



Corrections@WORK
Keeping DCS staff informed & inspired

Winter | 2016

**CLASS OF
1976:**
*on the
shoulders of
giants*

Four-legged security assistants to the rescue

Baviaanspoort Dog School

PLUS! 2016 Budget Vote • PREVENTING TORTURE IN CENTRES



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Winter 2016

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correctional services

Department:
Correctional Services
REPUBLIC OF SOUTH AFRICA



Corrections@WORK
Keeping DCS staff informed

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

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EDITORIAL

What if the fire can't burn anymore?

In the previous edition the editorial's headline read, *Keep the fire burning*. It applauded officials who kept on performing despite challenges they didn't have control over. It commended officials for demonstrating the characteristics of an Ideal Correctional Official, which, in short are:

- An attitude of serving with excellence
- A principled way of relating to others
- Embodying the values of the department
- Willingness to be held accountable.

However, this time around I couldn't shed the thoughts that kept on returning following a conversation I had with a colleague during which she confessed that lately she felt close to breaking point. Her workload, she said, was too much. She is not the kind of person who complains easily so I was surprised, but when she elaborated I understood. During an urgent project that required her to read volumes of complex information and analyse it for a report, she worked into the early morning hours for a considerable time. It was still expected of her to be on time for work in the morning. It left her feeling burned out.

This colleague didn't lash out against any individual or blamed anyone. She merely had enough and wanted out. She didn't need to vent, she needed a soundboard, and she needed a compassionate listener. Then our conversation drifted to imagining how decision makers in much higher positions must feel sometimes. It made her feel a little better.

I subsequently read some articles

online about venting workplace emotions at work, because statistics show that 90% of us do it. Some authors suggest there are positive ways to air feelings at work and some authors discourage this practice entirely. Be it as it may, here are a few links to articles that may help you.

<https://www.themuse.com/advice>

<https://teamworks-works.com/venting-or-gossip-in-the-workplace>

<https://usfcollegetocareer.com/2016/03/31/venting-in-the-workplace>.

Should you feel the need to vent, do it in a positive manner and make sure you do not cross the threshold into gossiping.

As a parting shot, these words from one of the authors: "We all have a need and responsibility to talk with someone about inner workplace turmoil that's building inside."

Estelle Coetzee

YOUNG BLOOD: Bhekizenzo (Lucky) Gwambi has a new outlook on what EST means as a profession following his deployment to the National Task Team earlier this year.



Budget Vote Highlights

The department has R21.577 billion at its disposal for the 2016/17 financial year, which is R2.8 billion less than originally earmarked.



National Commissioner Zach Modise together with Musician Nathi Mankayi and Boxer Lwandile Sityata sharing a moment with offenders during the 2016 Budget Vote Speech.

Most notable increases for:

- Rehabilitation - R1.217 billion
- Social Reintegration - R807 million
- Case Management Committees - R193.4 million (from the Compensation of employees budget)

High on the wish list for 2016/17:

- Revised parole system and possible new model for parole boards
- Progress with restructuring: leaner and meaner head office, support services must earn their keep & more warm bodies at the coalface
- Solving impasse on some critical labour issues
- Provide indisputable performance management information

Kudos for training milestones

- More than 380 Correctional Intervention Officials (CIOs) were trained in the implementation of 11 correctional programmes, thereby ensuring that 69 000 offenders serving at least 24 month sentences, completed the intervention programmes.
- National Skills Fund donated R15.9 million and 1 732 offenders successfully completed their programmes under this fund.
- Trained and contracted 63 auxiliary social workers to locate victims of crime and inform them of their right to participate in the parole process.
- Altogether 3034 learners, 14 of which came from child-headed households, received basic training to become custodial officials. In 2016/17, a further 2064 learners will receive this training.

Silver Stars

- Our Sex Offender Treatment Programme and Substance Abuse Treatment Programme were tagged for research and further development to raise their effectiveness. The two projects were commissioned to the University of Limpopo and Unisa. Findings from 18 of the country's 243 correctional centres will be used to redesign the programmes.
- In 2015/16, 5476 victims participated in parole hearings and restorative justice processes.
- Children in custody were reduced to 288 in 2015.
- The risk assessment tool for remand detainees was implemented in 22 facilities and 69 remand centres will implement it this year.
- Percentages of parolees and probationers who comply with their conditions remained high, 98.77% and 98.8% respectively.
- Despite red lights flickering over staff turnover, we maintained a 9.5% vacancy rate, which is slightly less than government's overall vacancy rate.



Minister Michael Masutha alongside Inspecting Judge Justice Johann Vincent van der Westhuizen were amazed by the artwork of offenders.

- Umzinto, Pietermaritzburg and Harri-smith boast with new cell phone detection systems. Durban-Westville, Kgoši Mampuru II, St Albans and Johannesburg will follow.
- The Department of Health has given the green light for installing body cavity scanners at St Albans, Pollsmoor, Kgoši Mampuru II and Johannesburg.
- The department's TB cure rate is at 81%.
- 97% of qualifying offenders living with HIV/AIDS are on anti-retro-viral therapy.
- Long-awaited: The department convinced National Treasury to approve 39 permanent posts for the Judicial Inspectorate of Correctional Services (JICS).

Announcement that's flying under the radar

Work is happening on amendments to the Correctional Services Act, and a tool will follow to monitor compliance with the Act. Besides ensuring reliable data, the tool will help managers understand factors that inhibit compliance. Used correctly it will track conditions of incarceration, protection of human rights, parole, health, rehabilitation and governance.

Punching at overcrowding

In the pipeline are:

- Growing internal capacity to develop and maintain infrastructure, by employing engineers, quantity surveyors, architects, and project managers.
- New policy determining that ex-offenders can be employed in the department's construction programmes.
- R2.6 billion earmarked (MTEF target) for infrastructure development and maintenance, property leases, municipal services and accommodation charges covering all our facilities nationally. ©

A man in a military uniform, identified as Christoffel van Heerden, is standing in a grassy field. He is wearing a brown V-neck sweater over a collared shirt and brown trousers. He has two patches on his shoulders. He is holding a blue leash attached to a German Shepherd dog, Helena, who is sitting and looking up at him. The background shows a wooden fence and green foliage.

KNOW YOUR DCS

FOUR-LEGGED SECURITY ASSISTANTS to the rescue

BY NELISWA MZIMBA

Christoffel van Heerden, a narcotics dog trainer gives Helena, a female German Shepherd recognition for a job well done during training. Helena is fully trained and awaits to be transferred to Leeuwkop Dog Unit.



Assistant Head of the Dog Training Centre Ms Esther Rakoma holds onto Tommy, a young German Shepherd being trained to attack. Tommy is about to attack his target during a training session.

The department has one dog school located in Baviaanspoort Management Area where dogs are trained and supplied to 39 dog units around the country. There are about 563 active dogs in the department.

Christoffel van Heerden, Franz Maredi and Gert Rautenbach are dog trainers at the school and their day starts by cleaning the kennels where the dogs are well kept inside wire cages. The four-legged trainees bounce around as their enclosures get a splash of fresh water. The dog handlers do this every morning for hygiene purposes, to keep the dogs healthy and avoid infections.

Chief Security Officer Gcinumzi Ntlakana said the department wants to expand the dog units and improve the quality of the dogs that, when well trained and correctly handled, contribute immensely to security.

The dog school either purchases or receives donated dogs. German shepherds and Rottweilers are the recommended breeds but the school is not too rigid when accepting a dog for training. Labradors are favoured when a unit wants a sniffer dog.

Assistant Head of the dog training school, Esther Rakoma said purchasing dogs can be a lengthy process.

A dog must be healthy, physically fit and confident to be accepted for training.

Four correctional centres are in the process of setting up dog units, being Upington, Polokwane, Klerksdorp and Tohoyandou.

A dog only works with its respective handler and the department therefore invests in training both. Dogs are trained to patrol, detect narcotics and track in cases of escape, while handlers are taught how to utilise the skilled dogs effectively in their daily duties. With the lack of human resources and the increased offender population in correctional centres, dogs are a valuable asset of the department. Fewer officials need to guard a big number of offenders when dogs are present and sniffer dogs can find drugs hidden in cells in no time.

The number of offenders and daily activities such as farming determine the supply of dogs to a management area. The presence of dogs when many offenders are in the fields to harvest vegetables lighten the

work load of officials. Training is also customised to suite the needs of a management area. Dogs can be trained to detect cell phones, cell phone batteries, sim-cards and money.

Although there are many advantages to taking dogs into centres, Gert Rautenbach of the dog school said most managers do not realise the value of utilising dogs to reinforce security personnel. It was regrettable that many trained dog handlers have to work without their dogs to fulfil other duties. Rautenbach said Emergency Support Teams should work together with dog handlers and their dogs because it will strengthen security operations. He said it was disappointing that dog handlers were often the last security officials to arrive at a scene.

However, there are centres that utilise dogs maximally. Pollsmoor and Durban management areas do lockup with the presence of dogs. Krugersdorp and St Albans have success stories in narcotics and cell phone detection. 📍



Goal is accurate, evidence-based performance data

BY SOLLY MASHABELA

If officials are not aware that the department has a limit on the number of injuries to offenders that resulted from assaults and unnatural deaths, how will they desist from unnecessary brawls with offenders?

Acting Gauteng Regional Commissioner Mandla Mkabela asked this question at the Strategic Planning session held at Kgoši Mampuru II Management Area from 4 to 8 April this year. He said officials who engage in these acts do not comprehend the far-reaching impact their strong-arm approach has on the per-

formance of the department. Mr Mkabela said it was long overdue that the content of the Annual Performance Plan (APP) is shared much more widely with officials on the ground so that they know the department's performance indicators, and how their individual work contribute to the overall performance of the department. He said the targets set in the APP will only be fully realised if they

are shared with all officials. He complimented the Strategic Management Branch for its foresight in inviting coalface officials to discuss the APP. The session, attended by about 600 officials whose job it is to compile performance information for the Annual Report, dealt with the Auditor-General's findings on performance information. The perennial problem identified by



CDC Strategic Management, Joseph Katenga, is driving the compliance agenda.

both the Auditor-General South Africa (AGSA) and internal auditors is misaligned information between management areas, regions and Head Office. Incorrect information submitted by regions to Head Office, which is subsequently submitted to AGSA, is almost always unilaterally corrected by management areas long after the submission date. This leads to auditors finding information in management areas that contradicts that which was provided by Head Office. From thereon it is a short route for AGSA to conclude that the department's performance information is unreliable and expressing a negative audit opinion.

Facing consequences

National Commissioner Zach Modise told officials at the Strat-

egy session that the care-free attitude of dealing with performance information, which seemed to be the norm, was because officials did not face consequences for supplying inaccurate information. He said from now on heads of centres will certify the accuracy of the performance information submitted by their centres. They will be held accountable for inaccurate information supplied, and in turn they will have to hold the officials who provided inaccurate information accountable.

Mr Modise furthermore made it compulsory for all senior managers to have a Key Responsibility Area (KRA) related to the accuracy of performance information. Chief Deputy Commissioner Strategic Management, Joseph Katenga, said the session was not a mere box-ticking exercise, but was meant to end misaligned information and submission of unreliable performance data on all performance indicators.

Keep it Simple

Director Security Standards, Hendrik Steyn, said an escape register needs to be completed by a centre every month, regardless of whether there was an escape in that month or not. He said that register, and nothing else, is the source document to be used when the number of escapes are reported. Mr Steyn said officials go to great

length in confusing themselves on how to report injuries. He said some even want to consider the autopsy reports or outcome of investigations into a reported injury while ignoring the simplest way, which is to look at the G336 forms which are completed when reporting injuries. "What is described as an injury in the form, counts as an injury. Do not bother yourself on whether it is a soft tissue injury or whatever term is used to describe



DC Strategic Management, Anna Molepo, drives the production of the Annual Performance Plan.

it. If it has the word 'injury', it is an injury," he said.

The department's Annual Performance Plan serves almost the same purpose as the individual performance plan/agreement that each official signs with their supervisor. It sets out the targets that the department's performance is measured against. ☐



MANAGEMENT

Regional colleagues work the figures to input on the post establishments of small, medium and large correctional centres.

Update on RESTRUCTURING





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1. Tokozile Marah, who has been a central figure in the restructuring process since 2012, guides officials in the discussion points during a collaboration session.
2. Director HR Planning, Thabo Hlongwane, is hands-on in the restructuring process.

The department's organisational structure was last reviewed in 2003 and since then a number of adjustments have taken place which were necessitated by capacity issues. In 2012 a high level macro structure was developed and was implemented.

Among others it saw GITO rising to become a branch, Development and Care collapsing into the Branch Incarceration and Corrections, and the formation of a new fledgling branch, Remand Detention. This restructuring process was however not cascaded to the lowest levels in the department.

The purpose of the current process of restructuring is to ensure effective re-alignment to the department's mandate, the Correctional Services Act, Chapter 8 of the White Paper on Corrections, the National Development Plan, Vision 2030, the requirements of the JCPS Cluster as well as addressing various stakeholder concerns.

Three key issues to be addressed are as follows:

- Streamlining all functions and ensuring that competencies are performed where they belong, for example all financial functions are performed in the Finance Branch and all security functions are performed in Security. This would enable sufficient

oversight, engagement, control and professionalisation.

- Downsizing Head Office and resourcing operations of core functions adequately, with emphasis on the Correctional Centre, Community Corrections and the Judicial Inspectorate of Correctional Services (JICS).
- Capacitating, rehabilitation functions, Case Management Committees, parole supervision and social reintegration functions to improve effective rehabilitation, and reduce recidivism.

It is expected that the employees of DCS will be the biggest beneficiaries of the restructuring process, in that it will provide relief on functions that have capacity issues and enable professionalisation that is required in the White Paper on Corrections.

Consultations have taken place through various structures in the department. These consultations were aimed at gathering information required to develop functional structures, and to a degree, post establishments. Further consultations shall take place with each

progression with the process.

The department is now at a point where consultations will take place with internal governance structures, for example with Natmanco and the Executive Management Committee on the functional structures and draft post establishments with the further view to engage other governance structures such as organised labour, DPSA and National Treasury. 🗨️

It is expected that the employees of DCS will be the biggest beneficiaries of the restructuring process, in that it will provide relief on functions that have capacity issues ...



Training is part solution to

PREVENTING TORTURE IN CENTRES

BY ESTELLE COETZEE (WITH GREAT HELP FROM JOHAN WOLMARANS)

Correctional centres are inherently places where conflict has to be mediated and managed. The list of characteristics that heads of centres have to possess is long.

Emotional maturity, acute awareness of responsibilities, and leading from the front are high up on that list because these qualities come to the fore when they have to apply the 14 sections of the Correctional Services Act that curtail the use of force.

The department has trained 3 411 officials on the prevention of torture and use of force in the past two years (2014 and 2015) and it will train a further 2 278 this financial year. The training is customised by the department's trainers and is presented to comply with the Act that prevents torture and the Correctional Services Act, which deals with the use of force.

These short courses for heads of centres, regional heads, area coordinators, emergency support teams and heads of community corrections, direct the participants to develop and apply the right mind set and behaviour patterns in conflict situations.

The training manual states that about 97% of a correctional official's responses to offenders require communication skills and only 3% require physical force (during riots, stabbings, etc.).

A good portion of the training deals with the development of soft skills and emotional maturity, such as redirecting negative behaviour of offenders, mediating and listening skills, how to maintain objectivity and self-control, and how to discharge dangerous situations.

It is up to heads of centres to mentor and lead their staff to achieve this.

Section 9 (b) of the **Prevention and Combating of Torture of Persons Act 2013** (Act 13 of 2013) stipulates that public officials who may be involved in the custody, interrogation or treatment of a person subjected to any form of arrest, detention or imprisonment, must be educated and informed of the prohibitions against torture. The responsibility to train officials is therefore imperative.

The Torture Act defines torture as:
“any act by which severe pain or suffering, whether physical or mental, is intentionally inflicted on a person –

- (a) For such purposes as to:
 - (i) Obtain information or a confession from him or her or any other person;
 - (ii) Punish him or her for an act he or she or any other person has committed, is suspected of having committed or is planning to commit; or
 - (iii) Intimidate or coerce him or her or any other person to do, or to refrain from doing, anything; or
- (b) For any reason based on discrimination of any kind, when such pain or suffering is inflicted by or at the instigation of, or with the consent or acquiescence of a public official or other person acting in an official capacity, but does not include pain or suffering arising only from inherent in or incidental to lawful sanctions.



The training manual states that about 97% of a correctional official's responses to offenders require communication skills and only 3% require physical force (during riots, stabbings, etc.).

Elements of torture are:

- It must result in severe mental and/or physical suffering
- It must be inflicted intentionally
- It must be committed by or with the consent or acquiescence of a public official
- It excludes pain and suffering as a result of lawful actions.

Examples of Abuse and Torture are:

- Extended periods of lock-up without due process (section 11).
- Refusal / withholding of services and programmes.
- Failing to act when abuse/torture is reported or witnessed.
- Placing inmates in a situation where their safety, security and personal well-being may be compromised.
- Issuing sanctions (punishment) without following due process.
- Placing an inmate in restraints (leg irons) while locked in a cell.

Further to this, a correctional official needs to have full knowledge of the sections in the Correctional Services Act that have, or may have, bearing on the Torture Act as the

matters are interconnected.

Sections 31, 32 and 102 are particularly important.

Mechanical restraint: specifically section 31(1) states that “if it is necessary for the safety of an inmate or any other person, or the prevention of damage to any property, or if a reasonable suspicion exists that an inmate may escape, or if requested by a court, a correctional official may restrain an inmate by mechanical restraints as prescribed by regulation”.

Use of force: specifically section 32 states that “every correctional official is authorised to use all lawful means to detain in safe custody all inmates and, subject to the restrictions of this Act or any other law, may use minimum force to achieve this objective where no other means are available”.


Central to an official's understanding is the phrase “subject to the restrictions of ... any other law”

[e.g. Torture Act] and the concept “minimum force”.

Section 32(3) further states that “a correctional official may not use force against an inmate except when it is necessary for” (read in conjunction with section 102):

- self-defence
- the defence of any other person
- preventing an inmate from escaping
- the protection of property.

Persons found guilty of committing torture, participating in, or commanding torture, can be sentenced to life imprisonment. Currently there are some lawsuits by inmates, which are sub judice, related to claims of torture in which correctional officials are the defendants. Given the grim outlook these officials possibly face, should the courts find them guilty, officials need to be acutely aware to rather err on the side of caution when it comes to “legitimate use of minimum force”. ☐

A photograph of Minister Michael Masutha, a Black man with a beard and sunglasses, wearing a dark suit and a pink patterned tie. He is speaking into a microphone and gesturing with his right hand, pointing upwards. The background is a bright blue sky with some structural elements visible.

Minister Michael Masutha communicates his vision that technical expertise and resources in correctional centres be made available to unemployed youth in communities that are close to such correctional centres.

CLASS OF 1976: on the shoulders of giants

June 2016 marked 40 years since the Soweto Uprisings that was a watershed in the struggle to overturn the draconian apartheid system in South Africa.

The uprisings changed the course of the struggle for freedom in many ways. It is on the shoulders of that generation of youth leaders that today's youth should take their cue from to refrain from doing crime, and to end corruption, racism, unemployment and poverty.

These messages were reiterated by Minister Michael Masutha and Deputy Minister Thabang Makwetla in their series of community engagements (izimbizo) during June, Youth Month.

When talking about the fateful day of 16 June 1976, the Deputy Minister, who was part of the Class of '76, said hundreds of youth fell to the merciless bullets of state security forces and some of those who survived had their dreams shattered. "The graves of many still remain unknown and many families still carry the pain because their questions remained unanswered," he said.

Deputy Minister Makwetla also engaged with a number of churches during the same month, ranging

from Atteridgeville in Tshwane, Meadowlands in Soweto to Guguletu in Cape Town.

Mr Makwetla asked the churches to help the department with its restorative justice programme by, among others, finding untraceable victims of crime. Churches have played a pivotal role in moulding South African society and have been an agent of change in the past. Mr Makwetla asked them to be an agent of change again. He also asked the congregations he addressed to change their perception about offenders and also for families to visit their loved ones in correctional centres. "There is no person who is born to be devious and those who are in correctional centres are South Africans just like you and me. Not everyone in a correctional centre is a serial offender," he said.

In his imbizo Minister Masutha quoted shocking statistics of the Institution for Security Studies, which indicated that young people between the ages 12 and 21 constitute more than two thirds of both victims and



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perpetrators of crimes in South Africa. “Coupled with the fact that 69% of those serving time or awaiting trial in South Africa’s 243 correctional centres, are young people of 35 years and below, we should really be concerned,” he said.

Minister Michael Masutha told the youth of Toekomsrus in Randfontein that the choice to make their life better or to waste it on drugs and alcohol abuse lies within themselves. He conveyed the same message to ex-offenders who attended the imbizo and who stood up in numbers asking him to help them out of their predicament of being denied employment due to their criminal records. He said though it was wrong for any person to be punished for a lifetime due to a criminal record, every person has to live with their past, whether it was good or bad.

Minister Masutha informed communities that according to the law, criminal records for certain minor crimes are expunged after ten years, while for serious crimes a record may be expunged through a presidential pardon, which has to be lodged to his office for him to recommend to the President.

Minister Masutha said the department was collaborating with local government to get unemployed youth living near correctional centres to be trained with offenders in technical skills. He said this was another way of using resources in correctional centres to contribute to the livelihood of communities. 📌

1. Deputy Minister Thabang Makwetla asked churches to be agents of change again in relation to crime prevention.

2. Deputy Minister Makwetla and Reverend Samson Nhlapho enjoys a dance with religious leaders during a praise song welcoming him at the Saulsville Methodist Church in Atteridgeville, Pretoria

3. Romeo Thatoe pleads with the Minister at the Randfontein Youth Imbizo to help him fund the youth art and culture development group he leads.

4. Members of the Church of Resurrection (Anglican) listen to Deputy Minister Makwetla urging them to embrace rehabilitation.

5. Lehlogonolo Lekate complains at the Deputy Minister’s Youth Imbizo in Klerksdorp that he struggles to get employment after he was paroled.

6. A youth offender from Johannesburg Management Area is worshipping in the Church of Resurrection.

A photograph of a classroom. A male teacher in a tan jacket is leaning over a desk, looking at a piece of paper. A female student in a green and yellow school uniform is sitting at the desk, looking down at the paper. Other students in similar uniforms are visible in the background, some looking towards the camera and others looking away. The scene is brightly lit, likely from a window in the background.

GROWING OUR PEOPLE

Learners hold on to Lifeline

BY TEBELE MAKHUTHUDISE



Lwandiso Zibethe gets ready to attend the day's classes.



Nelisiwe Gabela expresses her excitement about the chance to be employed by Correctional Services.



Facilitator Tshimangadzo Malada interacts with the learners.

Courage, faith and patience are what best describe the character of two youths who are attending the 2016 Correctional Services learnership. Nelisiwe Gabela (23) and Lwandiso Zibethe (30) are two of 14 recruits who come from child-headed families.

Nelisiwe and Lwandiso have many things in common. They are both from Kokstad and both lost their parents when they were young. They had no choice in becoming adults almost overnight as the responsibility of fending for their siblings fell on their shoulders.


Nelisiwe's family of nine lives in a mud house at Umzimkhulu village in KwaZulu-Natal. In 1997, when she was five, Nelisiwe's mother, who raised them as a single parent, passed away. The teenage years of Nelisiwe were quite lonely as she longed for a mother and child relationship. "Sometimes I needed to have a girly-talk with my mother just like any other teenage girl. I did not understand why other children had many clothes while I had little," she said. In later years Nelisiwe twice dropped out of a Human Resource course at a Further Education and Training college because she could not pay for it. The R660 social grant the family received for two of her siblings could barely sustain their physical needs. But she kept on clinging to the hope that a brighter future awaited her. Then 28 March

2015 happened, the day on which she was informed that she was accepted into the DCS Learnership.

Nelisiwe intends to finish her diploma in human resources with the R3 500 monthly stipend she gets from the learnership. Her wish is that her siblings can be spared the hardships she had to endure.

Life was an easy ride for Lusikisiki-born Lwandiso Zibethe until the day his father passed on in 2006. The memories of his father are still fresh on his mind. "My father bought me a black suit for my matric farewell but he passed on before the event," he said. Lwandiso's dream is to be a social worker but the dream was shattered when he had to end his studies. His mother also passed on. The pay-out from his mother's life policy soon dried up. The burden of taking care of his family fell on him and he was forced to do odd jobs. The family of ten kept the wolf at bay by depending on social grants for two children.

On 28 March 2015, Lwandiso was also informed that he was accepted into the learnership programme. He is still looking forward to acquiring a certificate in Occupational Health and Safety. ©



Community Corrections officials put shoulder to the wheel at one of the work sessions.

Spotlight on COMMUNITY CORRECTIONS

BY NELISWA MZIMBA

Orientation and training are critical to ensure hard work leads to good results. This is the view of Chief Deputy Commissioner (CDC) Pumla Mathibela who spearheaded nationwide work sessions in February and March this year to improve the performance of the branch Community Corrections.

The sessions also gave decision makers a platform to touch base with officials at operational level.

The branch ventured into several new sub-programmes over the past few years such as the establishment of halfway houses, Electronic Monitoring (EM), restorative justice (victim-offender dialogues and mediation) and the implementation of Procedure Manual Volume 5, a document considered to be the bible of Community Corrections.

Participants had many questions about Volume 5 because of different interpretations of the policy. The work sessions gave officials the chance to argue and analyse policy gaps. For example, the procedure to identify an absconder who fled to

another province was problematic because it required the case manager to go and identify the absconder in person despite shortage of staff. Officials wanted technology to come to their rescue where feasible.

Lack of resources

Another challenge caused by staff shortages (there are 2 040 community corrections officials managing a caseload of 69 041 parolees and probationers) is that some officials have to visit parolees and probationers alone, whilst the ideal is that officials must visit for monitoring in pairs due to the inherent risk factors.

The branch Community Corrections was established in June 2012 and has never had a formal human resource structure. A proposed structure is awaiting approval by the

apex leaders before it can be implemented. Officials were concerned that it was expected of them to reach targets even though they are under-resourced.

Vehicle shortages were another concern. Officials asked for suitable vehicles to drive on gravel and muddy roads in the deep rural areas. They would also like to not having to borrow panel vans from correctional centres.

Some Comcor offices are not cabled and are without electricity, while others do not cater for disabled officials. There are 218 Comcor offices in the country and 413 service points. The service points enlarge the physical footprint of Comcor and alleviate the burden on parolees and probationers to travel long distances.

Electronic Monitoring (EM)

Heads of Community Corrections have to continuously strengthen their relationships with Case management Committees (CMCs) and parole boards (CSPBs), especially on setting Electronic Monitoring conditions and community service conditions.

Although technology is meant to make life easier, it brings about its own challenges, such as:

- Monitoring electronic tags in deep rural areas is difficult.
- The number of available tags is limited.
- Repairing or replacing tags can take long.
- Applying for new tags takes long and officials say the process needs reviewing.
- Some regions hold unused devices back in view of future needs.

Good News

There are innovations that improve Comcor systems. Officials are now able to upload case information at their local offices into a centralised system at head office. It enables officials to easily retrieve information, view the records of absconders and establish the whereabouts of tagged offenders.

Pollsmoor is in the process of procuring a mobile unit to service remote areas. With it information can be captured electronically and remotely, and be fed to the main frame.

Some officials reported ideal levels of support from management and others had adequately resourced offices.

DC Social Reintegration Veliswa Mvandaba encouraged regular communication between Heads of Community Corrections, Area Commissioners and Regional Commissioners towards meeting the needs of community corrections at management area level.

CDC Mathibela said Area Commissioners should frequently visit their community corrections offices. She also encouraged officials to work closely with senior managers at head office and utilise the support available to help ease their burden. 📞

1. Nxele Andile (left), a reintegration case manager at Overberg Community Corrections and Bukiwe Mgwangqa, a court official at East London Community Corrections pay attention to responses from senior managers.

2. DC Veliswa Mvandaba and CDC Pumla Mathibela listen to operational staff voicing their challenges at one of the orientation sessions.

3. Ms Ntsiki Gunguluza, a Case Manager (Probationers & Parolees) in the Western Cape said their working conditions are improving, they now have more vehicles to use for monitoring.

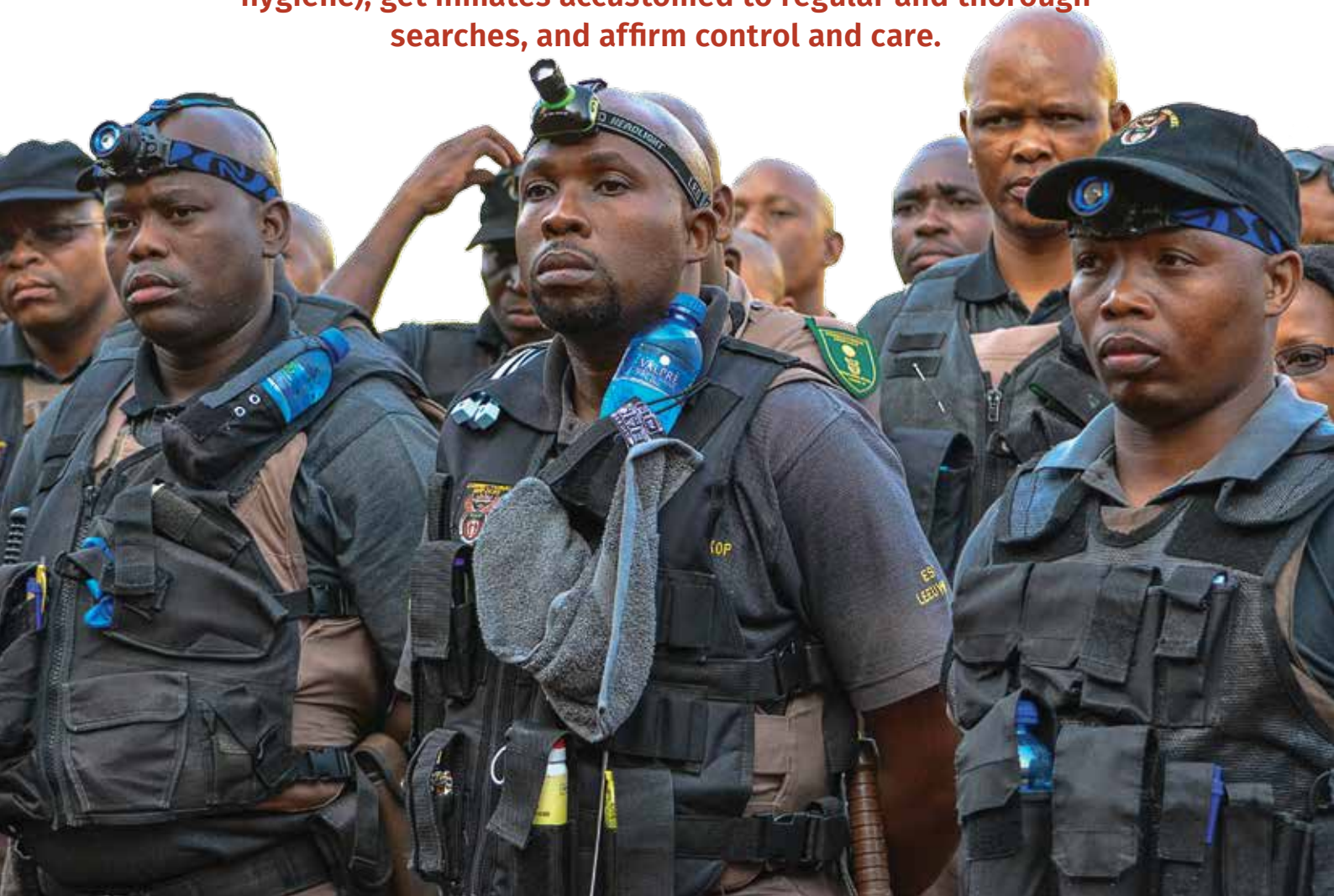


SPECIAL REPORT

“IKHANDA PHANSI, IZANDLA PHEZULU”- Heads Down, Hands Up

By Samantha Ramsewaki

The 120 National Task Team (NTT) members that started work at Durban's Medium A remand facility on 1 February 2016 had the usual tasks in mind: find the places where contraband gets hidden, physically clean up the centre (remove clutter and establish hygiene), get inmates accustomed to regular and thorough searches, and affirm control and care.



EST members from KwaZulu-Natal got their very first taste of NTT operations (as they had not previously been part of these interventions), under Director Errol Korabie's leadership.

Medium A was of particular concern for its gang dominance of the 26s and 28s. The NTT found a compromised security situation, which was in part responsible for the almost daily violence against officials. The centre houses an average of 3 500 remand detainees and serves more than 33 courts within a 300 kilometres radius of its location.

The six and a half hour shift pattern that is pertinent in KwaZulu-Natal region has some negative consequences for security. The split in the staff during the days when one team is off duty causes a security weakness as too few officials are present.

Mphenzeni Mnguni, affectionately known as Mphati, is KwaZulu-Natal's regional security coordinator. According to Mnguni, offender violence in Medium A was a fairly common occurrence.

"In January 2016 a detainee was stabbed to death shortly after he was processed to go to court. Violence was constant. During the NTT intervention it was different. There were fewer queries from the Judicial Inspectorate about assaults and unnatural deaths," Mnguni said.

"Ikhanda Phansi, Izandla Phezulu", meaning heads down, hands up, became a mantra of the NTT. It meant that upon unlock in the mornings, detainees moved out of their cells with raised hands and open fingers. It makes it easier for staff to observe offenders' behaviour and helps establish a controlled environment. It was followed by patting down inmates, counting them and recording their complaints and requests.

Bhekizenzo Gwambi, an EST official from Empangeni said initially he could not see the reason why offenders' cells had to be swept and cleaned after the search process. "But after the first week I realised the effectiveness of security consistency and leading by example."

Officials often do not realise how

much rubbish is extracted from cells by thorough searching. All the clutter also increases potential risk and danger.

Zikhali Mbongeni (25) was one of the young KZN officials who benefitted from being part of the NTT. "Previously I often would go into a cell with an aggressive stance. I could not understand how the NTT managed to work with such professionalism. They spoke little and were never aggressive," Zikhali said. He now understands that searching should not be brutal but effective by applying the right techniques.

The NTT furthermore prioritised the use of metal detectors at security hot spots such as access points and the centre's management has retained the practice.

Deputy Director Vusimuzi Hlekwayo, Centre Head of Medium A said, "The NTT reminded us of security basics. They used metal detectors effectively, and although we had the equipment, my officials didn't use it with great success. That's one of the reasons the centre was reactive to violence instead of applying security basics," Hlekwayo said.

Mphenzeni Mnguni's presence commanded respect among the NTT officials. They admired his nose to sniff out security threats. Mnguni pounced on a kitchen contractor who tried to smuggle 2kg of dagga into the kitchen.

Collin Khathi joined the operation a month into its work and found the first days intimidating. "The use of so many languages among the officials intrigued me. Even though we were different we shared the will for discipline and common purpose. I can for the first time in my career say I was making a difference!" he said. 📍

1. Mphenzeni Mnguni has a nose for smugglers. Having spent years in security operations, his experience resulted in the arrest of an unsuspecting contractor.

2. The unfortunate smuggler who tried to smuggle 2 kg of dagga into the centre.

3. Collin Khathi experienced NTT duties for the first time. He learned a lot from the NTT's searching processes.

4. Patrick Bennett, an EST member at Durban said he made a mind shift from being aggressive during searches to being calm and strategic.



A photograph of a woman in a South African Police uniform, smiling and holding a baton. She is wearing a dark vest with 'ST RIVER' and 'EST' patches. The background is a blurred outdoor setting.

Avril Davids challenges GENDER-STEREOTYPING

BY SAMANTHA RAMSEWAKI

Gender-based stereotyping often leads to wrong perceptions about the ability of female leaders and it is still fairly difficult for a woman to make the grade in a security environment

For her it doesn't matter what gender a leader is, as long as the work gets done.

The effects of gender-based stereotyping can be devastating, potentially undermining women's capacity to lead.

Avril Davids of Breede River Management Area has exposed gender-based stereotypes for the myths they are. She is not only a member of the Emergency Support Team (EST), she leads 25 EST officials who serve five correctional centres in the management area.

Security work can be challenging and dangerous at the same time. Even though working in a correctional environment holds little prestige in society, correctional officials who love what they are doing know it is a calling.

Whilst custodial duties are rather routine, it is punctuated with periods of crises. Davids said though it can be daunting sometimes, she sticks to the security basics. "I participated in the National Task Team (NTT) deployment to Durban and Pietermaritzburg, KwaZulu-Natal in February and March 2016. Following those two months I brought back added discipline to the EST work in the management area," she said. For her it doesn't matter what gender a leader is, as long as the work gets done.

Davids was tasked to be part of the NTT not only because of her operational skills, but also for her administration skills, especially related to human resources. In the KZN deployment her team comprised of seven officials. One of them was Sabastian Abrahams who said Davids was a woman who didn't require validation. "She leads, so the rest of us do just the same," he said.

Theodore Thomas called Davids an Iron Lady as she never allocates softer security tasks to females. Instead she does exactly what her male colleagues do, leading by example. She is skilled in problem solving. Thomas said she always saw a way around a problem, where many saw none.

Mdlulwa Lubabalo said Davids gave them equal opportunities to escort high-profile offenders, which built their confidence.

Women commonly have a challenge of keeping up with job demands and domestic chores. Davids has to juggle the demands of her job and satisfying the needs of her 12 year-old daughter. "I find that I extend my work discipline to my home. I want to see discipline in my child, whose school work fills me with great pride," she said. ☐

KIRKWOOD MANAGEMENT AREA: snapshot of its long history

BY JOHAN GERBER

Kirkwood Management Area, situated in the Eastern Cape has four correctional centres and four community corrections offices under its wing. The centres are at Kirkwood, Graaff-Reinet, Somerset East and Jansenville.

Kirkwood Management Area

Kirkwood is situated on the farm Korhaansdrift, (named after a bird that is endemic to southern Africa) which was acquired from the families du Preez, Holtzhausen and Muller in 1972.

In 1973, a correctional centre was built with corrugated iron and single quarters were built nearby. Officials and offenders travelled from Port Elizabeth daily to erect the buildings and the first offenders occupied the centre on 15 January 1974. The name Korhaansdrift did not last long. It was renamed after a Commissioner of Prisons, General JC Steyn in 1974.

An upgraded centre built with bricks opened its doors in 1980. The first Area Manager was Mr Johan Smith and it was in his time that the facility was renamed Kirkwood Prison.

Today, farming activities still thrive on the expansive grounds where officials and offenders alike spend their days toiling to produce vegetables, milk, eggs, red meat, lucern and other animal fodder.

Graaff-Reinet Correctional Centre

The Graaff-Reinet centre was built in 1861. The stone building is a good example of middle nineteenth-century Cape prison architecture. It

was declared a National Monument in 1979.

During the Anglo-Boer War (1899 to 1902) several rebels of the Cape and Boer warriors were detained here, including their commander, Gideon Scheepers.

During the late Eighties and early Nineties, anti-apartheid freedom fighters were also detained in this centre.

Today, it houses different categories of inmates, both sentenced and unsentenced.

Somerset East Correctional Centre

The first prison in Somerset East was an old barn which was turned into a prison in 1874. It was partially demolished in 1954 to make way for the magistrate's court. Some of the old prison cell bars and windows were found in 1995 when the magistrate court was renovated. In 1945 another prison was built to the West and on the outskirts of the town. It is situated between tall eucalyptus trees on the banks of the Bos River under the Boschberg Mountain known as "Nojoli".

Somerset East Correctional Centre also played an important role in the politics of South Africa and the history of Somerset East. During the Anglo-Boer War, many Boers were

Mandisi Makhenyane inspecting the teeth of a breeding ram

detained for high treason here, one of which was C J Claasen who was hanged inside the prison on 24 July 1901. Anti-apartheid activists were also detained at the centre during the various states of emergency in the 1980s.

Mr Phindile Ntengu is currently the Head of the Correctional Centre and the Mr Andre Krauspe is acting Head Community Corrections.

Jansenville Correctional Centre

The prison was built in 1892 as a police station and was occupied by the prison system of those years around 1950. The exact date on which it started to function as a prison could not be found, a "Restraint Register" shows that it was operating for detention purposes in 1913.

Today, Jansenville detains inmates sentenced to less than 24 months.

Mr Winston Smith is currently the Head of the Correctional Centre and Mr Dawid Arries is the Head Community Corrections.

Kirkwood Area Commissioner Vuyiswa Gcakasi said it was upon the management area's officials and its managers to place Kirkwood on the map of best practices. Kirkwood has received clean audit reports for the past two financial years. ☐



Offenders Thanduxolo Busakhwe (left) and Wele Khoka (right) are ready to blow-off steam under the guidance of rehabilitator Xolani Gwadiso.

REHABILITATORS at HEART

BY TEBELE MAKHUTHUDISE

Thamsanqa Springkaan and Xolani Gwadiso can make a difficult job look like a piece of cake. Because of their work, Minister Michael Masutha recently invited their protégés to the 2016 Budget Vote Speech in Parliament.

The award-winning musician Nathi Mankayi and world boxing champion Lwadile Sityata count among many offenders who changed their ways after encountering these two officials. Thamsanqa Springkaan joined the department in 1995 with little foresight that he will assume many responsibilities that include being a motivator, counsellor and parent ("warder" or Chief). Over the years Springkaan has witnessed many offenders who turned a new leaf. It fills him with pride to know ex-offenders who are making a positive contribution to their communities like Mankayi did because there are offenders who return to crime.

Springkaan said when Mankayi

came to Section 5 of Goedemoed Correctional Centre in 2006 to serve an eight-year sentence, he was an introvert who found solace in playing keyboard and guitar. During an offender talent search Springkaan realised what a find Nathi Mankayi was.

Mankayi has since bagged five South African Music Awards and two Metro Awards after releasing his maiden album, Buyelekhaya. Mankayi said he was grateful to the officials for making music instruments available for him to practice.

In another part of the country Xolani Gwadiso is partly credited for moulding Lwandile Sityata into a world boxing champion. Gwadiso became a correctional official in 2006 at Mdantsane Correctional

Centre. The proudest moment of his life was to see Sityata becoming a world champion in 2014. Sityata was serving a four-year sentence. Gwadiso knew Sityata from their neighbourhood as an aspiring boxer and he could not let the talent go to waste.

Gwadiso recalls that Sityata came to the centre as a confused young man with lots of uncertainty about his future. Gwadiso convinced the management of Mdatshane Juvenile Centre to allow the youngster to train in the medium-classified adult centre. The relationship between the two men grew as Gwadiso became a life coach and a mentor. Sityata said Gwadiso was the first person who recognised his talent and motivated him to be a better person. 📍



THE INSIDE-OUT, OUTSIDE-IN GROUP are in the back row from left Prof. Eduard Fourie, Prof. Puleng Segalo, Ms Gali Katide, Mr Khonzi Mbatha and Dr Mbali Dhlomo-Sibiya. In the front row are Mr Olebile Mosimanekgosi, Dr Masefako Gumani and Ms Janice Moodley. Prof Martin Terreblanche and Mr Mbongiseni Mdakane are not in the photo.

The group functions as a repository and a network for anyone seeking information or to impart information on corrections issues.

tion at Unisa. The title of his research is: A day in the life of a South African offender. The paper seeks to create societal awareness around factors leading to recidivism.

"I asked the prison psychologist sitting in front of me: 'Do you know of any prisoner that became a psychologist?' 'No', she answered. 'Well, you are looking at one ... Bongi Mdakane.'" This is an extract from his research paper. The conversation occurred during his visits to correctional centres to interview offenders for his research.

Although the group does not conduct research, it holds round table discussions, and organise conferences and presentations.

The group largely attracts students, NGOs, researchers, offenders, ex-offenders, correctional officials and representatives from community groups who are interested in conducting research that relates to corrections. DCS contributes by sharing new research and theories on corrections.

The group is considering compiling an e-book on corrections-related research. 📖

For more information contact Mbongiseni Mdakane at emdakam@unisa.ac.za, Prof. Eduard Fourie (coordinator of the Inside-out Outside-in Corrections Interest Group) at fourime@unisa.ac.za or visit their website at <http://insideoutoutsidein.co.za/>

INSIDE-OUT, OUTSIDE-IN revives dialogue on corrections

BY NELISWA MZIMBA

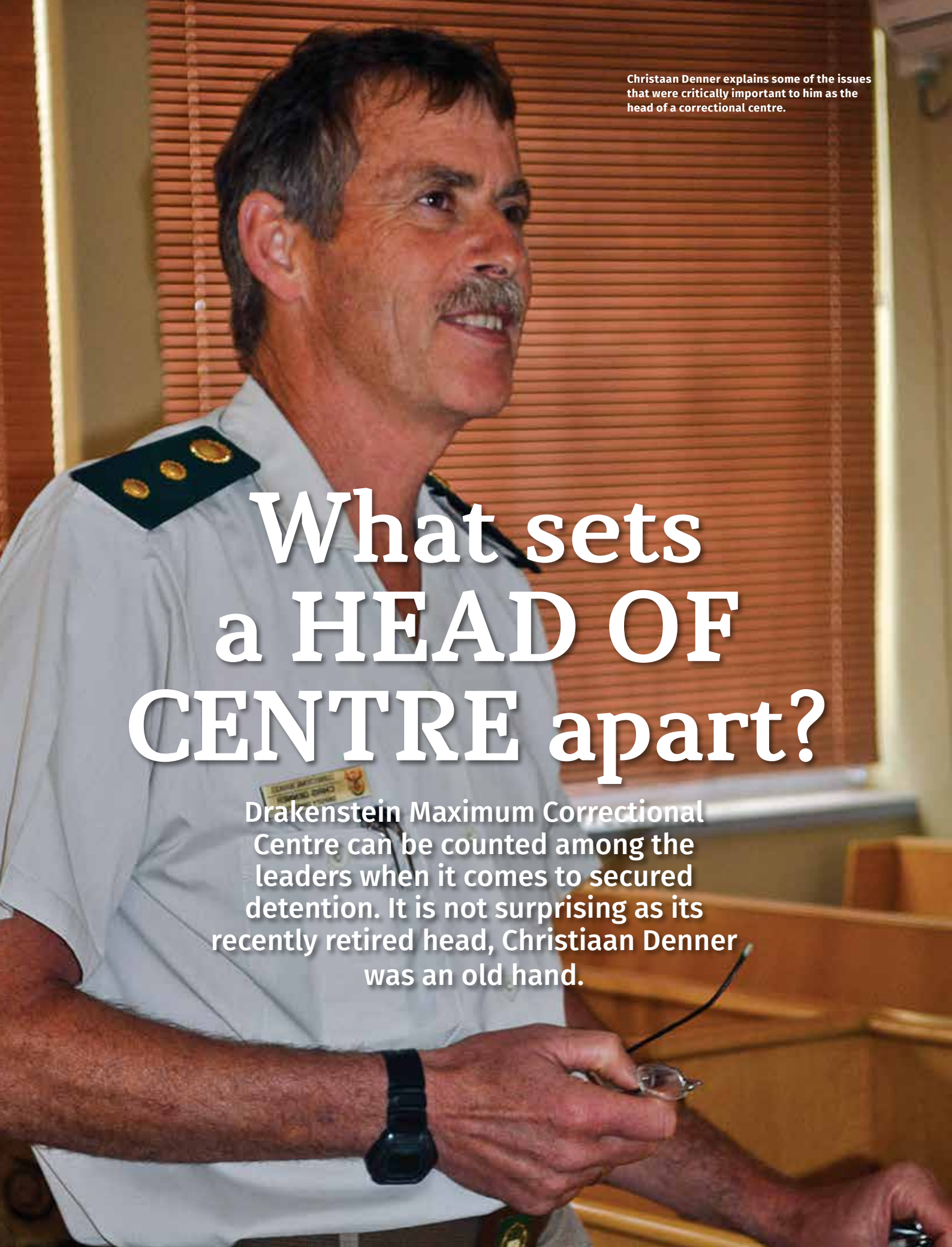
Inside-out outside-in. This does not refer to the positioning of a garment but is the name of a community interest group founded by Unisa academics in the Department of Psychology.

It does not have an official membership, it welcomes anybody who is interested in issues relating to incarceration.

The group functions as a repository and a network for anyone seeking information or to impart information on corrections issues. It shares insight, knowledge and experiences of a correctional centre and creates a record of research, practice, role play-

ers and other relevant information. Its focus is predominantly on initiatives that deal with the link between the inside and outside of correctional centres. They look at tertiary education opportunities for offenders, social reintegration, recidivism, and family issues.

The initiative was inspired by the story of Mbongiseni Mdakane, an ex-offender who is now doing his Masters degree in Research Consulta-

A middle-aged man with a mustache, wearing a light blue police uniform with three gold buttons on the shoulder, is shown from the chest up. He is looking slightly to his right with a faint smile. He is holding a pair of glasses in his right hand. The background consists of horizontal wooden blinds.

Christiaan Denner explains some of the issues that were critically important to him as the head of a correctional centre.

What sets a HEAD OF CENTRE apart?

Drakenstein Maximum Correctional Centre can be counted among the leaders when it comes to secured detention. It is not surprising as its recently retired head, Christiaan Denner was an old hand.



1. Denner had additional cameras installed to cover security blindspots.

2. Denner would often observe offender movements from the vantage point of the walkway above the courtyards.

Denner started his career at Drakenstein, then known as Victor Verster, as a warder in 1976. He later spent a year working on Robben Island and returned to Drakenstein in 1980. Denner was appointed head of Maximum in March 2005, at the level of Deputy Director. He retired on this rank in April 2016. Samantha Ramsewaki of *Corrections@Work* had the opportunity to interview him prior to that.

“The greatest challenge as head of centre was to ensure that the day ends without an injury to either an offender or official,” he said. It may, at face value, not seem much of an accomplishment but when one understands the impact of all the factors that strain a centre’s resources, the value of an outstanding Head of Centre (HCC) is unmistakable. Some of the factors to consider are an unfavourable ratio of officials to offenders, the shift pattern, and legislative requirements that necessitate a lot of movement of offenders.

The department’s transformation goals from a punitive to a rehabilitative system, that were cemented by the White Paper on Corrections in 2005, brought about gradual shifts in what was expected from a head of centre. This shift meant an increasing focus on administrative functions, and witnessed heads of centres having less and less time to move

around inside centres and be visible there.

Denner walked this tightrope by not backing away from having a physical presence in the centre. With the average day consisting of compulsory meetings, strategy became a lifeline. For Denner, it meant empowering his other managers to be co-drivers and making his expectations clear. “There was no other way,” Denner said.

According to him one of the most difficult legal requirements to comply to was Section 8 (5) of the Correctional Services Act, in which regular meal intervals for offenders is required. “Nearly 40 positions were removed from my centre with no replacements. The existing shift patterns seriously need reconsideration. They strangle compliance to policies,” he said.

For him the presence of female officials in maximum centres is too risky. “Female officials are placed at risk and are often physically limited to assist in a security crisis like stabbings.” He reckoned that many correctional officials at operational level are burned-out, physically and mentally.

Denner supported specialised security because of the rapidly changing face of crime. He encouraged better utilisation of the EST to manage his offender population. But he held the view that not every official had the mental grit, heart and emotional

intelligence to endure what an EST member should be able to in a crisis. He suggested that heads of centres must maintain the presence of the EST in their centres, as well as first response teams.

Visible management is imperative as a head of centre. It is important to know your centre and who your population is.

He often used a small video recorder to unobtrusively record offender movements and later analysed offender groupings and behaviour to detect gang activities. He would interview selected offenders individually, resulting in them voluntarily giving him information about gang affiliations.

Denner invested in adding to the CCTV system by having additional cameras installed in security blind spots. Drakenstein Maximum was also the first centre to install panic buttons for officials.

Like all old hands, Denner knew the value of the Complaints and Requests Register as a tool in maintaining order in a centre.

He said the department would do well if it re-instituted the mentorship programme for leadership, which was practiced in the department many years ago.

As to what he would miss most in his retirement, he said it would be the beauty of the Drakenstein valley and the officials. 📍

TECH TIPS

Mobile banking security



It wasn't that long ago that an account deposit or withdrawal required a visit to your bank to complete the transaction.

Banking was inconvenient and time consuming. Today, we have lots of options when it comes to financial transactions. Mobile banking is an increasingly popular way to monitor and manage your money.

But how secure is mobile banking? Could a thief sniff out your bank account information digitally? Is it safe to make financial transactions using an app or text messaging, or by visiting a mobile Website?

The good news is that mobile banking is somewhat secure just because there are so many variations of banking apps and methods in the market. A thief has no way of predicting which method a potential victim might use. If there were only one standardised method the story might be different. Even so, there are certain rules you should follow to make sure your banking information remains safe.

You may have heard the term phishing. Phishing refers to the practice of tricking someone into revealing private information.

Fishing and phishing are similar concepts - there's bait involved with both. With a phishing scheme, that bait might be as simple as a text message or e-mail. It may be as complex as a fake Website designed to mimic your bank's official site, which is called spoofing.

You should never follow a banking link sent to you in a text message or e-mail. These links could potentially lead you to a spoofed Website. If you enter your information into such a site, you've just handed that data over to thieves. It's always a good idea to navigate to a Website directly. Enter your bank's Web address into your phone and bookmark it. This will help you avoid bogus Websites.

On a related note, you should never send your account information or password via text message or e-mail. It's a common phishing scheme to send out bogus requests for such information. Don't fall for it!

Many mobile devices allow you to connect to different types of networks, including Wi-Fi networks. You might be tempted to check your balance or make some transfers while you grab a quick drink at a coffee shop. But before you log into your account, make sure you're not connected to the public network.

Public connections aren't very secure - most places that offer a public Wi-Fi hotspot warn users not to share sensitive information over the network. If you're using a smartphone or other cellular device, disabling the Wi-Fi and switching to a cellular network is a good solution. You never know

who might be listening in over the public network.

Many banks now offer official applications in smartphone and tablet app stores. In general, these apps tend to be more secure than sending information by SMS message or e-mail. Most banks go to great lengths to make sure any information sent across a network by an app is encrypted.

Make sure your bank sanctions the app before you download and install it.

Perhaps the biggest risk is also the reason why mobile banking is so popular - mobile devices are easy to carry around everywhere we go. They can contain everything from passwords to contact lists to our calendar appointments. Information like that can be dangerous if your mobile device falls into the wrong hands.

There are a few things you can do to minimize your risk. If your device has a digital locking mechanism you should use it. Some devices require you to trace a pattern or insert a PIN. While it might slow you down to have to enter a PIN each time you want to use your phone, that layer of security might be enough to keep a thief from accessing your bank account before you can report your phone as missing.

Don't be scared off from using your mobile device to access your bank accounts. Just be sure to practice good, safe behaviours and keep track of your gadgets. With a little common sense and attention, mobile banking can be both convenient and secure. ☑

Gadgets & stuff



DID YOU KNOW?

Hot showers immediately warm you up, but cold showers improve blood circulation between your skin and organs. Cold showers are also correlated with a stronger immune system.

This winter keep them
safe & warm while they LEARN

PrimaryGames



JUMPSTART

PLAY NOW!



It is winter and you may want to keep your young ones indoors and warm most of the time.

So save costs and DON'T buy new Toys. Instead, stimulate their eager minds by teaching them computer games that are both fun and educational.

www.primarygames.com
(online)

This website offers games for the creative mind that loves to paint and make beautiful things. Some of the options are challenging yet creative. Imagine your child becoming a world famous artist. You learn to draw, paint, and create collages through various mini-games and lessons. This game is free online.

Your kids will love to dress up and many more games. Visit primary games website or go directly to the game of choice, Image Artist on the link below.

<http://www.primarygames.com/arcade/dressup/imagineartist/>

www.jumpstart.com
(download)

JumpStart, also known as Knowledge Adventure, has set a standard in kids' educational games by making learning fun. It has been designing games under its flagship brands - JumpStart®, Math Blaster® and School of Dragons®. JumpStart has also forged partnerships with brands such as DreamWorks Animation to produce creative and innovative educational mobile and multiplayer online games. You will need to download files onto your computer to play the games.

Visit jumpstart website to make learning fun for your kids.

<http://www.jumpstart.com>



Be careful when allowing children to play online games without adult supervision. Make sure you have a good antivirus on your computer. Take precautions when leaving your children alone with computers that do not have security protection as they may click on pop-ups that are phishing or marketing. Seek advice from registered service providers on how to set up your home device.

Have fun, while you learn with



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Use your camera for instant text translation



Get text translations without a data connection



Converse hands-free. Translate auto-selects language



Google's free service instantly translates words, phrases, and web pages between English and over 100 other languages.

- Translate between 103 languages by typing
- Tap to Translate: Copy text in any app and your translation pops up
- Offline: Translate 52 languages when you have no Internet
- Instant camera translation: Use your camera to translate text instantly in 29 languages
- Camera Mode: Take pictures of text for higher-quality translations in 37 languages
- Conversation Mode: Two-way instant speech translation in 32 languages
- Handwriting: Draw characters instead of using the keyboard in 83 languages
- Phrasebook: Star and save translations for future reference in any language

Latest App





SPORT

Spirit of Comrades Marathon lives on

BY NELISWA MCHENBA

More than 240 DCS athletes joined the 20 000 Comrades Marathon runners outside Pietermaritzburg City Hall on Alexandra Street for the 89,28 km race on Sunday, 29 May 2016. They began the gruelling run in chilly early morning conditions.

The marathon is a big deal for all who participate in it. Many runners are emotional and some lift their hands in prayer just before the gunshot. The route has gentle climbing in the first half of the race. At first the runners are slowed down by the narrow path and obscured vision because it is still dark. It is also the time when experienced runners distinguish themselves from the novices.

Siyabonga Nyawo from Durban Management Area was the first DCS official at 1 hour and 28 minutes to emerge at Umlaas road, the 27-kilometre mark. He was a few kilometres behind the leading man, David Gatebe. He was also the first DCS official to cross the finish line in 6 hours, 55 minutes, which was a 39-minute improvement on his 2015 finishing time.

Nyawo got a silver medal for his feat, which is awarded to athletes after the 11th position until the cut off time of 7 hours, 30 minutes. He was running his fourth Comrades Marathon after having collected three Bill Rowan medals (given to those who finish between 7 hours, 30 minutes and 9 hours) in preceding years.

Joel Kutu of Kgoši Mampuru II Management Area once again held on to the second best finish among officials at 7 hours, 18 minutes. Andrea Calitz of Pollsmoor Management Area was the first DCS female official to finish in 10 hours, 28 minutes. She was followed by Paulina Masi Sibiya of Modderbee Management Area who clocked 10 hours, 37 minutes and Maida Kgokolo, who finished in 10 hours, 42 minutes.

Selaelo Molokomme of Baviaanspoort did 9 hours and 21 minutes and was happy with his performance considering that he was a novice. Like many of the DCS runners he came back with all kinds of body pains but he had no doubt in his mind that he will return to the race next year. The spirit of comrades is addictive.

Veteran runner Minkie Adoons was awarded at the pasta evening on the Friday before the race for running 26 Comrades Marathons as a DCS official. He joined the depart-

Cosmos Langa and Piet Vilakazi ran the Comrades 24 times while Deon Stumke and Sagadezen Moonsay ran it 23 times.

ment in 1987 and retired in 2012 at the age of 60 from Zonderwater Management Area.

The department gave recognition to other veterans too at the pasta evening. Cosmos Langa and Piet Vilakazi ran the Comrades 24 times while Deon Stumke and Sagadezen Moonsay ran it 23 times. Passover Zweni and Dumisani Ntombela ran it 20 times. They were all awarded for the courage and discipline they had shown over the years. Director Employee Wellness Dr Pravesh Bhoodram said these were the attributes that ideal correctional officials should have and it was humbling to have correctional officials of this calibre.

Deputy Commissioner Integrated Employee Health and Wellness Mollet Ngubo said he was concerned about the low participation of women officials in the marathon. He said there are many good athletes in the department but they participated under private athletics teams because the benefits they get from those teams are attractive. The directorate will have to work hard to attract more females and young athletes in future. The number of officials who participated in this year's marathon increased by 20. 📍

1. THABANI MASONDO and Phillip Tembe from Empangeni Management Area carbo-load at the pasta evening before the big race.

2. Boy Motaung gets a handshake from the president of Athletics South Africa, Aleck Skhosana in recognition for having obtained eight Comrades Marathon Bill Rowan medals.

3. David Mashishi Nyalunga from Gauteng enjoys the magical touch of two masseuses at Durban ICC to prepare his muscles for the gruelling race ahead.

4. Siyabonga Nyawo from Durban Management Area was the first official to cross the finish line in 6 hours, 55 minutes.



Preparing educators to run libraries

Fifteen educators from the department's accredited schools were trained earlier this year to run school libraries professionally.

Sibusiso Maseko, Assistant Director Monitoring and Evaluation in the Directorate Formal Education, said the educators were trained in how to classify books, and how to record issued and returned books. They were also shown how to label books according to their classification.

Despite their newly acquired skills some educators worried where they were going to find the time to teach and work in the library. Ms Venita Labuschagne of MacMillan Teacher Campus who facilitated the training told them they would have to set a timetable for when learners can visit the library. The timetable should allow teachers to supervise and help learners find the books they need. It was important that educators know how a library is run.

Labuschagne said books in a school library should be appropriate to the age and gender of the learners. She made the example of an Afrikaans book, *Lili die speurder*, written for girls aged about seven years, which she saw in a DCS school library. It was not relevant in a centre in which all the learners are boys older than 16 years. Another example was given of piles of German books that were donated to one of the management areas.

The educators agreed that the best way of handling donations is to inform the donors of the types of books they needed.

By Solly Mashabela



The Research and Design Team of the Directorate Correctional Programmes held an orientation session at Grootvlei Management Area on the implementation of Correctional Programmes from 09 to 13 May 2016. Twenty six Correctional Intervention Officials (CIOs) of the Free State and Northern Cape region and two officials from Mangaung Private Prison were trained on reporting, statistical tools and performance indicators.



Partnership pays off at Benoni Community Corrections

A partnership between Benoni Community Corrections and a local NGO, Love Soar Learning Centre, to develop the skills of parolees and probationers is flourishing. Every Wednesday 16 ex-offenders from Clovedene in Ekurhuleni are benefiting by undergoing social life coaching, rehabilitation and entrepreneurship training, facilitated by Ekurhuleni Economic Development.

The initiative help beneficiaries to not relapse into a life of crime after their release.

Head of Benoni Community Cor-

rections, Sebothoma Lale, is also availing the department's agricultural resources to train the beneficiaries in agricultural skills. The plan is to include them in a co-operative when they completed their training.

The Ekurhuleni municipality is already helping to register the cooperative. "We expect from the beneficiaries of this project to become employers one day," Sebothoma said.

By Olivia Mothapo

Leeuwkop Abattoir tops among peers

The Leeuwkop Abattoir has been rated Gold in the Abattoir Rating Scheme of the Gauteng Department of Agriculture this year, and has been declared the winner in the Low Throughput Red Meat Abattoir category at the Nama e Phepha Awards.

The awards honour excellence, good hygiene and quality in the abattoir industry.

Offenders provide labour on a rotational basis for about six

months at a time. Health inspectors from Gauteng provincial government ensure that health standards are adhered to during slaughtering.

The abattoir slaughters about 20

cattle and 240 pigs per month. The meat is prepared for offenders at Leeuwkop and other management areas in Gauteng.

By Sanku Tsunke



Commissioner welcomes Kgoši Mampuru II Area Commissioner

National Commissioner Zach Modise introduced the new Area Commissioner of Kgoši Mampuru II Management Area to officials on 4 May. Mr Tlabo Thokolo is not new to the department. He served in DCS for many years, including as Leeuwkop's Area Commissioner, before he left to head the Independent Police Investigative Directorate in Western Cape in December 2014.

Mr Modise reiterated what he said during his Regional Roadshows a few months earlier that compliance, consequence management and employee wellness are key to the department achieving a clean audit and adequate service delivery.

Mr Modise emphasized the need for the management team of the area to stand together and lead from the front. He told the area commissioner to improve the management area's performance and con-

tribute to improving that of the Gauteng region. He said it is not going to be easy as there are always officials who will make it difficult. "There are good and bad officials. Separate the good from the bad and move this management area to greater heights," he said.

Mr Modise said he was worried about the media reports of criminal activities by officials taking place at Kgoši Mampuru II and urged all officials to curb that.

Mr Modise thanked the former acting Area Commissioner Mr Joe Makgoba for steering the ship after the retirement of Mr Zebilon Monama, the previous Area Commissioner.

Mr Thokolo said some of things he wanted to see improved are professionalism when handling offender complaints, and responsiveness to their (offenders) requests to avoid unnecessary court cases. "Managers need to be held accountable and they must be held responsible for the portfolios they have been given to manage," Thokolo said.

His view was that team work is central to how things are done. That included unity among executives, managers and junior

officials. Factors that inhibit unity must be identified. "I am going to ensure improved participation in sporting activities," he emphasised.

By Ofentse Morwane And Mocheta Monama



New Area Commissioner Tlabo Thokolo

INBOX

Hi there

I want to thank **C@W** for the way in which it portrayed my story in the Spring 2016 edition, entitled, **Heroism in the face of a hurricane**. I hope it didn't open old wounds for family and friends but it was the right thing to speak about what happened more than 10 years ago. When I think of my old friend Jacques Horn these days, I am sad and proud at the same time. It is a pity that his son and so few of our colleagues had the opportunity to know this friendly and warm human being.

I also want to thank the department for the opportunities it has given me to make a small difference in the careers of my colleagues.

God bless

- Mark Hendricks

Good day

I saw your article "Heroism in the face of a hurricane" pertaining to Mark Hendricks. I would like to report that we also have a member at George Correctional Centre who was exposed to a similar incident in which an inmate tried to escape during an escort to the provincial hospital in an ambulance. The inmate was Trevor Wittes and he killed four people. The story also had major media cover and there are still articles available on Google although the member's name was never mentioned due to security reasons at that point in time. The member was Nolan Mark Vereen.

- Henda Jordens

BOOKS

The International Corrections and Prisons Association (ICPA) is publishing a new journal, 'Advancing Corrections'. It is intended to fill the need for researchers to dialogue more clearly to practitioners and practitioners to speak in a more evidence-informed way to their colleagues. ICPA states that it wanted to provide a forum for both researchers and practitioners from a wide range of disciplines (criminal justice, psychology, sociology, political science, economics, public health, and social work) to publish papers that examine issues from a unique, interdisciplinary and global perspective.

The door is open to South African scholars to submit research-based papers that are of an important correctional issue, an overview of new research findings and their implications for practice, a description of an innovative correctional programme or approach, or informed commentary on some aspect of managing a key issue in corrections.

Authors are welcomed to submit papers for one of three sections of the Journal. Featured Articles should be more research-oriented and scholarly, including the usual practice of referencing relevant literature. Another section called Views and Com-

Paying it Forward

In an article titled, **DCS veterans receive unit trusts**, Internal Communication reported in March 2016 about six female veterans who each received unit trusts from Old Mutual to the value of R10 000.

One of the veterans, Ms Rina Scott who served in the department for 40 years, could not attend the function but later wrote a letter.



First of all, I would like to thank Old Mutual (via you) for their precious gift. My husband, Trevor, who was also an official until 1997, still has an investment with Old Mutual! He has Alzheimer's since 2007 and stays in a home called "Memory Lane"!

Our youngest son, Jonathan, followed in our footsteps and has 20 years' service at Malmesbury Correctional Centre. Our oldest son, Arthur, was with the SAPS until his death (in service) in 2009.

I love people and believe in "Paying it Forward"! I miss my people and I mean, everybody, who crossed my path in Correctional Services! The only thing I do not miss, and this is meant for my lady friends ... is our pantyhose!!!

Choose Life & Live Life with WOW!!!

- Rina Scott



mentaries welcomes shorter and thoughtful discussions of a particularly relevant or emerging issue/topic. And finally, a section called Practice Innovation in Corrections will profile what

is going on in a given agency/jurisdiction that is especially innovative and can be of interest broadly to others.

Papers can be sent to Beth Johnston at the ICPA Head Office (bethjohnston@icpa.ca), with a copy to Dr. Frank Porporino, Chair of the ICPA Research and Development Expert Group and Editor of the Journal (fporporino@rogers.com).

COMPETITION

PROUDLY *African*



WIN A NICE PRIZE!

Four officials stand
a chance to win a
beautifully
branded flask.

Congratulations to the **FOUR** lucky winners who each received a branded cooler lunchbox.

They were: Mr Ditaola Nyokong
- Botshabelo, Mr Edward Seleke -
Pretoria, Ms Diana David - Durban, Ms
Portia Sibuyi - Johannesburg

*Send us your SELFIE
wearing your most beautiful
Iduku, Doek, Tuku, iQhiya,
Dugu!*

And stand a chance to win one of **FOUR** throat warming flasks to
keep the cold at bay.

The winning selfies will be published in the next edition of the
magazine.

Send your selfie to CorrectionsatWork@dcs.gov.za. Winners
will be announced in the next edition of *Corrections@Work*.

Name:
Persal nr.:
Region:
Email address: (optional)
Cellphone nr:

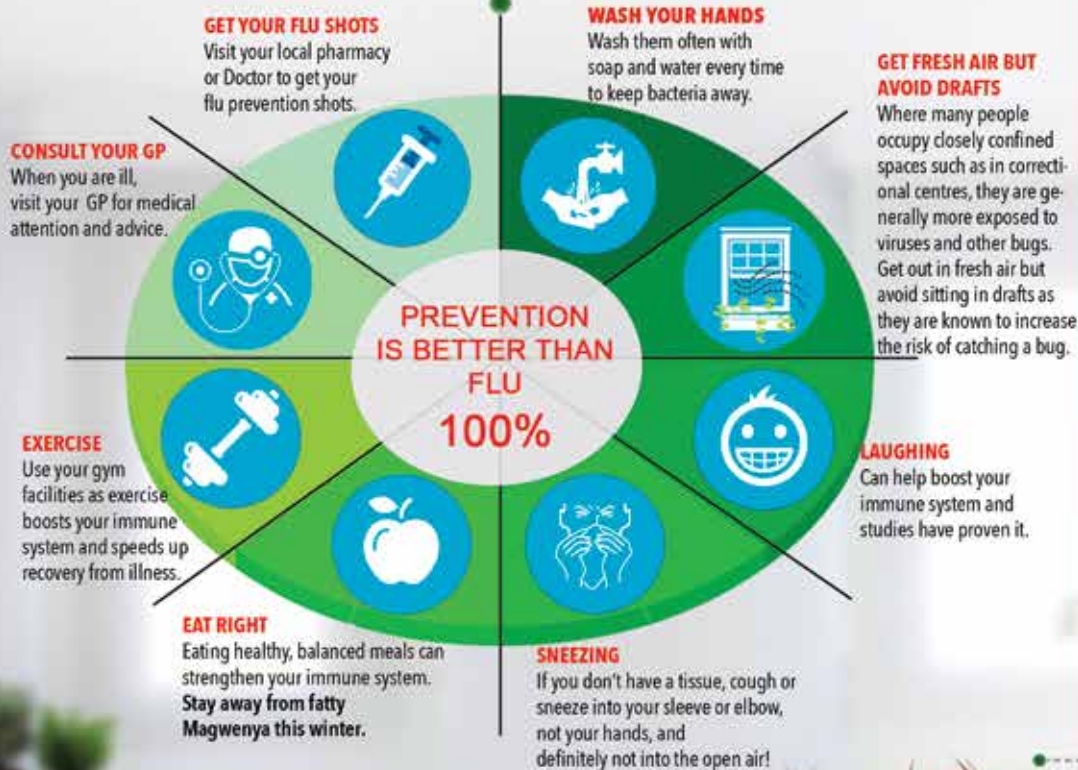
Ms Portia Sibuyi poses
with her ultra-cool
lunch bag.



***Terms and Conditions** Only correctional officials may participate in the competition. Include your name, persal number and telephone number on your entry. Without these you will disqualify yourself.

FLU PREVENTION TIPS

Flu Bug



What is the flu bug?

Influenza (flu) is a contagious respiratory illness caused by influenza viruses. It can cause mild to severe illness. Serious outcomes of flu infection can result in hospitalisation or death. Older people, young children, and people with certain health conditions are at higher risk for serious flu complications.

How does the Flu spread?

Flu viruses spread mainly from person to person through droplets made when people with flu cough, sneeze, or talk. Flu viruses may also spread when people touch something with the flu virus on it and then touch their mouth, eyes or nose. People infected with flu may be able to infect others beginning 1 day before the symptoms develop and 5-7 days after becoming sick.

Symptoms of the common cold include:

1. runny or stuffy nose
2. coughing, sneezing, or sniffing
3. mild body aches
4. mild headaches
5. general feeling of illness (malaise)



Did you know there is no cure for flu or the common cold? When a doctor prescribes antibiotics for flu symptoms it is actually meant to treat the secondary infections caused by the flu virus, such as a sore throat. Prevention is the best strategy and there are some herbal methods to inhibit the flu virus.

See more at:
www.healthline.com/health/cold-flu/natural-cold-remedies#1
www.wellnessmama.com/1499/natural-remedies-for-illness/
 The websites above are for information sharing only.

Employee Health and Wellness promote healthy living.

For more information contact your local EAP office.