

# Report on Strategy Session: summarised for DCS officials

# SHAPING THE FUTURE OF CORRECTIONS IN SOUTH AFRICA





Department: Correctional Services REPUBLIC OF SOUTH AFRICA



# Report on Strategy Session: summarised for DCS officials

#### What have we heard?

- Officials embrace the Vision, Mission and Values of the Department
- Officials have concerns about achieving the goals of the White Paper on Corrections. These include working environment, terms and conditions of employment, the state of DCS facilities and lack of capacity to provide rehabilitation and social reintegration programmes.

#### **Outcomes of the Strategy Session**



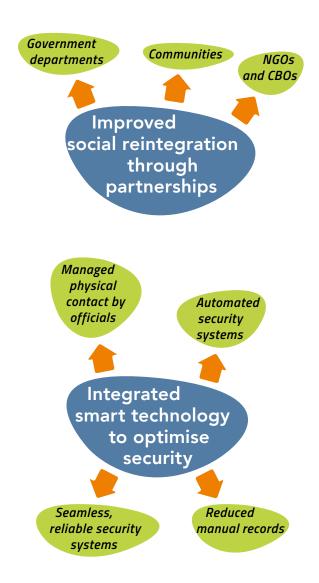
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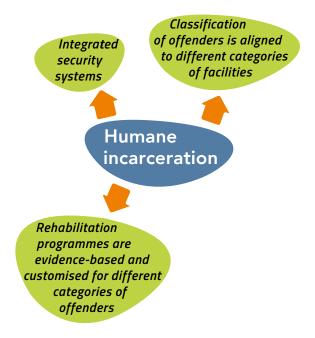
Develop Improve a service delivery model for organisational efficiency and selfeffective and efficient sufficiency through DCS that delivers ideal interventions, such rehabilitation and as establishment social reintegration of a trading programmes. entity What we intend Improve facilities and to do in conditions of Year 1 incarceration of inmates Formalise Improve and strengthen work relationships environment, with Justice Cluster conditions of departments to employment and enhance service organisational delivery and reduce culture duplication of services



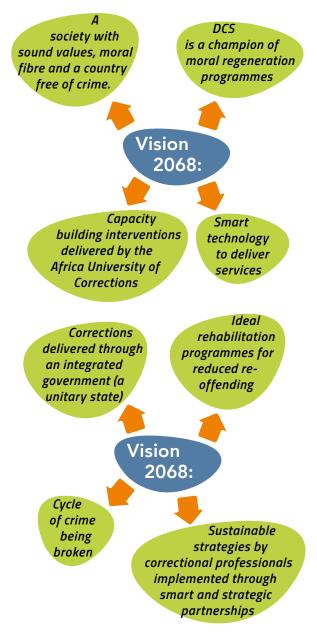








#### 50 year Strategic Intent (2068)



## **Policy Gaps**

Review and amend policies and legislation to create synchronised service delivery. Those earmarked for review are:

- Legislation and policies on Restorative Justice
- Expungement of criminal records
- Legislation on offenders with mental health problems and their integration into the corrections environment
- Legislation on the Professional Council on Corrections
- The Child Justice Act
- Revised legislation on the Criminal Law (Sentencing) Amendment Act, Act 38 of 2007, for minimum sentencing requirements
- The Criminal Procedures Act
- Review core business policies such as the A and B orders to eradicate contradictions with legislation, and address unskilled labour, offender labour and gratuities
- Extradition Protocols
- Align policies with socio-economic conditions (e.g. the LGBTQI community)
- Develop improved building standards.

# Scenario Planning

The department was assisted by the State Security Agency to start planning in line with (scenarios) events that might take place in the country in the next 50 years and how they would impact DCS. Important lessons from these scenarios are:

- DCS is one of the pillars required for the protection of the sovereignty of the state.
- Sovereignty of the state is the foundation of a democratic and free society.
- In a democratic society DCS has to be an independent body that is not used to settle personal scores with individual citizens by those in power.
- Good values and morals are central to an ideal correctional environment, today and far into the future (2068).

#### A report

that considered the inputs made by all stakeholders was developed. The report is a baseline that will guide us to know how things are and what we would like to improve.



All

The National Commissioner, Mr Arthur Fraser will continue to interact with employees and external stakeholders and listen for solutions that will help the department to move towards the achievement of the White Paper on Corrections, the NDP vision 2030 and the DCS Vision 2068.

employees are expected to understand where the department is at, what the department is doing to move forward and how they can be involved in the renewal of the department. Opportunity to be part of the renewal of corrections and shaping the future of corrections

Opportunity to have sustained and ongoing training to be a professional correctional official

Why this matters to You as a DCS employee

Work in a safer and better environment and under better conditions

Improve the quality of your work life and that of your colleagues

Be a champion of values and morals that inmates and others can emulate

Opportunities for managed contact with high risk offenders through smart technology Opportunities to be part of establishing Corrections as a dignified and respected profession

Why this matters to You as a DCS employee

Contribute to a safer South Africa through improved morals of inmates Be

a pioneer as a Professional Correctional Official in Africa and the world, and be part of modernising corrections The Strategy Report that contains the inputs received before, during and after the July 2018 strategy session will be updated with insights gained from the continued engagements with employees, leadership and external stakeholders.

Ongoing interactions with DCS officials to ensure the entire department supports this journey of renewal and shaping the future of corrections

Development of a 5 and 10 year strategy for DCS. Development of a strategy for functions in line with the aspirations stated

Way

forward

in the Strategy Report.

