

IRREGULAR APPOINTMENTS, CROYNISM AND NEPOTISM WITHIN THE OFFICE OF THE NATIONAL COMMISSIONER

The proverb "The Fish Rots from Head" is a powerful metaphor regarding systemic corruption, nepotism and poor leadership within the South African Police Service. The continuous blatant manipulations by the leadership of irregular appointments rewarding friends and family has disillusioned many diligent brave police officers. Its time to push back.

The unions we subscribe to are huge disappointments and a NO GO to report incidents of this nature.

Attached, A report BY the Public Service Commission's on the irregular appointments in the office of the National Commissioner. This said document and findings was intended to deceive the newly appointed Minister to sign off on Major General Huma (Sebola) irregular placement. See information note compiled by office of Lt Gen Ntshiea.

In a letter dated 10/07/2024 addressed to the newly appointed Minister, Professor Makhanya confirmed that Major General Huma(Sebola) in the office of the National Commissioner was irregularly appointed to the post of Head: Executive Support and International Relations.

In his findings Professor Makhanya recommended:

1. Corrective action be taken against the officials involved in the irregular appointment of Maj General Huma(Sebola). Responsible officers are **Lt Gen Ntshiea, PP Dimpane, FN Vuma and the National Commissioner** should have been departmentally charged and held accountable of promoting Maj Gen Huma (Sebola). Nothing happened to date. Swept under the carpet.
2. The **rectification of the irregular appointment of Major General Huma (Sebola) by complying with section 5(7)(a) of the Public Service Act, 1984. Due to the irregular appointment Major General Huma (Sebola) ought to be demoted.** She entered SAPS laterally as a Brigadier and parachuted to a Major General by her SAPS keepers. Professor

Makanya did a thorough investigation on the Major General and it was blatantly clear that she did not meet the criteria of acquiring the rank.

3. The National Commissioner did not provide the PSC with documents to the appointment of Major Gen Sebola which is a requirement when an official is appointed in terms of 47(1)(n) of the SAPS Employment Regulation.

In spite of SAPS citing that the appointment was not regular citing the provisions of Regulation 2 of the SAPS Employment Regulations 2018 and with Minister Cele providing an affidavit to that effect, **the commission did not agree and stated that the PSC was not provided with any documents to prove that a deviation occurred.**

4. Although no investigations or findings were made against the following officers, their appointments were equally irregular and should be investigated and demoted. All the monies paid to them over the past few years should be recovered. (See information note compiled by Ntshiea)

Colonel GH Lethoko (Section Head: Office of the National Commissioner)

Colonel L Affinann (Section Commander: Executive Staff Officer: Office of the National Commissioner) allegedly the baby mama of the NC

Captain JS Mokeona (National Commissioner Aide)

It is unclear if the police minister signed off the irregular appointment.

HEAD: EXECUTIVE SUPPORT AND INTERNATIONAL RELATIONS: MAJOR GENERAL HUMA (SEBOLA)

Now in this position, the general projects high levels of toxicity with her grandiose management style, gaslighting her subordinates and embarking on HER way or the highway route.

Under her leadership the following irregularities are taking place and must be investigated.

THE APPOINTMENT OF HER RELATIVES AS CLERKS IN HER OFFICE

Since her appointment, many of her relatives were employed in her office namely KM Makwela and MJ Monate. She refers to both of them as her "daughters" MJ Monate is the daughter in law of Lt Gen Mosikidi, Brigadier Lethoko also employed her relative whom is working in the office of the National Commissioner. Brigadier Naicker was the chairperson of the panel that was responsible for hiring these clerks. Allegedly he was very upset but ultimately conceded with the appointments as he and Sebola worked together in Limpopo

Both these clerks earn double their salary with the overtime claimed which is approximately 100 hours a month (R32 000). A police officer at a station can't even access 8 hours overtime. Financial abuse on a high, the closer you work at Head Office.

THE APPOINTMENT OF THE FORMER PA (MINISTER CELE) AS A BRIGADIER TO CORPORATE SUPPORT – SHARON GAEHLER

Sharon Gaehler the former PA to Minister Cele was working for 3 years at home and once SAPS became aware of this, she was then placed at Corporate Support under Maj General Sebola. Since her appointment on 8 December 2024 she has not worked a single 8 hour day. She hardly ever comes to work and on the rare occasions she pitches it is around 11 am and she leaves at 12. A mere PA parachuted to a Brigadier, earning such a big salary but never at work. The Colonels that work with her do all the work and send the post to her house in JHb for signatures which is a waste of public resources, clearly Maj General Sebola lacks leadership hence she is unable to discipline this Brigadier.

THE ABUSE OF THE OVERTIME BUDGET AT COPORATE SUPPORT

An allocation of 2 million plus rands are made to Corporate Support which is exceedingly high for a support office with no operational capabilities. Most of the members are at home as they work rotational duties due to space issues after the closure of Telkom Towers. The understanding of Overtime is that you work your 8 hours at office and then work further hours to qualify. Most of the members work from home and claim overtime. Often times money is shifted from other sections to corporate support which they use for Overtime and self-enrichment. Operational members at stations and at provincial level can barely get Overtime but Corporate Support are enjoying the fruits under the leadership of Sebola. A

building was made available at Bosmont Strret and the members refused to relocate citing insufficient parking as they prefer to work from home so they can do their private jobs and no accountability.

TRAVELLING ABROAD WITH INTERPOL ON KEY OPERATIONAL MEETINGS

Major Generals Sebola's post as the Head Corporate Support is purely an administrative post and confined to the office of the National Commissioner. She has bullied the Head of INTERPOL into accompanying him to key INTERPOL operational meetings meant for operational officers at INTERPOL. She has travelled to several countries touring the world at state expenses. She has a free pass to do as she please by virtue of working with the National Commissioner.

CAPTURE OF INTERPOL AND THE LIASION OFFICERS PROGAM

INTERPOL for an unknown reason was moved directly from Division Crime Intelligence to Executive Support and International Relations under the leadership of Sebola.

It was a nonsensical move as INTERPOL is purely an operational office now falling under an administration office. Sebola took complete control of INTERPOL specifically the Liaisons officers program(It is a highly lucrative program focusing on Transnational Organised Crime and costs the state close to R50 million in deployments of SAPS officials abroad.

In the Last 3 weeks the National Commissioner and Maj General Sebola together with Brigadier Mokhine (INTERPOL) cherry picked 20 SAPS members to attend a training session for deployment abroad. A deviation was done to avoid the process as set out in the policy namely 1/2024 in order for friends and family to be deployed.

National Instruction 1 /2024 On International Relations is a guiding document on the placement of Liaisons Officers abroad. The National Commissioner signed off on the National Instructions is the very same person transgressing on the directives by cherry picking his friends and family. A training session was held for 20 members that have no background on Transnational Organised Crime and contrary to the directives or SOP. Most of the members chosen on for the training are former MK members, presidential protection, corporate support(administrators) and external deployments. Where are the DPCI and Crime Intelligence members whose mandate is Transnational Organised Crime.

1, Where is the advertisement of the posts/ training session

2. *What was the criteria used for the selection process*
3. *Was there a panel constructed for screening, preselection and interviews*
4. *Who are the members of the panel*
5. *Why was only Brigadier Mokhine /Sebola privy to the list of candidates*
6. *Why all the secrecy with the training.*
7. *Why did corporate support handle the process of the training and not the SAPS Liaison Desk at INTERPOL.*
8. *Was Brigadier Mokhine bullied by Maj General Sebola on the instruction by National Commissioner to train the selected members at a risk to his reputation. Was he promised a Major Generals post in return of cherry picking Masemola's people to be deployed.*

In 2023 October, Masemoela was invited to China on a private visit by the telecommunication company Hauwei . He took a delegation of 10 or more which cost SAPS for a million rand for this private visit. He stayed in a 5 star hotel called Shangri-la in Pudong. Now Huawie laptops have been rolled out to users in SAPS