change' directly on what he wants to achieve.

One of these 'change agents' is SAPS national equity manager Vanessa Gounder, who is as passionate about transforming the SAPS and bringing back the human side of policing as Ishwari is.

Addressing a group of middle management police officers in the Western Cape who were the select few chosen for the newly established Emerging Leadership Programme (ELP) recently, Gounder said.

"I stand here very proud that we have proved we have the calibre of people who are willing to commit themselves to the process of change.

"The way policing is going today, we had to decide what we needed to implement in policing to make it a more effective service.

"The key was finding people who know themselves and have a vision of where they want to be in the service.

"We needed to know what makes you tick as a human being — and it was that aspect that we were not tapping into as an organisation in the past.

"At the end of the day we can say these are the people who can take policing in this country into the new millennium," Gounder said.

The ELP, a joint national initiative by the SAPS and the Kagiso Leadership College in Gauteng, is just one of the first of many projects which will look to improve the training of young policemen to prepare them to fight crime in modern times, but without losing sight of the communities they serve.

The programme aims at accelerated development and addresses the implementation of affirmative action from the rank of captain to senior superintendent.

'These are the people taking policing into the new millennium'



The course lasts a full year and 300 members are currently participating in the first course.

Deputy police commissioner of the Western Cape Dirk Craford also gave the initiative a thumbs up and said programmes like these would do much to build up the trust of the community in the service.

"Due to the legacy of the past it is known to everyone that the SAPS is not accepted in full by the community because it is not reflective of the community we serve.

"Fortunately, we have identified this problem and realised for trust to exist that the two should be homogeneous and the service should and represent and reflect the community it serves. It is something we can be excited about because we had lots of frustrations over the last three years that we were not representative enough," Craford said.

But for Gounder's plan to work and to institute policing in line with the Bill of Rights of the Constitution, the training of young officers coming to the fore is critical.

She said the new training needed to be outcome-based.

"It is not just the content but the way training takes place. Translating knowledge into action at the workplace. Training should be work based and hands on and needs to be outcome based.

"This will be a complete shift of what training was like in the past. It will allow policemen to apply their minds and be more creative. Back in the past the training was very military and programmed and all about procedure.

"What we would like to see in a few years from now are individuals who are truly empowered and are confident to be managers, and not hide behind bureaucracies — facilitators who share their skills.

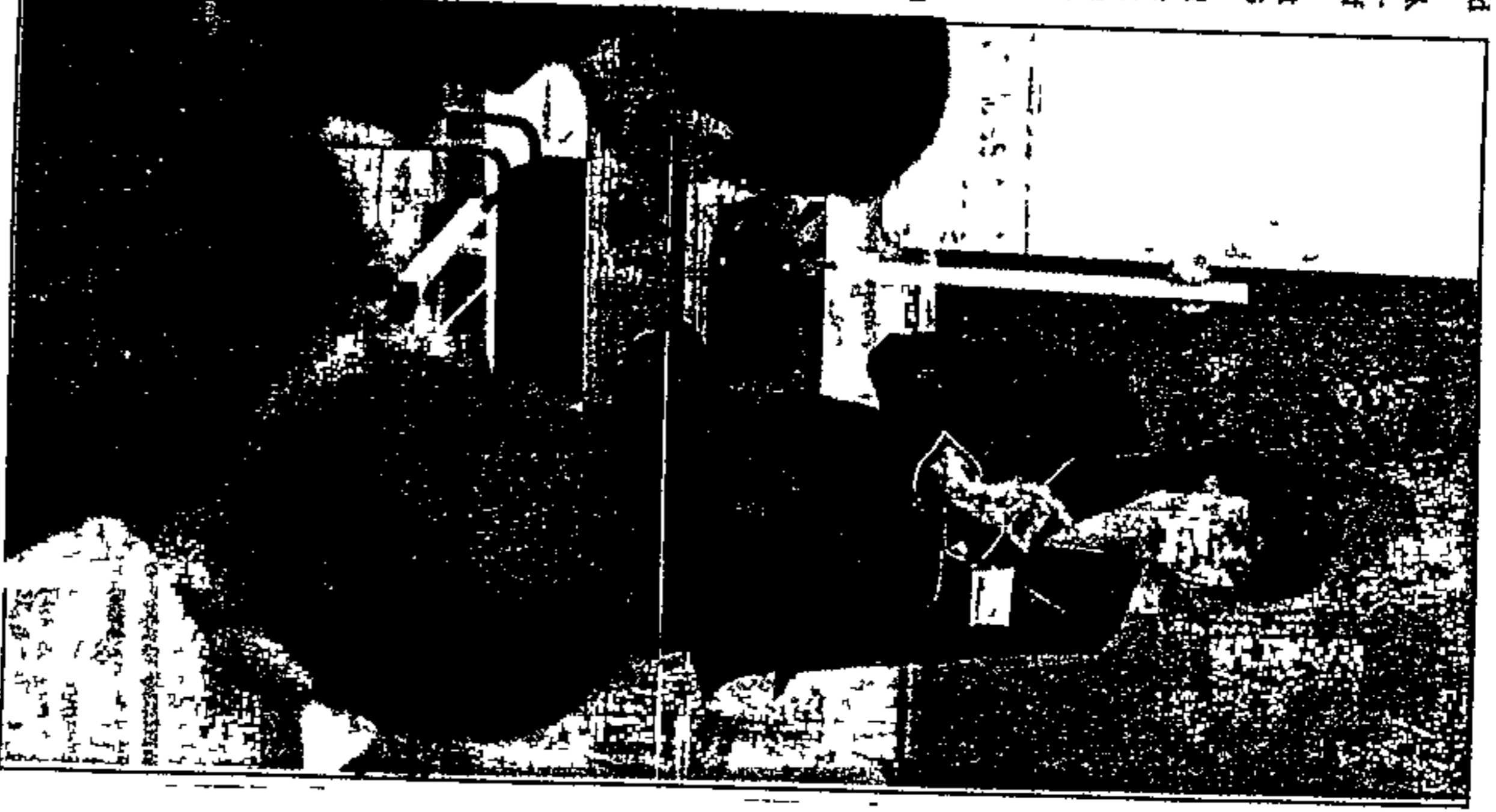
"The culture around training has to change fundamentally and needs to concentrate more on the self-development of the individual. This type of training will lend greatly to a truly community-oriented police force," Gounder said.

She said that while it was encouraging to see potential young police officers were studying at Technikon, the courses lacked practical training and concentrated heavily on theory.

But SAPS Human Resources Management spokesperson Sini Gounder said the SAPS was sceptical of having members enrolled who studied policing at private colleges as "they may not all comply with the national qualifications framework of the SAPS".

These qualifications are determined by the National Qualifications Forum which was established and is overseen by the South African Qualifications Authority that provides registration of national standards in the country.

"It has to be a reputable and recognised institution," Gounder said.



AGENT OF CHANGE SAPS national equity manager Vanessa Gounder addressing police officers in training.

'Bobbies' will soon be trudging the beat in the city

THE Western Cape police, in partnership with Business Against Crime, has both found a way of creating employment and boosting the number of visible police officers in the city

The "Bobby on the Beat" foot patrol will replace the rent a-cop scheme which has hit several legal glitches

Currently, hundreds of Community Patrol Officers (CPOs) are being trained as reservists at Paarl police college and will be deployed to the city to join 100 other CPOs already stationed in the West Metropole

Training manager of the CPO project, Captain Manie Strauss, said the project was funded by various companies in the city

"We are always involved with reservist training at the college and the Cape Metropolitan Council approached us

"The trained CPOs are stationed at various critical areas where crime is a problem in the Western and Eastern Metropole policing areas," Strauss said

The training is a strenuous six-week course and includes every aspect of police training, including training on how to handle a 9mm pistol

But what Strauss regards as more important is Chapter Two of the Bill of Rights, which he describes as the "golden thread of the course"

This deals with the power and authority of the police and forms the basis of the theoretical part of the course

"We are looking to extend the project to the city centre, the Boland and the West Coast

"The requirements to be a CPO is that you have to be unemployed and a reservist with basic training. A minimum standard eight qualification is needed," he said

Fact file

Chapter 11 of the Constitution of the Republic of South Africa deals with security services in South Africa and has this to say about the structure and purpose of the service

205 — Police service

(1) The national police service must be structured to function in the national, provincial and, where appropriate, local spheres of government.

(2) National legislation must establish the powers and functions of the police service and must enable the police service to discharge its responsibilities effectively, taking into account the requirements of the provinces.

(3) The objects of the police service are to prevent, combat and investigate crime, to maintain public order, to protect and secure the inhabitants of the Republic and their property,

and to uphold and enforce the law.

207 — Control of police service

(1) The President, as head of the national executive, must appoint a woman or a man as the National Commissioner of the police service, to control and manage the police force.

(2) The National Commissioner must exercise control over and manage the police service in accordance with the national policing policy and the directions of the Cabinet member responsible for policing.

(3) The National Commissioner, with the concurrence of the provincial executive, must appoint a woman or a man as the provincial commissioner for that province, but if the National Commissioner and the provincial executive are unable to agree on the appointment, the Cabinet member responsible for

policing must mediate

(4) The provincial commissioners are responsible for policing in their respective provinces — (a) as described by national legislation and,

(b) subject to the power of the National Commissioner to exercise control over and manage the police service in terms of subsection (2).

(5) The provincial commissioner must report to the provincial legislature annually on policing in the province, and must send a copy of the report to the National Commissioner

(6) If the provincial commissioner has lost the confidence of the provincial executive, that executive may institute appropriate proceedings for the removal or transfer of, or disciplinary action against, that commissioner in accordance with national legislation.

What does it take to become a police officer?

IT is a job which requires total commitment and dedication. But what is the minimum requirement to become a modern day policeman?

To become a police officer the basic requirements are a matric certificate, a driver's licence and sound mental and physical health — which is determined through physical and psychological evaluation. The criteria were set in consultation with labour unions

But these days, it requires much more to be a true policeman, SA Police Service Human Resources Manager Strini Govender explained

"In the past, very little emphasis was placed on academic training of policemen and a lot of the

training was of a physical nature. In 1994, when South African Police became a service the training had to be aligned with the Constitution's imperatives

"Policemen are now taught the Bill of Rights, law and the importance of community policing and the interaction with the community and less and less emphasis is being placed on physical training," Govender said

There were certain physical guidelines and matric requirements that needed to be met. Trainees needed to have some physical ability because of the demands of the job — such as climbing over high walls and performing an arrest. There are no strict

guidelines regarding weight and height requirements

To start training, the aspirant policeman needs to complete certain entry requirements

"Personal attributes we are looking for include maturity. The person also needs human relations and conflict resolution skills, as well as an element of decisiveness," Govender said

Included in the three-year course are 164 courses which are post-specific, and an in-service training programme which is presented at police colleges across the country

The courses include detective training, specialised units and visible policing

K

Popcru defies police threat

STAFF REPORTER (251)

The Police and Prison Civil Rights Union (Popcru) has vowed to protect its members from any charges they may face as a result of taking part in the public service pay strike scheduled for next week.

Yesterday, Commissioner George Fivas said he would not tolerate strike action by police and threatened disciplinary action, including dismissal, against police who embarked on mass action next Tuesday.

ARLT 19/8/99

Safety and Security Minister Sydney Mufamadi issued a similar warning to police personnel yesterday.

But Bongani Mtakati, Popcru's spokesman in the Western Cape, said any action by members would be in terms of the Labour Relations Act.

Sergeant Mtakati said his organisation was committed to service delivery and would divide members into two groups, with half working while the other half would take part in the strike.

(251) (152) Police strikers

not on — Fivaz

CT 19/8/99

NATIONAL police commissioner George Fivaz has warned police who participated in strike action that they could face disciplinary action which may result in dismissal.

"It is unthinkable that any member of the SAPS who is dedicated to serving the community would withdraw services from that community to serve his or her own interests."

Fivaz said the poor salaries of police officials remained a concern for police management. A number of endeavours were made over the past few years to increase salaries, perks and service conditions and police management would continue their efforts.

"However, the SAPS will not tolerate strike action," Fivaz said.

Police officers may participate in mass demonstrations, provided they did so while off-duty, he said — Staff Writer

Convicted men still with SAPS

By DAN DHLAMINI

DRTM WEST safety and liaison EC Maureen Modiselle is concerned about the rules and regulations of the SA Police Service that allowed a convicted policeman and a civilian to be reinstated in the very posts in which they were caught stealing.

Modiselle was responding to inquiries from City Press about why she and senior artisan Louis van der Merwe, who were convicted of stealing a state vehicle spare parts at the PS garage in Potchefstroom, returned to their original posts.

She said she had involved legal

advisors and investigators in her bid to find out why the men were returned to their original posts, and had established that the SA's rules and regulations allowed for the reinstatement of members who were not sentenced to an effective jail term.

A concerned Modiselle said she was going to take the matter up with Safety and Security Minister Steve Tshwete because she felt that some clauses in the SAPS standing orders and regulations which allowed for the reinstatement of convicted criminals should be reviewed.

Van der Merwe, a mechanic, and Cloete were arrested together with Captain Daan Chris du Toit by

members of the North West anti corruption unit in March.

Du Toit pleaded guilty to charges of fraud and theft of state vehicle spare parts and was sentenced to a fine of R2 000 on each count or six months' imprisonment. The sentence was suspended for five years.

According to North West police spokesperson Captain Louis Jacobs, Du Toit "bought" his discharge from duty before he could appear before the SAPS tribunal.

Van der Merwe was fined R3 000 or six months' imprisonment, which was conditionally suspended for six months.

He was also found guilty by the SAPS disciplinary committee and fined R500 and expelled from the

SAPS. His expulsion was conditionally suspended for one year.

The tribunal decreed that he should be reinstated to his original position as mechanic at the government garage.

Cloete, who worked at the same government garage, was convicted in court on two counts of stealing spare parts of state vehicles.

He was fined R2 000 on each count or six months in jail. The sentence was conditionally suspended for six months.

The SAPS disciplinary committee also found Cloete guilty of misconduct and sentenced him to a fine of R1 000 and fired him from the SAPS. However, his dismissal was conditionally suspended for one

year and he was ordered to return to his original post.

A Potchefstroom member of the SAPS who wished to remain anonymous said Cloete and Van der Merwe should have been fired right away because they had abused their positions of trust.

The provincial chairman of the Police and Prisons Civil Rights Union (Popcru), Mthabisi Thapiso, said as long as the SAPS management was mostly white, as is now the case, there would be no visible transformation within the police.

He said the SAPS disciplinary committee was an apartheid instrument devised to frustrate and destroy black police officers and particularly Popcru members.

Thapiso said the SAPS tribunal always ensured that harsh sentences were given to Popcru members, no matter how minor the offence. These sentences included suspension without pay and expulsion.

White officers, on the other hand, were treated leniently, as was the case with Van der Merwe and Cloete.

Thapiso said Van der Merwe and Cloete should have been fired on the spot because they had abused their position of trust.

At the very least, they should have been transferred to other departments, he said.

He cited the case of police captain J Dikolomelo of Mathekeng who is

currently under suspension for allegedly having assaulted a white station commissioner.

Thapiso said Dikolomelo did not get a fair trial and no proper procedures were followed when he was dealt with.

He also cited several instances of the SAPS disciplinary committee being biased against Popcru members while favouring members of the SA Police Union (Sapu) or non-union members.

Topping the list is one Captain Van Gent of Klerksdorp who allegedly assaulted his black juniors and was acquitted by the disciplinary committee, and a certain Fourie of Vryburg who was also involved in serious cases.

Have degree, no promotion

By DAN DHLAMINI

Sergeant Victor Matlofeng (32) of the Mathekeng charge office was shocked to learn that his BA (Communications) degree was "a worthless piece of paper".

Matlofeng studied for five years (part time), hoping that a degree and nine years' service would put him in a favourable position for promotion to inspector or captain. He remains a mere sergeant.

Constable Mj Mallane and Sergeant JP Gobbe were also overlooked by the SAPS promotions head office in Pretoria. Their BCom degrees were not considered appropriate for the SAPS. They decided to keep a low profile, for fear of reprisal.

Matlofeng said, unlike his colleagues, he had decided to break his silence to get attention from his superiors. He said he had followed the correct channels in highlighting his grievances to management since last year, but had received no response.

He said he completed his degree and satisfied the requirements of the interim pro-

motion policy. He applied in English for a cash bonus, but was replied to in Afrikaans, that his degree was not "toepaslik". He said his qualification was recognised, because he was promoted by the same promotions board to lance sergeant in 1994 and to sergeant in 1995.

"I have served as a sergeant for three years. My promotion to inspector is long overdue, I should be a captain by now. I have been waiting for my promotion and cash bonus for almost two years. As a result, I have suffered financially and psychologically."

I have informed our area, the province and national human resources management that I have exhausted all internal remedies of formally lodging complaints and have observed the manner in which I have been ignored," said a concerned Matlofeng.

Matlofeng, Molopo area chairman of Popcru, said his problems started in November last year when he was departmentally acquitted on all four counts of misconduct after claiming that racism was

written in SAPS in the area. He said that after his acquittal his seniors had guaranteed that he would not get promotion.

An angry Matlofeng said he would pursue the matter in the labour court if he did not receive a response from Minister Steve Tshwete's office, where he has written requesting intervention.

"I feel angry and demoralised. My job is rapidly losing meaning. I am from a previously disadvantaged background and I am presently being disadvantaged."

"I majored in communication and sociology in my BA and am busy with my final semester in BSocial Science honours in sociology. These are in the 1994 interim promotion policy, which was used when I applied for promotion," said Matlofeng.

A spokesman for the SAPS promotion board in Pretoria Senior Superintendent Strini Governder said, "Having a degree doesn't automatically qualify a member for promotion. Members should have qualifications such as a diploma in police management and be correctly placed for certain positions."

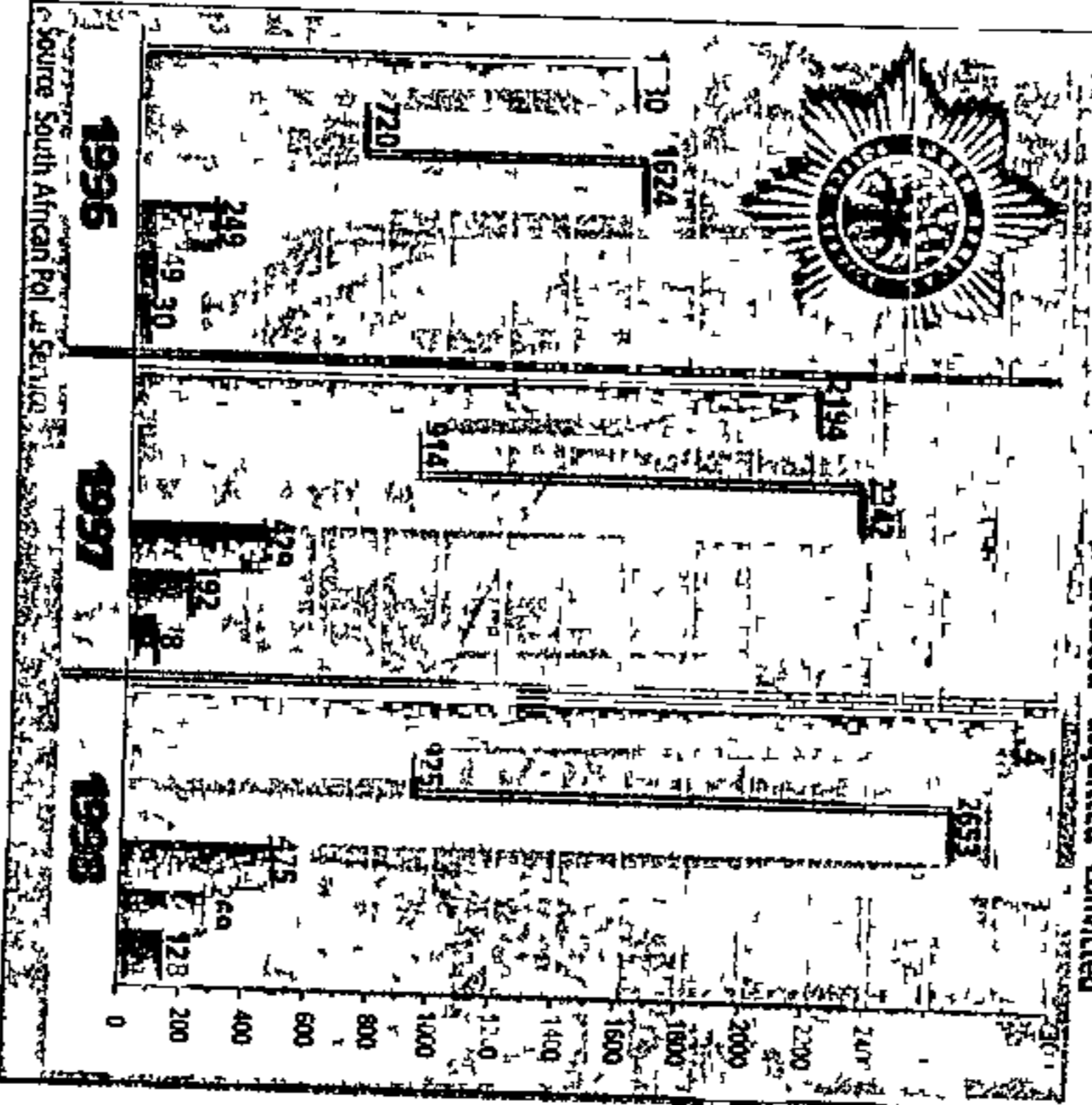
Corruption-busters' tough job

Police unit has to cope with threats and intimidation from colleagues

CLEANING UP THE COPS

Police anti-corruption cases Jan 1996 - Dec 1998

Inquiries received Members involved Case docketed Members arrested Members acquitted Members convicted



Source: South African Police Service

STAFF REPORTER

(2/11)

Johannesburg - Unrelenting members of the police's anti-corruption unit, whose daily lives are beset with threats and intimidation from their colleagues, have cracked down on corruption and have arrested and charged more than 1 000 policemen and women accused of various corruption crimes.

But while the specialised unit has also ensured the conviction of 288 corrupt police officials from January 1996 until April this year, police were unable to say what punishment the corrupt officers received and how many of them have been thrown out of the service.

The SAPS National Anti-Corruption Unit, was established on January 1, 1996, after the Government identified corruption as a major area.

The unit has, since 1996, had more than 6 000 complaints involving police members in connection with various corruption-related crimes including defeating the ends of justice, bribery, theft, fraud, blackmail and forgery.

In April alone this year, 1 649 complaints were received by the unit and 1 431 case dockets were brought forward.

The number of police arrested

and charged from January 1996 until December last year was 1 053. From January to April this year, 52 members were convicted in court of corruption.

RRG 86/8/99

Anti Corruption Unit commander Stefan Grobler said the unit's investigations covered the full spectrum of corruption by police, who abused their authority to unduly enrich themselves.

Director Grobler said a common problem faced by his members was the threatening and intimidation of witnesses.

"We cannot use the existing police infrastructure as it is contaminated, because corrupt police have access to it. You don't know who to trust and who not to trust, so we have hand picked, committed members we trust to serve in the unit," Director Grobler said.

Two weeks ago the unit nabbed four members of the Pretoria Murder and Robbery Unit for alleged involvement in cash in transit heists, robberies and a murder.

Wilma Nortje, of police management services, said within each of the criminal justice department arms (police, justice, correctional services and welfare), anti-corruption measures were being taken.

Superintendent Nortje said the current level of corruption within the overall criminal justice system

was the factor most negatively influencing efforts to substantially improve safety and security.

She said there were six different offices responsible for the investigation of corruption, which included the Anti Corruption Unit, Independent Complaints Directorate (ICD), Commercial Branch, the Independent Directorate for Serious Economic Offences, the Public Protector and the Health Unit.

Superintendent Nortje said the functions of the Anti Corruption Unit were, among others, to investigate all allegations of corruption and related aspects in the SAPS, to initiate and implement an anti-corruption awareness programme and to co-ordinate all anti-corruption investigations within the SAPS.

Advocate Neville Melville, executive director of the ICD, said the activities of the Anti Corruption Unit were seen as complementing the efforts of the ICD in promoting and encouraging proper police conduct, so that the public may regain confidence in a service which would restore safety and security.

Mr Melville said the ICD was strengthening its working relationship with the Anti-Corruption Unit. "If there are allegations or complaints against their members, they normally ask us to investigate," Mr Melville said.

When cops are robbers

(251) mtG 20-26/8/99

Marianne Merten

Lack of communication between various intelligence agencies is one factor leading to failed undercover operations and repeated claims of police involvement in gun running.

The intelligence agencies in South Africa are not communicating with each other. The one doesn't know what the other is doing," says Institute of Security Studies researcher Etienne Hennop.

The *Mail & Guardian* last week exposed the alleged sale of weapons to People Against Gangsterism and Drugs (Pagad) by serving members of the Soweto flying squad. But Hennop said it was unlikely this happened on a large, organised scale.

Coordinated supplies, like the alleged provision of tons of weapons to the Inkatha Freedom Party in KwaZulu Natal by convicted killer and former Vlakplaas commander Eugene de Kock, seem to have stopped since 1994.

Yet corrupt security force personnel are always key players in, for example, thefts from police stations or South African National Defence Force bases, because of their inside knowledge on where and how weapons are stored.

In the past three years there have been several court cases in which policemen have been implicated in weapon theft, gun running and smuggling.

Next month, a police sergeant from Kraaifontein in Cape Town is on trial with Hard Livings gang boss Rashied Staggie, his former second in command Roland "Watson" Olince, two of his bodyguards and key West Coast gang leader Charles Benjamien.

The policeman, Ben Collins, is among 11 men charged with the theft of 58 weapons, including R6-rifles and R1 rifles, shotguns and thousands of rounds of ammunition, rubber bullets and stun grenades from the public order policing unit base at Faure outside Cape Town in June last year.

The firearms tracing unit has recovered the majority of weapons at the home of one of the accused and at a church. One pistol was linked to a gang-related killing in Beihar on the Cape Flats days after the theft was discovered.

In 1998 a group of men including security force members were sentenced to long jail terms for supplying, among others, assault weapons to gangs in Eersterus near Pretoria.

Another case has implicated at least two Western Cape policemen in a hand grenade sling gone wrong.

A question mark still remains over the weapons cache found in the car in which former murder and robbery detectives Des Segal and Mike Huysamer were killed near Ceres in 1997.

After the accident illegal weapons like an RPG rocket launcher, assault rifles and ammunition were discovered. Although the Ceres Magistrate's Court found

no one to blame for the deaths, no explanation has been given about the origin or destination of the weapons. The director of public prosecutions has yet to decide whether to prosecute.

Although the law requires the permission of the director of public prosecutions of the province where the undercover operation is taking place, in some instances it appears that agents are not aware of what their informants were doing. And this has led to official embarrassment.

After former Pagad Gauteng coordinator and self-confessed National Intelligence Agency (NIA) informer Ayob Mungalee was arrested with four Pagad members in the Klein Karoo in February, he claimed to have transported gun powder on at least one occasion to Cape Town. His NIA handler denied knowledge of this.

During the parliamentary debate called in the wake of these statements, Minister of Intelligence Joe Nhlanhla insisted co-operation between different intelligence components was good.

But he pointed a finger particularly at corrupt police officers, who leaked details of critical anti-crime operations to gangsters and others.

Last week former policeman George Kieser, who also claims he was an NIA informer, pointed out three arms caches in the West Rand.

Investigators from the Johannesburg-based unit of the investigative directorate on organised crime recovered an M26 hand grenade and its detonator, 96 cap fuses used to detonate explosives like pipe bombs, seven R1 magazines, 25 super charges and 11 pipe bomb caps.

Mungalee and Kieser claimed the weapons were part of an arms cache headed for Cape Town. Both men allege Western Cape police communications officer Superintendent Riaan Pool "transported explosives and ammunition to the Cape during a time when things were most volatile."

Pool has denied the allegations and said he had been framed as he was about to testify against Kieser.

The office of the Witwatersrand director of public prosecutions confirmed Pool was trained as an agent in an undercover operation by the police's national anti-corruption unit.

The Johannesburg organised crime directorate is now investigating the origin and destination of the explosives and ammunition. Kieser pointed out. The head of the directorate advocate Gerhard Nel, said results from the forensic tests should be available in the next two weeks.

"We are taking the matter very seriously. The priority is to establish where the explosives come from and where they were headed," Nel said.

National detective services representative Faizel Kader said "Concerning unconventional operations, national crime intelligence does not comment."

"Whatever allegations are made would have to be tested in court."

Tshwete takes up cops' right to shoot

ST 29/8/99 (254)

CAROL PATON

Addey Witbooi said the provision needed to be revisited because of the limitation it placed on police.

A high-ranking policeman — who asked not to be named — said "When to shoot has always been a difficult question. Lots of police officers thought the previous Act was a licence to kill."

A spokesman for Maduna said the minister was expected to take a decision "very soon" on whether to implement the new Act in its present form or make changes.

Section 49 of the new Act is one of two pieces of proposed legislation under consideration by Tshwete that have drawn an emotional response from stakeholders.

The other is a draft gun-control proposal to limit the number of legal firearms, which has raised a storm of opposition from gun owners.

SAFETY and Security Minister Steve Tshwete wants to scrap a legal provision preventing the police from using their firearms unless lives are in danger.

The provision, contained in Section 49 of the Criminal Procedure Act, stipulates that force, which may result in serious injury or death, can be used by police only when human life is endangered.

Tshwete said the provision placed police officers at the mercy of criminals. "If you say to the police they must not take their guns from their holsters until they're threatened, by that time, in some instances, they are already down."

He said he had met Justice Minister Penuell Maduna to see what could be done to change the provision so that it "takes into account the possibility of excesses on the part of police when executing arrest [while] not opening them up to the fire of criminals."

"We are dealing with a criminal that is very much motivated by the understanding that human-rights laws are tilted in his favour. I don't say our guys must misbehave, but whenever there is an incident with the public and the police, the first reaction from the public and the media is to say: 'What did the police officer do?'"

The Criminal Procedure Act was passed by Parliament in November but not implemented after the police asked for clarity on provisions that were obviously confusing.

The proposal has also had an effect on police morale as rank-and-file members believe it will tie their hands when confronting potentially dangerous situations.

Police force legal expert Tertius Geldenhuys said that, as a result of the uncertainties, the police had approached Tshwete and Maduna — as well as their predecessors — for clarity.

"We train the police and so we must have certainty — it's a matter of life and death. If a police officer is uncertain of whether he can use his firearm, he could be killed."

Officials from police unions said some officers had in the past abused their firearms while arresting suspects. However, the unions opposed the new law because it created uncertainty and limited the powers of police in an environment of violent crime.

Celeste van Niekerk, general secretary of the South African Police Union, said "Members feel very strongly about it. The problem is there have been times when lethal force has been used unnecessarily."

Police and Civil Rights Union general secretary

Policeman's watchdog

A MAN was allegedly assaulted and left for dead by the police recently. At the same station another person was allegedly set alight by a policeman in full view of other officers.

Such wanton behaviour by policemen is not new – remember the death in detention of Black Consciousness leader Steve Biko. But the fact that it persists in the post-apartheid era, when policing has been depoliticised, is raising concern.

Between April 1998 and March this year, 756 cases of deaths in police custody were handled by the Independent Complaints Directorate (ICD), the civilian-led body which investigates such abuses.

Of the 756 cases, approximately 500 were the result of shootings and the rest were related to death by natural causes, suicides and a large number that were caused by suspects already injured before being taken into custody.

While there is extensive publicity and awareness of police abuse, there needs to be more regulation of police conduct and greater co-operation between the Safety and Security Department and the ICD, suggests Advocate Nelville Melville, executive director of the ICD.

Melville has made a study of police misconduct which has been published as a book entitled *The Taming of the Blue: Regulating Police Misconduct in South Africa*.

He sketches the long history of mismanagement and lack of accountability within the police, especially under the former National Party government which enacted laws that gave the police *carte blanche* over detainees.

Then the police were not only involved in politically motivated crimes, but were also responsible for widespread human rights violations.

Besides a large degree of inefficiency, cover-ups and ineffectual investigations, the police can also be taken to task for perpetuating a certain "cop culture" which has made transforming the system difficult.

"Perhaps the greatest obstacle to the combating of misconduct within the police is the existence of an unwritten code that dictates that police officers must 'stick together', maintain secrecy and not 'drop' their colleagues," says Melville.

Attempts at reform were started as long ago as 1990, when FW de Klerk started talks with the ANC, which insisted that the police be restrained before it suspended its armed struggle.

Then, under the interim constitution, a new approach to policing – which made the prevention of crime their main task as opposed to protecting a political order – was a radical depart-

The Independent Complaints Directorate is there to protect all South Africans against any excesses by the police, writes **Sharon Chetty** (251)

Rowe tam 3/9/99



Police brutality, which killed Steve Biko in 1977, is still a major problem now.

ture

At the same time, the idea of community policing was introduced and the police also became subject to the Constitution, which recognises fundamental rights.

Melville says that since changing the police is a "Herculean task", monitoring their actions would be crucial.

Although the substance of his book was written before he took on the job of ICD executive director in August 1996, he says a large number of the public's misgivings about the police still persist.

However, while misconduct was generally under-reported in the past, there are more people speaking out against the police now.

This gives rise to the question of whether or not there are now more crimes being committed by the police, or if people are now simply reporting more of the cases.

"Perhaps now more people are willing to come forward," says Melville.

Another attempt at cleaning up the police has been through its anti-corruption unit, which specifically investigates police members sus-

pected of crimes. Melville says the two units are working more closely together and hopes that they will in future "extend their ties" and do more joint investigations.

The cases of deaths in custody are far more complex. In some instances the police have shot dead suspects in self-defence. In others there has been an element of vigilantism since policemen are also under enormous pressure to deal with criminals.

Melville believes that the Safety and Security Minister should issue regulations that would

- Compel SAPS members to co-operate with and assist the ICD.
- Provide information, especially case dockets and records, and,
- Report the misconduct of their colleagues to the ICD.

He suggests that there be "appropriate penalties" for those found contravening such rules.

Another proposal is that the ICD should become more involved in the disciplining of police members.

Melville believes that the ICD executive director should be allowed to overrule when the SAPS decides not to prosecute a member. This would, however, be preceded by an inquiry.

He also suggests that all state departments be "obliged" to assist the ICD when necessary.

On the prosecution of police, he proposes that the attorneys general nominate "specific" prosecutors to deal with cases referred by the ICD, or that these special prosecutors be attached to the directorate.

Special powers, such as the right to enter and search police premises and seize articles, subpoena witnesses or documentation from the police, army or attorney general, mediate complaints and award compensation to the aggrieved or decide which officer should investigate a complaint referred to the commissioner, should be granted to the ICD, says Melville.

While he acknowledges the steps taken to change the police from being a "force" into a "service", he maintains that independent monitoring is vital to ensure that the changes do occur.

And while the responsibility for dealing with misconduct remains with police's top management, the directorate "has no hope of succeeding" without the cooperation of the SAPS, he says.

Rent-a-cop job search has scores turning out in force

Successful applicants will attend 'boot camp' in Paarl

YUNUS KEMP
STAFF REPORTER

About a thousand unemployed people flocked to the offices of the department of community safety to apply to become rent-a-cops and the department expects hundreds more to apply.

The turnout was in response to an advert placed in weekend newspapers.

Cape Town city councillor Chris Joubert, who is the department's consultant, was encouraged by the response. He attributed the high turnout to the high levels of unem-

ployment. In the past, only unemployed police reservists were allowed to apply.

"We decided to advertise for young people with a Standard 8 certificate, who are willing to become police reservists. Preference will, however, be given to unemployed police reservists."

Mr Joubert said the department wanted to increase its rent-a-cop programme to 770 members.

Since its inception four years ago, 375 rent-a-cops have been placed at police stations all over the Western Cape.

Mr Joubert envisaged that a further 440 rent-a-cops would be doing duty at 89 police stations by the end of the year.

Successful applicants will attend "boot camp" in Paarl for six weeks, where they will be trained in all aspects of community policing.

The files of the unsuccessful applicants will be kept by the department, who will try to place them in other programmes.

"The provincial government sponsors this training camp which costs them R5 000 an applicant.

"With the help of sponsorships from local authorities and business,

we can establish the beginning of a metropolitan police force."

Mr Joubert said the most important factor was to "bring back the bobby on the beat."

"The city centre is being patrolled only by rent-a-cops."

Mr Joubert said the scheme had the support of the local and national governments, the police and the city's community patrol board.

"The support the scheme has received has been encouraging."

"The Cape Metropolitan Council is sponsoring 150 cops, the city council 105, Metrorail 50 and the rest are sponsored by businesses," he said.

Call to empower police forums

ERIC MIBAZALUA

BRINGING justice closer to communities could lead to peace in strife-torn areas, the South African Law Commission says in a discussion paper on Community Dispute Resolution Structures (community forums) presented to Justice Minister Penuell Maduna yesterday.

The discussion paper was drafted after considering ways of persuading community forums to participate in maintaining law and order.

Maduna said community forums are at present "diverse, fragmentary and tentative".

They also suffered, he said, from a negative perception that they are "kangaroo courts" or

are linked with vigilantism.

"The truth is that if local justice and dispute resolution structures are properly recognised and supported, the broadened access to peaceful means of dispute resolution that they can provide will itself be an important hedge against the temptation for people to take the law into their own hands," Maduna said.

He said the challenge was to find ways of providing recognition, regulation and support without stifling the informality, flexibility, accessibility and community appeal that gave the forums legitimacy.

John Penberthy, managing director of Business Against Crime, said "I support the idea,

but I believe there should be far greater emphasis on training and development for people involved in the forums."

Communities were likely to take the law into their own hands if there were no structures in place to assist police.

Gugulethu Policing Forum chairperson Danile Landingwe said "The problem the forums face at the moment is that they are considered obstacles, although their work is appreciated by those who are threatened by lawlessness. So they should be registered and treated as legitimate bodies."

The commission recommended that the recognition of community forums should be based on an act of Parliament.

27/9/99

(2/1)



A civilian in blue? ⁽²⁵¹⁾

M+G 10-16/9/99

Marianne Merten

At least three civilians have applied for the post of Western Cape police commissioner — a first in the history of the police service — despite grumbling among the top brass that the job should go to one of the men in blue

The civilian candidates include Cape Town Safer City manager Omar Valley, Technikon SA police trainer Dr Ruben Richards and anti-crime community activist Irvin Kinnes

Last month's appointment of a head-hunting firm by Western Cape MEC for Community Safety Mark Wiley is regarded as an indication of the seriousness and high stakes involved in getting the "right" candidate for the province wracked by bombings, drive-by shootings and gang wars

While it is understood that police National Commissioner George Fivaz

is opposed to a civilian in the job, the appointment is believed to be a strong indication of how Minister of Safety and Security Steve Tshwete will handle his new portfolio

Although the application deadline was last Friday, it will take two weeks to sort through the forms. Only then will a shortlist be selected and a selection panel convened. The panel's recommendation will be forwarded to Fivaz about three weeks thereafter. The final decision is made by Fivaz and Wiley in concurrence with Tshwete.

Candidates from police ranks include Operation Good Hope head Commissioner Ganief Daniels, the terrorism campaign's operational chief Director Simon Mpenbe, head of Operation Chaka Commissioner Adam Blaauw and East Metropole area head Director Niel van Heerden and his acting area commissioner Director Arno le Moer.

OVER 100 MEMBERS CHARGED

Crime rife in SA secret services

CA 21/9/99 (251)

INTELLIGENCE operatives in SA are a criminal lot, judging by figures released by the Intelligence Ministry. **ROBERT BRAND** of our Parliamentary Bureau reports

number of cases

Nhlanhla declined to say to which intelligence agencies those involved in the offences had belonged before January 1995. The former homelands had their own intelligence services, as did the ANC and PAC, before these were amalgamated into the NIA and SASS in that year.

MORE than a hundred members of South Africa's two intelligence agencies have been charged with misconduct ranging from murder to platinum smuggling, Intelligence Minister Joe Nhlanhla revealed yesterday.

In a written reply to a parliamentary question by DP MP James Selfe, Nhlanhla painted a picture of criminality and a lack of discipline in the National Intelligence Agency and the South African Secret Service.

A total of 155 members of the two services have faced misconduct charges since 1995, Nhlanhla said. In 17 cases, charges were referred to the South African Police Service and 11 ended up in court.

Only 10 members were discharged from the services for misconduct ranging from theft to insubordination. In most cases, members were retained in the services with a warning, a demotion or a loss of salary increases.

Nhlanhla did not release the names of the agents involved, saying they could not be identified for security reasons.

In one case, a member found guilty of assault and attempted murder was let off with a warning, while an employee who committed fraud was fined after he had repaid the stolen amount.

A member who was found guilty of absenteeism and sleeping on duty was also let off with a warning, Nhlanhla said.



CANDID REPLY: Intelligence Minister Joe Nhlanhla

One member was discharged after stealing R49 000, another after stealing R220 000, while a third, who had "misappropriated" R100 000, is not eligible for salary increments or bonuses for two years.

Two members of the services have been found guilty of murder, while 10 others had been charged with murder or attempted murder.

Investigations are under way into two NIA members who allegedly smuggled platinum in 1998, and two SASS members suspected of illegally dealing in gold.

One member is being investigated for armed robbery, possession of illegal firearms and bringing the NIA into disrepute. Insubordination, absenteeism, misuse of alcohol, security breaches and theft are being investigated in a

● Sapa reports that South Africa may soon have its long-awaited watchdog over its secret services.

The Intelligence Services Control Amendment Bill, tabled in Parliament on Friday, aims to bring legislation governing the appointment of the inspector-general of Intelligence in line with the Constitution, which sets a lower majority in the National Assembly for the appointee's approval than the interim constitution did.

A special ad-hoc committee is expected to be appointed to fast-track the draft legislation through Parliament.

The post of inspector-general has never been filled. Advocate Lous Skweyiya accepted the job in 1997, then turned it down after expressing dissatisfaction with the remuneration package offered.

The draft legislation aligns the conditions of employment of the inspector-general with that of the public protector.

It also changes the procedure for the appointment of MPs to the joint standing committee on intelligence.

The bill aims to give effect to the principles of accountability, legislative sanction and parliamentary control of the services by having more than one party represented on the committee.

Illiteracy hinders good police work

NEARLY one in four members of the South African Police are functionally illiterate, making it hard for them to do their job, national police commissioner George Fivaz said on Friday.

Fivaz told *The Argus* newspaper the police force, struggling to combat rampant crime, was saddled with some 30 000 members who have trouble taking down complaints, writing docketts and operating computers. "While a significant proportion of the 30 000 can read or write, they aren't very good at it."

27/9/98
This makes it difficult for them to master computers, which are a very prominent part of a police officer's tools," he said.

A literacy programme for police was launched in 1997, but later put on hold pending the outcome of a survey to determine the exact levels of illiteracy in the force, Fivaz said.

About R6 million has already been spent on the programme. Fivaz blamed the high level of illiteracy on the lack of training police received during the apartheid years.

"For many years officers were recruited with the minimum educational requirements applied in other parts of the world. We inherited police without the functional capacity to do their job," Fivaz said.

He said he was also frustrated at the slow progress in building a multi-racial police force and the lack of success in fighting crime.

"The crime statistics show we have stabilised serious crime, but the fact is we have not brought it down sharply" - Sapa-AFP

2517

Women trailblazers get top police posts

DD 18/10/99

(271)

Gender equality commission welcomes restructuring promotions

Taryn Lambert

FOR the first time in SA, two women have been appointed to the rank of divisional commissioner in the SA Police Service

This follows pressure by groups opposed to violence against women on the criminal justice system to become more sensitive to gender issues

National police commissioner George Fivaz announced last week that Magda Stander had been appointed as the commissioner of personnel services and that Dr Mala Singh was the new commissioner in charge of the career management division. The Commission on Gender Equality has welcomed the appointments

Stander and Singh will occupy new positions that were created in a restructuring process announced by Fivaz late last year

The human resources division has fallen away and is replaced by three divisions including personnel services, career management and training

Other new divisions include crime intelligence, crime prevention and logistics

The detective service, operational response, support services and management services divisions have remained in place

Stander has worked for the po-

lice service since she joined as a student constable in Kimberley in the Northern Cape in 1973

She was assistant commissioner for human resource management before last week's announcement, where she was involved in recruiting and personnel management. "It is an honour I had to work twice as hard as my male colleagues to achieve this, but I am grateful to be honoured in this way," Stander said

She said it was important to have more women in the higher ranks of the police service because they had much to offer in terms of enhanced service delivery

Singh joins the police service for the first time in her career, from the Department of Public Service and Administration

She first worked as a teacher before becoming a school principal, a lecturer and a school psychologist. She joined the public service four years ago when it was a "privilege to be part of the revolutionary changes which took place in the public service"

Institute for Security Studies researcher Antonette Louw said one of the biggest challenges facing the police service was management competence. "If that means bringing people in from outside then it is not a bad thing"

Louw said there were not that

many black people in the higher ranks of the police force. If greater representativeness was the aim, then it was "to be expected" that civilians be put into management positions

Louw said it would be a "good thing" if Singh brought her expertise from the public service in issues relating to human resources, into the police force which currently faces a "huge challenge" of managing its personnel

The SA Police Service is the biggest police agency in the world, "as far as we know", with about 128 000 police officers in the country, which are all managed from Pretoria, Louw said

The Training Division Commissioner is Johannes Hendricus Ferreira, who was the deputy Northern Province commissioner, and who has "wide experience in the fields of strategic management and management development"

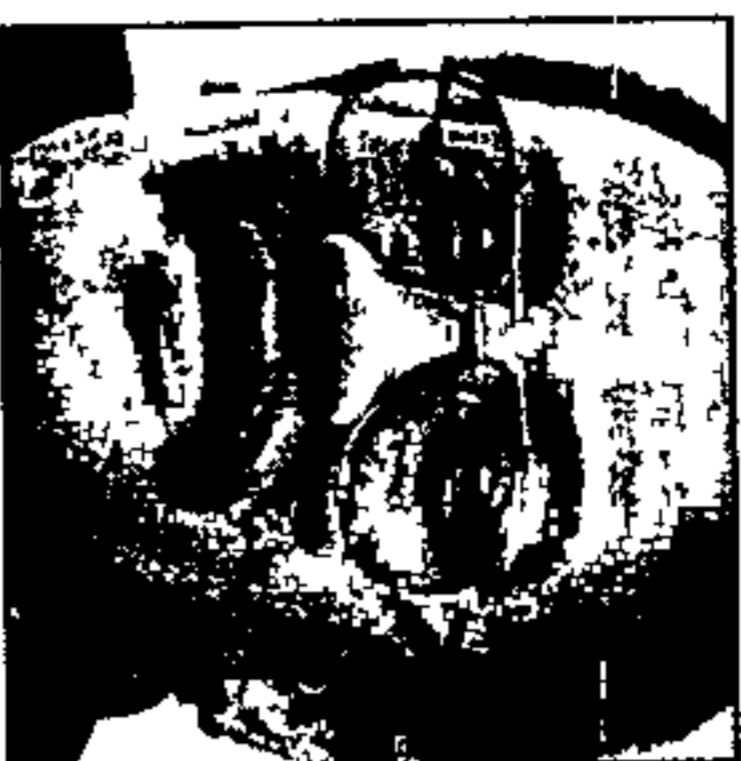
Tim Williams — a former adviser to the ministry of safety and security — was announced as the commissioner of the crime intelligence division

Mafemane Wilson Makhubela will take up position as commissioner of the crime prevention division, Hamilton Hlela will head the logistics division and Moranodi Joseph Gaobepe is the new Free State provincial commissioner

W Cape 'set for first black police chief'

GASANT ABARDER
CRIME WRITER

By the end of this week, the Western Cape could have its first black police commissioner. And, for the first time, a civilian is also in the running.



PIONEER: Arno Lammer, founder of the first community police forum



SEASONED: Ganief Daniels, head of Operation Good Hope



HANDS-ON: Free State Dan Alberts has a 'non-nonsense' approach



PEOPLE MANAGER: Omar Valley, the only civilian candidate

through a gruelling selection process by a panel of interviewers which also, for the first time, included provincial cabinet members and the mayor of Cape Town, Nomaindia Mfekafo.

The selection is of great importance, since the chosen candidate has to fill the shoes of current police commissioner Leon Wessels, who is due to retire at the end of the month.

The job of commissioner is not the easiest in the country either. The rate of violent crime, especially rape, in the province has risen sharply in recent months.

The candidates for the job are:

- Director Arno Lammer, acting area chief for the East Metropole;
- Commissioner Ganief Daniels, Head of Operation Good Hope;
- Deputy-commissioner Lemnit Max of the Eastern Cape police;
- Omar Valley, a civilian from the Sater Cities Project — the only civilian on the list — and
- Dan Alberts, acting police commissioner for the Free State.

Provincial government will select the successful candidate today, with a recommendation from the panel. The name will be announced later this week. All indications, and the opinion of senior police managers, suggest that a black candidate will be chosen for the job.

The process of selecting a provincial commissioner was halted by Safety and Security Minister Steve Tshwete in July, after he found that not enough qualified candidates had applied for the post.

Tshwete also scrapped the applications, after Western Cape police management came under review, as part of his national plan to create 50/50 race and gender representivity in the SAPS by the end of this year.

Mfekafo — one of the panelists — yesterday gave her definition of what was required of the new commissioner: "We are looking for a leader, not just a police commissioner. A person with special qualities — a dynamic person who is familiar with the Western Cape and its problems."

The private lives of two candidates, Max and Daniels, have left scars on their CVs.

Max was accused of sexually harassing a female member of the police in July this year, but was provisionally cleared by his Eastern Cape superiors. The case, however, is still pending on a decision from National Police Commissioner George Fivaz.

Daniels made headlines earlier this year with an alleged extra-marital affair with a police colleague. He was attacked with a sharp object by his wife and 18-year-old son allegedly vandalised his house and car.

Valley is the Western Cape's regional head of the Sater Cities Project, whose speciality lies in human resources management. He has spent several years as a human resources manager in the private sector and at the Human Sciences Research Council.

Alberts is the only white candidate on the list. Having spent two years as deputy provincial commissioner of Mpumalanga, and six months as acting commissioner in the Free State, he is known for his no-nonsense, hands-on approach to policing and his "going back to basics".

Lammer has deep roots in the community and in the past risked his career in attempts to change Western Cape policing.

He is known for launching the country's first community policing forum, in Manteberg, and was appointed to (then) Safety and Security Minister Sydney Mufamadi's technical committee for community policing. He has also been at the forefront of sensitive negotiations between police and Pagad.

CRIME WRITER GASANT ABARDER put this question to the five shortlisted candidates. This was their response:

OMAR VALLEY: "It is a fact that there are internal problems in the police and I am not sure whether the public knows about this. Problems like white fears and strong black aspirations need to be addressed. I want to create discipline, strong teamwork, a work ethic, eradicate conflict between units and establish committed partnerships between police, communities and business. Management at all levels must be strengthened."

LENNIT MAX: "If I am fortunate enough to get the post, I will make a fresh statement. Until then I will not reveal anything."

ARNO LAMMER: "I can offer a lot as provincial commissioner, with my history in the community and because the members except me as a senior member of the police. I will do my utmost to rid the police of internal conflict. I also have solid relations with NGOs, community policing forums and other crime-fighting role-players in the province. I believe this interaction is the only way to rid the Western Cape of crime. I see myself as a change agent and a dynamic person for the job."

DAN ALBERTS: "I will make use of Section 13 of the Policing Act in the Western Cape where we can control off streets and perform certain operations to decrease crime in places like Mitchell's Plain, central Cape Town and Kullis River. I will have to work with the community policing forums and crime NGOs. By putting pressure on the senior police managers under me I will look at analysing and inflicting the gangs in the Western Cape which have become a huge problem."

GANIEF DANIELS: "One of the main problems is gangsterism, which has plagued our communities for decades. The strategy I will use will be to combat gangsterism in the same way as urban terrorism. The second important issue is service delivery to all people in the province and the third is enhancing transformation to lead the province into the new millennium."

Fivaz under fire over missing SAPS money

MOMENT BRAND
POLITICAL CORRESPONDENT

PARLIAMENT'S public accounts committee will today grill police commissioner George Fivaz about a range of "serious" irregularities in the South African Police Service which were uncovered by the Auditor-General.

The irregularities include unauthorised expenditure of more than R3 million and lax internal controls over personnel expenditure, standing advances, fuel, informer awards, stock and firearms. Public accounts committee chairman Gavin Woods said Fivaz, as the accounting officer of the SAPS, had been summoned to the committee.

"There has been no suggestion that he had been personally involved in irregularities, but he is responsible for the financial management of the department," Woods said.

The inquiry is based on Auditor-General Hent Kluwever's report on the financial statements of the SAPS for the financial year ending March 1998. The report was tabled in Parliament in June. In the report Kluwever expressed a qualified audit opinion. He cited unauthorised payments of R3 405 693 to consultants without following tender procedures, and many other matters of concern.

Among them were "serious shortcomings" in controls over weapons, with the result that he could not confirm the correctness of registers of police firearms.

Kluwever also noted that the SAPS was paying R2,8 million a month in salaries to members who had been suspended, some for as long as six years.

Police members owed R11,7m in repayments of subsistence, travel and salary advances, and nothing had been done to recover the money despite previous warnings. Many of the members who had not repaid advances had since left the service and there was concern that the money would never be recovered, Kluwever said.

"The issues hampering effective financial management are a matter of concern, especially the lack of accuracy and completeness of management information," Kluwever noted.

Woods described the mismanagement in the SAPS as "far more serious" than the allegations of irregularities levelled against controversial Correctional Services commissioner Kwelekam Stole.

Stole is also being investigated by the committee and it will make public its recommendations on the Stole inquiry next week.

Police officials defend Service's financial state

Fivaz says auditor-general's report contained unfair remarks
(251) PD 21/10/99

Thumbs up for the new commissioner
(251) CT 21/10/99

CAPE TOWN — Senior SA Police Service officials have defended themselves against a barrage of criticism over the lack of financial management in the organisation.

Caan Woods, chairman of the parliamentary standing committee on public accounts, told CEO Meyer Kahn and commissioner George Fivaz yesterday the committee's criticism was motivated not only by the steadily deteriorating situation within SAPS since 1996, but also because of the evasive answers given last year.

Each year promises were made to improve things, but little was achieved and the 1998/99 report showed again that not much had changed, said Woods.

Also, the committee was not impressed by a remark by one SAPS official last year that the hearing had gone so well it "was like having tea with Mother Theresa."

Outside the meeting, Fivaz expressed anger at some of the "unfair statements" made in the auditor-general's report for the 1997/98 financial year, saying they were based on "misunderstandings and misrepresentation." This created the false perception that the SAPS was being totally mismanaged when in fact its management had improved remarkably in past two years, said Fivaz.

Issues raised in the report covered the lack of adequate internal controls, the withholding of payments of R256m from creditors at the end of the financial year last year unauthorised expenditure, inadequate debt recovery, the poor administration of stock and the lack of adequate personnel and project management.

Fivaz told the committee that senior management had been restructured so that the logistical function was separate from financial management.

Also, a new chief finance director, Stefan Schutte, from state expenditure, had been appointed to focus specifically on financial af-

airs, expenditure trends and cash flow. "We are convinced that the new structure will improve financial management considerably," Fivaz said. His optimism — coming after several years of similar pronouncements — was met with scepticism by committee members, with Laloo Chiba needing to be persuaded that it was not another "pipe dream."

The committee was insistent that officials commit themselves to definite targets and Woods said the committee would be monitoring developments closely in future.

Kahn responded by saying that the restructuring had already had positive results with regard to cash flow and expense management.

He pointed to the fact that by the end of March this year the portion of the budget spent on salaries and wages had been brought down to 78% from 83% in 1997 in terms of a three-to-five-year project to reduce it to 75%.

He said this would release more funds for resources.

FOREIGN AFFAIRS director general Jackie Selebi, who takes over from national police commissioner George Fivaz on January 1, 2000, is likely to be sorely missed in his old department.

According to New National Party spokesperson Boy Geldenhuys, Selebi played a major role in the recent signing of the ceasefire agreement in the Democratic Republic of Congo, with his relentless efforts behind the scenes.

His chairmanship of the Oslo Diplomatic Conference on the international total ban of anti-personnel landmines gained him the respect of the international community and he could easily have become one of the best foreign affairs ministers the country ever had, Geldenhuys said.

Selebi was a representative of the World Federation of Democratic Youth in Budapest, Hungary, from 1983 to 1987, after which he was elected head of the African National Congress Youth League. In 1991 he was responsible for the repatriation of ANC exiles and was elected to Parliament in 1994.

Selebi served as South Africa's permanent representative to the United Nations in Geneva from 1995 until his appointment as Foreign Affairs DG in June last year.

In August last year, he was presented with the 1998 International Service for Human Rights Award for the manner in which he chaired the 54th session of the UN Commission on Human Rights, and for the way he presided over the 1997 diplomatic conference on anti-personnel mines in Oslo.

Selebi was born in Johannesburg on March 7, 1950 and is married with two children.

As for prior dealings with the police, Selebi was shocked to discover in July last year that for more than three years he had owned a stolen car. He heard the news shortly after his return to South Africa from Geneva, when police informed his wife Anne of their discovery.

It was reported at the time that the couple's BMW sedan had been stored for three years while they were living abroad. Selebi bought the car in 1994 from a Soweto man who rebuilt cars. Selebi welcomed the police's action. — Sapa



DIPLOMAT. New police commissioner Jackie Selebi

Management skills for police

PRETORIA Anti-crime plans that could be put into action would become a strong focus of police management, National Police Commissioner designate Jackie Selebi said yesterday.

"I am itching to turn crime around," he said. "I don't believe in drawing up plans that are not put into action."

Selebi, currently director-general of Foreign Affairs, was speaking to reporters after taking part in talks with Deputy Foreign Minister Aziz Pahad and his Chinese counterpart Ju Pei Ding.

On Wednesday Safety and Security Minister Steve Tshwete announced that Selebi would replace George Fivaz as national police commissioner on January 1.

Selebi said his experience as a diplomat made him acutely aware of the impact of crime on direct foreign investment in South Africa.

Asked about his lack of police experience, Selebi said his main task would be to manage the police service. "I am not bringing technical know-how. I am bringing management that will enable people to work together," he said.

"The challenge before me is how to build teams in the police service and to bring in management styles to make sure that the police feel wanted and valued by society." He stressed the need for police to act in such a way that they gained the confidence of the public and developed a partnership with it.

He also said good management was the key to dealing with problems such as racism and corruption in the police. "To deal with that (corruption) doesn't need experience. All it needs is the political will to ensure that policemen are free of corrupt actions."

Selebi expressed discomfort with reports emphasising that he would be the first black national commissioner of police. "It is not about that. It is about making sure that there is recognition for everyone who makes an honest contribution, irrespective of the colour of their skin," he said. — Sapa

FRESH APPROACH NEEDED

Ex-security branch members in top posts

CT 22/10/99
(251)

THERE are encouraging signs of change in the top ranks of the South African Police Service, but in the Western Cape former members of the security police are about to further consolidate their power, JUDITH SOAL reports.

FORMER members of the apartheid security branch hold at least five of the top positions in the Western Cape detective services — some of them recent appointments. Next week Andre du Toit, another former security policeman, is expected to be named head of the detective unit in the province. The sister of Steve Biko, apartheid's most famous victim at the hands of the security police, is appalled.

Du Toit's appointment will coincide with the naming of the Western Cape's new police commissioner.

Like the new national police commissioner Jackie Selebi, whose appointment was announced on Wednesday, the Western Cape's police chief will probably be a black man.

Yet community leaders, rank and file police officers and former victims of the security police believe that the service will not gain the support of all South Africans unless the former security branch's grip on its daily running is loosened.

Cape Town city mayor Nomandla Mfeketo, who was part of the selection committee for the new provincial commissioner, has called for a change in the way key police posts are allocated.

"If they can involve the community and civilians in selecting a new commissioner, why can't it be the same for all the top posts?" Mfeketo asked.

"If we are serious about transforming the police service and tackling crime in this province we need a fresh approach. I don't

know that a person with a history in the security branch will be able to bring that."

Other former security branch members in key positions are:

● Acting commander of East Metropole detective services Johan Nel (another former security branch member Dirk de Beer is tipped to take over this post),

● The head of West Metropole detective services Jacques Botha,

● Head of criminal intelligence services Attie Trollop (Trollop's appointment in March caused an outcry from both white and black officers who saw it as a slap in the face for transformation efforts),

● Acting head of murder and robbery Neville de Beer; and

● Head of stock theft Hugo van Zyl.

Another former security police man, Johan Klein, is hotly tipped for an assistant commissioner post in the Western Cape. Klein, who was implicated in human rights abuses investigated by the Truth and Reconciliation Commission, was notorious for his role in silencing dissent against apartheid during the 1980s.

At least five other senior management posts are dominated by policemen who, although they were not members of the security branch, were part and parcel of the old white establishment. They are:

● Head of the violent crimes unit Leonard Knipe,

● Head of the commercial crimes unit Gerrie van Rooyen,

● Head of the organised crime unit Eoet Claassen,

● Director of the Southern Cape detective services

Andre O'Connell, Director of the Boland detective services Johan van der Vyfer.

Eleven of the top 13 police positions filled this year have been staffed with whites, despite Safety and Security Minister Steve Tshwete's call for the Western Cape to have at least 50% black leadership by the end of the year.

Nobandile Biko, whose older brother died at the hands of the security forces, said yesterday she found it difficult to believe the same people in charge today.

"Why are these people still involved in our policing system?" she asked.

"We can change our laws but nothing will really change if you keep the same people. Those people are used to doing things the way they did under apartheid and they will continue to do them that way, no matter what they say."

Arno Lamoer, one of the candidates for the top police job, said it was hard to convince civilians that the police force wasn't going backwards.

"The perception both inside and outside the police services is that the former security police are trying to keep control," he said.

Police spokesperson Wicus Holtzhausen denied this.

"Just because a person belonged to the security branch all those years ago, should you now say he mustn't be promoted?" he asked.

"That wouldn't be fair. Are we saying all security branch members were bad?"

Holtzhausen said the police service was committed to having 50% black leadership by the end of the year.

"We recognise the importance of gaining the trust of the community and we are working towards that," he said.

Sowetan 25/10/99

Shocking work ethic in prisons

(251)

By Wagheed Misbach
Political Correspondent

A SHOCKING 234 938 days were lost due to absenteeism by South Africa's prison officials over the first eight months of this year, it was revealed in Parliament last week

Correctional Services Minister Ben Skosana also confirmed that several officials had been dismissed and others were being investigated for absenteeism

This year, 3 532 days were lost due to unauthorised absenteeism, Skosana said in reply to a question in Parliament

These revelations come in the wake of increasing trouble in South Africa's prisons, including the dismissal and imprisonment of a number of officials for corruption

Strict disciplinary measures had been taken against officials guilty of absenteeism. In the first six months of this year 268 officials were found guilty and 13 fired for being absent from duty. Of the remaining 202 officials who were investigated, some were found not guilty and the charges withdrawn, while some cases are still pending, Skosana said

Last year almost 40 000 days were lost, of which about 5 600 were considered unauthorised

The minister said measures were being taken to address the high level of absenteeism

The objective of the plan is to reduce unauthorised absenteeism by 10 percent this year. This figure has been included in the performance agreements of all provincial commissioners

A comprehensive leave manual has also been published and circulated to the commissioners, outlining procedures in dealing with the problem

Meanwhile, Skosana confirmed that his department's plan to employ a further 7 000 people has been suspended until overtime is abolished. Once this is done, the department will have the necessary funds to employ more people

The issue was recently registered for negotiation with the various unions and talks will take place in the negotiating council

Cops charged for graft

By Noxolo Nxusani

FIFTEEN police officers from different parts of the country - 10 of whom have since resigned - are facing 33 counts of corruption, theft and fraud involving motor vehicles worth millions of rands. They allegedly collaborated with members of a vehicle theft syndicate operating nationally, sources revealed at the weekend

The five still in the service are Nico Mynhardt, Wynandt Willem van Blommenstein, Lizette van Wyk, Hugo van der Merwe and Pieter Keynecke.

The other accused are Major Petrus Johannes Marx, head of the Klerksdorp-vehicle theft unit when the crimes were allegedly committed, Willem Adriaan Moolman, Willem Karl

Veldhuizen van Zanten, Henry Bernard van Willem Johannes du Plessis, Nel Salmon Theodorus Botha, Dirk Jacq van der Merwe, Solomon Jakobus Jordaan, Daddy Ephraim Nkosi and Louis Elvin Moosman Haasbroek. All the suspects have already appeared in the Klerksdorp Regional Court and were remanded to November 29.

They were released on their own cognisance. The charges against the officers date back to 1995. All 15 are accused of overlooking the correct procedures by issuing clearance certificates for stolen vehicles without investigating if the cars were stolen or not

The cars were then allegedly marked with unique police numbers without correct clearance procedures. It is also alleged that the police officers assisted the car theft syndicates in re-reg-

istering stolen vehicles in other provinces. Advocate Karlen de Kock, who represents the state in the case, said that false information was written on the clearance documents and the accused deliberately left out certain figures from the engine numbers while issuing police clearance certificates.

De Kock said the cars were later re-registered in Gauteng and officials at these licensing departments were unable to pick up the false information because of the system they were using at the time

According to the charge sheet the suspects were either paid, given gifts or entertained for their illicit involvement. They allegedly worked with employees from Motor Inn and Car Care Garage, Tro Motors, Gys Roos Motors and other panelbeater shops. They also bought cars from these companies at extraordinarily low prices

De Kock said that the suspects also neglected to respond or investigate complaints from the public or hints via Crime Stop that stolen car parts were at these companies. Police spokesman Senior Superintendent Pieter du Plessis said a decision on whether to suspend the police officers will only be taken once the investigations and the court case have been completed

Those who are no longer in the force were either discharged or took retirement packages because of ill-health. Others resigned soon after the charges surfaced.

Du Plessis said there were two separate investigating teams dealing with the police case and syndicate members. The syndicate members have appeared in court and will appear again from December 6 to 10

Claims of police brutality up, says watchdog

ANOLISI GOPHE
STAFF REPORTER

(251)

AR 27/10/99

The Independent Complaints Directorate says claims of police brutality increased by almost a third during the 1998-99 financial year, compared with 1997-98. The number of complaints jumped from 1 999 to 2 874, while the number of people who died in police custody or as

a result of police actions also increased from 737 to 756. During a press briefing yesterday to launch its annual report, the directorate's executive director, Neville Melville, said 50 of the deaths and 456 of the complaints occurred in the Western Cape. The directorate was established in 1997 to ensure that complaints by the public against the police were properly

investigated. Mr Melville said the increase in the number of cases reported could be attributed to the fact that more people were becoming aware of their existence "even though a lot of work still has to be done to increase public awareness". The report said in the Western Cape there had been 13 cases where police had been charged with culpable homicide, murder and assault in court.

There were 17 pending inquests, and 31 cases of death in custody, or as a result of police actions, had been submitted to the Director of Public Prosecutions Frank Kahn for a decision on whether to prosecute. Mr Melville said the directorate intended to get together all stakeholders to find solutions to problems in the police service.

Sitele unfit for high office, says report

GLIVE SAUVYER
POLITICAL CORRESPONDENT

(251)

A task group of Parliament's powerful Public Accounts committee today tabled a draft report saying Correctional Services commissioner Khululekani Sitele was unfit for high office in the public service. It recommended the Government "reconsider" his position.

The recommendation was tabled at a meeting of the committee which coincided with a gruelling appearance of several hours by Dr Sitele in front of the Correctional Services committee.

AR 27/10/99

The proceedings of the two committees followed a special investigation by Auditor-General Henri Kluwever into allegations against Dr Sitele.

The allegations dealt with in the Auditor-General's report included his running of a soccer team during office hours, excessive time spent on overseas trips, and merit salary

increases awarded to himself.

Before today's public accounts meeting, Dr Sitele repaid the two merit awards.

The Public Accounts task group, in its draft report, said Dr Sitele had used state money in a wasteful and ill-advised manner. He had been involved in situations where there had been conflicts of interest between his public position and his private interests.

The task group said Dr Sitele had inappropriately allowed himself and his senior management team generous merit awards when there was little justification for such awards.

Dr Sitele had "displayed poor judgment that has, on each occasion, favoured himself at the expense of the public interest".

The task group noted that since the tabling of the Auditor-General's report dealing with an initial set of allegations, there had been further allegations published in the media.

The draft report said Dr Sitele had "obstructed" the work of the public accounts committee.

He had refused to answer questions put to him that were clearly matters of public concern and his verbal and written answers were in many instances evasive and contradictory.

Dr Sitele "may have intentionally misled" the Public Accounts Committee about the status of a soccer club which he owned and ran.

"The commissioner's general behaviour and attitude is inconsistent with aspects of the public service code of conduct and treasury instructions," the draft report said.

Today's Correctional Services committee reviewed the department's performance ahead of putting specific serious allegations to Dr Sitele for his response.

In a morning characterised by close and less than amicable questioning of Dr Sitele and his top officials, committee members including chairperson Audrey Mokoena upbanded the Correctional Services team for failing to bring all relevant information to help the committee in its deliberations.

Cop brutality 'still too high'

sowetan 27/10/99

(251) bll

By Waghied Misbach
Political Correspondent

POLICE brutality is still at an unacceptably high level, with 280 cases of death at the hands of police now being investigated by the Independent Complaints Directorate – the statutory body tasked with investigating police corruption and brutality.

The 280 are from April to August this year. The figure has gone down from last year's 756.

Briefing the safety and security portfolio committee of Parliament yesterday, ICD executive director Advocate Neville Melville said although the ICD had made a significant breakthrough in their investigations this year, it constituted a small percentage of the 27 000 complaints received annually by the police service.

In the 1998-99 financial year the ICD received 756 complaints of deaths, an increase of 19 cases from the 1997-98 financial year.

Most of the complaints to the ICD this year had come from Kwazulu-Natal (72), followed by Gauteng (62), Eastern Cape (34), Western Cape (28), Mpumalanga (24), North West (21), Free State (18), Northern Province (13) and Northern Cape (8).

The ICD had received a total of 1 566 complaints from April to August this year, including allegations of serious criminal offences by police officers. A total of 669 of the complaints received have been of miscon-

duct and of a minor criminal nature.

Although the ICD was investigating only a small number of the total cases received from the public, its role was to act as a deterrent to keep police officers from getting involved in criminal activities, Melville said.

Melville told the committee that the ICD's brief had now been expanded and it would soon start monitoring domestic violence cases. Under the Domestic Violence Act, which comes into force on December 15, a police officer has to inform a complainant of his or her rights.

"Where a police officer reneges on his duty, and a complaint is received, the officer has to be prosecuted internally, unless the ICD directs otherwise," Melville said.

In turn, the ICD has to report to Parliament on a six-monthly basis on all the complaints made by the public, and how each complaint was investigated.

The ICD will soon start research into corruption at police vehicle compounds, where officers have been implicated in stripping and selling parts of vehicles stored there.

The organisation has also commissioned the Centre for the Study of Violence and Reconciliation to conduct research into the following:

- The use and abuse of force by members of the SAPS,
- The skill of policing and improving the management of the use of force in the SAPS,
- An examination of deaths in police custody.

Report says Sitole abused state funds

By Waheed Mlsbach
Political Correspondent

CORRECTIONAL Services Commissioner Khulekani Sitole had abused state assets and "should never again hold high office in the public service", it was recommended in a damning parliamentary report yesterday.

The report comes at the end of a lengthy investigation into allegations of mismanagement and corruption by Sitole in the department over the past few years.

The African National Congress has welcomed the recommendation, calling on the Cabinet to remove Sitole from his position. It hailed the report as a "victory for public accountability".

"It makes it clear that we will not tolerate wasteful or ill-advised use of public money by government officials, whatever their seniority," said Mr Andrew Feinstein, chairman of the ANC's study group on public accounts.

The report berates the commissioner for his lack of cooperation in the investigation, stating that accounting officers must understand that they are accountable to Parliament and the people of South Africa.

The United Democratic Movement called on the Cabinet to fire Sitole and for him to leave the public service altogether.

The UDM is encouraged by the fact that all parties agree that Sitole's conduct is unacceptable of a public servant.

It is now up to the executive to follow suit - and to do so quickly and decisively by firing Sitole," the party said.

In its report the committee found that Sitole had

lower from 28/10/99

● minister Sipo Mzimela into giving him permission to run an amateur soccer club, Sparak FC, when in fact the club was registered as a professional team.

● Employed 24 players of the team in the Correctional Services department.

● Has used his office to recruit players for the team before he had permission from the minister to run the club.

● Contravened public service regulations by not getting permission for Correctional Services staff to receive additional income from the club.

● Spent 131 days overseas over a 20-month period at a cost of over half a million rands.

● Overspent the department's travel allowance by R150 000 for the 1997-98 financial year.

● Made it impossible for the committee to assess whether the state had received value for money from the trips because he did not provide detailed motivations and schedules.

● Gave himself irregular merit awards of more than R100 000 (which he subsequently repaid) and.

● Approved a number of voluntary severance packages that were considered to be inappropriate.

The report also slammed the Sitole for obstructing the work of the committee. He had refused to answer questions that were clearly matters of public concern and his verbal and written answers were in many instances evasive and contradictory, the report stated.

Sitole's general behaviour and attitude was found to be inconsistent with aspects of the Constitution, public service regulations, public service code of conduct and Treasury instructions.

Sitole unworthy
of high office,
Mbeki is told

(25/1)
Linda Ensor 28/10/99

CAPE TOWN — President Thabo Mbeki and relevant cabinet ministers have been urged to remove correctional services commissioner Khulekani Sitole from high public office as soon as possible.

Parliament's public accounts committee yesterday unanimously adopted a report saying there was prima facie evidence that Sitole was not fit to hold high public office.

The National Assembly, which usually adopts committee recommendations, will vote on the report. Sitole refused to comment.

Public accounts committee chairman Gavin Woods told the media that Sitole was unrepentant to the very end. The public accounts committee's report emerged from Auditor-General Henri Kluever's investigation into allegations about Sitole's operation of a soccer club, travel abroad and merit awards.

The report found Sitole wasted state funds and created conflicts of interest between his public position and his private interests, each time favouring himself. There was little justification for the generous merit awards that he and his senior management team received, the report said.

The committee found that the granting of merit awards generally left much to be desired. In 1997, Sitole received merit awards valued at R54 646. On one occasion he was evaluated by his two deputies who gave him full marks, after which they received merit awards.

Regarding his attitude, he was found to have obstructed the committee's work by refusing to answer questions or by providing evasive or contradictory answers.

The committee found also that Sitole misled it and former correctional services minister Sipo Mzimela about the status of his soccer club Sparak FC. The Premier Soccer League (PSL) confirmed it was a professional and not an amateur club as Sitole claimed.

The committee found that seven club members joined the department on the same day they joined the club.

Sitole's frequent trips abroad were found to have detracted from his duties as head of department when the department suffered financial management problems. These trips were not value for money, the committee found.

Sitole 'unfit to hold office'

M+G 29/10-4/11/99 (251)

Wally Mbhele
and Barry Streek

Disgraced Department of Correctional Services Commissioner Khulekani Sitole gave members of his family his friends and politicians relatives senior positions in the department.

Among those who landed top posts was his sister Thola Sitole who last year became the Free State's head of education in correctional services.

Khulekani Sitole's tight grip on his position filtered this week as the standing committee on public accounts recommended that he be fired because he was deemed unfit to hold any high office in the public service.

The committee's recommendations followed an intensive investigation by the Auditor General Henry Kluwever into the Mail & Guardian reports last November that Sitole ran a professional soccer team with state funds, had awarded himself performance bonuses and had abused state money by undertaking a series of unofficial

overseas trips at taxpayers' expense.

The committee substantiated the M&G's reports and recommended that the relevant executive authority urgently reconsider the commissioner's position and should it feel necessary, inquire further into these and any other relevant matters pertaining to the commissioner's behaviour and performance in office.

Sitole's employment of his sister caused a stir last year. Although she allegedly did not have adequate qualifications, Thola Sitole was first employed as an instructor at the department's Vanderwater College.

The head of that college and other instructors had a problem with that because you first have to undergo basic correctional service training before you can be appointed to that position, said a source at the college.

The dissatisfaction among staff members is believed to have contributed to Khulekani Sitole's resignation, the then acting head of the college Isaac Shabangu, to a more junior position in a Gauteng prison.

Sitole then promoted his sister to provincial head of education in the Free State. This, according to department sources, was despite the fact that the job required someone with at least five years' relevant experience within the department, which Thola Sitole did not have.

People with impressive qualifications are understood to have been disregarded in favour of Thola Sitole, who holds a primary teacher's diploma.

Among those who benefited from Khulekani Sitole's 'jobs for pals' was Sarah Mokoena, wife of the disgraced former director general of home affairs Albert Mokoena, who has just been fired by President Thabo Mbeki.

In exchange, Sitole's wife was given a senior position in home affairs. Mokoena and Sitole are known to be close friends.

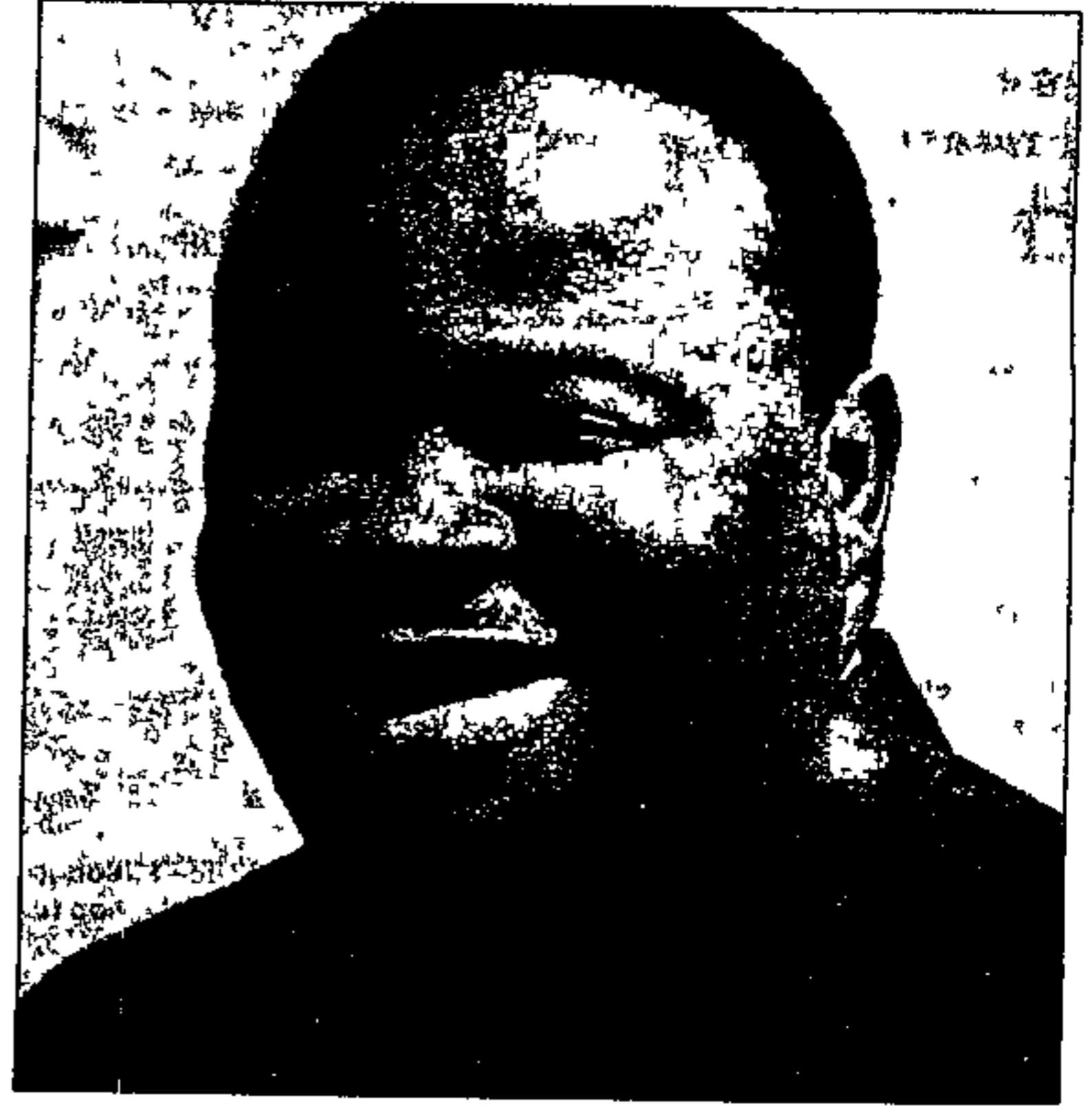
The daughter of the former correctional services minister Sipo Mzimela was also employed in Sitole's department. So is the daughter of former education minister Sibusiso Bhengu.

In its findings this week, the committee said Sitole had misled the committee and Mzimela on a number of issues. It also found that contrary to his suggestion that he ran an amateur soccer team, Spartak, this was in fact a professional club.

Mr Sitole had permission to manage and run an amateur club while in fact this club was professional. The commissioner misled the former minister and the committee on this matter, the report said.

It was found that the value of the club was between R600 000 and R1 million and that it was also sponsored by a company that had a contract with the Department of Correctional Services.

"The former minister gave permission to retain the sponsorship from the company concerned, but on the basis



Disgraced Correctional services Commissioner Khulekani Sitole

also information 24 of the playing staff of Spartak are employed by the department. The commissioner suggested to the committee that he was simply fortunate to find so many good players in the department.

"However, it seems more than a coincidence that four players joined the department on August 8 1997 seven of these joined the department on 25 February 1998 and all seven of these joined the soccer team on the same day.

"All in all," said the committee, "10 correctional service members joined the team on one day and 11 joined within one to seven months after joining the department, that is during the soccer season immediately following their appointment to the department."

Turning to Sitole's overseas trips, the committee said "His inability to furnish detailed departmental moti-

vations and schedules made it impossible to assess whether the state gained value for money.

Where motivations are given they are vague and general. For the World Police and Fire Games three days allowance was paid to the commissioner, his wife and officials when in fact the records show that there was only one working day on the trip. This is a questionable use of public funds.

The committee found that Sitole had used state funds in a wasteful and ill advised manner, that he had been involved in situations where there were conflicts of interest, had inappropriately allowed himself and senior management team generous merit awards when there was little justification for them, and had shown a lack of understanding of an accounting of officer's accountability to Parliament.

JACKIE SELEBI

A CIVILIAN SENT TO MANAGE THE POLICE SERVICE

(251) FM 29/10/99

Priority is to tackle violent crime, including rape

At first sight Jacob ("Jackie") Sello Selebi seems an unlikely successor to National Police Commissioner George Fivaz. A rotund man with a penchant for loose-fitting but unflamboyant Afro shirts and a relaxed, affable manner, he is the antithesis of the stern-faced, uniformed policemen who have hitherto headed the police service.

A former head of the ANC's department of welfare, Selebi (49) formally takes over from Fivaz on January 1. His career profile contains a string of successes in the diplomatic field, including service as SA's permanent representative to the United Nations in Geneva in 1995, as president of the Preparatory Committee of the Comprehensive Test Ban Treaty Organisation, and, most recently, as director-general of Foreign Affairs.

Appointment to these positions speaks of considerable organisational and administrative ability, recognised by his former comrades in the ANC, as well as his peers in the diplomatic field. It is these skills he plans to deploy when he takes over as police commissioner. Selebi, who took just 90 seconds to agree when he was asked by President Thabo Mbeki to shift to the police, sees his primary task as one of ensuring better management of the SA Police Service.

Selebi, who expresses himself in everyday language in preference to ideological jargon, says with quiet determination that he will not wear a police uniform when he takes over as commissioner. "I am not going to try to be a policeman. I am being sent to manage the police service."

His lack of experience in policing does not worry him. "When I was sent to the UN, I had no experience," he recalls. "When I left, I had the respect of everyone." His election to various prestigious international posts is proof of that. He records those successes factually rather than boastfully.

Selebi's appointment has been presented by Safety & Security Minister Steve Tshwete as a means of combating racism in the police force. Perhaps it is.

But Selebi prefers not to emphasise his skin colour. "I do not want to be called a

black commissioner," he says. "I was not called a black diplomat or a black DG of Foreign Affairs."

Judging from his remarks, he believes the best means of combating racism in the service is to build up team work across racial divisions and to recognise the achievements of policemen and women regardless of their colour. "In Foreign Affairs, we are able to work together in one team," he observes. "That is what we need in the police." The way to excise racism is for people to work together and appreciate one another as human beings, he adds.

Selebi's civilian background and genial personality do not mean he will not take a tough line on crime. On the contrary his priority is to tackle violent crime, including rape (its prevalence in SA shamed and appalled him when he had to listen to an account of its escalating occurrence while he was serving as a diplomat in Geneva).



Arnold Prout

"We need to get to the point where we have stricter sentences for violent crime," he says. But Selebi is not in favour of restoring the death penalty and rejects as mistaken those who believe it would act as a deterrent to murderers and rapists. On the death penalty, found to be in conflict with the Constitution by the Constitutional Court in 1995, Selebi states "I believe in the right to life. There is no way the death penalty can act as a deterrent."

On the same note, Selebi, who chaired the 54th session of the UN Human Rights Commission, makes it clear he will not turn a blind eye to contraventions of human rights by police in their fight against crime. "I have been tortured," he says. "I know what it means." The police battle against criminals will have to be fought within the outlines of the law, though the law itself may prescribe tougher sentences for violent crime, he explains.

On the future of Meyer Kahn, of SA Breweries, who was seconded to the police service to help it manage its affairs, Selebi chooses his words carefully. There is a need not to destroy the confidence of the ordinary policemen and women with the appointment of too many civilian managers. It is the reply of a diplomat, inviting the listener to draw his or her own conclusions. A logical inference is that Kahn — whose appointment was heralded by many as an important initiative in the fight against crime — may be concentrating on boosting SAB in the not too distant future.

Selebi is a little more forthright on the future of the civilian secretariat in the police service. He does not see a need for the secretariat — whose head, Azhar Cachalia, has already opted to pursue his former career as a lawyer — when he becomes the first civilian commissioner.

Selebi, whose informal approach should not be confused with professional insouciance, plans to introduce performance agreements in the service. It is a clear warning to the police that they have to earn their salaries, that there are no free rides and, as he hints, that failure to fulfil their duties is a form of corruption in which taxpayers are defrauded.

But in tandem with that, he has plans to help those in the service who are either illiterate or, for a variety of reasons, have become functionally illiterate. It is a problem he frankly acknowledges and shifts to a top position on his agenda. Patrick Laurence

Racism still in full force - city police

ARC 2/11/99

Prejudice rife, say cops

(251)

MYOLISI GOPHE
STAFF REPORTER

Some black police officers claim racism is rife at the Cape Town central police barracks, with white officers behaving violently towards their black and coloured colleagues.

Two off-duty white officers allegedly assaulted and made racial remarks to Vincent Mdutyulwa of the police tourism unit at the weekend

Constable Mdutyulwa said the policemen, who stay at the central barracks, allegedly assaulted him with an iron rod and a baton. He said the drama started when he and three female friends were enjoying a month-end party about midnight on Saturday.

He said the white officers, using abusive language, arrived and told him to turn off his music.

"I asked them why, as we were just celebrating and then I was beaten with a baton," said Constable Mdutyulwa.

He said the men dragged him across the floor, rolled him down the stairs, choked him and took him to the charge office.

"I was put in handcuffs and the beatings resumed, with another on-duty policeman joining in."

"I was crying and I asked them again what I had done. They said we 'chocolates' were 'full of nonsense'."

He said they then locked him in a cell and refused him medication although he was bleeding. He was released about 10am on Saturday by the new shift and went to Somerset Hospital before laying charges against the two policemen.

But he was also charged with violence and crimen injuria and his case was postponed until November 17 in the Cape Town Magistrate's Court yesterday to give him enough time to get a lawyer.

Police spokesman André Traut said the two policemen were off-duty and anything they did was not connected to the police service.

But he said police management would not allow racism in police premises and investigations would be conducted and appropriate actions taken where possible.

Riaz Saloojee, head of the Independent Complaints Directorate in the Western Cape, said it would take over the investigation.

He said not all white police officers were racist.

Black and coloured officers at the central barracks were to meet to discuss a way forward.

'Sign up here for the untouchables'

Taryn Lambert

(251)

BP 311199

GRADUATES are clamouring to join the Scorpions, SA's new "untouchables" crime-fighting unit. More than 5 000 applications have been received so far for 50 jobs as junior investigators.

In a bid to attract "committed, clean, intelligent and dedicated people with integrity", national director of public prosecutions Bulelani Ngcuka will visit the country's universities. Members of Ngcuka's office have already visited tertiary institutions in the Western Cape to recruit applicants to the elite unit, which will report directly to Ngcuka.

Spokesman Siphon Ngwenema said yesterday that Ngcuka was hoping to recruit "educated young people,

who are committed to the values enshrined in the Constitution and to eradicating corruption."

Applicants are required to have a tertiary education or at least six years' experience, and will undergo "intensive training inside and outside SA", he said.

Ngwenema refused to name the foreign countries in which Scorpions would be trained, but a source close to the unit said Ngcuka's office had been negotiating with the US Federal Bureau of Investigation. The lowest Scorpion member will earn about R66 000 to R140 000 a year, which is "a lot of money for people who are at entry level", Ngwenema said. Senior staff, with four years experience or more, will earn between R179 000 and R211 000 a year — excluding ben-

efits like medical aid, pensions and car allowances.

Police captains, who are middle-ranking officers with a diploma and about six years' experience, earn about R70 000 a year. The unit is also looking for more than 50 senior special investigators, aged between 24 and 45 years, with four years' experience in either intelligence, policing or prosecuting in a state environment.

There are also positions available for a financial manager, logistics manager, human resources manager and "internal integrity officers", who will be responsible for recruiting personnel in the future. Applicants will have to undergo psychometric testing, drug testing, security clearance and polygraph testing before being accepted.

Sitole resigns to 'step into freedom'

ARG 4/11/99 (251)

Prisons commissioner ends lengthy saga

PARLIAMENTARY BUREAU AND SAPA

Controversial Correctional Services commissioner Khulekani Sitole said working for government was like imprisonment and his resignation was a step into "freedom".

Dr Sitole would not comment on the recommendation by the National Assembly's public accounts committee that he be fired from office. He said he had various options to consider including a number of business interests in South Africa and overseas.

"So I am not quite sure what is the way forward but I have decided to have my freedom back," Dr Sitole said.

At a post-Cabinet news conference yesterday, Public Service and Administration Minister Geraldine Fraser-Moleketi said Dr Sitole would go on special leave immediately and his departure would be effective from January 1. "This particular resignation has been accepted by the President," Ms Fraser-Moleketi said.

She said there would be no special payout for Dr Sitole and he was leaving with the usual pension benefits.

Parliament's public accounts committee last week ruled that sufficient

evidence existed for Dr Sitole not to hold high office in the public service.

He has been accused of abusing state money and mismanaging his department.

Ms Fraser-Moleketi said there would be an investigation into the broader implications for the Correctional Services Department regarding the allegations against Dr Sitole.

Correctional Services Minister Ben Skosana offered no further comment than confirming he had accepted Dr Sitole's resignation.

Reportedly, Dr Sitole told the Cabinet in a letter that he wanted a speedy resolution about his future.

He was said to have written that the whole saga had harmed the government and the office of President Thabo Mbeki.

Ms Fraser-Moleketi said a probe would be launched to assess deep-seated problems in the department.

Aubrey Mokoena, chairperson of Parliament's portfolio committee on correctional services, said his personal opinion was that Dr Sitole had done the honourable thing by resigning because he had been "indiscreet in everything he did" and was unsuitable for public office.

Mr Mokoena said the committee would meet next week to finalise its official report on its hearings on the controversies in which Dr Sitole had been embroiled.

Hendrik Schmidt, correctional services spokesman for the Democratic Party, said his party was very glad Dr Sitole had decided to go.

While the DP had not yet been informed of the scope of the planned further investigation, it welcomed the opportunity to ensure that all issues which had emerged during the Sitole saga could be probed and resolved.

Mr Schmidt said he hoped the Cabinet, in naming Dr Sitole's successor, would choose someone who would not follow in Dr Sitole's footsteps of mismanagement and abuse of taxpayers' money.

The United Democratic Movement said it was not enough that Dr Sitole would be resigning in January - he should be fired to make a statement about the Government's intolerance of corruption.

The embattled commissioner's fate became clear when President Mbeki told the National Council of Provinces last week that a new head should be appointed for Correctional Services.

Judge did not make remark

Western Cape Judge President Edwina King has objected to a remark attributed to him in a caption in yesterday's Cape Argus. The caption suggested that Judge King had made the remark "working our butts off" in a stor

Sitole's department 'kowtowed to Popcru'

(251) M+G 5-11/11/99

Wally Mbhele

Outgoing Department of Correctional Services Commissioner Khulekani Sitole, who this week pre-empted being axed by the Cabinet by submitting his resignation, leaves a legacy which, according to some prisons staff, will take long to correct.

In its submission to the public protector, the Correctional Staff Forum (CSF) — an organisation that is largely credited with blowing the whistle on Sitole's misrule — has bemoaned the fact that Sitole has "abdicated" the department's administration to the Police, Prisons and Civil Rights Union (Popcru) "oligarchy".

Sitole's departure followed more than seven months of investigations into claims first published by the *Mail & Guardian* that he ran a professional soccer team from his department, had awarded himself irregular performance bonuses and had abused state money by undertaking a series of overseas trips at taxpayers' expense.

The *M&G's* reports were substantiated first by the Auditor General, Henry Kluever, who was appointed to investigate the truthfulness of the allegations and further confirmed by the standing committee on public accounts which last week recommended that Sitole be fired as he was deemed unfit to hold high public office.

Sitole's legacy includes accusations that he ran the department in conjunction with Popcru, whose "unqualified" senior officials have been placed in most strategic management positions at the expense of highly qualified people.

The CSF this week welcomed the government's announcement that it would launch an investigation to determine the extent of the damage in

the department. It is hoped that some senior officials recently suspended and marginalised by Sitole may soon have their positions restored by Minister of Correctional Services Ben Skosana.

The forum points out that the department's current chief negotiator is a former Popcru general secretary. He also represents Popcru at the central bargaining chamber and he occupies a senior position in Popcru Investment Holdings. He is also director of human resource management in the office of Gauteng's correctional services commissioner.

The chief deputy commissioner of human resource management is also a Popcru official and activist. Another senior Popcru official is believed to have been appointed director of human resource management in the Western Cape.

Appointments to senior positions are influenced by powerful individuals outside official management structures in the department, the CSF has claimed in a recent letter to President Thabo Mbeki.

Popcru national representative Jafta Siyavuma on Thursday reacted to Sitole's departure with a tinge of sadness, saying "the whole public service and administration has lost one of its committed and dedicated civil servants".

Siyavuma said Sitole has shown commitment in implementing core government policies by implementing speedy transformation and affirmative action.

He denied that his organisation supported Sitole because of alleged favouritism towards Popcru officials and instead queried even the presidential review commission's findings that correctional services was one of the three government departments lacking a coherent transformation strategy.

Major shake-up for SA prisons

Parliament takes steps to wipe out disgraced commissioner's legacy

A new parliamentary investigation is to be launched into mismanagement in the Department of Correctional Services.

Main focus will be on top staff left in place after the resignation of disgraced national commissioner Khulekani Sitole but seen by Parliament's correctional services committee as part of the problem he came to personify.

Among specific allegations a delegation of senior staff will face will be that they misled the committee during its earlier investigation into controversies in which Dr Sitole had been involved.

The commissioner, who was labelled unfit to hold public office by Parliament's public accounts committee after it found he had mismanaged state funds, resigned last week and is on special leave pending his official departure date of January 1.

Vowing that the prisons crisis was not over just because Dr Sitole had left, correctional services committee chair-

CLIVE SAWYER
Political Correspondent



PERSON

Audrey Mokoena said "We cannot just sit here like huge teddy bears

"Where we see rot we cannot just aerosol it with perfume and hope it will go away"

A motion proposed by Nelson Diale of the African National Congress welcoming Dr Sitole's departure was accepted by the committee, but Johann Durand of the New National Party added that the former commissioner's "peculiar" management style had damaged the department. Mluleki George (ANC) called for a mop-up operation in Correctional Ser-

vices, noting that the behaviour of other top managers who had accompanied Dr Sitole to the previous hearing showed his negative influence.

The delegation had attempted to defend the indefensible and had failed to bring documents to the meeting which they should have predicted the committee would want to see.

"Khulekani Sitole had made unsurable damage to Correctional Services," Mr George said.

Sipho Mzimela of the United Democratic Movement, who in his former guise as an Inkatha Freedom Party cabinet minister was party to Dr Sitole's appointment, added to the committee's concerns by alleging they had been misled.

Dr Mzimela said the departmental delegation had told the committee that a new correctional facility for youth was already in operation but his own investigation in the past week had found the facility was standing empty. This prompted Dennis Bloem (ANC)

AR 11/1/99



Khulekani Sitole: quit after scandal

to ask that the delegation, minus Dr Sitole, be called back to explain whether they had misled the committee

Abram Mzizi (IFP) said it was well known that torture, mismanagement and corruption were rife in prisons. Also scheduled for next week are a meeting between the committee and Correctional Services Minister Ben Skosana, and hearings of evidence from all nine commissioners.

The committee has sent four-page questionnaires to each commissioner, requesting details of prisons, infrastructure, buildings, staff, discipline, security, escapes, and rehabilitation programmes, among other issues.

Meanwhile, the department yesterday confirmed that Gauteng correctional services commissioner Thamsamga Nxumalo had been appointed acting national commissioner.

Documentation for advertising the national post was being finalised and it was hoped the adverts would run in this weekend's press, ministerial representative Andrew Aphanah said. The ministry hoped to be able to appoint a new commissioner from January.

Government is taking control of the intelligence sector, cutting back on staff and refining their focus, writes a Special Correspondent

Changes for the President's men

(251) 28/14/11/99

THABO Mbeki's government is making decisive moves to bring the country's intelligence agencies up to speed and in line with the realities of a post-apartheid democratic state, to make crime and not chimeras the focus of the spies and to ensure a direct line between the presidency and the spooks.

The recent appointment of President Mbeki's intelligence and security advisor, Vusi Mavimbela, to the directorship of the National Intelligence Agency merely consolidates an ongoing process of centralising and streamlining intelligence and bringing it directly within the purview of the presidency.

The expected appointment of former department of labour director-general Sipho Pityana, to head up South African Secret Service (SASS) will create another direct line to the presidency. A third is the Scorpions - an elite investigative unit of the directorate of prosecutions, which accounts directly to the presidency.

New faces at the top are not the only or the most important indicators of the sea of change in the world of smoke and mirrors. Numbers reveal just how dramatically NIA, SASS - and now the Scorpions - have supplanted the old security riddled agencies which were the backbone of the apartheid state.

Five years ago 7 000 agents worked for the apartheid government's notorious department of military intelligence and there were possibly thousands more operating through well-concealed front companies and removed from the official agents' list. Today's defence intelligence - the successor to DMI - has a total work force of fewer than 2 000.

The dramatic pruning of the bulwarks of apartheid securocrats - police intelligence has suffered a similar fate - has gone hand in hand with increasing emphasis on the civilian agencies, the NIA and the SASS.



OFF THE SCENE Former Defence chief General Georg Meiring whose resignation coincided with the silent purging of many old members of intelligence

approval of the President is required - DI is specifically prohibited from "covert collection", that is, running spies and secret intelligence sources. Similarly, the law limits Crime Intelligence Services to securing and analysing information around criminal activities - as distinct from threats to national security. CIS has only about 500 registered personnel, but in reality the figure is

agents, and SASS about 1 500

In part, the downgrading of security intelligence agencies reflects the changing circumstances of the new South Africa as a country essentially at peace with itself and its neighbours. Beyond this, unpublished co-operation agreements with foreign intelligence agencies, notably the US's Central Intelligence Agency, has taken a good part of the burden of responsibility off the collective shoulders of Pretoria.

At the same time, in the 1995 white paper on intelligence, military threats and the threat of external aggression are de-emphasised, and instead the destabilisation threatened by organised crime, the international drug trade and "other internal and external challenges such as economic collapse, overpopulation, mass migration, ethnic rivalry, political oppression, terrorism, crime and disease" are posited as the chief targets of intelligence.

The role of DI has been significantly redefined, with even Special Forces having been brought into a role within joint operations. But the downsizing of securocrat intelligence has also come in response to serious mistrust on the part of the new authorities of the remnants of the old order inside the intelligence structures.

Intelligence sources say that in the wake of the discredited Meiring report of April 1998, (which alleged a plot concocted by malcontents in the ANC and the SANDF against the Mandela government), some dozens of mistrusted senior military intelligence operatives were edged out in what amounted to a silent purge. This was in addition to a high level of resignations including those of the former Defence Chief General Georg Meiring, chief of the Army General Reg Otto, and former Defence Intelligence chief-of-staff Dirk Verbeek.

Another "purge" followed the intervention of the South African military in neighbouring Lesotho - where the SANDF occupation troops found themselves in a conflict situation for which their intelligence had failed to prepare them. Another layer of intelligence operatives - many of whom had been linked to the currently governing elite in Lesotho in the days when they were run by the South African Security Police's notorious C-Section - was peeled

off in the wake of the Lesotho debacle, sources said.

Too often the quality of intelligence gathered has proved to be shockingly poor, a cause of considerable frustration in the past to both Mbeki and his predecessor, Nelson Mandela.

Operatives have wasted time and resources spying on each other or regurgitating press reports at briefings. Successes have been minimal - at least in the public eye - but scandals have been numerous.

Two private security outfits were employed at enormous cost to the taxpayer to provide the intelligence that official agencies were failing to provide in 1998 and 1999. One of these is a British based outfit apparently contracted at a cost of 50 000 pounds a month to provide intelligence on the conflict in the Democratic Republic of Congo.

The other, ironically, is a South African private intelligence firm, run by top agents of the Security Police and MI who left the service before the 1994 elections.

There are also questions about why the government has failed so dismally to conduct a thorough springclean in all the agencies. A rationalisation, rationalisation and purges notwithstanding, some practices linger alarmingly.

Intelligence sources claim that, despite substantial continuity between the new DI and the old DMI, none of the welters of front companies set up by DMI to conceal its agents and disburse slush funds have been closed down.

Such issues beg for independent review since the spies can hardly be expected to investigate themselves.

Government has been tardy in appointing an inspector-general to oversee the intelligence sector on behalf of the public and Parliament.

However, a bill now before Parliament sets out the terms of appointment for the inspector general as well as dealing with the question of which political parties will sit on the parliamentary intelligence committee.

Some critics charge the controversial provision for an intelligence capability within the national directorate of prosecutions Scorpions unit, might mean chances of oversteering their work has been further eroded - with the Scorpions directly accountable to the presidency.

ABOUT two out of every three adults in SA feel the police are not doing their job well while half support the idea of local vigilante groups

This is one of the findings of a survey conducted for Business Day by market research house ACNielsen Market Research Africa (MRA)

The survey of 2 486 households spanning all races and income groups was conducted using a research technique that meant that 13,7 million, or 92% of adult urban South Africans were represented

Respondents were asked whether they were aware of vigilante groups — existing or planned — in their areas

A list of statements relating to people's attitudes to the police and to vigilantism was shown for comment

The survey indicates that nearly 65% of SA adults are dissatisfied with the police and nearly 50% support local vigilante groups — although 16% claim to do so "reluctantly"

In the black community, which reported the greatest knowledge of vigilantism almost 70% of adults feel the police are not doing an adequate job with half of them believing that this inadequacy necessitates that vigilante groups pick up the policing slack

Whites feel better served by the police than other South Africans About 35% agree that the police are doing an adequate policing job in their area, compared with only 23% of blacks, 21% of Indians and 18% of coloureds

Consequently the proportion of whites who accept vigilantism is substantially lower than other groups Nonetheless, two in five would support a vigilante group to supplement police activity

Dissatisfaction with the job being done by the police is also influenced by age and socioeconomic factors Almost 70% of those under the age of 25 are critical of police performance against 57% in the 50-plus age group The more affluent sector of society shows lower levels of dissatisfaction While 32% of those earning more than R8 000 a month believe the police to be doing a fair job, only 20% of bottom-end earners could claim to feel the same way

At 72%, the strongest criticism of policing comes from the Northern Province and Mpumalanga area

Interestingly, however, while nearly half of adult South Africans would support local vigilante groups, two-thirds of them do not support vigilantes punishing suspected offenders

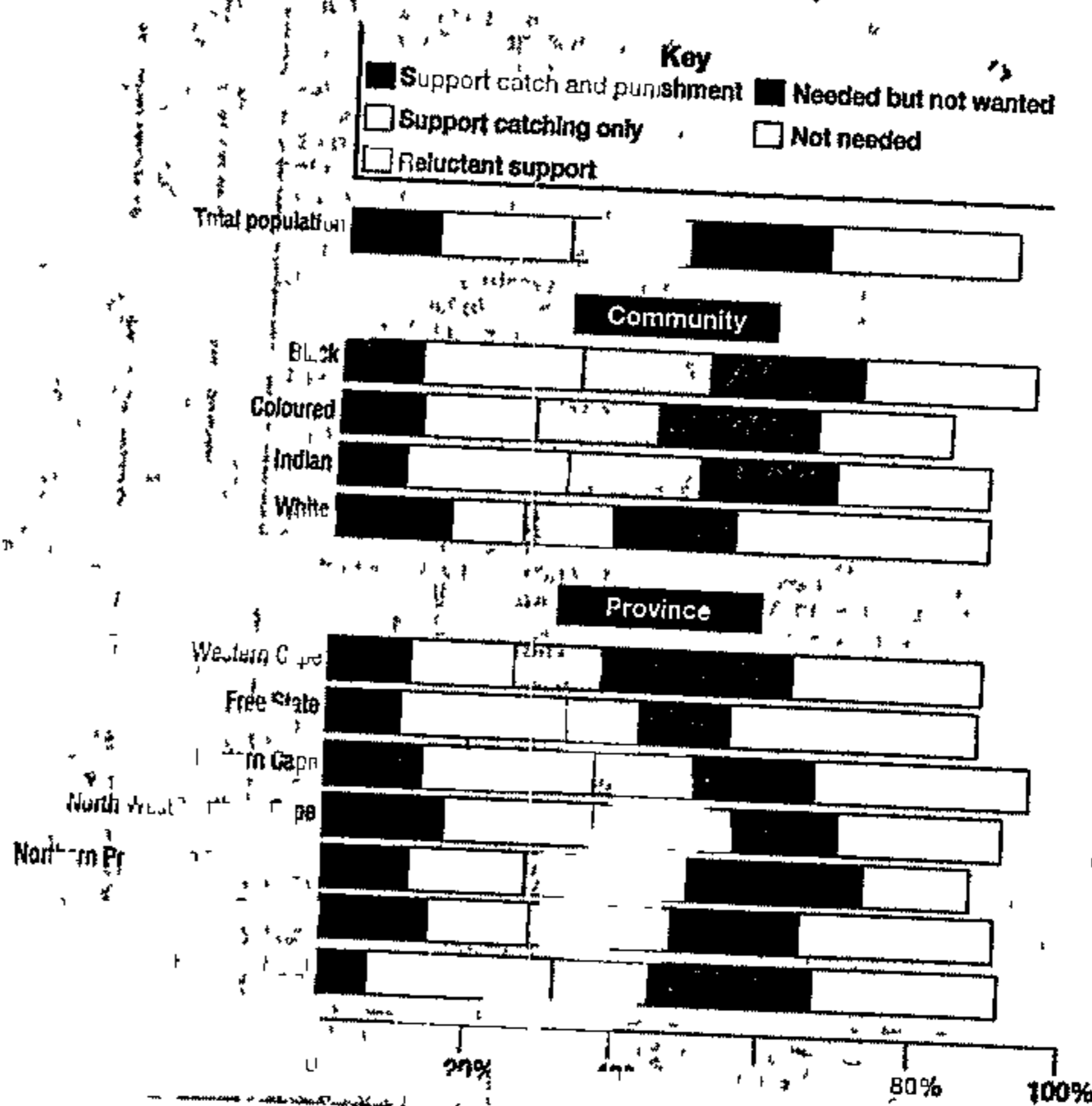
The lowest support for punishing those caught was in KwaZulu-Natal where only 7% would like to see captives punished The other provinces were fairly evenly spread in their support of punishing offenders

Two out of three have no faith in police, says survey

Half support the idea of vigilantes, writes Jethro Goko

(251) 20 15/11/99

Provinces and communities show considerable differences in the degree of support for vigilante groups



Graphic: KAREN DAVID Source: AC NIELSEN MRA MULTIRACE SURVEY AUGUST 1999

The Northern Cape and North West came in the highest, with 16% supporting the idea of "street justice"

Whites seem more comfortable with the idea of punishing those caught red-handed, with 15% claiming to support the idea Blacks are less keen, with only 11% supporting vigilante-style punishment At 18%, support is highest among Afrikaans speakers, with English speakers coming in at 9%

Anina Maree, MD of MRA, says the findings of the survey are a "harsh comment" on the state of law and order in SA.

"The strong support among whites for vigilante arrests and punishment stems possibly from whites' relative inexperience with such groups, and therefore their lesser understanding of vigilantes' modus operandi"

standing of vigilantes' modus operandi

"This reasoning could also explain the relatively low support for vigilantism recorded by our survey in the Western Cape, KwaZulu-Natal and Northern Province-Mpumalanga These are perhaps the areas where its more gruesome effects have been experienced and witnessed at first hand," she said

The survey found vigilantes have the strongest presence in black and coloured communities, where nearly one person in three claims to know about vigilante activity in their immediate area Only one in eight whites has knowledge of local vigilantism, with Indians bringing up the rear at one in 10 Those in the lower socioeconomic groupings, earning less than R4 000 a

month, witness the most vigilante activity, with more than half having encountered local vigilantism

When analysed on a regional scale, the highest level of vigilante activity was reported in the Northern Province and Mpumalanga. Almost two in five people in the region had knowledge of a local vigilante group

"This figure is perhaps not surprising, given that the Mapogo a Mathamaga vigilante movement had its genesis in these provinces What is more surprising, however, is the low level of such activity reported for KwaZulu-Natal where vigilantism is commonly said to be rife" The survey indicated only one in 10 urban people in KwaZulu-Natal claimed knowledge of vigilante groups

City raises army of rent-a-cops

Police service numbers dwindle – but recruiting drive sparks anger

GLYNIS UNDERHILL
SPECIAL CORRESPONDENT

Hundreds of unemployed police reservists are being recruited with private and public funds to alleviate the critical police shortage in the Western Cape

By the end of next year, as many as 770 community patrol officers, or rent a cops will be on the beat in the province including a special tourist patrol to be launched these holidays

By the time the number of rent a cops is boosted to 770 they will make up approximately 20% of the police force in the West Metropole

The stepped up recruitment drive has angered some rent a-cops who say they have been working for years on low salaries and without long term job security

But a buoyant Chris Joubert, chairman of the City Community Patrol Board involved in raising millions of rands to fund the scheme said complaints would be addressed

Increasing numbers of businesses were throwing their weight and money behind the scheme as its success rate rose he said

"The 400 rent a cops who are currently employed by us were unemployed police reservists. Some had been sitting at home without jobs for two to three years

Yet the results we have had from them over the past five years has been phenomenal. Their success rate in some areas has been a drop in crime by up to 50%. We are sincere employers and we will go out of our way to look after them," he said

The cops, who were given full legal status by the Government only six months ago are playing an increasingly vital role in policing the province

As the Western Cape suffers the



On the beat: rent-a-cop officers Sergeant Vernon Plaatsjes, left, and Inspector Alberto Carelse on patrol in St Georges Mall

highest murder rate in the country, its police service is experiencing a devastating loss of manpower

Police officers who leave or take retrenchment packages, or who go on sick leave are not replaced nor are those killed or injured on duty

The rent a cops are unique to the Western Cape, but other provinces facing similar police shortages are

showing an interest in following its lead

The latest intake of rent a-cops will be sent to township police stations and other desperately understaffed areas

With many stations in the province now understaffed by as much as 50%, frustrated police sources say the Government has neither the will nor

resources to beef up the service

Meanwhile although the need for the rent a cops is growing some of them are disgruntled. The new intake will be given year long contracts, but some longer serving members do not know whether they will have a job next month

"We do everything that a permanent police officer does" said one cop,

who asked not to be named. "We don't hold back and we do the same job. But I earn half the salary of a permanent police officer. We are doing the same work as a police officer. We are doing an extremely dangerous job but we do not know how long the sponsorship will last."

His concerns were echoed by colleagues, some who have been doing the job for a few years and others for only a few months. Among their grievances is that they have no pension plan, medical aid or life cover

But Mr Joubert, who launched the scheme in 1995 basing it on a service in Singapore, is investigating a medical aid scheme

"Those of us on the board are looking at these issues. This is a job creation scheme and we are providing training free of charge. There might be a few cops who are disgruntled but we have many more who write us letters thanking us for giving them jobs," he said

Starting salaries range from R2 000 to R2 500 depending on rank

A rent a-cop who recently joined up warned that the skills training they were being given could be lost to Cape Town as many might leave to join the booming security industry if offered more pay

"We certainly don't get the assistance of the permanent police force members. They just use us to do their dirty work. Anyone who is offered a better job will grab it."

A senior police source, who asked not to be named, said he believed friction would arise between the permanent police members and the rent a-cops as they grew in number

You are creating two separate forces, which can lead to tensions. Nobody knows why the Government is not replacing police officers as they leave the permanent force

Wall of silence faces recruits

(251)
ARU 18/11/99
CLIVE SAWYER
POLITICAL CORRESPONDENT

Their commander calls them hated men and says they face a Blue Wall of Silence

Stef Grobler, head of the national police anti corruption unit, openly expresses frustration that while it is hard to recruit whites to his unit it has proved impossible to recruit black police

"You lose your friends," he told Parliament's portfolio committee on safety and security

The anti corruption unit set up in 1996, live in a world where they rent cars to use as bait to arrest cops illegally selling police clearance certificates

A world where a R50 note slipped in a passport to a crooked customs official is called a "looseleaf visa"

A world where at the end of the working day their police colleagues clam up when they walk into the canteen and snub them rather than share a beer

If the police have some thankless tasks this might qualify as the most thankless of them all

Commissioner Leon Eloff, head of police management services and line function head of the anti corruption unit, told the committee that vetting for admission to the police was not good enough

Candidates filled in questionnaires, had their fingerprints taken, and if there was time someone phoned their distant relative to find out whether they were suitable to be in the police

Commissioner Eloff emphasised that strategy against corruption in the criminal justice system was shifting to a preventative system, to stop problems recurring.

Police were always at risk of corruption

"If a young constable is offered R500 000 to close his eyes the temptations are terrible"

Consideration should be given to regular rotation of staff out of units where temptations were particularly acute, for example the drugs squad.

Director Grobler said that given the way in which anti corruption police were ostracised, they should be given special pay packages to make recruitment to the unit attractive

A special recruitment drive had been launched to find black members for the unit

"We need black, coloured and Indians in management we will never have legitimacy if we are all white, male dominated."

The culture within the police was of one of silence to protect one's colleagues

Noting that there had been an rising rate of charges laid for alleged corruption he said "I don't think police are becoming more corrupt, we are just finding them out easier now"

Current investigations included five covert operations involving allegations against 61 members of the police and three government officials

Allegations of corruption were at their highest in Johannesburg, although it should be noted that Gauteng had three times the number of police than any other province

Durban deputy mayor designate Cyril Zulu was a reminder the conflict has not been fully overcome — it is significant that five months after the

chance to work on governance matters and improving people's lives. Faction fighting is still a sad feature of this province. Yet it is encouraging to

KwaZulu Natal violence they will have to unflinchingly take painful decisions. For example all warmongers still

some misunderstanding, especially on issues of protocol — with which this province is infatuated — this often

is okay when unacknowledged preceded in

Planned FBI centre 'should serve SADC'

Law enforcement academy plan signals closer US-SA ties, writes David Greybe

The proposed establishment of a US-backed international law enforcement academy in southern Africa is further proof of the deepening relationship between the US and SA.

"With SA, we are building a partnership that is pragmatic and that delivers," Susan E Rice, US assistant secretary for African affairs said back in May 1999. Bram Fischer Memorial Lecture at Oxford University.

This US-SA partnership could advance the shared interests of not only the US but the international community, "not only in Africa but worldwide," she said. Rice said the US-SA binational commission reflected the vital importance the US attached to SA, the destination for 55% of US exports to Africa.

The US and SA have already signed a trade and investment framework agreement and a bilateral tax treaty, Rice said. They have also made key civil aviation and defence trade agreements. It is in the area of fighting crime, not only in SA but the entire southern African region that the establishment of a US-backed International Law Enforcement Academy fits in.

The US Federal Bureau of Investigation (FBI) in backing the proposal reported to the US House of Representatives last month that in virtually all major FBI investigations "a significant international aspect develops." Yet because of "differences in judicial systems, or due to the absence of appropriate treaties and agreements the FBI is unable at times to undertake investigations in foreign countries and bring them to successful conclusions" the bureau said

"In order to ensure that such cases are brought to successful conclusions the establishment and maintenance of effective liaison through training and other cop-to-cop initiatives must be developed and enhanced," the bureau report stated.

A US government official said yesterday a US "interagency" report would be presented to the US Congress before the end of the year which would contain detailed recommendations for the establishment of the academy in southern Africa.

The location of the academy is expected to be chosen from one of three countries: Botswana, Namibia or SA. The reason, the US official said was that it had to serve the entire 14-member Southern African Development Community (SADC).

An annual budget of less than \$3m was projected, and only two or three permanent staff members.

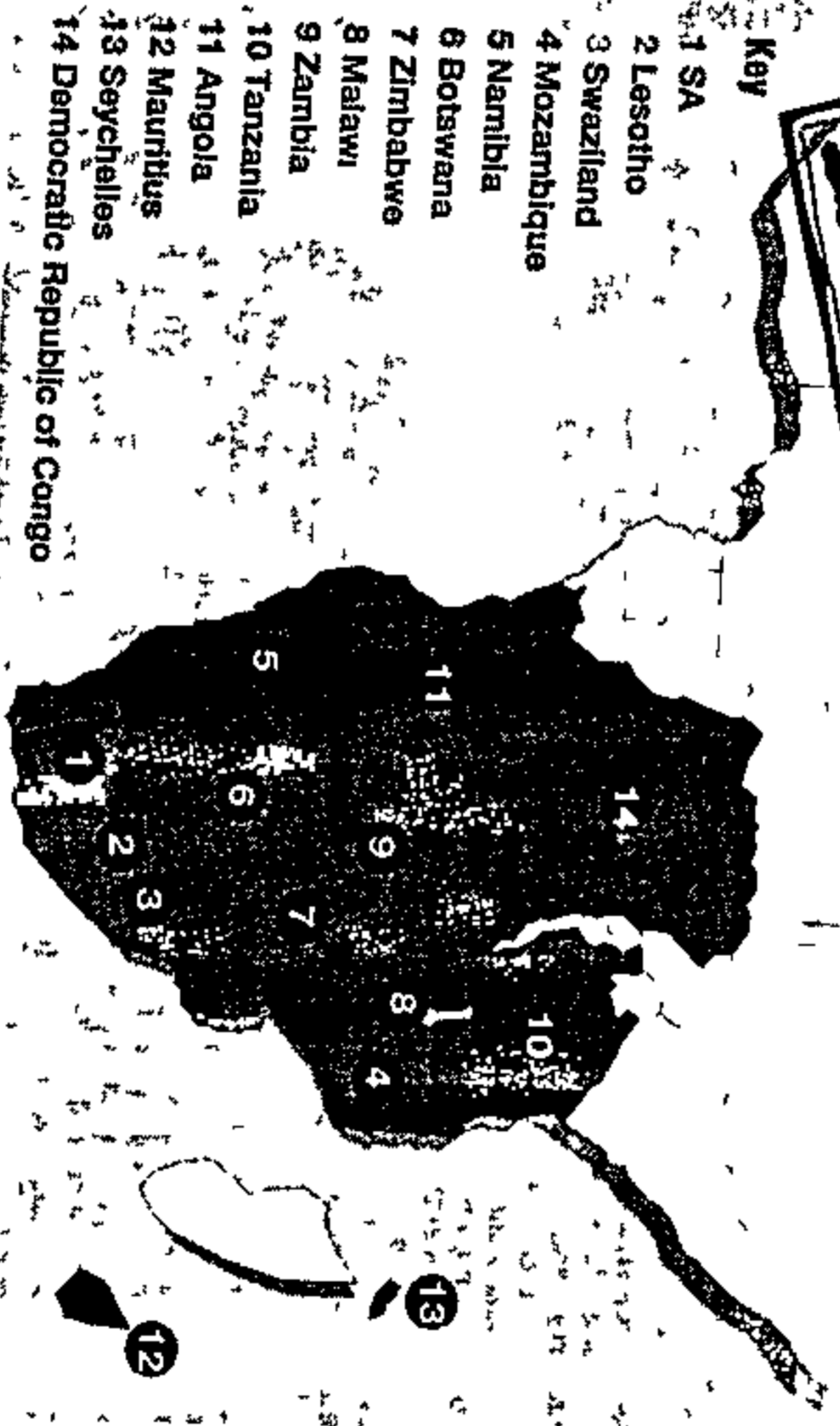
Lecturers and other law enforcement experts from the US and southern Africa would be employed for specific courses, most of which were not expected to run for more than eight weeks. The courses the US official said "will be tailored to regional needs."

For instance the academy may offer basic investigative courses for incoming detectives, crime scene photography, and evidence collection. They would be available to anyone connected to law enforcement in the region and not only specific groups like SA's newly created Scorpions priority crimes unit. Based on the experience of two other such "interagency" academies, courses would also be presented for so-called "mid-level police managers" magis-

US law enforcement academy to serve SADC

PD 18/11/99

(251) (279A)



- 1 SA
- 2 Lesotho
- 3 Swaziland
- 4 Mozambique
- 5 Namibia
- 6 Botswana
- 7 Zimbabwe
- 8 Malawi
- 9 Zambia
- 10 Tanzania
- 11 Angola
- 12 Mauritius
- 13 Seychelles
- 14 Democratic Republic of Congo

trates prosecutors "and other role players in the criminal justice system". Seminars would be presented on topics like international organised crime financial crimes, narcotics trafficking intellectual property rights corruption violent crime and border crime.

The first such academy was opened in Budapest Hungary in April 1995 to serve Russia and 23 other countries in central and

eastern Europe. A second one was subsequently opened in Bangkok. Besides southern Africa, one is planned for South America, possibly Costa Rica.

"Time and time again the training at the academy has proven valuable to the US in fighting international crime the FBI said in its report to the House of Representatives international relations committee. The report, by Judson M Kay

of the FBI's international training unit, followed a trip to SA, Namibia, Botswana and Swaziland by a six-member US government delegation that included the FBI.

It was linked to the binational commission and, in particular, its committee on justice and anti-crime co-operation chaired by US attorney-general Janet Reno. It was this committee which agreed in February on a

'Transformation blues' hit SAPS

Farouk Chothia

CAPE TOWN — The SA Police Service (SAPS) is suffering from "transformation fatigue" but change must continue in order to improve policing in the country, says deputy Safety and Security minister Joe Matthews

Addressing an "Access to Justice" seminar in Cape Town yesterday, Matthews said the government had done a "poor job" of explaining to SAPS members the benefits of change. Morale was low, communities did not trust the police, while white policemen felt there was no future for them in the SAPS and that affirmative action would make management "more ineffective", Matthews said

He said that many policemen had historically relied on "militaristic" codes of discipline. They believed that the move away from this system had contributed to lax discipline and poor productivity, Matthews said

The government should come

up with new human resource management practices to overcome the "natural resistance" to change

"We cannot afford to lose good and committed members because we have neglected to meet their need for information and motivation through this difficult time," Matthews said

He said the key problem within the SAPS was the dearth of skilled and trusted people who could manage the transformation process. The SAPS had to place greater emphasis on human resource development by recruiting people of exceptional quality and grooming them for top posts

"For too long we have ignored the central importance of succession planning," Matthews said

The nature of policing had to change, including the traditionally "brutalising" environment which deterred women from joining the police. There would have to be a "significant act of will" to change this, and ensure that women were represented at all levels, he said

National police commissioner-designate Jackie Selebi tried to calm fears that the government was de-emphasising human rights in its fight against crime

"We have no intention to violate people's rights. We are motivated by the notion that the people come first," he said

Drawing a link between crime and poverty, Selebi said the SAPS would do everything in its power to combat crime but that other government departments would have to play their part by improving living standards

Selebi said he was still to meet trade unions and would address their concerns about issues such as promotions. The unions would, in turn, have to help end corruption, absenteeism, and alcoholism within the SAPS

Selebi said that while he had previously declared that he would not wear a uniform, he had now decided that he would do so if this helped to build trust between the SAPS and SA's communities

(251) BD 23/11/99

Human rights course for cops

(251) *source: 20/11/99*

By Noxolo Nxusani

FIVE months after 11 policemen were suspended from duty for allegedly punching, kicking and setting dogs on suspected car thieves the South African Police Service (SAPS) has introduced a course on human rights and policing.

This was initiated after several incidents involving violations of human rights by SAPS officials were reported in the media.

In the most high profile case members of the Johannesburg flying squad unit Langlaagte dog unit and Mondeor Police Station were shown in BBC TV documentary footage allegedly assaulting suspected car hijackers.

Eleven were suspended with two of them - Inspector Johannes Rautenbach and Sergeant Daniel Libenberg both of the Johannesburg flying squad - facing charges of assault with intent to cause grievous bodily harm.

They appeared in the Johannesburg Magistrate's Court on October 29. They were not asked to plead and were released on their own cognisance. The case was postponed to January 13.

In a second incident BBC television footage showed police chasing a suspected stolen car and an alleged decoy car. Police dogs were allegedly set on the occupants of the decoy car while they were lying on the ground handcuffed.

According to ICD regional deputy director Mpho Themba the director of public prosecutions has not yet made a decision on this second incident.

The new SAPS human rights course will hopefully bring an end to such incidents. This course which will consist of three-day workshops in various provinces was launched at the Union Buildings in Pretoria this month.

It aims to equip about 90 000 policemen with human rights skills by July 2001.

The course intends to help provide police officials with a fundamental understanding of human rights as an approach to policing, introduce them to national and international human rights principles applicable to policing, help them understand how these principles affect day to day policing, explain why we need human rights in South Africa and to understand the importance of



The South African Police Service introduced a course on human rights and policing this month. It aims to equip the SAPS's 90 000 members with human rights skills by July 2001. PHOTO PAUL VELASCO

rights, duties, responsibilities and the limitations of rights.

The material is written in language that is easy to understand and yet detailed enough to explain some of the skills and knowledge required by police officials to perform their usual daily policing tasks.

It will be given to all SAPS members, reservists and members of the community through the community policing forums.

A video cassette with inserts of about 10 minutes on seven different topics has also been organised. It contains case scenarios and theory on relevant issues relating to human rights and policing.

These include topics such as detention, search and seizure, crime investigation, vulnerable persons (focusing on domestic violence), discipline, police command and management.

Posters on five different topics - arrest, the rights of detained persons, good policing, community policing and equality - have been developed and will be sent to all police stations with community service centre facilities. The posters have been translated into Zulu, Xhosa and Sotho.

Copies of the Constitution and International Human Rights Standards for Law Enforcement (IHSLE) booklets will be included in the workshops and used as reference material during training sessions.

The IHSLE booklets were sponsored by the United Nations High Commissioner for Human Rights in Geneva, Switzerland.

A laminated card containing the police code of conduct and information on the rights of arrested persons will be included as reference material as well.

At the end of the programme, a

police officer will be able to

- Police in accordance with the Bill of Rights set out in Chapter 2 of the Constitution and international human rights standards and practices for police.

- Provide a more professional service to the community.

- Correctly identify the different human rights applicable to a specific situation, and

- Explain when and how each right may affect specific policing activities.

At the launch of the programme Safety and Security Minister Steve Tshwete said there was a pattern emerging in the country among some human rights groups and individuals to pillory the police service as villains who have no respect for human rights.

But he stressed: All police officers are ready and willing to be active participants in the drive to entrench a human rights culture within the service.

and society in general and even beyond the borders of South Africa.

We don't deny there are exceptional cases here and there in which excesses do occur. However, what is encouraging is the readiness of police to distance themselves from such instances.

'We must continue to train our service within the mould of a human rights culture and the tenets of our Constitution, without forgetting that such training is taking place in South Africa.'

Tshwete said police were operating under extremely difficult and dangerous conditions in South Africa with armed bandits out to kill.

He also urged the funders of the human rights programme to continue their assistance so that South Africa too could boast a police service that compares with the best in the world.

SA cannot overlook civilian oversight of police

(251) Ed 21/2/99

Jonny Steinberg asks what role will be assigned to the safety and security secretariat

THE cabinet sent six heads of government packing on October 20. Some see the reshuffle as a sign of President Thabo Mbeki's willingness to honour the predictions and tastes of his new ministers.

It is tempting to read the departure of outgoing safety and security secretary Azhar Cachalia in this vein. Cachalia's understanding of policing is at loggerheads with that of Safety and Security Minister Steve Tshwete.

A soft-spoken cerebral human rights lawyer, Cachalia has repeatedly cautioned that brutal, hard-nosed crime-fighting will fail to contain crime and will destroy SA's incipient human rights culture.

Tshwete, in contrast, breathes fire. With a number of dramatic threats and flamboyant metaphors, he has warned SA's criminals that they are going to bleed.

Yet there appears to be far more to Cachalia's departure than a philosophical clash with his minister. Government officials say the decision was Mbeki's not Tshwete's, and that it was taken long before the new cabinet was appointed.

At stake, they insist, was not just Cachalia's future, but that of the institution he headed: the safety and security secretariat.

While no formal announcement has been made, sources say the secretariat is to be significantly downsized and that many of its functions are to be transferred into the ministry and possibly into the police itself.

According to official documents, the body exists "to institutionalise civilian oversight and control of the police and thereby separate the policy function from the operational command function of police management."

In short, the secretariat's existence is grounded in the principle that policemen should not be solely responsible for formulating police policy. Why not? For a start, the police force is a large institution driven by its own interests. Those interests do not always dovetail with the needs of citizens.

"Policemen around the world lie to their political bosses because it is in their interests to do so," says a western law enforcement official who asks not to be named.

No police chief knocks at his minister's door to admit he has made a catastrophic mess. "That is why political heads need alternative sources of information and analysis. That is why civilians must play a role in inform-

Will changes to the satellite system help?



Jackie Selebi - In

Steve Tshwete - In

George Fivaz - Out

Azhar Cachalia - Out

ing and writing policy." One senior government official says government accepts this principle without reservation. The problem, he insists, has been the secretariat's failure to deliver. "The secretariat just as it was getting its head around policy"

says the official. "Since then it has been at sea. Civilians should shape policy but they must be the right civilians." This surely cannot be an argument for the demise of the secretariat. On the contrary, it suggests the need for strengthening it. Others however tell a different

story. "Yes, civilians must shape the policy process," says a senior police manager.

"But where do you put those civilians?" The current structure is a recipe for destructive conflict. The police commissioner and the civilian secretary are vying for the minister's attention. Their mission in life is to fight each other; to trip each other up. And to whom does the minister listen when push comes to shove, the commander of a 130 000-strong police force, or an out-of-the-way civilian who spends his time in a small office?

The police manager says it is ironic that "the current structure marginalises civilians in the policy formulation process. It places them where they will not be heard." He argues for the gray matter to be put where it counts in the line functions themselves. "Set up policy and monitoring units in the minister's office and in the commissioner's office."

Perhaps the removal of Cachalia and the imminent downsizing of the secretariat is about abandoning an ineffectual structure rather than the principle that informed its formation. But it could be about something else. The Mbeki administration is

under enormous pressure to be seen to come down hard on crime. No doubt the appointment of a fiery minister who speaks of cow-boys, blood and revenge is, in part, aimed to impress a restless citizenry. But is Tshwete's talk the beginning and the end of what policing in SA is to become?

Combating a crime wave is better than anything else, a cerebral, intensely tactical game. Fiercely who roam dense and crowded cities slip back quietly into its anonymous labyrinths and net works. Blunt weapons will miss them nine times out of 10.

The puzzle is to outsmart them to catch them when and where they least expect it.

Policemen can be smart, but they cannot do it alone. People tasked with keeping an ear to the world, absorbing best practice from across the globe and thinking laterally about seemingly intractable problems need to be close to the formulation of both policy and strategy.

The evidence will show itself in the months to come, in the structures and the thinking that are to replace the secretariat in its current form.

Jonny Steinberg is a senior consultant at the Centre for the Study of Violence and Reconciliation.

The rivalry between police units is a major problem

(251) PDD 13/12/99
Antagonism hampers investigations, writes Taryn Lamberti

THE rivalry and internecine warfare that last week lamed the investigation into Cape Town's St Elmo's restaurant and Blah Bar bombings are part of a larger syndrome plaguing the police, experts say

Officers spend too much energy fighting each other and trying to outwit other units and too little trying to identify and capture suspects. For many, the inward orientation is about trying to recommend themselves for promotion to, or employment in, elite units such as the Scorpions.

This is fertile compost in which stories with sensational headlines like those splashed across the pages of last week's newspapers flourish.

While some police units branded Deon Mostert as a "mentally unstable, chronic liar", others were at pains to point out he was a serious suspect who had links with the G-Force of People Against Gangsterism and Drugs (Pagad).

Officially, the police were not commenting on the investigation. Officials of various units spoke "off the record" to the media in an effort to discredit one another.

The status of Deon Mostert, who was arrested in connection with the St Elmo's blast which injured 48 people last month, was unclear until Friday when national police commissioner George Fivaz ruled him out as a suspect.

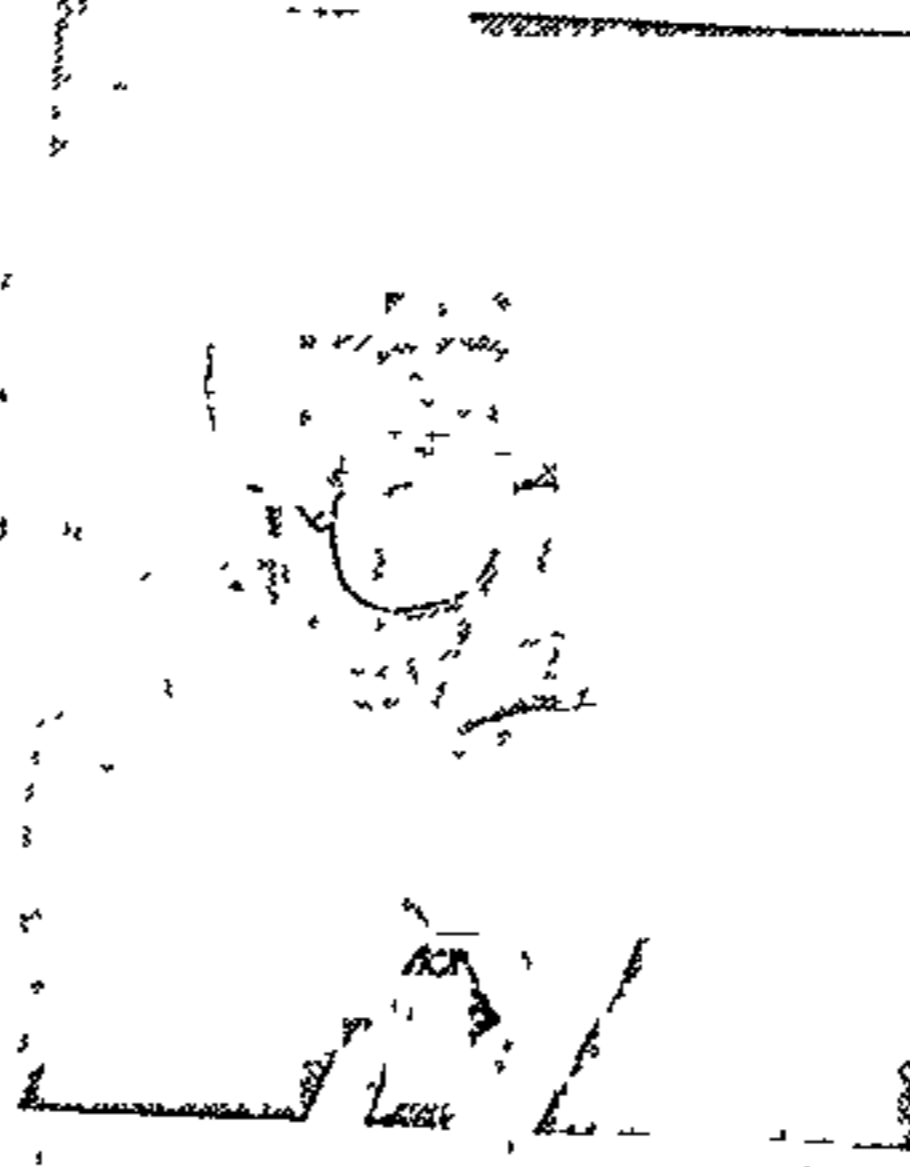
Instead, he was charged with 30 counts of theft in the Wynberg Magistrate's Court.

University of Cape Town criminologist Wilfried Schärf says "conflicting points of view" which emanated from the police service were not unusual, but were part of a national problem.

They were among the side effects of the transformation within the police force.

When the authorities are confronted with a security problem, they tend to launch a specialised unit or "crack squad".

"With so many specialised units it means the police stations are becoming increasingly impoverished because all the good people are taken away. The crack units have better pay and more prestige, which creates



Police commissioner George Fivaz ruled out Mostert as a suspect

hostility and division between units," Schärf says.

The police have a poor track record of working with other specialised units.

"It's common practice in the police to set up the opposition to take a fall," he says. This can include "orchestrating evidence".

Another problem is former police officers who are bitter about the current political situation and who will attempt to discredit the current regime.

Other problems arise when a particular unit believes the other is "contaminated" by corrupt officers or infiltrated by organisations like Pagad. This causes a breakdown in trust and leads to investigators working behind one another's backs.

Career survival is also a factor. By joining a "crack unit" and by "producing the goods" one can be assured of promotion at best, and survival at worst.

Institute for Security Studies researcher Antonette Louw said it was "incredibly difficult" to make head or tail of what was going on in the police ranks.

It was clear, however, that "if there is one type of crime that really requires an organised approach, it is terrorism; that and organised crime," Louw said.

Co-ordination in investigations is one of the weakest areas in the police, which is "very worrying", Louw says.

The Scorpions unit, which will have its own intelligence and investigative capacity once it is

finally established, would in future be responsible for high profile investigations like the St Elmo's case, Louw believes.

The establishment of the Scorpions, which is based on the US's Federal Bureau of Investigation, is "acknowledgement at the highest level that the police are weak in this area".

Today the Scorpions will take over "joint control" with the police of the investigation.

Frank Dutton, the CEO of the unit which has until now been largely involved in recruiting investigators, has already left Gauteng for the Cape.

Although there are still questions surrounding police involvement — why two Gauteng officers were with Mostert at the time of his arrest and why an identikit was issued without proper authorisation — they will still be part of the joint management committee which will direct the investigation.

"If there is police involvement it is not surprising that there has been disarray in the way it was handled," Louw says.

"The way different levels of police came out saying different things could reinforce the argument that there had been police involvement."

Fivaz said on Friday Mostert had written him letters, apologising for "causing discomfort" to the police with his allegation of police complicity in the bombings and for his claims that he had also been involved in the bombings.

David Frost, spokesman for the Western Cape safety and security MEC Mark Wiley, says if police officers are implicated, they must be suspended and charged.

He says the manner in which the investigation has been managed until now, and the ensuing media reports, have only served to discredit the police further.

Success in the bombing cases will require a bold, co-ordinated approach.

It is important that infighting and jealousies within the force do not jeopardise the investigation. While the investigators are pointing fingers at one another, the real bombers are walking the streets.

Gloomy Christmas for cops as free medical aid ends

Poorly paid police officers lose one of their best perks

NORMAN JOSEPH
STAFF REPORTER

Poorly paid policemen have received some bad news at Christmas - one of their best perks, free medical aid, has been ended. But to compound the problem rumours are flying that Polmed, the police medical aid previously run by the Government for police is in debt, and a computer glitch also wrongfully informed members that their first deductions would be backdated to October. In June 1997, Polmed was given R400 million by the Government to cover its budget shortfall. In terms of the Medical Schemes Act passed recently, all medical aid funds have to register with the Registrar for Medical Schemes as private companies, meaning that the Act did not make provision for in-house medical schemes. Polmed registered on November 1. As a result of the Act, member contribution would come into effect from the date of registration as Polmed would not be able to ensure free fee for service for much longer due to high inflation in the health industry. In the past, police paid a doctor R10 for medical attention and the fund would cover the rest. Western Cape policemen are concerned at the new developments. One policeman, who asked not to be named, said "We are now compelled to pay part of our medical accounts, depending on our salary grades, and to contribute by way of a monthly deduction from our salaries".

A senior officer said policemen's salaries were already low and now they faced more expenditure for medical aid. Reacting to rumours that Polmed was in the red, Western Cape police human resources and Polmed executive director, Collin Sherriff said the debt to companies and doctors was not abnormal. Polmed, he said, was still in dispute with some hospitals about over billed accounts. Eddie Bushma, national Polmed manager, said from Pretoria that he was not aware that the fund owed huge amounts. Most accounts were paid within a stipulated 30-day period. When deductions started last month, December was earmarked for deductions which were to be backdated to October, according to a notification received by members.

However, Director Sheriff said because of a computer glitch, members were wrongfully informed that the deductions for December would be back-dated to October. Polmed would refund members if, at the end of this month, wrongful deductions were made. Director Sheriff said that police members would have less money in their pockets for Christmas. The decision to charge policemen for their medical aid had come at a bad time. Members in the lower income bracket contributed very low amounts, while the higher wage groups contributed more. Contributions ranged from R35 to R263, depending on the member's basic monthly salary and number of dependents.

ARG 13/12/99

'Complete flop' Good Hope is disbanded

AA 18/12/99
(2/1)

TASUMA VILJOEN

Operation Good Hope, the special police operation set up to combat Western Cape terrorism, has been a complete flop and is being disbanded.

It leaves a legacy of 600 unsolved dockets after spending more than R50 million in less than a year of existence.

New Western Cape provincial commissioner Lennit Max announced this week that Operation Good Hope would no longer exist on its own but be integrated into other police structures.

Its head, Ganiel Daniels, made preparations this week to leave Cape Town for the Boland where he will take up his new post of area commissioner.

followed the takeover of the investigation into the bomb blast at St Elmo's in Camps Bay by the newly established police unit, the Scorpions.

Matters got even worse for Operation Good Hope when Commissioner Daniels got embroiled in the fiasco over Deon Mostert said to be wanted for questioning about the bombing of the Blah Bar in Green Point and St Elmo's but later dismissed as a "chronic liar".

Commissioner Daniels said he was looking forward to his new job and his appointment had nothing to do with the events around Mostert. He said he would be taking the experience he gained with Operation Good Hope to the Boland.

The operation was established in January to investigate the wave of urban

terror in the Western Cape, especially Cape Town. The operation cost the taxpayer R4,3-million a month.

Gaynor Wasser, who heads the Western Cape Anti Crime Forum, said she was happy senior police officials had finally realised that Operation Good Hope was a huge failure. She said the project was doomed from the start.

It had failed to secure any convictions, resulting in millions of rands in taxpayers' money being wasted. In addition, badly needed policemen were seconded from police stations, leaving the stations with skeleton staffs.

The operation has more than 600 unsolved urban terror cases on its books, the murder of detective Bennie Lategan and attempted murder of his

colleagues Schalk Visagie and Barry

Chamberlain among them. Those responsible for the murders of many well known gangsters, attacks on Muslim businessmen and bombings of several police stations have not been caught either.

Police spokesman Wicus Holtzhausen said the operation would now become part of the day to-day operations of the police.

Operation Good Hope personnel had been deployed from police stations and other units and would return to their posts.

Permanent posts in the smaller structure within the existing force would be advertised soon and the structure would be used for various police priorities as they arose, such as gangsterism and drugs as well as urban terrorism.