

27 June 2014

“Be in uniform, arrive on time and do quality work”

By Estelle Coetzee

These were the words of acting National Commissioner Zach Modise when he addressed head office staff on Thursday, 26 June.

Mr Modise did not mince his words when he outlined his expectations from the department’s staff, especially those based in head office.

He touched on a number of issues such as outstanding labour issues that he wishes to see resolved, the negative effects of arriving late at work and leaving early, prejudice and preferential treatment in staff appointments and gossiping among colleagues. He made it a point to be understood on the importance of proper personal conduct, taking pride in one’s work, being proud of the department and wearing the uniform with pride.

Drawing eager applause from female officials, Mr Modise acknowledged that the current uniform is not suitable for women and that CDC Human Resources, Mr Mokoena must address this challenge, together with providing the sizes of uniform that have not been available for quite some time.

Mr Modise gave staff insight into his own career in the department and the colleagues who advised and moulded him over the years. Having started in the department in 1979 at Boshoff near Kimberley after a brief stint as a miner, he worked his way up to where he is today. He took his lessons from older colleagues about why it was important to iron one’s uniform and polish one’s own shoes for it moulded a disciplined and

capable official whose conduct should be impeccable.

“Managers must manage by directing and assisting officials to carry out their work and not be a stumbling block in service delivery,” he said. Addressing productivity and under-performance, Mr Modise said officials should ask themselves at the end of each work day whether they earned the salary they receive every month.



Officials observe a moment of silence to honour those who died while serving the department.

He spoke about employee wellness by saying that head office officials should reserve Wednesday afternoons to participate in the different sporting codes at Kgoši Mampuru II Management Area.



Senior managers lend their ears to the acting National Commissioner Zach Modise.

Mr Modise committed himself to working with the labour unions to solve the deadlock over the implementation of the second phase of the Occupation Specific Dispensation (OSD) that negatively affect the salaries of certain professional classes. Whilst admitting that some of the outstanding labour disputes were complicated, he also hoped to find sustainable solutions for the number of problems arising from the shift patterns in correctional centres.

Acting National Commissioner Zach Modise telling officials to go back to the basics of discipline, commitment and dedication.