

## Book Eight: Seventh [07<sup>th</sup>] National Congress Report

### DRAFT PROGRAMME

#### 8<sup>th</sup> NATIONAL CONGRESS

Day One: 15 JUNE 2015 [MONDAY]

Chairperson: 1<sup>st</sup> Deputy President Nkosinathi Mabhida

TIME	ITEM	PRESENTER
09:00 – 09:10	Singing of the National Anthem, Internationale & Solidarity Forever	Congress delegates & the choir
09:10 – 09:20	Credentials	General Secretary, Nkosinathi Theledi
09:20 – 09:30	Apologies	1 <sup>st</sup> Deputy General Secretary, Thandi Hlatshwayo
09:30 – 09:45	Confirmation of the Agenda	General Secretary, Nkosinathi Theledi
09:45 – 10:10	Word of welcome	Premier of KwaZulu Natal, Honourable Senzo Mchunu
10:10 – 10:30	Presentation of rules	General Secretary, Nkosinathi Theledi
10:30 – 10:45	Adoption of the Congress Programme	General Secretary, Nkosinathi Theledi
10:45 – 11:00	Introduction of Guests	1 <sup>st</sup> Deputy General Secretary, Thandi Hlatshwayo
11:00 – 12:00	Political Overview	POPCRU President, Zizamele Cebekhulu
12:00 – 12:45	Message of support	Minister of Transport, Honourable Dipuo Peters
12:45 – 13:00	Presentation: Minutes of the 7 <sup>th</sup> National Congress	General Secretary, Nkosinathi Theledi
13:00 – 13:10	Adoption of Minutes	Congress delegates
13:10 – 13:30	Matters Arising	Congress delegates
<b>13:30 – 14:30</b>	<b>LUNCH</b>	
14:30 – 15:15	Message of support	SACP General Secretary, Dr. Blade Nzimande
15:15 – 16:00	Written Messages of support	1 <sup>st</sup> Deputy General Secretary, Thandi Hlatshwayo
16:00 – 16:45	Elections procedure	Elections Agency
16:45 – 17:30	Presentation: Secretariat Report	General Secretary, Nkosinathi Theledi
17:30 – 19:00	Elections	Congress delegates
19:00	<b>END OF DAY 1</b>	
	<b>DINNER</b>	

# POPCRU 8<sup>th</sup> NATIONAL CONGRESS

Day Two: 16 JUNE [Tuesday]

Chairperson: 2<sup>nd</sup> Deputy President Bonny Marekwa

TIME	ITEM	PRESENTER
09:00 – 09:45	Presentation: Taking POPCRU to the 8 <sup>th</sup> National Congress and beyond	General Secretary, Nkosinathi Theledi
09:45 – 10:30	Message of support	COSATU President, Çde Sdumo Dlamini
10:30 – 11:15	Presentation: Draft Policies	General Secretary, Nkosinathi Theledi
11:15 – 12:00	Presentation: Draft Resolutions	General Secretary, Nkosinathi Theledi
12:00 – 12:30	Message of support	Correctional Services Acting National Commissioner, Zachariah Modise
12:30 – 13:15	Presentation: International Report	General Secretary, Nkosinathi Theledi
13:15 – 14:15	<b>LUNCH</b>	
14:15 – 15:00	Message of support	Minister of the SAPS, Honourable Nkosinathi Nhleko
15:00 – 18:00	<b>Allocation of Commissions</b> <b>Commission 1:</b> Taking POPCRU to the 8 <sup>th</sup> National Congress and beyond <b>Commission 2:</b> Political Section <b>Commission 3:</b> Socio-Economic and Social Transformation <b>Commission 4:</b> International Report <b>Commission 5:</b> Security of the country & Power and influence of media <b>Commission 6:</b> State of the organisation <b>Commission 7:</b> Draft Policies and Resolutions	All delegates
18:00 – 20:00	Plenary Discussions	Congress delegates
20:00	<b>END OF DAY 2</b>	

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Day Three: 17 JUNE [Wednesday]

Chairperson: President Cebekhulu

TIME	ITEM	Presenter
09:00 – 09:45	Message of support	WFTU General Secretary, Cde George Mavrikos
09:45 – 11:45	Continuation of plenary discussions	Congress delegates
11:45 – 12:30	Message of support	Minister of Justice & Correctional Services, Honourable Michael Masutha
12:30 – 13:15	Presentation: The state of socio- economic conditions in South Africa	Professor Sipho Seepe
13:15 – 14:15	<b>LUNCH</b>	
14:15 – 15:00	Presentation	Safer South Africa Foundation CEO, Advocate Tseliso Thipanyane
15:00 – 16:00	Messages of support	International and local allies
16:00 – 19:00	Continuation of plenary discussions	Congress delegates
19:00 – 21:00	Cultural Day Celebrations during dinner	Music by Shwi noMtekhala
<b>END OF DAY 3</b>		

Day Four: 18 JUNE [Thursday]

Chairperson: 2<sup>nd</sup> Deputy President Bonny Marekwa

TIME	ITEM	PRESENTER
08:00 – 08:45	Presentation	Stichting Waardering Erkenning Politie of Netherlands, Cde Jan Willem van de Pol
08:45 – 09:30	Presentation: Finance Report	Treasurer General, Thulani Ntsele
09:30 – 10:30	Plenary discussion: Finance Report	Congress delegates
10:30 – 11:30	Message of support	SAPS National Commissioner, Victoria Phiyega
11:30 – 12:00	Message of support	Deputy Minister of SAPS, Honourable Maggie Sotyu
12:00 – 13:00	<b>LUNCH</b>	
13:00	Adjourn for Gala Dinner	

# POPCRU 8<sup>th</sup> NATIONAL CONGRESS

Day Five: 19 JUNE [Friday]

Chairperson: 1<sup>st</sup> Deputy President Nkosinathi Mabhida

TIME	ITEM	PRESENTER
09:00 - 09:45	Adoption of Programme of Action	Congress delegates
09:45 - 11:15	Reading of the Declaration	General Secretary, Nkosinathi Theledi
11:15 - 12:15	Keynote Address	His excellency President Jacob Gedleyihlekisa Zuma
12:15 - 12:45	Election Results	Elections Agency
12:45 - 13:30	Closing Address	President
13:30	Congress Adjourn - Lunch and departure	
<b>END OF 8<sup>TH</sup> NATIONAL CONGRESS</b>		

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### 1. INTRODUCTION

#### 1.1. POPCRU GENERAL SECRETARY : NKOSINATHI THELEDI



On 13 – 16 June 2011, over one thousand two hundred [1 200] delegates gathered at the University of Free State in Mangaung for four [04] days to affirm the vision and determine the direction of POPCRU as it approaches its twenty fifth [25<sup>th</sup>] Anniversary of its existence. This was the largest ever congress of POPCRU which reflected an organisation that has grown and continues to grow. The theme of the 7<sup>th</sup> National Congress was: ***"21 years of consolidating the working class power within the criminal justice"***.

The structures of POPCRU debated the key policy, organisational and political issues during the course of 2010 which culminated in the Policy Conference in September 2010. This was the approach of directing what needed to be addressed in Mangaung if POPCRU was to consolidate its position as a leading labour movement within the Criminal Justice Cluster whilst enhancing its capacity to devotedly serve the interests of its entire membership. The result of the wide-ranging and rigorous engagements out of the Policy Conference was the resounding 7<sup>th</sup> National Congress. The congress reinforced the organisation's democratic traditions and practices which displayed vibrant and constructive engagements by the delegates. POPCRU's twenty one years of experience and confidence was demonstrated through its sound resolutions. The congress was not shy to acknowledge the organisation's shortcomings and weaknesses.

The congress was resolute in its determination to always do better in firstly, serving its members whilst explicitly showing its strengths to transform the Criminal Justice Cluster (CJC). The Congress demonstrated POPCRU's resilience to its democratic processes and its ability to openly discuss the leadership within its structures. This approach displayed the organisation's transparent and democratic values and practices. We emerged from the 7<sup>th</sup> National Congress as one POPCRU, united behind our elected leadership and more united in our commitment to the implementation of the resolutions adopted in Mangaung. The task we are facing for the four years is to give practical expression to these decisions and mobilise our entire membership behind our vision of a transformed CJC. In this, we shall have spared neither strength nor courage advancing the struggle for our members as we prepare to celebrate the twenty fifth Anniversary in three years' time.

## 2. POLITICAL OVERVIEW

### POLITICAL OVERVIEW PRESENTED BY PRESIDENT ZIZAMELE CEBEKHULU



It is an honour and privilege as I take this opportunity, on behalf of Police and Prisons Civil Rights Union's Collective Leadership across all levels of its structures and its entire membership, to extend our warm and revolutionary greetings to all delegates attending this august seventh National Congress.

### Developments Since The 06<sup>th</sup> National Congress

We are meeting four years since the defining moment of the sixth [06<sup>th</sup>] National Conference successfully convened on 11 – 14 June 2007 at Cape Town International Convention Centre in the Western Cape. We converged under the Theme **“Consolidating the Workers Power and Advancing Transformation within the Criminal Cluster”** under very fluid conditions. This was the period on the eve of what was characterised by many as the “second Morogoro Conference” in which the heart and the soul of the African National Congress was at stake. There were serious attempts to transform the ANC to desert its history as a liberation movement and become a contemporary political party with new values given the ever changing material conditions. During the sixth National Congress, POPCRU chose to retain its historical character and task.

As organisational customary, the discussion documents were introduced in preparation of that Congress which included the organisational report, Political, Socio-economic & International report and the Draft Programme of Action for the four years ahead. At the same time as further accustomed and expected, the debates among the Congress delegates in particular were as open, vigorous and vibrant.

### Crime Summit

POPCRU has been concerned about the high levels of crime in our country and the role of the police and other aligned actors in reducing crime levels. As an organisation that represents police professionals, POPCRU believes that it is an important factor in thinking strategically about how to mobilize all possible skills, capacities and resources in the fight against crime. In conceptualising the Crime Summit, POPCRU outlined the following aims and objectives:

- ❖ To gain an understanding from a range of perspectives about the nature and prevalence of crime in South Africa;
- ❖ To map out the role that a wide range of actors – both state and non-state – are playing in trying to reduce levels of crime and insecurity;



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- ❖ To determine what the role of the labour movement, in particularly police unions should be in helping to combat crime and tackle issues related to justice;
- ❖ To learn about policing best practices from other parts of the world in combating crime and making communities feel safer;
- ❖ To formulate a set of innovative recommendations that can be implemented in the fight against crime; and
- ❖ To build a sense of professional commitment amongst POPCRU members in fighting crime within a human rights framework

The outcome of the summit must still be pursued with management of the South African Police Service for further concretisation and implementation.

### **Bargaining Conferences**

Since the sixth National Conference, we successfully convened two National Bargaining Conferences – one in 2008 and the other one during 2010. Conclusive and resounding resolutions were adopted by the two conferences. We however, need to take stock as to whether the resolutions which emerged from the two conferences were implemented as expected. This is the component which must bring real change to the conditions of members on the ground [the bread and butter issues]. An evaluation should be made as to whether resolutions which had to be tabled for bargaining at various councils were indeed tabled as expected.

### **Organisational Financial Performance**

I can state without fear of any contradiction that POPCRU has strong financial controls in place. As the Financial statements will give more distinction to this point in a comprehensive approach, we subject our financials to internal and external auditing processes. Before the sitting of each National Executive Committee, Financial Committee [FINCOM] is convened to take stock of the organisation's financial position. All the financials are presented to that structure for analysis, evaluation and recommendation to the National Executive Committee. When the National Executive Committee sits, the financials are presented as well for scrutiny by this structure which has executive powers. We have four normal National Executive Committee sittings annually. The financials of this organisation are therefore scrutinised by the structure with executive authority four times per year. At the beginning of each year, we contract external auditors to subject our finances to proficient auditing. At the end of each year we convene the Central Executive Committee which is higher than the NEC where audited financial reports are presented. There are a number of events we successfully staged since the previous congress. We were able to pull the membership of this organisation from all provinces to celebrate twenty years of its existence in November 2009. I can therefore make pronouncement that POPCRU is in a good financial position.

### **Organisational Renewal**

COSATU directed that we should evaluate ourselves within the Federation's Organisational renewal principles. We have an obligation to effect this call from the federation. We have done well in the past four years to rebuild the organisation. However, delegates at this

Congress must lend a hand to the organisation to stay focused on this mission, and to eradicate some worrying tendencies before they become entrenched in the organisation. During 2010 we have witnessed some tendencies which are foreign to the traditions of this organisation. As you will notice as the Secretariat report is presented, during the early hours of 2010 one Director within POPCRU Group of Companies [PGC] tendered resignation on his own volition. His resignation was confirmed by the relevant structures of the business arm. Subsequent to that we heard false allegations peddled that Xhosas were been purged from both within the movement and in business. Reference was made about the former General Secretary and the said Director who resigned from PGC. They went to the extent of opening a case of corruption with the police in Tshwane. Realising that the case had no meaning since there was nothing anyway, they went to the media with the same false allegations. We were then confronted by the media enquiries from about corruption within the organisation and the business arm. The media was fed by the same people who were peddling malicious lies that Xhosas were been purged. The criminal case they opened in SAPS has since collapsed and safe to say POPCRU is alive, kicking and more stronger.

## Political School

The National Executive Committee meeting in March 2008 resolved that we should conduct the political school. A Committee of three was established to look into the gaps and needs for the organisation in so far as political school was concerned. We subsequently convened the historic National Political School at the Waterfront Protea Hotel, Centurion 2010 under the Theme “**Consolidating Politics of Theory to Advance Working Class Revolution in the Criminal Justice**” in which it drew all National Office Bearers, All Provincial Office Bearers and Officials, in partnership with the SACP, COSATU, and some Affiliates, DITSELA, Academia from the University of South Africa [UNISA] and University of Johannesburg [UJ]. The school was duly addressed by ANC Secretary General and COSATU General Secretary.

## The National Policy Conference

We convened the National Policy Conference in July 2010 to prepare alignment of policies and creation of new ones where they did not exist before this 7<sup>th</sup> National Conference. The Policy recommendations were taken to the Central Executive Committee in December 2010 as an affirmation by the membership to the leadership, that members are central in the formulation of policy in POPCRU. The Central Executive Committee also re-affirmed unity as the fundamental prerequisite and non-negotiable principle within POPCRU. Some of the policy recommendations adopted included that formulation of the new policy regulating the Policy Conference itself which did not exist in the past and therefore, a policy gap was evident as to when and how this composition should be structured. This was an endeavour by the membership of POPCRU to intensify unity and make the internal democracy of the movement stronger, as well as to correctly interpret the principle of a prerogative. We also developed and made a thorough formulation on the character of POPCRU in terms of:

- ❖ What characterises POPCRU and what is it about;
- ❖ What is its ideological clarity;
- ❖ What are the principles distinguishing POPCRU;

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- ❖ What is our clarity about international ideological warfare; etc.

### Highlights Of Positive Developments In The Four Years Under Review

In the period under review as organizing under South African Police Services, Department of Correctional Services and Traffic Departments in particular and the Criminal Justice in general, we have prioritised Organisational Development as the guiding tool to ensure that we remain forever relevant to the demanding moments of the times. We were, therefore able to plan into action some of the following programmes:

- ❖ We were able to conduct all our Constitutional provisions in the context of the nature of the meeting varying according to all the levels within the constitutional structures.
- ❖ We are able to ensure that all structures uphold the highest standards of accountability through tabling of Financial Reports as per required prescripts, marshalled by all elected office bearers across all levels.
- ❖ We have been able to revive all Local structures through the convening of Local Congresses in terms of Chapter 12 of the Constitution and we are content that the leadership that was elected will be equal to the task of taking POPCRU to greater heights.
- ❖ As already indicated, we convened the National Collective Bargaining Conferences as part of strengthening the mandate-seeking component of the organization and also enhancing Worker Control and Democracy.
- ❖ We have continued to prioritise Provincial Road-Shows after every Collective Agreement signed to deal with issues of interpretation and application on same and that also included the period some dissidents intended to plough a seed of confusion amongst structures for narrow and minimalist interests. And we have remained unshaken.
- ❖ We have continued to attend and participate in the activities of COSATU across all levels, campaigning for decent jobs and protections of the gains of the working class.
- ❖ We have managed to wield an influential role in the implementation of the skills revolution through the Safety and Security Sectoral Education and Training Authority [SASSETA] in which comprehensive skills programmes benefitted our membership, including on Women Development deliverables.
- ❖ We were able to host the National Political School in the history of the organization and also cascaded same to Provinces as part of the greater responsibility of deepening the National Democratic Revolution and reinvigorate political debates.
- ❖ We have achieved to revise the Basic Shop Steward Manual to capacitate our Shop stewards across all levels and that culminated with such deliveries also on the Paralegal empowerment.
- ❖ We were able to sustain the Women Development Programme in partnership with the University of Western Cape that culminated in thirty women comrades completing the qualification.
- ❖ Comrades we have implemented many programmes that sought to capacitate our leaders, members and officials to enhance representation of the general membership

through in-house skills programmes, through the utilization of Institutions of Higher Learning and other private service providers.

- ❖ We have consistently pioneered a programme geared towards up-skilling our officials to enhance quality service delivery through ETDP-SETA and other Institutions of Higher Learning and Labour Service Organizations.
- ❖ We championed many campaigns aimed to conscientize our membership in particular and the community at large through participating on International Mandela Day, hosting Anti-Crime campaigns in Provinces and using World Aids Day to spread the message against the scourge of the pandemic undermining humanity.
- ❖ We have hosted the International Labour Relations Symposium in Botswana and preparations are well in advance for the fourth [04] International Symposium in Malawi as part of the Congress tasks later this year taking forward the project of promoting labour relations within the police in SADC Countries.
- ❖ We succeeded at the beginning of 2010 to facilitate the launch of Correctional Staff Service Association within corrections in Lesotho.
- ❖ We have re-engineered and enhanced our participation in Public Service International [PSI] and International Council of Police Representatives Associations [ICPRA] and other fronts that continue to deepen our principles of solidarity and unity amongst the working class, and
- ❖ Our POPCRU Choir has continued to be an example and light to other Affiliates and got positive appraisals from many International guests through COSATU activities on how Trade Union struggles may be taken forward on other fronts.

## Political

In the period under review we have witnessed a historic hosting of COSATU 10<sup>th</sup> National Congress at Midrand in 2009. Many resolutions were realized that put at the centre the strengthening of COSATU and its Affiliated Unions, to building working class power in all sites of power, and to realize the objective of a living wage, better working and living conditions for workers and working communities. We have witnessed the Special National Congress of the South African Communist and the National General Council of the African National Congress Party held in 2009 and 2010 respectively. ANC National General Council in which many matters were under review, amongst others, including peace and stability matters. Since early 2000, the the SACP has managed to enrich revolutionary and strategic perspectives and by also grounding it on a programme and campaigns to build working class influence is six key sites of power; in the State, the economy, the workplace, the economy, ideologically and through international solidarity. To that end the SACP has over the period under review intensified mass work and campaigns, coupled with communist participation in government and other institutions of the state, principally but not exclusively through annual mass campaigning through the Red October Campaign, which historically are inspired by the Great October Socialist Revolution.

## Sectoral Focus

The Constitution of the Republic of South Africa, Section 205[3] enjoins the South African Police Services to combat, prevent and investigate crime, to maintain public

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order, protect and secure the inhabitants of the Republic and their property and to uphold and enforce the law. As POPCRU we have a firm believe that since the democratic dispensation we have made great strides to making the police subject to the will of the people they serve. The challenge confronting all of us is to radically transform South Africa, to make it a place of hope, peace and human settlements for all who live in it. However, we were highly disturbed by the position taken by the South African Police Service in 2010 when military ranks were re-introduced contrary to the policy position of the African National Congress in so far as policing is concerned.

### **Fighting Crime**

Making South Africans feel safe is the ultimate vision that resonates awesomely with the ideals of the Freedom Charter, which embrace peace and friendliness amongst all the people who live within the National territory and elsewhere. The vision we share of a truly non-racial, non-sexist, democratic and prosperous society cannot be realised if we do not address successfully the issue of crime and criminality within our society. Our talks and deeds as the entire South African Police Services, Department of Correctional Services and Traffic Departments in particular and the Criminal Justice in general must address the central issues of fighting crime smartly and toughly. We dare not fail. At the moment, there is very weak participation by these departments to effect the need of effective cooperation. What we have seen though, which we managed to curb, was the privatisation of the Forensic Science Laboratory by those who are hamstrung to tenderpreneurship.

### **Use of Prison Labour**

I want to address the issue of use of prison labour which some within the DCS are unnecessarily making bogus politicking about it. The President's State of the Nation address delivered earlier in 2010 identified the priorities of government to include, among others, education, skills development and fight against crime and corruption. The achievement of these priorities is crucial as the vast majority of inmates is between the ages of 18 and 35 years and is bound to be released from prison in the next fifteen to twenty years at the very most. Due to very little technical and life skills of the inmates, survival outside of the prison environment becomes very difficult and many tend to re-offend because in their view life is easier in prison. This is counterproductive to the fight against crime and corruption. It is POPCRU's considered view that all inmates that are serving sentences longer than 24 months, as indicated by the White Paper on Corrections, have a corrections sentence plan in place as soon as possible after admission into prison.

### **Traffic Department**

It is a known fact that in this country, Traffic Directorate is one of the most disorganised and fragmented components of the law enforcement agencies. The Department of Transport as an organ of state is in charge of the Traffic Directorate where the regulations are crafted. It further needs to be recognized that on matters of national interest, Department of Transport is held accountable for the strategic imperatives of this Directorate and its operations.

## International Solidarity

We have made remarkable progress on promotion of labour relations within police institutions in SADC region. Since this decision was taken in 2001, we held three International Symposiums already which gave positive spinoffs in this regard. Progress in this regard and our participation internationally was outlined during the congress under International report and the record on all the Symposiums.

### 3. CREDENTIALS REPORT

According to Chapter 4 of POPCRU Constitution **Section 10.1.1**, the National Congress shall be convened every four years and its composition shall be as follows:

- 3.1.** The National Congress shall be composed of the following:
- ❖ National Office Bearers;
  - ❖ Heads of Departments;
  - ❖ National Gender Co-ordinators; and
  - ❖ Representatives appointed by each Province of the Union. Each province will be entitled to 0, 5% delegates of its total membership.

- 3.2.** The National Executive Committee has, during its duly constituted sitting in April 2011, resolved that the cut-off-date for membership for determination of the delegates to the 7<sup>th</sup> National Congress would be the end of April 2011. The membership of POPCRU as at the end of April 2011 stood at hundred and forty-five thousand [145 468]. The distribution of delegates per province as per the already outlined constitutional provision was as follows:

<b>3.2.1.</b>	Eastern Cape	=	114
<b>3.2.2.</b>	Free State	=	54
<b>3.2.3.</b>	Gauteng	=	192
<b>3.2.4.</b>	KwaZulu Natal	=	101
<b>3.2.5.</b>	Limpopo	=	51
<b>3.2.6.</b>	Mpumalanga	=	48
<b>3.2.7.</b>	North West	=	47
<b>3.2.8.</b>	Northern Cape	=	30
<b>3.2.9.</b>	Western Cape	=	<u>98</u>
	<b>Total</b>	=	<b><u>735</u></b>

### 3.3. Congress Delegates

The Voting Delegates per province presented to the seventh [7<sup>th</sup>] National Congress were presented by the General Secretary as follows:

NO	National Office/ Province	Allocated Delegates	Females	Males	Variance	Total
<b>2.1.</b>	National Office Bearers	06	01	05	00	06

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NO	National Office/ Province	Allocated Delegates	Females	Males	Variance	Total
2.2.	National Gender Coor- dinators	02	02	00	00	02
2.3.	Heads of Departments	04	01	03	00	04
2.4.	Media Officer	01	00	01	00	01
2.5.	Eastern Cape	114	53	61	00	114
2.6.	Free State	53	27	26	00	53
2.7.	Gauteng	192	70	122	00	192
2.8.	KwaZulu Natal	100	37	63	00	100
2.9.	Limpopo	51	25	26	00	51
2.10.	Mpumalanga	49	20	29	00	49
2.11.	North West	47	21	26	00	47
2.12.	Northern Cape	31	11	20	00	31
2.13.	Western Cape	98	50	48	00	98
	<b>Grand Total</b>	<b>748</b>	<b>318</b>	<b>430</b>	<b>00</b>	<b>748</b>

### 3.4. Quorum

Section 4 of the Constitution stated that: *"A quorum for the National Congress shall be the majority of the delegates eligible to be present provided that at least two-thirds of the provinces are represented. In the event of there not being a quorum the meeting shall stand adjourned and shall be reconvened within a period of eight [08] weeks. At such adjourned meeting the delegates present shall form a quorum. At least four [04] weeks written notice of such adjourned meeting shall be given to the locals and provinces"*. The credentials outlined here constituted a quorum as per the constitutional provision. The credentials determined that a quorum was formed and were adopted by the seventh [7<sup>th</sup>] National Congress which gave credence to the constitutional provision.

#### 3.4.1. Former NEC Members

The following were the former NEC members who attended and participated in the congress:

1.	Name
2.	Lesego Wolfe
3.	Nthatheni Mavhusha
4.	Masokwameng
5.	Sengwana
6.	Jacob Tsumane
7.	Reuben Douwie
8.	

## 3.4.2. Guests

	Name	Organisation	Position
1.	Sdumo Dlamini	Congress of South African Trade Union [COSATU]	President
2.	Tyoty James	Congress of South African Trade Union [COSATU]	1 <sup>st</sup> Deputy President
3.	Zingiswa Losi	Congress of South African Trade Union [COSATU]	2 <sup>nd</sup> Deputy President
4.	Zwelinzima Vavi	Congress of South African Trade Union [COSATU]	General Secretary
5.	Freda Oosthuysen	Congress of South African Trade Union [COSATU]	Treasurer
6.	Solly Mapaila	South African Communist Party [SACP]	Central Committee Member
7.	Charles Setsubi	South African Communist Party [SACP]	Central Committee Member
8.	Phil Parkies	South African Communist Party [SACP]	Central Committee Member
9.	Mhleka Nxumalo	South African Communist Party [SACP]	Central Committee Member
10.	Malesela Maleka	South African Communist Party [SACP]	Central Committee Member
11.	Zukiswa Ncitha	South African Communist Party [SACP]	Central Committee Member
12.	Christine Olivies	South African Communist Party [SACP]	Central Committee Member
13.	Mike Mokhutshane	Young Communist League [YCL]	Deputy National Chairperson
14.	Mzwandile Mukwayiba	National Education Health and Alliance Workers Union [NEHAWU]	President
15.	Senzeni Zokwana	National Union of Mineworkers [NUM]	President
16.	Oupa Komane	Nation Union of Mineworkers [NUM]	
17.	Moeketsi Mohai	South African Democratic Nurses Union [SADNU]	General Secretary
18.	Gati Malete	South African Municipal Workers Union [SAMWU]	Treasurer
19.	June Dube	South African Transport Allied Workers Union [SATAWU]	1 <sup>st</sup> Deputy President
20.	Kenny Basjan	South African State and Allied Workers Union [SASAWU]	1 <sup>st</sup> Deputy President



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	Name	Organisation	Position
21.	Nkosana Dolopi	South African Democratic Teachers' Union [SADTU]	Deputy General Secretary
22.	Mapule Dorcus Sekabate	South African Democratic Teachers' Union [SADTU]	Vice President for Gender
23.	Cedric Gina	National Union of Metalworkers of South Africa [NUMSA]	President
24.	Rockman Gregory	Founder Member	
25.	Pieter Loggenberg	Founder Member	
26.	Zwi Mdletshe	POPCRU Group of Companies (PGC)	Chief Executive Officer [CEO]
27.	Boas Mogale	POPCRU Group of Companies [PGC]	Director
28.	Joe Peters	POPCRU Group of Companies [PGC]	Director
29.	Mpho Dipela	POPCRU Group of Companies [PGC]	Director
30.	Charles Nonkonyane	POPCRU Group of Companies [PGC]	Director
31.	Mphile Sibanze	POPCRU Group of Companies [PGC]	Director
32.	Van Wyk Kevin and partner	POPCRU Group of Companies [PGC]	Senior Manager
33.	Mzondi Themba	POPCRU Group of Companies [PGC]	Senior Manager
34.	Madlala Moses	POPCRU Group of Companies [PGC]	Senior Manager
35.	Mdiya Tshaka	POPCRU Group of Companies [PGC]	Senior Manager
36.	Nathi Mthethwa	Safety and Security	Minister
37.	Ms Maggie Soty	Safety and Security	Deputy Minister
38.	NN Mapisa-Nqakula	Department of Correctional Services	Minister
40.	Tom Moyane	Department of Correctional Services	Commissioner
41.	Nontsikelelo Jolingana	Ministry of Correctional Services	Chief Deputy Commissioner
42.	Mr. Indiran Pillay	Khensani Corrections Management [KCM]	Managing Director
43.	N Breakfast	Department of Correctional Services [DCS]	Deputy Regional Commissioner [DRC]

	Name	Organisation	Position
45.	Mr. L Leeto	Department of Police, Roads and Transport	Traffic Directorate
46.	Thabo Manyoni	Department of Police, Roads and Transport	Member of Executive Council [MEC]
47.	Ms Grace Molatedi	Department of Correctional Services [DCS]	Acting Regional Commissioner Free State
48.	Mosoane Kgomotso	Safety and Security Sectoral Bargaining Council	Secretary
49.	Thembi Mngomezulu	Public Service International	Sub-Regional Secretary
50.	Mr Mfariseni Phophi	Public Service Coordinating Bargaining Council	Deputy Chairperson [Employer]
51.	Mr Modise Letsatsi	Public Service Coordinating Bargaining Council	Deputy Chairperson [Labour]
52.	Frikkie de Bruin	Public Service Coordinating Bargaining Council	General Secretary
53.	Sharlaine Oodit	General Public Service Sectoral Bargaining Council	Secretary
54.	Abel Mashaba	Department of Correctional Services	Assistant Director
55.	L.M. Komani	Department of Correctional Services	Assistant Director

## 4. MESSAGES OF SUPPORT

### 4.1. SADTU Message of Support

**Dear Comrades GS**

Message of support to the 7th National Congress of the Police and Prison Civil Rights Union [POPCRU] 13 TO 16 June 2011.

As POPCRU convenes its 7<sup>th</sup> National Congress, the union can proudly look back on earlier years of struggle and celebrate many victories scored. As a prominent member of COSATU, POPCRU has continued to play an important role in nationwide efforts to ensure a fair distribution of the national wealth. The Police and Prison Civil Rights Union [POPCRU] has a great history and it has established itself as a force to be reckoned on the political and socio economic front from both domestically and internationally. POPCRU's role in the transformation of the Police and correctional Services in particular cannot be understated as we celebrate our rich history. All the delegates in this important Congress have a great responsibility to understand, discuss and make decisions for the union, the working people and the entire working class. The South African Democratic Teachers Union [SADTU] wishes POPCRU a productive and a successful National Congress.

Aluta Continua, socialism is the future build it now

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### **4.2. KCM Congratulates POPCRU**

**Dear Mr Nkosinathi Theledi**

Kensani Corrections Management [Pty] Ltd [“KCM”] wishes to congratulate POPCRU on a successful Congress and thank the secretariat for the invitation to the Congress. KCM found the Congress to be a very well organized event and the debates and plenaries were clearly well thought and showed a very deep level of debate and discussion. As an organization that operates in the private sector [Kutama Sinthumule Correctional Center] it was a very rewarding experience to understand the thoughts that are occupying labour in the criminal justice from an Economic, political and social perspective, both locally and globally. KCM would also like to take this opportunity to congratulate all NOBs who were either re-elected or newly elected. Their appointments are a reflection of the leadership that has been displayed to date.

In closing KCM would like to engage the leadership of POPCRU on the PPP private Prison and add more information to the discussion that is ongoing. An audience with yourself and the leadership will be most appreciated, if it is all possible.

Kind Regards

**Indiran Pillay**

Managing Director

### **4.3. SATAWU wishes POPCRU a successful conference**

The whole nation is looking forward to hear how this progressive and the giant trade union in the policing sector will analyse the current epoch of our struggle. It is also good to note that the Alliance leadership has joined forces with POPCRU. This will not only ensure that POPCRU convene a successful Congress but also ensures the correct use of tools of analysis about the current epoch and has a better view of the global world. The role that should be played by the delegates from all corners of the world in shaping the world and deal with the challenges that are confronting the workers and the poor. It goes without saying that challenges, stress and pressures that face the workers, police in uniform in particular cannot be overemphasised. The communities are waiting with patience how they intend to build and strengthen partnership with them as a strategy to fight crime. What is their approach to the formation of neighbourhood watch and other tactics that aim to fight crime. This is a historical event that has a potential to change the status quo and reinforce the priority areas as reflected in 2009 ANC Manifesto.

### **4.4. SACCAWU : Invite to the POPCRU 7<sup>TH</sup> National Congress**

Dear Comrades GS

This serves to confirm receipt of correspondence regarding your National Congress as well as pertinent details. Please be informed that owing to a number of critical issues we are currently engaged into, we were unable to, in good time conclude on who amongst the NOBs' would be available thus unable to respond to the invite. We have since resolved, despite the continuing tight schedule referred to herein, to delegate our

2<sup>nd</sup> Deputy President Cde Angie Phethe to attend and participate in your Congress on behalf of the SACCAWU NOBs collective and entire SACCAWU family. Please accept our apology for the belated response.

We further wish to extend our gratitude for the invite whilst wishing your Congress fruitful deliberations. We are confident that the Congress will be equal to the task of confronting the challenges that face the trade union movement today, the interest of your membership as well as emerge with resolutions aimed at advancing cause of the workers, the working class and the National Democratic Revolution.

May you continue to keep the fire burning, Aluta Continua!!!!

Comradely yours

**Bones Skulu**

General Secretary

## **5. AWARDS**

### **5.1. Background**

From time to time Awards are issued to deserving members during National Congresses. During the tenth and twentieth Anniversary celebrations there were some categories of awards which were awarded to some comrades. There was no distinction in terms of which ones should be honoured at which occasion. This propelled the organisation to come up with a policy position to make a clear distinction of regulating the Awards in terms of frequency of presentation. The policy was finalised during the Policy Conference and endorsed by the Central Executive Committee in 2010. The 7<sup>th</sup> National Congress endorsed the Award Policy and therefore the Awards were regulated and issued as per the policy provisions.

### **5.2. Purpose of the Awards**

Awards of the organisation are given to honour bona fide members and staff members who render service at either National, Provincial and Local spheres of the organisation. Nominated candidates should comply with the set criteria, substantiated by the required supporting documentation or recommendation by leadership. Such nomination should be considered and evaluated for a reward by the award committee as delegated by National Office Bearers. The awards are meant to impact on the following objectives as clearly outlined in the policy:

- ❖ To reward excellent service delivery within various functional areas of the organisation;
- ❖ Motivate officials and members to perform their duties effectively and efficiently;
- ❖ Encourage staff and membership retention;
- ❖ Promote the regeneration of high morals, standards and values in the organisation;
- ❖ To augment job satisfaction on officials and illustrate that they are valued and appreciated;

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- ❖ To ascertain a conducive working environment for our serving members and actualise their full potential in all spheres;
- ❖ To reward Provinces who have demonstrated proper accountability in line with prescribed finance policies and procedures.

### 5.3. Recipients

The Presidential Awards were issued during the 7<sup>th</sup> National Congress to the following deserving candidates. The process of assessment was done by Assessment Team appointed by the National Office Bearers and the team's recommendations presented to the National Executive Committee meeting on 07 June 2011. Two candidates were honoured per each category of the Awards. The NEC sanctioned the recommendations by the Assessment Team and presented to congress which endorsed the report. This is how the awards were processed:

**5.3.1. Historical Award:** For a candidate who added value and sacrificed in an impairment way for the organisation.

- Reuben Sam Douwie:** Comrade Douwie joined POPCRU on 13 December 1989, few days after the formation of this organisation and he spent all his life within the movement. He was elected as a shop steward in Kroonstad in 1995 and served as such until 1997. This was during the time when members were afraid to be associated with POPCRU for fear of victimisation by the management. In 1997 September he was elected as the Treasurer of Kroonstad branch which he served diligently. Due to his leadership abilities and the level of commitment, he was later elected Chairperson of the Northern Free State Branch in 1999. He later occupied the position of Deputy Chairperson for Free State Province in 2001 and was further re-elected in 2004 as a Deputy Chairperson until 2007. He was never discouraged from participating in POPCRU on the basis that he was not re-elected. He continued to serve at the Institutional level in Kroonstad in 2008 as the Chairperson to date. This shows the level of commitment by this comrade.
- Pieter Loggenberg:** Pieter Loggenberg is employed by the Department of Correctional Services since 05 March 1973. Prior to the establishment of POPCRU, Pollsmoor was a boiling pot of resistance in then Prison Department when Comrade Rockman went public on police brutality. In the Prison Department this triggered the idea of using the waves to influence change in the Police and Prison Department by reaching out to cde Rockman at the Mitchell's Plain Police. Cdes Loggenberg, Fortuin and Jacobs in consultation with Jansen, Rhode and others tasked Jacobs who worked at Mitchell's Plain Court at the time to set an appointment with Rockman for the formation of POPCRU on 05 November 1989. He was elected as the Deputy General Secretary but for operational requirements performed the duties of General Secretary. After the 1<sup>st</sup> Congress he was elected as one of the Deputy Presidents for a term. He has since been a committed cadre of this movement and never deviated from the values of this movement. He is currently the Deputy Director stationed at Pollsmoor in the Western Cape.

**5.3.2. Gregory Rockman Award:** For a principled person with a builder character and freedom fighter.

a) **Mululeki Tombe:** Comrade Tombe was the first cadre to join POPCRU in the Eastern Cape during the formation of this organisation. He was a member of the Security Branch in the then Ciskei Police. The said Security Branch was in the fore-front of the struggles of POPCRU at the time and comrade Tombe was the Chairperson of the Mdantsane Branch. When the branch structures were changed to Locals, he concentrated on the paralegals since then to date. He has played a pivotal role in terms of developing more paralegals in the Eastern Cape. During the massacre of our members by the department of Correctional Services in 2004, he was instrumental in ensuring legal protection of those members. He prepared a case on his own to the Grahams town High Court for the defence of our members in Middeldrift and Kirkwood. Because he could not appear in the High Court, the case was taken over by Advocate John Grogan which brought back all the dismissed members.

He continues to serve the organisation as and when the organisation requires his services. Whilst serving as the paralegal, he was called to take up the position of the Deputy Chairperson of the Province in 2006 and he discharged those responsibilities with diligence. As a result of his knowledge in representation of members, he is tasked to develop a Shop Steward Manual for representation of members at various levels. He is also serving as the Arbitration Coordinator for the Eastern Cape.

b) **L.M. Komani:** Cde Komani joined POPCRU in 1990 in Pollsmoor Prison in the Western Cape. He came back to the then Western Transvaal and formed the first branch of POPCRU in Potchefstroom. He was then elected the first chairperson of the branch. He then helped launch Klerksdorp, Rustenburg and Carltonville branches. When POPCRU was demarcated into Provinces, he became the first Deputy Chairperson of Western Transvaal Province. He held this position until the next Province Congress where he was then appointed to be a coordinator for provincial legal desk. When the province was divided into branches, he became the chairperson of Mooi-river branch until he stepped down in 1999. He has remained loyal, principled and never at once did he desert his organisation – POPCRU. He was able to train lot of comrade out of his own will and time, some of which occupied leadership positions national level. He continued to contribute immensely towards the organisation even when he occupied management positions since 1997.

When he realises that things are not going right in the province [North West], he will call the provincial leadership to account and advise them on corrective measures. He remains respected within the organisation all over the province and nationally including within the broader National Democratic Revolution [NDR]. Never did he show signs of discontent when the union was under attack all these years including at this present moment. North West as a province is now regarded as one of the most stable and improved provinces in the organization thanks to his contribution. He is currently occupying management position at the level of Assistant Director in the Department of Correctional Services in Potchefstroom in North West.

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**5.3.3. Noble Unifier Award:** The candidate should be a unifier, a peace advocate and a noble person.

a) **Oupa Sebilwane:** Oupa Sebilwane held various leadership roles in the youth formations as a young cadre in the Student Representative Council [SRC], the choral music and the ANC youth league amongst others. In 1992 he joined the Department of Correctional Services and continued to influence and play leading roles in various capacities in the transformation agenda, both as a Correctional Official and a Leader in the Trade Union Movement POPCRU in particular.

In 2004 he was expelled from work when the Department of Correctional Services unleashed massacre on more than five hundred members of POPCRU through dismissals in Gauteng, Mpumalanga and KwaZulu Natal. The comrades remained dismissed for over two years and Comrade Sebilwane contained those in Gauteng together during those thorny and complicated times until their reinstatement in 2006. He stimulated optimism and confidence to them throughout the period of stay outside. Upon his reinstatement, he was transferred to Pretoria where he continued to meticulously serve the organisation. A National Task Team was established to deal with their matter upon reinstatement and he became a member of the said which was dealing the modalities of their going back to work.

He is a champion and an activist in the fight and protection of human rights whereby he received training as a trainer for trainers from the United Nations Commission for Human Rights [UNNCHR] in 1998. He became the Chairperson of the Congress of South African Trade Unions [COSATU] Local in Ekurhuleni in 2003. He gained sound knowledge and experience in Labour relations through Learning and within POPCRU.

He is currently the National Coordinator for the General Public Service Coordinating Bargaining Council [GPSSBC] and the Chief Negotiator within the same sectoral council. He also coordinates collective bargaining activities within the Departmental Chamber for the Department of Correctional Services [DBC].

Cde Sebilwane was elected as trustee for the Medical aid for Correctional Services [MEDCOR] in 2007 representing POPCRU. He was elected the Vice-Chairperson for the Board of Trustees [BOT], a position he held until the merger processes of MEDCOR and Government Employees Medical Aid Scheme [GEMS] in 2009.

b) **Lucky Fakude:** Comrade Lucky Fakude joined the department of Correctional Services in 1999 and stationed at Barberton Management Area in Mpumalanga. He was elected a Shop Steward for the institution until 2003. During the Department of Correctional Services' massacre in 2004, he was dismissed from duty with a group of other comrades in Barberton, Nelspruit and Bethal including those from other provinces for defending the members' rights. Together with the rest of the other dismissed members, he stayed for two years unemployed until their reinstatement in 2006. During his dismissal, he managed to keep the group of dismissed members in Mpumalanga together under those difficult conditions, inspiring hope to them and in the process he lost his residence. In the process, some of the dismissed members passed on and he took charge of coordinating interment processes and assisting the affected families. Upon reinstatement, he was transferred to Bethal. He was not

discouraged by the said punishment and he continued to serve the organisation. He was later transferred back to Barberton where he became the shop steward of POPCRU again. Throughout his stay in the organisation, he displayed high level of commitment whilst honouring and attending all organisational deployments.

In 2009 he was appointed as Paralegal which is the organisational backbone to provide service to members. He is still committed to this noble exercise at full time basis.

**5.3.4. Pretty Shuping Award:** For an innovative member who has demonstrated success at implementing, promoting and advocating for gender struggle within the trade union movement.

**a) Edith Gasengwana Mogotsi:** Comrade Edith has shown serious commitment and dedication as her trade mark ever since she became the member of POPCRU in 1994. She believed in the say that “you don’t go to bed if the work is unfinished”. Her commitment to POPCRU explored when she was deployed within Public Service Coordinating Bargaining Committee [PSCBC], Safety and Security Sectoral Bargaining Council [SSSBC]. In 2002 Departmental Task Teams [DTTs] were established to deal with the restructuring of the entire public service within the ambit of the PSCBC. She served in the DTT for the South African Police Service at National level.

She was fully involved in the Provincial SSSBC and stood firm to be a mouth piece of POPCRU members. She has a wide exposure in dealing with skills development issues within the trade union movement. As a result hereof, she has since been deployed at Safety and Security Sector Skills Education and Training Authority [SASSETA] ever since 2002. Her attributes involves a deep understanding of dealing with workplace training and skills development compliance matters in the workplace and also serving in the work place training committee. Whilst deployed to serve in the SASSETA Chamber she has acquired a wealth of technical know-how in dealing with the implementation of learning programmes particularly Learnership. She has served as a project champion in support of learning programmes which were fully implemented within SAPS. The knowledge and insight she acquired from POPCRU were fully extended and appreciated by the Country whereby she even received several awards to mention but a few, Best Women Achiever in Service to the Community and the Country, Batho Pele Award in recognition of Outstanding Performance in Transforming Service Delivery in 2002 – from the former Premier of the North West DR. P.S. Molefe.

**b) Nomonde Botha:** Comrade Nomonde joined POPCRU at early days after its inception. During this time many comrades were dismissed from work on the basis of their association with POPCRU. She has played a critical role in providing support for these comrades. She has since been very active and contributed a lot during establishment of gender structures. She was once the Gender Chairperson of East London Branch and later became the Provincial Gender Chairperson in the Eastern Cape. She played pivotal role when the organisation was seriously under attack. She continues to be the source of inspiration for the activists in the Eastern



Cape. She has served the organisation with flying colours.

### 6. ELECTION OF NATIONAL OFFICE BEARERS

In accordance with the POPCRU Constitution and the Elections Policy, the nomination of candidates for the positions of the National Office Bearers shall be by POPCRU provinces at dates and times outlined below. Nominations shall be forwarded to those provinces by the Agency and returned by fax or e-mail to each province. The process of elections for the National Office Bearers was conducted by an accredited Elections Agency – **Elexions**. The aim was to enhance the legitimacy and credibility of the elections whilst ensuring that the outcome was free, fair, credible and beyond reproach.

#### 6.1. Process followed

ELECTORAL EVENT	DUE DATE
Elexions Agency Engagement	15 April 2011
Nomination forms and nomination guidelines forwarded to provinces	05 May 2011
Opening of nominations	05 May 2011
Closure of nominations	05 June 2011 – 16:30
Presentation of the nomination audit report to Provinces	07 June 2011
Confirmation of Candidates at Congress	13 June 2011
Voting	13 June 2011
Counting	13 June 2011
Results Announcement	13 June 2011
Submission of Final Report	15 July 2011



...it's a matter of choice

## 6.2. Certification By Elexions Agency

6 June 2011

The General Secretary's Office

POPCRU National

Nathi Theledi

By Fax: 086 652 3054

Re: POPCRU National Congress Nomination Outcome

Dear Comrade Nathi

The nomination screening and validation process has been concluded. Attached is the summarised version of the outcome from the provincial nominations for your records. We trust that the above will suffice, for further clarifications kindly contact our office. All enquiries pertaining to the election should be directed to Mrs Ncedisa Mthenjwa by telephone [011] 215 0000, or fax 011 486 2676, or via email: [ncedisa@elexionsagency.co.za](mailto:ncedisa@elexionsagency.co.za)

Sincerely

**Ncedisa Mthenjwa**

Presiding Officer

POPCRU National Congress

The Elexions Agency (Pty) Ltd. Reg. No. 2007/240557/23 Directors : Bontle Mpakanyane - Dren Nupen - Thobile Thomas

PO Box 3231 / Houghton / 2041 / Tel: 011 215 0000 / Fax: 011 486 2539 / 39 Jan Smuts Avenue / Parktown / 2192 / South Africa

## 6.3. NATIONAL CONGRESS ELECTION OUTCOME

Position	Surname	Name	Acceptance	Nomination Status	Comments
<b>President</b>	Cebekhulu	Zizamele Earnest	Yes	Nomination valid	Position unopposed
<b>Deputy President</b>	Mabhida	John Emmanuel	Yes	Nomination valid	Position unopposed
<b>1<sup>st</sup> Vice President</b>	Shimange	Thandi Olive Tsakane	Yes	Nomination valid	Position unopposed
<b>2<sup>nd</sup> Vice President</b>	Marekwa	Gobonamang Bonny	Yes	Nomination valid	Position unopposed
<b>General Secretary</b>	Theledi	Nkosinathi	Yes	Nomination valid	Position unopposed
<b>Deputy General Secretary</b>	Phepheng	Lebogang	Yes	Nomination valid	Position unopposed
<b>National Treasurer</b>	Matsane	Themba Henry	Yes	Nomination valid	Position unopposed

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The following were the National Office Bearers who emerged from the 7<sup>th</sup> National Congress:



Zizamele Cebekhulu



Nkosinathi Mabhida



Thandi Shimange



Bonny Marekwa



Nkosinathi Theledi



Lebogang Phepheng



Themba Matsane

## 7. MEMBERS OF THE NATIONAL EXECUTIVE COMMITTEE

The following were members of the National Executive Committee:

- 7.1. Zizamele Cebekhulu
- 7.2. Nkosinathi Theledi
- 7.3. Emmanuel Mabhida
- 7.4. Thandi Shimange
- 7.5. Bonny Marekwa
- 7.6. Lebogang Phepheng
- 7.7. Themba Matsane
- 7.8. Loyiso Mdingi
- 7.9. Simphiwe Komna
- 7.10. Lefu Thamae
- 7.11. Rankele Msinto
- 7.12. Vusi Tshabalala
- 7.13. Steven Matsemela
- 7.14. Jeff Dladla
- 7.15. Kwenzokuhle Nxele
- 7.16. Marurung Masemola
- 7.17. Hangwani Mashao
- 7.18. Thulane Ntsele
- 7.19. Sipho Nkambule
- 7.20. Solomon Lekhu
- 7.21. Nomalanga Mabokela
- 7.22. Zakes Mathiso
- 7.23. Boitumelo Pheleo
- 7.24. Fransisco Fields
- 7.25. Mncedisi Mbolekwa

## 8. PROVINCIAL OFFICE BEARERS

- 8.1. Eastern Cape



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The Provincial Office Bearers of Eastern Cape were:

- 8.1.1. **Chairperson** : Loyiso Mdingi
- 8.1.2. **Deputy Chairperson** : Mfundiso Sapho
- 8.1.3. **Secretary** : Simphiwe Komna
- 8.1.4. **Deputy Secretary** : Zamikhaya Skade
- 8.1.5. **Treasurer** : Phathiswa Ntwana

### 8.2. Gauteng



The Provincial Office Bearers of Gauteng were:

- 1.1.1. **Chairperson** : Vusi Tshabalala
- 1.1.2. **Deputy Chairperson** : Mahlomola Tema
- 1.1.3. **Secretary** : Steven Matsemela
- 1.1.4. **Deputy Secretary** : Tsietso Choshi
- 1.1.5. **Treasurer** : Precious Chaane

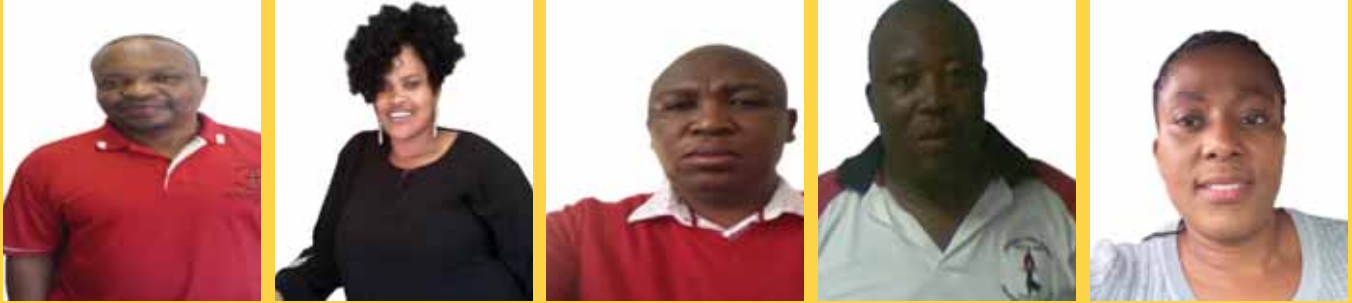
### 8.3. Free State



The Provincial Office Bearers of Free State were:

- 8.3.1. **Chairperson** : Lefu Thamae
- 8.3.2. **Deputy Chairperson** : Nocawe Boo
- 8.3.3. **Secretary** : Rankele Msinto
- 8.3.4. **Deputy Secretary** : Vuyani Marks
- 8.3.5. **Treasurer** : Nelisa Riet

## 8.4. KwaZulu Natal



The Provincial Office Bearers of KwaZulu Natal were:

- |                                  |   |                   |
|----------------------------------|---|-------------------|
| <b>1.1.6. Chairperson</b>        | : | Jeff Dladla       |
| <b>1.1.7. Deputy Chairperson</b> | : | Amina Sadeck      |
| <b>1.1.8. Secretary</b>          | : | Kwenzokuhle Nxele |
| <b>1.1.9. Deputy Secretary</b>   | : | Sifizo Mabizela   |
| <b>1.1.10. Treasurer</b>         | : | Nthabeleng Molefe |

## 8.5. Limpopo



The Provincial Office Bearers of Limpopo were:

- |                                   |   |                           |
|-----------------------------------|---|---------------------------|
| <b>1.1.11. Chairperson</b>        | : | Marurung Masemola         |
| <b>1.1.12. Deputy Chairperson</b> | : | Finah Getruth Malungane   |
| <b>1.1.13. Secretary</b>          | : | Hangwani Edwin Mashao     |
| <b>1.1.14. Deputy Secretary</b>   | : | Nkojane Nelson Maesela    |
| <b>1.1.15. Treasurer</b>          | : | Tshililo Valerie Mukwevho |

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### 8.6. Mpumalanga



The Provincial Office Bearers of Mpumalanga were:

- |         |                           |   |                 |
|---------|---------------------------|---|-----------------|
| 1.1.16. | <b>Chairperson</b>        | : | Thulane Ntsele  |
| 1.1.17. | <b>Deputy Chairperson</b> | : | Life Monini     |
| 1.1.18. | <b>Secretary</b>          | : | Sipho Nkambule  |
| 1.1.19. | <b>Deputy Secretary</b>   | : | Riri Shabangu   |
| 1.1.20. | <b>Treasurer</b>          | : | Sibongile Nkosi |

### 8.7. North West



The Provincial Officer Bearers of North West were:

- |        |                           |   |                                |
|--------|---------------------------|---|--------------------------------|
| 8.7.1. | <b>Chairperson</b>        | : | Solomon Mmetli Lekhu           |
| 8.7.2. | <b>Deputy Chairperson</b> | : | Othusitse Johnie Dingake       |
| 8.7.3. | <b>Secretary</b>          | : | Nomalanga Betty Mabokela       |
| 8.7.4. | <b>Deputy Secretary</b>   | : | Mosadiwamaje Veronica Mokokong |
| 8.7.5. | <b>Treasurer</b>          | : | Gautlwe Johannes Mekgwe        |

## 8.8. Northern Cape



The Provincial Office Bearers of Northern Cape were:

- |        |                           |   |                    |
|--------|---------------------------|---|--------------------|
| 8.8.1. | <b>Chairperson</b>        | : | Zamani Mathiso     |
| 8.8.2. | <b>Deputy Chairperson</b> | : | Mzukisi Sikhundla  |
| 8.8.3. | <b>Secretary</b>          | : | Boitumelo Pheleo   |
| 8.8.4. | <b>Deputy Secretary</b>   | : | Motlalepule Molefe |
| 8.8.5. | <b>Treasurer</b>          | : | Charity Links      |

## 8.9. Western Cape



The Provincial Office Bearers of Western Cape were:

- |        |                           |   |                                     |
|--------|---------------------------|---|-------------------------------------|
| 8.9.1. | <b>Chairperson</b>        | : | Fransisco Jeremy Fields             |
| 8.9.2. | <b>Deputy Chairperson</b> | : | Beauty Nomava Stoffels              |
| 8.9.3. | <b>Secretary</b>          | : | Mncedisi David Mblekwa              |
| 8.9.4. | <b>Deputy Secretary</b>   | : | Xolile Lloyd Marimane               |
| 8.9.5. | <b>Treasurer</b>          | : | Katharina Magdalena Adamou-Yalandi. |

## 9. CONGRESS RESOLUTIONS

### 9.1. INTRODUCTION

The proceedings of the congress broke into five [05] Commissions constituted as follows:

- ❖ Commission One – Socio-Economic [Facilitator: Matsemela Matsemela and Scriber: Sandra].
- ❖ Commission Two – Social Transformation [Facilitator: Khehla Masemola & Scriber: Popie Mathibe].
- ❖ Commission Three – Political Report [Facilitator: Lesego Wolfe & Scriber: Sikhali].
- ❖ Commission Four – International Report [Facilitator: Edith Mogotsi & Scriber: Thulas Mashaba].



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- ❖ Commission Five – Draft Resolutions [Facilitator: Tshaka Mdiya & Scriber: Nthabeleng Molefe].

The Commissions in the 7<sup>th</sup> National Congress robustly deliberated the documents provided to them. Presentations were done at plenary by all the Commissions. The 7<sup>th</sup> National Congress engaged intensely and the following were the resolutions arrived at:

### 9.2. SOCIO-ECONOMIC

#### 9.2.1. Substance Abuse

##### Noting:

- That substance abuse has direct impact on the increasing crime statistics in the country.
- That substance abuse contributes to violence and drop outs in schools.
- That substance abuse leads to poor performance at work, domestic violence, disintegration of families, and habitual absenteeism from work.
- That substance abuse leads to irresponsible behaviours
- That the Department of Social Development has a responsibility to provide support services.
- That South Africa has no legislation on human trafficking which is a result of drug abuse.
- That the ports of entry are not well resourced to control drug smuggling.

##### Believing:

- That drug abuse can be prevented through various interventions
- That school curricular has opportunity for educational instructions on life skills
- That the integrated departmental interventions should be a machinery to curb the scourge of drug abuse.

##### Therefore resolving:

- To embark on vigorous campaigning including awareness campaign against substance abuse at all levels of our structures, government and civil society
- To engage government to pass legislation on human trafficking and tighten the legislation on substance abuse
- To engage government to enforce stricter control at points of entry

#### 9.2.2. Crime Prevention

##### Noting That:

- The recent 2009/10 Report on crime statistics as released by the South African Police Service Ministry
- The efforts by SAPS in fighting crime as one of five government priorities
- The commitment displayed by SAPS management to instil confidence in the public
- Active public participation in the fight against crime through community policing forums
- The involvement of business partnership with SAPS and communities in the

fight against crime

### **Believing:**

- That fighting crime is the responsibility of both government and the society at large
- That government efforts to fight crime should be strengthened in order to further reduce the levels of crime
- That public participation plays a key role in fighting crime
- That the collaboration of the criminal justice cluster plays a critical role in combating crime as modelled during the 2010 FIFA world cup

### **Therefore resolving**

- To embark on vigorous anti-crime campaigns in partnership with communities and other stakeholders.
- That the SAPS should employ more personnel to strengthen the fight against crime
- To ensure that the 2010 World Cup model and its successes in the fight against crime should be maintained
- The training methodology should be enhanced to equip the Detective Unit.
- The operations within the criminal justice cluster should be synergized.
- To review mental act in order to exonerate police in escorting mental retarded people to the metal institution.

## **9.3. SOCIAL TRANSFORMATION**

### **9.3.1. Equity**

#### **Noting That:**

- The existing equity plan since the dawn of democracy in South Africa
- The progress made through the transformation agenda in addressing the past inequalities
- The White Paper on the Transformation of the Public Service
- That in terms of Employment Equity Act the four [4] sectors, namely: Police, Traffic, Private Prison-GSL and Correctional Services, must comply with Employment Equity requirements.
- That currently, all four sectors are having Employment Equity Plans and submitting Employment Equity reports annually as required by section 21 of Employment Equity Act
- All four [4] sectors have been unable to reach their Employment Equity targets particularly in relation to gender representivity at the Management Echelon and people with disability
- All four sectors have also not being able to put in place effective Affirmative Action programmes aimed at developing the skills of people from the designated groups [particularly women], who have appointed in a Senior posts and who lacked experience required for the posts in question
- Employment Equity Forums in all four sectors are not fully functional and seem not to fully understand their mandates

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### Believing:

- That the equity plan is meant to address imbalances of the previous regime
- That equity plans plays fundamental role in the attainment of transformation agenda
- That women needs to be equitably represented and in all occupational categories of the sectors workforce and further that the target set by the Cabinet of 50% women representation in Senior Management Category should be realized as a matter of urgency.
- People with disability need to be equitably represented in the occupational categories of the sectors workforce and the target of 2% of representation on workforce as decided by the Cabinet should be realized as the matter of urgency.
- There should be effective training and development programmes or intervention aimed at developing people from the designated groups especially those in the Leadership positions for them to be able to effectively lead sectors they are appointed to lead
- Employment Equity Forums need to be revived and their roles need to be clearly defined.

### Therefore resolving:

- Equal opportunities for all must be enhanced in the labour market.
- To fully participate in Equity Forums in the sectors where we organises
- To engage with the employers to develop performance indicators in assessing progress made on the implementation of the equity plan across all sectors.
- Recruitment for Senior Management posts should focus more on the appointment of women and the Union must play active role in ensuring that this is being realised.
- All four sectors should put in place measures to create reasonable accommodation for people with disability and effectively utilise guidelines developed by Department of Labour.
- All four sectors must form strategic partnership with institutions advocating the interests of people with disabilities and further ensure that their adverts reach these institutions as far as possible.
- All four sectors to form strategic partnership with institutions of higher learning with a view of enrolling Senior Managers from the designated groups [particularly women] in Management and Leadership Programs offered by these Institutions.
- Unions to play active role in Equity Forums and effectively monitor employers compliance with the Equity Targets particularly around women and people with disability representation.

## 9.3.2. Policing

### Noting That:

- The unilateral implementation of the military ranks
- The march against militarisation of the police service
- The court order forcing the employer to consult with labour at council
- That this process is a threat to the unionizing of the police
- That this process is a threat to community policing.

### Believing:

- That the police should be of service not a force especially within the democratic state that SA is in.
- That police should be able to work hand in with the community
- That Police like any other workers should enjoy the labour rights stipulated by the constitution and LRA.
- That the employer must utilise the correct processes of bargaining.

### Therefore resolving:

- That the organisation should continue engaging at the political level on this matter
- That our representation on the peace and stability committee should engage vigorously on this matter with intention to deal away with this action
- That we should engage with the progressive organisation that speaks on human rights to partner with us on the call to reject this process.
- That we need to enforce the acknowledgement, the implementation and respect of Safety and Security Sectoral Council [SSSBC] Resolution 2 of 2009 to utilise our resources.

## 9.3.3. Learnership/ Internship

### Noting:

- That the current learnership are posing challenges to our student
- That learners are threaten in becoming union members
- That learnership programs are not consulted upon with labour.

### Believing:

- That these learners should enjoy full labour rights just like every departmental employee.
- That issues of training and development is one of the governments priority
- That the organization has an interest in the training and development of each and every member within the sectors.

### Therefore resolving:

- That the division Human Resources and Development must be engaged in all these sectors.

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- That we need to ensure that the Learnership contracts do not contravene the Labour Relations Act [LRA] and Basic Conditions of Employment Act [BCEA].
- Learnership contracts don't contravene the LRA and BCEA.

### 9.4. POLITICAL

#### 9.4.1. Police Act, Section 46

##### Noting:

- That police officials come from communities
- That police officials have the right to belong to political parties of their choice
- That section 46 of the Police Act of 1995 prohibits police officials from holding political office in a political party
- That COSATU have resolved that workers must swell the ranks of the ANC and SACP
- That the Police Act provides that the Police Service is a non partisan institution.

##### Believing:

- That section 46 is draconian section that limits the rights of association of police officials
- That police officials like any member of the community must be able to hold political office in a political party
- That swelling the ranks of the ANC and SACP does not only mean to be members but extends to holding political office
- That released members do hold executive positions in the ANC and SACP

##### Therefore resolving:

- That section 46 of the Police Act, 1995 must be scrapped
- That police officials must be allowed to fully participate in political parties

#### 9.4.2. Infrastructural Development in South Africa

##### Noting:

- That the current infrastructure in South Africa is in a state of decay
- That the current infrastructure was initially not built to cater for all citizens of South Africa, but for the White minority elite
- That there's a great strain on the infrastructure and its status is almost near to the ground.
- That the government has committed itself on job creation through infrastructural investment.

##### Believing:

- That there is a need to improve and preserve the infrastructure if government and public cooperatives consistently maintain their rate of investment in infrastructure.
- That there is a need to extend government infrastructure to the previously

disadvantaged areas.

**Therefore resolving:**

- To engage government and business to invest in infrastructural development as part of job creation.
- To further engage government and business to accelerate and prioritise rural investment in infrastructure through the means of Roads and telecommunication improvements.

### 9.4.3. Police Transformation

**Noting:**

- That after 1994, the government undertook to transform the SAPS from a force to a Service
- That the rank structure was changed to reflect a departure from a law enforcement police force to community oriented police service
- That the commissioner of the police has unilaterally reverted to the military ranks.

**Believing:**

- That the transformation of the police was necessary and is still relevant
- That the unilateral re imposition of the apartheid regime military ranks is a roll back of the transformation agenda within the criminal justice cluster.

**Therefore resolving:**

- That the police service must remain a service as prescribed by the Constitution.
- To develop a model that will ensure that no changes are effected to the rank structure of the SAPS.
- That community policing forums should maintain a mandatory status within the service to enhance civilian participation within the service.

### 9.4.4. Government Elections

**Noting**

- That in terms of the Constitution of the Republic of south Africa, Act 108 of 1996 Section 19, [03] [a] every adult citizen have the right to vote in elections for any legislative body established in terms of the constitution, and to so in secret.

**Believing:**

- That the settlement agreement reached with the Independent Electoral Commission [IEC] that Section 55 of the Municipal Electoral Act 27/2000 as amended was unconstitutional and therefore, a landmark settlement.
- That every eligible citizen has a constitutional right to vote
- That all spheres of government elections should be held at one, to minimise election casualties, and to streamline service delivery to our people.

### **Therefore resolving:**

- That Section 55 of the Municipal Electoral Act 27/2000 as amended must be enforced.

### **9.4.5. Spheres Of Government**

#### **Noting:**

- In terms of the constitution of the Republic of South Africa Act 108 of 1996, the spheres of government comprise of National, Provincial and Local government.
- That the Provincial sphere was a compromise during CODESA and it served its purpose
- That the three spheres of government have bureaucratic tendencies and hampers service delivery.
- That the three spheres of government have adverse cost implications.

#### **Believing:**

- POPCRU through COSATU should be central in the debate of interfacing of provinces.
- POPCRU through COSATU must lobby alliance partners to take the debate of interfacing of provinces to the people.
- The alliance should be the strategic centre in the debate of reconfiguring spheres of government.
- Government departments should be aligned to the spheres of governments.

#### **Therefore resolving That:**

- POPCRU through COSATU must persuade the alliance collective to scrap provincial governments as a sphere of government, and replace them with national administration offices, to catalyse service delivery to our people.

### **9.4.6. Land Reform**

#### **Noting**

- That land reform is a useful source of economic growth and development in South Africa.
- That since 1994 the land still remains in the hands of the few particularly in rural areas which is contributing factors in joblessness and poverty.
- That part of the land is owned by foreigners.
- That only 4% of the land has been distributed since 1994.
- That the willing-seller, willing-buyer approach to land acquisition has constrained the pace and efficacy of land reform.

## **Believing:**

- That the process of land distribution is moving at snail's pace in healing the injustices of the past Regime.
- That more equitable land distribution is necessary to undo the injustices of the past for the eradication of poverty through enhancing food security.
- That the land acquisition should include appropriate, planned acquisition and distribution, expropriation and demand driven market transactions.
- That only SA citizen should own land in the country.

## **Therefore resolving:**

- Ensure that land distribution must be accelerated to enhance access to land by the citizens of the country.
- Ensure that we repeal any legislation which prevent sub division of land and other policies which promote the concentration of land ownership and the under-utilisation of land.
- That land ownership must be restricted to SA citizens.
- To engage through the Federation, for a speedily and intense rural development strategy.

### **9.4.7. Departmental Infrastructural development**

#### **Noting:**

- That many institutions in our sectors are not structurally designed to address the needs of the community.
- That the responsibility to build the institutions lies within the Department of Public Works.
- That the institutions were built along separate development policy of apartheid regime.
- That access to facilities was denied for the rural communities in terms of police stations and correctional facilities.
- That there was a skewed allocation of resources for the rural communities.
- That our members are working under extremely poor and harsh conditions e.g. sleeping holding cells as their barracks.
- That there is a lack of architectural skills within the sectors.

#### **Believing:**

- That state provision of resources is done in consultation with the Department of Public Works
- That government institutions should be accessible to the communities.
- That government has resources to improve the current conditions of these institutions.



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### **Therefore resolving:**

- To embark on an intensive research project across all sectors where we organise.
- To engage with the departments to build more institutions and facilities which are consistent with constitutional provision for safe custody and the rehabilitation of offenders.
- That there should be continuous inspection by the Department of Public Works on all facilities to comply with the provisions of Occupational Health and Safety Act.
- To engage government to deliver public infrastructure through its public works department, possibly utilising inmates as part of skills development and rehabilitation.

### **9.5. INTERNATIONAL**

#### **9.5.1. International Police Symposium**

##### **Noting:**

- The congress resolution on unionizing the SADC region
- The work done so far in Botswana, Lesotho, Swaziland and soon to be Malawi
- That police, corrections and traffics cannot be left un-unionized as they are not neutral beings.

##### **Believing:**

- That employees within the security establishment should be unionized
- The un-organized members are not politically conscious
- That employees within the security establishment have a right to freedom of association

##### **Therefore resolving:**

- To host the International Labour Relations Symposium in Malawi by end of 2011.
- To reaffirm the COSATU resolution on building a strong African Trade Union Movement.

#### **9.5.2. Western Sahara & Sudan**

##### **Noting:**

- The current political turmoil within the Western Sahara countries.
- That there is lack of democratic processes within those countries.
- We respect the will of the people of Sudan to go into two parts [Sudan and Southern Sudan].

## **Believing:**

- The will of the people for the need of democratic process.
- That leaders have to be elected into power and the constitution should determine the term of office for the presidents.
- That people of the countries should be heard and consulted on issues that affect them.

## **Therefore resolving:**

- That South Africa should continue providing leadership in resolving the political unrest in these trying times for Africa and the Western Saharan Countries
- That Peace Keepers should be sent and kept there to protect the civilians within those countries.
- That African countries and Western Sahara countries should have elections especially countries that have not had elections in the reasonable period of leadership..

### **9.5.3. Political instability**

#### **Noting:**

- The political instabilities in other African countries and the Middle East.
- COSATU solidarity support to the people of Palestine against the occupation by Israel.
- The slow process of resolving the Cote d' Voire election dispute.
- The brutal slaughtering of innocent civilians by conflicting parties in Africa and the Middle East.
- The intervention processes by African Union and United Nations Security Council respectively towards resolving the conflicts.
- That United Nation Security Council composed of five permanent members, which are China, France, Russian Federation, United Kingdom and United States, and it is also consisting of ten [10] non-permanent members.
- That the ten [10] non-permanent members of the UN-Security Council are elected to serve for two-year terms and are not eligible for immediate re-election.
- That South Africa was elected to serve as a non-permanent member of the UN-Security Council for two year terms starting from 1 January 2011.

#### **Believing That:**

- The conflicts are perpetrated by the dictators hell-bent on clinging to power at whatever cost.
- The current state of affairs has negative socio-economic effects across the continent.
- That given its composition, UN-Security Council is not broadly representative of its member states. Thus it should be broadly representative of its member states.

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- That Africa should not only be given non-permanent sit which is just for two-year term, but it should be given permanent sit and that sit should preferably be given to South Africa.

### Therefore resolving That:

- The African Union and United Nations interventions must be enforceable to scale down political conflicts
- Our dispute resolution mechanism must be enhanced to save the lives of ordinary civilians.
- All perpetrators of genocide must be trialled by the International Criminal Court.
- That through COSATU we make inputs on the transformation of United Nation as one of the items for the Alliance Summit, and motivate for this agenda that part of South Africa's position of United Nation, should be to push for permanent sit in the UN-Security Council and
- That South Africa should also effectively utilise its non-permanent member status to push for the transformation of UN-Security Council that will ensure that the UN-Security Council is broadly representative of its member states.

### 9.5.4. Western influence in Africa

#### Noting:

- The Western vested interest in the mineral resources in the Continent.
- That the Western interference in the affairs of the African Continent undermines the sovereignty of the affected states.
- The West tendencies of manipulating African conflicts to favour their own narrow interests and agendas.

#### Believing:

- That peace in Africa is of paramount importance for stability and development
- The mineral resources must be used for the benefit of the people of the continent
- The sovereignty of the continent and the will of the civilians must be respected

#### Therefore resolving:

- That the South African government through the African Union should influence the transformation of the United Nations components.

## 9.6. ORGANISATIONAL

### 9.6.1. Membership

#### Noting:

- That there is a positive membership growth.
- That the 6th National Congress resolution on 150 000 membership target has been achieved.
- That the sectors where we organise are expanding in terms of staff establishment.
- That our retention strategy has yielded positive results.
- That there is a potential for further membership growth.

## **Believing:**

- That whilst our retention strategy has yielded positive results, there is a further need to strengthen it.
- That there is a potential for further membership growth
- That we can realise the Federations' slogan of One Sector One union.
- The more members we have, the more voice we will have as the union.

## **Therefore resolving:**

- That the membership target towards the 8th National Congress is 180 000.
- We re-affirm our slogan that a POPCRU member is our Priority.
- We retain and sustain the current membership growth path by strengthening our recruitment strategy.
- Ensure that we remain the biggest union within our sector and continue to be strategic leaders on labour matters.
- Empower and capacitate internal structures to ensure that members' issues are taken up urgently and effectively in our quest to retain on current members and recruit more through quality service.

### **9.6.2. New Tendencies**

#### **Noting:**

- That the organisation has constitutional structures at all levels where issues can be raised and debated.
- That there is a tendency of non-members misleading POPCRU members with an intention to destabilise the organisation.
- That the September 2007 NEC decision on leadership was deliberately violated by some members for ulterior intentions.
- That the source of these attacks emanate from individual greed on business interests of the organisation.
- That the organisational structures are vibrant and able to resolve all union matters.
- That the attacks are aimed at character assassination on leaders of the organisation.

#### **Believing:**

- That the source of these attacks emanate from individual greed on business interests of the organisation.
- That the organisational structures are vibrant and able to resolve all union matters.
- That POPCRU is a transparent, accountable, democratic and worker-controlled organisation.
- That all organisational decisions are concluded collectively within constitutional structures.
- That this congress has confidence in leadership collective elected at any level of the organisation including those deployed in business.

### Therefore resolving:

- That we shall defend the organisation from any attack whether external or internal.
- That we condemn any tendency aimed at undermining, destabilising and destroying the structures of the organisation.
- That we affirm and adopt September 2007 NEC decision that leadership will be openly debated and agreed upon in the constitutional structures.

### 9.6.3. Release of Office Bearers

#### Noting:

- That the organisational growth requires more hands-on approach and leadership visibility.
- That the Departmental Bargaining Council [DBC] Resolution 8/ 2008 provides for the release of office bearers within the Department of Correctional Services.
- That there is disparity in terms of the agreements concluded within the sectors where we operate on release of office bearers [SSSBC & GPSSBC/ DBC].
- That there is a tendency by the employer to violate agreements on the release of office bearers [e.g. on benefits].

#### Believing:

- That there is a need for leadership at National and Provincial level to be released on full time basis from all sectors.
- That there is need to align the existing agreements on release of office bearers from all sectors.

#### Therefore resolving:

- That we must be vigilant in ensuring that there is compliance on concluded agreements by any employer.
- Align the existing agreements on release of office bearers.
- That the agreement on the release of office bearers must include provincial and local office bearers with no restriction on the level at which the members are employed.

## 9.6.4. Mass education

### Noting:

- That there is a lack of knowledge by members about union culture, policies, constitution and Code of Conduct.
- Those workers entering the employment are reluctant in joining working class formations.
- That there is a union ignorance to unfolding consistent programmes on mass education
- That there is a lack of working class consciousness amongst our members.

### Believing:

- That there is a need to educate our members in terms of organisational culture and tradition.
- That the Marxist-Leninist tools of analysis are the basic approach towards enhancing our ideological clarity.
- That there is a need to prioritise induction.

### Therefore resolving:

- That we must encourage active participation of workers in union activities and programmes.
- That we must recruit and inducting the new member.
- That we must continue with a roll out programmes on Political education at all levels.
- That our publications and relevant forums should be used as a source to ignite political consciousness.

## 9.6.5. Women development

### Noting:

- That the organisation cares for the development of women.
- That the level of participation by women cadres in leadership positions is low.
- That there is willingness from those who are already in positions to lead.
- That the organisation does need women cadres to take leadership positions.
- That women are willing to lead within the structures of the organisation and they need to be supported.

### Believing:

- That there is a need to induct women cadres on organisational culture.
- That woman are willing to lead within the structures of the organisation and they need to be supported.
- That the organisation does need women cadres to take leadership positions.
- That the organisation cares for the development of women
- There is a need to sustain women leadership in the organisation.

### **Therefore resolving:**

- That there must be continuous women empowerment on leadership skills at all levels.
- That women in all our structures must be 40%.
- That women must be encouraged to participate in organisational, social, departmental and/or MDM structures.
- Women must be empowered and supported.

### **9.6.6. Home Ownership**

#### **Noting:**

- That more members are using state accommodation.
- That prolonged stay in state accommodation has adverse effects on member's immediate family and their future.
- That the organisation has conveyance services through the business arm that members can utilise.
- That the current housing allowance does not equal the market value for decent houses.

#### **Believing:**

- That home ownership is a basic need for the members and their immediate families.
- That the current proposed state home ownership scheme seeks to encourage home ownership.
- That home ownership is a positive investment to the welfare of members.
- That rental of accommodation is exploitative and does not benefit members but the Landlords.

#### **Therefore resolving:**

- That members must be encouraged to invest in home ownership.
- That more efforts must be put to conclude the home ownership scheme.
- That members must utilize existing organizational conveyance benefits on home ownership.
- That our business arm works out an assistance programme for members to acquire houses.

### **9.6.7. Institution For Leadership Development**

#### **Noting:**

- That there is a need to establish a leadership institution/ academy.
- That there is a diminishing role of unions in imparting knowledge in working class perspective.
- That there is a need to continuously train union cadres through the established institution.
- That we do not have readily capacitated leaders to respond to the ever

changing labour milieu.

**Believing:**

- That there is a dire need to politically capacitate members.

**Therefore resolving:**

- That we need to establish a fully equipped training institution for union members.

## 9.7. DEPARTMENTS / SECTORS

### 9.7.1. Child care facilities [refer to previous resolution]

**Noting:**

- That there is a need for child care facilities at all workplaces.
- That there is an existing legislative framework on child care facility.
- That there is reluctance from the employer to enforce the legislation.

**Believing:**

- The employer has capacity to comply with the existing legislative frameworks
- That the legislation is correct and progressive

**Therefore resolving:**

- To engage with the employer at the Bargaining Council level.
- To engage in a visible programme [e.g. campaigns] that will ensure a speedy conclusion on the bargaining processes.

### 9.7.2. Suicide by members

**Noting:**

- That there is an escalating and growing tendency by members to commit suicide.
- That the organisation does not have programmes on suicide prevention.
- That the existing employer structures are not adequately utilised by members.
- That the programmes are inadequate or not well resourced.
- Violent nature of the occupation and inadequate impact analysis of debriefing sessions.

**Believing:**

- That at times our members have no trust to the employer to disclose their frustrations.
- That current EAP programmes are not capacitated enough to address the workload.
- That the systems [EAP] do not respond to challenges emanating from traditional circumstances.



### **Therefore resolving:**

- That a research project must be embarked upon [e.g. cause factors, need for use of Inyanga, conditions of service of professionals etc.].
- That the organisation will develop programmes to address the issues of suicide.
- To engage with the employer to beef-up the available systems.

### **9.7.3. Relations with departments**

#### **Noting:**

- That there are relationship agreements with employers which outline issues of mutual interest.
- That the relationship with departments are not static.
- That the employer has a tendency of arrogantly taking unilateral decisions on issues of consultation and negotiations.
- That there are certain union bashing tendencies emanating from the departments where we organise.

#### **Believing:**

- That the employers do not have a right to unilaterally implement decisions that are of mutual interest.
- That the organisation has a capacity to tackle the arrogance displayed by employers.
- That the employers are obliged to consult with labour and respect collective agreements.

#### **Therefore resolving:**

- That the organisation must enforce compliance on the implementation of collective agreements.
- That the organisation must ensure that matters of mutual interest are consulted upon through existing recognised structures.
- That the organisation must embark on aggressive programmes to foster relations.
- That the organisation must continuously defend and protect itself against any attack by employers.

### **9.7.4. Departmental demarcations**

#### **Noting:**

- That the RSA Constitution, Section 103 provides for nine [09] Provincial demarcations.
- That Section 40 of the Constitution further stipulates three spheres of government namely National, Provincial and local.
- That all government institutions are demarcated in line with political boundaries.

- That the demarcation of DCS is in contrast with the Constitution.
- That the DCS demarcation defeats the objectives of service delivery within the criminal justice.

**Believing:**

- That the current demarcations are not cost effective.
- That the current demarcations renders employment relationships dysfunctional

**Therefore resolving:**

- That the Department of Correctional Services [DCS] must be demarcated in accordance with the constitutional provisions.
- That the organisation must enforce and maintain good relation with DCS.

### 9.7.5. Transformation of sectors

**Noting:**

- That the White Paper on transformation of the public service provided a practical implementation strategy for the entire public service.
- That seventeen [17] years within the democratic state we have not adequately achieved the transformation agenda.

**Believing:**

- That the introduction of the white paper was to address imbalances of the past
- That the transformation of the public service is not negotiable
- That the transformed public service will be measured by its effectiveness in delivering services which meets the basic needs of all SA citizens.

**Therefore resolving:**

- That all the transformation priority areas must be addressed.
- That a meaningful transformation must be achieved and defended at all costs.

### 9.7.6. Agentisation/ Outsourcing

**Noting:**

- That departments are outsourcing services on the basis of being non-core functions they deem not to be main business
- The implementation of Public Private Partnership [PPP]

**Believing**

- That outsourcing is exploitative in nature
- That job security of workers affected by outsourcing is not guaranteed
- That outsourcing is union bashing

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### Resolving:

- That outsourcing must be brought to an end.
- That the organisation must continuously fight against outsourcing.
- That the organisation demands that all contracts on the outsourced services must be reversed.

### 10. CONGRESS DECLARATION

We, the Delegates from Nine Provinces representing Locals and Institutions as organised within the South African Police Services, Departments of Correctional Services and Traffic Department met over the four days in our supreme body – POPCRU 07<sup>th</sup> National Congress held at the University of Free State, VISTA Campus. We are determined under our Slogan “A POPCRU Member is our priority” to consolidate working Class hegemony at all workplaces, at the community level and all fronts. At the outset of convening the Congress under the Theme: **“21 years of consolidating the working class power within the criminal justice”**, we subscribed to specific and strategic organisational tasks, which were:

- ❖ Deepening of engagements on the core challenges confronting us in the current conjuncture in delivering quality membership services;
- ❖ Assessing the current balance of forces to march towards achieving a socialist future;
- ❖ Strengthening of the collective leadership and capacity to build unity with trade unions within the public service, private in the country and beyond our borders;
- ❖ Consolidating all the gains to improve the quality of lives and excellent working conditions of the working class in general and the members within the Criminal Justice.

We acknowledge the warm and revolutionary welcome from the Provincial Leadership of Free State, at the City to host the coming African National Congress Centenary on the 08<sup>th</sup> January 2012 and for creating an enabling atmosphere which made us to knuckle down in building parliament of workers in particular without any hindrance.

We were joined by the leadership of COSATU and some Affiliates, leadership of the SACP led by Cde Solly Maphaila, African National Congress [ANC], POPCRU Group of Companies, our sister organisation from Southern African Development Community and other International bodies such as the Public Services International [PSI], to continue to unite the Working Class for common struggles against capitalist narrow beneficitation and enslavement of the masses. We are talking about the masses that are still trapped by poverty, underdevelopment, famine, unemployment, unsafe working conditions and modern slavery under labour brokerage.

We were inspired by great messages of support received from all progressive forces nationally and internationally, also took into considerations the revolutionary lessons learnt from true nation builder and selfless leaders, who passed on before the parliament of Workers, Cde MaAlbertina Sisulu and draw strength in enhancing Women Development within the Trade Union Movements and the society at large. And acknowledging the unwavering youth militancy since the 1976 Youth Uprising against the apartheid system of separate development and the 35<sup>th</sup> Anniversary celebrated today across the country to enhance economic development of our masses.

We underscored the importance of internal democracy within the organisation and the National Congress has provided a platform to bring to the core the critical challenges facing the Working Class in general and deepened our class consciousness using Marxist-Leninist tools of inquiry to redefine our role as a progressive Trade Union in the current conjuncture, the largest within the Criminal Justice and one of the biggest within the public service, to continue to strive to achieve our organisational vision. We defied and defeated the cliquish tendency which has manifested itself in some using media platforms to vilify the organisation and sow confusion prior to the sitting of this Workers' Parliament.

We had energetic deliberations, vigorous engagements at the commissions and in plenary sessions. Resolutions adopted at the 07<sup>th</sup> National Congress have provided a vivid reflection that organisational strength lies in our quest to achieve Unity, Collaborations with both national and International Allies, commitment to achieve the ideals of the National Democratic Revolution based on common principles of "*Worker Control, Worker Democracy, Transparency and accountability to all membership*" as per our Slogan: "A POPCRU Member is our priority".

The 7<sup>th</sup> National Congress confirmed the firm stance in asserting respect of constitutional provisions, to nip in the bud any undermining of the organisational supreme authority for the workers. We have achieved to protect integrity of the organisation and ensure that no one undermines this position. We reaffirmed that organisational discipline must be restored and respect for revolutionary morality is the only way to go. Within this exposition, we therefore recommit ourselves and declare to:

- ❖ Emphasise the principle of the ANC been as a multi-class party, with a bias towards the working class and the poor,
- ❖ Recommit to stimulate our general membership to swell the ranks of the ANC leadership and as members in their own right to all branches of the Congress Movement.
- ❖ Totally condemn the NATO advancement on the destruction of Libya and support the African Union [AU] Intervention.
- ❖ Publicly put as a fact that the National Democratic Revolution seeks to resolve the main and inter-related contradictions of national oppression based on race, super-exploitation of black workers in particular and the triple oppression of black women.
- ❖ Stimulate the authenticity that the five pillars from the manifesto of the ANC which is the government's current priority areas of delivery must be intensified.
- ❖ Confirm our progressive principle of continuously building SACP to be in a position to discharge its political, operational and administrative responsibilities with straightforwardness. Mobilise this principle within all the COSATU affiliates.
- ❖ Engage on the content of the National Anthem within the ambit of Nation Building and transformation of the society.
- ❖ Reaffirm a continued denunciation of anti-worker, anti-left, anti-communist, pseudo-militant demagogy that betrays all of our long held ANC Alliance traditions of internal organisational democracy, mutual respect for comrades, non-racialism and service to the masses of our country,

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- ❖ Engage at the level of COSATU for it to disaffiliate from International Trade Union Congress [ITUC] and affiliate with World Federation of Trade Unions [WFTU] due to the status of Institutionalised bureaucracy within ITUC which is generally in the ambit of forces that are unable or unwilling to challenge imperialism and sometimes collaborate or act in its defence,
- ❖ Reaffirmation to assert sound labour relations within the departments where POPCTRU operates, particularly the Department of Correctional Services, where relations have almost collapsed.
- ❖ Engage the community on serious issues of Restorative Justice to ensure smooth reintegration of those who successfully went through rehabilitation processes to be reunited with their family members and the society at large.
- ❖ Recommit ourselves the anti-corruption and expose all forms of this melanoma which will destroy the society.
- ❖ Ownership of the land in South Africa should be limited mainly for South Africans

The Resolutions of the Congress will be shared and implemented within our Institutions, Collective Bargaining Councils where we negotiate, the Sectoral Education and Training Authorities within the public service where we are represented and departments where we are organising. As we advance towards achieving a National Democratic Society, we reaffirm our total support to the coming ANC Centenary Celebrations at Mangaung, the SACP National Congress, COSATU National Congress and the African National Conference in 2012, with high elevation of Unity, revolutionary morality and selfless commitment to deliver for the working class.

This declaration was adopted by Police and Prisons Civil Rights Union at the 07<sup>th</sup> National Congress on the 16<sup>th</sup> June 2011 at the University of Free State – VISTA Campus.

Forward with 21 Years of Consolidating the Working Class Power within the Criminal Justice!

**Justice for All! And a POPCRU Member is our priority!**

## 11. FOUR-YEAR PROGRAMME OF ACTION : 2011 – 2015

Emerging out of the seventh National Congress, a four-year Programme of Action was developed and segmented into action steps. The Programme of Action was shaped as follows:

### 11.1. Political

OBJECTIVE	ACTION	TIME FRAME
<b>Crime Prevention Campaign</b>	<ul style="list-style-type: none"> <li>• Strengthening of CPF/ Street Committees</li> <li>• Reduce proliferation of arms</li> <li>• Mass Mobilisation</li> <li>• Encourage police visibility</li> <li>• Strengthen the SAPS through employment of more skilled personnel</li> </ul>	2013
<b>Crime Summit</b>	<ul style="list-style-type: none"> <li>• To reduce levels of crime, to reflect on current strategic deficits, to learn from existing success stories, and to contribute to finding new and more effective solutions to the crime problem.</li> </ul>	2012
<b>Anti-Corruption campaign within the Public Service</b>	<ul style="list-style-type: none"> <li>• Encourage whistle blowing</li> <li>• Establish anti-corruption committees</li> <li>• Scrutinise all budgets within the security sector</li> </ul>	2013
<b>Anti-Police killing campaign</b>	<ul style="list-style-type: none"> <li>• Embark on a research project to establish causes of suicide [services of professional and Inyangas]</li> <li>• Strengthening of Employee Assistance Service &amp; Programmes</li> <li>• Improving employment relations</li> <li>• Strengthen social relations.</li> <li>• Extensive engagements with employer</li> <li>• Community mobilisation campaigns</li> <li>• Raising awareness within the POPCRU structures [e.g. PEC&amp; LSC]</li> <li>• Ensure the realisation of media awareness programmes</li> </ul>	2012

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OBJECTIVE	ACTION	TIME FRAME
<b>HIV/AIDS awareness campaigns</b>	<ul style="list-style-type: none"> <li>Strengthen HIV/AIDS committees &amp; support structures</li> <li>Embark on quarterly HIV/AIDS campaigns [PECs].</li> <li>Forge relations between existing structures within the departments &amp; POPCRU</li> <li>Encourage member participation on HIV/AIDS programmes</li> <li>Partnerships with other relevant stakeholders [for example, Treatment Action Campaign – TAC &amp; Love-Life]</li> </ul>	2012
<b>Political school</b>	<ul style="list-style-type: none"> <li>Ensure that Political school is included within the year plan</li> <li>Secure resources for full implementation</li> </ul>	2012
<b>Strengthening Alliance/ Red forum participation</b>	<ul style="list-style-type: none"> <li>Active participation within the Alliance structures &amp; programmes [for example reviving COSATU locals, SACP branches &amp; ANC branches]</li> <li>Maintain continuous door to door campaigns [e.g. SACP]</li> </ul>	Ongoing
<b>Growth path/ economic transformation</b>	<ul style="list-style-type: none"> <li>Support creation of decent jobs</li> <li>Create opportunities for learnership &amp; internships</li> <li>Continuous negotiation for improved salaries</li> <li>Support acceleration of youth employment</li> <li>Support the development wage gap policy</li> </ul>	Ongoing
<b>Police Brutality</b>	<ul style="list-style-type: none"> <li>Engaging the employer on alternative methods of crowd control</li> <li>Ensuring that the resolutions on training cover all members in the service</li> <li>Ensuring peaceful &amp; responsible civil demonstration</li> <li>Ensure continuous engagement through COSATU structures</li> </ul>	Ongoing

OBJECTIVE	ACTION	TIME FRAME
<b>Accessible quality education campaign [school fees and affordable higher education]</b>	<ul style="list-style-type: none"> <li>Discourage migration of township learners to the suburbs</li> <li>Lobbying the Department of Education to regulate the school fee tariffs across the board.</li> </ul>	Ongoing
<b>Home ownership</b>	<ul style="list-style-type: none"> <li>Ensuring implementation of collective bargaining resolutions on the public service housing scheme</li> <li>Encourage members to effectively utilise existing organisational conveyance benefits on home ownership</li> </ul>	2012
<b>Regulation of Public Transport</b>	<ul style="list-style-type: none"> <li>Regulation of public transport fares</li> <li>Encouraging road safety</li> <li>Improving customer relations on public transport</li> </ul>	Ongoing
<b>Land Restitution</b>	<ul style="list-style-type: none"> <li>Influence the amendment of land act through COSATU</li> <li>Encourage rural infrastructural development</li> <li>Accelerate the land claim processes.</li> <li>Encourage government and business to accelerate and prioritise rural investment [e.g. roads and telecommunication]</li> </ul>	Ongoing
<b>Transformation of financial institutions</b>	<ul style="list-style-type: none"> <li>Promoting access to capital</li> <li>Regulation of interest rates</li> <li>Reinvigoration of black listing campaign</li> </ul>	2013
<b>National Health Insurance</b>	<ul style="list-style-type: none"> <li>Supporting the Parliamentary Green Paper on consultative forums</li> <li>Upgrading public health services</li> </ul>	2014
<b>Pensionable age</b>	<ul style="list-style-type: none"> <li>Review the current pension age</li> <li>Encourage development of financial planning programmes for retirement</li> </ul>	2012
<b>National Anthem</b>	<ul style="list-style-type: none"> <li>Review of the current National Anthem</li> </ul>	Ongoing
<b>Labour broking/ Casual labour</b>	<ul style="list-style-type: none"> <li>Illegalisation of Labour Brokers</li> <li>Government should enforce Labour Relations Act and Basic Condition of Employment</li> </ul>	2012



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OBJECTIVE	ACTION	TIME FRAME
<b>Infrastructural development</b>	<ul style="list-style-type: none"> <li>Sponsor programmes for the utilisation of the existing infrastructure</li> <li>Encourage government and business to invest in infrastructural development.</li> </ul>	Ongoing
<b>Transformation of Media</b>	<ul style="list-style-type: none"> <li>Reaffirm COSATU resolution on an alternative media house</li> <li>Embark on broad societal campaign on transformation of media</li> </ul>	Ongoing
<b>Spheres of Government</b>	<ul style="list-style-type: none"> <li>Lobby through COSATU for the abolishment of provincial spheres of government</li> <li>Government departments to be aligned with the spheres of government</li> </ul>	Ongoing

### 11.2. INTERNATIONAL

OBJECTIVE	ACTION	TIME FRAME
<b>Affirming POPCRU within the International frontiers</b>	<p>Maintain existing relations with International counterparts</p> <p>Forging new relations with other unions</p> <p>Active participation in international projects/ programmes</p> <p>Reaffirm the COSATU resolution on building a strong African Trade Union Movement</p>	Ongoing
<b>Western Sahara and Sudan</b>	Encourage the government through DIRCO to provide mediators in the African and Western Sahara countries	Ongoing
<b>Political Instability and Western Influence Africa</b>	<p>Perpetrators of genocides be trialled in the international criminal court.</p> <p>Ensure the enforcement of United Nation [UN] and African Union [AU] intervention to scale down political conflicts through COSATU</p> <p>COSATU through government to engage for a permanent seat in the UN Security Council</p>	Ongoing

## 11.3. ORGANISATIONAL

OBJECTIVE	ACTION	TIME FRAME
<b>Membership growth</b>	Membership service and retention Remain the majority union within the sectors	2012
<b>Employment Equity [EE]</b>	Monitor Implementation of Employment Equity policies and plans in all the sectors Monitor the implementation of POPCRU Employment Equity plan Foster to reach employment equity target as set by the policy Ensure gender sensitivity in the appointment of senior managers Ensure that people with disabilities are not discriminated against	Ongoing
<b>Leadership development &amp; Mass education</b>	Audit the current effectiveness of the programme Identify existing gaps Conduct impact assessment strategy Development of members through COSATU Mass Education programmes and other relevant institutions. Empower leadership through credible learning institutions Roll out programme on political education	2012
<b>Employee development</b>	To empower employee development through accredited institutions Ensure quality and relevant development of human capital Measure the return of training investment	2012
<b>Conditions of service</b>	Review existing conditions of service for members within the sectors	Ongoing
<b>Relations with Departments</b>	Resuscitate political relations Extensive influence on cadre deployment Continued engagements on administrative issues. Enforce compliance on implementation of collective agreements	Ongoing
<b>Institution for leadership development</b>	Benchmark through research processes on the establishment of a training institution Establish POPCRUs' leadership development institution	Ongoing

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OBJECTIVE	ACTION	TIME FRAME
<b>Drug abuse</b>	Embark on vigorous campaigns against substance abuse at all structural levels including the government and civil societies Engage the government to pass legislation on human trafficking and tighten the legislation on substance abuse Engage the government to enforce strict measurers at all ports of entry	Annually 2013
<b>Private security</b>	Security of public institutions must be relegated to Police officials [e.g. SAPS]	Ongoing
<b>Single Public Service</b>	Tabling the matter at the level of the PSCBC	Ongoing
<b>Financial Sustainability</b>	Ensure efficient distribution and utilisation of resources within the Organisation Improve financial management and accounting systems at all levels Ensure financial transparency and accountability Monitor, update and evaluate financial management systems Ensure a realist and quality alignment between strategy operations and budgets	Ongoing

### 11.4. SECTORAL

OBJECTIVE	ACTION	TIME FRAME
<b>Amendment of Police Act</b>	Create a platform for political engagements Make progressive inputs on the proposed bill Conclude an agreement relevant to this process	Ongoing
<b>Child Care Facility</b>	Engage employers to establish child care facilities at all work places	Ongoing
<b>Departmental Demarcation [DCS]</b>	Enforce the department of Correctional Services to comply with the constitutional provisions	Ongoing
<b>Nationalisation of Traffic</b>	Ensure the Nationalisation of Traffic Ensure that all Traffic components from various Government Departments are incorporated into one sector	Ongoing

OBJECTIVE	ACTION	TIME FRAME
<b>Transformation of Sectors</b>	Ensure full implementation of white paper on transformation of public service Engage through COSATU for the implementation of the ANC Polokwane Resolution on creation of single Police Service as per Section 199 and 205 of RSA Constitution	Ongoing
<b>Agentization/ Outsourcing</b>	Engage departments to abolish outsourcing of public services	Ongoing
<b>Departmental Infrastructural Development</b>	Embark on an intensive research project in all sectors  Engage the departments to build more institutions and facilities which are consistent with constitutional provisions  Ensure that the departmental institutions comply with the provisions of Occupational Health and Safety Act	Ongoing
<b>Inmates Labour and Social Reintegration</b>	Engage the Department to speed-up the regulation on inmate labour  Ensure full implementation of rehabilitation programmes	Ongoing
<b>Release of all Office Bearers across sectors</b>	Realignment of existing agreements on release of Office Bearers	Ongoing

### 12. CLOSING ADDRESS : PRESIDENT CEBEKHULU



Comrade Deputy President, National Office Bearers, Founding President of POPCRU Gregory Rockman, former office bearers and veterans of our movement, President of COSATU who has been with us for the whole congress duration, the General Secretary of COSATU, the General Secretary of the SACP who offered a powerful message of support, members of the Central Committee of the SACP, members of COSATU's Central Executive Committee, Alliance Leaders present over the past four days, National and International Guests present throughout the sessions, CEO of POPCRU Group of Companies, representatives of PGC and all its subsidiaries, National Executive Committee of POPCRU, Provincial Executive Committee members across all provinces, representatives of all SETAs, representatives of different Bargaining Councils, congress delegates, members of the media, ladies and gentlemen.

It is an honour for Police and Prison Civil Right Union to rise at this platform, which is the supreme body of this organization – our 7<sup>th</sup> National congress, convened under the theme “21 years of consolidating of working class power within the Criminal Justice” that started from the 13<sup>th</sup> to the 16<sup>th</sup> of June 2011 at the university of the Free State. A city to host centenary celebration of the oldest liberation movement, the African National congress in the continent and elsewhere almost within the coming six months.

We have reaffirmed that workers control, workers democracy, transparency, accountability and internal debate remain vital building blocks towards achieving our congress theme. We reiterate our qualified and revolutionary support we received for the congress from the South African communist party, COSATU, The African National Congress as represented by the Premier of this province and also the Chairperson of Free State. We were also addressed by the Minister of Police, Minister of the Department of Correctional Services and our sister international organisation. I think one need to say we have placed ourselves in the last four days equally conscious of our revolutionary duty to bargain vigorously for unity, stability of our organisation and continue to assert both ideological and practical solutions for principles of general membership and therefore, our task was broadly painted amongst others as follows:

- ❖ Deepening of engagement of the plenary and commissions on the core challenges that confronts us in the current moment.
- ❖ Assessing the current balance of class forces and this means for the Alliance, the National Democratic Revolution and for the socialist future.

- ❖ Strengthening of the collective leadership and provision to engage with political and organisational machinery.
- ❖ Assessing where we are now and consolidating working class power in the criminal justice as the congress theme adjust us.

Comrades without wasting time, delegates have consistently behaved with a high level of discipline, debating vigorously in the plenary for building a strong trade union movement with sound resolutions. One of our critics in the electronic media said delegates in the CEC meeting of POPCRU came to the meeting to eat and sleep and the delegates of this congress have proven those critics wrong by proving that POPCRU is alive. And POPCRU in unison have declared war against those who have adopted a stance of being their enemy.

Learning consciously from a paper titled New Tool for Marxist that I quote: “The whole theory of Marx is the application of theory of development in its most consistent, complete, considered and pity form to modern capitalism”. Naturally Marx was faced with the problem of applying this theory both to the forthcoming collapse of the capitalism and to the future development of future communism. Winning battles for our members are ploughing a seed of socialist future. In a seed of socialist future all classes will be non-existent. The positive developments demonstrate the amount of discipline and high morality in which is reigning with all our structures and I appeal on behalf of the leadership of our movement that as we approach the new term all of us need to work towards achieving this principle. And POPCRU members will always row and accepting what they are suppose to get from all of us.

The significance of this congress is that it took place on the eve of the celebrations of the 35th anniversary of the African National congress youth league, which has resumed today at Gallagher convention centre and also at all young people to continue to shape economic anticipation of many of our brothers and sisters who are still in the darkness to access opportunities which have been laid through the bloodshed by Kalushi Solomon Mahlangu and many martyrs of the National Democratic Revolution. Allow me to quote our struggler icon – uTata Madiba who said: “Our most valued treasure is our people especially the youth” and he continues to say: “The youth of South Africa has made a crucial contribution to the struggle for liberation of our country South Africa”.

The latest unemployment statistics demonstrate in clear terms the enormity of the challenge confronting the NAC- led government as it seeks to fashion a new economic growth path. Taking cue from statistics of South Africa of the second quarter of 2010 it has been officially registered that the number of unemployed people in our labour market has risen from 4.1 million a year ago to slightly over 4.3 million in June 2010. This takes the official rate of unemployment in the country to 25.3% but the figure does not include 1.9 million workers who are simply to discourage to continue looking for employment, because there are either no jobs available in their area or they are unable to find work required for their skills. Obviously the majority affected are the young people between the ages 28 to 35 who stands to be exploited with sometimes casual and what we call piece jobs to restore their dignity. The problem of casualisation is therefore, manifold on the one hand and our labour law has failed to provide casual workers with sufficient safeguards in the phase of rapidly changing workplace and on the other

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employers had taken advantage of the weakness in the inherece in the law to casualise their workforce extensively.

Addressing casualisation and labour brokerage are matters that are urgent for the working class that do not exclude POPCRU because you might be say you are employed in the South African Police Service, Correctional Service as well as Traffic. The question is what is to be done with this issue. Part of solving this problem is to accelerate the job creation agenda said very eloquently by the President of the country Comrade Zuma and the department must account on what do they do for real and tangible interventions to create employment for all including through the SETAs. I think we need to be very clear on this one. Our program as we move around should be to put it very clear that the department especially the public departments had led Comrade Zuma down by failing him on his call of creating 500 000 jobs. These 500 000 jobs announcement that he made in his first State of Nation Address was not a thumb suck but he was mentioning jobs that are within the public service posts that are not filled and we still maintained that after this conference we have to make a call that all posts that are funded in the public service need to be filled.

We can also complain about skills in South Africa a relevant position of the African National congress after Polokwane that said come with a very scientific way of raising issues of development of skills. The picture they have painted in a language of a capitalist was telling the South Africans can't achieve what we want to achieve and yet government through SETAs put billions of rand each every year for us to develop skills in our country. We are happy that comrade Blade as the Minister of Higher Education took it squarely upon his shoulders that the issue of skills development starting from transforming SETAs becomes the first issue and other things will follow. We salute him for what he did.

We must campaign vigorously against this curse of labour broking. I want to repeat in all departments where we are organising because we do not need it and we must call upon all POPCRU young workers to take cue from this position as to entrench working class consciousness and revolutionary morality. We have enhanced our capacity to debate robustly on our challenges, reflection of what most still need to be done and also how that will be achieved by all structures of the organisation in particular the working class in general. But that is not going to be the only solution if we do not mix our ideas with the whole family of the Mass Democratic Movement, organisational discipline and stability.

Comrades we resumed this parliament of workers facing and uncalled for verbal diaree from our adversaries who thought that this occasion will be plunged into chaos, anarchy and confusion and we defied against all odds by proving that POPCRU is alive to respond to all challenges in the current conjuncture notwithstanding the great strides we have registered in the improvement of quality membership service, representation of members on the shop floor level, enhancing ideological and practical warfare against neo-liberal tendencies, undermining of working class through erosion of quality jobs and our campaign to want decent jobs, consolidation of international program to unionise security services within the South African Development Community [SADC] and beyond borders of Southern African region.

We have reaffirmed our revolutionary task within the police stations, correctional and traffic centres in particular and adjure all members to communicate all the resolutions through shop stewards forums and all other constitutional meetings to enhance quality membership service an organisational weapon which must never be compromised by all of us. We committed ourselves to continue to acknowledge all efforts, sacrifices and shroud bravery our membership display on a day to day basis to preserve the citizens right to a country where safety and security for all is upheld. And we there for reaffirm to consolidate among others the following:

- ❖ Asserting the ANC as a multiclass party with a bias towards working class and the poor and we regard anyone who move beyond this scope of the Alliance to criticise the ANC as our enemy.
- ❖ Recommit to galvanise our general membership to swell the ranks of the ANC leadership and as members of their own right to all branches of the congress movement.
- ❖ To reaffirm the fact that the National Democratic Revolution seeks to resolve the main and interim contradictions of national oppression based on race, super exploitations of Black workers in particular and the triple oppression of black women.
- ❖ Reaffirm that the ANC's five pillar of social transformation must be intensified on the state, the economy, organisational work, ideological struggle and international for eternity.
- ❖ Reaffirming to build a strong COSATU on the coming COSATU Central Executive Committee meeting to be used to assess the working class hegemony.
- ❖ Reaffirming the support of the SACP for the critical need to strengthen popular participatory involvement of our communities to accelerate quality local government delivery.
- ❖ Reaffirm a continued rejection of anti-worker, anti-left, anti-communist, pseudo militant demagogue that betray all our long held ANC alliance traditions of internal organisational democracy, mutual respect for comrades, non racialism and service to the masses of our country. And further move on to say let us recollect our collective pronouncement of our alliance partnership and to unite all alliance partners in the country.
- ❖ To close ranks and to deal decisively with these tendencies seeking to undermine the gains we have achieved during the Polokwane moment.

We further reaffirm building sound labour relations with all departments we are organising South African Police Service, Department of Correctional Services, and the Traffic department across all provinces. And we take all matters affecting the workers in the department of correctional services to the street if no tangible changes happen after the intended engagement. But above everything, I think we have identified and talk to a very important issue in building a sound labour relation in this department. We have put it very clear politically that we got an agreement that the Department of Correctional Services must be moved from the GPSSBC to a bargaining council formed as per the arrangement of the Criminal Justice Cluster.



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We further recommit ourselves to respond with organisational programs to campaign vigorously against police killings, police brutality, prison overcrowding and advance for full implementation of the wellness program within the workplace to enhance dealing with post-traumatic stress inherent from the workplaces and also to continue to embark on realisation of the nationalisation of traffic across all provinces. Enhancing a fight against the imposition of the shift system, flexi hours within the SAPS and other substantives demands.

We need to rejuvenate the real wage increase in the current public service negotiations with the Department of Public Service and Administration, through a COSATU Joined Mandating Committee with the ANC. Continue to enhance our mandating process for a real buy-in with our general membership in consideration with the constitutional court's ruling which was achieved simply to allow all members who are employed under the Public Service Act which obviously initial apply to the correctional services as this ruling serves as a sound precedent for us and all workers including those in the health sector.

We reaffirm determination to participate in all SETAs in the Criminal Justice and the Education sector and we will continue to prioritise leadership development in general and women empowerment in particular. This congress recommit itself to continue to participate actively in the bargaining council where the bread and butter matters of our members are negotiated. We need to participate in full in all forums for workers education in collaboration with worker organisation, COSATU's institution of higher learning and other progressive labour service providers to enhance our membership knowledge base.

We recommit ourselves to accelerate basic shop steward training and paralegals to enhance sound representation of members at all institutions.

We reaffirm engagement on an international ideological warfare to enhance solidarity with our workers within the SADC and beyond the region.

Reaffirm our solidarity support with workers in Swaziland, Botswana and other parts of the world who are facing repressive conditions.

We recommit ourselves to participate in Public Service International, International Council of Police Representative Council [IPRA] and other platforms to utilise to build the unity of workers.

Commit ourselves to prepare adequately for the coming Public Service International conference in 2012 which will be hosted at ICC in Durban in – KwaZulu Natal.

We recommit ourselves to implement the political school outcome to all our structures and mass education in all workplaces as part of building power consciousness in particular the working class consciousness in general. This is very important, that we have to finish the program so that we can sit down with the SACP and look at further political gaps that we have to fill in making sure that our membership is informed politically.

We recommit ourselves to participate in any campaign embarked upon by COSATU both local and internationally, to accelerate implementation of COSATU 10<sup>th</sup> National congress resolutions in 2012 inclusive of COSATU 2015 plan.

Comrades on behalf of our 150 000 members as per the membership audit presented before this congress, with the powers invested in us through the POPCRU constitution and in terms of Chapter 4 Section 4 Sub-section 10. 1, 10.2 and 10.3 dealing with the composition, quorum, powers and duties duly complied with these imperatives as part of a collective leadership, I officially acknowledge and agree with all the delegates that the congress was a watershed event in our life time. May all delegates remember to take forward the better left to us by comrade Djantjie from Western Cape, who met his untimely death on the 14<sup>th</sup> of June 2011 whilst this congress was going on. We call all members to continue to consolidate working class power within the Criminal Justice as a necessary side of the struggle to have hegemony in our workplace for the attainment for our organisational vision, quality standards of living and excellent working conditions and that of the national democratic society in our life time.

Without saying welcome to this meeting again, I want to say the 7<sup>th</sup> National congress that was held in Free State is officially closed.

## **13. CONGRESS ANALOGY**

### **13.1. Synopsis by the National Executive Committee**

The National Executive Committee in its duly constituted sitting on 26 – 27 August 2011 made a thorough analysis of the seventh National Congress and the report entailed the following conclusions:

This report replicates an overview of the state of the organisation emanating from the seventh [07<sup>th</sup>] National Congress on 13 – 16 June 2011 at Bloemfontein in the Free State. This NEC is the first organisational structure at national level pulled together after successful convening of the Provincial Executive Committees in all the nine provinces. The report further covers the organisational account of developments of the period under review, and an assessment of the seventh National Congress and outlines the major tasks of our movement for the period ahead. The seventh National Congress was a defining moment for our organisation in many respects. The Congress emerged with the national leadership collective led by President Zizamele Cebekhulu. The Congress confirmed our longstanding position that the POPCRU belongs to all its members and resolved to build a powerful organisation. Critical to carrying out the mandate of the seventh National Congress was the paramount task of uniting the POPCRU and its members. This happened within the context of the Presidential Programme of addressing our members in all nine provinces few months before the congress wherein some prophets of doom were attempting to pose challenges to the unity of our organisation. There were concerted efforts of public persecution of the President and the Treasurer necessitating a sustained campaign to defend and mobilise around them.

For the duration of the congress preparations, during the proceedings and as evidenced in its outcomes, the seventh National Congress demonstrated quality resonates with our movement. By implication, POPCRU had the ability to pull itself together, ensure

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cohesion and unity of purpose. We can proudly attach a clear description the seventh National Congress as the biggest political school, capturing it as a course of action rather than an event. The Special Provincial Executive Committee sittings in all provinces that preceded the congress provided an opportunity to the provincial leadership and the delegates to the congress, to engage with the policy proposals which emerged from the Policy Conference in 2010. This process set the tone for the deliberations at the congress and provided a positive impact on the quality of debates in the various commissions. Delegates expressed their views with a great degree of clarity and depth of understanding. The Political Overview presented by President Cebekhulu set the tone and gave clear directives as to where we are and how to move ahead. The Secretariat report presented by the General Secretary and the Finance report tabled by the National Treasurer made a clear outline of the status of the organisation and progress made since the 2007 congress in Cape Town. In many areas the reports covered work in progress, and also areas where the Resolutions of the sixth congress have been fully implemented. The congress gave guidance to the leadership on how the pace of implementation can be accelerated.

The special resolution on finalisation of the appeals lodged by former members who were dismissed from the organisation and adjustment of the constitution not to reduce the congress into a disciplinary body, was correct and sound. It was this principled standpoint that informed delegates to be decisive and take decisions at the correct level of structural capability.

The seventh National Congress was seen as an important point for consolidating the work of bringing cohesion and unity in the POPCRU after the malicious attack by those prophets of doom who were hamstrung to bring pandemonium and mayhem within the organisation. It gave consent that leadership, in most cases, had to act cautiously so as to avoid giving an impression that it was biased and involved in a purge of those who did not agree with it. The delegates, been mindful of the challenges of the past year and firmly believing that this congress was a turning point in the life of our movement, collectively proclaimed that now is the time for leadership to be decisive in enforcing discipline in the organisation. The call for stronger enforcement of discipline should be applicable in all the structures of POPCRU.

In the coming period towards Provincial Congresses throughout the country, every cadre of our movement must contribute to the unity of this organisation and not to divide and destroy it. It is good to take positive note of having achieved our sixth National Congress resolution on membership target – 150 000. Having reached the target does not mean we have to play complacency or self-satisfaction. There must be a visible growth in all the Locals and Institutions throughout provinces. This visibility drive must ensure recruitment of members and the strengthening of POPCRU structures. The process of cleaning the membership system must be an integral component of the campaign, whereby we can account for every member of the POPCRU. NEC members at extended concentration and intensity, as they traverse the length and breadth of each of our provinces, must prioritise organisation building and unity. Therefore, we must work hard and fight factionalism wherever it rears its ugly head within our precious organisation.

We must begin the imperative work towards implementing what the seventh National Congress resolved upon and directed the organisation to implement within the next four years. We have already compiled the draft four-year Programme of Action for consideration by this Extended National Executive Committee. It must be a serious turnaround approach this time since we previously did not give more centre of attention to congress pronouncements in their entirety.

We emerged from the seventh National Congress ever more convinced that POPCRU is in better shape. The call for disunity and polarisation by those who were rebellious to the organisational discipline that characterised the period preceding the seventh National Congress is behind us. Contrary to the predictions of detractors and newspaper articles that the congress spelt the beginning of the demise of a self-destructive POPCRU, we can safely say this gigantic organisation emerged from the congress more united and cohesive.

We remain a closely knit organisation, ever conscious of the crucial importance of unity and resisting every attempt to divide and mystify us. Unity is the rock upon which POPCRU was brought into existence. It is the principle which channelled us down the years as we feel our way forward. In the course of its history POPCRU has lived to tell the tale on countless storms and has risen to prominence partly because each member has regarded himself or herself as the principal guardian of the unity upon which it was established.

This report summarises the detailed discussions that ensued over four days wherein the delegates enjoyed in theory and practice of the day-to-day struggles in their everyday life, and in the existence of our movement. The report-back processes should be as intensive as the process leading up to the seventh National Congress. Locals and Institutions must feel that they are not only important but that they also matter. Implementation must be our preoccupation from now on.

### 13.2. Overview by Congress Team

The evaluation committee conducted an assessment on the proceedings of the seventh national congress, mainly with the specific focus on logistical arrangements. The team comprised of the following members:

- National Treasurer : Themba Matsane
- General Secretary : Nkosinathi Theledi
- HOD Secretariat : Dliswa Mthimkhulu
- HOD Finance : Busisiwe Mazibuko
- HOD Organising : Matsebe Maswanganyi

The following represented the Service Providers which provided service to us during the congress:

- Bongani : Excellent Exceptional
- Odette van Jaarsveld : FC Hamman Films
- Zanele Radebe : Ema le Rona Catering

### a) Registration

The following observation was made on the registration processes:

- ❖ The Congress started late which resulted in the programme not been followed due to the photo-taking process which moved at a snail's pace.
- ❖ The big Congress banner was not provided in time to the Service provider for hanging and other banners such as the Alliance [ANC, SACP & COSATU] were not readily available before and during the Congress.
- ❖ The Podium was not wrapped in POPCRU colours which could have been caused by a lack of communication between the POPCRU team and the Service Provider.
- ❖ There were always delays on daily basis as a result of security arrangements.
- ❖ The registration process was very slow and some guests including members of the task team did not have name tags and that caused serious frustration since the team which was handling the security aspects was not always available when needed.

### b) Catering

The following observation was made on catering in general:

- ❖ The Marque' was erected very far from the main hall and that affected the smooth functioning of the Service Provider on issues such as the availability of running water and the movement of meals from the kitchen.
- ❖ The toilets were not enough and not of a good standard and were not supposed have been placed in front of the main entrance of the Marque'.
- ❖ The catering staff was very inexperienced and on many occasions had to be reminded of their roles and responsibilities. And according to the Service Providers, there were 60 waiters and 30 runners including the kitchen staff on site on daily basis.
- ❖ On the 1st and 2nd day of the congress, there was a serious shortage of food at the Marque' where all delegates were served which has been blamed on the Security staff and the catering staff who always helped themselves with meals before the arrival of the delegates. At one stage the security staff was caught doing the same thing in the VIP lounge. There were six serving stations in the Marque' to cater for delegates but were not manned by anyone from the Service Provider which could have the cause of food shortage.
- ❖ The Service Provider was not supposed to have made a buffet arrangement for the Gala dinner.
- ❖ The Gala dinner started very late and one of the factors being the security delays and the late arrival of the Programme Director since he could not get a proper briefing prior the commencement of the festivity.
- ❖ disappointing arrangements of the programme by the PGC Group CEO and the General Secretary resulted to the PGC invited graduates not been paraded during the Graduation parade.
- ❖ The Service Provider could not make the staff available to serve the VIP section during the Gala proceedings and the programme was too long and the meals were served very late in the night.

- ❖ Despite all the challenges, the delegates were well behaved and co-operated very well with the Service Providers.
- ❖ The Service Provider donated food to a Hospice in Bloemfontein.

## c) Losses

The following items or equipment was lost after the congress:

- ❖ A photocopier, a case has been opened with the Police.
- ❖ 1 x gas heater.
- ❖ Catering equipment.
- ❖ Electric extension cord.

## d) Congress documentation

The organisation produced enough and well prepared books for the congress and there are still extra booklets available in the Resource centre for future reference and use. The books were up to a required standard and the content was well arranged and professionally well thought-out. The preparatory team did a very high-quality job for the occasion.

## e) Congress attire

There was enough attire for all delegates available and extra attire was brought on site for the purpose of exchanging sizes despite the shortage of warm winter jackets. The head office is still busy trying to sort out the shortage of those jackets with the service provider for the following Provinces: Gauteng, Free State and North West.

## f) Gifts and Awards

The gifts and awards were presented to deserving individuals as planned without any challenges or problems whatsoever.

## g) Hotel Accommodation

All delegates and invited guests were booked with no challenges except for delegates of Gauteng who were sleeping at the President hotel. They have been experiencing challenges of the shortage of water and at some point there was electricity cut but the responsible HOD from head office tasked to deal with hotel challenges managed to play a meaningful role to intervene on behalf of the delegates.

## h) Security

The congress security was up to a required standard in view of the events leading to the congress despite the fact that there were some inconveniences caused. The members of security performed their tasks as briefed.

## i) Transport

Pro-Tours provided a good service from Provinces to the congress venue despite some challenges caused at the following Provinces:

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- ❖ Northern Cape; their bus arrived late because the driver took the longest route.
- ❖ KZN: the bus did not go to Empangeni.

**Recommendations:** The following were proposed, presented and endorsed by the National Executive Committee in August 2011 as future recommendations to be considered in trying to curb recurrence:

- ❖ The service providers should make available the meal vouchers at congresses tagged with different colours for different days.
- ❖ No buffet arrangement for Gala dinners.
- ❖ There should be proper briefing of all speakers and/ or Programme Directors prior to commencement of proceedings.
- ❖ The organisation should try and maintain the same standard and professionalism when organising future events of the same magnitude.
- ❖ The organising team or task team should be maintained for the purpose of consistency.

### j) Evaluation by the International Guests

We have requested the International Guests who were part of the seventh National Congress to provide us with an objective evaluation of the event. We received two evaluations – one from Netherlands by Jan Willem van den Poll from Nederlandse Politie Bont [NPB] and one from United Kingdom by Paul Wilson – former General Secretary of Black Police Association [BPA]. Their reports are outlined as follows:

#### 13.3. Congress Report By Jan Willem Van De Pol – Bondspenningmeester Nederlandse Politie Bont [NPB] : 7<sup>th</sup> National Congress, Bloemfontein, South Africa, 13 – 16 June 2011

Our partnership with the South African Police and Prisons Civil Rights Union [POPCRU] goes back to its founding in 1989 when the NPB supported POPCRU in its pioneering and formative years during the apartheid era. Over the years NPB has enjoyed a warm and cordial relationship with POPCRU and has been pleased to witness POPCRU's development into a formidable and international solidarity based trade union giant. With more than 150 000 members, 111 000 of which are members from the South African Police Service, POPCRU can quite legitimately call itself one of the largest and most powerful police unions in the world.

#### The 7th National POPCRU Congress

It is important to report on the National Congress in Bloemfontein which lasted a total of four full days. This by Dutch and British standards equates to a century or so. The uniqueness of the Congress is difficult to convey in words alone, particularly as many of the most formal of proceedings are preceded, interspersed or followed by song! It is truly an emotive spectacle to behold. Over four days, approximately 1 250 delegates' work together to discuss a bewildering, often complex and sometimes politically charged range of issues such as the unacceptable levels of violence against police officers to the question of whether the World Cup in South Africa brought improvements to the country. Yes, there was even a debate about the South African National Anthem. Of considerable interest to the European observer was the strong and mutually supportive

relationship with other Unions and also with the political parties.

To the casual observer, a conference spanning four full days with 1 250 delegates and a large international delegation, mostly from African countries, conjures logistical nightmares! Nevertheless, it is a testament to the organisational skills of POPCRU that saw lengthy fascinating debates, powerful and impressive songs, transparent independent oversight of elections and truly impressive delegate hospitality facilities all smoothly arranged into a template that many policing colleagues in the 'developed' nations can only ever dream of emulating.

The conference reports published by POPCRU demonstrates a keen strategic understanding of how developments on the world stage might impact upon their area of business. They tune their strategy towards these developments in a way that is rarely seen in European police unions.

During the Congress a number of South African Government Ministers addressed the conference and all without fail emphasized the importance of POPCRU. In order to reinforce their commitment to the 'struggle', the Ministers when stepping up to the lectern began their speech with a rousing and thunderous song which delegates instantaneously joined thereby ensuring that the whole conference hall was engulfed in song within a matter of seconds! Maybe European Ministers of Security and Justice have something to learn here?

To meet police officers from the Southern African region is undoubtedly a heart-warming experience. Each conversation quickly emphasises feelings of solidarity, shared experience, empathy and understanding all of which leads to easily established and valued friendships.

'**VIVA POPCRU VIVA!**' was a chant very often made by each conference speaker before beginning their speech. On the third day I had the honour to speak in front of the Congress and of course I began with "**VIVA POPCRU VIVA!**" 1 200 delegates roared back: "**VIVA**". I still have the goose bumps from that moment.

The purpose of the visit to POPCRU's 7<sup>th</sup> National Congress was however much more focused on achieving goals to help colleagues in other areas of the Southern African continent to establish their own Union. Apart from the usual question of, 'how do you start a union?' The question to many Southern African colleagues is often: "Do you have the lawful opportunity to join a Union?" For what we in the Netherlands and large parts of Europe experience as entirely normal is in many parts of Africa impossible. In many African nations Union activities are simply prohibited by the authorities or there is legislation in place that forbids it. As a result, many colleagues in countries such as Zambia, Malawi, Mauritius, Swaziland and Zimbabwe do not yet enjoy the right to establish and join a Union.

It is a long desired wish of POPCRU's President, Zizamele Cebekhulu, to establish an International worldwide association of police unions. Given the unparalleled success and ambition of POPCRU to assist in the transformation of policing and prisons in the southern African region, it is clearly apparent that the rest of the world community has been slow in their support for these transformational activities. While Libya, Egypt and Yemen are daily headlines, very little is said for example about the misdeeds of



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dictators and autocrats in Zimbabwe and Swaziland. Many African commentators make the observation that this negligence on the part of the developed world is due to the lack of attractive materials and minerals in these countries. The theory being that without mineral and material wealth to promote the interest of the Western community, human rights violations will continue to go unreported and unchecked.

This viewpoint is further reinforced when, for example, officers read about police training programmes in Egypt, funded by Western governments, particularly as it is rare to experience similar interventions in for example Zimbabwe and Swaziland. While international assistance to these countries does undoubtedly exist, it is very apparent when speaking to our police colleagues that it is woefully insufficient. Furthermore, it is inconceivable that governments in Europe should fail to recognise the importance of a well-organised and trained police service. Where officers are able to organise, bargain and collectively improve their own conditions such activity actually goes a long way to making a significant contribution to democratic governance and stability. Therefore, nations that strive to achieve the democratization of their governance arrangements should be supported and reminded of the necessity for a democratically organised police service. However, despite the unacceptable breaches of human rights in these countries, I have had the privilege of meeting with a number of young pro-Union heroes who live in Zimbabwe, Zambia, Malawi and Mauritius. These are heroes who continually fight the battles for a more democratic police organization and in doing so refuse to give up their fundamental rights. Their struggle to reclaim these rights more often than not takes place in a context of limited or negligible resources and by using their own initiative, energy and endeavors they very often put themselves at enormous risk of losing their jobs, physical assault or even prison.

### **International assistance and support**

One question that always arises at home when we discuss international cooperation is, "what does international solidarity achieve for our community police officer in the Netherlands? To answer that we only have to look at our major cities to realise that police colleagues in the Netherlands are increasingly policing plural communities many of which reflect people of African heritage". In common with our British colleagues, we also have to accept that police relationships with our diverse ethnic communities are not where we would want them to be. Nevertheless, our European style of policing is predicated upon consent where we aim to gain the respect, trust and confidence of our communities, so very necessary if we are to legitimately perform our role in society. Engendering trust and confidence in our domestic communities in this increasingly globalised world can sometimes be facilitated or indeed undermined by our actions and interventions many thousands of miles away. While such international support may do little to assist in our next round of pay negotiations, what matters to many in our minority communities is evidence of our willingness to debate and expose the untenable situation of colleagues in countries where discussion about the pension system is meaningless for the simple reason that most colleagues do not reach the age of 60 years. The challenge here is simply this: "is there a commitment and willingness within the Dutch Police Union to lead by example by advocating for the improvement of the unacceptable conditions experienced by many of our colleagues in the sub-Saharan African region and by doing so improve our standing as leaders in the transformation of policing in the developing world?"

## What's next?

There is undoubtedly a pressing need to bring the many different representatives and actors together. While there are [Union] organizations active in the sub-Saharan region, the partnership appears a little fragmented but with the help of international governments it should be possible to quickly achieve a more collective and cohesive approach. This in turn can provide the conditions and catalyst for real transformation of policing across the African continent. With the appropriate support Africans will therefore be in a position to set the agenda and lead the debate by using the power of the Unions as a platform, thereby offering a glimmer of hope for the brave men and women who daily demonstrate their commitment for a better world in their own backyard.

## Recommendation

In the midst of significant adversity there is nevertheless emerging evidence of police officers forging cross-border relationships and creating strength in unity. It is not surprising that POPCRU is taking a leadership role. However, it is argued here that the international police community and in particular the police unions, should be following in POPCRU's stance or at least providing that all important moral support. It is therefore proposed in this paper that given its admirable and long relationship with POPCRU, that we [NPB] should be leading in the encouragement and organisation of European police unions to support and connect with our colleagues in Southern Africa. We already have the experience of twinning projects in Lesotho and Swaziland along with a network of senior South African Police Officers. The brave young colleagues in Zimbabwe and other Southern African nations deserve our full support!

Is it all about financial or other resources? Not necessarily; but what is important is the visible and tangible support for the freedom of officers to organise in their respective police force. We [European police unions] must put our heads above the parapet and dare to stand behind police colleagues in developing nations on another continent in the world who have to live on three hundred dollars [\$ 300] a month and risk their lives on a daily basis in their service to the community. The NPB should take the lead and be proud to establish a strategic alliance with POPCRU, striving to make the changes on the Sub-Saharan African continent that we should all wish to see. Moreover, POPCRU has a great deal to offer European police unions in terms of solidarity and organising. I speak from personal experience in saying that in my numerous discussions with South African union leaders on how they see policing and police union work, the debate so very often developed into an educational and insightful dialogue of a kind that was a pleasure and privilege to experience.

Kind regards

Jan Willem van de Pol  
Bondspenningmeester – NPB  
July 2011

### 13.4. CONGRESS REPORT PAUL WILSON : DIRECTOR OF SAFER GLOBAL COMMUNITIES LTD IN LONDON - 7<sup>TH</sup> NATIONAL CONGRESS, BLOEMFONTEIN, SOUTH AFRICA, 13 - 16 JUNE 2011

#### Comrade Nathi

As promised I have put some thoughts on paper regarding the recent National Congress and in particular the issues that I personally felt might be areas for improvement in the future. However, I think it important to point out that while I make these observations and recommendations, everyone involved in the planning and execution of the 7<sup>th</sup> Congress deserves to be congratulated on its undoubted success and particularly because, as I have said elsewhere, many European police Unions would only dream of staging a four day conference of a scale and quality achieved by POPCRU. In common with the other international guests, I was afforded VIP status which meant that I tended not to experience the conference in the same manner as the majority of the POPCRU delegates. However, from my personal experience and perceptions I would focus on three key areas which I consider worthy of revisiting with a view to improvement for future conferences:

- ❖ Delegate registration processes;
- ❖ Gala dinner – speaker and event schedule;
- ❖ Conference timings and schedule.

#### a) Delegate registration

From what I was able to witness, the bulk of the Congress delegates arrived on Sunday afternoon and evening and while my personal registration was facilitated and quickly processed I did note that a significant number of delegates seemed to have been queuing for a lengthy period and that their registration process appeared to be facilitated via a single kiosk which was clearly insufficient to deal with the volume of delegates awaiting registration.

**Recommendation:** That future consideration be given to managing the registration process by using five desks staffed by five members of staff each with a responsibility for managing five letters of the alphabet i.e. A-E, F-J, K-N, etc. Depending on the length of the conference these desks should be open to delegates for at least six hours on the day before the conference and for two hours on the morning before the conference is scheduled to begin. It is important that these desks should be situated in a large open area, clearly marked with their designated letters to enable delegates to approach the relevant desk which will be decided by the first letter of their surname. For a conference of the National Congress scale each member of staff will effectively be responsible for managing and processing approximately 200 delegates in a timely and professional manner which then helps set the tone and standard for the rest of the conference.

## b) Gala dinner

A fabulous event!! However lengthy speeches, presentations and entertainment meant that guests did not begin eating their meal until after midnight. This situation also led to numerous delegates indulging in copious amounts of alcohol at the free bars around the marquee, a situation which caused the President to order the closure of all the bars in an effort to stem the increasingly loud behaviour of a few delegates. The compere for the evening was a very talented comedian and distinguished member of the show business fraternity who clearly had a passion and keen understanding of union business in South Africa. He was in my view an excellent choice as he clearly had the requisite talent and skills to keep the audience engaged and interested throughout. However, his ability and authority to manage what was perhaps an over ambitious schedule of speakers and presentations was questionable as on occasions where there was an opportunity to move things along and regain some time on the schedule, he took the opportunity to tell one of his funny stories. Normally this would not be a problem but when the evening schedule was clearly running at least 2 hours behind; then it became an issue.

## Recommendation

A Gala evening of this magnitude requires very clear, visible and authoritative management from the outset. In my view a senior POPCRU official should have chaired the evening's proceedings, introducing the comedian compere to provide the necessary links, introductions etc. whenever necessary. Secondly, the schedule of events for the evening was very ambitious and presented the compere with an impossible task of keeping to the timetable. In future such schedules should be subjected to 'independent scrutiny' to ensure that an honest and objective prediction of the schedule's feasibility is obtained. Consideration should also be given to bringing the dinner forward and scheduling speakers after dinner – which is a European norm. Following the business of the evening was the entertainment which I felt was far too brief as I would have preferred to have seen more time allowed for delegates to enjoy the live entertainment and dance to recorded music.

## c) Conference

The conference itself followed a healthy pattern of delegate involvement with rousing songs liberally interspersed throughout proceedings. This format ensures a uniquely charged atmosphere and an ambience that is very much a POPCRU trademark and is both something to be proud of and in my humble opinion, something that must be protected regardless of any changes to the business of the conference. It is with this view in mind that I make the below observations and recommendations regarding the general business on the floor of the conference. Similar to the Gala Dinner the conference business rarely coincided with the published schedule, culminating in the last day's business [which should have allowed for an early finish to allow delegates to undertake their often very long journey home] continuing without a break until 5pm when delegates were then invited to partake in refreshments.

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**Recommendation:** The stewardship of a highly charged conference of a scale and gravity witnessed at the 7<sup>th</sup> National Congress is a hugely challenging but immensely rewarding task and while I feel there are no quick fixes to ensure that schedules are adhered to, there is perhaps a different approach that may be worthy of trialling in the future.

While I recommend that the Gala Dinner is chaired by a senior POPCRU official, I feel that any post holder chairing the Congress or indeed any conference [particularly where contentious issues may have manifested under their watch] may be placed under enormous pressures from speakers and delegates alike to 'allow certain matters more air time' which of course has the potential to set back the scheduled timings which ultimately reflects poorly on POPCRU's image. This potentially awkward situation can be alleviated with the introduction of an independent timekeeper, someone who will not feel the pressures of office and can therefore be brutally decisive when policing the allocated time for each speaker or other presentation. Rather like the role of 'The Speaker' in the British parliament. While it is important that the business aspect of the conference remains under the chairmanship of the president or his nominated deputy, using an independent timekeeper [whose role is widely broadcast before and at the commencement of the conference] would cause all speakers and presenters to ensure that they utilised their allocated period to ensure maximum effect. I feel that this aspect if introduced and managed appropriately has the potential to help sharpen POPCRU's professional image, particularly on the international stage where such issues as timekeeping and conference schedules have the potential to manifest into hugely significant issues.

**POPCRU MEMBER REMAINS OUR PRIORITY.....!**





