



WELL DONE: Some of the new prosecutors who completed the Aspirant Prosecutor Programme. Above is the Middleburg group of Aspirant prosecutors with tutor Mike Hlatswayo (front row right) at a graduation ceremony held at the NPA's VGM Building in Pretoria. 129 prosecutors graduated from this extensive in-service programme meant to equip law graduates with practical skills they need to work as prosecutors. Story on page 3

DSO told to fight crime aggressively

The DSO held its annual conference aimed at formulating strategy and giving direction to the unit's activities.

Page 3

Eastern Cape in focus

The Eastern Cape is this month's Khasho focus.

Pages 6 & 7

Traditional leaders against violence

The NPA has launched Project Ndabezitha which is going to involve traditional leaders in the fight against domestic violence.

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Now is the time

After all the hysteria and pomp of the public launch of our Strategy 2020 at the Stakeholder Conference last month has died down, the public will be expecting a service with a difference from the National Prosecuting Authority. So we must serve with a difference.

A lot of expectations have been generated in the eyes of the public we serve. The expectations generated as a result of a document, must be consistent with the realities when it comes to practical implementation.

Our Strategy must not be seen as another document but as a living one.

We need to put the public first – and this is not meant for prosecutors only, but for all civil servants.

All of us need to individually and collectively look at our roles in terms of making a difference to reducing crime and to serving our customers.

For me the principles of Batho Pele should serve as a guiding light and not just a slogan.

At times I wonder whether we understand these principles when we invoke them – to serve selflessly.

Also, given the nature of our democracy we need to understand the role of a prosecutor in a democratic dispensation.

And for this to happen we need to internalise the Bill of rights; to understand



National Director of Public Prosecutions Advocate Vusi Pikoli

“All of us need to individually and collectively look at our roles in terms of making difference to reducing crime and to serving our customers”

what is expected of us in terms of Section 198 of our Constitution – to create a better life.

For us the question of the unacceptably high levels of crime is not an academic debate because we are right in the front trenches of this fight.

We need to have courage and passion for our work.

I have said this before and I will repeat it here.

It saddens me when I see prosecutors being brought before court for having committed acts of crime.

Something is wrong somewhere ... we can't have prosecutors being prosecuted.

We need to interrogate ourselves and examine our recruitment processes.

We can't be seen as people without integrity. Integrity is the only way in which our people will have confidence in the NPA and the criminal justice system as a whole.

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GRADUATION: One aspirant prosecutor receives his certificate from NDPP Adv Vusi Pikoli.

Aspirant prosecutors graduate

“As you begin your careers in the courts of South Africa, you stand up second to nobody in court, so do your work with confidence”

A total of 129 prosecutors have joined the ranks of the National Prosecuting Authority.

“The NPA appreciates you and says you are worthy of being a part of this family,” said National Prosecutions Service head Advocate Mokotedi Mpshe, at the graduation ceremony.

These are this year’s candidates of the Aspirant Prosecutor Programme. They were awarded their certificates at a ceremony held at the NPA’s VGM Building in Pretoria.

The Aspirant Prosecutor programme is an extensive in-service training programme meant to equip law graduates with the practical skills they need to work as prosecutors.

The initiative can also be seen in light of the National Skills Development Strategy whose priority it is to ensure the country has appropriately skilled professionals.

It is also one of the many projects that will help the NPA to realise its goal of offering an effective and efficient service by 2020.

Speaking at the ceremony, National Director of Public Prosecution Advocate Vusi Pikoli reminded the new prosecutors that the bigger goal was ensuring the reduction of the high levels of crime in the country.

“You must familiarise yourselves with all our policies and as you carry your daily duties, know that we are called to be truth seekers. Our aim is not to persecute but to ensure a fair application of justice.

“As you begin your careers in the courts of South Africa, you stand up second to nobody in court, so do your work with confidence,” Pikoli said.

Head of the programme Advocate Daphney Rangaka said the initiative was broadly about development and empowerment.

The training programme was previously run by the Justice College under the auspices of the Department of Justice and Constitutional Development.

The NPA took over the project in 2004 and since then 615 new prosecutors have

been trained.

“What prompted the development of this initiative is the realisation that there needs to be a bridging mechanism between the theory the students are taught at university and the challenges of practical implementation once they begin to practise as prosecutors” said Rangaka.

Currently the programme runs for six months, but Rangaka said they are looking into changing it to run as a Learnership. She said this means it would have to be extended to run for 12 months.

The NPA also plans to extend the number of centres that offer the Aspirant Prosecutor training from 15 to 20 centres around the country.

Rangaka said they are being faced with the challenge of resources for people with disabilities.

“We are finding that more of the students who want to be in the programme are blind and therefore need specific equipment that caters for their needs.



Collective wisdom at Scorpions' conference

NO FEAR, NO FAVOUR: Adv George Bizos said it was important for the judiciary and prosecuting authority to remain independent.

The Directorate of Special Operations held its annual conference aimed at formulating a strategy and giving direction to the unit's activities for the future.

Held at Emperors Palace in Kempton Park from 18 to 21 April, the conference was attended by several high profile speakers who are in the criminal justice system and other fields who shared their wisdom with the Scorpions as they charted the way forward.

Addressing the more than 300 delegates, South African Revenue Services Commissioner Pravin Gordhan warned that there is mounting evidence that crime is damaging the development this country was working towards. Therefore, there is a need for a capable State to fight crime aggressively.

"The global economy has to grapple with a threat of highly sophisticated criminal syndicates and so we need the right expertise in order to fight these elements" he said.

Gordhan also shared some of SARS's winning formulas. He said that what has helped them ensure compliance with tax laws among South Africans was that they focused on four pillars namely:

- Continuous education,
- Ensuring a simple and efficient service
- Enforcement of law on offenders
- High levels of professionalism

Judge Dunston Mlambo of the Legal Aid Board said that transformation of this country could not be achieved by a mere

passing of laws, but the laws need to be applied fairly and justly without fear or favour.

As a partner in the criminal justice system, he raised concerns about DSO operations, among them being that some cases fail because proper procedures are not followed and the continuous arrest of petty criminals which he said, didn't make much of a difference in fighting crime.

He insisted that there needs to be more concerted efforts to get to the masterminds.

Eminent member of the legal profession,

Advocate George Bizos quoted widely from the Constitution, the NPA Act and a number of legal papers in his speech, emphasising that it was important that the judiciary and prosecuting authority remain independent and exercise their duties without fear, favour or prejudice.

He also warned that the unfair criticism of the National Prosecuting Authority and suggestions that its officials were part of conspiracies was harmful not only to the authority and responsible individuals but undermined the administration of justice in general.

"The freedom of expression enshrined in section 16(1) of the Constitution is an important provision to protect those who speak the truth and make fair comment or on the facts which may not be true but

which they reasonably believe to be true provided that reasonable steps were taken to verify their correctness. The National Prosecuting Authority and its prominent members may in terms of the decisions of our courts find it more difficult than the ordinary citizens to defend themselves against those allegations" he added.

He warned therefore that "whilst prosecutors can to some extent be criticised, they cannot be scandalised".

Economist Dr Iraj Abedian made several observations including the fact that while economic growth in this country is being appreciated, times of prosperity are associated

with the decline in moral and ethical behaviour across the board.

"Criminal and unethical transactions thus rise as economic boom persists, creating opportunities for quick riches" he said.

In addition, he warned that political instability and economic crisis in our neighbouring countries posed a risk for South Africa.

He said this could lead to opportunities for black market currency trading, increase in the number of illegal immigrants which in turn, may lead to illegal operations led by international syndicates.

He concluded that more proactive measures were needed to mitigate crime and the fight against needed to be more visible.

"The global economy has to grapple with a threat of highly sophisticated criminal syndicates and so we need the right expertise in order to fight these elements"

Showtime with the NPA

The National Prosecuting Authority (NPA) had its first exhibition at this year's Rand Show in Nasrec, Johannesburg.

The Rand Show, considered the biggest annual showground, this year celebrated its 109th year.

The 15-day event which attracts thousands is used by many to showcase their wares, shopping and for family entertainment.

NPA Public Relations Manager Mona Moerane said they used the event to get peoples' views and perception and also to make the NPA familiar to the public.

Around 8 000 people visited the stand. Moerane said she was satisfied and also surprised by the turnout as it was the NPA's first exhibition at the Show. She said most people did not know much about the NPA but were relatively informed about the Directorate of Special Operations (DSO) with regards to the Scorpions. Questions asked by the public ranged from NPA's views of the Jacob Zuma trial to future plans of the NPA in resolving the crime situation in the country.

The Director of Public Prosecutions, Advocate Vusi Pikoli made an appearance at the stand. He was mainly asked questions regarding high profile cases. "Peo-



INTERESTED Members of the public were keen to hear the message of the NPA

ple recognised Pikoli as the head of Scorpions and not of NPA. Most people were very interested in the NPA and said the newsletter should be distributed more widely," said Moerane.

An internal brand review is currently

underway at NPA which will be completed at the end of May, said Senior Public Relations Manager Nomfundo Lumphondwana. This will provide people with a broader knowledge and understanding of the NPA.

"We should not be scandalised"

The NPA had its annual report and budget presentation to the National Assembly justice committee on May 2. National Director of Public Prosecutions Adv Vusi Pikoli spoke strongly to senior people in political organisations, with the emphasis on the ruling party, to consider the consequences of attacks directed at state law enforcement agencies.

This was after alledged criticism to the NPA over the years from various politicians, including ANC deputy president Jacob Zuma, former transport minister Mac Maharaj and former Mpumalanga premier Matthews Phosa. Recent attacks to the NPA were from Phosa who likened the Scorpions to the "old apartheid police agency" during a Workers' Day rally in

Soweto. Pikoli stressed that they wanted to hear more of voices that stand up when issues like this happen as the NPA also gets attacked for implementing and applying laws that are passed by "this democratic parliament," said Pikoli.

He went on to say such attacks on the NPA were a threat to democracy and undermined the integrity of state institutions and also placed the lives of NPA members at risk. "I've got thousands of prosecutors out there who are good public servants, doing their jobs guided by the laws and the constitution of this country. It's going to be a bad day when you have prosecutors feeling intimidated, because once that happens there's no guarantee that there'll be a proper dispensation of justice. Most pros-

ecutors stay in different communities and once you start making statements comparing state institutions to the former apartheid institutions, then you are calling on the people to defy the law. I am saying that these matters should be addressed properly and we should not be scandalised."

The NPA has also been accused of leaking information to the media. Pikoli does not dismiss this as he says it is possible that some of the leaks to the media came from Scorpions members. "Measures have been introduced to curb such occurrences," he said. He urged legislators who were responsible for the laws under which the prosecution authority operated, to defend it from these attacks.

Eastern Cape strives for efficiency

**Khasho interviewed
Director of Public
Prosecutions in the
Eastern Cape Adv Lungi
Mahlati S.C on his
office's
attempts to serve the
province better.**



IN CHARGE:
Director of
Public Pros-
ecutions
Adv Lungi
Mahlati S.C
(left) with
corporate
manager
Anthony
Bean.

Q *What are your priorities as director in this region?*

To improve service delivery, accountability and closer community co-operation. To ensure the best possible service to the public, our deputy directors are required to go to court regularly to appear in the more complicated cases.

Q *How do you monitor and implement strategic objectives?*

A strategic plan is not worth the paper it is written on when its execution is not regularly monitored. If you can't measure something, it can't be managed.

All the 39 districts as well as the Regional Court seats report back on a monthly basis on how they have managed, or not managed, to reach strategic objectives set in the Division's strategic plan.

The statistics are captured in an Excel document, and this allows management to form a clear picture of each office, compared with previous months, and also compared to the performance of other offices.

Any corrective measures that need to be implemented can be identified at an early stage. Monthly cluster meetings take place, allowing the DPP to meet the prosecutors and magistrates, and also to learn first hand what the working conditions are like.

Since information has been captured from 2004, it was possible to compare every office's and Regional Court's performance during 2005 with those during 2006, and similarly those of the clusters and ultimately those of the Divisions as a whole. At the strategic planning meeting for 2007/8 on 15 and 16 February 2007, these figures played an important role to plan for the year ahead.

Q *Tell me about the Provincial Oversight Committee on Sexual Offences.*

It was decided some years ago to take the initiative from the DPP's office and coordinate a multi-departmental approach to ensure as little as possible secondary victimisation of sexual assault survivors, better investigations and better prosecutions. One of my deputies now chair a quarterly meeting at our office, at which several departments including amongst others, Safety and Security, Social Development, Education, Health, the Premier's Office and NGOs are represented. Goals and service delivery challenges are raised and addressed.

At the same time this meeting also serves as the provincial oversight committee for the Thuthuzela Care Centre at Cecilia Makiwane Hospital in Mdantsane.

As a result of these meetings, mini one-stop trauma centres for sexually abused persons have spontaneously developed in several towns and cities. They are mostly part of hospitals in those towns like Port Elizabeth, Uitenhage, Grahamstown, Cradock, Graaff-Reinet, Aliwal North, Queenstown etc.

Q *How have police liaison officers contributed to the turnaround time of serious cases?*

The old system of handling police dockets for serious cases whereby dockets would be relayed via prosecutors to the office of the DPP and to the police and back was time consuming. Since May 2005, our office appointed police liaison officers.

These are experienced detectives who act as de facto branch commanders for all investigating officers whose dockets are referred to the DPP offices for decision. The strategy entailed the following; prosecutors were requested to submit any police docket identified for DPP decision within 30 days after the first appearance of the accused in court.

The further investigation would then be directed directly from the DPP's office, and communication with the investigating officers would take place not through the prosecutor but directly through the liaisons officer at the DPP offices.

For cases going to High Court, the average turnaround time from first appearance in the magistrates court to the signing of the indictment, improved from 191 to 85 days. The average time from first appearance in the Magistrates Court to finalisation in the high court improved from 437 to 274 days.

The average time from first appearance to decision by the DPP improved from 223.8 to 147.8 days. Where only 47 percent of all DPP decisions could have been taken within three months of an accused's first appearance in the magistrates court, this has improve to the extent that 75 percent of all decisions in the DPP office are taken within three months of the accused's arrest.

Q *Tell me about the reduction of awaiting trial prisoners.*

The DPP has initiated a protocol between the NPS and the department of Correctional Services to drastically reduce the awaiting trial prison population in the Divisions.

This involves, among other things, the release of certain awaiting trial prisoners with bail less than R1000, under supervision. But it has the further benefit that the victims of the specific crimes are encouraged to help with the monitoring of the released prisoners' movements to ensure that they comply with the conditions of release.

This empowers the former victims and almost reverses the roles of perpetrator and victim.

NPA vision spread to youth

Every year, thousands of learners from as far as Willowmoore, Steytleville, Cradock and Somerset East converge on the town hall in Graaff-Reinet to attend a Career Expo organised by the Regional Office of the Department of Education for matrics in the Camdeboo region.

With exhibitors ranging from universities, multi-national and para-statal corporations, banks, mining houses and other institutions, the NPA stand receives its fair share of attention, said Adv Carl Fischer, Chief Prosecutor for the cluster.

"We interact with over 3000 learners. Perhaps none of them will go on to become prosecutors but they will all have heard the message that we are the People's lawyers and that we will never compromise on delivering justice to our communities," Adv Fischer said. Local prosecutor Ntombesizwe Mtembu-Tala said, "We are unable to offer bursaries like other institutions yet we are always amazed at the enthusiasm and the positive image that the prosecutors enjoy in these rural areas".

Fast Facts:

Working languages: Xhosa, Afrikaans, English

Director of Public Prosecutions: Adv Lungi Mhlali S.C

Deputy Directors of Public Prosecutions:

Adv Malcolm Sotenjwa (Grahamstown)

Adv Hannelie Bakker (Port Elizabeth)

Adv Chris de Klerk S.

Adv Malherbe Marais

Adv Johan Bezuidenhout

Adv Chris Nel

Chief Prosecutors:

Reon Lombard (PE cluster)

Carl Fischer (Queenstown cluster)

Andre Bezuidenhout (East London cluster)

Corporate Manager (level 13):

Anthony Bean

Units:

National Prosecutions Service

Specialised Commercial Crimes Unit

Asset Forfeiture Unit

Witness Protection Unit

Directorate of Special Operations



NATURAL WONDER: The Baviaanskloof area in the Eastern Cape.

Prosecutors protect the wilderness

The Baviaanskloof Wilderness area lies between the parallel east-west running Baviaanskloof and Kouga mountain ranges. The eastern-most point of the valley is some 95km north-west of Port Elizabeth.

A beautiful bio-diverse area, it is often plagued by poachers and cycad thieves. Senior State Advocate Martin le Roux is chairperson of the Friends of Baviaanskloof, a volunteer conservation group. They are actively involved in raising awareness of conservation issues and act as honorary rangers, assisting the department of Nature Conservation.

As part of efforts to increase awareness about the Kloof and educate the local people on the value of its biodiversity, learners from the Cambria Primary School, based in the area, were taken on a wilderness experience. The children were taught basic life skills and spent time learning how to swim, fish and

identify birds and trees.

"A lot of these kids haven't even been to the mountains in this area even though they live so close," said Adv Le Roux.

The Fynbos Forum, an affiliation of multi-disciplined conservationists, presented an award to the Friends of Baviaanskloof in recognition of the good work they've done in the Kloof.

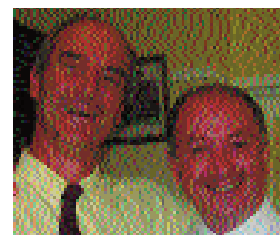
As the senior state advocate in charge of organised crime prosecutions in the office of the DPP, Adv Le Roux often handles cases dealing with the smuggling of perlemoen and cycads.

The Eastern Cape is a target particularly for the smuggling of cycads, yellowwood and disease-free buffalo. A Green Court has been established to channel all environmental crime prosecutions through the lower courts in PE and the DPP in Grahamstown.

Who's who in the Eastern Cape



Deputy directors of Public Prosecutions: (from left) Adv Chris Nel, Adv Johan Bezuidenhout, Adv Hannelie Bakker, Adv Chris de Klerk S.C and Adv Malcolm Sotenjwa.



Chief prosecutors: (from left) Carl Fischer and Reon Lombard



1. The admin and legal staff at the PE office.
2. The admin staff from the Bisho office.
3. The admin staff at the Grahamstown office.

Blind tutor grooms law grads

Q *What is the extent of your blindness?*

My left eye is an artificial eye and it has no sight. My right eye has less than 10% sight with glasses, but furthermore the field of the sight is very limited to about 30%. That means that the normal area that you can observe with one eye, I can observe about 30% of that area. I am classified as blind and also attended the School for the Blind in Worcester.

Q *What is your work background and qualifications?*

I obtained a legal degree at the University of Free State in 1978 and started working as a prosecutor in the magistrate's office in Vryburg in 1979.

I was transferred to Kuruman in 1980 but moved back to Vryburg in November 1985 and served as Control Prosecutor, Regional Court Prosecutor and even Acting Additional Magistrate. In 1993 I was promoted to the position of Senior Prosecutor and transferred to Kimberley. I held this position for 10 years. As my eyesight further deteriorated, the Chief Prosecutor then offered me a "Performance Manager" post in the Kimberley cluster to implement the new Performance Management System. I became a tutor in 2004. Since then I have trained three groups in total, I've groomed 25 Aspirant Prosecutors and they were all found competent for permanent appointment.

Q *How do you teach with your disability?*

Surely my disability does affect my work as tutor. The problem is that I cannot read the police dockets anymore, I have difficulty in reading anything, for example charge sheets, preparation sheets, e-mails, etc. Part of the learning is

Petrus Du Plooy is a tutor in the Aspirant Prosecutor programme. His is an inspirational story of hard work, dedication and refusal to accept what seems to be limitations. Du Plooy is blind. He took a few minutes to chat to Khasho.

theoretical and I have to teach learners book knowledge. To do that, I have to read a lot.

Furthermore, I cannot see people - identify or recognise them. My wife reads a large amount of information to me. I try to remember as much as possible and rely then on my memory. The Department of Justice supplied me with a TV Reader, but unfortunately I can only use it on my desk in my office. I rely on a group leader who is

chosen by the learners. Learners read charge sheets and dockets for me.

I make learners aware of my disability and what it means and how they can assist me and what they can expect. In other words, I get them on board. I prepare myself properly at home for the next day. I have learnt to listen carefully. With my experience, I can by listening, in most instances see in which direction things are moving or where the learner erred. I encourage open communication between us.

Q *How do your students respond when they see you for the first time?*

Most people do not immediately observe the fact that I have a disability, especially when I am in a familiar area like at the office. I would firstly tell the learners about the disability and how we are going to do things.

I don't experience any trouble with the learners. They accept me as a normal person and assist me where they can or when I ask them. I know about people who want to be trained by me. The current group described me as the "best tutor in the world" (I think they are taking it a bit too far.)

Q *Any highlights as a tutor?*

Each time an Aspirant Prosecutor does something good, I am proud. When they are found competent, I am very proud, especially when I see people of the previously disadvantaged group coming through as real prosecutors.

The recent graduation ceremony was also a highlight for me, except when they said farewell to me.

I still want to take at least one group through but I'm also thinking of applying for retirement due to my disability.

My doctor said that I must prepare myself for total blindness.



Traditional leaders fight domestic violence

Traditional leaders are being brought on board in the fight against domestic violence.

The NPA through its Sexual Offences and Community Affairs Unit was spearheading this initiative and has also included the Department of Justice as a strategic partner.

The initiative, known as Project Ndabezitha seeks to use both the traditional prosecution interchangeably with restorative justice in dealing with cases of domestic violence.

Head of the Ndabezitha project Adv. Tsidi Kambula says they have realised that the normal system of prosecuting wasn't always favoured by complainants in domestic violence cases. "We've learnt that



ON BOARD: Head of the Ndabezitha project Advocate Tsidi Kambula addresses the public at the launch of the project.

not all victims want their abuser to be punished or put in jail.

To some victims, justice is only achieved when the relationship with the abuser is restored, so much so that some victims actually view the state as an adversary when their matter is being heard," Kambula said.

According to Kambula, this has led to a high rate of withdrawal of charges and unwillingness by victims to testify when these matters are brought to court.

"So, we then realised that clearly our approach needed to take into account these challenges and that is why we brought the traditional leaders and court officials in," she added.

Project Ndabezitha serves many purposes.

In addition to increasing the visibility of prosecutors and ensuring access to justice for those in rural areas, it will also ensure the availability of victim support services to these communities.

Kambula explained how traditional leaders would be involved,

"Traditional leaders will be the first port of call for many victims in rural areas, traditional leaders will have to provide

victims with information regarding their rights and how the court process unfolds.

"They will mediate in minor cases but if the victim insists on lodging a formal case, then they will refer the matter to the prosecutors to take the necessary steps forward in the courts."

The bigger goal of the project is to among others:

- Reduce and eliminate domestic violence incidences in rural areas
- Improve service delivery and referral system in the management of domestic violence cases in rural

areas

- Reduce offending and re-offending rates in these cases
- Establish best practises aimed at introducing restorative justice in domestic violence

The programme is currently running in 5 provinces – Eastern Cape, Limpopo, North West, Mpumalanga and KwaZulu Natal.

Up to 100 prosecutors and 74 traditional leaders have been trained to implement this programme.

They would be expected to transfer the skills to their peers and colleagues.



TRADITION: Praise singer Mandisa Phandliwe at the launch of Project Ndabezitha.

Managing risk at NPA

This process will assist the NPA to; improve its ability to manage risks, improve its ability to seize opportunities, ensure effective internal controls that will cut costs and ensure the sustainability of the organisation.

The National Prosecuting Authority (NPA) has established a project office to address issues of risk management.

The initiative kicked off in January this year and is aimed at ensuring that there is continuous risk assessment to identify and deal with obstacles that may prevent the organisation from attaining its transformation goals.

This is also critical in fulfilling requirements of the Public Finance Management Act.

Officials within the project management office are currently attending strategy

planning sessions of all business units.

They monitor these meetings so that they can identify all risks and will later advise units on solutions.

This will be followed by the training of members of the Executive Committee of the NPA and Top 100 Senior Managers on their responsibility in managing risks and how they can effect internal controls to avoid major crisis.

Senior Manager: Risk Management, Pat



Achary says this process will assist the NPA to; improve its ability to manage risks, improve its ability to seize opportunities, ensure effective internal controls that will cut costs and ensure the sustainability of the organisation.

Enhance employee wellness

Massage is used as a simple and effective method of attaining and maintaining good health, and its benefits have long been recognised in many cultures.

"Massage is especially healing because of the human touch it offers," says Joanna Haley, a masseuse from the health and beauty spa, The Works in Dunkeld West, Johannesburg.

It is not a cure for specific complaints. But it can promote general wellbeing and enhance self-esteem. "It's a good way of dealing with stress, especially because of today's schedules which put immense pressure on our bodies," adds Haley.

She recommends at least one massage per week, starting from the neck which is most affected by stress. "Although one may not afford to have one professionally done weekly, a simple back rub also does the trick because it encourages blood circulation, adds Haley.

Six reasons why massage works:

1. It is a skin-on-skin contact.

The skin is the body's largest sensory organ, and all forms of touch are felt through it.

There are thousands of specialised receptors in the dermis, the second layer of skin, that react to external stimuli, such as heat, cold and pressure, by sending messages, via

the nervous system, to the brain.

Gentle massage or stroke can trigger the release of endorphins, the body's natural painkillers, and induce a feeling of comfort and wellbeing.

2. Secondly vigorous massage may help to stretch tense and uncomfortable muscles and ease stiff joints, improving mobility and flexibility.

3. Thirdly massage directly affects the body systems that govern digestion, heart rate, blood pressure and respiration.

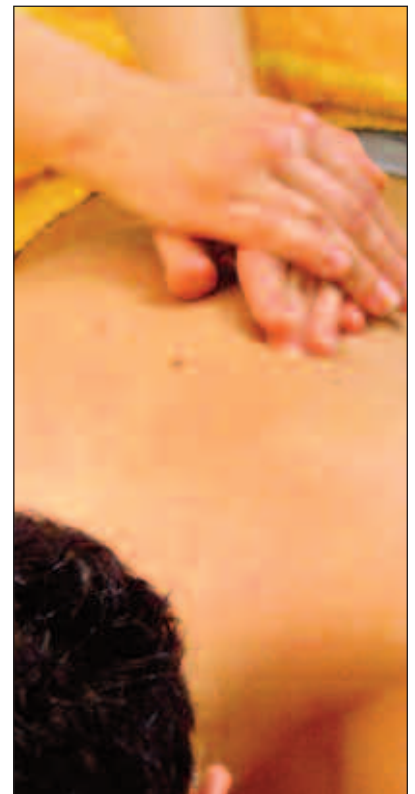
4. The resulting sense of wellbeing can lower the circulation of certain stress hormones that weaken the immune system.

5. As a continuous treatment it can release tension and reduce anxiety. It allows people to feel more serene and better equipped to cope with stress of modern life.

6. It also makes people more aware of how the body and mind interact, enabling them to take greater responsibility for their personal wellbeing

For an effective service, ask a person with warm and gentle hands or alternatively, contact a trained aromatherapy, massage and reflexology therapist of your choice.

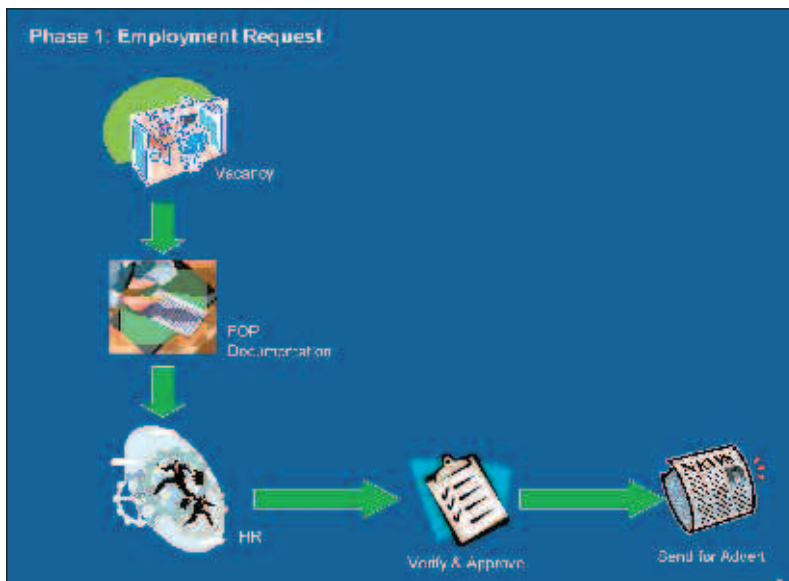
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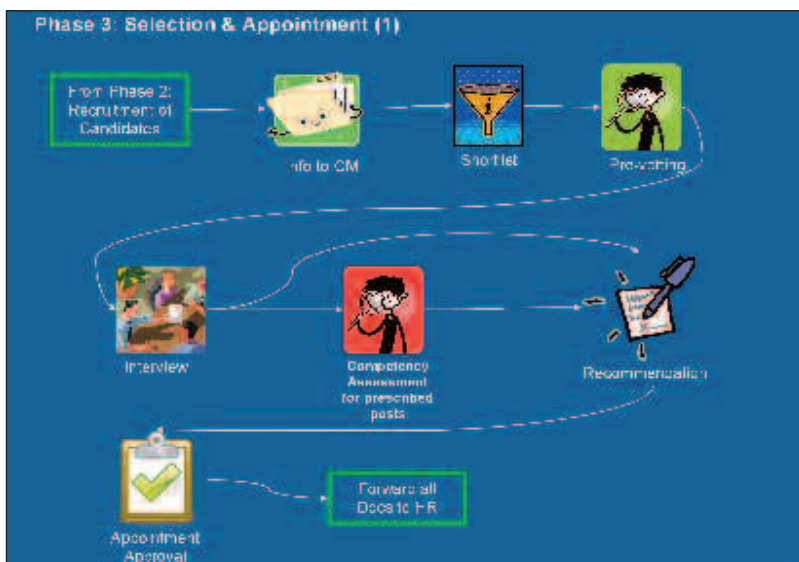
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The stresses of work take their toll. Employee wellness can be enhanced by any number of stress relief measures, massage therapy being one of them.

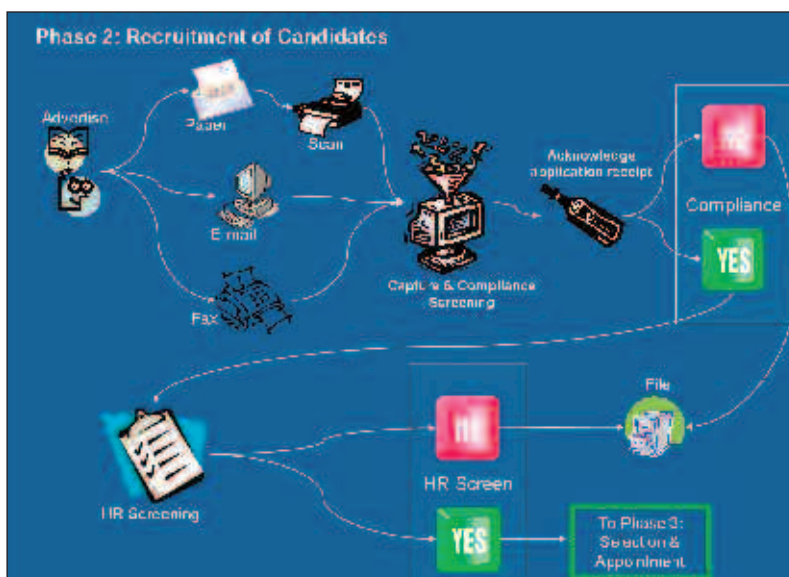
Phase 1



Phase 2



Phase 3



On track for new human capital

The NPA's new Recruitment Drive aimed at fast-tracking appointments is proceeding well.

The Recruitment Drive is aimed at speeding up the process of filling what was, initially 800 outstanding posts.

"The previous process used by the NPA was cumbersome and involved a high level of manual labour.

"This included response handlers typing in all the information, for each candidate, received into a word document. Duplicated CV's were difficult to filter out and every electronic CV (sent via fax or e-mail) had to be printed along with all the paper CV's received.

"This was a costly exercise and during most recruitment campaigns, the high speed printers in the Document Centre would run for days on end printing CV's" says Isak Bam, an HR Consultant working on the new system.

Bam says the new system allows for a smoother running process and is meant to unfold in three phases. The first phase, for instance, will ensure that:

- ♦ All CVs are easily captured
- ♦ All candidates are notified by fax, email or SMS that their CVs are received
- ♦ All CVs that do not meet the required criteria are excluded as early as the pre-screening stage.

The relevant panel only reviews CVs that meet most requirements

Bam says the first phase was implemented towards the end of last year and already there has been a noticeable reduction in the amount of time for processing applications.

The errors are fewer, the system is faster and it generally ensures good quality service.

The new process has required changes to be made to some templates and forms.

Employees need to familiarise themselves with these changes.

All the phases and new templates will be explained in detail in the coming issues so watch this space for more information.

Fond farewell

I know this may sound clichéd, so you will forgive me when I say I hate goodbyes, and all the attendant attention that goes with it!

As you read this I will probably have left the employ of the NPA, after just under four years in the Communications Unit, to pursue a career in the private sector.

Personally and professionally it has been a period of great growth. For, when I joined the Communications unit it was to many, seen as a Cinderella unit. Today it has taken its rightful place and enjoys the support of the organisation. More heartening is to relay my message on this publication, as I have been part of the processes that have led to its transformation from being an irrelevant publication to one truly reflecting the aspirations and values of this organisation.

Indeed, I am particularly proud to have been a part of all your lives – from the top leadership to the lowest levels right up to (or down to!) the security guards and the cleaners. So, as I bid you goodbye I also take this opportunity to wish the organisation well in all its endeavours to deliver on its vision, to deliver “justice in our society so that people can live in freedom and security”.

Ntokoza Gwamanda



Letter

‘I am proud to be prosecutor’

I prosecuted a case in Secunda where a 72 year old lady was attacked, shot and killed on her farm. This happened right in front of her nine year old grandchild.

The minor child was my only eye witness and for obvious reasons I had to call her as a witness. She was very reluctant to talk to me and more so to testify (she was also strangled during the attack). Her family was skeptical of the legal system. I managed to win her confidence with the assistance of a social worker.

I also showed her pictures of my two daughters which are about the same ages.

To make a long story short, she was an outstanding witness. The court accepted her evidence. In his judgment, Murphy (J) stated

as follows: “She was an honest and brave little girl who stood firm under cross-examination.”

Save to say the accused was convicted and sentenced to life imprisonment. The whole family was overwhelmed and satisfied with the outcome. The brave minor child told me she would one day like to meet my children. I gave them my address and never thought of it again. A few weeks thereafter I had an unexpected visit – a guest at my doorstep. Unfortunately my children were not home but she left me a picture of herself and her little sister. I will never forget this brave little girl. This, I call work satisfaction and that is why I am proud to be a prosecutor.

Adv JJ Kruger

NPA in the news

Pikoli takes on Phosa over NPA criticism



Legal Aid Board head warns against one-sided justice system



**Your
Action
COUNTS**



Send your news – serious and funny – as well as letters to the editor, to Khasso at pkotane@npa.gov.za

Alternatively, fax your stories and information to Phumzile Kotane at 012 843 2141

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