



Autumn | 2023

ISSN 2312-4393

Innovative
officials
recognised
at **CPSI**
AWARDS

Clear
roadmap
towards
capable
and self-
sustainable
Department

**MINISTER
LAMOLA**
appreciates
efforts of
**Correctional
Officials**

**DCS matric
class of 2022
triumph
against all
odds**

PLUS!

Development • Integrity • Excellence • Accountability



Contents

Autumn 2023

20



32



34



Management

- 04 Minister Lamola appreciates efforts of Correctional Officials
- 06 DCS matric class of 2022 triumph against all odds
- 10 DCS apex leaders outline clear roadmap towards building capable and self-sustainable Department
- 12 Deputy Minister Holomisa launches Life Skills Programme for Remand Detainees
- 36 COVID-19 Vaccination Programme

Know your DCS

- 08 DCS releases inaugural Annual Report on Self-Sufficiency and Sustainability Strategic Framework
- 14 Correctional Services achieves unqualified audit for the second year running
- 15 Compliance with DCS Code of Conduct is non-negotiable for both officials and inmates
- 16 Plans afoot to increase access to primary health care for inmates through establishment of Pharmacies in all DCS management areas
- 26 Innovative correctional officials recognized at prestigious CPSI Awards
- 28 DCS Service Delivery Charter – a pledge to deliver the best correctional services for a safer South Africa
- 31 DCS pays tribute to fallen men and women in brown

Rehabilitation

- 18 Minister Lamola launches Art Gallery
- 20 Parolee runs thriving farming business through skills acquired at Polokwane Correctional Centre
- 22 Offenders benefit from IT training programme
- 24 From imprisonment to sought-after actress and successful entrepreneur
- 25 Ex-offender turned lecturer sings new song of rehabilitation
- 27 Correctional Services partners with MultiChoice to deliver multipurpose sports facility

Profiles

- 30 Corrections is a divine calling, says Nhlengethwa from Glencoe
- 32 Phandle opens the eyes of the sighted to the world of the blind
- 34 DCS crown jewel leads Banyana Banyana to continental glory



correctional services

Department:
Correctional Services
REPUBLIC OF SOUTH AFRICA



EDITORIAL

REVEALING OUR TRUE CHARACTER

As correctional officials, we need, at this time more than any other, to reveal our true character. We need to work together and leave no-one behind.

Corrections@WORK is the national staff magazine of the Department of Correctional Services (DCS), Republic of South Africa

PATRON: National Commissioner. Makgothi Samuel Thobakgale

EDITORIAL TEAM

EDITOR IN CHIEF: Deputy Commissioner Communications, Logan Maistry

MANAGING EDITOR: Sechaba Mphahlele

SUB-EDITORS: Tiyani Sambo

WRITERS: Samantha Ramsewaki, Tiyani Sambo, Andiswa Kekana, Tlou Matjekana, Lindokuhle Shabalala, Sachiel Nemafohoni, Stephina Khunwane, Poelano Lebea, Patrick Thobejane, Tshifhiwa Magadani, Refiloe Tau

LAYOUT EDITOR: Nathan van den Bergh

Published by the Department of Correctional Services, Private Bag X136, Pretoria 0001.

Repro and printing facilitated by the Government Printers, Pretoria.

The opinions expressed in *Corrections@WORK* are those of the authors and do not necessarily represent those of the editor or the Department of Correctional Services. The editor reserves the right to alter any contribution or not to publish it.

Letters can be e-mailed to:

tiyani.sambo@dcs.gov.za

The editor reserves the right to shorten or reject letters.

Copyright is reserved on all material in this publication. Permission has to be sought in writing.

That means making the most of the opportunities that come our way, and harnessing the power of change for the better, as we continue to build a new Correctional Services where all officials are safe, motivated, appreciated and the Department is the employer of choice.

In this edition of Corrections@WORK, our Minister of Justice and Correctional Services, Mr Ronald Ozy Lamola, says correctional officials have shown commitment and dedication to the cause of creating a better and safer South Africa. "Efforts of women and men in brown uniform often go unnoticed, but Deputy Minister Holomisa and I are proud that we are surrounded by such hard-working officials who are focused on the task at hand. We boast of officials who have held the fort and deserve special mention as they have kept the Department going even under very difficult circumstances".

We help you on your way by outlining a clear roadmap towards building a capable and self-sustainable Department, arising from the Department of Correctional Services (DCS) annual strategic planning session in December.

Then we shine a light on DCS' unqualified audit for the second year, with functional governance and financial controls as the bedrock of a high performing organisation that is resilient and able to adapt to constantly evolving workplace dynamics.

We offer inspiration with a story about our innovative correctional officials recognised at the prestig-

ious Centre for Public Service Innovation (CPSI) awards. As the CPSI celebrates its 20th anniversary this year, DCS has become a regular feature at the Public Sector Innovation Conference and Awards, presenting papers, receiving accolades, and building the Department's reputation through stalwart appearances in their official uniform. Over the years, DCS has launched a number of innovations, from queue management systems that reduce visitor waiting times, to engagement initiatives that improve community relations. While every innovation has made a difference within the Department, several of these projects have also been recognised at the Public Sector Innovation Awards. As DCS continues to work with the CPSI to build, strengthen and document their own innovation strategy in Correctional Services, our National Commissioner, Mr Makgothi Samuel Thobakgale, recently also applauded regional Management Committees (RMCs) for fostering innovation towards finding solutions to challenges facing the Department.

And we get up close with Emma Hendricks, stationed at Upington, who was part of the history-making Banyana Banyana team that annexed the continental crown at the 2022 Women Africa Cup of Nations (WAFCON) in Morocco.

All this and more in this edition of your Corrections@WORK magazine. Enjoy, and may you seize the moment!

Happy reading,

Logan Maistry
Editor in Chief



Minister Lamola appreciates efforts of Correctional Officials

Minister Ronald Lamola says the Department must prioritise its own workers as they are dedicated and have shown resilience even at the height of the COVID-19 pandemic.

Minister of Justice and Correctional Services, Ronald Lamola, says he is encouraged by the progress that the Department of Correctional Services (DCS) has made this financial year in implementing priorities that he announced and tabled during the policy and budget speech before parliament.

Minister Lamola cites the implementation of the strategic framework on Self-Sufficiency and Sustainability (SSSF) as one of the successes in the Department. “When we were appointed to this portfolio with Deputy Minister Holomisa, we impressed upon the Department that the era of inmates sitting

idle in their cells throughout their period of incarceration was over. We made it clear that inmates must produce their own food, contribute towards community empowerment initiatives such as renovating public infrastructure, building facilities for communities, refurbishing furniture for schools, increasing production at our workshops and cleaning public infrastructure among other activi-

ties,” says Minister Lamola.

He says he was happy to see that communities have benefited from offender labour. “We have witnessed learners from disadvantaged areas in Gauteng, Western Cape, Mpumalanga, Northern Cape and Eastern Cape, benefiting sporting fields which were developed through offender labour and this will contribute towards creating safer communities in line with our mandate, and also nurture sporting talents of young people.

“Sport plays an important role in developing young people, as it instils discipline, builds confidence, and creates exciting opportunities for those with talent. Therefore, the fact that Correctional Services has enabled so many young people to participate in sport is something worth recognising and must be applauded,” says Minister Lamola.

He went on to add that inmates have also contributed to the fight against poverty by establishing vegetable gardens in schools across the country, an initiative that has been well received in many impoverished communities. “We are receiving requests from many schools across the country to assist them to establish vegetable gardens, which is a clear indication of the impact of this programme,” says Minister Lamola. He urged the Department to utilize its available resources to assist when called upon.

The Minister further expounds that fighting poverty needs a collaborative approach from various government departments, adding that the interventions that Correctional Services continue to make do not go unnoticed in communities.

“I have made it my responsibility to market products from our production workshops such as furniture, among my cabinet colleagues. We secured partnerships with various government departments for them to buy our furniture and, in the process, realise savings for the fiscus. We produce high quality furniture that is on par with that from private sector workshops and, therefore, government departments and entities must continue supporting us by placing more orders with us,” he says.

Through implementation of the SSSF, DCS will save R163 million this financial year - a saving that Minister Lamola says demonstrates what the Department can achieve, which is something that needs to be taken to greater heights in the Medium-Term Expenditure Framework.

“We are producing vegetables, beef, pork, and eggs at a rate which is close to meeting self-sufficiency, but we should not rest on our laurels. We should reach a level where all these items are internally produced for inmates’ rations. I am encouraged that the Department has invested in equipment and machinery to increase our production rates,” explains Minister Lamola. He adds that there should never be a correctional centre that does not produce anything.

Minister Lamola says correctional officials have shown commitment and dedication to the cause of creating a better and safer South Africa. “Efforts of women and men in brown uniform often go unnoticed, but my-

self and Deputy Minister Holomisa are proud that we are surrounded by such hard-working officials who are focused on the task at hand. We boast of officials who have held the fort and deserve special mention as they have kept the Department going even under very difficult circumstances,” adds Minister Lamola.

He says challenges that officials are faced with preoccupy his mind, hence he has instructed the National Commissioner, Makgothi Thobakgale, together with his Management, to resolve matters such as the shift pattern, promotional policy, and filling of vacant posts.

“All critical posts should be filled to ensure that we have enough capacity at our centres and I will not tolerate a situation where there are delays in filling vacancies. Human Resource Management as an engine of the Department should ensure that this is done within shortest possible time lines, and avoid delays. We cannot have vacancies which are not filled when we are faced with a high unemployment rate in the country,” says Minister Lamola.

The Minister hailed the marked improvement that the Department has shown in the past two years. “In the 2020/21 audit period, we received an unqualified audit outcome, and, under the 2021/22 period, we have done equally well as we managed to get another unqualified audit outcome. This is a clear demonstration that we can get a clean audit and we must remain focused and work on the findings raised by the Auditor-General of South Africa”.

He also reiterated the importance of adhering to supply chain prescriptions. He explained that enforcing consequence management, and eradicating irregular expenditure will be central towards getting a clean audit and ensuring accountability in the Department as government resources need to be utilised for their intended purpose.

As a passionate sportsman who is an avid cyclist and a football fanatic, Minister Lamola is proud that DCS contributed towards the success of Banyana Banyana through the efforts of correctional official Emma Hendricks who was the Head of Delegation for the Africa conquering ladies at the recently concluded 2022 Women Africa Cup of Nations.

“Efforts of women and men in brown uniform often go unnoticed, but myself and Deputy Minister Holomisa are proud that we are surrounded by such hard-working officials who are focused on the task at hand.”

- Minister Ronald Lamola

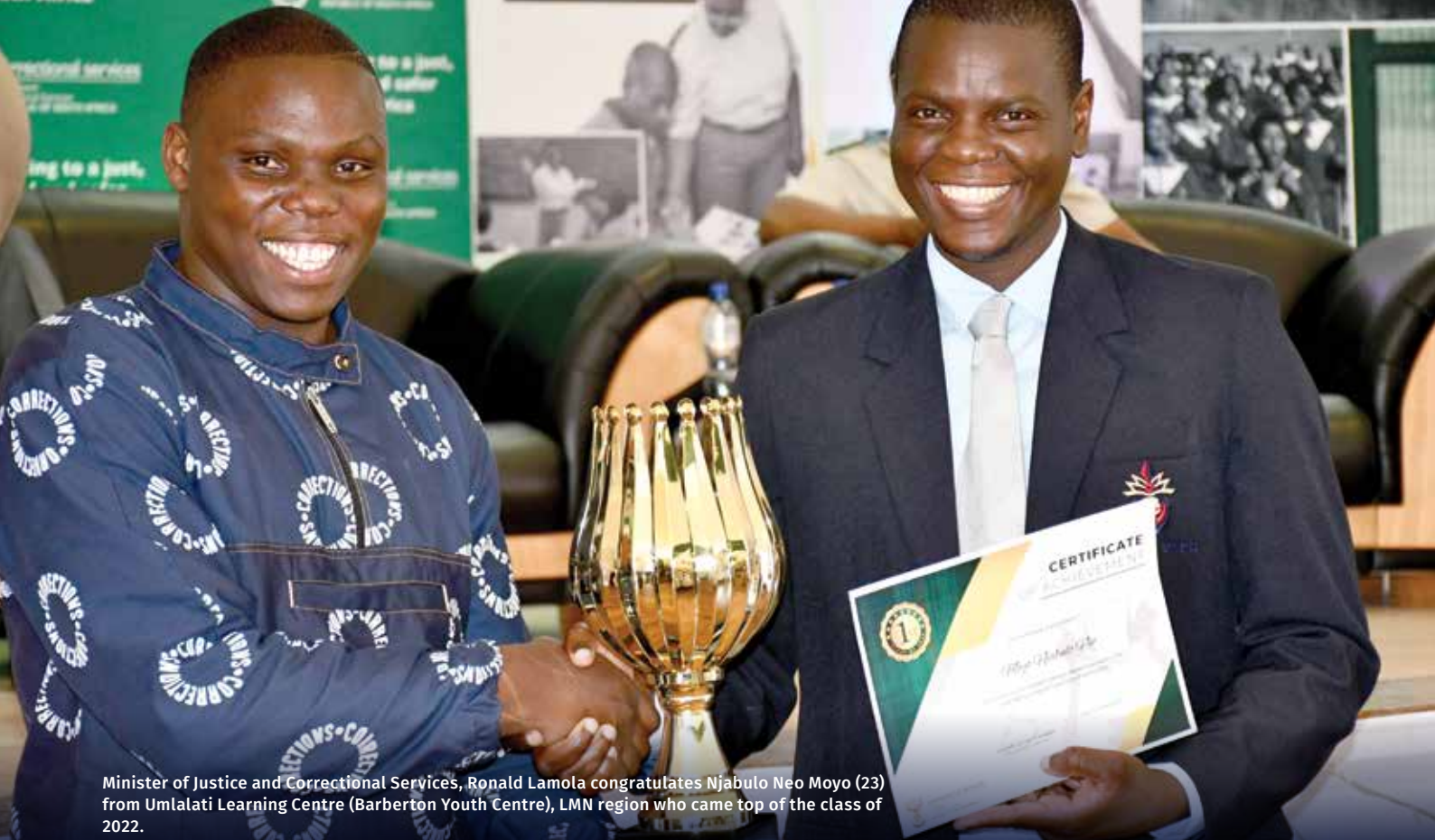
“This shows that Correctional Services has talented sportsmen and women as well as esteemed administrators who are well versed in their codes, and we shall continue to support them so they can bring more accolades to our country,” says Minister Lamola.

He further committed to have a session with sportsmen and women who rose to the occasion in various sporting codes as a way of appreciating their efforts of flying the flag of the Department high.

As a parting shot, he tells Corrections@WORK that the executive will continue to ensure that DCS is fully recognised for contributing towards a safer country.

“We are meeting with various stakeholders, local and international, to ensure that we forge strategic partnerships to take our work forward, and we remain committed to the empowering of women and young people in the Department because they bring youthful energy and innovation to our operations.

Let us continue to build a new Correctional Services where all officials are safe, motivated, appreciated and the Department becomes the employer of choice. DCS must reach new grounds and contribute in the fight against crime, inequality, gender-based violence and femicide, and all other social ills affecting our communities,” concludes Minister Lamola. ●



Minister of Justice and Correctional Services, Ronald Lamola congratulates Njabulo Neo Moyo (23) from Umlalati Learning Centre (Barberton Youth Centre), LMN region who came top of the class of 2022.

DCS matric class of 2022 triumph against all odds

By Andiswa Kekana

The Minister of Justice and Correctional Services, Ronald Lamola has congratulated the 2022 cohort of Grade 12 inmate learners for their outstanding achievement.

The Minister extolled the phenomenal feat of the class of 2022 during the Results Announcement and Awards ceremony held at St Albans Management Area, Eastern Cape Region on 23 January 2023.

The ceremony was not only meant to recognise and reward the triumphant learners who overcame great odds to achieve excellent outcomes, but was also held to acknowledge the dedication and sacrifices of the educators for the support they gave to the learners throughout the year.

Offender learners from the 17

schools of the Department of Correctional Services (DCS), two of which are part time schools, sat for their National Senior Certificate Examination of the Department of Basic Education (DBE). The DCS Matric class of 2022 obtained a 87,5% pass rate which represent a 10,5% improvement when compared to their 2021 counterparts.

Altogether, 231 learners sat for their Grade 12 exams, with a commendable 202 managing to pass. Of the 17 DCS schools, 11 achieved a 100% pass rate, with Usethubeni Youth Centre from KwaZulu-Natal Region



Minister Ronald Lamola flanked by the top three learners Njabulo Moyo (far right), Mhlengi Chiliza (far left) and Nhlakanipho Mathaba (2nd from left).

and Baviaanspoort Youth Centre from Gauteng Region achieving a 100% pass rate for the 7th consecutive year. Umlalati Learning Centre from Limpopo, Mpumalanga and North West (LMN) Region and Qalakabusha Secondary School from KwaZulu-Natal Region also achieved a 100% pass rate for the fourth year in a row. Not to be outdone, Cradock, Groenpunt (Bokamoso Secondary School) and Rustenburg (Thuto-Kitso Secondary School) Correctional Centres also achieved a 100% pass rate for the 2nd year running. Estcourt Correctional Centre (Sicebengolwazi Secondary School) and Mangaung Centre (Liberty Independent Secondary School) made history by achieving a 100% pass rate on their inaugural Grade 12



Deputy Minister of Justice and Correctional Services handing over a trophy to the Principal of Usethubeni Youth School, KwaZulu-Natal Region whose school achieved the highest pass rate with 74%.

examinations, whilst Johannesburg and St Albans Correctional Centres also achieved the special accolade of 100% pass rate for the first time since the schools were established.

Minister Lamola applauded both learners and educators on their outstanding achievements, and acknowledged the top achievers. He commended the learners who, despite pursuing their studies behind bars, managed to outperform their peers on the outside. Minister Lamola emphasised that formal education must find full expression within the offenders' Correctional Sentence Plans, adding that this will ensure that all sentenced offenders acquire formal education as part of their rehabilitation.

He said this will aid their re-integration back into society, thus enabling them to be upright citizens who unleash their full potential and skills when they are released. "Education in Correctional Centres has long-term benefits for the country. Ex- offenders with no or little education have lower prospects of finding gainful employment, hence they resort to crime as they cannot overcome the myriad of barriers they have to contend with," Minister Lamola elaborated. The Minister encouraged the learners not to bask in their glory for too long, urging them to start applying for bursaries to further their education in their chosen fields of study.

The top three learners with the highest average percentage pass rate achieved between 81-99% in all their subjects. Njabulo Neo Moyo (23) from Umlalati Learning Centre (Barberton Youth Centre), LMN region received the accolade for being the overall top achiever. Moyo envisions a brighter future for himself after incarceration and has applied at the University of South Africa (UNISA) to pursue his lifelong dream to become an educator. Mhlengi Chiliza and Nhlakanipho



National Commissioner, Makgothi Thobakgale congratulates one of the top achievers, Sthembiso Mthembu from Sicebengolwazi Secondary, Estcourt Correctional Centre.

Mathaba from Sicebengolwazi Secondary School (Estcourt Correctional Centre) and Usethubeni Youth Centre in KwaZulu-Natal Region came second and third respectively. They both testified about the positive changes in their lives owing to the education they received in DCS.

"Education in Correctional Centres has long-term benefits for the country. Ex- offenders with no or little education have lower prospects of finding gainful employment, hence they resort to crime as they cannot overcome the myriad of barriers they have to contend with."

- Minister Lamola

The Chairperson of the Eastern Cape House of Traditional Leaders and Khoisan, Nkosi Mpumalanga Gwadiso graced the auspicious occasion and expressed that the institution of traditional leadership believes that restorative justice and providing educational support to offenders is part of a broader concept of showing them that they can do better post their incarceration.

The Deputy Minister of Justice and Correctional Services, Nkosi Phathekile Holomisa applauded every offender who took the bold step of studying towards their matric certificate and for shaking off the impact of the COVID-19 pandemic to produce the highest percentage pass rate since 2014. Deputy Minister Holomisa explained that education is at the centre of the department's rehabilitation efforts. "It is in the best interest of all of us as a society to ensure that the rehabilitation efforts of DCS result in successful re-integration of offenders," concluded Deputy Minister Holomisa. ●

Watch video



Turn on camera



Frame the QR



Click pop-up

DCS releases inaugural Annual Report on **SELF-SUFFICIENCY AND SUSTAINABILITY**

By Tlou Matjekana



National Commissioner, Makgothi Thobakgale handing over the inaugural Annual Report on the implementation of the Strategic Framework on Self-Sufficiency and Sustainability to the Minister of Justice and Correctional Services Ronald Lamola.

The National Commissioner of the Department of Correctional Services (DCS), Makgothi Thobakgale presented the inaugural Annual Report on the implementation of the Self-Sufficiency and Sustainability Framework (SSSF) to the Minister of Justice and Correctional Services, Ronald Lamola, on 23 September 2022 in Groenpunt Management Area, Free State and Northern Cape Region.

The Report highlights pockets of excellence and progress made in the implementation of the SSSF during the 2021/2022 financial year.

In 2021, the Minister announced the approval of the SSSF in the Southern Cape with the opening of classrooms at Oudtshoorn Correctional Centre and a Pharmacy that was partly constructed using offender labour in George, Western Cape Region. The framework is DCS' innovative way to optimise the production capacity of its workshops, bakeries and agricultural farms, generate revenue and save costs for the Department. This is achieved through offender labour programmes.

This annual report also outlines the department's efforts that are geared towards SSSF and are aligned with the District Delivery Model (DDM) strategic objectives of sustained growth, integration of infrastructure solutions and financial sustainability. Management has placed progress on the implementation of the SSSF as a priority and subsequently requires updates at various governance structures, including the National Operations Centre (NOC) and Management Committee (ManCo).

The Department is obliged to provide work opportunities to offenders, firstly for keeping sentenced offenders active and secondly for providing such offenders with skills in order to be employable in society upon release. "Since the approval of the SSSF, we hit the ground running to ensure its successful implementation and that the Department achieves on its mandate in-line with the Correctional Services Act, (Act No. 111 of 1998). The Act stipulates that the Department must in all practical and



Minister of Justice and Correctional Services, Ronald Lamola.

possible ways, be self-sufficient and operate according to business principles," said Commissioner Thobakgale.

According to the SSSF 2021/2022 Annual Report, at the start of the 2021/2022 financial year, DCS had 21 agricultural farms and 115 vegetable gardens, 9 bakeries, 19 textile workshops, 10 steel work-shops, 10 wood workshops and 1 shoe factory. Optimising the value of these facilities requires creation of additional work opportunities for offenders, rendering education and skills development programmes, thus developing their capacity. "We will continue to implement the strategic framework and ensure that the equipment, machinery procured and hard work of additional officials placed in the production workshops brings value for money," assured Commissioner Thobakgale.

Since its implementation, the SSSF has yielded positive results with inmates and correctional officials working efficiently in utilizing production workshops, farms and

bakeries to produce more in various correctional facilities across the regions. "I am pleased to announce that during the 2021/2022 financial year, the Department realised a whopping R115 million in savings. Amongst other achievements, a total of 1 474 928 dozen of eggs were produced representing an increase of 137 630 dozen of eggs when compared with the previous year," he said.

Another project achieved through the implementation of the SSSF, during the 2021/2022 financial period, include an incinerator project used for burning waste material at high temperature until it is reduced to ash, at Helderstroom Correctional Centre, in the Western Cape Region. Although R24 million was spent, this state-of-the-art incinerator will generate much needed cost savings in respect to electrical consumption and water usage and the management area will no longer be required to outsource such services.

Minister Lamola commended Regional Commissioners, Area Commissioners and all officials who ensured the successful implementation of the strategic framework and encouraged them to take this report as a lead to surpass what has been accomplished. "Let us work hard to achieve more and resolve some of the budgetary constraints, through our own initiatives," said Lamola. ●

The Department is obliged to provide work opportunities to offenders, firstly for keeping sentenced offenders active and secondly for providing such offenders with skills in order to be employable in society upon release.



Minister Ronald Lamola, Deputy Minister Nkosi Phathekile Holomisa and National Commissioner Makgothi Thobakgale outlining priority delivery areas for the 6th administration.

DCS apex leaders outline a clear roadmap towards building a capable and self-sustainable Department

By Tiyani Sambo

The Minister of Justice and Correctional Services, Ronald Lamola used his address during the three-day Department of Correctional Services (DCS) Annual Strategic Planning Session, held at Kgoši Mampuru II Management Area from 06 – 08 December 2022, to remind senior managers that the successful implementation of the Self-Sufficiency and Sustainability Strategic Framework (SSSF) is non-negotiable.

Minister Lamola, who was accompanied by Deputy Minister Nkosi Phathekile Holomisa, said the SSSF is a legacy-defining and priority delivery area for the 6th administration.

To this end, Minister Lamola directed Management to build on the successes achieved thus far as recorded in the inaugural Annual Report on Self-Sufficiency and Sus-

tainability in DCS. The report clearly outlined savings realised as a result of the implementation of the SSSF programme.

Minister Lamola impressed on the managers that if the noble ideals encapsulated in the DCS Vision 2068 Strategic Planning Report are to be realised, the Department must adopt and deepen a culture of meritocracy in order to attract and retain the best talent within the organisation. Among other issues,

Minister Lamola called on managers to immerse themselves in critical analysis on the efficacy of the country's parole regime, with the objective to refine its processes so as to restore the confidence of society in the system. He also identified the need for DCS to deepen its working ties with sister departments in the criminal justice system, to promote victim empowerment in line with the country's victim-centric justice system approach. "Often, we are accused of neglecting victims of crime in our operations. The session must provide reasonable and strategic interventions to ensure that victims are empowered. This will go a long way in demystifying misconceptions that we care less about victims," directed Minister Lamola.

He further directed Management to amplify efforts to ensure the training of offenders, including improving the uptake of offenders into formal education programmes, particularly female offenders. He mandated the National Commissioner and Management to come up with measures to proactively manage security incidents. "I want the session to spend a great time on resolving the issue of security," he said.

He also called on them to give urgent attention to the dilapidated state of officials' residential quarters and ensure that officials live in habitable conditions.

The Minister's directives were in sync with the sentiments expressed by the National Commissioner, Makgothi Thobakgale, who indicated that the session presented an opportunity for the Department to deliberate and decide on strategic choices as well as crystalizing the departmental plans and programmes that must be implemented in order to deliver on the mission to contribute to a just, peaceful and safer South Africa through effective and humane incarceration of inmates, and the rehabilitation and social reintegration of offenders.

In keeping with the Department's mantra which professes that 'Corrections is a societal responsibility', Deputy Minister of Justice and Correctional Services, Nkosi Phathekile Holomisa, highlighted the importance of forging strategic partnerships with stakeholders in the spheres of rehabilitation, skills development and self-sustainability. He added that the Department should endeavour to expand its work with traditional leaders to ensure that traditional councils become points of contact for ongoing services rendered by parolees and probationers. "As the Department, we must urge Traditional Leaders to embrace reintegration initiatives because these are practical initiatives rendering real changes that we make to the daily conditions in which people live and such is essential to their dignity," he said.

National Commissioner, Makgothi Thobakgale prefaced his address by making an appeal to DCS senior management to adopt an outward and long-term planning approach to redefine the future of Corrections in South Africa. To this end, he called on them to be cognizant of the prevailing material conditions and the constantly changing world as the Department forges ahead to build on its vision to provide the best correctional services for a safer South Africa. "As we move into the fourth year of the five-year term of the 6th administration, our country and communities continue to look at us with expectations to facilitate the elements that will contribute to a better life. Let us all ensure

that everything we do is in their best interest," said Commissioner Thobakgale.

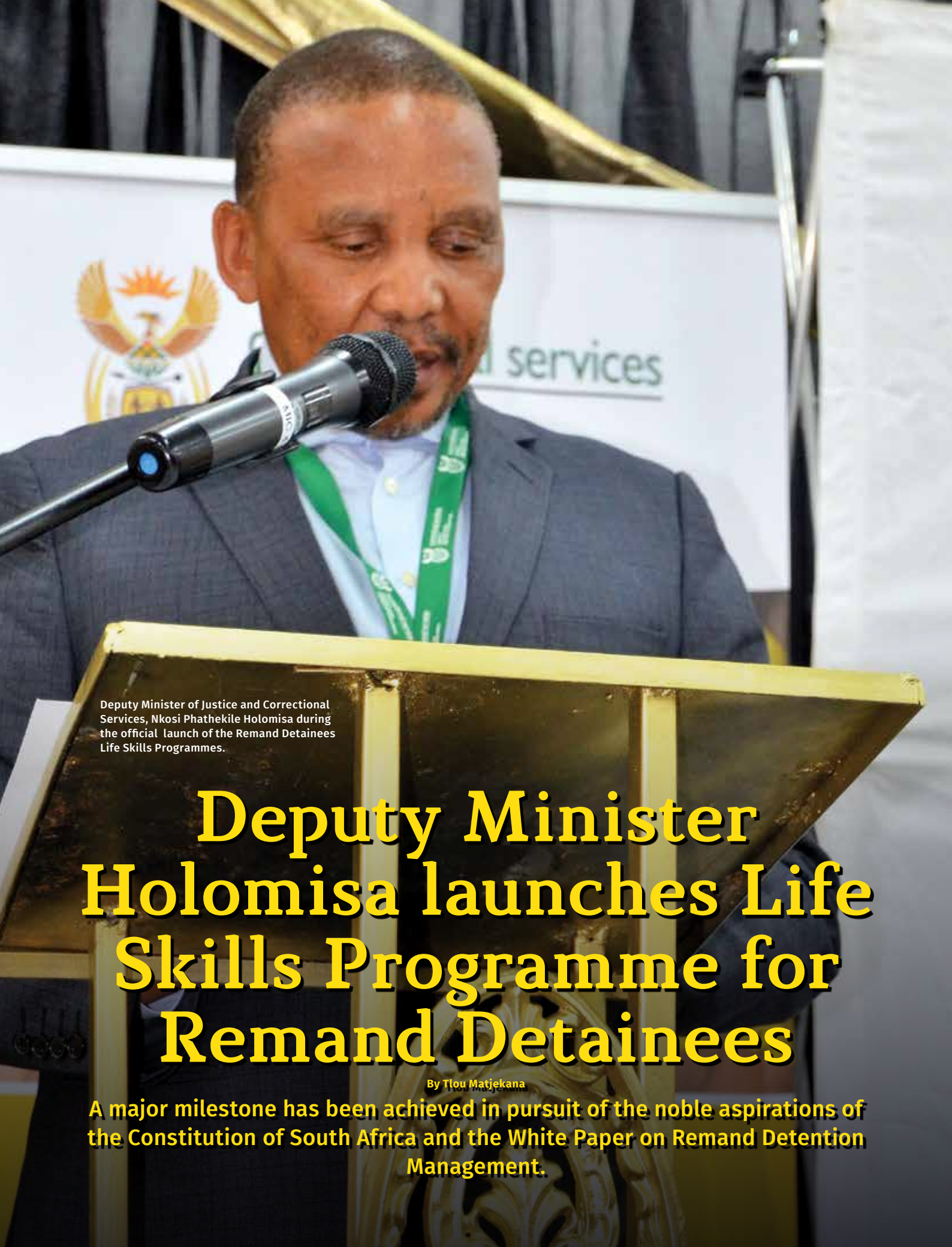
At the conclusion of the session, Commissioner Thobakgale applauded the managers for their resolve and for remaining deeply engrossed in the discussions and for proffering practical and implementable ideas to help shape the future of Corrections in South Africa. "The high-level engagements, facilitation and discipline displayed during the three days are appreciated, even more so, considering that this session was hosted internally in support to the Department's Self Sufficiency Strategy," he said.

The National Commissioner highlighted the salient points gleaned from the addresses by Minister Lamola and Deputy Minister Holomisa. To this end, he cajoled Management to spare no effort in ensuring that the following issues are prioritised.

- Review of the parole system in order to refine its processes so as to restore the confidence of society in the system;
- Working with sister departments to ensure that victims of crime are empowered;
- Improving security in correctional facilities, and preventing the smuggling of contraband;
- Ensuring implementation of the SSSF;
- Finding lasting solutions to the challenge of Information and Communication Technology (ICT) in the Department, and repositioning IT as a key enabler for core business;
- Addressing the dilapidated state of DCS infrastructure including the maintenance of offices, facilities and staff quarters;
- Fostering integrated planning and collaboration with sister departments and other key stakeholders to ensure safer and secure communities;
- Playing a proactive and supportive role in the fight against Gender-Based Violence; and
- Striving for a clean administration by ensuring the implementation of the audit action plan and compliance with legislative prescripts and policies. ●



DCS senior managers weighed in with valuable inputs geared towards ensuring improved service delivery across the DCS value chain.



Deputy Minister of Justice and Correctional Services, Nkosi Phathekile Holomisa during the official launch of the Remand Detainees Life Skills Programmes.

Deputy Minister Holomisa launches Life Skills Programme for Remand Detainees

By Tlou Matjekana

A major milestone has been achieved in pursuit of the noble aspirations of the Constitution of South Africa and the White Paper on Remand Detention Management.

The Deputy Minister of Justice and Correctional Services, Nkosi Phathekile Holomisa officially launched life skills programmes for Remand Detainees (RDs) in Polokwane Management Area on 30 August 2022.

Remand Detention, also known as Awaiting-trial Detention, is a pathway into corrections, as it is the first process of detaining a person after being arrested until the conclusion of their trial.

Remand Detention facilities are solely responsible for housing detainees who have been arrested and may have been refused bail, cannot afford bail and are awaiting the start or completion of their trial. Therefore, it is imperative to ensure that, during their period of detention, they are provided with services and programmes, that are in line with Section 35 (2)(e) of the Constitution of South Africa, which protects their right to conditions of detention that are consistent with human dignity.



Remand detainee sharing his experience since joining the life skills programme.

These life skills programmes will also assist RDs to adjust to the Remand Detention facilities and to make crime-free decisions about their everyday life. According to the White Paper, life skills programmes may be rendered to RDs in order to orientate them, broaden their scope of knowledge, raise awareness, provide information and develop their life skills.

During the launch, Deputy Minister Holomisa indicated that these



Chief Deputy Commissioner, Anna Molepo.

life skills programmes are amongst already existing programmes and services rendered to RDs including health and social services, psychological and therapeutic interventions as well as educational programmes. "I would like to see all RDs in all Remand Detention facilities partaking in these programmes. I would also like to commend all officials involved in the development and implementation of these life changing programmes for our RDs," said Holomisa.

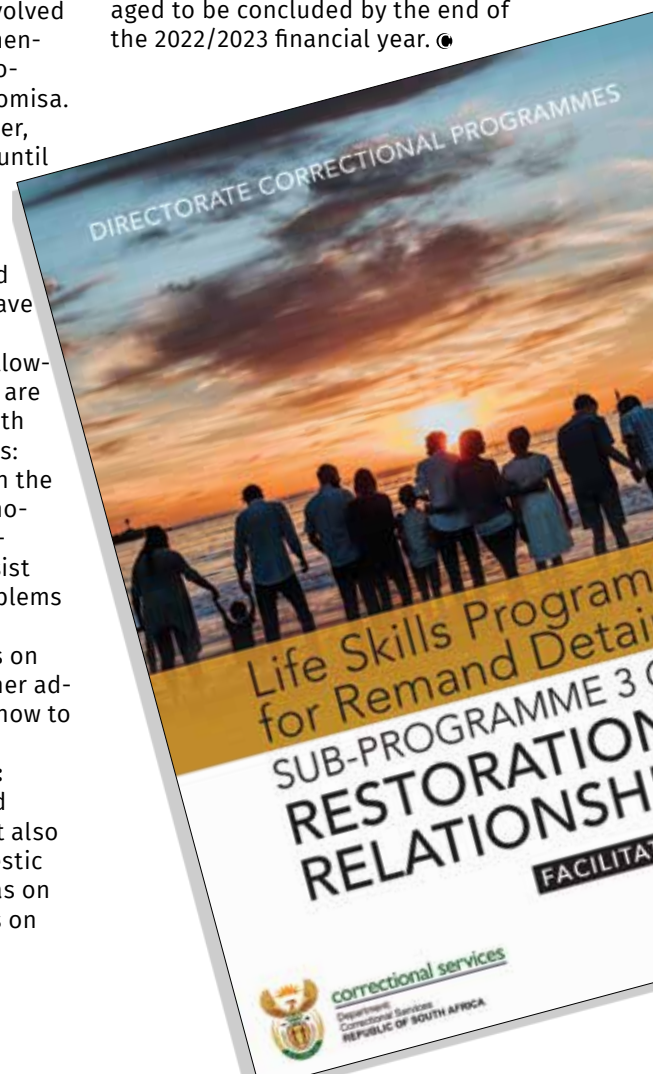
As stipulated in the White Paper, all RDs are presumed innocent until proven guilty by a competent court of law, therefore these life skills programmes will be generic and will not be provided in relation to the crimes they have been charged for. The life skills programmes encompass the following three sub-programmes that are offered by custodial officials with qualifications in human sciences:

- **General life skills:** focuses on the emotional well-being and emotional intelligence of the person. This programme will assist inmates on how to solve problems instead of committing crime.
- **Addictive behaviour:** focuses on substance abuse and any other addictive behaviour as well as how to deal with peer pressure.
- **Restoration of relationships:** focuses on how to create and have healthy relationships. It also teaches inmates about domestic violence and the impact it has on their families. It also focuses on anger management skills.

At present, the programmes have been successfully piloted in Western Cape and Limpopo, Mpumalanga and North West regions. One of the RDs at Polokwane Management Area, Thabo Mathole, who has been detained for three years, said the life skills programmes have had a major impact on his life and have helped him make smart decisions while inside the remand detention facility. He conveyed his gratitude to DCS for allowing RDs to attend life skills programmes to better their lives.

Chief Deputy Commissioner (CDC), Anna Molepo emphasized the importance of working together with other stakeholders within the criminal justice system, such as South African Police Service (SAPS), National Prosecuting Authority (NPA) and Non-Profit Organisations such as National Institute for Crime Prevention and the Reintegration of Offenders (NICRO), adding that these collaborations are essential for the effective management of RDs.

The rollout of the life skills programmes to other regions will be phased in gradually and it is envisaged to be concluded by the end of the 2022/2023 financial year. ●



Correctional Services achieves unqualified audit for the second year running

By Tiyani Sambo

Functional governance structures and compliance with financial controls are the bedrock of a high performing organisation that is resilient, and able to adapt to the constantly evolving workplace dynamics.

Section 38 (b) of the Public Finance Management Act enjoins the Accounting Officer to ensure effective, efficient, economical and transparent use of resources of the Department. Similarly, section 45 places an obligation on other officials to ensure effective, economical and transparent use of financial and other resources within those officials' area of responsibility.

The global economic meltdown occasioned by the outbreak of the COVID-19 pandemic thrust a spotlight on the robustness of the Department of Correctional Services (DCS) governance systems and structures in so far as providing the necessary safeguards to ensure prudent use of the Department's financial and other resources, and to hold every official accountable for resources in their areas of work. This has become ever so critical in the current difficult economic climate which requires government to accelerate service delivery on a limited purse.

It is therefore a noteworthy achievement that DCS managed to achieve an unqualified audit opinion by the Auditor-General of South Africa (AGSA) for two consecutive years (2020/2021 and 2021/2022 financial years), which attests to an organisation with robust governance systems and structures. The Audit opinion of AGSA is comprised of the appropriation statement, statement of financial position as at the end of the financial year, the statement of financial performance, statement of changes in net assets and cash flow

statement for the year that ended, as well as notes to the financial statements, including a summary of significant accounting policies.

Acting Chief Financial Officer (CFO), Lebogang Marumule, cited a plethora of internal control measures that were implemented as the tonic to turn the Department's bleak historical tide, and set it on a new trajectory of prudent financial management, accountability, and transparency. Among these, he noted a marked improvement due to the effective implementation of processes to ensure that irregular expenditure is identified and disclosed without material errors.

Marumule said the Department implemented the new Bed Determination System which resulted in an improved audit outcome on performance information. He also mentioned that commendable improvement has been achieved with regard to the turnaround time in the approval of policies and procedures. "The resuscitation and effective functioning of governance structures such as the Budget Committee, monthly Management Committee (ManCo) meetings, weekly National Operations Centre (NOC) meetings and the implementation of the monitoring tool have proven effective in enabling the Department to identify and eliminate systemic challenges that, if left unresolved, would result in material audit findings by AGSA," he explained.

Acting Chief Financial Officer, Lebogang Marumule says the Department will not relent in its pursuit of a clean audit outcome with no material irregularities.

The acting CFO added that the Audit Action Plan has assisted greatly in the prevention of irregular expenditure, and expeditious finalisation of investigations into fruitless expenditure. He also mentioned that the Department has also made inroads with regards to the filling of critical vacancies.

He identified procurement and contract management as well as consequence management as critical areas of improvement moving forward. The acting CFO also highlighted the uncertainty relating to the outcome of exceptional litigation as another important focus area. The audit outcome represents a noteworthy achievement for the Department considering the uncertainties and disruptions brought about by the outbreak of the COVID-19 pandemic.

In the opinion of AGSA, the financial statements present fairly, in all material respects, the financial position of the Department of Correctional Services as at 31 March 2022, and its financial performance and cash flows for the year then ended in accordance with the Modified Cash Standards (MCS) and the requirements of the Public Finance Management Act 1 of 1999 (PFMA). ☉





“A professional line should be drawn by both an official and offender, but the official carries a greater responsibility of instilling discipline as the rehabilitator.”

- Acting Deputy Commissioner (DC): Employee Relations, Somisa Mawela

Acting DC Mawela attributes such conduct to officials giving in to the demands of offenders in exchange for money. “The cause of sexual relationships between officials and offenders is mostly as a result of enticement by offenders to female officials with money,” explained Mawela.

As part of the measures implemented to curb these misdeeds, the Department has initiated a series of empowerment sessions that are primarily targeted at female officials to enhance their knowledge of the DCS Code of Conduct. In a session recently held at Kgoši Mampuru II Management Area, Mawela said the Department is implementing comprehensive measures aimed at empowering women on financial and spiritual wellness and promoting professionalism in the workplace. In addition, DCS officials participate in different training programmes which talk to behavioural expectations for those taking an oath to protect the country by safeguarding those who find themselves on the wrong side of the law.

“A professional line should be drawn by both an official and offender, but the official carries a greater responsibility of instilling discipline as the rehabilitator,” alluded Mawela. She mentioned that in instances where officials find themselves captured or forced by an offender to be in a relationship with them, they are always encouraged by the employer to report the matter in order to ensure speedy interventions. ●

Acting Deputy Commissioner: Employee Relations has cautioned officials against engaging in deviant behaviour which brings the organisation into disrepute.

Compliance with the DCS Code of Conduct is non-negotiable for both officials and inmates

By Tiyani Sambo

On the back of recent unsavoury incidents involving officials and inmates, which cast the name of the Department of Correctional Services (DCS) in bad light, calls have grown louder for the enforcement of the Department’s Code of Conduct.

In response, the Department has embarked on various initiatives to heighten awareness about the do’s and don’ts in the workplace including educating officials about the domino effect of prohibited conduct on their personal careers and the image of the Department.

An essential element of the DCS Code of Conduct relates to the prohibition of sexual relations between officials and inmates. This subject was thrust into the spotlight in 2021 after a video went viral, depicting a female official allegedly engaging in sexual activity with an offender at the KwaZulu-Natal region’s Ncome Correctional Centre.

Acting Deputy Commissioner (DC): Employee Relations, Somisa Mawela said that such incidents bring the Department into disrepute and causes members of the public to lose confidence in the credibility of the country’s correctional system. As a deterrent, the Department has adopted a zero-tolerance approach to such gross misdemeanours and has acted swiftly to ensure that the implicated parties receive appropriate sanctions resulting in some officials losing their jobs.

The Department has also adopted preventative and corrective approaches to curb prohibited social behaviour among officials and offenders, ensure discipline and regain lost public confidence.



DCS Health Care Services officials.

Plans afoot to increase access to primary health care for inmates through the establishment of Pharmacies in all DCS management areas

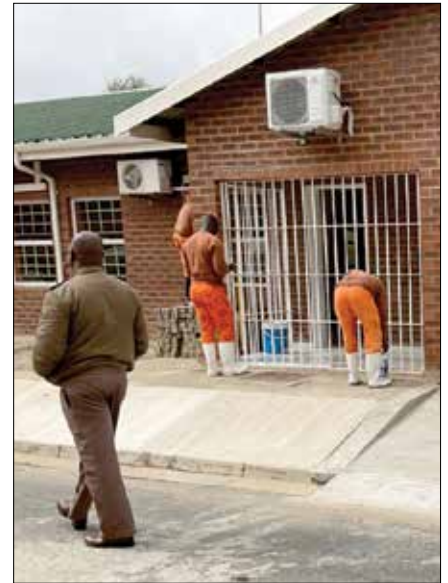
By Tlou Matjekana

The Department of Correctional Services (DCS) is bestowed with the responsibility to ensure that all inmates have access to primary health care services.

This is in line with Section 35 (2) of the Constitution of South Africa, which stipulates that everyone who is detained, including every sentenced inmate, has the right to conditions of detention that are consistent with human dignity, including medical treatment. DCS is also obliged to provide health care that is consistent with the one provided by Government to members of the general public. These were the words echoed by Ms Tammy Matsitse, from the Directorate: Health Care Services. Matsitse added that Pharmaceutical Services forms an integral part of health care services as outlined in Section 12 of the Correctional Services Act, (Act No. 111 of 1998). The health care service provided includes but is not limited to treatment for communicable and non-communicable diseases. In addition, the

Department also promotes the health of inmates through health education covering different ailments (chronic and acute) including various curative and preventive methods.

As part of departmental efforts to ensure effective and efficient provision of health care services to inmates, the Minister of Justice and Correctional Services, Ronald Lamola, approved the Pharmaceutical Services Policy in October 2021. This policy is intended to provide guidelines on the organisation, functions and operation of pharmaceutical services within DCS, with the ultimate goal of ensuring the provision of quality health care services that are sufficient and sustainable. In August 2022, the National Commissioner, Makgothi Thobakgale, approved the Pharmaceutical Services Procedures that are aimed at supporting policy principles such



The newly refurbished Rooigrond Pharmacy in LMN region that also achieved an outstanding 100% inspection result from the South African Pharmacy Council.

as governance of pharmaceutical services, access and availability of medicines and supplies and rational use of medicine amongst others. Among these policy principles is the establishment of pharmacies in all management areas.

In order to improve access to pharmaceutical services, the Department envisages establishing pharmacies in all management areas across the regions in line with the departmental Strategic Plan, approved Pharmaceutical Services Policy and Procedures as well as the objectives and purport of the Sustainable Development Goals (SDGs), Goal 3: which aims to ensure healthy lives and promote well-being for all at all ages. Goal 3.8 further elaborates on the need to ensure achievement of universal health coverage including financial risk protection, access to quality essential health care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

Ms Mirriam Mabe stated that, in collaboration with Facilities and Maintenance, the establishment of pharmacies also contribute towards the Department's Self-Sufficiency and Sustainability Strategic Framework (SSSF), whereby offender labour and internal architects and artisans (officials) are utilized to provide services such as drawing of floor and



Pharmaceutical Services, Tammy Matsitse unpacking the Pharmaceutical Services Policy and Pharmaceutical Services Procedures.

site plans, building, plumbing and electrification among others, thus saving funds for the Department.

The Department has made great strides in terms of establishing pharmacies. Currently there are 36 licensed pharmacies across all regions (LMN 8, Gauteng 7, FS&NC 7, KZN 6, Western Cape 5 and EC 3). LMN is the only region that has licensed pharmacies operational in all its eight management areas. LMN Regional Coordinator Health Care Services, Anna Makhubela applauded all Area Commissioners in the region for the achievement. She further advises other regions to be innovative and create relations with internal and external stakeholders who can contribute towards the establishment of pharmacies in their management areas. Although FS&NC has licensed pharmacies in all management areas, three of the recently licensed pharmacies are not yet operational pending finalisation of the renovations. Similarly, three recently licensed pharmacies in KZN are not yet operational while one recently licensed pharmacy in Gauteng is not yet operational also due to finalisation of renovations.

All the established pharmacies have been licensed by the National

Department of Health (NDoH) and recorded with the South African Pharmacy Council (SAPC). SAPC is an independent statutory body mandated in terms of the Pharmacy Act (Act No. 53 of 1974) to:

- regulate the pharmacy profession in South Africa;
- register pharmacy professionals and pharmacies;
- control pharmaceutical education; and
- ensure good pharmacy practice.

Furthermore, these pharmacies obtained Grade-A certificates after inspection by SAPC demonstrating that the pharmacies strive to reach high compliance levels and operate within the rules of Good Pharmacy Practice. Ms Mabe further commended Johannesburg, Bethal and Rooigrond Management Areas in Gauteng and LMN regions for achieving an outstanding 100% inspection result from SAPC.

“The establishment of pharmacies in all management areas has personnel implications. However, we try to utilise internal full-time and contract pharmacists. We are also in partnership with the Department of Health, whereby they provide DCS with Community Service Pharmacists (CSPs) as per our allocation requests in management areas where there are personnel challenges,” said Mabe.

Mabe expressed her special gratitude to Matsitse and her team of hardworking officials, Regional Coordinators Health Care Services, Area Commissioners and all role players and contributors for their dedication and determination to ensure that the Department’s goal to have effective and sustainable health care services is realised through the establishment of pharmacies and provision of pharmaceutical services. ☺

Region	Number of Management Areas	Number of licensed Pharmacies as at 31 March 2014	Number of Pharmacies licensed between 01 April 2014 and 31 March 2019	Number of Pharmacies licensed between 01 April 2019 to date	Number of Management Areas without licensed Pharmacies
LMN	08	03 [Klerksdorp, Witbank and Polokwane]	02 [Losperfontein and Bethal]	03 [Barberton, Thohoyandou and Rooigrond]	None
Gauteng	08	04 [Kgoši Mampuru II, Leeuwkop, Johannesburg and Boksburg]	01 [Modderbee]	02 [Krugersdorp and Zonderwater]	01 [Baviaanspoort]
EC	06	02 [East London and St Albans]	01 [Mthatha]	0	03 [Sada, Kirkwood and Amathole]
FS&NC	07	04 [Grootvlei, Bizzah Makhate, Groenpunt and Kimberly]	0	03 [Goedemoed, Colesberg and Upington]	None
KZN	07	02 [Durban and Pietermaritzburg]	0	04 [Kokstad, Waterval, Qalakabusha and Ncome]	01 [Glencoe]
WC	10	03 [Pollsmoor, Drakenstein and Brandvlei]	01 [Goodwood]	01 [George-Southern Cape]	05 [Voorberg, Overberg, Breede River, Allandale and West Coast]
TOTAL	46	18	05	13	10

Table: Department of Correctional Services pharmacies established from 2014 to date, per region



Minister Lamola launches

Art Gallery

By Lindokuhle Shabalala

As part of celebrating Heritage Month, Minister of Justice and Correctional Services, Ronald Lamola, launched an Art Gallery at Groenpunt Management Area, in the Free State and Northern Cape (FS&NC) Region on 23 September 2022.

The Minister saw it befitting that the Department promotes South Africa's rich and diverse heritage through arts and crafts that are produced by inmates, which may have a positive impact on their rehabilitation. The establishment of art galleries in correctional centres is also a vital part of the Self-Sufficiency and Sustainability Framework because these artefacts, some of which are produced from recycled materials,

are sold to the public, thus generating income for the Department of Correctional Services (DCS).

These arts and crafts give officials and inmates an opportunity to depict South Africa's heritage through the making of beautiful artefacts. This also contributes to the growth of the industry, which in turn contributes to the country's Gross Domestic Product. Minister Lamola urges everyone to join hands with DCS to multiply capacity to train offenders to produce more and bet-

Minister of Justice and Correctional Services with National Commissioner, Makgothi Thobakgale, after unveiling the plaque during the launch of the Art Gallery at Groenpunt Management Area.

ter products.

"We should link these art galleries with the market and ensure that their artwork is sold and generate an income. I would like to encourage the Department to enter into strategic partnerships with various stakeholders which will enable the art galleries to be self-sustainable," said Lamola.

During the walk-about at the newly launched art gallery, FS&NC Regional Commissioner Subashini Moodley showcased impressive artwork and crafts produced by juvenile inmates at the centre. Together with National Commis-

“We should ensure that similar projects are rolled-out in other regions across the country.”

- Minister Ronald Lamola

sioner Makgothi Thobakgale and Minister Lamola, they made their first purchase at the Groenpunt Art Gallery. “We should ensure that similar projects are rolled-out in other regions across the country,” Minister Lamola said.

He also visited Refengkgotso Community Centre, in Deaneysville where he was pleased to see the art mural done by offenders and learners from JJ Khubeka Primary School. He encouraged community members to introduce arts and craft to their children to ensure that they avoid engaging in criminal activities that may destroy their future and lead to them being locked-up in correctional centres.

At the community centre, the Speaker of Sedibeng District Municipality, Moipone Modikeng said he was happy to see the Art Gallery being launched, adding that it is going to be beneficial to the local economy and offenders. DCS offers offenders skills training such as crafting, art painting, carpentry and welding amongst others, as part of their rehabilitation programme. Minister Lamola urges all offenders to partake in the plethora of available departmental rehabilitation programmes and attain formal education certificates for the betterment of their future. ●

1. Minister of Justice and Correctional Services, Ronald Lamola flanked by National Commissioner Makgothi Thobakgale and Free State and Northern Cape Regional Commissioner Subashini Moodley during the walk-about inside the Art Gallery at Groenpunt Management Area.

2. An offender showcasing his art talent during the official opening of the mural at Refenkgotso Community Hall, Deaneysville, Free State.

3. National Commissioner, Makgothi Thobakgale purchasing an art piece created by offenders at the official launch of the Art Gallery.



Parolee runs a thriving FARMING BUSINESS through skills acquired at Polokwane Correctional Centre

By Sachiel Nemafohoni

A 52-year old father of two and parolee, Ends Makgai, is a living testimony that rehabilitation programmes offered by the Department of Correctional Services (DCS) do help to correct offenders' deviant behaviour, and can be an ideal launchpad for them to lead a successful life after their period of incarceration.

Community Liaison Officer, Roneilwe Kgwale,
and Monitoring Official, Letty Moroaswi, visiting
parolee Ends Makgai at his farm.



It took Makgai courage to accept the wrongfulness of his deeds. He was determined to reform his ways and change his fortunes for the better.

After being convicted and sentenced for murder, Makgai explains that accepting his fate was a bitter pill to swallow at first, but, following a deep reflection, aided by interventions of correctional officials at the Polokwane Correctional Facility, in Limpopo, Mpumalanga and North West Region, he later accepted his new reality and made a commitment to turn his life around.

He started by attending different rehabilitation programmes under the expert stewardship of a multi-disciplinary team of professionals at Polokwane Correctional Centre, and he attributes their interventions as the tonic he needed to change his ways.

Following his release on parole, Makgai decided to use the skills he acquired during his period of incarceration to venture into farming for self-sustenance and for the benefit of others in the community. He now owns a hectare of land where he plants vegetables, such as spinach, mustard, tomatoes and onions, which he sells to the public including the local Spar in Lebowakgomo. He employs two people and has plans to acquire more land which will enable him to employ more people in the community.

He says he wants to see young people coming together to eradicate poverty without waiting for government to offer them jobs. "There are people who still boast that they have qualifications and cannot do this kind of job. Those people have been idling at home from when I was sentenced until my release whilst waiting for the government to offer them jobs," lamented Makgai.

He praised Correctional Services officials who opened his eyes and equipped him with skills. "The reason I developed an interest in agriculture is that I worked at a correctional kitchen, mess and tuck shop. All those opportunities capacitated me with different skills which have put me in good stead to



Parolee, Ends Makgai showing leaves of the mustard he planted with the help of his employees.



Ends Makgai explaining to officials how he ventured into farming after being reintegrated back to society.

run a successful business," he said.

As a way of giving a head start to those like him, Makgai donated 50kg of fertilizer to Lebowakgomo parolees who were recently allocated land to plant vegetables. "I am donating the fertilizer so that other parolees can be able to work and sustain themselves, and to avert recidivism. I want them to look up to me and witness that I am able to survive using the skills I acquired from Correctional Services. I will help them until their garden flourishes," Makgai added.

Makgai indicated that parolees

Following his release on parole, Makgai decided to use the skills he acquired during his period of incarceration by venturing into farming for self-sustenance and for the benefit of others in the community.

are not immune from stigmatisation, but he was quick to point out that it is incumbent upon them to turn lemons into lemonade. "I had to work very hard to regain the trust of members of the community, and they are now convinced that I am really rehabilitated through my hard work. If you come back and relax, without working hard, you must know that for every theft around your community, people will point fingers at you. I urge every parolee to work hard, hence I am donating fertilizer to my fellow parolees," he concluded. ●

Offenders benefit from IT TRAINING PROGRAMME

By Stephina Khunwane & Poelano Lebea

Family members of offenders witnessed in jubilation as their loved ones graduated after they successfully completed a training programme in Information Technology (IT).



Offenders in high spirit during the graduation ceremony.

The graduation ceremony was held at Sol Plaatjie University in Kimberley. The training of these offenders was made possible by the Department of Correctional Services (DCS) through collaboration with the National Skills Fund (NSF), Safety and Security Sector Education and Training Authority (SASSETA), and the Department of Higher Education and Training (DHET).

The programme catered for a total of 160 offenders: 112 youth females and 48 youth male offenders nationwide, with the trainees drawn from St Albans, East London, Cradock, Kgoši Mampuru II, Johannesburg, Bethal, Middleburg, Worcester, Allandale, Kimberley, Bizzah Makhathe, Durban and Waterval correctional facilities. The certificates awarded to the offenders is made up of 163 credits, which gives them entry level access to further their studies in the science and IT field.

As part of the desired outcomes of this programme, learners will be able to:

- Communicate effectively within the IT industry together with the users of information systems;
- Demonstrate an understanding of different types of computer systems and the use of computer technology in business;
- Demonstrate an understanding of problem-solving techniques, and how to apply them in a technical environment;
- Demonstrate an understanding of Computer Technology Principles, select and use materials and equipment safely for technological purposes; and
- Work excellently as a team member with regards to hardware and infrastructure support for personal computers.

Speakers alluded to the fact that offenders were being given a lifeline, a second chance to better themselves. The skills acquired will also assist in alleviating poverty and unemployment as the beneficiaries will have marketable skills when they are released.

Free State and Northern Cape



Dedicated learners at Kgoši Mampuru II Female Correctional Centre studying different types of computer systems.

(FS&NC) Deputy Regional Commissioner, Takalani Mashamba said it was pleasing that female offenders are amongst the graduates as there is no longer employment that is specifically designed for males only.

Deputy Commissioner (DC): Personal Development, Dr Minette Plaatjies, indicated that the education of offenders is enshrined in the Constitution of South Africa and that this graduation ceremony is reaffirming government's commitment of quality education and skills development.

Mr Humphrey Masemola from NSF indicated that they provided funding through this partnership since 2007, and 5 480 offenders have been funded to date. He indicated that seeds they planted through this partnership have now come to fruition.

A total of 131 inmate students consisting of one male juvenile, 36 female offenders and 94 males were celebrated on the day.

The following students received special recognition for being top achievers in their class:

- Andrew Watkins – N1 Distinctions in Engineering Drawing, Mathematics, Motor Trade Theory (Mechanical Engineering)
- Apie Kootjie Dial – N1 Distinctions in Mathematics, Engineer-

- ing Science and Industrial Electronics (Electrical Engineering)
- Andre Derick Visser – N3 Distinction in Engineering Drawing
- Willian Alexander Beale – N4 Distinctions in Mathematics and Engineering Science
- Reamond Adonajaw Witbooi – N5
- Page Maqude – N6

Johannes Jakobus Eksteen scooped the best overall performer in addition to being the best N1 student and completing a Bachelor of Science (BSc), Cum Laude.

Maqude completed his N6 in Engineering studies and intends to do his practicals at Kgoši Mampuru II Management Area in order to be awarded a diploma.

When visited at Kgoši Mampuru II Correctional Centre prior to the graduation, elated students spoke glowingly about their passion for IT and how their newly acquired certificates will impact their lives. One of the students, Anj Broekman shared her experience on what she has learnt from the programme. "What attracted me to this programme is that everything is done practically, unlike in normal computer courses where students only learn software components. There are not a lot of people who get this opportunity and therefore we are privileged to be part of this programme," said Broekman. ☺

From Imprisonment to sought-after actress and successful entrepreneur

By Patrick Thobejane

What started as a leap of faith after beginning imprisonment in 2010 proved to be a wise and rewarding decision for Soweto-born Morwesi Theledi (40).

Slapped with a 10-year sentence for defrauding a bank where she was an employee, the then 4-month pregnant young woman began what was to be an interesting journey to self-discovery at Johannesburg Correctional Facility in the Gauteng Region. The promising future of young Theledi was in tatters as she found herself on the wrong side of the law. However, Theledi refused to allow this setback to ruin her life choosing instead to use her period of incarceration to turn her life around.

Correctional Services is faced with a huge task of changing the mind-sets and behaviour of those placed under its care. Armed with customized programmes tailor-made to correct the deviant behaviour of offenders, the Department continues to receive criticism from society questioning the effectiveness of the rehabilitation programmes offered by the department. However, the many success stories of ex-offenders like Theledi continue to vindicate South Africa's corrections philosophy which is based on correcting offending behaviour rather than retribution.

Theledi, like most incarcerated female offenders was faced with the harsh reality of mixed emotions, uncertainty, fear and despair when she started serving her sentence.

When all South Africans were celebrating the hosting of the FIFA World Cup in 2010, Morwesi gave birth to her 1st born child behind bars at the Johannesburg Female Centre. "I was emotionally drained at the time due to uncertainty, fear and regret," she recounted.

She mentioned that she always watched prison stories on TV and never thought it would one day become her lived reality as an inmate, let alone giving birth behind bars. "As time went by, it dawned on me that I needed to accept my fate which is an important step for any inmate starting their journey within a corrections system," she said.

Morwesi was employed by one of the leading banks in the country as a teller, and had dreams of climbing the corporate ladder until her misdemeanour got her arrested.

While she participated in all rehabilitation programmes offered at the facility, her big break came during one of the main events that took place at the centre which was graced by various media groups. "I was approached by the DCS Gauteng Communications office to be one of the female offenders to be interviewed for SABC TV and eTV news," recalls Morwesi. The interview ignited a spark that set the ball rolling for what has now become a craft and career in public speaking and acting.

'The 1st Lady of Rehabilitation' as she is affectionately known, Theledi honed her skills by joining drama groups, public speaking teams and choir within the correctional facility. This led to her perfecting her skills and ultimately being rewarded with numerous awards such as the Best Drama Actress and Best Public Speaker at the Funda Mzansi Competition. Her face has now become synonymous with DCS and the important role played by the department to give offenders a second chance in life.

Morwesi was ultimately released on parole in 2016 after serving four

and a half years of her 10-year sentence. She has since continued chasing her dream of making an impact on the youth through her public speaking which she has turned into a thriving business venture. This saw her appearing on SABC Radio and TV, and being invited by various groups and organisations to speak publicly at events, including banks on issues of fraud, Gauteng Legislature as well as women empowerment groups to name a few.

All the hard work, commitment and dedication finally paid off when she was invited to audition for a role on the popular SABC TV drama series, Muvhango. She clinched the role and now hogs the television screen. Her star is not about to be dimmed as she is currently working on a number of exciting projects that will further thrust her into the limelight. ☪



Ex-offender turned Lecturer sings a new song of rehabilitation

By Tshifhiwa Magadani

Rehabilitation is a result of a process that combines the correction of offending behaviour, human development and the promotion of social responsibility and values.

It is a process that is achieved through the delivery of key services to offenders, and is achieved through interventions to change attitude, behaviour and social circumstances. One such ex-offender is Brian Bruno Mthembu, who is reaping the fruits of the Department of Correctional Services' (DCS) rehabilitation programmes.

Growing up in Mabopane, Pretoria, his childhood dream to become a Policeman was left in tatters after he was lured into a life of crime at a young age. Mthembu dropped out of school at Grade 7. As a result, he spent most of his time at a local car wash where he started to idolise the life of crime and gangsterism.

The father of one said he was lured into a life of crime after witnessing most gangsters driving flashy cars, playing loud music, wearing expensive clothes and all other fancy things that displayed the good life they were living. "As a young boy, I started to admire and idolise lifestyles of high-profile criminals in our area. Their lifestyle led me and my friends to think that criminality is the one and only way to success. Little did I know that I was straying in the wrong direction! I was lucky enough to survive to tell the tale because most of my friends with whom we used to terrorise communities have died," said Mthembu.

Mthembu soon learnt that not all that glitters is gold, when he and his friends finally met the long arm of the law, which resulted in him being sentenced to 25 years behind bars. He started to serve his sentence in Kgoši Mampuru II Correctional Centre before requesting to be transferred to Zonderwater Correctional

Centre. It was during this period of incarceration that he came to his senses and realised that crime does not pay.

On arrival at Zonderwater Correctional Centre, Mthembu met officials who inspired him to change the course of his life.

One official said that my incarceration is not the end of the world, but the beginning of a new era in my life. He explained to me that inside correctional facilities there are schools and workshops that I should take advantage of to transform my life for the better and to become a good ambassador for DCS when I am released to the outside world. They used to say to me that life inside a correctional facility can either change my life for the better or worse, depending on the choices I make, and that if I chose to be a better person, it would turn my scars into stars.

This was all the motivation he needed to turn his life around. Mthembu went back to school and began his pre-Grade 12 education at Zonderwater Correctional Centre and progressed until he passed Grade 12 with flying colours. Upon completing his matric, he enrolled for a diploma in Mechanical Engineering and went on to complete his Government Certificate of Competence (GCC) in Mechanical Engineering.

Mthembu extolled the role played by the Department of Correctional Services in altering the trajectory of his life, by offering him an opportunity and the necessary tools

to change his life for the better. "Prison can give you enough time to rediscover yourself. I have since discovered that the main objective of Correctional Services is to help inmates to change their lives for the better, not to punish them; hence, they don't call us prisoners when we are there, instead they address us as offenders," he explained. Mthembu is currently working as a part-time Lecturer at Tshwane University of Technology. He also has his own academy where he tutors engineering students.

His encouraging message to offenders who are still serving time is to make the best out of rehabilitation programmes offered to them. "To my brothers and sisters who are still serving their sentences, focus on positive things and make use of the skills programmes that the Department is offering you. Rehabilitation programmes will help you when you complete your sentence. For you to change your life, it starts by respecting those men and women in brown who are trying their best to mend your broken life. Respect is the foundation of all success in life," concluded Mthembu. ●



Brian Bruno Mthembu has credited Correctional Services for changing the course of his life for the better.



Mr Etienne van Wyk, Mr Jacob Mbele and Mr Johannes Jacobus Pretorius, from the Free State & Northern Cape Region, at the CPSI Awards.

Innovative correctional officials recognized at the prestigious CPSI Awards

By Refiloe Tau

Correctional officials, Etienne van Wyk and Johannes Jacobus Pretorius from Bizzah Makhate Management Area in the Free State and Northern Cape (FS/NC) Region, emerged as 3rd runner-up out of 15 enrolments in the 19th Annual Centre for Public Service Innovation (CPSI) Awards, under category “Innovations harnessing Technology (ICT and other Frontier Technologies)”.

These awards are open to innovators from all levels of government and public institutions who are working on solutions that address service delivery challenges.

Innovation sought by CPSI involves the application of new ideas, which result in benefits through cost-savings, efficiency improvements and new products or services, using technology and other solutions, which may involve process adjustments, cultural and institutional changes or management development.

The duo designed an automated Excel template for the Department of Correctional Services (DCS) Annual Performance Plan (APP), after realizing that it was time consuming to manually calculate the vast amounts of data using the old template.

Mr van Wyk previously worked as a network controller and holds a National Diploma in Human Resource Management, and also an International Computer Driving Licence (ICDL) Certificate. Mr Pretorius, on the other hand, is a self-taught computer-skilled official with advanced knowledge as Excel Power User and

Visual Basic Programming, Graphic Design, and Video Editing.

“In 2015, we developed an automated reporting template for Bizzah Makhate Management Area which was eventually accepted and piloted by the FS&NC Region in 2018. Ms Ntunguhadzeni Mafenya, Director of Strategic Planning, Management, and Monitoring, requested that we refine and enhance the technical element of the reporting template which was finally introduced nationally during the 2019/20 financial year,” said van Wyk.

Mr Pretorius expressed how proud they are to have been able to contribute to the enhancement of service delivery in DCS through their invention. “With this reporting template, the department is able to gauge exactly how well it is performing and the system has improved the accuracy of information. Programme managers are now able to save time and focus more on analysing the data collected,” he added.

FS&NC Regional Commissioner (RC) Subashini Moodley was overly cheerful of the innovation and professionalism displayed by the two officials. “I am lost for words to explain how grateful I am for our officials to not only be conferred with these high accolades, but for having been the enablers of service excellence within DCS nationally. Their passion, zeal and tenacity in being trailblazers within DCS is breath-taking. Our performance information is truly epitomizing their innovative and technological advancement, and we are truly blessed to have them in our employ. They went beyond their call of duty and post level using their creativity to offer a solution regarding automation of the APP. I therefore encourage all officials to identify innovative and creative ways to enhance DCS service delivery, no matter what your post level or field of work you are in. Use your skill and talents to enhance growth and development,” said RC Moodley.

The two innovators are currently working on cutting-edge technology as well as other vital initiatives that DCS may adopt in the future. ●



Minister Ronald Lamola and CEO of MultiChoice Group, Calvo Mawela, unveil a plaque to mark the official opening of the multipurpose sports facility at Mchaka High School.

Correctional Services partners with MultiChoice to deliver a multipurpose sports facility

By Tiyani Sambo

Rural development is one of the key government priority outcomes envisioned in the National Development Plan (Vision 2030).

To this end, the Department of Correctional Services (DCS) has forged a number of partnerships with different corporate organisations to transform the lives of people in rural communities.

One such initiative is the partnership with broadcasting giant, MultiChoice, to develop a state-of-the-art multipurpose sports facility at Mchaka High School in Cunningsmoore B, Bushbuckridge.

This project, launched in July 2022, forms part of Minister Ronald Lamola's corporate social responsibility initiatives that are geared towards community development and unlocking access to sports and recreational amenities in underprivileged communities.

As a proud alumni of Mchaka High School, and one of the leading luminaries, the weight of expectation is huge on Minister Lamola to be an agent of change and transformation in the community. The project to construct grandstands of a revamped sports field at Mchaka High School was completed using offender labour as a way of ensuring that those who have offended society are able to volunteer their



Soccer legend, Doctor Khumalo motivating learners to take part in sporting activities.

labour and apply the skills they learnt as part of their rehabilitation, to make a positive contribution in the community.

In order to build on the good work done during the initial phase, Minister Lamola approached MultiChoice Group with a proposal for the two institutions to join hands for the next phase of the project. The company through its Chief Executive Officer, Calvo Mawela, who also hails from Bushbuckridge, jumped at the opportunity to partner with DCS in order to make a meaningful difference in the lives of learners and the broader community. Although built at Mchaka High School in Cunningsmoore B, the football and netball facilities will also benefit many learners from neighbouring communities.

Minister Lamola was effusive in his commendation of MultiChoice for their commitment to the development of school sports and for ploughing resources to level the playing field between rural schools and their more affluent counterparts in urban areas. "To MultiChoice and their CEO, Calvo Mawela, we are very grateful for your contribution. This would not have been possible through our own efforts because we did not have all the resources that could make this facility possible," said Minister Lamola. The Minister also extended a special word of thanks to officials and offenders from DCS who devoted their time and labour to ensure the success of the project.

Minister Lamola expressed hope that through the facility, the talents of kids from Cunningsmoore B and neighbouring communities can be nurtured to enable them to become professional players in the future and to go further to even ply their trade beyond South African shores. He encouraged the youth not to be deterred by their background, affirming that their dreams are valid. He implored them to dare to dream big and to believe that they too can be the leaders of tomorrow and become influential figures in the global arena. He urged the learners to participate in sport because it helps to build character and instil discipline. DCS has upgraded sport facilities in other parts of the country including Gauteng, Western Cape, Eastern Cape and Northern Cape.

MultiChoice CEO, Calvo Mawela indicated that the proposal to partner with DCS found resonance with the company after learning that the development of the facility through offender labour forms part of the Department's rehabilitation programme. "We often see inmates as people who have done wrong and not as good people, but we must also see them as human beings who want to apologise to the community, and show remorse, by changing their ways and following the rehabilitation programmes that Correctional Services offers, so that one day they can also be integrated back into society," said Mawela. ●



Director: Service Delivery Improvement, Samson Moukangwe indicated that the Department has adopted a victim-centric approach through Victim Offender Dialogues (VODs) and promotion of victim participation in the parole processes.

DCS Service Delivery Charter – a pledge to deliver the best correctional services for a safer South Africa

By Tlou Matjekana

The Department of Correctional Services (DCS) has developed a Service Delivery Model (SDM) in line with the guidelines set by the Department of Public Service and Administration (DPSA) as part of its Operations Management Framework.

A comprehensive Service Delivery Charter, which is a public document and sets out the standards of service that service beneficiaries can expect from the Department has also been developed. The Service Delivery (SD) Charter, which became effective on 01 April 2021, communicates the core services

provided across the Department, and is applicable to all DCS structures comprising of Head Office, six regions, 48 Management Areas, Correctional Centres and Community Corrections offices.

Director: Service Delivery Improvement, Samson Moukangwe, said the main objective of the SD Charter is to communicate the service delivery standards

of the Department to the service beneficiaries. “A Service Delivery Charter is a public document that sets out the services that service beneficiaries can expect from a governmental institution, as well as our commitment to the delivery of those services in line with the Public Service Charter. A service delivery charter is intended to ensure that institutions focus on service beneficiaries; manage the expectations of service beneficiaries; provide service standards for services rendered to external beneficiaries; and initiate service delivery improvement,” explained Moukangwe.

The Department commits itself to providing services to its internal and external service beneficiaries that are effective, efficient, innovative and professional. The Department is also mandated by the Correctional Services Act of 1998, (Act no.111 of 1998), to fulfil its main objective to ensure that every correctional official contributes to a just and safer South Africa, through effective and humane incarceration of inmates, rehabilitation and social reintegration of offenders.

In order to adequately meet the needs of the internal and external service beneficiaries, the Department strives to ensure that all the necessary processes are clearly defined so that the mandatory services can be efficiently and effectively administered.

The provision of services by the Department is based on Batho Pele principles, which include consultation, service standards, access, courtesy, information, openness and transparency, redress and value for money. Amongst other functions, the Service Delivery Charter reaffirms the Code of Conduct which is a set of rules around behaviour for officials to follow within the Department. The Code acts as a standard that officials need to meet to deliver quality services. All officials appointed by the Department are expected to adhere to the Department’s Code of Conduct.

The following are core services

delivered to the internal beneficiaries, as outlined in the Service Delivery Charter:

Incarceration Services pertains to the admission, incarceration and release of inmates through the following services:

- Admission to correctional centres
- Assessment and placement of inmates within correctional centres
- Development of Correctional Sentence Plans (CSPs)
- Release of inmates from correctional centres

Rehabilitation Services are responsible for the provision of social and educational services to develop sentenced offenders through the following services:

- Implementing and monitoring of Correctional Sentence Plans (CSPs)
- Provision of Psychological Services and Programmes
- Provision of Social Work Services and Programmes
- Provision of Spiritual Services and Programmes
- Provision of Correctional Programmes
- Provision of Educational Programmes
- Provision of Skills Development Programmes
- Provision of Sports, Recreation, Arts, Culture and Libraries Services
- Provision of Health Care Social Behaviour Change Programmes

Social Re-integration Services seek to monitor parolees and facilitate their re-integration into society. They also monitor offenders serving non-custodial sentences. These are done through the following services:

- Parole Monitoring Services
- Probationer Monitoring Services
- Community Liaison Services
- Re-integration Programmes

Security Services refer to the provision of safety and security to inmates, the public, DCS staff, centre visitors and any person

interacting or in close proximity to inmates through the following services which are also known as the six pillars of security:

- Provision of personal security
- Provision of physical security
- Provision of technological security
- Provision of information security
- Provision of operational security
- Provision of management supervision

Care Services entail the provision of a comprehensive and integrated package of health care programmes and services aimed at maintaining the health of inmates in the Department's custody, contributing to maintenance of basic human rights. These include the following services:

- Primary Health Care: Timely access to health care services which are provided by competent health care professionals with the required resources. Provision of health and medicine related information to allow service beneficiaries to make informed decisions so as to promote individual responsibility for health which include health promotion and disease prevention; curative services; rehabilitative services; referral services; palliative care; and HIV and AIDS services

- Pharmaceutical services by ensuring timely access to safe medication of acceptable quality
- Nutrition services through the provision of adequate meals that are safe, of good quality, religiously as well as culturally acceptable and meet the needs of all nutritional requirements
- Personal and environmental hygiene services by ensuring the humane detention of inmates through promotion of personal and hygienically safe environment

Services to our external service beneficiaries refer to services such as visitations to inmates at correctional centres, legal representations, cash deposits for inmates, payments of fines and bails, restorative justice and victim participation in parole board sittings.

The Service Delivery Charter also refers to the responsibilities of all government officials as specified in the Public Service Co-ordinating Bargaining Council (PSCBC) Resolution 1 of 2013.

It is imperative that officials familiarise themselves with the Service Delivery Charter to know the services that directly realise the Department's outcomes. The Service Delivery Charter is available on the DCS website, under publications. ●

We value being accessible

- Head Office**
The provision of services will be based on the eight Batho Ple principles/standards.
- Regional Offices**
Officials appointed by the Department of Correctional Services must adhere to the statutes of the Department's Code of Conduct. The Code of Conduct establishes the norms, rules and responsibilities of DCS officials to ensure that services are delivered in a manner which is compliant to the Department's expectations.
- Management Areas**
Service delivery is a two-way process. The Department of Correctional Services expects external service beneficiaries to be courteous and civil and respect the dignity of the officials being interacted with.

Developed to respect the values of Development, Integrity, Excellence and Accountability

CORRECTIONS IS A DIVINE CALLING, says Nhlengethwa from Glencoe

By Staff reporter

The organisational culture of the Department of Correctional Services is people-centred, with a particular focus on their behaviour, the way they approach their work, the way they individually and collectively, as basic work units, solve emerging organisational problems.

According to chapter eight of the White Paper on Corrections, an attitude of serving with excellence, a principled way of relating to others and, above all, a just and caring attitude are essential ingredients of the make-up of an ideal correctional official. Another important ingredient for any work environment is passion, because it determines your attitude at work and helps you see your wins that are hidden beyond the challenges to be surmounted. Veli Nhlengethwa (38), a Case Management Administrator (CB1-3) and a fully-fledged EST member, stationed at Glencoe Management Area in KwaZulu-Natal Region, is a good example of a correctional official who uses his passion to better his work environment.

As a child, Nhlengethwa always aspired to work in the law and security environment but when his dream to join the South African National Defence Force (SANDF) did not materialise he looked elsewhere for inspiration. "When I was young, I had a neighbour who used to work for the Department of Correctional Services (DCS) and who wore his uniform with so much pride. He was always very neat and clean," said Nhlengethwa, explaining where his desire to become a correctional officer sprouted from. His passion for corrections is not the only drive that keeps him on the urge at work and in life. Nhlengethwa is also a renowned recording Gospel artist who uses his

talent to turn his workplace into a pleasant atmosphere that entices one to come back the next day.

Born in Gauteng and raised in Osizweni Township, Newcastle, KwaZulu-Natal, Nhlengethwa grew up like any other child. As he grew older, he started discovering his interests and talents and joined a local musical group called Osizweni Choir which sang at weddings and funerals and later became a member of a Zulu Dance group called Indlamu. His passion as a performer oozes out of him effortlessly. He is usually spotted using his God given talent to galvanise and uplift his fellow EST colleagues and easing up heavy moments in various DCS security deployments. He is known to burst into song and get his EST colleagues to sing along after a long hard day at work.

"As a member of EST, I have been sent to numerous deployments to perform duties and it is not an easy task," said Nhlengethwa. Correctional officials engage and interact with delinquents on a daily basis. Although some offenders are willing to be rehabilitated, others are not so open to change. This is an environment that is abnormal but officials should treat it in a professional and normal manner. Nhlengethwa says that teamwork is very important in his work as an EST member especially because they are mostly deployed to Maximum correctional centres.

Mr Veli Nhlengethwa (38), a Case Management Administrator (CB1-3) and a fully-fledged EST member, stationed at Glencoe Management Area in KwaZulu-Natal Region.

"In St Albans in the Eastern Cape Region, I was tasked as a Traffic Controller ensuring that when we search offenders we do one thing at a time. I also ensured that when it is time for offenders to take food in the dining hall, they moved forward orderly cell-by-cell to avoid any security breaches and slip ups," he explained.

Nhlengethwa sees his work at Correctional Services as a calling from God to show love and to serve God's people. He released an album in 2017 and was nominated in the Ingoma Awards in three categories. In 2018, the same album was nominated in Mpumalanga province in the Mpumalanga Gospel Awards in two categories. He is also a writer and has released singles among other projects. Nhlengethwa's music is inspired by life experiences, including those in the workplace. A case in point is a particular song, titled Sigcwalise Jesu meaning 'fill us up Jesus', which he wrote during the St Albans deployment based on the difficulties and challenges that they went through as a team. "I saw officials starting to lose hope and I wrote Sigcwalise Jesu ngamandla amasha (fill us up Jesus with new strength)," he explained.

He believes that Gospel breathes life into people and music's healing power is his expression of love to others. He explained that he would burst into song and officials would light up during breaks and after parades. He wants to continue using his talent to uplift others and wishes that the Department could open more platforms for officials who are talented like him to showcase their talents. ●





DCS pays tribute to fallen men and women in brown

By Tiyani Sambo

The death of one correctional official is one too many. A total of 1 378 officials of the Department of Correctional Services died due to various causes whilst still in service between the 2016-2017 and 2021-2022 financial years.

Among these distinguished heroes and heroines is Bongani Henry Faku (51) and Petrus Likotsi Moliko (50) who met their untimely demise in the most callous manner when they were fatally shot by an absconder, on 12 July 2022, at Extension 7, Langaville in Tsakane, Ekurhuleni. Fuelled by an unquenchable passion for their job, Faku and Moliko teamed up in the morning of that fateful day as they set off on a mission to remove one of the absconders off the streets. Unbeknown to them, this was sadly to be the final official assignment that these brave members of the absconder tracing unit at Boksburg Management Area would undertake together.

The passing of these heroes has left a gaping wound in the hearts of their families and colleagues, who remain gutted at the prospect of



Deputy Minister Nkosi Phathekile Holomisa and National Commissioner Makgothi Thobakgale joined by other senior managers in paying their respects to fallen heroes.

having to pick up the pieces and go on with life without their beloved colleagues, friends, and fathers.

During Moliko's send off, Deputy Minister Nkosi Phathekile Holomisa echoed National Commissioner Makgothi Thobakgale's vow to the Faku and Moliko families that no effort will be spared in the quest to ensure that justice is dispensed swiftly and that the perpetrator is brought to book for his heinous crimes. Even though their families

Eyes swelled with tears and emotions ran high as colleagues and families were confronted with the stark reality that the lives of their beloved sons and committed public servants were callously ended.

will never replace their departed loved ones, they will at least find solace in knowing that a multi-disciplinary law enforcement team, comprised of officers from the Gauteng Murder and Robbery Unit, Organised Crime Investigations, Ekurhuleni Metro Police as well as officials from the Department of Correctional Services, managed to trace and arrest the alleged perpetrator on 03 August 2022. He is facing charges of murder and violating his parole conditions.

The cloud of grief that engulfed the memorial and funeral services of these patriotic sons of the soil has left a permanent scar in the hearts and minds of their family, friends, and colleagues, and is testament to the debilitating loss felt by everyone who knew them.

Appreciating the trauma and seismic impact that the demise of these colossal figures is having on colleagues, their families, and the community, Commissioner Thobakgale encouraged law-abiding citizens to remain resolute and continue to work with law enforcement agencies to fight crime.

The Department also dips its banner and salutes its brave legion of special compatriots, including those who succumbed to COVID-19 and Gender-Based Violence and Femicide (GBVF), who selflessly served the Department and country with unparalleled dedication. ●

Phandle opens the eyes of the sighted to the **WORLD** OF **THE** **BLIND**

By Samantha Ramsewaki

Visually impaired Phandle Phandle (40), an Assistant Director at Grootvlei Management Area has not allowed his disability to prevent him from living a fulfilled personal and professional life.



Phandle's colleagues see him no different to others despite his visual impairment. Phandle and Tampane Motsamai often walk together to refresh after a long day's work.

Born in Bloemfontein, Phandle is the youngest of five children and the only visually impaired in the family. He says he enjoyed a normal upbringing like any other child in the community. "I had the toys most boys my age got and played freely with others. I also got a beating for my naughty deeds. I've made and lost friends along the way," Phandle said.

He attended Bartimea, a school in Thaba Nchu for the deaf and blind. He matriculated in 2001 and attended the University of Cape Town where he completed his Bachelor of Social Sciences degree in Psychology, Public Policy and Administration. His face lights up when he talks about his wife, whom he describes as a dependable source of support. "My wife, Ntsoaki, is sighted, but that is not the reason I married her. I love her and she loves me for who I am," he said. Both his children, Zintle (daughter) and Qhayiya (son) are sighted.

Phandle's first exposure to DCS came during 2007 as an intern at the Free State and Northern Cape regional office. He navigates from the bus drop-off at Grootvlei's entrance to the training centre without assistance. "One of the first routes I mastered was to the mess," Phandle chuckled.

He was placed with social workers at first but his qualification was unrelated and he soon found himself underutilised. He was later moved to the HRD component under Collin Arumugam, then manager. It was at HRD that his flair for the field was realised. Phandle took advantage of his association with the Braille Services Department at Free State Office of the Premier. This enabled him to prepare presentations and locally present courses.

A year later, he was appointed into the DCS learnership programme and attended basic training over two weeks at Brandvlei in the Western Cape. Both DCS training colleges did not accommodate people with total visual impairment.

He worked in correctional centre units and later as an investigator. He was promoted to the post of Assistant Director as the region's Work Study manager in 2013 and later returned to Grootvlei as the HRD manager.

"An educational campaign to open the eyes of the sighted about the blind should be considered. An information-packed documentary on people with disabilities within the department should be explored," Phandle postulated.

"I knew that I was expected to work among inmates when I applied for entry level employment in the department. Apart from the risk attached to the units for someone visually impaired, my career interests were different," he expounded. He shared that this should not deter the department from employing visually impaired professionals like Social Workers and Educators whose professional expertise is required in a correctional setting.



Phandle is able to access the internet, e-mail and other programmes through the Job Access With Speech (JAWS). It reads aloud from the screen through the use of a voice synthesiser.

According to Brael Mkhathswa, National Manager Disability, 321 persons with disabilities were employed in the department as at 30 September 2022 which translates to 0.82% of the total workforce. Of these, 47 are visually impaired. This is still short of the 2% target in terms of the government equity plan. For DCS to comply with government's equity plan, 456 people with disabilities should be appointed. "The department has an approved Disability-Friendly Recruitment Strategy which sets out the departmental process to attract and select qualified persons with disabilities," Mkhathswa said.

Phandle's subordinates see him as no different to others despite his visual impairment. "I did not do much to get my team to adapt to me. I did however let them know that I may require minimum assistance at times. They were soon convinced by



Assistive devices to Phandle are enablers to do his job well. The Pearl Camera, a portable computer scanner allows him braille conversion of printed documents.

my independence," he explained.

The 40-year old displays a warm and friendly mannerism with people. "My interaction with people often makes them to forget my disability. He appreciates the assistance of his Grootvlei colleagues who willingly transport him when the need arises.

Assistive devices to Phandle are enablers to get his job done. Assistive technology, also known as AT, is any device or product that helps a person with a disability to perform a task that would otherwise be difficult or impossible. This can include any piece of equipment, product or system that is used to increase, maintain or improve the functional capacities of people with disabilities.

The PacMate Omni is Phandle's portable braille computer screen which makes note-taking possible at meetings. The Braille - Edge Display provides a braille computer screen display which he uses for presentations. It takes notes too.

Phandle's energy sees beyond the limitations set by his disability in both the work and recreational fields. He plays cricket that is specially adapted for the visually impaired, and has participated in National Blind Cricket Tournaments. Blind Cricket is a special version of the game adapted for blind and partially sighted sport players.

For the differently-abled like Phandle, there is no disqualification for gaining access to every aspect of life. Phandle believes the department should view visually impaired persons and others with disabilities as integral to DCS's organisational transformation. ☉

DCS crown jewel leads **BANYANA BANYANA** to continental glory

By Andiswa Bekana

Emma Hendricks flanked by the trophies won at the 2022 WAFCON tournament.



Sport in the Department of Correctional Services (DCS) has recently been revived after a prolonged hiatus occasioned by the outbreak of the COVID-19 pandemic.

DCS is endowed with talented sportsmen and women and astute administrators who are making an indelible mark beyond the department. The resuscitation of sports in the department has coincided with a number of correctional officials emerging and showcasing their talents in the sporting and administrative fields in various capacities.

One such jewel is Emma Hendricks who is a correctional official stationed at Upington Management Area in the Free State and Northern Cape Region, who was part of the history-making Banyana Banyana team that annexed the continental crown at the 2022 Women Africa Cup of Nations (WAFCON) in Morocco.

Much of the plaudits go to the playing and coaching staff, but history has shown that success in the field of play is highly dependent on the competent administrative staff that ensures that all the needs of the playing personnel are well managed. The heroic achievement of the ladies' national team is testament of skilled backroom staff that created a conducive environment for Banyana Banyana to go on to conquer the continent at the 2022 WAFCON tournament. Hendricks was Banyana Banyana's head of delegation at the 2022 WAFCON, and was one of the key mainstays who played an integral role in ensuring that the team stays united and focused on the objective of bringing home the crown.

Sisters are doing it for themselves

Emma Hendricks has never played football as a sport but has excelled in administration beyond any reasonable doubt. "As a woman, you don't have to play soccer, there are other aspects you can explore, and these skills empower you and make you part of the team," said Hendricks. Coming from a soccer talented family, football was all she basically knew growing up. Her father was a talented soccer player and both her brothers followed suit. This exposed her to different aspects of being part of the team without having to kick a ball. Growing up, her Sundays were unconventional as they mostly



Head of Delegation, Emma Hendricks with the Banyana Banyana team.

involved her spending time on the soccer fields watching and enjoying the game. Being a multi-talented and driven young lady, Emma went to do a PSL referees' course which she managed to complete. Upon her return, she then ploughed back to her community by being involved in making the home team grow in leaps and bounds. 2016 was the year her talents were fully recognised when she became the first female President of the ZF Mgcawu SAFA Region in the Northern Cape, which catapulted her to the higher echelons of the South African Football Association (SAFA) structure as a member of the National Executive Committee (NEC).



Emma Hendricks with SAFA President, Danny Jordaan.

Still serving with pride in her job as a correctional official, she never put her guard down regarding her passion as a football administrator. With soccer being a male-dominated sport, Emma encouraged women to work twice as hard to achieve success. "Because it's a male-dominated sport, women have to try and work harder than their male counterparts," she said.

One of the key areas to concen-

trate on is empowering more female officials in DCS who have interest or are talented in playing soccer as the department plans on becoming a member of SAFA.

The dynamics and demands of operating at international level came with enormous benefits and valuable lessons for Hendricks which required her to be level-headed in her manner of approach to issues. She says she has learnt to remove herself from the equation by putting the pride of the country first. Hendricks says that, as a rehabilitator, being exposed to taking responsibility for multiple offenders assisted her greatly in having to deal with the national team's every need. "When you are Head of Delegation, all problems come to you and you are the one who has to solve them. Dealing with matters strategically and professionally is important as the Head of Delegation represents the president of SAFA," she explained. She also alluded that teamwork enabled all the ladies involved in the team to pull towards the same direction in order to guarantee a win for the country.

Hendricks said she remains grateful and indebted to DCS for having afforded her as an employee the opportunity to take special leave and attend to her passion of being involved in soccer, adding that she plans to get involved in the department's soccer team. She specifically wants to assist female officials in reaching greater heights in their talent of playing soccer. "The aim is to have DCS competent in their soccer skills from area level going up and assist more female officials in enhancing their skills in sports," she concluded. ☀

COVID-19 VACCINATION PROGRAMME

Vaccines are effective and continue to offer us the best protection while COVID is still around

- COVID-19 has not gone away and people who have not yet vaccinated continue to suffer the most if they get COVID, even when they have already had COVID before.
- Severe illness, hospitalisation and death is highest amongst people who haven't vaccinated.
- There are reports that men who are over 50 years are at greater risk for cardio vascular disease after having had COVID-19.

Booster vaccines are great for keeping your immunity up especially if you are more vulnerable to severe illness

- Everyone eighteen years and older is encouraged to get the booster vaccine as soon as they are due.
- Long-COVID, where symptoms continue for weeks, even months can be reduced by being vaccinated and boosted.

Make sure the information you are basing your decisions on is correct by calling the contact centre 0800 029 999 and do a fact check

- Anti-vaxxers have spread a lot of mis-, dis- and mal-information that it is often hard to work out what is factual and what is not when it comes to COVID-19 and the vaccines.

**For more information,
call 0800 029 999 or visit
[sacoronavirus.co.za](https://www.sacoronavirus.co.za) or
[findmyjab.co.za](https://www.findmyjab.co.za)**

