



SAPU

NEWSLETTER



SOUTH AFRICAN POLICING UNION

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Union independence crucial

20 years of Activism

Together we will make a difference



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Contents

Special Features

Union independence crucial 4 - 5
HIV & AIDS in SA 6 - 8
HIV hides in the body 8

News Briefs

Developing leaders 10
Southern Free State elects office bearers 11
Overtime paid after one year 11
16 Days of activism: SAPU Calls for more officers 12
Events in Cato Crest shocking 12

Main Features

For my country I will die 13
20th Anniversary speech - SAPU@20 14 - 15
Heritage Day 16 - 17
Marikana - A living memory 18 - 19

Notice Board

Promotion disputes 20 - 21
Absentee management 22
SAPU Welcomes constitutional ruling on Western Cape Commission 23
Attention SAPU members 24
Clarity on PSAP grading 24
Objection to 40 hr flexi time 24

Union matters

Eastern Cape Women's Network 22
Ramphela versus SAPS 26 - 27
Passing away of Ghandi Kruger 30
Letters 28



Together we will make a difference

Editorial

On 22 November 2013 the South African Policing Union (SAPU) celebrated 20 years of existence at a gala dinner at St Georges Hotel in Centurion in which those who attended turned up in outfits that ranged from colourful Xhosa outfits to Scottish kilts.

And what a road the union has travelled. Faced with the initial doubts of detractors who never saw the union going anywhere, it appears history has given SAPU the last laugh. Those who believed in its demise have been left in the lurches while the union has moved on and grown from strength to strength.

The union has continued to be a professional home for those workers in the safety and security sector as well as the public sector who sought representation from a professional and independent union. By professional I mean carrying your duties with full abilities and without fear or favour and also being mindful of the fact that SAPU organises workers who work under command and control structures such as those found in policing. Therefore, being embodiments of such qualities was fundamental. It is with this thinking in mind that we have.

We have also been vocal on stopping corruption and the increase in violent crimes and also continue calling for specialised units to deal with serious crimes as reiterated by our president Mpho Kwinika.

SAPU members' commitment is

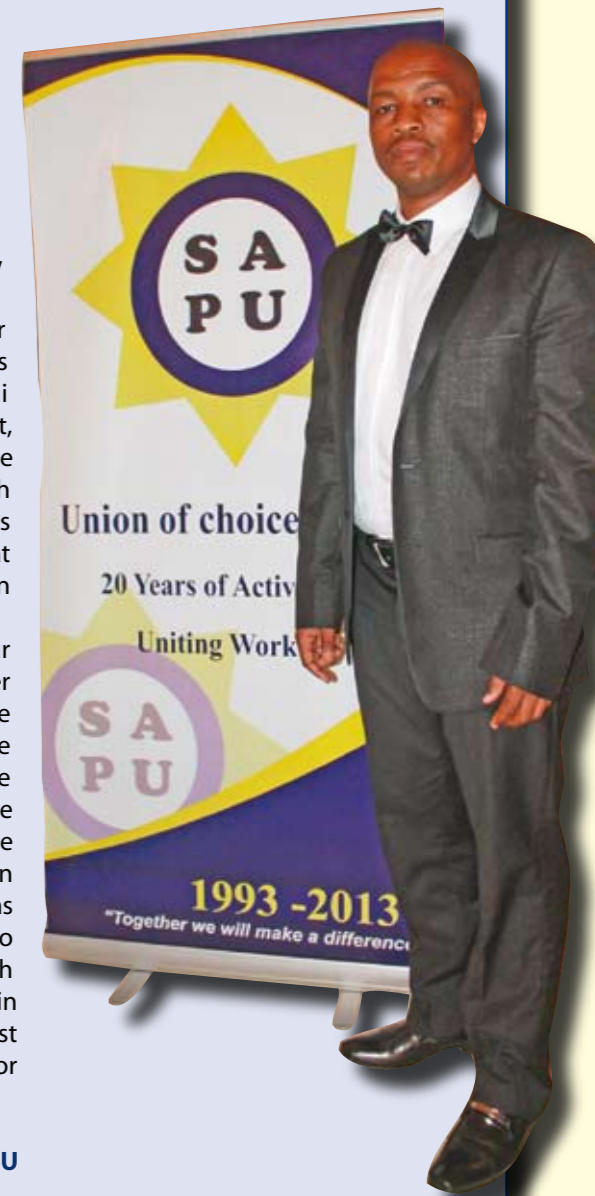
as shown in the article by Debbie Zaayman who writes that I will die in the line of duty to protect South Africa and its citizens. Despite the attacks that members of the South African Police Service continue to face from the public how they carry out their duties should draw inspiration and be exemplary.

Our general secretary, Oscar Skommere, also mentions this commitment to service delivery. Tumi Mogodiseng, the deputy president, also adds that we need to take advantage of South Africa's laws such as the Labour Relations Act which has given much to workers – a fact that is recognised by many countries in Southern Africa.

We have fiercely contested our independence when we felt other unions wanted to take advantage of us hence our participation in the Independent Labour Caucus. The labour Relations Act spells out the role of trade unions and that is why we have questioned alliances between unions and employers as well as political parties. President Kwinika also questions this unholy alliance which has led to crises as seen at Marikana in Rustenburg. This is why we are against unions that act as gatekeepers for employers and political parties.

Thabo Matsose, Editor

SAPU



20th Anniversary speech - SAPU@20

Heritage Day

Marikana - A living memory

16 Days of activism

Special Features

Union independence crucial



'Maintaining independence is what has determined our lifespan otherwise we would have become irrelevant and failed to service our members. We have focused on membership based issues which we dealt with without fear, favour or prejudice. This is so because we realised that partisanship will weaken our union and make it irrelevant. Oversight is diminished when you align yourself with the employer'

Independence is the key to the survival of unions says South African Policing Union (SAPU) president Mpho Kwinika who adds that this position is supported by the Labour Relations Act which protects workers' freedom of association.

'Maintaining independence is what has determined our lifespan otherwise we would have become irrelevant and failed to service our members. We have focused on membership based issues which we dealt with without fear, favour or prejudice. This is so because we realised that partisanship will weaken our union and make it irrelevant. Oversight is diminished when you align yourself with the employer,' said Kwinika

who added that a union cannot be the gatekeeper for the employer.

For this reason SAPU was a member of the Independent Labour Caucus – a body that was formed to bring together independent unions in the Public Service Commission Bargaining Council (PSCBC). 'We had to form this group because other unions, especially from the Congress of South African Trade Unions, were caucusing outside the PSCBC and forcing us to sign agreements that were not part of.'

Union independence also had to be protected in such a way that there would be no confusion. However, when the roles of the union and that of the employer were confused it created situations similar to what happened at Marikana when the majority union then – the National Union of Mineworkers – was accused of colluding with the employer and subsequently lost support and credibility to other unions.

National police commissioner

In the case of the national police commissioner Riah Phiyega, Kwinika questions why some unions say they were prepared to 'die for the general' - meaning to fight for her retention at all costs for the top cop post. 'Once a union says we will die for the general who also happens to be aligned to a political party, it becomes partisanship which will damage the image of the institution [police].

'The police commissioner must not be part of political set ups. The public

'The police commissioner must not be part of political set ups. The public don't have to know about your political leanings because your independence in serving South Africans must not be doubted'

don't have to know about your political leanings because your independence in serving South Africans must not be doubted.'

The National Commissioner post is a government position which render service to all inhabitants of the country and not certain individuals. Therefore the conduct of the first employee of the police must be beyond reproach and also one who is familiar with the 'command and control' structure of the police force and adherence to discipline and punctuality, among other attributes.

He also questions why the commissioner felt at home when speaking to some unions than others.

For SAPU such political alignments are a problem especially when the lines between party and government become blurred.



With reference to the appointments in the police, Kwinika said there should be no room for error as there are enough control systems to address this issue. For example, the appointment of Major General Zuma as Gauteng Police Commissioner took a wrong turn because the national commissioner failed to apply these control systems.

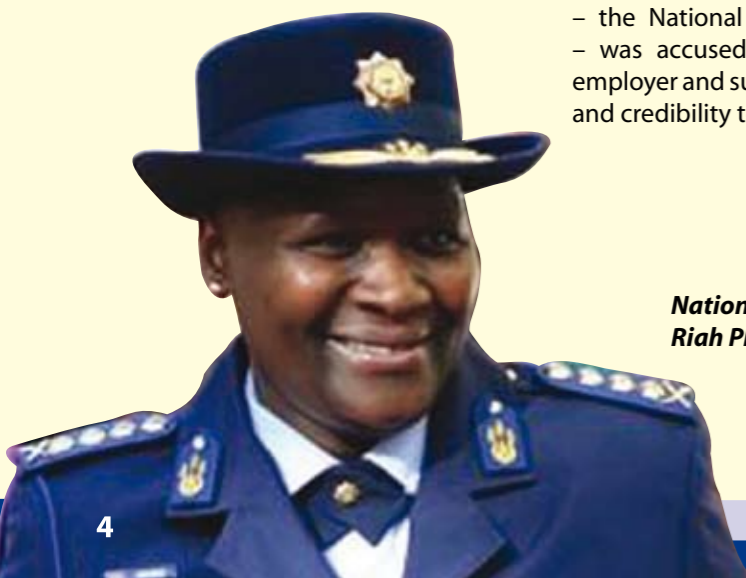
SAPU



May I take this opportunity to wish our members happy holidays, use this time fruitfully to get much needed rest.

Our biggest challenge on the roads is speed, and therefore I urge all those who will be using the roads to please respect traffic rules, adhere to speed limits and please don't drink and drive.

May the new year be fulfilling and well lived. Peace be with you.



National Police Commissioner Riah Phiyega



Special Features



HIV & AIDS in SA

According to UNAIDS World AIDS Day report for 2012 an estimated 5.6 million people were living with HIV and AIDS in South Africa in 2011, the highest number of people in any country. In the same year, 270,190 South Africans died of AIDS-related causes. Although this number reflects the huge amount of lives that the country has lost to AIDS over the past three decades, it is 100,000 fewer deaths than in 2001, demonstrating the many lives that have been saved through a massive scale-up of treatment in the last few years.

Although the history of the HIV response in South Africa has been seriously impeded by leaders who doubted the science behind AIDS and ARVs (especially during the Thabo Mbeki presidency 1999 to 2008), in the last few years the country has become home to the world's biggest programme of HIV treatment, and the country's life-expectancy has gained five years.

According to UNAIDS prevalence is 17.3% among the general population, but varies a lot by region. In KwaZulu-Natal, the region with the highest prevalence, just under 40% of 15-49

year-olds are living with HIV. Provinces at the lower end of the scale include Western Cape and Northern Cape.

Impact of HIV

The impact of the HIV and AIDS epidemic has been seen in the dramatic change in South Africa's general mortality rates. The overall annual number of deaths increased sharply between 1997, when 316,559 people died, and 2006 when 607,184 people died. Stats SA says those who are particularly shouldering the burden of the increasing mortality rate are young adults, the age group most affected by the epidemic; almost one-in-three women aged 25-29, and over a quarter of men aged 30-34, are living with HIV. The link suggests that AIDS was the principle factor in the overall rising number of deaths. However, Karim SS writes that life-expectancy has risen vastly since 2005.

Children and families

South Africa's HIV and AIDS epidemic has had a devastating effect on children. The age bracket that AIDS most heavily targets – younger adults – means it is not uncommon for one or more parents to die from AIDS while their offspring are young. The number of premature deaths due to HIV/AIDS has risen significantly over the last decade from 39 to 75% in 2010.

The loss of a parent not only has an immense emotional impact on children but for most families can spell financial hardship. One survey Collins DL and others on HIV's impact on households found that, "80% of the sample would



lose more than half their per capita income with the death of the highest income earner, suggesting a lingering and debilitating shock of death."

UNAIDS estimates that there are 1.9 million children orphaned by AIDS where one or both parents are deceased in South Africa, and that the HIV and AIDS epidemic is responsible for half of the country's orphans. Another estimate by Budlender D and others puts the proportion of maternal orphans – those who have lost their mother – orphaned by AIDS as over 70%. Orphans may put pressure on older relatives who become their primary carers; they may have to relocate from their familiar neighbourhood; and siblings may be split apart, all of which can harm their development. The National Strategic Plan

2012-2016 aims to lessen the impact of HIV on orphans, vulnerable children and youth by ensuring they have access to the social services they need, including basic education.

In some cases orphaned, often HIV infected, children are cared for by institutions, such as the Mohau Centre in Pretoria writes Ng'ajo M. Institutions such as this deliver essential care and support for children throughout their childhood years, many of whom have special needs. As treatment has improved and become more available, children are surviving beyond childhood. Whilst this is a great achievement, governments now need to consider how to deliver care and support for HIV-positive orphans that have survived into adulthood.



"At another moment in our history, in another context, the liberation movement observed that the time comes in the life of any nation when there remain only two choices: submit or fight. That time has now come in our struggle to overcome AIDS. Let us declare now, as we declared then, that we shall not submit."



Prevention of mother-to-child transmission

The impact of HIV and AIDS on children has been vast, but since 2009 South Africa has had one of the sharpest declines in new infections among children. In 2011, more than 95% of pregnant women with HIV received treatment to prevent the infection of their child. Yearly infections in children have dropped from 56,500 in 2009 to 29,100 in 2011.

According to the Human Sciences Research Council between 1990 and 2001 the infant mortality rate increased significantly from 44 deaths per 1000 infants to 56.9 per 1000 infants. The trend continued into the early 2000s, when South Africa was one of the few countries of the world where child and maternal mortality increased. Although infant mortality remains high in South Africa, it has declined steadily since 2003 to a mid-year estimated rate of 37.9 per 1000 infants in 2011.

Around 30% of pregnant women in South Africa's 2009 National Antenatal Survey were HIV positive, demonstrating the need for South Africa to deliver effective PMTCT programmes. South African guidelines for PMTCT issued by the Department of Health in 2008 were heavily criticised for not meeting World Health Organisation recommendations. The WHO recommended a 'cover-the-tail' strategy, which used antiretroviral drugs AZT and 3TC for the mother during labour and postpartum to reduce the risk of HIV transmission and drug resistance. The Treatment Action

Campaign responded to South Africa's omission of using this strategy in the guidelines, stating,

"The 'cover-the-tail' strategy was strongly recommended by expert HIV paediatricians who advised the Department of Health on the new protocol; we are disappointed that this well-founded recommendation has been ignored."

In 2010 South Africa released new PMTCT guidelines, which are more in line with WHO recommendations. In South Africa's guidelines HIV-positive pregnant women are advised to start treatment when their CD4 count drops below 350 cells/mm³; all pregnant women who test HIV-positive will begin receiving treatment at 14 weeks rather than in the last term of pregnancy; and HIV-positive women are advised to receive antiretroviral drugs postpartum.

South Africa's National Strategic Plan of 2007-2011 set out a target to reach 95% of HIV positive pregnant women with PMTCT prophylaxis by 2011, which was met. A review of the National Strategic Plan found that in 2010, the rate of transmission from mother to child (MTCT) at six weeks after birth had been reduced to 3.5%. The latest National Strategic Plan aims to reduce MTCT to less than 2% at six weeks after birth and less than 5% at 18 months by 2016.

Awareness

There are a number of large scale communication campaigns related to



Joint United Nations Programme on HIV/AIDS

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The South Africa I know, the home I understand

Special Features

HIV & AIDS in SA



raising awareness of HIV and AIDS as well as broader health-related issues.

In April 2010, a large HIV counselling and testing (HCT) campaign was launched, a principle part of which was to scale up awareness of HIV. The government aims to bring about general discussion of HIV throughout the country by using the media. Strategies include publicising the availability of free testing and counselling in health clinics through door-to-door campaigning and billboard messages, and using vox pops to highlight personal experiences and expel the myths and stigma of HIV. The government aims to cover 50% of the population with the campaign message. A 2010 survey found evidence of a link between the amount of exposure a person has had to communication programmes and whether the individual had been tested.

Soul City and Soul Buddyz are two multi-media campaigns – targeted at adults and children, respectively – that have a combined annual budget of R100 million, and utilise broadcast, print and outdoor media to promote good sexual health and well-being. In 2011, research into the impact of the Soul City

campaign found that it was having a positive effect on the sexual behaviour of adults that had been exposed to the campaign message.

The campaign loveLife has run since 1999 and uses a wide range of media directed mainly towards teens. It also runs youth centres or 'Y-centres' around the country, which provide sexual health information, clinical services and skills development. In 2005, The Global Fund to Fight AIDS, Tuberculosis and Malaria withdrew funding for loveLife questioning its performance, accounting procedures, and governance structure among other aspects.

A major survey in 2008 assessed how these campaigns are being received by the population. Over four-fifths of South Africans had seen or heard at least one aspect of the four campaigns, up from less than three-quarters in 2005. Awareness messages were best received by 15-24 year olds, the target audience of many of these campaigns, 90% of whom had experienced at least one of the campaigns. This declined with age so that just over 60% of those aged 50 and above had seen or heard at least one of the four campaign messages.

Despite the improved reach of these awareness campaigns, accurate knowledge about HIV and AIDS is poor. Of particular worry is the lack of knowledge regarding how to prevent sexual transmission of HIV. Across all age groups and sexes less than half of all people surveyed knew of both the preventive effect of condoms and that having fewer sexual partners could reduce the risk of becoming infected. More troubling still is the fact that accurate knowledge has significantly decreased in recent years.

Way forward

As President Zuma outlined in a landmark 2009 World Aids Day speech, South Africa has had to overcome massive challenges in its past:

"At another moment in our history, in another context, the liberation

"The 'cover-the-tail' strategy was strongly recommended by expert HIV paediatricians who advised the Department of Health on the new protocol; we are disappointed that this well-founded recommendation has been ignored."

movement observed that the time comes in the life of any nation when there remain only two choices: submit or fight. That time has now come in our struggle to overcome AIDS. Let us declare now, as we declared then, that we shall not submit."

South Africa has come a long way in responding to its HIV epidemic. Life expectancy has increased by 10% since 2005 - this level of improvement in a country's mortality is usually associated with 'a huge change in society'.

Drug stockouts, continued use of ARVs with severe side effects, and a lack of entry points to care, are factors that must still be overcome in order to continue to scale-up effective treatment provision. Recent trends indicate a possible turning point in the epidemic, with infections decreasing among youth. Condom use has increased throughout the decade across all age groups and is highest among younger people, a notable achievement in South Africa's fight against HIV. However, far more will need to be done if South Africa is to meet its latest goal of halving the current infection rate by 2016.

Continued pressure from activists and civil society, and sustained commitment by the government, including increased funding, are needed to see South Africa effectively bring its HIV/AIDS epidemic under control. As Health Minister Dr. Aaron Motsoaledi said in 2010,

"If we stop anything, we will just reverse all our gains"

This article is an extract of an article from www.avert.org. SAPU

Health Minister Dr. Aaron Motsoaledi



President Jacob Zuma

Special Features

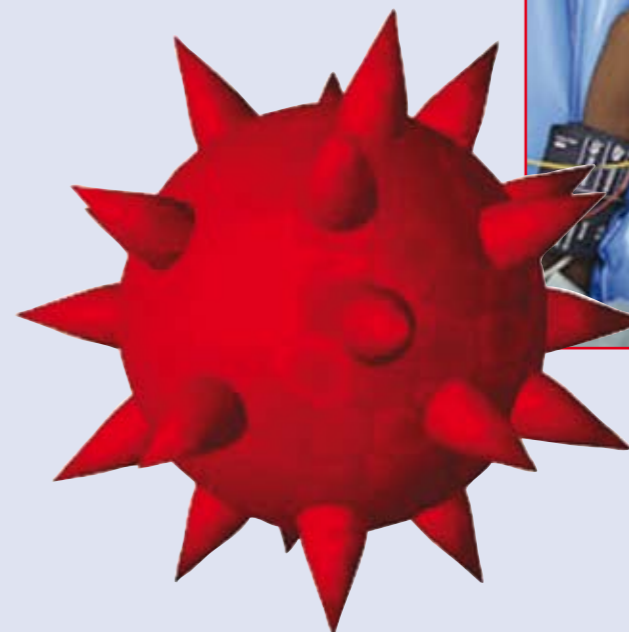
HIV hides in the body

Researchers have discovered how HIV can hide inside cells and remain unnoticed by the immune system, according to new research published in Nature in November. The HIV 'invisibility cloak' consists of two molecules that shield the virus, allowing it to multiply without prompting an immune response. Whilst it is still in the very early stages, the authors state that the new findings could lead to the development of new treatments for HIV, as well as helping to improve existing ones.

Generally, the body can identify and destroy foreign infections quickly. However, HIV works by attacking a type of immune system cell called the T-helper cell which plays an essential part in the immune system by helping to co-ordinate all the other cells to fight illnesses. HIV damages and destroys these T-helper cells, and as HIV infects more cells, the immune system becomes weaker and less likely to fight off ailments. Without treatment, HIV can develop into AIDS.

The ability of HIV to multiply unnoticed by the immune system has puzzled scientists for some time. This study shows that upon entry to the cell, HIV acquires two molecules that make it invisible to the body's innate immune system, or the body's first line of defence, which

Researchers have discovered how HIV can hide inside cells and remain unnoticed by the immune system



"HIV is extremely adept at hiding from our body's natural defences, which is part of the reason the virus is so dangerous. Now we've identified the virus' invisibility cloak, and how to expose it, we've uncovered a weakness that could be exploited for new HIV treatments."



would ordinarily activate an antiviral response. Upon discovery of these molecules, the scientists used an experimental drug to block the shield provided by these molecules, meaning the autoimmune response was triggered in laboratory conditions.

Lead author of the study, Professor Greg Towers stated: "HIV is extremely adept at hiding from our body's natural defences, which is part of the reason the virus is so dangerous. Now we've identified the virus' invisibility cloak, and how to expose it, we've uncovered a weakness that could be exploited for new HIV treatments."

The authors stressed that significant amount of further research needs doing, both in and out of laboratory environments, to understand the potential of this approach for treatment and vaccine research.

This article was first published by the Wellcome Trust. SAPU

News Briefs

Developing leaders

Training has been and will always be the cornerstone of developing leaders. We take great pride in servicing our members and will therefore, always be grateful for any opportunity to develop and enhance our ability to service our members. The feedback regarding the latest round of training has been positive.



To remain relevant, we need to continuously train our shop stewards to have the edge over our competitors in the market. The training was relevant to issues our members are faced with on a daily basis and can therefore contribute to our level of service delivery. We want to thank our donors and the South African Policing Union (SAPU) national office for taking care of this important aspect of being a shop steward and a leader at the different workplaces. Let us put into practice what we have learnt and take SAPU to the next level of excellence.



SAPU

Graham Daniels is



ADT Network session



Left to right: Oscar Skommere, SAPU General Secretary, Lindiwe Sisulu, Minister of Public Service, Lesego Ntlatleng, Provincial Secretary, Gauteng, Thandi Mkhize 1st Deputy President of SAPU & Tumi Mogodiseng, Deputy President of SAPU



News Briefs

Southern Free State elects office bearers

In elections that took place on 5 August 2013 in the Southern Free State the following regional officers bearers were elected: Noma Mokuoa (Chairperson), MJ Mothabeng (Deputy Chairperson) and Madelaine Christou (Secretary).

A regional executive committee was also elected and is made up of Thota, Thebeagae, Du Toit, Mabeleng, Me Fourie, and Seekoei.

The newly elected committee gave their 100% support and commitment to strive to make the Southern Free State grow and to improve on service delivery. **SAPU**

Madelaine Christou is secretary of the South African Policing Union Southern Free State Region and can be reached on the following:

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Overtime paid after one year

In February and March 2012 traffic members' from Middleberg in Mpumalanga were instructed to work overtime but after three months they were told they would not be paid. Although members indicated their dissatisfaction this trend continued until the members contacted SAPU through their representative Thomas Sindane.

SAPU held meetings with members and management to identify causes for non-payment. By November 2012 the members had had enough and refused to work on standby without management's commitment to the payment of outstanding claims. Management then threatened to charge and withdraw members' official vehicles. This inspired the members to register a grievance.

In May 2013 SAPU representatives who included Sindane had a meeting with the traffic local and provincial management and an agreement was reached that: "The officials will be given paid time off for the call-out hours worked. All the outstanding claims for 2013 were to be paid not later than 30 June 2013."

In July members complained that they had not been paid and threatened not to work on stand-by. Following the victimisation of a SAPU shop steward, the union intervened.

"The officials will be given paid time off for the call-out hours worked. All the outstanding claims for 2013 were to be paid not later than 30 June 2013"

Due to the members' unity and SAPU's persistence, members were compensated even after management said it was not going to happen.

We salute the members who stood up for their rights. **SAPU**

Thomas Sindane, SAPU Mpumalanga, P.O. Box 2426, Middelburg, 1050, 12 B Beyers Naude, Middelburg, Tel: (013) 282-8038 Fax: (013) 282-8042.



News Briefs



16 Days of activism: SAPU Calls for more officers

The South African Policing Union (SAPU) would like to join other progressive formations in saluting women as we start the 16 days of activism against women and children abuse. We join the rest of democratic civil movement in condemning any form of abuse of those vulnerable members of our society.

As it is clearer that South Africa is very aggressive towards women and children, it is a necessity that the South African Police Service (SAPS) add more resources to root out this scourge. As much as we salute and commend officers based with the Family

Violence and Sexual Offences Unit around the country for a job well done, we are of the view that more officers are needed in this unit.

SAPU therefore calls upon SAPS management to seriously consider adding

more officers. We acknowledge the fact that offences of a domestic nature are not easy to police however with more officers, we would ensure quick and responsive justice.

We would also like to take

this opportunity to salute thousands of dedicated officers who have worked around the clock in bringing women and children abusers to book. As much as cases like the so-called Birthday rapist, Anene Booysen rape and murder and Diepsloot rape and murder could be viewed as high profile because of the extensive media coverage. There are hundreds of other cases that were successfully prosecuted through the hard work of our detectives. **SAPU**

Oscar Skommere
General Secretary
082 677 5624



News Briefs

Events in Cato Crest shocking

The South African Policing Union (SAPU) would like to once again express its shock at the turn of

events in Cato Crest informal settlement outside Durban where a 17-year-old girl is alleged to have been shot dead by the police during a violent community protest action. This unfortunate incident vindicates SAPU which has been consistently calling on the South African Police Service (SAPS) management and

political leadership to review the basic training of members in crowd control and management. SAPU would like to categorically state that we are not pointing any fingers to anyone nor are we blaming anyone. We will wait for due processes to unfold through the Independent Police Investigative Directorate.

We call upon the SAPS management to take the issue of crowd control in the SAPS as extremely urgent. We are making this appeal because we realise that South Africa is a democratic state and therefore protest marches are

part of our daily life. Police officers have to be well ahead of the situation in times of need. SAPU would also like to send heartfelt condolences to the family of the deceased girl. We share their pain. SAPU would also like to call upon the SAPS management to assist the members who were in that operation in terms of counselling. Very few people understand the tremendous pressure members work under. **SAPU**

Oscar Skommere, General Secretary

What a shame!

The appointment of Major General Zuma was a total insult to policing in South Africa. SAPU welcomes the removal of General Zuma from office, few hours after he was announced as the new police boss in Gauteng. **Together we will make a difference!!!**



Main Feature



"God please take care of my children. They are so small"

for cover and give support to my fellow police men. Dust and gunpowder fills the air.

I notice a member of the public trying to flee the scene. I tell her to stay down. She gets hysterical, and starts running.

Bullets are still flying around my head. I jump up. I must serve and protect. I run towards her. I reach her and cover her with my body.

Silence.

It is all over. I try to get up. A sharp pain tears through my body. I look down and the ground around me is covered in blood. Did the civilian I tried to protect get shot?

My ears start ringing, I get dizzy, and I lay back. Oh, that is so much better. I see my children before me. Is this how it feels to die? "God please take care of my children. They are so small."

My fellow police men run to my side - I can see their mouths moving but do not understand what they are saying. It gets harder to breathe. I take one last look at my blue uniform now stained with my own blood. I have worn this with pride every day. My blood mixes with the soil underneath me.

Forever my blood and my sacrifice will be part of this nation. I take one last breath - ready to meet my maker, for I know I have done well.

SAPU

Nkosi Sikelel iAfrica.

Debbie Zaayman, SAPS Pretoria North

For my country I will die A tribute to police officers who have died on duty

The alarm clock goes off. It is five 'o clock. I turn, throw the blankets from me, wash up, have a quick breakfast - it is time to get ready - I go to my closet, open the door - and there it is - my blue uniform.

Carefully I take it out and with pride I put it on. I look at myself in the mirror and the picture staring back at me is filled with pride.

It's time to leave. I stop at the door way, take one last look at my children. They are so small and vulnerable: not able to protect themselves.

Six o'clock: My day has officially started. I step out of the police station, walk towards my police vehicle.

Pride fills my whole being - the police star staring back at me, represents what I stand for - to serve and protect...

A call comes through. I jump into the car, put on the

siren and go to the scene where I am needed. Bullets are flying around me. One hits the police star I have admired only a couple of minutes ago. I get out of the vehicle, run





Main Feature

20th Anniversary speech

SAPU@20

Today is a momentous occasion for our organisation and members, and we are proud of the milestone that we have achieved.

We are strengthened and encouraged by the many messages of support that we have received from the labour fraternity within South Africa, Africa and overseas and we are truly inspired by your solidarity and support.

The history of the South Africa Policing Union (SAPU) is being written to show the enormous contribution that this union has made, not only in our security sector, but to our country and the world. We stand here today proud of the 20 years of our contribution in fighting for better working conditions, labour rights and human rights of our members.

On this occasion of the 20th Anniversary of our union, we stand with our heads high, proud to be South

African first and SAPU members second because we have shown the world that we are no ordinary people: we are special.

Thank you to the father of our nation Tata Mandela for the miracle of our country. Through your inspiration you have taught us that we can become who we want to be if we are united and work together. Your commitment to create a society in which every South African will have equal opportunities regardless of race, creed and nationality is an inspiration to us and to our organisation.

We are truly thankful that our democracy has provided workers in the security sector the same labour and human rights as other workers because that is what the liberation was all about. Our organisation has been built on those values that transcend issues of race and ethnicity.

Union of choice for all
20 Years of Activism Uniting Workers 1993 - 2013
'Together we will make a difference'

Therefore, we will continue as a union to work in uniting South Africans towards creating a country where there are equal opportunities.

I also wish to pay special tribute to all leaders of our union who have worked hard for the organisation over the past 20 years. On our anniversary the union coffers have grown substantially from a negative to a positive balance. Our organisation has over the years put in place systems that we will continue to improve for the better. Protocols continue to develop and the same applies to benefits for our members.

We have no doubt that our members continue to enjoy the benefits that money can buy. In order to strengthen our service to members, SAPU has created a vehicle to provide comprehensive services and products to members. To cater for this we have created a business wing, Dibanani Holdings to look after the interests and welfare of members.

As we mark 20 years I will also pay tribute to past leaders and thank them for their special role in establishing this organisation. We accept the challenge before us of continued growth and keeping our dreams, and of members alive. I also join our leadership in inviting guests who are present today with us to enjoy the evening and have a good time.

Oscar Skommere is the General Secretary of SAPU and gave this speech at the 20th Anniversary gala at Saint Georges Hotel in Centurion. SAPU



Main Feature

Heritage Day



can history is, knowing the kind of pain that has shaped this country and its people. The struggles and tragedies that gave Heritage Day the kind of depth of meaning that it ought to signify. However, it is not to say that we must always dwell in the past, no. But that we must treat this day with the respect that it deserves.

SAPU

September 24 used to be known as Shaka Day, as way of commemorating Shaka Zulu, king of the Zulu people. But this was all before South Africa became a democratic republic. Post-1994 this day was given a new name to accommodate the diversity of the South African people. The name was to forge a sense of unity within the new state and to create a broader emphasis on the cultural melting pot the new South Africa was growing to become.

Heritage day was or rather, is meant to remind us of where we come from. A day we are meant to recognise our past struggles and remember our powerful history. However, over the past few years it has undergone a significant name change. Changes that have left South Africans in upheaval about what this means for our country going forward. Heritage Day seems a day to many South Africans that has made a transition to what is now known as Braai Day. A name that is being argued represents our joint love for the art of barbecuing and disregard for the meaning of the official day itself.

A favourite pastime amongst our people that no matter where you travel within our country you are bound to experience the wonder that a braai is. For it is in seeing how "Braai Day" is celebrated that you see how food brings people together. Braais hold a certain charm that brings peace to those attending it, a spirit of merry and joyfulness. Though

it is simply a difference of opinion to say that because of this phenomenon the official name for this particular day ought to change. It is not all who agree with this opinion, for Heritage Day takes into consideration all our cultures, traditions and religious practices. It says that

we respect and hold in very high regard how different we all are, because it is what makes us such a diverse people.

Part of the wealth of the South Afri-

Lesego Ntlatleng, Gauteng Provincial Secretary of SAPU



Main Feature

Marikana

A living memory

The small mining town on the outskirts of Rustenburg will forever bear the scars of the war-like protest that took place on the dark day of 16 August 2012. The lives lost to the tragedy on that fateful day will never be forgotten. The lives of the police officers, who went above and beyond the call of duty, will forever be remembered.

The violence that took place in Ma-

rikana during the course of that protest will forever echo in the minds of all who bore witness to the severity and intensity of those events. It is always with great sadness that this particular day is spoken of. It is a wound that will take many years to heal, for the scars go deep.

16 August 2013, was a day of commemoration for the tragic events that took place in Marikana. Even a year later

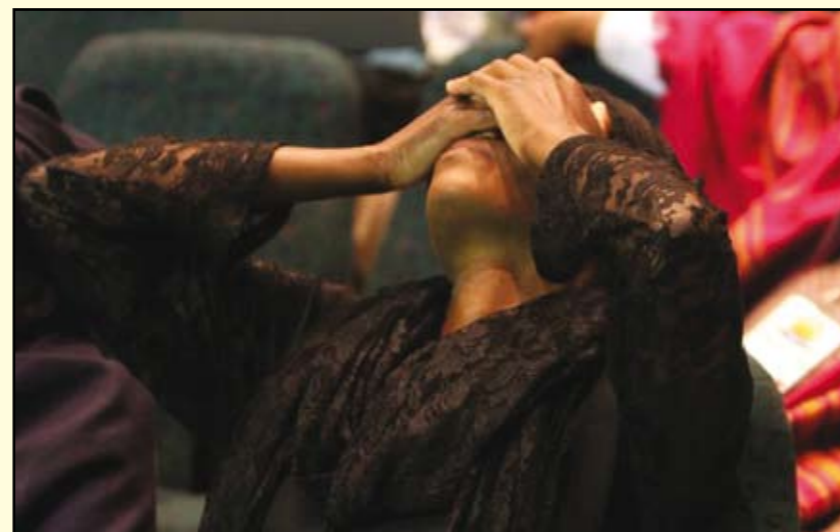


the pains of then cannot be described. The fallen brave officers who gave their lives will never be forgotten because it is said that time is the greatest healer of all. There is no telling when it will happen but we can only hope that this too shall pass.

To family and fellow colleagues, we urge that you stand strong and look forward with a steadfast heart and mind as you carry on with life after the massacre. Our hearts and sympathies lie with you ever as we mourn in great sorrow.

SAPU

**Lesego Ntlatleng,
Gauteng Provincial
Secretary of SAPU**



Notice Board

The Public Service Commission Bargaining Council

The Public Service Commission Bargaining Council (PSCBC) visited the International Labour Organisation in Geneva and Germany on an international fact finding mission to look at international models of a minimum service agreement in essential services.



Government Employees Pension Fund

The latest changes have far reaching effects on ex-spouses claims to the pension of members after a divorce. Previously an ex-spouse had to wait until retirement for his or her share of the pension accrued to be paid out. Now it will be paid out on divorce and the payout from the fund is then registered as a debt against the members remaining portion.

This debt must be paid back within the remaining pensionable period. This act is retrospective implemented and even members who divorced prior to the amendments will now be affected.



Free Market Foundation

The PSCBC has been cited in these actions as a respondent. The Free Market Foundation is taking the minister and others to court on the basis that the determination in the Labour Relations Act (LRA) that the minister can extend the effect of an agreement in a sector to



non-parties is unconstitutional.

We are not sure why the PSCBC has been cited as government does not extend any agreements of the PSCBC to any external parties. The matter is still to be heard.

Amendments to the LRA

Several amendments have been tabled in the amended LRA. The most significant one is the clause which determines that any minority union with sufficient representation at the workplace may apply to the Commission for Conciliation Mediation and Arbitration for organisational rights.

There are two issues that will immediately be problematic for the public service. Firstly, the amendments do not specify what is sufficient and secondly, the workplace is not defined.

SSSBC

After several attempt to engage the employer on various issues they refuse to engage SAPU and as such we have declared a dispute.

The issues include transport for full-time shop stewards in the Eastern Cape.



SAPU demands that transport for full-time shop stewards be standardised throughout all provinces to be in line with Gauteng, North West and the Western Cape.

Competency certificates for firearms

The South African Police Service (SAPS) withdrew members' firearms but did nothing to re-test them in terms of the interdict we got against their deployment in operational positions.



Delegates to the SSSBC financial committee

SAPU wants the number of delegates to the financial committee to be increased to two.

Pay progression for employees

SAPS must implement pay progression for last year.

Right sizing of SAPS organisational design

SAPS declared that at least 2800 members are employed outside of the establishment and must engage labour on how to rectify the situation.

Retrospective recognition of long service awards prior to Resolution 1/2012

SAPS must first implement the outstanding long service awards prior to Resolution 1/2012.

Grade progression Cst and W/O B2

SAPS must implement the grade progression for Cst and W/O B2 for 2011-2012 and 2012-2013.

Accesstobuildingsandappointments

of people with disabilities in terms of the act.

SAPS received R10 million to make buildings accessible for people with disabilities but never carried out the task. We want to know where the money is.

SAPS must also in terms of the act employ 2% of people with disabilities. They only employed 0.01 % from employed members who became disabled because of injuries on duty.

Implementation and promulgation of the new disciplinary regulations

We have signed the new regulations but it has not been promulgated by the minister.

SAPS must explain why this is the case and how it will be addressed.

Stopping of CIPS service allowances

CIPS stopped the service allowance of members even though they qualify in terms of the agreement. We demand an immediate restoration.

LAC Judgement on the Incentive Scheme in the Eastern Cape

SAPS must engage to form a committee to give effect to the implementation of the Labour Appeals Court (LAC) judgement for those 193 members who were

mistakenly overlooked because of an administrative error.

Restructuring of ORT border policing

SAPS must consult on any restructuring of the unit. SAPU has already got an interdict against LT.Gen.Mawela.

Appointment of 10111 personnel

SAPS must engage SAPU on how to implement the correct appointment of call takers and call dispatchers at 10111. We also instructed our lawyers to proceed with legal action if they fail to comply.

Declaration of convictions

SAPU demanded the withdrawal of the instruction that members must declare previous convictions. It is our opinion that members are not under any legal obligation to do so.

During the conciliation on 18 September 2013 SAPU agreed that SAPS will come back with their mandated positions on 21 October 2013.

The following issues have been negotiated and SAPS must give a mandated position on by 21 October 2013.

Long service recognition

SAPS have started to implement.

Release of office bearers

SAPU wants seven national office bearers and three provincial office bearers to be released for....

Increase of the Special Events Agreement

SAPU demanded the increase of the meals allowance and S&T from R700 to R850.

Increase and standardisation of capped overtime

SAPU demanded that the capped for police act personnel be increased to R192 000-00 to be in line with PSAP members.

Number of shop stewards per workplace

SAPU demanded one shop steward per workplace as defined in the procedural agreement.

SAPS is in dispute on the definition of a workplace

SAPU also declared disputes on the following issues and awaits the set down for arbitration:

LCRC working hours

SAPU is of the opinion that the employer did not consulted in terms of the agreement at the workplace.

Translation of PSAP members to the Police Act

SAPS does not give any feedback or model on how to translate the PSAP members into the Police Act.

Revised salary structure for all SAPS employees

SAPS tabled eight different models but refused to give any more information on the models like scales and is also of the opinion that it forms part of the interdict by Solidarity.

Regarding of PSAP members levels

An award was issued in our favour that the regarding must be implemented. SAPS asked for an extension until November 2013 to apply for an additional R2.2 billion from National Treasury to implement.

SAPU

Tumi Mogodiseng, Deputy President of SAPU.



Notice Board

Promotion disputes

Members often visit the South African Policing Union (SAPU) offices to complain that they were not being promoted or that they applied for a certain post, were interviewed and recommended by the panel, yet they were not appointed. The fact is that an employer does not have to promote the best candidate.

In general any promotional dispute has two elements which have to be proven. First is the so-called procedural fairness. This refers to the rule that an employee can appoint whom they wish so long as they follow their own promotional policy, and only when they don't follow their own procedure would an employee have a claim to be promoted. For example, a detective commander post is filled by an employee who has no detective experience, yet he or she received a high score in the category "relevant experience to the core functions of the advertised post".

The second element is the so-called

substantive fairness, which in reality means that if it was not for the procedural mistake (first element) you would have been promoted. The following shortlist is an example of this:

Candidate 1 - Person X

Candidate 2 - Person Y

Candidate 3 - Yourself

If you prove that Person X should not have been appointed, for example, due to the fact that he or she applied after the cut-off date for application, you would prove the first element, namely that SAPS did not follow the correct procedure. But what did you prove? In terms of the second element you prove that Person Y should have been promoted. In other words you prove that that there was a procedural mistake, but that mistake was not the reason why you were not promoted. It is the reason why Person Y was not promoted. As such you do not have a case against the employer that you must be promoted.

In a recent award (PSSS332-12/13)

the arbitrator found that the first applicant was recommended by the panel, yet the Provincial Commissioner appointed someone else. The reason provided by the Provincial Commissioner was that the appointed person had more relevant experience to the core functions of the post. The arbitrator however found that the first applicant had more or the same experience. In other words the Provincial Commissioner reason for not appointing the first applicant was incorrect (first element) and there for the first applicant would have been promoted if the provincial commissioner did not make the mistake (second element).

In general our members make many mistakes when they apply for promotions. Do not complete your application form in a hurry. Use a ruler for making an X where you must indicate a yes or no answer on the form. Under your current work experience list all your KPA's. Don't write as little as possible about yourself, write as much as you can. Lastly and most importantly, do not apply for an advertised post of which the core function don't match your KPA's, you will never be shortlisted if you do this.

SAPU

Leon Naude

Notice Board

Absentee management

In August 2013 the employer circulated a letter pre-dated to 2011-05-23 signed by Lieutenant General Mothiba with a cover letter dated 13 July 2011 signed by Major General Dlanani dealing with absenteeism management.

Commanders then informed employees that were working shifts, with reference to paragraph 7 of said letter, that if they were off sick during their four working days they had to work the same amount of days back during their rest days.

Paragraph 6 of the same letter stated that as of the date of the letter members

had to submit a medical certificate for each day that they were off sick.

These instructions created many problems for our members and numerous complaints were received. We then advised our members that these instructions were in contradiction with the overtime agreement 4/2007, the working hours' agreement 5/2002 and national instruction 2/2004.

Based on the contents of these agreements we advised our members to firstly ignore these instructions and secondly to refuse to work on their rest days unless they are paid overtime. Thirdly, we

advised members to refuse to work overtime if there was no financial authority obtained by the employer for such intended overtime.

This is also very important for our members working as detectives. It is expected from our detectives to constantly be on standby and then attend scenes after hours. When they attend such scenes they are never paid for the time they spend on that scene after hours. Detectives need to understand that even though they receive a service allowance it doesn't mean it covers overtime. If a detective is on standby and he has to attend a scene, it

means the moment he starts attending to the complaint, overtime starts and he should claim for that.

In short, the moment a detective is placed on standby he is given an instruction to work overtime and should therefore submit a claim and be paid accordingly.

SAPU

M J Smith is a SAPU Regional Full Time Shop Steward for Uitenhage, Willowmore. He can be contacted at:

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Tel: (041) 996 3048

Cell: 084 470 5497

Fax: (041) 996 3065,

E-mail: sapu.mjsmith@gmail.com

Notice Board

SAPU Welcomes Constitutional ruling on Western Cape Commission

The South African Policing Union (SAPU) would like to call upon police minister and the police management in general in the Western Cape to respect the Constitutional Court ruling that has dismissed Nathi Mthethwa's application to nullify a commission of inquiry into policing in Khayelitsha, Cape Town.

We are of the view that as this application was firstly dismissed by the Western Cape High Court in January, this latest development comes from the highest court in our land and it needs to be respected. SAPU is only interested in establishing the facts about the state of policing in the Khayelitsha area so as to improve where there is a need.

The dispute between the Western Cape Premier and the Minister was more political. We therefore call upon all the affected parties to show maturity and leadership.

The fact that the minister is an African National Congress (ANC) appointee and the premier a Democratic Alliance appointee must not make them rivalries in the objective goal of rooting out crime in Khayelitsha. SAPU therefore calls upon all those interested in effective policing and crime free Khayelitsha to work together. We have to get into the root of mob justice there, and the alleged police failure in that area as well. We would also like to

state that there is neither winner nor loser here. The people of Khayelitsha are only interested in better policing.

Oscar Skommere is the General Secretary of SAPU

For further details contact: Kgaogelo John Magagula, Deputy General Secretary on 079 182 1364

SAPU



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071 699 7182 / 021 930 4377

Durban

30 Hopson Rd, Glenwood, Durban
071 692 3382 / 031 202 6890

Bloemfontein

14 Louw Wepenaar St, Dan Pienaar, Bloemfontein
071 690 0919 / 051 436 9585

Polokwane

80 Church St, Polokwane
071 690 4726 / 015 291 1769

Mpumulanga

12 President St, Middelburg
071 699 8523 / 031 282 8038

Potchefstroom

17 Maury St, Potchefstroom
071 699 8137 / 018 294 4336

Kimberley

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082 200 5310 / 053 832 4737

Port Elizabeth

38 Pickerting St, Newtown Park, PE
071 695 9526 / 041 365 0101



Dibanani

Kakopo (Pty) Ltd

Notice Board

Attention SAPU members

Ignore new documents on temporary incapacity

1. It has come to SAPU's attention that the South African Police Services (SAPS) is circulating letters to members to request them submit new documents for temporary incapacity that had already expired.
2. Members must under no circumstances complete new documents as this will cancel the previous period. This would then enable SAPS if the incapacity is not approved to deduct the money from the members.
3. When members receive a request to submit new documents they should reply as follows: I have previously submitted my documents on the following date it was handed in at my station.
4. Please ensure that you get confirmation of receipt when submitting above mentioned document.
5. Union greeting
6. For further information contact Michael Koegelenberg on 021 9304377.

Graham Daniels

Clarity PSAP grading

PSAP issues relating to their grading is being handled at SSSBC level by council. We have made significant progress on the matter

and the agreement is to be signed soon. Please be informed that (South African Police Service) SAPS is not in disagreement with the Public Service Coordinating (PSCBC) Resolution 1/2007 that all Public Service Association Personnel (PSAP) members be graded in terms of that resolution. We are currently at the point where SAPS manage-

ment are looking for cash to pay the PSAP members concerned. Please don't be confused by smses making some runs suggesting that another union have dealt with this matter. Attached herewith is a copy of the agenda point which was discussed by the Safety and Security Sector Bargaining Council (SSSBC)

meeting that was held from 21 to 25 October 2013 for your easy reference. Should you need more clarity on the above, please feel free to phone your nearest SAPU office. **NB: AGENDA 5.5 which refers to PSAP 10111 gave rise to the grading of PSAP Personnel. SAPU**

Objections to 40 hour flexi working system

After the South African Police Service (SAPS) indicated that they wanted to introduce a 40 hours flexi working system, the South African Policing Union (SAPU) in the Safety and Security Sector Bargaining Council (SSSBC) responded that SAPS was consulting at the wrong platform in terms of the working hours' agreement. The agreement says when the employer wants to implement a 40 hours flexi system, they must consult at the particular workplace. However, SAPS admitted during arbitration that they haven't consulted at each LCRC office but held the view that it is a national system. Therefore they would consult at national level through the SSSBC. The arbitrator agreed and ruled in SAPS's favour. When analysing the imposed system it is clear that if fully implemented members will work more than the 40 hours and

10 hours overtime as prescribed by the Basic Conditions of Employment Act. Taking all of this into account, SAPS can never force any member to work more than what is prescribed by law. We can simply call it 'work to rule'. Work to rule can be regarded as a form of strike but in this case where you already exceed the maximum hours prescribed by law, it cannot be a form of strike. Also in the process is a referral from the Eastern Cape where the matter is being challenged on the basis of a unilateral change of terms and conditions of service. The same is happening in the Western Cape. Whilst waiting for these matters to be heard, SAPU will decide on the way forward. Our options are to take the award on review in the Labour Court or to 'work to rule' to show to SAPS that the system is not working and force them back to the negotiation table. SAPU will keep you updated on the developments.

Barries Barnard SAPU

Union matters

The Eastern Cape Women's Network

The Eastern Cape Women's Network held a meeting in East London on 10 and 11 October which was attended by six out of eight regions.

Facilitated by the provincial office bearers of the South African Policing Union (SAPU) with the intention of creating a platform for women members to discuss organisational challenges as well as challenges facing women as a section, the meeting was welcomed by most of those who attended.

Says Zola April from the Port Elizabeth Region after the two-day meeting. 'The

'The discussions focused on how to reach out to the communities and market ourselves and be visible and know that we are a force to be reckoned with'

purpose of the workshop was to bring about woman of the organisation to discuss issues relating to their role in the union.'

'The discussions focused on how to reach out to the communities and market ourselves and be visible and know that we are a force to be reckoned with.'

'We even went further and discussed the issue of

'We even went further and discussed the issue of female representativity eg 50/50 in the organisation and making sure that we as woman also occupy leadership positions in the organization'

female representativity eg 50/50 in the organisation and making sure that we as woman also occupy leadership positions in the organization.'

'We also realised that issues of budgeting were also critical in driving organisational and women programmes.'

We had an opportunity to be addressed by people from Sanlam who made a presentation on how to sign contract and be financially independent as women.

The objectives of the workshop were met and in addition the following resolutions were made:

1. That we need to strength our women's

2. That we support each other in all our endeavours to make sure we put SAPU on the map.
3. That as women we should be at the forefront in recruiting new members.
4. The meeting also resolved that on the 29th of November 2013, provincial women's network will converge in the Drakensburg Region where we aim to donate clothes and toys to less fortunate children.

Our humblest thanks goes out to one of our sponsors, Sanlam, and everybody who made the meeting possible.

Zola April is the provincial secretary of SAPU in Port Elizabeth Region. SAPU



Union matters

Ramphela versus SAPS

Arbitration was held in Polokwane in the matter between K. Ramphela (represented by the South African Policing Union (SAPU) with the respondent being the South African Police Service (SAPS). The matter was heard at SAPU house in Polokwane. Mohubedu Simon Rantho who was the arbitrator explains what happened.

Hearing and representation

This arbitration was heard in May and June at SAPU House in Polokwane. Solomon Thabo Bulala appeared for the applicant as the union official. On the other hand, Colonel T. G. Mudau of the South African Police Service Legal Services Unit appeared for the respondent. The applicant referred an alleged unfair dismissal dispute in terms of Section 191 of the Labour Relations Act of 1995.

Unfair dismissal

SAPS also referred in this article as employer/respondent employed Mr. K. Ramphela (employee/applicant) as a police officer on 4 January 1994 and dismissed him on 23 November 2011. At that time he was a warrant officer earning R 193554 per annum.

The respondent charged the applicant with misconduct. He was found guilty and dismissed after a disciplinary enquiry. The applicant disputed only the substantive fairness of his dismissal which he says contravened the rule and therefore wanted to be reinstated. But the respondent said the applicant was guilty of misconduct in that he contravened the rule and wanted dismissal to stand.

Evidence and arguments

In this matter the respondent bore the onus to prove, on a balance of probabilities, that the dismissal was substantively fair in terms of Section 192(2) of the Labour Relations Act of 1995.

Both parties submitted closing arguments in writing and I considered them in making a determination. Be that as



it may, it was argued for the respondent that the respondent's evidence was credible and reliable as compared to that of the applicant.

Additionally, it was argued for the respondent that the evidence that was led for the respondent is more probable than the evidence of the applicant. On the other hand, it argued for the applicant that the evidence that was led for the respondent is hearsay in the absence of the key witness, Enoch Chingondi.

It was also argued for the applicant that the entrapment was not properly conducted. In terms of the application for the entrapment the targets were both W/O Rampedi and W/O Ramashala and they were not found. Furthermore, it was argued for the applicant that it is possible that Chingondi could have put the money [R500] under the chair because the applicant went in and out of the office at the time when he was in the office with Chingondi.

In terms of the principle pronounced in the case of University of the North v Nobrega & Another (1999) 20 ILJ 2117 (LC) if a party submitted documents during a hearing and there was no objection thereto the arbitrator is entitled to rely on those documents. None of the parties disputed the forms and contents of the documents submitted. Therefore,

I relied on the documents in making a determination.

The respondent called the following witnesses: Magezi Freddy Sewele (Captain), Papi Jonathan Lebeso (Constable) and Mashudu Mungani (Warrant Officer). All these witnesses do not have firsthand account of what transpired between the applicant and Chingondi in their absence. Their testimonies point out to Chingondi as the person who gave the applicant the money (R500 or 1000).

During the cross – examination Captain Sewele admitted that Chingondi told him that he communicated with Warrant Officer Ramashala. Furthermore,

during the cross – examination Captain Sewele admitted that they conducted a preliminary investigation and they found out that the person who was investigating the matter was one Warrant Officer Rampedi.

Furthermore, during the cross – examination Captain Sewele conceded that they didn't see how the money exchanged hands. Sewele also conceded that he could neither explain what happened in the office nor tell who placed the money under the chair. Sewele also testified that he was told that it was the applicant who placed the money under the chair. All this confirms that his evidence regarding the handing over of the money is hearsay. Furthermore, during the cross – examination Captain Sewele testified that he found R 500 in the office.

During the cross – examination Constable Papi Jonathan Lebeso conceded that he does not know the person who put the money under the chair. In actual fact, he corroborated the evidence of Sewele in this regard. It could be Chingondi who put the money under the chair.

During the cross – examination Warrant Officer Mungani admitted that according to the application for entrapment the target is either Warrant Officer

The evidence of the three witnesses is consistent and confirms that they didn't see the alleged handing over of the money

Rampedi or Warrant Officer Ramashala. Furthermore, during the cross – examination Mungani admitted that she didn't record the handing over on video and audio because she did not see the handing over of the money. During the cross – examination Mungani admitted that she doesn't know the person who put the money under the chair. Mungani also admitted that when the money was put under the chair she was not present at the scene. Therefore, she does not know if it was put by Chingondi or the applicant. Additionally Mungani admitted that non-compliance with Section 252 (a) the Criminal Procedure Act Number 51 of 1977 renders the operation illegal.

The evidence of the three witnesses is consistent and confirms that they didn't see the alleged handing over of the money. Furthermore, Mungani admitted that she applied for R 1000 and not R 1002. On the other hand, the evidence of the applicant regarding the going in and out of the office thereby leaving Chingondi alone in the office

was not challenged at all. Against this background, I found that the evidence that was led for the respondent regarding the alleged handing over of money by Chingondi to the applicant was hearsay and I rejected it. Accordingly, I find that the dismissal was substantively unfair.

The employee prayed for reinstatement in terms of Section 193 (1) (a) of the Labour Relations Act of 1995. In terms of the Labour Court decision in National Union Of Mineworkers & Another v CCMA (2007) 28 (ILJ) 402 (LC) the onus is on the respondent to show that the circumstances surrounding the dismissal are such that continued employment relationship would be intolerable. In this case I find that the employer has failed to discharge the onus in that regard. Against this background, I granted the employee his wish to be reinstated.

Award

I found that the dismissal of the applicant, Warrant Officer Mr. Kapei Thomas

Ramphela, by the respondent, South African Police Service, was substantively unfair.

I then ordered the respondent to reinstate the applicant retrospectively to the position that he occupied as at the date of the dismissal being the 23rd November 2011, under same terms and conditions that applied as at the date of the dismissal. The respondent must reinstate the applicant on or before the 23rd July 2013.

Furthermore, I ordered the respondent to pay the applicant back pay in the sum of R322590.00 being an equivalent of the applicant's salary for a period of 20 months. Payment herein must be effected on or before 31 July 2013. The said sum of money earns interests in terms of section 143(2) of the Labour Relations Act of 1995. On the same date the employer must reinstate all the benefits that were applicable in respect of the applicant on the 23 November 2011.

SAPU

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- Collective Bargaining (SSSBC & PSCBC)
- Free social grant to family of deceased members and direct family

For more information, contact your local SAPU Provincial Offices!



Union matters Passing away of Ghandi Kruger



It was with great sadness that we learnt of the passing away of Ghandi, as he was affectionately known.

Monday, the 21st of October, a sad day when the news of his passing reached us.

Ghandi was a loyal servant of SAPU for many years. Engela, the wife of the late Ghandi, is still a SAPU shop steward in the Boland Region. As an organisation we wish to convey our heartfelt condolences to Engela and the children. Dealing with the sudden death of a loved one is not easy, but we pray that God will comfort you through this time of bereavement.
SAPU

Letters

Appreciation to L. Jenner and Jinikwe

In January 2013 a member of the South African Police Services (SAPS) was arrested for being drunk and disorderly during working hours whilst he was supposed to be on duty. He died in the cells and four of the SAPS members were charged departmentally for the death of their colleague.

Departmental action was also taken against me and this placed me in a very difficult position. I never thought that just leaving my office to see what noise was happening in the passage and later visiting a member in the cells to see if he was alright, would ever get me into such a difficult position.

I was also not aware that if the internal investigation proved that I had not committed a misconduct that I would have to be charged and appear in a departmental hearing.

However, I need to extend my appreciation to SAPU and in particular Jenner for the wonderful support and assistance which I received from the moment I was informed that I would appear in a departmental hearing.

In the 23 years that I have been working for the SAPS it is the very first time that my integrity has been doubted. Being a senior member at the station I was embarrassed about the position in which I was placed.

A friend told me to phone Jenner which I did and since that day, up until I was found not guilty, I never looked back. Jenner was so precise and diligent in the way he handled the

documentation needed to build up a defence. He helped me get outstanding reports.

Before this case I had never met Jenner, but from the beginning he treated me with respect and that made me feel that although the police seemed to be against me someone, and SAPU in particular through him was there for me.

During the hearing Jenner was so professional and always neatly dressed and with his equipment (i.e. Laptop recorder etc.). He was always prepared for the hearing and these preparations were mostly done after hours as the first period for the hearing often ended after 20:00 pm in the evening.

As it was my first time to be involved in any disciplinary hearing, I was anxious to get the situation behind my back, which did not happen as soon as I wanted it to, but Jenner was so patient and explained the process very well. I learnt a lot from him without his assistance and help I would not have been able to face this hearing.

Furthermore, I appreciate that he was prepared to come from Middleburg to Barkly East and Queenstown on various occasions for the hearing.

I am also grateful for the fact that SAPU has appointed such good, trustworthy, and diligent shop stewards. I now trust SAPU and will always be able to motivate members that the union is there for them, when they need it most!

Last but not least I would also like to thank Jinikwe for his support and assistance whenever I contacted him concerning the disciplinary hearing. Your kind assistance made me trust SAPU and gave me courage to face the disciplinary hearing.

Captain H.A. Botha, Barkly East



Membership Application

South African Policing Union

Private bag X900, Pretoria, 0001 • Tel: 0861 927278 / Fax: [086]756341



Personal Details

| | |
|-------------|----------------|
| ID Number | Date of Birth |
| First Names | Surname |
| Initials | Title |
| Gender | Marital Status |
| Language | |

Personal Contact Details

| | |
|-------------------|-------------|
| Tel. Number | Cell Number |
| Full home address | |
| Postal address | |

Employment Details

| | |
|-------------------------------|-----------------|
| Full name address of employer | Employee Number |
| | Rank held |
| | Station/Unit |
| | Region/Province |
| E-mail Address | Code |
| | Tel. Number |
| | Fax Number |

I, the undersigned hereby apply for membership of the South African Policing Union and undertake to uphold the provisions of the Union as set out in the Constitution.

| | |
|----------------------|------------|
| Signature | Date |
| Employee number | Stop Order |
| Surname and initials | |
| Telephone number | ID number |

I request and authorise the Employer's Accounting Officer to deduct a single amount of R45,00 as admission fee and a monthly of R45,00 from my salary as from date of this application. The monthly deductions must continue until such I cancel it in writing.

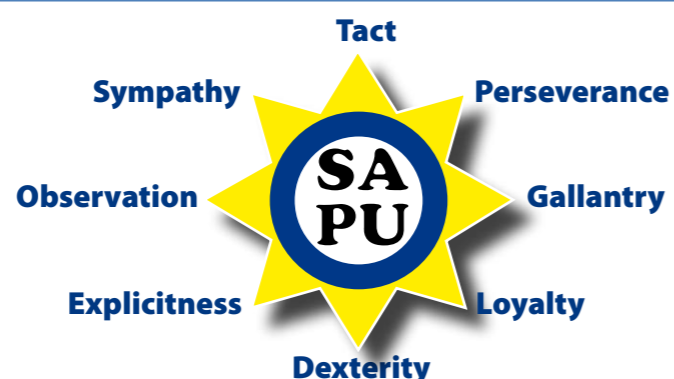
| | |
|-----------|------|
| Signature | Date |
|-----------|------|

For Office Use

| | |
|-----------------------------|---------------|
| Full Name of Representative | Persal Number |
| Provincial Office | Date |

Know your brand, know your organisation and know what you represent

It is not just a star, it represents the following:



Tact: Skill and sensitivity in dealing with others on difficult issues [when negotiating at the Chambers we always strive for what is best for our members]

perseverance: Continue in a course of action in spite of difficulty [we will fight for our members no matter what they say to belittle us]

Gallantry: Courageous behaviour, especially in battle [we will exist for life, we are here to stay]

Loyalty: A strong feeling of support on allegiance [loyalty cannot be bought, it is where you belong]

Explicitness: Stated clearly and precisely [we say things without fear or favour]

Observation: The action on process of closely monitoring [we will closely monitor SAPS on implementaion of its programmes]

Sympathy: Feelings of pity and sorrow for our members' misfortunes [we have investments for our members to take care of their different needs under their own company Dibanani]

Dexterity: Skill in performing tasks [we are very professional when it comes to represent our members in grievances and departmental trials]

The colours on your brand

Mustard Yellow = Love and overcoming challenges

Royal Blue = Sincerity

Black = Wisdom

White = Perfection

This is what you represent, understand your brand, wear your star with pride, walk tall and do not be shy to tell them your values and ethics. Do not allow them to tell you who you are. Tell them about yourself, your brand and organisation.

Viva SAPU Viva!

Imagine your possibilities

Dreaming of bigger things, better things, a life empowered?

Then it's time to upgrade your job to a career, with a Southern Business School qualification.

REGISTER NOW!

Bachelor of Policing Practice (BPP)

Bachelor of Policing Practice Honours (BPP) (Hons)

Certificate in Management

Diploma in Management

Advanced Diploma in Management

Bachelor of Business Administration (BBA)

Bachelor of Business Administration Honours (BBA) (Hons)



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Dibanani Call Center number
0861 378 887
and we will call you back.

Do you know?

Dibanani is a SAPU's own investment wing established to continuously look at ways of enhancing innovative and customised benefits of members, busting the bullfrog within the Union?

Dibanani Financial Services

Savings Products (wealth creation)
and Risk Products (protection of
family and estate)

Dibanani Legal

Legal Products & Accreditation

Dibanani Kakopo

Loans

Dibanani Communication

Prepaid Contracts

Dibanani Property

Holiday

