

Lingelethu West SAPS

From: Lingelethu West SAPS
Sent: 26 July 2013 10:49
To: Maitland Garage
Cc: WC:Prov SCM; Harare SAPS
Subject: AVAILABILITY OF COURT TRUCKS : LINGELETHU-WEST
Attachments: Availability of Court trucks It 2.doc

Tracking:

Recipient

Maitland Garage
WC:Prov SCM
Harare SAPS

Delivery

Delivered: 2013/07/26 11:00
Delivered: 2013/07/26 12:24
Delivered: 2013/07/26 11:00

ATTENTION : COLONEL NEL
MAITLAND GARAGE

COLONEL M.J. REITZ
STATION COMMANDER
LINGELETHU-WEST SAPS

LINGELETHUWEST-SAPS@saps.org.za

From: Maitland Garage
Sent: 22 July 2013 09:30
To: Lingelethu West SAPS
Cc: WC:Prov SCM
Subject: RE: AVAILABILITY OF COURT TRUCKS : LINGELETHU-WEST

Ref no : 22/7/8

For attention : Col Reitz

Cc: Brig Nieuwoudt

1. SAP BRP127B was sent to the company who has a contract with the state. Due to problems with this company, the vehicle will still be off the road for a considerable time.
2. SAP BRP686B should be ready on 2013-07-24.
3. Send SAP BRC987B for the service only after truck in paragraph 2 supra was released.

COLONEL E. M. NEL
COMMANDER : SAPS GARAGE MAITLAND
TEL : (021) 506-2233/2002
FAX : (021) 506-2234
CELL : 082 469 0979
E-MAIL : maitlandgarage@saps.gov.za

From: Lingeletu West SAPS

Sent: 19 July 2013 10:02 AM

To: WC:Prov SCM; Khayelitsha Cluster; Maitland Garage

Cc: WC:DPC Operational Services PA; WC:DPC Operational Services Secretary

Subject: AVAILABILITY OF COURT TRUCKS : LINGELETHU-WEST

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FOR ATTENTION : BRIGADIER NIEUWOUDT
 PROV SCM

KHAYELITSHA CLUSTER COMMANDER
BRIGADIER DLADLA

MAITLAND GARAGE
COLONEL NEL

COLONEL M.J. REITZ

STATION COMMANDER

LINGELETHU-WEST SAPS

Cell: 082 460 2267

Cell: 082 4187

Email: LINGELETHUWEST-SAPS@saps.org.za

SUID-AFRIKAANSE POLISIEDIENS



SOUTH AFRICAN POLICE SERVICE

AMAPOLISA OMZANTSI AFRICA

Verw./Ref. : 22/2/1	OFFICE OF THE STATION COMMANDER SOUTH AFRICAN POLICE SERVICE LINGELETHU-WEST 7784 2013-07-26
Navrae/Enq. : Colonel Reitz	
Tel. no. : (021) 360 2267	
Faks/Fax no. : (021) 361 4187	
E-pos/mail : LINGELETHUWEST-SAPS@saps.org.za	

The Commander
MAITLAND GARAGE

For Attention : Colonel Nel

AVAILABILITY OF COURT TRUCKS : LINGELETHU-WEST

1. Your email dated 2013-07-22 in response of my concern with the availability of the Court trucks my 22/7/8 dated 2013-07-19 refers.
2. As BRP686B is still not available as indicated in your email, this office hereby request permission from your office to exceed the kilometers for BRC987B truck of Harare currently in use as it only have 500 km`s to go before it must be booked for a 80 000 km service.

SIGNED COLONEL
STATION COMMANDER : LINGELETHU-WEST
(M.F. REITZ)

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Lingeletu West SAPS

From: Lingeletu West SAPS
Sent: 19 July 2013 09:53
To: WC:Prov SCM; Khayelitsha Cluster; Maitland Garage
Cc: WC:DPC Operational Services PA; WC:DPC Operational Services Secretary
Subject: AVAILABILITY OF COURT TRUCKS : LINGELETHU-WEST
Attachments: Availability of Court trucks lt.doc

Tracking:	Recipient	Delivery
	WC:Prov SCM	Delivered: 2013/07/19 10:02
	Khayelitsha Cluster	Delivered: 2013/07/19 10:02
	Maitland Garage	Delivered: 2013/07/19 10:02
	WC:DPC Operational Services PA	
	WC:DPC Operational Services Secretary	Delivered: 2013/07/19 10:02
	JuliesO@saps.gov.za	Delivered: 2013/07/19 10:02

FOR ATTENTION : BRIGADIER NIEUWOUDT
PROV SCM

KHAYELITSHA CLUSTER COMMANDER
BRIGADIER DLADLA

MAITLAND GARAGE
COLONEL NEL

COLONEL M.F. REITZ
STATION COMMANDER
LINGELETHU-WEST SAPS

021 507 11 2267

021 507 11 4187

EMAIL: LINGELETHUWEST-SAPS@saps.org.za

SUID-AFRIKAANSE POLISIEDIENS



SOUTH AFRICAN POLICE SERVICE

AMAPOLISA OMZANTSI AFRICA

Verw./Ref. : 22/2/1	OFFICE OF THE STATION COMMANDER SOUTH AFRICAN POLICE SERVICE LINGELETHU-WEST 7784 2013-07-18
Navrae/Enq. : Colonel Reitz	
Tel. no. : (021) 360 2267	
Faks/Fax no. : (021) 361 4187	
E-pos/mail : LINGELETHUWEST-SAPS@saps.org.za	

A. The Provincial Commissioner
South African Police Service
Supply Chain Management
Fleet Services
Western Cape
CAPE TOWN

For Attention : Brigadier Nieuwoud

B. The Cluster Commander
South African Police Service
KHAYELITSHA

For Attention : Brigadier Dladla

C. The Commander
MAITLAND GARAGE

For Attention : Colonel Nel

AVAILABILITY OF COURT TRUCKS : LINGELETHU-WEST

- A-C.1. Khayelitsha Court transport daily between eighty (80) and hundred and twenty (120) awaiting trial prisoners between Khayelitsha and Pollsmoor prison.
- The station makes use of the three (3) trucks that is allocated to Linglethu-West (1), Khayelitsha (1) and Harare (1).
 - Since 2013-03-14 Linglethu-West truck BRP127B is at Maitland garage for engine overall. BRP686B the truck of Khayelitsha is in the garage since 2013-07-01 after it had a breakdown underway to Pollsmoor.
 - The only truck left now is the one of Harare BRC987B which must go now on 80 000 km for a service soon. Which means that there will be no additional vehicle for transporting of prisoners as the service normally takes anything between 2 days to 2 weeks.
 - The maintenance of these vehicles is important otherwise we end up with breakdowns underway between prison and Court with prisoners in the truck which

is a high risk, thus I cannot allow the vehicle to run over the service

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7. Besides the financial impact of making eight (8) to ten (10) trips with patrol vehicles escorting the prisoners to and from Pollsmoore it is a very high escape risk and negatively impact on service delivery.
8. This office hereby seek assistance from your office to at least see that the service is been taken as a priority that the vehicle can come out the same day and also to investigate what is the delay why the other two trucks is now in the garage for respectively 3 months and the other one already more than 2 weeks.
9. Not having a standby truck available is a risk and it regularly happened that the trucks get breakdowns underway and then prisoners must be reloaded and transported with patrol vehicles. There is no need to explain the risk for escapes as it is self explanatory.
10. Since 2013-03-14 this year this office had correspondence between your office and Maitland Garage with regards to BRP127B, but still there is no response or feedback.
11. If the vehicle cannot come out on the same day can you please assist then to make a vehicle (truck) available on a duty arrangement as the two other stations with Courts, within the Cluster cannot assist me?

SIGNED COLONEL
STATION COMMANDER : LINGELETHU-WEST
(M.F. REITZ)

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Lingeletu West SAPS

From: Lingeletu West SAPS
Sent: 26 February 2013 11:05
To: Maitland Garage
Cc: WC:Prov SCM; Khayelitsha Cluster
Subject: VEHICLES IN GARAGE FOR SERVICES OR REPAIRS : LINGELETHU-WEST
Attachments: vehicles in garage for services lt.doc

Tracking:

Recipient

Maitland Garage
WC:Prov SCM
Khayelitsha Cluster

Delivery

Delivered: 2013/02/26 11:38
Delivered: 2013/02/26 11:38
Delivered: 2013/02/26 11:38

FOR ATTENTION : THE COMMANDERS

COLONEL M.F. REITZ
STATION COMMANDER
LINGELETHU-WEST SAPS

PHONE: 021 220 1187
E-MAIL: LINGELETHUWEST-SAPS@saps.org.za

SUID-AFRIKAANSE POLISIEDIENS



SOUTH AFRICAN POLICE SERVICE

AMAPOLISA OMZANTSI AFRICA

Verw./Ref. : 22/2/1
Navrae/Enq. : Colonel Reitz
Tel. no. : (021) 360 2267
Faks/Fax no. : (021) 361 4187
E-pos/mail : LINGELETHUWEST-SAPS@saps.org.za

OFFICE OF THE STATION COMMANDER
SOUTH AFRICAN POLICE SERVICE
LINGELETHU-WEST
7784

2013-02-26

- A. The Commander
MAITLAND GARAGE
- B. The Commander
BELLVILLE GARAGE
- C. The Provincial Commander
Supply Chain Management
Western Cape
CAPE TOWN
- D. The Cluster Commander
KHAYELITSHA

VEHICLES IN GARAGE FOR SERVICES OR REPAIRS

1. This office herewith humbly requests you to please give attention to the following vehicles that is booked in for services or repairs. I do have an understanding for your workload, but due to my critical position with the shortage of vehicles, please give personal attention to ensure if there is not any of the vehicles that can come out before the weekend:

1.1 Ford Focus

BRH909B

2013-01-03 booked in for engine overall

1.2	Opel Corsa	BRK208B	2013-0-1-28 booked in for defective speedometer / trip meter
1.3	Opel Corsa	BRK207B	2013-01-02 booked in for brakes and electrical problems. Vehicle came out and now does not want to start. Vehicle booked in at Maitland on 2013-02-26.
1.4	Nissan Tiida	BRV138B	2013-02-12 booked for standard service and Panelbeating
1.5	Chev Optra	BRK385B	Booked in for CV Joints on 2013-01-21.
1.6	Nissan Hardbody	BPP166B	Booked in for carburettor on 2013-02-26.
1.7	Opel Corsa	BRL402B	Booked in for brake fluid on 2013-02-26.
1.8	Toyota Dyna Truck	176823R	Booked in for gearbox on 2013-02-21.
1.9	Chev Optra	BRK702B	Booked in for mechanical on 2013-02-05.
1.10	Polo Vivo	BSB308B	Booked in for service on 2013-02-26.

2. Currently this stations Vispol (CSC and CPU) only have nineteen (19) vehicles of which four (4) is in boarding process and seven (7) is in the garage which now leaves only eight (8) mobile vehicles.

3. This critical shortage has a major impact on service delivery and crime prevention.

.....

C+D For your information.

SIGNED

COLONEL

STATION COMMANDER : LINGELETHU-WEST

(M.F. REITZ)

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SUID-AFRIKAANSE POLISIEDIENS



SOUTH AFRICAN POLICE SERVICE

AMAPOLISA OMZANTSI AFRICA

Verw/Ref : 26/3/5/2/1/1485
 Navrae/Eng : Colonel Reitz
 Tel no : (021) 360 2267
 Faks/Fax no : (021) 361 4187
 E-pos/mail : LINGELETHUWEST-SAPS@saps.org.za

OFFICE OF THE STATION COMMANDER
 SOUTH AFRICAN POLICE SERVICE
 LINGELETHU-WEST
 7784

2012-09-28

The Provincial Commissioner
 South African Police Service
 Western Cape
CAPE TOWN

COMMISSION OF ENQUIRY : KHAYELITSHA STATIONS IDENTIFIED RESOURCE CONSTRAINTS

The following resources constraints were identified by Management of this station that might affected the work performance of this station.

1. Vehicles

Average kilometres of vehicles on the fleet 150 000 kilometers and above, causing vehicles regularly in and out of the garage for minor repairs and maintenance. Long turnaround times at the garage do have an effect and waiting periods for appointments. Light utility vehicles "Corsa bakkies" as patrol vans not suitable for the area.

2. Infra-structure of the station complex

- 2.1 Not sufficient office space. Detective's offices in park homes up to three (3) members in small office.
- 2.2 No parade room or meeting / boardroom available at the station – must always arrange for accommodation away from the station. Parades being held in the passage.
- 2.3 SAP 13 stores situated at Site B Police station.
- 2.4 No cells or temporary detention facility – suspects and detainees first processed at the station and then transported to Harare or Khayelitsha – time consuming and also unprofessional resulting in lot of unnecessary complaints and risk for escapes.

3. Personnel

3.1 Detectives


Three detectives on duty arrangements:
Number 0635479-3 Warrant Officer Johnson
PC Labour Relations – POPCRU

Number 0459162-3 Warrant Officer Van Aardt
Philippi College

Number 0533715-1 Sergeant Geldenhuys
PC Task Team

3.2 Three members transferred not replaced
Number 5364631-2 Warrant Officer Mantyi
Number 7060596-3 Constable Brand
Number 7010979-6 Sergeant Matthys

3.3 These members dockets were distributed to the existing 19 investigating officers left (excluding 4 at Crime Offices and Officers) placing more pressure on their existing load.



COLONEL
STATION COMMANDER : LINGELETHU-WEST
(M.F. REITZ)

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SUID-AFRIKAANSE POLISIEDIENS



SOUTH AFRICAN POLICE SERVICE

SAP 21

AMAPOLISA OMZANTSI AFRICA

Privaatsak/Private Bag
Posbus/Post Office Box

Verwysing Reference	26/3/4
Navrae Enquiries	COL ABELS
Telefoon Telephone	(021) 363-9051
Faksnommer Fax number	(021) 363-0396

THE OFFICE OF STATION COMMANDER
SA POLICE SERVICE
HARARE SAPS
STEVE BIKO ROAD
HARARE
7784

2012/09/14

A. The Office of the Deputy Provincial Commissioner (Brig Dyantyi)
S A Police Service
Operational Service
WESTERN CAPE
CAPE TOWN

B. The Cluster Commander
S A Police Service
KHAYELITSHA

**RE : COMMISSIONER OF INQUIRY INTO ALLEGATIONS OF POLICE
INEFFICIENCY IN KHAYELITSHA AND A BREAKDOWN IN RELATIONS BETWEEN
THE COMMUNITY AND THE POLICE IN KHAYELITSHA : HARARE SAPS**

Question 26: Identify any resources constraints affecting the work performed by your police station during the period 1 January 2011 to 31 August 2012.

1. Current Station Strength

- 1.1 Visible Policing - 95 (Includes Recruits currently undergoing training and will be fully trained January 2013).
- 1.2 Detectives – 38 Shortages of 14 members and hampers service delivery. This also have an effect on investigation, member(s) currently having more than 150 case dockets, standard is 60-80 case dockets per investigator.

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- 2 -

1.3 Auxiliary / Support Services 23:

Training with regard to different environments / components to the clerical personnel will alleviate the problem and will improve the quality of work.

2. Accommodation

The Makhaza Police Station is approved and will contribute to a relief on the Harare SAPS when finalized. However, currently the Harare SAPS building site does not provide for sufficient accommodation to all personnel. Storage facilities with regard to exhibits, archive material (still moratorium on) also have a bearing on the space at the Station.



M. M. M.

.....COLONEL

a/STATION COMMANDER

HARARE SAPS

D L ABELS



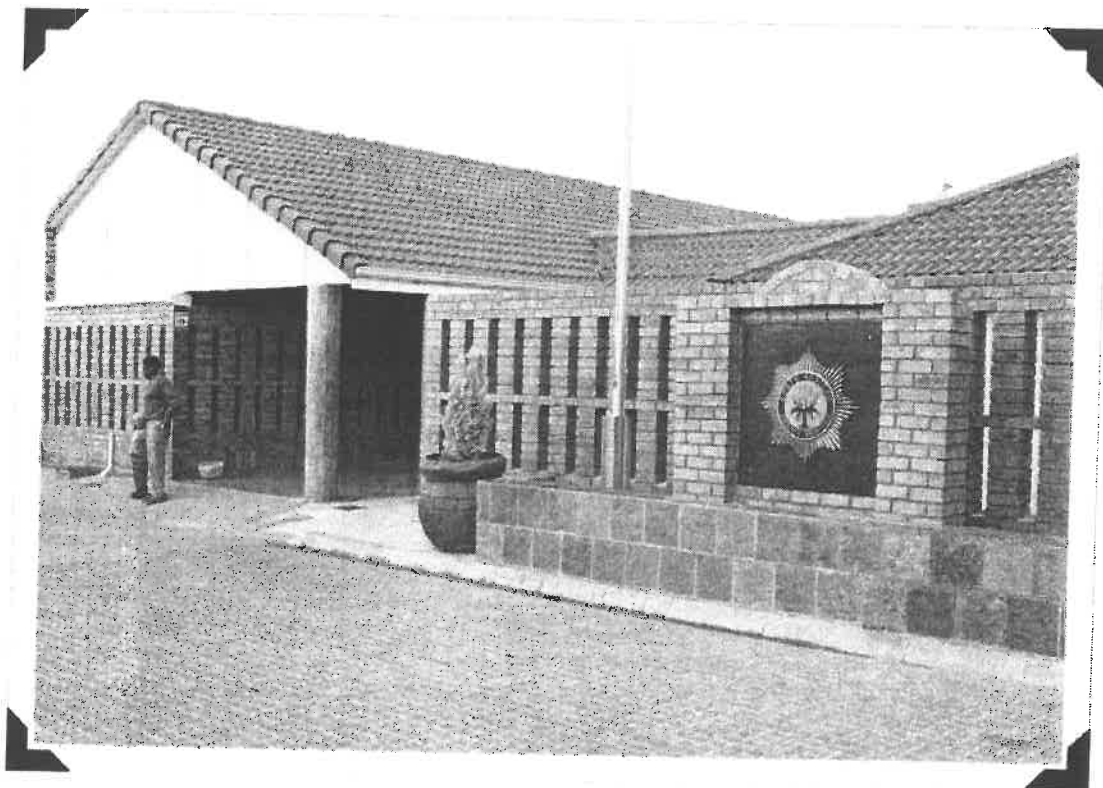
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NEEDS ANALYSES : HARARE



SAPS

2011



SUID-AFRIKAANSE POLISIEDIENS

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SOUTH AFRICAN POLICE SERVICE

AMAPOLISA OMZANTSI AFRICA

Privaatsak/Private Bag
Posbus/Post Office Box

REF:	6/3/1
Navrae	Capt Lourens
Enquiries	PPO Adriaanse
Telefoon	
Telephone	(021) 363-9030
Faksnommer	
Fax number	(021) 363-0396

COMMANDER

THE OFFICE OF THE STATION

SA POLICE SERVICE

HARARE

KHAYELITSHA

7784

2011-09-08

A. THE PROVINCIAL COMMISSIONER
PLACEMENT AND RECORDS
WESTERN CAPE
CAPE TOWN
PRIVATE BAG 9004
8000

ATTENTION: LT COL SWART/ LT COL DALTON

B. THE CLUSTER COMMANDER
KHAYELITSHA CLUSTER
KHAYELITSHA
7784

ATTENTION: MAJ GENERAL NDLOVU

N
EEDS ANALYSIS: HARARE SAPS : SEPTEMBER 2011

1. POPULATION SERVED BY HARARE SAPS

- 1.1 During 2010, a research was done by the CSIR upon request of the Minister of Safety and Security. It was then established that Harare consist of a population of 632 400 and extends over an area of 25.2 km². There are 19 schools in Harare (Primary and Secondary Schools), 2 Recreational facilities and 2 Hospitals.

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2. CURRENT STATION STRENGTH

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2.1 Harare SAPS consist of a personnel strength of 172 members which include Public Service Act Personnel, which are distributed as per annexure "A".

- 2.1.1 DETECTIVE SERVICE 40 Members
 2.1.2 VISPOL 103 Members
 2.1.3 SUPPORT SERVICES 29 Members (including 3 Captains)

3. VACANT POSTS AS PER RAG FOR SEPTEMBER 2011

SUB COMPONENT	COMPONENT CODE	NEEDS		
		QUANTITY	RANK	SALARY LEVEL
VISPOL	767	1	CPT	8
CSC	238	8	SGT	6
CRIME PREVENTION	634	9	W/O	7
		20	SGT	6
		23	CST	5
DPO	1602	2	SGT	6
		1	CST	5
SAP 13	1614	1	W/O	7
		1	CST	5
CID	12	1	CPT	8
VIOLENT CRIMES	1605	1	W/O	7
		4	SGT	6
		2	CST	5
INVESTIGATION TEAM	1606	1	W/O	7
		3	SGT	6
		2	CST	5
ECONOMIC CRIMES	1603	3	SGT	6

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GENERAL CRIMES	1604	1	W/O	7
		4	SGT	6

-3-

SUB COMPONENT	COMPONENT CODE	NEEDS		
		QUANTITY	RANK	SALARY LEVEL
CRIME OFFICE	1611	3	W/O	7
		3	SGT	6
MIO	821	1	SGT/PSA	6
FINANCIAL SERVICE	600	1	PSA	7
SUPPLY CHAIN MANAGEMENT	112	1	CPT	8
HR: CAREER MANAGEMENT	1184	1	PSA	7
TRAINING	813	1	PSA	6
ADMINISTRATION	115	1	CPT	8
		1	PSA	6
		1	PSA	5
DATA TYPIST INVESTIGATION TEAM	1513	2	PSA	6
		1	PSA	4
ADMINISTRATION	1513	1	PSA	6
ADMIN DPO	1514	1	PSA	5
COMMUNICATION SERVICES	376	1	CPT	8

3.2

ADDITIONAL NEEDS:

From the station strength of 172 there are 14 members working at other components which

leaves a further 14 posts vacant at the following components additional to the above.-

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DETECTIVE SERVICE

1 x Sgt

No. 5452660 Sgt Hlako CA rendering service at WC:Prov.Trio Crimes since October 2010.

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VISPOL

3 x Sgt

10 x Cst

No. 9152873 Sgt Gubula M is rendering service at Strand SAPS

No. 5340489 Sgt Ellis M.R is rendering service at TRT

No. 70093601 Sgt Matsuzaki S is rendering service at TRT

No. 71517421 Cst Jacks LS is rendering service at Khayelitsha Court.

No. 2112495-7 Cst Jacobs ET is rendering service at Khayelitsha Court

No. 7029992-7 Cst Lushaba BM is rendering service at Khayelitsha Court

No. 70341711 Cst Jordaan E.N was rendering service at Khayelitsha SAPS and subsequently dismissed.

No. 70300801 Cst Lindoor G is rendering service at TRT

No. 71115684 Cst Maseko T is rendering service at TRT.

No. 70303029 Cst Nomdoe A is rendering service at TRT

No. 70296715 Cst October D is rendering service at TRT

No. 70299595 Cst October R is rendering service at TRT

No. 70925241 Cst Sebetse N is rendering service at TRT

5. CONCLUSION:-

5. In my capacity as Station Commander of Harare SAPS, I wish to express my concern regarding my station strength and submit this report as my needs.

5.1 It is in my opinion not justifiable that my personnel are being taken away to capacitate other stations without being replaced, I don't deny my personnel the privilege of promotion or enhancing their skills by working in various components, but I have to take in consideration that my core responsibility is to police Harare.

5.2 Taking away these members will not only affect my station strength, but also my Service Delivery.

5.4 I humbly appeal to you to consider my request as a matter of utmost urgency as I have to police a station precinct of 25.2km² and a population total of approximately

632400 people. My concern is that personnel is close to burn out stage and keeping them motivated is becoming humanly impossible.

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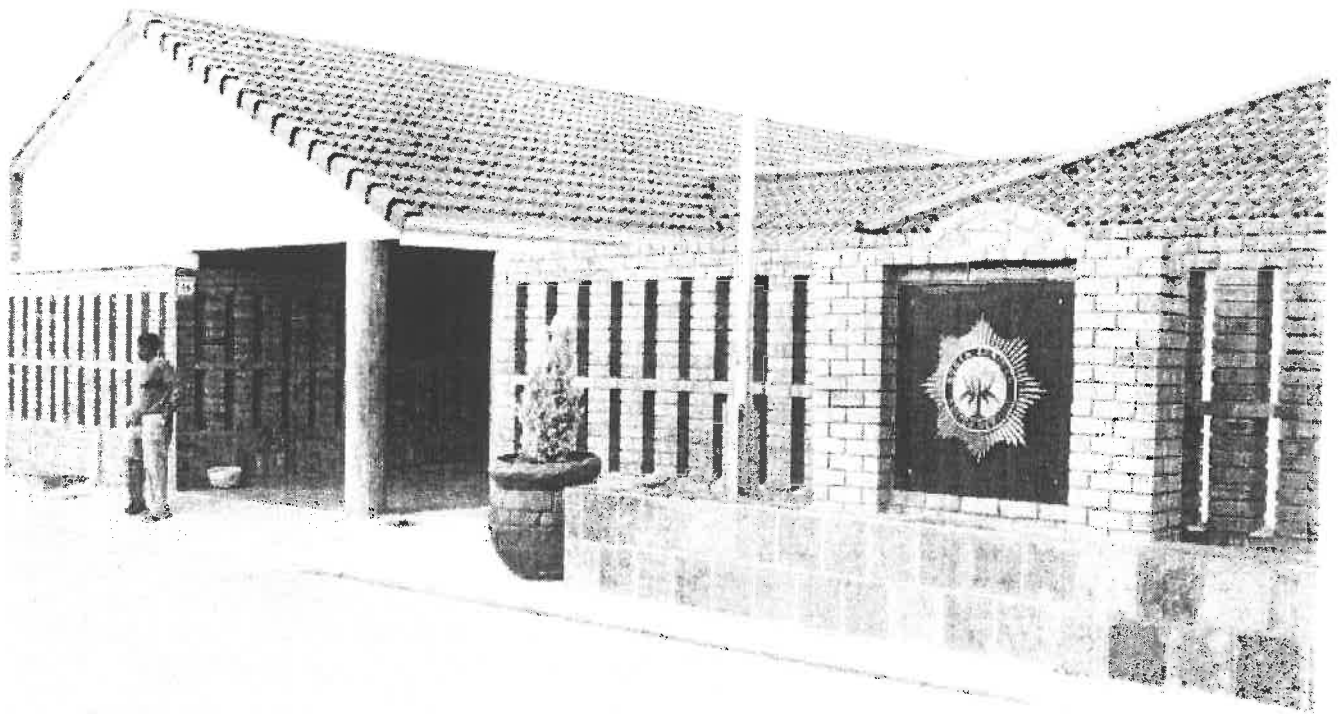
5.6 This office awaits your favourable response.

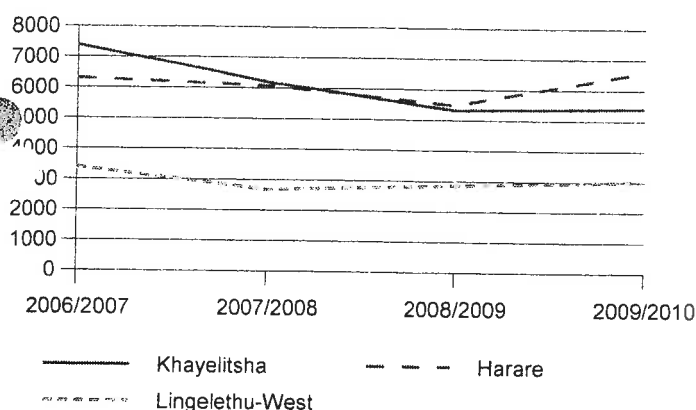
..... COL
THE STATION COMMANDER: HARARE SAPS
GP NEL

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RESOURCE ALLOCATION KHAYELITSHA (Khayelitsha, Harare, Lingelethu West)

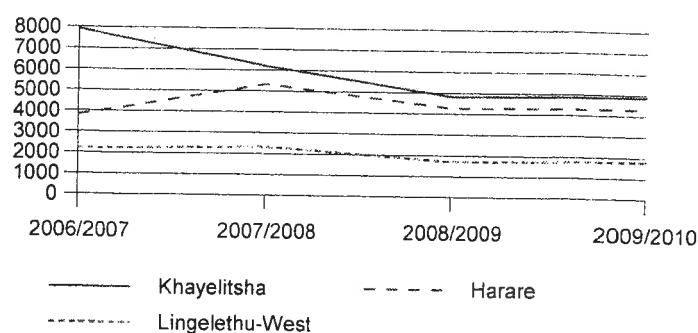
Compiled by Sr. Supt. G. P. Nel





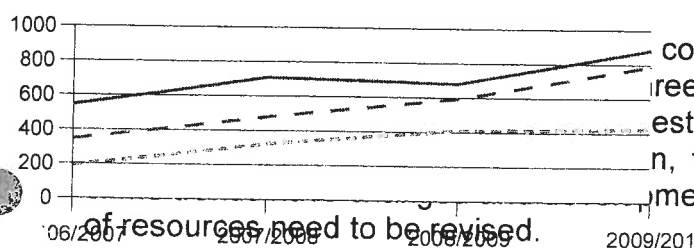
Khayelitsha	7390	6199	5324	5405
Harare	6309	6077	5491	6600
Lingeletu-West	2897	2771	2887	3023

Total B - Crime



Khayelitsha	7926	6199	4822	4890
Harare	3815	5325	4272	4310
Lingeletu-West	2195	2326	1708	1800

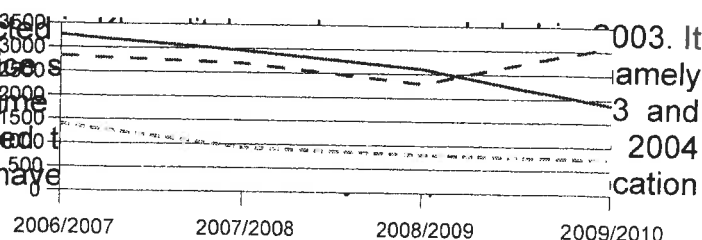
Total Police Initiated Crime



2. **CRIME** of resources need to be revised.

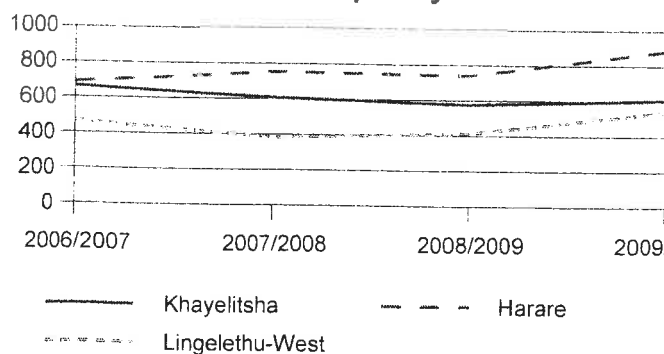
Khayelitsha	545	708	682	883
Harare	345	479	594	789
Lingeletu-West	192	322	410	425

Total Contact Crime



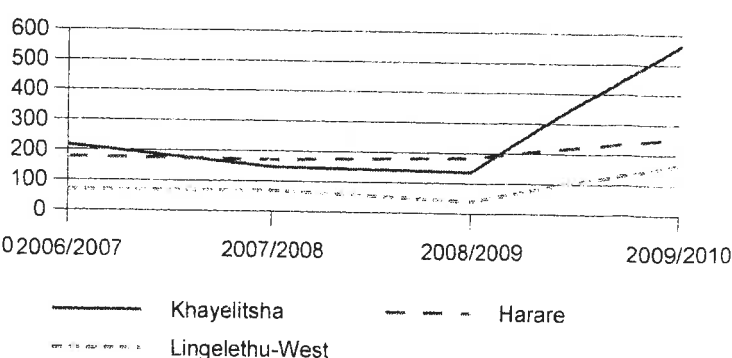
Khayelitsha	3264	2960	2606	1879
Harare	2825	2696	2293	3100
Lingeletu-West	1397	926	805	737

Total Property Crime



Khayelitsha	663	607	575	608
Harare	687	753	739	885
Lingeletu-West	468	383	412	541

Total Trio Crime



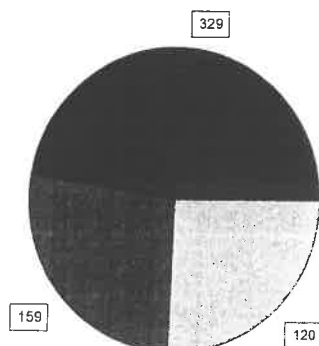
Khayelitsha	216	147	137	564
Harare	177	171	184	255
Lingeletu-West	69	69	40	196

3. RESOURCE ALLOCATION:

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PERSONNEL : (OPERATIONAL ONLY)

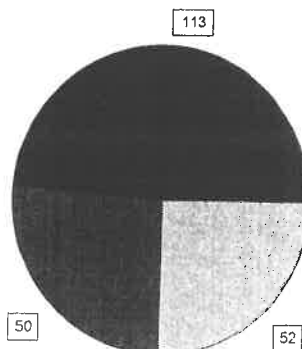
	KHAYELITSHA	HARARE	LINGELETHU WEST
OPERATIONAL PERSONNEL	329	159	120



VEHICLES:

Khayelitsha
 Harare
 Lingeletu West

	KHAYELITSHA	HARARE	LINGELETHU WEST
VEHICLE ALLOCATION	113	50	52

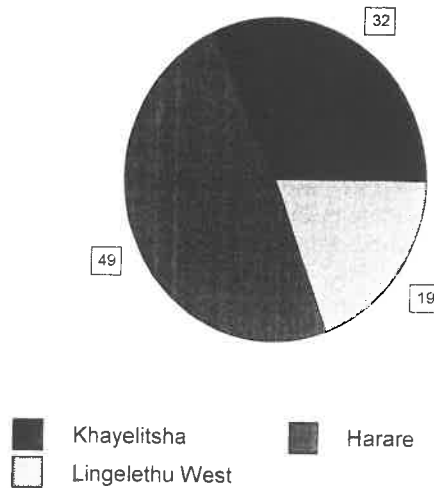


Khayelitsha
 Harare
 Lingeletu West

4. POLICING AREA:

Khayelitsha total area size : 43 square km

KHAYELITSHA	HARARE	LINGELETHU WEST
13.2 square km = 32%	21.3 square km = 49%	8.5 square km = 19%



4.1 POLICING AREA COMPOSITION:

Khayelitsha

±40% informal housing (Site C and BM Block)

±60% formal housing

Harare

±40% informal housing (Enkanini, Endlovini, SST)

±60% formal housing

Lingeletu West

±5% informal housing (TR Block, Endlovini North)

±95% formal housing (mostly bonded houses)

Informal areas have a very high population density in comparison with the more formal areas. Policing the areas is also very personnel intensive and at present these area's are not policed as required due to a shortage of personnel.

5. CURRENT AND PROPOSED DEVELOPMENTS:

KHAYELITSHA SAPS

- * "B" - Plots in Site C informal area has been done away with and the majority of these families have been relocated in Kuyasa in Harare area.
- * "K" Block in Site B - ±1000 families were relocated to Makhaza in Harare Station Area. This "K" Block area being developed with serviced plots and proper infrastructure. Not all these families have returned and a newly established area known as "Zone 14" now exists in Makhaza, Harare.
- * Mandela park , Site B- plus minus 100 families were relocated to Mandela park in Harare

station. This area are currently being developed with serviced plots.

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- * Very little if any development is currently happening within Site B area, due to the unavailability of land for development.

LINGELETHU WEST

Developments are currently mainly in the business area of the CBD. No new housing developments are currently being done and therefore no influx or very little new people into the area.

HARARE

- * Kuyasa housing project (2300 houses) - in this extension people have been relocated from the "B" plots in Site C, but also from Gugulethu, Endlovini informal settlement and backyard dwellers from the Harare area. This development has almost reached completion.
- * Enkanini informal settlement - this is the biggest informal settlement in Khayelitsha. Although toilet facilities were introduced recently, there is still no electricity and other infrastructure.
- * This area is similar in size as that of Site C which contributes $\pm 50\%$ of the area size of the Site B SAPS.
- * Kuyasa area has it's own dynamic due to the fact that people are relocated there from different areas.
- * Kuyasa and Enkanini (Sector 3 of Harare SAPS) take up $\pm 1/3$ of the total Station area of Harare SAPS. This area was not in existence when the station opened in July 2004 and has now expanded as far as Baden Powell Road (Muizenberg Road).
Harare station area also houses two other major informal area namely SST and Endlovini (Endlovini is still expanding).
- * Extension of the railway line into Harare - Two new railway stations construction have been completed. The railway line will be extended almost up to Baden Powell road. This also includes two(2) interchanges at the mentioned railway stations.
- * Thebelitsha housing project - Mandela Park - Currently 1223 additional houses are reaching completion and house people from Gugulethu and other areas in Khayelitsha.

6. POPULATION:

In 2003 it was estimated that Khayelitsha SAPS housed 44%, Lingeletu West 27,3% and Harare 27,8% of the population.

Currently almost 50% of the Khayelitsha population resides in Harare Station area due to the extensions in this area since 2004, and the relocation of people from Site C to Harare area.

7. **PRESENT PERSONNEL STATUS : HARARE**

Deaths: 4

During December 2008' 7030224-3 Const. TP Thokolo was shot and killed during the execution of his duties.

During January 2009, 7012240 Const CPJansen passed away.

On 2009.04.22, 7056156-7 D/Const L Mdeuka committed suicide.

On 2009.06.27, 0532650-8 D/Const RR Markus committed suicide.

Discipline: 7

During May 2009, 70301221-2 Const S Mahlangu was sentenced to 10 yrs imprisonment due to a Murder he committed in 2007.

No. 09187561 Const. LA Maholwana was recently dismissed during a Disciplinary hearing.

No. 70299552 Const. NE Madzhie was dismissed during a Disciplinary hearing.

No.0543072-1 Groundsman RC Jansen was dismissed at a Disciplinary hearing.

No. 05340489 Const. MR Ellis, 70303029 Const. AW Nomdoe, and 70300011 Const. JN Maponya dismiss on disciplinary hearing pending appeal on charges of Extortion and Corruption - Harare CAS 854/10/2007.

Retirement: 1

During 2008, 0618087-6 Sgt. ME Gaba retired from the SAPS on Ill Health on the age of 54.
Early retirement Sgt Nobadla

NEED ANALYSIS FOR HARARE SAPS

Recent Promotions

Detective Service 1 x Data Typist

No. 534994-0 SAC LC Magalis is promoted to a position at the Western Cape Provincial Biology in post number 2887.

SAP 13 Component 1 x Administrative Clerk Gr 1

No.13391496 AC NL Nkombi is promoted to a position at Guguletu SAPS in post number 2025.

Supply Chain Management 1 x Provisioning Administrative Clerk

No. 70106916 AC TS Koli is promoted to a position at Maitland Flying Squad in post number 1988.

Telcom Operator 1 x Telcom Operator

No. 71181474 Telcom Operator Ngcebetsha N.M is promoted to a position at Elsie's River SAPS in post number 1999.

In my capacity as Station Commander of Harare SAPS, I wish to express my concern regarding my station strength.

I manage a station with a capacity of 170 personnel (*including 10 students under training*) to

serve a policing precinct of 25km², of which my personnel are deployed as follow:-

Vispol 93 members (Including myself and 1 Social Worker)

Detective Service 41 members

Support personnel 26 members

Students 10 members

It is in my opinion not justifiable that my personnel are being taken away to capacitate other stations without being replaced, I don't deny my personnel the privilege of promotion, but I have to take in consideration that my core responsibility is to police Harare.

Even though the members promoted, are Public Service Act members, they are rendering a support service to the Police Act which is of vital importance in combatting crime.

Taking away these members will not only affect my station strength, but also my Service Delivery.

As a result of the above as well as the restructuring of personnel, I had to compensate by doing damage control at my station in order to serve the community. By this I am currently using employees out of their boundaries as follow:-

PERSAL	RANK	SURNAME & INITIAL	OCCUPATIONAL CLASS	CURRENTLY DEPLOYED
70309973	SNR T/OP	NTAKA PW	SNR TELCOM OPERATOR	SCM Clerk
20352794	DATA TYPIST	MAPAQA FA	DATA TYPIST VISPOL	SCM Clerk - Loss Management
70299986	CONST	BOOYSEN M	FUNCTIONAL PERSONNEL	SCM - Vehicle fleet
06346642	INSP	APRIL N	FUNCTIONAL PERSONNEL	PDP'S
70794006	DATA TYPIST	PITSHA QB	DATA TYPIST CID	ADMIN CLERK - REGISTRATION DEPT
9191844	SGT	MAJIYEZI SN	FUNCTIONAL PERSONNEL	PDP'S (Disabled. Only use of 1 hand)
7079153	INSP	NCIWENIW	FUNCTIONAL PERSONNEL	SAP 13 - Commander
06070345	CAPT	BERENDSE SM	FUNCTIONAL PERSONNEL	REPLACED CAPT F MOSHI WHO WAS PLACED GORDONS BAY SC BY PC
70101329	CONST	EFTHA SC	FUNCTIONAL PERSONNEL	TRANSFERED BY PC TO DOG UNIT
70297151	CONST	MELLET CJ	MIO	VISPOL
7011928	CONST	HARTNICK BJ	FUNCTIONAL PERSONNEL	TRANSFERED BY PC TO RADIO CONTROL

Taking in consideration the members who passed on during 2009, left vacant posts at the CID as well as VISPOL. I had to capacitate the CID and took 5 members from the VISPOL component to the CID component.

PERSAL	RANK	SURNAME & INITIAL	ALTERNATIVE PLACEMENT DUE TO CAPACITATION OF CID		POST VACANT
			FROM	TO	
70300372	CONST	FORTUIN	SAP 13	CID	SAP 13

70333254	CONST	STANLEY	J	VISPOL	CID	VISPOL
70610916	CONST	PRINCE	MM	DPO	CID	DPO
70606633	CONST	HOFFMAN	DJD	VISPOL	CID	VISPOL
70026980	CONST	FILTANE	XE	VISPOL	CID	VISPOL

Two of the employees who passed away during 2009 was due to suicide. It to date unknown as to why these members first killed their wives and then themselves. In my ignorance I am tempted to wonder if it is not possible that the heavy workload had sum influence on the members suicide.

I herewith appeal to assist me in replacing these members or keeping them at my station with their promotional ranks, as my station precinct is growing bigger and my station strength is declining.

I humbly appeal to you to consider my request as a matter of utmost urgency as I have to police a station precinct of 25km² and a population total of approximately 632400 people. My concern is that personnel is close to burn out stage and keeping them motivated is becoming humanly impossible.

8. **RECOMMENDATION:**

In view of all the circumstances contained in this report, it is requested that an efficiency study be once again conducted into the allocation of resources of stations in Khayelitsha.

Khayelitsha Cluster

From: Khayelitsha DFO
Sent: 30 March 2010 10:28
To: Khayelitsha Cluster
Subject: REPORT : PERSONNEL SHORTAGE : HARARE
Attachments: Personnel report Comm Goss.wpd

SOUTH AFRICAN POLICE SERVICE
CLUSTER COMMANDER
2010-03-31
KHAYELITSHA
AMAPOLISA OMZANTSHI AFRICA

with report as instructed.

G P Nel
STATION COMMANDER : S/SUPT
HARARE

Tel. no. (021) 363 9051/19

Fax no. (021) 363 0396

E-mail : Harare-SAPS@saps.org.za

Cal Bergh
1) Write a report for the attention of
Gen Malla and Berger outlining the
situation at Harare S.A.P.S and bring
under their attention that we are facing
Makaza area without any additional
resources making the situation critical,
and demanding serious attention. R/S
high light the TRF and CCU's which
is with Harare.

.....MAJ. GEN.
A.G. GOSS

23 SEP 2010

SUID-AFRIKAANSE POLISIEDIENS



SOUTH AFRICAN POLICE SERVICE

AMAPOLISA OMZANTSI AFRICA

Private Bag Privaatsak X1

Verw/Ref	6/3/1
Navrae/Enq	Snr Sup GP Nel
Telno	(021) 363-9051
Faks/Fax	(021) 363-0396

THE STATION COMMANDER
SOUTH AFRICAN POLICE SERVICE
STEVE BIKO ROAD
HARARE
7784

2010-03.30

The Cluster Commander
Khayelitsha Cluster
S A Police Service
KHAYELITSHA
7784

{Attention: Ass. Comm. Goss}

RESOURCE ALLOCATION : HARARE SAPS

1. Herewith report as discussed on 2010-03-29 and further to my report dated 2010-03-08.
2. Since my appointment as Station Commander Harare on 1 September 2008, herewith a breakdown of personnel movements at my station. These include transfers to, transfers from, internal transfers approved by Province, deaths and other service terminations:

2.1 Transfers from Harare: (Promotions)

<u>PERSAL</u>	<u>RANK</u>	<u>SURNAME & INITIAL</u>	<u>OCCUPATIONAL CLASS</u>	<u>CURRENTLY DEPLOYED</u>
0063161-7	INSP	CELE BA	VISPOL	BELLVILLE STATION
0477998-3	INSP	FEMELE NV	VISPOL	BELLVILLE STATION
0492297-2	INSP	NCAPAYI NW	VISPOL	FCS

-2-

<u>PERSAL</u>	<u>RANK</u>	<u>SURNAME & INITIAL</u>	<u>OCCUPATIONAL CLASS</u>	<u>CURRENTLY DEPLOYED</u>
0638748-9	INSP	PADAYACHEE K	VISPOL	STELLENBOSCH STATION
0477893-6	SGT	WILLIAMS DH	VISPOL	MITCHELLS PLAIN
1938667-2	CST	MHLUNGU TK	VISPOL	LAB
534994-0	SAC	LC MAGALIS	DATA TYPIST	FORENSIC LAB
13391496	AC	NL NKOMBI	SAP13 ADMIN CLERK	GUGULETHU
70106916	AC	TS KOLI	SCM	MAITLAND FLYING SQUAD
71181474	TELCOM OPERATOR	NGCEBETSHA N.M	CSC	ELSIES RIVER

2.2 Transfers from Harare: (PC Approved)

<u>PERSAL</u>	<u>RANK</u>	<u>SURNAME & INITIAL</u>	<u>OCCUPATIONAL CLASS</u>	<u>CURRENTLY DEPLOYED</u>
70101329	CONST	EFTHA SC	VISPOL	TRANSFERED BY PC TO DOG UNIT
06358951	CAPT	MOSHI KF	VISPOL	TRANSFERED BY PC TO GORDONSBAY - STATION COMMANDER
7011928	CONST	HARTNICK BJ	VISPOL	TRANSFERED BY PC TO RADIO CONTROL

2.3 INTERNAL TRANSFERS : (SANCTIONED BY PC)

<u>PERSAL</u>	<u>RANK</u>	<u>SURNAME & INITIAL</u>	<u>ALTERNATIVE PLACEMENT DUE TO CAPACITATION OF CID</u>		<u>POST VACANT</u>
			<u>FROM</u>	<u>TO</u>	
70300372	CONST	FORTUIN EY	SAP 13	CID	SAP 13
70333254	CONST	STANLEY J	VISPOL	CID	VISPOL
70610916	CONST	PRINCE MM	DPO	CID	DPO
70606633	CONST	HOFFMAN DJD	VISPOL	CID	VISPOL
70026980	CONST	FILTANE XE	VISPOL	CID	VISPOL

.../3

2.4 RESIGNATIONS: 3

Capt Ontong : Administration officer
 SAC Sokudela : Finance office
 Cst Forbes : CID

2.5 DEATHS: 4

During December 2008, 7030224-3 Const. TP Thokolo was shot and killed during the execution of his duties.

During January 2009, 7012240 Const CPJansen passed away.

On 2009.04.22, 7056156-7 D/Const L Mdeuka committed suicide.

On 2009.06.27, 0532650-8 D/Const RR Markus committed suicide.

2.6 DISCIPLINE: 7

During May 2009, 70301221-2 Const S Mahlangu was sentenced to 10 yrs imprisonment due to a Murder he committed in 2007.

No. 09187561 Const. LA Maholwana was recently dismissed during a Disciplinary hearing.

No. 70299552 Const. NE Madzhie was dismissed during a Disciplinary hearing.

No. 0543072-1 Groundsman RC Jansen was dismissed at a Disciplinary hearing.

No. 05340489 Const. MR Ellis, 70303029 Const. AW Nomdoe, and 70300011 Const. JN Maponya dismiss on disciplinary hearing pending appeal on charges of Extortion and Corruption - Harare CAS 854/10/2007.

2.7 RETIREMENT: 2

During 2008, 0618087-6 Sgt. ME Gaba retired from the SAPS on Ill Health on the age of 54.

Early retirement 0910921-8 Sgt V. Nobadla

2.8 TRANSFERS TO HARARE:

PERSAL	RANK	SURNAME & INITIAL	OCCUPATIONAL CLASS
0457163-1	INSP	PETERSEN	CID
7030740-7	SAC	MOMPLE	FLEET MANAGER CLERK
7033906-6	CLEANER	MASETI	CLEANER
0921610-3	INSP	NYANGINTSIMBI	VISPOL
2059915-3	INSP	NCIWENI	VISPOL
7032195-7	SAC	FICKS	ADMINISTRATION OFF

.../4

2.9 STUDENTS RECEIVED:

6 Students will complete their training and become constables in July 2010.

In addition 7 students are under going level 2 training currently, but can only be utilized for external duties by July 2010.

3. TABLE SUMMARY:

The table below provides a summary of personnel lost compared to received from whichever source:

LOSSES		RECEIVED	
VISPOL	24	VISPOL	15 (students included)
DETECTIVES	3	DETECTIVES	6
CLERKS VISPOL	1	CLERKS VISPOL	0
DETECTIVES DATA TYPIST	1	CLERKS DETECTIVES	0
CLERKS SUPPORT SERVICES	2	CLERKS SUPPORT SERVICES	1
TELKOM OPEARATOR	1	TELKOM OPEARATOR	0
CLEANERS	1	CLEANERS	1
FLEET MANAGEMENT CLERK	0	FLEET MANAGEMENT CLERK	1
ADMIN OFFICER	1	ADMIN OFFICER	0

4. CRITICAL NEEDS:

With promotion officials now leaving and taking up their new posts, the station now desperately need the following:

- 4.1 The existing Sr. Telkom Operator currently being used at SCM will have to be moved to the CSC. Keeping in mind that another clerk, AC TS Koli will be leaving the station on 2010-04-01, there is only one official left at SCM. There is no way that this official can deal with the workload by herself.
- 4.2 With the loss of Capt. Moshi to Gordonsbay, I have had to employ Capt Berendse, Operational Commander, to that post, which leaves a operational vacancy. I require an officer to either replace Capt. Moshi or Capt. Berendse.
- 4.3 With the loss of Const. (F) Fortein to the CID and AC NL Nkombi to Gugulethu, I desperately require replacements. These posts can be filled from Vispol, but at the cost of Crime Prevention.

.../5

- 4.4 An Admin officer is required to manage that component.
- 4.5 Crime Prevention is the component suffering the most and running under staff with 9 members (subtracting students currently under training). This is adversely affecting minimum standards of Sector Policing deployments.
5. This office appeals to you for assistance.

.....SR. SUPT
STATION COMMANDER : HARARE
G. P. NEL

SUID-AFRIKAANSE POLISIEDIENS



SOUTH AFRICAN POLICE SERVICE

AMAPOLISA OMZANTSI AFRICA

Private Bag / Privaatsak X1

Verw/Ref	4/3/2/3/155
Navrae/Enq	Col. PL Bergh
Telno	(021) 363-9030
Faks/Fax	(021) 363-0396

THE STATION COMMANDER
SOUTH AFRICAN POLICE SERVICE
STEVE BIKO ROAD
HARARE
7784

2010.10.06

A. The Provincial Commissioner
South African Police Service
Western Cape
CAPE TOWN
8000

{ Maj-Genl. Burger }

B. The Cluster Commander
Khayelitsha SAPS
Bonga Drive
KHAYELITSHA
7784

C APACITATING THE DETECTIVE SERVICE AT IDENTIFIED STATIONS:
WESTERN CAPE
YOUR 4/3/2/3/155 DATED 2010.10.05

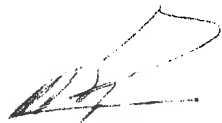
- A.1 The circular with same reference compiled by Lt Col Van Rooyen dated 2010.10.01 has bearing.
2. With regard to the instruction as per par.2 of the document received, namely to identify two (2) Vispol members to be relocated to the Detective Service, the following remarks are provided:
- 2.1 This office under the signature of the Cluster Commander, Major General Goss, compiled a circular with reference 3/1/8 dated 2010.09.29 on the **Enhancement of Human Resource Capacity within the policing environment at Harare SAPS** which was faxed to the office of Major General Burger on 29 September 2010. A copy of the circular is attached for your convenience.
- 2.2 Please note that the circular with reference 3/1/8 mentioned in par. 2.1 above, clearly identified the enormous shortage within the Vispol environment. A total number of **71** members short.
- 2.3 Subsequent to that an e-mail was received from the Office of the Provincial Head: Detective Service, on the redeployment of a member from Harare Detective Services to the Trio Crimes Intervention team.
- 2.4 This office, is still in discussion with the relevant role players on the procedure regarding the redeployment of the member. A copy of the e-mail forwarded to the Provincial Head: Detective Service as well as the office of Major General Burger is attached for your convenience.

3. Emanating from the above-mentioned information (par.2) this office is not in a position to identify any possible candidates to the Detective Service prior to the substantive capacitating of the Vispol environment.
4. Your understanding and assistance is appreciated.

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287

B.1. For your information.

Kind Regards



.....COLONEL
ACTING STATION COMMANDER: HARARE SAPS
PL BERGH

36

growing against an enormous tempo in the Enkanini, Endlovini, Monwabisi suburbs. Furthermore it must be mentioned that the Harare SAPS is also been subdivided into two separate police stations namely Harare and Makhaza, and that the new Makhaza Police Station is already in the planning phase on the Capital Works. This is resulting in the argument and fact that the Harare SAPS is now addressing the population of two independent stations without sufficient resources.

Various previous attempts to eradicate the shortages were unfortunately not successful, as can be seen through the following circulars :

- * Circular with reference 3/1/8 dated 2009-11-27 with the title "NEEDS FOR POLICE STATIONS WESTERN CAPE" that was forwarded to the provincial office for the necessary attention

2. FINDINGS

In the analysis of the existing capacities at the station and specifically the Vispol environment, the following must be mentioned:

2.1. CSC and Sector policing

Currently the Community Service Centre and four shifts perform duties with the following personnel strength:

Shift A - D : An average of 15 members per shift

Note : This is excluding the shift commander, civilians & the reservists that are deployed to supplement the personnel.

In order to address the needs of the Station the following personnel are required per function:

CSC - 1 functional member at CAS and registers
 1 functional member at the safe
 2 functional members at the community desk
 2 functional members at the cells

Subtotal : 6 functional members per shift

Sector policing - according to the Provincial Commissioner's instruction there must be two vehicles per sector with two members per vehicle. According to the set criteria Harare SAPS (Colonel station) must have a minimum of four sectors

Four sectors = eight (8) vehicles = **16 functional members per shift**

The subtotal for functional members to address the needs in the CSC per shift will be 22 functional members.

If the proposed number of personnel for the Vispol should be calculated it will mean:

22 members X four shifts = 88 functional members

Taking into account the formula utilised in the determination of personnel strengths as agreed by International Labour Organizations, an additional 19.667% should be calculated to the number of personnel determined above, to allow and absorb the effect of absence, training, etc of the work force. This will result in the following:

88 functional members x 19.667% = 105 members

The needed personnel to address the needs of the community and to adhere to the instructions provided within the CSC environment equals 105 members, allowing at least 26 members per shift.

The station is currently managing with a shortage of 45 functional members in the CSC and Sector Policing

2.2. Crime Prevention Unit

Currently the Crime Prevention Unit of Harare SAPS consist of six [6] functional members, excluding the officer and the reservist that supplement the function.

In order to ensure a sound and effective Crime Prevention Unit, that will make a difference when deployed according to our Crime Patterns and Threats, it is proposed that the CPU should consist of at least 32 members, to allow the Vispol head to deploy a minimum of 16 members per shift.

The station is currently managing with a shortage of 26 functional members in the CPU.

3. Proposed intervention

This office wish to propose that a project is initiated to enhance the need for personnel at the station and that the process is done in two phases -

- * the first phase is to relocate existing functional members from other stations in the Peninsula to address the needs required. This process can be done in the shortest possible time with no cost to the employer.
- * the second phase is to advertise posts for promotion, but it is not as effective as the above and may not alleviate the dire need experienced immediately.

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29/

It is further proposed that the Project is managed from the Provincial Office with the relevant role players involved, such as Vispol, Career Management and Human resource Development, but that the Station Commander: Harare SAPS also plays a pivotal role in the project team. This will allow weekly feedback to senior management and will also ensure the necessary intervention if any, by Management to address any concerns or problem areas.

4. General remarks

The current personnel are doing their utmost best and their performance on the Performance Chart reflect accordingly, but this office need to maintain the input delivered and there is a dire need for the upliftment of personnel strength in the station mentioned above, as it is not sustainable to attempt to achieve the set goals with the lack of personnel.


The Resource Allocation Guide reflects a granted figure of 96 members for Visible Policing, but it is including the Designated Police Officer, Social Crime and other Vispol functions. The needs at this office will only be addressed later.

It must also be borne in mind that there is always a personnel turnover, which includes transfers, promotions, retirements as well as the loss of personnel to other units and stations such as the newly developed Tactical Response Team, and although such entities deliver a service to the cluster they cannot be deployed to address the needs of only one station and can therefore not be counted as part of the existing personnel strength as they are controlled/ deployed from provincial level.

Somerset West and Sir lowry's past police stations are in a similar position and also need urgent attention to additional personnel to address our core functions.

This office is aware of the dire needs of many police stations throughout the Western Cape, but humbly request that Provincial Management evaluate this report and peruse the different options available to alleviate the current burden experienced.

Kind regards


MAJOR GENERAL
CLUSTER COMMANDER: KHAYELITSHA CLUSTER
AG GOSS



Privaatsak/Private Bag
Posbus/Post Office Box

REF:	6/3/1
Navrae	Capt Lourens
Enquiries	PPO Adriaanse
Telefoon	
Telephone	(021) 363-9030
Faksnommer	
Fax number	(021) 363-0396

COMMANDER

THE OFFICE OF THE STATION

SA POLICE SERVICE
HARARE
KHAYELITSHA
7784

2010-02-22

THE CLUSTER COMMANDER
KHAYELITSHA CLUSTER
KHAYELITSHA
7784

N
EEDS ANALYSIS: HARARE SAPS : 2010

1. With reference to the recent promotions ref. 2-2009/10 this office wish to inform you of the following sub-components will be losing staff as a result of the promotions.
 - 1.1 Detective Service
 - 1 x Data Typist
 - No. 534994-0 SAC LC Magalis is promoted to a position at the Western Cape Provincial Biology in post number 2887.
 - 1.2 SAP 13 Component
 - 1 x Administrative Clerk Gr 1
 - No.13391496 AC NL Nkombi is promoted to a position at Guguletu SAPS in post number 2025.
 - 1.3 Supply Chain Management
 - 1 x Provisioning Administrative Clerk
 - No. 70106916 AC TS Koli is promoted to a position at Maitland Flying Squad in post number 1988.
 - 1.4 Telcom Operator
 - 1 x Telcom Operator
 - No. 71181474 Telcom Operator is promoted to a position at Elsies River SAPS in post number 1999.

- 370
293
2. In my capacity as Station Commander of Harare SAPS, I wish to express my concern regarding my station strength.
- 2.1 I manage a station with a capacity of 170 personnel to serve a policing precinct of 25km², of which my personnel are deployed as follow:-
- | | | | |
|-------|-------------------|---|--|
| 2.1.1 | Vispol | ☞ | 93 members (Including myself and 1 Social Worker) |
| 2.1.2 | Detective Service | ☞ | 41 members |
| 2.1.3 | Support personnel | ☞ | 26 members |
| 2.1.4 | Students | ☞ | 10 members |
- 2.2 It is in my opinion not justifiable that my personnel are being taken away to capacitate other stations without being replaced, I don't deny my personnel the privilege of promotion, but I have to take in consideration that my core responsibility is to police Harare.
- 2.3 Even though the members promoted, are Public Service Act members, they are rendering a support service to the Police Act which is of vital importance in combatting crime.
- 2.4 Taking away these members will not only affect my station strength, but also my Service Delivery.
- 2.5 I herewith appeal to assist me in replacing these members or keeping them at my station with their promotional ranks.
3. This office awaits your favourable response.

.....SNR SUPT
THE STATION COMMANDER: HARARE SAPS
GP NEL



371
SAP 21
29x

Privaatsak/Private Bag
Posbus/Post Office Box

REF:	6/3/1
Navrae	Capt Lourens
Enquiries	PPO Adriaanse
Telefoon	
Telephone	(021) 363-9030
Faksnommer	
Fax number	(021) 363-0396

COMMANDER

THE OFFICE OF THE STATION

SA POLICE SERVICE

HARARE

KHAYELITSHA

7784

2010-03-08

- A. THE CLUSTER COMMANDER
KHAYELITSHA CLUSTER
KHAYELITSHA
7784
ATTENTION: ASS. COMM. GOSS
- B. THE PROVINCIAL COMMISSIONER
PLACEMENT AND RECORDS
WESTERN CAPE
CAPE TOWN
PRIVATE BAG 9004
8000
ATTENTION: SNR SUPT DALTON

N
EEDS ANALYSIS: HARARE SAPS : 2010

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372

1.4 **Telcom Operator**
1 x Telcom Operator

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2.1.2	Detective Service	☞	41 members
2.1.3	Support personnel	☞	26 members
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2.4 Taking away these members will not only affect my station strength, but also my Service Delivery.

2.5 As a result of the above as well as the restructuring of personnel, I had to compensate by doing damage control at my station in order to serve the community. By this I am currently using employees out of their boundaries as follow:-

PERSAL	RANK	SURNAME & INITIAL	OCCUPATIONAL CLASS	CURRENTLY DEPLOYED
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20352794	DATA TYPIST	MAPAQA FA	DATA TYPIST VISPOL	SCM Clerk - Loss Management
70299986	CONST	BOOYSEN M	FUNCTIONAL PERSONNEL	SCM - Vehicle fleet
			FUNCTIONAL	

06346642	INSP	APRIL	N	PERSONNEL	PDP'S
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PERSAL	RANK	SURNAME & INITIAL	OCCUPATIONAL CLASS	CURRENTLY DEPLOYED
70794006	DATA TYPIST	PITSHA QB	DATA TYPIST CID	ADMIN CLERK - REGISTRATION DEPT
9191844	SGT	MAJIYEZI SN	FUNCTIONAL PERSONNEL	PDP'S (Disabled. Only use of 1 hand)
20599153	INSP	NCIWENI W	FUNCTIONAL PERSONNEL	SAP 13 - Commander
06070345	CAPT	BERENDSE SM	FUNCTIONAL PERSONNEL	REPLACED CAPT F MOSHI WHO WAS PLACED GORDONS BAY SC BY PC
70101329	CONST	EFTHA SC	FUNCTIONAL PERSONNEL	TRANSFERED BY PC TO DOG UNIT
70297151	CONST	MELLET CJ	MIO	VISPOL
7011928	CONST	HARTNICK BJ	FUNCTIONAL PERSONNEL	TRANSFERED BY PC TO RADIO CONTROL

2.6 Taking in consideration the members who passed on during 2009, left vacant posts at the CID as well as VISPOL. I had to capacitate the CID and took 5 members from the VISPOL component to the CID component.

PERSAL	RANK	SURNAME & INITIAL	ALTERNATIVE PLACEMENT DUE TO CAPACITATION OF CID		POST VACANT
			FROM	TO	
70300372	CONST	FORTUIN EY	SAP 13	CID	SAP 13
70333254	CONST	STANLEY J	VISPOL	CID	VISPOL
70610916	CONST	PRINCE	DPO	CID	DPO

		MM			
70606633	CONST	HOFFMAN DJD	VISPOL	CID	VISPOL
70026980	CONST	FILTANE XE	VISPOL	CID	VISPOL

- 2.6.1 Two of the employees who passed away during 2009 was due to suicide. It to date unknown as to why these members first killed their wives and then themselves. In my ignorance I am tempted to wonder if it is not possible that the heavy workload had sum influence on the members suicide.
- 2.7 I herewith appeal to assist me in replacing these members or keeping them at my station with their promotional ranks, as my station precinct is growing bigger and my station strength is declining.
- 2.8 I humbly appeal to you to consider my request as a matter of utmost urgency as I have to police a station precinct of 25km² and a population total of approximately 632400 people. My concern is that personnel is close to burn out stage and keeping them motivated is becoming humanly impossible.
3. This office awaits your favourable response.

.....SNR SUPT
THE STATION COMMANDER: HARARE SAPS
GP NEL

CRITICAL NEEDS POST PROMOTIONS 2009/ 2010
HARARE SAPS

PERSONAL	INITIAL & SURNAME	RANK/ POST CLASS		COMPONENT	REASON FOR POST BEING VACANT						
		PUBLIC SERVICE ACT	POLICE SERVICE ACT		PROMOTED TO	DISCIPLINE	RESTRUCTURING	DEATHS	TRANSFERRED	RETIREMENT	RESIGNATION
70303029	AW Nomdoe		Const.			dismissed pending appeal					
70300011	JN Maponya		Const.			dismissed pending appeal					
0618087-6.	ME Gaba		Sgt							ill-health	
9109218	Nobadla		Sgt							early retirement	
0489067-1	MDONGA		SUPT				from station				
0409794-7	REITZ		SUPT				from station				
0616377-7	RIKHOTSO		SUPT				from station				
0460403-0	BAKANA		SUPT				from station				
0613755-5	ADAMS		CAPT				from station				
0174354-6	JANSEN		CAPT				from station				

**CRITICAL NEEDS POST PROMOTIONS 2009/ 2010
HARARE SAPS**

PERSAL	INITIAL & SURNAME	RANK/ POST CLASS		COMPONENT	REASON FOR POST BEING VACANT					
		PUBLIC SERVICE ACT	POLICE SERVICE ACT		PROMOTED TO	DISCIPLINE	RESTRUCTURING	DEATHS	TRANSFERRED	RESIGNATION
7030224-3	TP Thokolo		Const	VISPOL				December 2008		
7012240	CP Jansen		Const	FTO				January 2009		
7056156-7	L Mdeuka		D/Const	CID				2009.04.22		
0532650-8	RR Markus		D/Const	CID				2009.06.27		
70301221-2	S Mahlangu		Const	VISPOL		May 2009 10 yrs imprisonment				
09187561	LA Maholwana		Const	VISPOL		dismissed				
70299552	NE Madzhe		Const	VISPOL		dismissed				
543072-1	RC Jansen	Groundsman				dismissed				
05340489	MR Ellis		Const.	VISPOL		dismissed pending appeal				

0545190-6	STEMELA	CAPT						from station				
2093746-6	TWAIISA	CAPT						from station				
0608864-3	TAYLOR	CAPT						from station				

**CRITICAL NEEDS POST PROMOTIONS 2009/ 2010
HARARE SAPS**

PERSAL	INITIAL & SURNAME	RANK/ POST CLASS		COMPONENT								
		PUBLIC SERVIC E ACT	POLICE SERVICE ACT		PROMOTED	DISCIPLINE	RESTRUCTURING	DEATHS	TRANSFERRED	RETIREMENT	RESIGNATION	
0844670	MM KLAAS		CAPT	CID			to station					
6379249	HS ONTONG		CAPT	SUPPORT HEAD							2009	
70291136	S SOKUDELA	SAC		FINANCE							INTER DEPARTAMENTA L TRANSFER	
70128049	V FORBES		CONST	CID							2009	
00631617	BA CELE		INSP	VISPOL	2009 from station							
04779983	NV FEMELE		INSP	VISPOL	2009 from station							
4922972	NW NCAPAYI		INSP	CID	2009 from station							

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CRITICAL NEEDS POST PROMOTIONS 2009/ 2010

HARARE SAPS

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CRITICAL NEEDS POST PROMOTIONS 2009/ 2010

HARARE SAPS

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CRITICAL NEEDS POST PROMOTIONS 2009/ 2010

HARARE SAPS

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CRITICAL NEEDS POST PROMOTIONS 2009/ 2010

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[illegible]

CRITICAL NEEDS POST PROMOTIONS 2009/ 2010

HARARE SAPS

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SUID-AFRIKAANSE POLISIEDIENS



AMAPOLISA OMZANTSI AFRICA

SOUTH AFRICAN POLICE SERVICE

384
SAP 21
207

Privaatsak/Private Bag
Posbus/Post Office Box

REF:	6/3/1
Navrae	Capt Lourens
Enquiries	PPO Adriaanse
Telefoon	
Telephone	(021) 363-9030
Faksnommer	
Fax number	(021) 363-0396

COMMANDER

THE OFFICE OF THE STATION

SA POLICE SERVICE

HARARE

KHAYELITSHA

7784

2010-05-11

- A. THE PROVINCIAL COMMISSIONER ATTENTION: BRIGADIER MAKHURA
WC: STOCK THEFT & VISS CO-ORDINATOR
WESTERN CAPE
CAPE TOWN
PRIVATE BAG 9004
8000
- B. THE PROVINCIAL COMMISSIONER ATTENTION: LIEUTENANT COLONEL DALTON
PLACEMENT AND RECORDS
WESTERN CAPE
CAPE TOWN
PRIVATE BAG 9004
8000
- C. THE CLUSTER COMMANDER ATTENTION: LIEUTENANT GENERAL GOSS
KHAYELITSHA CLUSTER
KHAYELITSHA
7784

NEEDS ANALYSIS: HARARE SAPS : MAY 2010
YOUR E-MAIL DATED 11th MAY 2010

1. With reference to your e-mail this office wish to inform you of the undermentioned problems pertaining to human resources currently experienced at Harare SAPS, which have police a policing precinct of 25km² with a personnel capacity of 158 (Students not included) deployed as follow:-
- | | | | |
|-------|-------------------|---|--|
| 1.1.1 | Vispol | ☞ | 92 members (Including myself and 1 Social Worker) |
| 1.1.2 | Detective Service | ☞ | 41 members |
| 1.1.3 | Support personnel | ☞ | 25 members |
| 1.1.4 | Students | ☞ | 15 members |

2. The following needs has been identified and the following posts are vacant:-

2.1 **VISPOL**

4 x Data Typists to register case dockets on CAS

8 x Sgt posts to place a Senior member and junior member per van

8 x Constables due to members being taken away for TRT duties and Fifa duties

2 x Administrative Clerks at the SAP 13

2.2 **DETECTIVE SERVICES**

4 x Data Typists to do CAS Administration for the 4 various groups to improve Data Integrity

2.3 **SUPPORT SERVICES**

1 x Captain for Fleet Management

1 x Captain for SCM

1 x Captain for Asset Management

2 x Administrative Clerks at SCM

1 x Administrative Clerk at Registration

1 x Administrative Clerk at HRM

3. As a result of the station being under strength, this office had to had to compensate by doing damage control at my station in order to serve the community. By this I am currently using employees out of their boundaries as follow:-

PERSAL	RANK	SURNAME & INITIAL	OCCUPATIONAL CLASS	CURRENTLY DEPLOYED
20352794	DATA TYPIST	MAPAQA FA	DATA TYPIST VISPOL	SCM CLERK - LOSS MANAGEMENT
70299986	CONST	BOOYSEN M	FUNCTIONAL PERSONNEL	SCM - VEHICLE FLEET
6346642	INSP	APRIL N	FUNCTIONAL PERSONNEL	PDP'S
70794006	DATA TYPIST	PITSHA QB	DATA TYPIST CID	ADMIN CLERK - REGISTRATION DEPT
9191844	SGT	MAJIYEZI SN	FUNCTIONAL PERSONNEL	PDP'S (Disabled. Only use of 1 hand)
20599153	INSP	NCIWENI W	FUNCTIONAL PERSONNEL	SAP 13 - COMMANDER
6070345	CAPT	BERENDSE SM	FUNCTIONAL PERSONNEL	REPLACED CAPT F MOSHI WHO WAS PLACED GORDONS BAY SC BY PC
70101329	CONST	EFTHA SC	FUNCTIONAL PERSONNEL	TRANSFERED BY PC TO DOG UNIT
70297151	CONST	MELLET CJ	MIO	VISPOL
7011928	CONST	HARTNICK BJ	FUNCTIONAL PERSONNEL	TRANSFERED BY PC TO RADIO CONTROL
7092847-9	CONST	DLANGWANE S	FUNCTIONAL PERSONNEL	TRANSFERED BY PC TO RADIO

				CONTROL
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4. The Station lost the following personnel which is not replaced:-

4.1 RECENT PROMOTIONS ref. 2-2009/10 FROM THE STATION:-

PERSAL	RANK	SURNAME & INITIAL	OCCUPATIONAL CLASS	CURRENTLY DEPLOYED
534994-0	SAC	Magalis LC	Detective Service: Data Typist	Wc: Provincial Biology in post number
13391496	AC	Nkombi NL	Vispol Support: SAP 13	Guguletu SAPS in post number 2025
70106916	AC	Koli TS	Support: SCM	Maitland Flying Squad in post number 1988.
71181474	T/O	Ngcebetsha N.M	Vispol Support: CSC	Elsies River SAPS in post number 1999
70309973	AC	Ntaka PW	Support: SCM	Harare Vispol: Telcom Operator

4.2 PROMOTIONS FROM THE STATION IN 2009

PERSAL	RANK	SURNAME & INITIAL	OCCUPATIONAL CLASS	CURRENTLY DEPLOYED
0063161-7	INSP	CELE BA	VISPOL	BELLVILLE STATION
0477998-3	INSP	FEMELE NV	VISPOL	BELLVILLE STATION
0492297-2	INSP	NCAPAYI NW	VISPOL	FCS
0638748-9	INSP	PADAYACHEE K	VISPOL	STELLENBOSCH STATION
0477893-6	SGT	WILLIAMS DH	VISPOL	MITCHELLS PLAIN
1938667-2	CST	MHLUNGU TK	VISPOL	LAB

4.3 DEATHS:- 4

4.3.1 During December 2008' 7030224-3 Const. TP Thokolo was shot and killed during the execution of his duties.

4.3.2 During January 2009, 7012240 Const CPJansen passed away.

4.3.3 On 2009.04.22, 7056156-7 D/Const L Mdeuka committed suicide.

4.3.4 On 2009.06.27, 0532650-8 D/Const RR Markus committed suicide.

4.4 DISCIPLINE: 7

4.4.1 During May 2009, 70301221-2 Const S Mahlangu was sentenced to 10 yrs imprisonment due to a Murder he committed in 2007.

4.4.2 No. 09187561 Const. LA Maholwana was recently dismissed during a Disciplinary hearing.

4.4.3 No. 70299552 Const. NE Madzhie was dismissed during a Disciplinary hearing

4.4.4 No.0543072-1 Groundsman RC Jansen was dismissed at a Disciplinary hearing.

4.4.5 No. 05340489 Const. MR Ellis, 70303029 Const. AW Nomdoe, and 70300011 Const. JN Maponya dismiss on disciplinary hearing pending appeal on charges of Extortion and Corruption - Harare CAS

854/10/2007.

4.5 RETIREMENT: 2

4.5.1 During 2008, 0618087-6 Sgt. ME Gaba retired from the SAPS on Ill Health on the age of 54.
Early retirement Sgt Nobadla

4.6 RESIGNATION 4

4.6.1 Capt Ontong Administration officer

4.6.2 SAC Sokudela Finance office

4.6.3 Cst Forbes CID

4.6.4 AC Dundu HRM

5. In my capacity as Station Commander of Harare SAPS, I wish to express my concern regarding my station strength.

5.1 It is in my opinion not justifiable that my personnel are being taken away to capacitate other stations without being replaced, I don't deny my personnel the privilege of promotion, but I have to take in consideration that my core responsibility is to police Harare.

5.2 Even though the members promoted, are Public Service Act members, they are rendering a support service to the Police Act which is of vital importance in combatting crime.

5.3 Taking away these members will not only affect my station strength, but also my Service Delivery.

5.4 Two of the employees who passed away during 2009 was due to suicide. It is to date unknown as to why these members first killed their wives and then themselves. In my ignorance I am tempted to wonder if it is not possible that the heavy workload had sum influence on the members suicide.

5.5 I humbly appeal to you to consider my request as a matter of utmost urgency as I have to police a station precinct of 25km² and a population total of approximately 632400 people. My concern is that personnel is close to burn out stage and keeping them motivated is becoming humanly impossible.

5.6 This office awaits your favourable response.

.....LT COL
THE STATION COMMANDER: HARARE SAPS
GP NEL

CRITICAL NEEDS POST PROMOTIONS 2009/ 2010
HARARE SAPS

PERSONAL	INITIAL & SURNAME	RANK/ POST CLASS		COMPONENT	REASON FOR POST BEING VACANT					
		PUBLIC SERVICE ACT	POLICE SERVICE ACT		PROMOTED TO	DISCIPLINE	RESTRUCTURING	DEATHS	TRANSFERRED	RESIGNATION
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7012240	CP Jansen		Const	FTO				January 2009		
7056156-7	L Mdeuka		D/Const	CID				2009.04.22		
0532650-8	RR Markus		D/Const	CID				2009.06.27		
70301221-2	S Mahlangu		Const	VISPOL		May 2009 10 yrs imprisonment				
9187561	LA Maholwana		Const	VISPOL		dismissed				
70299552	NE Madzhe		Const	VISPOL		dismissed				
543072-1	RC Jansen	Groundsman				dismissed				
5340489	MR Ellis		Const.	VISPOL		dismissed pending appeal				

CRITICAL NEEDS POST PROMOTIONS 2009/ 2010
HARARE SAPS

PERSONAL	INITIAL & SURNAME	RANK/ POST CLASS		COMPONENT	REASON FOR POST BEING VACANT						
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0618087-6.	ME Gaba		Sgt							ill-health	
9109218	Nobadla		Sgt							early retirement	
0489067-1	MDONGA		SUPT				from station				
0409794-7	REITZ		SUPT				from station				
0616377-7	RIKHOTSO		SUPT				from station				
0460403-0	BAKANA		SUPT				from station				
0613755-5	ADAMS		CAPT				from station				

0174354-6	JANSEN	CAPT						from station				
0545190-6	STEMELA	CAPT						from station				
2093746-6	TWAIISA	CAPT						from station				
0608864-3	TAYLOR	CAPT						from station				

CRITICAL NEEDS POST PROMOTIONS 2009/ 2010

HARARE SAPS

PERSONAL	INITIAL & SURNAME	RANK/ POST CLASS		COMPONENT	ACTION							
		PUBLIC SERVICE ACT	POLICE SERVICE ACT		PROMOTED	DISCIPLINE	RESTRUCTURING	DEATHS	TRANSFERRED	RETIREMENT	RESIGNATION	
844670	MM KLAAS		CAPT	CID			to station					
6379249	HS ONTONG		CAPT	SUPPORT HEAD							2009	
70291136	S SOKUDELA	SAC		FINANCE							INTER DEPARTMENTAL TRANSFER	
70128049	V FORBES		CONST	CID							2009	
631617	BA CELE		INSP	VISPOL	2009 from station							
4779983	NV FEMELE		INSP	VISPOL	2009 from station							

4922972	NW NCAPAYI	INSP	CID	2009 from station						
6387489	K PADAYACHEE	INSP	VISPOL	2009 from station						
4888936	DH WILLIAMS	SGT	VISPOL	2009 from station						
19386672	TK MHLUNGU	CONST	VISPOL	2009 from station						

CRITICAL NEEDS POST PROMOTIONS 2009/ 2010

HARARE SAPS

PERSONAL	INITIAL & SURNAME	RANK/ POST CLASS		COMPONENT	REASON FOR POST BEING VACANT							
		PUBLIC SERVICE ACT	POLICE SERVICE ACT		PROMOTED TO	DISCIPLINE	RESTRUCTURING	DEATHS	TRANSFERRED	RETIREMENT	RESIGNATION	
4571631	PETERSEN		INSP	CID	2009 to station							
70307407	MOMPLE	SAC		FLEET MANAGER	2009 to station							
70339066	MASETI	CLEANER		CLEANER	2009 to station							
9216103	NYANGINTSI MBI		INSP	VISPOL	2009 to station							
20599153	NCIWENI		INSP	SAP 13	2009 to station							
70321957	FICKS	SAC		ADMINISTRA	2010 to station							

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CRITICAL NEEDS POST PROMOTIONS 2009/ 2010

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