



# Khasho



News for NPA staff, friends and stakeholders

April/May 2008



**ON SHOW:** People flocked to the NPA exhibition at the Rand Easter Show, which took place during April at Nasrec in Johannesburg. See story Page 8

## Community first

The Community Prosecution Project has proved highly successful countrywide.

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## Cape of hope

Khasho chats to the Director of Public Prosecutions in the Western Cape.

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## Then and now

What it was like before the NPA - an extract from the Ten Year Brochure.

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# Greener pastures for Adv McCarthy

The NDPP Enquiry headed by former Parliamentary Speaker Frene Ginwala got underway earlier this month.

As you already know the enquiry follows the suspension of Adv Vusi Pikoli in September last year.

As it had been Adv Pikoli's wish, the hearings have been open to the public and so far several witnesses from the government have taken the witness stand to testify in the hearings.

The hearings have been adjourned to continue on June 23 - July 4.

As the NPA we expect that justice should take its course and that this matter will be concluded in a fair manner.

I would also like to take this opportunity to say farewell to Adv Leonard McCarthy (Deputy National Director of Public Prosecutions and head of the DSO) who has taken up a post at the World Bank. I would like to commend Adv McCarthy for a job well done at the DSO. On behalf of everyone in the NPA I wish him all the success in his new post.

We would also like to bid farewell to the Executive Manager: Integrity Management Unit Dipuo Mvelase.

We also thank her for the hard work and dedication that saw her unit excel in its work. We wish her well for the future.

As previously reported we have had to deal with the issue of the poisoned letter. After much investigation, among other things, we have been able to establish that the poison on the letter was not lethal, meaning it was not too dangerous and deadly.

Important, though, is the fact that we were able to trace the individual who sent



**IN THE SPOTLIGHT:** Acting National Director of Public Prosecutions Adv Mokotedi Mpshe.

the letter. I can disclose that the person is a community member who resides in Vanderbijlpark in the Vaal region.

She apparently wasn't happy with how her matter was handled by one of our prosecutors in the region and that is why she sent the letter.

She has subsequently been sent to a mental hospital for observation and upon receiving a report from the hospital, we will determine whether or not she is fit to stand trial.

It is, therefore, important to emphasise

that this incident clearly was not linked to any of the high-profile cases we have been dealing with as may have been suggested.

On the DSO matter, I need to report that the NPA Task Team has been hard at work since the last time we communicated about the matter.

We recently submitted comments on the draft bill where, among other things, we express ourselves on the model that we would like to see after the proposed merger of the DSO with the SAPS's Organised Crime unit.

From now on we will meet with the Interdepartmental Team which comprises representatives from the NPA, SAPS, Department of Justice and the Presidency to consolidate all comments.

Thereafter, we will brief the Special Cabinet Committee which is handling the matter. A presentation will be made to the Interdepartmental Ministerial Security Council.

From there we brief cabinet and then this moves to the other normal parliamentary process where the public will also get an opportunity to comment on the matter.

We will keep updating you with all relevant information as we proceed.

Lastly, I would like to welcome the new Executive Manager at the Project Management Office in Serurubele, Suzette Marais and the Executive Manager: Security and Risk, Mr Tshilidzi Ramahana. The process of appointing a new CEO is continuing.

We have hit some snags but we are hoping to appoint an official who will hold the fort for a couple of months while we continue the search.

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# Workplace discipline comes under the spotlight

Our labour Relations Act encourages self regulation, this means that employers and employees through their representatives (unions) can regulate their own relationship and other conditions of service through Collective Agreements. This however, has not been the case in the Public Service when it comes to workplace discipline.

The Disciplinary Code and Procedure, PSCBC Resolution 1 of 2003 clause 7 (4) provides that if the chair of the hearing finds that the employee has committed misconduct, he/she must pronounce a sanction.

The provision of the resolution contradicts the Public Service Act, 1994 as amended, which provides in section 17 (1) that the power to discharge an officer or employee shall vest in the relevant executing authority, who may delegate the power to an officer and the said power shall be exercised with due observance of the applicable provisions of the Labour Relations Act.

What this means is that, because the Public Service Act is an enabling Act, the DG (Director General) can ignore the sanction pronounced by the chair of the hearing e.g a Final Written Warning or any sanction short of dismissal if he does not agree with it and dismiss the employee.

The reasoning or principle behind this is that the DG is the only one vested with the power to terminate or not to terminate the contract of an employee in terms of Section 17 of the Public Service Act.

This principle was further confirmed in the case of PSA obo Venter V Laka and Others (2005) 26 ILJ 2390 (LC).

In this case the Labour Court confirmed the arbitrator's earlier decision, that a collective agreement (Disciplinary Code and Procedure) did not prevent the Director – General of the Department of Land Affairs from intervening and overturning an inappropriate sanction issued by the chairperson in the disciplinary hearing. According to the Labour Court there is no provision in the Collective Agreement which sought to circumvent or oust the powers conferred on the Director-General by section 17.c.

In this case the chairperson of the disciplinary hearing gave an employee a lesser sanction of a written warning, counselling and three months suspension for three different counts of charges of

## NPA labour relations expert Thabo Lebakeng investigates the effects of the new Public Service Amendments Act



**ALL ABOUT LAW:** Thabo Lebakeng of the Human Resource department.

which one was fraud.

The Director-General at Land Affairs rejected the sanctions imposed by the chairperson of the hearing and dismissed the employee.

This will however change in the near future. The proposed Public Service Amendment Act 30 of 2007, section 16B (1) provides that when a chair finds an employee guilty of misconduct, the following people shall give effect to the sanction:

- in the case of the head of department the relevant executing authority; and
- in the case of any other employee, the relevant head of department.

Section 17 (1) (a) of the said amendment, retains the general power to terminate employee in the executing authority which must be exercised in terms of the Labour Relations Act.

Section 17 (1) (b) however, reinforces what is provided in section 16B (1) by providing that the power to dismiss an employee on account of misconduct shall be exercised as provided for in section 16B (1).

What this means in simple terms is that if the chairperson of the hearing pronounces

a sanction of Final Written Warning or Three Months Suspension without Pay, the DG cannot change the sanction to that of dismissal if he does not agree with it as it is the case now.

The new Public Service Amendment Act says the DG must give effect to the sanction as pronounced by the chair.

The new act will reinforce the supremacy of collective agreements in terms of section 23 of the Labour Relations Act.

One hopes however, that presiding officers are not going to frustrate employers by failing to pronounce sanctions of dismissal in clear cut dismissal cases and where the employment relationship has broken down irretrievably.

Perhaps it should be noted that chairpersons in conducting this function are appointed by the employer and the employer therefore cannot appeal his own decision.

However if it is found that the chairperson misconducted himself during the proceedings, he runs the risk of being subjected to disciplinary action.

May I however, warn that the new act has not yet come into operation and is not going to operate retrospectively.



# Pilot project successful in reducing crime rates

## Research study shows that the Community Prosecution Project is benefitting the areas where it was introduced

A unique pilot study involving community members in the fight against crime is proving to be extremely successful.

The NPA's Community Prosecution Project is already benefitting the areas where the first-of-its-kind study was introduced.

Prosecutors gathered in Lombardy Estate in February to get an update on the much-anticipated Community Prosecuting Project from independent researcher, Dr Richard Griggs of Independent Project Trusts.

This followed a countrywide research study into the project by Griggs.

"The Community Prosecuting Project seeks to explore the role of prosecutors in proactive problem-solving initiatives that will reduce the pressure on the courts by reducing crime," said Griggs.

Nine sites were established as pilot projects for the extensive comparative

study aimed at defining how community prosecution can best function in South Africa.

The areas, chosen for their high levels of crime, included Mandela Extension in Mamelodi, Pretoria; Windsor East in Randburg; Unit one in Mdantsane, Eastern Cape; Ngangelizwe in Mthathatha; Bohlokong in Free State; Phutaneng in Northern Cape; Kudumane in North West; Point in KwaZulu-Natal and Siyahlala in Cape Town.

Griggs said the project is proving highly effective in curbing crime and involving community members in fighting crime.

In his feedback, Griggs said the evaluation results revealed that community prosecutions had contributed to reducing crime in eight out of the nine sites.

The research indicated that community prosecutors "could engage in certain activities that help to reduce crime, including selective prosecutions, fast-

tracking of cases, public education on the law, partnership activities toward improving service delivery and otherwise facilitating partnerships to help prevent crime", Griggs said.

Speaking at the event Director Nathi Olifant of the SA Police Service commended the NPA for what she said was a brave step. "Prosecutors and police – everyone is excited about the project. The initiative will allow us to continue working together."

Advocate Sibongile Mzinyathi, Acting Deputy National Director of the NPA, said that they are in a process of evaluating the recommendations of the study. "The objective of this initiative is to identify and build strategic partnerships with other government departments, the community and civil society to jointly address the underlying causes of public insecurity and therefore alleviate pressure on the courts," said Mzinyathi.

## Making a difference

Her position as a community prosecutor and outreach programme facilitator make Fiona Cloete a very busy woman.

A well-known face in the Cape Town Magistrates' Court, Cloete is a dedicated senior prosecutor who jumped at the chance to join the Community Prosecutor Project in April 2006.

Her work with the Siyahlala and Nyanga communities has already proved to be successful.

"We have regular meetings and interactions with the community.

"They've gained confidence in the police and can call the police with their problems," she said.

According to Cloete, the positive change following the implementation of the Community Prosecution Project can be seen throughout the Siyahlala and Nyanga communities

"The area is much cleaner than it was.

Shebeens have also sorted themselves out by regulating themselves.

"We told the owners that the NPA does not have the mandate to regulate shebeens but to close them down," Cloete said.

Informing the community about crime and raising awareness has contributed to the success of the Community Prosecution Project in Nyanga.

"Working with the youth in schools through outreach programmes, such as soccer festivals and beauty pageants, has seen young people involve themselves with their community.

"This provides alternatives to criminality," said Cloete, who uses the outreach programmes to provide the youth with valuable life skills."

According to Cloete, instilling community pride and working with various stakeholders in the community has led to many problems being overcome in the areas.



**DEDICATION PAYS OFF:** Fiona Cloete, Community Prosecutor, in Nyanga in the Western Cape.

# Programme has positive effect on attitudes in community

**R**on Mncwabe is passionate about his community. For the past two years he has worked as a Community Prosecutor (CMP) in Mamelodi near Pretoria, one of the sites for the Community Prosecution Project which is seeing dramatic results in the reduction of crime.

"Mamelodi as a whole has a high crime rate. I had to research and find out which particular areas we could work with in this programme because we couldn't target the whole of Mamelodi.

"Mandela Extension and Sections 4, 5 and 6 were selected due to the very high levels of crime," said Mncwabe, who worked as a senior prosecutor before becoming a CMP in 2006.

"It has been fantastic as we have seen crime decrease in the areas where the

**"It has been fantastic as we have seen crime decrease in the areas where the project has been implemented."**

Community Prosecution Project has been implemented," Mncwabe said.

Another marked difference, according to Mncwabe, is the attitude of community members towards the justice system.

Mncwabe said that, depending on the decision of the NPA, the Community Prosecution Project could grow into a unit of the NPA similar to units like DSO and SOCA. He added that what has made the initiative a major success was the fact that they were working from a different perspective.

"The criminal justice system worked in a reactive manner.

"Now we're not waiting for the cases to  
**"We look for the causes of the different types of crime and see what we can do to help the community".**

come to us; we look for the causes of the different types of crime and see what we can do to help the community," Mncwabe said.

## Khasho spoke to Community Prosecutor Ron Mncwabe about his work in the Mamelodi area



**BETTER DAYS:** Community Prosecutor Ron Mncwabe in Mamelodi, near Pretoria, in Gauteng where the project is even impacting on cleanliness in the area.



Blue dots mark the Community Prosecution Project pilot sites.

# Coping with backlogs while facing the challenge of turbulent politics

## What is the first thing you do when you get into the office?

I plan the work for the day, check my emails and correspondence and peruse newspapers for articles regarding prosecutors.

## What are the challenges you face with your position?

The prosecution service is a very important cog in the criminal justice wheel.

My challenge is to ensure that we, with the limited resources at our disposal, deliver what is expected of us.

Another challenge is to improve the overall performance of the courts.

We also want to improve the recruitment procedure even more and relieve the workload of prosecutors inter alia by filling vacancies more speedily.

## What are the highlights of your job?

One of the highlights of my job is doing our part to ensure that the rule of law, which is so essential in our constitutional democracy, is properly applied.

It is also immensely rewarding when we are able to deliver justice to the victims of crime to their satisfaction.

## How long have you been with the NPA?

Approximately ten years.

## What challenges do you face in terms of your location?

My office is close to the seat of the national Parliament and on many occasions I have to represent the National Director there.

This office is at the seat of turbulent Western Cape provincial politics which sometimes spills over into the criminal justice system.

## What are the success stories in your region?

After months of negotiations and deliberations the judge-president has agreed to have formal pre-trial conferences for High Court trials.

During these conferences problems relating to the trials, and particularly the appointment of lawyers by the Legal Aid Board, are addressed and the matter is only postponed for trial once it is trial ready.

The relationship in the province with the other stakeholders in the criminal justice system is excellent. That has contributed to a better performance of the courts in general.

The involvement of prosecutors in community projects is another success story in this province.

## Khasho speaks to Advocate Rodney de Kock, Director of Public Prosecutions in the Western Cape



### PERFORMANCE: Advocate Rodney de Kock

The excellent co-operation between the prosecutors, the SA Police Service and the Asset Forfeiture Unit is also a success story in this province.

The backlog courts in this province are performing excellently.

Their performance compares very well with the other provinces. They are starting to operate on best-practice models and this is being rolled out to other areas.

They have decreased the forward-placing of court rolls significantly. In some areas the cases are only placed between one and five months ahead instead of the between nine and 15 months previously. Thus cases are dealt with much more speedily.

A total of 1 102 cases have been finalised by the additional courts in the WC from November 2006 until end December 2007.

The backlog courts in the Western Cape are used as an example for courts in other parts of the country.

The number of outstanding appeals has also been reduced dramatically. The number has been reduced from 551 at the end of March 2007 to 482 at the end of December 2007.

### What progress has been made since last year on the Gangs Pilot Project?

During 2007, the NPS established the organised crime components within the DPP Offices to holistically address all organised crime cases. Included in this is the Gangs Pilot Project.

There have been staff appointments and many high-profile cases have been attended to. The component members have formally opposed bail successfully in approximately 39 high-profile matters which have been investigated by the Organised Crime Unit.

The Gangs Pilot Project, since its inception, has finalised 15 trials in the lower courts of the province.

### How have you dealt with the lack of capacity of advocates and prosecutors at the DPP office and the lack of financial investigators at the SAPS?

Special attention has been given to speed up the procedure to fill the vacancies – with a great measure of success.

### What community projects have you undertaken?

Many prosecutors in this province have for years been involved in community projects.

They, for example, take school children to visit prisons and schools as part of the crime awareness campaigns.

Every year prosecutors are involved in Women's Day events. They also have projects involving street children and children's homes.

Prosecutors are involved in projects to reach out to the community in respect of the fight against drugs and shebeens.

In George, prosecutors have a project whereby traps are set for unlicensed shebeen owners.





**HOUSE IN ORDER:** The VGM building is kept up to standard by the Corporate Facility Managers.

## A one-stop facilities solution

Corporate Facility Managers (CFM) is having a positive impact on the lives of NPA employees – although many might not be aware of it.

About six years ago a feasibility study by a well-known research company found a need for a fully outsourced facilities-management solution at the NPA.

The CFM filled the gap and since then it has grown in leaps and bounds and now has more than 50 staff members.

Headed by Sello Mofokeng, CFM focuses primarily on fleet-, asset- and facilities-management for the NPA.

“We are responsible for ensuring that the facilities needs of the NPA staff are met and prioritised and funding secured and procured

through the Department of Public Works,” says Johan Lucas, head of the facilities unit.

The history of CFM goes back to the establishment of the National Prosecution Authority, which was then scattered in various offices in Pretoria.

Despite the huge cost implications, the then Tender Board approved and implemented the model it suggested.

“This was a ground-breaking best-practice move that has since been copied by many institutions,” says Lucas.

CFM offers a wide range of services, including management of services, air conditioning, electrical installation, painting, cabling infrastructure, CCTV and access control.

It aims to provide a one-stop facility-management experience.

The CFM team prides itself on its fast and efficient service, even when faced with extremely tight schedules.

“We enjoy excellent working relations with all our clients due to the ‘open management strategy approach’ which was recently adopted by the company,” said Lucas.

Time constraints and customer expectations remain the organisation’s biggest challenges, while finding appropriate standards and resources sometimes poses an obstacle too.

But the highlights override the challenges. “We are really satisfied and happy when we have succeeded in making customers lives better,” added Lucas.

## Courageous tutor retires

A tutor of the NPA’s Aspirant Prosecutor programme in the Northern Cape region, Mr Piet Du Plooy, has retired as a result of ill health. Following his deteriorating eyesight which had impaired his reading, Du Plooy decided to retire after working for 29 years in the legal profession.

Mr Du Plooy has been with the National Prosecuting Authority for the past 10 years serving in various positions including working as a Prosecutor, Regional Court Prosecutor and becoming Senior Prosecutor, a position he held for 10 years. Although he was born partially blind back in 1958 this did not stop him from pursuing

his dreams. At the age of 17 Du Plooy enrolled for a B-Juris degree at the then Orange Free State University. During his farewell function recently the Northern Cape’s Director for Public Prosecution, Advocate Ivy Thenga, urged prosecutors to draw lessons and experience from the retiring stalwart. “Du Plooy was a gift to the NPA and the public service. He has contributed immensely to the profession and to the criminal justice system of our country. “What I remember about him is his good memory, hard work and the love for people. Many of our prosecutors have gone past his hands and I am sure that he played his part in giving back all his knowledge and experience,” said

Adv Thenga.

The 50-year-old Du Plooy most recently tutored many young prosecutors as he had been working as a tutor in the Aspirant Prosecutor programme. He said the formation of the National Prosecuting Authority stands as a memorable moment in his career. “It was a fulfilling and a good moment to have somewhere to belong as prosecutors because back then there was no organisation for us.

“It was the same feeling I had when we witnessed a smooth transition of our country back in 1994 and this is a moment I will never forget,” said Mr Du Plooy.

# Exhibition helps to educate public

**E**ducating the public about its mandate was the aim of the NPA exhibition at this year's Rand Show which was held at Nasrec from March 21 to April 6.

Assistant Director: Public Relations Mona Moerane said that this was the second time that the NPA had exhibited at the show and once again it was extremely successful.

"The exhibition is part of our public education initiative.

"We had information brochures explaining in detail the work of the different business units of the NPA, the Scorpions' car was on display and NPA branded promotional material was available at the stand for the public," Moerane said.

The Communications Unit was responsible for the logistics as well as overseeing the managing of the stand.

Officials—mostly prosecutors, investigators and management – volunteered to assist with managing the stand, said Moerane.

The feedback from the 16-day exhibition was phenomenal, she said.

"The exhibition was once again received very well.

"Thousands of people visited the stand to chat and see what we do and also to give input."

According to Moerane, the show is an integral part of the NPA communication strategy because it provides an efficient platform for educating the public about the NPA's work.

## People flocked to the NPA's stand at the Rand Show where they could ask questions and get information



**INFORMATION STATION:** A steady flow of visitors kept staff on their toes at the NPA's exhibition at the Easter Rand Show.

"This was not about putting the NPA on display but rather a public education initiative," she said.

"We received amazing responses and a variety of questions, the most common of which were about sexual offences,

community affairs unit services and the disbandment of the Scorpions.

"Being able to give the nation a platform to enquire and receive relevant answers about us was what we wanted to achieve," said Moerane.

**T**he closing down of the Child Protection Unit (CPU), in line with the Sexual Offences Amendment Act No 32 of 2007, which came into effect in December, saw an outcry from stakeholders dealing with child and sexual offences.

But, all is not lost, as more Thuthuzela Care Centres (TCC) will soon be able to assist people who have fallen victim to the crime of rape.

These centres are run by the NPA's Sexual Offences and Community Affairs Unit (SOCA).

With already nine centres established across the country, a total of 19 more TCCs, sponsored by the Danish government and USAID, will open their doors in the next two years.

First launched in 2000, the TCCs are not only to prevent the re-victimisation of rape

## Thuthuzela Care Centres offer hope to victims of rape

victims in the Criminal Justice System, but also to try and reduce the amount of time it takes to process cases and increase the conviction rate.

This world-acclaimed model came about after various government departments came together to strategise after it became clear that the country needed to find ways of dealing with the scourge of sexual offences in the country. The idea was to design a comprehensive, effective and expeditious model of dealing with the problem.

TCCs are one-stop-care-centres established to assist anyone who has been

sexually assaulted. The main objective behind them is to turn victims into survivors by assisting them in a holistic manner.

The TCCs offer a victim-friendly environment that helps eliminate secondary victimisation. In a TCC, a victim will find a nurse or doctor, counsellor, trained police official, and a case manager. All these professionals have been trained and sensitised to assist victims of sexual offences in a caring manner. People also have immediate access to emergency medication to prevent pregnancies and HIV infection.



**COURT PREPARATION CENTRE**

**UNVEILED:** Acting National Director of Public Prosecutions Adv Mokotedi Mpshe and Emily Dhlamini, Department of Justice Regional Head: Gauteng, at the official opening of the Court Preparation Centre at the Benoni Magistrate Court.



**BACK TO SCHOOL:** The NPA engaged with Law students at the University of Pretoria during its Careers Day event in March.



**COOKING UP A STORM:** Employees at the Canteen at VGM spiced things up in March when they dedicated a day to a Mexican Theme. Staff were treated to a delicious Mexican menu.

# The transition to the NPA - what it was like before



A lot has gone into making the National Prosecuting Authority the kind of organization that it is now since it was established in 1998.

During the apartheid era, Attorneys General were in charge and worked in an unstructured manner. So joined were they with the establishment of the time, that whenever the apartheid state security apparatus sought to frustrate its opponents – either by denying activists bail or by getting them the harshest of sentences – they turned to the Attorneys General.

In 1992, however, realising that political change was inevitable, the apartheid government passed new legislation that sought to entrench the independence of the Attorneys General. It was the first time that something like that was happening and, coming as the move did on the dawn of black majority rule, there can be no prizes for guessing the intention of the legislators of the time.

## PRESIDENT NELSON MANDELA ANNOUNCES THE DECISION TO FORM THE NPA

It was on the 13th of December 1996 that the government announced its intention to change the status quo.

Thereafter, the government would waste no time. A draft bill was drawn up and once the requisite Parliamentary processes were followed – including public hearings where all stakeholders commented on the bill – the National Prosecuting Authority Act was passed early in July of 1998.

Interestingly, though, even after the due processes were followed some legal minds were still adamant that the idea of a “super attorney general” was not only undesirable, but was also a non-starter.

The cynicism – at the time a favourite sport among certain sections of the populace – was fuelled even further when, on the 16th of July 1998, President Mandela defied the “experts”.

He appointed Bulelani Thandabantu Ngcuka, at the time an African National Congress (ANC) Member of Parliament, as the first National Director of Public Prosecutions.

By this time, though, the government had become only too familiar with the argument that by simply putting an ANC member in charge, it would be compromising any crucial organ of the state. At about the same time Ngcuka was



**GLIMPSE FROM THE PAST:** A prosecutor in the days before the NPA.

being appointed, similar views were being expressed as Tito Mboweni was chosen governor of the Reserve Bank to take over from Chris Stals. Two years before this was also the sentiment when ANC MP Trevor Manuel was appointed the first black Finance Minister on the 4th of April 1996, taking over from white compatriot Derek Keys.

## THE JOB OF THE HEAD OF THE NPA

For his part, Ngcuka made it clear right from the onset that he would be judged by how he exercised his powers and executed his duties, all of which would be spelt out in Section 179 of the South African Constitution, which now states that the NDPP:

- ♦Must determine prosecution policy. (Although this must be done with the concurrence of the Cabinet member responsible for the administration of justice and after consultation with Directors of Public Prosecutions.)

- ♦Must issue policy directives which must be observed in all prosecution processes.

May intervene in the prosecution process when policy directives are not complied with.

- ♦May review a decision to prosecute or not prosecute, after consulting the relevant Director of Public Prosecutions and after taking representations from the accused person, the complainant or any other person or party whom the National Director of public Prosecutions considers relevant.

In addition to the powers, duties and functions conferred or imposed on or

assigned to in terms of section 179 of the Constitution, the National Prosecuting Authority Act, as amended in 1998 now lists additional responsibilities of the NDPP. These include:

- ♦Conducting any investigation the NDPP may deem necessary in respect of a prosecution or prosecution process.

- ♦Directing the submission of and receiving reports or interim reports from a Director in respect of a case, a matter, a prosecution or a prosecution process or directions or guidelines given or issued by a Director.

## THE FIRST NPA HEAD ASSUMES HIS DUTIES

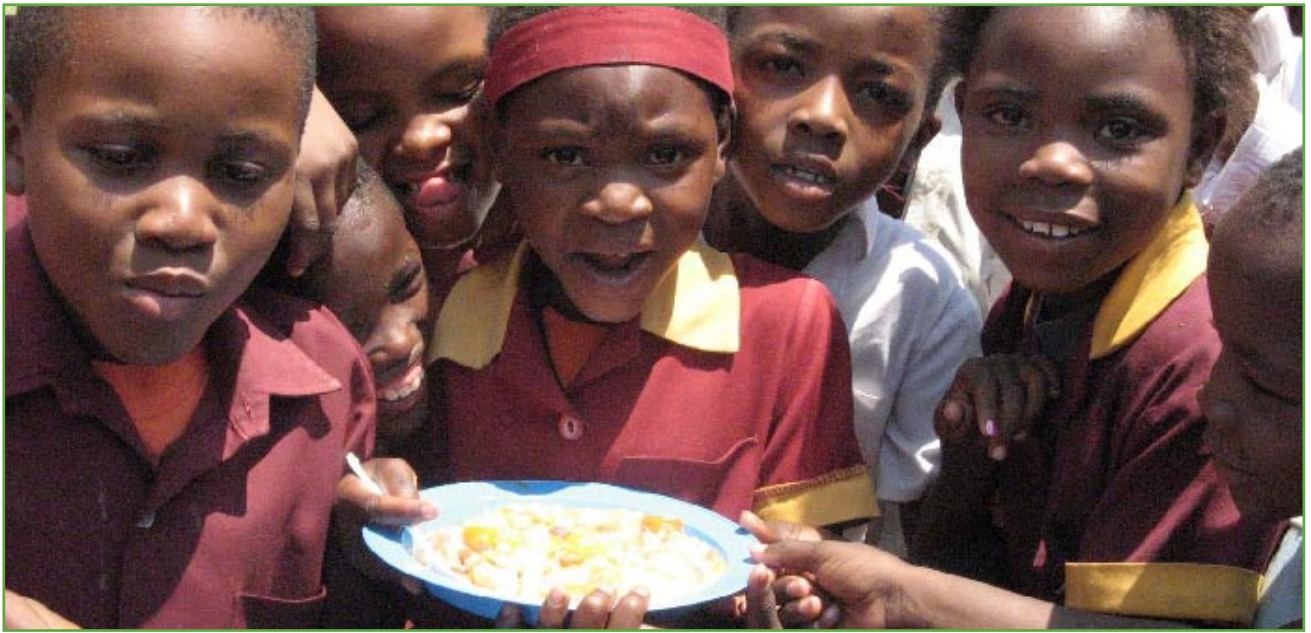
On the 9th of August 1998, Ngcuka, a B Proc (Fort Hare), LLB (Unisa) & MA (Webster) graduate, assumed his NPA duties. Aged 44 at the time, little did he know that, wittingly or not, he was to change so many things, affect so many people, within such a short space of time.

Ngcuka still vividly remembers that day when he arrived at number 123 Westlake Avenue, Weavind Park, Silverton, the address that was to become the NPA's headquarters.

Other than the R5m the NPA had in the bank, there was little else. Not a chair, nor a telephone. The only other people were Siphon Ngwema and Hermione Cronje, both of whom were seconded by the National Council of Provinces.

*Extract from the 10 Year Brochure – The brochure forms part of the NPA's Ten Year celebrations and will be launched during the celebratory event later in the year.*





**FOOD FOR THOUGHT:** THE NPA is involved with a variety of projects, such as feeding schemes for children and the elderly. All these projects will soon be coordinated by the newly established Project Management Office.

## Office aims to boost efficiency

**A** Project Management Office (PMO) is set to change the face of the NPA.

Headed by newly appointed 2020 executive officer Suzette Marais, the PMO is going to enable and support the NPA to meet its mandate by translating its strategy into tangible projects, which are well executed and successfully delivered in accordance with the governance requirements and the NPA mandate and obligations.

According to Marais PMOs have been implemented across government organisations and departments as they are considered the solution to boosting efficiency in government following years of departments struggling to deliver projects on time and within budget.

Marais believes this will soon be something of the past.

“The PMO will provide management focus on all the NPA’s projects to ensure a consistent approach to project management.”

The PMO will enable and support the NPA to meet its mandate by governing, managing and coordinating projects in the NPA. It will manage projects of a strategic nature and will assist NPA business units with project management.

Said Marais: “The challenge to deliver projects on time and within budget has led us to the PMO, which has proven to be a way to boost efficiency, cut costs and improve on overall project delivery.

“While not a new solution, the trend towards implementing PMOs to instill

**A Project Management Office has been set up to help the NPA deliver on its projects on time and within budget**



much-needed project management discipline in departments has taken hold on a global basis across private and public sectors,” said Marais.

“Given the nature of today’s projects, the pressure of achieving long-term strategies, short-term operational efficiencies and taking advantage of technological advances make it imperative to manage projects as a coordinated programme using a central repository for all project data.”

According to Marais the NPA identified the establishment of a PMO as one of

its strategic initiatives for 2006/07. Its establishment will see the PMO manage projects of a strategic nature within the NPA and assist especially the Business Units with project management.

“The function of the PMO is not just the consolidation of project information. The PMO will enhance the organisation’s structure to increase the NPA’s ability to successfully deliver projects,” said Marais.

One of the key objectives of the PMO will be enhancing the decision-making power of executives by providing them with accurate, timeous and relevant information about the projects in the organisation.

“The PMO will be supported by Exco and the relevant business units to ensure that project management is implemented throughout the NPA in a structured and uniform manner,” Marais said. “The PMO will standardise the management of projects along the project management discipline, training, methodologies and templates adopted by the NPA. The PMO will also define what a project is (and is not) with in the NPA, as well as differentiate between different project types.”

It will also facilitate and support the organisation’s efforts to define organisational change.





**George Khosa – Assistant Manager: HR**

#### **DPP BLOEMFONTEIN**

##### **Appointments:**

- George Khosa – Assistant Manager: HR
- Adv Bishum Somaru – Senior Prosecutor: Organised Crime
- Mathapelo Mapena – Advanced Deputy Manager: General
- Adv Adam Mohlala – Deputy Director of Public Prosecutions
- Adv Navilla Somaru – CPP in the Welkom area
- Adv Antoniette Ferreira – Senior Advocate: Organised Crime

#### **DPP BISHO**

##### **Promotions:**

- Shandre le Roux – Advanced District Court Prosecutor

##### **Appointments:**

- Devendran Govender – Senior Public Prosecutor in Grahamstown

#### **DPP KIMBERLEY**

##### **Notices:**

- Senior Advocate Cathrien Jansen gave birth to a baby girl named Hester on February 2.

#### **DPP MMABATHO**

##### **Appointments:**

- Tebogo Munye – Administrative Assistant



**Adv Bishum Somaru – Senior Prosecutor: Organised Crime**

- Emilene Davids – Senior Administrator in Taung

##### **Promotions:**

- Talane Mureni – Junior State Advocate
- Ernest Nazenzhe – Junior State Advocate
- Florance Mokumo – Junior State Advocate

#### **DPP PIETERMARITZBURG**

##### **Appointments:**

- Pamela Ngcobo – Chief Administration Assistant (Finance)
- Thabani Buthelezi – Administration Assistant (Finance)

#### **DPP PORT ELIZABETH**

##### **Notices:**

- Senior State Advocate Jason Thyse became a father to Jamie-Lee on March 17

#### **DPP UMTATA**

##### **Appointments:**

- Sizwe Mbewu – Advanced Deputy Manager.

## **It's not over yet**

What an experience it has been working for this publication over the past year! We will be undergoing some major changes in the next couple of months. This is the last issue we will be circulating in this format; we are regrouping to work on improving its look and modify the content. We have recently appointed Regional Communications Managers who will assist us with beefing up the content by ensuring that we have a clear picture of the work done in the regions. So we hope to build fruitful relations with our regional offices to ensure that we are able to achieve this. It is important that you communicate with us and let us know how you would like us to improve this tool, after-all it is yours. On a personal note I would like to bid everyone farewell, as I am now leaving the NPA to further advance my career. It has been such an eye-opening, fulfilling and educational experience being a part of this organisation. Despite all the challenges we are currently faced with, I am proud to have worked for this organisation with such hard working, dedicated people of integrity.

– **Phumzile Kotane, Khasho editor**

## **MOVERS AND SHAKERS**

The NPA recently appointed Regional Communications Managers and they will be deployed as follows:

Ms Natasha Ramkisson:  
Pietermaritzburg (KZN)  
Mr Lehuma Abel Ntutane:  
Kimberley  
Mr Frank Lesenyego: Mmabatho  
Mr Tsepo Ndwalaza: Port Elizabeth  
Ms Khuselwa Yonto: East London  
Ms Sandy Godlwana: Cape Town  
Mr Medupe Simasiku:  
Bloemfontein  
To be appointed: Gauteng



**Send your news – serious and funny – as well as letters to the editor to Khasho at [pkotane@npa.gov.za](mailto:pkotane@npa.gov.za)**  
**Alternatively, fax your stories and information to Phumzile Kotane at 012 843 2141**

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