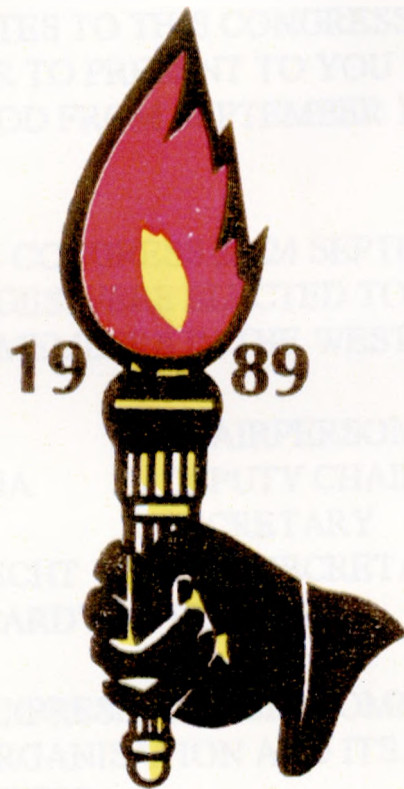


POPCRU

WESTERN CAPE

**PROVINCIAL CONGRESS
1996**



JUSTICE FOR ALL



SECRETARY'S REPORT 1996

INTRODUCTION:

COMRADES AND DELEGATES TO THIS CONGRESS IT IS MY PRIVILEGE AND HONOUR TO PRESENT TO YOU THIS REPORT WHICH COVERS THE PERIOD FROM SEPTEMBER 1995 TO SEPTEMBER 1996.

DURING THE PROVINCIAL CONGRESS 23-24 SEPTEMBER 1995 THE FOLLOWING COMRADES WERE ELECTED TO SERVE THE ORGANISATION AND ITS MEMBERS IN THE WESTERN CAPE.

JOHN JANSEN	- CHAIRPERSON
ELLIOT SINYANGANA	- DEPUTY CHAIRPERSON
EDDIE JOHNSON	- SECRETARY
FREDDIE ENGELBRECHT	- VICE SECRETARY
BADRHONISA BARNARD	- TREASURER

THESE COMRADES HAS EXPRESSED THEIR COMMITMENT AND DESIRE TO SERVE THE ORGANISATION AND ITS MEMBERS TO THE BEST OF THEIR ABILITIES.

MY OBSERVATION AT THIS POINT IS THAT THEY DID NOT PERHAPS ATTAIN A 100% SUCCESS BUT UNDER CIRCUMSTANCES THEY HAVE ALWAYS GIVEN IT THEIR BEST ENDEAVOUR.

I COUNT MYSELF PRIVILEGED TO HAVE BEEN ASSOCIATED WITH THESE COMRADES. COMRADES I WANT TO THANK YOU FOR THE SUPPORT AND CO-OPERATION I HAVE RECEIVED

FROM YOU DURING MY TERM OF OFFICE. I ALSO WANT TO
THANK THE BROADER MEMBERSHIP FOR THEIR SUPPORT AND
CONFIDENCE IN US AS P.O.B'S.

I ALSO WISH TO EXPRESS A WORD OF GRATITUDE TOWARDS
THE VARIOUS ORGANISATIONS THAT HAVE SUPPORTED US THE
P.O.B'S AND POPCRU AS A WHOLE.

A WORD OF SPECIAL THANKS TO:

AFRICAN NATIONAL CONGRESS
S.A.C.P
COSATU
TRADE UNION LIBRARY
SAMWU
FERREIRA BROKERS
IMSSA
IDASA
B.A.B.S

COMRADES DURING OUR TERM WE HAD DEALINGS AT
VARIOUS LEVELS WITH ORGANISATIONS, INDIVIDUALS AND
GROUPS.

THIS TERM WAS ALSO A VERY LEARNING AND ENRICHING
EXPERIENCE TO MYSELF AND I BELIVE ALSO TO MY
COUNTERPARTS.

THIS TERM WAS ALSO A DEMANDING PERIOD ON OUR TIME
AND RESOURCES.

AS P.O.B'S WE WERE REQUIRED TO PERFORM MANY
FUNCTIONS SUCH AS ATTEND TO NATIONAL MEETINGS AND
WORKSHOPS; LIASE WITH PROVINCIAL LEADERS FROM OTHER
ORGANISATIONS,
MARKET AND PROMOTE POPCRU IN THE WESTERN CAPE.

I AM SATISFIED THAT WE DID THE BEST WE COULD.

IT IS MY ENDEAVOUR TO AS FAR AS POSSIBLE GIVE YOU AN
OBJECTIVE RECORDING OF EVENTS OR AS THE SITUATION
DICTATE SUPPLY YOU WITH AS RELEVANT AS POSSIBLE
ANSWERS PERTAINING OUR ORGANISATION.

NATIONAL

COMRADES I WOULD ATTEMPT TO TOUCH ON NATIONAL ISSUES.

POPCRU HAS THE POTENTIAL AND ABILITY TO BE A PHENOMENAL FORCE IN THE S.A.P.S AND D.C.S BUT THE ORGANISATION IS BEING UNDERMINED BY MANAGEMENT AND BY THE ORGANISATIONS INABILITY TO RISE ABOVE PERSONAL AGENDAS.

TO BE MORE SPECIFIC I WISH TO REFER TO THE CONFLICTS WE HAD AT THE NATIONAL OFFICE AND NATIONAL LEADERSHIP WHICH RESULTED IN COUP'S , HOSTAGES, UNSCHEDULED N.E.C'S, UNSCHEDULED EXPENSES, FINANCIAL MISMANAGEMENT, UNAUTHORISED AND UNCONTROLLED EXPENDITURES , OVERSTAFFING AND OTHER MATTERS THAT HAD A NEGATIVE IMPACT ON THE IMAGE OF THE ORGANISATION AND POTENTIAL AND FUNCTIONING OF POPCRU.

POPCRU HAS CULTIVATED THE CULTURE OF DEPOSING /REPLACING LEADERSHIP INSTEAD OF EMPOWERING AND CRITICISING CONSTRUCTIVELY.

THIS LEADERSHIP PHENOMENA IN THE ORGANISATION IS DEFINATELY HARMING THE ORGANISATION AND IT LEAVES A BAD TASTE WITH OUR POLITICAL ALLIANCES.

THE INABILITY OF THE ORGANISATION TO EFFECTIVELY DEAL WITH ISSUES IN ORGANISATIONAL INTEREST HAS SEEN THE FORMATION OF NAPPCRU.

NATIONAL FINANCE

THE MOST BURNING ISSUE PRESENTLY IN OUR ORGANISATION IS FINANCES.

IT HAS COME TO LIGHT THAT DURING THE LAST FEW YEARS FINANCES HAVE BEEN INDISCRIMINATELY MISUSED. UNION MONEY HAS BEEN USED FOR PURCHASING GOODS FOR PERSONAL USE, PERSONAL INVESTMENTS AND MONEY HAS BEEN DISBURSED AND REMAIN ACCOUNTED FOR.

-N.E.C MEETINGS WERE SCHEDULED AND EXTENDED FOR REASONS THAT ARE UNACCEPTABLE.

-FUNERAL FUND IS IN TOTAL DISARRAY - NO LONGER EXISTING.

-EXORBITANT LEGAL COSTS TO POPCRU

-THE CAR SCHEME IS A TOTAL WASTE OF MONEY AND NO REAL BENEFIT TO POPCRU

-FLIGHTS AND HOTEL ACCOMODATION IS EXORBITANT

-THE GUEST HOUSE REMAINS A FINANCIAL BURDEN

THE ABOVE ISSUES ARE BUT A FEW OF THE ISSUES THAT IMPACTS NEGATIVELY AND IMPEDES ON THE ORGANISATIONS ABILITY TO REALLY FUNCTION TO ITS FULL POTENTIAL AND DELIVER ON THE NEEDS OF ITS MEMBERS.

SOLUTIONS

AFORE MENTIONED ARE THE ISSUES THAT CAN BE REDRESSED IF ONLY LEADERSHIP AND THE MEMBERS TAKE CONCERTED STEPS AND COMMIT THEMSELVES TO SERVING THE INTEREST OF THE ORGANISATION FIRST.

LEADERSHIP NEED TO REALISE THAT THE MEMBERS AND
THEIR NEEDS ARE OF GREATER IMPORTANCE THAN THEIR
OWN AGENDAS.

PROVINCIAL

AMIDST THE COMMITMENT FROM THE P.O.B'S AND THE EFFORTS ENGAGED WE WERE YET UNABLE TO COMPLETE THE PROJECTS THAT WE HAVE ENVISAGED. WE WOULD HAVE WANTED TO ATTEND MORE TO TRAINING AND DEVELOPMENT. WE WOULD HAVE APPRECIATED TO BE MORE INVOLVED WITH COSATU AND THE TRADE UNION LIBRARY.

REALITY HAS PROVED THAT A YEAR IS A SHORT PERIOD IN WHICH TO ACTUALLY EFFECTIVELY EXECUTE THE PROJECTS THAT THE P.O.B'S ENVISAGED.

MY EXPERIENCE ALSO IS THAT IT IS VERY DIFFICULT TO DO JUSTICE TO THE OFFICE OF SECRETARY AND ALSO HAVE FULLTIME EMPLOYMENT.

I WOULD RECOMMEND THAT CONSIDERATION BE GIVEN TO HAVE THE P.O.B TERM EXTENDED TO TWO OR THREE YEARS AND THAT THE SECRETARY BE SECONDED IN ORDER TO FULLTIME DEVOTE HIS/HER TIME TO HIS/HER OFFICE.

I WILL NEVERTHELESS ATTEMPT TO HIGHLIGHT SOME OF THE NOTEWORTHY ISSUES IN OUR PROVINCE.

- THE DERMACATION OF OUR PROVINCE WAS CONCLUDED
- THE BRANCHES WERE LAUNCHED AS PER NATIONAL AGREEMENT.
- WORKSHOPS WERE ARRANGED.WITH TULEC.
- PARTIPATION IN PANEL DISCUSSIONS WERE HELD U.W.C. AND OTHER VENUES.
- PARTICIPATION IN THE PROVINCIAL NEGOTIATING FORUM IN D.C.S AND S.A.P.S HAS PROVED FAIRLY WELL AND BENEFICIAL.

- NEGOTIATIONS ON AFFIRMATIVE HAS ALSO BROUGHT MIXED RESULTS.

- MAYDAY- PRESS CONFERENCE - AFFILLIATE LABOUR ACTION

- MARCHES < JANUARY 1996 1000 MEMBERS AND JUNE 1995 +- 3000.

- POST OF ORGANISER WAS ADVERTISED.

- P.O.B PARTICIPATED IN MARCH AT OUDTSHOORN 6/6/96

- VISITS TO STATION AND INSTITUTIONS EXPERIENCING PROBLEMS WERE CONDUCTED.

- NYANGA ISSUE / ATTORNEY GENERAL.

COMRADES THUS THERE REMAIN ISSUES THAT ARE NOT MENTIONED BUT I THINK IT IS IMPOSSIBLE TO MENTION EACH AND EVERY EVENT IN DETAIL SOME EVENTS ARE ALSO REGARDED AS FUNCTIONARY ISSUES AND NEED NOT TO BE MENTIONED.

SHOULD I HAVE LEFT OUT ANY MATTER THAT IS OF IMPORTANCE FEEL FREE TO BRING IT TO MY ATTENTION.

MAJOR ACHIEVEMENTS DURING MY TERM.

-ONE OF OUR COMRADES AFFIRMED FROM MAJOR TO GENERAL.

- COMRADE ENGELBRECHT BECAME A BRIGADIER

- SUPT. NEL AT STEENBERG S.A.P.S WAS REMOVED FOR ILLTREATING AND VICTIMISING MEMBERS.

**- CAPTAIN LAING REMOVED AT
KHAYELITSHA FOR INSTIGATING TROUBLE
IN THE COMMUNITY AND AT THE STATION.**

**-APPOINTMENT OF BLACK MEMBERS AS
COMMANDERS OF PRISONS IN THE
WESTERN CAPE.**

**- NYANGA ISSUE ADDRESSED WITH
ATTORNEY GENERAL.**

-POPCRU MEMBERS APPOINTED TO T.R.C.

**- SUCCESSFUL SALARY NEGOTIATIONS
WITH T.R.C.**

**- RE-INSTATEMENT OF DISMISSED 1990
COMRADES.**

GENDER

COMRADES AS FAR AS GENDER ACTIVITIES ARE CONCERNED.

I DO NOT KNOW WHAT EXACTLY IS HAPPENING IN THIS
STRUCTURE NATIONALLY OR PROVINCIALY.

I HAVE FROM TIME TO TIME HEARD OF WOMEN'S MEETINGS
BEING HELD. NO FORMAL REPORTS OR REPORT BACKS WERE
RECEIVED.

SO WE NEED TO LOOK HOW TO ENHANCE THIS IMPORTANT
STRUCTURE IN ORDER TO GET IT FUNCTIONING STRONGLY.

FINANCE

THE TREASURER WILL ELABORATE ON OUR FINANCIAL POSITION IN THE PROVINCE.

I WOULD LIKE TO SAY THE MANNER IN WHICH ALLOCATIONS ARE BEING MADE TO THE PROVINCES ARE DEFINATELY NOT ACCEPTABLE.

THE ALLOCATION IS INSUFFICIENT TO ATTEND TO THE NEEDS OF THE PROVINCE.

BEARING IN MIND TO WHAT HAS HAPPENED AT NATIONAL OFFICE REGARDING FINANCES. WE AS A PROVINCIAL STRUCTURE WILL HAVE TO COME UP WITH SOLUTIONS TO THIS PROBLEM.

A SUGGESTION IS THAT WE DECENTRALISE THE FUNDS AND THEN PAY AN ALLOCATION TO NATIONAL OFFICE, THIS MATTER CAN BE DISCUSSED AT THE POLICY CONFERENCE.

GENERAL

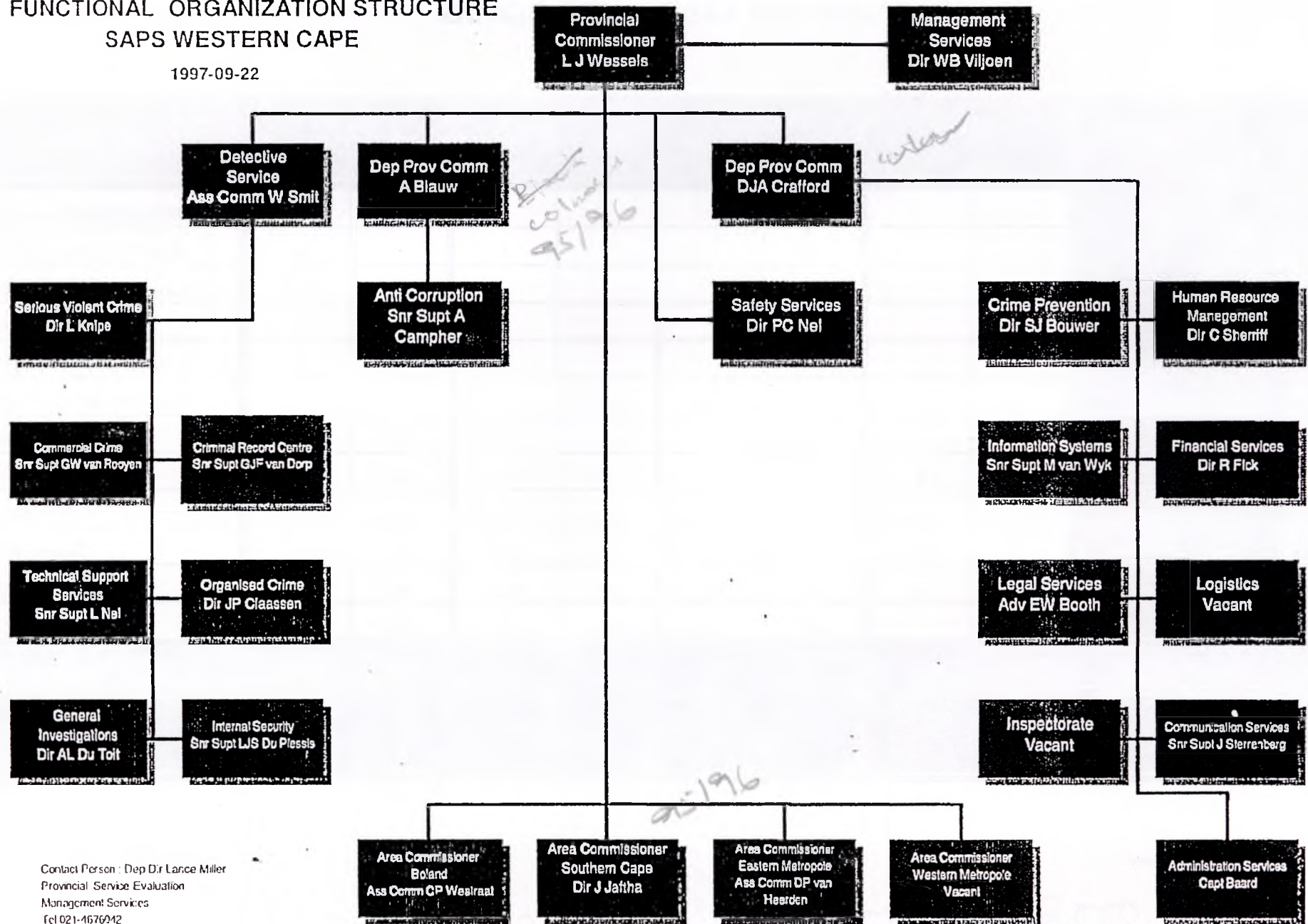
SHOULD WE AS AN ORGANISATION NATIONALLY AND PROVINCIALY GET OUR HOUSE IN ORDER, TAKE CONTROL OF OUR FINANCIAL POSITION, FOSTER A STRONGER RELATIONSHIP WITH COSATU AND ITS AFFILIATES AND TAKE MORE ADVANTAGE OF THE FACILITIES AND INFRASTRUCTURE OF COSATU.

UTILISE THE TRADE UNION LIBRARY TO GREATER EFFECT.

GET OUR LOCAL OFFICE ADMINISTRATION UP TO DATE.

FUNCTIONAL ORGANIZATION STRUCTURE SAPS WESTERN CAPE

1997-09-22



Contact Person : Dep Dir Lance Miller
Provincial Service Evaluation
Management Services
Tel 021-4576942

Collected, no exec powers

Overal

SALHA 30: POPCRU

WESTERN CAPE PROVINCE RANK, RACE AND SEX DISTRIBUTION

RANK GROUP	WHITE		COLOURED		BLACK		ASIAN		SUBTOTAL		TOTAL
	male	female	male	female	male	female	male	female	male	female	
PROV.COMMISSIONER	1								1		1
ASST.COMMISSIONER	6		1						7		7
CHIEF DIRECTOR (Legal Services)	1								1		1
DIRECTOR	12	1	4						16	1	17
DIRECTOR (Legal Services)	2								2		2
SNR.SUPERINTENDENT	81	7	8	2			1		90	9	99
SUPERINTENDENT	206	22	14	3	4	1			224	26	250
CAPTAIN	653	123	129	12	9		8		799	135	934
INSPECTOR	1333	305	491	59	41	5	6		1871	369	2240
SERGEANT	2076	484	2027	271	234	35	16	1	4353	791	5144
CONSTABLE	521	109	1276	120	529	23	11	1	2337	253	2590
CIVILIAN	46	842	369	348	72	28		2	487	1220	1707
SUBTOTAL	4938	1893	4319	815	889	92	12	4	10188	2304	
TOTAL	6831		5134		981		46		12992		12992

DATA AS ON 11 MARCH 1997

Compiled by Director Collin Sherriff

Get one from 92 or 93 - Phone Cross 506 2000
506 2032

WESTERN CAPE PROVINCE RANK, RACE AND SEX DISTRIBUTION

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DATA AS ON 11 MARCH 1997

WHITE

SNr Superintendent 88 (7w)

" 228 (22w)

Captain 776 (123w)

Inspector 1638 (305)

Sergeant 2560 (454)

Constable 630 (109)

Civilian

BLACK

11 (2w)

22 (4w)

158 (12w)

602 (64w)

2584 (307w)

1960 (156w)

Civilian 888 (842w)

819 (350)

SALHA
30: PAPERU

506 2000
2023

Interim Promotion
Policy

Stream A

Constable to lance sergeant

Two (2) years of service and/or recognised service experience

Any two (2) subjects at first year level of an applicable degree/diploma or the National Diploma (Police Administration/Police Management)

Suitability for promotion (Competency assessment - SAP 135)

Availability of posts

Constable to sergeant

Two (2) years of service as constable and/or recognised service experience

National Certificate of the National Diploma (Police Administration/Police Management)

Four (4) subjects at first year level of an applicable degree/diploma or the National Diploma (Police Administration/Police Management)

Suitability for promotion (Competency assessment - SAP 135)

Availability of posts

Lance sergeant to sergeant

Two (2) years of service as constable and/or recognised service experience

Two (2) years of service in the SAPS, irrespective of the years of service as lance sergeant and/or recognised service experience

Four (4) subjects at first year level of an applicable degree/diploma or the National Diploma (Police Administration/Police Management)

Suitability for promotion (Competency assessment - SAP 135)

Availability of posts

Sergeant to warrant-officer

Two (2) years of actual service as sergeant

Higher National Certificate of the National Diploma (Police Administration/Police Management)
Eight (8) subjects of an applicable degree/diploma or the National Diploma (Police Administration/Police Management - which must include at least two second year level of major subjects)

Suitability for promotion (Competency assessment - SAP 135)

Availability of posts

Warrant-officer to lieutenant

One (1) year of actual service as warrant-officer

National Diploma (Police Administration/Police Management) or an applicable degree/diploma

Suitability for promotion (Competency assessment - SAP 135)

Availability of posts

Lieutenant to captain

Two (2) years of actual service as lieutenant

Suitability/competency assessment

Availability of posts

Captain to major

Two (2) years of actual service as captain

Suitability/competency assessment

Availability of posts

Major to lieutenant-colonel

Two (2) years of actual service as major

Suitability/competency assessment

Availability of posts

Lieutenant-colonel to colonel

Two (2) years of actual service as lieutenant-colonel

Suitability/competency assessment

Availability of posts

Colonel to brigadier

Two (2) years of actual service as colonel

Suitability/competency assessment

Availability of posts

Stream B

Constable to lance sergeant

Four (4) years of service and/or recognised service experience

plus

Satisfactory assessment - Competency assessment - SAP 135 (60 marks)

Availability of posts

Constable/lance sergeant to sergeant

Two (2) years of actual service as lance sergeant and/or recognised service experience

or

Six (6) years of actual service as constable/lance sergeant collectively and/or recognised service experience

plus

Satisfactory Assessment - Competency assessment - SAP 135 (60 marks)

Suitability for promotion

Availability of posts

Sergeant to warrant-officer

Four (4) years of actual service as sergeant

plus

Satisfactory assessment - Competency assessment (60 marks)

Std 8 or equivalent qualification

Availability of posts

Warrant-officer to lieutenant

Four (4) years of actual service as warrant-officer

plus

Satisfactory assessment - evaluation report - SAP 135 (90 marks)

Std 10 or equivalent qualification

Availability of posts

Lieutenant to captain

Three (3) years of actual service as lieutenant

plus

Suitability/competency assessment

Availability of posts

Captain to major

Three (3) years of actual service as captain

plus

Suitability/competency assessment

Availability of posts

Major to lieutenant-colonel

Three (3) years of actual service as major

plus

Suitability/competency assessment

Availability of posts

Lieutenant-colonel to colonel

Three (3) years of actual service as lieutenant-colonel

plus

Suitability/competency assessment

Availability of posts

Colonel to brigadier

Three (3) years of actual service as lieutenant-colonel

plus

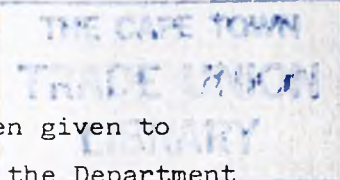
Suitability/competency assessment

Availability of posts

Kategorie 1 : 1 jaar
Kategorie 2 : 6 maande
Kategorie 3 : 3 maande

POPCRU

SALHA 30: POPCRU



1. Mr Chairperson, thank you for the opportunity that has been given to Popcru to present its proposals for the reconstruction of the Department of Correctional Service.
2. The mere fact that the different interest groups sit here today, is a strong indication of the urgent need for changes and the restructuring of the Department. But it is important, Mr Chairman; that while we focus on the changes, that we should learn from the past and make sure that changes are not superficial but that fundamental changes do in fact take place.
3. It is therefor our duty to make sure that a transparent and democratic system evolves that is all inclusive in its approach, with a clear purpose to uphold the basic human rights of people, and to serve the community in a honest and a constructive way, It is important that in our quest for a transparent and democratic Correctional System, that we take ^{COGNISANCE} ~~cognition~~ of the very important role that the prisoner members, Management, ^{INTEREST} ~~unrest~~ groups, organisations and the community can play to influence changes and in the restructuring of our Correctional system.
4. COMMUNITY

We should acknowledge the fact that there is a very important relationship between the Correctional System and the community at large, in the sense, that the community expects that the Correctional system should detain those who have broken the laws of society, and that the Correctional system expects the community to accept those who have served their sentences, and have paid their ~~dehts~~ towards the society.
5. Our most important goal is to keep in safe custody those who have been entrusted to our care. It is imparitive that while this is at present, the predominant factor, we should look towards a well intigrated model which could involve the rehabilitation and upliftment of our prisoners, that would enable them to play a meaningful role, and to be economical involved in ^{their} ~~thier~~ different communities.

6. To reach that point we have to look more carefully at:

-vocational training

-educational training;

-and the social upliftment of our prisoners.

We should strive for a situation where we reach short term prisoners at basic, ^{minimum} ~~unhuman~~ skills, to enable them to apply for a job, and at least at this basic level, to fulfill their own needs and the needs of their families. With this in mind, we also have to focus on the training of long term prisoners as skilled artisans. The Correctional system has the capacity to do this, and the necessary expertise to reach this goal. We should capitalize on this capacity and expertise to the full benefit of our prisoners and the community at large. The utilization of this capacity and expertise should be to address the imbalances of the past and not to capitalize on cheap labour. Apart from the technical training of our prisoners it is imperative that we also focus on their educational upliftment. The majority of prisoners cannot read or write, and there are those that want to further their educational qualifications, that we have to provide for.

7. We thus have an obligation towards society and the prisoner, and we have the capacity to fulfill that obligation. But it is unfortunate to inform you, Mr Chairperson, that it was reported to us that of a daily total of more than 6000 prisoners per day at Pollsmoor Prison during 1993, not one has completed their matriculation examination successfully and less than 10 has qualified as artisans. That leaves you with less than ½ percent of prisoners being successfully trained. That, Mr Chairperson, proves the urgent need to address the educational and vocational training of prisoners.

8. Except for the educational and vocational upliftment of prisoners. We also have to explore the social upliftment of these people. The society in South Africa has been constructed in such a way that people tend to look at the symptoms of a problem rather than focussing on the root causes of that problem. This tendency is also notable, in the way that the Correctional system implement its treatment programs, We should focus on the root causes of social and psychological delinquent behaviour, if we ever want to be successful in the social upliftment of prisoners. We should understand that the rehabilitation and upliftment of prisoners cannot be engineered in isolation. We have to take ^{COGNIZANCE} ~~COGNITION~~ of the negative forces in society and adapt our treatment

programmes to address these negative forces. There is also positive forces within society that have to be utilized to make our treatment programmes more successful.

Mr Chairperson, we have the capabilities and expertise and with that we have to break the wall of isolation, and reach out to the community.

9. The society on the other hand, also has a vital role to play in the changes and the transparency of the Correctional system. We have to accept the fact that a prisoner is the product of the prevailing standards, values and norms of that society. It is also a well documented criminological argument, that society deserve its criminals that it produces. In this regard apartheid, with all its evils, are responsible for this abnormal situation. For that reason, there rest a responsibility on the society that cannot be ignored. It is our duty to ~~make~~ open the Correctional system for the scrutiny of society and I will qualify it as follow.

10. Prisons are, by definition, closed institutions. More-over, the bricks that surround the institution are reinforced by a wall of secrecy. Yet, as in all other areas of human rights, an unempeded flow of information is vital to curb abuses. If we limit information about our prisons, there will be the tendency for us to suffer from severe human rights violations . While the possibility of communicating with the outside world, does not guarantee freedom from abuses, prohibition on communication are almost always conducive to abuses. The accessibility of society towards the Correctional system, is a chief safeguard towards the prevention of human rights violations . The International Committee of the Red Cross, National and International Human Rights Groups, prisoner AID , inter governmental and media-organisations can play an immensely positive role in this respect. A situation may also arise, where ~~even~~ the central government may not be aware of the extent of human rights problems within its prisons. Those who run prisons are likely to be less inclined to commit or tolerate abuses if they know, that outsiders will inspect the facilities, and that abuses will be publicised and denounced by society.

11. Although announced inspections by outsiders has its value, unannounced, periodic visits are obviously the most effective . Announced visits always have the effect that the staff spruce up a prison for the benefit of the visitors; they may clean the prison, paint the walls, give the prisoners better clothes and food and even ^{SIMULATE} ~~stimulate~~ a classroom effect/ when in reality that is not always the case. The National Human rights organisations are in the best position to monitor human rights conditions within their country's prisoners. They can conduct ongoing monitoring, react quickly to emergencies, and work with local media and officials to promote change. Though visits by international human rights organisations often help to focus attention within the country on the problem of prison conditions, and externally, place the issue on the international human rights agenda, it is local groups that bear most of the burden promoting changes.
12. For prison visits and security to be effective, the findings must be publicized. It is embarrassing and shameful for governments to be denounced as human rights violators. This shame, and the public pressure it generates, are the most powerful tools that have been devised internationally to bring about human rights improvements. When the findings of prison visits are disclosed solely to the authorities, the usefulness of such visits is extremely limited. Occasionally the central government may learn something it had not known previously and act to correct the situation; on whole, however, confidentiality is more often a disincentive than an incentive to make improvements. The media can play an enormous role in informing the public about human rights in prisons and in mobilizing public pressure to curb violations. Failure to publicize the findings from prison visits/ may not only negate their value/ but could provide the authorities with a kind of smoke screen. When a central government excludes monitoring organizations from its prisons/ and then make choice exceptions for other delegations to inspect them/ knowing that the findings will remain unavailable to the public/ the effect is/ to help the government fend off criticisms of running a closed prison system. The tendency of inviting chosen groups to visit the prisons does not serve the Government, the Correctional system the prisoners nor society. Therefor we recommend the following:

15. -The implementation of a careful classification system from the moment of pre-trial detention. Prisoners accused of violent crimes should never be held with those detained on suspicion of minor offences.

- pre-detention should always count as time served/and never exceed the maximum sentence for the offence a detainee is charged with.

- We should take care of the fact that physical conditions must not be harmful to ^aall prisoners health. There must be sufficient lighting, bedding, and clothing must be provided, so as not to cause hardship or such diseases as skin ailments.

1 When overcrowding is severe, efforts should be made/to alleviate the hardship prisoners are forced to endure/by extending the length of time they spend out of the cells each day.

- as a minimum we recommend that every prison should have a primary health care professional and a primary health care center equipped to provide vaccinations, first aid and basic medications for common ailments.

- Juveniles should never be housed in adult institutions, regardless of whether they sleep in separate cells or not. (e.g persons 18 to under 21 years.)

- There should be no limits on the number of letters received and mailed by prisoners. The same applies to telephone calls.

- Prison labor should take place under safe conditions/that are not inferior to those in the country as a whole/and they should be paid for their work.

16. Our prisons are heavily overcrowded/and this problem is partly caused by the number of pre-trial detainees/and by a number of prisoners whom have been granted parole/but could not be released because they have no place to stay outside/and they cannot be monitored under the correctional supervision system. We are concerned about this problem and we request that this matter should be addressed with the urgency it deserves. One of the solutions to this problem is to build more prisons. If we built 3 more prisons it would cost the government R2 billion, money which could be well spent on the RDP. On 31/7/94 there were 181 ^{Prisoners} at Pollsmoor Prison that could have been released on parole but had to stay in custody due to the above-mentioned reasons. This has costed the government an additional R7 783 per day and R54 481 per week.

This is money the government can hardly afford. We need a different approach/if we ever want to curb the problem of spending and the over-crowding of our prisons. We do not presume that we have the answer to this problems/^{BUT} ~~out~~ it is quite clear that a unilateral approach and decision-making in this ~~aspect~~ ^{RESPECT}, did not work in the past, it is not working now and will most definitely fail in the future. We need a multi-disciplinary approach with consultations on a ^{BROAD} base which should include the prisoners, members, the Department, Civic Organisations, Communities, etc. As a starting point we suggest that we should look at the attitudes of members,/prisoners/and community/towards the implementation of Correctional Supervision and the day parole system. One of the major obstacles towards the implementation of these ~~to~~ ^{TWO} systems/is the fact that a first world system has been introduced to a country with third world standards/without the orientation of the society/and consulting with them.

17. MEMBERS

It is imperative that the present training system of our members should be reconstructed in such a way, that it could fulfill the need of the prisoners, society and the Correctional System. This calls for the training of members in basic social ^{work} ~~word~~,/basic psychology/basic criminology/conflict resolutions/effective communication/respect for human life/basic human rights, the safe guarding of prisoners etc. The training of members should also focus on systems such as Correctional supervision and the day parole system and other important issues such as respect for religion and culture.

18. If we ever want to be an effective Correctional system and ^{FALL IN} line with the reconstruction and development plan of the Government of National Unity, we need to consider the retraining of our members. We have to broaden the ~~Mission~~ of our members and develop them to their full capacity/with specific reference to the rehabilitation and upliftment of our prisoners. While the safe custody of our prisoners is one of our major objectives, we have to realise that this is not all there is to it.

19. The recruitment of members should be as such that it reflects equality, non-discrimination and an open and transparent system. The composition of recruitment personnel should reflect the composition of the community/ so as to allow an applicant to speak in his mother tongue/and feel safe with his religion and culture. The psychological and I.Q. tests should be interpreted only by a psychologist and never ever should an applicant/ who is liberal in his thinking turned away. We need initiative and creative thinking in this Correctional system. There should be advertisements in newspapers, members and society should also be informed before any recruitment drive.

20. Mr. Chairperson, we need to demilitarize the Correctional System.

Our Correctional system is but one in a few Correctional systems in the world that is militarized in such a strong way. The question that we want to ask is:

- Why does a preacher need a military uniform to bring the gospel of Christ to prisoners?
- Why does a psychologist and social ^{worker} ~~warder~~ need a uniform to counsel a prisoner?
- Why does a teacher need a uniform to teach prisoners to read or write?
- Why does the head of a prison, the commander and top management need uniforms while their ~~only~~ task is to manage the system and administrative of nature.
- Why do we need military ranks and uniforms while we do not have and need a military character at all?
- Why do we need this/while our main functions centres around the safe custoday of prisoners and their rehabilitation and upliftment?
- Do we need military ranks and uniforms to keep a disciplinary code amongst our prisoners and members.

We ask these questions because we feel there is an urgent need to address this problem. We accept the fact that members working in ^{sections} ~~serious~~ and others that come daily into contact with prisoners need some form of uniform because, they have to search prisoners/and their belongings/ take them to work etc.

Mr Chairperson, I think you will agree with me that ^{we} ~~they~~ do not need military uniforms with military ranks to do this job.

21. Our members work long hours/and under very harsh conditions/where the danger of assaults and serious injuries to members/are always there. ^{WHILE} ~~Where~~ the police use 20 men with dogs/ helicopters/and cars to arrest one dangerous criminal/ the reality is/that the Correctional system use 4 warders to take care of up to 400 dangerous criminals on one section at Pollsmoor Prison. While they are working long hours under these conditions/they are only released from duty for four days per month.

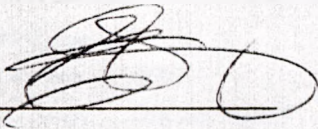
We urgently need more members. If you compare their working conditions and their working hours to their salary, you will agree with me that this also needs to be addressed urgently.

22. It is imperative that we have to look at our Management style/ especially when you evaluate the continuous unrest amongst our prisoners/as well as the dissatisfaction and low morale amongst our members. We need to be tolerant of other people's views/and accept the fact that people can still be loyal/although they have opposing views. We need to accept and understand/ that we are sitting with a new generation warder/with aspirations/who will not accept an authoritarian Management Style. We need to accommodate them and leave them room to grow^{to} their full potential. It is important that the imbalance in the composition of Management should be rectified - the composition of Management should reflect the community. The population composition of the Western Cape is 60% coloureds, 22% whites and 18% blacks. The composition of Management in the Western Cape is 96% whites, 4% coloureds and no black members. AS FAR AS THE CORRECTIONAL SYSTEM IS CONCERNED

Mr. Chairperson- you have highly qualified ^{NECESSARY} black members with the skills and technical know how/to do the job - use them.

* We also have to look at the promotion of our members who have stayed behind because of the apartheid system of the past/as well as those members who have been demoted in rank and expelled/ ^{WHEN THEY} ~~they~~ dared to voice their grievances and stood up for their democratic rights. We have to remember that you cannot kill the will and the spirit of a man. You cannot contain that spirit by law.

Don't protect, because no one is fighting, don't be afraid, because no-one is threatening. We need one another to built this Correctional system. We owe it to one another and to the people that we have to take care of. Let us join hands and start doing our jobs.



(MAJOR)

STEPHEN KORABIE

POPCRU - WESTERN CAPE - POLLSMCOR PRISON