



Monograph

Exploring the factors which hinder the effectiveness of
rehabilitation programs in the Correctional Services
sub-sector

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EXECUTIVE SUMMARY

According to the constitution, the South African Department of Correctional Services is required to offer rehabilitation programs which deal with the criminal behaviours of prisoners. The present rehabilitation technique employed to carry out this mandate is based on a needs-based paradigm in which dynamic characteristics linked with recidivism are systematically targeted in the treatment of offenders' criminal behaviours. However, there are institutional issues which hinder the effectiveness of these rehabilitation programs in the Correctional Sub-Sector; media sources purport that South Africa continues to have one of the highest rates of recidivism worldwide. Thus, the purpose of this study is to explore the factors which hinder the effectiveness of rehabilitation programs at the Department of Correctional Services (DCS).

To ensure that the aim of this study was achieved the use of a systematic literature review was utilized as research methodology, which assisted the researcher to identify patterns in documents and communication artifacts which were applicable in answering the questions of this research. To conduct the systematic review the researcher systematically collected data from various sources including journal articles, newspaper articles, books, and search engines. Even though documents are a significant source of data, the researcher cautiously and critically examined every document. Thus, the researcher searched for pertinent studies published between the years 2000 to 2023 in the search engines Google Scholar, Web of Science, Google, SciELO and EBSCO search engine.

The findings of this study indicate that a lack of staff, lack of technical and professional skills amongst DCS staff, overcrowding, a lack of resources, lack of education and training as well as little to no support systems in place for offender reintegration are factors which hinder the effectiveness of rehabilitation programs at the Department of Correctional Services.

The research study, therefore, recommends that the DCS should hire more Correctional officials, train more psychologists and social workers, give access to education, vocational training as well as work to inmates and implement alternative punishment for minor offenses in order to improve the effectiveness of the rehabilitation programs at the Department of Correctional Services. International research has shown that effective rehabilitation programs can reduce reoffending and be more cost-efficient than other types of punishment.

Keywords: Department of Correctional Services, rehabilitation programs, overcrowding, education and training, lack of resources.

CHAPTER 1

GENERAL ORIENTATION

We call our system the Department of Correctional Services or simply corrections, but corrections or any notion of rehabilitation has been largely thrown to the wayside in favor of punitive action through the revocation of selfhood.

- ERICA CAMPLIN

1.1 INTRODUCTION

The aim of this study is to explore the challenges which hinder the effectiveness of rehabilitation programs in the South African Correctional Centres. According to Cilliers and Smit (2007), more people are being incarcerated in South Africa and for longer durations of time. Murhula and Singh (2019) state that at the same time, many of them are released from the Department of Correctional Services (DCS) to the community however a small portion of them is successfully reintegrated back into their communities as many of them return to crime after being released into society and end up back to the correction centre.

It ought to be noted however that significant effort is put into rehabilitating offenders and helping them to plan for successful reintegration back into society. Indeed, since the end of the apartheid regime, there has been a significant investment in the creation and implementation of offender rehabilitation programs throughout South Africa, in both prison and community correctional (probation and parole) settings, and support for rehabilitative ideals is now more firmly rooted in public policy than ever before (Murhula and Singh, 2019).

As a result, the Department of Correctional Services (DCS) in South Africa transformed the way services are provided to inmates with a focus on "Batho Pele" (People first) ideals when it comes to the rehabilitation of offenders. These principles are founded on consultation, service standards, access, courtesy, information, openness and transparency, redress, and value for money.

The goal right now is to change South African prisons from being regarded as "universities of crime" to productive rehabilitation facilities that result in skilled and changed people who can successfully reintegrate into their communities as law-abiding citizens (Draft White Paper on Corrections in South Africa, 2003). Therefore, the DCS has highlighted improving rehabilitation programs as a crucial, essential first step in fostering a society free from crime (Coetzee, 2003).

1.2 PROBLEM STATEMENT

Each year in South Africa, many inmates are released from the Department of Correctional Services (DCS) to the community however a small portion of them are successfully reintegrated back into their communities as many of them commit new crimes and end up back to the correction centre (Murhula and Singh, 2019). This suggests that rehabilitation programs as implemented by the South African correctional facilities are insufficient and are, as stated by May (2000), thought to be among the causes of persistent recidivism.

According to the Correctional Services Act 111 of 1998 rehabilitation and vocational programs as provided by DCS must ensure that convicted inmates do not rely on crime once they have been released from the Correctional Centre. However, Schoeman (2013) mentions that the recidivism percentage in South Africa is estimated to be between 55% and 95%. In harmony with this Padayachee (2014) a representative from the National Institute for Crime Prevention and the

Rehabilitation of Offenders (NICRO) mentions that the recidivism rate in South Africa is very high. Even though the exact figures are unknown but anecdotal estimates have shown 60-80% of ex inmates return to prison, which may imply that re-offenders account for most of the prison population (Padayachee, 2014). An indicator used by the DCS is recording 'the number of prison violations by parolees', show that on average 10,000 parolees are violating parole conditions annually. In 2011/2012, 11276 violations were recorded; in 2012/13, 9607; and in 2013/14, 9935 are projected (DCS, 2013/14).

Given these huge numbers it is fair to say that the vocational education and rehabilitation programs aimed at reducing recidivism in the Department of Correctional Services (DCS) are ineffective or almost non-existent and for that reason recidivism in South Africa will continue to be high (Dissel, 2008). As a result, the DCS must develop and implement a new strategic plan for the rehabilitation of criminals.

Considering the mentioned, this study seeks to explore the challenges which hinder the effectiveness of rehabilitation programs in the South African Correctional Centres. This knowledge would assist the DCS in taking informed action to reinforce or enhance the rehabilitation programs offered in their Correctional Centres. As a result, they would be able to accomplish their declared rehabilitative goal as stated in the Correctional Services Act 111 of 1998.

1.3 RESEARCH AIM AND OBJECTIVES

Mouton (1996) provides that the aim of research is to establish facts, to gather new data and to identify interesting patterns in the data collected in a specific study. The primary aim of this research is *to explore the factors which hinder the effectiveness of rehabilitation programs in the South African Correctional Centres*. It is envisaged that this knowledge would open new avenues for a successful offender rehabilitation method in South Africa. This would benefit all inmates in custody, the DCS, and the entire country in general.

To achieve the aim of the study, various objectives had to be formulated. Fouché and Delpont (in de Vos, Strydom, Fouché and Delpont, 2011:108) state that research objectives address the exact issues that the researcher aims to explore and should therefore be clearly stated and be specific in nature. Considering the above statement, the key objectives of this study are:

- (i). To explore the factors which hinder the effectiveness of rehabilitation programs in the Department of Correctional Services (DCS).
- (ii). To identify ways in which rehabilitation programs can be improved at the Department of Correctional Services (DCS).

1.4 RESEARCH QUESTIONS

According to Mattick, Johnston, de la Croix, (2018:104) a research question is "a question that a research project sets out to answer". The authors further state that, choosing a research question is an essential element of both quantitative and qualitative research and that good research questions seek to improve knowledge on an important topic, and are usually narrow and specific in nature (Mattick et.al, 2018). Therefore, derived from the problem being studied and the research objectives, the researcher formulated the following key research questions:

- (a) What are the factors which hinder the effectiveness of rehabilitation programmes in the Department of Correctional Services?
- (b) How can rehabilitation programs be improved at the Department of Correctional Services?

1.5 CONCEPTUALISATION OF RELEVANT CONCEPTS

This section of this chapter addresses the operationalisation of relevant concepts by providing definitions and interpretations for them. A concept is an idea that is illustrative of something. De Vos et al. (2011:287) explain that key concepts are words that are intricately associated with the topic of a research project. Such words thus must be conceptualised not only to facilitate, but also to “safeguard meaningful communication” and to avoid ambiguity (Welman, Kruger and Mitchell, 2005:20). Furthermore, Maxfield and Babbie (2005:120) assert that the aim of defining the key concepts utilised in a research study is twofold.

Firstly, presenting a specific working definition allows the reader to understand exactly what is meant by each key concept. Secondly, by defining various pivotal concepts, focus is given to the researcher’s observational strategy. The concepts that are defined and explained below will thus enhance the reader’s understanding of the pivotal language of the study and will benefit future researchers.

1.5.1 OFFENDER

According to McEleney and McEleney (2005) an offender is a person who the court has convicted or a person who has pleaded guilty to a criminal offense. To be precise it is when the criminal allegations against an accused person are proven beyond a reasonable doubt at trial and the judge or jury declares the accused person guilty of a crime.

1.5.2 RECIDIVISM

According to Prinsloo (2004), recidivism is a broad academic word that refers to the demands, attitudes, and interpretations of a certain society, group, or people. According to Prinsloo (2004, 16-21), a recidivist is defined as:

- Repetitive and continuous criminal behaviour (the most important aspect of the definition).
- Being rearrested for a crime.
- Committing breach of parole or supervision.
- Being found guilty of two or more crimes on different occasions.
- Being found guilty on two or more occasions of a similar crime.
- Serving an indeterminate sentence.
- Reoffending within a stipulated period after release.
- Therapeutic interventions having little or no impact on the individual’s offending behaviour.
- Resulting in the labelling or stigmatisation of the offender.

1.5.3 REHABILITATION

According to Sections 4.2.1 and 4.2.2 of the South African White Paper on Corrections, rehabilitation is the consequence of a procedure that joins the correction of offending behaviour, human development and the promotion of social responsibility and value (Muntingh, 2005). In addition, it states that rehabilitation must be seen not only as a technique to avert crime but instead as a complete phenomenon combining and encouraging social responsibility and social justice to reduce recidivism (White Paper on Corrections, 2005).

According to Balfour as cited in Murhula and Singh (2019:23) the rehabilitation process implies that offenders must be instilled with the sense of responsibility for their criminal act so that they can deviate from such acts. In the process of rehabilitation, offenders are encouraged to learn sound work skills and go through educational programs that will ensure their effective reintegration into society. All the rehabilitation programs are made up of activities designed to

remove conditions that led to offender's illegal behaviour (Balfour as cited in Murhula and Singh, 2019:23).

1.5.4 REINTEGRATION

In the criminal justice system, reintegration refers to the process of re-entry into society by persons that have been incarcerated. Reintegration includes the reinstatement of freedoms not previously had by individuals because of being in jail (Liebling et al., 2011). This process may occur gradually, as in the case of paroled inmates, inmates finishing their sentences in halfway houses, or serving the final part of their sentence on home confinement and gradually granted freedoms. Alternatively, reintegration may occur immediately as in the case of sentence expiration.

1.5.5 CORRECTIONAL CENTRE OVERCROWDING

According to Albrecht (2015), overcrowding refers to a situation whereby too many inmates live in too close proximity to each other and are made to compete for the limited space and resources. This situation creates diminished access to available and limited facilities such as medical attention, recreation, and rehabilitation programmes.

1.6 CORRECTIONAL SERVICES ACT

Section 41 (1) of the South African Correctional Services Act (Act 111 of 1998) stipulates that "all offenders' rehabilitation centres that work under the Department of Correctional Services (DCS) must provide programs and activities that meet the rehabilitation needs of offenders". This Act and the South African White Paper on rehabilitation put a substantial responsibility on the DCS since they see rehabilitation as a right of offenders and not as a conditional luxury that is subject to accessible resources (Muntingh, 2005 as cited in Murhula and Singh, 2019).

Fundamentally, rehabilitation and vocational programs as provided by DCS must ensure that convicted inmates do not rely on crime once they have been released from the Correctional Centre. However, Schoeman (2013) mentions that the recidivism percentage in South Africa is estimated to be between 55% and 95%.

1.7 POLICY FRAMEWORKS AFFECTING SKILLS DEMAND AND SUPPLY IN THE SAFETY AND SECURITY SECTOR

The national policies and strategies serve as a framework for skills demand and supply. These policies also have implications for skills planning in the sector. Below are national policies and strategies that are either meant to promote or have skills development implications for the sector.

1.7.1 THE MEDIUM-TERM STRATEGIC FRAMEWORK 2019 – 2024

In October 2019, the South African Cabinet approved its Medium-Term Strategic Framework (MTSF) as government's blueprint for the next five-year planning cycle (i.e., 2019-2024). This national planning framework seeks to drive coherence and impact throughout the education and training system and the society at large (DPME, 2019). Out of the seven priorities of the 2019 - 2024 MTSF, four are of paramount importance to the safety and security sector, namely:

- **Priority 1:** Building a capable, ethical, and developmental state.
- **Priority 2:** Economic transformation and job creation, and Decent employment through inclusive growth.
- **Priority 3:** Education, skills, and health; and
- **Priority 6:** Social Cohesion and Safer Communities (DPME, 2019).

SASSETA is directly contributing to Priorities 1, 2 and 3 of the MTSF by awarding bursaries, internships, learnerships, internships and skills programmes to unemployed and employed beneficiaries in the safety and security sector as the per the annual Serve Level Agreement between SASSETA and the DHET (DHET, 2019). The SETA also supports Priority of the MTSF by supporting Non-governmental Organisations (NGOs), Community Based Organisations (CBOs) and Trade Unions as per the Service Level Agreement with the DHET (DHET, 2019).

1.7.2 NATIONAL SKILLS DEVELOPMENT PLAN (NSDP)

The purpose of the National Skills Development Plan (NSDP) is to ensure that South Africa has adequate, appropriate, and high-quality skills that contribute towards economic growth, employment creation and social development (DHET, 2019). The NSDP call upon SASSETA to play a role on both the demand and supply side of the labour market.

On the demand side, SASSETA will continue to conduct labour market research and develop sector skills plans (SSP); develop Strategic Plans (SP), Annual Performance Plans (APP) and Service Level Agreements (SLA); as well as submit quarterly reports to the Department of Higher Education and Training (DHET). Whereas on the supply side, the SASSETA will continue to address sector skills needs and priorities; address scarce and critical skills (PIVOTAL) through implementation of learning programmes (i.e., Artisans and Learnerships); facilitate easy access and different entry points (Articulation and RPL); and collaborate with the relevant Quality Council, especially the Quality Council for Trade and Occupations (QCTO) to ensure quality and provision of learning programmes (DHET, 2019). The Sector Skills Plan of SASSETA is aligned with the outcomes of the NSDP, government imperatives and industry initiatives in relation to skills development.

1.7.3 THE HUMAN RESOURCE DEVELOPMENT STRATEGY OF SOUTH AFRICA (HRDS-SA)

The Human Resource Development Strategy for South Africa (HRDS-SA) is a macro-overarching strategy which seeks to locate education and training within the broader developmental agenda of the country. The strategy plays a critical role in shaping skills development for the economic sectors. It drives the alignment of various government programmes in addressing human capital and skills shortages and emphasises the need for a national 'scarce skills list' which is aligned to South Africa's social and economic priority goals (Republic of South Africa, 2001). SASSETA will continue to pursue and advance the objectives of the Human Resource Development Strategy through skills development projected implemented for both employed and unemployed beneficiaries.

1.7.4 WHITE PAPER ON POST-SCHOOL EDUCATION AND TRAINING

The White Paper on Post-School Education and Training (DHET, 2013) also calls for partnerships to strengthen linkages between the post education sector and workplaces. SASSETA continues to forge strategic partnerships to bolster their skills development commitments in the safety and security.

1.7.5 THE SOUTH AFRICAN ECONOMIC RECONSTRUCTION AND RECOVERY PLAN

The South African Economic Reconstruction and Recovery Plan (ERRP) encapsulates a comprehensive health response to save lives and curb the spread of the pandemic. In addition, the plan includes interventions that are intended to restore the economy while controlling the health risks. Finally, the ERRP involves building a sustainable, resilient, and inclusive South African economy (Presidency, 2020).

Key priorities of the ERRP include gender equality and economic inclusion of women and youth, green economy interventions. Moreover, skills development is at the centre of successful

implementation of the plan (among others) (Presidency). SASSETA will continue to support women and youth over and above the implementation of skills development initiatives as captured in the Annual Performance Plan (APP) and the Service Level Agreement (SLA).

1.8 SIGNIFICANCE OF THE STUDY

The motivation of this study was underpinned by the aim of the National Development Plan (NDP) of 2030 which emphasises the need of building an active citizenry as an important element of realising the 2030 Vision. One of the elements of this vision relates to the importance of skills development and supporting the programmes of the Department of Correctional Services (DCS) aimed at reducing recidivism (reoffending) through rehabilitation and reintegration of offenders. This initiative incorporates providing vocational education programs and training to inmates. This implies that skills needs are varied across vocational learning and general education.

Considering the above, it is imperative to assess the factors which hinder the effectiveness of rehabilitation programs as these assists inmates to refrain from committing crime after they have been released from the Correctional Centre. Consequently, these research findings may lead to a better understanding of the challenges with rehabilitation programmes in the South African Correctional Centres. As a result, this would provide evidence that would assist in taking informed action to reinforce or improve education and rehabilitation provided in the South African Correctional Centre.

1.9 RESEARCH APPROACH AND METHODOLOGY

To explore the factors which hinder the effectiveness of rehabilitation programs in the South African Correctional centres, the researcher conducted a systematic literature review. A systematic literature review is a preliminary review of readily available and accessible information about a research topic. Lame (2019) defines a systematic literature review as a method used to synthesize scientific evidence in a rigorous and reproducible manner, with the aim of addressing a specific research question and including all relevant published information while assessing its quality.

In this study, the researcher conducted a comprehensive search for relevant studies published between 2013 and 2023 using different search engines. This approach ensures a systematic and thorough examination of the existing literature on the topic, allowing for a comprehensive analysis and synthesis of the available evidence.

1.10 OUTLINE OF THE REPORT

The report is ordered as follows: Chapter 1 gives introduction and background of the study. Chapter 2 discusses relevant literature. Chapter 3 present the evaluation approach and methodology adopted. Chapter 4 present and discuss the findings. Chapter 5 concludes.

CHAPTER 2

LITERATURE REVIEW

In the very progress of society, the prison has in the very nature of things undergone some improvement, but there are vast stretches yet to be covered before the prison becomes, if it ever does, an institution for the reclamation and rehabilitation of erring and unfortunate men and women.

— Eugene V. Debs

2.1 INTRODUCTION

According to the Correctional Services Act (Act No. 111 of 1998), the Department of Correctional Services is responsible for carrying out the following objectives: enforcing court-ordered sentences in a proper manner; holding all offenders in safe custody while protecting their human dignity; encouraging social responsibility and human development in all offenders and those receiving community corrections; and managing remand detainees. These principles derived from the Constitution are those that give expression to the day-to-day operations of the correctional services, including health and safety, dignity, social responsibility, and human development.

South Africa practically implements the Nelson Mandela Rules in its criminal justice approach through the national department of Correctional Services' three-legged mandate of ensuring safe and humane custody, rehabilitation, and social reintegration of offenders. To this end, South Africa has opted for a human rights-based rather than a stringent law enforcement punitive approach to the management of correctional facilities (United Nations Office on Drugs and Crime, 2022).

The aim of this chapter is to review the literature on the rehabilitation programmes provided by the Department of Correctional Services. According to Gilbert (2011) conducting a literature review serves three purposes: learning as much as possible about the research topic, developing search and analytical skills in a research project, and demonstrating this knowledge through a coherent and systematic text that helps to link what has been learned from previous research to what the researcher is studying.

Creswell (2014) asserts that a literature review fundamentally assists to establish whether a topic is worth researching and can also reveal options for the researcher to minimize the scope of his or her investigation. The author further asserts that a literature review serves numerous functions. For instance, it informs the reader about the findings of other studies that are connected to the one in progress. By filling in gaps that are detected in earlier studies, it connects a study to ongoing scholarly conversation in a particular field. In adherence to these various requirements, this chapter commences with an elucidation of the rehabilitation programs provided by the Department of Correctional Services, followed by concluding remarks.

2.2 REHABILITATION PROGRAMS PROVIDED BY THE DCS

The Correctional Services Act 111 of 1998 requires offenders to be assessed and profiled, and for a Correctional Sentence Plan to be compiled. The Act further provides for the development and implementation of correctional interventions to address offending behaviour and encourages offenders to restore relations with those they offended.

Emanating from the Act, a policy on Risk Profile Management has been implemented since 2007 which provides for offenders to be assessed within 6 hours of admission to establish immediate risks and needs. The Policy on Risk Profile management regulates the individual needs and risk

assessment, profiling of inmate population for purpose of compiling a Correctional sentence plan that informs interventions to be undertaken by an offender. The DCS is contributing towards an efficient and effective Criminal Justice System and reduction of re-offending by increasing the number of offenders that are subjected to rehabilitation programmes. In an effort to offer better rehabilitative services to offenders, various rehabilitation programmes, such as correctional programmes, education, social work, psychological and spiritual care services, have been developed according to major crime categories and successfully rendered to offenders.

The Department has established 14 full-time schools registered with the Department of Basic Education (DBE) and an additional two schools at the private correctional centres. The most common programmes presented are the pre-release, life skills, anger management, crossroads, social work intervention, new beginnings, educational, economic programmes, which are discussed below.

2.2.1 CORRECTIONAL PROGRAMMES

While the Department of Correctional Services has a multidisciplinary strategy, one of the initiatives it has put in place to aid rehabilitation is the implementation of correctional programs. Correctional programs are needs-based initiatives with a focus on combating criminal behaviour. Correctional programs are not therapeutic in nature and place a strong emphasis on increasing consciousness, disseminating knowledge, and fostering the acquisition of life skills. Social workers and psychologists are suggested for specialized assistance for offenders who need intensive therapeutic intervention.

For criminals serving sentences longer than 24 months, correctional programs are provided in accordance with the offender's Correctional Sentence Plan (CSP). A technique called a "Correctional Sentence Plan" is used to evaluate an offender's requirements and risks in light of the crime they have committed. 13 approved correctional programs are now being implemented in South Africa with the goal of addressing the criminogenic elements of crime. These programs will significantly aid in the rehabilitation and reintegration of offenders after their release.

No	CORRECTIONAL PROGRAMME	OBJECTIVE
1.	New Beginnings	The goal is to provide offenders the tools they need to become more self-conscious and aware of their surroundings. The program also enables offenders to enter and adapt to the prison or to the terms of their sentences under correctional supervision.
2.	Anger Management (Anger in Anger Out)	Increasing offenders' knowledge of the causes and signs of anger and instructing them on how to control it helps offenders learn new, healthy methods to deal with and express their emotions. This includes helping them to unlearn old, aggressive habits. Those who have been sentenced for violent crimes where rage played a part in the commission of the crime.
3.	Crossroads (sourced)	Addressing offenders' offending behaviour using fundamental behaviour change strategies. Additionally, it guarantees that offenders are aware of the consequences of their decisions.
4.	Restorative Justice Orientation	The goal is to introduce criminals to restorative justice and get them ready for potential future intervention through various restorative justice techniques. In the context of the DCS, restorative justice might be characterized as a restorative reaction to crime. It emphasizes the significance of elevating the role of victims and community members through a more active participation in the justice process, holding offenders accountable to the people they have harmed, and providing a

		variety of opportunities for dialogue, negotiation, and problem solving, which can lead to greater sense of community.
5.	Preparatory Sexual Offences	To include sexual offenders in a program of treatment that addresses their sexually inappropriate behaviour through the development of the necessary knowledge and abilities. Based on the needs and risks noted in the offender's CSP, the sentencing guidelines apply to all convicted offenders who have committed sexual offenses.
6.	Substance Abuse (Stop to Start)	To assist offenders to gain insight into the negative effects of substance abuse. All sentenced offenders (serving sentences of longer than 24 months) with substance related problems, based on the needs and risks identified in the offender's CSP.
7.	Behaviour Modification Programme on Gangsterism	To educate criminals about gang-related behaviours and the detrimental effects of doing so. empowers prisoners with useful skills to alter their behaviour and survive in a prison without any kind of gang involvement. Based on the needs and hazards found during the assessment process, sentences were given to all the offenders. Offenders should be introduced to the program as soon as feasible after being admitted.
8.	Economic Crime programme (fraud related)	Focuses on criminal behaviour that is unique to fraud and related offenses. Offenders who have committed fraud-related offenses are sentenced in accordance with their unique Correctional Sentence Plan (CSP), which considers their needs and risks.
9.	Economic Crime programme (theft related)	Addresses offending behaviour, specifically related to theft and related offences within a holistic approach. Sentenced offenders who have committed theft related offences based on the needs and risks identified in the individual CSP of the offender.
10.	Programme on Murder related offences (Changing Lanes)	Helps offenders gain a deeper understanding of emotional intelligence and the elements that contribute to violent behaviour. Those who have committed murder-related offenses are sentenced in accordance with the necessities and dangers mentioned in each CSP.
11.	Robbery and Related offences (Change is possible)	Focuses on criminal behaviour, particularly as it relates to robbery and other similar offenses. Those who have committed robberies and comparable crimes are sentenced in accordance with the needs and dangers noted in their unique CSP.
12.	Correctional Programme for Female Offenders	After researching the needs of female offenders, the program was created exclusively for them. The program should be attended by all female offenders having Correctional Sentence Plans (CSPs).
13.	Pre-release Programme	By equipping offenders with knowledge and skills that will help them deal with any obstacles following their release, the goal is to set them up for effective reintegration into society.

Source: (United Nations Office on Drugs and Crime, 2022).

2.2.2 PERSONAL DEVELOPMENT PROGRAMMES

It is widely accepted that most criminals in South Africa came from low-income families where a variety of factors caused early school dropout. These criminals are given a second opportunity as part of rehabilitation to give them educational credentials, the ability to start their own business,

or the ability to find employment to support effective reintegration and the avoidance of re-offending.

The Department offers development programs like Adult Education and Training (AET) for illiterate people, grades 10 through 12, post-secondary education and training through access to TVET programs, and enrolment at Higher Education and Training institutions. The Department also provides chances for sport, recreation, the arts, and culture as well as approved and unaccredited skill training for offenders' growth. Offenders are also provided with skills in agriculture, agronomy, animal production, metal, steel, and woodwork skills.

The Department provides or give access of a range of programmes and activities, including needs-based programmes, as are practicable as possible to meet the educational and training needs of sentenced offenders. Ordinarily the South African school system accommodates learners that are up to the age of 18/19, but sentenced offenders who are interested in completing basic schooling up to grade 12 are encouraged to do so.

The Education and Training division makes provision for Adult Education and training, Further Education and Training, tertiary education as well as skills development (engineering, hair dressing, motor mechanics, food preparation, etc.) in line with the National skills training guidelines of authorities linked to the Departments of Basic Education and Higher Education respectively. Through production workshops, offenders are provided with work opportunities to promote the transfer of skills to offenders as part of rehabilitation.

2.2.3 PERSONAL WELL-BEING PROGRAMMES

For the purpose of fostering the growth and promotion of inmates' social functioning and mental welfare, the Department of Correctional Services offers needs-based social work, psychological, and spiritual services, and programs.

- *Psychological Services*

The Directorate of Psychological Services provides psychological services with the goal of increasing the mental health and emotional wellness of parolees, probationers, and offenders through the provision of expert services. Most importantly, these services guarantee convicts' rehabilitation so they can effectively reintegrate back into society. In order to ensure that offenders are treated in accordance with their needs, psychologists in the Directorate make sure that diagnoses are made as soon as they are admitted (Department of Correctional Services, 2012).

During the first stage, offenders are evaluated by means of interviewing, psychometric tests and observations within a group situation, feedback from functional personnel and consultation with any person who knows the offender. Programmes will then be designed based on the information obtained from applying any of the said methods. Individual therapy, group therapy and family therapy are the methods used by psychologists to ensure the effective treatment of offenders, which will, in turn, strengthen their rehabilitation.

These methods are applied to various forms of offenders, ranging from ones with suicidal tendencies to ones who request these services themselves (Department of Correctional Services, 2012). With a view to the rehabilitation of offenders, the psychological services programmes offered by the DCS aim to achieve the following major objectives (Department of Correctional Services, 2012, p. 48):

- Render psychological services to sentenced offenders, probationers and parolees and promote care, emotional wellbeing, the development of personality, mental and social functioning, that will facilitate correcting of offending behaviour.

- Create an environment and/or climate that is conducive for therapeutic interventions and care programmes/services.
- Facilitate the restructuring of prison correctional systems and general environment to become more synonymous with and reflective of the culture, values, characteristics and needs of the external community.
- Facilitate transformation and personal change by always recognising the uniqueness of the individual.
- Create a desire within offenders to lead productive and law-abiding lives upon release into the community.
- Strive towards a flexible psychological approach that is sensitive to indigenous and diverse cultures and that incorporates strategies that not only address psychopathology, but that also facilitate healthy functioning proactively and are directed at the development of positive personality attributes and skills.

According to Towl (2013), there are two key drivers of the work of a psychologist within the correctional system. They are organisational needs, meaning that they should meet organisational aims and objectives, as well as psychological expertise, meaning that they should offer the knowledge and skills required of psychologists.

The DCS is committed to offering psychological services to all offenders with the aim of improving their mental and emotional wellbeing. This commitment is shown in section 2(c) of the Correctional Services Act 111 of 1998 (as amended) which states, among other things, “the purpose of the correctional system is to contribute to maintaining and protecting a just, peaceful and safe society by promoting the social responsibility and human development of all prisoners and persons subject to community corrections”.

All offenders have equal access to these services, but their participation is voluntary. The DCS has in its service psychologists who are registered with the Health Professions Council of South Africa. They target all suicide-risk offenders, all court referrals, offenders with emotional problems, mental disturbances or who are receiving psychiatric treatment, sexual and violent offenders and those offenders who request these services (Muthaphuli, 2008).

- *Social Work Services*

The Directorate of Social Work Services offers professional services to offenders by means of professional social workers. These services include therapeutic, informative, supportive, crisis intervention, development, administrative, assessment and evaluation services (Department of Correctional Services, 2012). Social work services empower offenders with social functioning skills and help them solve their own problems. Offenders are also helped to reintegrate successfully into society. Casework, group work and community work are the methods used to implement social work services. According to (Department of Correctional Services, n.d.) the broad objectives of the social work services are:

- to strengthen offenders’ support systems.
- to link offenders with systems that provide them with resources, services, and opportunities.
- to address situations that influence behaviour change.
- to enhance offenders’ capacity to deal with the demands in their social environment.
- to ensure goal-oriented services to special categories of offenders in terms of their accommodation, custodial programmes, development, and treatment programmes with a view to the empowerment and enhancement of their total functioning within the family and community.
- to ensure care and stimulation programmes to young children incarcerated with their mothers in an environment conducive to their normal development.

- to co-ordinate the development of distinctive and comprehensive policies for these categories regarding accommodation, custodial development, and treatment in consultation with relevant directorates and other parties.
- to develop and design needs-based care programmes for targeted offenders and probationers.

Like psychologists, social workers also have the responsibility to determine the needs of offenders and to ensure that they are placed under programmes which are suitable for their needs. Social workers ensure that offenders are provided with programmes that help them deal with substance abuse, marriage and family, life skills and sexual offending, amongst other things (Towl, 2013).

These programmes contribute positively to the lives of the offenders as they ensure that they move away from their old habits and develop a new life, thereby ensuring their complete rehabilitation. Only qualified social workers who are registered with the South African Council of Social Workers and Professions are utilised by the Department of Correctional Services. Programmes that they offer include orientation of offenders to social work services, substance abuse programmes, life skills, marriage and family care, aggressive offender programmes, sexual offender programmes, trauma counselling, pre-release, and needs-based programmes for special categories of offenders (Department of Correctional Services, 2012). It is the responsibility of the offender to stay committed to all programmes that are offered by the social workers.

- *Spiritual Care Sessions*

In the correctional centre, the Spiritual Care component deals with the rendering of church/faith programmes and interventions as part of the rehabilitation of offenders. According to the Department of Correctional Services (2012), spiritual workers and external service providers are trained as facilitators to conduct programmes designed to impart the following objectives:

- The concept of healing, concentrating on self-knowledge, responsibility, repentance, self-insight, guilt, anger, acceptance, and dignity. The programmes that address these topics are Anger-Management, The Sycamore Tree, and Self- Image.
- The concept of development, concentrating on one's belief system, religious knowledge, discipleship, and mentoring. The following programmes that address these topics are: Alpha Course, Evangelism Explosion course, church/religious doctrines, catechism classes, spiritual enrichment programmes, Bible study courses, Muslim, Rastafarian, and Jewish courses.
- The concept of lifestyle, concentrating on ethical behaviour, ethical decision making, positive values, and respect for self and others. The following programmes address these topics: Heartlines, nothing for Mahala-Heartlines, Combating HIV/AIDS through Spiritual and Ethical Conduct, Anger Management.
- The concept of restoration, concentrating on forgiveness, grace, reconciliation family, community, victim dialogue, and accountability. The following programmes address these topics: Restorative justice, Family Firm Foundation, Igugulethu: Our Treasure, Ukuphula-lketanga (break the chains), Restoration and Forgiveness, and Victim and Offender Dialogues.

These programs encourage strong moral and ethical principles in an effort to combat offensive behaviour. They assist offenders in rebuilding their relationships with God, their families, their communities, and victims by encouraging them to lead productive lives. It also fosters the offender's spiritual development (Frantz, 2017). The wide range of programs aid in the rehabilitation process by persuading offenders to modify their criminal behaviour; nonetheless, the onus of change ultimately rests with the offender.

In order to provide feedback on the following, spiritual workers and service providers are also required to complete a spiritual care report for each program or intervention they do with an offender (Department of Correctional Services, 2012):

- The impact of the programme or intervention on the offender, e.g., identify the problem (what is the current situation),
- The objective of the intervention (knowledge, attitude, skills), and
- The outcome of the intervention/programme (increase in knowledge, attitude change).

Based on the input, it will be determined whether the program's objectives were met. The reports will be given to the offender's Case Officer and placed in his case file. The Case Management Committee will review the intervention reports, as well as the reports from the other experts, for submission to the Correctional Services Parole Board for probable parole placement (Akih & Dreyer, 2017).

2.4 CONCLUSION

This chapter presented relevant information from the literature regarding the topic under investigation, with specific focus on the rehabilitation programs provided by the Department of Correctional. The following chapter will outline the research methodology and procedures that were used to elicit relevant data to achieve the objectives of the study and eventually answer the key research questions.

CHAPTER 3

RESEARCH METHODOLOGY

If you cannot patiently bear correction, endeavour to avoid fault.

- Norm MacDonald

3.1 INTRODUCTION

The advancement of knowledge is essential in the field of Criminology as well as in the Criminal Justice System (CJS) as a whole. Higgins (2009:23) asserts that research is the “discovery of information that is either new or replicates previous findings”. This author also urges that research should be scientific in nature as it should follow precise methods that other researchers may repeat to achieve similar outcomes.

Maxfield and Babbie (2014) state that every research project requires a well-defined and appropriate methodology. The latter is required particularly for appropriate data collection and analysis to arrive at trustworthy and valid findings. Bayens and Roberson (2011) mention that a good research design combines conformity to scientific investigation principles with a degree of creativity, which allows the researcher to be flexible within the study's scope.

In essence, the researcher's chosen research methodology is the foundation of the research project. Suitable approaches enable a systematic guide for data gathering procedures to ensure that the study's objectives are met. The purpose of this chapter is to describe the research methodology that this study adopted, the reasons for choosing the specific research methodology are provided and discussed in detail. Furthermore, the research strategy, source of information, study selection as well as the process of data analysis are all explained. To conclude the chapter, the limitations are briefly outlined.

3.2 RESEARCH METHODOLOGY

To explore the factors which hinder the effectiveness of rehabilitation programs in the South African Correctional centres, the researcher conducted a systematic literature review. A systematic literature review is a preliminary review of readily available and accessible information about a research topic. Lame (2019) defines a systematic literature review as a method used to synthesize scientific evidence in a rigorous and reproducible manner, with the aim of addressing a specific research question and including all relevant published information while assessing its quality.

Adu, Yawson, Armah, Abano, and Quansah (2018) mention that “systematic reviews seek to collate evidence that fits pre-specified eligibility criteria to answer a specific research question. They aim to minimize bias by using explicit, systematic methods documented in advance with a protocol”. It is crucial to emphasize the distinction between a systematic review and a literature review. A systematic review is based on a clearly formulated question, identifies relevant studies, evaluates their quality, and summarizes the evidence using a chosen explicit methodology, in contrast to a literature review, which qualitatively summarises the evidence without following any protocol or search criteria.

It is this explicit and systematic approach that distinguishes systematic reviews from traditional reviews and commentaries (Khan, Kunz, Kleignen, and Antes, 2003). It is noteworthy that the selection of this methodology was not random but carefully constructed after considering the

added value of a systematic review approach. Systematic literature reviews provide a concise and comprehensive assessment of the available information on a specific topic, they aid in the identification of research gaps in our current understanding of an area, and they present a comprehensive synthesis of every available primary research in response to a research query.

3.3 RESEARCH STRATEGY AND SOURCES OF INFORMATION

To conduct the systematic literature review the researcher followed the steps as proposed by Khan et al. (2003). In the first step the researcher formulated the specific research question that the study hopes to address. Next, created the protocol document, which specifies the eligibility and inclusion criteria, and choose an appropriate method of data synthesis to compile the relevant evidence in order to address the specific question. Thus, the researcher searched for pertinent studies published in English between the years 2000 to 2023 in the search engines Google Scholar, Web of Science, Google, SciELO and EBSCO search engine.

The search terms which were used included, effectiveness of rehabilitation programs in the South African Correctional Centres, factors influencing recidivism in South Africa, factors which hinder the effectiveness of rehabilitation programs at the Department of Correctional Services, strategies to effective rehabilitation of offenders in South Africa as well as strategies to reduce recidivism in South Africa. Originally, 150 titles were collected.

3.4 STUDY SELECTION

The study selection stage aids in the identification of relevant studies from the search results as a result, the selection of literature was made in two steps. In the first step the researcher evaluated the title and abstract which assisted the researcher to eliminate results that do not meet the study protocol's eligibility criteria. One hundred and fifty articles were originally collected, eighty articles were excluded after summaries had been reviewed due to the following reasons: (1) repeated articles, due to the use of multiple search engines (2) not focused on rehabilitation programs in South Africa, (3) were not written in the South African context (4) were not written in English (5) did not present empirical research and (6) publication date prior to 2000. The remaining studies were subjected to a complete text review seventy articles were examined in the second stage to determine their eligibility, originality of research, published in peer-reviewed English journals, satisfactory methodological quality, and publication between 2000 and 2023 and written in the South Africa context were all the requirements. Finally, twenty-two papers were selected.

3.5 DATA ANALYSIS

The researcher registered the following elements in a matrix: the study's place of focus; subjects; research design; sources of data collection; revised variables and categories; process of analysis; main results; conclusions and possible biases. This information was validated collectively. In the next phase, a set of analytical categories aligned with the questions were proposed, and a rough deductive coding was conducted in which other categories were allowed to emerge inductively in order to refine the first analytical proposal.

3.6 LIMITATIONS OF STUDY

Limitations are apparent in all studies and this study was no exception. The University of Southern California (2016: n.p.) describes study limitations as "aspects of methodology or design that impacted or else influenced the interpretation of the study findings done by the investigator". Limitations thus allude to restrictions on generalisability, applicability in practice, as well as usability of study findings that all arise from the researcher's initial choices of study design and methods for establishing internal and external trustworthiness. During this investigation, several constraints were encountered.

To begin with, systematic reviews necessitate access to a wide range of databases and peer-reviewed publications, which can be difficult and costly for non-academic researchers and those based in government institutions. As a result, the search range for peer-reviewed publications excluded other products of academic research, such as books and book chapters which are usually expensive to purchase. Moreover, the researcher had to rely on the authors' self-described research methodology and outcomes due to time and resource limitations, which presents additional source of bias. In theory, systematic reviews should be supported by communication with the authors of the included studies and a subsequent replication or reproduction of their findings, but this is frequently not possible due to resource limitations.

CHAPTER 4

FINDINGS AND DISCUSSIONS

Overall, we need bold change in our criminal justice system. A good first step forward is to start treating prisoners as human beings, not profiting from their incarceration. Our emphasis must be on rehabilitation, not incarceration and longer prison sentences.

– Sen. Bernie Sanders

4.1 INTRODUCTION

In this chapter the findings elicited from the systematic literature review is presented and discussed. This study focused on the factors which hinder the effectiveness of rehabilitation programs in the South African Correctional Centres as well as ways in which rehabilitation programs can be improved at the Department of Correctional Services (DCS). The findings are presented in relation to the aim and objectives as presented in Chapter One.

4.2 DISCUSSION OF THE FINDINGS

Objective one: Exploring the factors which hinder the effectiveness of rehabilitation programs in the Department of Correctional Services (DCS).

Changes in South Africa during the early 1990s have resulted in significant advances in the operation of the correctional services. The Correctional Services Act 111 of 1998 and the White Paper on Corrections of 2005 established the way for a successful offenders' rehabilitation program in South Africa, however the DCS failed to deliver on its objective to minimize recidivism. As mentioned supra recidivism rates in South Africa are believed to be exceptionally high (between 55% and 95%) (Schoeman, 2013). There are numerous causes behind these high rates, including resource restrictions and overcrowding in jail facilities, a lack of staff, and a lack of proper assistance for offenders upon release from correctional facilities which would be discussed below.

- A lack of staff

According to Gaum, Hoffman, and Venter (2006) there is a shortage of Correctional Services Staff tasked with rehabilitation intervention. Matetao (2012) agrees that the South African DCS is confronted with staffing challenges when it comes to specific careers within the broader correctional staff: social workers and psychologists fall under the top vacant positions. Smalberger (2014) highlighted in a briefing by the Department of Correctional Services that is widely acknowledged that psychologists are scarce at the DCS; with about 150 000 prisoners served by 68 psychologists, resulting in 2,200 prisoners per psychologist.

The DCS (2014) report somewhat confirms these findings that there are 208 offenders for every social worker and 1565 offenders for every psychologist within correctional facilities. This huge ration between offender and expert assistance places a huge burden on rehabilitation of offender and the criminal justice system as a whole. The high vacancy rates disrupt the process of facilitating rehabilitation and of directing the DCS's actions toward rehabilitation because traditionally, these professions are thought to be responsible for it. The statements below were extracted from Gaum, Hoffman, and Venter (2006) research study which give a clear indication of the identified theme:

"We only get to see psychologists/social workers/spiritual workers at the end of our sentences in order to get parole reports". "Most prisons do not have psychologists". "Psychologists or social workers cannot see all of us". "The function of social workers and psychologists are to write parole reports at the end of our sentences". "If the guards have a difficult day, they do not open the gates for us to go to the social workers or psychologists". "Only the inmates who are popular with the guards or prison heads get to see social workers or psychologists".

The statements above also reveal that rehabilitation interventions are provided too late during imprisonment to be effective as the inmates are frequently referred for rehabilitation programs by personnel of the Department of Correctional Services just prior to the prisoners' parole hearing dates for reporting purposes. Erasmus (2007) concurs that due to a paucity of psychologists and social workers, therapy programs are limited to criminals who are eligible for parole. The author further states that offenders are also more likely to attend rehabilitation programs if they know it would help their parole application.

Murhula and Singh (2019) further mention that due to a lack of human resources and scarcity of psychologists at Correctional Centres, all sentenced offenders cannot receive psychological treatment some of the cases are referred to social workers and to other officials. Nevertheless, expecting social workers and correctional officers to execute on the responsibilities of psychologists has a detrimental effect on prisoners' efforts to rehabilitate.

It has a detrimental effect on the rehabilitation of criminals since the Directorate of Psychological Services solely employs psychologists—not social workers or correctional officers—to ensure that offenders are diagnosed and assessed through observations, psychometric testing, and interviews. According to Guse and Hudson (2014), there is little known regarding psychological facilitation for effective re-entry into society in the South African setting. This shows that there is minimal preparation for reintegration and long-term behavioural change strategies.

- Lack of technical and professional skills amongst DCS staff

The DCS 2001 /2002 annual report as cited in Thinane (2010) indicates that limited skills and a lack of appropriate training of the DCS staff also remains a blockage to effective rehabilitation. According to Murhula and Singh (2019) most DCS staff members do not comprehend the theoretical basis of rehabilitation programs and lack the technical and professional abilities required to carry them out. In their research, the research participants (inmates) emphasised that all DCS officials must be equipped with the required skills, enthusiasm, and expertise to address the demands of offenders for rehabilitation. Du Plessis and Lombard (2018) agree that when dealing with the rehabilitation concerns of offenders, DCS staff generally feel unskilled and unprofessional.

The majority of them just have a Grade 12 qualification and require specialized training in order to assist offenders in an educated and competent manner (Plessis & Lombard, 2018). While the social workers, nurses, and educators who work in the corrections system as professionals are qualified in their respective fields, there is still a need for specialized training in offender rehabilitation. Staff members must have finished training on how to evaluate and deal with offenders. These abilities ought to incorporate responsiveness guidelines and basic social learning. Additionally, Andrews (2000) contends that staff skills and cognition should also include relationship and interaction skills.

- Overcrowding and a lack of resources

According to Muntingh (2001) and Murhula and Singh (2019) South African correctional facilities experience difficulties implementing rehabilitative programs as a result of a lack of resources and overcrowding. Given the shortage of resources and high numbers of offenders, the DCS focuses its programs only on offenders receiving imprisonment sentences of more than 24 months. In 2014, according to a statistic from the DCS, 52 % of the sentenced offenders were serving sentences of ten years or less, 10% were serving sentences of less than two years.

This means that according to South African approach on rehabilitation, this 10 % of sentenced offenders are not exposed to rehabilitation or reintegration program together with the number of inmates (approximately a third of the prison population) who are awaiting trial (Department of Correctional Services, 2014). The percentage of offenders within correctional institutions not receiving any form of corrective program amounts to approximately 40 % of the total inmate population (Department of Correctional Services, 2014). Consequently, this 40% of inmates are released without being rehabilitated; this severely hampers their reintegration into society and increases the likelihood of engaging in further criminal activity.

Ramagaga (2011) further mentions that overcrowding is the most significant problem impeding effective rehabilitation since there is insufficient space to conduct focus groups, role-playing, and one-on-one counselling with offenders. In South Africa, the total capacity of prisons is 118 154 people, with 25 000 places being reserved for people awaiting trial detainees or remand offenders. The total prison population in 2016 was 159 331 of which 42 380 were awaiting trial detainees and 116 951 were sentenced offenders (Department of Correctional Services).

Therefore, there is an overcrowding level of approximately 75%. Murhula and Singh (2019) allude that the small budget for rehabilitation has made it impossible for Centre's to provide rehabilitation and reform programs in line with the demands of an increasingly crowded correctional facility. This further increases the burden for social workers, psychologist, correctional officials etc. and resources are strained. Furthermore, the researchers highlight that in an overcrowded correctional setting the ration of staff per prisoner declines, impacting on the quality of work performed by correctional officials and the attitudes of the inmates.

It is clear that overcrowding in correctional facilities has numerous negative effects on a variety of services. Dissel (2012) adds that overcrowding contributes to poor hygiene in correctional facilities which then impacts on the health of inmates in the Centre since the resources were built for fewer individuals are now overstretched. This has a ripple effect, as diseases spread faster in prison; the most prevalent illnesses in South African prisons include HIV and AIDS, syphilis, hepatitis, and tuberculosis.

Numerous fatalities have resulted from the rise in HIV and AIDS infections in correctional facilities, this thus negates the entire purpose of incarceration for rehabilitation and transformation (Dissel, 2012). Moreover, Muntingh's (2006) study also showed that being confined in a restricted environment that is characterised by overcrowding is a breeding ground for the acquisition of criminal behaviour and a place where illegal mechanisms for survival become common. Overcrowding, they said, contributed to the development of gangs for protection, and they also learned survival skills that were generally illegal (Maganye, 2016).

- Education and Training

According to research conducted by Baumgardt's (2013) and Louw (2013) regarding the rehabilitation of offenders in South Africa, the vast majority of offenders do not participate in any kind of vocational skills training and educational development programs. Murhula and Singh (2019) confirms these findings six years later and shows that the DCS has not made significant progress in providing criminals with skills training.

Plessis and Lombard (2018) highlight that some offenders want to develop themselves, but it is impossible because these possibilities are now lacking due to a shortage of resources and trained staff. The authors mention that due to this lack of vocational skills, the DCS is unable to effectively rehabilitate criminals. This could explain why inmates who often have the best intentions to cease criminal activity on their release, seem unable to translate such intentions into practical action as they often have not learned and perfected the skills of honest living.

Murhula and Singh (2019) and Plessis and Lombard (2018) report that this is due to a severe lack of resources, materials such as computers, telephones, materials, stationery, and skilled educators which are needed to enhance criminal rehabilitation; they lack appropriate funds and resources, yet they are nonetheless expected to perform the role of rehabilitators. This not only gives an impression of deficiency of professionalism, but it is also demotivating to the officials.

- *Little to no support systems in place for their reintegration.*

According to Murhula and Singh (2019) the road to rehabilitation for an offender extends beyond the confines of the correctional facility; the community plays an important part in the rehabilitation of criminals since the offender is from the community and must return there at the end of it all. The likelihood of an offender's effective reintegration into the community is increased when there is a strong connection between the offender and the community.

If the society at large does not acknowledge that they have been rehabilitated, the offender may return back to the life of crime and end up back to the correctional centre (DeVeaux, 2013). However, Murhula and Singh (2019) highlight that the relationship and cooperation between the DCS, community, community-based organizations, non-governmental organizations, as well as faith-based organizations is lacking in order to ensure the successful rehabilitation and reintegration of offenders into their communities.

- *Objective two: to identify ways in which rehabilitation programs can be improved at the Department of Correctional Services (DCS).*

An effective rehabilitation policy recognizes that the primary goal and objective of rehabilitation must be to reduce recidivism. However, reducing re-offending requires a rehabilitative plan that reintegrates criminals into society by providing them with the opportunity and assistance they need to reform. According to Dissel (2012), an effective prison rehabilitation plan must consider not just the offending criminal behaviour but also the offender himself or herself. Where appropriate, a prison rehabilitation program must analyse the inmate's background and needs to devise specialized measures for his or her reintegration into society. Addressing offensive behaviour and other flaws entails a lot of work.

In developed countries (western countries), programmes such as offering alternative life choices to the offender through the provision of education, training and work opportunities are common and well-funded (Coyle, 2009). In addition, their rehabilitation regimes are designed to deal with the different needs of different types of correctional centres. These include factors affecting the re-offending of certain groups such as women, juveniles, and terminally ill and remanded inmates. Various correctional centre reports have recommended that, wherever possible, offenders should be actively engaged in their own rehabilitation and encouraged to take responsibility for themselves and their behaviours (Coyle, 2009).

According to Henseltine et al. (2009), the alternative technique utilized in western nations to change offender behaviour is to empower the families of offenders to support the re-integration process. This two-way procedure aims to address the issue of recidivism, particularly among drug users and sex offenders. The offender's community and family are prepared to help, occupy, and support them as much as possible so that they take responsibility for their acts and behaviour. In general, the types of approaches and programs used to rehabilitate prisoners should take into account the diverse expectations that prisoners, as human beings, have. Considering the wide range of conditions under which people deviate from the law, it is generally accepted by academics in criminal rehabilitation that effective prisoner reform programs should be governed by the ideas covered below:

- *Effective Models of Intervention to Address Offending Behaviour*

A sound conceptual model, targeting the criminogenic needs of offenders: This is in sound compliance to the Responsivity principle. Social cognitive skills, role playing and modelling are also essential (Rupande & Ndoro, 2014). These principles work in various degrees depending on the capacity of individual policies and regimes of implementation. All the same, generic models of interventions compatible with world standards of good correctional practice and treatment of offenders are in place and accessible to various correctional settings (Cullen et al., 2011). In the advent of a global village and millennium development goals, more of the recommended interventions have proved useful if applied holistically.

Rehabilitation regimes around the world comprise several different types of interventions which are employed in varying degrees to provide purposeful activity for prisoners. These combat criminal behaviour, offer fundamental education to combat illiteracy and innumeracy, and give convicts life and employment skills (Cullen et al., 2011). The most typical interventions, according to Cullen et al. (2011, p. 22), are:

- Needs assessment to identify the offender's needs and classify the types of intervention required.
- Academic education to address the prisoner's educational deficits and enlighten them mentally and socially for acquisition of the various skills to be offered.
- Behavioural and cognitive skills programmes to challenge offending behaviour and offending-related risks.
- Vocational training to provide transferable and recognised skills to increase prospects of employment on release.
- Work to give prisoners experience and create a normal culture of working and increase prospects of employment on release; and
- Re-integration to help prisoners with finding social family support and employment after their release.

Intervention models have flaws, particularly those tested and proven to work in Western countries. Studies conducted in Africa have shown that sociocultural factors play a role in criminal behaviour. According to a study from Nigeria cited by Rupande and Ndoro (2014), social and economic activities present in communities play a significant role in determining the type of crime that offenders commit. This finding suggests that one's exposure to economic and social activities has an impact on one's propensity to commit crimes.

4.3 CONCLUSION

In this chapter the researcher highlighted some of the factors which seriously hinder the effectiveness of rehabilitation programmes at the DCS's as well as ways in which the rehabilitation programs can be improved. Although rehabilitation strategies are well defined in the South African White Paper on Corrections much more work needs to be done to enhance their actual practical application. The next chapter focuses on the summary of major findings in relation to the aims and objectives stated in chapter one and recommendations.

CHAPTER 5

CONCLUSION AND RECOMMENDATIONS

In the very progress of society, the prison has in the very nature of things undergone some improvement, but there are vast stretches yet to be covered before prison becomes, if it ever does, an institution for the reclamation and rehabilitation of erring and unfortunate men and women.

Author: Eugene V. Debs

5.1 INTRODUCTION

Considering the analysis of the data presented in Chapter Four, pertaining to the factors which hinder the effectiveness of rehabilitation programs in the Correctional Sub-Sector as ways in which rehabilitation programs can be improved at the Department of Correctional Services (DCS). The extent to which the aims of the study (see Chapter One) have been achieved can now be discussed. Recommendations for future research pertaining to the effectiveness of rehabilitation programs at the Department of Correctional Services based on the findings of the current study are presented in this chapter.

5.2 SUMMARY OF MAJOR FINDINGS

In terms of legislation, the DCS in South Africa is responsible for the rehabilitation of offenders. The ORP prescribes how the White Paper on Corrections should be translated into practice. A central theme of this path is the promotion of corrections as a societal responsibility and the development of correctional centres into institutions of rehabilitation. This central theme is embedded in the mandate of the DCS in terms of the Constitution of the Republic of South Africa and the Correctional Services Act (Act 111 of 1998). Therefore, it was imperative to explore the factors which hinder the effectiveness of rehabilitation programs at the Department of Correctional Services.

The findings of this study demonstrate that there are certain conditions at the DCS which severely impede the success of rehabilitation program as well as the DCS's attempts to make the offender's rehabilitation the primary focus of its operations. One obstacle to the effectiveness of the programs in place and the execution of the rehabilitation strategy is the absence of necessary skills to carry out rehabilitation programs. According to the study, several staff members at correctional facilities who are assigned to oversee rehabilitation programs are not familiar with the concept.

Moreover, another significant flaw in the DCS rehabilitation programs is the dearth in physical and human resources specifically for social workers and psychologist as a result not all sentenced offenders or any persons under correctional supervision can receive psychological treatment. Staff members at correctional facilities play a crucial role in the rehabilitation and reform of criminals because they are responsible for accurately implementing all interventions that are outlined by policy and meant to support offenders.

It is obvious that to accomplish the goal of successful rehabilitation more DCS officials should be appointed including psychologists and social workers; moreover, professional competence within the DCS must be promptly addressed. The core of DCS's rehabilitation strategy is needs-based care programs designed to preserve offenders' wellbeing and social integration. Unfortunately, the problem of overcrowding at the DCS is the major factor inhibiting the successful implementation of the needs-based care rehabilitation programmes in practice. Overcrowding

also prevents professionals from having offices to carry out needs-based care programs. For example, there are not enough classrooms for the school division, enough room is not provided for caregiver services, and there are no rooms available for psychologists and social workers to conduct group sessions. As long as the DCS fails in providing correctional officials with a working environment conducive to the rehabilitation of offenders, rehabilitation will remain a challenge.

5.3 RECOMMENDATIONS

The study put forward the following recommendations.

Firstly, according to Correctional Services Act 111 of 1998 (as amended) the DCS is dedicated to providing psychological and social work services to all offenders in order to improve their mental and emotional well-being. However, due to a dearth of human resources and a paucity of psychologists, not all offenders receive psychological treatment, according to the research findings. Therefore, it is imperative that SASSETA increase its interventions in the psychologists and social workers in order to adequately meet the psychological needs of the offenders detained in all South African Correctional Centres. For instance, Delegates to the National Symposium on Correctional Services (2000) recommends that the ratio of psychologists to inmate should not be more than 1:150; this is based on data from prisons in Canada and Britain where the rates of recidivism are low.

Secondly, considering the fact that one of the primary reasons South Africans commit crime, particularly those from previously disadvantaged communities, is economic disparity induced by unemployment. It is imperative that the Department of Correctional Services gives all inmates access to education, vocational training, and work; these programs should also be compulsory for all inmates. The skills programs provided must be able to enhance the employability of inmates both in the short and long term; SASSETA must increase its interventions on the following areas carpentry, painting, electrical technology, plumbing, and panel beating are skills which would enable and maintain offenders in the world of labour outside of the correctional facility.

Thirdly, there has to be a review of the national framework for offenders' rehabilitation approaches in South Africa with the goal of lowering the high rate of recidivism. It is also important that a study of this nature to be conducted qualitatively interviewing all relevant stakeholders in the Correctional Sub-Sector in order to comprehend their perspective on the factors which hinder the effectiveness of rehabilitation programs at the Department of Correctional Services.

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