



**SPEAKER NOTES BY THE ACTING DEPUTY NATIONAL  
COMMISSIONER FOR SUPPORT SERVICE, LT GENERAL LINEO  
NKHUOA AT THE POPCRU RESTORE DIGNITY MARCH, TUESDAY  
24 JUNE 2025 IN PRETORIA**

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- Programme Director;
- The First Deputy President of POPCRU; Ms Ouma Mokokong
- SAPS Management present;
- Department of Correctional Services Management present;
- POPCRU Executive Management;
- Strategic Partners and affiliates;
- Members of the SAPS, Correctional Services, and other Law Enforcement Agencies present;
- Members of the Media;
- Ladies and gentlemen

Good Morning, Sanibonani, Dumelang

Receive our warm police greetings this morning on behalf of the South African Police Service. Today I address this significant gathering and peaceful march, of the men and women in the law enforcement and moreover receiving this important memorandum on behalf of the National Commissioner of the South African Police Service, General Fannie Masemola.



Allow me to once again convey our full appreciation to the leadership of POPCRU for continuously maintaining mutual respect with the SAPS management; whilst progressively advancing the core mandate of promoting workers interest and inclusive developmental agenda in the workplace.

Ladies and gentlemen, as I receive this memorandum this morning at this RESTORE DIGNITY MARCH, allow me to reiterate, our strong position as the employer of ensuring, that we create conducive and productive working conditions for our men and women in blue whilst elevating and deeply entrenching issues of good behaviour, moral conduct and unquestionable integrity at the centre of our policing agenda.

Our presence here, this morning demonstrates the level of support and importance, extended to the significant role of organised labour, in our shared mandate and responsibility of improving the working conditions and economic status of our men and women in blue.

I also stand to pledge our support and willingness as the SAPS management to continue to work closely with POPCRU to ensure our members' best interests are always considered. Over the years, POPCRU has consistently demonstrated its commitment to prioritising the needs of our members; and we recognise, acknowledge and applaud you for your unwavering commitment to better the lives of our workforce.



Ladies and gentlemen, with that said, we all have a shared critical mandate and responsibility, of ensuring that members of the SAPS adhere to the SAPS Code of Conduct; while delivering to the constitutional mandate of serving and protecting fellow South Africans.

Respectfully leadership of POPCRU, this is one uncompromising position we must all defend together with our SAPS members and equally with all our social partners.

Deputy President, the dignity and moral fibre of this organisation must be protected at all costs. We cannot afford to keep receiving demeaning and concerning reports of members raping victims of crime, being involved in serious and violent crimes and turning their own family dwellings into crime scenes of domestic violence and perpetuating the scourge of Gender Based Violence and Femicide.

In the past five years, in dealing with disciplinary matters related to sexual harassment; the SAPS disciplined 212 members, with 17 precautionary suspensions, 17 suspensions without salary and sanction and 24 dismissals.

Meanwhile, the total of 43 members were dismissed for Rape by Police Officers in the past five years, with 6 salary suspensions.



Programme Director, these figures are alarming and equally disturbing, considering the fact that they are involving those who are supposed to uphold and enforce the law.

Ladies and gentlemen, as we receive this memorandum, and deeply commit ourselves, to not only respond in writing but to respond in action in continuously improving conditions of employment and addressing fundamental challenges in the workplace within the limited budgetary constraints.

We equally acknowledge the role of our social partners, as they continue to recognise and value the police ranking structure as well as the importance of command structures and discipline. While, confronting existing occupational cultures, providing a means for SAPS members to vent frustrations and resolve contentious issues in the workplace to promote organisational accord to forge a positive reform.

To this end, the SAPS management together with labour are currently deliberating on implementing discipline reforms to strengthen our processes; while equally respecting the rights of our members to be represented by their unions when they find themselves on the wrong side of the law.



This level of collaboration is aimed at strengthening our systems and improving the quality of our workforce whilst maintaining discipline within our ranks.

In closing ladies and gentlemen, our members remain the cornerstone and the heartbeat of our existence as the organisation. Hence their wellbeing and conditions of service from recruitment to retirement is at the centre of the organisational priorities.

I wish you a fruitful day further and travelling mercies as you drive back to your respective destinations.

God bless you.

**I THANK YOU.**