



Khasho



News for NPA staff, friends and stakeholders

June • July 2008



In the Public Interest – Khasho reports on Public Service Week and NPA efforts to build capacity for delivery

Bridging the Gap – Khasho chats to the DPP in the Eastern Cape and Ciskei

Doing the Right Thing – Khasho reports on NPA Youth Month activities, Child Protection Week and community outreach programmes

FORTHCOMING ARTICLES AND CELEBRATIONS

– Ten years of the NPA - Prosecuting without fear, favour or prejudice since 1998.

Recommitment to our Vision and Values

Letter from the Acting National Director

We are half way through the year and so far 2008 has been a challenging year for the NPA. I am pleased that despite difficulties and uncertainties, our staff continue to work hard by putting their shoulder to the wheel and making a difference in the lives of ordinary people.

It is only through our personal sacrifice, through embracing our values and especially the integrity of this organisation that we can continue to succeed in what we do. We as the NPA will continue to make sure that leadership and integrity start at the top. Our people will continue to commit themselves, be guided by our values and our conscience and not care about what other people think.

The NDPP enquiry has resumed with government witnesses concluding their testimony and Advocate Vusi Pikoli taking the stand. We hope that this will enable the enquiry to come to a fair conclusion soon. It has taken its toll on individuals and the organisation as a whole. But we must remind ourselves of the work at hand, of what we stand for and what we need to do in our daily work to ensure that justice is served.

This brings me to our concerns about the delay in the implementation of the OSD for prosecutors. I know this is testing the patience of some people, but let me reassure you that we are doing all we can for the speedy conclusion of this outstanding matter. All prosecutors will indeed receive the increase backdated to July 1 2007. Measures are being put in place to also ensure that no prosecutors will lose backdated salary increases. It



LEAP OF FAITH: Adv Mokotedi Mpshe entertaining children at the Youth Day celebrations at VGM Building

is vitally important for us to ensure that the OSD does not have a negative impact on our prosecution service. I think the remaining issues under discussion should be resolved before long.

With regard to the DSO, the June deadline has come and gone. The two Bills that seek to amalgamate the DSO with the organised Commercial Crime component of the South African Police Service have been accepted in Parliament for discussion. During August there will be public hearings on this matter. After this there may be further debate with the Bills possibly under discussion in the October parliamentary session.

The NPA Task Team is still on board discussing issues affecting the staff of the DSO. Advocate Sibongile Mzinyathi has been ap-

pointed the Acting Head of the DSO. A team is being formed to guide the work of the DSO and work with Advocate Mzinyathi. This team will include prosecutors and investigators. They will also be in a position to assist in the transitional period.

Recently we in the Public sector observed Public Service week. This enables us to focus with greater clarity on our work, how we build state capacity for increased delivery and how amongst ourselves we promote service excellence. In the NPA we used this opportunity to recommit ourselves to the vision and values of the organisation. We need to go even further and ask of ourselves what each value means to each of us. Only in this way can our present efforts to develop a Code of Ethics be productive and beneficial in the long run.

The fact that June is also Youth Month in our National Calendar also reminds us that we are the beneficiaries of a long struggle for justice. The best we can do to honour those who paid for freedom with their lives is to guarantee that our people get the services they deserve. During Child Protection Week we embarked upon a public awareness campaign that urged our people to "listen to the voice of children."

Throughout our regions I am proud that, despite their busy schedules, our prosecutors continue to find time to help communities and to educate our youth about their rights and the values they should uphold. They are sending out the correct message – that to do what is right and just is not simply about meting out justice but about nurturing the conditions for a just world. ■

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EDITORIAL

A proliferation of NPA events and activities in the last few weeks has resulted in this being a bumper issue of *Khasho*. As you may be aware, *Khasho* is also undergoing a makeover. This is the first stage of the makeover whereby NPA communications officials play a greater role in writing and sourcing articles. This has been made possible through the recent deployment of Communications Managers in the regions. We hope that this will 'give greater voice' to NPA staff wherever they may be located. We are also embarking on a process to enhance the 'look and feel' of this publication. Small changes have already been made in this transitional phase, but we hope to emerge bigger and better in the near future. Please share your thoughts with us on what you would like to see in a 'renewed' *Khasho*.

Send your news as well as letters to the Editor of *Khasho* at combrinck@npa.gov.za
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FRONT COVER

READING CORNER: A young girl reads a copy of the publication 'Speak Out' at the NPA exhibit stand at the Grahamstown Festival



Reaching out in the Present, Watering the Future



Soshanguve – On the 5th June 2008 local farmers in Soshanguve received a most welcoming gift when prosecutors from the Soshanguve Magistrate Court presented a much-needed water tank to the local farming community.

This was the initiative of Advocate Mthobeli Dlova, Senior Public Prosecutor at the Soshanguve Magistrates Court. Every day Advocate Dlova en route to the courthouse passed a group of enterprising farmers working the land. His curiosity got the better of him and one morning he decided to stop to talk to them. In his discussions, it became clear that water seemed to be the biggest challenge to this group.

Advocate Dlova approached a local businessman for assistance.

According to Advocate Dlova, "when we realized the plight of the community who are trying to make a living by planting vegetables alongside the Mabopane Highway not far from the court building, we saw it fit to join hands with one community member who, after careful consideration, was willing to donate a five thousand litre (5000 L) water tank to the said community to help in alleviating poverty and combating crime."

"This forms part of the fulfilment of our strategy to strive and prevent crime" he said.

A hand-over ceremony was organized to donate the tank to the community. Prosecutors from the Soshanguve Court gathered together to meet the community. The Chief Prosecutor of Pretoria, Advocate Matric Lufhondo, sincerely thanked Mr Skhumbuzo Magagula for his gift.

The prosecutors present at this event vowed that they would continue to assist in community development.

This outreach initiative also played a vital role in changing the community's perceptions about the role of the prosecutor. In the words of a community representative: "We are very happy when it rains often because we know that our cultivates are going to be watered, otherwise we have to go fetch water from our homes which are a long distance to walk."

Through the efforts of the prosecutors and the local business, a new partnership has taken root. May it grow from strength to strength.

HOLDING HANDS TO END POVERTY AND FIGHT CRIME:

Chief Prosecutor of Pretoria, Advocate Matric Lufhondo, thanks businessman, Skhumbuzo Magagula, for his donation.



WATER FOR AFRICA: A member of the community looks on as the water tank is handed over to residents in Soshanguve.

Bringing Access to Justice

Bridging the gap between Rural and Developed Areas

Khasho speaks to Advocate Lungi Mahlati, Director of Public Prosecutions, Grahamstown

WHAT IS THE FIRST THING YOU DO WHEN YOU GET INTO OFFICE?

There is not a specific "first thing". What I would do first would be determined by what circumstances require, but it would most probably be going through my e-mail or answering my phone which would be ringing.

WHAT ARE THE CHALLENGES YOU FACE WITH YOUR POSITION?

One of the main challenges for me as a leader and manager, is to ensure that every person working for the NPS in my Division, reaches his or her full potential within the organization. These employees are important, they and others must know that their contributions are vital to the success of not only the organization we serve, but also the country as a whole. I must ensure that they remain positive at all times, regardless of circumstances.

WHAT ARE THE HIGHLIGHTS OF YOUR JOB?

The realization of how my little contribution impacts positively to the management of a huge organization such as the NPA and on the lives of people. I was privileged to be part of the decision making from a very early stage in the NPA. It was a highlight when we shaped history in 2000, with the inception of our own Vision and Mission. Suddenly I could go back to my office and ex-

cite my colleagues with a vision that binds us together and directs us to a common goal. When you would ask one of the senior advocates "why are you preparing for court" he or she will answer you "To bring justice in our society so that people can live in freedom and security". If you ask a typist "why are you typing the court rolls" she will answer you "To bring justice in our society so that people can live in freedom and security". That is also why the cleaners clean, and the security guards guard our buildings. I am a team person, and I love it when the team plays together and wins. And win we do, although we do not play for the crowds so much.

HOW LONG HAVE YOU BEEN WITH THE NPA?

From the first day of its existence. I have been a prosecutor for much longer though, for more than 30 years!

WHAT CHALLENGES DO YOU FACE IN TERMS OF YOUR LOCATION?

The Eastern Cape and Ciskei Divisions are part of the larger Eastern Cape Province. The rural areas, especially those situated in the former

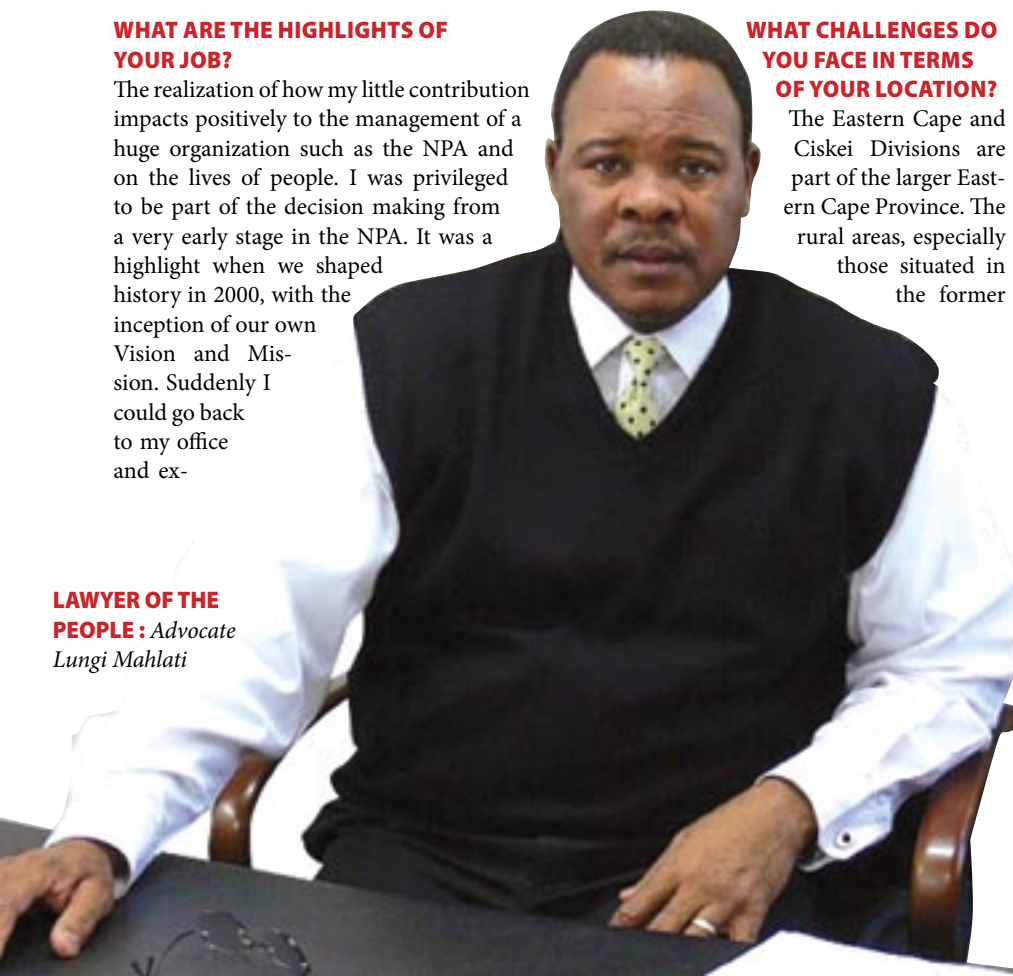
Ciskei, have been neglected in the past as far as infrastructure and development are concerned. As a result, one of our biggest challenges is to ensure that those people have the same access to justice as those in the more developed areas. Because of the vastness of the area, I also practically work from three offices: Grahamstown, the seat of the High Court of the Eastern Cape Division, Port Elizabeth and Bhisho. Sometimes I find it difficult to divide my attention simultaneously between all these offices, but again, I am only one of a very committed and competent team. I can trust my colleagues to such an extent that I can delegate with confidence.

WHAT ARE THE SUCCESS STORIES IN YOUR REGION?

I have mentioned access to justice as a challenge, but that is also one of our success stories. We have put a strategy in place to ensure that the more serious criminal cases, which usually come to the DPP offices for decisions, are submitted to those offices within sixty days of the commission of such a crime. Further investigation is then directed from these offices by advocates communicating directly through our police liaison officers with the investigating officers. This has enabled us, as a general rule, to take final decisions in 75% of all cases submitted, within three months of the suspect's arrest, and to bring cases for trial before the High Court during the same year of the commission of the crime.

Another 'access to justice' success story is some of our prosecutors' involvement in sexual offences matters from the outset to ensure that the victim is treated properly and also to see that no vital evidence is lost. The conviction rate in sexual offences cases is known to be lower than in other cases. There are several reasons for that, one of which is, of course, that the victim is often the only witness. To address this challenge we have a multi-departmental forum in this Division. This forum sits quarterly, and one of its functions is the oversight of the Thuthuzela Care Centre at Mdantsane. As a result of this meeting, mini one-stop trauma centres for sexual offences victims have developed spontaneously all over the province where

LAWYER OF THE PEOPLE: Advocate Lungi Mahlati



victims get immediate and multi-disciplinary attention. A prosecutor is 24/7 on standby to attend these centres when needed. I want the prosecutors to be seen as a threat by the criminals, namely persons who will take no nonsense from offenders. In fact, I want prosecutors to be feared by criminals. But for the victims of crime, as well as for the ordinary law abiding citizens out there, the softer, caring side of the prosecutor must be evident. For them they must be "people's lawyers", their heroes on which they can depend for justice.

We have also a strategy in place to not only reduce the awaiting trial prisoners in our jails, but to simultaneously empower their victims. Certain persons in custody awaiting trial for whom bail has been set by a court for R1000-00 or less but cannot pay, are brought before court by the prosecutor with a recommendation by Correctional Services to release that person pending trial, on supervision. The complainant or victim, if there is one, is informed of the conditions on which this person is then released on supervision, and asked to help to monitor the person to ensure that he or she complies with the conditions of release. Any non-compliance is reported to the supervision officer, who may then arrest the person and take him or her back to jail. By involving the victims or complainants in the supervision of the alleged perpetrators, the victims and complainants are empowered to such an extent that it almost reverses the roles of the perpetrator and victim. This also ensures buy-in into the strategy by the public at large.

HOW HAVE YOU DEALT WITH THE LACK OF CAPACITY OF ADVOCATES AND PROSECUTORS AT THE DPP OFFICE AND THE LACK OF FINANCIAL INVESTIGATORS IN THE SAPS?

Because of attractive offers involving higher salaries, there is always the challenge that young advocates may be lured away from the NPA soon after they have been trained sufficiently to add real value on their own. That is why we must offer them here a working environment and job satisfaction which money cannot buy anywhere else. This is again where the team spirit comes in. The average time our senior advocates are already at the DPP offices in this Division, is more than fifteen years. Any lack of capacity in the lower ranks is therefore easily made up with their experience.

When we decided on the NPA vision we knew that justice in our society could never be ensured by the NPA on its own. Therefore the lack of financial investigators in SAPS is not "their" problem, it is "ours" too. As mentioned earlier, serious cases, including those involving economic crimes not dealt with by the SCCU, are submitted to experienced

advocates at the DPP offices at a fairly early stage. The investigations are then directed by these advocates. The successful outcome remains our responsibility.

WHAT COMMUNITY PROJECTS HAVE YOU UNDERTAKEN?

I have already mentioned the POC and the sexual offences and awaiting trial strategies we have in place. They all started off as projects and are now permanently part of the system. We also have several formally structured community outreach programmes, over and above the normal "Adopt a School" programmes where prosecutors take specific schools as their focus point, to inform on NPA and criminal justice processes and to generally, inculcate civic morality.

The first is a restorative justice programme we are piloting in Mdantsane with its key focus areas on the rehabilitation and re-integration of former prison inmates into society. Although we drive the project, we also involve the Mdantsane Correctional Centre and NGO's such as NICRO.

The second is what we call a pre-trial pilot project aimed at non-custodial diversions and dispute resolution processes together with restitution, reparation and compensation.

The third is a programme aimed at the empowerment and protection of women and children at Middelburg (EC) and we formed an alliance or partnership with the ANC Women's League as well as another local NGO with our focus on the abusers of women and, especially, children. With this project we also aim to convey to these most vulnerable members of our society what their rights are, and that we are also their lawyers. We are confident that we have already reached at least 80% of our target group with this project.

A similar project is run in Graaff-Reinet, in a partnership alliance with SANTA, Hospice and FBOs.

We also run a community safety project in Aliwal North in partnership or alliance with the Municipality, SAPS, Traffic Police, NGOs, FBOs and CBOs. We identify factors most commonly leading or contributing to crime, such as alcohol abuse and other problems most common in informal settlements, and address them within our collective available means and resources.

We are running a community safety and support project in East London by which we, under guidance of the Senior Public Prosecutor, empower business people to safeguard themselves against crime in their business districts. This entails among others the issuing of two way radios sponsored by business, by way of which business people can communicate directly and immediately with a designated police officer for his business. ■

NPA makes its presence felt



MAKING WAVES: Mamelodi NPA Senior prosecutor, Ron Mncwabe, awaits his turn to speak at the Mamelodi anti-crime awareness event

The NPA Communications Unit has been actively engaging communities by attending and participating in service fairs organized by government and in awareness campaigns through partnership with communities.

In Stinkwater, Hammanskraal, the NPA joined various other government departments in informing the public about their services.

On the 4th July 2008 the NPA also had an information stall at the Mamelodi Anti Crime Awareness Campaign held on the Mamelodi Campus of the University of Pretoria. Other participants included the Department of Community Safety, Transnet, SANCA and the Anti Crime Awareness Task Team in Mamelodi.

The purpose of the event was to encourage young people to disassociate themselves from crime and to condemn all criminal activities, in this way creating safer communities. The event also focused on mobilizing young people to become the driving force of the "Take Charge" Campaign that encourage communities to fight against crime.

Senior Prosecutor in Mamelodi West and Chair of the Community Prosecution Project in Mamelodi East, Advocate Ron Mncwabe in his address stressed the need for youth to unite as they did during apartheid and to fight against crime. ■

Lending a hand in Bethlehem

Prosecutors provide blankets for needy children

The success of the criminal justice system starts with every one of us



DONATE-A-BLANKET PROJECT:

The face seems to say thank you to Senior Prosecutor Enrico Brits

Bethlehem – Friday the 20th June was the day that NPA prosecutors in the Bethlehem Cluster put time aside to extend their hands of caring by donating blankets to the needy at the Bethlehem Golden Way Hospice. The hospice houses 50 children between the age of 5 and 7 years and in particular those who are orphaned as a result of HIV and AIDS and other criminal activities like murder.

The main objective of the hospice is to give emotional, physical and educational support to these children.

At the hand-over event, the opening prayer summed up the occasion: “this is the day that the Lord has made” the Pastor said, “so that people who can and care, lend a hand of compassion”. NPA staff dug deep into their pockets with open hearts; and they bought blankets for the children at the hospice.

The keynote speaker was Advocate Ishmael Motaung, who, in his speech, said that it is the aspiration of the NPA to see the country free of child abuse.

“It is definitely the aspiration of the NPA to see this country free of child abuse, and members of the community being part of the criminal justice system by reporting all

forms of crime and be forthcoming with the relevant information that can lead to speedy and successful prosecution of criminal elements” said Advocate Motaung.

“The aim is not to undercut or compete with other efforts like those of the social development department but to enhance them further so that many can benefit from what the government can put forward.”

The Chief Prosecutor of Bethlehem, Advocate Sello Mathloko, thanked his team for their efforts. He told the audience that it is the responsibility of all South Africans to play a role in eliminating crime and diseases that slow down the growth of our young democracy.

He added that they would like to do more in assisting the communities with whatever is within the NPA’s capabilities and competency by making the public aware of their rights, NPA’s successes, challenges and anything that can be of significance and substance to a crime free society.

“The success of the criminal justice system starts with every one of us, both as the public and as prosecution. Remember that the NPA cares as much as necessary to carry out its responsibility successfully,” concluded Advocate Mathloko. ■

Lighting a Candle of Hope

PIETERMARITZBURG, DURBAN AND EMPANGENI – 10-12 JUNE 2008

The DPP KwaZulu Natal (KZN) offices hosted HIV/AIDS Voluntary Counselling and Testing (VCT) and candle light ceremonies throughout the region in an attempt to create awareness about the disease.

The NPA, in partnership with Jhpiego, (an international health organisation that builds global and local partnerships to enhance the quality of health care services for women and families) and consultants from the Department of Health held the events in Pietermaritzburg, Durban and Empangeni. Staff members from all the clusters within the region were invited to attend the sessions.

The guest speaker at the Durban and Pietermaritzburg clusters was Clement Ntuli, a drama graduate from the University of Natal, who is living ‘positively’ with AIDS. His story was touching and brought home the harsh realities of the disease. A clear message that resounded at these VCT sessions is that HIV/AIDS is not an individual problem – it is so widespread that it affects all of us. We all have a duty to join the struggle against it.

Addressing staff at the Empangeni project, the DPP for KZN Advocate Shamila Batohi stressed the importance of a person knowing their HIV status. She said, “Knowing your status enables you to make healthier decisions. If you are positive, you can take better care of yourself and if you are negative then you can try and ensure that you remain that way.” ■



LIKE A CANDLE IN THE WIND: Siphon Ntuli (Guest speaker), Nsovo Shirilele (EWP) and Jason Wessenaar (Project Director, Jhpiego) at the VCT sessions in Pietermaritzburg

Africa uniting against crime

African Prosecutors intensify their continental battle against crime

Africa must unite or perish” was the rallying cry of Kwame Nkrumah, one of the founding fathers of African Unity.

Prosecutors across the African continent have heeded his call that still resounds through the decades and are uniting against crime. As part of their efforts to consolidate their unity, the African Prosecutors Association (APA) on 1 July 2008 held a briefing session with African ambassadors at the Sheraton Hotel in Pretoria. This was seen also as an opportunity to market the work of the APA and to gain support for its activities.

In his opening speech, Acting National Director of Public Prosecutions and President of APA, Advocate M J Mpshe, focused on the significance of cooperation between countries in the fight against crime. He invited guests to take an active interest in APA in Africa.

The Association, formed in March 2003, consists of Attorney Generals, Directors of Public Prosecutions and Prosecutors Generals from various country states.

The need to maintain inter-regional co-operation relating to court management, justice without boundaries, witness protection and organized crime forms the core basis of formation of this organization.

Since its inception the Association has been led by founding member, Acting National Director of Public Prosecutions Adv. Mpshe, who has served two terms to date.

The objectives of APA include, among others, “to promote vigorous, fearless, effective, fair, impartial and efficient prosecution of criminal offences” as well as “to promote high standards and principles in the administration of criminal justice, in support of the rule of law”. The Association also seeks to “enhance standards and principles which are generally recognized internationally as is necessary for the proper and independent prosecution of offences.”

Their Pan African approach and the reality that crime has taken on global dimensions compels them also “to promote good relations among prosecutions services/agencies and / or authorities; facilitate the



AFRICAN PROSECUTORS UNITE: H.E. High Commissioner of Kenya, Ambassador Tom Amolo; Dr Orlando Generoso (Mozambique), APA Secretary General; Advocate Mamsie Dhlamini (Swaziland), APA Deputy President; Advocate Mokotedi Mpshe and Advocate Thoko Majokweni, Head of the NPA SOCA Unit.

THE MEMBERSHIP OF APA

Algeria	Lesotho
Angola	Madagascar
Botswana	Malawi
Burundi	Mauritius
Cape verde	Morocco
Chad	Mozambique
Djibouti	Namibia
DRC	Rwanda
Egypt	Sao Tome
Equatorial-	South Africa
Guinea	Swaziland
Ghana	Tunisia
Guinea Conakry	Uganda
Ethiopia	Zambia
Kenya	Zimbabwe

“Prosecutors should have no boundaries and it our task to facilitate such events on behalf of our countries while we get to know about this organization”.

exchange and dissemination of information, expertise, experience and encourage the use of information technology amongst member states.” They aim to respect and

seek to protect human rights as laid down in the African Charter of Human Rights and the Universal Declaration of Human Rights.

The third regional conference of APA in Angola in 2007 saw the adoption of the “Luanda Declaration”. Among other resolutions, the Declaration also urges member states of APA to sign and ratify the African Committee for the Rights of Women and Children and deposit their initial and follow up reports.

At the Pretoria briefing session, the Dean of the Diplomatic Corps, Libyan Ambassador Abdallah Alzubedi, pointed out that “most colleagues were not aware about the organization and that it was important to bring in more African countries to

join.” He added that “prosecutors should have no boundaries and it is our task to facilitate such events on behalf of our countries while we get to know about this organization”.

Program Director, Advocate Thoko Majokweni, Head of the SOCA Unit, took this even further when she said that “more and more each day, crime does not know any boundaries”.

Under these conditions, she supported a continental approach. “We need to seek and understand practices that we do not understand in our countries and need also to know how the African Union functions,” she said.

Advocate Mpshe indicated that a priority must be to ensure that criminals do not benefit from criminal proceeds. This, he said, is what we must aim to achieve at all costs.

He highlighted achievements which include asset confiscations and giving back the money to the Nigerian State. In Botswana convictions were also achieved.

With these successes, it seems that African prosecutors are reaching milestones in their continental battle against crime. The founders of African unity would be proud of them.

“Prosecuting for justice in our society and protecting our vulnerable” is the theme for their forthcoming conference in South Africa. KHASHO will keep you posted. ■

Unlocking Skills, Realising Value

Khasho speaks to NPA HRD specialist Nick Nkuna about the results of the Skills Audit

Despite these setbacks, targets were exceeded.

While the targeted percentage of the staff to be audited was set at 70%, this target was exceeded by 10%.

This amounts to 2916 employees audited and this sample was regarded as big enough to enable the NPA to benchmark identified skills gaps for its entire workforce.



MAN ON A MISSION: Nick Nkuna, NPA HRD Skills Co-ordinator explains the Skills Audit.

WHY DID THE NPA EMBARK UPON A SKILLS AUDIT?

Last year the NPA embarked on a skills audit project to ensure that its training and development approach is aligned with new training approaches as advocated by the Skills Development Act No. 97 of 1998.

The project started in August 2007 and was planned to be completed in February 2008. However, due to unforeseen circumstances, it could not be completed on time.

WHAT WERE THE CHALLENGES?

Challenges experienced in the process of implementing the skills audit project included the absence of job profiles – these are considered crucial for the proper implementation of a skills audit project. This affected the development of relevant questions for specific job categories, hence the concern of some business units that some of the questions were indeed not relevant.

There was also little buy-in and cooperation experienced from certain business units. This was evidenced by the slow response time for the completion and returning of answer sheets or folders.

The withdrawal of the Directorate of Special Operations (DSO) from the audit after the tender was awarded and contract signed with the service provider affected the intended value to be realised.

There was a shortfall of 738 employees that were not audited out of 3654, due to various reasons. AFU's request for a postponement for the auditing of its staff led to a majority of AFU staff not being audited.

HOW DID THIS AFFECT THE PROCESSES?

While the major work was completed within the contract period, the collection and capturing of questionnaires and answer sheets were submitted late, as well as the completion of the project closure report and the training of HRD staff that will be using a Madyatshamile Competence Management System.

WHAT IS THIS LEARNER MANAGEMENT SYSTEM?

The Learner Management System was procured as part of the skills audit tender and will be used to effectively manage the skills audit data.

WITH THESE PROBLEMS, WOULD YOU SAY THAT THE AUDIT WAS A SUCCESS?

Despite these setbacks, targets were exceeded. While the targeted percentage of the staff to be audited was set at 70%, this target was exceeded by 10%, with 80% of the 3654 employees were audited.

This amounts to 2916 employees audited and this sample was regarded as big enough to enable the NPA to benchmark identified skills gaps for its entire workforce.

HOW DO WE GET TO KNOW THE RESULTS?

Feedback on the Skills Audit is currently being provided to executive stakeholders to be followed by the NPA Skills Development Forum, all business units and the workforce as a whole.

Personal Development Plans (PDPs) are to be distributed to all business units heads. There will be ongoing consultation with business units to get consensus on priority skills gaps to be addressed.

WHERE DO WE GO FROM HERE?

The Skills Audit empowers the NPA with the necessary information to identify skills gaps and complete a Workplace Skills Plan (WSP) for submission to the Safety and Security Sector Education and Training Authority (SASSETA)

This will be followed by the finalisation of a fully-fledged training plan.

WHAT HAPPENS TO EMPLOYEES WHO WERE NOT AUDITED?

IMSC is currently assisting HRD in the creation of a server and the installation of MCMS, Learner Management System. As soon as the system has been set up and is ready for use, skills auditing for the rest of the outstanding NPA employees will be conducted.

Currently HRD welcomes submission of names by business units for those employees who have not been audited so that the paper based part of the skills audit process can be initiated. This entails distributing questionnaires and answer sheets, getting responses from the affected employees and collecting them for capturing and analysis. ■

Doing the **Right Thing** - Protecting the Rights of the Child

Mdantsane: The week of 26 to 30 May was Child Protection Week and the NPA held awareness programmes to highlight the plight of children and what can be done to assist children in need.

A public awareness campaign was held at Sitshaba Primary School in Mdantsane in the Eastern Cape. The campaign was organized by personnel from the Thuthuzela Care Centre (TCC) in collaboration with Mdantsane ward counsellors, and teachers from schools.

The Eastern Cape Department of Arts and Culture donated refreshments for the day. Other schools from surrounding areas including Nyameko High School and Phumelelani Senior Primary were also invited with the ages of pupils ranging from 7 to 18 years. Parents of the children and members of the surrounding communities were also present at the event.

Advocate Maggie Tserere of the SOCA (Sexual Offences and Community affairs) Unit was the keynote speaker and her speech focused on the main theme of the Child Protection week and that is: "Listen to the voices of children". She also spoke about SOCA focal issues; sexual offences, maintenance, child justice and domestic violence.

A guardian of a survivor that was assisted at the TCC also gave a talk on how she benefited from the services of the TCC. The TCC personnel Ms Nosisi Nangu (Site Co-ordinator), Mr M. Rusi Case Manager and Ms Nomakhaya Barnes (Victim Assistant Officer) also shared with the audience information about the services rendered at the centre. An HIV and AIDS peer advisor was also given a platform, and a ward counsellor spoke about community issues.

Pupils from Sitshaba Primary School recited a poem on children's right and other

schools performed a drama on children affected by child abuse. There was also a debate on 'domestic violence in the home'.

Umhlobo Wenene covered the event as well as Tru FM which has a youth audience. An interview with Advocate Tserere was broadcast live and listeners also gave positive feedback as most of them congratulated the NPA for establishing this kind of a centre with such services available to the public.

Pietermaritzburg – the Mahatma Gandhi Thuthuzela Care Centre in Pietermaritzburg also played their part during the Child Protection Week Campaign.

Their programmes targeted hospital patients in the out Patients Department, the Antenatal Clinic, the Paediatric Outpatients, Patient Administration Departments and ward 8. ■

Carpenter saves the yellowwood trees

In an unprecedented case in the country's legal history, Advocate Nigel Carpenter of the Transkei Division in the Eastern Cape led the state's team in bringing to book 6 men who cut down 86 yellowwood trees in the Gongqo-Gongqo State Forest near Umzimkulu.



Victor Terblanche, 65, and his sons Morné, 35, and Pierre, 39, were sentenced to an effective eight years' imprisonment, while their accomplices, Chief Wilson Ntlabathi, 66, Eric Sithole, 58, and Sipiwe Satywa, 68, received effective five-year jail terms.

The men were convicted in May for the felling of Yellowwood trees in the Gongqo-Gongqo State and Natural Forest in 2001. The state's solid case argued by Advocate Carpenter was centred on fraud, theft and 6 offences in contravention of the National Forests Act No 84 of 1998.

In 1999 the Department of Water Affairs and Forestry (DWAF) rejected an application from the Malenge Tribal Authority, to cut down Yellowwood (*Podocarpus Falcatus*) trees in the Gongqo-Gongqo State Forest.

Disregarding the response from DWAF on the matter, the Malenge Tribal Authority entered into an agreement with the Terblanches giving them written permission to fell 100 trees to the value of R 856 731.39, in the Gongqo-Gongqo State Forest. 89 trees to the value of R 389 348-00

were removed State Forest. The convicted were involved in the cutting, felling, removal and transporting of the wood from the State Forest and thereafter the processing of the wood at the premises rented by Victor Clive Terblanche at Mooi River.

As a result of these activities the forest and its produce were damaged and/or destroyed.

The Terblanches were sentenced to 11 years imprisonment and will serve an effective eight years' imprisonment, while the other accused, Chief Wilson Ntlabathi, 66, Eric Sithole, 58, and Sipiwe Satywa, 68, received 10 years imprisonment and will serve effective five-year jail terms.

The Accused were granted leave to appeal against their conviction and the State was granted leave to appeal against the sentence, after an application was made in terms of the Criminal Procedure Act. The State is to argue that even stiffer prison sentences should apply. ■

All Systems Go!

Khasho introduces the work of the IMSC



ON THE INFORMATION HIGHWAY: Luka Medak, IT Laboratory Manager; Beryl Simelane, Acting CEO; Ian Simons, Network Manager; Advocate Mokotedi Mpshe, the Acting National Director of Public Prosecutions and Marnus Steyn – Acting Executive Manager Information Management Service Centre

The Acting National Director of Public Prosecutions, Adv Mokotedi Mpshe, and the Acting CEO, Beryl Simelane, visited the Information Management Centre (IMSC) on the 6th of June to view the newly installed IT laboratory (Lab). They attended a demonstration of an IT system that was tested on that day in the Lab. The Lab is a replication of the NPA network. All in-house developed software and other applications are tested by the lab personnel before deployment on the NPA network takes place.

The IMSC, a business unit within Corporate Services, provides the NPA with the necessary Information Technology (IT) infrastructure and systems needed in order to function efficiently.

The IMSC is made up of the following core components: the Call Centre, the Document Management Centre, Telecommunications, IT Infrastructure and Support Systems Development.

The Call Centre is the first port of call for all NPA staff members. This Centre provides information regarding Human Resources and financial matters as well as other types of administrative queries and problems.

The Document Management Centre is a state-of-the-art unit handling all aspects of document management. The centre renders a wide variety of services which includes the handling of incoming and outgoing mail, the couriering of documents, the archiving of files and the storing of documents. In-house systems such as the Electronic Document and Records Management System (EDRMS) have been developed to ensure the NPA is provided with a quality service.

IT Telecommunications provides the NPA with a full range of telecommunication infrastructure, such as ensuring telephone connec-

tivity, providing telephone and fax facilities, a switchboard and video conferencing facilities. This unit is also currently experimenting with the latest technology in the telecommunications field such as Voice over Internet Protocol (VoIP) to provide an even better, faster and more efficient service to all the NPA staff.

IT Procurement supplies the NPA with a mechanism to acquire all IT related products ranging from the purchasing of memory sticks to the latest in server hardware, software and other IT related purchases.

IT Infrastructure, Desktop and Network Support provides the end user with leading edge technology and a full range of ITC services from Electronic mail to workflow and collaboration as well as the management of all devices on the NPA's network.

IT Systems Development supports the NPA by developing state of the art in-house software systems that are designed using the latest available technology in the marketplace today.

The IMSC strives to be forward thinking and to be leaders in their area of expertise. ■

Khasho will be taking a close look at the IMSC during the coming months. Topics that will be covered are the different Departments within IMSC and their value to the NPA as a whole as well as a focus on the in-house developed IT systems that are currently being developed by IMSC for the NPA and IJS.

A Show of Force

The NPA gets gold at the Royal Show, Pietermaritzburg

The Royal Show has been an annual event in Pietermaritzburg for the past 154 years. It is said to be the largest agricultural show in South Africa. This year marked the fifth year of the NPA's participation in the show where it formed part of a Safety and Security Expo. The NPA exhibited alongside various roleplayers such as the South African Police Service (SAPS) and the Department of Justice. The show provided staff with the opportunity to engage with the public, making them aware of the diverse business units within the organisation, as well as the various community outreach programmes carried out in the different clusters.

"The Royal Show, it was our best year yet."

**MR. ROSS STUART, DEPUTY DIRECTOR
PUBLIC PROSECUTIONS KZN**

At the awards ceremony held on the 25th May, the NPA received a gold medal for the second year in succession for its stand. According to Mr. Ross Stuart, Deputy Director Public Prosecutions KZN, who attended the ceremony, the NPA got a special mention. He said, "The judges were very impressed that we were able to maintain the public's attention even though we weren't selling something tangible. We were just promoting our organisation."

The NPA stand consisted of 2 plasma screens which were given live feeds from 'Safe City' cameras across Pietermaritzburg. The Safe City endeavour entails 60 cameras situated at various crime 'hot spots' in the city, which are monitored 24/7.

Said Mr Stuart, "The Safe City feeds allowed the public to see that potential crime spots are being monitored. We also explained to them how recordings from these cameras can be used as evidence in court."

Commenting on the show Mr Stuart said, "I thoroughly enjoyed the Royal Show, it was our best year yet. The input we got from members of the public was very positive. It was also rewarding to interact with representatives from the other departments, thus creating the prospect for future joint ventures."

All the world is a Stage

➔ **COVER STORY:** The NPA educates visitors to the Grahamstown Festival about its services.

For the second year in succession, the NPA exhibited at the National Festival of the Arts in Grahamstown. This year was a great improvement over last year's exhibit, since the NPA managed to secure a space in a big tent on the crowded Village Green. Despite the cold weather, Grahamstown was crowded with theatre-goers and jazz lovers.

Visitors to the Festival flocked to the stall to learn more about the NPA. Some of the passers-by commended the NPA for the good work it is doing, while others took a keen interest in maintenance matters. Children came out of curiosity but left knowing more and armed with copies of the NPA booklet, 'Speak Out'.

The Director of Public Prosecutions in the Eastern Cape and Ciskei Divisions, Advocate Lungi Mahlati, together with the Acting CEO, Beryl Simelane paid a visit to the stall to give their support to the event.

While NPA officials braved the cold, at the Winter School organised by Rhodes University, Andrew Feinstein packed the Eden Grove lecture theatre with his talk on the Arms Deal and his book 'After the Party' which gives his experience of the arms deal. In his talk, he began by looking at the international situation. He pointed out that the United States spends three trillion dollars a year on the arms trade. He also pointed out that according to Transparency International, the arms industry is responsible for 49% of corruption worldwide. He argued that it is because of the huge amount of money involved in arms deals that leads to bribery and corruption on a wide scale. He decried what he called a moral decline in South Africa. In his talk, he acknowledged that in his opinion, the NPA, especially the DSO, had done "good anti-bribery and anti-corruption work."

This was only one event in a sea of cultural activity.

Staff from the DPP Grahamstown offices as well as the regional communications managers were on hand to assist the public throughout the ten days of the Festival.



READY, STEADY, GO: Regional Communications Manager, Tsepo Ndwalaza, mans the NPA exhibition stand at the Grahamstown Festival.



CULTURE CLUB: At the NPA exhibit at the Grahamstown Festival (from the back), Khuselwa Rantjie; Thanduxolo Maxhailana; Johan Conradie; Executive Manager: Communications, Bulelwa Makeke; Anthony Bear; (second row) Riana Leyd., Prudence Phatela; Acting CEO Beryl Simelane; DDPP: Grahamstown, Advocate Maggie Tserere; DPP: Grahamstown, Advocate Lungi Mahlati; Tsepo Ndwalaza; Nataly Basson; (front row) Lily Nkapele; Andiswa Qamba; Fundiswa Matyolo

In the Public Interest

Bringing Services to the People

KHASHO LOOKS AT ACTIVITIES IN PUBLIC SERVICE WEEK

In 2003 the Department of Public Service and Administration developed the concept of Public Service Week. The intent of this is to bring public servants and top management officials closer to service delivery points. This gives management the opportunity to experience first hand the challenges experienced by officials who are at the coalface of service delivery. Since then Public Service Week has become an annual event on our National Calendar that celebrates the delivery of services to the public and inculcates a culture of service excellence.

Last year, due to the nationwide public servant strike, this event did not materialise. But this year towards the tail end of June, public servants came out in full support at the national celebrations in Galeshewe, Kimberley in the Northern Cape.

At the launch event a speech by Minister Geraldine Fraser-Moleketi urged public servants to “unite and forge a Public Service that strives towards the expression and attainment of the vision of putting people first through the belief set ‘We Belong, We Care, We Serve’. Let us embrace this belief set as our core value system that distinguishes us from other professions. Let us work together to build pride in belonging to the public service therein ensuring that the public service becomes a ‘real employer of choice.’”

On African Public Service Day held on 23 June, the Northern Cape Premier, Dipuo Peters, urged public servants to double their efforts to translate government policies into effective service delivery. She slammed government officials involved in corruption saying that they undermined the efficiency of service delivery.

The NPA was also present in full force at this event. Two employees of the National Prosecuting Authority of South Africa were honoured as Batho Pele heroes during the celebrations. They are Mr Joseph Ramothepane and Mr Shaun Bauman and both are prosecutors at the NPA's Upington cluster in the Northern Cape Province.

The two were awarded certificates by the Northern Cape Premier, Ms Dipuo Peters, in recognition of their sterling work in making the public service more efficient and effective.



PROMOTING INTEGRITY: IMU officials interact with Advocate Mokotedi Mpshe at the Benoni Magistrate's Court. Girly Dibakwane, Tshebeletso Malaka, Biko Zondo, Prince Mokotedi, Advocate Mokotedi Mpshe, Moroka Mabowa, Advocate J Venter, Percy Mathivha, Nomsa Maphanga, Solmon Hoogenraad-Vermaak, Lothar Mbedzi.

When awarding the certificates, the Premier thanked all the officials who were honoured during the event for consistently going an extra mile in serving the community.

“Here, we are talking about the officials who refuse to let government phones ring more than three times before they are answered, who do not send pensioners and other members of the public away because it is 4pm,” she said.

Christopher Bauman says that working as a District Court Control Prosecutor is a challenging and dynamic environment as it is at the coal face of service delivery.

“Everyday has its own issues and challenges and one has to be on top of this game now and then. I work with the public directly in that I attend to all their generic queries including organizing for their legal repre-

sentatives in court and being a forerunner of community outreach programmes and other educational activities.

“I also arrange court sessions in terms of the availability of the magistracy and liaise with the SAPS. It is a really challenging job but I enjoy what I do,” said Prosecutor Bauman.

Prosecutor Bauman has been working as a District Court Control Prosecutor in Upington for the past 4 years.

He has been in the NPA for more than 8 years holding various positions before being transferred to Upington in 2004.

The Africa Public Service Day is also an entrenched strategic event on the African Union calendar and is informed by the United Nations' Public Service Week which was celebrated from 17-20 June. ■

FAST FACTS

Khasho obtained the following facts from *Human Resources and Development*.

- **Recruitment:** There have been 194 new appointments from 1 January to 31 May 2008.
- **Training:** 190 new bursaries have been awarded for the 2008-2009 academic year (this excludes ‘current’ bursaries that roll over from year to year.)
- **Short courses:** In 2008 the NPA has

had an in-house programme in computer training with 1093 employees trained; in *ad hoc* training there have been 10 separate programmes with 129 employees trained in total.

- **Induction Programme:** in the current induction programme for new staff to date 168 new recruits have been inducted over 6 sessions in Johannesburg, Pretoria, Cape Town, Durban and East London – this programme is still continuing.

The NPA builds **capacity** for service delivery

The main theme of this year's Public Service Week was: 'From policy to result-based implementation. Among the sub-themes were: "Promoting Batho Pele to achieve excellence, "Strengthening Public Service Management" and "Building the state's capacity towards service delivery".

These are areas of work that the NPA as an organisation has taken seriously. The Batho Pele belief set has guided the NPA in its overall work. As an organisation the NPA is now addressing the next step of living the values embraced by the organisation and giving life to service excellence.

The NPA has embarked upon the formulation of a Code of Ethics. Also in the pipeline is a Compliance Index which will be used by the NPA to better understand roles and regulations.

Compliance index

Based on the results from the survey conducted in 2006 on the culture of integrity, the NPA has embarked upon processes that will help to promote a culture of compli-

ance. This is also underpinned by the understanding that compliance cannot thrive if there is no clear understanding of why it exists in the first place.

It is against this background that the IMU is developing a compliance index. The index will serve as a resource for all employees that indicate the legislation, regulations and policies to be complied with. This document will also indicate the benefits of compliance.

Integrity as a KRA in Senior Managers' performance agreements

One of the steps taken by the NPA in strengthening Public Service Management is that "Integrity" has been taken on board as a KRA that constitutes 10% of all the KRAs in the performance agreements of managers. Every Senior Manager is measured against this KRA.

However, it has proven to be a challenge for managers to implement the KRA. In recognition of this, the IMU has entered into

THE NPA HOTLINE REOPENED – DIAL 0800 212 580

The NPA, in its efforts to build a culture of reporting, established a hotline which promotes and enables whistle-blowing. With the establishment of the National Anti-corruption reporting hotline, the NPA closed down its own line in 2006.

After serious consideration and negotiations with the Public Service Commission the NPA is reopening the hotline - starting on the 1st of July 2008.

negotiations with the University of Pretoria through its Centre for Business and Professional Ethics to develop a programme that will enable managers to integrate integrity in performance management by entrenching it in human resources processes. ■

Decoding the Code of **Ethics**

The NPA is also hard at work in building state capacity for effective service delivery.

Last year a great deal of time was spent on voting for the NPA institutional values. This year marks a move to the institutionalization of these values.

As part of the efforts to enhance a culture of integrity in the organisation, the IMU has embarked on the development of a Code of Ethics emanating from the newly adopted values. The Code of Ethics will set standards and norms that are in alignment with the objectives, mission and vision of the NPA and it will also clearly indicate these standards and expectations for employees in the execution of their daily tasks. This Code will serve as a guiding instrument to ensure good governance, promote high ethical standards and a culture of integrity within the organization.

To ensure that the Code is relevant, appropriate and alive to the challenges at the service delivery points, the IMU is engaging with NPA regional offices. The engagement is in the form of workshops where NPA officials engage on integrity, ethical and governance issues.

To date, 23 regional offices have been engaged with approximately 1135 officials hav-

ing participated in the sessions – 6 regional offices remain to be covered.

During Public Service week, IMU officials visited the Benoni Cluster, Vanderbijlpark Cluster and SCCU Pretoria.

The visit to the Benoni Court was graced with the presence of the Acting National Director of Public Prosecutions, Advocate Mokotedi Mphshe. The Cluster welcomed Advocate Mpshe who emphasised the importance of the 'vision' and 'values' of the organization. He explained that these are important in defining who we are and what we are doing to serve justice in our societies. He pointed out that 'it is very crucial for every member to know the vision and the values of the organization to avoid losing objectivity of their role in the organization.

"We cannot regard ourselves as superior and noble if we are not attached to the vision and values of the organization" he continued. "This is born out of the fact that people live beyond their limits and end up getting caught in acts of corruption. Some even go to great extremes of sacrificing the integrity of the organization."

"These acts work against the principles and values of Batho Pele that guarantee that people get the services that they deserve." In conclusion, Advocate Mpshe cautioned that "lies are not credible" and that people should rather act true to their conscience. ■

To ensure that the Code is relevant, appropriate and alive to the challenges at the service delivery points, the IMU is engaging with NPA regional offices.

The IMU roadshows on the Code of Ethics then proceeded to KwaZulu Natal. In the month of July the Unit concludes these interactions by visiting the remainder of the Gauteng Region and Mpumalanga.

Clearly a lot has been covered that should further ground NPA staff in their thinking and enable the Code of Ethics to become a living and flourishing reality. ■

Theatre for Liberation from Crime

The NPA is using drama to conscientise children about the dangers of crime and to report crime.

CAPE TOWN - As a way of celebrating Youth Day Senior Public Prosecutor, Catherina Botes, invited social workers, members of the South African Police Service, Prosecutor H. Marquard and a Court Preparation Officer, J Cochrane to address youths staying at the Bonnytoun Place of Safety on crime and the protective role justice plays in ensuring that the rights of juveniles are upheld.

The Bonnytoun Place of Safety is a facility run by the Department of Social Development situated in Wynberg, Cape Town, catering for boys between the ages of 15 and 17 years who are in conflict with the law and are awaiting trial.

As part of raising awareness, Prosecutor Botes had put together an enthralling play about fishes. This play told the story of fishes, who were curious about why the crab family walked sideways and not straight as other species. These fishes tried hard to teach the young crabs to walk straight, but they eventually gave up when they realised that teaching the young crabs to walk

The strong message that came out of this play about fishes was that we should not try teaching the youth to follow the law if we as adults break the law.

straight and not the adult crabs first will not help but complicate matters. The strong message that came out of this play was that we should not try teaching the youth to follow the law if we as adults break the law. Rather we should lead by example. Teaching children about their rights and responsibilities is a fundamental task of the parent, and will restore respect between the parent and child.

Prosecutor H. Marquard reinforced the message by urging victims of sexual violation to report these incidents to police or people they trust. "Many of these matters are never reported to the police and the perpetrators continue with this wrong doing," said Marquard.

Prosecutor Botes plans on involving other organisations to work together with



DRAMA QUEEN: The production company, Pillar to Post, puts on a play at NPA Youth Day celebrations in Pretoria

schools to raise awareness. Mfuleni High School learners were conscientised about the dangers of drugs. As a follow-up, learners are expected to participate in a poetry competition in August, where they will write about why they choose not to smoke drugs.

PRETORIA - Using theatre to get a message across is also one of the strategies used by the SCCU to create awareness about the dangers of youth involvement in crime. The SCCU (Pretoria) is a participant in a crime prevention project through partnering with the National Educational Theatre for Schools (N.E.T.S), an educational theatre company that since 1980 has been using theatre as a means of communication to educate, and improve social behaviour amongst young people throughout South Africa, Botswana and Swaziland.

A theatrical production addressing moral issues and how this negatively impacts on one's life has been scripted and is performing around the country as well as in Botswana and at various primary schools.

DURBAN - In KwaZulu Natal a group of 10 prosecutors from the SCCU prosecutors has also initiated an outreach programme for pupils to educate them on the dangers

of selling pirate DVDs.

Beaconridge Primary School benefited from this initiative with children entertained by a 20 minute play which highlighted the consequences of selling counterfeit DVDs. The school serves the community of Welbedacht East which welcomed the initiative taken by the SCCU.

Ashika Lucken, senior state advocate, of the SCCU, said, "In recent times we have seen a lot of children appearing in court for selling fake DVDs. Our aim is to provide children with an insight into this type of offence. If children are approached by adults to sell these counterfeit DVDs they must know its fake and also understand the consequences of their actions and stay away from such activities."

Mrs Shobana Mandraj, the superintendent of education management, who attended the event, extended her extreme appreciation to the SCCU "for coming forward and engaging in this outreach programme which is geared towards social upliftment of our pupils."

She also commended the school's principal and his team for facilitating a programme which will only enhance the quality of teaching and learning at the school.

The event also received positive coverage in the Chatsworth News. ■

Holding **Back** the Years



A CERTAIN SMILE: Pam Shabangu reminisces about the ten years she has spent at the NPA

Khasho chats to HR Manager, Pam Shabangu, who joined the NPA in August 1998

“Leadership is the art of mobilising other people so that they want to make an effort and to achieve shared aspirations and objectives. It is essential for leadership to look towards the future and serve as an inspiration.”

**HR MANAGER,
PAM SHABANGU**

Q: WHAT DID YOU DO BEFORE YOU JOINED THE NPA?

I worked with the Rationalisation Committee of the Department of Justice and Constitutional Development (DoJ) - a project aimed at incorporating the former self-governing and TBVC states. Before that I worked in the courts in Mpumalanga - at that time in the 'self-governing' states we did everything - Births, Marriages, Deaths (BMD), as well as

pensions and had a revenue section for car registration and licences.

Q: HOW DID YOU GET TO JOIN THE NPA? TELL US ABOUT THE EARLY DAYS.

I was seconded to the NPA in August 1998 as a Recruitment Officer. At the time, we were a staff complement of about 11 employees. The offices were located at 118 Visagie Street, Sinodale Sentrum and we occupied one floor of the building. I was appointed permanent in August 1999.

It was an exciting time. The DoJ had advertised ± 178 posts for Prosecutorial Services. The NDPP embarked on a Road Show to inform people about the posts. All posts were filled in a month's time. Since there was no Corporate Services, I was the all-rounder and was responsible for many projects within the office. The Recruitment Drive process for filling other critical positions such as the Spokesperson, CEO, Executive Secretaries unfolded and was successful.

Q: WHAT DID YOU LIKE ABOUT THOSE TIMES?

When we began, we envisaged speed in delivery. That's how we used to operate. We said that if you want stationery, you must get it quickly - that is why we have a stationery shop in-house- similarly, that is why we have a travel agency in-house. To begin with, we had no phones, no furniture. But everything was moving. We got partial autonomy from the DoJ in 2001 in the form of our own payroll, files and so forth. From 2001 to 2002 people were appointed into the Corporate Service structure. Later came the creation of a Shared Service Centre. Business strategy and plans were formed. Then

came approved policies and procedures. An achievement has also been the appointment of corporate managers in regions.

Q: WHAT ROLE DO YOU PLAY NOW?

Currently I am appointed as HR Manager, responsible for Recruitment. I have over the years served the NPA in various capacities and have worked in all the sections within the HR.

Q: WHAT ARE THE CHALLENGES THAT THE NPA HAS HAD TO FACE OVER THE YEARS?

The Corporate Services of the NPA has over the years met challenges, in particular the Human Resources Management (HRM) Department. I think we are under-resourced. Management tends not to stay. This has an impact on the organisation - a lack of continuity. There is also work that is handled by consultants and they do not transfer skills.

Q: WHERE DO WE GO FROM HERE?

The nature of the work done by prosecutors and investigators requires a Corporate Services that is sensitive and responsive to need. We have an approved delegation to decentralise. I think that the time has come for us to fully implement this. Corporate Services has potential for growth - the NPA recruits the best. We have capable, competent, skilled employees. We need to value them more. The secret is to acknowledge each individual for their skills and positive features and minimize their flaws, since we also have some of our own.

Q: WHAT ABOUT THE FUTURE?

What sustained me over the years is that I believe in the NPA and its mandate, more so since I played a role from its inception. I applied to be a Public Servant and have passion for my work.

As an HR Manager, I believe that leadership is about having a shared thinking process where everyone in the organisation is a stakeholder. Each individual, whatever their responsibility and function, must feel and be empowered to really participate in the challenge represented by the Vision and Mission of the organisation. Leadership is the art of mobilising other people so that they want to make an effort and to achieve shared aspirations and objectives. It is essential for leadership to look towards the future and serve as an inspiration. ■

Staff news

WHO'S NEW?

MAIN LIBRARY AT VGM

- Edwin Maja - Librarian
- Nozuko Mdingi - Librarian
- Lesego Selomo - Principal Administrative Assistant
- Lisa Letoaba - Principal Administrative Assistant

HUMAN RESOURCES

- Ms L Ngcwabe - Senior Manager: HRD
- Mr J Hayward Senior Manager -HR Strategy & Operation
- Enos Pitjadi - HR Practitioner
- Mfumaneko Mkela - HR Practitioner - Internship

SENIOR SPECIALISTS: ENTERPRISE RISK MANAGEMENT

- Mr K Naidoo
- Ms P Mokoena
- Ms K Dlamini
- Ms T Moholeng

DPP GRAHAMSTOWN

- Regan Nathaniel Louw
- Kate Masixole
- Zwelakhe Gift Naki

DPP KIMBERLEY

- Luyanda Ngwevela - Junior Advocate
- Kenneth Kgatwe - Junior Advocate
- Ms Jacques Rosenberg - Junior Advocate
- Quinton Hollander - Junior Advocate
- Portia Mabhena - Assistant Librarian
- Criselda Leborwane - Transport Officer
- Ms Joyleen Louw - Junior State Prosecutor

DPP BLOEMFONTEIN

- Ms Queen Matelefane Mogotle - Principal Administrative Assistant
- Mr Sarel Nienaber - Senior Administrative Clerk

DPP CAPE TOWN

- Mothupi Matshidiso - Advanced Deputy Manager: Labour Relations
- Thabo Mapilo - Administrative Assitant: general
- Arnold Shweni - Senior Messenger

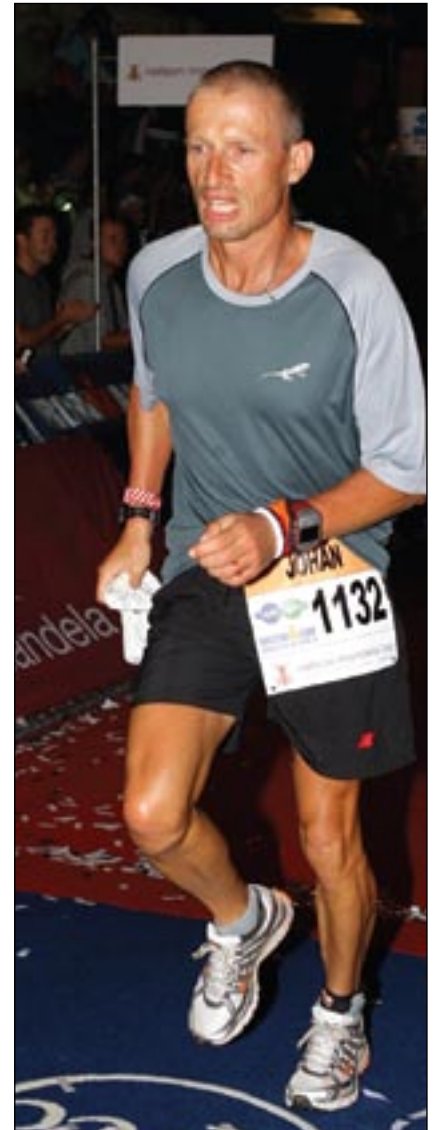
Man of Iron

Johan Conradie, Regional Court Prosecutor in the Eastern Cape (Grahamstown), recently completed the *Comrades Ultra Marathon*. This year's race which spans over 87km was the 'up' run from Durban to Pietermaritzburg. This was his latest achievement in a number of sporting events in which he participated.

In January he participated in the *Ironman 70.3* which involves a 1.9 km swim in the sea, a 90km cycling time trial and a 21.1 km half marathon held in East London, which he completed in 06:49:29. This was followed by the *Argus Cycle Tour*, a total of 216 km. Then he took on the main event – the *Ironman South Africa*! This consisted of a swim in the sea of 3.8km, followed by a 180km cycling time trial and then lastly a 42km marathon. This was completed in 12:39:45.

Having run a qualifier in the Ironman for the *Comrades*, he decided that it was time to complete this prestigious event too.

His motto of 'a healthy body houses a healthy mind' rings true - during last year he was absent from work due to illness for only one day. He is already back on his bicycle to train for the *Coronation Double Century Race* over a distance of 208km, which is to be held in the Western Cape at the end of November 2008.



THE ROAD IS LONG: NPA prosecutor, Johan Conradie, nears the finish line

Forever Young

Education, Exhilaration and Entertainment galore! Those are the three words that best describe the Fun Day that took place on the 26 June 2008 to co-incide with Youth Month and Child Protection Week.

The Fun Day held at the W D Hendricks Primary School in Kensington, Cape Town was timed to co-incide with Child Protection week and Youth Month. More than 250 children from grades R to seven came to learn more about the criminal justice system, children's rights and sexual abuse. During the month of June the Western Cape Directorate of Public Prosecutions held a series of learner and community outreach programmes.

Senior Public Prosecutor Fiona Cloete invited government departments and other stakeholders that protect children's rights to address learners on what they do and how the learners could benefit from their services. A representative from Resources Aimed at the Prevention of Child Abuse and Neglect (RAPCAN) spoke about their commitment in developing child abuse strategies to combat patterns of abuse which affect the lives of children everywhere. She said this is done through training adults, informing children, materials dissemination and advocacy.