

MINISTER OF DEFENCE, JUSTICE AND SECURITY
M. SERETSE AT THE OFFICIAL LAUNCH OF THE
BOTSWANA POLICE SERVICE CORPORATE DEVELOPMENT STRATEGY FOR 2009-
2016

Date: 26th July 2010, 1400hrs
Venue: Boipuso Hall, Gaborone

Director of Ceremony
Permanent Secretary, Defence, Justice and Security
Commissioner of Police
Deputy Commissioners
Senior Government Officials
Senior Police Officers here present
Distinguished Guests
Ladies and Gentlemen

1. It is an honour for me to launch the Botswana Police Service Corporate Development Strategy (CDS 2009-2016). This strategy document builds upon and replaces its predecessor for the period 2003-2009.
2. By way of reminder and to connect the dots for those who may not be keeping track of Government documents, this strategy flows from NDP 10, which has as one of its goals, Public Safety and Protection. The Goal itself is linked to the Vision Pillar of a Safe and Secure Nation. In this context, the strategy, at organisational level, represents both a backward and forward linkage as it concretises the nuts and bolts of what is required to achieve our Vision 2016 ideals.
3. As we launch this strategy, uppermost in our mind is that "public safety and a sense of security are necessary foundations for the well being and economic prosperity of the citizenry". The strategy also springs from the recognition of the challenges of transnational organised crime, the utter wastefulness of road accidents, and the high incident level of crime.
4. Through the strategy, we elaborate on NDP 10 key strategies of partnerships with communities, the private and non-governmental sectors on the detection, investigation and solution to crimes; greater use of technology and modern methods in evidence gathering and criminal investigations, as well as intelligence led policing; and deployment of multi-disciplinary approaches to crime management.
5. Not only does the strategy provide a framework within which we can work, most importantly, it also serves as a mechanism for accountability. The strategic priorities outlined in the document elaborate the strategic context within which local accountability and planning should be undertaken, with a view to tackle in a systematic manner, issues that matter most to the Botswana Police Service.

on of resources devoted to policing. With proper should substantially influence the standard, reliability, consistency and responsiveness of the Police business.

7. Ladies and gentlemen, in coming out with this strategy, a conscious and unassuming process of organisational assessment was undertaken, and no matter how uncomfortable some of the results of the assessment might have been, this document did not shy away from identifying and publishing them.

8. This is what characterises organisations that lead and dominate the world markets. Such organisations are self mastered, because they are not only conscious about what shows them in good light, but equally what does not. The Botswana Police is such an organisation.

9. This plan would have been inadequate if it just focused on attaining law and order and its associated results of reduced crime and road fatalities without paying attention to the human capital. Only suitably qualified and appropriately deployed personnel give effect to a good strategy.

10. I am comforted even further by the fact that the Botswana Police Service is a reputable organisation that exists in an environment that is characterized by an unparalleled and uncompromising demand for moral uprightness. Any organisation that values excellence, integrity and team work stands a good chance of being customer focused. In a democratic setup, these are characteristics of a dignified police service that will be acceptable to the people.

11. I am fully conscious of the fact that the success of this strategy is dependent upon the selfless devotion of all units playing their own unique but complementary roles.

12. To facilitate this, the strategy has provided an implementation plan and comprehensive guidelines of what needs to be done and how it has to be done.

13. Buy-in has also been ensured by involving a wider spectrum of the organisation during the consultation process. Without this, an organisation risks poor coordination, divergent and conflicting decisions, which together undermine public confidence in an organisation.

14. Having said that, it should be appreciated that strategy implementation often involves change. Mismanaging the change can undermine execution efforts. In this connection, the Botswana Police Service is well advised to effectively and cautiously manage change. This means more than just keeping people happy and reducing resistance to new ideas and methods. It also entails mastering the tactics or steps needed to manage the execution process over time.

15. Ladies and gentlemen, the success of this strategy also demands dedicated leadership at all functional levels; a leadership that is not afraid to lead, ask performance questions, and sanction variation of the Vision where necessary. We,

ent level, must without fail provide an execution-critical and well coordinated process in our performance review. Only then can we identify gaps and take proper corrective action.

16. The Botswana Police Service has to commit to doing all it takes; this means removing all obstacles and at the same time being conscious to the fact that theirs is a noble calling to provide a good that can never be compromised. In the end, when all is done, it will not be the statistics of declining crime, but rather the difference felt in the neighbourhoods that will serve as the judge and jury of the strategy. "Do Botswana feel safe, that is the question".

17. Ladies and gentlemen, before I conclude my remarks; allow me on behalf of the Government of Botswana to sincerely thank and pay a special tribute to the Botswana Police Service. Your good work, commitment, courage and sacrifice of the men and women in uniform has continued to play a pivotal role in the achievement and maintenance of peace and security in this Country. I must also remind the Police Service that Community participation remains important in the fight against crime. It therefore remains a challenge on your part to embrace the community in your crime prevention and fighting efforts.

18. With those few remarks, it is now my singular honour and privilege to declare the Botswana Police Service, Corporate Development Strategy (2009-2016) officially launched. I thank you for your attention.