



BOTSWANA

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Senior Officers Conference Senior Officers Conference Senior Officers Conference Senior Officers Conference Senior Officers
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Teamwork Botho



STRATEGIC ELEMENTS OF THE BOTSWANA POLICE SERVICE

The Mandate

The Botswana Police Act, Cap 21:01 at section 6 (1) outlines the duties and functions of the Botswana Police Service as follows:

The Service shall be employed in and throughout Botswana to protect life and property, prevent and detect crime, repress internal disturbances, maintain security and public tranquility, apprehend offenders, bring offenders to justice, duly enforce all written laws with which it is directly charged and generally maintain the peace.

The Mission

To provide a professional policing service, in partnership with the community.

“Providing a professional policing service” This is a pronouncement that appreciates that the organisation is in the business of policing in all its aspects. It also acknowledges the manner in which the organisation will evolve as it provides policing. A professional policing service pledges a service characterised by a high level of skill, competence, speed and attention to any emerging policing challenges.

“In partnership with the community” emphasises the fact that community participation is essential to the prevention and detection of crime. We want to forge meaningful partnerships with the community.

The Vision

To be a law enforcement agency of repute.

“Law enforcement agency of repute” emphasises an envisioned Botswana Police Service of good standing. First and foremost it will be an organisation that associates itself with good performance. In the end it is envisioned a Police service that is of a standard free from any unethical behaviour. This characterises a dignified police service worthy of honour and treating its customers with due respect. The pride of the organisation will be in its relations with all members of the community.

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EDITOR - IN - CHIEF

Witness K. Bosija (ACP)

EDITOR

Selinah Omphile (Supt)

DESIGN & LAYOUT

Mompoloki Mophato (Insp)

Bonang Motsemme (Insp)

Obusitse Puleng (Insp)

Edwin Oteng Ramotho (S/Insp)

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Botswana Police Service

Public Relations Unit

Private Bag 0012, Gaborone,
Botswana

Tel: (267) 3605442 - 51,

Fax (267) 3972404

email: police@gov.bw

Website: www.police.gov.bw

From The Editor's Desk

POLICE SENIOR OFFICERS CONFERENCE – A MIRROR

Shining the light on yourself through the process of introspection gives you an opportunity to see even the minutest detail of your being. It is very important to engage in this process from time to time as this is the only time you can truly look into the mirror of your soul. It can be a very uncomfortable process though as it is not easy to face your own brutal truth. It is bearable to a certain degree to hear other people criticise you but it is brutal to face your own criticism.

This is the same process which organisations also engage in to reflect on themselves. It is a personified act as it is carried out by people who are in most cases the leaders of such organisations. Here, they are forced to reflect on the outcome of their decisions, their failures and achievements. This will then determine their next move. The BPS like many other organisations engages in this exercise which is held under the auspices of the Senior Officers Annual Conference.

The Conference is considered as one of the highest strategic decision making bodies of the BPS that gives shape to policing in this country. It is at this meeting where the mirror is placed on the wall for the management to reflect, introspect and review the image of this law enforcement agency called the BPS.

This year the Conference which was attended by senior members of the police of the ranks of Senior Superintendent and above was held from 13th - 17th February under the

theme "Towards Safer and Secure Communities 2017 and Beyond".

The microscope revealed that BPS is still battling with challenges such as giving feedback to customers on time as well as responding to reports within the stipulated time. We at the Police Magazine join our executives in acknowledging that these are two attributes that can shadow our good reputation - therefore we are calling to all police officers across the country to commit to improving on these aspects.

We would also like to admit that our 'once life loving nation' is transforming and that of recent we are observing an increase in murder cases. Taking away somebody's life is no longer a shuddering thought as we note some of the most gruesome killings of children by their parents - young parents for that matter. It is also regrettable to note that we still record increasing numbers of deaths through road traffic accidents. No matter the various

"The conference is considered as one of the highest strategic decision making bodies of the BPS that gives shape to policing in this country. It is at this meeting where the mirror is placed on the wall for the management to reflect, introspect and review the image of this law enforcement agency called the BPS."



Superintendent Selinah Omphile
Head of Publications Section

strategies and efforts, road traffic accidents continue to elude us - it is becoming apparent that this is a battle that goes beyond our police calling.

Flipping the mirror though, we are happy to note that the BPS has fared well in its endeavour in the fight against violent and intrusive crimes as well as serious crimes. The organisation has commendably achieved reductions in a lot of these crimes. We salute our police family for such achievements. Violent and Intrusive crimes are such a pain for the BPS as well as the country at large as the crimes have the potential to instil fear and insecurity amongst communities.

We acknowledge that policing has become more complex due to globalisation with its hailed positive attributes such as the use of social media which can also have adverse effects on policing as criminals use these tools to advance their criminal activities.

It is also such a shame that nowadays, our youth are becoming a target for drug dealers.

We call upon various sectors of the community to stand together with a resolute voice in condemnation of crime and any related social ills.

Botswana Police Service Holds 45th Senior Officers Conference

"The Minister said Acts such as the Penal Code and Criminal Procedure and Evidence would also be amended in response to the increasing incidents of gender based violence."

Story by: Insp. Bonang Motsemme

Photos bv: S/Insp. Tono Moatswi



The Minister of Defence, Justice and Security Honourable Shaw Kgathi officially opened the 45th Botswana Police Service Senior Officers Annual Conference

“I am encouraged by the fact that Batswana at large do appreciate your efforts in ensuring their safety and security and that of their property. I therefore take this opportunity on behalf of the nation and on my own behalf, to commend you for your commitment towards crime prevention in the country.”

This was said by the Minister of Defence, Justice and Security Honourable Shaw Kgathi as he officiated at Botswana Police Senior Officers' 45th Annual

Conference in Gaborone recently. He said this positive feedback should inspire police officers to maintain their standard of professionalism.

He commended Botswana Police Service (BPS) for reduction of crime throughout the country, adding that the ability by the police to tackle and reduce crime was one of the considerations used by the global rating bodies in measuring good governance, peace, safety and public security of a country.

“The Minister encouraged senior officers to come up with creative and innovative strategies for dealing with the challenges brought to their attention which were identified as risk factors.”

In their recent rating, several rating agencies such as the world Peace and Justice Project, Mo Ibrahim and the world Bank independently awarded



The Commissioner of Police Mr Keabetswe Makgophe giving welcome remarks at the Senior Officers Conference



Some senior officers who attended the Conference

Botswana good ratings on public safety and security, the rule of law, crime intervention, freedom of fear of crime and effective policing characterized by police visibility and reliability," said Minister Kgathi.

He also praised BPS for their outstanding performance that was mostly attributed

"He also praised BPS for their outstanding performance that was mostly attributed to their partnership and involvement of the community through volunteers and cluster policing."

to their partnership and involvement of the community through volunteers and cluster policing.

He however, urged participants to come up with high impact policing strategies and programmes that will enable them to tackle issues such as border patrols, anti-poaching and disaster management.

Honourable Kgathi further informed the meeting that government was in the process of reviewing the Stock Theft Act to facilitate confiscation of tools and equipments used in the commission of stock theft crimes.

The Minister said Acts such as the Penal Code and Criminal Procedure and Evidence would also be amended in

response to the increasing incidents of gender based violence.

In his welcome remarks, the Commissioner of Police, Mr Keabetswe Makgophe acknowledged that the BPS continues to realise some reductions in Violent and Intrusive as well as in Serious Crimes which could pose a major threat to the safety and security of communities.

He said that the Violent and Intrusive crimes such as House Breaking, Burglary, Store Breaking and Robbery recorded a 3% overall reduction in 2016 as compared to 2015. He also noted that Armed Robbery on its own has gone down significantly by 12%.

Mr Makgophe said BPS is realising an increase in the use of drugs especially Dagga, Cocaine and Methcatinone (CAT) mostly by the youth. He said the police continue to arrest suspects as well as confiscate large consignments of trafficked drugs, both at ports of entry and inland. He said a total of 1053.4 grams of dagga was seized in 2016, resulting in 915 arrests, as compared to 253.6 kg and 777 arrests in 2015.

He also said BPS was concerned by a rise in murder cases stating that 305 people were murdered in 2016 as compared to 278 in 2015. He further said it was regrettable that the country continues to lose people through preventable road accidents.

The Commissioner was thankful for the coming into being of Acts such as Proceeds and Instruments of Crimes; Anti Human Trafficking and Counter Terrorism as that would help the law enforcement agencies to effectively investigate and detect crimes such as money laundering, terrorism financing and cybercrime.

On a different note, Mr Makgophe said the organisation was at an advanced stage of developing a new six-year Corporate Development Strategy in line with Vision 2036 and National Development Plan 11.

ILEA Conducts A Seminar On Gender Based Violence And Human Trafficking

Story & Photos by: Insp. Mompoloki Mophato



The Minister for Presidential Affairs, Governance and Public Administration Honourable Eric Molale officially opening the seminar on Human Trafficking and Gender Based Violence.

The Minister for Presidential Affairs, Governance and Public Administration Honourable Eric Molale said the absence of legislation in regard to Human Trafficking and Gender Based Violence in most countries leads to the violation of the rights of the victims of these crimes.

He was officiating at a one week High Level Strategic Seminar on Gender Based Violence and Human Trafficking for law enforcement officers hosted by the International Law Enforcement Academy (ILEA) in partnership with the United States Agency for International Development (USAID) recently.

The Minister said a pilot study which was carried out in four SADC countries in 2015 indicated that there was relatively high prevalence of gender based violence in the region. He said the study also indicated that gender based violence is most prevalent during armed or military conflicts.

Honourable Molale also said the study further revealed notable incidents of human trafficking. Minister Molale said of recent many countries have a

number of human trafficking cases which are either being investigated or are at the prosecution stage. He said in Botswana 12 cases have been fully investigated and committed to the high courts for prosecution while eight are still under investigation.

He said the seminar came at the

"The absence of legislation in regard to Human Trafficking and Gender Based Violence in most countries leads to the violation of the rights of the victims of these crimes," Minister Molale

right time as it enables participants to come up with ideas relevant for possible alignment to their operational and structural processes in dealing with human trafficking, and its inter-relationship with other serious crimes that transcend borders such as drug trafficking and migrant smuggling.

He said different countries were expecting workable outcomes and recommendations that would enable them to deal with these crimes at a global, regional and sub-regional level.

Meanwhile, the Commissioner of Police, Mr Keabetswe Makgophe in his welcome remarks said the seminar aimed at improving multilateral and multi-sectoral regional coordination and cooperation with judicial, prosecutorial, and law enforcement elements of government with a view to providing justice for victims of gender based violence and human trafficking.



Some of the delegates who attended the seminar during the official opening ceremony

"The course was attended by 30 high ranking officials from the criminal justice function including judges, Police Executives, Public Prosecution, Directors and relevant stakeholders from 10 countries among them; Botswana, Kenya, Lesotho, Malawi, Mauritius, Namibia, South Africa, Rwanda, Swaziland and Seychelles."

The Commissioner said the pervasiveness of crime in societies does not only pose a major threat but is also a challenge to be met with effective and concerted efforts by all stakeholders. He said this collective approach is vital as it will equip law enforcement officers with the current information pertaining to emerging crime trends and affords them an opportunity to learn and employ best practices in tackling such crimes.

Mr Makgophe said crime and fear of crime negatively affects societal lifestyle and security. He also said this undermines public confidence in institutions such as law enforcement agencies

For his part, the United States Agency for International Development (USAID) country representative, Mr Blake Chrystal said working to combat gender based violence and human trafficking for his organisation is a priority.

He said according to a United Nations study, one in three women worldwide has been beaten, coerced into sex or abused in her lifetime. He said according to a 2013 report, 45.6% of women in Africa have experienced physical and sexual violence in their

lifetime compared to 35% globally.

Mr Chrystal said the United States advocates for partnership with each country to advance human and women rights, ensuring that the children of today can grow in true freedom and democracy.

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justice function including Judges, Police Executives, Public Prosecution, Directors and relevant stakeholders from 10 countries among them; Botswana, Kenya, Lesotho, Malawi, Mauritius, Namibia, South Africa, Rwanda, Swaziland and Seychelles.



USAID country representative Mr Blake Chrystal speaking at the seminar



Police officers in Maun attending the address by the Deputy Commissioner

The Deputy Commissioner of Police (Support Services), Mr. Tapudzani Gabolekwe has urged police officers to always exercise professionalism in the execution of their duties.

Mr Gabolekwe said the BPS is known for its good reputation and therefore urged

officers to uphold their discipline as they are a reflection of the organisation. He urged them to exercise high levels of humility and understanding when dealing with customers.

Mr Gabolekwe said the Botswana Police Service has made significant contribution to the prevailing peace

police vehicles involved in road traffic accidents, therefore calling on officers to exercise caution with the vehicles at their disposal.

The Deputy Commissioner visited Seronga, Shakawe, Gumare, Maun and Gweta police stations respectively.

Deputy Commissioner Support Services Tours Maun Police District

Story & Photos by: Insp. Mopoloki Mophato



Deputy Commissioner (Support Services), Mr Tapudzani Gabolekwe addressing officers in Maun

and tranquility in the country, thus making the country a destination of choice for tourists around the world.

He applauded the officers for the sterling job and urged them to continue working in partnership with the community in the fight against crime.

The Deputy Commissioner further advised officers to conform to the organisational core values of Botho, Excellence, Integrity and Teamwork. On other issues, he said the organisation was concerned by the number of

His entourage comprised of the Divisional Commander North, Senior Assistant Commissioner Dinah Marathe, Divisional Traffic Officer North, Assistant Commissioner Christopher Ndlovu, Deputy Director - Transport and Telecommunications Branch North, Assistant Commissioner Mogorosi Dibotelo and Officer Commanding Maun District, Senior Superintendent Peter Gochela.

Deputy Commissioner Crime Investigations launches Gender Based Violence Awareness

“The 2011/2012 Gender Based Violence indicator study in Botswana revealed that at least 67% of women have experienced some form of GBV in our country.”

Story & Photos by: Cst. Kagiso Ntwaagae



Deputy Commissioner (Crime Investigations) Mr. David Mosetse giving a keynote address

“T he 2011/2012 Gender Based Violence (GBV) indicator study in Botswana revealed that at least 67% of women have experienced some form of GBV in our country.”

Speaking during the launch of GBV campaign held in Serowe recently, Deputy Commissioner (Crime Investigations), Mr. David Mosetse said Gender Based Violence is a global concern that is entrenched in societal perceptions and beliefs.

He said the effects of GBV include all forms of assaults and murder (passion killing) which constitutes a significant percentage of murder cases in the country. He further said GBV lowers the social status of both the victim and villain, aggrieves their families and has the potential to breed violent and delinquent behavior in children.

Mr. Mosetse said studies conducted in the USA show that about a third of American women and a quarter worldwide will experience domestic/dating violence in their lifetime.

“It is even more disturbing to note that nearly one out of every four murder victims in USA is killed by a member of their family,” said Mr Mosetse.

He said the BPS records an average of 2100 rape cases annually stating that this was unacceptable by all standards.

The Deputy Commissioner called on members of the public to join the police in the fight against this social ill adding that the police cannot conquer this battle alone as it emanates from the family institution.

The Deputy Commissioner said the BPS has taken deliberate and calculated steps to collaborate with all stakeholders in their sensitisation mission. He further said as GBV is complex and multifaceted, it needs to be fought with various strategies. He told participants that the BPS has developed a Sexual Harassment Policy in a bid to fight GBV.

Mr Mosetse told the participants that GBV cuts across all sectors of the society and knows no boundaries.

Mr Mosetse said it was disheartening that some victims of GBV withdraw cases despite the fact that they are continuously abused. He further said it was also unfortunate to learn that some men still regard GBV as a woman’s problem and as a result shy away from reporting such cases when they are victims. He reminded attendants that the law does not prejudice hence



Gender based violence survivor Ms Bonno Gaefele

“He monitored my every movement and one day he just budged into the house while I was with my children and opened fire on me, shooting me with eight bullets and leaving me for the dead.”

He said women and children are mostly victims of GBV and end up suffering the adverse effects on their wellbeing and productivity in the private and public spheres.

On her part, Gender Based Violence survivor, Ms Bonno Gaefele said she lived in a abusive environment and condoned it for many years, hoping that the situation will get better until she was almost killed by her husband who shot and injured her.

Ms Gaefele said she was happily married and blessed with two children. As time went on things began to change and life was never the same again. She

calling on men to come out into the open and encouraging those abused to be fearless when seeking justice.

He further told participants that police officers are trained regularly on investigation of sexual offences.

When welcoming guests to the events, the Divisional Commander for North Central Division, Senior Assistant Commissioner Christopher Mbulawa said the campaign provides participants with an opportunity to acquire skills that will assist them to effectively articulate and combat gender based violence issues.

said the quiet, loving husband suddenly changed and started abusing her.

“I suffered in silence as I loved my husband so much. I couldn’t share this ordeal with anyone let alone report him to the police, moreso that I am a police officer myself. It got worse by the day until I couldn’t stand it anymore and that is when I sought legal action,” said Gaefele.

She said she finally filed for divorce as she realised that the situation could not improve.

“The conditions of the divorce gave me a chance to stay in a separate place from him. However, this did not stop him from wanting to hurt me. He monitored my every movement and one day he just budged into the house while I was with my children and opened fire on me, shooting me with eight bullets and leaving me for the dead,” she added.

She said this left her children who were minors at that time emotionally traumatised. Ms Gaefele said as a result of the shooting she suffered physical injuries and emotional trauma. She still remembers vividly the fateful day.

She encouraged participants to never underestimate actions of abuse and violence urging them to report immediately.



Police Officers from the North Central Division on a march prior to the campaign



Photo by: Cst. Tshepo Raditonki



The Commissioner of Police Mr. Keabetswe Makgophe (Middle) flanked by Divisional Commander North Central Senior Assistant Commissioner Christopher Mbulawa (Left) and Officer Commanding No. 10 District Senior Superintendent Takongwa Mazwiduma during his arrival in Semolale for the handing over of two houses built by Semolale Police Officers.

Photo by: Robin Seleka



Commissioner of Police Mr. Keabetswe Makgophe handing over a present to retired Senior Assistant Commissioner of Police Oreeditse Mautle at a retirement party in Gaborone

Photo by: S/Insp. Edwin Ramotho



Police officers who were on training at Okwa demonstrating what they have learnt during the official closing of their training.

EVENTS THROU

Photo by: Sgt. Obolokile Mosokwane



Deputy Commissioner Operations Mr. Vice SSG Senior Assistant Commissioner Keobetswe African Police Day celebrations in Rustenburg

Photo by: S/Insp. Edwin Ramotho



Commissioner of Police Mr. Keabetswe Makgophe (front row second from left) and Commander Southern Division (front row second from left) with officers at Kalkfontein Police Station.



THROUGH THE LENS

Photo by: Robin Seleka



Commissioner of Police Mr keabetswe Makgophe (seated middle) flanked on his left by Deputy Commissioner - Support Services Mr Tapudzani Gabolekwe and on his right Divisional traffic Officer Assistant Commissioner Reginald Matlhaba posing for a group photo with Police VI Volleyball team at a luncheon organised for the team which was due attend Men's Africa Club Championship in Tunisia

wane



Mr. Victor Paledi (right) with the Commander Kedikilwe Dikgang attending the South African Police Service Annual Conference in Rustenburg - South Africa recently.

Photo by: Cst Kabelo Barogeng



Traffic Commanders who attended their annual meeting in Mahalapye recently



Keabetswe Makgophe (front row centre) with the Deputy Divisional traffic Officer Assistant Commissioner (from left) posing for a group photograph with police

Photo by: Robin Seleka



Commissioner of Police Mr. Keabetswe Makgophe handing over a present to retired Assistant Commissioner Kgosietsile Bosilong during a retirement party in Gaborone.



Deputy Commissioner (Operations) Mr. Victor Paledi handing over some Christmas hampers to Officer Commanding Maun District Senior Superintendent Peter Gochela. Looking on is Sub Inspector Geoffrey Thusang of Police Headquarters.

Deputy Commissioner Operations Tours Police Districts

While people mill around, travel from one place to the other in pursuit of happy vacations, the police on the contrary have to be fully engaged 24/7.

Story by: S/Insp. Tono Moatswi

December is a hectic period in the calendar of police officers the world over, as they have to ensure the safety and security of the communities they serve.

The month presents a challenge as criminals take advantage of the festive mood to advance their criminal intentions.

While people mill around, travel from one place to the other in pursuit of happy vacations, the police on the contrary have to be fully engaged 24/7.

This is so given the fact that a number of people go on leave, leaving their work and residences to join their families and friends to celebrate the birth of Jesus Christ and ushering in the new Year.

Under the circumstances this becomes a challenge to police officers as they have to remain behind keeping an eye on peoples' property.

The Deputy Commissioner Operations Mr. Victor Paledi took time to appreciate officers' readiness to conduct year-end

operations and also to give them moral support.

Mr Paledi toured all the sixteen Police Districts covering a cumulative distance of 6190 kilometers to motivate the men and women in uniform. In his address, he acknowledged that road traffic accidents are a major concern for the organisation and the country at large. The Deputy Commissioner urged officers to work around the clock in devising strategies that will curtail these accidents.

During his visits, Mr. Paledi also urged Station Commanders to mentor and encourage their subordinates on any assignments given to them, saying that this will boost the latter to know that their supervisors have their interests at heart.

He called on police officers to be inspired by the positive feedback received by the organisation, which he said was an indication that members of the public appreciate what they do. He said officers must use the commendations to build good relationships with the communities.

Mr. Paledi also commended police officers for reducing violent and intrusive crimes such as break-ins and robberies during 2016. He further called officers to reduce the number of stock theft incidents, which is on the increase.

He said BPS management is working around the clock to improve availability of resources hence encouraged officers to maximise the available resources to fight crime.

The Deputy Commissioner cautioned police officers who engage in unprofessional behaviour to stop doing so, stating that the BPS will not tolerate such characters as they tarnish the image of the organisation.

All said and done, it is commendable for the leadership to take time to visit officers on the ground as did the Deputy Commissioner Operations. This will go a long way in motivating officers knowing that their leaders are with them.

SSG Holds *Leadership Pitso*

Dr. Tumediso - Magora said communication skills need to be learned to effectively become a good leader or manager.

Story & Photos by: Sgt. Kefilwe Bafana

To some extent, the ability for great leadership is instinctive. However, learning how to be a more effective leader is within everyone's reach whether you direct various teams, a whole company or just one employee.

There is a series of theories by various scholars on leadership, some advocating for the statement "leaders are born" while others are against that believing that leadership is an acquired skill.

However, none of these scholars is against the fact that leaders are individuals who influence performance of their subordinates.

Special Support Group Branch found it imperative to hold a Leadership Pitso for their senior police officers to leverage successful leadership. Participants were urged to provide continuous guidance and

motivation to their subordinates who look up to them for high standards of professionalism.

This was said by the Director of Forensic Science Services (FSS), Senior Assistant Commissioner Dr. Baboloki Helen Tumediso-Magora in Gaborone.

"You must be like a bullet proof used to diffuse and absorb both professional and social challenges faced by your subordinates," She said.

encourage officers to continuously empower themselves through life experiences and through self-development as becoming an effective leader is a never ending process.

Dr. Tumediso - Magora said communication skills need to be learned to effectively become a good leader or manager. She advised participants to know and understand their subordinates as this will help them to better guide, lead, groom and nurture them.'

For his part, Pastor Bosenakitso Chabale of the Seventh Day Adventist Church said as a leader one must always be truthful to themselves and strive to be optimistic so as to be influential to others.

"Good communication skills need to be learned to effectively become a good leader or manager."



Director - Forensic Science Services Dr Baboloki Helen Tumediso - Magora giving a keynote address at the pitso

" You must always be optimistic and never ever condemn or pity yourself," Chabale said.

He said a good leader has behavioural traits that will breed success in whatever they do. The Pastor said a leader has to appreciate, compliment and affirm what subordinates have done as this will build their confidence.



Head of Occupational Health Safety, Chaplaincy and Social Welfare (OHSCW) Assistant Commissioner of Police Ms Catharine Rauwe speaking at the Pitsoo.

One of the speakers from the Botswana Police Service Occupational Health, Safety, Chaplaincy and Social Welfare Sub Inspector Arthur Maetso highlighted the importance of enhancing wellness amongst employees to promote high productivity at the work place.

He said supervisors must ensure that there is access to health services at all times.

"Everything about you is part of your branding, about how you are perceived, viewed, thought and spoken about.

Great branding enables you to stand out,"

These words were echoed by a representative of Kagisano Society Woman's Shelter Mr Lebogang Lesetedi who was delivering a keynote address.

He said if the mind thinks positively the body will act positively towards achieving positive things.

When giving a vote of thanks, Botswana Police Service Head of Occupational Health Safety, Chaplaincy and Social Welfare (OHSCW) Assistant Commissioner of Police Ms Catharine Rauwe encouraged participants to practice what they have acquired as this would influence their management styles, their individual lives and even the relationship with their colleagues.

"If the mind thinks positively the body will act positively towards achieving positive things."

The workshop was attended by police officers of the rank of Assistant Superintendent to Senior Assistance Commissioner.



Some senior officers who attended the Pitsoo

Senior Superintendent Basupi Laid To Rest

"He was the founder and player of 7 Stars Football Club in Sefhare. He was also the manager of Police X1 Football Club aka Jungle Kings in 2013".

Story by: Cst. Kagiso Ntwaagae

Scores of mourners from within and outside the country recently converged at Sefhare village in Tswapong to pay their last respect to Senior Superintendent Jonas Basupi.

Cairo, as he was affectionately known was a football legend who was in love with the "pig skin". He breathed, slept, dreamt and ate football. No wonder his football passion led him to be the founder and player of 7 Stars Football Club in Sefhare. He was also the manager of Police X1 Football Club aka Jungle Kings in 2013.

Speaker after speaker described him as a loyal, hard worker who had a strong character. He was remembered for the

"In recognition of his loyalty and discipline, Mr Basupi was bestowed with the Botswana Police Distinguished Service Order Medal in 2012."

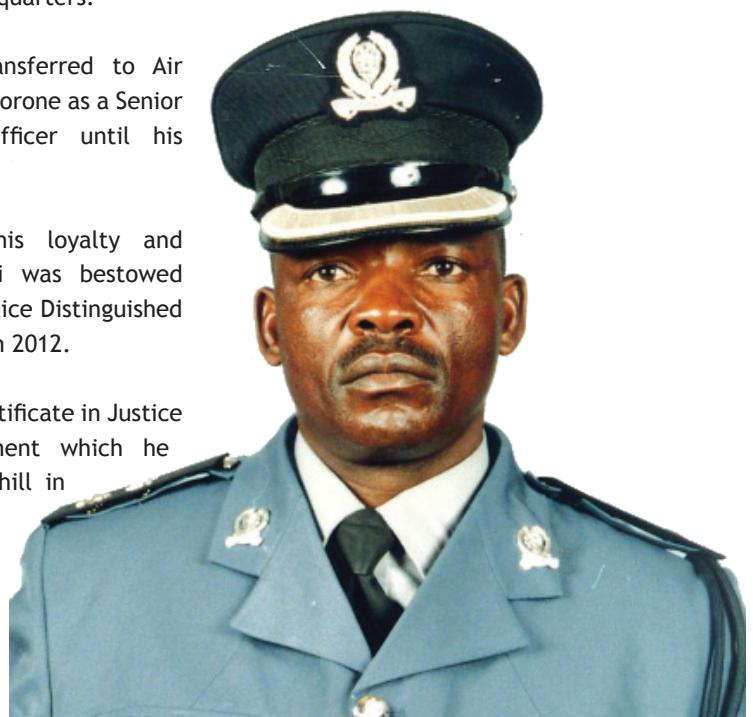
he was amongst the first badge to be absorbed in the system at the rank of Senior Superintendent where he was posted to Police Headquarters.

In 2014 he was transferred to Air Support Branch in Gaborone as a Senior Flight Operations Officer until his passing.

In recognition of his loyalty and discipline, Mr Basupi was bestowed with the Botswana Police Distinguished Service Order Medal in 2012.

He had acquired a Certificate in Justice and Police Management which he obtained from Bramshill in the United Kingdom.

He is survived by his Wife, eight children, mother, and six siblings. May his soul rest in Peace.



The late Senior Superintendent Jonas Cairo Basupi



The late Senior Superintendent Jonas Cairo Basupi being laid to rest by his colleagues

love and pride of his native language - Setswana. One speaker said even his English was spiced with some Setswana idioms and proverbs.

He joined the then Botswana Local Police in 1980 as a Constable and rose through the ranks to a higher management position. He spent much of his service at Local Police College (Ramata). He was later transferred to Goodhope and Local Police Headquarters.

When BPLPF merged with BPS in 2009

BOTSWANA POLICE SERVICE HOLDS 45th SENIOR OFFICERS ANNUAL CONFERENCE

The Botswana Police Service conducted its 45th Senior Officers Annual Conference under the theme "*Towards Safer and Secure Communities; 2017 and Beyond*", from the 13th to 17th February, 2017 at Special Support Group (SSG) Camp in Gaborone.

2. The Conference was attended by delegates comprising senior members of the Police of the ranks of Senior Superintendent and above. It was officially opened by the Minister of Defence, Justice and Security, Honourable Shaw Kgathi. The Conference started with consultations by addresses by the Attorney General's Chambers, Stock Brokers Botswana and Botswana Public Officers Pensions Fund on areas of law, personal finance and welfare.

3. The main focus of this Conference was to critically analyse current policing strategies so as to identify performance gaps and appreciate lessons learnt in order to shape future responses.

4. In his address, the Minister applauded the Botswana Police Service for its contribution towards public safety and security. He informed the Conference that several rating agencies, such as the World Peace

and Justice Projects, Mo Ibrahim and the World Bank had independently awarded Botswana good ratings on public safety and security, the rule of law, crime intervention, freedom from fear of crime, and effective policing characterised by police visibility and reliability. He pointed out that these good results indicated the important role the police played in sustenance of good governance, peace and security.

5. The Minister also noted the outstanding performance as a result of sustained Police and Community partnerships through Police Volunteers and Cluster Policing, which have grown stronger over the years and continue to play a pivotal role in the prevention and reduction of crime. However, he decried involvement of police motor vehicles in road traffic accidents.

6. In his welcome remarks, the Commissioner of Police Mr. Keabetswe Makgophe decried the rising road fatalities due to speeding, drunken driving and driver attitude. He urged participants to come up with innovative ways to curb road carnage and assured the public that intensification of law enforcement efforts would be geared towards ensuring compliance with the provisions of the law and saving lives on our roads. This, he said was done not to raise funds as has been

suggested from some quarters, but to save precious lives and enforce the law.

7. The Commissioner expressed concern over the rising instances of the manipulation and abuse of social media. He said that certain elements had found ways to exploit social media to propagate misinformation, commit fraud, attack, smear and bully others using these platforms. He said the disheartening aspect was the malicious publication and distribution of horrific road traffic accident scenes and obscene material. He criticised this unbecoming trend and urged society at large to condemn and shun it.

8. The Conference noted with satisfaction an overall reduction of 3% in 2016 for Violent and Intrusive crimes as compared to 2015. These include crimes such as House Breaking, Burglary, Store Breaking and Robbery. A notable overall reduction of 4% was also realised for Serious Crime in 2016. What is worrisome is the growing levels of violence adopted by the perpetrators against members of the community. However, Murder cases recorded an upswing of 10% in 2016 as compared to those recorded in 2015 demanding a concerted effort from all stakeholders. The Conference also noted that Gender Based Violence had a direct correlation with this increase of murder cases.



Members of the press who attended a press conference addressed by the Commissioner of Police at the end of the 45th Senior Officers Conference

These offences are a major threat to the safety and security of communities.

9. The Conference also highlighted several other challenges which needed urgent attention. These included amongst others; Border Policing, Stock Theft, Illicit Drugs, Police Motor Vehicle Accidents, Service Delivery, Customer Care, and Resource Management.

10. The conference therefore, came up with the following resolutions:

i. Recognising the need to continuously improve our response time to calls, the Conference resolved to roll out the Rapid Response Pilot Strategy for greater Gaborone area to other priority areas.

ii. Noting the prevalence of high incidence of crime in Mogoditshane, the Conference resolved to implement a robust hot spot policing strategy driven by targeted saturation patrols.

iii. Having noted general customer dissatisfaction with the 999 emergency line, the Conference resolved to intensify public education on the use of emergency line and responsibility of the callers.

iv. Concerned with increasing cross-border crime particularly human trafficking, theft of motor vehicles, stock theft and drug trafficking, the Conference resolved to:

- *Intensify public education for communities living along the border.*
- *Improve surveillance and detection methods at ports of entry.*
- *Intensify border patrols.*

v. Concerned with the increasing and unnecessary loss of human life on our roads due to incidents associated with speeding, drunken driving and bad driver attitude, the Conference resolved to:

- *Adopt a zero tolerance to all road traffic violations.*
- *Implement targeted traffic law enforcement activities towards the youth who are prone to Road Traffic Act violation.*

- *Engage with relevant stakeholders with a view to improve driver training.*

vi. Concerned with the proliferation and abuse of illicit drugs by some members of the community especially the youth, the Conference resolved to:

- *Enhance collaboration with local and regional partners.*
- *Intensify parallel financial investigations to determine whether proceeds of drug trafficking are likely to have been laundered and enhance the identification and tracing of such proceeds and property for confiscation.*

vii. The Conference noted with concern the number of Gender Based Violence cases such as defilement, rape, threats to kill and murder among others and resolved to:

- *Intensify public education in areas where the offences mostly occur.*
- *Engage stakeholders and civil society to leverage a multi-sectorial approach beyond law enforcement.*

viii. Realising challenges of stock theft and reconciliation that happen between complainants and suspects after dedicated service to investigations and arrest of such suspects, the Conference resolved to:

- *Maintain a non-withdrawal stance for stock theft cases.*
- *Identify and trace commercial entities dealing in stolen meat products and subject them to confiscation of proceeds and property relating to such sales.*

ix. Appreciating welfare schemes available to the BPS and acknowledging that gaps still exist, the Conference resolved to engage service providers of the schemes in order to make them more attractive, inclusive and competitive.



Superintendent Jasyson Chabota
Research and Information Section
Botswana Police Public Relations Unit

Let's Talk

WIN EMPLOYER APPRECIATION AND EXCEL

As an employee with decades of experience, allow me to share with you the things every employee should know and understand about their employer to excel in their work. Note that high flyers usually stay at the top because they don't only do the right things but perfect them as well.

Therefore employees should make sure that they master their organizational culture including work ethics, vision, mission and core values. They should

"Ensure that relationships in business remain business focused. This should never be forgotten because it is an important fact. Those with friends or lovers in the same company or organisation should limit the relationship to business when they are at work. Romance and friendly relationships should be spared for moments outside working hours."

demonstrate knowledge of the above things, not only in words but also in practice. Furthermore they should among others;

Ensure that relationships in business remain business focused. This should never be forgotten because it is an important fact. Those with friends or lovers in the same company or organization should focus their relationship to business when they are at work. Romance and friendly relationships should be spared for moments outside working hours.

Mark my words, once this is allowed organisational interest is subordinated. Employees must also learn expectations of what makes a good employee. For example, employers normally believe in teamwork, dedication, hard work, among others.

And as an employee, you must watch and learn from colleagues who are successful, who always get the recognition and who rise quickly. They represent what the company or organization is looking for. Ask yourself, "what do they do that you cannot do?" And come up with positive answers.

Ensure that everything about you communicates. How you dress, how you speak, and so on. If you want to

succeed in a corporate environment you have to communicate and show that you are the kind of employee that represents the corporate success story. On a point of advice, do not confuse your personal identity with your employment identity. The identity belongs to the organization you work for not the other way round.

Therefore you need to always portray the organizational identity and image to fulfill its mandate. Do not take things personal because you are just a servant carrying out instructions. And when you have retired, resigned or dismissed, you can now figure out who you are, shape your personal image and have a life outside corporate life.

Finally, always make your boss appear and look good. Understand what your boss regards as a priority and help him or her accomplish it. Your boss needs triumphant workers. Show you can make a difference to deservedly get credit for job well done. Keep your emotions in check, and complain professionally to remain consistent in your work.



INTERPOL

Media Release

Japan child sex abuse network ring leader identified via INTERPOL is jailed

The ring leader of a child sex abuse network in Kyoto, identified via INTERPOL's International Child Sexual Exploitation (ICSE) database, has been sentenced to eight years after being found guilty of charges including child prostitution and forcible indecency. The conviction of the 28-year-old follows a global investigation which began in 2015 to identify an unknown abuse victim featured in videos uploaded to the ICSE database by investigators in Denmark and Australia.

Four other members of the network, men aged between 36 and 40, were convicted between October and December last year and handed down sentences ranging between two and five years.

The abusers, including a businessman, a nursing home employee and a dancer, would approach children in amusement parks, game centres and video rental shops, or in the street. After recording their crimes, the videos would be circulated via a private network.

Using the ICSE database, analysis of the child's school uniform and sound data enabled victim identification specialists around the world, working with INTERPOL's Crimes Against Children (CAC) unit, to identify Japan as the probable location.

INTERPOL's CAC unit alerted Japan's

National Police Agency (NPA) which, determining the crime had taken place in Kyoto, notified the Kyoto Prefectural Police (KPP).

KPP immediately launched citywide investigations resulting in the child's rescue and the arrest of his suspected abuser. Interviews with the victim triggered further enquiries, identifying and dismantling the network which was engaged in the sexual abuse of 47 boys aged between seven and 15.

"This is an outstanding example of what can be achieved through the effective and global use of INTERPOL's ICSE database," said Assistant Commissioner Yuichi Seki, Director for Combating Child Sexual Exploitation in NPA's Juvenile Division.

"These are horrendous crimes which violate children's basic rights and damage both their mind and body. Japan will continue to facilitate the exchange of child sexual abuse information and enhance cooperation with INTERPOL and law enforcement partners around the world with a view to combating this loathsome crime," added Assistant Commissioner Seki, who also highlighted the ongoing work by the NPA and relevant ministries in drawing up a comprehensive national action plan against child sexual exploitation.

"Online child abuse investigators

must think globally, via INTERPOL, to be able to act locally. That original decision to add the abuse images to ICSE resulted in global consequences, not just for the offenders, but more importantly rescuing 47 children from sexual abuse," said Bjorn Sellstrom, INTERPOL's CAC operations coordinator. "These arrests are a clear and powerful demonstration of what can be achieved when investigators use the ICSE database no matter where the crime is committed or the evidence uploaded or downloaded," added Mr Sellstrom.

In January this year, the ICSE database recorded the milestone of having assisted specialist investigators around the world identify 10,000 child abuse victims, and continues to help member countries identify an average of five victims every day.

By analysing the digital, visual and audio content of photographs and videos, victim identification experts can retrieve clues, identify any overlap in cases and combine their efforts to locate the victims.

Available through INTERPOL's secure global police communications system, I-24/7, certified users in member countries can access the database directly and in real time, providing immediate responses to queries related to child sexual exploitation investigations.

Source: www.interpol.int

Smell of weed in Denver leads feds to bust of Nebraska marijuana network

An investigation of an alleged interstate crime network all started with an anonymous tip about a pungent odor emanating from a rental home in Westminster.

It was May 2, 2016, harvest time for a lucrative Nebraska-based illegal marijuana network with five pot grow houses and warehouses in Westminster, Dacono, Broomfield and Thornton.

On Thursday, federal prosecutors reaped their own harvest of greenery in Denver U.S. District court after seizing bound and loose stacks of U.S. currency totaling \$65,119 from several Denver area pot grow houses, according to an affidavit filed by Raymond Padilla, a federal Drug Enforcement Administration.

Members of the North Metro Task Force have linked six people to the drug operation. So far, only Timothy Jon Koch,

34, has been arrested in connection to the drug investigation. He has been charged with five felony counts of drug cultivation and distribution in Adams County District Court.

Three days after receiving the tip about a possible illegal grow operation, detectives knocked on the front door of the rental at 11266 Clay Court in Westminster where Koch and his brother Jason Koch lived. Jason Koch led them into the basement, a converted pot warehouse and packaging center for the operation.

Agents found dozens of vacuum-sealed bags and Ziploc bags with freshly cut marijuana inside, cardboard moving boxes for packaging the product, a scale, a vacuum sealer and empty plastic bags.

Jason Koch told them that the pot spread all over the basement and other parts of the house weighing 278 pounds

was solely for personal use. He told detectives that he had just moved to Colorado from Omaha a few months earlier and that his brother had a property management company, court records show.

Timothy Koch was paying his brother \$20 an hour to package the pot and strangers would load the boxes filled with marijuana into trucks and drive to Nebraska, the arrest affidavit alleges.

After Jason Koch signed a consent form allowing the officers to search the home, the officers discovered a cache of drugs, cash and drug paraphernalia including dozens of e-cigarette cartridges, a bowl of black marijuana concentrate weighing 2 pounds, a cash-counting machine, a stack of cash bound with rubber bands and loose bills piled on a table.

Source:www.clumsycrooks.com

Man shoots himself inside cop car

A man arrested for shoplifting at a Texas mall shot himself in the head while handcuffed inside a cop car, police said.

Austin police responded to an incident around noon Sunday at Barton Creek Mall where they arrested a man who might be in his late teens or early 20s, Interim Chief Brian Manley said.

Officers cuffed the suspect and placed him inside a patrol car and were headed to police headquarters, he

said. During the 6-minute ride, the suspect expressed suicidal thoughts. When the arresting officer asked him if he was going to injure himself, the man replied, "yes."

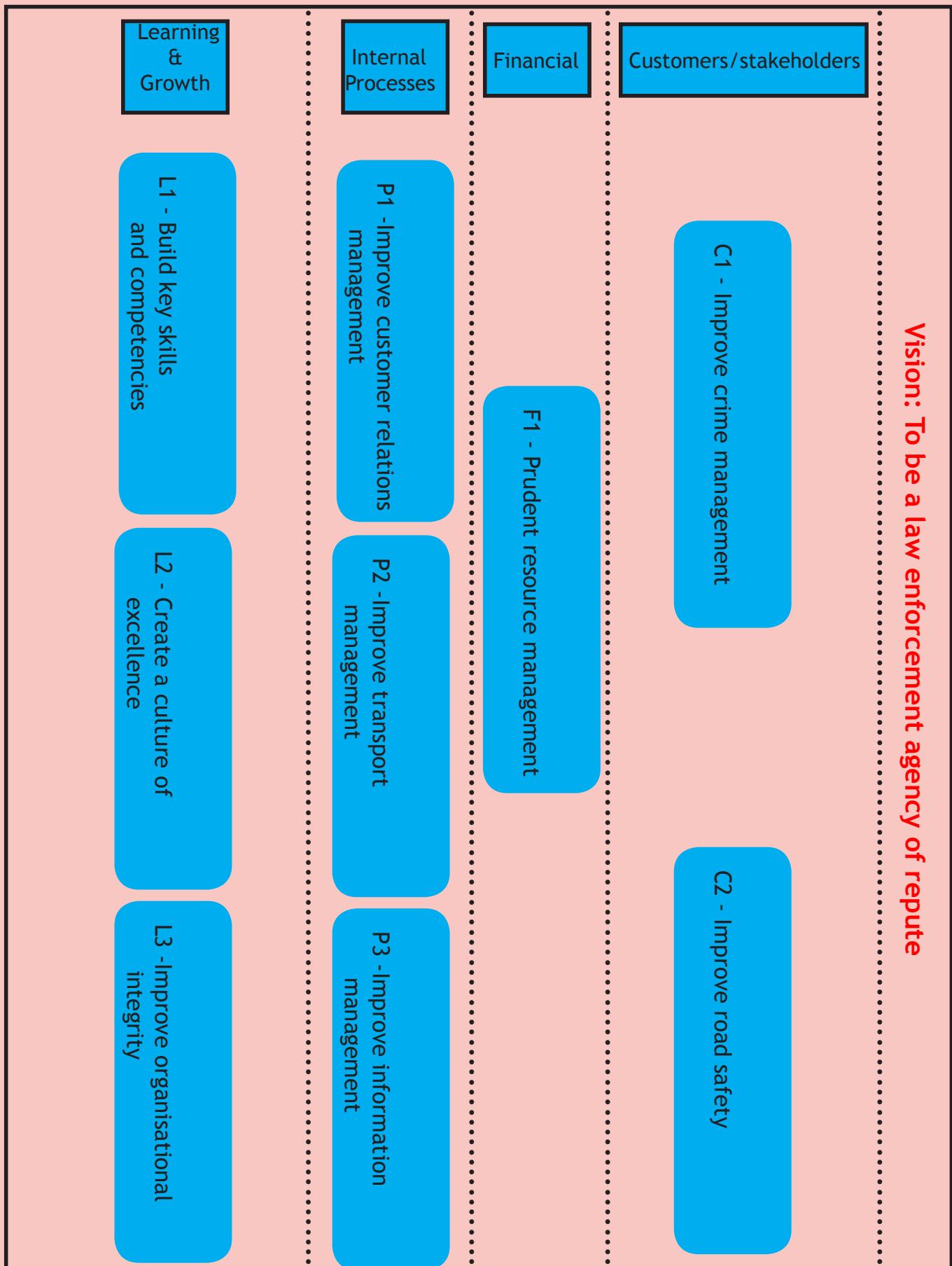
The suspect then managed to pull out a pistol from his waistband – while still handcuffed – to shoot himself in the head, Manley said.

The incident, which was captured on video, will be investigated by the police department's internal affairs division

to determine if the arresting officer – an 11-year veteran followed protocols, Manley said. The suspect was taken to University Medical Center Brackenridge and is in critical condition.

Vision: To be a law enforcement agency of repute

The Strategy Map





Minister of Defence, Justice and Security Hon. Shaw Kgathi (front row sixth from left), flanked by Permanent Secretary in the Ministry of Defence, Justice and Security Mrs Segakweng Tsiane (right) and the Commissioner of Police Mr Keabetswe Makgophe (left) posing for a group photo with some senior officers at the end of the official opening of the 45th BPS Senior Officers Annual Conference in Gaborone