



# PERMIT

Issue 6

March 2025



## ***FROM THE PRESIDENTS DESK***

**Introducing the Veteran's Corner: A New Initiative to Honor  
and Utilize the Expertise of Retired Professionals.**

The Institute of Traffic, Licensing, and Metro Police Officers of Southern Africa is proud to announce an exciting new initiative: The Veteran's Corner.

This initiative, spearheaded by our visionary president, aims to recognize and harness the invaluable experience and expertise of our retired colleagues.

By launching this program, we are committed to ensuring that their contributions continue to benefit our profession and our community.

### **Vision and Purpose**

The Veteran's Corner is designed to serve as a platform for retired professionals to share their wealth of knowledge, insights, and experiences.

Our vision is to create a supportive and collaborative environment where the wisdom of our veterans can guide and inspire current and future generations of traffic, licensing, and metro police officers.

The purpose of this initiative is to:

1. **Preserve Institutional Knowledge:** By engaging retired professionals, we aim to capture and retain their valuable insights and experiences, ensuring that their contributions are not lost over time.
2. **Mentorship and Guidance:** Veteran officers can provide mentorship and guidance to active members, helping them navigate complex challenges and develop their skills and competencies.
3. **Foster Collaboration:** The Veteran's Corner will promote collaboration between retired and active officers, encouraging the exchange of ideas and best practices.
4. **Recognize Contributions:** We aim to honour and recognize the lifetime achievements and contributions of our retired colleagues, celebrating their dedication and service to the profession.

## Recognition Background

The Institute acknowledges the significant role that retired professionals have played in shaping our organization and the broader field of traffic, licensing, and metro policing.

Their contributions have laid the foundation for the progress and advancements we enjoy today.

By introducing the Veteran's Corner, we seek to pay tribute to their legacy and ensure that their expertise continues to be an integral part of our ongoing efforts to enhance public safety and service delivery.

### Possible Roles of the Veteran's Corner

The Veteran's Corner will offer a range of opportunities for retired professionals to actively participate and contribute to the Institute's activities, including:

1. **Advisory Committees:** Veterans can serve on advisory committees, providing strategic guidance and input on key issues and initiatives.
2. **Mentorship Programs:** Retired officers can participate in mentorship programs, offering one-on-one support and coaching to active members.
3. **Training and Workshops:** Veterans can lead training sessions and workshops, sharing their knowledge and skills with active officers.
4. **Research and Policy Development:** Retired professionals can contribute to research projects and policy development, drawing on their extensive experience and expertise.

5. **Guest Speakers and Panellists:** Veterans can serve as guest speakers and panellists at conferences and events, sharing their insights and perspectives on current topics and challenges.

We are confident that the Veteran's Corner will be a resounding success, enriching our organization and strengthening our profession.

We invite all members to join us in embracing this initiative and supporting our retired colleagues as they continue to make valuable contributions to the Institute of Traffic, Licensing, and Metro Police Officers of Southern Africa.

Let's come together to celebrate our veterans and ensure that their legacy lives on.

**PRESIDENT: KID BOIKANYO**



# PROFILES

## **Adv Laretta Sarah Williams van Wyk**

Born and bred in a little town called Thaba Patshoa in the Free State. She started school at Bronville Primary School and completed High School in Kimberley.

She studied through the University of Western Cape, Lyceum College and University of South Africa. She completed her Bachelor of Law Degree (LLB) and is currently busy with a master's degree in labour Law.

Laretta obtained a three-year Diploma in Traffic Science & Engineering; she also obtained a certificate in Legal Practice Management in 2024.

She joined the fraternity as a Traffic Warden in 1996, where she performed visible policing and scholar safety duties. She was instrumental in breaking new grounds and became part of the first Wardens and females to enter the Traffic Diploma course in 1998 and to be appointed as Traffic Officers.

She excelled in the field of Law Enforcement and was soon promoted to the rank of Superintendent, 2002 promoted to the rank of Assistant Chief. She acted as Manager: Traffic and Security for a very long period and used this role to sharpen her management skills.

Laretta was appointed as an Executive Director responsible for Community Services & Law Enforcement in 2021.

She formed part of a flagship project of the Road Traffic Management Corporation under the auspice of the National Minister of Transport, during the festive season 2015 and 2016.

She was admitted and authorised to practice as an Advocate (*Order of Free State High Court 23 November 2017*).

She is currently serving on the Institute of Traffic, Licensing, Metro Police Officers in Southern South Africa. (ITLMPOSA) as an Executive member since 2018 and Secretary from 2024.

She served as a member of the Constitutional Committee of the Institute for Municipal Public Safety of Southern Africa.

She is very keen and passionate about education and is a partner of Central University of Technology integrated Learning programme. She is mentoring students for the past 8 years.

She also supports the community project that provides soup to the community on a weekly basis.







# PROFILES

## RUDOLPH (RUDI) JOHN FRASER

Married for 29 years and has 2 daughters. His eldest daughters a protea kickboxer and is 8<sup>th</sup> in world rankings.

Born in Cape Town on the 17 January 1973. At age of 3 months we moved to Alexander Bay where my father worked in the diamond mine and my mother as a nurse in the government hospital.

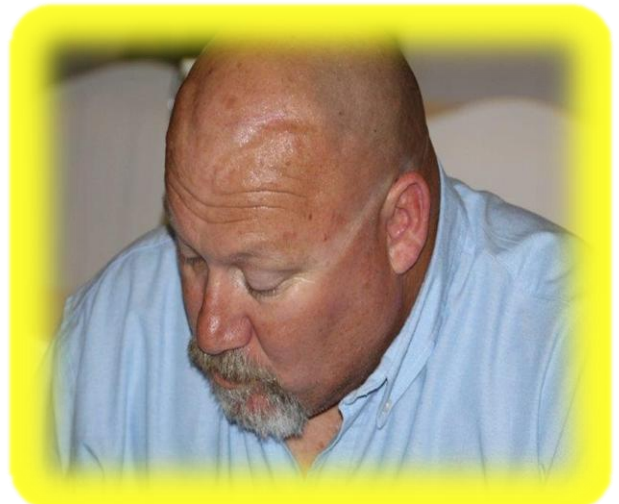
I was appointed as a learner traffic officer in Bellville traffic department and completed training as a traffic officer at Gene Louw College in November 1993.

I started my career in Oostenberg Traffic department on the 01 March 1997. (*Brackenfell, Kraaifontein and Kuilsriver*)

In March 2007 was appointed as Superintendent Traffic & Law Enforcement • Overstrand Traffic Department (Acting Traffic Chief). 2009 I was appointed as Traffic Chief. (*I was 36 years old at that time.*)

### ACHIEVEMENTS:

- Secretariat of the Traffic Chief Forum of the Western Cape for more than 10 years.
- Chairperson Overberg District RTMCC (Road Traffic Management Coordinating Committee) for 5 years.
- Executive committee member of the ITLMPOSA. Certificate of Service Award 20 years.
- Establishment of Special Task team (Law Enforcement).
- Establishment of "Spec Ops" team (Traffic Department).
- Establishment of the K9 Unit within the Overstrand.
- Very successful in apprehension of Abalone and Drugs.



## LABOUR RELATIONS VICTORY

### Department of Transport Eastern Cape vs Charles Thomas Bramwell.

A member faced an unfair labour practice regarding a promotion.

The member who had applied for the position of Director was not shortlisted despite having acted in the position several times and performing well.

After lodging a grievance, the employer claimed that the member did not meet the requirements of the position.

The Public Servants Association (PSA) referred the matter to the General Public Service Sectoral Bargaining Council under section 186(2)(a) of the Labour Relations Act.

During arbitration, the Commissioner found that the employer committed an unfair labour practice by failing to follow its own recruitment and shortlisting policies.

This deprived the member of the opportunity to showcase his skills and suitability during interviews.

The Arbitrator ruled in the member's favour, awarding compensation of R184 K equivalent to two months' salary.



## LEADERSHIP IN ACTION



The 1<sup>st</sup> Vice President Zachariah Nesane was invited for Fraud and Corruption Awareness Campaign in Musina Municipality on the 10<sup>th</sup> of December 2024.

The awareness campaign was attended by SAPS, Natis cashiers, examiners (*both EDL and EOY*) and traffic officers.

He also used this opportunity to recruit for ITLMPOSA membership.

## THE INSTITUTES WEBSITE

Visitors to the website can learn about the history of the institute, what it stands for and how it aims to raise the various professions within the institute to a high standard of excellence.

New additions to the website will include regular updates on the procedures and changes within traffic, licensing and metro police.

New members can register online and read about various aspects within ITLMPOSA and download application forms from the website.

The papers delivered at the conference have been uploaded onto the website.

*Be sure to visit the site at [www.itlmposa.co.za](http://www.itlmposa.co.za)*



# Blast from the Past



Mr. T. R. Grimbeek. —Safari.

## NELSPRUIT TRAFFIC MAN HONoured

NELSPRUIT, Monday.— Mr. T. R. Grimbeek, the Assistant Chief Traffic Officer for the Nelspruit Municipality, returned from Salisbury over the weekend after attending a conference there. More than 120 Chief Traffic Officers from South Africa met at the conference, which also drew representatives from the South African Road Federation, the Rhodesian Road Federation and the B.S.A.P.

During this Conference the President of the South African Institute of Traffic Officers, Mr. R. Mackenzie, handed to Mr. Grimbeek the first gold medal to be awarded by the Institute. In his presidential address, Mr. Mackenzie said:

"I am very pleased to have the privilege of announcing that the first winner of the Institute's gold medal is Mr. T. R. Grimbeek of Nelspruit. Mr. Grimbeek's examination results were outstanding, and the Executive Committee had no hesitation in nominating him as the first recipient of this high honour. We are proud of him, and wish him every success in the future".

Mr. Grimbeek has always been interested in studying, and competed with 455 other entrants in the most recent examination for Traffic Officers, in which he did so well.

Vol. 8 No. 38 NELSPRUIT

## Funds for traffic —Parliament

Wilde vo  
beske  
NELSPRUIT  
verband met  
voëls en ande  
P. Branders  
mnr. T. R.  
king op N  
mnr. F. L.  
tuurbevaard  
en mnr. J.  
Wildbevaari  
tipoort.  
Dit is b  
bevaarden  
mnr. T. F.  
Muller (u  
bus 45,  
de Lang  
Nelspru  
stappe  
van wi  
diere.  
Pers  
kry of  
perso  
van  
Daar  
vir  
in d

**Mr. Theo Grimbeek who was Secretary to the Institute was bestowed this 23 Carrot gold medal at the annual conference held in Rhodesia in September 1965.**



# 'No cheap, easy solution' to modern traffic problem, conference is told

ilde voëls sal nou beskerm word

NELSPRUIT, Dinsdag.— In d met die beskerming van en ander wildediere het mnr. R. Grimbeek 'n bespreking op Maandag gevoer met E. Laubscher, Senior Nagmaat vir Oos-Transvaal, J. P. L. van der Walt, waringseampte op Komatipoort.

besluit om drie vrywillige lers aan te beveel naamlik R. Grimbeek, mnr. J. P. telefoonnommer 555, Pos-Nelspruit) en mnr. C. P. e, Foon 538, Posbus 267, t. Hulle sal alle nodige neem teen die uitroeiing e voëls en ander wilde-

at inligting wil ver- l verstrek kan genoemde kakeel. Die samewerking publiek word gevra. ook reëlings getref word ertoning van rolprente band.



TRAFFIC congestion was choking the life from the centres of modern cities, and it was essential that every means available to study the problem and to use information to improve conditions should be used, Johannesburg's chief traffic officer, Mr. S. Dorfman, told the annual conference of the Institute of Traffic Officers of Southern Africa in Salisbury yesterday.

## 'REALISTIC' LIMITS COMMENT

THE chief traffic officer of Johannesburg, Mr. S. Dorfman, told the annual conference of the Institute of Traffic Officers of Southern Africa yesterday that references to "realistic" speed limits by the president of the institute, Mr. R. McKenzie, did not mean that the public should be given licence to drive at whatever speeds they considered fit. He said comment in yesterday's edition of The Rhodesia Herald tended to give an incorrect impression.

The comment quoted Mr. McKenzie and said the question arose whether the 60 miles an hour limit on the full tarmac open road was still realistic for modern cars. "Are motorists who exceed it out of step with modern thinking or are the authorities?" the leading article asked.

Mr. Dorfman said: "I think the point has been misinterpreted. 'Realistic' speed limits are not necessarily higher limits, but often lower ones. "There are many aspects to be considered before speed limits are laid down."

Concluding a 4,000-word paper on the subject, Mr. Dorfman said: "There is no cheap and easy solution. Only by goodwill and a desire to use the facilities and knowledge

that is available can traffic problems be tackled and solved."



Many of the major plans called for enormous expenditure. "These schemes would solve problems if they could be built overnight but the tedious legal processes of expropriation, design, and the longer periods required for construction make them in some ways ineffective."

Few cities had used existing facilities to anywhere near their maximum capacities.

On speed control, he said a general speed limit of 35 miles an hour in built-up areas had been accepted by authorities who did not consider the circumstances and alter speeds along certain roads.

THE first winner of the Institute of Traffic Officers' gold medal for the most outstanding student of traffic affairs is Mr. T. R. Grimbeek, of Nelspruit, Transvaal. He was presented with the annual award by the president of the Institute, Mr. R. McKenzie, at the ITO's conference in Salisbury.

"Unfortunately most of us do not have the courage to raise these limits even though the would be easier movement and greater safety. Most motorists travel at higher speeds than they are permitted and the whole system has been brought into disrepute."

September, 1965

THE RHODESIA HERALD, WEDNESDAY, SEPTEMBER 22, 1965



## Contact details:

- **Office** : 078 459 5877 Maryke Smith.
- **Email** : [admin@itlmposa.co.za](mailto:admin@itlmposa.co.za) **Web Site** : [itlmposa.co.za](http://itlmposa.co.za) (Web Site hosted by Syntell)
- **President** : 084 602 8370
- **Secretary** : 081 323 7872

## LEADERSHIP 2024 – 2026



President Keabaka Boikanyo



Secretary Adv Laurette Van Wyk



First Vice President Zachariah Nesane



Second Vice President Cindy Danisa



Vice Secretary Quinton Chetty



Past President Mahindra Sewparsingh

