

# The Compassionate Confronter

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## FROM THE EDITOR'S DESK

Dear reader,

In this edition we have our regulars out in full force. In alphabetical order, Johan Burger asks where we went wrong with the appointment of Khomotso Phahlane as acting National Commissioner of the South African Police Service, Erwin Schwella continues to build the body of knowledge around South Africa's PhD focus, and Lyzette Schwella does not only provide an article at the time when living in the moment is arguably more important than ever, she also supplies us with an annotative bibliography of Jonny Steinberg's ethnographic work with a gangster. In a maiden appearance, Jan Bosman, chief secretary of the Afrikanerbond, provides an opinion on the role of the Afrikaner in South Africa.

The next edition will be focused on our Conference (the annual *#Integritasza* conference). Please see the information at the end of the magazine. We would love to welcome you there!

Caritas!  
Chris Botha (Editor)

## INTEGRITY OVERVIEW

### **In Search of the Art of Living with Emotional Intelligence and Resiliency**

By Lyzette Schwella  
(*Counselling Psychologist*)

#### Abstract

Accepting life as complex and difficult is key to unearthing the art of living. To deal with life's difficulties and complexities, you need to acquire the skills of emotional intelligence and resiliency. These can be acquired by embracing a growth mindset, avoiding a fixed mindset and applying grit. Practising emotional intelligence depends on self-awareness, mindful compassion, and the ability to apply metacognition. Everything depends on the quality of the thinking you do first. The awareness of your and other people's feelings helps you to value emotional intelligence and resiliency. Emotional intelligence is the ability to identify a wide variety of feelings, understand the meaning of feelings, and determine how to use emotions to make better decisions, handle stress, improve interpersonal relations and self-regard. Resiliency is not about how much you can endure, but about regular renewals and having something significant to do. Living your most-fulfilled life is an art and a science. Failing forward will help you align your efforts with your personal vision. This approach to living will lead to happiness, a balanced life and success.

#### Keywords

Emotional intelligence, resiliency, grit, growth mindset, fixed mindset, failing forward, mindfulness, compassion

#### Introduction

The art of living has to do with how you can live your most-fulfilled life. Your life is an individual journey that can be compared to reading a story – your story. The story starts with your birth and ends with your death. Since you are now reading this, your story is unfolding at this very moment. When you look back, you will notice good

times and heartbreaking times. All the characters that form part of your story play a role in who you are today. You are the main character who experiences everything and is formed by these experiences and interactions. What happened cannot be altered; only your interpretation thereof can change. Everything that negatively impacts your emotional wellbeing needs to be reassessed. If you feel neglected, ashamed, or angry you have to deal with it. Blaming and shaming do not solve anything; instead, it only adds to suffering.

#### Life is difficult and complex

If you expect your life to be easy and without complications, you will have difficulty living your most-fulfilled life. In his book, *A Road Less Travelled* (1978), M. Scott Peck (2006:13) made the assumption that life is difficult. According to him, you do yourself a disservice not accepting this assumption. In his next book, *Further Along the Road Less Travelled* (1992), he (2010:13) changed his assumption to life is complex. Considering Peck's evolving views, the conclusion can only be that accepting life as difficult and complex is to be dedicated to reality. Nobody is spared from hardships, disappointments, or bad news. In your life's story, you can reflect on how much you have learnt from adversities in comparison to successes. Chances are that you have learnt a lot more from adversity than from prosperity when everything was going well. Being challenged teaches you a lot about yourself and how you apply your mind. Applying good judgment in practical situations is called common sense. Common sense is part of the skill set of emotional intelligence (Stein and Book, 2011:14, 29). Unfortunately, common sense is not always common practice. The reason for this is a lack of emotional intelligence. Emotionally intelligent people have an increased chance of being happy. Happiness comes from within. It does not depend on your worldly possessions, inherent talents, academic achievements, or accolades. Happiness is a state of mind, an attitude, and a choice.

### Resiliency and emotional intelligence

How you live your life is influenced both by nature and nurture. Your inherited qualities and socialisation influence how you see the world and choose to live your life. Fortunately, human beings have the option of choice. You are more than the product of your upbringing and genetic composition. Thus, resiliency and emotional intelligence can be acquired. Resiliency is the process of adapting well in the face of adversity, trauma, tragedy, threats, and other significant sources of stress. It is about bouncing back from difficult experiences while you gain personal growth in the process (American Psychological Association, 2012). As part of your genetic makeup, you have the potential to develop resiliency (Brown, 2015:8).

The art of living has to do with how well you handle life's stresses with resiliency and emotional intelligence. These are not in-born traits, but the combination of capabilities, competencies, and skills everybody can cultivate. Adopting resiliency and emotional intelligence will help you to live your most-fulfilled life.

The two known things about resiliency (www.psychologytoday.com, n.d.) are:

1. a belief in yourself
2. a belief in something larger than yourself

Belief in yourself is to know you are worthy just because you are, not because of anything you have or do not have. The skill of nonjudgmental self-acceptance is called self-regard (Stein and Book, 2011:68). Self-regard helps you to accept that you are uniquely irreplaceable.

In turn, belief in something larger than yourself gives you the liberation of accepting your limitations because you are not perfect and will never be. Belief in something larger than yourself helps you to focus outwards, be teachable, and know you are not alone.

Emotional intelligence is the ability to perceive your own and other people's emotions such as anger, anxiety, guilt, happiness, humiliation, sadness, and shame. It requires that you can identify a feeling, know why you feel what you feel, and how your thinking is linked to your feelings. Emotional intelligence is therefore the ability to understand emotions and regulate emotions to help promote emotional and intellectual growth. It helps you to be happy, learn faster, remember better, and make better choices. The application of common sense comes into play here. Knowing what to say is to show an empathic understanding of someone else's emotional experience and to be able to regulate feelings (Stein and Book, 2011:22, 134 – 46). It is important to know that your feelings do not define you and are never right or wrong. Instead, tell you about yourself. Do not try to change or suppress your feelings. Acknowledge your feelings without judgment. What you choose to do depends on your ability to make proper assessments of all the information available to you and will inform you of what is best to say or do. Rather focus on your thinking with the help of a growth mindset and not a fixed mindset to change how you feel. If you do not deal with your feelings, they will deal with you. An example of not dealing with feelings is when a fellow motorist makes a traffic transgression, and it triggers an emotional outburst followed by aggressive behaviour such as road rage. This is known as being emotionally hijacked. Built-up anger takes control, and you lash out in a manner that is totally out of control and unasked for. The transgression does not deserve such a reaction, but since previous feelings of frustration have been suppressed and not dealt with timeously the feelings take control in the least expected situation.

### Quality of thinking

An integral part of the art of living is the quality of your thinking. Everything you do, depends on the quality of your thinking (Kline, 2016:24). Thinking is embedded in your mindset. A mindset is your view of the world. It is influenced by your environment,

but it is also something you adopt for yourself. Take a look at your life's story and identify your mindset through metacognition. In other words, think about your thinking and how it influences your feelings and perceptions. How do you see the world? Are you open to new influences, or do you believe you have figured everything out? According to Carol Dweck (2017:6) there are two mindsets, namely a growth mindset and a fixed mindset. A growth mindset helps you to want to change for the better and supports an eagerness to learn new skills and acquire an intentional openness to new experiences. When adversity hits, you will see it as an opportunity to learn and to change. It supports the ability to embrace grit that enables you to delay gratification. A growth mindset is needed for resiliency. A fixed mindset does not allow for the benefits of resiliency. With a fixed mindset, you believe you have figured everything out. There is no willingness to be taught anything different from your already adopted view. Failure is seen as final and nothing can be done about it, and criticism is not experienced as beneficial. As a result, there is no need for continuous improvement because what you are is what you have (Dweck, 2017:263).

The mindset you have determines how you see the world. How you see the world will determine how you will act, and how you act will determine what you will get in life. The art of living boils down to making choices, developing skills, and continuous improvement. If you want to change something, change your mindset and the rest will follow accordingly. Your mindset is your choice and not an inborn characteristic.

#### Learned optimism

According to Martin Seligman (ASCD, n.d.) resiliency means to be optimistic, appraise situations without distorting them, and think about changes that are possible to make in your life. Resiliency is the idea of a positive response to failure and adversity. This coincides with the concept of learned optimism that says you can change your attitude and behaviours. Optimism does not lie

in positive phrases, such as "I'm always happy", but rather in the way you think about why things happen and your learnability (Moore, 2019:3). Optimism focuses on what you can do, what you have, and who you are. The emphasis is on what is possible, not what is impossible.

To review your mindset (i.e., think about your adopted view), you can think about how you regard challenges, obstacles, effort, criticism, other people's success, and outcomes. If you embrace challenges, persist in the face of setbacks, see effort as the path to mastery, learn from criticism, find lessons and inspirations in the success of others, and continuously try to achieve higher levels of achievement, you have adopted a growth mindset. If reviewing your thinking reveals that you avoid challenges, easily give up when faced with challenges, see effort as fruitless, ignore useful negative feedback, feel threatened by the success of others, and plateau early and achieve less than your full potential, you adopted a fixed mindset. Developing a growth mindset starts with a nonjudgmental awareness of your thinking and belief system. You can only change what you understand and if you have a reason for why you want to change. Your reason should coincide with your personal vision. How do you see your life story unfolding in the next seven to ten years? What do you want to achieve? Where do you want to be? What do you want to do? Knowing that setbacks and tragedies are inflicted upon the optimist and the pessimist. The optimist handles it better because they see it as a growth opportunity and accepts life's complexities. The pessimist sees it as proof that there is nothing to be done about adversities (Moore, 2019:6). Adopting a growth mindset gives you the fertile ground for learned optimism.

#### Recharging

Resiliency is about how you recharge and not how you endure. Recharging is to actively build in internal and external recovery periods. An internal recovery period is when you take intentional short relaxation

breaks during your workday. You take your lunch break and comfort breaks away from work-related activities. Simply stopping to do what you are doing does not equal recovery. Therefore, it is important to shift your attention away from work and/or the work setting in the form of short scheduled or unscheduled breaks. External recovery takes place outside of work, e.g., the free time between workdays, weekends, holidays, or vacations. The recovery periods should also include rest for your brain because our brains need rest as much as our bodies do (Achor and Gielan, 2016:3). Taking your holidays with an emphasis on leisure and recreation is an active way of building resiliency.

#### Enters grit

The relationship between resiliency and grit is also important for your personal journey (Media, n.d.). Grit is sustained interest, sustained effort, and sustained long-term goals. It is the ability to have deep commitments to remain loyal over many years and having consistent interests over a long time. Grit is not about talent or how desperately you want something in the moment. Grit is about having an ultimate concern or goal you want to achieve or alleviate. Even when you fail, get it wrong, or experience slow progress, grit means you keep working towards your goal. Grit is the combination of passion and resiliency. It is to have something significant to do.

Success in life, therefore, requires grit. Talent and luck are no replacements for grit. Talent and luck matter to be successful. In the long run, however, grit matters at least as much, if not more to be successful (Dweck, 2017). Success is something everyone wants, and it means something different for everyone. Your chances to be successful are exponentially better if you have resiliency, emotional intelligence, and grit. Part of your life's story will reveal how you travelled along your life's journey, how you drew forth your personal vision, and how you applied yourself. The art of living includes your ability to have an ultimate concern or vision. This is why you need to

practise resiliency and grit. Resiliency helps you adapt well in the face of adversity, trauma, tragedy, threats, and significant sources of stress. Resiliency lets you bounce back from difficult experiences while gaining personal growth in the process (American Psychological Association, 2012).

#### Failing forward

Regardless of the positive effects of resiliency, it is not a safeguard against failure. It is motivation to understand the purpose of failing forward (Maxwell, 2000:11 - 22). Failure is often the beginning of success and not the end. It is the starting point for the next effort and not the finishing line. When you try something, the result can be instant success, or that you need to learn more. Instead of calling it failure you may call it learning or failing forward. Failure seems to be permanent condition, while failing forward is about growth. Remove the "you" from failure. It is not you that is the failure; instead, it is the effort that has not yet succeeded. Do not cling to the mistakes of yesterday. Learn from them and move on. When bad things happen, take the good that you can learn from it. After a failure, get up, get over it, and get going. The mistakes and failures you do not learn from, you will tend to repeat. You can only change what you understand. The failures you learn from help to cultivate your art of living. This art includes nonjudgmental awareness of what is happening, the ability to make choices, and the ability to build trust.

#### The four tools of discipline and wisdom

Resiliency and emotional intelligence depend on discipline and wisdom. The four tools of discipline in M. Scott Peck's book *The Road Less Travelled* (2006) explain how to manage the pain of problems by applying the tools and techniques of discipline. "The life of wisdom must be a life of contemplation combined with action" (Farnam Street, 2016:1). Using the tools of discipline mindfully and with metacognition will help you to make wise decisions. The four tools and techniques are:

1. delayed gratification,

2. acceptance of responsibility,
3. dedication to reality, and
4. balance.

Delayed gratification is important to achieve a chosen goal. Most things of value take time. It is the only decent way to live. Be prepared to do the work first and wait for the gratification. This is the opposite of instant gratification which undermines grit. Delaying gratification helps you to do what is really important and valuable.

Accepting responsibility is the only way to solve life's problems. You can only handle a problem you acknowledge and appraise without distortion. It is important to take responsibility for what is yours, but not for everything. Here you have to apply common sense, which is the ability to know the difference between what you are responsible for and what not. You are not doing anybody a favour by accepting someone else's responsibility. It is also detrimental to avoid your responsibilities. Both extremes, too much and too little responsibility, are part of the problem of dealing with life's problems and not the solution.

A dedication to reality means embracing the truth, i.e., the ability to accept what really is without distortion. The ability to be connected to reality is an emotional intelligence skill (Stein and Book, 2011:159 - 162).

Balance entails living a life of equilibrium and knowing you need to work harder than most other people, but that you also need regular breaks because you cannot sustain constant sacrifice. Balance is the discipline that provides you the flexibility that supports resiliency. If your life is unbalanced, you waste a lot of energy on unimportant endeavours that do not support reaching your vision. The alignment of who you are and what you really want is necessary for the art of living.

### Mindfulness – the art of being in the moment

Resiliency with the skills of emotional intelligence forms the foundation of the art of living. Emotional intelligence is an array of non-cognitive capabilities, competencies, and skills that influence one's ability to succeed in coping with the challenges of everyday life. Emotional intelligence is "the ability to perceive emotions, to access and generate emotions, to assist thought, to understand emotions and emotional meanings, and to reflectively regulate emotions in ways that promote emotional and intellectual growth" (Stein and Book, 2011:13).

In addition, mindfulness is at the centre of emotional intelligence. It is the ability to be in the moment without judgment. Be mindful of your focus. Is it a feeling, a reaction, a plan of action, or a fantasy? Why are you focusing on that? What led you to think about that? Who are you thinking about? Is it you, someone else, or a group of people? How is focusing on that helping you to reach your desired goals in life? What you focus on determines why you respond the way you do, and who you are trying to satisfy influences how you act.

To put mindfulness into practice, you may use a 4-step mindfulness meditation exercise of Tara Bach (Mrs. Mindfulness, 2015:1). This is how you may handle adversity, trauma, tragedy, threats, or a stressful situation. The process is called RAIN:

1. **Recognise (R)** what is happening.
2. **Allow (A)** life to be just as it is, without judgment or distortion.
3. **Investigate (I)** inner experience – what you focus on determines why you respond the way you do, and who you are trying to satisfy influences how you act.
4. **Non-identification (N)**– you are not your thinking or your feelings.

Mindfulness is key to self-awareness and can help you to handle personal distress and suffering. It awakens you to identify a wide range of feelings which is an emotional intelligence skill. Mindfulness is to focus you on the moment without judgement,

and to be self-aware of your immediate environment. Compassion motivates you to be kind and helpful to yourself and others. It provides the motivation to alleviate suffering and care for the sufferer. Compassion is based on the acceptance that life is difficult and complex. Compassion is not an emotion but links to emotions. Mindfulness awakens your self-awareness and compassion transforms your thinking. The thinking that motivates you to do good and alleviate suffering. Mindfulness is to connect with yourself, and compassion is to connect with what you can do to help yourself and others (Gilbert and Choden, 2015:71). Mindful compassion supports resiliency, emotional intelligence, and therefore the art of living.

When you are going through a stressful time, remember to use the power of mindfulness and gratitude (Van Rensburg, 2021:2). Be in the moment without judgment. Accept what is and deal with it as best you can and do not think about the worst possible scenario. Handle what you can and accept what you cannot control. Focus on what you can be grateful for. There is always something to be grateful for. Remember you are not alone. Reach out for help. Support other people where you can. There is strength in numbers. Together we are stronger. It is alright if you are not doing well. Do not wallow in your misery and do not try to change a feeling. Accept the feeling without judgment. The skills of emotional intelligence can help you reframe the negative. Focus on what you can learn, how you can change for the better, and how you can be of service. Undertaking deliberate acts of kindness is a product of mastering the art of living.

#### Four important questions

When you have gone through a stressful time, ask yourself: What happened? Why did it happen? What can you learn from what happened? How can you apply the learning? With a growth mindset, you want to learn from what happened. In turn, with a fixed mindset, you will ruminate on everything that went wrong, have fearful thoughts about the future, and fill your mind

with shame and blame. Remember an adopted fixed mindset can be replaced by a growth mindset. It is your choice how you want to live your life – with possibilities or improbabilities.

#### Closing thoughts

In the search of living your most-fulfilled life with the skills of emotional intelligence and resiliency, your life's story is unfolding moment by moment. With the benefits of emotional intelligence and resiliency, you are able to practise nonjudgmental self-awareness and acceptance. Play to your strengths and realise you are perfectly imperfect (Van Rensburg, 2021:4). Cultivate a culture of continuous improvement with a growth mindset. Continuous improvement regarding your physical, mental, and spiritual health. Understand the benefits of healthy competition and practice mindful compassion by being grateful, generous, and patient (Contributor, 2021). The art of living starts with accepting life as complex and difficult. Therefore, change is inevitable, and you need to align your choices with your personal vision in order to live your most-fulfilled life. It is an art and a science. An art to knowing how to apply empathy, is to trust your intuition, apply grit, and avoid a fixed mindset. A science to understand your intellectual ability is supported by emotional intelligence and how grit is supported by resiliency. This is your life-long journey that you should not travel alone.

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## NEW PRESS RELEASES

By Chris Botha  
(Editor)

### Source:

Smith, A. B. (2022). *First People: The Lost History of the Khoisan*. Jeppestown, Johannesburg, South Africa: Jonathan Ball Publishers.

### The author:

Professor Andrew Smith is an archaeologist and researcher who has studied traditional herders and pastoralists throughout his long and distinguished career. He has excavated widely in Africa and worked for many years with Khoekhoen descendants in South Africa and Ju’hoansi Bushmen in Namibia. He is emeritus professor in the Department



of Archaeology at the University of Cape Town.

**Back cover blurb:**

Southern Africa's first people communities are the groups of hunter-gatherers and herders, representing the oldest human lineages in Africa, who migrated from as far as East Africa to settle in what is now Namibia, Botswana and South Africa. These groups, known today as the Khoisan, are represented by the Bushmen (or San) and the Khoe. In *First People*, archaeologist Andrew Smith examines what we know about southern Africa's earliest inhabitants, drawing on evidence from excavations, rock art, the observations of colonial-era travellers, linguistics, the study of the human genome and the latest academic research.

Richly illustrated, *First People* is an invaluable and accessible work that reaches from the Middle and Later Stone Age to recent times and explores how the Khoisan were pushed to the margins of history and society. Smith, who is an expert on the history and prehistory of the Khoisan, paints a knowledgeable and fascinating portrait of their land occupation, migration, survival strategies and cultural practices.

## OPINIONISTA

### **Acting national commissioner of police, Khomotso Phahlane. How could we get it so wrong?**

Dr Johan Burger

*(Former major general in the South African Police Service and currently an independent crime and policing analyst)*

Context: a good news appointment?

On 5 July 2016, I wrote an [ISS Today](#) article titled '*Finally, good news from the SAPS*'. This came after the appointment of Lt General Khomotso Phahlane as acting national commissioner of the South African Police Service (SAPS) on 14 October 2015 following the suspension on the same day of Riah Phiyega as national commissioner. I, like many others, wholeheartedly supported his appointment and saw this as the beginning of a rational and sensible approach towards finding the most suitable person to lead the police.

How wrong we were!

Fivaz and Selebi: the first, and then the corrupt

Phahlane's appointment followed a string of appointments and acting appointments since the removal of Jackie Selebi as national commissioner in 2008. Selebi succeeded George Fivaz in January 2000 as the first non-police national commissioner in the post-apartheid era but in January 2008 was placed on 'extended leave' to face corruption charges. He was convicted on 2 July 2010 and a month later on 3 August sentenced to 15 years imprisonment.

Interlude: Williams

During Selebi's 'extended leave' one of his deputies, Deputy National Commissioner Tim Williams,<sup>1</sup> was assigned acting national commissioner until a new national commissioner was appointed in July 2009. Like

military system and although the position remained unchanged the relevant rank changed to Lt General.

<sup>1</sup> At the time, Deputy National Commissioner was both a rank and a position. But the civilian rank system in the SAPS was replaced in 2010 with a

Selebi, Williams was a long-standing member of the new ruling party, the African National Congress (ANC). He was well-respected by those in the police who knew him and worked with him but relatively inexperienced as far as police management and the broader spectrum of policing responsibilities are concerned. He joined the SAPS at a lateral level in 1995 with the rank of Director (Brigadier) as part of the post-apartheid transitional arrangements. The political considerations in this instance were too obvious not to notice as at the time there were far more senior and much more experienced officers available for this key position.

#### The beginning of our Cele saga

And then along came Bheki Cele, our current minister of police. Cele was appointed by former president Jacob Zuma as national commissioner of police on 29 July 2009. As was the case with Selebi and Williams, Cele was a prominent ANC member and clearly met the political requirements for this position. He had not previously served in the police but had some exposure to safety and security matters as well as to policing after his release from prison on Robben Island in 1993 and in the run-up to the 1994 elections. Cele was imprisoned in 1987 for activities associated with Umkhonto we Sizwe (MK), the armed wing of the ANC, during what they saw as armed resistance against South Africa's apartheid system.

After the elections in 1994 he became chairperson of the Provincial Portfolio Committee on Safety and Security in KwaZulu-Natal where he was exposed to a range of safety and security issues in that province and of course to the relevant government departments, including the police. Ten years later he was appointed as Member of the Executive Council (MEC) for Transport, Community Safety and Liaison in KwaZulu-Natal. This position obviously included political responsibility for the police in terms of section 206 of the South African Constitution. It was also in this

position where he developed a much deeper understanding of what policing entails and the kind of challenges faced by the police. In a personal discussion with the former provincial head of the Directorate for Priority Crime Investigations (DPCI or Hawks, as they are popularly known) Major General (Ret.) Johan Booysen told me how accessible and supportive Bheki Cele was at that time whenever they approached him for assistance.

Something few people apparently know or appreciate is the fact that Cele, in 1993, attended a seven-week course in police policy development presented by the Civil Service College in England. The attendees on this course comprised of fifteen men and women from South Africa, of whom only four were career police persons. I was one of them and incidentally worked very closely with Cele when we were divided into smaller groups of two's and three's to work with various police services across England and Wales. Cele and I were allocated to the Metropolitan Police Service (MPS) at Scotland Yard. We were exposed to a diverse range of policing challenges and practices, based on the best British policing experience and related developments in policy and implementation. Over this time Cele and I developed an excellent relationship which endures to this day.

Unfortunately, within two years of his appointment as national commissioner he became the subject of an adverse finding in a report by the Public Protector indicating that he was guilty of improper conduct and maladministration in relation to a R500m lease for a building in Pretoria apparently intended for use by the SAPS. This led to the appointment of a Board of Inquiry in terms of the South African Police Service Act of 1995 and Cele's subsequent dismissal by President Zuma in October 2011. Cele however continued to contest his dismissal and eventually, on 9 April 2019,

when he already was the minister of police,<sup>2</sup> the Gauteng High Court in Pretoria set aside the Board's report and the decision to dismiss him as national commissioner.

#### Appointment of a junior General

Immediately after Cele's removal from office President Zuma appointed Major General Nhlanhla Mkwanazi as acting national commissioner. Unlike his predecessors since 2000 Mkwanazi was a career policeman who joined the SAPS in 1993 and served primarily in operational units such as Public Order Policing (POP) and later the Special Task Force (STF). He rose quite rapidly through the ranks being promoted to commissioned officer's rank (Captain) in January 2000 and becoming a Major General in May 2011.

I always had some admiration for members of the STF because I know how tough both the selection course and the training are for the few that eventually qualify. On top of this Mkwanazi devoted whatever spare time he had towards obtaining a National Diploma in Policing (1999) and a B Tech degree in Policing (2002). However, I was concerned at the time of his appointment as acting national commissioner and because of his rapid promotions and his attachment only to operational units that he lacked the necessary senior management experience necessary for the highest office in the police. Moreover, he was a major general for only about five months when he was appointed. I could not believe that a relatively junior major general could be appointed ahead and in command of the many lieutenant generals and other more senior generals in the police.

While still attached to the Institute for Security Studies (ISS) as a senior researcher at the time I publicly expressed my views and concerns about Mkwanazi's appointment. This led to an interesting chance meeting with then minister of police, Mr Nathi Mthethwa, at the Waterfront in Cape Town.

<sup>2</sup> Bheki Cele was appointed as minister of police on 27 February 2018 by the newly elected president,

I happened to attend a workshop at the Waterfront when I learned that the minister was also in the vicinity for other reasons and asked to see me. The Minister and I, along with one of his assistants, met in a small meeting room where he confronted me about my public criticism against Mkwanazi's appointment. He thought that since we, the critics, have always called for the appointment of an experienced senior police officer as national commissioner, we would welcome Mkwanazi's appointment. I explained my position and pointed out how ludicrous it was to expect a major general to lead a number of lieutenant generals. I could see that this was not something they thought about and he acknowledged this by saying they would have to fix that. Which they did. Another extremely rapid promotion to try and fix a not so well considered appointment.

But in all fairness, Lt General Mkwanazi performed surprisingly well in the short time he acted as national commissioner and achieved a lot of respect when he resisted political pressure to lift the suspension of Lt Gen Richard Mdluli, then divisional head of Crime Intelligence. Mdluli was facing a number of criminal charges including murder, corruption and fraud. Perhaps, in a way, this explains why a relatively junior general was chosen to act as national commissioner, but to the surprise of those who appointed him he was clearly not going to be an easy victim to manipulation.

#### Then we got Riah Phiyega...

In June 2012 the inevitable happened and eight months after his appointment Mkwanazi was removed and replaced by Ms Riah Phiyega as national commissioner of police. She was another of former president Jacob Zuma's now questionable appointments. Phiyega had absolutely no policing background and was trained as a social worker. She had good academic qualifications in that regard such as a BA degree in Social Work, as well as a BA Hons and an

Mr Cyril Ramaphosa, who succeeded Mr Jacob Zuma on 15 February 2018.

MA in Social Science. She also boasted some management experience in the private sector. But in an [ISS Today](#) article on 22 April 2015 titled '*Wrecking police morale and public trust since 2012*' I provided some analysis on why she was again the wrong choice for this crucial position. It can only be surmised that the effective and efficient management of the SAPS in order to carry out its Constitutional mandate were not the primary considerations for her appointment.

Phiyega was suspended in October 2015 after the publication of the Report by the **Marikana Commission of Inquiry**, which was chaired by retired judge Ian Farlam and set up to investigate the tragic events during August 2012 that resulted in the killing of 34 mineworkers by the police. In relation to Phiyega's role and her testimony before the Commission, it found inter alia that she deliberately tried to mislead the Commission. It was accordingly recommended that a Board of Inquiry be established to determine her fitness for office. The **Board of Inquiry**, chaired by retired Judge Neels Claassen was established in September 2015 and submitted its report to President Zuma in October 2016. The main finding was that Phiyega was not a fit and proper person to hold office as national commissioner and she was subsequently removed from office.

#### Returning to Phahlane

And so it happened that at the time of Phiyega's suspension in October 2015 a senior police officer was again appointed as acting national commissioner of police. This was Lt General, Khomotso Phahlane. The difference was that in the line of three national commissioners and three acting national commissioners between 2000 - 2017, he was by far the most senior and most experienced police officer. Phahlane was a career police officer with almost thirty years management experience in various key areas within the SAPS, including management development, personnel management, basic training and forensic services. He had certificates in management

services and management consultancy, and a national diploma in police administration.

In the late 1990's, while I was still a member of the SAPS, he served for a while in my component (unit) at national level. I was head of national policy and strategy at that time and he was one of the really promising middle management officers, always ready with good questions and ideas. I also liked his good discipline, neatness, and professional attitude. The respect was mutual and when he left to join the management environment I was sorry to see him go. But we continued our regular contact over the years, even after I left the police. I was probably among the first to congratulate him with his appointment as acting national commissioner and was convinced that he was earmarked for a permanent appointment.

I invited him to a [seminar](#) at the Institute for Security Studies (ISS) in Pretoria on 19 May 2016 to tell us more about his initiatives to get the police back on track. He also responded well to questions from the audience and the media. He was particularly enthusiastic about two major initiatives, his 'back-to-basics approach' aimed at under-performance in specific core functions of the police and plans to improve the professionalism of the police. He made an exceptional impression on those present and there was general agreement that 'this guy knows what he's talking about'.

A few months later I attended a discussion by the police portfolio committee in parliament on matters concerning the police. Phahlane led the police delegation. He was calm, respectful, and clearly well prepared. He made another good impression and was able to provide well informed responses to all the questions posed to the police. I felt like applauding him! This was a performance by a national commissioner clearly not too often witnessed in that room. But then rumours began to circulate about Phahlane's alleged involvement in fraudulent and corrupt transactions involving

millions in state funds from the police budget. There were also supporting reports in the media. Gareth Newham, our programme head at the ISS, and I went to see Phahlane about these rumours and allegations but he was adamant that there was no foundation for this. He ascribed this to his 'enemies' wanting to derail his attempts at reorganising the police.

I wanted to believe him but was not yet convinced. And the evidence was mounting. The Independent Police Investigative Directorate (IPID) under Robert McBride was working with private forensic investigator, Paul O'Sullivan, and appeared to have a sound case. As matters stand he and his co-accused, including the former Provincial Commissioner, Lt General Deliwe de Lange, are currently on trial in that case facing corruption charges relating to the so-called 'blue lights' tender fraud amounting to R191m.

In September 2022 Phahlane was again arrested in connection with tender fraud in a completely different case relating to two tenders amounting to R54m. He was arrested along with two serving major generals and three other persons. This investigation was taken over from IPID by the Special Investigation Unit (SIU) at the National Prosecuting Authority (NPA) and dates back to 2016.

Phahlane, in the meantime, was already suspended in June 2017 in view of serious misconduct charges against him and in July 2020 he was dismissed from the police after a disciplinary hearing. These charges apparently date back to his days even before he became acting national commissioner when he was head of the Forensic Services Division. Of course, apart from his dismissal from the police our courts still have to make judgments on the various charges against Phahlane and his co-accused but at this stage the evidence seems to be damning.

### Mothiba, and then Sitole

But where does this leave us? After Phahlane there was another acting national commissioner, Lt General Lesetja Mothiba, for only six months, from June to November 2017. He was replaced by General Khehla Sitole who was the last commissioner appointed by Mr Jacob Zuma in November 2017. Sitole himself was heavily criticised amongst others by our high courts for obstructing IPID investigations and in March 2022 President Ramaphosa terminated his five-year contract by 'mutual agreement'. This opened the door for the President to implement a new and more consultative process for the selection and appointment of a national commissioner. The result of this process was the appointment of the current national commissioner, General Fannie Masemola.

### The "Masemola process"

The new process is not perfect but is far better than the previous process which allowed the President to appoint any man or woman to the position of national commissioner. This is in fact based on the provisions of section 207(1) of the South African Constitution, but President Ramaphosa has shown a preparedness to deviate from the limiting wording of this provision and to follow a more consultative process. Perhaps we can now move towards a process where every attempt is made to find the best possible man or woman to lead the police whenever that position becomes vacant

### Quo Vadis?

Masemola is a hugely experienced operational police officer but after what we saw before and in particular with Phahlane I will reserve my judgment until much later.

## OPINION: Learn from the past and allow us to contribute

By Jan Bosman  
(Chief Secretary of the Afrikanerbond)

A paragraph of a recent speech by Joseph Mathunjwa, president of AMCU (Association of Mineworkers and Construction Union) went largely unnoticed. On 16 August 2022 and in remembrance of 10 years since Marikana he addressed a crowd and was extremely critical of government. He said the following:

*“Love them or hate them Afrikaners but they gave us the country that was functional. In as much as the National Party was cruel but they left us with a functioning state. Where is the railways today? Where is the SAA today? Where is the health care system today. Even though during apartheid there was a board saying it's whites only and blacks only but whenever you enter that door which is written “black” you'll get all the medication that you want.”*

And so, we can continue. Where is the efficiency of our national police, our defence force and the normalcy of no load shedding? Instead, we see failed policies, dilapidation, and misery around us.

South Africa's military and our defence capabilities have been placed on the altar for the sake of transformation and outdated ideological policies that are still being promoted and defended at all costs. As recently as 31 August 2022, the security cluster of ministers answered questions in parliament. Thandi Modise, Minister of Defence, in response to a question was firmly convinced that the army is still capable of defending South Africa. At least she admitted that there is a shortage of critical armaments and skills in South Africa.

Tim du Plessis, former editor of *Rapport*, recently wrote in a regular column in *Rapport* that Africa cannot get to grips with the concepts of planning and maintenance. The great sadness is that Eskom had to stand

on the brink of collapse before the help of previous experts and experienced people were again recruited. Isn't that what also needs to happen in other sectors? Every day we hear of more experts, White, Coloured and Black, who leave South Africa and use their expertise elsewhere in the world.

As recently as 13 September 2022 Mugabe Ratshikuni wrote an extensive opinion piece<sup>ii</sup> in Politicsweb and said that the ANC should look to the *Volkskongres* that birthed *Volkskas* and *Afrikaner* capital more generally. This was in response to suggestions that the ANC should create a state bank. He wrote amongst others that in “*the 1930s, out of a realisation that they would never achieve their objective of self-determination without actually attaining economic power, Die Volk (Afrikaners) convened an economic Volkskongres to come up with workable solutions to their problem of economic marginalisation. This was the brain child of the Afrikaner Broederbond, who appreciated the simple fact that economic power was a necessary pre-condition for Afrikaner self-determination and as such the latter would not be attainable without the former. (I am still of the persuasion that the ANC itself needs a Broederbond of sorts behind it if it is ever to truly renew itself.*”

In the current political climate of racial intolerance and sometimes even hate speech, the above sentiment is one that brings some sanity and recognition to the fore. In our many interactions with the ANC and government leaders we have continuously said don't merely invite the *Afrikaners* to assist with the country's problems in a solution-oriented manner but give them the opportunity to demonstrate their skills and experience in a practical way. Thus, the playing field should be levelled so that all South Africans, who regard this country as their home, can continue to live and work in this country. Most *Afrikaners* will in some way contribute to a South Africa which functions successfully, and they do so despite many limitations and policies. Just imagine the

energy which will be unleashed to the benefit of South Africa when these limitations are removed.

Various minorities have committed themselves to work towards the future of a successful South Africa. In South Africa, the many minorities who demonstrate and constitute the diversity of South Africa cannot be ignored. There are vast skills outside the civil service and among retrenched, side-lined, and retired people – not all of whom are white – that should be utilised for the benefit of the country. The obstacles facing the country are myriad and some can be changed only in the long term, but others such as bad and outdated policies can be changed immediately. They include but are not limited to Broad-Based Black Economic Empowerment regulations, affirmative action, cadre deployment and preferential procurement. The ANC government's objective and intention was to level the economic playing field, but they have rather created a minefield which hinders and in fact reverse any possibility of economic growth.

In many respects, the Zuma regime was catastrophic, not only for the country but also for relationships at all levels. Transformation supplanted apartheid as the overwhelmingly dominant ideology. This came down once again to social engineering or societal manipulation. Most of us thought and hoped that the Ramaphosa administration would be an improvement. This far we have been disappointed not because of any actions but because of indecisiveness and inaction and failing to deliver. What Ramaphosa could have done since 2018 was to take the best from all South Africans and build the country on it. Regretfully thus far his administration was more focussed on the factional needs of the ANC and not to upset the internal workings of the party than to be attuned to the desperate need of South Africans. It was focussed far more on appeasing the ANC factions, its hangers-on for patronage, and its supporters instead of working on providing solutions for the ills of our society and the country at large.

In a devastating commentary on Sunday 25 September 2022 the editor of City Press wrote in his column<sup>iii</sup> about the “African hum”, the sound of generators that descends on the continent's major cities at nightfall. This product of the collapse of power generation and distribution has become emblematic of the dysfunction of the state in Africa. When comparing South Africa with Zimbabwe he describes Zimbabwe as a failed state and its demoralised citizens either starve at home or roam the world with no desire to ever go back to their country of origin. He then ends his column with the dire warning that “we would like to believe we are very far from there but the sound of the African hum tells us that the road to failed statehood is quite possible.” This is a message that we hope the president has read in the midst of our current darkness. He must know by now that failure is not option. We know that failure is not an option as it is also in our interests to make this country work and to make it work with a vision of growth and excellence. *Afrikaners* can contribute with skills, knowledge and planning. We are part of Africa, we are proud South Africans, and we are here to stay. We share a common desire to make South Africa work for all.

## PHD FOCUS

### **PhD Studies in South Africa from the Perspective of Compassionate Confronters**

By Professor Erwin Schwella MPA, PhD  
(Dean: Social Innovation, Hugenote Kollege)

#### Context and Challenges

South Africa faces many challenges, which are linked to global, national, and local contexts as being VUCA, that is volatile, uncertain, complex, and ambiguous.

An analysis of the National Development Plan 2030 (NDP: 2030) of South Africa, reveals the large complex wicked problems

South Africa must deal with as the unholy trinity of poverty, inequality, and unemployment. The later Chapters, however, also reveal a secondary unholy trinity systemically linked in a dynamic way to the primary unholy trinity, being disastrous governance, bad leadership and the greatest of these secondary evils, destructive corruption, which kills (<https://www.gov.za/issues/national-development-plan-2030>).

To deal with these six challenges South African problems imbedded in a VUCA context through social innovation, South Africa needs to engage with knowledge-based solutions with data, information, knowledge, and wisdom. These solutions provide validated and reliable evidence-based pointers toward dealing with wicked problems based on knowledge discovery, knowledge validation, knowledge beneficitation, knowledge dissemination, knowledge application and knowledge-based learning.

A wise sage once said: If you think education is expensive, try ignorance.

The pinnacle of academic knowledge based upon independent, rigorously assessed, and original research is achieving a PhD degree. PhD degrees and research are highly instrumental in creating public value to support evidence-based decision making. This knowledge and wisdom add value to society, as science that supports the economy and business, society and populations, technology and products and services, politics, governance, policy, and service delivery, to name but some societal spaces. Knowledge and wisdom also simultaneously support integrity, empathy, compassion, and reciprocity in moral and material ways. These precepts are also captured and re-enforced in the NDP (2030) which states that quality higher education needs excellence in science and technology, just as quality science and technology needs excellent higher education. The most crucial factor that determines quality is the qualifications of staff.

Universities are key to developing a nation. They play three main functions in society:

Firstly, they educate and train people with high-level skills for the employment needs of the public and private sectors. Secondly, universities are the dominant producers of new knowledge, and they critique information and find new local and global applications for existing knowledge. South Africa needs knowledge that equips people for a changing society and economy. Thirdly, given the country's apartheid history, higher education provides opportunities for social mobility. It can strengthen equity, social justice, and democracy. In today's knowledge society, higher education is increasingly important for opening people's opportunities.

To increase the output of professionals, all parts of the education system must perform well.

For universities to perform well, the academic profession requires renewal. Renewal is crucial if South African universities are to expand, compete and drive the knowledge society and economy.

The NDP (2030) elaborates on the challenges faced by South African universities recording that there is a shortage of academics, especially in the human, natural, engineering, and actuarial sciences. The problem of graduate unemployment in the face of skills shortages is an indication that universities produce graduates who do not meet the needs of industry and society. Higher education is the major driver of information and knowledge systems that contribute to economic development. However, higher education is also important for good citizenship and for enriching and diversifying people's lives.

PhD graduated staff is a key factor in this endeavour.

For universities to perform in the knowledge economy and for economic development, and societal cohesion, the qualifications of higher education academic staff need to improve. This is especially the case in respect of supplying South Africa with PhD research and graduates. PhD graduates require PhD graduated staff as their supervisors and study leaders. For this



process of building the knowledge economy and a cohesive society, PhD output must be increased and improved.

The NDP (2030), at its acceptance in 2013, stated emphatically, that South Africa needs to increase the percentage of PhD qualified staff in the higher education sector from the then current (2013) 34 percent to over 75 percent by 2030. There is need to address the challenge of developing future academics which requires action plans to be implemented. If this need of 2013 is not met, which current evidence suggests is the case, then the connected goal, which is to increase the number of master's and PhD students will also not realise.

The NDP (2030) in 2013 also declared that by 2030 over 25 percent of university enrolments should be at postgraduate level. To reach this, international exchange partnerships should be pursued and encouraged.

At the time of the publication of the NDP (2030) in 2013, South Africa produced twenty-eight doctoral graduates per million per year, which is exceptionally low by international standards. The NDP (2030) then sets the ambitious 2030 target for PhD delivery of one hundred doctoral candidates per million per year. To realise this South Africa needs more than 5 000 doctoral graduates per year against the figure of 1 420 in 2010. If South Africa is to be a leading innovator, most of these doctorates should be in science, engineering, technology, and mathematics.

Furthermore, the NDP (2030) in 2013 also states the even greater objective to double the number of graduate and postgraduate students and to also increase the number of African and women postgraduates, especially PhDs, to improve research and innovation capacity and make university staff more representative.

### The Current Reality

Current, that is, 2022, evidence suggests that the 2030 NDP set objectives are not

met, in respect of desired increases in qualified PhD academics, PhD candidates delivered as well as the change in the representivity profile of the academics in the PhD supervision ranks (which is constituted by full professors, associate professors and senior lecturers with experience and PhD's). The inevitable consequence is then also that the desired amount of PhD candidates is not achieved. This trend also indicates that the objectives set in the NDP (2030) for 2030 will not be met. The inferred implication is that the higher education institutions are not delivering on the downstream benefits for society, the economy, and technology as stated in the NDP (2030) in 2013.

### Change Scenarios

Given the expressed desired state as in the NDP (2030) as in 2013 in respect of PhD ambitions as discussed above and the trends indicating that this desired state will not be met, the question arise which scenarios may arise given the primary observations as well as possible, probable, and desired scenarios for PhD candidates and PhD granting institutions.

#### *First scenario.*

The first scenario of more of the same muddling through until eventual and inevitable demise and collapse, is that of continued underperformance in creating the capacity in PhD granting institutions in respect of competent and qualified supervisory staff and resources. This is the most probable scenario, given the current trends. The implications are that PhD candidates will find it increasingly difficult to secure qualified, competent, and committed PhD supervision. The PhD granting institutions will revert to forms of access control. While under capacitated and under resourced, the effectiveness, efficiency and productivity from the involved individuals and institutions will at best remain inadequate and at worst decrease. This will produce dire consequences for the South African knowledge economy and state of development.

*Second scenario.*

The second scenario is the scenario of a titanic collapse. In this scenario, the downward trends amplified by other trends in terms of state and institutional failure leads to initial systems fatigue which deepens into a total collapse when amplified by collapse in other societal subsystems in the polity, economy, social and technology spheres of society. The titanic goes to ground even with the best-intentioned design, and disaster occurs. There are very few South African options to find PhD positions and it is either giving up in desperation or joining the brain drain for PhD position seeking candidates.

The systemic consequences for the societal systems rewiring the knowledge economy for peace, prosperity and stability gets sucked into the vortex created by the sinking titanic. This highly undesired scenario is currently a possibility but given third scenario interventions not probable or imminent, yet...

*Third scenario.*

The third scenario is the scenario of impactful, innovative, institutional development.

Successful implementation of institutional interventions by international and South African public and private sector initiatives, with a range of interventions to improve the situation ranging from those dealing with the symptoms, through those that deal with instrumental leverages to some deeply systemic interventions. If there is increasing broader contextual stability this scenario becomes more probable in delivering success. If the context becomes more unstable, conflictual, and destructive this scenario becomes less probable. The relative positions of PhD granting institutions and PhD positions seeking candidates resonate with pendulum and polarity of the contextual changes, being either destructive or constructive. This scenario imbedded into a more stable, cohesive, and consensual societal setting is the most desired scenario.

*Fourth scenario.*

The fourth scenario is the scenario of sham transformation where standards are sacrificed, and degrees become worth less than the paper they are printed on. Anything goes as broken windows dressed up in cardboard, and plastic symbolises the declining standards and value of the tinsel "academic" institutions. The sham and scam substitute for the quality and standards. This undesirable scenario is possible but less probable than the positive and desirable impactful innovative institutional development scenario.

Conclusions

There are serious contextual challenges and wicked problems facing the South African society also related to the PhD as a knowledge institution of value imbedded in academic and other societal institutions. There are desired aspirations envisioned for these institutions in the NDP 2030 visions for education. There are however indications of less desirable trends which counter these aspirations. This creates the possibility of visualising a set of possible, probable, and desired scenarios which can be used to contemplate the future as well as conscious strategies and plans to deal with these scenarios by societal institutions and individuals in the PhD design and delivery systems.

References

The NDP (2030) <https://www.gov.za/issues/national-development-plan-2030>  
)last accessed on 28 September 2022

## EMERGING INTEREST

By Chris Botha  
(Editor)

### Title:

Pauw, J. (2022). *Our Poisoned Land: Living in the shadows of Zuma's keepers*. Johannesburg, South Africa: Tafelberg.

**Summary** (at the end of the e-edition, np, copied here *verbatim*):

*Our Poisoned Land* is Jacques Pauw's sequel to the bestselling *The President's Keepers*. A publishing phenomenon and South Africa's fastest-selling book ever, *The President's Keepers* fearlessly exposed former president Jacob Zuma's darkest secrets. *Our Poisoned Land* is as riveting and explosive as its predecessor.

When he took office in 2018, President Cyril Ramaphosa appointed new heads for law-enforcement agencies and formed the Investigating Directorate within the National Prosecuting Authority to bring fraudsters and looters to book. Yet, five years on, crime has spiked, most of the looters still walk free and the law-enforcement agencies are in shambles.

What went wrong? Once again, Jacques Pauw delves deep to find answers. Among his shocking findings are top police officers that had a hand in state capture still ensconced in the Hawks and police Crime Intelligence; a cabal of state-capture prosecutors within the NPA; a police minister cavorting with a convicted drug smuggler; and South Africa's "own Guptas" living in the lap of luxury after the case against them "disappeared".

In his compelling narrative style, Pauw picks up where he left off in *The President's Keepers* to expose the shadows, deceit and debauchery of Zuma's cronies.

### Comment:

The media in South Africa reported on 15 November 2022 that EFF leader Julius Malema, EFF deputy leader Floyd Shivambu, and EFF politician Mbuyiseni Ndlozi are demanding through their lawyers that NB Publishers (under whose printname "Tafelberg" the book is published) remove the book from the shelves, withdraw it, and not ever publish it. They are also demanding that Pauw and NB Publishers tender an apology to them, as well as to all EFF members, for the *mala fide* publication of false, unverified, and slanderous allegations.

NB Publishers has rejected the demands.

Five years ago, when *The President's Keepers* was published, the then spy boss Arthur Fraser threatened to use intelligence legislation to remove the book from the shelves. This failed, and more than 210 000 copies of *The President's Keepers* have been sold since then.

The EFF's actions may be the best publicity Pauw and NB Publishers can ever get for free...

## GOVERNANCE BAROMETER

**Current information on governance in the policing environment from official reports.**

By Chris Botha  
(editor)

### The Policing Risk:

#### Source:

The Global Initiative against Transnational Organised Crime (GI-TOC). (2022, September). *Strategic Crime Risk Assessment: South Africa*. Geneva: Switzerland. [www.globalinitiative.net](http://www.globalinitiative.net)

According to page 8 of the GI-TOC report South Africa’s criminality rating in the world is number 19 (out of 193 to 206 countries in the world, depending on which organisation’s definition is used) and number 5 in Africa (from 54 countries, up from number 10 in 2021).

An overview of South Africa’s illicit markets shows the following (p. 6-7):

Selling the illicit	Illicit drugs (stable at high level) Illegal firearms (stable at high level) Human trafficking and smuggling (stable) Wildlife, fishing and environmental crimes (increasing)
Dealing in violence	Extortion (increasing) Kidnapping for ransom or extortion – KRE (increasing) Organised robbery (increasing) Organised violence (increasing)
Preying on critical services	Critical infrastructure (increasing) Organised corruption (stable at high level) Illegal mining (increasing) Mass public transport (increasing) Cybercrime (increasing) Economic and financial crime (increasing) Health sector crime (stable)

The report offers the following 5 characteristics of South Africa’s organised crime (pp. 12-19):

- Connected: between the 15 illicit markets shown above.
- Diverse: a wide array of well-developed illicit markets is visible. One should understand South Africa’s criminal opportunities as different

portfolios of possibilities, rather than silos. Some criminal actors engage in multiple markets.

- Embedded: which provides criminal actors with protection and support from political and law enforcement pressure. It builds “legitimacy” by supporting host communities with food/money/services and by the extortion process. Corruption in law enforcement agencies is highlighted.
- Entrepreneurial: criminality is seen as organised business entities. High degrees of entrepreneurial planning are visible at cash in transit heists or organised violence incidents. Drugs and extortion are arguably the most entrepreneurial markets in South Africa.
- Violent: High levels of violence is a feature of South Africa’s illicit markets. Assassination-for-hire has become an illicit market in own right. Organised violence is a monetized resource used by both underworld and upperworld for political and economic ends.

Policing:

Source:

South Africa. (2022). *South African Police Service: Annual Report 2021-2022*. Accessed on 15 November 2022 from <https://www.gov.za/documents/south-african-police-service-annual-report-20212022-1-nov-2022-000>

Against this risk the South African Police Service performs as follows:

- Crime shows a clear upward trend over time (2019/20-2020/21-2021/22), while the detection rate shows a constant decrease over the same periods (p. 211);
- The Detective Service constitutes 21,1% of the SAPS population and receives 21,5% of the available budget for personnel cost. Visible Policing on the other hand, that part of the personnel complement that could not prevent the increase in crime, constitutes 51,8% of the SAPS population

and receives 52,3% of the available personnel cost budget (p. 317).

The policing watchdog:

Source:

South Africa. (2022 b). *Independent Police Investigative Directorate: Annual Report 2021/2022*. Accessed on 18 November 2022 from [www.gov.za/sites/default/files/gcis/document/202210/ipid\\_annual\\_report\\_2021\\_22\\_a.pdf](http://www.gov.za/sites/default/files/gcis/document/202210/ipid_annual_report_2021_22_a.pdf)

Against its performance record, the SAPS also battles with criminality and internal disciplinary issues. The IPID provides detailed information in its annual report. For purposes of overall impressions, the following information is offered:

IPID reports 5295 cases for the year under discussion. 93% of these cases (4908) are above the threshold of 100 cases. Of these, it provides the following matters (p. 51 and further):

Matter	Real count	Percentage
Assault	3407	69,4%
Discharging an official firearm	744	15,3%
Death as a result of police action	410	8,3%
Death in police custody	223	4,5%
Other criminal matters	124	2,5%
<b>Total</b>	<b>4908</b>	<b>100%</b>

Some information regarding the outcomes of criminal recommendations to the National Prosecution Authority (NPA) are made available on p. 60 of the report, as follows: from a total of 2427 cases, responses from the NPA were awaited in 1401, NPA declined to prosecute in 964, 14 cases

were withdrawn and the NPA decided to prosecute in 48 cases.

In disciplinary matters, 70% of IPID’s recommendations were positive (in other words, IPID did not recommend disciplinary actions) while 30% were negative (where IPID did recommend disciplinary actions). In 477 cases finalised by SAPS (from 756 negative recommendations), a verdict of guilty was decided in 190 cases, not guilty in 99 cases, 33 cases were withdrawn, no steps were taken in 155 cases (see pp. 61-62).

## ANNOTATED BIBLIOGRAPHY CIRCLE

By Lyzette Schwella  
(Counselling Psychologist)

<p><b>Title:</b> Steinberg, J. (2019). <i>The number</i>. Johannesburg, South Africa: Jonathan Ball Publishers.</p> <p><b>Annotation:</b> This book is a two-year journey of a journalist with Magadien Wentzel, alias William Steenkamp, alias Darryl. The journalist is Jonny Steinberg. Magadien Wentzel was a 28-gang-member.</p> <p>Jonny Steinberg practiced empathy to make sense of why Magadien became a 28 and eventually left the 28-gang. Steinberg asked the difficult questions without judgment and was changed by the interactions. He stayed professional and opened himself up to tell the story with Magadien as his focus. The flow of the book is looping back and repetitive, adding more detail as it progresses.</p> <p>A story of a very intelligent brown boy growing up in a family which was chosen by his mother because she could not give him a home. She thought she did her utmost to care for him. This was not his experience, because the lack of</p>
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transparency about who his real biological parents were, had a very negative impact on Magadien and fuelled his anger. He did not belong, neither did he felt proud of his heritage. Magadien started with criminal activities from a very early age. When he was introduced to the gang hierarchy, he felt a sense of belonging and started to do everything to improve his standing in the 28s. In the book the history of the 26-, 27-, and 28-gangs are explained. It is not a very clear-cut story, but it explains the need to belong and the importance of discipline. The discipline in gangs relies on intimidation, strict rules, and regulations. Making a mistake is costly in the world of a gangster.

It took Magadien many years of wrongdoing to figure out crime is not sustainable and being a number is exactly that. It dehumanized him. Several high points helped Magadien to find his way to integrity. These were: the gentle head warder, Johnny Jansen, of Pollsmoor Prison; telling his life story to Jonny Steinberg; talking to a therapist; and finding faith. Integrity is to be whole, not perfect, but to be in sync with your thinking, feelings, and actions. The purpose of being human is to do acts of kindness and to belong. Being in a gang is to belong to a volatile, uncertain, ambiguous, and complex organisation that does not serve the individual, only the cause of doing as much harm as possible.

The lessons from Magadien's life are numerous. Intellect without the support of emotional intelligence can be disastrous. Magadien was emotionally hijacked, and he was kept in a constant state of anger. When he started understanding the value of emotional regulations, he began to learn to know himself and realised what really is important in life. He wanted to be a father and take care of his family. He wanted to apologize and make amends.

The book teaches other lessons as well. The unintended consequences of separating men from their families to work on the mines is a lesson. For many it was a death trap. The example of criminal activities that instigated copycat behaviour was an eye-opener. Another lesson is that Apartheid is at the core of unintended consequences. The development of the Brown racial group is marked with a lack of having a heritage to be proud of. The lack of belonging is a steppingstone into criminality. The shaming of people because of their heritage is to instigate a lack of self-regard that is devastating for a nation.

The importance of a positive role model is illustrated with the head warder's influence on the lives of prisoners. Jansen treated people with dignity, and they responded likewise. One person can make a difference. The turnaround strategy that Johnny Jansen used was based on compassion.

There is a saying, alternately attributed to Buddha Siddhartha Guatama Shakyamuni and the Theosophists, that says: When the student is ready, the teacher will appear. This is very true for Magadien Wentzel.

After Magadien left prison for the last time he started to do talks to prevent the youth from choosing to join a gang. Unfortunately, these talks did not continue as planned which is a real pity.

## EDITOR'S REFLECTION

This was a rather long and challenging year. Things have in general been going well at The Compassionate Confronter, a fact for which we are grateful. It could have been so much more difficult. As it is, we deal with the typical political shenanigans around the ruling party, the economy is in the intensive care unit (I hesitate to speculate on the prognosis...), our people are being killed and robbed and sold by others (also ours) while life in the home is falling apart. Our water, electricity, roads, and other technology-based needs are under constant threat and our people are suffering because of this abuse. We have been worried about our criminal justice system for some time, but I have never thought I would live to see Stalingrad, so many years after World War 2, proving that the law is an ass in South Africa. We have known for years about the rhino, the pangolin and the abalone (amongst others) but we now know that wildlife, fishing and environmental crimes on the whole are on the increase.

Let's face it, whether we like it or not, life is just not what it was by the year 2006 when we already could see bad winds blowing...

Now is the time to make a stand in favour of integrity, principle-based leadership, and good governance.

Caritas!  
Chris Botha

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## ABOUT THE COMPASSIONATE CONFRONTER

The Compassionate Confronter (TCC) is a popular science e-magazine published and distributed quarterly under the auspices of the Centre for Good Governance in Africa which is situated in the School of Social Innovation at *Hugenote Kollege*, Wellington (Western Cape Province), Republic of South Africa (RSA).

*Hugenote Kollege* NPC is a private Christian post-school training institution that specialises in the training of leaders in various ministries as well as professionals in the social welfare sector. It is provisionally registered as a private higher education institution in the RSA with registration number 2019/HE08/003. *Hugenote Kollege* has a rich teaching and learning history stretching back to 1874.

TCC is not an accredited academic journal, although academic articles are peer reviewed. Rather, it aims to confront lovingly, with empathy, sympathy, kindness and caring as "The only thing necessary for the triumph of evil is for good men to do nothing" (widely attributed to Irish statesman Edmund Burke, 1729-1797). All South Africans should take a keen interest in doing something, in not keeping quiet, when bad things happen. TCC hopes to highlight "bad things", but also to suggest ways in which bad things can be addressed. It stands for integrity, good governance, and ethical and effective leadership. But it stands so within the spirit of *caritas*.

Contributions are welcome. A particular style is not prescribed, although sources should be acknowledged appropriately.

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## **UPCOMING EVENTS**

### **ANNUAL #Integritasza CONFERENCE**

Centre for Good Governance in Africa, the School of Social Innovation at Hugenote  
The Annual #Integritasza Conference and Workshops on:

Co-created Community-based Partnership Local Governance and Service Delivery in South Africa: Analysis, Action, and Activism

Venue: Andrew Murray Centre for Spirituality: Wellington, South Africa

Date: Wednesday 30 November 2022 to Friday 2 December 2022

The context and challenges of, in many, but not all cases, failing South African local governance, conjures up several proverbial “wicked” problems as challenges for South African citizens.

These problems, include bad and failing local governance, deteriorating service delivery, ineffective to non-existent, toxic political and public leadership, corruption, maladministration, unprofessionalism and a consistent increase in poverty, inequality, and unemployment. Evidence, in official reports, abounds for this sad situation exacerbated by lacking integrity, empathy, and compassion, and reciprocity to citizens for their financial and civic contributions. Reports of the Auditor General, the Public Protector, the Zondo Commission, and the Human Rights Commission document the decline in South African local government and service delivery.

The outcomes of descending governance and declining service delivery disasters resulting in crumbling infrastructure, and sub-standard service delivery are there for all to see. The consequences are experienced in deep darkness when power failures occur, thirst and hygiene disasters when water dissipates. Raw sewage floods the streets, potholes replace roads. Poverty, inequality, and unemployment worsen.

These dismal downward trends have necessitated citizen’s initiatives in many



municipalities to find socially innovative solutions for devolved governance and decentralised service delivery. Ironically, this growing trend towards do-it-yourself community based local governance, counters the centralising ideological bias of central government aimed at controlling top-down governance.

Concerned and constructive citizens, who are already overburdened and paying municipal taxes and fees, have embarked on alternative socially innovative local governance initiatives. Case examples of such partnership governance between civil society, private sector and professional associations abound in cities and towns across the beloved country where citizens have set up alternative community-based service delivery initiatives to deliver alternatives to failing local governance.

The Big Idea given this looming bad governance disaster, is to initiate a set of knowledge-based courageous conversations at our conference and workshop titled:

**Co-created Community-based Partnership Local Governance and Service Delivery in South Africa: Analysis, Action, and Activism.**

The conference will attempt to secure answers and solutions to these vexing questions and beyond.

**Media Coverage and Enquiries: Prof Erwin Schwella: Conference Initiator: 083 627 2377**



## Invitation to Become a Partner of the #integritasza Initiative

We are acutely aware of the challenges facing South Africa, our beloved country, and the need to – as appropriately expressed by the South African Council of Churches, one of our partners in the #integritasza initiative, as the reason for her existence - “ ...lead common Christian action that works for moral witness in South Africa, addressing issues of justice, national reconciliation, integrity or creation, eradication of poverty, and contributing towards the empowerment of all those who are spiritually, socially and economically marginalised.”

The #Integritasza Initiative and conference represent a set of dedicated, deliberate and concerned compassionate actions to build integrity and fight corruption in South Africa through community structures at local level and to link this to a national movement #integritasza network structure. The #integritasza and conference initiatives will always be delivered using a co-creative partnership approach. We co-create the #integritasza movement and conference with a deep realisation that integrity is dignity, and that corruption is deadly- and kills!

**You personally, and your organization, are invited to become part of this partnership in any one or more of the following partnership possibilities (membership forms are available from the organising partner, CiviNovus, at [admin@civinovus.co.za](mailto:admin@civinovus.co.za)):**

### #INTEGRITASZA PARTNERSHIP OPPORTUNITIES

#### • LOCAL COMMUNITY PARTNERS

Local Community partners are Institutions and individuals who want to set up a local community-based #integritasza Initiative in their local communities. Local community #integritasza local community partnerships are continued work in progress initiatives. These partners may also become showcase partners at the #integritasza conferences and events.

#### • ENDORSEMENT PARTNERS

Institutions and individuals endorsing #integritasza Initiatives as Endorsement Partners endorse the purpose and practice of the #integritasza Initiative and conference. Current endorsement partners include: The Western Cape Council of Churches of the South African Council of Churches, the Andrew Murray Centre of Spirituality, the Centre for Public Witness, The Centre for Good Governance in Africa at Huguenote, the Office of NetAct and CiviNovus.

#### • CO-ORGANISING PARTNERS

Institutions and individuals volunteering to co-organise #integritasza Initiatives as Co-organising Partners support the #integritasza initiatives through assisting with the organisational arrangements of these initiatives.

#### • CO-FUNDING PARTNERS

Co-funding partners are Institutions and individuals contributing to co-fund #integritasza Initiatives. Co-funding partners contribute to the implementation of the initiatives by providing direct donations for the initiatives as well as their efforts to get the work done. Currently the organising partners are supporting the #integritasza initiatives with their efforts and the only direct financial contribution co-funding partner is Communitas.

• EVENTS PARTNERS

Events partners are institutions delegating participants and individuals who enroll to attend events at #integritasza initiatives. Events partners include institutional participant partners and individual participant partners:

- Institutional participant partners attend the events of the #integritasza movement and supports the initiatives through their participation in the events and actions.
- Individual participant partners attend the conference and supports the initiatives through their participation in the events.
- Institutions and individuals who want to showcase their work at #integritasza Initiatives events.

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<sup>i</sup> <https://www.youtube.com/watch?v=tUHISsEmGE4>

<sup>ii</sup> <https://www.politicsweb.co.za/opinion/no-need-for-a-state-bank-just-learn-from-the-afrik>

<sup>iii</sup> <https://www.news24.com/citypress/columnists/mondlimakhanya/mondli-makhanya-sound-of-the-african-hum-20220925>