



2017

ANNUAL

REPORT

# Mandate

The mandate of BPS is to ensure the safety and security of the peoples of Botswana. The organisation is established by an act of parliament under the Botswana Police Act, Cap 21:01, Section 6. The Act outlines the mandate of the BPS as follows,

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

# Vision

The Vision outlines how the BPS aspires to be, as seen by members but also in a manner that coincides with the Police Service the customers want to see and deal with.

**‘A law enforcement Agency of Repute’**

The BPS will be an upright organisation that upholds its mandate according to the dictates of the Country’s Statutes and all international policing conventions.

# Mission

The Mission Statement reflects the reason for BPS’s existence. It highlights the main characteristics of the core business of the Organisation. It describes explicitly how the business of Policing will be provided.

The BPS exists for residents of Botswana and to provide to them a service that is consistent with International Policing Standards. The Mission understands that a Total Policing Service must be offered with the consent of the Customer and with the Customer.

**‘To provide a Professional Policing Service, in partnership with the Community’**

- **Professional Policing:**
  - Expert Service that is consistent with international policing standards.
- **Partnership with the community:**
  - Policing by consent, for them by them

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# ABBREVIATIONS

<b>ASB</b>	Air Support Branch
<b>BDF</b>	Botswana Defence Force
<b>BNC</b>	Bi-National Commission
<b>BPS</b>	Botswana Police Service
<b>BURS</b>	Botswana Unified Revenue Services
<b>CID</b>	Criminal Investigations Department
<b>CRB</b>	Criminal Record Bureau
<b>CRIB</b>	Crime Intelligence Branch
<b>DCEC</b>	Directorate on Corruption and Economic Crime
<b>DMS</b>	Departmental Management Services
<b>DFP</b>	Development, Finance and Procurement
<b>DRTS</b>	Department of Road Transport and Safety
<b>DMPU</b>	Diamonds and Minerals Protection Unit
<b>DPP</b>	Directorate of Public Prosecutions
<b>DWNP</b>	Department of Wildlife and National Parks
<b>EAPCCO</b>	Eastern African Police Chiefs Cooperation Organisation
<b>EFT</b>	Electronic Funds Transfer
<b>FSS</b>	Forensic Science Services
<b>GUC</b>	Gaborone University College
<b>HCMS</b>	Human Capital Management System
<b>ILEA</b>	International Law Enforcement Academy
<b>ICT</b>	Information Communication Technology
<b>INTERPOL</b>	International Criminal Police Organisation
<b>JPCDS</b>	Joint Permanent Commission on Defence and Security
<b>MCO</b>	Ministerial Committee of the Organ
<b>MDJS</b>	Ministry of Defence, Justice and Security
<b>MVAF</b>	Motor Vehicle Accident Fund
<b>NCB</b>	National Central Bureau
<b>NFFI</b>	Narcotics, Fauna and Flora Investigations
<b>PAC</b>	Public Accounts Committee
<b>PSV</b>	Public Service Vehicle
<b>SADC</b>	Southern African Development Community
<b>SARPCCO</b>	Southern African Regional Police Chiefs Cooperation Organisation
<b>SCS</b>	Serious Crime Squad
<b>SSG</b>	Special Support Group
<b>SDPM</b>	Strategy Development and Performance Monitoring
<b>TTB</b>	Transport and Telecommunications Branch
<b>VIP</b>	Very Important Persons

## COMMISSIONER'S FOREWORD



The Annual Report remains to be one of the most important milestones in marking the end of the year for Botswana Police Service. It is through this document that we are able to review our performance for the past year, draw lessons and map the way forward for the coming year.

I am thus pleased to present the 2017 Annual Report of the Botswana Police Service which covers key law enforcement areas including Crime Management, Road Policing, Resource management and other support issues pertinent to police operations.

We continue to deliver on our mandate of promoting public safety and security and I am glad to announce that during this past year alone we were able to reduce the overall crime by 3.3%. This is not by any means a small feat and it is imperative to highlight that we would not have achieved this without the partnership of our communities. This goes to show how the residents of Botswana are equally committed to ensuring the realisation of the desired safety and security.

I would also like to extend my sincere gratitude to the various Ministries, Parastatals, Non-Governmental Organisations, the Media and all other stakeholders for the overwhelming support they gave us. This emphasis is carried by the BPS mission statement that stresses 'partnership with the community' as this partnership is evidently and continuously bearing positive results.

For the year under review, the category of violent, intrusive and serious offences including Break-ins, Robbery, Murder, Rape, Threat to kill, Theft of Motor vehicle and Stock theft, went down by 3.7%. It is however worth noting that there was an increase in murder and rape cases. For murder an increment of 3% was registered as 315 people were murdered in 2017 as opposed to 305 recorded in 2016. In respect of rape cases there was a slight increment of 1%. We have observed that these offences occur due to over indulgence of alcohol and drugs. These are worrisome trends that call for concerted efforts.

Road accidents continue to claim lives of our people due to bad driver attitude. Fatalities went down by 1.3% as 444 people died in road traffic accidents compared to 450 people who died in 2016. Despite this reduction, road accidents remain a major concern for the police and the nation. This clearly shows that road users require measures towards behavioural change. It is to this end that the Police remain committed to imparting road safety messages and rigorous enforcement of the Road Traffic Act.

The other disturbing crime is that of Stock Theft, which seriously undermines the socio economic status of the economy of Botswana, as cattle rearing has always been the mainstay of our economic drive. The BPS as usual, is determined and ready to fight this crime head on. Over and above the strategies that we have formulated, we are continuously engaging with farmers and other stakeholders to come up with solutions to address this crime.

Notwithstanding the highlighted challenges, we pledge and re-commit that Botswana Police Service will continue to deliver on its mandate without fail. Lastly but not least, I would like to appreciate all team players, particularly the BPS personnel for their relentless commitment against crime as we aspire towards Botswana being a land of peace, freedom and progressive governance by 2036.

  
 Keabetswe Makgophe  
 Commissioner of Police

# STRUCTURE

## The Executive

The Botswana Police Service Executive consists of the Commissioner of Police and three Deputy Commissioners responsible for broad functions of Operations, Support Services and Crime Investigations. According to Section 3 of the Constitution of Botswana, the Commissioner is appointed by the President of the Republic of Botswana who is also the Commander in Chief of the Armed Forces. The Botswana Police Service falls under the Ministry of Defence, Justice and Security.

## FUNCTIONAL AREAS

### Support Services

The Support Services arm focuses on the management of resources. It is made up of the following branches; Strategy Development and Performance Monitoring; Departmental Management Services; Development, Finance and Procurement; Special Support Group; Transport and Telecommunications; Air Support; Police College; and International Law Enforcement Academy.



Mr Tapudzani P. Gabolekwe  
Support Services

### Crime Investigations

The Function is responsible for specialised investigations which are delivered through; Criminal Investigations Department, Forensic Science Services, Crime Intelligence and Internal Affairs Branches.



Mr David M. Mosetse  
Crime Investigations

### Operations

The Operations arm delivers on the core mandate of the organisation. This function is responsible for implementing visible policing, law enforcement and crime prevention programmes. It is made up of Operations Headquarters, four Divisions (North, South, South Central and North Central), Traffic and Anti-Stock Theft Branches.



Ms Dinah Marathe  
Operations

## Forensic Science Services (FSS)

The Forensic Science Services is responsible for provision of support in criminal investigations through the application of scientific methods and techniques. The branch comprises two distinct functional units being Forensic Science Laboratory (FSL) which provides scientific analysis and the Forensic Pathology Unit which provides medico-legal services



SACP Dr Baboloki H. Tumedisio  
Director, FSS

## Strategy Development and Performance Monitoring (SDPM)

The SDPM Branch oversees all strategy related activities and facilitates the strategic direction of the organisation; this involves strategy formulation, strategy execution, monitoring and evaluation. The main function of the branch is to ensure performance improvement through the appropriate application of strategy management protocols. The other area within the SDPM branch is Public Relations Unit which is responsible for performing a wide array of public relations activities instrumental in moving law enforcement from a closed to a more open system of communication.



SACP Stephen Tsheko  
Director SDPM

## Special Support Group (SSG)

SSG is a paramilitary organ of the Botswana Police Service providing operational support to other functional areas in the BPS. Its main duties are to maintain public order and repress internal disturbances, border security, VIP protection, anti-poaching and rescue operations.



SACP Kedikilwe Dikgang  
Commander SSG

## South Central Division

The Division is located in the South Central part of the country, with its headquarters in Gaborone. It covers the Kgatleng, part of Kweneng and South East Districts. It is made up of three police Districts namely; No. 3 (Broadhurst), No. 12 (Mochudi) and No. 13 (Mogoditshane). Police services in the area are rendered in 13 police stations and 42 police posts.



SACP Matthews M. Letsholo  
Divisional Commander South  
Central

## Transport and Telecommunications Branch (TTB)

The Transport and Telecommunications Branch is mandated with the management, procurement and maintenance of transport and telecommunication equipment. It is also responsible for facilitating the uptake of Information Communication Technology in order to enable BPS to achieve efficiency and effectiveness in its business operations.



SACP Goboletswe Dimeku  
Director of Anti-Stock Theft

## Anti - Stock Theft Branch

The Branch's mandate is to manage stock-theft crime with the intention of ensuring the security and protection of livestock. The Branch is also responsible for strengthening cooperation between the BPS and farmers in the fight against stock theft.



SACP Maluti P. Segola  
Director TTB

## Operations Branch

The Branch is based at Police Headquarters in Gaborone. Its mandate is to ensure effective deployment of resources by operational establishments; implementation of standardised operational policies; processes and procedures within the organisation; smooth flow of communication among operatives at national level; crime recording and analysis; maintenance of records of firearms; and coordination and promotion of all crime prevention programmes.



SACP Pilane Sebigi  
Director of Operations

## Internal Affairs Branch

The Internal Affairs Branch investigates incidents relating to professional misconduct attributed to police officers to ensure the upkeep of the organisation's integrity.



SACP Matthews Maduwane  
Director Internal Affairs

## Departmental Management Services (DMS)

The DMS Branch is responsible for training and development of staff, occupational health and safety, employee relations, salaries, compensation, benefits, administrative function, legal services, and general welfare of employees.



SACP Solomon Mantswe  
Director DMS

## Traffic Branch

The Branch headquarters is based in Gaborone and its main duties are to promote road safety, mobilisation of traffic enforcement logistics, compilation and analysis of road traffic accidents, and facilitation of collaboration with stakeholders.



SACP Katlholo Mosimanegape  
Director of Traffic

## Air Support Branch (ASB)

The Air Support Branch provides airborne surveillance and patrol support in the fight against crime. It supports law enforcement operations during emergencies such as flood rescue, search for missing persons, hot pursuits, tracking of criminals and public disorder operations.



SACP Arthur Johnson  
Director Air Support

## Southern Division

The Division is responsible for policing areas in the South and South West of the country including border posts between Botswana/South Africa and Botswana / Namibia. The Division is made up of five police Districts being No. 4 (Lobatse), No.6 (Ghanzi), No.9 (Tsabong), No.11 (Molepolole) and No.14 (Kanye). Police services are offered in 25 police stations and 133 police posts.



SACP Harrison P. Digobe  
Divisional Commander South

## Criminal Investigations Department

The Criminal Investigations Department (CID) is responsible for the detection and prevention of crime, investigation of crime reports, surveillance of all known or suspected criminals and provision of scientific support. The CID has general detectives based at Divisions, Districts and Stations.



SACP Busang C. Lesola  
Director CID



## Development, Finance and Procurement (DFP)

The Branch is responsible for prudent use of financial resources. It ensures the execution of both recurrent and development budgets. The branch also oversees procurement processes of the organisation.



SACP Wilhelminah M. Petje  
Director DFP

## North Central Division

The Division is mandated with policing areas in the central parts of the country. It is made up of four police Districts being No.2 (Serowe), No.8 (Letlhakane), No.10 (Selibe Phikwe) and No.16 (Mahalapye). Police services are rendered in 18 police stations and 98 police posts.



SACP Christopher B. Mbulawa  
Divisional Commander North  
Central

## Criminal Intelligence Branch (CRIB)

The Criminal Intelligence Branch manages information to aid prevention, detection and monitoring of criminal activities. The branch is a key supplier of information pertinent for effective law enforcement and the setting of priorities to deal with emerging criminal issues.



SACP Goitsilwe N. Lesetedi  
Director Crime Intelligence

## Police College

The Branch is responsible for recruitment of new members and in-service training. The College is based at Otse, with a satellite in Kanye. Through the Institution, BPS is able to build skills and competencies required in policing.



SACP Phemelo Ramakorwane  
Director Training

## International Law Enforcement Academy (ILEA)

ILEA was established through a joint initiative between the governments of Botswana and the United States of America. It provides training to law enforcement agencies in Africa. The Institution focuses on advanced leadership and the legal/policy frameworks necessary to facilitate effective law enforcement within the parameters of basic human rights. Areas of speciality include but not limited to counter-terrorism, narcotics interdiction, fraud, money laundering and cybercrime.



SACP Maseng Mathiba  
Director ILEA

## Northern Division

The Northern Division covers areas in the Northern and North Western parts of the country. It is made up of four Police Districts being No. 1 (Kutlwano), No.5 (Maun), No.7 (Kasane) and No.15 (Francistown). Police services are rendered in 24 police stations and 139 police posts.



SACP Cynthia F. Setilo  
Divisional Commander North

# CRIME MANAGEMENT

## CRIME MANAGEMENT INITIATIVES

The BPS has assimilated a pool of strategies to prevent and detect crime. The strategies cover the following; visible policing, response to reports, intelligence gathering, investigation, prosecution and multi-agency cooperation.

## LAW ENFORCEMENT

### Patrols

Patrols have been the backbone of visible policing with a view to increase police visibility and to take services to the communities. Officers are assigned to patrol specific geographic areas on foot, vehicle, horseback and bicycle checking for signs of criminal activity. Officers also conduct searches and warn or arrest any offenders that they confront.

The patrol initiatives have contributed immensely to the reduction of crime as they are key in crime deterrence through enhanced police visibility in the communities. Criminal activities such as stealing from a person, theft, illegal possession of drugs, house breakings and burglaries were detected consequent to these tactical patrols.



Bicycle patrols

### Rapid Response Teams

Rapid response teams are deployed in strategic areas to facilitate timely response to crime reports. These teams have improved the efficiency, prevention of crime and also reassurance of members of the community.



A Rapid response vehicle on patrol

## Strategic Roadblocks

These roadblocks are mounted in strategic areas as a measure for fighting crime and they continue to play a significant role in detecting crimes such as possession of stolen property, human and drug trafficking, theft of motor vehicle and illegal possession of government trophy.



A road block mounted by members of Botswana Police Service

## Border Management

Border Patrols are deployed to address cross border crimes. The illegal entry of immigrants and goods into Botswana as well as trafficking of people and contraband have remained dominant priorities of Border Management programmes.

## Use of Canine (K-9) on Investigations

The Dog Unit (K9) consists of a regiment of sniffer dogs for drugs, explosives and ivory detection as well as trekking criminals and missing persons in a variety of police operations and assignments.



Botswana Police has established a Dog Unit(K9) in order to fight crime

## Anti-Money Laundering and Counter-Terrorism Financing

The Anti-Money Laundering and Counter-Terrorism Financing Unit deals with the investigation of money laundering and terrorism. It works in collaboration with other law enforcement agencies such as Directorate on Corruption and Economic Crime (DCEC), Directorate of Public Prosecutions (DPP) and Financial Intelligence Agency (FIA) The Unit has given effect to the implementation of the Proceeds and Instruments of Crime Act.



## Education Campaigns

Education campaigns are meant to sensitise members of the community about prevailing crime trends and encourage them to implement prevention measures. Officers engage with business people, community leaders and residents. Patrols offer an ideal opportunity for achieving this goal.

Information on crime trends is also disseminated through established structures such as Neighbourhood Watch Schemes, Cluster Policing, Crime Prevention Committees, Business Committees, Farmers Committees, Kgotla meetings and School Outreaches Programmes.

The BPS has among other educational campaigns prioritised 60 Days of Action on Crime and Road Accidents. The police have been able to raise the needed awareness on road safety during this period of increased travel.



Carreer Fairs are some of the school outreach programmes that the BPS use to educate students on drugs

## COLLABORATION WITH OTHER STAKEHOLDERS

### Anti-Poaching

Botswana Police Service has established Operational base camps through out the Central Kalahari Game Reserve CKGR for the management of anti-poaching. During the year under review, the BPS collaborated with other law enforcement agencies on various operations aimed at curbing poaching in the Chobe and Ngami areas. The areas are a home to different wildlife species especially elephants which are hunted for ivory.

### Special Operations

These Operations are meant to manage and control the influx of illegal immigrants. This is achieved through collaboration with other Government agencies including the Ministry of Nationality, Immigration and Gender Affairs. A number of operations were conducted country wide during the year under review and a total of 27 187 illegal immigrants were arrested and deported to their countries.

## COOPERATION WITH OTHER POLICE SERVICES

The Botswana Police Service continues to collaborate with other police agencies through a number of forums including but not limited to; The International Criminal Police Organisation (INTERPOL); Southern African Regional Police Chiefs Cooperation Organisation (SARPCCO), East African Police Chiefs Cooperation Organisation (EAPCCO), Joint Permanent Commissions on Defence and Security (JPCDS) and Bi-National Commissions (BNC). These partnerships provide opportunities for fighting crime effectively especially transnational organised crimes.

### Joint Permanent Commissions on Defence and Security (JPCDS)

During the year under review, three Joint Permanent Commissions were held in Gaborone, Selibe Phikwe and Kasane between Botswana and Zimbabwe, Botswana and Zambia lastly, Botswana and Namibia. The meetings deliberated on cross border crimes, illicit drug trafficking, fire arms trafficking, trafficking in precious minerals, human trafficking, stock theft, terrorism, cyber-crime, fraud, Gender Based Violence, poaching and theft of motor vehicle.

### Bi-National Commission (BNC)

Botswana is in a Bi-National relationship with South Africa. This is a joint forum aimed at discussing issues of common concerns relating to crime and for the year under review one meeting was held in Gaborone.

### Inter-Country / Inter-Regional / Regional Operations

Botswana participated in four operations during the year under review. These are Operation Thunder Bird, Trans-Kalahari Corridor Operation, USALAMA IV and Operation Basadi. The operations focused on common safety issues, the operations focusing on transnational organised crime relating to trading in wildlife, forestry crime, waste and pollution, trafficking of human beings, illicit drugs, motor vehicle theft, and proliferation of small arms and light weapons.

Operation Basadi targeted Gender Based Violence which occurred during the commemoration of the 16 Days of Activism Against Gender Based Violence whilst TKC concentrated on road safety awareness.

## CRIME SITUATION

Crime activities went down by 3.32% from 169 213 cases in 2016 to 163 597 in the year 2017. This development comprises decreases in Penal Code and Other Offences, at 2.43% and 4.87 % respectively. Penal Code crime continued to occupy a larger portion of cases that went into the criminal justice system, representing at least 60% of the volume of crime in each of the past two years.

*Table 1: Number of recorded crime: 2016 - 2017*

Offence Category	No of Offences		Relative value (%)		Percent Change 2016/17
	2016	2017	2016	2017	
Penal Code	107 779	105 157	63.69%	64.28%	-2.43%
Other Offences	61 434	58 440	36.31%	35.72%	-4.87 %
<b>Total</b>	<b>169 213</b>	<b>163 597</b>	<b>100</b>	<b>100</b>	<b>-3.32%</b>

## Overview of Violent, Intrusive & Serious Crimes

The BPS has deliberately prioritised police efforts on crimes that contribute the greatest fear in the society. These include Violent, Intrusive and Serious crimes such as house breaking, burglary, store breaking, and robbery & attempts, murder, rape, theft of motor vehicle, stock theft, and threats to kill. Statistics indicate that there was a decrease in the number of these crimes by 4.5% and 2.2%, respectively. Cumulatively, the two categories of crimes went down by 3.6 % in 2017 compared to cases dealt with in 2016. Slight increases were recorded in the offences of house breaking, murder and rape. Worth noting is the consistent reduction in these categories of crimes with an overall reduction of 48%, taking 2008 as the base year.

*Table 2: Number of Violent, Intrusive and Serious Crimes (2016 - 2017)*

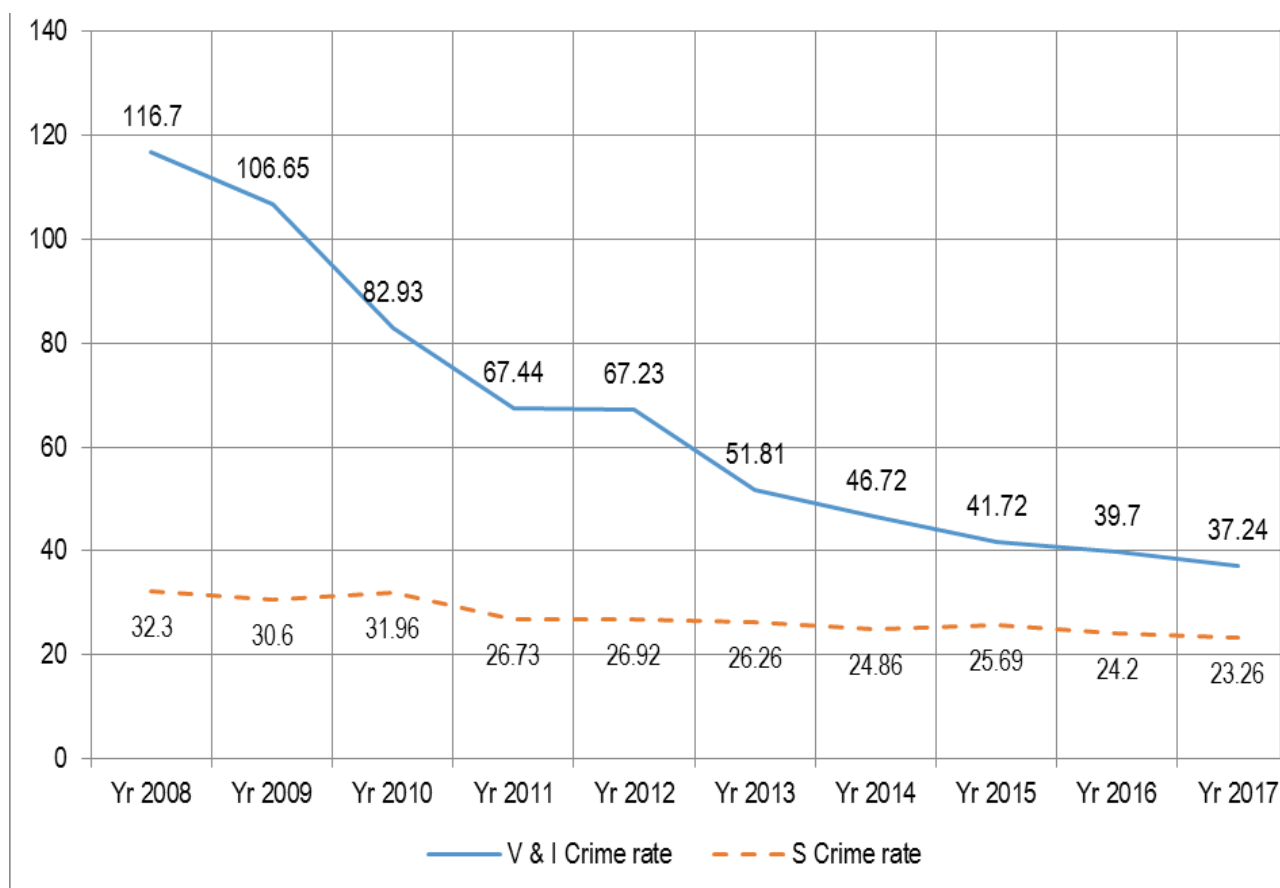
Type of Crime	Year		Annual growth per offence
	2016	2017	
(Violent and Intrusive)			
Burglary	2706	2 257	-16.6%
House Breaking	2 697	2 792	3.5%
Store Breaking	2 080	2 040	-1.9%
Robbery	1 355	1 347	-0.6%
Sub-Total	8 836	8 436	-4.5%
(Serious)			
Murder	305	315	3.3%
Theft of motor vehicle	311	198	-36.3%
Rape	2052	2074	1.1%
Stock theft	2150	2 114	-1.7%
Threats to kill	568	567	-0.2%
Sub-Total	5 386	5 268	-2.2%
Total	14 222	13 704	-3.6%

*Table 3: Trends of Violent, Intrusive and Serious Crimes 2008-2017, using 2008 as the base year*

Description	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
No. of cases	26150	24386	20681	19069	19455	16455	15376	14746	14224	13704
Simple Growth index	100%	93%	79%	73%	74%	63%	59%	56%	54%	52%

## Crime Victimisation Rates

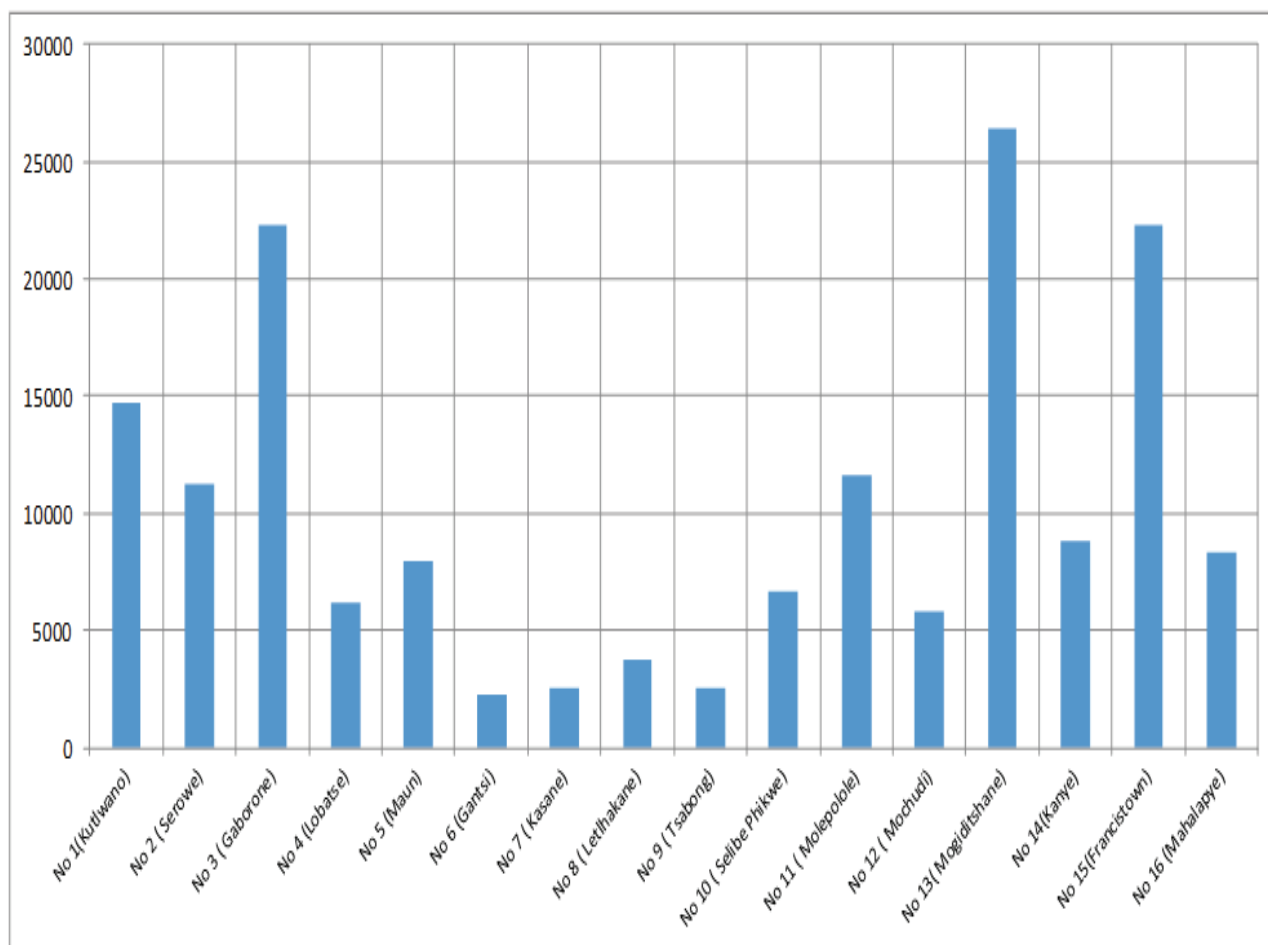
Crime victimisation can impact an individual's ability to perform across a variety of roles such as parenting, intimate relationships and social functioning. There have been consistent reductions in crime victimisation rates, in respect to violent, intrusive and serious crimes. The rates went down from 116.7 crimes per 1000 population to 37.2 and from 32,3 to 23.3 between 2008 and 2017, respectively.

**Graph 1: Violent, Intrusive and Serious Crime per 10, 000 Population (2008-2017)**

## Crime Distribution by Patterns

Statistics show that crime is more prevalent in urban areas with catchment villages being equally affected particularly with respect to property crime. The Districts with a high crime prevalence levels are No 1 (Kutlwano), No 3 (Gaborone), No 13 (Mogoditshane) and No 15 (Francistown); all of which take care of the two cities and their catchment villages.

**Chart 1: Crime Distribution by Police Districts - 2017**





## EMERGING CRIME TRENDS

While organised crime and illicit drug trafficking have been of major concern over the past years, other forms of criminal activities such as cybercrime and sexual exploitation of children are now becoming a challenge.

### Cybercrime and Computer Related Crimes

Crimes in which computer networks and devices are used are rapidly growing in the public safety space. Cybercrime and computer related crimes are committed in bulk and span the globe rendering the apprehension of perpetrators increasingly a difficult undertaking. Common incidents are as follows; internet scams, use of skimming devices, extortion, abuse of social media.

### Drug Trafficking

The most problematic drugs that find their way into Botswana are cocaine, dagga, heroin and ecstasy. Intelligence suggests that the demand for these drugs locally is quite high. Dagga was the most trafficked drug.



Specimen of some of the drugs which were seized from offenders.

### Human Trafficking and Migrant Smuggling

Reports on human trafficking and smuggling on a global scale are increasing. People are moved illegally, often in inhumane and dangerous conditions, by highly organised smuggling and trafficking groups throughout the world. This phenomenon has been growing in recent years and is highly likely to continue given the socio-economic and political instability, especially in the developing world. Information on the ground suggests that Botswana serves as a transit route and to a lesser extent, a source of human trafficking and smuggling.

### Theft of Electronic Gadgets

Theft of electronic gadgets is on the increase. These items are stolen through means of robbery, housebreaking and burglary, as well as theft common. Intelligence suggests that offenders for this crime are varied. Due to a high demand of laptops, criminals from all walks of life and specialisation have re-directed their efforts and energies towards theft of laptops.

In the management of this crime, the Police Service is dealing with a multi-oriented populace of criminals. Involved in this crime are the unemployed youth, foreign nationals, business people, organised criminal syndicates and petty thieves. The strength of each one of these categories also differs according to their resources. Some of the syndicates have already been identified and their activities are being monitored.

## Stock Theft

It has been established that livestock, especially cattle, are stolen for sale in butcheries operating in urban areas and for rearing at cattle-posts. The demand for meat in major towns and cities is high and criminals are exploiting this opportunity. They have since formed syndicates which include butchery owners and herd boys.



Police officers during Operation KgomoKhumo

## Fraud

Cases of fraud are on the increase. Due to technological advancement and changes in the global economy these cases are becoming sophisticated and complex. This crime is committed by individuals and organized crime syndicates. Scam letters are still common and this has extended to e-mails and other social media platforms.

## ROAD POLICING

The road transport system provides economic and social opportunities and benefits. The system however, has undesirable outputs amongst which are road traffic accidents. The Botswana Police Service exists to minimise risk factors for road traffic accidents and injuries.

### Road Policing Initiatives

#### Law Enforcement

Traffic law enforcement is used as a measure to motivate a change in road user behaviour. To this end, the BPS has adopted varying road accident risk reduction measures. Road policing is characterised by persistent sobriety checkpoints, saturation patrols, sporadic road blocks and deployment of speed detecting machines on all major roads.



A Traffic Cop ensuring road safety

A total of 326 436 road traffic violations were detected as compared to the 345 436 violations recorded in the previous year, representing a decrease of 5.5%. The statistics reveal risk factors that are associated with the high numbers of accidents and severe injuries. During the year under review, speeding and reluctance to use protective installations such as seat belts were more prevalent.

Whilst the total number of road traffic violations declined by 5.5%, some offences increased. These are drunken driving (+85%) and failure to wear seat belts (+39%). Accordingly, it implied that there was increased impaired driving as well as an increase in the number of unsecured vehicle occupants against harmful movement that may result during a collision or a sudden stop. The latter implied that occupants are more likely to sustain severe injuries when accidents occur.

**Table 6:** Number of road traffic violations detected

Road traffic violation	Jan-Dec 2016	Jan-Dec 2017	% change
Speeding	97 898	98 707	0.8%
Drunken driving	4 433	8 218	85.4%
Driving without licence	25 687	23 262	-9.4%
Failure to wear seat belt	18 707	25 968	38.8%
Careless driving	11 504	11 988	4.2%
Use of mobile phone whilst driving	5 027	4 094	-18.6%
PSV offences	2 427	3 183	31.1%
Failure to produce licence on demand	2 564	2 563	0.0%
Traffic lights	7 397	7 369	-0.4%
Others	169 792	141 084	-16.9%
<b>Total</b>	<b>345 436</b>	<b>326 436</b>	<b>-5.5%</b>

## Road Safety Education

Road traffic accidents statistics indicate that young and novice drivers are more represented in road accidents that result in serious and fatal injuries. Recognising this pattern, there are focused education programmes to influence the needed behaviour change. The programmes are designed to equip the youth with appropriate knowledge and skills so that they choose to use roads in a safe and responsible manner.

## Traffic Congestion Management

The demand for road space becomes excessive during peak hours, with the situation being exacerbated by poor driving. Such bad behaviours on the roads lead to incidents that have the potential to hold up traffic for longer periods. The BPS deploys police officers to control traffic at strategic road junctions. Whilst this intervention compliments the effective functioning of economic systems, the management of traffic congestion by police officers deducts from effective traffic law enforcement.



A police officer controlling traffic during peak hours

### 1.3 Accident Rates

The various road safety initiatives including police efforts had significantly reduced road accidents in the year 2017. Accidents went down by 3.2% from 17786 in 2017 against 18373 registered in the previous year. Statistics show that a large portion (79%) of accidents did not result in human injuries. It is only in 21% that 6335 people were injured; a decline of 5.3% compared to the 2016 tally. This trend was also evident across the various levels of injury severity. Fatal injuries decreased by 1.3% along with serious injuries and minor ones by 7.3% and 5.1%, respectively.

The year 2017 had incidents of multiple fatality accidents. Some police stations recorded incidents whereby a high number of five (5) lives were lost in one accident. In particular, the affected police stations are Sojwe, Tonota, Ramotswa and Dibete.

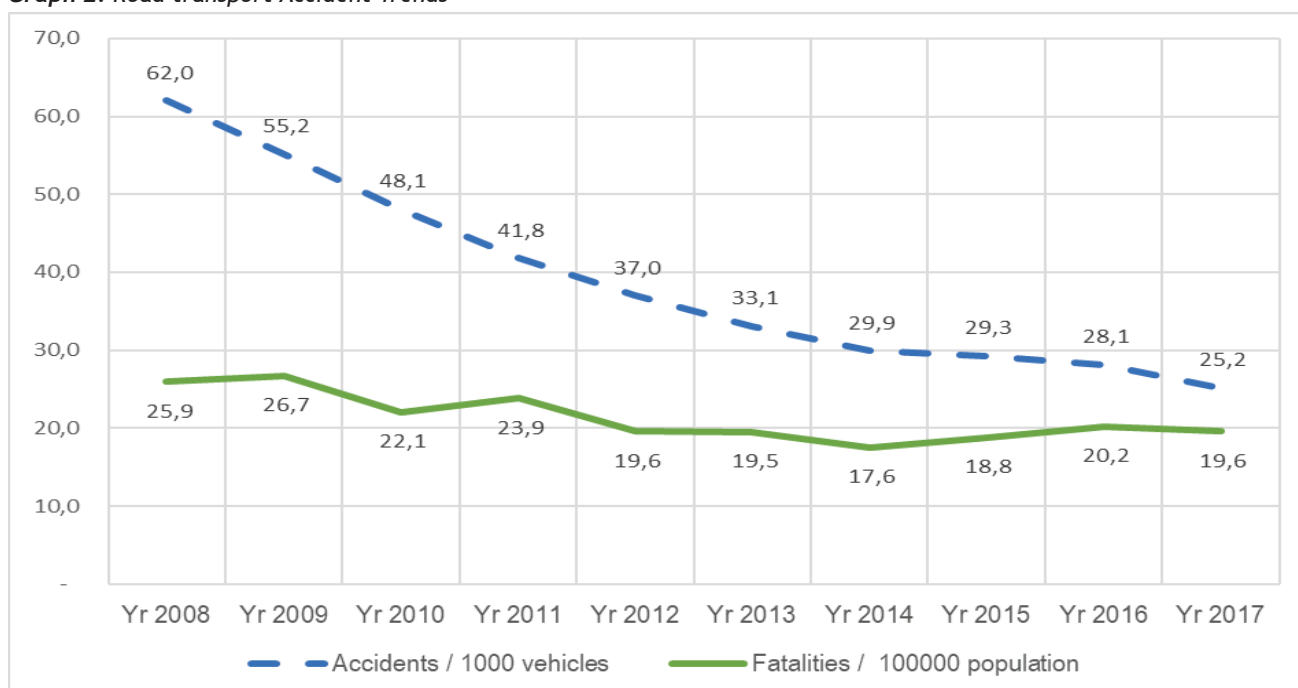
**Table 7: Road accidents and casualties**

Year	Accidents					Casualties			
	Fatal	Serious	Minor	Others	Total	Fatal	Serious	Minor	Total
2016	348	739	2861	14425	18373	450	1243	4994	6687
2017	366	710	2727	13983	17786	444	1152	4739	6335
%	5.2	-3.9	-4.7	-3.1	-3.2	-1.3	-7.3	-5.1	-5.3

### Road transport Accident Trends

The trends show a consistent decreases in risks associated with the use of motor vehicles. Taking 2008 as a baseline where 62.0 crashes per 1000 vehicles were recorded, the accident risk declined to 25.2 crashes in 2017. The associated health risk also went down from 25.9 fatalities per 100 000 population to 19.6 during the same period.

**Graph 2: Road transport Accident Trends**





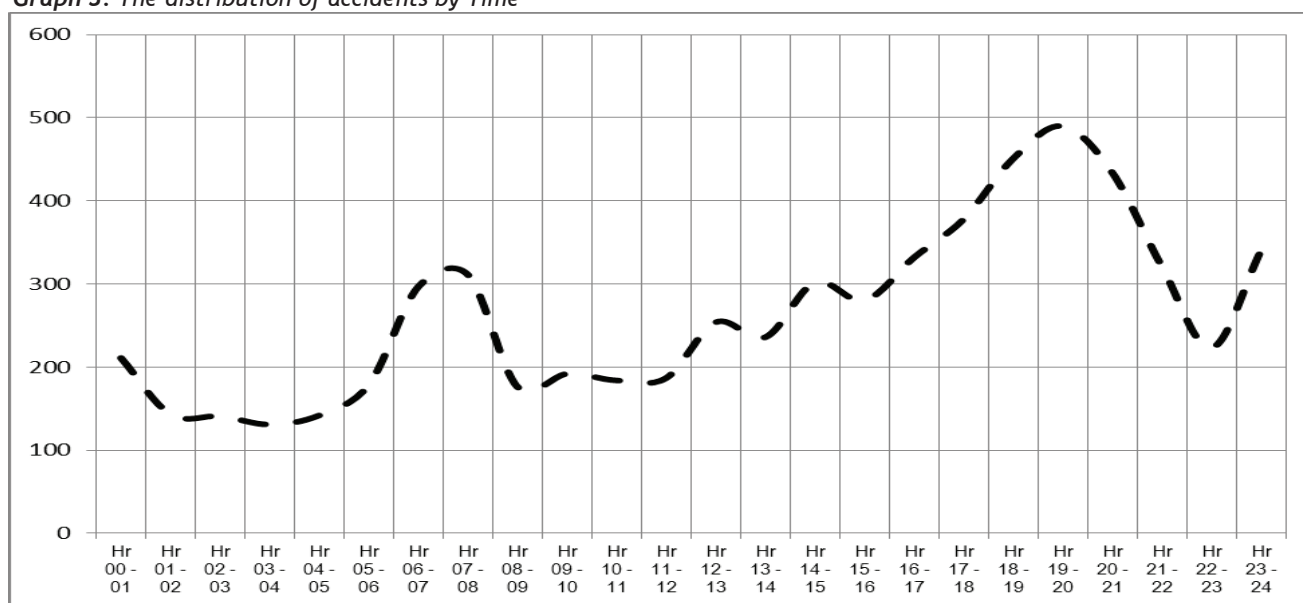
## Distribution of Accidents

It has been found out that time is one of the major factors in the distribution of road accidents. The volume of accidents tends to be higher when the traffic density is high. This is evident in respect of hour of the day, day of the week and months.

### Hourly Distribution

The frequency of road traffic accidents tended to vary during the time of the day. Significant times are rush hours: morning midday, evening and midnight. Accident data reveals that the riskiest time starts after working hours followed by past-dinning-time. These periods are characterised by risk factors such as excessive speeding, disregard of road markings, fatigue, pedestrian misconduct, drink & driving and driver carelessness.

**Graph 3: The distribution of accidents by Time**



### Daily Distribution

Statistics depicts an even distribution of road accidents. The greatest concentration of both road crashes and fatalities occurred on weekends which accounted for 50.4% of the accidents with Saturday registering 29.2%. A total of 256 fatalities were recorded on weekends representing 57.7% of the year 2017 fatalities indicating a decline from the year 2016 which recorded 63.6%.

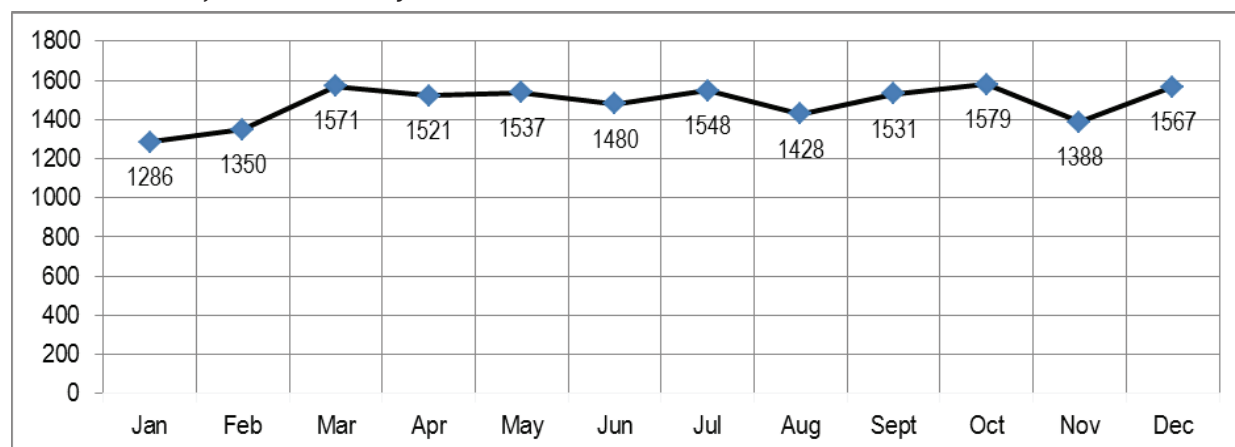
**Table 8: Accident distribution by days of the Week**

Day of Week	Fatal	Serious	Minor	Non-injury	Total
Sunday	56	169	509	1,847	2,581
Monday	49	80	339	1,814	2,282
Tuesday	35	64	275	1,821	2,195
Wednesday	26	52	280	1,727	2,085
Thursday	42	74	312	1,837	2,265
Friday	51	119	466	2,375	3,011
Saturday	107	152	546	2,562	3,367
<b>Total</b>	<b>366</b>	<b>710</b>	<b>2,727</b>	<b>13,983</b>	<b>17,786</b>

## Monthly Distribution

Data shows that road accidents are evenly distributed on monthly basis. Gentle peaks in the monthly distribution were obtained during long holidays: Easters, President's, and Christmas & New Year holidays. Data also reveals a slight increase in the number of fatalities. This is attributed to increased motorisation as people undertook recreational trips while others travelled from towns to their home villages.

*The distribution of road accidents by month*



## Distribution by Police Districts

The road network density, travel patterns and road characteristics of rural and urban areas have differing effects on accidents. Most road accidents in urban areas occur at intersections whilst rural areas tend to record more accidents at non road intersections. Police Districts covering the two cities (Francistown and Gaborone) accounted for 61.8% of road accidents resulting in 36% fatal accidents. On the other hand, Police Districts in rural areas (Serowe, Molepolole, Mochudi, Kanye and Mahalapye) which are predominantly policing high speed motorways, accounted for fewer accidents but more fatalities. Rural districts recorded 23.6% of the 17786 road accidents and 40.1% of the 444 fatalities.

*Table 9: Accidents and casualties by Police Districts*

Districts	Accidents					Casualties			
	Fatal	Serious	Minor	Non-injury	Total	Fatal	Serious	Minor	Total
No 1 (Kutlwano)	20	46	164	696	926	33	87	269	389
No 2 (Serowe)	32	46	222	774	1,074	36	70	426	532
No 3 (Gaborone)	26	86	562	4,011	4,685	30	107	911	1,048
No 4 (Lobatse)	18	27	65	214	324	21	56	132	209
No 5 (Maun)	21	45	148	537	751	21	77	275	373
No 6 (Gantsi)	14	12	44	165	235	16	27	94	137
No 7 (Kasane)	10	14	29	184	237	11	32	60	103
No 8 (Letlhakane)	16	27	57	274	374	23	41	129	193
No 9 (Tsabong)	7	14	52	177	250	7	27	105	139
No 10 (Selibe Phikwe)	7	32	73	313	425	7	40	138	185
No 11 (Molepolole)	35	45	185	515	780	42	84	306	432
No 12 (Mochudi)	23	50	127	396	596	29	80	261	370
No 13 (Mogoditshane)	54	120	559	3,894	4,627	65	166	886	1,117
No 14 (Kanye)	23	62	168	633	886	28	81	304	413
No 15 (Francistown)	27	41	128	560	756	32	87	207	326
No 16 (Mahalapye)	33	43	144	640	860	43	90	236	369
<b>Total</b>	<b>366</b>	<b>710</b>	<b>2,727</b>	<b>13,983</b>	<b>17,786</b>	<b>444</b>	<b>1,152</b>	<b>4,739</b>	<b>6,335</b>

## Casualty Injury by Pedestrian Manoeuvre

Different manoeuvres of pedestrians have differing effects on the severity of injuries when they are involved in road accidents. BPS has recorded at least five types of manoeuvres including Walking along the Road, Crossing the Road, Playing on the Road, Walking on Footpath and Walking On Edge of the Road. The most risky manoeuvre for pedestrians was Crossing the Road which accounted for 54.1% of all pedestrian injuries and 65.5% of pedestrian fatal accidents.

Table 10: Casualty severity by Pedestrian Manoeuvre

Pedestrian Manoeuvre	Casualty Injury			TOTAL
	Fatal	Serious	Minor	
Walking Along Road	7	20	63	90
Crossing Road	93	178	512	783
Playing On Road	0	3	16	19
Walking On Footpath	0	4	25	29
Walking On Edge of Road	14	37	180	231
Other	28	52	215	295
<b>TOTAL</b>	<b>142</b>	<b>294</b>	<b>1,011</b>	<b>1,447</b>

## Accidents by Junction Control Types

Most of the accidents (75.1%) recorded in Botswana occurred at non junctions and they accounted for 78.5% of the casualties. Out of the 4437 accidents that occurred at junctions, 80.3% took place at intersections with sufficient signals and stop signs. These types of controlled junctions accounted for 73.9% of fatalities out of the casualties that occurred at such junctions.

Table 11: Accidents and Casualties by junction control type

Junction Control Type	Accidents					Casualties			
	Fatal	Serious	Minor	Non injury	Total	Fatalities	Serious	Minor	Total
Not Junction	327	601	2,111	10,310	13,349	398	997	3,575	4,970
Signals (working)	12	36	236	1,459	1,743	15	55	505	575
Signals (not working)	1	1	10	63	75	1	4	30	35
Stop Sign	17	50	268	1,484	1,819	19	66	464	549
Yield	3	11	44	427	485	3	15	70	88
Police	0	0	5	26	31	0	0	7	7
Uncontrolled	6	11	53	214	284	8	15	88	111
<b>Total</b>	<b>366</b>	<b>710</b>	<b>2,727</b>	<b>13,983</b>	<b>17,786</b>	<b>444</b>	<b>1,152</b>	<b>4,739</b>	<b>6,335</b>

## Luminance Conditions

The majority of accidents occurred under “day light” condition (60.5%) followed by “dark” condition (25.7%), “street lighting” (13.8%) and “moon light” (0.6%). Most of non-injury accidents, accounting for the largest portion of accidents, occurred during day time.



Table 12: Accidents by Luminance

Light Conditions	Accident Severity				Total
	Fatal	Serious	Minor	Non-injury	
Day light	141	342	1552	8734	10769
Night Street Light	35	93	356	1844	2328
Night bright moon	2	6	25	79	112
Dark	188	269	794	3326	4577
<b>TOTAL</b>	<b>366</b>	<b>710</b>	<b>2727</b>	<b>13983</b>	<b>17786</b>

## Luminance Condition by Collision Types

The leading collision type in terms of the volume of accidents was side and rear-end collisions followed by domestic animals, obstacle off road and pedestrian hits. In both side and rear-end collisions, majority of the accidents occurred during “Day time”.

Table 13: Luminance Condition by Collision Type

COLLISION TYPE	LIGHT CONDITIONS				
	Day light	Night street lit	Night bright moon	Dark	Total
Rear-End	2976	629	16	664	4285
Side	3090	735	21	848	4694
Head on	278	68	3	113	462
Hit Pedestrian	826	135	11	349	1321
Wild Animal	82	3	3	116	204
Domestic Animal	392	78	26	1181	1677
Obstacle on Road	108	20	1	68	197
Obstacle off Road	762	202	11	387	1362
Roll Over	495	70	6	327	898
Other	1760	388	14	524	2686
<b>Total</b>	<b>10769</b>	<b>2328</b>	<b>112</b>	<b>4577</b>	<b>17786</b>

## Causes of Road Accidents

The causes of road accidents seem endless because there are many variable factors on road accidents. Determining what caused an accident is the responsibility of the police. The cause needs to be determined in order to ascertain who is at fault.

Human factors accounted for 87.7% of the total 17786 road traffic crashes, followed by environmental factors with 11.1% and vehicle & equipment factors with 1.2%. Driver carelessness continued to be a leading cause of road accidents in Botswana at 75.94%, followed by animals on the road at 10.58%, unlicensed drivers at 4.13%, alcohol impaired driving at 3.87% and pedestrian errors at 2.18%.

*Table 14: Causes of Road Accidents*

Cause of Road Accident	Fatal crashes	Serious crashes	Minor crashes	Damage Only	Total crashes	%
Driver fatigue or asleep	4	3	16	23	46	0.26
Influence of drinks and/or drugs	19	42	112	516	689	3.87
Driver physically defective	0	0	0	7	7	0.04
Unlicensed Driver	21	38	133	542	734	4.13
Driver Carelessness	234	473	1,968	10,831	13,506	75.94
Pedestrian Error	50	77	251	9	387	2.18
Passenger Error	7	17	23	24	71	0.40
Animals (domestic/wild)	15	42	143	1,682	1,882	10.58
Obstruction	0	2	4	145	151	0.85
Vehicle defects	13	11	58	126	208	1.17
Road surface condition	2	5	17	69	93	0.52
Weather condition	1	0	2	7	10	0.06
Use of cell phone	0	0	0	2	2	0.01
<b>Total</b>	<b>366</b>	<b>710</b>	<b>2,727</b>	<b>13,983</b>	<b>17,786</b>	<b>100</b>

## MAJOR EVENTS FOR THE YEAR 2017

Apart from normal policing duties, BPS continued to efficiently provide security at national events to ensure a safe and conducive environment. The events always call for a sizeable portion of the police resources, both human and equipment. The following events successfully occurred due to the immense contribution of the police.

### Annual Events

- The 2017 Annual Legal year where
- Budget Speech on 6<sup>th</sup> February 2017
- State of the Nation Address on 6<sup>th</sup> November 2017

### State Visits

During the year under review, the Republic of Botswana hosted one (1) Head of State; being His Excellency the President of the Republic of Mozambique, Mr Filipe Nyusi from 24<sup>th</sup> to 26<sup>th</sup> April 2017.

### State Funeral

BPS provided security and crowd control at the state funeral of the former and second President of the Republic Sir Quett Ketumile Joni Masire on 28<sup>th</sup> June 2017.

### Southern African Development Community (SADC) Meetings

Police officers in Gaborone and periphery were fully engaged during the SADC Chiefs on Military Intelligence and Police and Civilian meeting which took place on the 2<sup>nd</sup> November 2017 in Gaborone, Botswana. Police officers provided services through escorts, driving and all other related police duties during this meeting.

### Annual Exhibitions

Police officers across the country provided their services at the following annual exhibitions and fairs. Over and above the provision of normal police service, BPS also participates at the Business Botswana Northern Trade Fair as well as the Consumer Fair.

- Business Botswana Northern Trade Fair from 24<sup>th</sup> to 27<sup>th</sup> May 2017
- Rasesa Air show on 27<sup>th</sup> May 2017.
- Khawa Dune Challenge and Cultural Festival from 25<sup>th</sup> to 28<sup>th</sup> May 2017
- Toyota 1000 Desert Race from 23<sup>rd</sup> to 25<sup>th</sup> June 2017 in Jwaneng
- Lekhubu Race for Rhinos from 29<sup>th</sup> June to 2<sup>nd</sup> July 2017
- Gaborone International Air show on 6<sup>th</sup> August 2017
- Makgadikgadi Epic from 9<sup>th</sup> to 12<sup>th</sup> August 2017
- Gaborone Agricultural show from 14<sup>th</sup> to 20<sup>th</sup> August 2017
- Botswana Consumer Fair from 21<sup>st</sup> to 27<sup>th</sup> August 2017



A Police officer on duty at the Parliament during the memorial service of the former President Sir Ketumile Masire.



A member of BPS on duty at the Toyota 1000 Desert Race



BPS stall at the 2017 Consumer Fair in Gaborone

## HUMAN RESOURCES

Human resources is the cornerstone of every organisation including in the BPS where members render all police related services to the nation. Police officers are well trained to effectively perform their duties and as a result, this has won them accolades from both locally and internationally, setting them apart from the rest as the least corrupt and the best performers.

BPS keeps on modernizing its Human Resource Management processes. To this end; the Police Service has installed the Oracle Human Capital Management System. The system will be utilised to improve the management of officers, hiring of the right employees, training, upgrading of skills, and utilization of skills and knowledge to the fullest.

### Recruitment

For the year under review BPS recruited a total of 360 Constables. The range of activities undertaken and the complex factors involved in their proper performance plays a premium on knowledge and ability. The qualifications including general knowledge which the average individual possesses when joining the police service is not always sufficient to enable the recruits to do the many tasks police officers are required to perform.

The BPS builds key competencies to ensure officers perform at the highest level of proficiency. New members of the Police Service undergo a 12 months Pre-Service Training Programme which is accredited to Portsmouth University in the UK. The recruits also enrol for English for Professional Purposes with the Botswana Open University. Through the Pre-Service Training Programme, the organisation also ensures that officers maintain the highest level of professionalism and ethical standards.



Police recruits during passout parade

### Training and Development

BPS continued to train and further develop serving personnel amongst others to prepare them to act decisively and correctly to attain greater productivity and effectiveness.

This training is offered at various institutions of higher learning locally and abroad. In addition, the Botswana Police College is offering short course mission critical training for serving members.

A total number of 1736 officers including Special Constables and Civilian staff were enrolled for training in various institutions, Police College inclusive. Four officers registered for online training and 34 registered with local or external training institutions whilst 1702 attended short courses at Botswana Police College.



Table 15: Number of officers enrolled for online /distance learning

Courses	No. of officers identified for training	No. of officers being trained
Diploma in Policing	2	2
National Certificate in Forensic Science	1	1
Certificate in Forensic Science	1	1
<b>Total</b>	<b>4</b>	<b>4</b>

Table 16: Number of officers enrolled in external institutions

Courses	Country	No. of Officers
Degree in Forensic Science	Russia	6
Degree in Psychology	Russia	2
Diploma in Transport Management	RSA	1
<b>Total</b>		<b>9</b>

Table 17: Number of officers enrolled in local institutions

Courses	Name of Institution	No of officers
Masters in Medicine and Anatomical Pathology	University of Botswana	1
Bachelor of Business Administration	University of Botswana	1
Bachelor of Science in Computing	University of Botswana	1
Bachelor of Arts in Chinese Language	University of Botswana	1
Bachelor of Science in Network Security and Computer Forensics	Botho University	2
Bsc in Computer Security	Botho University	1
Associate Degree in Public relations	Limkokwing University	1
Diploma in Nursing	HIS	3
Diploma in Occupational Health and Safety	GUC	1
Diploma in Motor Vehicle Engineering	GUC	2
NCC in Auto Mechanics	Maun Technical College	1
NCC in Electrical Installation	Palapye Technical College	1
Certificate in weapon mechanics and ammunition	Palapye Technical College	5
<b>Total</b>		<b>21</b>

Table 18: Number of officers enrolled at the Police College

No.	Course	Number of Officers
1.	Stock Theft Investigation	76
2.	Supervisory Skills	78
3.	Special Constable Development	239
4.	Driving Orientation	90
5.	Advanced & Defensive Driving	84
6.	Basic Motorcycle Riding	22
7.	Initial Youth Peer Support Facilitators	25
8.	Health and Safety Assistants Workshop	50
9.	Sergeants Induction	156
10.	Cyber Crime Investigations	25
11.	Initial Crime Investigation	16
12.	Intermediate Finger Prints	12
13.	Anti-Human Trafficking	20
14.	Motor Vehicle Theft Investigations	20
15.	Development Crime Scene	16
16.	Forensic Awareness	21
17.	AFIS Operators	8
18.	Serious, Violent and Intrusive	20
19.	Crime Investigation Refresher	20
20.	Basic Accident Investigation	25
21.	Initial Traffic Management	25
22.	Customer Care	297
23.	Community Policing	75
24.	Regional Workshop on Counter Terrorism	35
	<b>TOTAL</b>	<b>1405</b>

## Rewards

The BPS recognizes and celebrates outstanding performance of its employees. The organisation always gives different types of awards for employees to improve morale and increase organisational loyalty. Different forms of recognitions are administered including honours and awards, certificates of appreciation, and promotion.

The profession of law enforcement requires dedication to doing the right thing all the time. There is therefore an understandably tremendous degree of expectations placed upon police officers to observe standards. In this connection, the acknowledgment of officers does not only acknowledge success; it also recognises that many other qualities resonate with professional and ethical standards of the BPS being Botho, Excellence, Integrity and, above all, Teamwork.

## Honours and Awards

A total of three hundred and eighty-one (381) police officers were awarded different police medals by His Excellency the President in terms of Section 3 of the Botswana Honours Act Cap. 03:06.



His Excellency The President of the Republic of Botswana Lt. Gen. Dr Seretse Khama Ian Khama awarding medals to deserving members of Botswana Police Service

Table 21 Medals awarded

Medal	Number of medals awarded
Meritorious Service Medal	3
Distinguished Service Order Medal	48
Jubilee Service Medal	167
Long Service and good conduct Medal	163
<b>Total</b>	<b>381</b>



## Promotions

The BPS advances some officers from one rank to another which comes with more responsibilities. Promotion is a sign of the value and esteem by the employer on the employee. In promotions, the organisation is sending a message to other officers on the kind of actions, behaviours, and values the employer likes to see in their attitudes, outlook, contributions, and commitment.

Promotions are done based on set criterion i.e. good performance, discipline, competency, passing of proficiency examinations for the ranks of Constable to Sub-Inspector as well as being loyal to the service. During the review period, a total of five hundred seventeen (517) officers were promoted to various ranks from Sergeant to Deputy Commissioner of Police.

The year under review saw the elevation of Senior Assistant Commissioner of Police Ms Dinah Marathe to the rank of Deputy Commissioner of Police - Operations. Geared with 34 years of experience under her belt as an operative Ms Marathe has served the organisation in various police districts and divisions. Preceding her current rank she was the Divisional Commander for the Northern Region.



Deputy Commissioner responsible for Operations Ms Dinah Marathe

## OCCUPATIONAL HEALTH SAFETY CHAPLAINCY AND SOCIAL WELFARE

The Botswana Police Service continues to implement Occupational Health, Safety, Chaplaincy and Social Welfare matters. It also focuses on psychosocial, welfare and chaplaincy issues. These programmes are coordinated by Focal Persons at branch level and Social Welfare Officers at four operational divisions. Chaplain Assistants, Health and Safety Assistants and Social welfare Assistants carry out the implementation of these programmes at station level.

### Social Welfare Services

The BPS provides counselling services at different establishments for various social problems. Counselling is offered to both employees and members of the public when need arises. Critical Incident Stress Debriefing continues to form an important part of the social services in the organisation. A total of 1326 clients received counselling where the police personnel attributed for 1262 cases and non employees for 164 cases.

### Chaplaincy Programme

The Chaplaincy programme continues to make a positive impact on the spiritual well-being of BPS employees. Weekly prayers are conducted throughout the Botswana Police Service structures coordinated by Chaplain Assistants. Other activities of the Chaplaincy Programme include visiting sick and injured employees as well as conducting memorials services and funerals.

### Occupational Injuries

A total of ninety one (91) employees were injured during the execution of their duties in 2017, when compared to one hundred and sixteen (116) recorded in the previous year. This shows an improvement of 21.6% in the numbers of injuries while on duty. BPS continues to prioritise the safety of its employees by ensuring that safety measures are put in place and that those in existence are constantly reviewed. The organisation has also committed to supporting its injured employees through its Social Responsibility programmes.

### Health Status

The health status of personnel still remains a major concern as the organization continues to record fluctuating numbers of days lost through sick leaves. During the year 2017, 38 077 days were lost as compared to 47 131 days lost in the year 2016. This shows that there was a decrease of 19.2% in the number of days lost from the preceding year. The organisation allows for wellness and fitness workshops to be held regularly across its establishments so as to encourage members to keep fit.

### Deaths

The organisation continues to record high numbers of deaths among its personnel. In 2017, the number of deaths stood at forty-four (44) as compared to a total of forty-three (43) registered in the year 2016.

## WELFARE SCHEMES

### Botswana Police Savings and Loans Guarantee Scheme

BPS has got a savings scheme for its members known as Botswana Police Service Savings and Loans Guarantee Scheme, which was established in 1999 in terms of Police Act, Chapter 21:01 (Regulation 68). The scheme is active and delivering on its strategic outcomes which include among others; the promotion of a saving's culture, home ownership and creating access to financial assistance at negotiated lending rates.

### Botswana Police Relief Fund

The scheme is intended to provide financial assistance for the funeral of police officers or their spouses. Members are required to contribute a minimal amount to the fund on monthly basis for the sustenance and operation of the scheme.

### Botswana Police Group Funeral Scheme

The BPS has established a Group Funeral Scheme (GFS) was established to compliment the existing Relief Fund which catered for members of the police and their spouses only. The GFS provide financial assistance to cover funeral expenses for its members and their dependents.

### Sports and Social Responsibility

The Sports and Social Policy acts as a buffer to members in respect of calamities that are not covered for by other welfare programmes such as damage to property due to natural disasters, prolonged sicknesses that exhausts medical aid etc. This welfare arrangement has proved to be relevant as it provides convenience to its members in times of dire need.

## POLICE FACILITIES

The Botswana Police Service recognises that service delivery is highly dependent on the availability of functional facilities. It is in this regard that the organisation continues to embark on developmental projects aimed at enhancing transport and communication infrastructures, staff accommodation and office space.

The warranted provision for the Recurrent Budget was P1,627,705,741.00. The level of expenditure stood at 99.6% as at 31st March 2018. This funding maintained the functioning of the BPS, catering for day-to-day operational expenses which include: maintenance and repairs, office expenses, supplies, utilities and transportation.

The Development Budget stood at P312,975,000.00 with expenditure reaching 99.8% on 31st March 2018. The development budget catered for the construction and refurbishment of police facilities in various policing areas as well as the installation of information and communication systems. The following projects were implemented;

- Police Station and 55 staff houses in Mmathubudukwane
- Police Station and 31 staff houses in Maitengwe
- Police Station and 26 staff houses in Semolale
- Tsabong 14 staff houses
- Mmadinare 7 staff houses
- Molapowabojang 7 staff houses
- Block 10 houses (84 housing units)
- Maintenance of Gweta Police Station and staff houses
- Refurbishment of Bokspits Police Station and staff houses
- Construction of 25 Police posts and Base Camps
- Construction of Forensic Laboratory
- Installation of Safer City
- Human Resource Management System
- Upgrading and expansion of radio communication network system

The following maintenance works were completed during the year: maintenance of 25 staff houses in Mahalapye Police, Pandamatenga staff houses and Sewage Reticulation and Treatment, Dibete Sewage Treatment Plant, Tshesebe Sewage Treatment Plant as well as refurbishment of CBD Police Post and SSG Band Hall.

### Ongoing Projects



Forensic Science Laboratory



Mmathubudukwane Police Station



Maitengwe Police Station

## TRANSPORT

The BPS fleet comprises of vehicles of different types, motor cycles and bicycles. During the period under review, the BPS acquired more vehicles for operational purposes. The Organisation also keeps camels and horses which are used in areas where vehicles cannot operate. Boats are used in the Northern Division to patrol the Chobe and Okavango rivers and they are also used for rescue missions by police scuba divers.



Some of the vehicles within the Police department

## Information Systems

BPS recognizes that policing activities need to be underpinned by strong information management to ensure the effective use of resources. In this regard, the organisation has put in place standards and adapted technologies to ensure quality information is collected, stored and used effectively and securely in support of strategic goals. A number of information systems are in place to advance this goal.



## CORPORATE SOCIAL RESPONSIBILITY

The BPS demonstrated social responsibility commitment by giving to the community through donations of basic life needs such as food, clothing and housing. During the year under review, the BPS donated seven (7) houses at Sebina, Xere, Molepolole, Lesoma, Sojwe, Leshibitse and Mmutlane bringing the total of donated houses to fifty (50) since 2006.



Sebina Project: April 11, 2017



Leshibitse Project: September 08, 2017



Xere Project: June 06, 2017



Mmutlane Project: December 01, 2017



Suping Project: June 30, 2017



Leshibitse Project: December 14, 2017



Lesoma Project: August 30, 2017



# CORE VALUES

Values describe how members will behave on a day to day basis, both on and off the job. They represent behaviours so entrenched that they can never be compromised. The Organisation is still guided by 'BE IT'

## Botho

Like all Batswana, Courteous. Responsive. Respectful.

## Excellence

Accountable. Knowledgeable. Responsive. Accurate. Customer

## Integrity

Ethical, Transparent. Confidential. Honest. Impartial.

## Teamwork

Esprit De Corps. Pull together. Collective Responsibility.

