

VOTE OF THANKS

LET ME START FIRST BY CONGRATULATING THE RECIPIENTS OF TODAY 'S AWARDS AND MOST IMPORTANTLY EACH AN EVERY IPID STAFF MEMBER WHO MADE IT POSSIBLE THAT WITHIN MY FIRST FINANCIAL YEAR (2015/2016) WE WERE ABLE TO ACHIEVE **78%** OVERALL PERFORMANCE COMPARED TO **47%** FOR THE PREVIOUS FINANCIAL YEAR OF 2014/2015

THIS IS A REMARKABLE TURN AROUND AND A SIGNIFICANT IMPROVEMENT OF **95%** WHICH DESERVE TO BE AWARDED AS WELL AS CELEBRATED. THE NON-MONETARY RECOGNITION IS THE FIRST OF ITS KIND SINCE THE INCEPTION OF ICD/IPID IN 1997 AND IT WILL GO A LONG WAY IN THE THAT EVEN WHEN THEY ARE ON PENSION, THEY WILL HAVE SOMETHING TO SHOW TO THEIR GRANDCHILDREN.

TO THE HONOURABLE MINISTER NKOSINATHI NHLEKO FOR GRACING THIS OCCASION GIVEN YOUR TIGHT SCHEDULE

THE DEPUTY MINISTER (MMAKHOTSO SOTYU) MY TWO PRINCIPALS (YOU THREW ME AT THE DEEP END BY ENSTRUSTING ME WITH THE RESPONSIBILITY OF RUNNING IPID, ONLY BECAUSE YOU HAD FAITH AND CONFIDENCE IN ME). I TOOK UNPOPULAR AND RISKY DECISIONS ALONG THE WAY, WHETHER RIGHT OR WRONG WHICH IN MY VIEW THAT'S WHAT MANAGEMENT OR LEADERSHIP CALLS FOR AND YOU STOOD BY MY SIDE.

WITHIN A YEAR I HAVE LEARNT SO MUCH FROM YOU BOTH OF YOU,

- THAT NO INDIVIDUAL IS BIGGER THAN THE ORGANISATION
- THAT TO GET ORGANISATIONAL PERFORMANCE RIGHT ADDRESS STRUCTURAL DEFICIENCIES
- AND LASTLY BE LOYAL TO YOUR WORK, INSTITUTION AND TO YOUR COUNTRY NOT INDIVIDUAL AND MANY MORE

TO THE CHAIRPERSON OF THE SELECT COMMITTEE (HONOURABLE XIMBI), FOR YOUR PRESENCE AND HAVING BEEN THERE AND SUPPORTED IPID IN TODAY 'S EVENT AND ALWAYS COUNTED ON YOU DURING OUR PREVIOUS APPEARANCES BEFORE YOUR COMMITTEES

REPRESENTATIVE FROM HOD, POLICE, ROADS AND TRANSPORT, I AM WHAT I AM TODAY BECAUSE OF YOUR GUIDANCE AND COOPERATION WHILST I WAS STILL IN FREE STATE, IT HAS BEEN HECTIC HAVING WORKED WITH MORE THAN TEN MECS SINCE 2003 MY ARRIVAL IN THE PROVINCE FROM 2000 TO DATE

TO THE HEADS OF INSTITUTIONS REPORTING TO THE POLICE MINISTRY (HAWKS, General Ntlemeza, CHAIRPERSON OF THE FIRE ARM APPEALS BOARD, Ntate Patrick Mongwe , PSIRA, Mr Chauke and the Chairperson of the Board, Professor Mazibuko.

TO OUR NATIONAL AND PROVINCIAL IPID KEY STAKEHOLDERS I.E SAPS (General Mpembe and Tsumane) AND NPA (Advocates Shaun Abrahams and Khanyile), OUR RELATIONSHIP IS A FORCED ONE AND PRESCRIBED OR LEGISLATED SO WE DON'T HAVE A CHOICE BUT TO COOPERATE

TO THE FREE STATE IPID STAKEHOLDERS-PROVINCIAL HEADS-SSA, MME PORTIA MODISANE,

REPRESENTATIVES FROM SAHRC NTATE BUANG 'S OFFICE, OPP NTATE SAMUELS OFFICE,

THE CHAIRPERSON OF THE FREE STATE CPF BOARD, ADVOCATE MOSHODI

TO THE LABOUR UNIONS, POPCRU, PSA AND NEHAWU, OUR STAFF MOUTH PIECE OF AT BAGAINING COUNCIL

TO THE IPID STAFF AND MANAGEMENT, WE HAVE ACHIEVED WHAT WE HAVE ACHIEVED PERFORMANCE WISE BECAUSE OF EACH AND EVERY ONE OF YOU.

TO THE ORGANISING TEAM FOR THE INDABA AS WELL AS THE GALLA DINNER LED BY MME LANGA AND MR DE BRUIN.

TO THE SAPS BAND AND ARTIST FROM UFS

TO MY FAMILY, MY WIFE (MMAKGAMANYANE), FOR HAVING BEEN MY PILLAR OF STRENGTHS THROUGH DIFFICULT, TIMES.

MY FATHER AND MOTHER WHO ARE STILL ALIVE WHOM I ALWAYS DRAW MY STRENGTH FROM

TO THE MEDIA HOUSES

LASTLY TO THANKS TO THE TWO PROGRAMME DIRECTORS