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FRONT COVER: Our Commander-in-Chief (President Thabo Mbeki) and Col Nontobeko Mpaxa, Officer Commanding Army Support Base Port Elizabeth, at the Freedom Day Celebrations held at Bisho Stadium in the Eastern Cape. Read all about the celebrations of 27 April 2007 on pages 12 and 13.

(Photographer: Cpl Elias Mahuma)

For the latest news on defence matters in South Africa, visit our website at: www.sasoldier.mil.za
As a nation celebrated National Freedom Day on 27 April 2007. The SANDF held its annual Freedom Day Celebrations Parade at the Bisho Stadium in the Eastern Cape. Read all about the celebrations and the address of our Commander-in-Chief (President Thabo Mbeki) on pages 12 and 13.

Our second newly acquired submarine - the SAS CHARLOTTE MAXEKE (S102) - was welcomed in Simon’s Town on 26 April 2007. Read about her arrival on pages 14 and 15.

For the first time in history the international congress of the International Commission of Military History (ICMH) will be held in sub-Saharan Africa. It is therefore quite an honour for South Africa to host the 2007 congress in Cape Town from 12 to 17 August 2007. This event is already seen as part of the build-up for the FIFA 2010 World Cup Soccer Tournament. When the German National Commission presented courtesy gifts to the various national commissions in Germany (in August 2006) a genuine World Cup football was handed to Maj Gen Solly Mollo, the President of the South African Military History Commission, as a symbolic gesture indicating that the ball was now in South Africa’s court. The African voice should be heard on podiums such as these, and Africa must take its rightful position in the international community. Read all about this forthcoming prestigious occasion on pages 26 and 27.

It is June again and we are celebrating National Youth Day on 16 June; SA Soldier is therefore dedicating this Special Edition to the youth in our Department and South Africa.

SA Soldier greetings.

Nelda Pienaar
Editor

Naval Deployment Agency assists MSDS

In November last year 35 ex-Military Skills Development System (MSDS) Part I qualified chefs were interviewed by the Cape Town International Convention Centre and offered posts in which they were to start working in January 2007. Chef Simon Kemp reported that the chefs had “a positive attitude, showed enthusiasm and were adapting to banqueting catering”.

The Naval Deployment Agency (NDA) was created to assist those MSDS members who did not join the Core Service System in the SA Navy to find civilian employment. These ex-MSDS members have a contractual liability for service in the Navy Reserve and may be called on to render such service as required by the SA Navy at a mutually convenient time.

Last year approximately 230 trained MSDS members completed their MSDS service in the SA Navy, after which they returned to the civilian communities. These members were Part I trained, inter alia in catering, personnel or protection and are now able to offer their skills, discipline and two years of naval experience to their future employers.

Other companies that expressed an interest, conducted interviews and offered posts to MSDS members were:
- Safmarine, which offered maritime bursaries to SAMTRA for members with Grade 12 maths and science.
- Sea Harvest, which was interested in those who could be trained as ship’s engineers.
- The SAPS, which offered 400 posts to those who were under 30 years of age and had valid driving licences.
- Fidelity Guards, which interviewed 40 applicants for their guarding division.
- South Peninsula Fire Department, which offered 10 fire-fighting posts.
- Siphiwo Consulting Solutions, which expressed a need for those with administrative skills.

Cdr Graham Matthei, who manages the NDA, said: “The support of the above companies was positive, very encouraging and will provide a platform in the future.” He and Petty Officer Gillian Jacobs recently visited SAS SALDANHA and addressed the new MSDS intake on the functioning of the Naval Reserve and the NDA, highlighting opportunities on offer.

Other employers who are interested in offering posts to trained MSDS members should contact Cdr Graham Matthei at the Reserve Management Centre/Naval Deployment Agency at tel no: (021) 787 3156/3469 during office hours. - Lt Glenn von Zeil, SA Naval Reserve
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AUTO PEDIGREE - You deserve a great deal!
I was born on 13 September 1984 in Botshabelo. I am the third-born and have two big brothers and a younger sister. A single parent, a very strong mother, Dilahloloane, raised us all with a certain standard of discipline. She said: “You must always appreciate everything that God gives you. Do not expect more, even less just enough and always count your blessings.”

I matriculated in 2001 and completed the Financial Management National N6 Certificate and graduated in May 2005 from Motheo FET College. I started working in an Unbridled CC known as Papa Super Maize Meal as a branch manager in Kroonstad. It gave me an opportunity to test all that I had learned at school and this helped to reduce financial problems for my family.

When I received a letter of acceptance from the SANDF I realized that I was going to be a soldier. I am proud to be a soldier. I joined the SANDF in 2006 and did my basic training at 3 SAI Bn. I found the SANDF a very interesting place: full of challenges all that I had learned at school and this helped to reduce financial problems for my family.

I was psychologically and mentally fit and decided to join the Personnel Service Corps as I was ready to learn more after completing the Officers’ Formative Course. I did the Junior Personnel Officers (JPO) and the Human Resources Support During Operations (HRSDO Part I) courses at Personnel Service School in Thaba Tshwane. Studying, writing and passing were not a problem, rather understanding the work and being focused is what really matters.

I am currently placed at the Human Resource Support Centre and busy with in-post training at Directorate Ceremonial and Military Music Medal Section. In March 2007 I got an opportunity to join the A-Team to learn more about auditing the SANDU stop orders, which was the greatest learning path of my military career. I am willing to learn even more and do all the best that I can do with the support of my family. I am looking forward to completing my degree in Financial Management and fulfilling my goals. CO Nono Khantsi.

**A PERFECT MELTING POT**

I would like to express my congratulations and my respect to the SA soldiers deployed in the eastern Congo for their morale, discipline and love of the people they meet on their peacekeeping mission.

Our soldiers prove that they are committed to peace and development in this part of our continent.

Even though they come from different cultures and races, they always stick together for the mission and really demonstrate to the world that South Africa is par excellence the African rainbow nation, a perfect melting pot.

**R200-00 prize for the best letter**

SA SOLDIER welcomes letters to the Editor. Short letters are more likely to be published, and all letters may be edited for reasons of style, accuracy or space limitations. Letters should preferably be typewritten and double-spaced. All letters must include the writer’s full name, address and home telephone number. The volume of letters we receive makes individual acknowledgement impossible. Please send your letters to: The Editor, SA SOLDIER Letters, Private Bag X158, Pretoria, 0001. Letters may also be faxed to (012) 355-6399 or sent via email to sasoldier@mil.za. We would like to hear your comments or ideas, particularly about matters affecting members of the Department of Defence. Regrettably, anonymous letters cannot be answered officially or published - Editor.

**ATTENTION DIVERS!**

All divers trained by the SA Navy Diving School from 1957 to 2007 are cordially invited to attend the 50th Golden Jubilee Celebrations from 28 June to 1 July 2007.

For more information contact Ms Lorna Rynhoud on 021 782 5672 (h) or Nick on 021 780 1023 or email: kudu57@xsinet.co.za.
BUILD A SAFE AND SECURE WORKPLACE

The basic principle in life is to live in a secure environment and to protect our belongings, but the challenge comes when we have to protect what we work with (equipment and resources) in our workplaces. We do not make enough of an effort to protect our equipment and resources, and we end up losing money as we have to repair and replace what we used to have.

Crime and fraud in our organisation have become our daily bread, but we must put an end to it. This will only happen if we change our attitude towards criminals. We should stop harrying criminals, and expose them instead. Stop supporting criminal activities; report them.

Criminals will always take a shorter route to enrich themselves. Criminal activities in our organisation do not come from outside, but from within, eg someone who has authorised access to information and equipment and then misuses it from evil motives. Let us secure and protect our equipment. As the saying goes: ‘Prevention is better than cure’. The security of our equipment is a personal responsibility.

There is enormous complacency among individuals in the SA Army in terms of security, and this is where we are supposed to play a role, as we are the nation’s protecting entity. No security measures will be totally successful unless users believe that security touches their daily lives and implement them. If we continue to make security aspects someone else’s responsibility, then we really need self-introspection. Security awareness can prevent and lower the impact of incidents when they do occur.

We can install the most sophisticated technical equipment to try to stop crime in our organisation. This may help in the short run, but when the individual starts to master the equipment then manipulation starts. Raising awareness among Army personnel will do far more to improve security. Be aware that crime does no pay, and the cost of it does not only affect you, but also those who depend on you. You will end up losing your job and self-respect. Creating an environment with true security and without crime will take enormous effort from all levels of management down to the lowest rank in our Department.

To secure our environment and our assets requires us to be willing to work together to create a safe environment. Remember, challenge criminals, but do not place yourself in danger. Mr T.P. Mashilo, Principal Military Security Policy Researcher, SA Army Office

LOVE BEING A WOMAN

I love myself for being a woman. I enjoy being a woman and the thought that I am a woman fascinates me more than the world can ever comprehend.

Being a woman means looking beautiful, feeling good about oneself, being healthy and vibrant and appreciating who you are. It means wearing plain clothes and still feeling that the world is staring at you. It has nothing to do with a beautiful face, though it will help having a nice figure. It’s all about how you take care of yourself, the food you eat, taking the right supplements, exercising, and above all how you portray yourself in public and at home.

What do I mean by portraying yourself? A woman does not shout for your attention. She allows the world to figure you out. She is discrete, and natural and one could never say that she is too much of anything. I admire women who are themselves. A woman who is independent, confident, and has a purpose in life. I believe that women who are strong are also beautiful.

A woman respects herself and others. Unlike a helicopter a woman does not hover on top of things or others that is she does not want or like to control others, be they children, brothers, husbands or even their female counterparts. A woman is a free soul specifically created to balance the world in all spheres of influence. A good woman never wishes evil upon someone else. A woman sends out waves of love, prosperity and goodwill to others, even if they have sinned against God. (He is their Creator - not you or me.)

Let us congratulate men who call to let us know they care and those who do not see giving a card or flower as a waste of time. Let us appreciate and give accolades to men who love children, pull out a chair for a lady, offer seats effortlessly, compliment with sincerity or not at all, who give personal presents - something which suits both the recipient and the occasion - and who respect a woman’s privacy. On the other hand let us discourage the association of men who are still caught up in the shackles of the past, that is of patriarchy with all its associations.

Women can do anything. The Bible tells us that the Lord helps those who help themselves. This means that if you tackle your problem with absolute faith in the God-given power within you to find the perfect solution - so will it be. Matt. 9:29 “According to your faith it will be done to you.” Do not let your conscious mind tell you that it will take a miracle to solve this problem or that something seems impossible. If He can part the waters of the Red Sea, make the dead rise and cause the blind to see, then He can solve your problem as well. The only difference between us and the receivers of miracles is faith. (Take your eyes off the storm and keep them on Jesus.)

The most successful woman is the one who does not set out to get rid of problems, even the deep-rooted ones; instead she knows how to counteract them because problems are part of our lives. A successful woman always has positive mental thoughts, thinks positively and lives positively even when the chips are down. Remember, God is always on your side to help you through, and help you make the right decisions. All He asks is that you make the first move to open the channels of communication and acknowledge Him in and anticipate its uncertainties. Happy Women’s Day! Ms M.M. More, COLET
It is crucial that all soldiers in the SANDF understand what a lawful command is, especially on the battlefield or other war situations. The most important rule in the rule of engagement is to avoid targeting civilian institutions, churches, hospitals, clinics, day care centres, old age homes or any area where there may be civilians who could be injured “en masse”. This is crucial. Take, for example, the wars now raging in Iraq, Israel and Palestine. Most of the casualties are innocent civilians, women, children and the aged. This surely is a war of injustice where unarmed populations are getting injured and killed. It is cowardice in war to hit civilian targets. It is a hideous crime against humanity.

What all the above means is that civilians need to be protected during war, not attacked. Sometimes own defence forces go on the rampage and rape and violate women and children to satisfy their sexual lust, and make women and children their prey in some parts of the continent where wars are raging. A girl child is often raped to death by more than one man. Mothers and daughters are kept as sex slaves and raped repeatedly. This is unforgivable and is a punishable crime.

We witness in wars around the globe how children are hit while having breakfast, how women are killed and gunned down while in church praying for peace, how patients are mercilessly shot in their hospital beds. These are the result of unlawful commands and no soldier of integrity should ever engage in such activities with the excuse that he is obeying a command.

Soldiers of the SANDF should and must stand proud among the defence forces of the globe. Their integrity must not only be seen in how neat they are or in the way they march. It should be seen in how they respect life in time of war.

Be a soldier and attack an attacking soldier or hit an installation that threatens the integrity or the safety and security of your own people in war, not innocent civilians. Do not rape and do not plunder mineral resources during war. It is wrong. Forward with the dignity and integrity of our soldiers in the SANDF.

Lt G. Koose.

I would like on behalf of Mortar Platoon 7 SAI Bn to thank the outgoing Mortar Platoon Second in Command, Lt G. Koose, who was transferred to 6 SAI Bn for his commitment, leadership and hard work. Since he worked with us from 1995 as a Group Sgt, P/Sgt, P/2IC and P/Commander in DRC 2005 he has shown humanity, has personality, discipline and good leadership skills. He has left an indelible mark and his footprints will never be erased.

All members in the unit, including the Officer Commanding, will miss him. His voice on the parade ground at the officers salute will be missed. Members of Support Company will never again hear his voice praying or sharing the Word of God with us during roll-call parade. His words of encouragement and advice will not be forgotten. He will be missed at soldiers’ funerals as a Marshalling Officer as will his support at soldiers’ weddings.

We lost a good commander at 7 SAI Bn who cared about his subordinates and supported them spiritually and morally. We are not going to see him running around the Company during PT anymore. You will be remembered by all members for the good work done for this unit.

Well done Commander, we feel very proud of you. You did your job with responsibility and enthusiasm. Let the good work continue. We wish you good luck on your new appointment. I hope and believe that you will share your experience with your new colleagues. Rfn M.J. Teffo, 7 SAI Bn, Phalaborwa.

Mortar Platoon 7 SAI Bn.

My name is Gaston Nkulu wa Malala and I am the RSA Bn interpreter. I have been working with the United Nations (UN) now for more than two years, attached to the RSA Bn. My first battalion was 5 SAI Bn, then 7 SAI Bn, 2 SAI Bn, 14 SAI Bn and currently I am with 4 SAI Bn deployed in Ituri. The Tactical HQ is at Kpradoma. I have been everywhere with the South African Forces on this mission, from North Kivu to Ituri, but today I find myself obligated to send you some nice photos of our activities in Ituri with 4 SAI Bn under Lt Col B. Klaasin.

Everyone has heard about Peter Karim. No one could bring him out of the bush, but we have done it, not by force, but through dialogue.

Readers can contact me for more info on Good luck on your new appointment. Gaston Nkulu wa Malala (in white T-shirt) listening attentively to one of the soldiers during discussions.

Lt G. Koose.
SOLDIERS NEVER QUIT

In the SANDF things might look tough, but they are not that tough, because God says nothing is impossible for Him. We are created in His image. Whenever we face a difficult situation we have to consult Him. I hope and believe that He will rescue us.

Policies and laws are spelt out, but they are not really kept when we forget that there is a God above our laws and policies. To my colleagues today I would like to say don’t quit, but be self-motivated even if your juniors are promoted and you don’t get a promotion or when others get an opportunity to be deployed 20 times and you do not get a chance. Just tell yourself that anything that didn’t come to you doesn’t belong to you.

I am writing this letter following an article I wrote in which I said: “Suicide is a permanent solution to a temporary problem.” I tried to discourage people from committing suicide because that is against God. Nothing is greater than the Creator of heaven and earth. It is for us to believe that He can and is able to solve any problem for us, so in this letter I want to help my fellow soldiers who are negative towards life because of circumstances. As a Lance Corporal I tell myself that I can do all through Christ who strengthens me.

There is a word manoeuvre which means a soldier can get out or go in while the doors are closed. This means no one will hold the future of a soldier. Have your goals even if the situation doesn’t allow it, like David who defeated Goliath by faith. Have insight, be sure of what you are going to do and you will do it. Always be positive and you will receive positive answers in regard to everything. Lastly, do good. You will receive good things, good for good and bad for bad. Forget the past and focus on the future. Quitting is not a solution. Stay tuned; God is on your side and nothing will be against you.

I. Cpl M.N. Madiloyi, 46 SA Brigade, OPS Clerk Command Group

MILITARY UNIFORM

I would like to tell soldiers to keep their uniform in a safe place. Civilians all over the world are wearing uniforms, they are not supposed to. Criminals also wear uniforms to facilitate their robberies, and this is bad for the image of the SANDF. Where do these people get uniforms other than from soldiers who have extra uniforms? Such soldiers are not proud of the uniform and not loyal to the SANDF. If you have extra uniforms, take them back to the uniform store. A uniform is a controlled item and it is not for sale. Let us stop giving it to civilians or our brothers at home. We must be proud of our uniform. The SANDF must warn members wearing camouflage uniform illegally that they will be prosecuted. This message must be carried by radio stations, television and newspapers.

Other civilian members are not aware that it is illegal to wear a camouflage uniform, so they must be informed that it is an offence. The SAPS should be requested to arrest those who are wearing camouflage uniforms illegally. A member can also be charged if he wears a uniform after hours mixed with civilian clothes. Let us stop doing wrong things. Illegal use of the uniform does not show professionalism. There should be zero tolerance regarding the illegal wearing of camouflage uniform. Be warned: If you are found wearing the uniform illegally, whether you are a soldier or not, it will be taken from you. This is friendly advice. It is better to do our job rather than tolerating wrong things happening before our eyes and promoting corruption. Lt G. Kooste and Lt T.P. Mdloko

TALENT MANAGEMENT

I have wondered why organisations cannot retain their staff, especially people who are good, committed, diligent and very meticulous. If one looks at the DOD it is no exception. Why?

I tried looking for solutions. Perhaps organisations, including the DOD, can pause a little and dig deeper to find out if “talent management” could be the panacea to solve employee turnover. It is the responsibility of any organisation to ensure that only the right people are attracted through recruitment and that such people are further developed, motivated and deployed effectively. These talented workers must be retained in the organisation.

Talent management process:
Acquire ——— Develop ——— Deploy ——— Retain

Neglecting the people once they have been appointed is a blunder of management and this results in people leaving their jobs for greener pastures. It is a given that not all people enjoy every aspect of their work, besides which the organisation is not always in a position to satisfy all the needs of their staff. However, how people are deployed and lack of recognition are contributory factors in people leaving their organisations.

Employees should be exposed to different jobs in the organisation. Research has shown that most people need to try several jobs before they find the one that fits them best. Some organisations make use of job rotation. This deployment strategy normally leads to the employee coming back to his or her old job with renewed vigour and insight. The primary objective of any organisation when it comes to human capital should be to retain the talented people in the organisation for as long as possible. Organisations should have a succession strategy in place to guarantee continuity. This strategy or plan should not be kept secret. Talented individuals who know that they are groomed for succession are more likely to stay in the organisation. Employees need to know that the organisation considers them an important resource. They need to be recognised as individuals. Public recognition of an employee’s achievements is an important aspect of the employee’s career. Organisations should also offer material appreciation in the form of bonuses (incentives) and merit programmes and these tokens of appreciation or recognition must be evenly and democratically distributed.

This letter is open to further investigation and debate. Ms Molebogeng More, SANDF COETJ
LEADERSHIP

“People don’t care unless they know how much you care.” - Dr David Molapo Pastor and Philosopher

The interpretation of leadership largely depends on the individual mind-set. There are several theories on leadership.

My individual understanding of leadership shows that I wish to share with my fellow members in the SANDF that leaders are not born, but are produced firstly by circumstances and then because of people who elected you to lead.

Military leadership is no different. You are a leader because you qualify to lead by virtue of your military experience, how you apply your knowledge and how you impart your knowledge to your subordinates and your peers in whatever rank or level.

Military leadership also refers to how you provide opportunities for your subordinates to become leaders through development, training and exposure and help SANDF members to think outside the box and allow them freedom of thought and expression. If this does not happen the SANDF is not a dynamic organisation.

Change does not always bring about a peaceful transition. There is always resistance from certain quarters by people who feel threatened by change. If you are a leader with all the qualities of a leader, you will never feel threatened because you understand the dynamics of leadership. You are either a tyrannical leader or a leader of compassion who is sensitive to the needs of the people.

Every coin has two sides. You are a leader who thinks you are leading, but in actual fact you are just taking a walk, because you are not exemplary, neither are you interested in those around you, because you are so full of your leadership. The other side of the coin is that you are a leader because you are interested in developing each and everyone that walks with you as a leader - then you are leading and not simply taking a ride or a walk and enjoying your leadership status.

Leadership comes about because of hard work, commitment, dedication and the ability to transform people from negative thinking to positive thinking and doing things not to anger people by imposing your will on them, but working with them and listening to them.

In the SANDF there is a tendency to develop those who think and those who do. This is wrong. Each and every individual has inherent abilities and potential that must be developed through the provision of opportunities. Everyone, irrespective of rank level, has an important contribution to make to the growth and development of the SANDF. Learning opportunities should not be available to a few only, while the majority are left without development opportunities.

It is known that if a plant does not grow it dies; an organisation dies if its people do not grow and develop. Therefore, the SANDF should take care that it does not stagnate by continuously providing opportunities to its members to grow in order for the organisation to grow. Individual growth in any organisation promotes organisational growth and dynamism.

Therefore give everybody a chance, allow everyone to demonstrate their leadership abilities; allow everyone whatever their rank level to lead in their field of work, the leader providing the expertise and the career path. Create an environment for achievement, not for failure. Everyone in their own right is a leader.

Of particular concern is the youth of the SANDF - the youth who I watch growing old in the same rank in the same post. Why is this so? It shows that there is a lack of concern for the growth and development of our youth in the SANDF, and this applies to all sexes. It also means that in the hierarchy there is no intention to give way, there is lip service to Strategy 2010, but no action.

Recycling old material is no longer the answer. We have young people in the ranks that have excellent scholastic qualifications, but who are growing old or disgruntled and are not being utilised according to their qualifications. They are not being afforded the opportunity to demonstrate their intellectual abilities to move the SANDF forward because of the continuous recycling of old material at the top.

It is a fact that if you are a leader at the top and you want to keep people at the bottom you are in a position to do so, but it is to your own detriment because when you fall you become the laughing stock and there will be no-one to catch you.

You can step on people only for so long. In this day and age the military must acknowledge that the youth have been exposed to an education much in advance of that of those who matriculated in the 50s and 60s. Today’s leadership must at all costs relentlessly strive to give the youth a chance to lead the SANDF. Their knowledge is no longer crucial, because the youth are more technically and technologically advanced and equipped. They have the strength and the energy and should be the vanguard of the SANDF.

Let our leadership status not kill our organisation. You should acknowledge the fact that you let your own ship sink if you do not train your sailors and refresh the crew after you have been at sea for years.

Let leadership in the SANDF be appreciated for sensitivity towards its members. Let leadership in the SANDF be appreciated for its ability to create leaders out of others to lead and carry on tomorrow. Let leaders in the SANDF acknowledge that they are not there to make a home out of the SANDF for themselves, but that their active contribution comes to an end at some stage, and then they must give way to new, dynamic, creative and innovative ways of doing things to keep in step with the development of the world’s progressive armies.

In conclusion, leadership is not hiding information, but sharing information that is crucial to the development and education of each and every member in his particular functional environment. Leadership is caring and being sensitive not only to your own needs and status, but to the needs and status of those around you. Leadership is not about keeping yourself at the top, but how you are going to pull others up all the way with you. Leadership is not about how to suppress people, but how to develop and utilise the maximum potential of each and every member of the SANDF. Leadership is about fostering teamwork, because not working together means perishing together. The SANDF needs people who can lead in order to develop innovation and skills, and for the maintenance of the intellectual property of the organisation, especially the youth.

Let every member of the SANDF think beyond the confines of the box, because it is known that if you keep a tiger caged for years on end, you yourself will have to run away from it the day you let it free. What you will have done is to engage and control minds and dominate your subordinates’ thinking and force them to think stereotypically. The only way to attain high morale and excellent levels of discipline is to let every member be a self-conscious, self-driven and hard working individual who is aware of his or her duty, behaviour and discipline at all times. Such an individual should be aware that the strength and dignity of the SANDF are dependent not on one person or on a few, but on each and every member of the SANDF and the DOD.

B.V. Martin, Pretoria
SA Ambassador in Darfur

By Commander Michael, AMIS OPS and Training

We bade farewell to the RSA Engineer Squadron and Squadron Commander, Capt Thabo Lemphane, who had successfully completed their seven months’ duty tour of Darfur. It was the fourth rotation in which the Engineer Squadron had been involved in Darfur, consequently it fell to South Africa to nominate an officer to serve as the Engineer Squadron Commander.

Capt Lemphane took the office at a critical phase when Pacific Architects and Engineers (PAE) were doing all the tasks that Engineers can do. In spite of the challenges that Engineer Squadron faced at the time coupled with logistical constraints, Capt Lemphane was not the least deterred by these daunting challenges. Under his able leadership, elaborate games with forces at Force Headquarters (FHQ) and Sector 1, mine awareness training for civilian police (CIVPOL) and military observers (MILOBS), negotiations with PAE with regard to the sharing of responsibilities and work, and lastly the arrangements and involvement with the United Nations Mine Action Service (UNMAS) team for the destruction of unexploded ordnance (UXOs) in the area of responsibility were undertaken.

In addition he gave presentations on mine awareness to 784 CIVPOLS and MILOBS from the following countries: South Africa, Uganda, Germany, Ghana, Egypt, Denmark, Great Britain, Madagascar, Burundi, Cameroon, Senegal, Mali, Spain, Rwanda, Mauritius and many more, including United Nations (UN) advisers. None of the members that he briefed was involved or injured by mines or UXOs.

AMIS personnel and property became the target of violent attacks and once the squadron members and vehicles were stoned. Again, undeterred by these unwarranted attacks, Capt Lemphane braved the storm and immediately set in motion an appropriate response by organising members of FHQ and CIVPOL residing at Sector 1 to be transported by a convoy.

Through his bold initiatives of promoting security and safety he has now become a household word among AMIS personnel, especially in Zamzam Sector 1 and FHQ. Capt Lemphane, with the help of Lt Col Orungbe (Force Engineer), laid a very solid foundation and a legacy of dependability that should benefit Engineer Squadron.

We are indeed proud of his achievements and we thank him for a job well done. He will forever be remembered with his pleasant disposition and sense of humour and his many anecdotes, which inspired us and radiated hope in the face of insurmountable difficulties. Watching from a distance we liked the competitions that he used to organise for his subordinates as part of the motivation. We shall miss his fortitude, tenacity of purpose and compassion, which have been the hallmark of his administration: he was the true South African Ambassador.

I wish him the best in his future endeavours. It is my hope that when he leaves us he will continue to put his rich repertoire of knowledge and experience at the disposal of the African Union (AU) and other international organisations in our collective efforts at making the world a safer place.

Capt Thabo Lemphane.
Building South Africa

By Nomonde Vuthela
Photos: Cpl Elias Mahuma

President Thabo Mbeki almost caused a pandemonium when he summoned the masses and granted them permission to "come closer" in order to see him better, when he spoke at the Freedom Day Celebrations held at Bisho Stadium in the Eastern Cape on 27 April 2007. Steel barricades went down as people deserted the grandstands and made their way to the podium to get a bird’s eye view of our President addressing the crowd.

"We are renewing our pledge to create a better life for all," President Mbeki said to an attentive public that had grown still as if by command. "We are moving slowly towards building a truly equal South Africa". He stated that South Africans were to take cognisance of the country’s thirteen years of democracy.

Calling for a partnership between Government and South Africans so that the spreading and sharing of the country’s wealth could become a reality, he said: "Together let’s work to form smaller economic enterprises for the upliftment of our people."

Because of the 1992 “Bisho Massacre”, Bisho Stadium in the minds of many remains a place of bloodshed and carnage. In 2007 people who made their way to the stadium for the Freedom Day celebrations were welcomed and not shot at as was the case when people marched in peaceful protest to the same venue fifteen years ago. "We still have a long road that lies ahead of us," President Mbeki reminded his listeners, as he urged the communities not to forget what it was that was fought hard for.

Stressing that the majority still lived in poverty and were unemployed, he said: "People need proper roads … and sewage systems". The President also emphasised the urgent need to build a South Africa that was non-racial, stating in IsiXhosa: "Do not protect thugs, thieves and rapists!" and instructed communities to focus rather on the protection of human rights.

To the youth of a country filled with opportunities, President Mbeki
warned against gravitating towards a future of crime run by criminals who have made it “a responsibility to terrorise our people”.

He asserted that they were: “Targeting our youth to become drug addicts and destroying the future of these young people.” He advised the country’s young people to set their sights on education and to utilise UMSOBOMVU funds in order to participate in national development. “Take advantage of the opportunities,” he stressed.

The SANDF has become the life of any party or celebration - the main attraction! And as the organisation endeavours to uphold this reputation and new-found fame, great things and good relations have emerged: stronger ties are being forged with our Commander-in-Chief (President Mbeki), the various government departments, private business and other stakeholders. What seemed like an event that quickly flew by was in actual fact a day meticulously planned in every detail.

The Officer Commanding Army Support Base Port Elizabeth, Col Nontobeko Mpaxa, was appointed as the Level 4 Chief Co-ordinator for the parade. She said to SA Soldier that inter-departmental liaison started two months prior to the event. Good communication was paramount in ensuring that the Freedom Day Celebrations Parade was co-ordinated with what the other government departments were doing.

All the different elements from the SANDF that contributed to making the parade a success without a doubt ensured that the organisation lived up to its reputation of being one of the major attractions.
Arrival of **SAS CHARLOTTE MAXEKE**

**By Lt Cdr Prince Tshabalala**

*Photos: Courtesy sanweb.navy.mil.za*

Cold, wind and heavy rain could not dampen the warm happy atmosphere at the welcoming ceremony for the arrival of the second of three of the SA Navy’s newly acquired submarines, viz the SAS CHARLOTTE MAXEKE (S102) in Simon’s Town on 26 April 2007.

Escorted by a Navy tug, SAS CHARLOTTE MAXEKE was welcomed in the harbour with traditional pomp ceremony and a 19-gun salute, which was fired by the SAS AMATOLA.

SAS CHARLOTTE MAXEKE is one of the latest versions of the conventional type 209 Class submarines acquired as part of the Strategic Defence Package from Germany. The diesel-electric submarine was christened S102 on 4 May 2005 and named SAS CHARLOTTE MAXEKE by Mrs Mittah Seperepere on 14 May 2007 after a teacher, missionary and social activist, Charlotte Maxeke.

Addressing a crowd of more than 500 guests and families of the crew members, the Minister of Defence, Mr Mosiuoa Lekota, stated that the arrival of the SAS CHARLOTTE MAXEKE was the realisation of a milestone in the process of re-equipping the SANDF. Mr Lekota said: “SAS CHARLOTTE MAXEKE and her sister submarines, SAS MANTHASI and SAS QUEEN MODJADJI will bring the region and the African continent a significant strategic deterrent capability. The submarines together with the recently acquired MEKO Class frigates will considerably strengthen the ability of the SA Navy to provide a maritime Defence. Furthermore, these vessels will contribute to our regional reach and the provision of security in the Southern African Development Community (SADC), thereby assisting in the consolidation of democracy within the region.”

Mr Lekota emphasised the Government’s commitment to the region and to the continent. He said: “Our South-South co-operation will result in an increasing number of obligations on the part of our sea, air and land forces. This will result in a higher demand for loyal, dedicated and competent people who are prepared to deploy for extended periods and who have visionary and committed leadership. In this context the development of technological expertise and the retention of scarce skills are not only important, but fundamental to the accom-
Families were happy to be reunited with their loved ones.

plishment of our strategic objectives.”

In conclusion, the Minister thanked Commander Roland Short and his crew for the commitment and dedication in qualifying, accepting and safely navigating the submarine back home. He also acknowledged the contribution made by the crew of SAS DRAKENSBERG in transporting equipment and material to Mozambique and in escorting the new submarine on its journey home to Simon's Town from Emden in Germany where she was built.

During the welcoming ceremony the Minister also presented special medallions to the relatives of the late Charlotte Maxeke and to the ships companies of both the SAS DRAKENSBERG and SAS CHARLOTTE MAXEKE.

FACT FILE ABOUT CHARLOTTE MAXEKE

Charlotte Maxeke was the first president of the Bantu Women's League (BWL). Formed in 1918 the BWL was the forerunner of the ANC Women's League.

Born Charlotte Makgomo Manye in the Pietersburg (Polokwane) district in 1874, she was a talented singer. She joined a group of singers that toured England, Canada and the United States. It was during her visit to the USA that she was offered a place at the Wilberforce University in Cleveland, Ohio, which was run by the African Methodist Episcopal Church. While there she married fellow student, Rev Marshall Maxeke.

She graduated in 1905 with a BSc degree and returned home with her husband to establish the Wilberforce Institute, which was later to be one of the leading Transvaal higher schools of learning for Africans.

Charlotte Maxeke achieved political prominence as a leader of the women demonstrators against proposals to extend the pass system for women. It was at this time that she decided to found the Bantu Women's League. As President of the League, she led a delegation to the then Prime Minister to discuss the question of passes for women in the Free State. The BWL, which had branches all over the country, demonstrated widely and sometimes successfully against passes for women.

Maxeke's prominent political role clearly had a direct bearing on the profile and strength of the BWL. Writing about the role of women in the first few decades of the ANC, Frene Ginwala notes that in Charlotte Maxeke, the BWL had a leader of national standing among the African people and one who was capable of dealing directly with legislators and officials. Women no longer had need of interpreters or spokesmen, but could articulate their demands and representations.

Maxeke was also involved in the workers' struggles. In 1920 she extended her support to the early efforts of Clemens Kadalie and Selby Msimang to launch a national trade union movement for Africans. Within days of the inaugural conference of the Industrial Commercial Workers Union (ICU), the Bantu Women's League of Pietersburg drew up a list of grievances of women farm workers. Examples were cited of farmers making women do exceedingly heavy physical labour. The workers also objected to being forced to work until midnight without time off for meals.

As Native Probation Officer for juvenile delinquents in Johannesburg, she was particularly concerned with the conditions of women and children prisoners. Not merely content to help prisoners, she was committed also to fighting the causes of crime.

Maxeke died in 1939 at the age of 65. Throughout her life she showed outstanding qualities as an ANC activist, social worker, teacher, journalist, church leader and thinker. Her legacy serves as an inspiration in the ongoing struggle against the oppression of women in South Africa.
DOD applies the Balanced Scorecard as Strategic Management System

By Lt Col F.H. Makhaphela, SO1 Performance Management & Analysis
Photo: Cpl Elias Mahuma

Public Service Regulations, 2001 (as amended) requires public departments to establish a performance management system in order to enhance organisational efficiency and effectiveness as well as accountability for the use of resources and the achievement of results.

A process of assessing progress towards the achievement of predetermined objectives, including information on the efficiency, effectiveness and utilisation of allocated resources is necessary. The Department of Defence (DOD), in its quest to fulfil its mandate, has opted to develop and implement the Balanced Scorecard (BSC) as a Strategic Management System in order to monitor and evaluate its performance. A brief description of the BSC as a strategic management system follows below.

THE BALANCED SCORECARD

The BSC, as a more contemporary means of implementing the strategies of an organisation, was developed in the last decade by Harvard Business School professors Robert Kaplan and David Norton. The BSC was viewed not only as a measurement system, but also as a management system that enabled organisations to clarify their strategies, translate them into action and provide meaningful feedback. The BSC is arguably the most recognised strategy-focused measurement framework. It is thus a management system that can motivate breakthrough improvements in critical areas.

According to Pearce and Robinson (2003: 337) the BSC methodology adapts the TQM ideas of customer-defined quality, continuous improvement, employee empowerment, and measurement-based management and feedback into an expanded methodology that includes traditional financial data and results. The BSC incorporates feedback around internal business process outputs, as in the TQM, but also adds feedback around the outcomes of business strategy. The BSC thus directs an organisation to link its own long-term strategy with tangible goals and actions.

Goold and Quinn (1990) define Internal Business Processes - “In which internal business processes must we excel in order to satisfy the stakeholders?”

These perspectives derive their meaning from the vision and strategy of the organisation and each contains objectives, measures, targets and initiatives that link performance measures to strategy. The BSC thus falls squarely into this category.

The traditional BSC consists of four perspectives: Financial, Customer, Internal Business Processes, and Learning and Growth. However, the DOD has adopted the following perspectives:

- Output Deliverables - “Are we delivering what the stakeholders require from us?”
- Resources - “How are we planning and managing our resources?”
- Internal Business Processes - “In which internal business processes must we excel in order to satisfy the stakeholders?”
- Building for the Future - “How must the organisation learn, grow and innovate in order to achieve predetermined goals?”

These perspectives derive their meaning from the vision and strategy of the organisation and each contains objectives, measures, targets and initiatives that link performance measures to strategy. The BSC system reflects the natural cause and effect logic of organisational performance. The cause and effect logic (strategy map) will be dealt with when dealing with the development of scorecards and roles and responsibility.

WHO NEEDS TO BE INVOLVED?

Executive leadership within the organisation must initiate and champion the development and implement-
tation of the BSC. The support functions, such as the Human Resources (HR) and Information Communication Technology (ICT) play an important role in aligning with and supporting organisational objectives and measures with regard to strategy.

**BENEFITS OF IMPLEMENTING BSC**

One of the strongest benefits of the BSC is that it turns the subjective process of employee performance reviews into an objective practice that measures how they are performing in relation to the organisation’s strategy.

- The BSC can focus the organisation’s key actions, which contribute to the strategy.
- It helps to clarify the vision throughout the organisation.
- It helps to translate the strategy into operational terms so that everyone can understand.
- It helps gain consensus and ownership by the executive leadership.
- It provides a framework to link and align the organisation around its strategy.
- It integrates the strategic planning and implementation process.
- It drives the capital and resource allocation process.
- It improves management effectiveness through real-time decision-making.
- Makes strategy a continuous process through organisational learning and adapting.

**STATUS OF THE BSC IN THE DOD**

The DOD conducted a pilot study to determine whether it would be feasible to implement the BSC in its Services and Divisions. The analysis was conducted in the Financial Management Division (FMD) and the SA Navy. It followed the traditional steps outlined in the Kaplan and Norton methodology to assemble and select the suitable Balanced Scorecards. Four perspectives, which are commensurate for application in the DOD, were developed.

Presentations to various strategic boards and councils were made for approval and for the way forward. It was in the Plenary Defence Staff Council (PDSC) that the implementation of the BSC was approved. The process of implementing the BSC is very complex and requires well-informed, visible and dedicated attention from the top management of the DOD.

Progress with regard to the implementation thereof will be communicated in due course. Various and useful methods of communicating with the members of the DOD will be utilised.

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**From non-swimmer to navy diver!**

Article and photo by Sea J.G. Grant, Int Com BPRO Simon’s Town

Able Seaman Ratanang Maremane is a 23-year-old woman. She was born in Chris Hani Hospital in Soweto in 1984. She lived in Moletsane, Soweto until the age of four. When her parents divorced she was moved and raised in a town south of Johannesburg called Ennerdale. There she lived with her mother and her younger brother. She matriculated from John Orr Technical High School in Johannesburg in 2002 with electronics as her vocational subject.

This dedicated and ambitious young woman has always had a passion for sports, right from her early days, and she has portrayed good leadership skills at all times. During and after her matric year she worked as part-time sales assistant at RJL retail store to earn pocket money.

In 2003 while working part-time she attended classes at Sedibeng College, then known as Vereeniging College. She did engineering, maths and science courses there. Wednesday nights she attended netball practice for a Central Gauteng team and on Saturdays she had modelling sessions at Space Models in Midrand. By the beginning of 2004 she had achieved her Provincial Colours for netball. Her busy schedule was put on hold because of the call-up by the DOD Youth Foundation.

In 2005 she did her military basic training at SAS SALDANHA. She had no idea what mustering to choose when she was not selected as a candidate officer. Next came diver’s selection, which she did not pass because she was not a fully competent swimmer. She was selected as a potential diver. Joining the rest of the potential divers consisting of 40 males and 10 females, she went to Naval Station Durban for enablement training. By the end of the course only 18 were found to be competent, of which she was the only female.

In 2006 she began the difficult diver’s course at SAS SIMONSBERG. Her passing-out parade took place on 9 February 2007. She was part of the group that successfully completed the 39 m - Air Scuba Course, which included modules such as Air Sea Rescue, Chamber Attendant and Underwater Damage Control. Able Seaman Maremane was awarded the Vasbyt Trophy for the course. This was a tremendous achievement, especially as she started off as a non-swimmer and became a navy diver!

Able Seaman Maremane would like to tell all women: ‘There’s nothing special about me. I’m only human. So if I can do it, so can you. The sky is not the limit; you are your only limit!’
Siyandiza helps learner to shape his career

By CO Frans Pale, *Ad Astra*

He is tall and slender. His voice vibrates as he speaks. He chooses his words carefully to achieve clarity for his listener. Listening to him you feel that you are in the presence of a great technical mind.

This is Olaf Martin Jensen, a Grade 10 learner at the German School in Pretoria. At 16 years of age, Olaf is already considering whether he would like to become a helicopter pilot, fighter jet pilot or transport aircraft pilot.

Thanks to Siyandiza, an SA Air Force aviation awareness programme at Swartkop Airfield, Olaf’s life has changed from one of an ordinary learner to one with aviation awareness, following his meeting with Lt Col Mmamokgethi Morobane of the Siyandiza office. “After meeting Lt Col Morobane I started visiting Siyandiza offices where I attended orientation lessons and where I was assigned to different people who introduced me to aviation awareness, especially with regard to the ground work for becoming a pilot,” says Olaf.

Many young people in South Africa are not as fortunate as Olaf. This is partly because of a lack of knowledge about what Siyandiza is all about.

Siyandiza has a twofold programme for the youth of South Africa. The first programme is that of aviation awareness for school learners all over the country. The awareness programme involves visits to schools to inform the learners of a possible career in aviation, with the emphasis on the SA Air Force. During these visits the learners are informed that if they intend becoming pilots, navigators, air traffic controllers or engineers in the SA Air Force they need to have science and mathematics as subjects in Grade 12.

A further awareness initiative is to erect stalls with display material and pamphlets at major air shows around the country. Displays are also provided at major science and technology exhibitions around the country. Some schools also request Siyandiza to attend career exhibitions to inform learners about career opportunities available in the SA Air Force.

The second programme is the Young Falcons development initiative. Learners in Grade 10 that are interested in a possible career in aviation are selected on their mathematics and science performance at school to attend the development programme. These young people attend a preliminary course in aviation and military-related subjects at the nine main SA Air Force bases around the country. This course is presented in one of two ways, depending on the situation at these bases.

The first is to call up the learners to attend a week’s course during the school holidays at the base/unit or to attend lectures every second Saturday. Visits and other activities of relevance are arranged for them throughout the year. The Young Falcons are given their own uniforms for the course and are expected to wear the uniform at all air displays or functions where Siyandiza is involved.

Subjects covered in the course are the following: History of the SA Air Force, Principles of Flight, Propulsion Systems, How Radio and Radar Work, Radio Telephony, Virtual Aviation, Aircraft Recognition, Basic Navigation, Meteorology, Drill, Career Guidance and Visits, and life skills such as self-discipline, etiquette, hygiene, first aid, HIV/AIDS awareness and public speaking.

The successful Young Falcons on the preliminary course are then selected to attend the advanced course during their Grade 11 year. The advanced course subjects are as follows: Air Power Development in the SA Air Force, Advanced Virtual Aviation, Advanced Aircraft Recognition, Advanced Navigation, Advanced Drill and life skills, such as confidence building, leadership training, conflict management, budgeting and 3D perception abilities.
Assisting with recruitment

Article and photo by
LS V.D. Maleka, Naval PR

Is this the Recruiting Office for the SANDF? What do I need to join? Do I need special subjects? Am I too old to join? How soon after I apply will I get a response? When you look at me do you think I meet the criteria to be a soldier? Do you know how long the training will be? What educational opportunities are there for me?

These are just few examples of some of the questions that Able Seaman Gordon Maseko has to answer on a daily basis. He works at Director Personnel Acquisitions as part of the Recruiting and Marketing Division. He is responsible for receiving applications from people who would like to join the SANDF and also gives advice on the requirements for each Service.

He enjoys his work because he interacts with people from different backgrounds and ethnic groups. He feels very proud that he can change the lives of these youngsters by leading them to the right choice of service.

As part of marketing and promoting the SANDF his division runs recruitment drives and career exhibitions throughout the year in different provinces around South Africa. He loves participating in these drives and exhibitions as he feels they reach out directly to the youth of South Africa and thus makes information about the SANDF readily available to the youth.

He is part of the second Military Skills Development System (MSDS) group. He said: "We represent the re-awakening of the DOD, which gives us a chance to transform what has 'been' to what will 'be' for a better rejuvenated SANDF". He also said that there were plenty of opportunities within the DOD and "we have to take advantage of each and every opportunity that arises to make sure that we have well qualified and equipped members in the SANDF".

Karate kid

Article and photo by Sea J.G. Grant, Int Com BPRO Simon’s Town

22-year-old Seaman Boitumelo Pholoholo is currently working at Naval Base Simon’s Town as a Protection Force member. He has been involved in a few sporting codes having played table tennis, soccer, cricket and chess and is currently doing taekwondo, kickboxing and karate.

He started most of these sports at school and local clubs. He received a few certificates for chess while playing for his primary school junior league. He received a regional certificate for table tennis in the Love Life Games. He was a member of his high school chess team and received an award for his participation.

Seaman Pholoholo has won numerous medals in karate. He participated in the SANDF Martial Arts Championships in 2006 and obtained two first and a second place in various categories. He was also a member of the SANDF Martial Arts team. He has also previously competed in the National Martial Arts Championships. Seaman Pholoholo trains quite often. He travels frequently to take part. He enjoys martial arts: "It’s not only about the kicking and punching that’s initially taught, but the self-comfort, self-discipline, character and my body-building that gets me going."

He gets his inspiration from his uncle who is also involved in martial arts and who introduced him to this sport. Although he sacrifices a lot of his time for his sport, he does not regret it.

His advice to other youngsters is that they should follow their dreams and make the best of what comes their way. They should not give up and remember that each obstacle that crosses their path could be a starting point to something great.
From dusty streets to blue skies

By CO Frans Pale, *Ad Astra*

Lt Nkateko Mnisi (26) grew up like any other child who gazed up at the sky in the direction of a passing aeroplane. As he stood with friends and looked up at the blue sky from the streets of Namakgale in Phalaborwa, he wondered whether he would ever achieve his dream of becoming a pilot.

According to his understanding then, the art of flying an aircraft in South Africa was a luxury preserved only for some people. Now, as Lt Mnisi made final preparations for his first flight at Air Force Base Langebaanweg on 12 March 2006, he was nervous and fearful of the unknown.

His mind went back to his childhood days in Namakgale. After years of rigorous training to become a pilot in the SA Air Force, the day for him to fly the big machine had finally come. As he approached the Astra aircraft, his heart skipped a beat. He stood by the side of the Astra, folded his arms, closed his eyes and said a little prayer.

“Almighty God, please come with me as I fly this machine up into the sky and come back with me as I land successfully on the ground.” Deriving some strength and confidence from his prayer, he got into the cockpit, and in no time he was cruising at 7 000 feet above sea level. He made a happy and successful landing after one and half hours.

“That was the happiest day of my life. My initial fear suddenly turned to great relief as I took the Astra safely down to the ground. From then onwards, I knew I was a pilot forever.”

Lt Mnisi’s story of success in becoming one of the current young black pilots in the SA Air Force makes the vision statement of Siyandiza: *Striving for Aviation Awareness among the Youth of South Africa* - an achievable reality.

Although his initial wish was to become a pilot after passing Matric in 1997, he worked as a dispatch clerk for one year in a chain store in Pretoria. This was because he was unaware of career opportunities offered to young South Africans by the SA Air Force.

It was only in 1998 when he read about computer systems in engineering in a newspaper about the recruitment of pilots in the SA Air Force that this changed. After applying to the DOD, he was invited to write a selec-

HR Development reaches out to youth

By Col André Coetzer

A team of three South African learners, all from the Aviation Academy in Pretoria, did our country proud when they represented South Africa in the International Aerospace Summer School in the United Kingdom in August 2006. This was the fourth time that a South African team was invited to do this very prestigious course, where no less than ten teams from different countries participated.

The course, presented at the renowned Cranfield University in the UK, is designed to encourage aeronautically minded young people to consider joining the aerospace industry after they obtain a suitable degree.

The course catered for a range of experiences designed to help them appreciate the wide range of interesting careers that the aeronautical industry had to offer. These experiences, among others, included talks on aviation, aerodynamics, jet engines, flying fixed and rotary wing aircraft (under instruction) and also flying in a flying laboratory Jetstream aircraft that is used to teach aeronautical engineers flight test techniques.

But before the fun started, there was a lot of hard work! The selection of the team was based on a research paper covering various aeronautical topics. A selection board then did the final selection where the candidates were evaluated on their knowledge of their research papers and aviation in general. Other selection criteria included their ability to work in a team, ability to demonstrate leadership and to be good ambassadors for the country. But this was not the end of the work because, after being selected, the team had to prepare and submit a report on an aeronautically related topic to the Cranfield University. This was done to introduce an element of competition between the international teams participating. The result? - The South African team stood their ground and ended in the top bracket again, for the fourth time!

Col André Coetzer from HR Development, the organiser and co-ordinator of the South African team, is of the opinion that we have some of the finest aeronautically minded young people in the world, judged on our performance over the last four years.

And the future? A South African team has been invited, yet again, and 40 young students are working very hard right now to be included in the three-person team leaving for the 2007 Summer School in August this year.
rowing up Ensign Mpho Mashaba participated in various beauty pageants and was crowned “the Queen” numerous times. It therefore came as a shock to her parents when she told them she wanted to join the SA Navy.

While in Grade 11 she heard of the SA Navy from her guidance teacher and she immediately developed an interest. After doing some research, she decided that the SA Navy was the career path that she would follow. Most of her family members chose the traditional career paths; teachers, doctors, nurses and police. Even her mother wanted her to follow in her path - dress making and catering. But she was adamant; she wanted to be different and the SA Navy was the choice for her.

After completing her basic training in 2004 at SAS SALDANHA she was stationed at SA Naval Staff College in Muizenberg as a Protection Force member. At this college, junior officers of the SA Navy study to qualify as senior officers and this is where she was inspired to be an officer. In 2005 she successfully applied to go on an Officers Course, a course she says that brought capabilities to therefore that she did not even know she possessed.

Today she is a Logistics Officer under training at SAS IMMORETTELLE in Pretoria, heading the Logistics Department. Here she is challenged with the responsibilities that come with running a department: administration, management of the department and staff members. In addition she has to undergo the logistics part of post training. She says that, although she is senior to all the staff members, she is also the youngest and treats everyone with the respect due to their stet work and of course their age, as she comes from a very traditional background.

She feels very proud to be at the stage where she is, and said: “If you achieve something at a young age people start to look up to you. You indirectly encourage them to achieve their goals”. She said the young people in the DOD should follow their hearts and dreams and not let anyone, any situation or the environment discourage them. “We all have great potential within us and it’s up to us to realise it and bring it to the fore,” she said.

Lt Nkateko Mnisi achieves his dream of becoming a pilot.
**SANDF lawyers excel in Italy**

By Capt (SAN) E. van der Walt, Com Officer Defence Legal Services

Photos: Lt Cdr Devin Banda

In October 2006 three bright young Military Law Practitioners were dispatched to the Italian Riviera for specialised training at the International Institute of Humanitarian Law in San Remo, Italy. They were Maj Anina Els, BLC, LLB, LLM, SO1 Operational Law Support at CJ Ops, Lt Cdr Devin Banda, B Iuris, OiC Legato Sub-Office Simon’s Town and Lc (SAN) André Smit, B Comm, LLB, LLM, SO1 Legal Advice, Litigation and Operational Law Support at Legato Cape Town at the time, and currently an instructor at the School for Military Justice in Thaba Tshwane.

The 1977 Additional Protocol I to the Geneva Conventions, 1949, and the Constitution, 1996, require the retention of legal advisers to advise commanders on conducting training in International Humanitarian Law (IHL). The International Institute in San Remo is the ultimate training institution in this regard. The Defence Legal Services Division continuously strives to improve the capabilities and qualifications of its law practitioners to benefit the SANDF in general.

Maj Els attended the specialised course for Planners and Executors of Air Operations, presented annually by Col André Retief, SSO Law Training at the SANDF Defence Legal Services and IHL expert, as Course Director. Lt Cdr Banda and Lt (SAN) Smit were participants in the course for Planners and Executors of Naval Operations. Although the courses are initially separate, they combine during the final two days for the planning of a joint air/naval campaign in terms of the constraints imposed by IHL.

During this exercise the three members of the SANDF distinguished themselves by being appointed as legal advisers to the respective air and naval campaign commanders. Presenting their briefings they were commended by the Chief of Staff for their invaluable contributions towards the joint campaign plan; indeed an outstanding achievement.

The knowledge gained will be put to good use in their respective fields. Of equal value is the interaction with the operationally experienced officers from various other countries, such as Albania, China, Indonesia, Ireland, Israel, Sweden, Romania, Sri Lanka and Tunisia. Excellent Italian coffee and cuisine provided the ideal setting for the forging of lasting friendships while discussing common issues on the Law of Armed Conflict. These relationships can only benefit the SANDF in future.
Sea Cadet Camp held at SAS SIMONSBERG

By Lt Glenn von Zeil,
SA Naval Reserve
Photos: CPO Nolan Herne

Awesome, exciting, practical, fun, confidence, teamwork, knowledge and interactive” - were some of the words used by the 60-odd Sea Cadets who attended an orientation camp hosted by SAS SIMONSBERG in December 2006.

Sea Cadets and Signats representing six units across the country (TS Woltemade in Cape Town, TS Knysna in Knysna, TS Fearless in Pretoria, TS Immortell in Johannesburg, TS Krom in Cape St Francis, TS Tyberon in Durban) spent a week being exposed to the SA Navy and improving their knowledge and skills.

The assistance by Permanent and Reserve Force personnel of the SA Navy to the Sea Cadets is an extension of the support that the SA Navy is giving the Sea Cadet organisation nationally. Several members of the SA Naval Reserve are assisting with training at units of Sea Cadets and more opportunities are envisaged for 2007.

Many of these teenagers who have joined the Sea Cadets have an interest in pursuing a career at sea, especially in the SA Navy. The time was well spent in providing them with opportunities to improve their practical skills and to experience Navy life first-hand.

WO2 Shawn Abrahams ran a tight ship assisted by Chief Petty Officer Nolan Herne, Petty Officer Shane Ramsden and Leading Seaman Marlon Adams (SA Naval Reserve). Both Chief Petty Officer Herne and Leading Seaman Adams, themselves ex-Sea Cadets, introduced the Sea Cadets to other positive role models serving in the fleet.

The programme included practical seamanship, navigation, communications, visits to ships, discipline and parade groundwork. The Cadets stood inspection each morning and Able Seaman Patrick Wabanie from TS Knysna commented that he was now “a professional bunk maker”.

Petty Officer Shane Ramsden, an instructor, commented that the Cadets “showed keenness, absorbed new knowledge well, took to the practical exercises and were smart on the parade ground”. Their leadership and teamwork abilities were also enhanced.

As this camp is expected to become an annual event the Cadets requested more physical activities to complement what they were learning and looked forward to taking the experiences back to their units.

Any suitably qualified member of the SA Naval Reserve, especially in Gauteng and Port Elizabeth, who would like to assist in training Sea Cadets should contact Capt Peter Napier at the Reserve Management Centre at tel no: (021) 787 3156/3469.
FlexiSelect – meeting the needs of SA’s soldiers

Being a soldier is demanding at the best of times – it usually means reacting to needs as they arise and constantly being on call to move at a moment’s notice. It’s at times like these that personal needs – and particularly banking – are not even considered.

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Vehicle Finance is available to Defence Force members and a discount of up to 2.25% can be enjoyed.

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South Africa will host the prestigious international congress of the International Commission of Military History (ICMH) in Cape Town from 12 to 17 August 2007. It is estimated that senior delegates from up to 50 countries will participate in the congress. The delegates will come from various armed forces, universities, military academies, research institutes, non-governmental organisations (NGOs) and from the international diplomatic community.

The study of military history is internationally important to armed forces as it is seen as their "corporate knowledge". Armed forces have therefore placed a high premium on the study of conflict and war, as well as its interaction with society as its understanding is crucial for the successful management of the security environment. The congress hosted in South Africa will be very relevant and contemporary as its focus will be on "Regions, regional organisations and military power".

The various sessions will include presentations on regional organisations, military power and military intervention, regional security and peace operations, regional alliances, regional and multinational forces, threats to regional security, regional conflicts and international coalitions. In addition two special panels will be presented on the themes of international support for liberation struggles and the international reaction to the crisis in Rwanda.

The ICMH is a working group within the International Committee of Sciences. As such it is under the auspices of United Nations Educational, Scientific and Cultural Organisation (UNESCO) and has the status of an affiliated international organisation. It aims at furthering and co-ordinating security related research throughout the world and at being an international platform for the exchange of ideas. Many publications appear under the ICMH banner and it organises one auspicious annual international congress. National commissions (not individuals) of United Nations (UN) member states are affiliated with the ICMH and it currently has about 40 national commissions from all parts of the world. Cape Town was chosen as the host city for the 2007 congress, the three previous congresses having taken place in Morocco (Rabat), Spain (Madrid) and Germany (Potsdam), while the 2008 congress is due to take place in Italy.

These international congresses are important and prestigious events that in many ways reflect the host country. In addition, it is the first time that the international congress will be held in sub-Saharan Africa, or in the southern

At the 2006 congress in Potsdam (Germany) the President of the German National Military History Commission, Dr Hans Ehlert (left), presented a genuine World Cup football to Maj Gen (Prof) Solly Mollo, President of the South African Military History Commission, as a symbolic gesture that the ball was now in South Africa’s court for the 2007 congress.
hemisphere for that matter. It is therefore quite an honour for South Africa to host the 2007 congress and, in the light of the FIFA 2010 World Cup Soccer Tournament, much emphasis has already been placed on the ability of South Africa and Cape Town to host this event.

A South African Military History Commission (SAMHC) as the regional chapter of the ICMH was appointed by the Chief of the SANDF (in 2004) and is under the Presidency of Maj Gen Solly Mollo, Chief Director Human Resources Management. The ICMH approved the South African candidacy for the 2007 congress in 2005 and on 8 May 2006 the SANDF Military Council granted approval for hosting the 2007 international congress in Cape Town. The ICMH gave the final go-ahead to Cape Town in August 2006.

The 2007 international congress is organised by the SAMHC and the Military Academy (Faculty of Military Science, University of Stellenbosch). As such it represents cooperation between Stellenbosch University and the Department of Defence (DOD). The congress will take place at the BOENedbank Conference Facility at the Cape Town Waterfront, while the congress hotels are the Table Bay, the Commodore and the Victoria and Alfred.

The delegates representing the various national commissions are usually high-profile individuals in the security environment (meaning general and flag officers and senior academics from some of the eminent universities in the world). As a result the organising states usually have high-profile participation. For example, the 2006 congress in Germany was opened by the Minister of Defence, and among others, the Minister of Defence, the Premier of the Brandenburg Province, the Mayor of Potsdam and the Speaker of the German Parliament hosted functions. In Morocco, for example, the congress was organised under the auspices of the King of Morocco (each delegate received a welcoming message from His Majesty King Mohammed VI, while a number of state ministers were involved.

The 2007 international congress of the ICMH in Cape Town is already seen as part of the build-up for the FIFA 2010 World Cup Soccer Tournament. When the German National Commission presented courtesy gifts to the various national commissions in Germany (in August), a genuine World Cup football was handed to Maj Gen Mollo as a symbolic gesture that the ball was now in South Africa's court.

The theme for the 2007 congress (regions, regional organisations and military power) is currently very relevant and topical, and it is befitting that it should be presented in Africa. Much effort will therefore go into generating and ensuring substantial South African and African participation in the 2007 congress. The African voice should be heard on podiums such as these, and Africa must take its rightful position in the international community.

Parties interested in participating in the congress can gain more information from the website: www.cihm.ac.za or contact Cdr T.P. Potgieter on 022 702 3103 (tel) or 022 702 3060 (fax) or email: cihm2007@ma2.sun.ac.za
Discipline serves as a guide to students

By CO Frans Pale, Ad Astra
Photos: Sgt Jolene Thirion

When WO1 Frederick Jacobus Harmse (40) became Disciplinary and Liaison Officer at Tshwane South College ten years ago, little did he know how much he was destined to turn things around for the better at the Institute.

According to him it would have been easy for him to implement the required administration at the institute with an enrolment of over 500 youth without strict maintenance of discipline.

As far as WO1 Harmse is concerned nothing can replace discipline in the military environment. "Not even the democratic culture that swept across South Africa in 1994 could take the place of discipline and the high standards required to run an institute of this magnitude," says WO1 Harmse.

The Ad Astra team recently went to Tshwane South College to speak to both current and former students who spoke fondly about the man that many refer to as a disciplinarian at the college. "This is the man who made me the person I am today," said Sgt Jolene Thirion, who is the current photographer at 5 Air Servicing Unit based at Air Force Base Waterkloof.

Sgt Thirion spent two years studying Electronic Engineering at Tshwane South College. "During the period when I was a student here, I did not understand why WO1 Harmse was so strict. But, now, with all the experience I have gained from field-work in the SA Air Force, I realise why he had to be strict with us. And I thank him for that," confesses Sgt Thirion.

Airman Belinda Mambali Thindisa (25) from Mamelodi is currently studying to become a Ground Electrical Mechanic at Tshwane South College. "I came to this College because of encouragement from my friends who went through the hands of WO1 Harmse". When I read in the newspaper that there were openings for careers as Ground Electrical Mechanics, I could not wait to become a student here. As a result of my days of study here, I agree that this College is really blessed with the presence of WO1 Harmse."

When she finishes her course after one and half years, Thindisa will spend her average working day fixing refrigerators and cooling machines in the SA Air Force offices. "My message to the youth in my country is that they should consider the SANDF for their future careers."

Airman Mark Donald Watson (21) from Gauteng now spends most of his private time with his father fixing electric gadgets at home. Since he enrolled at Tshwane South College Amn Watson has been in Workshop 2 where he is training as a General Electrician. In an average day’s work Amn Watson will spend time fixing motors, starters and doing electrical design and construction work.
Up close with a female driver

By Lebohang Letaoana
Photo: Cpl Elias Mahuma

One are the days when women were expected to put on the apron and prepare meals for their families. Today they have swapped the apron for construction work, flying aircraft and basically doing what is called “a man’s job”. Spr Mmapaseka Letswalo from the SA Army Engineering Formation is one of these women.

She is the driver of Brig Gen Vuyo Nobanda, General Officer Commanding SA Army Engineering Formation. Born and raised in Lethlabile, Brits, this 24-year-old joined the SANDF as a Military Skills Development System (MSDS) volunteer in 2005. “I was encouraged by my uncle to join the SANDF because he thought it would bring a bit of direction and stability in my life,” she said.

Another reason that made her join the SANDF was the lack of funds to continue with her studies. After she matriculated in 2000 she obtained a Diploma in Civil Engineering at Tshwane North College (Soshanguve Campus) up to N5, but she could not finish the diploma for financial reasons.

But why a career in driving? “I came into the SANDF with my learner’s driving license after I finished my Corps training in Kroonstad; a few of us were selected to do a driving and maintenance course. I did the Samil 20, 50 and 100 Driving Course. Even though it was very tough, I was determined to succeed,” said Spr Letswalo.

Asked how she felt the day she was called by Brig Gen Nobanda for an interview, she said: “I was nervous because he had such a high rank and I did not know him. I only saw him when he was addressing us in Kroonstad and Lohatla, so you can imagine how I was feeling that day, and as they say the rest is history,” said Spr Letswalo.

She has been the driver of Brig Gen Nobanda for the past two years and has not been involved in any accident, because she reckons that women are better drivers than men. “Our tempers do not just flare. We can be more patient than men. Although we become nervous sometimes, it only makes us more careful,” said Spr Letswalo.

To confirm her statement, SA Soldier spoke to Brig Gen Nobanda. “She is a very disciplined and intelligent young lady and with her attitude she will be an asset to the SANDF. A lot of people were very sceptical when she started here, but I think she has proved them wrong. This proves that women are capable of doing what men can do,” said Brig Gen Nobanda.

As far as her future plans are concerned, Spr Letswalo still wants to continue with her studies. “I want to finish my N6 diploma and after I have served my time in this post as a driver I want to venture into construction, especially quantity surveying, so that in the future I can be utilised for surveying in the SANDF,” she said.

If she is not on duty, Spr Letswalo prefers to hang out with friends and listen to music or watch DVDs.
MSDS member cares for our environment

By Lt L. Perumaul,
Environmental Officer

Lt Lorraine Perumaul was born and brought up in Durban and lived her entire life there until the SA Army happened. After school she studied computers and administration at Oval International Computer College because of the boom in the computer industry at that time. She graduated with a diploma, but her passion for nature and the environment kept burning. In fact, it grew stronger. Thereafter, she studied at the University of KwaZulu-Natal and completed her BA degree in Environment and Development. Lt Perumaul graduated in 2004 and joined the SA Army through the 2005 Military Skills Development System (MSDS) intake.

A new chapter unfolded in January 2005 in Lt Perumaul’s life from the moment she boarded the bus to 3 SA Infantry Battalion for basic training. “A decision that will have an impact on my life like never before - basic training - something you hear stories about, but only experience the reality of it when you are part of it!” she says.

July 2006 saw the start of her career in the SANDF when she was appointed as an environmental officer at Army Support Base Potchefstroom. She was quite fortunate to have attended the ISO 14001 Environmental Management Systems and Auditing Course, which was presented to key role players in the unit. She also attended the Environmental Law for Environmental Managers and the Environmental Risk Assessment and Management in 2006 at the Centre for Environmental Management, which is part of Potchefstroom University.

One of the highlights of her career thus far was being part of the Environmental Considerations team during Military Operations (ECOps) for EXERCISE SEBOKA, which provided her with valuable insight and information on how military activities impact on the environment and how this can all be minimised by utilising mitigating measures. For her, it was quite remarkable seeing soldiers doing their part and caring for the environment. Another highlight was attending Ecological Management Level I at the DOD Log School, a course packed with invaluable information necessary to the execution of daily environmental activities.

“I always had an avid love for nature and hope that one day every person realises the importance of it and that, ‘we need nature, nature doesn’t need us!’ Being an environmental officer, especially in the DOD where your core business is military training and being combat ready, really requires a lot of hard work, commitment and dedication, but my passion and love for nature and the environment make it all very rewarding at the end of the day.”

A boxing legend begins

Article and photo by Sea J.G. Grant,
Int Com BPRO Simon’s Town

Seaman Myolisi “Boxer” Xayo, who has received sporting awards for boxing, soccer and athletics is excelling well in these sports and is leaving a legend for youngsters who still want to join the SANDF as part of the programme to rejuvenate the Defence Force. While still at school, Xayo quickly realised the importance of education and excelled at his Secondary School in Centane in the Transkei. His keen sense of right and wrong pushed him in the direction of various sports. Xayo joined the SA Navy in 2006. Although he had heard of many people joining the SA Army, the idea of a life of adventure at sea appealed to him more. Though he had little knowledge of the Navy, he believed in himself and knew that he could make a positive contribution to the organisation. He is now working at Cole Point in Simon’s Town where he is qualified to protect Government buildings and other assets. This 22 year old wants to make a career in the SANDF, but is also very serious about his sports training. On the days that he is off duty he travels to Wynberg and sweats it out for his dreams. This champion in the lightweight division is rated 2nd in the SANDF boxing ranks. He wants to be a professional boxer in future, and speaks passionately about boxing. He says that when you’re in the ring it’s all about you, and the crowd knows this, so when they cheer it’s not for a team, but solely for him as an individual. When asked what advice he had for other youngsters, he said that they should know what they want and believe in themselves. They should also try and associate themselves with the right kind of friends who will keep them motivated because there will come a time when their morale is low and then they will need someone to keep them from temporarily abandoning their dreams. Seaman Xayo, who was a member of the Masonwabe Choral Society, is also a poet and has entertained and impressed audiences up to the highest rank level.
The sky is **no more** the limit

By F Sgt Ethel Lemmetjies,
Siyandiza Co-ordinator
AFB Bloemspruit
Photo: WO2 Alex Henning

Soaring with eagles becomes common sense for the AFB Bloemspruit Falcons. For eight of these youngsters a dream came true when they had the opportunity to touch the sky during the World Grand Prix Gliding Qualifier and the South African Gliding Championships. These youngsters had the opportunity to fly in a glider and work hand in hand with the gliding pilots.

These two weeks added quality and value to their lives that nobody can ever take away from them. These young Falcons realise that destiny is not a matter of chance, but a matter of choice. It is not a thing to be waited for. It is a thing to be achieved. Knowledge is essential to conquest. Only according to our ignorance are we helpless.

Through the Siyandiza Programme the SA Air Force adds value to the lives of so many underprivileged youth, some of whom have never seen an aircraft and know nothing about the SA Air Force. It is able to give them hope for a brighter tomorrow. The programme provides them with one very important key to success, namely self-confidence. Preparation helps in this regard. Complete mental and physical preparation needs to do with sacrifice and self-discipline, and that comes from within, by setting modest goals which are meaningful, but attainable.

For the Free State Falcons it is all about passion for aviation and flying; about striving for the ultimate dream. For three of them that dream is about to come true. As Jaco Kok, a senior Falcon, said: "At the end of my life, I just want to be able to look back and say that I felt what it feels like to be free. I have touched the sky. I have flown on eagles wings and I have been where the eagles soar."

Senior Falcons, flr: Jethro Pretorius, Valencia Simmons, Branigan Galela, Bevanique Alexander, (F Sgt Ethel Lemmetjies, Siyandiza Coordinator AFB Bloemspruit), Sello Setlai, Corrie Oberholzer, Wesley Beukes and Vuyo Ndzume. These eight Falcons had the opportunity to fly in a glider during the South African Gliding Championships. (Front: Kerryn Ockhuis.)
Young woman to become air traffic controller

By CO Frans Pale, *Ad Astra*

Airman Nombulelo Tshaka (19) continues to excel in her studies as the best student in the Command and Control *Ab Initio* Course at Air Force Command and Control School at AFB Hoedspruit.

Having been voted the best overall student at the SA Air Force Gymnasium on 12 April 2007, Airman Tshaka is currently climbing yet another ladder of success at the Air Force Command and Control School as she recently achieved 90% in her first test of abbreviations and definitions.

"I believe I can do much better. I always aim for higher marks. The time and pressure placed on us at the Air Force Command and Control School is a challenge that encourages me to work harder to achieve my goals," she told *Ad Astra* in a recent interview.

Asked what attracted her to the SA Air Force, Airman Tshaka simply says: "Love of the blue uniform and discipline. I just love this blue uniform very much. I feel proud and dignified when I put it on. Everything I do is based on discipline. The discipline I find in the SA Air Force is part of my life."

Upon the successful completion of her studies, Airman Tshaka will become a qualified air traffic controller in the SA Air Force. "I see myself going far in the SA Air Force. I want to make a difference in the area of air traffic control. All I need now is to get the necessary technical background through my studies," she says.

Airman Tshaka's message to the youth of South Africa is that they should strive to make life worth living. "For you to succeed, you have to make it for yourself. You will not succeed if you do not work hard. Think carefully before you do anything. Ensure that you take the right decisions because they will affect the rest of your life," she says. Asked about her family and what motivates her in life, Airman Tshaka reveals her nostalgic feelings as she talks about her family who live in East London. "I miss my parents and brother, Kuhle, very much. I used to have lots of fights with my brother, but since leaving home we have grown much closer to each other. My mother always tells me that nothing must get me down, while my father usually says to me: 'You are my first-born and I believe in you my girl,'" says the ever smiling Airman Tshaka.

Young sapper made a difference in Mozambique

By Lt R.J. Damons, Adjutant
35 Engineer Support Regiment

For Sapper Madimetja Lucas Masenya, the third born of Ms Johanna Masenya and the late Mr Solomon Masenya, it was an awesome experience to deploy to Mozambique and make a difference in the lives of people there.

This 25-year-old young man from a rural village near Mokopane in the Limpopo Province underwent basic military training at 3 SA Infantry Battalion in 2003. He also completed his core training at the School of Engineers. His current home unit is 35 Engineer Support Regiment. His first deployment was from November 2004 to April 2005 in the Democratic Republic of Congo (DRC). According to Sapper Masenya this deployment was very demanding, as it took him thousands of kilometers away from his home, but it was also a good experience to see how his fellow African brothers and sisters were living.

He was deployed again in 2007 shortly after the Zambezi River flooded the Cahora Bassa Dam in Mozambique and left the residents fleeing for their lives. I had the fortunate pleasure of interviewing Sapper Masenya about his experiences in Mozambique and, according to this young soldier, it was the highlight of his career to deploy to Mozambique and assist the locals by supplying fresh water. He also met some of these and made friends with a man only known to him as John, because according to Sapper Masenya John was the only one that he met that could speak English. John showed him the conditions in which many of the Mozambicans found themselves.

Sapper Masenya said that to see people without the basic necessities, such as fresh water, food and shelter made him realise how privileged people in South Africa were to have such basic things. He was especially sentimental about the little children who had to endure such realities. I asked him whether he would one day like to live there, and he replied: "Yes and no. Yes, because the crime rate there is very low; and definitely no, because the mosquitoes there are too much; and I still love South Africa with all its problems."
**Lightning speed**

**Article and photo by**
Seaman A.T. Tshabalala, Int Com
BPRO Simon’s Town

Able Seaman Daniel Moeng joined the SA Navy in 2005 and completed his Basic Military Training in SAS SALDANHA the same year. From an early age Able Seaman Moeng showed a keen interest in sport.

While he was still in primary school he realised that his interest in sport was mostly in athletics. It was not easy for him initially because of the high cost of sports equipment. That, however, was not enough to stop him as he was determined to achieve his dreams. "Encouragement and support from my parents and teachers helped me connect and find within myself what I really wanted to achieve," said Able Seaman Moeng. This support and passion led to a love for athletics; he therefore withdrew from other sports that he was participating in at the time.

While in high school he qualified for the Northern Free State athletics team. Soon after he earned himself membership of the esteemed Bloemfontein Athletics Club. To his disappointment the sponsors and the organisers said he was too young to participate at that level of athletics. He then decided to concentrate on body-building.

In 2005 SAS SALDANHA hosted a sports day, and for this young man it brought back the motivation and the passion he once had for running. The SANDF Athletics Championships took place, but unfortunately, because of the demanding Military Skills Development System (MSDS) programme, he could not participate. However, he told himself that in the future there would be more championships that he could participate in. Nothing was to stand in his way, as he knew that athletics was where his love and enjoyment lay.

In 2006 he participated in the SANDF Championships. He ran the 400m, 200m, 100m and 4 x 400m relay. He was awarded a Gold Medal in the 200m and 100m finals and a Bronze Medal in the 4 x 400m relay. Sadly, the doctor demanded that he withdraw from the 400m finals after he incurred an injury to his ankle. Able Seaman Moeng was awarded a trophy for being the Best Senior Man by breaking the 200m record and completing the race in 22 seconds flat.

The SA Navy awarded Able Seaman Moeng an opportunity and a stepping-stone to prove himself and to prosper in athletics. He now wears his Western Province Colours with pride.

**Sailor bursting with energy**

By LS V.D. Maleka, Naval PR
Photo: AB I.K. Sehloho

Ask around Naval Mess in Pretoria and everyone will confirm that Leading Seaman Krestinah Jevan is friendly, talkative and humorous. She is always joking and laughing and, believe me, the talking part never stops... When her uncle suggested she join the SA Navy, she just laughed out loud, picturing herself looking serious in uniform. After being persuaded she decided to give it a try.

She joined the SA Navy in 1999. Since then she has worked in the Protection Force and has also completed the Guard Dog Handlers Course, and Martin, her very first dog. "Dogs are like babies, they need attention. They need to be loved and nurtured. They are lots of fun and, after all, they are a man’s best friend," she said.

In 2003 when her inter-branch transfer came through, she joined the catering branch as a chef. After her Catering Part 1 Course she was drafted to SAS IMMORTELLE at the Naval Mess in Pretoria. She really loves cooking: "Cooking is interesting. It’s like art and just like an experiment, but with food". She continued: "Cooking alone is not enough, you have to put a little bit of love into it. Oops, now you know my secret," she smiled.

Leading Seaman Jevan is an absolute sports fanatic. She is an athlete who started running in primary school and was always one of the top three finishers. The highlight of her sporting career was when she represented her school in athletics for Gauteng Province, then known as Northern Transvaal, which earned her provincial colours. Today she is the only female member of the walking team of SAS IMMORTELLE. She was the best athlete at school and recently she was the fittest woman during the fitness tests at SAS IMMORTELLE.

Growing up, she always wanted to be a social worker and, to realise her childhood dream, she is currently studying psychology. With her personality no one is more suited and we wish her success with her studies.
Five young military doctors graduated

By Lt Col Derek Jacobs (SO1 Med) and Lt John Sverdloff (Editor Milmed)
Photo: Capt Bongani Sibande

Five proud doctors from the SAMHS graduated from the University of Pretoria on 12 April 2007 after having been included in the Military Students Programme (Mildent Scheme), which annually affords ten students the opportunity to study medicine through the SANDF for their later utilisation as medical doctors in the South African Military Health Service (SAMHS). Annual entry to this programme is through the Military Skills Development System (MSDS).

Five students are enrolled at the University of Limpopo (previously known as the Medical University of Southern Africa/Medunsa) and the latter at the University of Pretoria.

Besides studying medicine, Mildents are able to enter the fields of Biokinetics, Biomedical Technology, Clinical Technology, Dietetics, Occupational Therapy, Orthotistry/Prosthetistry, Physiotherapy, Radiography, Speech Therapy and/or Audiology.

Selection is done in accordance with the country’s demographics. Students have to comply with strict entry criteria based on good Grade 12 results - the emphasis being on at least four matric subjects passed on the Higher Grade (HG) level. The minimum entry requirement for any medical school in South Africa is a "C" in both Maths (HG) and Science (HG).

Grade 12 results are used to calculate an M-score. The M-score is obtained by adding the points allocated to each of the best symbols obtained in six subjects in the Grade 12 exams. An A symbol obtained for a subject in the higher grade (HG) = 5 points, a B symbol in HG = 4 points, a C = 3 points, a D = 2 points and an E = 1 point. The lowest M-score that will be considered for admission to a medical course is 18, and the minimum entry requirement for any medical school in South Africa is a "C" in both Maths (HG) and Science (HG). A standard grade (5G) symbol cannot be converted to higher grade except if the subject is rewritten in the HG.

If a member does not satisfy the set requirements, he can improve his Grade 12 results through a Youth Foundation programme, which is afforded by the DOD and by most universities. Alternatively those students who have an university entrance, but do not qualify to be selected for medicine or one of the other courses, can enrol for a three-year BSc degree at own expense to improve their chances for selection. It has to be borne in mind that the cut-off age for MSDS entry is 23; therefore this BSc degree has to be completed by 22 years of age.

MSDS recruits undergo basic military training for three months at SA Army Combat Training Centre in Lohatla, after which they are streamed into different disciplines of training. Prospective medical Mildents are trained to become operational emergency care orderlies (OECPs). Following successful training and application as an OECP, a member can

Fltr: Lt Monique Badenhorst, Lt Alicia Ria, Lt Nikki Delport and Lt Samantha Maquena after receiving their MB ChB degrees. (Lt Verna de Vos was absent when the photo was taken.)
Nursing is a very promising career for our youth

By Lt John Sverdloff and Lt Sello Segone (Milmed)
Photos: Courtesy SAMHS Nursing College

The SAMHS Nursing College was established in 1985, and is a unique establishment affording young soldiers the opportunity to obtain nursing training within the military environment and a very promising career in the SANDF under the SAMHS. It also aims at providing world-class military training for learners to qualify as registered nurses, midwives, enrolled nurses and specialised clinical practitioners, and thus to meet the nursing needs of the SANDF.

The main campus of the SAMHS Nursing College is situated in Pretoria and has two satellite campuses at 2 Military Hospital in Cape Town and 3 Military Hospital in Bloemfontein, which are affiliated to the University of South Africa.

Lt Col Anita Theron, First and Second Stage Manager at the SAMHS Nursing College, said that the SAMHS Nursing College took part in the recruitment of potential nurses by placing representatives from the SAMHS Nursing College on the selection panel. The selection requirement for nurses is that such candidates

Lt Samantha Maquena has always had a very disciplined approach to her studies and found the one-year basic training in the SAMHS of great value. It taught her accountability and helped her adjust to the military environment where she now works.

"As part of my internship I am working in the Casualty Department at 1 Military Hospital. This I have found to be challenging but also rewarding in that so many different types of medical cases are seen. I enjoy the interaction and answering of patients’ questions as well as the successful prognoses of their illnesses. I know beyond a shadow of doubt that I have chosen the right career," said Lt Maquena.

Having just completed internal medicine and now busy with psychiatry and family medicine at 3 Military Hospital, Lt Verna de Vos emphasised that to have received a bursary through the SAMHS to study medicine was a privilege for which he was extremely grateful.

"I have always wanted to work with people and the career I have chosen not only allows me to interact with patients, but also allows me to add value to their lives from a health perspective, and I could not have chosen a better institution to work for. I will continue to work in the SAMHS for as long as possible, eventually specialising in Psychiatry."

Members in the other Services who are interested in studying medicine are encouraged to request a transfer to the SAMHS.

Experiences are shared ...

Completing her internship at 1 Military Hospital an upbeat Lt Monique Badenhorst said that the many years of studying hard had finally paid off, and that her parents’ words still rang true: "Obtaining a qualification is something that nobody can take away from you”.

She added that qualifying as a doctor was such a part of who she was, and having an impact on her patients’ recovery, so fulfilling. Lt Badenhorst thanked the SAMHS for affording her the opportunity to study medicine and that she was extremely proud to be a doctor in the SAMHS.

Lt Nikki Delport explained that during her last few years at high school she had developed a keen interest in psychology, but soon changed when she discovered how interesting medicine was. “My period of study was extremely rewarding in that so much knowledge was acquired. Pharmacology proved to be rather difficult, but by believing in one's own abilities and with the support of fellow students and family, one rises above the difficult times.

"My first day as a doctor at 1 Military Hospital was one of apprehension, but also of excitement. I was now practising medicine after so many years of studying and soon realised after attending to several patients that the calibre of training received at the University of Pretoria had been of a very high standard. I can honestly say that it has been a privilege to have studied through this institution.”

Completing her internship at 2 Military Hospital in the Western Cape, Lt Alicia Ria said that the cross-over from finishing school to join the military had been a big step. Her one-year basic training in the SAMHS prior to beginning her studies was enjoyable and challenging, and had a positive impact as far as character building was concerned.

“I was filled with elation on graduation day. So many years of hard study had come to an end and I was to receive my degree in medicine. My thoughts were that I would do it all over again as it had been so rewarding. I am living the dream - working as a doctor at a wonderful hospital, doing what I enjoy most!” said Lt Ria.

Reminiscing, she added: “I saw my first patient on New Year’s Day in the Casualty Department. The patient had suffered a myocardial infarction (heart attack). I resuscitated the patient and realised how valuable my years of training had been and that the application thereof was second nature to me.”

Applicants have to pass an officers’ selection too. Successful MSDS members have to sign a contract with the DOD according to which they agree to serve the SAMHS as Medical Officers for a period equal to the amount of years in training (currently six years) at the allocated Medical School (University). This period commences on completion of the internship training period, which is two years. Years in training are seven to eight years, depending on the university attended.

"Obtaining a qualification is something that nobody can take away from you”. "As part of my internship I am working in the Casualty Department at 1 Military Hospital. This I have found to be challenging but also rewarding in that so many different types of medical cases are seen. I enjoy the interaction and answering of patients’ questions as well as the successful prognoses of their illnesses. I know beyond a shadow of doubt that I have chosen the right career,” said Lt Maquena.

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should be in possession of a Grade 12 certificate with at least two subjects in the higher grade. English, Physical Science, Mathematics and Biology are the recommended subjects.

Candidates should also be declared psychologically and medically fit for service as officers in the SANDF, be 18 to 22 years of age, with an M-score of 14. Candidates with an M-score of 14 and above are considered for the four-year diploma and those who score between 12 and 14 are considered for the two-year diploma. These requirements are in accordance with prescribed standards and are on a par with their civilian counterparts.

The first six months prior to the commencement of nursing studies are devoted to military training. The courses include basic military skills, the basic ambulance course and driving and maintenance. Further study opportunities include battlefield advanced trauma life support (BATLS) and battlefield advanced resuscitation techniques and skills (BARTS), primary health care, medicine management, aviation nursing, emergency nursing care and intensive nursing care.

Lt Col Theron also mentioned that many of the students were unaware of the advantages and disadvantages that came with nursing and hence sometimes found it difficult to deal with such issues as having to work overtime, during weekends, the implication of contracts, working back time and the purchasing of own study material. An example is that contractual obligations include the signing of a study agreement by the member with the DOD. It entails the member serving in the SANDF after obtaining his qualification for a period of six months for each individual year of study or part thereof.

However, she emphasised that the SAMHS Nursing College had an open door policy with regard to training and nursing related queries.
Jack of all trades

Article and photo by
LS V.D. Maleka, Naval PR

From Protection Force to Acting Officer in Command SAS IMMORTELLE Gymnasium to an Occupational Health and Safety (OHASA) representative and again the daily Military Skills Development System (MSDS) duty driver. These are the contributions of Able Seaman Donald Muthapuli at SAS IMMORTELLE.

Able Seaman Muthapuli started working at SAS IMMORTELLE in 2002 as a Protection Force member. In 2003, when the SAS IMMORTELLE Gymnasium was left without an Officer in Command, he volunteered to take charge of the gym, which he managed without any prior training. While working there he enrolled and completed the OHASA Level 1 Course, and soon after the gym acquired a replacement he joined the OHASA Section and has since been working there.

As an OHASA representative he is responsible for inspecting and maintaining the safety of the building for its personnel. He administers and attends to all complaints with regard to health and safety. He is also a First Aid representative for certain floors in the building and is responsible for ensuring the availability of first aid material in the building.

How did he become the MSDS driver? Well, when the new MSDS trainees joined Navy Office they had a shortage of drivers. Once again, our Able Seaman Muthapuli was approached to assist as a driver for the MSDS trainees and without hesitation he obliged. On a daily basis he ensures that the members arrive at work on time and after work he conveys them back to their respective messes.

He believes that one should take every day as it comes and always be positive. He said: "We as young people must learn as much as possible while we still can and that being young means that you have every opportunity to explore and experiment with everything that comes your way." He also emphasised that although we might be at a point where the DOD is advantageous to the youth, we must not forget to respect all our seniors and to have discipline as it is the cornerstone of great success.

Soccer player thrives on challenges

Article and photo by
A.T. Tshabalala, Int Com BPRO Simon’s Town

Surviving in a man’s world can prove to be difficult for a woman - at least that is what most women and men believe. A man’s world is said to be hard and women have constantly to be on their toes to prove their capabilities. To some, however, facing what most people think is difficult is just a way of life.

Seaman Beuran Mackay is one such woman thriving on facing challenges. She is a versatile player who appreciates and looks forward to the challenges that hockey and soccer, especially, have to offer.

She started playing soccer with boys in her neighbourhood in Malvern, Johannesburg. This is where she developed the desire to play soccer, which grew into a dream to be the best. She progressed and eventually played throughout her school days, and became committed as her passion for the sport grew.

On completion of her basic training in SAS SALDANHA she was selected for the SA Navy Soccer Team. She continued to play in the SANDF Championships where she was crowned Female Player of the Tournament and Top Goal Scorer. Next she was selected for the SANDF Women’s Soccer team. In February 2006 she played for the SANDF team and was awarded the SANDF Shield as the best progressing female soccer player.

In October 2006 she participated in the SA Navy Championships where she was again named Best Player of the Tournament and received her West Coast Colours.

Seaman Mackay has proved herself in a male dominated sport and shows as much potential as her male counterparts. "To achieve something, no matter how big or small, one has to put one’s mind into its ‘zone’, and you know anything that can be achieved is possible,” was her advice to the youth in the DOD.
It was the first time in the history of any South African deployment that an environmental officer formed part of the deployment team.

Lt Renier van Wyk was instrumental in launching the most important environmental initiative in the recent history of the DOD. This young SA Air Force officer was the first environmental member to be deployed on a foreign mission, namely in OPERATION TRITON IV, as part of the African Mission in Support of Elections in the Comoros (AMISEC) in 2006. During this peace support operation the DOD acted as the leading nation in this African Union (AU) mission by providing peace support during the first democratic elections in the Union of the Comoros.

As the leading defence force the DOD was obligated to ensure that all deployed members adhered to all international, national and local (Comoros) environmental legislation applicable to the mission as well as to ensure that all environmental practices and policies were adhered to. Therefore, in order to adhere to this obligation Joint Operations requested the services of an environmental member for the planning and execution of environmental issues to be considered during this mission. “It was the first time in the history of any South African deployment that an environmental officer formed part of the deployment team, and not only for regular inspection audits,” says Lt Van Wyk.

Renier van Wyk was born in 1977 in the Strand near Cape Town. After completing his matric with exemption in 1995, he joined the SA Air Force in 1996 and was appointed as the Environmental Assistant at Air Force Base Overberg (previously Test Flight and Development Centre) in 1996. In 1998 he was appointed as the Environmental Manager at AFB Overberg and attended the officers’ formative training at the SA Air Force College in 2004. After successful completion of the course he was promoted to Lieutenant.

At this base, Lt van Wyk is responsible for managing and maintaining the Environmental Management System (EMS) in accordance with the International Standards Organisations’ Standard for Environmental Management, ISO 14001 for continued South African Bureau of Standards (SABS) accreditation. This accreditation is necessary for the base to maintain its status as centre of excellence in national and international flight-testing. He is therefore well trained in all aspects of environmental management, including ISO 14001. In 2006 he also qualified as an ISO 14001 auditor.

During the deployment to the Comoros Lt Van Wyk was responsible for ensuring that all members on deployment (including members from other nations) were made aware of their environmental responsibility by ensuring total integration with the deployment team. Furthermore, he had to ensure that the assistance, co-operation and backing from top management were obtained in order to ensure that all environmental policies, strategies and procedures were implemented successfully and adhered to down to the lowest level. It was imperative that Lt Van Wyk participated in the planning phase to ensure that all environmental planning, procedures and strategies could be communicated and incorporated into the mission prior to the deployment.

Through this initiative Lt Van Wyk paved the way for future deployments of environmental personnel and achieved awareness with regard to environmental responsibility, adherence to best environmental practices and obtained environmental equipment for use in future deployments and exercises. In addition, the local community was taught ways and means of preserving their environment in a sustainable way for tourism, which is the only source of income for the islanders. Furthermore, he ensured that the AMISEC mission (particularly iro the RSA) could and would not be held responsible for any negative influences on the natural environment utilised in the Comoros, but would rather have a positive output with regard to the sustainable management of military impacts on the environment, and that this would be communicated to the media and public.

For this achievement Lt Van Wyk was awarded the 2006 Conservamus Floating Trophy for Environmental Services in the DOD at the award function that was presented at AFB Ysterplaat on 7 June 2007. For his contribution to the maintenance of the EMS at AFB Overberg the unit was also awarded the 2006 SA National Parks Floating Trophy for Integrated Environmental Management Systems (IEMS) in the DOD.

* The deployment of environmental personnel is in compliance with the Environmental Considerations during Military Operations programme, which was featured in the April 2007 edition of SA Soldier.
Proud sailor of the *first Military Skills Development Programme*

Able Seaman Linkie Labuschagne.

**Article and photo by LS V.D. Maleka, Naval PR**

Soft-spoken, welcoming and always ready to assist - this is Able Seaman Marlene Labuschagne, otherwise known as ever-smiling "Linkie" to all the members at SAS IMMORTELLE.

While growing up she often fantasised about working on a cruise ship and, after trying countless times to join one, she finally lost hope. Things turned around when she heard of the SA Navy and how one only needed to have passed matric with good marks in mathematics and physical science to join. She immediately applied and was ecstatic when she was accepted.

Though she does not work at sea, she is grateful to work in an environment that she has always loved. She is currently the Writer to WO1 K.P. Naidoo, the Master at Arms (MAA) of SAS IMMORTELLE. She has been working at this office for more than two years and manages the MAA’s administration, giving special attention to the compilation of daily orders, sports orders and the administration of the Standby Allowance of SAS IMMORTELLE’s duty personnel. With her exceptional organisational skills she is always the preferred choice to be the Officer Commanding of SAS IMMORTELLE when the Personal Assistant is absent.

She is part of the first Military Skills Development System (MSDS) group in the SA Navy and feels very proud to have been involved in the first programme of transformation and transition in the DOD.

She said: "Being young means that you are at the peak of your life with the future still way ahead of you, which leaves many opportunities to be explored. At all times remember education is important, and attend as many courses as possible to empower yourselves intellectually. We are the future of the DOD, so let us arm ourselves with any knowledge and experience presented to us."
Improve your reading speed

By Mr M.D. Phaaka, Senior Personnel Officer
Photo: Lt John Sverdloff

The Directorate Career Management (DCM) for Public Service Act Personnel (PSAP) is responsible for rendering a career development service to all employees in the DOD. DCM (PSAP) manages a Career Resources Centre with various electronic and non-electronic resources that could assist employees to plan and develop their careers. One such resource is the EYE Read Programme.

WHAT IS THE EYE READ PROGRAMME ABOUT?

The ability to read is the key to intellectual development and success. Therefore with the EYE Read Programme you will not only cope better with the information explosion, but you will also grow and develop.

It is a programme suitably designed for use by adults, teenagers and children from the age of nine. The programme contains a series of eye exercises that are intended to dramatically improve your reading speed.

THE PROGRAMME OBJECTIVES

- To increase study performance.
- To improve concentration, understanding and recall.
- To increase self-confidence in your ability to read and study.
- To maximise the brain’s potential.

TARGET GROUP

Every DOD official is encouraged to use the programme. An appeal is made to all readers of this article to convey this message to others.

DCM (PSAP) CAREER CENTRES

Pretoria: Poynton’s Building
Mr M.D. Phaaka on (012) 392 2489 (SSN: 813 2489)

Durban: Battery Beach Military Base
Ms P. Moodley on (031) 369 1133 (SSN: 830 1133)

Simon’s Town: OSVLO Building
Mr E.J.C. Selk on (021) 787 3776 (SSN: 850 3776)

WHAT TO DO?

To ensure the programme is used, it is recommended that readers contact personnel at the nearest Career Resource Centre to make arrangements. Make sure that you obtain your supervisor’s permission.

* Enquiries can be directed to Mr M.D. Phaaka on tel no: (012) 392 2489 (SSN: 813 2489) or fax no: (012) 392 2506 or email: dcd-psap@mweb.co.za
Saving for retirement just got easier

If ever you’ve been reluctant to invest in your retirement because of taxation, then now is the time to do so. The recent abolition of retirement fund tax (RFT) has given South Africans plenty of reasons to smile, says Rosie Wilson, Market Development Manager for Old Mutual.

Poor saving habits and a lack of retirement provision amongst South Africans compelled government to abolish the taxation of growth on retirement fund investments. Through this bold step, government hopes to encourage people to provide for their retirement and at the same time reduce their financial dependency on the state.

Good reason to save for retirement

If you’ve been smart enough to save for your retirement, no retirement fund tax effectively means more money in your pocket at retirement. Wilson added that this move has made retirement funds the most tax efficient savings vehicle yet. "Not only will this positive step encourage people to save, but it will make a noticeable difference to people’s living standards during their retirement years."

Increase your contributions

Members of employer retirement funds are encouraged to increase their contributions up to the maximum tax-deductible limit of 7.5% or invest in a retirement annuity - if they do not already belong to a fund. The reduction in personal income tax, also announced by the Minister of Finance during his 2007 Budget Speech, will make available extra money to put into retirement or any other savings vehicle of their choice. "Consider investing this extra money in your retirement, as too many people are left destitute during a time that is supposed to be their golden years."

Enjoy maximum retirement income

With the average retirement fund tax at just over 20% during the last decade, retirement contributions over a period of 35 years would have been reduced by more than 10%. The situation is exacerbated if you’d changed jobs and preserved your retirement fund by transferring it to your new employer. You would have lost up to 16% of your retirement income if you were to retire at age 60.

Old Mutual is committed to helping all South Africans make informed decisions about their financial future. For more information on how to maximise your income at retirement, or any other aspect of your financial plan, speak to your Old Mutual financial adviser, or broker.
A fire-fighter to be reckoned with

Able Seaman Kariem Steyn, a fire-fighter working at SAS SIMONSBERG, can be found hard at work at any time of the day. This vivacious 22-year-old has enjoyed many sports, eg hockey, squash and rugby. She is an all-rounder because, in addition to being athletic, she holds many academic certificates.

She is Fire-Fighter Part I and II qualified and has completed her Hazardous Material Awareness and Operational Course. She is also a qualified Basic Administrative Assistant. Able Seaman Steyn is in her second year of volunteering her free time to the False Bay Emergency Medical Services.

This well-motivated fire-fighter was born in Pretoria and grew up with her twin brother in Polokwane. After matriculating at Piet Retief High School, they both applied for and did their military basic training at SAS SALDANHA. Not only has she found doing these courses enjoyable and pleasant, but it has also empowered her to save the lives of the average person and prevent loss of life or damage to equipment.

The fireman course is imperative for the SA Navy fire fighters because it equips them with the necessary skills to combat potentially devastating damage (fire and other hazards) to key units and installations. The SA Navy is there to fight at sea, to win at sea and to be unchallenged at sea. To realise this mission and vision, the Navy requires competent sailors ashore who will ensure the safety of land-based units so that there is still a place for the sailors to return to.

Able Seaman Steyn joined the SA Navy in 2004 and has since then also become a junior leader. Her studies and resulting qualifications have taken her to many places over the years. A very memorable experience for her was her voyage to the UK during which she served as an extra hand.

Though she enjoys these learning opportunities, it comes at a price. She often misses the simple pleasures and comforts of her own flat. Able Seaman Steyn joined the SA Navy in 2004 and has since then also become a junior leader. Her studies and resulting qualifications have taken her to many places over the years. A very memorable experience for her was her voyage to the UK during which she served as an extra hand.

A fire-fighter to be reckoned with

Able Seaman Kariem Steyn.

Career Portfolios for MSDS Trainees

By Capt J.J. Snyman, Designer COLET

The Military Skills Development System (MSDS) allows young South African adults, mainly school leavers, to undergo military training and utilisation, and provides them with an opportunity to develop personally and professionally through exposure to a variety of military working environments. Before long MSDS trainees have a host of training and work experiences, giving them new knowledge and skills, which makes them more valuable as potential-SA citizens. To keep track of this frenetic period of personal and professional development, MSDS trainees need a frame of reference, or a tool and some guidelines, to manage their career history and evidence of achievements.

A career portfolio (CP) offers a simple and rewarding tool for managing personal career achievements and information. It develops valuable skills and can be a helpful marketing tool in further military - or alternative career choices. More importantly, the task of portfolio creation, which should be a life-long one, offers trainees the precious opportunity to know themselves better and to realise that learning never stops. Those who take the trouble to keep an accurate, concise, logical and visually appealing portfolio of evidence as a reflection of their experiences and achievements (POE being a term well familiar to the current younger generation exposed to outcomes based education), may have a decided advantage in future career endeavours because they offer hard evidence of work performance and skills mastery - not only fancy words, unsubstantiated claims or imaginative embellishments.
The article’s intention is not to over-complicate the issue by undertaking an in-depth analysis of the pros and cons, nature, uses and rationale for keeping CPs. But in order to convince the more sceptical readers, some of these matters do receive mention in passing. The main aim is to provide a model and/or system that will help MSDS trainees compile simple, appealing, custom-made and useful CPs.

CAREER PORTFOLIO?
So what is a career portfolio and why take the trouble to complete one? The word portfolio derives from the roots port - which is to move, and folio - which refers to papers or artefacts. Therefore, a career portfolio is a portable assemblage of papers or artefacts that attests to someone’s career. But what exactly do these artefacts look like? The following list, as adapted from Martin Kimeldorf’s website, contains some useful examples of types of evidence to consider when building a career portfolio. Make sure you consider all these kinds of artefacts (information and records) when building your career portfolio:

ARTEFACTS PERTAINING TO FORMAL AND INFORMAL EDUCATION AND TRAINING
• Lists of competencies mastered
• Samples from classes (papers, projects, reports, displays, video or computer samples)
• Samples from personal studies (notes, binders, products)
• Syllabi or course descriptions for classes and workshops
• Standardised or formalised tests
• Instructor, lecturer and/or teacher evaluations
• Transcripts, report cards and similar artefacts
• Brochures describing training events, retreats, workshops, clinics, lecture series and so forth
• Certificate of mastery or completion
• Charts or lists showing hours or time completed in various areas of study
• Evidence of participation in vocational competitions
• Scholarships, grants and loans secured for schooling
• Licenses

ARTEFACTS DEMONSTRATING GENERAL WORK PERFORMANCE
• Military records, awards, badges
• Attendance records
• Community service projects
• Descriptive material about the organisation (annual reports, brochures, newsletters, articles)
• Job descriptions
• Logs, lists or charts showing general effort (phone calls received, extra hours worked, overtime, volume of emails, case load, transactions completed, sales volumes)
• Employer evaluations or reviews
• Examples of problem solving
• Letters of reference
• Organisation charts showing personnel, procedures, or resources
• Products showing your leadership qualities (mission statements, agendas, networks)
• Records showing how your students, clients, or patients did after receiving your services (evidence showing your impact on the lives and performance of others, such as test scores, performance improvement data or employment and promotion)
• Résumés
• Samples from (or lists showing) participation in professional organisations, committees, work teams
• Surveys showing satisfaction by customers, clients, students, patients, etc.
• Invitations to share your expertise (letters or agreements asking you to train, mentor, or counsel others, invitations to present at conferences or professional gatherings)
• Documentation of experience as a consultant (thank-you letters, products, proposals)

ARTEFACTS ABOUT SKILLS USING DATA
• Data (graphs, charts, tables you helped to produce, testing results)
• Communication pieces (memos, reports, or documents, a public service announcement)

>>> on page 44
Writing abilities as demonstrated in actual samples of your writing (articles, proposals, scripts, training materials)

Evidence of public speaking (membership in Toastmasters, photograph of you at podium, speech outline, brochure for your presentation, speaker’s badge or brochure, blurb from the conference). Also posters, photos and reviews of actual performances (dance, drama, music, story telling)

Display or performance materials (actual objects, or illustrations, or posters from displays)

Computer related artefacts (database designed, desktop publishing documents, samples from using the Internet, computer video screen pictures or manuals covering illustrative programmes you use)

Formal and technical documents as in project proposals, grant or loan applications (including proposal cover sheet, award letter or even a technical manual)

**ARTIFACTS PERTAINING TO PEOPLE SKILLS**

- People and leadership skills (projects or committees you share, projects you initiated, photos of you with important people, mentoring programme, proposals, documents or strategies related to negotiation)
- Planning samples (summary of steps, instruments used, such as surveys or focus groups)
- Problem solving illustrated with various artefacts. Use figures or pictures showing improvements in products, services, profits, safety, quality, or time. Include forms and other paper products used to solve problems
- Employee training packets, interview sheets, motivational activities and so on

**ARTIFACTS ABOUT SKILLS, THINGS, TOOLS, EQUIPMENT**

(Any artefact that shows technical skills, equipment, or specialised procedures used in your work)

- Paper documents or replicas of actual items, including: forms, charts, printouts (such as medical chart, financial statement or budgets, reports, emergency preparedness plan, marketing plan, customer satisfaction plan, inspection or evaluation sheet, financial or budget plans, spreadsheets, charts and official documents)
- Performance records (keyboard timing scores, safety records, phone logs, complaint logs, pay stub with hours worked highlighted, any record showing volume, amount, total time, response time, turnaround time, sales figures, size of customer database, organisation chart showing people supervised)
- Technical directions, manuals, procedure sheets for specialised work, use of equipment, and detailed processes (this could include: sample pages from manuals, illustrations, technical drawings, blueprints or schematics, photos from the workplace, schematics or directions for tools or equipment, operation or procedure sheet)
- Photos, video, slide show, or multimedia presentation showing process or equipment
- Actual item that can be handled in various ways: displayed in person one at a time or part of a display you set up

From the preceding list of artefacts it is clear that a CP is an intensely personal thing. The CP reflects the considered final product of someone’s career sense of self. So where do you start?

**Get Organised.** The first task, before rushing headlong into portfolio building, is to collect relevant information and records, ie evidence. This includes information needed to complete, for example, your CV and records, such as certificates, confidential reports and letters of reference, personal performance appraisals, work samples, etc. All these artefacts are needed to compile a meaningful and complete reflection of who you are as an aspiring useful member to society - a true citizen.

Archive each artefact by giving it a short description, indicating why it was sourced as well as what it represents.
Each artefact may be classified or categorised in more than one way, depending on the format and/or the themes that will be used to organise the intended CP, eg chronologically, by job function or skills, etc. It is also necessary to collect as many artefacts as possible, regardless of whether they seem useful at the time. By going through a rigorous archiving process, as described above, it will be easy to collect appropriate evidence for a purpose specific CP.

Remember that building CPs is an ongoing process. However, at some point it becomes necessary to build a “final” portfolio, whether to get clarity on your own career direction, assemble a record of work performance for evaluation purposes or to showcase your talents, abilities and achievements during an interview. All the evidence may be organised into functional, thematic or even chronological order, depending on the preferred impact and prospective target audience.

**Reflect a Little.** Once the relevant information and records are together and organised, carefully read through all of it and reflect on your character strengths and weaknesses. Also decide what your goals in life are; what you stand for and believe to be important. An accurate picture of yourself in your own mind (or for the electronic generation, a movie with sound, lights and pyrotechnics) will help you to be confident when explaining your life’s philosophy (including work life), aspirations, short and longer-term goals, strengths and weaknesses during an interview. The reflection process will also help the CP builder write a more directed introduction and/or closing statement, as well as give shape to decisions on the format, layout, sequencing and selection of appropriate evidence.

**Identify the Target Audience.** Through identifying the target audience it becomes possible to predict, to at least some measure, what the intended recipient would expect or like to see in the CP. A little research on the prospective client/employer/financier/education or training institution/etc should provide information on what these audiences regard as important; what the current trends in their fields are, how they perceive their role/rank in a particular sector of society, what the major skills requirements are (technical, legal, financial, soft skills, etc) and so forth. A list of such information and associated artefacts can help identify common criteria. The evidence should be appropriate for the target audience.

**Select and Sequence Evidence.** After applying the target audience selection criteria to select appropriate evidence, it only remains to choose the actual artefacts and decide on the CP arrangement or sequence. Once again the CP owner needs to choose which sequencing technique will best suite the evidence arrangement, for example a functional, chronological or job skills approach.

**Choose a Format and Layout.** The overall layout of the CP should also have a logical flow and therefore it is advisable to include elements such as a cover page, an introduction, table of contents and even a closing statement. The artefacts themselves need accompanying explanations to make the sequencing technique more visible and also to provide insightful, concise yet descriptive information that reveals the CP owner’s attributes.

Choosing the correct format is important because it may help to show specific skills mastery relevant to a particular job, contract or application. For example, a tangible example of original artistic creativeness, such as a drawing, sculpture or music composition, shows mastery of artistic technique. Another example includes a well-designed and user-friendly electronic web page for the information technology field. The variety of formats is only limited by the portfolio builder’s imagination and can include anything from a multimedia presentation to a simple four-page brochure. The format the evidence is presented in may be just as convincing as the evidence itself, but as long as the evidence is well presented to the best of the available means the CP should achieve its purpose. Sometimes it will also be necessary to explain the information or contents of your CP to a target audience. To prepare yourself for this it is good to familiarise yourself with - and rehearse the sequence and contents of your CP.

**Rehearse Presenting the CP.** Not all people have the same oral or public speaking ability and it is therefore advisable to practise the actual CP presentation and anticipate possible questions and answers in advance. The advice and aid of an expert in the field or an experienced orator or public speaking coach can be very helpful in developing eloquence and instilling confidence. Nevertheless, simply rehearsing the presentation unaided will also help to familiarise the content, reconsider the sequence, re-evaluate the content and prepare for possible target audience questions.

**Conclusion.** In today’s world of ever increasing job market competition, temporary or probationary employment is becoming more prevalent. Therefore the serious job applicant has to find novel and convincing ways to secure work and make the employer’s decision easier. The career portfolio offers flexibility and an opportunity to reflect, analyse, express and give concrete evidence of work ability and skills mastery.

The steps outlined above are simple to follow and can be applied repeatedly for different needs and, as a career progresses, cause the portfolio building process to be a never ending learning and development experience. A career portfolio is a helpful means to organise career history and achievements, determine which path to consider in alternative or career development choices, showcase abilities, convince prospective employers and make their decision easier to choose you, ahead of the next candidate.

See the example of a purpose specific CP for an interview of a SA Air Force member who wishes to become a pilot on pages 43 and 44 (right-hand side).

**SOURCES**

*Internet Websites*

http://www.aag.org/Careers/UW/Portfoliofolios.html - The American Geographer’s Association offering tips and ‘basics’ of portfolio building

http://www.amby.com/kimeldorf/portfolio/ - Author of Portfolio Power, Martin Kimeldorf, sharing knowledge, insight and experience on portfolio related matters

http://www.biz.colostate.edu/career/portfolio.htm - Colorado State University Business College’s Career Services Department offering advice on portfolio building

http://careerservices.uvic.ca/tutorials/career/portfolio.htm#8 - University of Victoria’s Career Services Manager, Jennifer Margison, provides a comprehensive tutorial on the career portfolio.
Young talent in our Air Force Band

By Thabang Bapela, Ad Astra

In its effort to nurture young talent in music among the youth of South Africa, the SA Air Force Band has roped in Airman Peter van der Poel. As the youngest member of the Band he is obviously excited at the opportunity accorded him and he is looking forward to honing his skills on the trumpet.

Born in Pretoria North on 11 November 1987 Peter's career in music started when he was studying the subject at Waterkloof High School. His love for the subject grew stronger when he listened to the SA Air Force Band for the first time.

Airman Van der Poel asked to be allowed to become a member of the SA Air Force Band, whereupon he was called for auditioning and he duly passed. This led him to apply to the SA Air Force to become a member after going through Basic Military Training at the Air Force Gymnasium in October 2006.

"I am very excited to be part of the Band and I feel there are lots of opportunities in the SA Air Force Band. I look forward to learning more about music in the coming years," said Airman Van der Poel.

The thought of being in a military environment in the SA Air Force is an added advantage to him because he would like to live a disciplined life. He is looking forward to being a member of the SA Air Force Band for the next five years. "I am proud to do what I am currently doing. I play the trumpet because I really like the sound of the brass."

When asked if June 16 had any significance for him, he replied: "For me and other young people like me it is a reminder of what rights we have and what our country went through to get to where it is today."

He feels that on this day the youth of South Africa should rejoice, but still keep the thought in mind that with the rights they have there is still the responsibility of setting an example for the next generation.

His message to the youth is: Follow your heart and do what you want to do. Do not be discouraged by anyone or any situation. "The work you put in equals the results you will get," he said.
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