

A conversation with our People

Department of Community Safety
Annual Report
Financial Year 2006/2007

Foreword by MEC Firoz Cachalia



Firoz Cachalia

Foreword for the Department of Community Safety Annual Report 2006–2007

The 2006–2007 financial year proved to be a very significant and eventful period for the Gauteng Department of Community Safety. It was during this time that the Department finalised the Gauteng Safety Strategy 2006–2014 (GSS). The strategy was officially adopted by the Gauteng Provincial Executive Council in August 2006. This provides a comprehensive framework to guide the Gauteng Provincial Government in playing a greater role in improving community safety throughout the province for years to come and clearly demonstrates and re-emphasises the Gauteng Provincial Government's commitment to improving the safety of people of Gauteng.

The GSS also provides a framework for concerted action by Provincial Government, local government, law enforcement agencies to strive to achieve a reduction of serious and violent crime by between 7% and 10% per annum over an eight year period. The PSS consists of four key pillars which include: encouraging community participation; improving the quality of policing; promoting Social Crime Prevention across departments and; developing the

institutional arrangements that are required to respond to crime in an integrated way.

The GSS and its social movement component, the "Take Charge against Crime" campaign, were launched by the Premier Mbhazima Shilowa, the Deputy National Minister of Safety and Security Susan Shabangu and myself in March this year at the Walter Sisulu Square of Remembrance, also known as "Freedom Square" in Kiptown. Over 11 000 people representing communities from across Gauteng attended the event. Representatives of all the political parties represented in the Gauteng Legislature, the Provincial leadership of SAPS, Chiefs of each of the law-enforcement agencies and various community leaders joined me in signing a pledge to support the Gauteng Provincial Safety Strategy and the "Take Charge" campaign. The success of this event was in no small part attributable to the dedication of the staff of the Department of Community Safety who consulted intensively with different sectors across Gauteng.

As part of the process of implementing the strategy, the Department took important steps to strengthen coordination across the spheres of government, since the plan is premised on the view that strengthening intergovernmental relations is crucial for a multi-faceted safety strategy. In February and March 2007, respectively, the Gauteng Safety Coordinating Committee comprising Members of the Mayoral Committees responsible for Public Safety under my chairpersonship and the Criminal Justice Cluster which brings together officials from the relevant national departments, met for the first time. Progress is being made in consolidating these initiatives, but there are formidable challenges with respect to attempts to achieve integration of the criminal justice system at a provincial level.

In July 2006, Operation Iron Fist was launched when it became apparent that the province was experiencing a spike in a number of violent crimes. "Iron Fist" was an intensive, high visibility police operation over a six month period. The Department established a monitoring system which tracked and evaluated the

outcomes of this operation. Briefly, the evaluation showed that the SAPS had increased the intensity of its operations (e.g. more patrols, increased arrest rates, etc), but that this had not resulted in the reduction of certain crimes particularly, business robberies, house robberies and hijackings. In February 2007, the police launched iOperation Trio to better target the perpetrators of these three and the Department's evaluation currently shows that this strategy has been moderately successful. The challenge going forward, is to reduce crime on a consistent and sustainable basis.

Our experience over the reporting period also demonstrates that strengthening the oversight process, is crucial to improved police performance.

The point of departure of the Provincial Safety Plan is that both the causes and the consequences of crime have to be addressed in our efforts to improve public safety. So, certainly from a medium to long term point of view, efforts to reduce crime through preventative strategies are as important as the focus on policing and law enforcement. In the reporting period the main focus of the Department with regard to Social Crime Prevention has been on strengthening the infrastructure of victim empowerment in the Province, by reorganising the management and the coordinating structures of the victim empowerment centres (VECs), the referral system from the VECs to the residential centre Ikhaya Lethemba, in Braamfontein, and improving service delivery at the point of contact at police stations. In the long term, it is the view of the Department that the VECs, many of which were established on a voluntary basis by non governmental organisations, should be considered as part of the public service to ensure uniform standards of service delivery.

The Department also has a specific mandate with respect to road safety. In the reporting period the Department finalised and the Provincial Cabinet adopted the Gauteng Road Safety Strategy (GRSS) which provides a framework for coordinated action by all traffic officers in the province whether employed by provincial or local government. Since the great majority of traffic officers are in the metropolitan police departments, coordination of efforts and resources across spheres is once more crucial if we are to achieve the 30% target for the reduction of road accident fatalities in the province by 2009. This target was set by the Premier at the beginning of the current term of the provincial government. The strategy focuses on generating improvements in engineering,

enforcement, education, emergency services and the evaluation of road safety initiatives on a continuous basis.

With respect to the challenges posed by the need to improve the safety of commuters utilising taxis, the Department has attempted to strengthen both law enforcement and conflict management and resolution as part of an effort to contribute to the stabilisation of this important industry.

The Department has also strengthened its focus on the vehicle testing stations (VTS) and driver's license testing stations (DLTCs). The Inspectorate that has the responsibility to monitor the VTSs and DLTCs have become more proactive. Both drivers and vehicles are properly tested in accordance with revised protocols and standing operating procedures.

I am very pleased that the Department has once again achieved an unqualified audit. Sound financial management is a matter that the Premier has prioritised for the Gauteng Provincial Government (GPG) and I have followed his lead in my Department.

I thank the Head of Department and the staff of the Department for their hard work in developing and implementing the GSS and GRSS. I also wish to applaud the Provincial Commissioner and police officers across the province for their efforts in reducing crime. The positive results that have been evident in the Province for the last few months are also in considerable measure attributable to the efforts of my colleagues in local authorities, to the many volunteers in the community policing forums and patroller groups and our partners in many sectors including religious leaders, trade unions, gender activists, youth groups and in the business community

Ke a leboga.



Firoz Cachalia
MEC: Community Safety

Preface by HOD Margaret-Ann Diedricks



Margaret-Ann Diedricks

Introduction

It is that time of the year again, when we inform you of our progress and challenges regarding our mandate as the Department of Community Safety as well as in relation to our strategic departmental goals. The department's mandate is essentially ensuring civilian oversight over law enforcement agencies in the Province, providing a traffic law enforcement service to the province and ensuring the coordination of social crime prevention in the province.

Derived directly from our mandate, the strategic goals of the Department include effective oversight over law enforcement agencies in terms of their effectiveness and efficiency; co-operative governance to ensure effective working relationships with all role-players and stakeholders, law enforcement agencies, traffic law enforcement agencies and all spheres of government; safety promotion and effective traffic law enforcement.

Almost a year and a half into my tenure at the Department, I can report

that the Department has taken significant strides both in terms of organizational transformation as well as operational successes.

Organizational Successes

Significant attention and focus was given to the strengthening of both strategic planning and financial planning processes and mechanisms within the Department. This dedicated focus has ensured that for the first time the department has developed annual and three year performance plans which will contribute towards improved organizational performance and financial monitoring and evaluation.

Corporate governance arrangements have also received considerable attention during the year with the establishment of a number of internal structures to effectively and efficiently deal with risk management,

occupational health and safety, fraud and corruption as well as auditing matters.

A significant initiative of the department has been the development of a Human Resource Management and Development Strategy that is aligned to the vision of the Department as well as that of its flagship strategies. The Department through this strategy will strive to become a centre of excellence within the safety and security arena.

Programmatic Achievements

The Department has designed and implemented institutional arrangements to give effect to its flagship strategies, namely the Gauteng Provincial Safety Strategy and the Gauteng Road Safety Strategy. Good progress may be reported in light of these structures as breaking new ground in relation to horizontal and vertical integration and coordination on matters pertaining to public safety, crime prevention and law enforcement.

The Traffic Management Programme has seen some important changes in the past year which include but is not limited to the transformation of the Boekenhoutkloof Traffic Training College into a centre of excellence for training of traffic law enforcement officers; the development of the integrated information management system which will ensure the accurate and timely dissemination of information to inform strategic planning and resource deployment throughout the province. The programme has also seen the design and implementation of a proactive approach to dealing with taxi violence and conflict management in this sector in a provincial and collaborative manner with the involvement of intelligence and law enforcement agencies. The Inspectorate has seen revised protocols and standard operating procedures to ensure that vehicle testing stations and drivers license testing centres are compliant. This renewed focus has ensured an important contribution to the improvement of road safety in our province.

In support of the department's flagship strategies, the Department may report a huge success in the launch of the Take Charge Campaign which

was attended in excess of 11 000 community members from each and every community in our province.

The programme focusing on Safety Promotion has seen great improvements in the definition and understanding of social crime prevention in the Province and working in close co-operation with Local Government. Various frameworks and models have been designed and endorsed by both spheres of government which will see intense implementation in the new financial year as we strive for maximum impact at a local level.

The Civilian Oversight Programme has been hard at work in giving impetus to one of the key pillars in the Gauteng Provincial Safety Strategy, namely that of improving policing in the Province by utilizing crime statistics and patterns to allocate policing resources more effectively. This is similar to the Compstat concept developed by the New York Police Department.

The aspect of building and improving community police relations is an area that continues to receive attention. In this regard, the guidelines for the establishment of CPFs have now been concluded. The department continues to support CPFs as per the minimum standards to ensure sustainable and effective CPFs.

Challenges

Despite the progress made in the mobilization of communities and stakeholders in the department's flagship strategies, a key challenge continues to be stakeholder mobilization and participation in the implementation of these strategies. The department will strive towards mobilizing various sectors and partners for joint collaborative efforts in ensuring road safety on our roads and reducing crime in our province.

As reported in the previous financial year, the department has made significant headway in relation to our integrated information management systems. This continues to be a challenge as we learn from international and national systems that will enhance our own information management



systems, especially the Gauteng Information on Policing Performance, the Electronic Tracking System and the Gauteng Traffic Information Centre. The department's human resources strategy is another area that will be both a challenge and a focus in the next financial year as for the first time the department has a strategy in place that seeks to build the department as a centre of excellence and which foundation includes its flagship strategies.

Conclusion

I am confident that the department will continue to build on the foundations of the past eighteen months and improve in terms of its corporate governance arrangements, specifically around strategic and financial planning, but also in relation to enhancing its content of departmental programmes. The department now has the ability to design, implement and monitor its own programmes and projects.

The department's extended management team has grown significantly in the past year and without their efforts and dedication we could not have realized our goals and objectives, my team I thank you. I would like to express my sincere gratitude to all staff in the department for their continued support and commitment.

Our progress and contribution towards achieving the commitments and goals of this government would not have been possible without the vision and leadership of our MEC, Mr Firoz Cachalia. MEC, we thank you for your invaluable leadership and support.



Margaret-Ann Diedricks

Head of Department

Our History...

The theme of our annual report for the financial year 2006/2007 is reflective of Government having reached the middle of its term. This annual report falls almost precisely in this period. And so we wanted to share our story with the people of our province.

As you may remember, prior to 2004, the department was known as the Department of Safety and Liaison. The mandate of this former department was primarily centered around monitoring the effectiveness and efficiency of the South African Police Services and the coordination of social crime prevention in the Province.

But in April 2004, the Premier of Gauteng Province announced that a new department would be created, the Department of Community Safety. The new department saw a broader mandate as it incorporated Traffic Management and Road Safety, which originally resided in the Department of Public Transport, Roads and Works, and subsequently saw a significant increase in its resources, both human and financial. In order to give effect to this broader dual mandate, the department had to undergo major organizational transformation.

The Premier also announced that the new department would be responsible for reducing road fatalities and accidents by 30% over a five year period. A daunting challenge for a new organization.

However, we rose to the challenges presented to us as a new entity as the MEC: Community Safety, Firoz Cachalia, in 2005, remarked that the new department "has proved receptive to change, [and being] capable of incorporating new ideas and in this way build on the foundations established over the last ten years."

Our Mandate

While painting our history for you, you will recall that we indicated our new department received an extension of its mandate so that it not only focused on monitoring of police service delivery and social crime prevention but also traffic management and road safety. The department's broader and dual mandate may be summarized as:

- Conducting oversight through monitoring and evaluation of law enforcement agencies;
- Public awareness and education;
- Initiating, leading and coordinating social crime prevention initiatives in the province;
- Promoting good community police relations;
- Coordinating a range of Criminal Justice System (CJS) activities;
- Enforcement of traffic legislation;
- Monitoring of compliance and adherence to traffic legislation and road public transport legislation; and
- Training of traffic officers, examiners and inspectors.

The Department of Community Safety's mandate is derived from:

- The Constitution of RSA, Act no 108/1996, Chapter 11 section 206, and Schedules 4 and 5
- South African Police Service (SAPS) Act (Act 68 / 1995) and its amendments
- The National Crime Prevention Strategy (NCPS) of 1996
- The White Paper on Safety & Security of 1998
- The White Paper on National Transport Policy of 1996
- The National Road Traffic Act of 1996 (Act 93 of 1996)
- The National Land Transport Transition Act of 2000 (Act 22 of 2000)

- The Gauteng Public Passenger Road Transport Act of 2001
- The Gauteng Transport Framework Revision Act 2002
- The National Road Safety Act (9 of 1972)
- The Gauteng White Paper on Transport Policy of 1997.

Constitutional mandate

In respect of policing, the Constitution requires the provincial government to:

- Monitor police conduct;
- Oversee efficiency and effectiveness of the police service (and receive reports on the police service);
- Promote good relations between the police and the community;
- Assess the effectiveness of visible policing in the province;
- Determine national policing policy after consulting the provincial governments and taking into account the policing needs and priorities of the province as determined by the provincial executive.

A provincial government, in order to perform the functions outlined above:

- May investigate or appoint a commission of enquiry into any complaint of police inefficiency or a breakdown in relations between the police and any community;
- May make recommendations to the (National) Cabinet Minister responsible for policing; and
- A provincial legislature may require the provincial commissioner of the province to appear before it or any of its committees to answer questions.

In addition, and related to the Traffic Management role of the Department; Schedules 4 and 5 of the Constitution empower provinces with concurrent competencies (with National Government), and with exclusive legislative competencies on specific functional areas such as public transport, provincial roads and public works.

- Schedule 4 lays down the functional areas of concurrent national and provincial legislative competence

- Schedule 4 (Part A) covers Road Traffic Regulation
- Schedule 5 describes the areas of exclusive provincial legislative competence
- Schedule 5 (Part A) Provincial roads, traffic and parking
- Road Safety Management is a concurrent function on all 3 levels of Government.

National legislative mandate

The South African Police Services Act, No. 68 of 1995 provides that a Provincial Government may appoint a Provincial Secretariat, similar to the National Secretariat for Safety and Security. Such a secretariat shall:

- Advise the Member of the Executive Council (MEC) in the exercise of his or her powers and the performance of his or her duties and functions
- Perform such functions as the MEC may consider necessary or expedient to ensure civilian oversight of the South African Police Services (SAPS) in the province
- Promote democratic accountability and transparency in the SAPS
- Promote and facilitate participation by the SAPS in the Reconstruction and Development Programme
- Provide the MEC with legal services and advice on constitutional matters
- Provide the MEC with communication, support and administrative services
- Monitor the implementation of policy and directions issued by the (National) Minister and report thereon
- Conduct research into any policing matter in accordance with the instructions of the MEC
- Perform such functions as may from time to time be assigned by the MEC
- Evaluate the functioning of the SAPS and report thereon.

Although these functions are laid down in legislation in relation to the National Secretariat, the same functions would apply largely to the Provincial Secretariat as well.

An Amendment to the SAPS Act in 1998 allowed for the creation of municipal police services. The SAPS Amendment Act gives Provincial Governments the following powers and responsibilities in respect of municipal police services:

- Approve applications for the establishment of municipal police service (Section 64A)
- Impose conditions on any application / approval of establishment of a municipal police service
- A range of powers detailed in Section 64N of the Amendment Act.

In terms of the National Road Safety Act, Act 9 of 1972 the following functions must be executed by any officer in the Province designated by the Minister:

- undertake the collection of information in connection with road safety and the making available thereof to authorities and the persons concerned and the public generally;
- give guidance regarding road safety by means of the organizing of congresses, symposiums, summer schools and study weeks, by means of mass communication media and in any other manner deemed fit by the Director-General. If necessary, pay the costs of the operations therefore, and remunerate persons performing thereat;
- consult with authorities and persons concerned in a road safety system in order to co-ordinate and activate the combating of traffic collisions;
- enquire into any matter falling within the objects of the Act;
- perform any other task which falls within the objects of the Act;
- produce or acquire publicity material, including films, for dissemination by himself or any other person;
- finance research in connection with road safety;
- disseminate information in connection with road safety by means of the press, the radio and television;
- obtain the services of advertising institutions for the promotion of road safety;
- assist local authorities which do not have the necessary staff therefore, in the laying out of grounds for the training of learner

motor vehicle drivers;

- assist in providing training facilities for motor vehicle drivers in cases where such facilities are not provided by some authority;
- give guidance to associations or bodies of persons working towards the promotion of road safety;
- with the approval of the Minister, take any other steps that may be necessary to achieve the object of this Act

In terms of the National Road Traffic Act, Act 93 of 1996, the following functions must be executed by any traffic officer designated by the Minister:

- Inspections of drivers licenses
- Inspections of vehicle roadworthiness
- Inspections of Vehicle Testing Stations and Examiners of Vehicles for compliance
- Inspections of Driving License Testing Centres and Examiners of Driving Licenses for compliance
- Inspections of road users compliance with the rules of the road (offence monitoring)
- Inspections of transportation of hazardous goods
- Inspections of freight vehicles for overloading
- Conducting of traffic training at the Traffic Training College

The Department is further mandated by the National Land Transport Transition Act of 2000 (Act 22 of 2000), which focuses on traffic management and road safety as far as public transport is concerned.

Provincial legislative mandate

In terms of the Gauteng Public Passenger Road Transport Act, 2001, the following functions must be executed by any officer designated by the MEC:

- Inspection of public passenger transport vehicles for valid operating licenses issued by the Gauteng Operating License Board

- Inspections of public passenger transport vehicles for compliance with conditions of the valid operating license
- Transport law enforcement in areas declared by the MEC

The Gauteng White Paper on Transport Policy of 1997 provides several Road Safety Policy objectives including the following:

- Holistic approach to Road Traffic Management
- Optimal utilization of Road Traffic Management resources
- Provision of adequate safety measures along roads
- Road traffic law enforcement
- Maintain an accident data management system
- Research on Road Safety
- Education and training in Road Safety
- Provide adequate pedestrian and cycle facilities
- Provide for adequate rest and service areas
- Hazardous loads control
- Provincial Traffic Control
- Traffic Training College operation and maintenance
- Overload Control facilities
- Co-operative governance, consultation and participation

Provincial Policy Imperatives & Priorities

With the new department, came the advent of its two flagship strategies, namely, the Gauteng Provincial Safety Strategy and the Gauteng Road Safety Strategy. These strategies are now considered policy for Gauteng Provincial Government and both have been contextualized within the existing strategies and frameworks guiding the programmes and operations of all departments within the Province.

Both strategies have been contextualized against a number of national and provincial strategies and frameworks, namely:

- Global City Region Perspective
- Gauteng Growth and Development Strategy
- Accelerated and Shared Growth Initiative for South Africa
- National Spatial Development Perspective

- Strategic Agenda for Transport in Gauteng.

Gauteng Provincial Safety Strategy

The Gauteng Provincial Safety Strategy is premised on fundamental and interconnected strategic pillars:

- Improving the criminal justice system with a focus on policing;
- Promoting social crime prevention throughout government; and
- Enhancing institutional capacity.
- Community participation

These key elements form the basis of a comprehensive approach towards achieving community safety through the reduction of crime. From these pillars there are a number of key strategic objectives and focus areas that have been developed for the Gauteng Province.

Gauteng Road Safety Strategy

The focus areas of the Gauteng Road Safety Strategy are on the 5E's, namely:

- Engineering
- Enforcement
- Education
- Emergency Services
- Evaluation.

The Gauteng Road Safety Strategy includes nine objectives which focus on the road environment, the road user, the vehicle, institutional arrangements, law enforcement and adjudication, eliminating fraud and corruption, verified information and intelligence, qualitative internal and external communication and public education. Collectively the first four strategic objectives are aimed at ensuring that we achieve the desired outcomes in relation to the road network. The remaining five strategic objectives impact on the four elements in the road network which requires appropriate legislative and regulatory norms, structures, processes and



systems to ensure that compliance is achieved, voluntarily and involuntarily.

Institutionalizing our Flagship Strategies

One of the imperatives of both strategies is that of ensuring that institutional arrangements and mechanisms are developed and established to ensure effective and efficient implementation of the strategies and their action plans. Such arrangements and mechanisms have been put in place and include:

- Gauteng Safety Coordinating Committee
- Criminal Justice Coordinating Committee
- PSS and RSS Technical Committee.

The purpose of these arrangements is ensuring that there is horizontal and vertical integration, planning and coordination for greater impact in the public safety arena in the Province. Stakeholders range from local, provincial and national spheres of government and are critical to the success of these structures.

Strengthening intergovernmental relations for Crime Prevention has been conceptualized as well to ensure that local government plays a critical role in facilitating community safety at grass roots level.

In relation to Traffic Management and Road Safety, the department has commenced with the reconceptualization of Traffic Management Gauteng (TMG), a structure that focuses solely on bringing together the various role-players with regards to realizing the Gauteng Road Safety Strategy.

Our Vision & Mission

The vision of the newly created Department of Community Safety is to realize Gauteng as a safe and secure Province. To give effect to this vision; the department has identified its mission to improve public safety in the Province specifically through:

- Monitoring and evaluating the effectiveness and efficiency of policing agencies;
- Effective implementation and promotion of appropriate social crime prevention initiatives;
- Providing excellent traffic management services;
- Coordination of efforts and programmes in the criminal justice system;
- Educating and empowering citizens on issues of public safety and coordinating community safety initiatives; and
- Improving and strengthening relations between communities and law enforcement agencies.

Our Strategic Objectives

So that we are able to give effect to our vision and mission, and derived from our mandate, the Department of Community Safety determined its strategic objectives as:

- Effective oversight of law enforcement agencies in terms of their effectiveness and efficiency;
- Co-operative governance to ensure effective working relationships with all role-players and stakeholders, law enforcement agencies, traffic law enforcement agencies and all spheres of government;
- Safety promotion; and
- Effective traffic law enforcement.

Our Organisation



Our Management Team



Firoz Cachalia
Member of Executive Council



Margaret -Ann Diedricks
Head of Department



Kameshni Naidoo
Chief Financial Officer



Amanda Hartmann
Chief Director
Corporate Support
Services



Duxita Mistry
Chief Director
Civilian Oversight



Reshoketsoe Tshabalala
Chief Director
Safety Promotion



Steven Podile
Chief Director
Traffic Management

The Department's Structure

As you can see from the portrait of our leadership, the Department of Community Safety has a political and an administrative head who are supported by chief directors in four key departmental programmes.

The MEC

The Member of the Executive Council (MEC) provides political and strategic direction to the department and his office provides him with administrative support to enable him in fulfilling this role and to deliver on his political mandate. The MEC reports to the Premier in Executive Council.

The HOD

The Head of Department (HOD), and the Accounting Officer, has the responsibility of overseeing all departmental programmes and resources. The HOD is also charged with the responsibility of providing strategic direction and leadership to the department and ensures the alignment of resources with the strategic priorities of the department. The HOD's office provides her with the strategic and administrative support to assist her in meeting her obligations. The HOD reports to the MEC, the Premier, as well as other bodies like Provincial Treasury and the Portfolio Committees housed in the Provincial Legislature.

The Chief Directors

There are three line function chief directorates and one chief directorate that provides a support service to the MEC, HOD and the broader department. Chief Directors report directly to the HOD and MEC and indirectly to other bodies as designated by the HOD and MEC.

The Civilian Oversight programme is geared towards the effective monitoring and evaluation of police service delivery as well as strengthening the relationship between the police and their communities in the Province. The programme includes three directorates, that is, Community Police Relations, Service Evaluation and Research and Monitoring of Police Service Delivery.

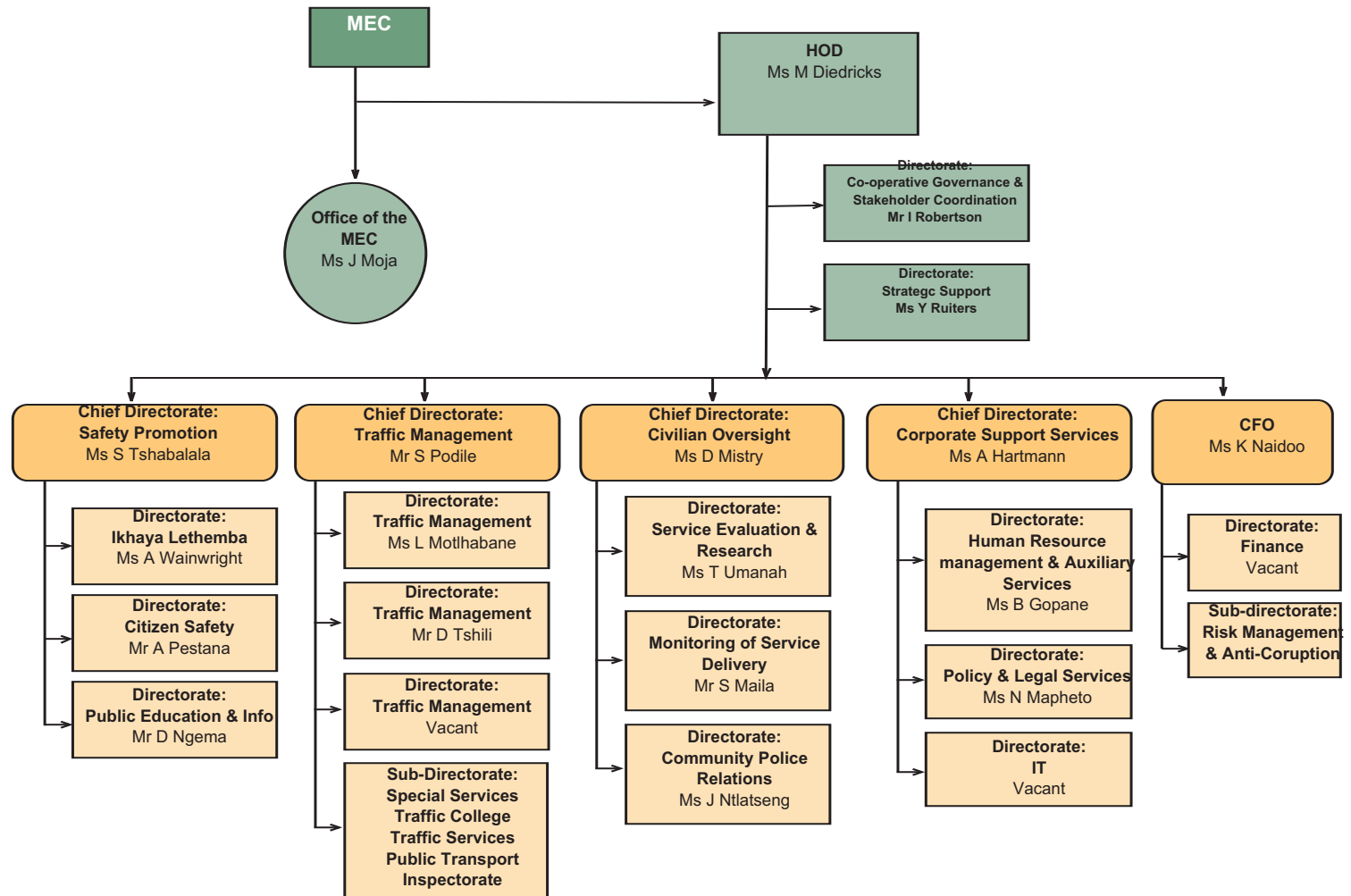
The programme focusing on Safety Promotion aims to effectively, through its interventions, empower communities to deal with social issues that lead to crime and address fears of crime and perceptions of unsafe environments. These actions are however different from traditional law enforcement activities in that there is a need to reduce or eliminate the potential causes of crime. The approach is integrative as it involves many role-players including the community itself. The programme comprises three business units, namely, Ikhaya Lethemba; Citizen Safety and Public Education and Information.

The Traffic Management Programme promotes road safety by means of effective Traffic and Public Passenger Transport law enforcement. The programme is structured in terms of Traffic Services and the Transport Inspectorate.

As the support to the Department, the Chief Directorate: Corporate Support Services assumes responsibility for the development and implementation of strategies that focus on human resource management and development, auxiliary services and information technology.

The office of the Chief Financial Officer (CFO) provides a financial and supply chain management service as well as risk management.

The Department's Organogram



Our Stakeholders

The Department of Community Safety has many stakeholders, some of whom are our...

Agents of Accountability

Policy & Legislative Environment

In line with good governance and legislative responsibilities, the department must meet the reporting requirements of the policy and legislative environment within which it operates as well as give effect to good corporate governance.

Legislative responsibilities are based on various pieces of legislation which impact on our programmes, policies and targets. Some key pieces of legislation include:

- Public Finance Management Act & Amendment Act
- Treasury Guidelines and Delegations
- Public Service Act
- Labour Relations Act
- Skills Development Act
- Employment Equity Act
- Skills Development Levies Act
- South African Qualifications Authority Act
- National Skills Development Strategy
- Code of Conduct in the Public Service
- Promotion of Access to Information Act
- White Paper on the Transformation of the Public Service.

Partners in delivering on our mandate

As you will recall, the department obtained approval from the Premier in

Executive Council for the Gauteng Provincial Safety Strategy and the Gauteng Road Safety Strategy. To support these strategies, the department also developed a communications strategy to support our newly developed policies.

Like all government policies and strategies, the flagship strategies mentioned above acknowledges the fact that socio-economic development in the country requires the meaningful and successful involvement of civil society in the planning and implementation of our strategies which recognizes that enormous energy lies untapped within our communities. Through an organized social movement this energy can be channeled and directed against crime and criminality in our society.

And so the main vehicle of our communications strategy is the Take Charge Campaign. The social movement is to be put together as a coalition of social forces and organizations around a common theme of Taking Charge of the responsibility of reducing and combating crime in our communities through very specific actions.

Through the Take Charge Campaign the department has identified and has started working with community activists who are exemplary leaders and influential people in our communities as well as celebrities from the arts, entertainment and sporting industries and the business sector. The celebrities and the faith-based sectors have to date finalized their programme of action and are working with the department in promoting Take Charge and its activities.

The department has continued to work with a range of stakeholders from the following sectors in the design, implementation and monitoring of its departmental programmes:

- NGO sector
- Youth formations

- Womens and Mens groups
- Faith based organizations
- Volunteers
- Research and academic institutions

Recipients of our programmes and services

We design and implement a significant number of programmes pertaining to the:

- Monitoring of police conduct and the quality of policing services in Gauteng as well as the effective functioning of the Criminal Justice System (CJS).
- Implementing social crime prevention projects within communities in conjunction with other community based organizations.
- Assisting community based institutions and structures for effective community policing.
- Capacitating and supporting community based initiatives for effective community policing.
- Raising public awareness on the following issues:
 - The prevention of violence against women and children and other vulnerable groups.
 - The prevention of Youth criminality.
 - The improvement of Community police relations.

Our projects and activities in relation to these programmes are targeted to all communities in the Province. In some instances, specific geographic areas or target groups are identified on the basis of crime patterns and trends analysis and the needs of our communities.

However, there are three particular services that we render to the people of our Province:

- Complaints Management
- Ikhaya Lethemba
- Traffic Management.



Whilst these services are described below, they are reported on in greater detail in the section of the annual report focusing on Our Present:

Complaints Management

The Department of Community Safety, through the Directorate: Monitoring of Service Delivery, ensures the management of complaints by members of the public against law enforcement agencies. To a large extent the nature of complaints are focused on levels of service delivery rendered by the South African Police Services.

Ikhaya Lethemba

During last year we officially opened the residential section of our flagship centre, Ikhaya Lethemba, a home of hope. The centre is a one-stop centre that provides a comprehensive package of care services to victims of domestic violence and sexual abuse. The package of services rendered to victims includes counseling, medico-legal services, prosecutorial and policing services as well as residential services. The centre now operates on a 24/7 basis and services the Gauteng Province with partnerships having been established with other shelters and centres in the province.

Traffic Management

The Chief Directorate: Traffic Management provides traffic law enforcement services at a provincial level. These services include:

- Traffic Services which include law enforcement, community training, escorting of abnormal loads and testing of driving school instructors;
- The Transport Inspectorate renders a law enforcement function to ensure safe, reliable and authorized public passenger road transportation in terms of various public transport mandates and legislation;

- Special Services is responsible for specialized patrol services, information management and inspections of driving license testing centres, vehicle testing stations and driving schools as well as providing a 24 hour communication service; and
- The traffic training college provides training to traffic officers, examiners of vehicles and examiners for driving licenses.

The target groups for this service are generally the people of our province as well, but with some projects, we target certain groups, like pedestrians; drivers; heavy motor vehicle drivers and so forth.

Our Corporate Governance Arrangements



Organizational Performance Planning, Monitoring and Evaluation

The department has in the past year significantly strengthened its corporate governance arrangements, specifically in relation to strategic planning, financial planning and expenditure management, and programme implementation, monitoring and reporting. The policy environment has also been improved considerably.

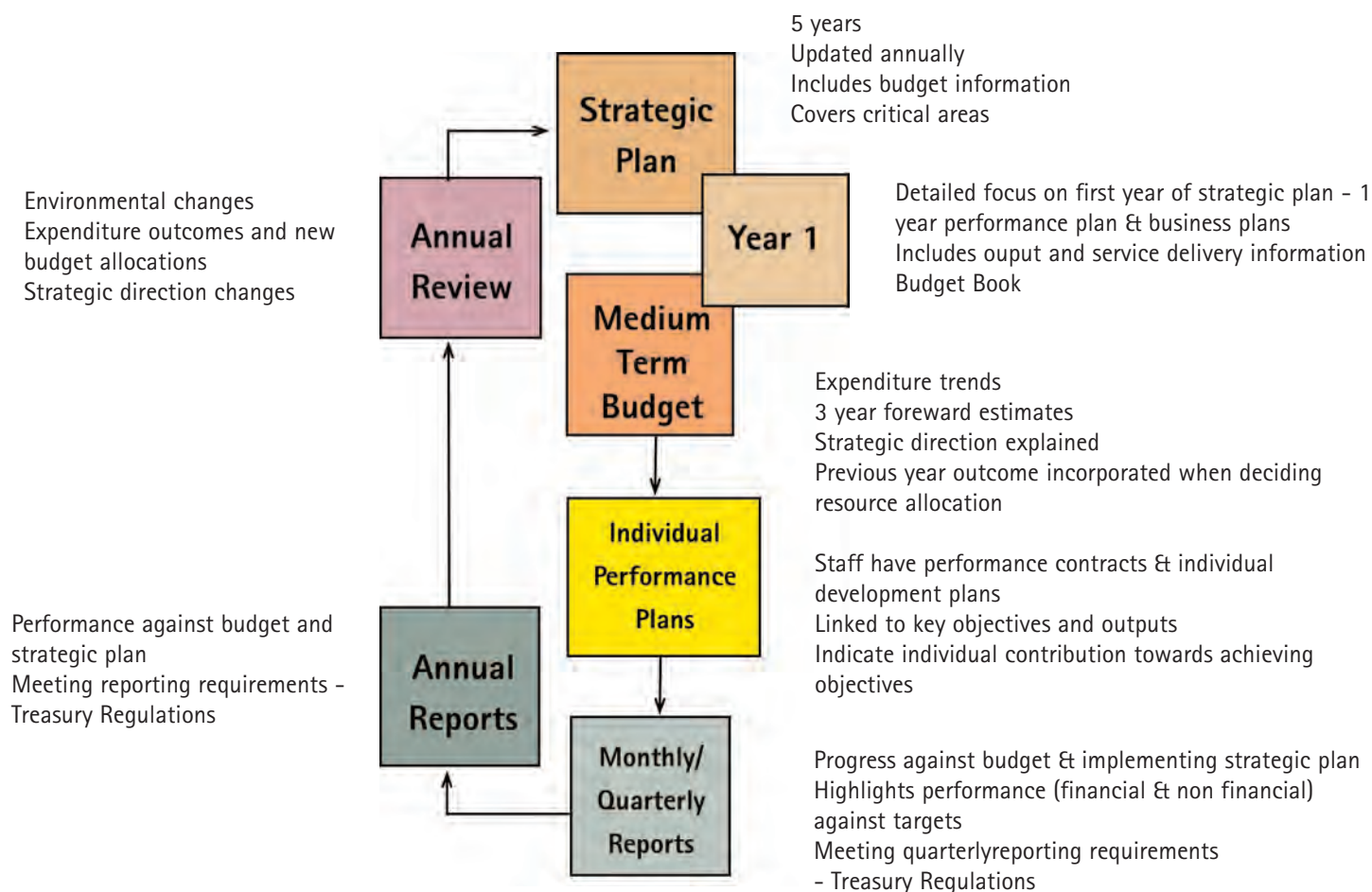
Strategic Planning & Budgeting – “The Golden Thread”

During the last year the department has paid considerable attention to strengthening and enhancing its processes and systems which focus on strategic planning, financial planning, monitoring of organizational performance and reporting. The Department, through the Head of Department, has designed and commenced with the implementation of “The Golden Thread”. This important concept has greatly assisted us in ensuring that we initiate and complete a planning cycle in the manner that is prescribed by legislation.

The following diagram represents the Department's approach to the Golden Thread:



STRATEGIC PLANNING and BUDGETING MODEL OF DEPARTMENT OF COMMUNITY SAFETY: THE GOLDEN THREAD



Strategic Planning

The strategic planning process outlines goals and objectives for the department and provides us with an opportunity to ensure that our structure and organizational framework is geared towards assisting us in achieving these goals and objectives. The process also offers business units with a guide to the business planning process. The deliverables of this phase is a three year performance plan and a one year operational plan for each business unit.

Business Planning

The business planning process is undertaken at directorate level and identifies key areas of leverage. Key priority areas and projects are highlighted that are broken down into action plans and programmes. The process includes an analytical forecast of expenditure and results in one year business plans for each directorate.

Financial Planning

The Head of Department convenes a budget council during the year at which point each chief directorate will present their business plans and financial estimates. This process is aligned to the priorities of the department to ensure that the department's funding allocations are reflective of our priorities and strategic objectives. In this regard, the business plans are approved and the budget statement is drafted.

Monitoring Organizational Performance

With a view to strengthening accountability and constantly improving the monitoring of organizational performance, the Department has instituted a number of monitoring mechanisms to ensure that we meet our reporting obligations and requirements. The department's policy on performance management may be summarized as follows:

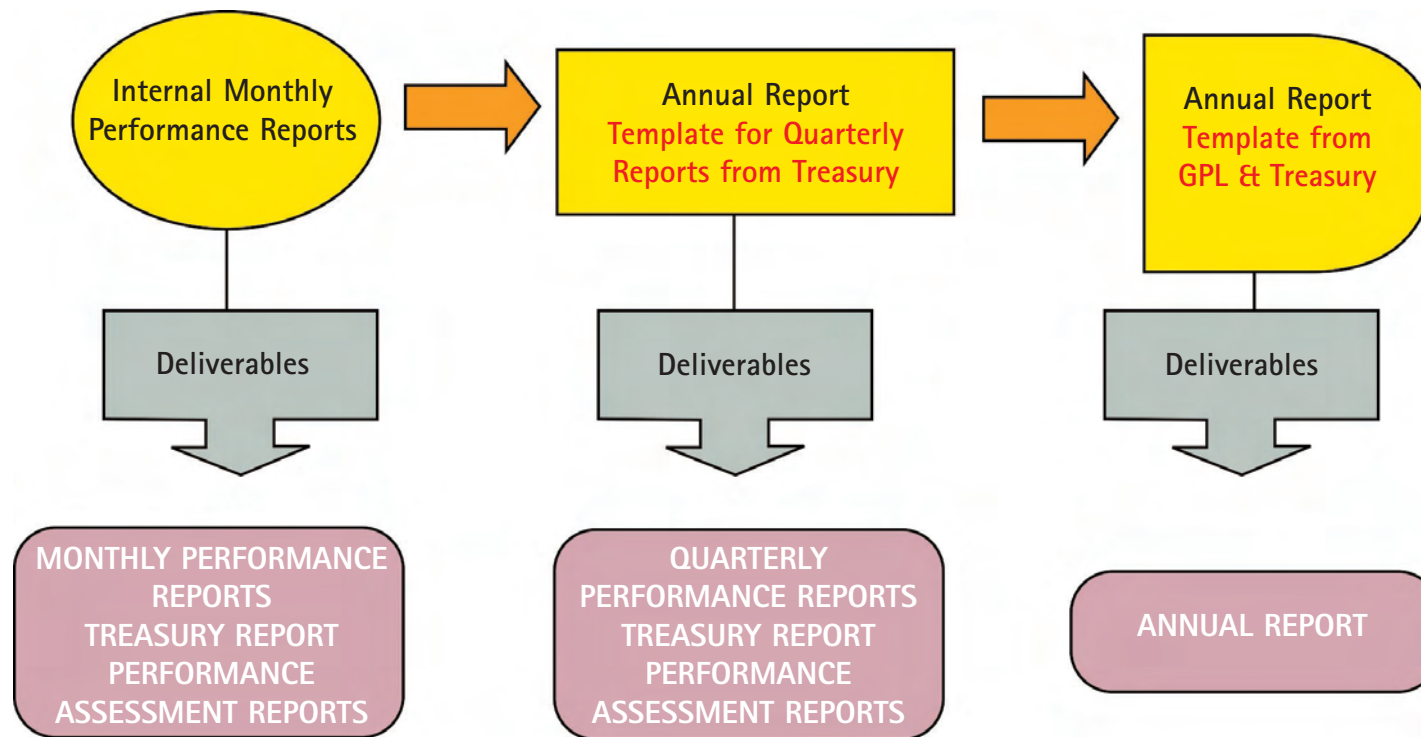
- In terms of monthly and quarterly performance reporting, all directorates submit a detailed report on their performance in relation to their business plans and one year plan which includes an executive summary which highlights challenges, achievements and corrective measures of the chief directorate for the reporting period.
- The department submits to the Standing Committee on Community Safety a summary of its achievements for the quarter. This will also include the non-financial data quarterly report that is prepared for Provincial Treasury.
- On a quarterly basis, the department presents both financial and non-financial data to the Audit Cluster Committee meeting as well, which provides indicators for the department's performance on a quarterly basis.
- The department is also required to report its progress on commitments made in relation to the GPG Five Year Plan of Action that is coordinated by the Office of the Premier. This reporting is effected quarterly through a web-based monitoring system.
- The Department also prepares its annual report that is in line with reporting requirements with various stakeholders, like the Auditor General and the Gauteng Provincial Legislature.
- Management complies with controls as these are monitored throughout the year by the HOD during monthly and quarterly performance reporting sessions and management committee meetings. In addition, the HOD will convene special progress meetings and/or establish task teams to deal with priority matters as the need may arise.

Reporting in terms of the Golden Thread

The follow diagram represents our reporting cycle on the basis of the Golden Thread:



Reporting Process



Co-operative Governance

This strategic objective is aimed at ensuring effective working relationships with all role-players and stakeholders, law enforcement agencies, traffic law enforcement agencies and all spheres of government.

The realisation of the vision of developing Gauteng as a competitive global city-region demands that there is greater integration in the governance of the province. This requires that there is closer alignment in the prioritisation, planning and budgeting of programmes undertaken across the Provincial Government and between the National, Provincial and Local spheres of government. It should be understood that government in Gauteng is joined-up in such a manner that where it makes sense to collaborate on common priorities and issues of a cross-cutting nature that this takes place in a manner that ensures greater impact than if efforts were fragmented. Furthermore, where gaps are identified in relation to crime prevention and road safety programmes, these can be addressed through collaborative arrangements between departments and spheres of government. Both the Gauteng Road Safety Strategy and the Gauteng Provincial Safety Strategy requires effective and efficient institutional arrangements to ensure the required coordination, collaboration and integration amongst spheres of government and other relevant agencies in the public safety, policing and crime prevention arena.

INSTITUTIONAL ARRANGEMENTS

As outlined in the Gauteng Provincial Safety Strategy, a priority focus includes the strengthening of Intergovernmental Relations for Crime Prevention. The Department has identified two key performance areas for this strategic objective, namely the:

- Establishment of Gauteng Safety Coordination Committee (GSCC) and
- Establishment of Technical Committee and Secretariat for the GSCC.

The long-term outcomes for this strategic objective include the:

- vertical planning, budgeting and monitoring of key priorities at a strategic level,
- multi-agency partnerships for effective social crime prevention,
- definitive role clarification for provincial and local agencies in safety and security,
- the development & implementation of mechanisms for integrated planning, budgeting, and
- the monitoring of key priorities at an operational level, and effective support for the GSCC.

GAUTENG SAFETY COORDINATION COMMITTEE (GSCC)

The objective of the GSCC is to improve coordination between Provincial and Local Governments with specific attention to the reduction of violent crimes through social crime prevention interventions and the reduction of road fatalities.

Participants for the GSCC

- MEC for Community Safety (Chair)
- HoD for Community Safety (Secretary)
- MMCs for each Local Authority in Gauteng.
- City managers who are the Heads of Public Safety for each Local Authority in Gauteng
- SAPS Provincial Commissioner
- Chiefs of the Metropolitan Police Departments.

PSP RSP TECHNICAL COMMITTEE

The Gauteng Safety Coordination Committee is supported by the PSP RSP Technical Committee. At the first meeting of the committee, it was agreed that:

The composition of this committee would include:

- HoD for Community Safety (Chair)
- Relevant Municipal Managers for each defined Local Authority in Gauteng (Public Safety & Road Safety/Traffic Management)
- SAPS representatives
- MPD representatives

The terms of reference for this committee are:

- Technical Committee will provide technical support to the GSCC.
- Responsible for operationalizing the agreements reached by the political forum.
- Responsible for providing technical advice as to the feasibility of specific proposals considered by the political forum.
- Responsible for making proposals and submissions to the GSCC.

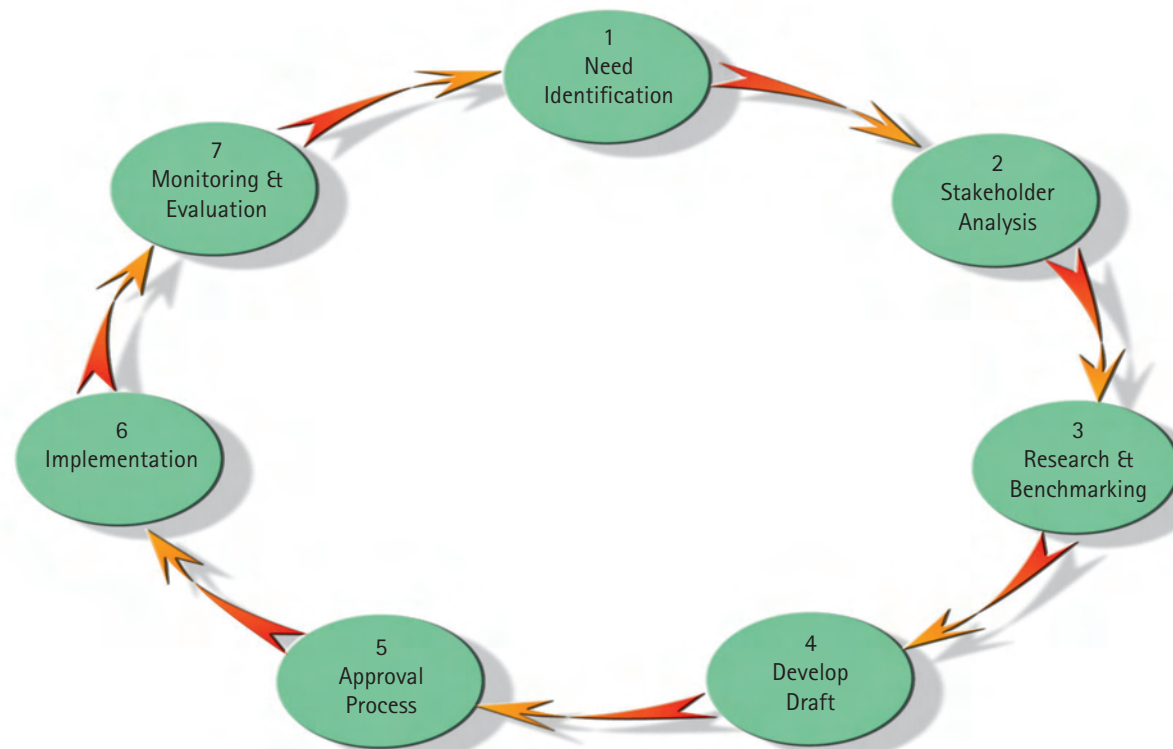
In support of the Gauteng Road Safety Strategy, the Chief Directorate: Traffic Management leads the Traffic Management Gauteng (TMG) structure in the Province which feeds into the GSCC and the Technical Committee mentioned above. The driving force behind the TMG is to ensure that within the Province relevant traffic law enforcement agencies are collectively geared towards realizing the 30% reduction in road fatalities and accidents as well as implementing the Gauteng Road Safety Strategy.

CRIMINAL JUSTICE COORDINATING COMMITTEE

What underpins government's commitment to integration is an understanding that the goals of justice are dependent on both the autonomous and collaborative performance of each department or stakeholder along the criminal justice continuum. Comprehensive improvements to both this autonomous and collaborative performance can only be effected through a continual structured process of engagement between departments and stakeholders to improve communication, cooperation, and coordination. The department has initiated the Criminal Justice Coordinating Committee with its CJS counterparts as this structure with a view to identifying and working towards collaborative improvements in the functioning of the CJS on predetermined priorities.

POLICY ENVIRONMENT

The Department as alluded to earlier has also enhanced its policy environment throughout the year through the development of new and the review of existing policies. In addition, through the Chief Directorate: Corporate Support Services, the department has put in place a process that depicts the department's policy development, implementation, review and approval process.



Once our policies have been drafted, it undergoes a process of quality assurance and thereafter it goes into a stakeholder consultation process which includes negotiation with labour. If consensus is reached the policy is approved for implementation. Policy implementers are then trained on the content of the policy. The entire organization is informed about the policy through workshops, training, the dissemination of circulars and publishing the policy on the intranet. The policy is monitored throughout its implementation and evaluated periodically. This is done with a view to

ensuring implementation and adherence, evaluating the effectiveness and relevance of the policy.

The following policies were developed and reviewed: Recruitment and Selection, Leave, Overtime, Resettlement, Working hours, House rules, HIV/AIDS, Training and development, Sexual Harassment, Employment Equity, Non-monetary performance reward and Retention. The development of a number of other policies has been initiated.

DIRECTORATE: HUMAN RESOURCE MANAGEMENT & DEVELOPMENT

The human resource directorate is charged with the responsibility of attracting, developing and retaining competent staff through the following aspects:

- Recruitment and Selection
- Human Resource Administration and ensuring adherence to legislation
- Organisational development
- Labour relations
- Training and development
- Employee wellness programme

Human Resource Strategy

The existing Human Resources strategy was reviewed to ensure that it is aligned to the department's strategic objectives and the provincial priorities. Great progress has been made since the commencement of the project and line managers were actively involved in this process. A first draft of the HR Strategy has been tabled in the department.

Financial Disclosures

Senior managers submitted financial disclosure forms that were submitted to the Public Service Commission as required. Awareness sessions were held for other staff members encouraging them to declare their financial interests and forms were distributed for all to complete and all newly appointed and promoted staff members are required to complete the forms.

Employee Relations

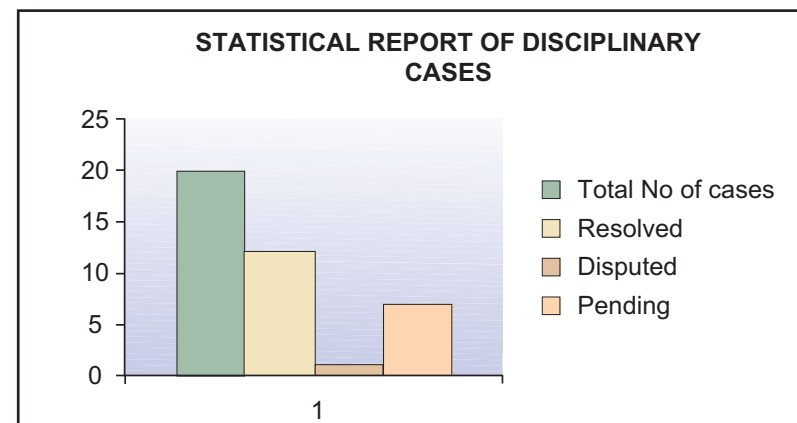
The major objective of the employee relations unit was to establish and maintain a sound relationship between the employer and organised labour. This was done through the labour forum, whereby the monthly meetings were

held to discuss matters of mutual interest. Bilateral meetings were also held with the unions and these sessions helped in resolving employee matters with their relevant representatives and it also improved the relationship between management and employee representatives.

The relationship with the LR unit at GSSC which is responsible for the management of disciplinary and dispute matters also improved. Even though there were challenges experienced in the third quarter of delays in the finalisation of disciplinary cases. This matter was addressed and there was an improvement in the fourth quarter. The service level agreement that is aimed at regulating the service delivery level standards between the department and guarantee was also developed and it will be signed off in the 2007/2008 financial year.

Managers were encouraged to start taking responsibility of resolving complaints and grievances in their respective directorates with full support of the LR unit. This led to a tremendous decrease in the number of grievances reported to labour relations and disputes that emanated from grievances. The department complied with the Public Service Commission requirement of submitting reports on the grievances reported on a six monthly basis.

During this financial year human resources dealt with 26 cases of discipline and by the end of the year 23 were finalised.



In order to ensure compliance with the various legislative frameworks HR reviewed and developed policies that are informed by the various workplace laws and signed resolutions. As a result of the 2004 merger it was important to embark on this process to ensure consistency and fairness in systems and managing benefits.

Employee Wellness

Employee Wellness is a management tool that, if utilised proactively, it could contribute positively to fostering an environment that is conducive for optimal performance by enhancing the employees coping skills to deal with psycho-social challenges. The Employee Wellness Programme (EWP) is there to assist both the employer and the employee in achieving the objectives of the organisation. One of the aims of EWP is to promote an environment that is free of stigma, is non-judgemental and supportive to people that are affected and infected by HIV/AIDS thus every workplace programme that is done should be aligned to the Department of Public Service Administration's Minimum Standard on AIDS Principles. EWP is also aligned to the key strategic objective of Gauteng Provincial Government of promoting a safe and healthy workforce.

Appointment of the EWP coordinator

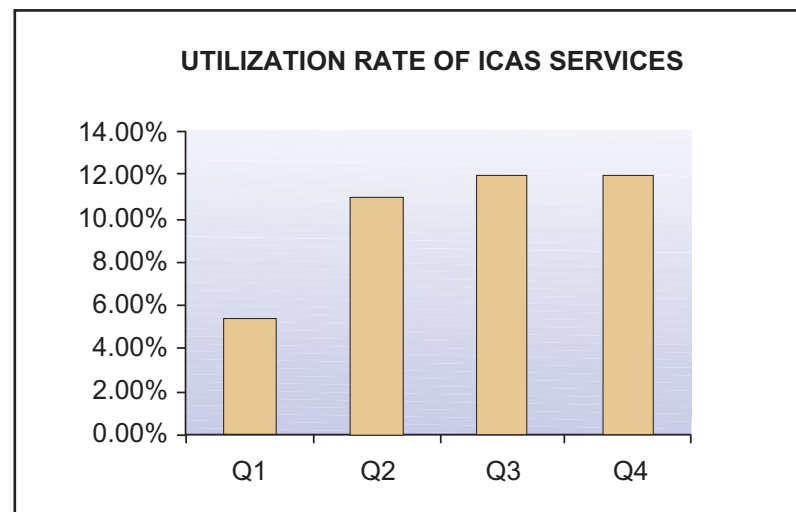
The Department filled the position of EWP coordinator in October 2006 and the following were achieved:

ICAS implementation sessions

Independent Counselling and Advisory Services (ICAS) is a service provider that has been contracted to provide psycho-social support to employees and their immediate families. In order to ensure that employees know of such a service and actually utilise it, the service was marketed in all regions. The aim of the sessions is to explain the type of services that employees could access and how they can actually access those. A schedule with dates was circulated to all regions through the regional coordinators and the women's

wellness session was also used to market the services of ICAS.

To date the Department's annual utilisation rate had increased to 12.8 % (total impact rate for both individual and group interventions is 17.4 %) as compared to the 5.4% for the previous year.



Emergency interventions

Two (2) debriefing sessions had to be scheduled for the staff members at Ikhaya Lethemba and Benoni respectively. In one incident (Ikhaya Lethemba) a client committed suicide in full view of others, including other clients and in Benoni an official was hit by a truck while trying to stop it and died on the spot, the colleague that he was working with was severely traumatised.

The forty (40) staff members at Ikhaya Lethemba were given group debriefing by ICAS.

The sessions went quite well and one person was further referred for face-to-face counselling.

The colleagues of the killed official at Benoni also received debriefing the morning following the incident and the officer's family also had a session. The response as received from ICAS on both situations was good and it assisted in containing the situations.

e- Care Health

The e-Care Health website was launched on the 18th of April 2007 and was quite successful in that just over a hundred staff members based at Head Office completed their profiles. The profile would ensure that one gets information that is relevant and requested by him or her twice a week and the information will be e- mailed through to them. This system will serve as a good communications and information research tool in that different health and wellness topics may be accessed.

BRM Assessments

The Behavioural Risk Management Assessments has been implemented to assist the Department to implement relevant and targeted interventions for all the risks identified.

HIV/AIDS Projects

Peer Educators Training

The employee wellness coordinators committee was resuscitated and new coordinators were appointed in other offices. They attended various training sessions and were also trained on the Minimum Standards on Aids Programme that was developed by the DPSA.

Finalization of the HIV/ AIDS and EWP Policy

Policies on HIV/AIDS and EWP have been drafted and will be taken through

the policy approval process within the Department.

Condom and Sexually Transmitted Infections Week

This was a week to highlight the week the plight of sexually transmitted infections (STI) and its link with HIV/AIDS as designated in the EWP and Health calendars. The Department made provision of femidoms and condoms to staff members throughout the organization to encourage practicing safe sex.

World Aids Day Commemoration

An event to commemorate this day was held on the 8th of December 2006 with the aim of highlighting the importance of knowing one's status and preparing for the VCT which is planned for the next financial year.

Wellness Session

The Department hosted a Breakfast Wellness session for women during July. The aim of the session was to highlight and reiterate the issues around health and wellness, and to further encourage healthy living and support for those infected and affected by HIV/ AIDS. The importance of support and dealing with the stigma attached to HIV/ AIDS especially in the workplace were addressed by the different speakers.

Wellness Clinics

During the wellness clinics different health tests (BP, cholesterol, eye etc) were done and the results found that quite a number of staff members are in need of some health or lifestyle management programme. These sessions assist in marketing the EWP programme to both managers and officers and assist the organisation in determining the risk levels of its employees including suitable interventions.

Challenges

Key challenges included the reprioritization of budget for the programme as well as the unavailability of HIV/ AIDS peer educators in the workplace which meant a lack of continuous information dissemination of HIV/ AIDS related information

Occupational Health and Safety

The Occupational Health and Safety (OHS) committee was established as it requires of all employers to ensure that there is a functional OHS committee in place. The fire marshals and safety representatives as well as first aid officers were elected and trained to ensure that they understand their roles and responsibilities. The required equipment was purchased and installed to ensure that the Department complies with health and safety standards.

Organisational Development

Performance Management and Development System (PMDS)

Performance contracts were developed and reviews were conducted for managers and all employees. The performance bonuses and pay progression rewards were provided in line with the PMDS policy. Training on the PMDS system and refresher sessions were conducted and performance moderation sessions were put in place to inculcate the culture of performance review within the department. There is still a need to align the training and development interventions and the individual developmental plans, to ensure that training provided enhances individual performance.

Employment Equity

The employment equity report was submitted to the Department of Labour as it is required of all designated employers. The EE committee which is representative was re-established and unions are actively involved. Training

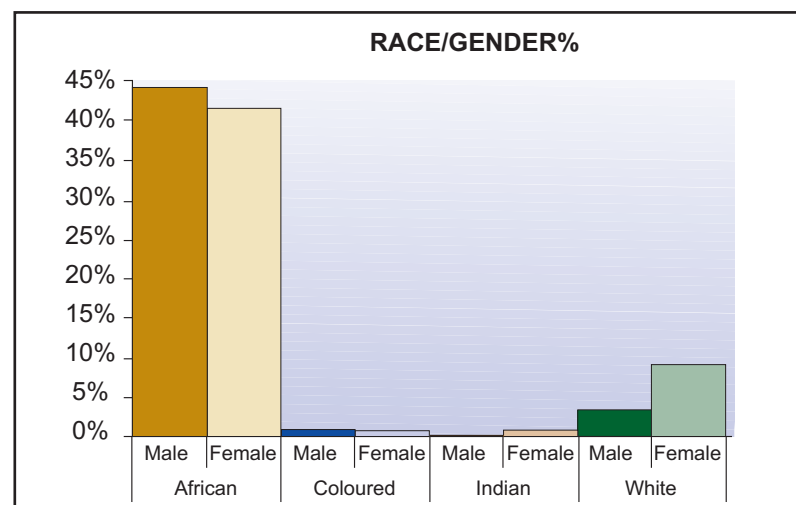
was also provided to ensure that it is well capacitated and understand its role. A draft employment equity report was developed which is due for finalisation to ensure full adherence to the Employment Equity Act.

Recruitment and Selection

A total of 99 posts were filled and 6% were senior management positions and 25.3% of these positions were filled by internal employees through promotion. This means that the same numbers of positions were left vacant.

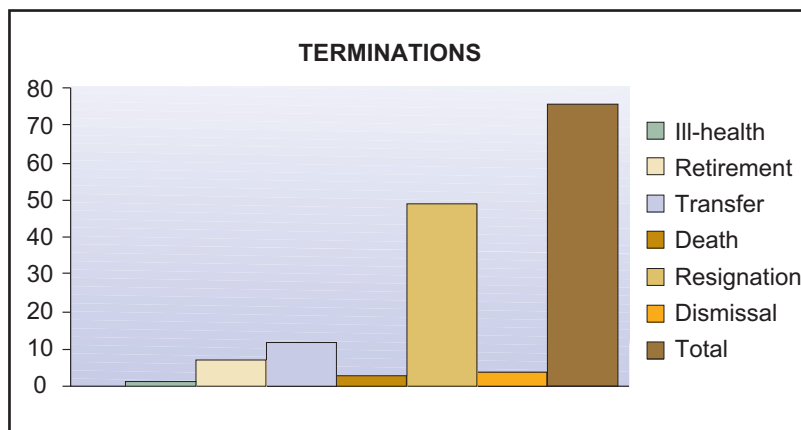
84% of the filled posts are occupied by African staff members. The race statistics is in line with both the national and provincial statistics of economically active people. As at the end of the financial year 16 of the 23 senior management positions were filled and 56.3% were occupied by female employees.

As at the end of the financial year there were no periodic payment contract employees as the department had taken a decision to reduce the number of contract employees. This was also identified as a risk for the department.



Staff turnover

The departmental staff turnover was 7.7% at the end of the financial year. Most of the terminations were from Traffic Management and from staff at junior levels. The exit interviews indicated that people were leaving mainly for better job and business opportunities.



Management of Human Resource Administration and service benefits

HR managed the service benefits as per the DPSA and Financial manual guidelines. An audit was also conducted with Traffic Management of employees who are receiving danger allowance and this was in a bid to ensure that fairness prevails in the provision of benefits.

Awareness was also created on the changes in service benefits like, medical aid (specifically GEMS), housing allowance for staff members who are renting, danger allowance and completion of pension nomination forms.

The HR registry system was developed and the retrieval of employee files has improved and the system is more user friendly.

The team audited the leave continuously and it has become clear that the

capturing of leave forms by GSSC it still a major challenge, especially for the leave taken in December. The leave coordinators were identified in all the directorates and regional offices to assist with the management of leave. Meetings were also held with the GSSC team to improve the delivery of service rendered by the reward and retain team.

Payroll management system was put in place but there are still areas that HR needs to focus on to ensure adherence to the developed system by all line managers.

Training and development

The Workplace Skills Plan (WSP) was developed and training was provided. The WSP including quarterly and annual training reports were submitted to the SETA.

The department hosted learnership candidates and interns in the various directorates and exceeded the 8% target of total staff establishment by 5%. Sixty three (63) of them were female and 60 were male and 3.3% of them were learners with disability. The Adult-based Education and Training (ABET) programme also saw an increase in the number of registered learners, which shows that there is a need for skills acquisition and training among the employees.

Other staff training and development also occurred through the departmental bursary scheme.

DIRECTORATE: IT AND RISK MANAGEMENT

The purpose of the Directorate Information Technology and Risk Management is two-fold. It provides departmental strategic information and communication technology (ICT) framework, in support of the business objectives of the Department. Secondly, the directorate maintains and ensures the implementation of the Departmental Risk Management, Anti-Corruption and Security Strategies. The Directorate aims to ensure that

systems and processes are designed and implemented to assist management to manage all types of risk in the Department. The Directorate strives towards preparing the Department for unforeseen events, but more importantly, to improve the way the Department handles the more predictable risks that it is faced with every day. By introducing enterprise risk management in the Department, the Directorate is attempting to make Management aware of bad investments, and how to avoid them, while at the same time assisting to limit risks in areas that might have a negative impact on the Department's strategic objectives.

FRAUD / CORRUPTION

Activities in terms of the Fraud Prevention Plan are on track as far as the activities relating to Risk Management are concerned. Awareness sessions with regards to fraud prevention, MISS, the whistle blowers policy and risk management were conducted throughout the financial year.

Policy Awareness sessions

In order to promote awareness of policies the Unit conducted the following awareness sessions:-

• Fraud Prevention	9
• Risk Management Strategy	12
• Remunerative work policy	12
• Whistle Blowers Policy	8
• Corporate Governance	12
• MISS Policy	13
• Information security policy	8
• Internet policy	9
• Password policy	7
• E-Mail policy	7
• Computer Use policy	6
• Access to information Act	6

INVESTIGATIONS

During the financial year a total of 60 allegations of fraud and corruption were received and placed on the case management system. From the 60 allegations, 24 investigations were concluded, 7 were transferred to the GSSC for investigation and 29 are still under investigation. From the 24 completed investigations, 2 resulted in disciplinary actions taking place, 3 criminal prosecutions, 3 suspensions from duty, 1 Vehicle Testing Station was closed, 11 cases closed as a result of no or insufficient evidence to support the allegations, and 4 cases where no disciplinary action was recommended, 1 case where the Department had no jurisdiction and transferred the matter to the appropriate authority and 2 cases where the complainants withdrew the allegations. 36 cases were transferred to the 2007/8 financial year (60%) of the case load. 24 illegally issued learner's licenses were cancelled. The Unit also cooperated with the Special Investigating Unit and the SAPS in conducting investigations into 3000 possible fraudulently issued driver's licenses at the Bronkhorstspuit DLTC. In this regard, 6 civilians have been arrested.

Challenges faced with this KPA are the capacity to effectively investigate all allegations in a speedy manner. The Directorate has one investigator to investigate internal allegations, and one investigator to investigate external investigations. Partnerships with other law enforcement agencies are being considered.

INSPECTORATE

Allegations of poor service delivery implicating the Provincial Inspectorate of Testing Stations and Testing Centers emerged in the media during the financial year. As a result of the allegations, the Risk and Anti Corruption unit was tasked to investigate the allegations and to make recommendations on how to improve service delivery. The investigation highlighted various weaknesses with regards to the work procedures and structure of the Inspectorate. A formal workstudy was then initiated that resulted in formal proposals aimed at improving efficiency and service delivery in this area of operation.

The unit further engaged the Department of Public Transport, Roads and Works and together the two Departments developed new Procedure Manuals dealing with the following matters directly linked to the drivers license and vehicle testing industry:-

- Professional Drivers Permits
- Registration as Instructors
- Registration, Grading, Suspension and Cancellation of Driving License Testing Centers
- Registration, Grading, Suspension and Cancellation of Vehicle Testing Stations
- Registration, Grading, Suspension and Cancellation of Authorized Officers.

In furthering our aims to strengthen controls within the vehicle and drivers license testing industry, the Directorate also worked with the Department of Public Transport, Roads and Works and the GSSC to plan a formal risk assessment focusing on VTS. The aim of the risk assessment is to identify the risks facing the industry and to mitigate the risks thereby improving the effectiveness and efficiency in the industry. This project will enfold in the coming financial year.

RISK MANAGEMENT COMMITTEE

The Risk Management Committee met regularly throughout the financial year.

A global risk assessment was conducted during November 2006 resulting in a new risk profile for the Department. The new risk register contains 15 strategic risks and 74 operational risks. An analysis of the 15 strategic risks indicated that the majority of the risks, 35% are strategic of nature and 26% concern compliance issues. These two categories (strategic & compliance) make-up 61% of the total risk register. Line Managers developed action plans to manage each risk. The new "Barn Owl" software designed for the monitoring of risks was implemented in the Department and action plans are monitored on a monthly basis.



LOSS CONTROL

With regards to loss control, a total of 68 losses were reported for investigation. Of these 45 were concluded and 23 were carried-over to the new financial year. The losses are mainly due to vehicle accidents with government owned vehicles and traffic fines related to drivers of government owned vehicles. Traffic fines are recovered from employee's salaries.

LEGAL MATTERS

Twenty nine (29) Legal Risks were reported during the year. These matters are currently with the various State Attorneys.

Seven (7) requests for legal opinions were received and concluded. The Department adopted a new standard service level agreement for use and published a tender for the establishment of a body-shop of legal services providers.

The vacant post of Director Legal was advertised during the financial year.

SECURITY AND FACILITIES

A new Security Policy and Procedures Manual as well as a Parking Policy were adopted. The Risk Unit completed a training module to train staff on the new procedures. The training will commence in the new financial year.

IT

The Directorate developed and introduced new policies and procedures to ensure that the Department improves its ICT environment and ICT regulatory frameworks. In addition, the IT Steering Committee convened three times during the financial year.

Our Present

We would now like to tell you about our plans and achievements for the financial year as well as our challenges and how we resolved them.

But before we do that, we would like to tell you how our programmes and activities are linked to the broader programme of action for Gauteng Provincial Government (GPG)...



Our Work within the context of GPG

The Gauteng Five-Year Programme of Action highlights the following strategic priorities:

1. Enabling faster economic growth and job creation;
2. Fighting poverty and building safe, secure and sustainable communities;
3. Developing healthy, skilled and productive people;
4. Deepening democracy and promoting constitutional rights; and
5. Building an effective and caring government.

Within these strategic priorities, there are specific activities, as highlighted in the programme of action, for the Department of Community Safety. However, the programme of action also highlights those activities that are generic to the Gauteng Provincial Government in which all departments play a role.

For purposes of our conversation with you, we will focus on key areas of focus for the Department in relation to the programme of action from its inception to mid-2006.

- **Fighting poverty and building safe, secure and sustainable communities:**
 - o Working in partnership with communities and the police to ensure safe streets, homes, workplaces and schools, especially for women and children

The Department has intensified awareness campaigns at schools and continues to work with youth desks to deal with substance abuse. These campaigns seek to maximize awareness amongst young people to discourage them from engaging or being attracted to criminal activities.

The Department organized information sessions targeting vulnerable groups to raise awareness on crimes affecting them and as well as empowering them on processes and procedures to follow when they are victims of crimes. The target groups were the elderly and people with disability at identified locations. These



sessions were also aimed at informing vulnerable groups on services available for them which are provided by different government departments and how to access such services.

Road Safety education has been incorporated as a multimedia project into the Revised National Curriculum Statement to invest in the education of the young generation to reduce fatalities on the roads. The project consists of the following five elements:

- School TV program
 - Radio program
 - Learner support material
 - Interactive web game
 - Outreach program
- o Ensuring safety on Gauteng roads through effective traffic management

The Department continues through the Gauteng Traffic Information Centre (GTIC) to record provincial data on fatalities and accidents. This information assists with strategic planning around traffic law enforcement and resource deployment to problematic areas throughout the province. This data is also submitted to the National Department of Transport on a regular basis.

In the implementation of the Safe 4 Life campaign, the following 3 aspects are addressed:

- Pedestrian law enforcement,
- Speed and
- Moving violations.

Specific user groups are categorized within the Safe 4 Life Campaign, namely, cyclists; pedestrians; public transport users and drivers.

Overloaded vehicles pose a major hazard to their operators and other road users, as well as damage to the road infrastructure. Overload Control was conducted at 20 weighbridges throughout the province.

Co-ordination of Law Enforcement Agencies

The co-ordination of law enforcement agencies has assisted in achieving appropriate resource deployment across the Province to deal with road safety matters. A number of joint operations were conducted at identified hazardous locations. The joint effort by relevant role-players resulted in increased visibility and law enforcement activities at hazardous locations. In the delivery of provincial traffic management services, the Department facilitated the following activities:

- joint operations
- overload control
- moving violations
- speed violations
- pedestrian management.

DLTCs & VTSs

The department is continuing with the audit of testing stations. Problematic vehicle testing stations (VTSs), which tests much more vehicles when the Inspectorate is not present, are currently monitored 3 months at a time to ensure compliance with legislation and the National Road Traffic Act. The Department in its endeavours to effectively deal with fraud and corruption at Drivers License Testing Centres (DLTCs) and VTSs is taking a proactive approach. This includes the review and implementation of Standard Operating Procedures and the introduction of revised strategy on inspections and criteria used to inspect VTS's.

Taxi Conflict & Violence

The Department established a special task team during 2005 to focus on taxi conflict in the Province due to the severity of the problem facing the Province. The Department of Public Transport, Roads and Works also indicated the need for the Department of Community Safety to enhance its internal capacity to deal with the taxi industry from both a law enforcement and conflict

management perspective. To this end, the Department developed proposals on law enforcement for the taxi recapitalization programme as well as on the department's approach to taxi conflict management and resolution.

The Department has recently established a permanent structure, the Strategic Safety Forum, at a provincial level, which includes role-players such as the National Intelligence Agency, Metropolitan Police Departments, South African Police Services and the Department of Public Transport, Roads and Works. The Strategic Safety Forum provides an opportunity for critical stakeholders in the Province to share information, design and implement a provincial approach to dealing with conflict management and law enforcement with regards to the taxi industry. Furthermore, the Forum assumes the nature of a steering committee for the Province and would therefore inform the existing operational structures that focus on this industry in terms of law enforcement.

- **Deepening democracy and promoting constitutional rights:**
 - Social crime prevention to prevent and address the causes of crime and violence, particularly against women and children

Prevention of Youth Criminality

The department continued to establish and launch youth desks in and around the province. The youth crime prevention desks have been engaged in the following activities as part of their social crime prevention projects:

- Sports against crime
- Visits to schools to give talks on crime reduction initiatives
- Cleaning campaign awareness campaigns against drug abuse, firearms and gangsterism
- Door to door campaigns
- Criminal justice tours involving learners
- Local youth festival as part of the drug abuse campaigns
- Youth camps

Ikhaya Lethemba

In terms of the Department's flagship project, Ikhaya Lethemba, the first phase of the building was handed over by Public works in March 2004. The model of Ikhaya Lethemba is interdepartmental and has only been possible due to interdepartmental partnerships. The following positive partnerships have been achieved within the centre:

- Complete funding for NGO services with the centre from the Department of Social Development for the financial years 2004/2005 and 2005/2006.
- Provision of service delivery by SAPS, within the context of the Johannesburg Family Violence, Child Abuse and Sexual Offences(JHB FCS) unit.
- Funding of a full time case manager from National Prosecuting Authority.
- Planning for the provision of library services has been achieved with Department of Sports, Arts, Recreation and Culture.
- NGO partnerships:
 - o Three NGO's have partnered with the Department of Community Safety since 2004 for the provision of counselling services at the centre. These are NICRO, Teddy Bear Clinic and Beecourtwise. They are responsible for providing a full range of supportive services to our victims.
 - o Ikhaya Lethemba has also partnered successfully with the shelters who make up the Gauteng shelter Network and they have assisted in providing shelter across the province.

Public-Private Partnerships:

A number of successful public private partnerships have been achieved with Ikhaya Lethemba. These are vital as they ensure the sustainability of the project. These include:

- The donation of R1,6 Million rand for the purchase of furniture for the residential phase from VODACOM.

- The donation of R100 000 for the skills development centre from Uthingo Trust.
- The donation of a fully equipped computer room from Telkom Foundation.

The following were provided by the Centre:

- Specialized medico-legal services offered to victims of sexual assault, with special focus on women and children.
- Specialized counseling services to women and children.
- Co-ordination of criminal justice services to victims of sexual offences, specifically in the Johannesburg region.
- Provision of shelter services to women and children who have been victims of sexual offences and domestic violence.
- Women are also empowered and protected through the use of legal mechanisms, such as protection orders and assistance with maintenance.

Currently Ikhaya Lethemba does not co-ordinate services across the province, but in Johannesburg, where the centre is located, the following services are offered:

- Co-ordination of cases which are handled through the Ikhaya Lethemba service system.
- Co-ordination of victim impact statements.
- Assistance with court preparation and support services.
- Assistance with post trial debriefing.

The department in partnership with Rhema Church is involved with the training of SAPS Social Workers and Disabled care co-ordinators as well as Ikhaya Lethemba volunteers in sign language interpretation to be able to assist such victims.

Deepening democracy and promoting constitutional rights:

- o Promoting responsible citizenship through exercising democratic rights and working in partnership with other people and organizations in the private sector and communities to collectively contribute to our nation building and social agenda.



The Directorate: Community Police Relations facilitates the improvement of relations between communities and law enforcement agencies; assists the Department with civilian oversight and endeavors to achieve on the priorities of this Department. The Department views improvement of community police relations in relation to the following:

- Consolidation of Community Policing Forums (CPF) structures to ensure effective discharge of their functions.
- Mobilization of special communities, for example, hostel and rural communities, to ensure active participation in policing, crime prevention and community safety.
- Supporting and facilitating the implementation of sector policing by establishing sector crime forums.
- Alignment of CPF sub-forums to sector forums.
- Development of draft CPF Directives to ensure efficient regulations of Community Policing Forums throughout the Province.
- Development of Community Safety Plans to inform policing needs and priorities in the various policing areas.
- Completed a volunteer management strategy to mobilize communities in the protection of tourists along the routes they constantly utilize as well as their preferred destinations.

As part of strengthening the CPF structures in the province, the Department identified a set of minimum standards.

These minimum standards prescribe that a CPF should:

- Have a properly composed structure with clear role definition for each member within the structure.
- Be representative of the demographics of their communities.
- Be accountable to the communities they serve and be approved by them.
- Have annual activity plans outlining the activities of the forum for the year.
- Develop and enhance good relations with stakeholders to ensure an integrated approach towards crime prevention.
- Support sector policing through maximizing community participation.

The Department has positioned the CPFs in the various precincts for their oversight role over law enforcement agencies (LEAs) and co-ordination of social crime prevention. These two responsibilities have resulted in instances where improvement is realized in the functioning of the law enforcement agencies (LEAs) which is an indirect involvement in the fight against crime.

- o Actively listen to and consult our people on key programmes and policies of government

The MEC together with the Department has participated in a number of Provincial Imbizos. Amongst issues raised in terms of safety and security, are the following:

- Poor investigation of SAPS
- Little or no feedback given to complainants on progress made on cases
- Poor police visibility
- Poor response by SAPS to policing informal settlements
- Drug abuse and the selling of liquor at unlicensed taverns
- High crime rates
- Vandalism at schools
- Lack of adequate resources at police station level
- Lack of police stations as well as satellite stations.

The Department has been able to follow up on many of these issues that have been raised by members of the communities at the Provincial Imbizos particularly in relation to the poor investigation of cases and lack of feedback to complainants. Some of the issues that require a more coordinated approach have been factored into each Chief Directorates' operational plans.

- Building an effective and caring government:
 - o Build the capacity of the public service including through a comprehensive skills development programme including learnerships and for managers and staff on the frontline of service delivery

The Department has exceeded its target in relation to the appointment of learners and interns. The department hosted learnership candidates and interns in the various directorates and exceeded the 8% target of total staff establishment by 5%. Sixty three (63) of them were female and 60 were male and 3.3% of them were learners with disability.

- o Build the capacity of the public service through improving the representivity of the public service especially of black people, women and people with disabilities at managerial and professional levels

84% of the department's filled posts are occupied by African staff members. The race statistics is in line with both the national and provincial statistics of economically active people. As at the end of the financial year 16 of the 23 senior management positions were filled and 56.3% were occupied by female employees. The department has achieved and exceeded the 50% target of women in senior management positions. Currently, 57% of managers at senior management level is women. There are two women candidates recommended for senior positions which if they accept the offers will increase the department's percentage of women in senior positions by the end of the first quarter in the new financial year.

All departmental policies including the Recruitment and Selection Policy and Training and Development Policy were reviewed to ensure that they are non-discriminatory and address the needs of people with disabilities. A decision was also taken by the department to recruit learners with disability into the learnership and internship programme and currently 3% of the learners and interns are people with disabilities.

- o Increase the level of monitoring of policing agencies and the criminal justice system to ensure improved service delivery as well as supporting them in respect of transformation, improved crime prevention and community police relations.

Through the Quarterly Review Sessions with LEAs the department ensures coordination and maximum utilization of resources with regards to policing.



Cash-in-Transit Related Crime Strategies

The Department together with Business Against Crime (BAC) and the SAPS have worked collaboratively on the matter of cash-in-transit related crimes. Strategies on this area were then developed following which the Department undertook a comparative analysis of the strategies as developed by SAPS and BAC in order to identify synergies and specific areas for the domain of each key agency. It was agreed that the Department plays a critical role in coordinating the efforts of various agencies around the cash-in-transit sector. Consequently, the Department will take a lead role in synergizing the two strategies into one strategy for the Province.

In concluding this aspect of our reporting, it must be noted that the department continues to work on these programmes and activities.

Our Programmes for 2006/2007

In our earlier pages when we described our new department, we indicated that the Department of Community Safety determined its strategic objectives as:

- Effective oversight of law enforcement agencies in terms of their effectiveness and efficiency;
- Co-operative governance to ensure effective working relationships with all role-players and stakeholders, law enforcement agencies, traffic law enforcement agencies and all spheres of government;
- Safety promotion; and
- Effective traffic law enforcement.

What we will now share with you are our plans and achievements as well as our challenges and contingencies in addressing each of these strategic objectives...

Effective Oversight of Law Enforcement Agencies in terms of their Effectiveness and Efficiency

Within this strategic objective, the Civilian Oversight programme is geared towards the effective monitoring and evaluation of police service delivery as well as strengthening the relationship between the police and their communities in the Province.

The programme includes three directorates, which are:

- Community Police Relations
- Service Evaluation and Research
- Monitoring of Police Service Delivery.

The department undertook a reconceptualisation of civilian oversight and consequently the strategic objectives were revised. The strategic objectives have been established for the 5 year, 3 year and 1 year plans. In addition, the 1 year operational plans have been aligned to the strategic plan.

In the current year under review the Chief Directorate: Civilian Oversight aligned its operational plans in accordance with the reconceptualisation, Operation Iron Fist and the Gauteng Safety Strategy. This was principally to give effect to Pillars 1 (improving the quality of policing) and 4 (community participation) and drafting action plans for implementation. Regarding Pillar 1 the development and implementation of a CompStat type system is critical to improving the quality of policing. In addition, the establishment of a resource centre with a wealth of information on social crime prevention projects undertaken and lessons learnt is vital for communities to access. Pillar 4 concerns community mobilization against crime and thus far volunteers such as patrollers have been recruited and sector summits held with various groupings. Due to budgetary constraints some projects within the chief directorate had to be scaled down from their original parameters. As a result a reprioritization exercise was undertaken by the various directorates to ensure that budgetary constraints were adhered to.

The Chief Directorate reports on its performance for the reporting period as follows:

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual	
Monitoring of service delivery by SAPS at station level	Profiles for police stations compiled and updated	Number of police stations profiles compiled and updated	124 station profiles	124 profiles updated	Completed
	Announced visits to the province's targeted police stations conducted	Number of police stations visited	Police stations in the 20 priority townships identified by GPG	27 police stations visited	Completed Whilst 20 townships have been identified for prioritization, it needs to be noted that the actual police stations responsible for the policing of these townships is more. In addition to the information gathered during the station visits, the Directorate also identified and reported on systemic challenges that impeded service delivery at the stations.
	Statistical information on Operation Iron Fist gathered	Number of Iron Fist police stations covered	20 identified Iron Fist police stations	20 police stations	Completed.
Monitoring of service delivery by SAPS at station level (continued)	The effectiveness and efficiency of the SAPS' supply chain management monitored and reported on	Number of police stations covered	20 police stations	27 police stations	Target exceeded.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual	
Monitoring and promotion of transformation and police accountability within the SAPS	Adherence to the SAPS' Employment Equity (EE) plan monitored and reported on	Quarterly reports on SAPS' Employment Equity plan	3 reports	3 reports	Completed.
	Employee wellness, and deaths within the SAPS monitored and reported on	Quarterly reports on Employee wellness and deaths with the SAPS	4 reports	4 reports	Completed.
Monitoring and promotion of transformation and police accountability within the SAPS (continued)	Resolutions adopted in the Quarterly Review Sessions with the LEAs monitored and reported on	Quarterly reports on the implementation of QRS resolutions by LEAs	4 reports	4 reports	Completed.
	Implementation of directives issued by the MEC to LEAs from time to time monitored and reported on	Quarterly reports on the implementation of directives issued by the MEC to LEAs	4 reports	4 reports	Completed.
Monitoring and capacitation of the SAPS for improved service delivery	Statistical information on operational police officers in administrative positions gathered	Number of stations covered	20 police stations	27 police stations	Target exceeded.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual	
Monitoring and capacitation of the SAPS for improved service delivery (continued)	Booklets on the monitoring methodology and the Directorate's activities developed and distributed.	1000 booklets developed and distributed	1000 booklets	0	Target not met. The Directorate did not proceed with this activity due to the necessary reprioritisation of the Directorate's areas of focus.
Monitoring of policing operations aimed at crime prevention and combating	Easter and Festive seasons operations by the provincial law enforcement agencies monitored and reported on	Quarterly reports	4 reports	0	Target not met. The Directorate did not proceed with this activity due to the necessary reprioritisation of the Directorate's areas of focus.
	LEAs' state of preparedness for the 2010 soccer world cup tournament monitored and reported on	Quarterly reports	4 reports	0	Target not met. This activity was incorporated into the work of the Departmental Task Team on the 2010 FIFA World Cup tournament
Investigation of complaints of police inefficiency against LEAs.	Departmental complaints management policy developed and implemented	A draft complaints management policy	1 policy	1 policy	Completed.
	Citizen and officer complaints against LEAs better managed	Monthly reports on complaints management	12 monthly reports	12 monthly reports	Completed.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual	
Investigation of complaints of police inefficiency against LEAs (continued)	Citizen and officer complaints against LEAs registered at Izimbizo and public meetings	Quarterly reports	4 reports	4 reports	<p>Completed.</p> <p>Complaints Management System The department is in the process of developing a web-based complaints management system. This system, which is referred to as IMPACc (Investigation and Management of Police and Citizen Complaints) is intended to assist the Department with accurate statistical records as well as the production of comprehensive records on the complaints.</p> <p>Police Complaints Contact Centre A contact centre has been established by the GSSC. Contact centre agents have already been sourced and provided with the training necessary to perform their duties and functions. The contact centre went live at the end of the financial year. The necessary linkages will be made between the police complaints contact centre and such Departmental systems as IMPACc and the Integrated Information Management System (IIMS).</p>
Investigation of complaints of police inefficiency against LEAs (continued)	Quarterly audits on all complaints received by the Directorate conducted	Quarterly reports	4 reports	4 reports	Completed.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual	
Capacitation of Civilian Oversight Committees for effective monitoring of service delivery by the MPDs	Functioning of the three Civilian Oversight Committees monitored and reported on	A report on the functioning of COCs	1 report	1 report	Completed.
Evaluate Service Delivery by LEAs	Evaluate the Easter Holiday Operations	Report completed and submitted	1 Report	1 Report	Completed.
	Evaluate Festive Season Operations	Report completed and submitted	1 report	0	Target not met. Reports on Festive Season operations were presented to the MEC by Law Enforcement Agencies as well as at a Departmental third quarter review session. There was therefore no need for the unit to duplicate that which had been done.
	Determine status of policing in the province	4 QRS sessions successfully conducted	4 sessions	3 sessions held	Target not met. Resolutions that committed both SAPS and the Department to take action were made, and these were duly implemented.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual	
Evaluate Service Delivery by LEAs	Evaluate the functioning of the SAPS Emergency Services (10111)	Report submitted to MEC	1 report	1 report	Completed.
	Evaluate the performance of SAPS detectives service	Research report into the performance of the SAPS detectives service	1 report	1 report	Completed.
	Evaluate Anti-Corruption Strategies of the LEAs	Research report on Anti-Corruption Strategies of LEAs	1 report	0	Target not met. A draft literature review is in its completion stages
	Evaluate the impact of firearms on domestic violence	Research report with recommendations	1 report	1 report	Completed.
	Conduct Exit Poll Study at police stations	Research report with recommendations	Report on 32 police stations	32 stations evaluated	Completed.
	Research into alternative approaches to 16 Days of Activism Campaign	Research report with recommendations	2 focus groups A survey to a sample of 2303 population Secondary research on 2 countries	1 focus group 2303 population surveyed Secondary research in 2 countries done	Target not met. Completed. Completed.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual	
Evaluate Service Delivery by LEAs (continued)	Research into alternative approaches to 16 Days of Activism Campaign	Research report with recommendations	In-depth interviews	In-depth interviews	Completed.
	Mid-term evaluation of the 6 months Iron Fist Strategy	Completed research report	A survey of 1423 residents across the province	1423 residents surveyed	Completed.
Contribute towards improvement in road user safety	Conduct research on prevention of pedestrian fatalities	Report with recommendations	1 report	0	Target not met. The project was not undertaken due to the fact that the Traffic Management Chief Directorate had already developed a Pedestrian Safety Strategy.
	Evaluate strategies employed to address drunken driving	Report with recommendations	1 report	0	Target not met. The Directorate did not proceed with this activity due to the necessary reprioritisation of the Directorate's areas of focus.
Contribute to the improvement of services provided by LEAs	Design implementation plan for Policing of Informal Settlement study	Detailed Implementation Plan	1 implementation plan	1 implementation plan	Completed.
	Design implementation plan for the Pawnshop study	Detailed implementation plan	1 implementation plan	1 implementation plan	Completed.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual	
Contribute to the improvement of services provided by LEAs	Coordination and collaboration amongst Law Enforcement Agencies	Report with recommendations	11 in-depth interviews 1 report	11 in-depth interviews 1 report	Completed. Completed.
	Determine policing needs and priorities for the province	Needs and priorities identified and approved by EXCO	1 document on needs and priorities	0	Target not met. The activity was not carried out as needs and priorities were already determined by SAPS at a national level.
Develop Early Warning Systems	Establish partnerships with research institutions	Number of institutions partnered with	-	2	Partnerships have been created with both the Institute for Security Studies and Community Agency for Social Enquiry. This is in terms of research and in connection with a database for fieldworkers.
	Analyse crime and fatality statistics	Reports submitted	2 reports	2 reports	Completed.
Provide an information base to the Department	Equipping of the resource centre	Operational resource centre	All 4 activities	2 out of 4	Target not met. Subscription to Sabinet Online was executed, books were purchased, but due to a lack of space for the resource centre, other activities could not be carried out. Training of staff on Sabinet was also undertaken.
Adhoc projects	Level of awareness of social fabric crimes	Submitted questionnaire	1 questionnaire	1 questionnaire	Completed.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual	
Adhoc projects	Reiger Park Assessment	Report submitted	Survey with 1454 residents 1 report	1454 residents interviewed 1 report	Completed.
	Mayfair Docket Analysis Study	Report submitted	1 report	1 report	Completed.
	May 2006 Fatality Statistics	Statistics analysed and report submitted	1 report	1 report	Completed.
	CPR Research Instrument	Research instrument submitted	1 instrument	1 instrument	Completed.
	Regulatory Impact Analysis	Memorandum submitted.	1 memorandum	1 memorandum	Completed.
Promotion of good relations between the police and communities	Consolidation of CPFs	Number of CPFs sustained in terms of minimum standards	84 CPFs 12	55 CPFs 18 induction sessions were conducted. A total of 30 CPFs, Treasurers and Project Coordinators were trained.	Target not met. The target of the department was not met as some CPFs have consolidated the CPFs without the department's intervention whilst others had to be revived to meet the minimum standards.
	CPFs established as per minimum standards	Number of CPFs established	30	33	Target exceeded

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual	
Promotion of good relations between the police and communities (continued)	Functional Community Police Boards	Number of boards established in terms of minimum standards	7	0	Target not met Due to the SAPS restructuring process, the department could not continue with the process of electing boards that are functional and effective.
	Hostel communities mobilized	Number of hostel communities mobilized	10	35	Target exceeded
	Business communities mobilized	Number of business communities mobilized	10	0	Target not met. The change in approach for the mobilization of business communities was adopted in terms of the sector summits process.
	Improved coordination of community participation in CJS at a local level	Number of CJS forums established	2	Piloted 2 CJS forums	Completed
	Improved management of volunteers (community patrol groups)	Approved retention strategy for volunteers	Concept document Framework document 20 precincts (2000 patrollers)	Concept document Framework document 26 precincts (2000 patrollers) Prioritized needs in terms of training,	Completed Completed Target exceeded Completed A database was developed jointly with Gordon

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual	
				<p>equipment, administrative systems and food parcels.</p> <p>Ongoing engagement with corporate sector.</p>	Institute for Business Science (GIBS)

Community Police Relations

Introduction

In its five year strategic plan, the Department has committed itself to facilitate the improvement of relations between the police and the community in accordance with the dictates of the Constitution of the Republic of South Africa and the South African Police Service Act, with the purpose of building effective community police partnerships against crime through constructive community participation in policing activities. This is also emphasised within the Gauteng Safety Strategy, which endorses maximum community participation and mobilisation as an integral role in building strong and sustainable communities.

Therefore the Department, in this financial year, has continued to carry out the mandate by mobilizing communities through the following key programmes:

- Consolidation of Community Police Forums;
- Establishment and reviving CPFs and sector crime forums;
- Special Community Mobilisation;
- Co-ordination of Criminal Justice System at local level; and
- Volunteer management programme.

In any project, an assessment process is critical for the purpose of measuring the progress made, identifying the hindrances that might be contributing to derailing the set goals from being achieved. The same approach applies to this Departmental initiative, which is aimed at reviving Community Police Forums (CPFs) and supporting them with a view to ensuring that they function properly and are elevated to a level of effectiveness.

During the financial year, the Department continued to conduct an assessment of CPFs, which assisted in the consolidation and revival of CPFs in different policing precincts. The assessment revealed that a total of ninety-six Community Police Forums (CPFs) were functional as per the minimum

standards, and they are as follows:

	Soweto	Soweto	W. Rand	E. Rand	Pretoria	JHB	Vaal	Total	%
Functional CPFs	7	13	10	21	20	16	9	96	76.8

The assessment on the status quo of CPFs in the province highlighted various challenges that confronted these structures and possibly contributed to their poor functionality and ineffectiveness. The assessment revealed the following as key challenges for CPFs:

- Lack of understanding of CPFs as legislated structures, their legislated mandate and roles that must be assumed by community members serving within these structures.
- Generally, CPFs were not project orientated and this contributed largely to their ineffectiveness.
- CPFs were not being managed like professional organisations and this was often attributed to a lack of capacity.
- Lack of support from the South African Police Services (SAPS) was a contributing factor.
- Lack of a regulatory framework to guide the functioning of CPFs was also a major problem.
- CPF structures were not representative of the broader community and this impacted negatively on the support they received from the community.

CONSOLIDATION OF COMMUNITY POLICE FORUMS (CPF's)

The Department has developed minimum standards to ensure that CPFs are functional and effective. The minimum standards prescribe that the CPF should:

- Have properly composed structures as defined in the Provincial Guidelines;
- **Be Representative** of the demographics of their communities;
- **Be Accountable** to the communities they serve and be approved by them;
- Have local **Community Safety Plans** informed by local safety and security dynamics;
- Have **Projects** designed to address community crime prevention needs and priorities;
- Have **Annual Activity Plans** outlining the activities of the Forum for the year;
- Hold periodic **Public Meetings** to continuously understand the needs of the people;
- Develop and enhance **Good Relations with Stakeholders** to ensure conducive conditions for cooperation on crime prevention;
- Participate in **Sector Policing** activities to ensure crime reduction; and
- Develop and implement police **Oversight** programmes.

In relation to this process, the Department has managed to establish a total of fifty five (55) new CPFs as indicated in the under-mentioned Table, as opposed to the planned target of 84. This is attributed to the need to pay special attention to some of the CPFs that were established in the previous financial year, which had to be re-established.

Central to the consolidation of CPFs was a need to develop CPF regulatory frameworks that would serve to compliment the Directives and Guidelines, like the Induction manual and operation manual for Boards.

The following CPFs have been consolidated and comply with the minimum standards:

Vaal	Ennerdale De Deur De Barrage	Sebokeng Lenasia South	Evaton Vereeniging
Soweto	Meadowlands Orlando	Lenasia Eldorado Park	Dobsonville Jabulani
Johannesburg	Norwood Cleveland Douglasdale (Zeverfontein)	Hillbrow Johannesburg Yeoville	Jeppe Booysens Langlaagte
North Rand	Ivory Park Etwatwa Actonville	Rabie Ridge Sebenza Thembisa	Daveyton Benoni
East Rand	Duduza Katlehong Dawn Park Zonkezizwe	Springs Vosloorus Eden Park Devon	Kwa-Thema Reiger Park Thokoza
Pretoria	Hammanskraal Diepsloot Cullinan	Soshanguve Mamelodi Rietgat	Wierdabrug Eersterus Marabastad
West Rand	Khutsong Magaliesburg	Kagiso Muldersdrift	Randfontein

1. Development of Regulatory Frameworks

• Development of Induction manual

A draft induction manual was developed, but it was realized that the Western Cape Provincial Department of Community Safety had the same induction manual, which the Department wanted to implement. Therefore, through the Head of Department, the Department sought permission from Western Cape Department to utilize their manuals to induct CPFs in Gauteng.

• Development of an Operation Manual for Boards

The development of an operation manual for Area and Provincial boards, which would serve to guide operations of the boards and regulate the support boards have to afford CPFs structures was abandoned as a result of the SAPS

restructuring process. This culminated in the migration of Area police management to stations, thus nullifying the need for Area Boards. But nevertheless, the North Rand Area Board was established in accordance with minimum standards, but collapsed due to the South African Police Service restructuring process. Therefore a new approach, aimed at replacing the area boards will be implemented in the new financial year.

- **Printing and distribution of the Directives and Guidelines document**

The process of approval of the Directives and Guidelines for implementation within the province will be signed off by the MEC. This will take place in the new financial year. It is envisaged that printing and distribution of the document will be done once this process is finalised.

2. Capacity Building for CPFs

Capacity Building for CPFs in the Province is seen as achievable through the provision of training for CPF executive committees in administrative and leadership skills, and entrenching the understanding of roles and functions of each partner in the forum through induction sessions. The Department, during this financial year hosted training and induction workshops for several CPFs in the province.

- **Training of CPFs in administrative and leadership skills**

During this financial year a partnership was created between a private sector company that specializes in training, NIMICO Training, and the department to provide training for CPFs in Financial Management and Entrepreneurship at no cost to the department. Training in leadership skills was also presented to CPFs by staff members in informal settings.

- **Financial management and Entrepreneurship**

A total of 30 CPF treasurers and project coordinators were trained in the Soweto and West Rand policing precincts during this financial year. Training in other areas will be rolled out in the next financial year.

- **Induction for CPFs executives and Sub fora**

Induction training for CPF executives and their respective sub-fora were carried out in 18 policing precincts during this financial year.

The table below outlines precincts as per policing area for which induction training has been held.

Area	Stations
Vaal	Evaton
	De Barrage
	De Deur
	Lenasia South
	Sebokeng
	Ennerdale
	Meyerton
Johannesburg	Hillbrow
	Jeppe
	Johannesburg Central
	Cleveland
	Booyens
West Rand	Kagiso
	Khutsong
Soweto	Meadowlands
	Moroka
Pretoria	Boschkop
	Eersterus

3. Conduct Evaluation and Review sessions for CPFs

Two CPF review sessions were conducted during this financial year. Issues raised by CPFs in these sessions related to the following challenges:

- Accredited Capacity Building of CPFs
- Resources (Transport, office space, stationery, computers, etc.)
- Computers And CPF Website
- SAPS restructuring process and its impact on Boards
- The effectiveness of the Provincial Board
- Education And Awareness Programmes
- Social Crime Prevention Projects
- Publicity Materials

The Department therefore has resolved that in the next financial year these challenges are addressed to ensure that CPFs are effective.

4. Public Meetings

During the financial year, 21 Public meetings were conducted in the following areas:

Pomona	De Deur	Olievenhoutbosch	Marabastad
Azaadville	Booyens	Boschkop	Nigel
Heidelberg	Randfontein	Bedfordview	Kliprivier
Meyerton	Protea South	Thembelihle	Orlando
Jabulani	Sandton	Emdeni	Johannesburg Central
Hillbrow			

In most of these public meetings, public concerns raised were based on a lack of service delivery by SAPS and local government.

ESTABLISHMENT OF COMMUNITY POLICE FORA (CPF's)

For the financial year 2006/07, the Department set a target of thirty (30) CPFs that had to be established by the Community Police Relations Directorate. This process is critical in localities where CPF structures were found to be non-existent. The approach entails the following:

- Consultation with relevant stakeholders within a specific locality. This approach is central in ensuring that there is clear understanding of the precincts and dynamics;
- This is followed by joint development of intervention plans, tailor-made to suit the needs of that specific precinct;
- To address the issue of representation, the minimum standards advise that the sector be the building block for the establishment of a CPF executive at station level;
- To ensure that members within the newly established CPF are informed of the roles and responsibilities of this legislated body, inductions are conducted;
- This process is enhanced by continuous monitoring which paves the way for the consolidation process.

In relation to this process, the Department has managed to establish a total of twenty two (22) new CPFs as indicated in the table below. As indicated previously in Consolidation of CPFs, this is attributed to a need to pay special attention to some of the CPFs that were established in the previous financial year, which had to be re-established. The other eleven (11) sector crime forums were revived and beefed up.

Kagiso for instance, had to be re-established as a result of the new re-demarcation process which culminated in a total of sixteen (16) wards from the initial number of seven (7) wards.

ESTABLISHMENT OF COMMUNITY POLICE FORUMS						
Vaal	Soweto	JHB	North Rand	East Rand	Pretoria	West Rand
De Barrage	Meadowlands	Cleveland	Midrand	Devon	Boschkop	Kagiso
De Deur	Orlando	Jeppe		Nigel		Khutsong
Meyerton	Jabulani	Sophiatown		Dawn Park		Muldersdrift
Evaton				Brackendowns		Magaliesburg
Kliprivier						
Vereeniging						
RE-ESTABLISHMENT OF COMMUNITY POLICE FORUMS						
Vanderbijlpark	Protea Glen (sectors crime forums)			Katlehong	Wierdabrug (Olivenhoutbosch & Countryview)	
	Diepkloof (sector crime forums)			Reiger Park	Diepsloot (5 sectors)	
				Duduza	Cullinan	
					Eersterust	
					Bronkhorstspuit (sector crime forums)	

The reasons behind the re-establishment of most of the CPFs that were established in the previous financial year relate to the following:

- The South African Police Service restructuring processes which impacted negatively on established systems on the ground. This entails a change in the Station's management teams and abolishment of Area Board structures;
- In some areas, the inability of the SAPS to implement the National Instruction on Sector policing contributed to the collapse of CPF sub-structures at sector level;
- Lack of resources such as office space for safe-keeping of records, transportation to meetings and computers for preparation of reports in some instances contributed to low morale thus forcing some volunteers to relinquish their duties within CPFs.

SPECIAL COMMUNITY MOBILISATION

Hostel Community Relations

Initially, the Department targeted 10 hostels to facilitate relations between the hostel communities and the police. However, a strategic approach was adopted to target all the hostels through the Provincial leadership of Indunas, who act as representatives and are critical in dealing with the various hostels of Gauteng. Meetings and subsequently, a summit, were conducted to engage the hostel communities on issues affecting them, which relates to issues of safety and security. The representatives from the following hostels were targeted and they are as follows:

SOWETO	EAST RAND	WEST RAND	PRETORIA	VAAL	JHB	NORTH RAND
Merafe	Thokoza	Kagiso	Mamelodi 1	Madala	George Goch	Tembisa
Mzimhlophe	Vosloorus	Mohlakeng	Mamelodi 2	Kwa-Masiza	MBA	
Nancefield	Katlehong	Bekkersdal	Mamelodi 3	Boipatong	Murry And Roberts	
Diepkloof	Ehlanzeni		Atteridgeville		Jeppe	
Dobsonville	Etwatwa/Daveyton		Refiloe		Mai Mai	
Dube	Kwa-thema		Soshanguve		LTA	
Jabulani					Van Beek	
					Kazerne	
					Denver	

At the summit, the following resolutions were taken:

- Action plans should be developed between the Department, South African Police Services and the indunas, to promote good relations;
- Continuous engagement with SAPS at a local level;
- Quarterly Review sessions should be conducted to continuously assess and review this relationship.

Therefore these resolutions will be implemented in the 2007/2008 financial year to sustain the programme.

CO-ORDINATION OF THE CRIMINAL JUSTICE SYSTEM AT A LOCAL LEVEL

During the financial year in question, the Department managed to establish two Community Justice Fora, jointly with the Boksburg Prison as well as Krugersdorp Prison. The fora addressed the following challenges:

- Re-integration of released prisoners into communities;
- Diversion Programmes;
- Prisons' effective rehabilitation programmes;
- Restorative Justice programme; and
- Victim/Offender mediation.

VOLUNTEER MANAGEMENT

In this financial year, the Department identified Volunteer Management as one of the key programmes that had to be incorporated into its strategic goals. Lack of funding led to the postponement of the programme to the next financial year.

The Department has however, managed to achieve the following:

- Develop a concept document for the Volunteer Management programme;
- Develop a Draft Framework document to guide the functioning of patrol

groups;

- Decided on Patrol Groups as the pilot project that will be implemented in the next financial year under Volunteer Management;
- Managed to secure funding for this project in the next financial year;
- Engaged the Gordon Institute of Business Science (GIBS), to assist in the management of the volunteer management programme (thus strengthening public private partnerships);
- Identified the needs of already existing Community Patrol Groups to guide the intervention of the Department in the coming financial year;
- The Department committed itself to assisting the community patrol groups with equipment, training and administrative systems; and
- Developed a Database system for patrollers.



Service Evaluation and Research

The objective of the Service Evaluation and Research Directorate is to provide strategic direction to the department by evaluating services that are provided by law enforcement agencies as well as carrying out research on any policing related matters. The directorate further evaluates the effectiveness of police service delivery at station level; evaluates police performance in relation to priority crimes; assesses police conduct and accountability; facilitates the determination of policing needs and priorities for the province; and conducts research on crime and policing.

Evaluating LEAs service delivery in their contribution towards an Improvement in Road User Safety

Evaluation of the Easter Holiday Operations

Easter holidays are normally characterised by high levels of road accidents as well as crime rates. One of the functions of the Service Evaluation and Research Directorate is to evaluate road safety strategies and recommend ways in which these could be improved upon. To this end, the Directorate conducted in-depth interviews with relevant operational personnel of the Law Enforcement Agencies (LEAs) in the province in assessing the success of the Easter holiday operations. In addition to the in-depth-interviews, a quantitative analysis of accidents and arrest statistics was carried out with the purpose of determining types of accidents and whether these have actually decreased or increased. Various recommendations were made towards addressing the high rate of fatalities during the Easter period.

Assessing the Services as Provided by LEAs

Determining the status of policing in the province through conducting four Quarterly Review Sessions (QRS)

In its attempt to strengthen its oversight over the police, the Department developed a new non-adversarial approach, which entails meeting with policing agencies in the province on a quarterly basis. It is in these meetings where issues

on police performance in relation to priority crimes, police conduct, police service delivery at the community service centre level (including complaints) and detective services are deliberated on. Issues of coordination between law enforcement agencies in the province have also been discussed in these meetings. The issues as discussed with the police are normally corroborated with the research that is undertaken by the Department. The Department plans on introducing a more effective way of assessing police performance through a monthly analysis of statistics that emanate from the police. The statistics will speak to the issues that are already being dealt with at the quarterly review sessions. These sessions have seen a number of resolutions made and implemented by both the Law Enforcement Agencies and the Department.

Investigation of the SAPS Emergency Services (10111) in the province through an evaluation of the functioning of 10111 Centres

Due to complaints about the services provided by the SAPS 10111 centres, the MEC identified a need to evaluate the services provided by these centres so that there could be an understanding of the problems underlying poor service delivery. A focus on the 10111 centres was also part of the SAPS Six Months strategy of addressing serious and violent crime. To this end, challenges pertaining to the operation of the new centres were identified and the report highlighted ways in which to assist in the success of the new call centre.

Enhancement of Crime Prevention Initiatives in the Province

Evaluation of the implementation of policies & legislation on violence against women and children

Evaluation of the impact of firearms on domestic violence

Domestic violence in South Africa is marked by high levels of physical violence accompanied, in many cases, by the use of weapons such as guns. Violence against women and children in Gauteng is one of the primary strategic challenges facing

the provincial LEAs. The Department of Community Safety has the responsibility, as a secretariat, to facilitate intervention by the LEAs in overcoming this challenge. This resulted in a need by the Department, to conduct research which would highlight the extent to which firearms are used in domestic violence, so as to inform policing strategies in addressing the scourge of domestic violence.

Research into alternative approaches to 16 days of Activism campaign

The Directorate commenced with the assessment of the 16 Days of Activism on No Violence against Women and Children in July 2006 and the study was finalised in October 2006. The main objective for conducting the study was to assess whether beneficiaries of the campaign believe that its efforts at raising awareness on the prevention of violence against women and children are successful or not. To this effect, a sample of 2303 residents was drawn, which spread across Gauteng.

Improving youth safety in the province through conducting a seminar on school safety and youth in conflict with the law

Incidents of drug and alcohol abuse in schools, rapes, stabbings and vandalism which lead to unsafe feelings in schools have prompted the directorate to conduct a youth safety seminar in June 2006, which aim was to highlight these issues and to discuss the importance of having a co-ordinated approach towards school safety.

The seminar culminated in the following resolutions:

- Each school should conduct a crime situation analysis. The seminar revealed that learners in many schools are conversant with crime hotspots in and around their schools.
- School safety policies should be accompanied by operational plans.
- The Department of Community Safety, in pursuit of its crime prevention co-ordination mandate, should coordinate these responsibilities. The South African Police Service and the Department of Education should form an important part of these initiatives.
- There needs to be continuous training of teachers, learners and communities on safety issues.
- A forum should be established, which would review/evaluate progress with

regard to implementation of the school safety policies. The forum would also facilitate interaction between various stakeholders with a view to sharing good practice.

Integrating the existing safety plans of the LEA's in the Province

Monitoring and evaluation of police service delivery

Conducting of a survey to evaluate the functioning of the CSC

As part of providing scientific and reliable information on services provided by LEAs for the purpose of the quarterly review sessions, the research directorate undertook an exit poll during the month of November. The exit poll focused on 31 priority stations, which included stations in the top 20 townships as identified by the Premier. The report was presented to the LEAs at the first quarterly review session of 2007. The exit poll report highlighted the following findings:

- The majority of the respondents were satisfied with the way they were treated and the quality of service they received from the police at the relevant Client Service Centres.
- The majority of the respondents' overall impression of the police station was above average.
- The percentage of respondents who did not receive necessary information like case numbers, contact details of the investigating officer, etc. was unacceptably high.

Conducting of a study to evaluate the functioning of Detectives

The Department conducted a pilot study into the Gauteng's detectives in 2005. Several service delivery shortcomings were identified with regards to the SAPS Detective Services during this pilot study. The pilot study considered only 12 police stations in the province where key issues regarding the detective services were identified. It was the finding of this pilot study that prompted the Department to outsource a service provider to undertake a more comprehensive study where findings can be extrapolated province-wide. The objective of the assessment study into the SAPS Detectives Services in Gauteng was to establish the status quo of the service in Gauteng for the purposes of making service delivery improvement recommendations. The assessment was completed in March 2007 and the study prompted several recommendations for the improvement of detective services in the province.



Evaluation of the conduct of police member's performance with emphasis on complaints against the police

In January 2007 the Department commissioned an audit to assess the nature and the extent of the citizen and officer complaints intake over the 2004 to 2006 period. The department received 1227 complaints regarding police performance in the province.

The research found that the citizen and officer complaints received by the Department were primarily focused on poor service delivery by LEAs, follow ups on police investigations and poor communication between citizens and the LEAs.

Evaluation of the Provincial Policing Coordination Committee through an evaluation of the coordination and cooperation amongst the LEA's operating in 5 townships

A review of collaboration and cooperation amongst LEA's operating in the identified townships was necessitated. The study aimed at determining the level of collaboration and cooperation amongst these LEA's as well as any challenges facing them. If required, interventions would be developed to overcome such challenges. For the purposes of this study the research team only focused on following five townships: Kliptown (Soweto), Soshanguve, Mohlakeng, Katlehong and De Deur. Many challenges were mentioned, but of all the challenges lack of communication and resources were on the top of the list. The research team recommended a review of the PPCC and a re-look into the feasibility of an LEA merger.

Improving the knowledge and information base for the Department

Provide research support to the Department

The unit completed all the commissioned research it received over this period. The key ad hoc projects of the unit included the Reiger Park assessment, the policing of informal settlements implementation plan and the second hand goods study implementation plan. These projects are more broadly described below.

Reiger Park Assessment

The Reiger Park assessment was a research project that was commissioned by the Office of the MEC after a community outreach meeting that was held in that area. The key point of the terms of reference of the project was for the identification of the safety and security issues that are faced by the community. This research was requested after the community outreach meeting failed to adequately inform the MEC and the Departmental staff accompanying him of the same. The research culminated in a report, which highlights impressions of safety by the Reiger Park residents, the status of community police relations as well as service delivery by Law Enforcement Agencies in the area.

Policing Informal Settlements in Gauteng

The research study into policing of informal settlements found that the primary reason for the lack of effective policing of informal settlements is the lack of infrastructure in these areas. For example, the unavailability of roads, communication facilities, and other basic services impacts negatively on the quality of services provided by the LEAs. The LEAs also lack the necessary resources like personnel and motor vehicles to successfully reduce crime in these areas. The report had policy implications in terms of planning around informal settlements and housing in general. In view of this, an implementation plan was developed regarding a pilot project to develop strategies to improve the policing of informal settlements.

Second-hand Goods and Robberies Research (Pawn Shops Research)

A research study assessing the nexus between second hand dealerships, and in particular, pawn shops, and the theft of goods in Gauteng was done in 2006. The assessment further delved into legislative challenges regarding the policing of pawn shops. Although the study was indicative of the problem within the second hand goods industry, a correlation between the used goods industry and stolen goods was discovered. Because the report had policy implications such as the legislative challenges for the policing of pawn shops, it culminated in the development of an implementation plan which recommends that the SAPS, amongst others, inform the border police of the findings of the study, train detectives on the software used by the second hand goods industry and assess the feasibility of a property marking strategy.

In accordance with the Used Goods Study Implementation Plan, the Department had an activity of organising a consultative meeting between the SAPS Gauteng and the drafter of the New Second Hand Goods Bill. This meeting was successfully conducted in March 2007, since the Police's representatives gave the drafter some interesting input that could better the new Bill. The implementation plan leads the way regarding the way forward relating to this study. The next step for the Department is to present the study findings together with the implementation plan to SAPS Management.

Development of a statistical data collection instrument for Ikhaya Lethemba

An analysis of all the statistics on cases that were opened at Ikhaya Lethemba from October 2005 to September 2006 was carried out. This data included the characteristics of the cases that were opened at Ikhaya, for example the number of cases opened per month, the race, age and gender of the victims reporting cases; the type of abuse they were reporting and whether they received counselling. The data over this period was captured, analysed and presented in a graph format. The graphs were then sent to Ikhaya's management for assessment. The research unit also assisted Ikhaya Lethemba management in the drafting of a statistical data collection instrument which would improve their intake and assessment of important data.

Developing early warning systems

Analysis of crime statistics

It is essential that the crime situation in the province be analysed and understood in order to develop informed crime prevention strategies. The unit was tasked in the beginning of the financial year with the responsibility of analysing crime statistics, and this exercise provided useful information on the nature of crime in various priority police stations in the province. The analysis revealed that contact crimes such as murder, attempted murder, robberies with aggravated circumstances, hijacking of motor vehicles, truck hijackings, robberies at business premises, common robbery, abduction, kidnappings, neglect and ill treatment of children, rape and common assault have gone down from the 2003/4 to the 2004/5 period.



Analysis of road fatality statistics

The analysis was done for purposes of identifying hazardous locations, road fatality trends and to assist traffic law enforcement agencies in identifying their needs and priorities. The analysis compared data for May 2006 fatalities against data for May 2005. The main finding of the analysis is that road fatalities have declined in Gauteng from 176 in May 2005 to 128 in May 2006. Weekends (Fridays to Sundays) were still found to be the period in the week in which most road fatalities occurred. The 6pm to 12pm time slot is also still the time of the day when most fatalities occur. The number of pedestrian fatalities, which constitutes 39% of the May 2006 statistics, is still a major concern regarding road fatalities. The report identified the major reasons for motor and pedestrian accidents occurring over this period to be reckless driving, speeding, driver and pedestrian ignorance, alcohol abuse, increased traffic volumes and unroadworthy vehicles. Most of the fatal accidents happened in the Johannesburg, Ekurhuleni and Tshwane metropolitan areas.

Contributing to the reduction of crimes identified in the six-months Gauteng Strategy

The high levels of crime and a perceived spike in crime mid-way through 2006 prompted the Gauteng Department of Community Safety and the SAPS to introduce a crime reduction strategy known as Operation Iron Fist. The overall aim of the strategy was to reduce crime by, amongst others, ensuring saturated policing and the targeting of certain specific crimes. Monitoring and evaluation systems were put in place by the Department in order to assess the impact of Operation Iron Fist. One of these systems was in the form of a community survey that evaluated the impact of operation Iron Fist on the lives of ordinary citizens of the province. A report of this survey, which took the form of a medium term evaluation because of the timing of its implementation, was produced by the research unit in January 2007. The findings of the draft report were used as part of the progress report of Operation Iron Fist which was provided to the public by the MEC in January.

Monitoring of Police Service Delivery

Introduction

In terms of section 206 of the Constitution of the Republic of South Africa, 1996 (the Constitution), the Directorate: Monitoring of Police Service Delivery (the Directorate) performs its functions in pursuit of the following strategic objectives, namely -

- To monitor police conduct;
- To oversee the effectiveness and efficiency of the South African Police Service (SAPS), including receiving reports on the police service;
- To assess the effectiveness of visible policing; and,
- To investigate complaints of police inefficiency against the South African Police Service.

The report below provides complementary information to the achievements contained in the matrix presented earlier.

Monitoring of service delivery by the SAPS at station level

Conduct and continuously update comprehensive profiles for the province's police stations in accordance with an approved format

In order to ensure that the Department readily has real time information on policing throughout the province, the Directorate compiled a total number of 124 police station profiles. This means that all of the province's police stations have now been profiled. In addition, the Department has, during the reporting period, succeeded in updating a total of 130 police station profiles (with some stations having been updated more than once) with a view to ensuring that Departmental information on police stations remains current.

Conduct announced visits to the province's targeted police stations

In its efforts aimed at promoting police accountability and delivery of quality policing services to all in Gauteng, the Department carried out a total number of 27 announced visits to police stations across the province. These visits focused, in the main, on police service delivery by the police stations' client service centres, the police stations' performance on such priority crimes as crimes against women and children, and corruption. The 27 police stations that were visited by the Department during the reporting period, many of which are situated in the 20 priority townships identified by the Provincial Government for a multi-disciplinary developmental intervention, are the following, namely:

Stations	Policing Area
Kagiso	West Rand
Randfontein	West Rand
Krugersdorp	West Rand
Germiston	East Rand
Katlehong	East Rand
Kwa-Thema	East Rand
Tsakane	East Rand
Duduza	East Rand
Heidelberg	East Rand
Erasmia	Pretoria
Atteridgeville	Pretoria
Mamelodi	Pretoria
Soshanguve	Pretoria
Bronkhorstspuit	Pretoria
Cullinan	Pretoria

Stations	Policing Area
Rietgat	Pretoria
Actonville	North Rand
Tembisa	North Rand
Daveyton	North Rand
Sharpeville	Vaal Rand
Vanderbijlpark	Vaal Rand
Boipatong	Vaal Rand
Sebokeng	Vaal Rand
Kliptown	Soweto
Jabulani	Soweto
Orlando	Soweto
Jeppe	Johannesburg

Systemic challenges at the visited police stations

The Directorate has also gathered information on systemic issues that impeded service delivery at the targeted police stations during the reporting period. Whilst reports in this regard have been submitted for analysis, it is worth mentioning that key amongst these systemic issues at station level were such challenges as shortages of human and material resources, especially vehicles, and challenges relating to infrastructure.



Investigation of complaints of police inefficiency against LEAs

For the first time since its establishment, the Department succeeded in developing a comprehensive policy to serve as a guide in its investigation of complaints against police inefficiency. In the interest of consultation with key stakeholders, this draft policy was sent to the Independent Complaints Directorate (ICD) as well as a non-governmental organisations in the Criminal Justice field, for inputs.

In keeping with its Constitutional responsibilities referred to hereinabove, the Directorate has continued to receive and investigate complaints of police inefficiency against the province's LEAs. The categories of complaints of police inefficiency investigated by the Department are: Poor Service Delivery, Poor investigation, Poor Communication, Unprofessional conduct, and miscellaneous. All in all, the Directorate received a total of 320 complaints relating to police stations across the province. These were received as follows:

Policing Area and number of complaints								
	Jhb	Pretoria	Soweto	East Rand	North Rand	Vaal Rand	West Rand	TOTAL
Received	74	56	43	49	31	30	37	320
Finalised	24	11	15	32	23	19	21	145
Pending	50	45	28	17	8	11	16	175

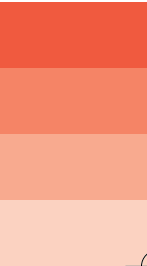
Of the 320 complaints of inefficiency received by the Department during the reporting period, 145 complaints, representing 45%, were finalised. The 55% of complaints of police inefficiency carried over from the financial year 2006/2007 were largely because they related to pending criminal investigations handled by the police and the National Prosecuting Authority that will be finalised in the first quarter of the financial year 2007/2008.

Complaints Management System

In a bid to improve the management and investigation of complaints of police inefficiency received by the Department, a service provider has been appointed for the development of a web-based complaints management system. This system, which is referred as IMPACc (Investigation and Management of Police and Citizen Complaints) is intended to assist the Department with accurate statistical records as well as the production of comprehensive records on the complaints.

Police Complaints Contact Centre

A fully-fledged Police Complaints Contact Centre has been established by the Gauteng Shared Service Centre (GSSC). Contact Centre agents have already been sourced and provided with the training necessary to perform their duties and functions. The Contact Centre, which is accessed through the toll-free number 0860-GAUTENG (0860-4288364), went live at the end of the financial year. The necessary linkages will be made between the police complaints Contact Centre and such Departmental systems as IMPACc and the Information Management System (IMS).



Safety Promotion

This strategic objective aims to effectively, through its interventions, empower communities to deal with social issues that lead to crime and address fears of crime and perceptions of unsafe environments. These actions are however different from traditional law enforcement activities in that there is a need to reduce or eliminate the potential causes of crime. The approach is integrative as it involves many role-players including the community itself.

The programme comprises three business units, namely, Ikhaya Lethemba; Citizen Safety and Public Education and Information.

The Chief Directorate: Safety Promotion has depicted its deliverables against planned targets and activities as follows:

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
To see an Increased number of cases admitted to the shelter through the linkage to stations in Gauteng	Linkages of Ikhaya to all police stations in Gauteng.	Residential Services	20% of victims referred for shelter services	Successful referral of victims took place from police stations across the province into the shelter component of Ikhaya Lethemba.	Completed Coordinators referred victims from station level to Ikhaya Lethemba for tertiary services at the centre. As the centre did not have base line statistics to measure referrals against, it has proved difficult to quantify these referrals in terms of a percentage.
Ensure that the Ikhaya Lethemba Medico-legal unit provides appropriate, effective and efficient services to victims of violence who receive services through the centre.	PEP is implemented effectively to all eligible victims of sexual offences.	Professional services.	Medico-legal services offered on a 24 hour basis to all eligible clients	Medico-Legal services were offered at the centre to all eligible clients during this period.	Completed
	Increased compliance of victims to ARV medication	Professional services	Medico-legal statistics and PEP register. PEP available to all eligible victims.	There was an increase in compliance with regard to ARV, but this did not remain static. For example in Q2 the	Completed Throughout the year centre management created a close alliance between the counseling and the medical unit to promote an increase in compliance with the ARV programme. These including support group and counseling services.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Ensure that the Ikhaya Lethemba Medico-legal unit provides appropriate, effective and efficient services to victims of violence who receive services through the centre. (continued)				Compliance rate increased from 33% to 60%.	
	Medical services to all shelter residents.	Professional services	Medical assessments on all shelter files	All victims who were accommodated within the shelter were assessed medically prior to admission.	Completed
	The centre is manned appropriately by trained Professional counselling staff.	Professional Services	Shelter residents referred appropriately.	Shelter residents were referred as required.	Completed.
	Provision of counselling and support to all eligible victims 24 hour a day.	Professional Services	Counselling services offered to all victims on a 24 hour basis.	Specialised counselling for women and children was offered to all victims entering the system.	Completed.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Quality Professional counselling services are offered on a 24 hour basis.	Volunteers present at the centre 24 hours a day.	Professional Services	Counselling statistics and Intake register. One volunteer available at any given time during the day and two volunteers available after hours	Volunteers were on duty 24 hours a day, for seven days a week throughout the period.	Completed.
	Group work programmes are offered on a weekly basis.	Professional Services	Therapeutic files and attendance registers.	Group work programmes were offered on a weekly basis, including groups for domestic violence victims, children, people living with HIV/AIDS and for court support	Completed
	Referral of clients in an ethical, professional manner.	Professional Services	Referral forms on files	All victims requiring referral were referred in an ethical manner	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Quality Professional counselling services are offered on a 24 hour basis.	Launch of the second phase	Professional Services	Report on launch	Launch successfully launched on the 15th August 2006	Completed
	Provision of physical care for victims, accompanied by suitable therapeutic programmes.	Residential Services	All victims requiring care are received by shelter and offered appropriate services.	333 women and 110 children were accommodated in the shelter during the period stipulated.	Completed.
	Application for funding for Shelter NGO through the Department of social development	Residential Services	Funding application. Minutes of panel.	The submitted Business plan was approved by the Department of Social Development and funding to offer therapeutic and management services was authorised	Completed All NGO's in the centre received funding for services at Ikhaya Lethemba. These funds were utilized for posts and vehicles.
Provision of emergency and medium-to long-term sanctuary 24hrs/7days	Purchasing of the 2nd phase furniture with the grant awarded by Vodacom.	Partnership developed with SRAC	Asset register of furniture purchased.	Furniture purchased in April and May 2006	Completed
	Development of the Admission criteria protocol document		Admission criteria document.	Admission criteria finalised and it is implemented to	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Provision of emergency and medium-to long-term sanctuary 24hrs/7days (continued)			Draft SLA for SRAC.	guide admission procedures Document finalised	Completed
	Advertisement for ECD tender document Advertisement of Skills Development tender		Terms of reference document	Terms of reference finalised.	Completed The terms of reference were completed. An ECD service provider will be appointed in the financial year 2007/2008.
Ensure that victim support services located at police station based VEC's are operational and well co-ordinated.	Police stations have physical space to be used as a victim support room and trained volunteers to provide a service.	Victim Support Co-ordination.	Status Report on VEC's in the province. Completed situational analysis on file.	104 of the 138 police stations have functioning victim support centres. In order for a VSC to be defined as being functional, it should have a physical structure, have volunteers and offer some form of service to victims.	Completed
	Victim support centres are visited in a 6 weekly cycle.	Victim Support Co-ordination	File for each station & process notes or records on all contacts.	402 station based VEC visits were conducted.	Completed
	Victim support centres are visited in a 6 weekly cycle.	Victim support centres are managed by a well structured management	Victim Support Co-ordination	Minutes of Victim Support Centre management committee meetings.	Completed Management committees were established throughout the financial year. These

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
(continued)		committee.			structures improve the functioning of VECs and contribute to effective co-ordination of services.
Facilitate that victims who enter the Ikhaya Lethemba system receive appropriate, effective and efficient services from the criminal justice system, both internally and externally.	Supervision is provided to victim support volunteers on a regular basis.	Victim support centres are managed by a well structured management committee	Supervision reports and process notes on file.	45 VEC's have established supervision services provided by NGO & private practitioners. The remaining sites receive supervision by the SAPS VEP coordinators and DoCS regional coordinators on a 4-6 week basis.	Completed As VECs are run by volunteers it is vital that volunteers are supervised accordingly. This ensures quality services and reduces secondary victimization.
			Attendance registers. Training reports and completed participant evaluation forms.	VEC coordinators conducted 13 Victim Support Training Sessions. A total of 257 volunteers were trained on victim empowerment.	Completed
	Supervision is provided to victim support volunteers on a regular basis	Professional Services.	The details of these volunteers are contained in computerized database.	There are currently 606 volunteers servicing victim support centres across Gauteng.	Completed
	Victims are assisted to open a protection order if required.	Professional Services.	100 victims were assisted to open protection orders.	318 victims were assisted to open protection orders.	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
(continued)	All victims were provided with information and guidance regarding legal matters pertaining to their case.	Professional Services.	All victims were informed on the outcomes of their cases.	Victims were provided with information as per the client need and when required, beyond informing them of their rights as victims	Completed
	Provision of court preparation and support services to victims	Professional Services.	480 victims prepared for and supported through court process.	1063 victims were prepared for and supported through court process to ensure their preparedness in giving evidence	Target exceeded
	Post trial debriefing offered to victims on conclusion of criminal proceedings.	Professional Services.	100 victims receive post trial debriefing.	295 post trial debriefing sessions were given.	Target exceeded
	Drafting and submission of victim impact statements to relevant justice structures.	Strategic management and Victim support co-ordination.	100 victim statements to be drafted and submitted.	140 victim impact statements were drafted and submitted to court.	Target exceeded
	Meeting with relevant government departments.	Strategic management and Victim support co-ordination.	Handover of health services to Department of Health.	Operational planning was done to prepare for handover in the next financial year.	Target not met The Department of Health will take over service delivery at Ikhaya Lethemba in the financial year 2007/2008.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
(continued)	Development of VEC linkage model and implementation of model. Complaints mechanism for reporting poor behaviour by volunteers.	Strategic management and Victim support co-ordination.	Implementation of VEC linkage project. All complaints dealt with appropriately. Documentation available on each complaint received.	All VEC's are linked to Ikhaya Lethemba through Victim Empowerment Co-ordination staff structure. All complaints received on poor volunteer behaviour were dealt with appropriately and proceedings were documented on individual station files.	Completed
Coordination of Social Crime Prevention Strategies	Improved coordination and relationships between provincial departments and local authorities around crime prevention	Strengthen and establish institutional mechanisms for coordination and integration of Social crime prevention initiatives	Approved annual integrated plans for the province	Terms of reference developed for the Safety plan guidelines to assist the incorporation of improved and uniformed IDP's Safety Plans Community Development Workers Safety promoters program developed Conducted a Social Crime prevention workshop with Local Government Provincial task team established Process plan approved internally	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Prevention of Violence against Women and Children	Increased awareness around issues of violence against women and children Awareness creation on the prevention of violence against women and children	Develop a Programme of Action for the coherent implementation of the strategy by cluster departments 2 awareness campaigns per quarter in the 7 policing areas	Raise awareness in preventing violence against women and children and other vulnerable groups Child Protection Week Women's Month 16 Days of Activism Men's movement and it's programs supported(Men as Safety Promoters)	 Child Protection Week commemorated Women's month Commemorated 16 Days of activism commemorated Developed terms of reference for the provincial program Conducted a pilot workshop for Men as Safety Promoters	Completed All focus months activities were carried out as planned and strategic support provided from a policy perspective in terms of the following; <i>Concept documents, action plans, stake holder engagement, integrating departmental plans, providing strategic support and leadership in line with policy frameworks, national themes as well as influencing the design of programmes where incidents are prevalent as per statistics offered by SAPS. This was done in partnership with the Directorate: Public Education and Information.</i>

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Prevention of Youth Criminality	Established and strengthened youth desks	Implement the provincial safety Strategy including a school safety plan in respect of vulnerable groups	Youth desks strengthened	Conducted an audit of the youth desks and established 3 youth Desks	Completed
			Workshops conducted with all youth desk	Conducted six workshops with youth desks.	Completed
			Youth month commemorated	Provincial workshop held and youth against crime campaign held in Reiger Park.	Completed
			Programme development, facilitated towards sustaining youth desks	Developed terms of reference for programme development for Youth.	Completed
			The design of programmes focused on focusing on prevention of gender based violence, the link with alcohol and drug abuse and HIV and AIDS facilitated		Target not met

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Implementation of the School Safety Plan	School safety Framework	Facilitate the development of a school safety plan	Working agreement signed	Hlayiseka School Safety model identified and presented to GDE	Completed
		Facilitated training on victim empowerment for teachers	School safety plan implemented	Adoption of school safety model by department of education.	Completed
		Implement awareness programme focusing on sexual, substance abuse and school violence.		Open disclosure Awareness programme Implemented in 19 schools	Completed
Prevent Criminality amongst Out-of-school Youth	Awareness raised amongst our of school youth	Facilitate workshops with youth formations	Facilitated workshops	The directorate conducted the Provincial Youth Crime prevention workshop and an awareness campaign at Reiger Park on 24 June 2006.	Completed
Adult pedestrian education	Increased Knowledge on safe road usage	Implement the Provincial Road Safety Plan in respect of all road users	52 awareness activities through joint pedestrian operations and pedestrian visibility campaigns including during Festive season programme and Easter campaign	120 000 pedestrians and other road users were reached at the priority 20 identified townships and 30 additional high frequency accident hotspots during 105 awareness activities	Target exceeded

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
School education	Increased Knowledge on safe road usage	Implement the Provincial Road Safety Strategy in respect of all road users	Child in Traffic Programme implementation 5 workshops, 72 lectures, 72 assessments/evaluation	142 Needs analysis and lectures and 87 evaluations conducted at pre primary and primary schools in all five regions in the province reaching 16277 learners and 428 educators	Completed
			Scholar Patrol project 24 crossings monitored per month, 5 regional and 1 provincial competitions	2649 scholars were trained at 169 schools. Evaluations were done at 472 schools and award functions were conducted in the five regions. 1 provincial award function held and 15 000 certificates were issued to members and adult supervisors	Target exceeded
			Multimedia education programme Training to all 176 Foundation and Intermediate phase training sessions	154 Training sessions were conducted in the five regions with 4474 educators empowered (Sessions were combined to achieve all sessions to be conducted- 176)	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Driver education	Increased Knowledge on safe road usage	Implement the Provincial Road Safety Strategy in respect of all road users	Driver education: Heavy motor vehicles: 25 company lectures	Company lectures were conducted to 48 companies reaching 960 drivers.	Target exceeded
			5 In- company evaluations	5 In-company driver evaluations were conducted	Completed
			3 Regional competitions	3 regional driver competitions conducted in Tshwane, Johannesburg and Vereeniging reaching 76 drivers collectively.	Completed
			1 Provincial competition	1 provincial competition conducted in Tshwane	Completed
			1 National competition	1 national competition conducted in Kimberley with a Gauteng team consisting of 10 participants competed against all other provinces in Bus (male and female), Rigid, and articulated categories.	Completed
			1 International competition	1 international competition conducted in Luxembourg with 28	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Driver education (continued)				countries competing with RSA achieving position 7 overall. Gauteng achieved position 4 in the Bus category out of 38 competitors internationally.	
	Increased Knowledge on safe road usage	Implement the Provincial Road Safety Strategy in respect of all road users	Minibus taxi: 11 evaluations and 1 provincial competition	<p>No 1 Minibus taxi driver competitions: No 1 Taxi Driver campaign and competition in partnership with Brandhouse. More than 4000 drivers were reached in the minibus taxi competition with 110 drivers evaluated in theory tests at 11 taxi ranks.</p> <p>32 completed provincial competition with 8 attending an advanced driving course who also participated in the national competition.</p>	<p>Completed</p> <p>Target exceeded</p> <p>Completed</p>

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Public awareness and education	Increased Knowledge on safe road usage	Implement the Provincial Road Safety Strategy in respect of all road users	Marketing, promotions and general events	<p>Rand Easter show exhibition participation in road safety awareness creation to more than 5 000 people reached per day and 75 000 over 15 days spent.</p> <p>Eastgate exhibition and Junior Traffic Training set up at the exhibition venue with 5 pre-schools visiting. More than 1500 people were reached</p> <p>Kolonade exhibition and poster competition over 2 days with more than 4000 people reached. 40 schools participated in the poster competition</p>	Completed
Developmental Communication	Greater awareness on departmental programmes and projects and Improved participation by community members on safety initiatives	Promote and profile department in targeted communities	3 Service delivery days	<p>2 Service Delivery Days</p> <p>-Community Awareness Days in Mamelodi</p> <p>-Public Service Day Roadshow at Eastgate Mall</p>	Target not met
			10 Exhibitions	Conducted 11 Exhibitions	Target exceeded

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Developmental Communication (continued)				-Soshanguve Multipurpose Centre -Atteridgeville Multipurpose Centre -Bekkerton Imbizo -Panorama Imbizo -Hillbrow Imbizo -Ivory Park Gauteng Economic Roadshow -Zithobeni Gauteng Economic Roadshow -Daveyton Gauteng Economic Roadshow -Premier's State of the Province Address at Beyer's Naude Square, -Union Buildings As part of women's month programme -Human Rights Day at Sharpeville	
Greater awareness on departmental programmes and projects and Improved participation by community members on safety initiatives	Awareness raising on safety issues to support departmental programmes	4 Information Sessions targeting women	2 Sessions -Luncheon at Woodmead -March at Constitution Hill targeting Law enforcement agencies	0	Targets not met The directorate reviewed its operational plan based on the additional work of the Take Charge Campaign, of which initial plan was to launch the campaign only. The department had also undergone a budget re-prioritization process. That meant scaling down on some projects without

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Greater awareness on departmental programmes and projects and Improved participation by community members on safety initiatives (continued)		2 Awareness Sessions Targeting Children	2 awareness sessions targeting children -Sebokeng Primary School -Tembisa Primary School reaching approximately 1 500 learners per school	0	compromising the strategic intent of the budget book. New proposal was approved by HOD.
		2 Crime Awareness Campaigns targeting Youth	2 Crime Awareness Targeting Youth -Reiger Park Roadshow -Awareness Session at Constitution Hill	0	
		Caravan Deployment Roadshows	Roadshows	2 Roadshows to publicise caravan deployment -Wattville -Kagiso -Atteridgeville	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Developmental Communication	Greater awareness on departmental programmes and projects and Improved participation by community members on safety initiatives	Events Management	Number and of events delivered	4 Departmental Events -Budget speech, -16 Days Launch -Launch of the second phase of Ikhaya Lethemba -Take Charge Launch	Completed
				8 Take Charge Summits -Business Summit -Gender Summit -Youth Summit -Media Summit -Safety Activists Summit -Faith Based Summit -Labour Summit -NGO and Civil Organisation Summit	Completed
				4 Internal Campaigns -Head Office -Leratong Offices -Croesus Offices -Ikhaya Lethemba	Completed
				5 Pre- publicity Events Prior Take Charge Launch - LEA Joint Operations -Rally in Alexandra	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Developmental Communication	Greater awareness on departmental programmes and projects and Improved participation by community members on safety initiatives	Events Management	Number and of events delivered	10 Satellite Events for Take Charge Campaign -Prayer Day at Soweto -Open Day at Sharpeville -Stakeholders meeting at Mogale City -Stakeholders Meeting at Soshanguve -Community Awareness Rally at Ekurhuleni -Progressive Movement Seminar at Pretoria -Door to door campaign at West Rand District -Door to door campaign at Ekurhuleni -Door to door campaign at Mabopane -Ward Committee Meetings at Kiptown, Soshanguve, Ekurhuleni Metro, West Rand District	Completed
Marketing and Publications	Enhanced image of the department	Market and profile the department	Brand Strategy and products	Draft Brand strategy in place. Take Charge campaign has also been fully branded and all Take Charge events are branded	Completed
			Exhibitions held	Participated in the Rand Show at NASREC	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
			Messages successfully placed	Contracted a service provider for Township Outdoor Advertising on the Cell C Containers	Completed
Marketing and Publications	Enhanced image of the department	Production of departmental promotional, educational and corporate material	Printed material for the department	Printed departmental - Annual report 05/06, <ul style="list-style-type: none"> - 5 year strategic plan - budget speech booklet - departmental corporate brochure - Ikhaya Lethemba service directory - College Prospectus - topical pamphlets posters banners and year planners 	Completed
Media relations	Increased positive coverage	Promote and profile the departmental programmes and campaigns to external publics	Develop and design messages Record messages for radio Translations Place adverts on newspapers Radio adverts Outside broadcast for <ul style="list-style-type: none"> • Child Protection week • Easter period 	Adverts placed on Thetha and Thembisa radio stations The department issued press release and received coverage from E-TV, Kaya and Y fm. Messages were developed and flighted on Kaya fm, Yfm and Jozi fm.	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Media relations	Increased positive coverage	Promote and profile the departmental programmes and campaigns to external publics	<ul style="list-style-type: none"> • 16 Days of Activism • Festive season campaign • Opening of Legislature : Social Cluster media briefing 	<p>Media coverage was received from e-TV, SABC News, Kaya fm, News24, Pretoria News, Randburg Sun, Benoni Sun and East Rand radio.</p> <p>The Public Service Announcements were aired on Soshanguve, Voice of Thembisa and KCRS</p> <p>Adverts were placed on Sowetan, Daily Sun, Die Beeld, Jozi fm, Soshanguve fm, Vaal, Voice of Thembisa, Thetha and KCRS.</p> <p>Electronic billboard campaign was also conducted in areas of Braamfontein, Kempton Park, Rosebank, Soweto Highway, Thembisa,</p> <p>Media interviews were arranged with SAFM, Radio Islam and Radio Sonder Grense</p>	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Media relations	Increased positive coverage	Ensure wide and positive coverage of the departmental activities	Agreements concluded Successful media analysis Articles published No of media releases, statement and advisories	Newspaper contract concluded for delivery of daily and weekend newspapers. Daily media monitoring is done to assess coverage and responses to news articles. Regular advisories are sent to sensitise media on departmental events and MEC's visits. Press conference was held to report on Operation Iron Fist. Media advisories are sent regularly to inform media about departmental events Media responses are done on requests. The department has published 1 x post Take Charge launch article in Daily Sun, Star and 6 x Letter to editor which was published in Daily Sun and Citizen, 1 x endorsement advert for the Take Charge campaign in the Mail and Guardian.	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Internal communication	Increased awareness internally on departmental programmes	Internal communications	Newsletter compiled and distributed Regular updates of departmental website Regular updates of departmental intranet	Regular updates on departmental website, Produced 1 edition of the internal newsletter	Completed

Ikhaya Lethemba

Ikhaya Lethemba is a one-stop centre that provides a comprehensive package of care services to victims of domestic violence and sexual abuse. The package of services rendered to victims includes counseling, medico-legal services, prosecutorial and policing services which makes up professional services offered at the centre as well as residential services. The centre now operates on a 24/7 basis and services the Gauteng Province with partnerships having been established with other shelters and centres in the province.

Professional Services

Medico-Legal Services:

Medico-Legal services were offered at the centre during the financial year 2006/2007. During this period a comprehensive package of medical services were offered, including medico-legal examinations, pre and post test counselling for HIV, HIV testing, the provision of Anti-Retrovirals and emergency contraception. Eight hundred and thirty-three (833) medico legal cases were handled through the centre during 2006/2007.

Counselling Services:

Counselling services were offered throughout the financial year. The services were offered through partnerships with non-governmental organizations (NGOs), namely NICRO, Teddy bear clinic and Beecourtwise. These organisations received funding from Department of Social Development for providing the services. More specialised services were also offered for children and adults. Therapeutic services included intake and assessment; crisis intervention; counselling; forensic assessments; child appropriate therapy and group work. Altogether, 5229 counselling sessions were conducted at the centre.

Criminal Justice System co-ordination:

Criminal justice services were offered by the National Prosecuting Authority (NPA) and through non-governmental NGOs, such as Beecourtwise and

Tshwaranang. This programme also has a strong linkage with the Family Violence, Child Abuse and Sexual Offences (FCS) unit in house to ensure that victims are assisted with the opening of cases.

The services in this programme include criminal justice education and information giving; tracking of cases through the criminal justice system; court support and preparation; victim impact statements; post trial debriefing and providing assistance with protection and maintenance orders.

VEC Coordination Unit

Quality victim support services are offered at all police stations:

The Victim Empowerment Centres (VEC) coordination team was established in mid-June 2006 with the appointment of a Provincial coordinator and 4 regional coordinators. A situational analysis was conducted on the victim support services provided at 128 police stations to determine what services if any are being offered at police stations. It was established that 85 stations had functioning victim support services. The number of stations being assisted grew to 135 towards the end of the financial year with the cross border migration of stations and the development of stations from satellites to fully fledged stations. With the assistance of the VEC coordination team the number of stations with functioning victim support centres grew to 104. Currently, there are 606 victim support volunteers in the Gauteng Province.

Victim support services are well coordinated and meet minimum norms and standards:

Minimum norms and standards are needed to ensure that certain standard of services are provided to victims of crime and violence reporting at police stations. A two day VEC coordination unit workshop was held to address the findings of the situational analysis report and to table the guidelines on the provision of station based victim support services. This document will be used as the basis of developing the draft norms and standards document.

The regional coordination team conducted 402 visits in ensuring that victim support services are being well coordinated. Furthermore, to ensure that volunteers receive the support they need to prevent compassion fatigue and to manage the turnover of volunteers, 45 formal supervision structures have been established where organizations and persons in private practice provide

supervision to volunteers on a weekly basis. The Regional coordinators provide ad hoc supervision support when visiting stations to effectively address identified gaps if any and develop action plans as per the needs of each station.

Monthly meetings are held with SAPS structures on a local and provincial level. The coordination roles have been clarified in meetings held with the Provincial Social Crime Prevention officer responsible for victim empowerment. The meetings included the old SAPS Area Structure and presentations were also made to all Social Crime Prevention Officers across Gauteng.

A key challenge to service delivery is the lack of a Memorandum of Understanding (MOU) between SAPS and the department which will be addressed in the 2007/2008 financial year.

Police station victim support services are effectively networked with community based victim support structures:

A Situational Analysis questionnaire was conducted with SAPS. Eighteen (18) VEC Management committees were established. Two provincial workshops were hosted with NGOs and other service providers in the Victim Empowerment Programme (VEP) sector to pre-empt any disruption in services to child and adult victims of sexual violence as a result of the decentralization of the FCS Units in Gauteng. A further 6 regional workshops were hosted to unpack clear referral structures and processes to avoid victims being lost in the system. Ikhaya Lethemba is marketed on a monthly basis as a safety net in terms of medico-legal, counseling and shelter services to SAPS and other stakeholders.

Capacity building of volunteers:

To ensure uniformity and quality standards of services across the province, processes have been finalised for the training of 680 volunteers in basic victim support. This training process was put on hold in the previous financial year due to reprioritization of the budget. However, the need for training could not wait as the recruitment, selection and training of volunteers in some stations was the only process needed to move a victim support centre from non-functioning to a fully functioning victim support centre. The VEC coordinators conducted 13 Victim Support Training Sessions where a total of 257 volunteers were trained.



Development of a network of VEP service providers:

The Provincial VEP management committee was established with the purpose of working closely with government counterparts to establish joint planning and budgeting on VEP issues and priorities to ensure that government departments are working together and not in silos. At this structure the Provincial Integrated VEP strategy was tabled and discussed using the National document as a base.

Residential Services

Second phase renovations

Second phase renovations commenced in October 2005 and were completed at the end of April 2006. The security system at the centre was also improved by the installation of the X-Ray machine and the surveillance camera in an effort to ensure the safety of women at the shelter. Through this renovation, the centre can now accommodate an estimated 150 women and children for the medium-long term stay.

Vodacom sponsorship

Following an application by the Department of Community Safety, Vodacom awarded Ikhaya Lethemba an amount of R1.6 million rand towards the furnishing of the residential component. A joint effort between the department and Vodacom was initiated in June towards the planning of the launch. Vodacom generously again pledged to sponsor the whole second phase launch with an additional amount of R80, 000.

The launch took place on the 15th of August as part of the women's focus month programme. The theme for the year was declared "Year of Women in South Africa". This was a highly successful event which main purpose was to celebrate the achievement of providing a safe haven for victims of domestic violence and sexual assault. This event also illustrated the power of private/public partnership in working together in reducing the high rate of abuse against women and children in South Africa. Vodacom also demonstrated its commitment and responsibility towards contributing to the socio-economic upliftment of the communities in which they operate.

Short / medium / long term accommodation

The center continued to render short term (emergency) accommodation to victims of domestic violence until the launch in August. At that time only twenty victims could be admitted temporarily for the period of one to three days. With the partnership developed with the Gauteng shelter network, victims could be transferred to other shelters or re-unified with their families. The residential manager had to render supportive and professional services to the victims for a period of sixteen months without a social worker (Case Manager). The Department of Social Development approved the funding for the shelter NGO namely AMCARE which renders therapeutic counseling and skills development programmes in the shelter. The funding was to cover the costs for one chief social worker (Supervisor), four social workers, one administration clerk and fifteen volunteers. In addition, the NGO was also awarded once off funding for a vehicle.

The shelter NGO encountered difficulties in recruiting qualified social workers in the shelter due to the scarcity of the skills in the field and the disparity of salary scales of social workers in Government and Private sector. Four house assistants and two house mothers were also appointed by department of community safety in September 2006 to enhance service delivery and to ensure that the basic needs of the clients are met.

Provision of Early Childhood Development (ECD) and Skills Development Programmes

The Centre approached the Department of Social Development to assist with the subsidization of the ECD programme. A consensus was reached that AMCARE should register the programme in their name for funding. The NGO is currently in the process of registering the programme with the assistance of Johannesburg Metropolitan Municipality and the Department of Social Services. The Department of Community Safety will co-ordinate the process of registering and will assist with the procurement of the ECD equipment as it has been projected for 2007/8 budget.

16 Days of activism

A joint 16 Days event earmarked for women was celebrated on the 06th of December at the Johannesburg City Hall. This was the first event organized for women in the shelter. The Department of Social Development funded the event as well as a motivational speaker and a drama group on HIV/AIDS.

Achievements of the shelter may be highlighted to include:

- The shelter has successfully placed 60% of their clientele with families as first the most preferred option. This alternative form of placement has proven to be effective in facilitating the process of healing rather than being in the shelter.
- Despite difficulties of recruiting social workers, the appointed supervisor managed to render services in the shelter single handedly. These efforts were also enhanced through the Victim Empowerment Centres interns.
- Three provinces, namely, Limpopo, Eastern Cape and Kwa-Zulu Natal, used Ikhaya Lethemba as a benchmark for the best practice model for a one stop center for victims of domestic violence.
- Women were empowered with the following skills; bead work, sewing, wool shoes and marketing skills in taking part in the craft center exhibitions organized by AMCARE.
- A successful partnership was developed with the following partners, Themba lethu, Tshwaranang Legal Advocacy, Aids Consortium, Madulammoho Agency, and Tshwaranang who has also offered employment to two of our residents as part of the skills development programme and is rendering legal advice to our residents on a weekly basis. Madulammoho is a communal housing agency utilized to assist with accommodation for employed victims. Aids consortium offers information sessions to our residents on a monthly basis and individual aids counseling when need arises.
- Successful partnership with the Department of Sports, Arts, Recreation and Culture on the provision and maintenance of Library services.

Key challenges include:

- Admission of destitute and homeless women as it is difficult to develop

- exit plans for them due to scarcity of facilities to accommodate them.
- Escorting of victims to other provinces had a negative financial implication on the budget of the center.
 - Growing recognition of international human trafficking especially from Taiwan and China.
 - Admission of undocumented clients.
 - Clients withdrawing cases against their perpetrators.
 - Experienced difficulties in admitting mentally disabled women and drug addicted victims.



CITIZEN SAFETY

The sub-programme: Social Crime Prevention mainly plays a coordinating role in terms of social crime in the province, and will initiate programmes or projects where local government does not have capacity. This is in line with the White Paper for Safety and Security, as well as the National Crime Prevention Strategy. The Gauteng Provincial Safety Plan endorses our approach to social crime prevention, and also highlights the unit's priorities within a social crime prevention perspective.

1. Coordination of Social Crime Prevention Initiatives in the Province

The department is tasked with the responsibility of leading, coordinating and implementing social crime initiatives in the province. In order to realize the above the sub directorate Social Crime Prevention has during the period under review managed to put institutional arrangements in place to realize the objective as stated below:

Local Government:

A process plan was developed through a consultative workshop with Local Government officials to formalize relations between the department and local governments and also aimed at facilitating the establishment of local crime prevention institutional arrangements (as per the Gauteng Safety Plan) and specific programs to address local crime prevention priorities. The plan dovetails into the department's implementation of the Gauteng Provincial Safety Strategy through the strengthening of our formal relationship with local government.

Local Government: IDP Safety Training Guideline

The department has developed terms of reference towards the development of a guideline manual to assist local governments in incorporating Safety Plans into their Integrated Development Plans (IDP). Providing local government with this capacity is a key element of the Gauteng Provincial Safety Strategy. The Provincial IDP Manager is strategically supporting this process as it entails a process of engagement with local government officials to ensure that the

guidelines are user friendly. The guidelines will be finalized early in the new financial year.

Community Development Worker training

Terms of reference for the training of community development workers (CDW) have been developed. This follows their basic training on gender safety issues for the 16 Days Campaign. Training of Community Development Workers would take place through their training unit, in the 2nd quarter of the 07/08 financial year.

Social Crime Prevention Workshop with Local Government

A process plan was developed to formalize relations between the department and local governments aimed at facilitating the establishment of local crime prevention institutional arrangements (as per the Gauteng Provincial Safety Strategy) and specific programs to address local crime prevention priorities.

The directorate held a successful workshop with Local Government which purpose was to engage with Metropolitan, District and Local Council to develop a proposal on taking Social Crime Prevention forward. A task team was established during the workshop, comprising representation from the department and local government. A proposal plan that defined the mechanisms and processes for effective coordination between the spheres was finalized, which was then submitted and approved by the respective principals.

2. Prevention of Violence against Women and Children

Child Safety

As part of the department's commitment to the implementation of Child Safety Programs, directed by the Provincial Safety Plan, the department convened the first Provincial Child Safety Coordinating Committee meeting with the objective of developing partnerships to address key provincial child safety issues and sharing approaches and plans on child safety. A provincial multi-agency committee was established to promote joint government child safety work, working in close liaison with the Department of Social Development.

The directorate coordinated a workshop which was attended by all role players. The purpose of the workshop was to create awareness targeting staff members

and building their capacity on how the Child Justice Bill and the Sexual Offences Bill could be used in promoting and protecting the rights of sexual assault/rape victims. It was also intended to ensure that participants have a clear sense of their roles in utilizing and supporting the legislation to reduce child abuse.

Gender Safety Program: Men as Gender Safety Promoters

The implementation framework was finalized outlining the piloting of a program to train and utilize organized groups of men to achieve the following:

- Promote awareness of women and child rights among men and boys
- To encourage the use of coping skills to assist men in avoiding relationship stress that is at the root of much violence against women and children.
- To deal with the incidence of Violence against Women and Children, in particular domestic violence, women and child rape. Dealing with the issue of rape and the myths surrounding rape (A cure for HIV&AIDS, a form of punishment to women, etc)

Sharpeville community was piloted as one of the four identified townships from part of the province's 20 priority townships. The area was piloted as a roll-out of the 21st March Human Rights Day. 60 Men were identified in the Vanderbijlpark accounting stations' cluster that includes Boipatong and De Barrage.

The workshop had 90% representation and relevant stakeholders were targeted. The purpose was achieved in that 4 safety promoter's representation for each cluster and 4 SAPS social crime prevention officers who will work as a team were nominated by the participants. The project will be rolled out to Munsieville, Daveyton and Kliptown in the next financial year.

Prevention of Violence and Abuse of Vulnerable Groups

Sign language interpretation training course was a joint project with the South African Police Services and Rhema Ministries spearheaded by the department to ensure that police services are accessible to all people, including those with disabilities. The objectives were to:

- To protect and promote the rights of people with disabilities in particular women and children with disabilities

- To lay the foundation for the provision of disability friendly services at station level, in an effort to ensure that services are accessible to people with disabilities
- To promote the prevention of secondary victimization in respect of abused women and children with disabilities at police station level.

The graduation ceremony was held to honour participants.

Vaal Anti-rape strategy

The session was held early in 2006. The purpose of the session was to develop an action plan for the implementation of the strategy in the Vaal area. SAPS Vaal area made a brief presentation on the Rape analysis in the area from November 2005 to March 2006. The analysis focused on the following:

- Problematic stations
- Time frame analysis: time of the day when the rape occur
- Day of the week when the rapes occur
- Rape incidents during school holidays
- Environmental factors

The following programmes were agreed upon:

- Holiday programmes
- Programme to address spousal rape
- Gender based programme for boys and young men
- Programme for perpetrators
- Programme on the misconception around rape/sexual assault

The above programmes are currently being designed for implementation in the identified areas.

3. SCHOOL BASED CRIME PREVENTION

Provincial School Safety Plan

The provincial safety plan commits the provincial government to ensure that by 2009 all schools in the province should have comprehensive and effective School Safety Strategies to reduce violent crimes committed at schools. The plan also advocates for the development of an integrated school safety program, which the department of education should drive.



The department conducted awareness campaigns through the Open Disclosure Foundation in nineteen secondary schools. The project focused on discouraging learners not to indulge in substance and alcohol abuse. It also encouraged victims of sexual abuse to speak out, expose the alleged perpetrators, and report them to the police. The project also focused on moral regeneration, HIV & AIDS and condemned learner's participation in criminal activities in schools. The department implemented this project in partnership with the Department of Education and SAPS, in response to the Premier's call to address substance abuse in schools. This project was conducted in the following schools:

- Hofmeyer high school
- Laudium secondary
- Eden Park secondary
- Himalaya secondary
- Reiger Park secondary
- Tiisetso secondary
- Klipspruit Wes secondary
- Kgadima Matsepe secondary
- Jiyane secondary
- Ennerdale secondary
- Lamula Jubilee
- Simunye secondary
- Jet Nteu secondary
- Safaya secondary
- Davey secondary
- Lodirile secondary
- Randfontein secondary
- Fontanas secondary
- Kopanong secondary

The department also facilitated and coordinated processes to develop an integrated school safety program through a multi agency approach to address issues that threaten the safety of learners and educators. This initiative responds to the commitment that the department made to contribute to the creation of a safer learning environment and a reduction in crimes that are committed in schools.

Therefore, the department identified the Hlayiseka Early Warning System model as one of the best safer school tools, which could assist the province to improve safety of both learners and educators. The department also engaged the Department of Education on the model.

Prevention of Youth Criminality

The strategic objective of the department is to mobilize young people to participate in the social crime prevention programmes and to ensure a reduction in crimes that are committed by young people.

Audit of Youth Desks

The department conducted youth desk audits at 61 police stations. The findings were used to inform the development of the Youth Desk Capacity Building Programme.

Youth Desk Community Projects

Whilst the problems of lack of resources existed, it is important to note that youth desks continued to conduct awareness campaigns focusing on the following:

- Sports against crime
- Visits to schools to give talks on school violence
- Cleaning campaigns
- Awareness campaigns against drug abuse and crime in general
- Door to door campaigns
- Criminal justice tour involving learners
- Local youth festival as part of drug abuse campaign, and Youth camps

These social crime prevention initiatives by the youth desks recorded a change of the mindset of young people, because many of them joined the Youth Desk to participate in community projects against crime. Young people provided the police with delicate information about drug peddlers in schools and in communities. The department also notes the pivotal role that SAPS and CPFs played in the implementation of all the activities of youth desks that marked a change of perception about the youth- police relations. This was illustrated in the establishment of Etwatwa and Tembisa youth crime prevention desks while an audit process was ongoing.

Youth Desks Workshops

The department conducted six area and one provincial youth desk workshops as part of youth involvement in the programmes of the government focusing on the following:

- Departmental priorities and approach to the prevention of youth criminality
- The role of youth desks in addressing youth crime
- The challenges that face young people as victims and offenders
- Development and implementation of youth crime prevention programme

The department mobilized 91 police stations to participate in both provincial and area workshops. Six hundred participants, who include Youth desks, CPFs members and police coordinators, took part in the workshop. The workshop produced a working document, which the department will use as baseline information to use when developing a Programme of Action on youth criminality. The department also conducted a youth against crime in Reiger Park on 24 June 2006 to condemn youth criminality in the area, and encouraged youth on a positive way of living.

PARTNERSHIP SUPPORT

Youth sector summit

The department conducted a youth sector summit to promote the Take Charge campaign and outline the role that youth organizations should play in reducing youth criminality. This includes the development of a programme of Action to address gender based violence, challenges that face out of school, learners and youth in conflict with the law.

About 43 Youth organizations participated in the summit and engaged in commissions to come up with proposed action plans to address the problems that affect the three above- mentioned categories of youth.



Road Safety Promotion

The objective of this sub- Directorate is to educate road users in Gauteng with the aim of reducing accidents and fatalities through formal, non- formal and informal education. In realizing this objective the following main activities were successfully executed as planned in five regions in the province:

Adult pedestrian education

Informal and non- formal education was conducted in creating road safety awareness at informal settlements, commuter ranks and other places of public gathering such as shopping centers, clinics, and libraries to 120 000 road users through 105 road safety awareness creation activities.

Joint Pedestrian campaigns

Pedestrian awareness campaigns were successfully conducted in the communities especially in identified hazardous locations within the twenty priority townships and other areas which need attention.

Atteridgeville, Mamelodi, Soshanguve, Refilwe, Bronkhorstspuit, Olievenhoutbosch, Boipatong, Bophelong, Sebokeng, Sharpeville, R59- Sicelo Siceko, Orange Farm, Katlehong, Kwa Thema, Duduza, Tsakane, Ratanda, Daveyton, Kagiso, Mohlakeng, Munsieville, Muldersdrift, Tshepisoong, Tembisa, Wattville and Soweto.

A key role was played by members of community forums, SAPS, Emergency services, community leaders, MPD's local traffic departments and provincial traffic units, in ensuring that areas identified for their attention are being effectively addressed.

Ninety seven (97) community policing forum members in the Vaal area were trained on road safety programmes to strengthen road safety awareness campaigns.

Use was made of Multipurpose and Public Address vehicles, distribution of promotional and advertising materials and door to door actions to conduct non- formal public education. Pamphlets were distributed to Petrol stations on freeways (Total 1 stop on N14 and N1) and at two toll gates for distribution amongst vehicle drivers and its passengers. The aim of the campaigns was to create road safety awareness amongst road users.

Pedestrian Visibility Campaigns

Public Education utilizing Moving Billboards, Multipurpose vehicles, distribution of promotional materials and Public Address vehicles were conducted in a form of joint operations with other stakeholders at pre-established areas (Hazlocs). Councilors were present in some areas such as Vaalrand, Sebokeng, Bophelong, Meyer ton, De-deur, Kliprivier, Ekurhuleni, Tshwane and Westrand.

More than 120 000 community members were exposed to road safety messages on safe road usage allowing them to raise concerns and interact with road safety promotion officials during the campaign. The key focus of the awareness was on pedestrian safety at Hazardous areas in respect of drinking and walking, as well as addressing issues relating to visibility. Taxi Drivers were addressed at the identified taxi ranks during the above campaigns

Festive Season Programme and Easter Campaign

Joint operations were undertaken with SAPS, the Department of Transport, Emergency services the provincial traffic and local authorities in five regions reaching thousands of pedestrians and motorists. Education programmes were heightened to address dangerous road user patterns and habits such as visibility, jay walking, overloading, fatigue, following distance, speeding, driving under the influence of intoxicating substances during these periods.

School education

The unit conducted formal and informal education in the General Education and Training (GET) (Primary schools) and Further Education and Training (FET) High schools) through projects and programmes such as Child in Traffic, Junior Traffic Training Centers, Scholar Patrol and Substance abuse lectures.

Child in Traffic

The Child in Traffic project aims at educating pre- primary and primary school learners in safe pedestrian behaviour when on the road. This was done in order to combat pedestrian fatalities and injuries in the 3-8 years age group. It consists of formal road safety education lessons in the classroom utilizing educational materials such as flipcharts, workbooks including teacher's manuals.

The Road Safety Officer had an important task of conveying the project to educators to empower them with knowledge and skills to train young children to participate safely in a traffic environment.

Road safety education is directed at the learners to shape their traffic behaviour at an early stage in life, in order for them to be responsible, informed road users and to act safely in certain traffic situations as they grow. Learners were evaluated at schools to ensure the level of understanding through Danny Cat and Junior Traffic Training Centers/ Junior Traffic mat, a method used to reinforce and evaluate subject matter on road safety issues taught. Certificates were issued to learners that participated successfully.

Scholar Patrol

The Scholar Patrol Project, is organized under conditions laid down by the Road Traffic Management Corporation and is implemented where learners can be organized into patrols in order to display a relevant road sign in a prescribed manner with the following aims:

- To provide safe crossings for learners at schools across a public street or road.
- To support the establishment of scholar patrols where there is a need and where it is demanded by circumstances

The Road Safety Unit gives aid and assistance in the functioning of the scholar patrols if requested by school principals and or recommended by traffic authorities. There are 950 schools registered and operating Scholar Patrol with 1458 registered crossings, 15 080 members and 982 adult supervisors operating at all types of crossings. In excess of 1 000 000 children safely cross the roads daily at these crossings.

The Road Safety Unit arranges for the following;

- Insurance against collisions and claims emanating from events and incidents during the legal functioning of the scholar patrols.
- The supply of equipment and guidelines for the implementation and functioning of the scholar patrols.

Beneficiaries:

Target group comprises all scholars and members from grade 6 and 7 in Primary schools. The following activities were conducted:

- Insurance was taken out on the lives of participating learners and educators for the year.
- Issue of equipment: 3 year renewal of bibs, stop boards and poles, whistles and annual replacement of caps and badges were done at the beginning of the year to all registered schools. Certificates of appreciation and encouragement were issued to each member at the end of the year.
- Training and workshops for educators to train new scholar patrol members on correct operational procedures by Road Safety officials and qualified Metropolitan Police officers and Traffic officers from Local councils were conducted
- Implementation: Operations were conducted at predetermined types of crossings as requested by the school and recommended by the traffic authorities.
- Evaluation and monitoring of operations of teams were conducted
- Regional competitions were conducted in the five regions and two award functions were held.

Multimedia education programme

The project was initiated and developed by Road Traffic Management Corporation (RTMC) in collaboration with Road Safety Promotion, SABC Education and in consultation with the National Department of Education (NdoE) to incorporate Road Safety education in the school curriculum with the aim of addressing the behaviour of young road users in both urban and rural areas within the learning areas. This programme will deepen the educational impact, increase access and reach and build sustainability for the learners. The project consists of the following five elements:

- School TV program - Is a multimedia edutainment vehicle for children designed to promote road safety practical tips and lessons that will make a difference in their lives. (Know your road signs, safe cycling and being a safe passenger)
- Radio program - Road safety songs, rhymes and tips will also be part of

the media broadcast.

- Learner support material - This is the educational learning material in the form of manuals developed, printed and distributed to the Department and the schools by RTMC.
- Interactive Web Game - Is a computer game with different development stages which helps to evaluate the level of Road safety rules and tips understanding of the learners.
- Outreach program - This is where the learners and schools will involve communities and stakeholders in their road safety education initiatives which will help to address the road safety problems encountered within and around the school premises and in the community. It will also be conducted in the form of competitions to encourage initiatives, learning and participation.

A joint multimedia training for Foundation and Intermediate phase educators was conducted in the province. 4474 educators from 1817 schools were empowered to implement Road safety education to learners. Road safety officers are monitoring the implementation process and assisting where necessary to achieve the objectives of the programme.

Driver education

Heavy motor vehicle, Light motor vehicle and Minibus taxi drivers' lectures and evaluations especially at fleet and transport companies, were conducted.

Road Safety lectures were conducted (Time space and Ideas, Alcohol and substance abuse, following distance, Roadworthiness etc.) for transport companies and organizations to create awareness amongst them on safe road usage.

Driver evaluations were conducted on regional, provincial, national levels and participated in the international competition with the aim to improve the standard of heavy vehicle driving in the public passenger, goods and freight transport industry and to promote safe driving habits amongst them.

An increased awareness of road safety will lead to a reduction in accidents and lives lost, which in turn will have positive spin-offs for the South African economy.



The evaluations consisted of the following tests for each participant:

- Pre-trip inspection,
- Road test,
- Track test,
- Theory test, load test and economy driving. This includes evaluating the driver's ability and knowledge, which in turn will indicate to his/her employer whether any driver training, is required. The driver training is conducted by the employer of the respective companies/ organizations.

Marketing, promotions and general events

One of the unit's activities as outlined in the strategic plan in order to promote road safety as the main objective is event management where exhibitions have to be done to improve road safety awareness among participants. In realizing the objective to be achieved, the following activities were executed:

Rand Easter show exhibition - Through this exhibition more than 75 000 people were reached over fifteen (15) days. Many people from all the provinces benefited from this exhibition.

No 1 Taxi Driver campaign and competition was held in partnership with Brandhouse. More than 4000 drivers were reached in the minibus taxi competition with 110 drivers evaluated in theory tests at 11 taxi ranks. Thirty-two (32) completed the provincial competition with 8 attending an advanced driving course for three days at Gerotek and participated in the national competition. The award function for the best managed safety promotion Pre School in Atteridgeville with 50 creches including other GPG and local departments, sponsored by private sector was conducted. More than 300 people from both provincial, local and private sector attended.

Shovakalula cyclists programme was held with the national department of Transport. Presentations were held at 26 schools to promote safe cycling. This project targeted mainly schools in the semi rural areas in the Eastern; Western and Northern regions especially in identified townships where most children are subjected to long distance traveling. 212 bicycles were awarded to these schools by the National Department of Transport. Road Safety Promotion unit is responsible for the education and training of the learners benefiting in this

project

The sub-directorate has identified that key challenges include:

- Road Safety communication and messaging needs to be strengthened to be more effective. A communication strategy on the Road Safety Plan will be developed, and the current messages will be reviewed.
- The lack of accurate and reliable information to identify hazardous locations need to be established in order for all stakeholders to address the immediate problems in the respective hazardous locations. The IIMS is to be finalised to effectively address these challenges. The upgrading of facilities and education of road users depends on accurate accident information in order to contribute to the reduction of crashes and fatalities.
- The mushrooming of informal settlements has an impact on the adequate deployment of staff, for effective outreach educational programmes.

PUBLIC EDUCATION AND INFORMATION

The Directorate: Public Education and Information is responsible for ensuring that departmental programmes are communicated and profiled in the province. It is also responsible for maintaining a positive image of the department. This is achieved through a number of programmes and projects ranging from developmental communication, marketing and advertising and media relations.

OUTREACH PROGRAMMES

Service Delivery Days

The unit organised service delivery days to market the services rendered by the Department at Eastgate Shopping Mall and Mamelodi Stanza Bopape Community Hall. These were done through direct interaction with communities and the MEC was able to experience first hand information on how community members perceive government in relation to service delivery. The events were also aimed at profiling the work of the department as well as mobilizing communities to participate in programmes that are aimed at improving safety in their localities. The Department distributed educational material and handled queries from members of the communities. The Department reached approximately 5 000 people during the two outreach programmes.

Public Service Week

The Department participated in the Public Service Week initiated by the Office of the Premier. The main objective of the campaign was to encourage government officials to commit themselves towards improving service delivery to communities as well as show casing achievements made by Government in ensuring service delivery.

- A service charter was launched at Beyer's Naude Square JHB.
- The Department manned information kiosks outside the building to distribute information about services rendered by the Department. The main objective of the campaign was to ensure that people have access

to government information.

Exhibitions at Multipurpose Centres

The unit manned exhibitions at Atteridgeville and Soshanguve multipurpose centres. The purpose of the events was to interact with communities as well as disseminating information on departmental programmes. Through this effort the department reached approximately 200 people at each centre.

Caravan deployment Road Shows

This activity aims to interact with those communities where law enforcement services are not in close proximity and not easily accessible. The purpose is to create awareness on departmental programmes and bring services closer to the people. This initiative was in support of the Directorate: Monitoring of Service Delivery where Community Safety Officers were deployed to register complaints against police service delivery. The unit played a crucial role in publicising and profiling this initiative in communities.

The department visited Wattville, Atteridgeville and Kagiso and distributed departmental materials. The focus was on the outskirts of these areas. Through the publicity efforts the unit was able to reach approximately 3500 people in three areas. The local media was used to publicise and profile the campaign. Positive media coverage was received from Vaal Vision community newspaper, as well as Vaal University of Technology Community Radio.

FOCUS MONTHS

CHILD PROTECTION WEEK

Awareness sessions targeting children

The department organised two Information Sessions and edutainment programmes at two primary schools at Thembisa and Sebokeng. Speakers were invited to educate learners on child abuse issues and government programmes available for victim of abuse and issues of road safety were also highlighted. The edutainment programme that was used was Puppet shows. These were used to educate learners on child abuse and child protection issues that children need to take note of. This is one of the most effective communication tools to disseminate information to primary school learners as their concentration span



is very limited. A total of 1 500 learners per school were targeted.

As a pre-publicity media campaign for Child Protection Week, the unit placed adverts on Thetha and Tembisa Community radio stations, and issued 1 press release. The event received positive media coverage from E-TV, Kaya and Y fm.

WOMEN'S MONTH PROGRAMME

Information session targeting women

The department organised three events which consisted of a march, road blocks and luncheon with women law enforcement officers. The purpose of the events was to encourage law enforcement female officers to continue to fight all forms of crimes against women and children and to make a pledge of commitment towards effective service delivery on the prevention of violence against women and children.

The programme started with a march at the Constitution Hill and proceeded to the road block site(s) in the four regions in Gauteng (Southern, Northern, Eastern and Western Regions). The programme ended with a luncheon with MEC Cachalia encouraging female officers to continue with the struggle of fighting crime as well as acknowledging their bravery. Approximately 1200 female law enforcement officers were reached.

YOUTH MONTH PROGRAMME

Crime awareness campaign targeting Youth

A total of 2 awareness campaigns were conducted at Reiger Park and Constitutional Hill targeting youth out of school. The campaigns were aimed at increasing awareness amongst youth on the consequences of participating in criminal activities and also to encourage them to actively participate in crime prevention initiatives.

The Department interacted with 200 youth members through the Reiger Park initiative and reached approximately 250 000 youth members on air as this programme was a joint effort with YFM in a form of live Outdoor Broadcast.

Through this initiative we got positive feedback as more youth members responded by calling the studio wanting to get information about how they could participate in the youth desks programme.

About 300 youth members participated in the awareness session at the Constitution Hill.

16 Days of Activism of No Violence Against Women and Children

The 16 Days campaign has been used to create a global movement to raise awareness, to address policy and legal issues, to campaign for the protection of survivors of violence and to call for the elimination of all forms of gender violence.

- A detailed communication strategy including a media plan was developed to vigorously publicise the 16 Days of Activism of no Violence against Women and Children campaign. A variety of communication tools for developmental communication, marketing and media was utilized to popularize the campaign.

The Department was engaged in different activities including community outreach programmes which were implemented in all 7 policing areas in Gauteng. The highlights of the 16 days campaign are as follows:

- Launch of 16 days
- Closing Event

The department produced the educational, promotional and exhibition material and strategically distributed material to all GPG Departments, NGO's, CPF's and SAPS.

Launch of the Campaign

The Department in conjunction with the Department of Local Government in the province, Tshwane Metropolitan Council, Community Police Forums and Non Governmental Organisations organised the 16 days launch which took place at Soshanguve Sports Complex in Tshwane. Approximately six preparatory meetings were held and tasks teams were formed to look at issues of Events Management, Community Mobilization and Media Publicity.

The unit managed to mobilize communities in Gauteng through Parliamentary Constituency Offices (PCO), Community Development Workers (CDWs) and CPF's. Publicity material such as lamp posters and pamphlets were designed to strengthen the mobilization strategy.

Meetings were held with different structures such as ward committees, churches, youth organisations, women organisations and schools to publicise the event. Furthermore loud hailing services were utilized to reinforce mobilization. Approximately 3 500 people attended the launch, the Department procured 23 buses and the Mayor's office assisted the Department by providing five more buses to ferry communities to and from the venue.

The message for the day was to communicate achievements made by the Government in the fight against the scourge of violence and abuse of women and children as well as encouraging society to recognize their rights. Communities were also encouraged to play crucial role in protecting women and children more particularly men.

Media

- Public Service Announcements in community radio stations were made (Soshanguve Community Radio, Voice of Tembisa and Kangala)
- Interviews were conducted with community radio stations to promote the launch (Soshanguve Community Radio, Voice of Tembisa and Kangala)
- Media advisories and statements were also sent to both mainstream and community media
- Media adverts were also designed, broadcasted and placed on City Press, Sunday Sun, Sowetan Sunday World, The Star, Sowetan, and Beeld as well as Lesedi and Motswedding FM respectively.

The unit placed adverts in Sowetan, Daily Sun and Beeld newspapers ran Public Service Announcements on Soshanguve, Voice of Tembisa and Kangala Community Radio Stations. Positive media coverage was received from e-TV, SABC News, Kaya Fm, News24, Pretoria News, Randburg Sun, Benoni Sun and East Rand radio. Media coverage was received from Benoni Sun and East Rand Community Radio.



SAFE 4 LIFE CAMPAIGN

Easter campaign

The unit supported the Traffic Management Unit in encouraging motorists to take their vehicles for free roadworthy testing in an effort to promote healthy vehicles on the road. Easter messages were developed and flighted on Kaya fm, Yfm, and Jozi fm. These stations were strategically chosen for their wide coverage and high listenership.

Festive season campaign

The purpose of the festive season campaign was to promote road safety and to raise awareness on safety tips and issues, the key messages that were driven during the period were to discourage drinking and driving, pedestrian jaywalking, ensuring that vehicles are roadworthy and be safe and drive 4 life. Strategic areas with high traffic congestion were identified for placement of electronic billboard advertising. Areas targeted included Braamfontein, Kempton park, Rosebank, Soweto Highway and Tembisa.

In terms of print advertising, the unit targeted Sowetan, Daily Sun, Die Beeld, Jozi fm, Vaal, Voice of Tembisa, Thetha and Kangala Community radio stations.

INTERGOVERNMENTAL ACTIVITIES

Imbizos

Imbizo's are intended to reach out to communities to get their views and ideas on how best to make the province a safer one, as well as raise communities' perceptions on government service delivery. These are organised jointly with law enforcement agencies across the policing areas. The unit organised Imbizo's in Bakkerton, Pomona and Hillbrow.

Gauteng Economic Road Shows

The Department participated at the Gauteng Economic Opportunities Road Shows spearheaded by the Department of Economic Development. The road shows were aimed at giving public information on various services that the government offers related to economic opportunities by the Gauteng

Government. The Department was able to interact with members of communities and disseminated departmental information on services rendered by the Department. The areas visited include Daveyton; Zithobeni and Ivory Park.

GAUTENG SAFETY STRATEGY AND THE "TAKE CHARGE" CAMPAIGN

Soon after the adoption of Gauteng Provincial Safety Strategy the unit led a process of developing and implementing a communication strategy for the Safety Strategy, Take Charge campaign and Social Movement against crime.

An important element of our Gauteng Safety Strategy and the Gauteng Road Safety Strategy is the department's ability to root them in communities across the province. A Communications Strategy for both strategies was developed and approved, also during 2006.

The Communication Strategy is underpinned by the Take Charge Campaign. The campaign is premised on the fourth pillar of the Gauteng Safety Strategy, which recognises the centrality of community involvement in preventing and combating crime, as well as promoting road safety.

The first massive exercise in taking the campaign to Gauteng communities was through the CELL-C containers advertising campaign.

A medium that caters specifically for township environment, which is unique the Community Chat Billboards concept, a three dimensional advertising platform was utilized to market the department. The concept was a Cell- C and a company called Strawberry Worxmedia's initiative, utilizing the cell phone containers as the advertising space. These containers were positioned at strategic points within the communities, bus stops, taxi ranks, busy main roads etc.

The rollout of this advertising campaign benefited the department through the following:

- Rotation of the billboards were negotiated, messages changed as often as we wanted, and usage of language suitable for specific target audience.
- These containers were situated on sites where communities can easily access messages and information and approximately 70 000 000 call

per month and this excludes the drive-by and walk-by traffic.

- Triple exposure of conventional outdoor media, are seen by passing pedestrians, passing vehicular traffic and Community Chat consumers.

A Gauteng-wide research was conducted using the Cell-C container sites as locations for investigation. A team of researchers were dispatched to all 69 sites across Gauteng. Questions were posed to various groups namely:

- Youth 10-19
- Adults 20-59 and
- Mature adults +60

This research has been documented in a video presentation. Analysis of the research shows that in all categories of interviewees, across all geographical locations, across all questions, the response was overwhelmingly positive. This research demonstrated that Gauteng communities readily identify with the "Take Charge" slogan and understand its context and meaning.

Crime sector summits

As part of the Take Charge campaign, we initiated a sector consultation process by convening a series of Crime Sector Summits with identified stakeholders, almost emulating the African Peer Review Mechanism methodology. This saw the department engage with the following sectors:

- Business, both big and small
- Labour
- Youth formations
- Gender based formations
- Faith based organisations
- Hostel residents
- Community Police Forums
- Media establishments
- Sports, culture and arts celebrities, and
- Community leaders identified through a consultative process

Through these summits, the department reached 178 organisations. Sector steering committees were then formed in the summits. It was clear to the

department through these summits that conditions for community involvement were now fertile, that communities were fed up with being reduced to perpetual, helpless victims and that they were ready to pick up the spear and join in the combating of the crime scourge.

As the Gauteng Safety Strategy had noted, too many disparate anti-crime initiatives across the province were yielding less noticeable results and many of them were not properly led.

Internal campaigns

Internal employees were also targeted with the Take Charge campaign and four (4) sessions held at Head Office, Leratong Offices, Croesus offices and Ikhaya Lethemba respectively. The purpose of the summits was to raise awareness on departmental plans to staff members so that they can be well-informed about departmental efforts to improve safety in the Province. This campaign was also aimed at encouraging staff members to become ambassadors of the Take Charge Campaign. The process was a success, staff members even volunteered to become the face of the campaign for all branded material. Approximately 360 staff members were reached.

Pre Publicity Campaign for the Take Charge Launch

Pre publicity events were organised by the Department together with municipalities to mobilize communities to attend the Take Charge Launch. The unit also utilized other pre planned events by different organisations as an opportunity to publicise the event. The following events took place:

- Women's Prayer Group organised a prayer day in Soweto and the Department was invited to make a presentation on departmental plans as well as to publicise the Take Charge Launch.
- The Legal Aid Board held an Open Day function at Sharpeville as a build up campaign towards the human rights day and the Department was invited to exhibit on the day and distributed publicity pamphlets with the launch details
- The Department of Sports organised a Human Rights Day event in Sharpeville and the department used the event as an opportunity to

reach masses by distributing information pamphlets mobilizing people to attend the Take Charge Launch

- A meeting with stakeholders was arranged by the Speaker's Office at Mogale City with the aim of soliciting buy in from stakeholders to actively participate in mobilizing communities to attend the Launch. Participants were from different formations such as Women's organisations, Youth desks, Community Police Forums, Ward Councillors, South African Communist Party and ANC.
- A meeting was held with stakeholders at Soshanguve to publicise the Take charge Launch as well as to mobilize communities to become actively involved in the fighting against crime in their localities. The event was organised by Tshwane Mayors Office and stakeholders from different institutions attended the event which included Ward Councillors, SAPS members, CPF members, Women's organisations, Representatives from School Governing Body, Religious groups, Youth Formations and LRC's from Tertiary Institutions
- The office of the Speaker at Ekurhuleni Mayor's office organised Community Imbizo as a symbolic launch of the take charge campaign in support of the Department, the event was also used to mobilize communities to attend the main Launch in Kliptown
- A Progressive Women's Movement organised a seminar at Irene Tshwane Area and the Department was invited to speak about departmental plans and the Take Charge Launch.
- Door to door campaigns were held in the West Rand district to mobilize communities to attend the launch and to distribute pamphlets informing communities about the pick up points for the Launch.
- A door to door campaign was held at Ekurhuleni region to mobilize community to attend the launch; the event was also used to register names of people attending the Launch.
- Ward Committee Meetings were arranged in all the regions in Gauteng to mobilize communities to attend the take charge launch.
- All Municipalities conducted the following activities in support of the Take Launch: Ward Committee Meetings, School Visits, Postering, Pamphleting and Door to door campaigns.



Take Charge Launch

The Gauteng Safety Strategy and Take Charge Launch took place on the 30th March 2007. This was a high profile event that included the Premier, Deputy Minister, MEC, MMCs, SAPS Provincial Management, Chiefs of Metropolitan Police Departments and had attracted about 11 000 people. Media was also part of the event.

Most importantly, the launch also attracted constituencies that had been represented at our Crime Sector Summits during the consultation process. Business, labour, youth formations, gender organisations, faith based organisations, hostel Indunas, CPFs and representatives of political parties in the province.

The Premier encouraged people to be responsible citizens and begin to lead and participate in the fight against crime. He also edged the Law Enforcement Agencies to work as single entity in crime combating. Approximately 11 000 people attended the launch.

The unit also planned satellite events in communities to popularise the Take Charge Launch as well as mobilizing communities to start leading crime prevention plans in localities. Meetings were held with the Gauteng Provincial Government Departments, Criminal Justice System Cluster, Legal Aid Board, Emergency Medical Services, Law Enforcement Agencies and Municipalities to ensure that there was maximum participation for the launch and satellite events. The following events were undertaken:

- **Joint Operations in Gauteng**

Joint operations were planned between the Provincial Traffic Management, South Africa Police Service, Metro Police Departments and Traffic Officials from the Local Municipalities. A total number of 4 joint operations were held in the four regions of Gauteng which are Northern Region (Kameldrift Area), Eastern Region (N17 Ronderbuilt Bridge East), Southern Region (Old Johannesburg Road) and Western Region (R41). To a certain extent the joint operations were also meant to interact with motorists to raise awareness on the take charge campaign.

- **Rally in Alexandra**

A rally was conducted in Alexandra Township to encourage communities to participate in anti crime programmes, the event attracted high profile people and approximately 700 people attended the event.

Take Charge media activities

Live reads were done at Kaya FM, Yfm, 702, and 18 Community radio stations. Newspapers adverts were placed on Sowetan, Daily Sun and Beeld. The unit also conducted media interviews with the MEC, Chief-Director and spokesperson, on SABC Morning live, e-TV, Kaya fm, Yfm, East Wave radio, East Rand Radio, Rainbow fm, Tembisa Fm, Thetha Fm and VUT.

Positive media coverage was received from e-TV News bulletin, SABC 3 news bulletin, Kaya fm news, Metro fm news, Yfm news, 702 news, SAFM News, The Weekender, Daily Sun, Weekend Pretoria, Saturday Star and Na-week Beeld.

Media Articles on Take Charge

4 Letters focusing on collective efforts in the fight against crime were published in Daily Sun, Sowetan, Citizen and The Star.

A post launch endorsement advert by individuals and organizations was developed and published in the Mail and Guardian newspaper in a bid to encourage community members to further endorse the campaign, giving it a meaning that crime is a community issue that needs collective efforts by all.

PRODUCTION OF DEPARTMENTAL PROMOTIONAL, EDUCATIONAL AND CORPORATE MATERIALS

The unit has developed, printed and distributed the Annual Report 2005/06 financial year, 5 year Strategic Plan, budget speech booklets, corporate brochure, Ikhaya Lethemba Service directory, Traffic College Prospectus, divisional brochure, topical pamphlets, posters, banners and year planners.

Outdoor advertising

As part of ensuring that the departmental messages are strategically placed to reach communities in Gauteng, the unit has developed and contracted Cell-C to place departmental messages on 69 containers across Gauteng.

Annual Rand Show

One of the priorities of the Department of Community Safety is to raise public awareness and education amongst community members in the Gauteng province on programmes that are implemented. This priority is mainly carried out by the unit and targets various areas in the Province.

The department also participated in the annual Rand Show which is aimed at publicizing Gauteng Provincial Government programmes that are implemented by various departments. The process enhances relationships between public and government departments as well as the law-enforcement agencies. The event started on the 14th April 2006 until the 1st May 2006.

Budget Speech

The Department presented its budget speech for the financial year 2006/7 which was held at the Gauteng legislature on Friday 09th June 2006 for adoption and approval.

The MEC presented a detailed statement on how the budget will be utilized for this financial year.

Key stakeholders were invited for the presentation to ensure that they are informed about governments' programmes. Stakeholders also had an opportunity to interact with the MEC after the budget speech presentation.

Opening of the Gauteng Legislature: Social Cluster media briefing

The media interviews with the MEC were conducted on SAFM, Radio Islam and Radio Sonder Grense. The focus was on elaborating on issues the Premier talked about during the State of the Province Address.

Media analysis

Daily media monitoring is performed internally to identify issues covered in the media for purposes of responding and acting on issues that are reported on the media. The Daily analysis is produced and distributed to managers as a way of ensuring that concerns raised by communities are noted and dealt with for proper planning and implementation of programmes.

The analysis also assisted the Department in ascertaining whether there has been positive, balanced or negative media coverage over a period of time

Media advisory / releases

A series of media advisories were sent out to generate media interest. These varied from the MEC's visits to police stations across Gauteng to assess police service delivery, to visits by MEC to families of victims of violence for example the late Thato Radebe's and Sheldean Human families.

Press conferences held

- Gauteng Safety and Road Safety Strategy Conference
- Iron Fist Press Conference

Media responses

- Sunday Times online regarding fraudulent vehicle licenses.
- Saturday Star question on Volunteer program as outlined during the Premier's State of the Province Address.
- Saturday Star on Social Crime prevention initiatives.
- Sunday Times general questions from the Premier's speech.

Articles published

Articles on Mob Justice

The unit responded to two articles of Daily Sun on mob justice carried out by members of the community. The response which condemned the act was published in the letters column of the Daily Sun and Citizen.

Traffic Law Enforcement

Traffic Management has the responsibility over road traffic and road transport matters respectively in the Province, especially in terms of law enforcement.

The Traffic Management Programme promotes road safety by means of effective Traffic and Public Passenger Transport law enforcement.

The programme is structured in terms of:

- Traffic Services,
- Transport Inspectorate,
- Traffic Training College and
- Special Services.

Traffic Services

This sub-programme renders law enforcement in terms of various legal mandates in relation to traffic regulation and control in the Province.

The key performance areas for this sub-programme include:

- Compliance with road traffic signs and rules of the road
- Compliance in driver and vehicle fitness
- Compliance with legal requirements and restrictions of the Act
- Reduce the number of Hazardous Locations in Gauteng Province
- Improvement of Pedestrian safety in Gauteng Province
- Regulate and control traffic through visible and coordinated law enforcement.

The matrix below outlines the plans and targets for this sub-programme for the financial year 2006/2007 and the actual deliverables for the period:

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Implement the Drive 4 Life campaign	Implement joint operations according to the new operational plan	Number of operations to be conducted	1000	2883	Target exceeded
		Number of Summons, discontinued notices and road inspection report issued	1500	18 953	Target exceeded
	Increase Drive-4-Life law enforcement (Traffic management Gauteng)	Number of Summons, discontinued notices and road inspection report issued	1 500 000	3 109 497	Target exceeded
		K78 Roadblocks Operations conducted	120	253 Operations	Target exceeded
			120 000		Target not met

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Ensure an increase in Drive 4 Life law enforcement / operations	Speed measuring	Number of vehicles measured	390 000	335 840	
		Number of Summons, discontinued notices and road inspection report issued	28 000	34976	Target exceeded
	Blue light satellite station on 24/7	Number of patrolling hours	95 000	Re-conceptualisation of Traffic Management entailed the closing of the satellite stations and a new strategy was implemented which includes mobile satellite stations (MPV's). Patrolling hours not reported anymore.	Target not met
Ensure an increase in Drive 4 Life law enforcement / operations	Blue light satellite station on 24/7	Number of documents issued	50 000	9424 Documents issued. Re-conceptualisation of Traffic Management entailed the closing of the satellite stations and a new strategy was implemented. This includes mobile satellite stations (MPV's).	Target not met

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
	Pedestrian Management at identified hazlocs	26 % decrease in pedestrian fatalities	888	666 Pedestrians	Target exceeded with a decrease of 222 of pedestrian fatalities
		Number of Summons, discontinued notices and road inspection report issued	120	3951 documents issued	Target exceeded
	Conduct K78 Road blocks	Number of major K78 Road blocks to be conducted	12	253 Roadblocks conducted	Target exceeded
		Number of Summons, discontinued notices and road inspection report issued	1000	1925 documents issued	Target exceeded
Reduce overloading by motor vehicles	Screening of vehicles at static weighbridges	Number of vehicles screened	300 000	707 144 vehicles screened	Target exceeded
	Weighing of vehicles at static weighbridges	Number of vehicles weighed	36 000	190 446 vehicles weighed	Target exceeded

Transport Inspectorate

The Transport Inspectorate renders law enforcement to ensure safe, reliable and authorized public passenger road transportation in terms of relevant public transport legislation.

The key performance areas include:

- Promotion of safe and authorized conveyance of passengers
- Compliance in operator fitness
- Compliance in passenger, driver and vehicle fitness in relation to public transport services
- Compliance with the legal requirements and restrictions of the Public

Passenger Road Transport Acts

- Ensuring the formalization of public transport services through vehicle inspections
- Monitoring and managing public transport conflicts through transport law enforcement
- Ensuring the successful implementation of the Taxi Recapitalization Programme.

The ensuing matrix outlines the performance within these key performance areas through an indication of the targets set and the actual deliverables:

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Inspections of Public Passenger Transport	Conduct roadside checkpoints	Number of checkpoints	2200	4560 operations	Target exceeded
	Conduct Inter- and intra provincial, Cross border K78 roadblocks	Number of inter-provincial K78	36	39 Inter- Provincial	Target exceeded
		Number of intra-provincial K78 (Joint Operations)	132	146 Intra Provincial	Target exceeded
		Number of Cross border K78 (SADC)	8	Cross border K78 are included in the Inter joint operations as it includes operations with other provinces	Completed
	Conduct inspections at VTS - public passenger transport vehicles	Number of operations conducted	36	127 inspections executed	Target exceeded

• Conflict Monitoring from a law enforcement perspective

Twenty five conflict situations were reported and were attended to during the reporting period. Conflict in the taxi industry has manifested itself in areas such as:

- Illegal taxi ranks
- Route disputes
- Illegal/unregistered taxi association
- Splinter groups within an association
- New demand for services from newly developed settlement and business areas (Operating Licences)
- Unauthorized public transport operations (pirating)
- Dishonoured joint-venture agreements
- Tribal intolerances.

• Taxi Recapitalization Programme

With a view to facilitating the implementation of Taxi Recapitalization Programme (TRP) in the province, the Chief Directorate has developed a law enforcement Business Plan. It is also imperative to mention that Gauteng Province was the first to develop a business plan which was adopted by the Road Traffic Management Corporation (RTMC) to serve as guide for other provinces in the country. The business plan embraces the Department's vision of enabling all public transport users and service providers in the Province to a safe and secure movement on the Province's public roads. With the aide of the Taxi Recapitalization Programme, the Department's mission is to become the leading Province for zero tolerance to unroadworthy vehicles and illegal public transport services.

The Taxi Recapitalization Programme provides Compulsory Safety Requirements

on the new vehicles and compulsory testing of Old Taxi Vehicles for scrapping purposes. The department's Traffic Management together with other law enforcement agencies has embarked on intensive selective law enforcement projects to assist in the realization of the goals and objectives of the Department and the Recapitalization.

Law enforcement activities will be communicated via a series of media liaison activities through the office of the MEC. The combination of aggressive law enforcement and efficient information and education will enable the department to achieve significant change in the implementation of the TRP.

Traffic Training College

Boekenhoutkloof Traffic Training College endeavours to provide excellent training according to the South African Qualification Authority (SAQA) standards and requirements in association with the Road Traffic Management Corporation (RTMC).

The college identified these key performance areas for the financial year in question:

- Provision of Traffic Officers training as prescribed by the Department of Transport
- Provision of Firearm Training as prescribed by SASSETA
- Provision of Advanced Driving Tests and Refresher Courses.

The College depicts their performance in the next matrix:

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Provide traffic training	Training of new recruits as Traffic Officers	Courses to be presented	2	2	Completed
	Training of Examiner of Vehicles (Internal and External as per Curriculum)	Courses to be presented	5	5	Completed
	Training of Examiners for Drivers Licenses (Internal and External)	Courses to be presented	4	4	Completed
	Traffic/Transport Officers of Chief Directorate Traffic Management to attend Advanced Driving Training	Courses to be presented	5	5	Completed
	Conduct refresher course on Overloading Control to law enforcement officers	Courses to be presented	3	3	Completed
	Conduct Fire-Arm training to Traffic Management officers	All officers (Traffic) to be trained	All programmed officers	outsourced	Completed

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
	Present Refresher Courses to Traffic Management regional offices	Refresher courses to be conducted on request	per request	done	Completed
	Obtain accreditation of the College	All Instructors to have ETDP and Assessors	All Instructors	7 Assessors College accredited by LGSETA, SASSETA and SAPS	Completed

- Accreditation of the college

Traffic College has initiated the upgrading of the general conditions of the Training facilities to meet the required standards for accreditation as a Service Provider. Accreditation is granted in areas of Instructor qualifications, Shooting Range facility as well as the Course subjects. The College is currently making progress with efforts to complete the accreditation process in the early months of the new financial year.

- Training on Traffic Officers basic course

Two courses (six month duration) were presented for the year wherein 102 students were enrolled, with a breakdown showing that 56 were from the Department of Community Safety, 41 from various Local Authorities and 5 being private candidates. In this course 88 Traffic Officers graduated whilst 14 failed to obtain their traffic diplomas. A total of 4 students passed with distinctions (3 from the local authority and 1 from the Department of Community Safety).

Various achievement awards were also given to the best students in various categories. Two students were awarded the Best Student trophies

on overall academic performance, which also takes into consideration the general conduct of the student during course period. Two other students were also awarded for their outstanding performance in Fire-arm use. Four students were awarded in the categories of Best Theory student and Kesi Arran's trophy. In all categories of these achievements 4 awards went to Local Authorities and others went to Department of Community Safety.

- Training on Examiner of Vehicles course

A total of 5 courses were presented during the year with an enrolment of 90 students. Forty-nine students enrolled as Private candidates, 23 from Department of Community Safety, 11 from Local Authorities and 7 from Private Testing Stations. Eighty-eight students obtained their qualifications whereas 2 withdrew their enrolments. From this qualification 29 examiners passed with distinctions (5 from Private Testing Stations, 4 from Local Authorities, 9 were Private candidates and 11 were from the Department of Community Safety).

- Training on Examiner for Driving Licences course

The course enrolled 87 students and was presented 4 times in the year. Twenty-one students came from the Department of Community Safety, with 9 from Mpumalanga Provincial Government and 57 from Local Authorities. From the 77 passed examiners 5 obtained their qualifications with distinctions. Ten failed to obtain the diploma qualification.

- **Advanced Defensive Driving Courses and Training on Firearm**

Fourteen courses for defensive driving skills were presented during the year, with the participation of 64 trainees from the Department of Community Safety. Only 55 trainees managed to pass the course.

Other significant undertakings with regards to training and development within the Chief Directorate for the period under review include:

Vehicle Identification Course

With a view to developing capacity within Traffic Management which is required to contribute towards and support crime prevention initiatives in the Province, the first group of 24 Provincial Transport Inspectors has undergone basic training on vehicle identification in a course offered by the South African Police Services in partnership with International Vehicle Identification Desk (IVID). The course determines the lawful ownership and possession of a vehicle and whether there are no physical alterations on the vehicle (including its registration documents) which may be construed as unlawful acts. The Chief Directorate undertook this course so as to curb the growing number of stolen vehicles which are purported to be contributing to road accidents and fatalities. Therefore, traffic law enforcement officers underwent the course to provide a supportive role to SAPS crime combating strategies, particularly in areas of vehicle crimes, with the role being to determine stolen or suspected stolen vehicles, including physical tampering of chassis and engine numbers.

Illegal Import Vehicles Course

Training on the identification of Illegal Import Vehicles has also been

offered to Traffic Management uniformed staff in order to assist in combating the illegal importation of vehicles into the country. During the year 2005 it was reported (by IVID) that 80 000 vehicles have entered the South African borders illegally and almost all of these vehicles have been entered into the National Traffic Information Systems (NaTIS) thus increasing the vehicle population in large numbers. It is presumed that during 2007 almost 90 000 vehicles may enter the country illegally and this may have a negative impact on the country's economy.

A total of 88 Provincial Transport Inspectors received training on the identification of illegally imported vehicles, in preparation to assist the SARS Customs Anti-smuggling law enforcement unit against illegal importation of vehicles into the country.

This adds value to crime prevention initiatives in support of the department's Gauteng Provincial Safety Strategy and the Gauteng Road Safety Strategy.

Transformation of Traffic College

A service provider has been appointed for the project. The Project scoping exercise kicked off in early 2007 with the following recommendations for the project.

The project was divided into three phases:

- Phase one – Desktop research including an examination of international best practice to inform the design and development of the conceptual framework for the College as a Centre of Excellence.
- Phase two – Consultation with stakeholders and the validation of the conceptual framework for the College as a Centre of Excellence.
- Phase three – The developed and documented strategy including vision, mission and strategic objectives as well as the functional and organisational structure for the Traffic College.

The RTMC has been approached to discuss the future of the Boekenhoutkloof Traffic College. The project is 70% complete.

Special Services

The directorate's main focus is to provide support services to all components within the Chief Directorate: Traffic Management, other law enforcement agencies and in the Inspection of Vehicle Testing Stations (VTS), Driving Licence Testing Centres (DLTCs) and Driving Schools in Gauteng for the implementation of the Safe 4 Life campaign in ensuring implementation of the following key performance areas:

- Inspection of Vehicle Testing Stations, Driving Licence Testing Centres and Driving Schools

- The capturing of information/ data through the Gauteng Traffic Information Centre (GTIC)
- Providing a (24/7) communication service through the Central Radio Station (CRS)
- Support to law enforcement agencies by the Special Patrol Unit (SPU).

The next matrix outlines the component's performance against their planned activities and targets:

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Authentication & verification of work done by VTS & DLTC, Driving Schools	Conduct inspections at VTS, DLTC & Driving schools	Number of VTS inspected	123	401 Inspections were conducted	Target exceeded
		Number of DLTC inspected	110	228 Inspections were conducted	Target exceeded
		Number of Driving Schools inspected (Instructors)	30	192 Driving schools were inspected	Target exceeded
Authentication & verification of Gauteng crash data	Deal with current backlog by employing contract workers / students with immediate effect	Determine backlog and employ contract workers and eliminate backlog	100% of backlog captured	BEC drafted and approved by HOD. Appointment of 40 contract workers underway.	The implementation of centralised accident capturing will commence in the next financial year to meet the target set.

Strategic Objective	Measurable Objective	Performance Measurement Indicator	April 2006 to March 2007		Notes
			Target	Actual Output	
Authentication & verification of Gauteng crash data	Creation / implementation of permanent structure of Centralised Accident Capturing (CACU)	Create strategy for permanent structure with recommendations to HOD		Draft document developed.	Meeting conducted with HOD. document will be finalised in the new financial year.
		Implement Centralised Accident Capturing Unit	100% capturing rate		
Ensure effective communication with all role players – via NATIS system	Conduct communication actions with collation of relevant data (Central Radio Station)	Number of NATIS enquiries	18 000	16911 enquiries – NATIS was off-line for approx. 2 months due to financial implications	Target not met
		Number of provincial accidents and complaints handled	500	1351 accidents and complaints handled	Target exceeded
Enhance Traffic Information Systems	Take direct control of Hazlocs and facilitate the development of a comprehensive programme for dealing with Hazlocs	Updating of hazardous locations (monthly reports)	12	3 Monthly reports were compiled	Target not met
		Meetings with role players (accurate statistics and information)	4	TMG meeting was conducted on 19 Oct 2006 with all relevant role-players to discuss festive season planning and revised hazardous locations	Target not met

- **Inspections at Vehicle Testing Stations and Driving Licence Testing Centres**

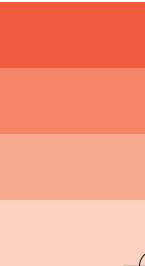
During the year, a total of 401 inspections were conducted at Vehicle Testing Stations, both private and government owned respectively. Recommendations were made for the cancellation of registrations of 11 Examiners. The registration of 4 Vehicle Testing Stations was also recommended for cancellation.

228 inspections were conducted at Driving Licence Testing Centres and 192 at Driving Schools. Joint operations were also held to test 71 Learners wherein 26 have passed. Eight Professional Driving Permits were cancelled.

- **Special Crime Prevention Initiative (Rivonia off-ramp)**

During the year a special law enforcement project was launched to eradicate lawlessness at Rivonia Off-ramp (N1), with the intention being to deal with a series of high level crime activities. The Special Patrol Unit was deployed jointly with the JMPD and SAPS. Hawkers and Pedestrians were the major problem, which gave rise to smash and grab incidents.

Positive results were achieved with success in terms of reducing fatal accidents in the surrounding vicinity.



DEPARTMENTAL INPUT, OUTPUT & OUTCOME STRUCTURE: PROGRAM EVALUATION

SUB-PROGRAMME WITHIN THE BUDGET VOTE	INPUT, OUTPUT AND OUTCOME 2006/2007					
	HOD Level		Chief Directorate Level		Directorate Level	
	Goal	Result	Goal	Result	Goal	Result
Services: Complaints Management	-	-	-	-	To ensure the effective and efficient management of all citizen and officer complaints received by the Department against the Province's law enforcement agencies	The Directorate received a total of 320 complaints relating to police stations across the province. Of these, 145 complaints representing 45% of the total were finalised.
Projects	This has been reported on in great detail in the section entitled "Our Present".					
Policy Documents & Legislation Proposed and/or implemented (Green & White Papers)	None identified	None	None identified	None	None identified	None

SUB-PROGRAMME WITHIN THE BUDGET VOTE	INPUT, OUTPUT AND OUTCOME 2006/2007					
	HOD Level		Chief Directorate Level		Directorate Level	
	Goal	Result	Goal	Result	Goal	Result
Contribution to Co-operative Governance in national processes, especially with local government.	Participation in national, provincial & local structures and committees around safety & security	Participation in the following structures & committees: <u>National</u> <ul style="list-style-type: none"> • MINMEC • JCPS • Heads of Secretariats <u>Provincial</u> <ul style="list-style-type: none"> • Social Services Sub-committee • Growth & Development Cluster • HODs Forum • 2010 Technical Committee • GPG Policy, Monitoring & Evaluation Committee • Provincial Policing 	Participation in national, provincial & local structures and committees around safety & security	Participation in the following structures & committees: <u>National</u> <ul style="list-style-type: none"> • RTMC <u>Provincial</u> <ul style="list-style-type: none"> • Traffic Management Gauteng 	Participation in national, provincial & local structures and committees around safety & security	Participation in the following structures & committees: <u>National</u> <ul style="list-style-type: none"> • VEP <u>Provincial</u> <ul style="list-style-type: none"> • VEP • GCIS • Gauteng Communication Forum • Gauteng Intergovernmental Gender Forum • Gauteng Shelter Network Forum

SUB-PROGRAMME WITHIN THE BUDGET VOTE	INPUT, OUTPUT AND OUTCOME 2006/2007					
	HOD Level		Chief Directorate Level		Directorate Level	
	Goal	Result	Goal	Result	Goal	Result
		Coordinating Committee • Audit Steering Committee • CFO Forum • Audit Committee • CIO Council • Anti-corruption Forum • Security Managers Forum • Gauteng Technical Steering Committee on Integrated Planning • Service Delivery Forum <u>Local</u> • IDPs • Johannesburg City Safety Strategy Steering Committee				
			<u>Local</u> • Traffic Management Gauteng Sub-committees			

SUB-PROGRAMME WITHIN THE BUDGET VOTE	INPUT, OUTPUT AND OUTCOME 2006/2007					
	HOD Level		Chief Directorate Level		Directorate Level	
	Goal	Result	Goal	Result	Goal	Result
Contribution to the upliftment of Gender, Youth and People with Disability	None identified	None	To lead and coordinate the implementation of the Provincial Strategy for the Prevention of Violence & Abuse of Women & Children	The department continued to prioritize programmes on the prevention of violence and abuse of women & children through the implementation of the GPG action plan in support of the provincial strategy.	To lead and coordinate the implementation of the Provincial Strategy for the Prevention of Violence & Abuse of Women & Children	Commemorated Child Protection Week, Women's month, and 16 Days of activism. Conducted a pilot workshop for Men as Safety Promoters
			To contribute to building capacity of the public service through learnerships	The department hosted learnership candidates and interns in the various directorates and exceeded the 8% target of total staff establishment by 5%. Sixty three (63) of them were female and 60 were male and 3.3% of them were learners with disability.	To coordinate, initiate & implement social crime prevention programmes targeting the prevention of youth criminality	Conducted an audit of youth desks and established 3 youth Desks Conducted six workshops with youth desks. Provincial workshop held and youth against crime campaign held in Reiger Park. Hlayiseka School

SUB-PROGRAMME WITHIN THE BUDGET VOTE	INPUT, OUTPUT AND OUTCOME 2006/2007					
	HOD Level		Chief Directorate Level		Directorate Level	
	Goal	Result	Goal	Result	Goal	Result
						<p>Safety model adopted for Province in partnership with Department of Education.</p> <p>Open disclosure Awareness programme implemented in 19 schools</p>
Economic development	<p>The Department has considered a number of provincial and national frameworks and strategies during the finalization of the Gauteng Provincial Safety Strategy and the Gauteng Road Safety Strategy, specifically, the Growth and Development Strategy and the Global City Region Perspective. To this end, the Gauteng Provincial Safety Strategy has as its vision:</p> <p>"A globally competitive Gauteng City-Region characterized by confident people, households and communities enjoying a high quality of life because they live, work and travel in safe spaces free from fear, violence and crime."</p> <p>Similarly, the Gauteng Road Safety Strategy undertakes a developmental approach which considers the implications of national and provincial strategies and frameworks, especially in relation to National Spatial Development Perspective, and the Gauteng Strategic Agenda for Transport in Gauteng.</p>					
Contribution to poverty reduction	None identified	None	None identified	None	None identified	None
Social outcomes	None identified	None	None identified	None	None identified	None

Financial reporting



FINANCIAL REPORTING

DEPARTMENT OF COMMUNITY SAFETY – VOTE 10

Annual financial statements for Gauteng– Department of Community Safety for the year ended 31 March 2007

Report of the Auditor General
Report of the Accounting Officer
Report of the Audit Committee
Accounting policies
Appropriation statement
Notes to the appropriation statement
Statement of financial performance
Statement of financial position
Statement of changes in net assets
Cash flow statement
Notes to the annual financial statements
Disclosure notes to the annual financial statements
Annexures



REPORT OF THE AUDITOR-GENERAL TO THE GAUTENG PROVINCIAL LEGISLATURE ON THE FINANCIAL STATEMENTS AND PERFORMANCE INFORMATION OF VOTE 10 – DEPARTMENT OF COMMUNITY SAFETY FOR THE YEAR ENDED 31 MARCH 2007

REPORT ON THE FINANCIAL STATEMENTS

Introduction

1. I have audited the accompanying financial statements of the Department of Community Safety which comprise the statement of financial position as at 31 March 2007, statement of financial performance, statement of changes in net assets and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes, as set out on pages 139 to 207.

Responsibility of the accounting officer for the financial statements

2. The accounting officer is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting, determined by the National Treasury, as set out in accounting policy note 1 and in the manner required by the Public Finance Management Act, 1999 (Act No. 1 of 1999) (PFMA). This responsibility includes:
 - designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error
 - selecting and applying appropriate accounting policies
 - making accounting estimates that are reasonable in the circumstances.

Responsibility of the Auditor-General

3. As required by section 188 of the Constitution of the Republic of South Africa, 1996 (Act No.108 of 1996) read with section 4 of the Public Audit Act, 2004 (Act No. 25 of 2004), my responsibility is to express an opinion on these financial statements based on my audit.
4. I conducted my audit in accordance with the International Standards on Auditing and General Notice 647 of 2007, issued in Government Gazette No. 29919 of 25 May 2007. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.
5. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

6. An audit also includes evaluating the:

- appropriateness of accounting policies used
- reasonableness of accounting estimates made by management
- overall presentation of the financial statements.

7. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Basis of Accounting

8. The department's policy is to prepare financial statements on the modified basis of accounting determined by the National Treasury as set out in accounting policy note 1.

Opinion

9. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Department of Community Safety as at 31 March 2007 and its financial performance and cash flows for the year then ended in accordance with the basis of accounting as described in note 1, and in the manner required by the PFMA.

Emphasis of matter

Without qualifying my audit opinion, I draw attention to the following matter:

Matter affecting the financial statements

10. As disclosed in note 24 to the financial statements, the audit of assets was performed in accordance with the asset management implementation plans as approved by Provincial and National Treasury.

OTHER MATTERS

11. I draw attention to the following matters that are ancillary to my responsibilities in the audit of the financial statements:

Internal controls

12. Material adjustments were made to the financial statements due to capacity constraints in the finance section which resulted in inadequate independent review of the financial statements. The finance team operated for a major part of the year with vacant senior finance positions including the position of the CFO. Subsequent to the year end the CFO position was filled.

Non-compliance with the PFMA and Treasury guide

13. The department did not implement procedures to identify finance leases as required in terms of the National Treasury guidelines. Certain assets were acquired under finance leases however, the department did not comply with the requirement to maintain these assets on the fixed asset register.
14. Approved documented policies and procedures for the management of fixed assets and inventory did not exist. This was contrary to section 38(1)(a)(i) of the PFMA, which requires the accounting officer to have and maintain an effective, efficient and transparent system of internal control. This resulted in weaknesses in the management of fixed assets and inventory.

Material adjustments made to the financial statements submitted for audit

15. The financial statements, approved by the accounting officer submitted for audit on 31 May 2007 were significantly revised in respect of the following misstatements identified during the audit:
 - Operating lease commitments in note 22 were understated by R1 388 000.
 - Commitments in note 19 were understated by R 9 698 000.
 - Leave entitlement provision disclosed in note 21 was understated by R1 421 771.

Information systems matters

16. Although some controls were in place, a number of weaknesses existed in the IT general control environment. The most significant control weaknesses identified, were the following:
 - (i) The Business Continuity Plan (BCP) was not yet fully implemented and no Disaster Recovery Plan (DRP) existed.
 - (ii) Security parameter settings weaknesses existed on the operating system.
 - (iii) Logical access weaknesses were identified on a key application.
 - (iv) Adequate security monitoring was not in place.
 - (v) User account management weaknesses were identified.
 - (vi) Physical and environmental control weaknesses existed.
 - (vii) No network monitoring was performed.

Delay in finalisation of audit

17. Due to the national public sector strike action during June 2007 the Auditor-General had to delay the finalisation of affected departments. As a result, the Auditor-Generals consistency review process of the audit reports could only be conducted subsequent to 31 July 2007, the consequence of which was a delay in the finalisation of the audit of this department for the 2006/7 financial year.

OTHER REPORTING RESPONSIBILITIES

Reporting on performance information

18. I have audited the performance information as set out on pages 26 to 130.

Responsibilities of the accounting officer

19. The accounting officer has additional responsibilities as required by section 40(3)(a) of the PFMA to ensure that the annual report and audited financial statements fairly present the performance against predetermined objectives of the department.

Responsibilities of the Auditor-General

20. I conducted my engagement in accordance with section 13 of the Public Audit Act, 2004 (Act No. 25 of 2004) read with General Notice 646 of 2007, issued in Government Gazette No. 29919 of 25 May 2007.
21. In terms of the foregoing my engagement included performing procedures of an audit nature to obtain sufficient appropriate audit evidence about the performance information and related systems, processes and procedures. The procedures selected depend on the auditor's judgement.
22. I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for the audit findings reported below.

Audit findings

23. The performance targets set for the traffic management programme of the department appeared unreasonable as the targets were too low compared to the actual outputs.



APPRECIATION

24. The assistance rendered by the staff of the Department of Community Safety during the audit is sincerely appreciated.



M.M.A. Masemola for Auditor-General

Johannesburg

31 August 2007



**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
REPORT OF THE ACCOUNTING OFFICER**

for the year ended 31 March 2007

Report by the Accounting Officer to the Executive Authority / Provincial Legislature and Parliament of the Republic Of South Africa.

1. General review of the state of affairs

Flagship Strategies

During August 2006, the Provincial Executive approved two flagship strategies for the Province that were developed by the Department of Community Safety, namely, the Gauteng Provincial Safety Strategy and the Gauteng Road Safety Strategy.

On this basis of approval for these flagship strategies, the department has aligned its operational plans in the financial year 2006/2007 to ensure immediate delivery against these strategies. In addition, the department has put in place a range of coordinating structures between provincial and local government to give effect to the institutional requirements arising from the two flagship strategies. In addition, a work study to determine the institutional capacity required within the Department has been undertaken to ensure that effect is given to the two strategies.

Giving Effect to the Gauteng Provincial Safety Strategy

The Gauteng Provincial Safety Strategy provides a strategic framework for reducing and preventing violent and serious economic crime in the Province between 7% and 10% per annum in line with the directive issued by the National Cabinet in 2004. The Gauteng Provincial Safety Strategy is premised on the following fundamental and interconnected strategic pillars:

- Improving the criminal justice system with a focus on policing;
- Promoting social crime prevention throughout government;
- Enhancing institutional capacity; and
- Community participation.

Improving the criminal justice system with a focus on policing

In terms of the first pillar, namely improving the criminal justice system with a focus on policing, the Department has established the Gauteng Criminal Justice Coordinating Committee which brings together key component departments of the Criminal Justice System at a Provincial level. The aim of the Committee is to facilitate collaboration between these key stakeholders to ensure joint operations, information sharing and greater results within the Criminal Justice System.

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
REPORT OF THE ACCOUNTING OFFICER**

for the year ended 31 March 2007

In the area of improving Service Delivery by Law Enforcement Agencies, a number of police stations were profiled through the Directorate: Monitoring of Service Delivery with a view to ensuring real-time accurate data on police stations within the department. A number of quarterly review sessions with law enforcement agencies were conducted to review police performance with a view to improving service delivery. In addition, these sessions served to ensure coordination and collaboration amongst the Province's law enforcement agencies for greater impact on our crime levels and to improve public safety in the province.

Finally, the Chief Directorate: Civilian Oversight also conducted research in relation to police performance and plans as well as departmental plans and programmes with a view to improving further planning and programming.

Promoting social crime prevention throughout government

With regards to promoting social crime prevention throughout government, the department has through the Chief Directorate: Safety Promotion implemented a number of programmes including Child Protection Week, Youth Focus Month and Women's Focus Month. In addition, the department's partnership with local government has been significantly improved through the design and implementation of a local government safety forum and the implementation of a safety networking management system that seeks to support local safety coordination of safety and social crime prevention initiatives.

The department has continued to implement programmes around the prevention of violence and abuse of women and children. Ikhaya Lethemba now renders a 24/7 service to all victims of domestic violence and sexual abuse. The centre has also enhanced its referral network with existing victim empowerment centres in the Province to ensure accessibility of services to victims throughout the province.

Enhancing institutional capacity

The third pillar speaks to the enhancement of institutional arrangements which are required to give effect to the flagship strategies. As indicated earlier, the department undertook a work study to determine the institutional capacity required within the Department to ensure that effect is given to the two flagship strategies.

To this end the Department has established over and above the structures mentioned earlier, the Gauteng Safety Coordinating Committee which is chaired by the MEC: Community Safety and the PSP RSP Technical Committee which is chaired by the HOD: Community Safety. These structures facilitate joint programming, planning and resourcing of social crime prevention and public safety initiatives between provincial and local governments.

Community participation



**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
REPORT OF THE ACCOUNTING OFFICER**

for the year ended 31 March 2007

Within the context of the last pillar on community mobilization, with a view to enhancing Community Police Relations, induction manuals as well as minimum standards were designed for Community Policing Forums (CPFs). Consequently existing CPFs are sustained and new CPFs are established on the basis of the minimum standards and guidelines for CPFs.

The Directorate: Public Education and Information led the design and implementation of a communications strategy and the Take Charge Campaign to support the Gauteng Provincial Safety Strategy and the Gauteng Road Safety Strategy. Through this process, a number of sector summits were held in order to mobilize support for and participation in the Strategy and the Take Charge Campaign. The various sectors have initiated a process of developing a programme of action to ensure their active participation in the Gauteng Provincial Safety Strategy.

The Chief Directorate: Civilian Oversight designed a volunteer management concept document for which a policy is currently being finalized. In addition a volunteer database was developed which informed the skills audit and the security screening that was undertaken for volunteers.

Giving Effect to the Gauteng Road Safety Strategy

In 2004 the Premier announced a 30% target in the reduction of road fatalities and accidents over a five year period. The Department of Community Safety tasked with the responsibility of ensuring that an acceptable level of quality in road traffic exists within the Province, with an emphasis on road safety, is therefore the lead department in achieving this target. To this end the Department developed the Gauteng Road Safety Strategy.

The focus areas of the Gauteng Road Safety Strategy are on the 5E's, namely:

- Engineering
- Enforcement
- Education
- Emergency Services
- Evaluation.

In terms of engineering and emergency services, the Department, through the institutional arrangements mentioned above, will interact with key role-players at provincial and local government level to ensure that these areas are operationalized.

Education

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Through road safety education, a number of road users were educated through the Sub-directorate: Road Safety Promotion. A range of programmes were implemented focusing on junior and adult pedestrians, school education through the scholar patrol programme and the child in traffic programme, pedestrian management, and driver safety education throughout the Province.

A sign language interpretation course was designed and implemented for SAPS Social Workers and Disabled Care Co-ordinators in each of the seven policing areas.

Enforcement

Through an internal Task Team, chaired by the Head of Department, focusing on the Inspectorate, the Department handled various cases of fraud and corruption at Vehicle Testing Stations. The team also developed inspection templates for the Inspectorate to utilize during the inspections of Vehicle Testing Stations (VTS) and Driver License Testing Centres (DLTCs). The department has also implemented an administrative system for the Inspectorate to ensure optimal administration of the Inspectorate. Six procedural manuals were also developed to deal with the registration and deregistration of authorized officers and VTS and DLTCs.

Taxi Violence and Conflict Management

The Head of Department established a multi-agency structure to deal with issues pertaining to the taxi industry, specifically in terms of taxi violence and conflict management. This structure has brought together critical stakeholders in terms of joint operations and information sharing. Furthermore, the structure has been instrumental in facilitating successful joint operations between law enforcement agencies in the province.

Traffic Law Enforcement

The Chief Directorate: Traffic Management executed a number of operations throughout the year focusing on:

- pedestrian, speed and moving violation operations;
- overload control operations; and
- Inspections at driving license testing centres and vehicle testing stations.

The Boekenhoutkloof Traffic Training College continued to offer a number of courses and provided training to various law enforcement agencies locally and nationally. In addition, the Chief Directorates Traffic Management and Corporate Support Services are jointly working on establishing the college as a centre of excellence.



Departmental Strategic & Financial Planning Processes

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Through the Offices of the HOD and the CFO, the strategic and financial planning processes received significant attention in the financial year with a view to strengthening the internal processes and mechanisms. In addition, a performance reporting framework was developed and implemented and included the establishment of a performance management committee that is held monthly to review progress. Furthermore, quarterly review sessions were enhanced to facilitate strengthened quarterly reporting both internally and externally.

Contribution to GPG Plan of Action

The department worked significantly on its contribution to the Mid-term Review Report that was coordinated by the Office of the Premier. This process ensured that the department remains on track with programme implementation within the context of the GPG Five Year Goals and Programme of Action.

Corporate Governance

Through the Chief Directorate: Corporate Support Services, corporate governance arrangements has received focused attention in order to put in place new and enhance existing processes, systems and structures. Risk management received significant emphasis in the financial year with the establishment of a Risk Management Committee chaired by the Head of Department on a monthly basis. Through this committee, the department at global and directorate level was able to ensure that the department inculcates a culture of proactive risk management in their respective line functions. The Chief Directorate also improved on asset management through the design and implementation of a comprehensive departmental asset management register. During the financial year the supply chain management function migrated to the GSSC which led to a re-organizing of the services rendered by the unit.

The Employee Wellness Programme was promoted throughout the year which saw an increase in the utilization rate of the ICAS programme. The Chief Directorate has also ensured that the Department paid specific focus to improving the departmental policy environment, especially in relation to human resource management and development.

The implementation of the performance management and development system has also received considerable attention in the department. This focus has led to the establishment of a performance moderation committee which sits at the end of the financial year and is chaired by the HOD. This focus has ensured that the department at unit level is performance-focused.

Spending trends

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The Department's spending pattern is as follows:

Year	Budget*	Actual	(Under)/Over Spent	Percentage Over (Under)
2004-05	R162 669 000	R157 906 000	(R4 763 000)	(5%)
2005-06	R181 268 000	R181 539 000	R271 000	1%
2006-07	R222 395 000	R205 008 000	R17 387 000	(8%)

*Adjustment Budget Voted

2006-2007 Financial Year

The Department underspent by R17 387 000 which represents 8% of the allocated budget. This is due to the adoption of the Provincial Safety Strategy and the Road Safety Strategy by Cabinet in August 2006 which changed the focus of the Integrated Information Management System (IIMS). A reconceptualization of the project took place and it changed the IIMS project from a project, gathering and capturing accident and operational data for the Chief Directorate Traffic Management, to an integrated information management system for the department as a whole. This is a multiyear project and the underspending relates to year 1 of the project. The underspending is due to commitments under current and capital expenditure that were not paid due to late deliveries. This relates in particular to hardware and software for the IIMS and the Electronic Tracking system which also forms part of the IIMS project. A rollover of R17 387 000 was requested from Treasury to alleviate the need for sourcing additional funds to cover the committed and other items. The Department will either have to obtain additional funding or reprioritize its budget for 2007-8 if the rollover is not approved.

Virements

The virement at the end of financial year entails a shift of R3 127 000 from Programme 1, current payments, to Programme 2, current payments, (R1 869 000) and Programme 3, current payments, (R1 258 000).



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2. Services rendered by the department

Whilst not defined as services, the department runs the following programmes:

- Monitoring of police conduct and the quality of policing services in Gauteng as well as the effective functioning of the Criminal Justice System (CJS).
- Implementing social crime prevention project within communities in conjunction with other community based organizations.
- Assisting community based institutions and structures for effective community policing.
- Capacitating and supporting community based initiatives for effective community policing.
- Raising public awareness on the following issues.
 - The prevention of violence against women and children and other vulnerable groups.
 - The prevention of Youth criminality.
 - The improvement of community police relations.

The department renders the following specific services:

- Complaints Management
- Ikhaya Lethemba
- Traffic Management.

A detailed report on these services is provided in the appropriate section of the Annual Report under Performance against Services. However, in summary, these services may be described as follows:

Complaints Management

The Department of Community Safety, through the Directorate: Monitoring of Service Delivery facilitates the management of complaints by the public against law enforcement agencies. To a large extent the nature of complaints are about levels of service delivery rendered by the South African Police Services in relation to case management.

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Ikhaya Lethemba

Ikhaya Lethemba is a one-stop centre that provides a comprehensive package of care services to victims of domestic violence and sexual abuse. The package of services rendered to victims includes counselling, medico-legal services, prosecutorial and policing services as well as residential services. The centre operates on a 24/7 basis and services the Gauteng Province with partnerships having been established with other shelters and centres in the province.

Traffic Management

The Chief Directorate: Traffic Management provides traffic law enforcement services at a provincial level. These services include:

- Traffic Services which include law enforcement, community training, escorting of abnormal loads and testing of driving school instructors;
- The Transport Inspectorate renders a law enforcement function to ensure safe, reliable and authorized public passenger road transportation in terms of various public transport mandates and legislation;
- Special Services is responsible for specialized patrol services, information management and inspections of driving license testing centres, vehicle testing stations and driving schools as well as providing a 24 communication service; and
- The Traffic Training College provides training to traffic officers, examiners of vehicles and examiners for driving licenses.

Tariff Policy

All law enforcement agencies utilize the National Road Traffic Act 29 of 1996 in determining the traffic tariffs, therefore, the Department is also subscribing to this national determination of tariffs.

Tariffs for the training provided by the Boekenhoutkloof Traffic Training College are determined in conjunction with the Provincial Treasury. An increase in the fees was approved by Treasury in November 2006.

3. Capacity Constraints

- The major challenges facing the Department are that of budgetary constraints due to the migration of Traffic Management. The allocated budget is still not in line with the new demands of the Department. These mainly relate to maintenance cost for the assets of the Chief Directorate Traffic Management as well as resources such as replacing the aged fleet and technology to improve the monitoring of the movement of assets.



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- The two critical targets that the department should meet are the reduction of road fatalities by 30% over the MTEF period and the strengthening of CPFIs at station level over and above the effective civilian oversight over law enforcement agencies.
- Attracting the right skill at the right cost mainly on SMS level was a major challenge. The capacity constraints in IT and Legal services were alleviated by the entering into service level agreements with the GSSC for the provision of services and by appointing legal service providers for cases where the State Attorney are unable to assist.
- The finance team operated for a major part of the year with vacant senior finance positions including the position of the CFO. Subsequent to the year end the CFO position was filled.

Key capacity challenges were as follows:

- Limited support capacity for the Technical and Executive Committees formed to oversee the implementation of the Provincial Safety Strategy and the Road Safety Strategy.
- Limited capacity for the implementation of the Social Movement concept.

4. Corporate Governance arrangements

4.1 Audit Committee

The audit Committee, chaired by a member from outside the public sector, was established in 2001 and functioned well during 2006/07. The Audit Committee services a cluster of Departments, viz. Department of Education, Department of Sport, Recreation, Arts and culture and the Department of Community Safety. The committee consists of three members from civil society and one representative each from the three departments. The Audit Committee is effective in that it provides valuable support and oversight to the department in relation to financial management and accountability.

4.2 Internal audit

Internal Audit is an independent, objective, assurance and consulting activity designed to add value and improve the Department's operations. It assists the Department to accomplish its objectives by bringing a systematic and disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes. Gauteng Audit Services (GAS) an audit unit within Gauteng Shared Services Centre(GSSC) has been fully operational during the year under review.

A strategic three year rolling Internal Audit Plan, which incorporated operational plan for 2006/07, was approved by the Audit Committee. During 2006/07,

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GAS has undertaken 132 projects in line with the approved plan. The audit reports were tabled and discussed at various Audit Committee meetings and the recommendations were implemented to improve the Department's control environment. The following are categories of audits performed by GAS:

Type of Audit	Total
Transversal Audits	60
Performance Audit	4
Forensic Audit	2
Control Self Assessment - update and implementation	66
	Total 132

4.3 Risk Management

The Department has identified its strategic and operational risks and formed a RiskCommittee to deal with the risks. Strategies have been developed to mitigate the identified risks and intervention plans are in place to deal with the risks. The risk process is driven by the Risk and Anti-Corruption unit.

The department has a fraud prevention plan inclusive of a fraud policy statement with an action plan that is also driven by the Risk and Anti-Corruption unit. A Business Continuity Plan was finalized and the understanding and implementation of it will be strengthened in 2007-8, however as yet the Department does not have a formal approved disaster recovery plan.

4.4 Fraud Prevention

The Department has a Fraud Prevention Plan in place and fully implemented. Mechanisms were also put in place to ensure continuous monitoring of the implementations of the Fraud Prevention plan.

The Department is planning to expand and improve awareness and whistle blowing activities by conducting more fraud prevention workshops across the department in the following year. Fraud risk assessment reviews will also be conducted to update the current departmental Fraud Prevention Plan.

4.5 Process to manage conflict of interest

The Department adheres to the declaration of financial interest processes as prescribed by the PSC for senior managers.



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The Department of Public Service and Administration requires all senior managers to disclose their financial interest annually and all other levels are required to disclose any commercial activities that may be in conflict with their functions. In addition, the Department requires the disclosure of interest prior to all procurement processes through tenders. Similarly, all employees are required to seek permission for additional remunerative work outside public service.

4.6 Implementation of the Code of conduct

The Department has run workshops for all managers on ethics and the Code of Conduct. All managers are required to adhere to these codes and this is closely monitored by the Division: Human Resources.

In 2006-7 all new staff members were requested to disclose their financial interest on appointment. The process will be broadened and eventually all staff will be required to declare their financial interest on a yearly basis. A policy in respect of performing remunerative work over and above normal duties does exist in the department.

4.7 Safety, Health and environmental issues

In relation to the safety, health and environment issues, the Department has developed extensive guidelines for regional offices to deal with these issues. The Department is strictly adhering to anti-smoke legislation. The Department had trained people on basic first aid principles.

5. Discontinued activities/activities to be discontinued

No activities were discontinued by the department during the 2006/07 financial year.

6. New / proposed activities

The following are some of the new initiatives that the Department has taken on for the medium-term expenditure framework:

- The continued implementation of the Gauteng Provincial Safety Strategy.
- The continued implementation of the Gauteng Road Safety Strategy.
- The launching of Community Police Forum directives and oversight in terms of the implementation and application of these directives.
- The finalization and review of the Integrated Management Information System.
- The strengthening of the conflict management and resolution programme for the province with regards to the taxi industry.

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- The rollout of the volunteer and patroller group programmes in communities.

7. Events after the reporting date

Amounts due to contractors in respect of the Integrated Management System and the Electronic Tracking system amounting to R17 387 000 will be paid during the 2007-8 financial year. A rollover of R17 387 000 was requested to alleviate the need for sourcing additional funds to cover the purchase of these items. The Department will either have to obtain additional funding or reprioritize its budget for 2007-8 if the rollover is not approved.

8. Performance Management

Management arrangements

Consideration was given to the efficient, effective, economical and transparent use of resources by implementing the delegation of powers and by ensuring that internal controls are in place to also ensure the segregation of duties.

Planning and budgeting

The department has developed a five-year strategic plan as well as a one year plan. These plans have given rise to the development of operational/business plans for each business unit within the Department. These operational plans assist with the tracking of organizational performance as well as assisting with the evaluation of performance per business unit for the coming financial year.

Expenditure management

Expenditure is managed by:

- compliance in terms of the in-year monitoring system on a monthly and quarterly basis,
- monthly and quarterly reporting by units,
- monthly tracking of committed expenditure via SAP and payments forwarded to the GSSC for payment,
- Providing on the job financial management training to avoid wasteful and fruitless expenditure.



Accounting and reporting requirements

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The accounting requirements as spelled out in the PFMA have consistently been met. Monthly and quarterly reports on financial and non-financial matters are submitted to the Head of Department and the Member of the Executive Council respectively. Submissions to Treasury on financial matters have been submitted on a monthly and a quarterly basis. The department furthermore managed to close its books timeously every month.

9. Other

Inventory balances on hand at year end

The Department uses the method of First in First out (FIFO) for categories disclosed. The Department has three stores (Head Office, Ikhaya Lethemba and Traffic Training College) at which the following inventory was held:

- Stationery and Printing
- Domestic Consumable
- Food and Foods Supplies
- Medical Suppliers
- Ammunition

10. SCOPA resolutions

The Department has responded to all questions raised by SCOPA.

Approval

Reference to previous audit report and SCOPA resolutions	Subject	Progress made on SCOPA resolution
SCOPA resolution – 1.6.1 Report, 2005-6, p 417	Progress report on measures to control revenue by 31 January 2007	Completed
SCOPA resolution – 1.6.2 Report, 2005-6, p 417	Progress report regarding employee costs by 31 January 2007	Completed
SCOPA resolution – 1.6.3 Report, 2005-6, p 417	MEC to institute an investigation and provide SCOPA with a report	Completed
SCOPA resolution – 1.6.4 Report, 2005-6, p 417	The amount of R650 676.66 in programmes 3 and 4 be authorized	Adoption of Bill awaited.
SCOPA resolution ñ 1.6.5 Report, 2005-6, p 417	The amount of R743.93 not authorized	Request for consideration was submitted

The Annual Financial Statements set out on pages ? to ? have been approved by the Accounting Officer.



Margaret-Ann Diedricks
Head of Department
31 May 2007



GAUTENG PROVINCIAL GOVERNMENT
Department of Community Safety
Report of the Audit Committee – Cluster 3

We are pleased to present our report for the financial year ended 31 March 2007.

Audit Committee Members and Attendance:

The audit committee consists of the members listed hereunder and meets a minimum of twice per annum as per its approved terms of reference. During the current year four meetings were held. Two meetings were held after the financial year end to review and discuss the Annual Financial Statements and the Auditor General Report.

Members and their attendance at meetings during the year were as follows:

Name of the Member		Meetings attended
Haroun Moolia	Chairperson	04
Nazley Hannie	External member (Resigned)	03
Prasad Jayakody	External member	03
Mallele Petje	HOD Education	03
Margaret-Ann Diedricks	HOD Community Safety	03
Vuyani Mpofu	Acting HOD Sports, Arts, Culture and Recreation	02
Dawn Robertson	HOD Sports, Arts, Culture and Recreation	02

Audit Committee Responsibility

The Audit Committee reports that it has complied with its responsibilities arising from section 38(l) (a) of the PFMA and Treasury Regulations 3.1.13. The Audit Committee also reports that it has adopted appropriate formal terms of reference as its audit committee charter, has regulated its affairs in compliance with its charter and has discharged all its responsibilities as contained therein.

The Effectiveness of Internal Control

The system of internal control is partially effective as the various reports of the internal auditors, the audit report on the annual financial statements, the matters of emphasis in the audit report and management letter of the Auditor-General have reported certain matters of non-compliance with prescribed policies and procedures. An ongoing risk assessment has been performed during the financial year under review.

Evaluation of Annual Financial Statements

The Audit Committee has:

- Reviewed and discussed with the Auditor-General and the Accounting Officer the audited Annual Financial Statements to be included in the Annual Report;
- Reviewed issues raised by the Auditor-General and management response during the Audit Committee meeting held to approve the Annual Financial Statements;
- Reviewed changes in accounting policies and practices;
- Reviewed significant adjustments resulting from the audit.

The Audit Committee concurs and accepts the conclusions of the Auditor-General on the Annual Financial Statements and is of the opinion the audited Annual Financial Statements be accepted and read together with the report of the Auditor-General.



Chairperson of the Audit Committee

Date: 13 September 2007

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for the year ended 31 March 2007**

The Financial Statements have been prepared in accordance with the following policies, which have been applied consistently in all material aspects, unless otherwise indicated. However, where appropriate and meaningful, additional information has been disclosed to enhance the usefulness of the Financial Statements and to comply with the statutory requirements of the Public Finance Management Act, Act 1 of 1999 (as amended by Act 29 of 1999), and the Treasury Regulations issued in terms of the Act and the Division of Revenue Act, Act 2 of 2006.

1. Presentation of the Financial Statements

1.1 Basis of preparation

The Financial Statements have been prepared on a modified cash basis of accounting, except where stated otherwise. The modified cash basis constitutes the cash basis of accounting supplemented with additional disclosure items. Under the cash basis of accounting transactions and other events are recognised when cash is received or paid.

1.2 Presentation currency

All amounts have been presented in the currency of the South African Rand (R) which is also the functional currency of the department.

1.3 Rounding

Unless otherwise stated all financial figures have been rounded to the nearest one thousand Rand (R1 000).

1.4 Comparative figures

Prior period comparative information has been presented in the current year's financial statements. Where necessary figures included in the prior period financial statements have been reclassified to ensure that the format in which the information is presented is consistent with the format of the current year's financial statements.

1.5 Comparative figures – Appropriation Statement

A comparison between actual amounts and final appropriation per major classification of expenditure is included in the appropriation statement.

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for the year ended 31 March 2007

2. Revenue

2.1 Appropriated funds

Appropriated and adjusted appropriated funds are recognised in the financial records on the date the appropriation becomes effective. Adjustments to the appropriated funds made in terms of the adjustments budget process are recognised in the financial records on the date the adjustments become effective.

Total appropriated funds are presented in the statement of financial performance.

Unexpended appropriated funds are surrendered to the National/Provincial Revenue Fund. Amounts owing to the National/Provincial Revenue Fund at the end of the financial year are recognised in the statement of financial position.

2.2 Departmental revenue

All departmental revenue is paid into the National/Provincial Revenue Fund when received, unless otherwise stated. Amounts owing to the National/Provincial Revenue Fund at the end of the financial year are recognised in the statement of financial position. Amounts receivable at the reporting date are disclosed in the disclosure notes to the annual financial statements.

2.2.1 Tax revenue

Tax revenue consists of all compulsory unrequited amounts collected by the department in accordance with laws and or regulations (excluding fines, penalties & forfeits).

Tax receipts are recognised in the statement of financial performance when received.

2.2.2 Sales of goods and services other than capital assets

The proceeds received from the sale of goods and/or the provision of services is recognised in the statement of financial performance when the cash is received.

2.2.3 Fines, penalties & forfeits



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Fines, penalties & forfeits are compulsory unrequited amounts which were imposed by a court or quasi-judicial body and collected by the department. Revenue arising from fines, penalties and forfeits is recognised in the statement of financial performance when the cash is received.

2.2.4 Interest, dividends and rent on land

Interest, dividends and rent on land is recognised in the statement of financial performance when the cash is received.

2.2.5 Sale of capital assets

The proceeds received on sale of capital assets are recognised in the statement of financial performance when the cash is received.

2.2.6 Financial transactions in assets and liabilities

Repayments of loans and advances previously extended to employees and public corporations for policy purposes are recognised as revenue in the statement of financial performance on receipt of the funds.

Cheques issued in previous accounting periods that expire before being banked is recognised as revenue in the statement of financial performance when the cheque becomes stale. When the cheque is reissued the payment is made from Revenue.

Forex gains are recognised on payment of funds.

2.2.7 Gifts, donations and sponsorships (transfers received)

All cash gifts, donations and sponsorships are paid into the National/Provincial Revenue Fund and recorded as revenue in the statement of financial performance when received. Amounts receivable at the reporting date are disclosed in the disclosure notes to the financial statements.

All in-kind gifts, donations and sponsorships are disclosed at fair value in the annexures to the financial statements.

2.3 Local and foreign aid assistance

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Local and foreign aid assistance is recognised as revenue when notification of the assistance is received from the National Treasury or when the department directly receives the cash from the donor(s).

All in-kind local and foreign aid assistance are disclosed at fair value in the annexures to the annual financial statements

The cash payments made during the year relating to local and foreign aid assistance projects are recognised as expenditure in the statement of financial performance. The value of the assistance expensed prior to the receipt of the funds is recognized as a receivable in the statement of financial position

Inappropriately expensed amounts using local and foreign aid assistance and any unutilised amounts are recognised as payables in the statement of financial position.

2.4 CAPITAL ASSET RECOVERY ACCOUNT (CARA) – Fund assistance

All CARA funds received must be recorded as revenue when funds are received. The cash payments made during the year relating to CARA earmarked projects are recognised as current or capital expenditure in the statement of financial performance.

Any unspent CARA funds are transferred to Retained Funds as these funds do not need to be surrendered to the National Revenue Fund.

3. Expenditure

3.1 Compensation of employees

Salaries and wages comprise payments to employees. Salaries and wages are recognised as an expense in the statement of financial performance when the payment is effected on the system (by no later than 31 March of each year). Capitalised compensation forms part of the expenditure for capital assets in the statement of financial performance*.

All other payments are classified as current expense.

Social contributions include the employer's contribution to social insurance schemes paid on behalf of the employee. Social contributions are recognised as an expense in the statement of financial performance when the payment is effected on the system.

* This accounting policy is only relevant where the department elects to capitalise the compensation paid to employees involved in capital projects.

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3.1.1 Short term employee benefits

Short term employee benefits comprise of leave entitlements (including capped leave), thirteenth cheques and performance bonuses. The cost of short-term employee benefits is expensed as salaries and wages in the statement of financial performance when the payment is effected on the system (by no later than 31 March of each year).

Short-term employee benefits that give rise to a present legal or constructive obligation are disclosed in the disclosure notes to the financial statements. These amounts are not recognised in the statement of financial performance.

3.1.2 Long-term employee benefits

3.1.2.1 Termination benefits

Termination benefits such as severance packages are recognised as an expense in the statement of financial performance as a transfer (to households) when the payment is effected on the system (by no later than 31 March of each year).

3.1.2.2 Post employment retirement benefits

The department provides retirement benefits (pension benefits) for certain of its employees through a defined benefit plan for government employees. These benefits are funded by both employer and employee contributions. Employer contributions to the fund are expensed when the payment to the fund is effected on the system (by no later than 31 March of each year). No provision is made for retirement benefits in the financial statements of the department. Any potential liabilities are disclosed in the financial statements of the National/Provincial Revenue Fund and not in the financial statements of the employer department.

The department provides medical benefits for certain of its employees. Employer contributions to the medical funds are expensed when the payment to the fund is effected on the system (by no later than 31 March of each year).

3.2 Goods and services

Payments made for goods and/or services are recognised as an expense in the statement of financial performance when the payment is effected on the system (by no later than 31 March of each year). The expense is classified as capital if the goods and services were used for a capital project or an asset of R5000 or more is purchased.

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All assets costing less than R5000 will also be reflected under goods and services.

3.3 Interest and rent on land

Interest and rental payments are recognised as an expense in the statement of financial performance when the payment is effected on the system (by no later than 31 March of each year). This item excludes rental for the use of buildings or other fixed structures. If it is not possible to distinguish between payment for the use of land and the fixed structures on it, the whole amount should be recorded under goods and services.

3.4 Financial transactions in assets and liabilities

Debts are written off when identified as irrecoverable. Debts written-off are limited to the amount of savings and/or underspending of appropriated funds. The write off occurs at year-end or when funds are available. No provision is made for irrecoverable amounts but amounts are disclosed as a disclosure note.

Forex losses are recognised on payment of funds.

All other losses are recognised when authorisation has been granted for the recognition thereof.

3.5 Unauthorised expenditure

When discovered unauthorised expenditure is recognised as an asset in the statement of financial position until such time as the expenditure is either approved by the relevant authority, recovered from the responsible person or written off as irrecoverable in the statement of financial performance.

Unauthorised expenditure approved with funding is recognised in the statement of financial performance when the unauthorised expenditure is approved and the related funds are received. Where the amount is approved without funding it is recognised as expenditure, subject to availability of savings, in the statement of financial performance on the date of approval.

3.6 Fruitless and wasteful expenditure

Fruitless and wasteful expenditure is recognised as an asset in the statement of financial position until such time as the expenditure is recovered from the responsible person or written off as irrecoverable in the statement of financial performance.



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3.7 Irregular expenditure

Irregular expenditure is recognised as expenditure in the statement of financial performance. If the expenditure is not condoned by the relevant authority it is treated as an asset until it is recovered or written off as irrecoverable.

3.8 Transfers and subsidies

Transfers and subsidies are recognised as an expense when the payment is effected on the system (by no later than 31 March of each year).

3.9 Expenditure for capital assets

Payments made for capital assets are recognised as an expense in the statement of financial performance when the payment is effected on the system (by no later than 31 March of each year).

4. Assets

4.1 Cash and cash equivalents

Cash and cash equivalents are carried in the statement of financial position at cost.

For the purposes of the cash flow statement, cash and cash equivalents comprise cash on hand, deposits held, other short-term highly liquid investments and bank overdrafts.

4.2 Prepayments and advances

Amounts prepaid or advanced are recognised in the statement of financial position when the payments are made.

4.3 Receivables

Receivables included in the statement of financial position arise from cash payments made that are recoverable from another party.

Revenue receivable not yet collected is included in the disclosure notes. Amounts that are potentially irrecoverable are included in the disclosure notes.

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VOTE 10
ACCOUNTING POLICIES**

for the year ended 31 March 2007

4.4 Inventory

Inventories purchased during the financial year are disclosed at cost in the notes.

4.5 Capital assets

A capital asset is recorded on receipt of the item at cost. Cost of an asset is defined as the total cost of acquisition. Where the cost cannot be determined accurately, the capital asset may be stated at fair value. Where fair value cannot be determined, the capital asset is included in the asset register at R1.

Projects (of construction/development) running over more than one financial year relating to assets, are only capitalised as assets on completion of the project and at the total cost incurred over the duration of the project.

Disclosure Note 24 reflect the total movement in the asset register for the current financial year.

5. Liabilities

5.1 Payables

Recognised payables mainly comprise of amounts owing to other governmental entities. These payables are recognised at historical cost in the statement of financial position.

5.2 Lease commitments

Lease commitments represent amounts owing from the reporting date to the end of the lease contract. These commitments are not recognised in the statement of financial position as a liability or as expenditure in the statement of financial performance but are included in the disclosure notes.

Operating and finance lease commitments are expensed when the payments are made. Assets acquired in terms of finance lease agreements are disclosed in the annexures and disclosure notes to the financial statements.

5.3 Accruals



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VOTE 10
REPORT OF THE ACCOUNTING OFFICER**

for the year ended 31 March 2007

Accruals represent goods/services that have been received, but where no invoice has been received from the supplier at the reporting date, or where an invoice has been received but final authorisation for payment has not been effected on the system.

Accruals are not recognised in the statement of financial position as a liability or as expenditure in the statement of financial performance but are included in the disclosure notes.

5.4 Contingent liabilities

A contingent liability is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the department; or

A contingent liability is a present obligation that arises from past events but is not recognised because:

- It is not probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation; or
- The amount of the obligation cannot be measured with sufficient reliability.

Contingent liabilities are included in the disclosure notes.

5.5 Commitments

Commitments represent goods/services that have been approved and/or contracted, but where no delivery has taken place at the reporting date.

Commitments are not recognised in the statement of financial position as a liability or as expenditure in the statement of financial performance but are included in the disclosure notes.

6. Net Assets

6.1 Capitalisation reserve

The capitalisation reserve comprises of financial assets and/or liabilities originating in a prior reporting period but which are recognised in the statement of financial position for the first time in the current reporting period. Amounts are transferred to the National/Provincial Revenue Fund on disposal, repayment or recovery of such amounts.

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VOTE 10
REPORT OF THE ACCOUNTING OFFICER**

for the year ended 31 March 2007

6.2 Recoverable revenue

Amounts are recognised as recoverable revenue when a payment made in a previous financial year becomes recoverable from a debtor in the current financial year.

7. Related party transactions

Related parties are departments that control or significantly influence entities in making financial and operating decisions. Specific information with regards to related party transactions is included in the disclosure notes.

8. Key management personnel

Key management personnel are those persons having the authority and responsibility for planning, directing and controlling the activities of the department.

Compensation paid to key management personnel including their family members where relevant, is included in the disclosure notes.

9. Public private partnerships

A public private partnership (PPP) is a commercial transaction between the department and a private party in terms of which the private party:

- Performs an institutional function on behalf of the institution; and/or
- acquires the use of state property for its own commercial purposes; and
- assumes substantial financial, technical and operational risks in connection with the performance of the institutional function and/or use of state property; and
- receives a benefit for performing the institutional function or from utilizing the state property, either by way of:
 - consideration to be paid by the department which derives from a Revenue Fund;
 - charges fees to be collected by the private party from users or customers of a service provided to them; or
 - a combination of such consideration and such charges or fees.



**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per programme									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. Management and Administration									
Current payment	35 262	2 223	(5 151)	32 334	31 019	1 315	95.9%	32 941	32 941
Transfers and subsidies			2024	2024	2 024		100.0%	80	80
Payment for capital assets	1 600			1 600	1 073	527	67.1%	3 200	3 200
2. Promotion of Safety									
Current payment	27 439		1 854	29 293	31 498	(2 205)	107.5%	24 285	24 285
Transfers and subsidies			15	15	14	1	93.3%	39	39
Payment for capital assets	500			500	106	394	21.2%	1 162	823
3. Civilian oversight									
Current payment	13 994		1 252	15 246	15 245	1	100.0%	12 445	12 446
Transfers and subsidies			6	6	6		100.0%	29	24



**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per programme									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
4. Traffic management									
Current payment	123 377		3 860	127 237	122 892	4 345	96.6%	103 879	104 529
Transfers and subsidies			706	706	706		100.0%	456	445
Payment for capital assets	18 000		(4 566)	13 434	424	13 010	3.2%	2 752	2 727
5. Special function									
Current payment					1	(1)	0.0%		
Subtotal	220 172	2 223		222 395	205 008	17 387	92.2%	181 268	181 539
TOTAL	220 172	2 223	0	222 395	205 008	17 387	92.2%	181 268	181 539
Reconciliation with Statement of Financial Performance									
Add:									
Departmental receipts				8 856				8 043	
Actual amounts per Statements of Financial Performance (Total revenue)				231 251				189 311	
Actual amounts per Statements of Financial Performance (Total expenditure)					205 008				181 539

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per economic classification									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	105 189	823	9 979	115 991	120 682	(4 691)	104.4%	102 660	102 658
Goods and services	94 883	1 400	(8 164)	88 119	79 972	8 147	90.8%	70 890	71 543
Financial transactions in assets and liabilities					1	(1)	0.0%		
Provinces and municipalities			100	100	99	1	99.0%	449	434
Households			2 651	2 651	2 651		100.0%	155	154
Payments for capital assets									
Buildings and other fixed structures							0.0%	878	502
Machinery and equipment	20 100		(4 566)	15 534	1 603	13 931	10.3%	6 236	6 248
Total	220 172	2 223	0	222 395	205 008	17 387	92.2%	181 268	181 539

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per programme									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1.1 Office of the MEC Current payment	3 186		256	3 442	3 425	17	99.5%	2 820	2 820
1.2 Office of the HOD Current payment	5 893			5 893	5 459	434	92.6%		
1.3 Office of the CFO Current payment	8 127	823	(4 017)	4 933	4 876	57	98.8%		
1.4 Corporate support Current payment	18 056	1 400	(1 390)	18 066	17 259	807	95.5%		
Payment for capital assets	1 600			1 600	1 073	527	67.1%		
1.5 Persal transfer payment Transfers and subsidies			2 024	2 024	2 024		100.0%		

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per programme									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1.6 Departmental Management									
Current payment								30 121	30 121
Transfers and subsidies								80	80
Payment for capital assets								3 200	3 200
TOTAL	36 862	2 223	(3 127)	35 958	34 116	1 842	94.9%	36 221	36 221

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per economic classification									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	14 330	823	(413)	14 740	14 551	189	98.7%	14 850	14 850
Goods and services	20 932	1 400	(4 738)	17 597	16 468	1 126	93.6%	18 091	18 091
Transfers and subsidies									
Provinces and municipalities			22	22	22		100%	80	80
Households		2 002	2 002	2 002		100%			
Payments for capital assets									
Machinery and equipment	1 600			1 600	1 073	527	67.1%	3 200	3 200
Total	36 862	2 223	(3 127)	35 958	34 116	1 842	94.9%	36 221	36 221

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per programme									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
2.1 Ikhaya Lethemba									
Current payment	6 360		276	6 636	8 841	(2 205)	133.2%		
Payment for capital assets	500			500	106	394	21.2%		
2.2 Public awareness and information									
Current payment	8 007		1 383	9 390	9 390		100.0%		
2.3 Citizen safety									
Current payment	13 072		195	13 267	13 267		100.0%		
2.4. Persal transfer payment									
Transfers and subsidies			15	15	14	1	93.3%		
2.5 Promotion of safety									
Current payment								12 448	12 448
Transfers and subsidies								39	39
Payment for capital assets								1 162	823
2.6 Promotion of safety admin									
Current payment								11 837	11 837
Total	27 939	0	1 869	29 808	31 618	(1 810)	106.1%	25 486	25 147

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per economic classification									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	8 473		5 377	13 850	16 055	(2 205)	115.9%	9 701	9 701
Goods and services	18 966		(3 523)	15 443	15 443		100.0%	14 584	14 584
Transfers and subsidies									
Provinces and municipalities			15	15	14	1	93.3%	39	39
Payments for capital assets									
Buildings and other fixed structures								878	502
Machinery and equipment	500			500	106	394	21.2%	284	321
Total	27 939	0	1 869	29 808	31 618	(1 810)	106.1%	25 486	25 147

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per programme									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
3.1 Monitoring of police service delivery Current payment	4 867		2 598	7 465	7 465		100.0%	9 846	9 295
3.2 Service evaluation and research Current payment	6 153		(2 664)	3 489	3 489		100.0%	711	643
3.3 Community police relations Current payment	2 974		1 318	4 292	4 291	1	100.0%	1 888	2 508
3.4 Persal transfer payment Transfers and subsidies			6	6	6		100.0%	29	24
Total	13 994	0	1 258	15 252	15 251	1	100.0%	12 474	12 470

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per Economic Classification									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	8 139		2 962	11 101	11 101		100.0%	7 227	7 227
Goods and services	5 855		(1 710)	4 145	4 144	1	100.0%	5 218	5 219
Transfers and subsidies									
Provinces and municipalities			6	6	6		100.0%	29	24
Total	13 994	0	1 258	15 252	15 251	1	100.0%	12 474	12 470

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per programme									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
4.1 Traffic law enforcement									
Current payment	48 225		(2 982)	45 243	45 243		100.0%	83 879	88 699
Transfers and subsidies							456	445	
Payment for capital assets								2 752	2 238
4.2 Road safety projects									
Current payment	31 000		(1 376)	29 624	29 624		100.0%	20 000	15 830
Payment for capital assets									489
4.3 Intelligent transport system									
Current payment	11 566			11 566	4 546	7 020	39.3%		
Payment for capital assets	13 434			13 434	424	13 010	3.2%		
4.4 Special services									
Current payment	7 241		987	8 228	10 000	(1 772)	121.5%		
Payment for capital assets	4 566		(4 566)						
4.5 Training traffic college									
Current payment	9 307		2 824	12 131	13 034	(903)	107.4%		

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per programme									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
4.6 Public transport inspection Current payment	16 038		4 407	20 445	20 445		100.0%		
4.7 Persal transfer payments Transfers and subsidies			706	706	706		100.0%		
Total	141 377	0	0	141 377	124 022	17 355	87.7%	107 087	107 701

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per economic classification									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments									
Compensation of employees	74 247		2 053	76 300	78 975	(2 675)	103.5%	70 882	70 880
Goods and services	49 130		1 807	50 937	43 917	7 020	86.2%	32 997	33 649
Transfers and subsidies									
Provinces and municipalities			57	57	57		100.0%	301	291
Households			649	649	649		100.0%	155	154
Payments for capital assets									
Machinery and equipment	18 000		(4 566)	(13 434)	424	13 010	3.2%	2 752	2 727
Total	141 377	0	0	141 377	124 022	17 355	87.7%	107 087	107 701

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10
APPROPRIATION STATEMENT**

for the year ended 31 March 2007

Appropriation per programme									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
5.1 Financial trans in assets and liabilities Current payment					1	(1)	0.0%		
Total	0	0	0	0	1	(1)	0.0%	0	0

Appropriation per economic classification									
		2006/07						2005/06	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments Financial transactions in assets and liabilities				1	(1)		0.0%		
Total	0	0	0	1	(1)	0	0.0%	0	0

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10**

**NOTES TO THE APPROPRIATION STATEMENT
for the year ended 31 March 2007**

1. Detail of transfers and subsidies as per Appropriation Act (after Virement):

Detail of these transactions can be viewed in note 9 (Transfers and subsidies) and Annexure 1(A-K) to the Annual Financial Statements.

2. Detail of specifically and exclusively appropriated amounts voted (after Virement):

Detail of these transactions can be viewed in note 1 (Annual Appropriation) to the Annual Financial Statements.

3. Detail on financial transactions in assets and liabilities

Detail of these transactions per programme can be viewed in note 8 (Financial transactions in assets and liabilities) to the Annual Financial Statements.

4. Explanations of material variances from Amounts Voted (after Virement):

4.1 Per Programme	Final Appropriation	Actual Expenditure	Variance R 000	Variance as a % of Final Appropriation
1 Management and administration				
Current payment	32 334	31 019	1 315	4%
Payment for capital assets	1 600	1 073	527	33%
2 Promotion of safety				
Current payment	29 293	31 498	(2 205)	-8%
Payment for capital assets	500	106	394	79%
4 Traffic management				
Current payment	127 237	122 892	4 345	3%
Payment for capital assets	13 434	424	13 010	97%



**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10**

**NOTES TO THE APPROPRIATION STATEMENT
for the year ended 31 March 2007**

A description of the PPP arrangement, the contract fees and current and capital expenditure relating to the PPP arrangement is included in the disclosure notes.

Explanation of material variances

Programme 1: Management and administration

The variance in the HOD programme is due to vacancies not filled whilst in Corporate Support Services it is mainly due to the record management project not rolled out in this financial year due to capacity constraints, a saving in respect of funds budgeted for recruitment advertising and two HR projects running over into 2007-8 for which the full amount budgeted were not paid out as well as the Project Management Training Pilot Project running over to 2007-8. In respect of the Capex budget the underspending is due to furniture delivery not taking place.

Programme 2: Promotion of safety

The overspending on personnel is due to the appointment of doctors at Ikhaya Lethemba to render medico legal services whilst the Department engaged with the Department of Health to render the service. This item was not budgeted for. The capital expenditure underspending is due to furniture not delivered before the end of the financial year.

Programme 4: Traffic Management

The focus of the IIMS project changed as a result of the adoption of the PSP and RSP by Cabinet in August 2007. This led to a reconceptualization of the project to cover all areas of the departmental business. In essence, the focus of the IIMS project changed from a project focused on gathering and capturing accident data for the CD Traffic Management to an integrated information management system for the department as whole. This is a multiyear project and the underspending relates to it. Commitments under current and capital expenditure were not paid due to late deliveries. This relates in particular to hardware and software for the IIMS and the Electronic Tracking system which also forms part of the IIMS project. A rollover of R17 387 000 was requested from Treasury to alleviate the need for sourcing additional funds to cover the items. The Department will either have to obtain additional funding or reprioritize its budget for 2007-8 if the rollover is not approved.

Per Economic classification	2006/07 R'000	2005/06 R'000
Current payment:		
Compensation of employees	(4 691)	2
Goods and services	8 147	653
Interest and rent on land		
Financial transactions in assets and liabilities		

DEPARTMENT OF COMMUNITY SAFETY
VOTE 10

NOTES TO THE APPROPRIATION STATEMENT
for the year ended 31 March 2007

Transfers and subsidies:

Provinces and municipalities	(1)	15
Households	1	1

Payments for capital assets:

Buildings and other fixed structures		376
Machinery and equipment	13 931	(12)

Explanation of variance:

The explanation above in respect of the capital and current expenditure on the IIMS and the underspending and savings in respect of Corporate Support has reference.

The overspending on compensation of employees relates to the doctors employed for medico legal services at Ikhaya Lethemba under Programme 2 as explained above as well as to Programme 4 under Traffic Management that relates to the payout of capped leave of staff who terminated their services.



**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10**

**STATEMENT OF FINANCIAL PERFORMANCE
for the year ended 31 March 2007**

	Note	2006/07 R'000	2005/06 R'000
REVENUE			
Annual appropriation	1	222 395	181 268
Departmental revenue	2	8 856	8 043
TOTAL REVENUE		231 251	189 311
EXPENDITURE			
Current expenditure			
Compensation of employees	3	120 682	102 658
Goods and services	4	79 972	71 543
Financial transactions in assets and liabilities	5	1	-
Total current expenditure		200 655	174 201
Transfers and subsidies	6	2 750	588
Expenditure for capital assets			
Buildings and other fixed structures	7	-	502
Machinery and equipment	7	1 603	6 248
Total expenditure for capital assets		1 603	6 750
TOTAL EXPENDITURE		205 008	181 539
SURPLUS/(DEFICIT)		26 243	7 772
Add back unauthorised expenditure	8	2 205	652
SURPLUS/(DEFICIT) FOR THE YEAR		28 448	8 424
Reconciliation of Surplus/(Deficit) for the year			
Voted Fund	12	19 592	381

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10**

**STATEMENT OF FINANCIAL POSITION
for the year ended 31 March 2007**

	Note	2006/07 R'000	2005/06 R'000
ASSETS			
Current assets		24 750	9 063
Unauthorised expenditure	8	3 130	925
Cash and cash equivalents	9	20 712	15
Prepayments and advances	10	-	28
Receivables	11	908	8 095
TOTAL ASSETS		24 750	9 063
LIABILITIES			
Current liabilities		24 750	9 063
Voted funds to be surrendered to the Revenue Fund	12	19 592	381
Departmental revenue to be surrendered to the Revenue Fund	13	324	788
Bank overdraft	14	-	696
Payables	15	4 834	7 198
TOTAL LIABILITIES		24 750	9 063



**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10**

**CASH FLOW STATEMENT
for the year ended 31 March 2007**

	Note	2006/07 R'000	2005/06 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		231 251	189 311
Annual appropriated funds received	1.1	222 395	181 268
Departmental revenue received		<u>8 856</u>	<u>8 043</u>
Net (increase)/decrease in working capital		2 646	1 842
Surrendered to Revenue Fund		(9 701)	(12 896)
Current payments		(200 655)	(174 201)
Unauthorised expenditure - Current year		2 205	-
Transfers and subsidies paid		<u>(2 750)</u>	<u>(588)</u>
Net cash flow available from operating activities	16	<u>22 996</u>	<u>3 468</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets		<u>(1 603)</u>	<u>(6 750)</u>
Net cash flows from investing activities		<u>(1 603)</u>	<u>(6 750)</u>
Net increase/(decrease) in cash and cash equivalents		21 393	(3 282)
Cash and cash equivalents at the beginning of the period		(681)	2 601
Cash and cash equivalents at end of period	17	<u>20 712</u>	<u>(681)</u>

**DEPARTMENT OF COMMUNITY SAFETY
VOTE 10**

**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2007**

1. Annual Appropriation

1.1 Annual Appropriation

Included are funds appropriated in terms of the Appropriation Act for National Departments (Voted funds) and Provincial Departments:**

	Final Appropriation R'000	Actual Funds Received R'000	Funds not requested/ not received R'000	Appropriation received 2005/06 R'000
Departmental Revenue		13	8 856	8 043
SURPLUS/(DEFICIT) FOR THE YEAR			28 448	8 424
Management and administration	35 958	39 085	(3 127)	36 221
Promotion of safety	29 808	27 939	1 869	25 486
Civilian oversight	15 252	13 994	1 258	12 474
Traffic management	141 377	141 377	-	107 087
Total	222 395	222 395	-	181 268
Refer to notes on appropriation statement				

2. Departmental revenue to be surrendered to revenue fund

	Note	2006/07 R'000	2005/06 R'000
Sales of goods and services other than capital assets	2.1	1 855	2 233
Fines, penalties and forfeits		6 552	5 621
Interest, dividends and rent on land	2.2	24	2
Financial transactions in assets and liabilities	2.3	425	187
Total revenue collected		<u>8 856</u>	<u>8 043</u>
Departmental revenue collected		<u>8 856</u>	<u>8 043</u>



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2.1 Sales of goods and services other than capital assets

	2006/07 R'000	2005/06 R'00
Sales of goods and services produced by the department	1 852	2 220
Other sales	1 852	2 220
Sales of scrap, waste and other used current goods	3	13
Total	1 855	2 233

2.2 Interest, dividends and rent on land and buildings

	2006/07	2005/06
Interest	24	2
Total	24	2

**2.3 Financial transactions in assets and liabilities
Nature of recovery**

	2006/07 R'000	2005/06 R'00
Other Receipts including Recoverable Revenue	425	187
Total	425	187

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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3. Compensation of employees

Salaries and Wages

	2006/07 R'000	2005/06 R'00
Basic salary	73 965	65 052
Performance award	1 577	1 776
Service Based	119	62
Compensative/circumstantial	10 311	5 211
Periodic payments	3 954	4 239
Other non-pensionable allowances	14 733	12 324
Total	<u><u>104 659</u></u>	<u><u>88 664</u></u>

3.2 Social contributions

3.2.1 Employer contributions

	2006/07 R'000	2005/06 R'00
Pension	9 537	8 360
Medical	6 463	5 612
Bargaining council	23	22
Total	<u><u>16 023</u></u>	<u><u>13 994</u></u>
Total compensation of employees	<u><u>120 682</u></u>	<u><u>102 658</u></u>
Average number of employees	<u><u>902</u></u>	<u><u>815</u></u>



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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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4. Goods and services

	Note	2006/07 R'000	2005/06 R'000
Advertising		6 606	5 664
Attendance fees (including registration fees)		-	23
Bank charges and card fees		137	91
Bursaries (employees)		483	375
Communication		4 204	2 066
Computer services		971	1 098
Consultants, contractors and special services		5 502	9 753
Courier and delivery services		-	46
Entertainment		1 695	3 605
External audit fees	4.1	1 419	1 027
Equipment less than R5000		512	5 801
Inventory	4.2	6 631	6 857
Legal fees		-	107
Maintenance, repair and running cost		971	2 690
Operating leases		3 183	5 199
Personnel agency fees		1 952	113
Plant flowers and other decorations		42	42
Printing and publications		153	73
Professional bodies and membership fees		519	1
Resettlement costs		151	157
Subscriptions*		141	-
Owned leasehold property expenditure		4 260	2 721
Transport provided as part of the departmental activities		4	4
Travel and subsistence	4.3	37 619	17 646
Venues and facilities		1 624	3 812

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2007**

4. Goods and services (continued)

	Note	2006/07 R'000	2005/06 R'000
Protective, special clothing & uniforms		88	1 349
Training & staff development		1 105	1 223
Total		<u><u>79 972</u></u>	<u><u>71 543</u></u>

*The amount under subscriptions relates to scholar patrol insurance, an item not provided for in the AFS template.

4.1 External audit fees

	Note	2006/07 R'000	2005/06 R'000
Regulatory audits		1 419	1 027
Total		<u><u>1 419</u></u>	<u><u>1 027</u></u>

4.2 Inventory

	Note	2006/07 R'000	2005/06 R'000
Domestic consumables		506	964
Food and Food supplies		3 427	2 588
Fuel, oil and gas		24	176
Other consumables		-	73
Parts and other maintenance material		79	201
Stationery and printing		2 545	2 755
Medical supplies		50	100
Total		<u><u>6 631</u></u>	<u><u>6 857</u></u>

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2007**

4.3 Travel and subsistence

	2006/07 R'000	2005/06 R'000
Local	37 067	16 696
Foreign	552	950
Total	<u><u>37 619</u></u>	<u><u>17 646</u></u>

5. Financial transactions in assets and liabilities

		2006/07 R'000	2005/06 R'000
Debts written off	5.1	1	-
Total		<u><u>1</u></u>	<u><u>-</u></u>

5.1 Debts written off

	Note	2006/07 R'000	2005/06 R'000
Nature of debts written off			
Transfer to debts written off		1	-
Total		<u><u>1</u></u>	<u><u>-</u></u>

6. Transfers and subsidies

	Note	2006/07 R'000	2005/06 R'000
Provinces and municipalities	Annex 1F	99	434
Households	Annex 1L	2 651	154
Total		<u><u>2 750</u></u>	<u><u>588</u></u>

**DEPARTMENT OF COMMUNITY SAFETY
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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2007**

7. Expenditure for capital assets

	Note	2006/07 R'000	2005/06 R'000
Buildings and other fixed structures	24	-	502
Machinery and equipment	24	1 603	6 248
Total		1 603	6 750

8. Unauthorised expenditure

8.1 Reconciliation of unauthorised expenditure

	Note	2006/07 R'000	2005/06 R'000
Opening balance		925	273
Unauthorised expenditure - current year	8	2 205	652
Unauthorised expenditure awaiting authorisation		3 130	925

8.2 Analysis of current unauthorised expenditure

Incident		R'000	R'000
Programme 2: Compensation of employees - Medico legal expenditure		2 205	-
Programme 4: Goods and service - Traffic vehicle expenditure	-	-	652
		2 205	652

9. Cash and cash equivalents

	Note	2006/07 R'000	2005/06 R'000
Consolidated Paymaster General Account		20 985	-
Disbursements		(288)	-
Cash on hand		15	15
Total		20 712	15



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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2007**

10. Prepayments and advances

	Note	2006/07 R'000	2005/06 R'000
Travel and subsistence		-	28
Total		-	28

11. Receivables

	Note	Less than one year	One to three years	Older than three years	2006/07 Total R'000	2005/06 Total R'000
Staff debtors	11.1	85	8	-	93	33
Other debtors	11.2	574	135	58	767	263
Intergovernmental receivables	Annex 4	48	-	-	48	7 799
Total		707	143	58	908	8 095

11.1 Staff Debtors

	Note	2006/07 R'000	2005/06 R'000
Employee debts		93	33
Total		93	33

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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11.2 Other debtors

	Note	2006/07 R'000	2005/06 R'000
Suppliers		398	20
Ex-employees		271	228
Telephone		2	-
Clearing accounts		96	15
Total		<u><u>767</u></u>	<u><u>263</u></u>

12. Voted funds to be surrendered to the Revenue Fund

	Note	2006/07 R'000	2005/06 R'000
Opening balance		381	5 036
Transfer from Statement of Financial Performance		19 592	381
Paid during the year		(381)	(5 036)
Closing balance		<u><u>19 592</u></u>	<u><u>381</u></u>

13. Departmental revenue to be surrendered to the Revenue Fund

	Note	2006/07 R'000	2005/06 R'000
Opening balance		788	605
Transfer from Statement of Financial Performance		8 856	8 043
Paid during the year		(9 320)	(7 860)
Closing balance		<u><u>324</u></u>	<u><u>788</u></u>

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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14. Bank overdraft

	Note	2006/07 R'000	2005/06 R'000
Consolidated Paymaster General Account		-	696
Total		-	696

15. Payables – current

	Notes	30 Days	30+ Days	2006/07 R'000 2006/07 Total	2005/06 R'000 2005/06 Total
Amounts owing to other entities	Annex 5	1 009	2 234	3 243	6 782
Clearing accounts	15.1	-	135	135	352
Other payables	15.2	-	1 456	1 456	64
Total		1 009	3 825	4 834	7 198

15.1 Clearing accounts

	Note	2006/07 R'000	2005/06 R'000
Persal clearing account		135	352
Total		135	352

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS
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15.2 Other payables

	Note	2006/07 R'000	2005/06 R'000
Clearing account		393	28
Staff creditors		1 063	36
Total		1 456	64

16. Net cash flow available from operating activities

	Note	2006/07 R'000	2005/06 R'000
Net surplus/(deficit) as per Statement of Financial Performance		28 448	8 424
Add back non cash/cash movements not deemed operating activities		(5 452)	(4 954)
(Increase)/decrease in receivables - current		7 187	(5 346)
(Increase)/decrease in prepayments and advances		28	95
(Increase)/decrease in other current assets		(2 205)	(652)
Increase/(decrease) in payables - current		(2 364)	7 093
Expenditure on capital assets		1 603	6 750
Unauthorised expenditure per Statement of Financial Performance		(9 701)	(12 896)
Net cash flow generated by operating activities		22 996	3 468

17. Reconciliation of cash and cash equivalents for cash flow purposes

	Note	2006/07 R'000	2005/06 R'000
Consolidated Paymaster General account		20 985	(696)
Disbursements		(288)	-
Cash on hand		15	15
Total		20 712	(681)



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**DISCLOSURE TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2007**

These amounts are not recognised in the Annual Financial Statements and are disclosed to enhance the usefulness of the Annual Financial Statements.

18. Contingent liabilities

		Note	2006/07 R'000	2005/06 R'000
Liable to	Nature			
Housing loan guarantees	Employees	Annex 3A	701	904
Other departments (interdepartmental unconfirmed balances)		Annex 5	13 671	
Total			14 372	904

19. Commitments

		Note	2006/07 R'000	2005/06 R'000
Current expenditure				
Approved and contracted			9 362	5 530
Approved and not contracted			9 698	
			19 060	5 530
Non-current expenditure				
Approved and contracted			851	198
			851	198
Total Commitments			19 911	5 728

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**DISCLOSURE TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2007**

20. Accruals

	Note	2006/07 R'000	2005/06 R'000
Listed by economic classification			
	30 Days	30+ Days	Total
Goods and services	727	280	1 007
Total	727	280	4 513

Listed by programme level

Management and administration	160	2 038
Promotion of safety	278	518
Civilian oversight	35	358
Traffic management	534	1 599
	1 007	4 513

Confirmed balances with other departments

Annex 5	3 243	6 782
	3 243	6 782

21. Employee benefits

	Note	2006/07 R'000	2005/06 R'000
Leave entitlement		3 792	4 498
Thirteenth cheque		3 291	3 062
Performance awards		1 573	702
Capped leave commitments		7 392	8 196
Total		16 048	16 458

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**DISCLOSURE TO THE ANNUAL FINANCIAL STATEMENTS
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22. Lease Commitments

22.1 Operating leases

2006/2007

Not later than 1 year
Later than 1 year and not later than 5 years
Total present value of lease liabilities

Land	Buildings and other fixed structures	Machinery and equipment	Total
-	739	2 400	3 139
-	-	533	533
-	739	2 933	3 672

2005/2006

2006/2007

Not later than 1 year
Later than 1 year and not later than 5 years
Total present value of lease liabilities

Land	Buildings and other fixed structures	Machinery and equipment	Total
-	4 709	1 423	6 132
-	148	940	1 088
-	4 857	2 363	7 220

23. Key management personnel

MEC Political office bearers
Officials
Level 15 to 16
Level 14
Directors
Total

No. of Individuals	2006/07 R'000	2005/06 R'000
1	730	688
2	1 219	1 553
4	1 936	1 306
12	4 803	4 648
	8 688	8 195

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**DISCLOSURE TO THE ANNUAL FINANCIAL STATEMENTS
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24. Tangible Capital Assets

**MOVEMENT IN TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2007**

	Opening balance	Current Year Adjustments to prior year balances	Additions	Disposals	Closing Balance
	Cost R'000	Cost R'000	Cost R'000	Cost R'000	Cost R'000
BUILDING AND OTHER FIXED STRUCTURES	502	-	-	-	502
Dwellings					
Non-residential buildings	502	-	-	-	502
MACHINERY AND EQUIPMENT	16 464	-	1,603	-	18,067
Transport assets	5 543	-	-	-	5 543
Computer equipment	3 250	-	1 049	-	4 299
Furniture and office equipment	7 217	-	524	-	7 741
Other machinery and equipment	454	-	30	-	484
TOTAL TANGIBLE ASSETS	16 966	-	1 603	-	18 569

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**DISCLOSURE TO THE ANNUAL FINANCIAL STATEMENTS
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24.1

**ADDITIONS TO TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2007**

	Cash	Non-cash	(Capital Work in Progress current costs)	Received current, not paid (Paid current year, received prior year)	Total
	Cost R'000	Cost R'000	Cost R'000	Cost R'000	Cost R'000
MACHINERY AND EQUIPMENT	1 603	-	-	-	1 603
Computer equipment	1 049	-	-	-	1 049
Furniture and office equipment	524	-	-	-	524
Other machinery and equipment	30	-	-	-	30
TOTAL	1 603	-	-	-	1 603

24.2

**MOVEMENT IN TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED
31 MARCH 2006**

	Opening balance R'000	Additions R'000	Disposals R'000	Closing balance R'000
BUILDING AND OTHER FIXED STRUCTURES	-	502	-	502
Dwellings	-	-	-	-
Non-residential buildings	-	502	-	502

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**DISCLOSURE TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2007**

	Opening balance R'000	Additions R'000	Disposals R'000	Closing balance R'000
MACHINERY AND EQUIPMENT	11 141	6 258	935	16 464
Transport assets	5 832	360	649	5 543
Computer equipment	2 451	844	45	3 250
Furniture and office equipment	2 397	4 820	-	7 217
Other machinery and equipment	461	234	241	454
TOTAL TANGIBLE ASSETS	11 141	6 760	935	16 966

Treatment and audit approach for Fair value of assets

Section 38(1)(d) read in conjunction with Treasury Regulation 10.1.2 requires that the Accounting Officer should have processes and procedures in place for the effective and efficient management of assets.

In terms of the asset management reforms implementation plan, asset register complying with minimum requirements had to be in place by 31st March 2006 although the milestone for accurate valuation of all assets has to be achieved by March 2008.

Gauteng Treasury in consultation with National Treasury agreed that valuation of all assets will be finalised on 31 March 2008 in accordance with the implementation plans. Consequently, the audit of assets was conducted in accordance with the approved assets management implementation plans.



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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2007**

**ANNEXURE 1F
STATEMENT OF UNCONDITIONAL GRANTS AND TRANSFERS TO MUNICIPALITIES**

NAME OF MUNICIPALITY	GRANT ALLOCATION				TRANSFER		SPENT			2006/07
	Amount	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds Transferred	Amount received by municipality	Amount spent by municipality	% of available funds spent by municipality	Total Available
	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000	%	R'000
RSCL	-	-	-	-	99	0.0%	-	-	0.0%	434
	-	-	-	-	-	0.0%	-	-	0.0%	-
	-	-	-	-	99	0.0%	-	-	0.0%	434

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**ANNEXURE 1L
STATEMENT OF TRANSFERS TO HOUSEHOLDS**

HOUSEHOLDS	TRANSFER ALLOCATION				EXPENDITURE		2006/07
	Adjusted Appropriation Act	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds Transferred	Appropriation Act
	R'000	R'000	R'000	R'000	R'000	%	R'000
Household	-	-	-	-	2,651	0.0%	154
Total	-	-	-	-	2,651	0.0%	154



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ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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ANNEXURE 3A
STATEMENT OF FINANCIAL GUARANTEES ISSUED AS AT 31 MARCH 2007 – LOCAL

Guarantor institution	Guarantee in respect of	Original guaranteed capital amount	Opening balance 1 April 2006	Guarantees draw downs during the year	Guarantees repayments/ cancelled/ reduced/ released during the year	Currency revaluations	Closing balance 31 March 2007	Guaranteed interest for year ended 31 March 2007	Realised losses not recoverable
		R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000
	Motor vehicles	-	-	-	-	-	-	-	-
	Housing								
Standard bank		250	126	-	36	-	90	-	-
First Rand Bank		200	90	-	11	-	79	-	-
Saambou Bank		74	23	-	-	-	23	-	-
Permanent bank		285	257	-	111	-	146	-	-
African Bank		70	-	-	-	-	-	-	-
Nedbank		-	109	-	-	-	109	-	-
ABSA		227	216	-	13	-	203	-	-
Unique Finance		-	42	-	15	-	27	-	-
Old Mutual		-	35	-	17	-	18	-	-
BOE		-	6	-	-	-	6	-	-
Total		1,106	904	-	203	-	701	-	-

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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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**ANNEXURE 4
INTER-GOVERNMENT RECEIVABLES**

Government Entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2007	31/03/2006	31/03/2007	31/03/2006	31/03/2007	31/03/2006
	R'000	R'000	R'000	R'000	R'000	R'000

Departments

Department of Transport	-	5 546	-	2 253	-	7 799
GSSC	48	-	-	-	48	-
	48	5 546	-	2 253	48	7 799

**Amount not included in statement
of financial position**

Department of finance and economic affairs	-	-	909	-	909	-
TOTAL	48	5 546	909	2 253	957	7 799

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**ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
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**ANNEXURE 5
INTER-GOVERNMENT PAYABLES**

Government Entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total	
	31/03/2007	31/03/2006	31/03/2007	31/03/2006	31/03/2007	31/03/2006
	R'000	R'000	R'000	R'000	R'000	R'000

**DEPARTMENTS
Current**

Amount included in statement of financial position	3 243	6 782	-	-	3 243	6 782
Amount not included in statement of financial position						-
GSSC	-	-	1 842	-	1 842	-
Premier's office	-	-	77	-	77	-
Justice	-	-	23	-	23	-
Education	-	-	2 816	-	2 816	-
GG Transport	-	-	8 913	8 913	-	-
Subtotal	3 243	6 782	13 671	-	16 914	6 782
Subtotal	-	-	-	-	-	-
Total	3 243	6 782	13 671	-	16 914	6 782

Our Next Chapter

Outlook for 2007/2008

Administration and management

Through the Head of Department, the office will provide strategic leadership and management to the department that will ensure that the department develops, implements, monitors and evaluates strategic and performance plans as well as organizational performance. The measurable objectives in this regard include a strategic plan; management committee meetings and quarterly performance assessment reports for the organization.

This programme will also ensure effective organizational knowledge management by overseeing the conceptualization and implementation of the integrated information management system for the department.

Ensuring good corporate governance is a key focus area which will be facilitated by:

- Ensuring compliance with regulatory laws and frameworks;
- Ensuring effective and efficient utilization of resources;
- Ensuring the effective development and utilization of human capital;
- Ensuring continuous business improvement of internal business processes and systems; and
- Ensuring effective, efficient and transparent systems of risk management and internal control as well as fraud prevention initiatives.

A significant area for the programme is that of leading stakeholder coordination and co-operative governance. The financial year will see the department effecting the necessary institutional arrangements to execute its two flagship strategies, namely the Gauteng Provincial Safety Strategy and the Gauteng Road Safety Strategy. The department will also identify, develop and sustain key partnerships that will assist the department in taking forward its strategic objectives around safety and security. In support of the key strategies mentioned above, the Head of Department (HOD) will oversee the implementation of the communication strategy

designed specifically for the Gauteng Provincial Safety Strategy and the Gauteng Road Safety Strategy.

Reviewing and aligning the Human Resources Strategy to provincial and departmental strategies to create a conducive working environment will be an area of strong focus. Attracting the right skills, capacity building and staff retention remains key areas of focus that requires strong departmental strategy and policy development to ensure a workforce that is able to deliver on the mandates of the department. The development of systems to deal with staff, training and sustaining of in-house skills as well as reward and recognition of excellent performance is imperative.

Due to the nature of the relationship between the department and the Gauteng Shared Services Centre (GSSC), a high level of dependence exists in terms of services rendered by the GSSC in relation to financial and human resource management. Managing and monitoring the service level agreements with the GSSC will be imperative to ensure service delivery.

Safety Promotion

The priorities for the programme are:

- Public education and information
- Victim empowerment
- Social crime prevention
- Road Safety Education

In all our previous attempts at tackling social crimes in the province, a major problem has been the lack of integration and coordination within government. In support of provincial safety and security priorities, the department aims to coordinate social crime prevention initiatives, lead partnerships, and integrate services regarding the implementation of the Provincial Safety Plan in respect of social crime prevention. Other guiding policy frameworks such as the strategy on the prevention of violence against women and children, the Youth Strategy,

Provincial Gender and Disability Policy Frameworks form the bed rock for the development of frameworks in respect of coordination and integration within government.

The key focus areas in line with the Provincial Safety Strategy include the prevention of violence against women and children, prevention of youth criminality, facilitate a mainstream approach to dealing with cross cutting-special developmental areas such as the elderly and people with disabilities, as well as the promotion of road safety.

The department as the lead agent on social crime prevention has the responsibility for the establishment of appropriate institutional mechanisms to achieve coordination and integration. This is integral to the chief directorate's operational plans, as indicated in the Provincial Safety Strategy.

The reviewed approach to social crime prevention further requires a concerted effort in providing strategic support and leadership regarding the design and implementation of programmes and projects. Partnerships will be strengthened with structures such as local government, community based structures, as well as Non Governmental Organisations (NGO)s in forming institutional frameworks and replicating programmes as well as projects at a local level.

The key focus areas are:

- School Safety Plan

In partnership with the Gauteng Department of Education the department will facilitate the development of a comprehensive school safety plan. Priority schools will be identified, classified and a pool of facilitators will be established to facilitate the implementation of the plan. The content of the school safety plan will focus on strengthening school governing bodies and educators in managing the schools, including the development of programmes.

- Prevention of Violence Against Women and Children

In leading and coordinating the implementation of the violence against women and children strategy, the department plans to set up and strengthen appropriate institutional mechanisms at provincial and local level for the development of an annual programme of action, joint plans and monitoring the implementation of the plans.

- Prevention of Youth Criminality

Establishment of youth desks where there is none and strengthening of youth desks through a capacity building programme as well as facilitating the design and implementation of programmes and projects in line with the Provincial Safety Plan.

- Road Safety Education

Promote road safety education for all road users; awareness programmes heightened to target pedestrians, drivers, and passengers, including improved interventions at hazardous locations.

Ikhaya Lethemba as a one stop centre, offers services that are multi-faceted in nature. It provides a comprehensive package of services to victims of domestic violence and sexual abuse. The sub-programme aims to ensure that services are accessible on a 24 hour basis to victims, and that these services are coordinated and integrated as well. This model is premised on the prevention of secondary victimisation, in line with the victim empowerment policy and legislative frameworks.

Civilian Oversight

The Community Police Relations sub-programme, which is in line with the department's five year strategic plan, outlines its intentions to contribute to the reduction of crime and criminality in the province through the facilitation of government partnerships with communities. As the government has identified CPFs as the main medium through which the improvement of relations between the police and the community can be improved, the unit will therefore focus on ensuring that these forums become effective and are sustained this regard. In the same vein, the programme will support all community initiatives genuinely aimed at addressing crime and criminality in given localities. In this pursuit, the department will also engage local government to maximize its resource base.

Volunteerism within the safety and security fraternity in Gauteng province is centered around three (3) critical areas namely, Crime Prevention, Victim Empowerment and Road Safety. The area of crime prevention incorporates CPFs and Boards, Youth Desks, Patrol Groups, Reservists and Neighborhood Watches. Victim empowerment relates to volunteers serving within these facilities whilst the Road Safety relates to Road Safety Forums. It is without doubt that volunteerism in these



mentioned critical areas contributes largely to their often proclaimed successes. It is also true, that no proper volunteer management programme has been employed to guide the recruitment, effective utilization, retention and development of volunteers.

It is for this purpose that the department is piloting a volunteer management programme in the area of crime prevention focusing only on **patrol groups** in the twenty five (25) identified precincts of this province, spread broadly to cover the seven (7) policing areas of this province and targeting a total of 2,000 community members serving as patrollers. It is envisaged that this will expand to cover other critical areas.

The directorate for the monitoring of police service delivery is constitutionally mandated amongst others, to oversee the effectiveness and efficiency of the service rendered by the police in the province. To give effect to this, the directorate would in the main, carry out oversight inspections at the province's targeted police stations, monitor the functioning of internal systems for the detection of police misconduct at the targeted police stations and to monitor the prevalence of complaints against Law Enforcement Officers at the targeted police stations. The directorate will further focus on profiling the stations that have been transferred from North West and Mpumalanga provinces, and this will impact on the capacity within the directorate.

Traffic Management

The aim of the programme is to ensure the achievement of the 30% reduction in fatal crashes and fatalities by 2009 through effective law enforcement.

The chief directorate for traffic management will in the financial year 2007/08 continue with effective traffic law enforcement in order to realize a percentage reduction in fatal crashes. This will be done by amongst others, the implementation of the Safe-4-Life campaign. In this regard, approximately 1,284 operations will be carried out and they will be spread throughout the entire financial year. Furthermore, the chief directorate will coordinate quarterly TMG meetings wherein provincial law enforcement joint operations will be conducted . Approximately 1,584 road-side checkpoints will be conducted in order to inspect driver and vehicle fitness in this financial year. The chief directorate will also conduct public passenger

transport vehicle inspections in order to determine roadworthiness. These inspections will be supplemented by road-side check points which will be done monthly.

Traffic training is another priority for the chief directorate. The training course content borders mainly around examiners of drivers licenses as well as examiners of vehicles, public passenger transport courses as well as refresher courses. The chief directorate also renders special services in relation to inspections of vehicle testing stations (VTS), driving license testing centres (DLTC's), and driving schools. As a result, the chief directorate will conduct inspections at 28 DLTC's and VTS's respectively as well as driving schools. Through the special unit, assistance will be rendered to other units. Corruption in the traffic service in the province will also be tackled in the year through investigation and reporting on cases and making the necessary recommendations. The department intends to implement the Integrated Information Management System (IIMS) which will ensure that the department has verified and accurate traffic and road safety data enabling the department to have a centralized accident capturing unit as well as an information system for the entire department to inform decision making, strategic planning and resource deployment.

Other Information

1. Legislation produced and administered by the Department

The Department did not produce or administer any legislation during the financial year 2006/2007.

2. References / Sources used for accounting success rates / failures of Department

The following information was utilized during the preparation of the Annual Report:

- Annual Report 2005/2006
- Monthly and Quarterly Performance Reports & Plans
- Annual Performance Plan 2006/2007
- Annual Performance Plan 2007/2008
- Budget Book 2006/2007.

3. Access to Information

The Acting Chief Information Officer may be contacted as follows:

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Annexure

1. HR Oversight Report – April 2006 – March 2007

1. Expenditure

TABLE 1.1 – Personnel costs by programme

Programme	Total Voted Expenditure (R'000)	Compensation of Employees Expenditure (R'000)	Training Expenditure (R'000)	Professional and Special Services (R'000)	Compensation of Employees as a percent of total expenditure	Average Compensation of Employees Cost per Employee (R'000)	Employment
1: Pr1; management & administration	30,664	13,632	0	0	44,5	18	776
2: Pr2: safety promotion	29,404	14,861	0	0	50,5	19	776
Pr3:civilian oversight	13,387	9727	0	72,7	0	13	776
Pr4: traffic management	111,036	72,372	0	0	65,2	93	776
Special Functions	0	0	0	0	0	0	776
Z: Total as on Financial Systems (BAS)	184,491	110,593	0	0	59,9	143	776

TABLE 1.2 – Personnel costs by salary bands

Salary bands	Compensation of Employees Cost (R'000)	% of Total Personnel Cost	Average Compensation Cost per Employee	Total Personnel Cost for Department including goods and Transfers (R'000)	Number of Employees
Lower skilled (Levels 1–2)	3,174	2.7	55,684	117,397	57
Skilled (Levels 3–5)	33,913	28.9	89,717	117,397	378
Highly Skilled Production (Levels 6–8)	35,602	30.3	164,824	117,397	216
Highly Skilled Supervision (Levels 9–12)	21,495	18.3	221,597	117,397	97
Senior Management (Levels 13–16)	7,255	6.2	483,667	117,397	15
Contract (Levels 6–8)	530	0.5	106,000	117,397	5
Contract (Levels 9–12)	2,082	1.8	347,000	117,397	6
Contract (Levels 13–16)	1,540	1.3	770,000	117,397	2
Periodical Remuneration	3,260	2.8	25,469	117,397	128
Abnormal Appointments	1,634	1.4	13,847	117,397	118
TOTAL:	110485	94.1	108107	117,397	1022

TABLE 1.3 – Salaries, Overtime, Home Owners Allowance and Medical Aid by Programme

Programme	Salaries (R'000)	Salaries as % of personnel cost	Overtime (R'000)	Overtime as a % of personnel cost	HOA (R'000)	HOA as % of personnel cost	Med Ass. (R'000)	Med Ass. As % of Personnel Cost	Total Personnel Cost per Programme (R'000)
Pr 1: Management & Administration	13994	55.4	446	1.8	297	1.2	801	3.2	25254
Pr 2: Safety Promotion	7980	51.3	89	0.6	99	0.6	490	3.1	15559
Pr3: Civilian Oversight	4872	60.9	22	0.3	61	0.8	296	3.7	8006
Pr4: Traffic Management	40889	59.6	6391	9.3	606	0.9	4257	6.2	68577
TOTAL:	67735	57.7	6948	5.9	1063	0.9	5844	5	117396

TABLE 1.4 – Salaries, Overtime, Home Owners Allowance and Medical Aid by salary bands

Programme	Salaries (R'000)	Salaries as % of personnel cost	Overtime (R'000)	Overtime as a % of personnel cost	HOA (R'000)	HOA as % of personnel cost	Med Ass. (R'000)	Med Ass. As % of Personnel Cost	Total Personnel Cost per Programme (R'000)
Lower skilled (Levels 1–2)	2211	69.6	38	1.2	104	3.3	200	6.3	3179
Skilled (Levels 3–5)	21607	60.7	3169	8.9	316	0.9	2578	7.2	35617
Highly Skilled Production (Levels 6–8)	22546	60	2685	7.1	362	1	1974	5.3	37587

Programme	Salaries (R'000)	Salaries as % of personnel cost	Overtime (R'000)	Overtime as a % of personnel cost	HOA (R'000)	HOA as % of personnel cost	Med Ass. (R'000)	Med Ass. As % of Personnel Cost	Total Personnel Cost per Programme (R'000)
Highly Skilled Supervision (Levels 9–12)	14337	63.6	1055	4.7	208	0.9	821	3.6	22544
Senior Management (Levels 13–16)	4362	46.7	0	0	52	0.6	183	2	9336
Contract (Levels 6–8)	407	76.8	0	0	0	0	11	2.1	530
Contract (Levels 9–12)	1422	66.6	0	0	22	1	46	2.2	2135
Contract (Levels 13–16)	843	53.8	0	0	0	0	31	2	1568
Periodical Remuneration	0	0	0	0	0	0	0	0	3266
Abnormal Appointments	0	0	0	0	0	0	0	0	1634
TOTAL:	67735	57.7	6947	5.9	1064	0.9	5844	5	117396

TABLE 2.1 ñ Employment and vacancies by programme at end of period

Programme	Number of posts	Number of posts filled	Vacancy Rate	Number of posts filled additional to the establishment
Pr1: Administration, Permanent	110	78	29.1	0
Pr2: Safety Promotion, Permanent	99	76	23.2	0
Pr3: Civilian & Oversight, Permanent	37	36	2.7	0
Pr4: Traffic Management, Permanent	740	586	20.8	1
Total:	986	776	21.3	1

TABLE 2.2 – Employment and vacancies by salary bands

Programme	Number of posts	Number of posts filled	Vacancy Rate	Number of posts filled additional to the establishment
Lower skilled (Levels 1–2)	83	69	16.9	0
Skilled (Levels 3–5)	475	372	21.7	0
Highly Skilled Production (Levels 6–8)	282	212	24.8	0
Highly Skilled Supervision (Levels 9–12)	113	95	15.9	1

Programme	Number of posts	Number of posts filled	Vacancy Rate	Number of posts filled additional to the establishment
Senior Management (Levels 13-16)	20	15	25	0
Contract (levels 6-8)	4	4	0	0
Contract (Levels 9-12)	7	7	0	0
Contract (Levels 13-16)	2	2	0	0
TOTAL	986	776	21.3	1

TABLE 2.3 - Employment and vacancies by Critical Occupation at end of period

Critical occupations	Number of posts	Number of posts filled	Vacancy Rate	Number of posts filled additional to the establishment
Administrative related, Permanent	78	69	11.5	1
Building & other property caretakers, Permanent	21	19	9.5	0
Cleaners in offices, workshops, hospitals etc. Permanent	24	23	4.2	0
Client inform clerks (switchboard, receipt inform clerks) Permanent	24	17	29.2	0
Communication & Information related Permanent	7	6	14.3	0

Critical occupations	Number of posts	Number of posts filled	Vacancy Rate	Number of posts filled additional to the establishment
Finance and economic related Permanent	3	3	0	0
Financial & Related professionals Permanent	6	4	33.3	0
Financial clerks & Credit Controllers Permanent	14	14	0	0
Food services aides & waiters Permanent	1	1	0	0
Head of Department/chief executive officer Permanent	1	1	0	0
Housekeepers Laundry & related workers Permanent	12	10	16.7	0
Human Resources & organizational development & related Permanent	36	25	30.6	0
Human resources clerks Permanent	4	1	75	0
Human resources related, permanent	10	10	0	0
Language Practitioners Interpreters & other communication	5	3	40	0
Library Mail and related clerks, Permanent	4	3	25	0

Critical occupations	Number of posts	Number of posts filled	Vacancy Rate	Number of posts filled additional to the establishment
Light vehicle drivers, permanent	1	1	0	0
Material recording & transport clerks, Permanent	3	3	0	0
Messengers, Porters & deliveries, Permanent	9	5	44.4	0
Other administrative & related clerks & organizers	89	58	34.8	0
Other administrative policy & related officers, Permanent	59	48	18.6	0
Other information technology personnel, Permanent	3	1	66.7	0
Other occupations, Permanent	1	1	0	0
Regulatory inspectors, Permanent	510	412	19.2	0
Secretaries & other keyboard operating clerks, Permanent	36	22	38.9	0
Security Guards, Permanent	5	1	80	0
Senior Managers, Permanent	20	15	25	0
TOTAL	986	776	21.3	1

3 Job Evaluation

TABLE 3.1 – Job Evaluation

Salary band	Number of posts	Number of Jobs Evaluated	% of Posts evaluated	Number of Posts Upgraded	% of Upgraded Posts Evaluated	No of Posts Downgraded	% of Downgraded Posts Evaluated
Lower skilled (Levels 1-2)	83	0	0	0	0	0	0
Contract (Levels 6-8)	4	0	0	0	0	0	0
Contract (Levels 9-12)	7	0	0	0	0	0	0
Contract (Band A)	1	0	0	0	0	0	0
Contract (Band D)	1	0	0	0	0	0	0
Skilled (Levels 3-5)	475	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	282	0	0	0	0	0	0
Highly skilled supervision (Levels 9-12)	113	0	0	0	0	0	0
Senior Management Service Band A	15	0	0	0	0	0	0
Senior Management Service Band B	4	0	0	0	0	0	0
Senior Management Service Band C	1	0	0	0	0	0	0
TOTAL	986	0	0	0	0	0	0

TABLE 3.2 – Profile of employees whose positions were upgraded due to their posts being upgraded

Beneficiaries	African	Asian	Coloured	White	Total
Female	2	0	0	0	2
Male	0	0	0	0	0
TOTAL:	2	0	0	0	21
Employees with a disability:					0

TABLE 3.3 – Employees whose salary level exceed the grade determined by Job Evaluation: (i.t.o. PSR 1.V.C.3)

Occupation	Number of Employees	Job Evaluation Level	Remuneration Level	Reason for Deviation	Total
Human resources related, permanent	1	11	12	Attraction of skill	1
Other administrative policy & related officers, Permanent	1	11	12	Attraction of skill	1
TOTAL:	2				2

TABLE 3.4 – Profile of employees whose salary level exceeded the grade determined by job evaluation (i.t.o. PSR 1.V.C.3)

Beneficiaries	African	Asian	Coloured	White	Total
Female	2	0	0	0	2
Male	0	0	0	0	0
TOTAL:	2	0	0	0	2
Employees with a Disability	0	0	0	0	0

TABLE 4.1 – Annual turnover rates by salary band

Salary Band	Employment at Beginning of Period (April 2006)	Appointments	Terminations	Turnover Rate
Lower skilled (Levels 1–2), Permanent	57	2	1	1.8
379	379	23	17	4.5
Highly skilled production (Levels 6–8), Permanent	224	11	16	7.1
Highly skilled supervision (Levels 9–12), Permanent	88	3	2	2.3
Senior Management Service Band A, Permanent	9	1	0	0
Senior Management Service Band B, Permanent	3	1	1	33.3
Senior Management Service Band C, Permanent	1	0	0	0
Contract (Levels 6–8), Permanent	1	4	0	0
Contract (Levels 9–12), Permanent	6	2	2	33.3
Contract (Band A), Permanent	2	0	1	50
Contract (Band D), Permanent	1	1	0	0
TOTAL	771	48	40	5.2

TABLE 4.2 ñ Annual turnover rates by critical occupation

Occupation	Employment at Beginning of Period (April 2006)	Appointments	Terminations	Turnover Rate
Administrative related, Permanent	64	1	1	1.6
Building & other property caretakers, Permanent	16	0	1	6.3
Cleaners in offices, workshops, hospitals, etc Permanent	27	0	0	0
Client inform clerks (switch, receipt, inform clerks), Permanent	6	1	0	0
Communication & Information related, Permanent	6	0	1	16.7
Finance & economic related, Permanent	1	1	0	0
Financial clerks and credit controllers, Permanent	17	2	0	0
Food services aids & waiters, Permanent	1	0	0	0
Head of department/chief executive officer, Permanent	1	1	0	0
Housekeepers laundry & related works, Permanent	5	7	0	0
Human resources & organisat developm & related, Permanent	15	11	1	6.7

Occupation	Employment at Beginning of Period (April 2006)	Appointments	Terminations	Turnover Rate
Human resources clerks, Permanent	3	0	1	33.3
Human resources related, Permanent	6	3	1	16.7
Language Practitioners Interpreters & other communication	3	1	0	0
Library Mail and related clerks, Permanent	4	2	0	0
Light vehicle drivers, permanent	1	0	0	0
Material recording & transport clerks, Permanent	3	1	0	0
Messengers, Porters & deliveries, Permanent	2	1	0	0
Other administrative & related clerks & organizers	66	4	3	4.5
Other administrative policy & related officers, Permanent	52	1	1	1.9
Other information technology personnel, Permanent	1	0	0	0
Other occupations, Permanent	6	1	0	0
Regulatory inspectors, Permanent	436	0	27	6.2

Occupation	Employment at Beginning of Period (April 2006)	Appointments	Terminations	Turnover Rate
Secretaries & other keyboard operating clerks, Permanent	17	8	1	5.9
Security Guards, Permanent	4	0	0	0
Senior Managers, Permanent	6	2	2	33.3
Social sciences related, Permanent	1	0	0	0
Social work & related professionals, Permanent	1	0	0	0
TOTAL	771	48	40	5.2

TABLE 43 – Reasons why staff are leaving the Department

Termination Type	Number	Percentage of Total Resignations	Percentage of Total Employment	Total	Total Employment
Death, Permanent	3	7.5	0.4	40	771
Resignation, Permanent	27	67.5	3.5	40	771
Discharge due to ill health, Permanent	1	2.5	0.1	40	771
Dismissal-misconduct, Permanent	3	7.5	0.4	40	771
Retirement, Permanent	6	15	0.8	40	771
TOTAL	40	100	5.2	40	771
Resignations as % of Employment	5.2				

4.4 – Promotions by critical occupation

Occupation	Employment at Beginning of Period (April 2006)	Promotions to another Salary Level	Salary Level Promotions as a % of Employment	Progressions to another Notch within Salary level	Notch progressions as a % of Employment
Administrative related	64	4	6.3	23	35.9
Building & other property caretakers	16	0	0	15	93.8
Cleaners in offices, workshops, hospitals, etc Permanent	27	0	0	24	88.9
Client inform clerks (switchb, recept, inform clerks), Permanent	6	0	0	2	33.3
Communication & Information related, Permanent	6	0	0	2	33.3
Finance & economic related, Permanent	1	1	100	0	0
Financial clerks and credit controllers, Permanent	17	5	29.4	15	88.2
Food services aids & waiters, Permanent	1	1	100	1	100
Head of department/chief executive officer, Permanent	1	0	0	0	0
Housekeepers laundry & related works, Permanent	5	0	0	0	0
Human resources & organisat developm & related, Permanent	15	5	33.3	3	20
Human resources clerks, Permanent	3	2	66.7	4	133.3

Occupation	Employment at Beginning of Period (April 2006)	Promotions to another Salary Level	Salary Level Promotions as a % of Employment	Progressions to another Notch within Salary level	Notch progressions as a % of Employment
Human resources related, Permanent	6	1	16.7	0	0
Language Practitioners Interpreters & other communication	3	0	0	2	66.7
Library Mail and related clerks, Permanent	4	0	0	1	25
Light vehicle drivers, permanent	1	0	0	0	0
Material recording & transport clerks, Permanent	3	0	0	1	33.3
Messengers, Porters & deliveries, Permanent	2	0	0	1	50
Other administrative & related clerks & organizers	66	1	1.5	34	51.5
Other administrative policy & related officers, Permanent	52	1	1.9	34	65.4
Other information technology personnel, Permanent	1	0	0	0	100
Other occupations, Permanent	6	1	0	0	65
Regulatory inspectors, Permanent	436	0	27	6.2	80
Secretaries & other keyboard operating clerks, Permanent	17	8	1	5.9	55
Security Guards, Permanent	4	0	0	0	66.7

Occupation	Employment at Beginning of Period (April 2006)	Promotions to another Salary Level	Salary Level Promotions as a % of Employment	Progressions to another Notch within Salary level	Notch progressions as a % of Employment
Senior Managers, Permanent	6	2	2	33.3	0
Social sciences related, Permanent	1	0	0	0	75
Social work & related professionals, Permanent	1	0	0	0	0
TOTAL	771	48	40	5.2	63.6

TABLE 4.5 – Promotions by salary band

Salary Band	Employees 1 April 2006	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progressions as a % of employees by salary band
Lower skilled (Levels 1-2), Permanent	53	0	0	46	86.8
Skilled (Levels 3-5), Permanent	22	2	9.1	16	72.7
Highly skilled production (Levels 6-8), Permanent	128	14	10.9	83	64.8
Highly skilled supervision (Levels 9-12), Permanent	52	8	15.4	39	75
Senior management (Levels 13-16), Permanent	13	4	30.8	2	15.4
Contract (Levels 3-5), Permanent	1	0	0	0	0

Salary Band	Employees 1 April 2006	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progressions as a % of employees by salary band
Contract (Levels 6-8), Permanent	1	1	100	0	0
Contract (Levels 9-12), Permanent	3	1	33.3	0	0
Contract (Levels 13-16), Permanent	2	0	0	0	0

5 Employment Equity

TABLE 5.1 - Total number of employees (including employees with disabilities) in each of the following occupational categories as on 31 March 2007

Occupational Categories (SASCO)	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers, Permanent	6	0	0	6	0	1	1	1	3
Professionals, Permanent	49	5	1	55	6	46	3	1	50
Clerks, Permanent	40	2	1	43	1	45	2	1	48
Service and sales workers, Permanent	2	0	0	2	0	0	0	0	0
Craft and related trades workers, Permanent	1	0	0	1	0	0	0	0	0
Elementary occupations, Permanent	23	0	0	23	1	17	1	0	18
TOTAL	121	7	2	130	8	109	7	3	119

Occupational Categories (SASCO)	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers, Permanent	6	0	0	6	0	1	1	1	3
Employees with disabilities	1	0	0	1	0	0	0	0	2

TABLE 5.2 – Total number of employees (including employees with disabilities) in each of the following occupational bands as on 31 March 2007

Occupational Bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Senior Management, Permanent	7	1	0	8	0	3	1	0	4
Professionally qualified and experienced specialists and mid-management, Permanent	21	3	0	24	1	21	2	1	24
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	48	2	2	52	7	53	3	0	56
Semi-skilled and discretionary decision making, Permanent	8	0	0	8	0	8	0	1	9
Unskilled and defined decision making, Permanent	29	1	0	30	0	20	0	0	20
Contract (Top Management), Permanent	1	0	0	1	0	0	1	0	1
Contract (Senior Management), Permanent	2	0	0	2	0	0	0	0	0

Occupational Bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Contract (Professionally qualified), Permanent	2	0	0	2	0	2	0	1	3
Contract (Skilled technical), Permanent	2	0	0	2	0	1	0	0	1
Contract (Semi-skilled), Permanent	1	0	0	1	0	1	0	0	1
TOTAL	121	7	2	130	8	109	7	3	119
Senior Management, Permanent	7	1	0	8	0	3	1	0	4

TABLE 5.3 - Recruitment for the period 1 April 2006 to 31 March 2007

Occupational Bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Senior Management, Permanent	1	0	0	1	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management, Permanent	3	0	0	3	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	5	0	0	5	0	2	0	0	2
Semi-skilled and discretionary decision making, Permanent	1	0	0	1	0	0	0	0	0
Unskilled and defined decision making, Permanent	1	0	0	1	0	1	0	0	1

Occupational Bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Contract (Top Management), Permanent	0	0	0	0	0	0	1	0	1
Contract (Senior Management), Permanent	2	0	0	2	0	1	0	0	1
Contract (Professionally qualified), Permanent	1	0	0	1	0	1	2	0	3
Contract (Skilled technical), Permanent	0	0	0	0	0	1	0	0	1
Contract (Semi-skilled), Permanent	2	0	0	2	0	1	0	0	1

TABLE 5.4 – Promotions for the period 1 April 2006 to 31 March 2007

Occupational Bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Senior Management, Permanent	2	1	0	3	0	1	1	0	2
Professionally qualified and experienced specialists and mid-management, Permanent	16	3	0	19	1	16	3	1	20
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	27	2	0	29	7	40	4	0	44
Semi-skilled and discretionary decision making, Permanent	9	0	0	9	0	9	0	0	9

Occupational Bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Unskilled and defined decision making, Permanent	26	1	0	27	0	18	0	1	19
Contract (Professionally qualified), Permanent	0	0	0	0	0	1	0	0	1
Contract (Skilled technical), Permanent	1	0	0	1	0	0	0	0	0
TOTAL	81	7	0	88	8	85	8	2	95
Senior Management, Permanent	2	1	0	3	0	1	1	0	2

TABLE 5.5 – Terminations for the period 1 April 2006 to 31 March 2007

Occupational Bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Senior Management, Permanent	0	1	0	1	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management, Permanent	1	0	0	1	0	1	1	0	2
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	1	0	0	1	0	0	1	0	1
Semi-skilled and discretionary decision making, Permanent	1	0	0	1	0	0	0	0	0

Occupational Bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Unskilled and defined decision making, Permanent	1	0	0	1	0	1	0	0	1
Contract (Senior Management), Permanent	0	0	0	0	0	2	0	0	2
Contract (Professionally qualified), Permanent	0	0	0	0	0	2	0	0	2
Contract (Skilled technical), Permanent	0	0	0	0	0	0	1	0	1
Contract (Semi-skilled), Permanent	1	0	0	1	0	0	0	0	0
TOTAL	5	1	0	6	0	4	5	0	9

TABLE 5.6 – Disciplinary action for the period 1 April 2006 to 31 March 2007

	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Disciplinary action	18	1	0	1	5	1	0	0	26

TABLE 5.7 - Skills development for the period 1 April 2006 to 31 March 2007

Occupational categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, Senior Officials and Managers	6	0	1	3	5	2	1	1	19
Professionals	57	0	2	20	61	0	1	1	142
Technicians and Associate Professionals	321	6	10	0	142	0	4	0	483
Clerks	6	0	0	0	11	0	0	0	17
Service and Sales Workers	0	0	0	0	0	0	0	0	0
Skilled Agriculture and Fishery Workers	0	0	0	0	0	0	0	0	0
Craft and related Trades Workers	0	0	0	0	0	0	0	0	0
Plant and Machine Operators and Assemblers	0	0	0	0	0	0	0	0	0
Elementary Occupations	13	0	0	0	17	0	0	0	30
TOTAL	0	0	0	0	0	0	0	0	0
Employees with disabilities	0	0	0	0	0	0	0	0	0

6. Performance Rewards

TABLE 6.1 – Performance Rewards by race, gender, and disability

	Beneficiary Profile			Cost	
	Number of beneficiaries	Total number of employees in group	% of total within group	Cost (R'000)	Average cost per employee
African, Female	54	109	49.5	293	5,419
African, Male	64	120	53.3	326	5,099
Asian, Female	1	3	33.3	3	2,674
Asian, Male	0	2	0	0	0
Coloured, Female	4	7	57.1	25	6,314
Coloured, Male	5	7	71.4	43	8,568
Total Blacks, Female	59	119	49.6	321	5,433
Total Blacks, Male	69	129	53.5	369	5,351
White, Female	20	27	74.1	181	9,046
White, Male	7	8	87.5	54	7,711
Employees with a disability	2	1	200	12	5,781
TOTAL	157	284	55.3	936	5,963

TABLE 6.2 – Performance Rewards by salary bands for personnel below Senior Management Service

Salary Bands	Beneficiary Profile			Cost	
	Number of beneficiaries	Total Employment	% of total employment	Total Cost (R'000)	Average cost per beneficiary
Lower skilled (Levels 1-2)	33	50	66	92	2,788
Skilled (Levels 3-5)	11	17	64.7	41	3,727
Highly skilled production (Levels 6-8)	76	133	57.1	472	6,211
Highly skilled supervision (Levels 9-12)	31	55	56.4	256	8,258
Contract (Levels 3-5)	0	2	0	0	0
Contract (Levels 6-8)	2	3	66.7	13	6,500
Contract (Levels 9-12)	1	5	20	9	9,000
Periodical Remuneration	0	185	0	0	0
Abnormal Appointment	0	157	0	0	0
TOTAL	154	607	25.4	883	5734

TABLE 6.3 – Performance Rewards by critical occupations

Critical Operations	Beneficiary Profile			Cost	
	Number of beneficiaries	Total Employment	% of total employment	Total Cost (R'000)	Average cost per beneficiary
Administrative related	12	24	50	110	9,167
All artisans in the building metal machinery etc.	1	1	100	6	6,000
Appraisers-valuers and related professionals	1	1	100	5	5,000
Archivists curators and related professionals	13	14	92.9	84	6,462
Authors journalists and other writers	1	1	100	7	7,000
Building and other property caretakers	4	5	80	11	2,750
Cleaners in offices workshops hospitals etc.	7	10	70	20	2,857
Client inform clerks(switchb receipt inform clerks)	2	2	100	6	3,000
Communication and information related	10	19	52.6	79	7,900
Farm hands and labourers	6	6	100	16	2,667
Finance and economics related	1	5	20	9	9,000
Financial and related professionals	1	0	0	7	7,000
Financial clerks and credit controllers	1	1	100	6	6,000
Head of department/chief executive officer	0	2	0	0	0
Human resources & organisat development & related	7	16	43.8	36	5,143

Critical Operations	Beneficiary Profile			Cost	
	Number of beneficiaries	Total Employment	% of total employment	Total Cost (R'000)	Average cost per beneficiary
Human resources clerks	3	8	37.5	14	4,667
Human resources related	6	19	31.6	43	7,167
Librarians and related professionals	11	14	78.6	83	7,545
Library mail and related clerks	15	36	41.7	80	5,333
Logistical support personnel	4	3	3	23	5,750
Material-recording and transport clerks	12	19	63.2	38	3,167
Messengers porters and deliverers	4	4	100	11	2,750
Other administrat & related clerks and organizers	11	16	68.8	61	5,545
Other administrative policy and related officers	3	9	33.3	24	8,000
Other information technology personnel.	0	2	0	0	0
Other occupations	9	15	60	56	6,222
Secretaries & other keyboard operating clerks	10	18	55.6	62	6,200
Security guards	0	2	0	0	0
Senior managers	1	8	12.5	35	35,000
Trade labourers	1	4	25	3	3,000
TOTAL	157	284	55.3	935	5955

TABLE 6.4 – Performance related rewards (cash bonus), by salary band, for Senior Management Service

Salary Band	Beneficiary Profile			Total Cost (R'000)	Average cost per employee	Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within band			
Band A	3	13	23.1	54	1,800	0.9
Band B	0	4	0	0	0	0
Band C	0	2	0	0	0	0
TOTAL	3	19	15.8	54	1800	0.9

7 Foreign Workers: None

8. Leave Utilization (January 2006 ñ December 2006)

TABLE 8.1 – Sick leave, 1 January 2006 to 31 December 2006

Salary Band	Total days	% days with medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Lower skilled (Levels 1-2)	137	81	30	18.4	5	22
Skilled (Levels 3-5)	44	50	11	6.7	4	10
Highly skilled production (Levels 6-8)	461	87.4	75	46	6	174
Highly skilled supervision (Levels 9-12)	183	84.2	37	22.7	5	144
Senior management (Levels 13-16)	54	68.5	8	4.9	7	108

Salary Band	Total days	% days with medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Contract (Levels 9-12)	2	100	1	0.6	2	3
Contract (Levels 13-16)	2	0	1	0.6	2	4
TOTAL	883	82.6	163	100	5	465

TABLE 8.2 - Disability leave (temporary and permanent), 1 January 2006 to 31 December 2006

Salary Band	Total days taken	% days with medical certification	Number of Employees using disability leave	% of total employees using disability leave	Average days per employee	Estimated Cost (R'000)
Lower skilled (Levels 1-2)	1	100	1	25	1	0
Highly skilled production (Levels 6-8)	23	100	3	75	8	8
TOTAL	24	100	4	100	6	8

TABLE 8.3 - Annual Leave, 1 January 2006 to 31 December 2007

Salary Bands	Total days taken	Average per employee	Number of employees who took leave
Lower skilled (Levels 1-2)	910	18	51
Skilled (Levels 3-5)	320	19	17
Highly skilled production (Levels 6-8)	2597	20	131
Highly skilled supervision (Levels 9-12)	1091	20	54
Senior management (Levels 13-16)	307	18	17
Contract (Levels 3-5)	3	3	1

Salary Bands	Total days taken	Average per employee	Number of employees who took leave
Contract (Levels 6-8)	8	8	1
Contract (Levels 9-12)	37	7	5
Contract (Levels 13-16)	35	7	5
TOTAL	5308	19	282

TABLE 8.4 - Capped leave, 1 January 2006 to 31 December 2007

Salary Bands	Total days of capped leave taken	Average number of days taken per employee	Average capped leave per employee as at 31 December 2003
Lower skilled (Levels 1-2)	4	4	38
Highly skilled production (Levels 6-8)	39	5	36
Highly skilled supervision (Levels 9-12)	41	7	35
Senior management (Levels 13-16)	5	5	49
TOTAL	89	6	37
Lower skilled (Levels 1-2)	4	4	38

TABLE 8.5 – Leave payouts for leave not taken for the period 1 April 2006 to 31 March 2007

REASON	Total Amount (R'000)	Number of Employees	Average payment per employee
Capped leave payouts on termination of service for 2006/07	61	8	7625
Current leave payout on termination of service for 2006/07	26	2	13000
TOTAL	87	10	8700
Capped leave payouts on termination of service for 2006/07	61	8	7625

9. HIV/AIDS and Health Promotion Programmes

TABLE 9.1 – Steps taken by the Department to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
Youth (between 18–35 years)	Promotion ICAS in the Department
Married couples	Accessibility of male and female condoms within the department
	Aids Awareness Campaigns
	World AIDS Day celebration

TABLE 9.2 – Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)

Questions	Yes	No	Details, if yes
Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	x		Yes. Bonolo Gopane, Director: Human Resources
Does the department have a dedicated unit or has it designated specific staff members to promote the health and well being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	X		DD: Employment Relations, EAP Coordinator and 21 Peer Educators; The Dept receives funding through the Dept of Health for the HIV/Aids programs.
Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.	X		Introduction of ICAS who provide face-to-face individual and group counseling and telephonic counseling. The ?e-Care system was launched
Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	X		
Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.	X		Departmental HIV/Aids policy
Has the department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	X		Departmental HIV/Aids policy provide for such measures
Does the department encourage its employees to undergo Voluntary Counseling and Testing? If so, list the results that you have you achieved.	X		Yes. Awareness on voluntary counseling and testing created and 92% of employees reached
Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.	X		Monthly, quarterly and annual report. Assessment of the programme against MSAP as provided by DPSA

10. Labour Relations

TABLE 10.1: Collective agreements, 1 April 2006 to 31 March 2007: None

TABLE 10.2 – Misconduct and disciplinary hearings finalized

Outcomes of disciplinary hearings	Number	% of total
Correctional counseling	1	4.16%
Verbal warning	-	-
Written warning	2	8.33%
Final written warning	1	4.16%
Suspended without pay	2	8.33%
Fine	2	8.33%
Demotion	1	4.16%
Dismissal	4	16.6%
Not guilty	6	25%
Case withdrawn	5	20.8%
TOTAL:	24	100%

TABLE 10.3 – Types of misconduct addressed at disciplinary hearings

Type of misconduct	Number	% of total
Absenteeism	1	3.84%
Assault	2	7.69%
Misuse of alcohol	1	3.84%
Alleged Fraud	2	7.69%
Misuse of state property	6	23%
Culpable homicide	1	3.84%
Bribery	4	15.38%
Theft	1	3.84%
Falsification of information	3	11.5%
Insubordination	3	11.5%
Contravention of PFMA	1	3.84%
Sexual Harassment	1	3.84%
TOTAL:	26	100%

TABLE 10.4 – Grievances lodged for the period

	Number	% of Total
Number of grievances resolved		
Number of grievances not resolved		
Total number of grievances lodged		-

TABLE 10.5 – Disputes lodged with Councils

	Number	% of Total
Total number of disputes lodged	14	-

TABLE 10.6 – Strike actions for the period

Total number of person working days lost	0
Total cost (R'000) of working days lost	0
Amount (R'000) recovered as a result of no work no pay	-

TABLE 10.7 – Precautionary suspensions for the period: None

11. Skills Development

TABLE 11.1 – Training needs identified

Occupational Categories	Gender	Number of employees as at 1 April 2006	Training needs identified at start of reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	3	0	0	7	7
	Male	5	0	0	8	8

Occupational Categories	Gender	Number of employees as at 1 April 2006	Training needs identified at start of reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Professionals	Female	25	0	5	20	25
	Male	56	0	5	51	56
Technicians and associate professionals	Female	193	0	0	213	213
	Male	304	0	0	296	296
Clerks	Female	119	0	10	101	111
	Male	20	0	0	29	29
Service and sales workers	Female	9	0	0	0	0
	Male	5	0	0	0	0
Craft and related trades workers	Female		0	0	0	0
	Male		0	0	0	0
Plant and machine operators and assemblers	Female		0	0	0	0
	Male	1	0	0	0	0
Elementary occupations	Female	28	0	0	37	37
	Male	29	0	0	46	46
Sub Total:	Female		0	15	378	393
	Male		0	5	430	435
TOTAL:		797	0	20	808	828

TABLE 11.2 – Training provided

Occupational Categories	Gender	Number of employees as at 1 April 2006	Training needs identified at start of reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	3	0	0	9	9
	Male	5	0	1	9	10
Professionals	Female	25	0	5	47	52
	Male	56	0	5	62	67
Technicians and associate professionals	Female	193	0	0	146	146
	Male	304	0	0	340	340
Clerks	Female	119	0	0	11	11
	Male	20	0	0	6	6
Service and sales workers	Female	9	0	0	0	0
	Male	5	0	0	0	0
Craft and related trades workers	Female		0	0	0	0
	Male		0	0	0	0
Plant and mach operators and assemblers	Female		0	0	0	0
	Male	1	0	0	0	0
Elementary occupations	Female	28	0	0	17	17
	Male	29	0	0	13	13

Occupational Categories	Gender	Number of employees as at 1 April 2006	Training needs identified at start of reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Sub Total	Female		0	5	230	235
	Male		0	6	430	436
TOTAL:		797	0	11	660	671

12 Injury on Duty:

Nature of injury on duty	Number	% of total
Required basic medical attention only	4	80%C
Temporary Total Disablement	0	0%
Permanent Disablement	0	0%
Fatal	1	20%
Total	5	100%

13 Utilization of Consultants

TABLE 13.1 – Report on consultant appointments using appropriated funds

Project Title	Total number of consultants that worked on the project	Duration: Work days	Contract value in Rand
To review the structure the 1 Chief Directorates.	Three	October 2006 to December 2006	274 000
To research and development of a proposal for the Transformation of the Traffic College into a Centre of Excellence	Not available	February 2006	277 248
Review and development of integrated HR Strategy	Not available	10 January 2006 to 10 March 2006	155 000
Recruitment Agencies for special needs & competency assessments	Not available	May 2006 to August 2006	490 000
Recruitment for a Senior position in Traffic Management	Not available	August 2006	68 000
HIV/AIDS World Aids Day Commemoration	One (1)	December 2006	145 593
Women's wellness session guest speaker	One (1)	July 2006	4000
Employee wellness sessions	One (1)	November 2006	255 360
Total number of projects	Total individual consultants	Total duration: Work days	Total contract value in Rand
8	Not available	51 Months	1 669 201

TABLE 13.2 – Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDI's)

Project Title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of Consultants from HDI groups that work on the project

TABLE 13.3 – Report on consultant appointments using Donor funds: None

TABLE 13.4 – Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs): None

