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FRONT COVER: A soldier from 1 Parachute Battalion conducting all-round defence after disembarking from an Oryx helicopter during Exercise YOUNG EAGLE. Read all about the force preparation exercise on pages 16 to 18. (Photo: S Sgt Lebogang Tlhaole)

ABOVE: Honorary Colonel Yvonne Mhinga, better known as Yvonne Chaka Chaka (2nd from left) flanked by senior officers of the SA Air Force at the SA Air Force Prestige Awards ceremony. (Photo: Sgt Elias Mahuma)

For the latest news on defence matters in South Africa, visit our website at: www.dod.mil.za
From the Editor’s desk

We are celebrating Human Rights’ Day on 21 March and it would not be fitting to celebrate it without using our indigenous languages, seeing that a culture is nothing without its language. The Constitution of South Africa guarantees the equal status of our eleven official languages in catering for our country’s diverse peoples and their cultures. Read all about the importance of promoting our indigenous languages on page 47.

As is the custom the commemoration of the sinking of the SS Mendi was held on the third Sunday of February. This legend in South African military history is a pertinent reminder of supreme courage in the face of death and the valour shown by the men, also towards each other in disastrous conditions. One of the legends of the troops’ bravery as the SS Mendi sank is that Reverend Isaac Wauchope Dyoba was said to have calmed the panicked men by praying with them. Read all about the courage displayed by these men on page 5.

In honouring the heroic deeds of fallen infanters a memorial service and a wreath-laying ceremony were recently held to remember all former infanters who died on active duty and during training. Read about the ceremony on page 19.

Training remains high on the priority list of the Department, whose objective is to ensure that members are better equipped to operate their newly acquired capabilities. Therefore Exercise YOUNG EAGLE was conducted to train and exercise the SA Army’s airborne and air assault forces in order to enhance airborne capability and combat readiness. Read all about Exercise YOUNG EAGLE on pages 16 to 18.

The SA Soldier team would like to convey our heartfelt condolences to the family and friends of the deceased Gunner Jabulani David Masango who was involved in a fatal parachuting accident during Exercise YOUNG EAGLE.

God bless!

Nelda Pienaar
Editor
The sinking of SS Mendi commemorated

Article and photo by
S Sgt Lebogang Tlhaole

One of South Africa’s worst military disasters, the sinking of SS Mendi, was commemorated at Ga Mothaga Recreation Resort at Atteridgeville near Pretoria during the annual Memorial Service on 20 February 2011 presented by the SA Legion, Atteridgeville Branch. The commemoration of the SS Mendi is held on the third Sunday of February every year.

On 16 January 1917 the SS Mendi troopship sailed from Cape Town en route to La Havre, carrying the Fifth Battalion of the South African Native Labour Contingent. On board were 805 black privates, 22 white officers and 33 crewmen. On the morning of 21 February 1917 the steamship was rammed by SS Darro. The SS Mendi sank within 20 minutes, and 607 black troops, nine white officers and all 33 crewmen died in the icy waters of the English Channel.

One of the legends of the troops’ bravery as the ship sank is that Reverend Isaac Wauchope Dyoba was said to have calmed the panicked men by praying with them. The sinking of SS Mendi is remembered at the Hollybrook Memorial in Southampton, England, to those who have no grave but the sea.

There is a plaque at the Delville Wood Museum in France in honour of those who lost their lives when the SS Mendi sank. Furthermore, the SS Mendi Memorial in Avalon Graveyard in Soweto was unveiled by Queen Elisabeth II of England to commemorate this tragic event. The SS Mendi is also honoured by the modern South African Navy, which has among its fleet the SAS ISAAC DYOBA, a warrior class fast attack craft and the SAS MENDI, a valour class frigate.

The SS Mendi has also given its name to South Africa’s highest award for courage, the Order of the Mendi Decoration for Bravery, bestowed by the President on South African citizens who have performed extraordinary acts of bravery.

Like so many other military disasters, the story of the SS Mendi is a story of supreme courage in the face of death and the valour shown between brothers towards each other in dire circumstances. The courage displayed by these men has remained a legend in South African military history. The story of the SS Mendi is a pertinent reminder of the sacrifices made by our people to make the world safe for democracy.

Sentries from the SA Navy paying tribute during the annual SS Mendi Memorial Service held in Ga Mothaga Recreation Resort at Atteridgeville to honour the men who died during the sinking of SS Mendi when the steamship was rammed by the SS Darro.
CONDITION OF OUR MILITARY BASES AND ITS ROADS

It is with extreme disappointment that I have to address the issue of military bases and roads through this letter, but my frustration is that we as commanders, officers and others have failed in our task as custodians of Government property we have to maintain the roads within units properly.

The civilian responsibility for upkeep and maintenance of roads stops at the entrances to the military base. It then becomes the responsibility of the military commander. When one travels in the Pretoria area and visits a number of bases, it is obvious that the roads within most of our military bases are in an extremely poor condition and full of potholes and they are deteriorating on a daily basis due to poor or no maintenance. As an example travelling in Tek Base and Thaba Tshwane is extremely painful due to many potholes in the roads.

In my opinion this is a direct reflection on all base commanders, officers and members of those units. Poor road maintenance is an indication of poor discipline, poor admin and poor maintenance of our equipment in general. All members have a duty and responsibility to ensure that we maintain our equipment, unit grounds and roads.

Any member of a unit can make use of the many forums that exist within the unit to bring the issue of potholes to the attention of the base commander for follow-up and action. It is everyone’s responsibility to ensure that Government property is neatly maintained at all times. You as members of the unit must address the problem. This will help to create pride in our units.

I do not accept that we cannot maintain our roads in our units. It is not going to cost a leg or an arm, as purchasing a couple of bags of cement from petty cash and filling holes will go a long way to keeping roads in good condition.

I therefore would like to appeal to all members to take an active part in the upkeep and maintenance of our units, and their roads in particular. I hope that units will put in an extra effort to fill in the potholes and maintain the roads on a regular basis. No one will come and do it for you other than the people serving in that unit.

The unit and its appearance should be our pride and joy at all times. Lt Col W.S. Marshall, Thaba Tshwane

FROM OPPRESSION TO CHAOS AND POVERTY

Descending from oppression to mafia style is no better than the other for it is like moving two steps forward and leaping four steps backwards, which is stagnation and deterioration in the development of mankind. Very often, however, we are presented with a distorted picture of reality and its acute problems, which have reached crisis point, and are either hushed up or lost from sight since no serious economic, sociological or demographic studies were conducted in a serious manner in the last sixteen years.

It sometimes becomes difficult to capture words in relation to certain situations, especially the past as it relates to the present and the future. In spite of all the years there has been no progress from stagnation due to man-made greed.

Our rivals occupy our minds today. They only want quick enrichment and to be unpatriotic to our motherland. All of society seems to be following this trend. Most departments within the SANDF, including sickbays and 1 Military Hospital do not answer calls during lunchtime. They say it is their time. This shows how much society has deteriorated in terms of human life.

Government property, such as vehicles, IT equipment, and valuable electrical generators even motor parts are taken by SANDF members almost everyday to enrich themselves.

The immediate task is to improve the situation radically and that means the Government has to have teeth to improve the situation. Mawele Yelele Razaq Mashigo, Dequar MP

WORDS OF ENCOURAGEMENT

When someone tells you that you can’t do something
Just pause and look around
Consider all options
Anyway, each step to be taken should be carefully calculated
Then go for it, you’ve got to stick your neck out
Use all your skills and positive attitude
Be creative
In the end, you will succeed and prove them wrong
Always remember nothing is impossible, if your heart is willing and your attitude is positive
Never change your good attitude for someone who did you wrong, true love never changes and fails anyway.
Do well to everyone; smile at everyone, but without compromising your personal principles. Cpl Nyameko Mlahlwa, Lohatlha

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.
SANDF FORGOT THE COLOUR CHANGE ON VEHICLES

The SANDF has made good progress in phasing out the old brown uniform as part of transformation.

However, somebody there at the top may have forgotten about changing the colour of other items, apart from the uniform. One may ask if it was only to make history or to transform itself. One may ask if it was only to the colour of other items, apart from the uniform. One may have forgotten about changing part of transformation.

The SANDF has made good progress in phasing out the old brown uniform as part of transformation.

and we thank them for this. Between MPI members involved in the project ly helpful and respectful towards all the evening. The Navy unit was exceptional-

and consisted of psychometrics, inter-

tered and what an exciting project it improved to be. The project ran for a week encompassed the testing of over 100 can-

and comprised its own challenges. For example candidates not arriving for testing, venues being too small, candidates falling asleep during assessments … and the list goes on. Either way each scenario was seen as a learning curve for all interns involved and brought the interns one step closer to becoming competent registered industrial and research Psychologists.

We thank MPI for their support, knowledge shared, time and patience. We hope that the Interns of 2011 enjoy their experience and memories they will get during the year and know that they will treasure the memories gained during their time at MPI. The Interns of 2010 (Sonia da Silva, MPI)

MPI PSYCHOLOGICAL INTERNSHIP PROGRAMME

The intern year of 2010 began with smiles, nervousness and mixed feelings, but nevertheless ended with lessons learnt, wisdom and confidence. What a year it was for the interns of 2010! The Military Psychological Institute (MPI) based in Rietondale, Pretoria, was the home and learning hub for 15 interns in the fields of industrial and research psychology. The group consisted of two research and 13 industrial intern psychologists from various universities throughout South Africa. Lt Col Albert Meyer, Lt Col Jannie Hartsenberg and Maj Natasha Bruwer provided supervision for the internship.

Orientation began on 4 January 2010: For some it was exciting to be surrounded by military uniforms and for others almost intimidating. Either way the fact that these 15 interns had made it from a large pool of candidates was an achievement on its own. Nobody could have prepared the interns for the knowledge that they received on day one regarding the military environment; as for some this was the first time they had ever been in a military environment. However, the information received came in handy once they were let loose to participate in the various projects planned for the year.

One of the largest projects that the Interns embarked on was the Navy Officer Selection in Gordon’s Bay, which encompassed the testing of over 100 candidates. For many of the interns it was the first project that they had encountered and what an exciting project it proved to be. The project ran for a week and consisted of psychometrics, interviews and behaviour observations. The days began early and ended late in the evening. The Navy unit was exceptionally helpful and respectful towards all the MPI members involved in the project and we thank them for this. Between working all day and most nights the interns still managed to get a glimpse of Cape Town on the last day before boarding the flights back home, which was appreciated by those who had never been to Cape Town and surrounding areas.

Other selection projects ranged from Army Officers in Heidelberg to Air Traffic Controllers in Pretoria. Team building sessions, as well as Career Counselling to children from the Elizabeth Children’s Home were only some of the many projects, other than selections, that brought much satisfaction and gratitude to all the interns involved. Each project posed its own challenges. For example candidates

BIBLES BOUGHT WITH DONATED MONEY

In the article Acknowledging the efforts of our peacekeepers published in the January 2011 edition on page 13 it was wrongly reported that the Warrant Officer Council Spouses Forum had presented Bibles donated by the Chaplain Services to deceased soldiers’ families. These Bibles were in fact bought with money donated to this forum. (Donors were Credit Solutions, Denel, SA Army Signal Formation, Equity Trading and Ladies from the Warrant Officer Council Spouses Forum.) We regret the confusion. - Ed

SA AIR FORCE MUSEUM COLLECTION GROWS

Three different and unique display items were added to the SA Air Force Museum’s collection at Swartkop at the end of last year, namely a Pilatus Astra aircraft, a World War II guard tower and an experimental APA gas turbine engine.

The Pilatus Astra PC-7 II was utilised at 68 Air School for ground instruction. It is marked ATTD1 and is one of two mock-up airframes supplied by Pilatus with the delivery of the sixty PC-7 Mk II trainers in 1995. ATTD1 became surplus to requirements following the allocation of a “real” Astra from Langebaanweg Central Flying School to 68 Air School for the training of apprentices. On closer inspection, the myriad of see-through panels reveal the various components and systems inside the Pilatus Astra aircraft. The numerous questions of the many young visitors to the museum, trying to figure out the inner workings of an aircraft, will now be answered more easily. The aircraft was transported from 68 Air School to the Museum at Swartkop by road, but had to be lifted over the fence and security wall by crane on its journey to the museum.

The historic guard tower was situated north of the Bays Hill memorial for many years. The Camp Commandant at Swartkop Airfield, Colonel Zurich, suggested its relocation to the museum because of recent damage and vandalism to its structure. Its steel construction is significant when compared to the concrete guard towers found in the vicinity of Swartkop. Relatively little is known about the tower, but readers are welcome to contact the Research Officer at the museum with more information. An Oryx helicopter from 17 Squadron assisted with the hoist, and amidst the overcast weather conditions successfully lifted the tower from Bays Hill and flew it to its new location at the museum.

The APA Gas Turbine Engine was a South African designed and built gas turbine engine that was manufactured by Armscor under the project name Apartment. The project originated in about 1977 with the purpose of designing and building a small, light, expendable gas turbine engine which could ultimately power long-range target drones and RPV’s. By the time the project was terminated in the late 1980’s a number of prototypes had been built, but the subsequent whereabouts of the engines were not known for many years. Regrettably Armscor/Denel never maintained a dedicated museum where these items could be preserved or displayed. The Air Force Museum’s engine, known as APA-5, was donated through the valiant efforts of a Johannesburg auctioneer acting on behalf of the deceased estate of the Strickler family. The engine will be added to the collection of locally produced Armscor, Denel and CSIR items of technology on display in 2 Hangar at Swartkop. Capt Leon Steyn, SA Air Force Museum

* Readers are welcome to contact the Research Officer at the Museum, Capt Leon Steyn, on 012 351 2282/2290 - Ed

STUDY AT STATE EXPENSE

The DOD has begun promoting education, training and development (ETD), which is greatly appreciated by us, the members of the National Defence Force. It is actually a rare privilege to have been offered a chance by the DOD to progress in our military careers and therefore in civilian life too. However, the subjects that are offered do not always suit everyone, more specifically those in the Signal Formation. The Signal Formation offers training in technical fields, such as the National Diploma in Electrical Engineering, the National Diploma in Mechanical Engineering, etc. However, for those who are “tell-operators”, we do find it much more difficult to apply. I would nevertheless like to appeal to the authorities to make available and accommodate even those that are operators. We have “comcen” offices, registry offices, etc, but study fields are lacking for them. I personally believe that changes should be made. Sgt D.M. Maphalala, Mpumalanga Signal Unit, Nelspruit

A BIG DREAM

I dedicate this to all the boys and girls who had a dream, a big dream that was driven by passion, courage and discipline. They thought they were ready to become problem-solvers. They had a big dream, a dream of dedicating themselves to their country; a dream of wearing uniform; a dream of being given a mission; a dream of being given orders. They wanted to salute with pride and make a change to their community and country, but mostly to the African continent. But the dream was shattered like unwatered plants; doors were closed to people who turned their backs on them. But through hope they kept on pushing and knocking and hoping that one day the doors would open because they had a dream of becoming soldiers. Zweli Mbatha, email
THE TRUTH

I’m with you, but inside I’m all alone
You can see my body, but you can’t see my soul
I’m leaving, but anytime I can die and go “back home”
I don’t know when, where or how, only God knows
I could have asked him, but only if I had his phone number
I’m here, fresh and alive I just want to grow
Sometimes I’m rude because I’m not always in a good mood
But anyway I appreciate the sight of the sun and the moon
As I know that I may not see them again anytime soon
Just like the cockroach I killed yesterday with the doom
Every river flows to the sea
But still the sea is not yet full
But hey, that’s life man, everything is cool
No matter what happens, don’t stop moving
Take it easy, don’t get bored - open your book
Be positive, don’t do crime - you are not a fool
Be clean, love yourself, always avoid being messy
Keep yourself safe, avoid the battles that you will lose
You have the choice, you can be whatever you choose
Apartheid is over, you don’t have to kill the bull
The best thing you can do, is to go to school
And for sure, one day you will be wonderful
You follow the rules, you stay out of trouble
If you believe in Him, then heaven has your room
Think about it, this is the truth.

Seaman Lawrence Rambau, email

NEW OC FOR 4 SAI BN

Lt Col Willie Lancelot Madikoto, the incoming Officer Commanding of 4 SAI Bn (left) and Lt Col Thamsanqa Patrick Gosani, the outgoing Officer Commanding of 4 SAI Bn.
(Photo: Lt M.G. Lamula)

Lt Col Thamsanqa Patrick Gosani handed over the command of 4 SA Infantry Battalion (4 SAI Bn) to Lt Col Willie Lancelot Madikoto at a change of command parade that took place on 10 December 2010.

Born in Kuvuki-land, as he likes to call his birthplace, Lt Col Gosani was appointed as the Officer Commanding of 4 SAI Bn in 2008 after which he prepared the battalion and deployed with them to the Sudan. During their deployment 4 SAI Bn was involved with the preparations for the elections in North Darfur, Sudan. In 2010 he completed the OC/RSM Course, the Supply Chain Management Course and the Security Sectors Reform Programme. He was later appointed as the CR Officer, this time at the SA Army Infantry Formation.

In Limpopo Province, Lt Col Madikoto worked as an African National Congress (ANC) cadre. From 1982 to 1990 he had been in various countries, including Mozambique, Zambia and Angola. In 1990 the ANC ordered him to establish branches and an MK office in the Northern Province, now Limpopo.

In 1994 he was integrated into the SANDF as Captain and was appointed Company Commander at 116 Bn in Musina, now Limpopo. In 1999, after the closing down of 116 Bn, Lt Col Madikoto was transferred to 15 SAI Bn where he worked in various posts, his last being that of Second-in-Command of the Battalion. He will now be accountable for the combat-readiness of 4 SAI Bn, which is to be deployed to the Democratic Republic of Congo (DRC) next year.

Col Piet Sereko, Senior Staff Officer of the Motorised South Regiment at the SA Army Infantry Formation, was the main functionary at the parade. He complimented the members of 4 SAI Bn on the excellent parade they presented, assisted by the local SA Police Service Band. Col Sereko wished both officers all of the best and requested the members of 4 SAI Bn to support Lt Col Modikoto to lead 4 SAI Bn to new heights.

Lt M.E. Semono, 4 SAI Bn

Fear no evil for evil does not fear you.
Face all challenges with courage and positive thinking.
Opportunities dance with those who are ready on the dance floor.
Happy heart-happy soul-happy mind-happy body-happy woman
Enjoy life to the fullest now and forever more and more-e-e-e! Capt N.A.

Nontume, SA Army Engineer Formation

UPS AND DOWNS OF A SINGLE WOMAN

I told my friends at school I would wed at the age of 30
Unfortunately my long-time sweetheart died when I was 29.
All my friends got married when they reached 25.
I am the only person still unmarried at home.
Many people must be patient and take it easy.
I am the only person still unmarried at home.
All my friends got married when they reached 25.
I told my friends at school I would wed at the age of 30
Unfortunately my long-time sweetheart died when I was 29.
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Unfortunately my long-time sweetheart died when I was 29.
All my friends got married when they reached 25.
I am the only person still unmarried at home.
Many people must be patient and take it easy.

At the social gatherings they introduce themselves as “Happily married”
I often say, “I am happily single”,
yet my heart is in deep sorrow.
I even bought a beautiful sapphire wedding ring for myself.
Sometimes I wear it when I travel with married friends.
In church I put it away in case I meet someone interested.
I have gone up and down, and said the loudest tearful prayers,
but no-one has never come to my rescue.
Now is the time for single ladies to be bold and proud:
Never trust a future husband, but only yourself.

I even bought a beautiful sapphire wedding ring for myself.
Sometimes I wear it when I travel with married friends.
In church I put it away in case I meet someone interested.
I have gone up and down, and said the loudest tearful prayers,
but no-one has never come to my rescue.
Now is the time for single ladies to be bold and proud:
Never trust a future husband, but only yourself.

Those who need breakfast must sleep in the kitchen.
No more tears sister, there is life before and after marriage.
Walk tall with self-confidence and be respected at all times.
news from abroad

**PRAYER OF A PEACEKEEPER**

Let me show the nation my appreciation
If I die before I wake up please God take my soul and keep it holy
Help my children, family and protect them in my absence till we meet again
Let my mission be fulfilled even at the risk of my own life
Let me give sacrifice where and when needed
Let my opponents understand my aim, mission and ideas
Let my friends give support at all times
Let my colleagues understand my mistakes
Let me make my leaders happy and proud about my contribution to the host nation
Let my parents be happy and proud of their child and rejoice for good news
Let young ones choose me as their role model in future
Let me follow God’s instruction at all times
I am praying as a peacekeeper, the child of God.
Cpl M. Guduza, 5 SAI Bn (Sudan)

**THE SOLDIER**

You can’t teach him
You can’t train him
He doesn’t run but doubles the time
He doesn’t walk but drills
He doesn’t go for picnic but goes for camping
He doesn’t die but reinforces other battalions in heaven
He doesn’t sleep but he is in a short prayer
He doesn’t tell lies but misleads you
He doesn’t marry but fulfils the Bible
He doesn’t hide but deploys tactically
He doesn’t run away but withdraws for plan B
He doesn’t have kids but has the next generation
Nothing can stop him: he is a soldier
We are all soldiers.
Cpl M. Guduza, B-COY 5 SAI Bn (Sudan)

**WORLD AIDS DAY COMMEMORATION AT KUTUM BASE**

Last year the UNAMID forces in Darfur, Sudan, had a commitment to commemorate World AIDS Day and the RSA Battalion in the Sudan did the same.

The RSA Battalion Commander Operation Cordite XII, Lt Col Sehaka Thomas Hloka, as a responsible Commander, knew exactly what the day meant both to his Battalion members and to the United Nations. The RSA Battalion held this ceremony in a very special way to accommodate both the RSA and the Sudanese, thus strengthening the ties.

The Medical Task Group took the lead in planning and executing this task and was fully supported by the Battalion members. This day had meaning for all who were part of it. Major Kgasane and Captain Nel organised this event.

**PRAYER**

Prior to the event Major Kgasane led the people in lighting candles.
By the lighting of these candles the Lord reminds us of the responsibilities we have towards all those affected, be they our family or friends.
During times of rejection by society as well as family, help us to make time irrespective of our busy schedules. To walk this road with them, just as we would want them to walk this road with us if we were to be faced with the same scenario.

If ever we had any sense of prejudice or any form of judgemental attitude, forgive us today.

The commemoration of this day has brought to mind how often we tend to exclude ourselves from the very disease that is tarnishing our society.

Maj Kgasane, Kutum base in the Sudan

**STOKPERDJIE IN DIE SOEDAN**

Ek is al hier in die Soedan vanaf Oktober 2010 en sal eers April 2011 terug wees. Ek wil net sé jy diens wat jy lêer is van hoogstaande waarde. Ek geniet elke oomblik daarvan. Hier is nie juis veel om te doen oor naweke nie toe het ek besluit om voertuie uit karton te bou. Ek stuur ‘n foto van ‘n Mamba Mk 3 wat ek gebou het. Ek sal dit waarder as dit in die tydskrif geplaas kan word. Ek het ook al ‘n Land Rover, Samil 100 PC gebou. Groete aan almal in die RSA. S Sers Ben Terblanche, Soedan: Mellit Basis

* Translated into English by Eugene Muller - Ed.

**MY HOBBY IN THE SUDAN**

I have been in the Sudan since October 2010 and will only be back in April 2011. I just want to say the service you render is of value. I enjoy every moment of it. There is not really much to do here over weekends so I decided to make vehicles out of carton. I am sending a photo of a Mamba Mk 3 that I made. I would appreciate it if it could be placed in the magazine. I have also built a Land Rover, Samil 100 PC.

Greetings to everybody in the RSA.
S Sgt Ben Terblanche, Sudan: Mellit Base

* Translated into English by Eugene Muller - Ed.
WAITING FOR RAIN IN THE SUDAN

The earth and sand in this desert are dry. Sandy areas wait for rain to come to wet this area. It’s always winter in this area as there is no hope of rain. A harsh storm called the “haboob” is coming as a sign of summer. Dams and rivers are empty, and animals are gathering at water points for water. Prayers are there, but summer doesn’t hear us. It also seems that the rain can’t hear us. But the people say let the rain come; let us unite again. Make our hearts happy again by hearing our call. Cpl M. Guduza, 5 SAI Bn, currently in the Sudan (Malha Base)

SOLDIERS IN THEIR BATTLE DRESS

Soldiers dressed in their battle dress ready for death. Soldiers dressed in battle dress ready to protect those who can’t protect themselves. Soldiers dressed in battle dress ready to leave their loved ones at home. Soldiers dressed in battle dress ready to welcome peace in a war-torn country. Soldiers dressed in battle dress ready to sacrifice their lives. Soldiers dressed in their battle dress ready to bring laughter to crying people. Soldiers dressed in battle dress ready to bring hope where there is no hope. Soldiers dressed in battle dress ready to bring joy to rejoice. Cpl M. Guduza, 5 SAI Bn (Sudan: Malha Base)

EVERY MORNING IN THE DESERT

Every morning in this war-torn area my thoughts are not here I am just thinking of my beloved country. I try to concentrate on the warmth of my family that I left and that I miss most back at home.

Soldiers in uniform ready for battle bring my memory back to my mission in this area. I know that I came as a volunteer to help as a peacekeeper with a mission to fulfil.

Every day I prepare for my day-to-day task. I pray to God above to be with me at all times. On my patrols I pass kids going to school and I know my mission is fulfilled.

I wish to see this area one day without UN vehicles and being happy as paradise. I wish to come next time as a tourist, not a peacekeeper.

Every morning in this desert I wish it could be as normal as my beloved one.

So let it be a land of peace and harmony. Cpl M. Guduza, 5 SAI Bn, Malha Base: Sudan

BEFORE I LEAVE THE SUDAN

I must congratulate you before I leave the Sudan on your mutual understanding during your referendum. I am happy about playing the part of a dedicated peacekeeper that helped kick-start your freedom.

Before I leave the Sudan I must say keep up the good work, there is plenty of room for improvement. Cpl M. Guduza, 5 SAI Bn, Malha Base: Sudan

A SOLDIER

There is discipline in a Soldier you can see it when he walks, There is honour in a Soldier you hear it when he talks, There is courage in a Soldier you see it in his eyes, There is loyalty in a Soldier that he will not compromise, There is something in a Soldier that makes him stand apart, There is strength in a Soldier that beats from his heart.

A Soldier isn’t a title any man can be hired to do, A Soldier is the soul of that man buried deep inside of you.

A Soldier’s job isn’t finished after an 8-hour day or a 40-hour week,

A Soldier is always a Soldier even while he sleeps, A Soldier serves his country first and his life is left behind, A Soldier has to sacrifice what comes first in a civilian’s mind.

If you are civilian - I am saying this to you … next time you see a Soldier remember what they do.

A Soldier is the reason our land is “Home of the free”, A Soldier is the one that is brave protecting you and me. If you are a Soldier - I am saying this to you … Thank God for EVERY SOLDIER Thank God for what YOU do! There is discipline in A Soldier you see it when he walks, There is honour in a Soldier you hear it when he talks.

There is courage in a Soldier you can see it in his eyes, There is loyalty in a Soldier that he will not compromise, There is something in a Soldier that makes him stand apart, There is strength in a Soldier that beats from his heart.

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A Soldier is the reason our land is “Home of the free”, A Soldier is the one that is brave protecting you and me. If you are a Soldier - I am saying this to you … Thank God for EVERY SOLDIER Thank God for what YOU do!
The SA National War College hosted a Change of Command parade to bid farewell to the outgoing Commandant, Brig Gen Sipho Mashobane, and to welcome the incoming Commandant, R Adm (JG) Patrick Duze, at the Peace Mission Training Centre in Thaba Tshwane on 4 February 2011.

The incoming Commandant

R Adm (JG) Patrick Tamsanqa Duze was born in Cape Town on 19 October 1957. He attended his schooling in Gugulethu and Langa High. He has the following qualifications: Diploma in Electronic Communication from Baku in the USSR in 1991, the National Diploma in Electrical Engineering with the Peninsula Technikon in 1997, and the Advanced Diploma in Public Management (equivalent to an Honours Degree) with the University of Stellenbosch in December 2002.

R Adm (JG) Duze completed the following military courses: Models for Management with SAMDI in 1997, the Junior Command and Staff Course, under the auspices of the SA Air Force, in 1998. In 1999 he completed the Naval Command Staff Course and in 2000 the DOD Project Management Course. Later the same year he did Computer Literacy with the University of Stellenbosch. In 2004 he completed the Executive National Security Programme. He has been employed in the following capacities: Officer Commanding of SAS Wingfield Naval Technical Training Unit (January to November 2000), Assistant Project Officer Project Sitron Hamburg in Germany (November 2000 to June 2004), the Officer Commanding Fleet Maintenance Unit (January to December 2005) and the Chief of Fleet Staff in Simon’s Town (January 2006 to April 2007). Then he was appointed the Director Naval Policy and Doctrine, after which he was appointed to his current position as Commandant of the SA National War College.

The outgoing Commandant

Brig Gen Sipho Mashobane was born in Alexandra Township in Johannesburg. He started his schooling in Soweto - proceeded Meadowlands High School where he completed his Senior Certificate in 1976. The same year, during the Soweto uprisings, he left the country and joined the Umkhonto we Sizwe (MK), the military wing of the ANC. While in exile he underwent military training and was stationed in various countries and occupied various positions. He returned to South Africa in 1992 following the unbanning of the liberation movement.

He was integrated into the newly established SANDF in 1994 as a Captain and completed the Officer Orientation Course in 1995. In 1997 after completion of the Junior Command and Staff Course he was promoted to the rank of Major and appointed as the Officer Commanding of 502 Squadron. In 2000 he was promoted to the rank of Lieutenant Colonel and Training Co-ordinator and later as the Efficiency Co-ordinator at Air Force Gymnasium.

In 2002 he completed the Joint Senior Command and Staff Programme. In 2003 he was promoted to the rank of Colonel and as the Officer Commanding of Air Force Gymnasium. In 2004 he completed the Executive National Security Programme. In 2005 he was promoted to the rank of Brigadier General and appointed as the Director Education, Training and Development in the SA Air Force. In January 2008 he was appointed as the Commandant of the SA National War College. Brig Gen Mashobane is looking forward to his new appointment as the Inspector General of the SA Air Force.
SAFEGUARDING OUR BORDERS
Borderline Protection.

OPERATION CORONA
Safeguarding our borders by:
Stopping prohibited illegal substances
Identifying counterfeit goods or money
Assisting in the recovery of stolen vehicles
Apprehending illegal immigrants
Investigating human trafficking
Preventing stolen stock from crossing borders
Disciplined soldiers refine the Opening of Parliament

By Kgabo Mashamaite
Photos: Sgt Elias Mahuma

The SANDF proved itself to be a disciplined and dedicated defence force that the nation should be proud of during the well-presented Military Ceremonial Opening of Parliament in Cape Town on 10 February 2011.

This followed months of preparation and rehearsals by almost 1 050 SANDF members from all Services, including Regular Force and Defence Reserves members from units across the country.

The role of the SANDF on the day included, among others, providing military ceremonial motor escorts, lining the streets along the President's route, a National Salute by the National Ceremonial Guard, SA Military Health Service Band to the right of the Parliament Building performing the National Anthem, the 88 mm Gun Troop of the Cape Field Artillery providing a 21-gun salute, a fly-past by the SA Air Force’s four Pilatus aircraft and the deployment of the Flame Guard for the duration of Parliament in session on the day.

For the first time since 2006, when Col Peter Kobbie, the Officer Commanding of Army Support Base Western Cape, was appointed as the main co-ordinator for the execution of the Opening of Parliament, everything went smoothly.

Col Kobbie said: "Every ceremonial aspect has been executed according to plan for the first time without any problem. Previously we encountered some minimal logistical challenges, but this was not the case this year, since we saw where we should improve and we did just that. We also managed to improve on communication with members involved, from the Band playing the National Anthem, the firing of a 21-gun salute and the fly-past happening at the same time as the President was taking the National Salute. This is all thanks to the hard work, dedication and discipline of the planning team and our soldiers.”

During his address before a joint sitting of the National Assembly and the National Council of Provinces, President Jacob Zuma acknowledged and expressed his appreciation for the sterling job being done by the deployed SANDF members on international peace missions. This was another highlight of the great trust of the Head of State in his soldiers who are doing duty abroad.

The SANDF Commander-in-Chief said: "We applaud the work of the SANDF, which has on average deployed over 2 000 military personnel on peacekeeping operations in the Democratic Republic of Congo, the Sudan and the Central African Republic.”

The Opening of Parliament is a key event in the Parliamentary Calendar and happens once a year. Spectators who could not secure accreditation were treated to musical items and a fine drill display along the Plein, Adderley, Spin, Strand, Buitekant and Castle Streets where a sea of camouflage-d, blue, white and maroon colours were lining up, creating a beautiful sight of mixed colours for the crowds to enjoy.
President Jacob Zuma (second row, left) walks towards the podium led by members of the SANDF. Next to him is Mr Max Sisulu, Speaker of the National Assembly, and behind them are Ms Sizakele Zuma (also known as MaKhumalo), and Mr Mninawa Mahlangu, Speaker of the National Council of Provinces.

The spectators were further enthralled after the taking of the National Salute by President Zuma in front of the parliamentary podium by the march past of columns from all the Services with their respective bands rendering musical items all the way to the Castle for the debriefing session. Tunes included the popular track Ndihamba Nawe by Mafikizolo, one of the acclaimed Afropop outfits to provide a marching rhythm.

SA Air Force members withdraw for the debriefing session at the Castle after providing the guard of honour during the Opening of Parliament.

SA Navy members retreat to the Castle for the debriefing after they had lined Adderley Street in Cape Town during the Opening of Parliament.

The National Ceremonial Guard members march through Adderley Street all the way to the Castle for debriefing.
SA Army enhancing its airborne capability

Article and photos by S Sgt Lebogang Tlhaole

SA Brigade conducted Exercise YOUNG EAGLE at the General De Wet Training Area at De Brug near Bloemfontein and SA Army Combat Training Centre in Lohatlha over the period 12 to 24 February 2011.

Exercise YOUNG EAGLE is primarily a force preparation exercise aimed at training and exercising the SA Army’s airborne and air assault forces to enhance airborne capability and combat readiness and to integrate the combined three Services, namely the SA Army, SA Air Force and the SA Military Health Service.

During the Open Day various airborne capabilities of the SA Army were demonstrated to senior members of the SA Army, guests and members of the media.

Soldiers fast-roping from an Oryx helicopter. This method is used whenever a helicopter cannot land owing to tall vegetation or when there is no clearance for it to land.

A member from 1 Parachute Battalion hooks equipment onto an Oryx helicopter for deployment during Exercise YOUNG EAGLE at De Brug near Bloemfontein.
The exercise was conducted as part of the Chief of the SA Army’s combat-readiness strategy to ensure the availability of combat-ready rapid intervention forces for the Chief of the SANDF. The SA Army values this training as a foundation on which it can build a solid SANDF that is fully capable of defending the country’s territorial integrity and the people of South Africa.

The goal of Exercise YOUNG EAGLE was to conduct continuation training with the airborne capability to achieve a high level of combat-readiness and to enhance the SA Army airborne capability, to master airborne doctrine, tactics, techniques and staff procedures at all levels during an independent airborne operation.

The exercise was in the form of a peace intervention with airborne assault troops moving into the hostile zone, and taking over and securing the area to allow access to the peace-keeping and peace support deployment.

SA Soldier and other independent media representatives attended the Open Day on 18 February 2011. A fictitious scenario was created for the Open Day to plan an airborne operation. The demonstration included a static display, freefall, an attack on the objective by the artillery, 1 Parachute Battalion and 6 SA Infantry Battalion, Pathfinders, air supply capabilities, air delivered reinforcements by 1 Parachute Battalion and 6 SA Infantry Battalion, fast-roping and casualty evacuation by means of an Oryx helicopter and onboard command post link-up with tactical headquarters.

Training remains high on the priority list of the DOD to ensure that members are better equipped to utilise the newly acquired capabilities. This training is the key element in the SANDF’s success in its quest to...
support the Government’s diplomatic initiatives to help eradicate conflict in the region and on the continent.

Forces that participated in the exercise under the command of 43 SA Brigade were elements of 44 Parachute Regiment, 1 Parachute Battalion, 6 SA Infantry Battalion, 4 Artillery Regiment, 2 Field Engineer Regiment, 1 Tactical Intelligence Regiment, 101 Air Supply Unit, 17 Maintenance Unit, 102 Field Workshop and 13 Provost Company, fixed-wing transport from several squadrons, including helicopters from the SA Air Force, as well as elements from 7 Medical Battalion Group.

The Acting Chief of the SANDF, Lt Gen Temba Matanzima, regretted to announce the death of Gunner Jabulani David Masango (25), a member of 10 Air Defence Artillery, who was involved in a tragic parachute accident during Exercise YOUNG EAGLE. The incident happened on Monday, 21 February 2011. A Board of Inquiry has been convened to investigate the incident. The SA Police Service is also investigating the incident.

The Minister of Defence and Military Veterans, Ms Lindiwe Sisulu, the Secretary for Defence, Ms Mpumi Mpofu, and the Acting Chief of the SANDF, Lt Gen Temba Matanzima, have extended their sincerest condolences to the family of the deceased.

1 Parachute Battalion members await the landing of the Oryx helicopter before embarking during Exercise YOUNG EAGLE.

101 Air Supply Unit dropping cargo by means of parachutes to supply the troops on the ground.

Pathfinders were dropped before the main force. The pathfinders are highly trained paratroopers that are dropped to clear the area and obtain information so that the main force can be parachuted.
Honouring the heroic deeds of fallen infanteers

By Cpl Ally Rakoma
Photos: Sgt Elias Mahuma

The SA Army Infantry Formation and the Infantry Association held a memorial service and a wreath-laying ceremony at Fort Klapperkop in Pretoria on 23 January 2011 to pay tribute to the fallen infanteers who lost their lives and exceeded themselves on active duty in the service of the nation.

The SA Army Infantry Formation also extended its invitation to the military veterans associations, Military Attachés representing Angola, Thailand, Belgium, the Netherlands, the United Kingdom, the Russian Federation, the Republic of Korea and India, families and friends of the fallen soldiers who have been called to higher duty.

The ceremony commenced with the posting of sentries from Regiment Noord-Transvaal, followed by Scripture reading, the Last Post, the reveille, wreath-laying and the planting of crosses and was concluded by the National Anthem.

Veteran’s associations and the Memorable Order of Tin Hats (MOTH) paid respect to their fallen comrades and unfurled their banners.

Speaking at the annual Infantry Memorial Service, Brig Gen Krubert Nel, the Chief of Staff of the SA Army Infantry Formation, said that by commemorating deceased members we are honouring their heroic deeds, and therefore their loved ones will also recognise the contribution of these members in their unselfish self-giving for the sake of their country.

He said that Infantry soldiers had come under fire during their peacekeeping deployments and had responded in a way that showed they were not to be trifled with. He mentioned that infanteers were also deployed on the borders, adding this would continue and emphasised the importance of the northern and eastern borders. Brig Gen Nel said: “Infantry soldiers had been deployed in support of the SA Police Service in both the 2010 Soccer World Cup and as a back-up for the police in internal disturbances within the country.”

He called on all present to remember all former infanteers who died on active duty and during training. Looking ahead, he mentioned the upcoming airborne infantry exercise, Exercise YOUNG EAGLE, in February, and added that 1 Para-chute Battalion would be reaching a milestone on 1 April 2011, when it celebrates its 50th anniversary. Brig Gen Nel concluded: “Elements of the SA Army Infantry Battalions from 4 SAI Bn, 5 SAI Bn, 7 SAI Bn, 15 SAI Bn and 8 SAI Bn are to be deployed on peacekeeping duties in 2011.”
SA Air Force busy closing the skills shortages gap

By Kgado Mashamaite
Photos: Sgt Elias Mahuma

The expansion of the flying incentive programme and the best recruitment practices to ensure the wellness of skilled personnel helped the SA Air Force in curbing the technical skills shortage within the SA Air Force in 2010. That was the view of Lt Gen Carlo Gagiano, Chief of the SA Air Force, during the 91st anniversary parade of the SA Air Force held at AFB Swartkop on 28 January 2011.

Lt Gen Gagiano was addressing the media at a press conference on various matters within the SA Air Force shortly before the start of the annual SA Air Force anniversary parade.

The migration of skilled technical personnel to both local and international civilian aviation industries has been a thorn in the flesh of the SA Air Force for years, but it has since decreased dramatically thanks to the improvement of working conditions and incentive plans.

Lt Gen Gagiano said: “Industrial aviation poaching of technical expertise is an ongoing worldwide problem and it has an adverse impact on the state of the readiness of the Air Force. Just in 2008 the SA Air Force lost a total of 48 personnel, but only 20 in 2009, while we bade farewell to just 16 specialists last year. A number of personnel have been trained to replace the 83 we lost, but their invaluable expertise is lost forever. In a positive light, we can attribute the significant decline in the loss of technical skills to the methods we put in place, such as an attractive working environment and excellent career planning. These initiatives to attract and keep scarce skills within the SA Air Force worked wonders, but were bound to be affected by a shoestring budget.”

The Chief of the SA Air Force also highlighted the restructuring of the command and control structure, which increased from 1 to 9. This was done to cut the red tape in the reporting structure to ensure a smooth line of communication between Air Command and the units at base level, which is in line with international defence force structures.

Immediately after the press conference, spectators and the media contingent were treated to spectacular drill movements by a sea of blue uniforms of SA Air Force members from various units across the country to commemorate the 91st birthday of the SA Air Force. The annual SA Air Force Day Parade is held, among others, to highlight the achievements of the past year and the challenges facing the SA Air Force in the current year.

The event also serves to give public recognition and to acknowledge air force bases, units and squadrons for their excellence in accomplishing their tasks and missions.

Addressing the parade, Lt Gen Gagiano said that the SA Air Force's involvement in the air security, mobility, intelligence, surveillance and reconnaissance air support had also taught new lessons and provided a morale booster for Air Force personnel.

He continued: "Many important lessons in the..."
Ms Lindiwe Sisulu, Minister of Defence and Military Veterans, applauds the recipients for a job well done. Standing behind her is Lt Gen Carlo Gagiano, Chief of the SA Air Force.

context of air security were learned, including progress with regard to the development and integration of air-to-air missiles for both the Hawk and the Gripen. The IRIS-T short-range missile was successfully test-fired from a Gripen in June 2010 while the A-Darter missile, which will be integrated into both the Gripen and the Hawk were also successfully test-fired. The present capabilities of the Gripen will be further enhanced by an all digital reconnaissance pod and a laser-guided bomb in the near future. The avionic retrofit of the PC7 MK II is also progressing as planned and the envisaged reduction of that fleet to 35 aircraft continues according to schedule and the Cessna Caravan and King Aircraft simulator flying training was introduced in August 2010 to provide more flying time for some of the young pilots. Another highlight in 2010 was the solo flight by the first female Gripen pilot in the world, Maj Catherine Labuschagne. Lt Col Musa Mbokota was appointed as the Officer Commanding of the Gripen Squadron in January this year, the first African appointment, and the 11 PC 7 MK II graduates have already started ground school in preparation for the commencement of their Hawk conversion flying in 2011. He also awarded the SA Air Force Prestige Floating Trophy of the best overall unit to Lt Col Earl Swanepoel, Officer Commanding of 2 Air Servicing Unit at Langebaanweg.

After the parade the spectators were treated to entertainment of the highest order when almost all the SA Air Force fleets of helicopters, transport and fighter aircraft performed a high powered air display. Among the aircraft performing manoeuvres and a fly-past were the BK 117’s, Citations, Cessna Caravans, Oryx helicopters, Agusta Westland AW109 helicopters, Hercules C-130’s, CASAS 212’s, Silver Falcons, the decommissioned Alouette I and II, and the Astra PC 7 Mk II fleets.

Members of the public also had the opportunity of witnessing the various capability demonstrations of techniques employed by the SA Air Force in different situations, for example the Oryx helicopter pathfinders were dropped from an airborne C-130 to land, using their parachutes, and there were amazing manoeuvres by Hawks and Gripens using their firepower to neutralise and destroy the enemy force before it could distract the rescue mission. Members of the SA Army Parachute Regiments, Artillery Regiments, and tank and Engineer Formations also provided support for the event.
The Joint Senior Command and Staff Programme of the South African National War College is a challenging curriculum, which benchmarks with some of the best in the world. The College presents the Programme over a period of 44 weeks.

During the official opening of the programme that took place on 26 January 2011, Maj Gen Manfred Mabuza, the General Officer Commanding of the Training Command, welcomed all the international students, saying: "We look forward to benefiting from your knowledge and expertise that you bring on board". The course will broaden one’s horizon with its successful prescribed modules of corporate management, security studies, joint warfare and military operations. It is important to understand the foundation and reason for existence of this course. Since the birth of our country’s democracy in 1994 South Africa has become a fully-fledged member of the United Nations and the African Union. This has resulted in our efforts to establish and maintain peace and stability in the region.

By implementing the Joint Senior Command and Staff Programme the SANDF has ensured its alignment with internationally accepted norms with regard to joint, combined and multinational training at the operational level. Maj Gen Mabuza added: "The ultimate success of this programme is, however, only measured on completion of the programme in November and your subsequent employment and performance within the national, regional and international arenas. We must therefore not disappoint the continent and the world. The quality of this programme attests to this confidence."

Before declaring the Joint Senior Command and Staff Programme open Maj Gen Mabuza said: "The outside world benchmarks the standard of discipline in the SANDF through you. Make us proud".

R Adm (JG) Patrick Duze, the Commandant of the SA National War College, delivering his speech at the opening of the Programme.

Maj Gen Manfred Mabuza, the General Officer Commanding of the Training Command, addressing the students at the opening of the Joint Senior Command and Staff Programme.
### South African Navy

**Ranks:**
- Admiral
- Vice Admiral
- Rear Admiral
- Senior Officers
- Captain
- Commander
- Lieutenant-Commander
- Junior Officers
- Lieutenant
- Sub-Lieutenant
- Ensign
- Midshipman

**Forms of Address:**
- Flag Officers
- Senior Officers
- Junior Officers

### South African Military Health Service

**Ranks:**
- General
- Lieutenant General
- Major General
- Brigadier General

**Forms of Address:**
- General Officers
SAMHS appoints its first male Matron

By Pte Tshegofatso Rakoma
Photo: Lt Sello Segone

We can be anything we want to be, if only we put our minds and hearts into realising our dreams. Maj Medumo Boshiane motivated us never to give up and always to fight for what we believe in. He gave us this example as he fought his way up to become the first male Assistant Director Nursing Matron in the SA Military Health Service.

Maj Boshiane started as an assistant nurse at 1 Military Hospital, having previously been a nurse at Weskoppies Hospital. With immense passion for his work, Maj Boshiane intended to pursue his carrier in nursing, but he never got the opportunity to study at State expense as he did not have what was required then, a matric exemption.

In March 1990 Maj Boshiane resigned from the military after 20 years of service and went to the Nursing College in Mahikeng where he not only obtained a four year Diploma in Nursing, but also a matric exemption with all his subjects in the Higher Grade. He then worked at Jubilee Hospital at Hammanskraal.

On 11 March 1997 he received a telegram of reacceptance in the DOD after he was recommended by a Matron at 1 Military Hospital. He then returned to 1 Military Hospital where he was given a post as a professional nurse in Orthopaedics.

Through his ability, potential and initiative, Maj Boshiane completed his Officer Formative Course and continued his nursing studies at State expense. He was then given a rehabilitation ward to run after which he was promoted to the rank of Lieutenant and then to Captain.

Having to balance gender equity and representivity within the workplace, the General Officer Commanding, Brig Gen Zola Dabula, took the initiative when male nurses brought their dissatisfaction to his attention about the male versus female structure in the hospital.

Aiming high, Maj Boshiane was promoted to a Major on 29 December 2010, making him the first male Assistant Director Nursing Matron in the DOD on the basis of his ability, courage and correct attitude for the position.

He was happy and honoured to serve as an inspiration for other male nurses within the nursing fraternity. Maj Boshiane has had to endure hardship, but has striven to do his best over time and in his chosen career.

In his interview with Milmed, Maj Boshiane said: "There has never been a male Matron in this hospital." He promised: "I will make sure that every patient leaving the hospital has been attended."

Having to face the fact that his work is mainly in a "women’s world", he acknowledges that we cannot stop each other from reaching our dreams and that everyone should remember that a sense of humour goes a long way towards making anything and everything bearable.

It was clear from the interview that Maj Boshiane was an interesting man and someone worth listening to. He is highly motivated, thrilled about his career and his breakthroughs and is happy to pass on his experience to anyone willing to listen.

With only a year to go in the DOD, Maj Boshiane intends to write a book based on his life, the suffering, blood sweat and tears he went through to get to where he is today. Maj Boshiane also finds the time in his busy schedule to educate and mentor students (interns) from various nursing institutions around the city.
Warrant Officers

- Master Chief Warrant Officer (MCWO)
- Senior Chief Warrant Officer (SCWO)
- Chief Warrant Officer (CWO)
- Senior Warrant Officer (SWO)
- Warrant Officer (Master / Coxswain)

Ratings

- Chief Petty Officer
- Petty Officer
- Leading Seaman
- Able Seaman
- Seaman

Not a rank insignia, but consistent with other members with national identity

Non Commissioned Officers

- Staff Sergeant
- Sergeant
- Corporal
- Lance Corporal

Chaplains

- Rear Admiral (Junior Grade)
- Captain
- Chaplain

Form of address: Chaplain / Religious 9th, subject to the denomination / religion of the incumbent
(For protocol, Chaplains hold Captain(SAN) Status, but not in Command and Control Line)

Chaplains

- Brigadier General
- Colonel
- Chaplain

Form of address: Chaplain / Religious 9th, subject to the denomination / religion of the incumbent
(For protocol, Chaplains hold Colonel Status, but not in Command and Control Line)
Placing a high premium on national security

By Bibi Sibanyoni
Photo: Sgt Elias Mahuma

In a continuously shrinking world, interaction and collaboration between countries and armed forces to address mutual challenges is increasingly becoming the norm, therefore the need exists to prepare officers and officials at the national strategic level to plan, manage and ensure national security in a world which places a high premium on human security and increasingly addresses national security issues on a multinational basis.

The South African National Defence College hosts a twenty-one-week programme, which focuses on three important aspects of security, namely National Security, South African Studies and Africa and International Studies. The Chief Human Resources, Lt Gen Derick Mgwebi, officially opened the Executive National Security Programme 23/11 on 18 January 2011. He welcomed all selected candidates from the SANDF, international students from other armed forces and parastatals of the SA Government to the course.

Urging candidates to make use of all the opportunities the SANDF has to offer, Lt Gen Mgwebi said: “You can prepare yourselves for making greater contribution and playing a more meaningful role in national security matters. Be capable of making sound decisions in your own fields and also appreciate the wider implications of the decisions that you make and of the actions that result. You must be able to relate judgements and opinions to current strategy and policy”.

This course will enable the candidates to debate issues affecting them directly and indirectly. However, all will find a common ground, namely that national security is the top priority. Candidates will bring to this decision-making process clarity of thought and an all-embracing knowledge of national, regional and international affairs.

The Amakhosi of Thaba Tshwane help to realise a dream

Colonel from the Nigerian Armed Forces attended the Executive National Security Programme (ENSP) 14/06 at the SA National Defence College in Thaba Tshwane, Pretoria, during the latter part of 2006. He was called Col Mike Ale Nasamu, and he came to South Africa for nearly six months with a dream in his heart - to be a Major General in the Nigerian Army one day.

During this time Colonel Nasamu saw his family only once, for a weekend. Despite this, he excelled academically and completed the ENSP successfully on 24 November 2006.

Being generous to a fault, he organised tokens of appreciation for the staff members to be brought from Nigeria by his wife, Yinka, when she travelled from Nigeria to attend the Certificate and Awards Ceremony.

It came as no surprise to his friends and acquaintances in South Africa that he was promoted to Major General in the Nigerian Army at the beginning of 2011, as we all remember him as a true gentleman and a worthy ambassador for his defence force, in particular, and Nigeria in general. He thus realised his lifelong dream to achieve top honours in his military career.

May this achievement serve as an inspiration for all who attend the ENSP at the SA National Defence College, especially to our yet to be friends in countries far away!
The SA Air Force has never shied away from any challenges. Performance and excellence are therefore of importance to its functioning in order to satisfy its operational requirements.

On 27 January 2011 the Chief of the SA Air Force, Lt Gen Carlo Gagiano, hosted the SA Air Force Prestige Awards ceremony to give recognition to the previous year’s achievements and to celebrate excellence at the SA Air Force HQ in Pretoria.

Addressing the audience, Lt Gen Gagiano congratulated the achievers and said that they had done very well. He said: “Well done, all of you who have improved during the past year; there is however still much to be done. Units, bases and directorates have to utilise the European Foundation for the Quality Management Model to enhance measurement, innovation and growth.”

He encouraged those who had not performed to achieve rewards, and said that 2011 was now their opportunity to commit themselves and their teams to excellence and build an SA Air Force that all can be proud of.

Over the years the prestigious awards have facilitated continued excellence in various areas to add to the sustainable use of resources and thereby enhance the SA Air Force’s ability to serve the nation. Best contenders from Directorates, Bases, Units, Squadrons and Sections in various categories were announced.

- The Air Force Prestige Unit of the Year: 2 Air Supply Unit, AFB Langebaanweg
- The Air Force Aviation Safety Award: AFB Ysterplaat
- The Royal Air Force Training Award: 85 Combat Flying School
- The Air Force Protection Squadron of the Year: 502 Squadron, 68 Air School
- The Air Force Reserve Squadron of the Year: 110 Squadron, AFB Ysterplaat
- The Air Force Support Unit of the Year: SA Air Force Museum
- The Air Force Air Servicing Unit of the Year: 2 Air Supply Unit, AFB Langebaanweg
- The Air Command Directorate of the Year: Directorate Aviation Safety
- The Air Force Operational Support Unit of the Year: Bushveld Airspace Control Sector (SA Air Force HQ)
- The Air Force Training Unit of the Year: SA Air Force College
- The Air Force Permanent Flying Unit of the Year: 15 Squadron, AFB Durban
- The Air Force Base of the Year: AFB Durban
- The Air Force Sword of Peace: 22 Squadron, AFB Ysterplaat

The Chief of the SA Air Force, Lt Gen Carlo Gagiano (right) presenting the trophy for the Best SA Air Force Training Unit to the Officer Commanding SA Air Force College, Col Jakobus Janse van Rensburg.
Get to know your pension fund

Even if you're years away from retirement, as a member of Government Employee Pension Fund (GEPF), it's important to understand the benefits and implications of GEPF, says Rosie Wilson, market development manager for Old Mutual. Many people live with a false sense of security believing that their retirement years are fully covered, but few actually realise the extent of these benefits and how long it will last.

If you consider that people today are living longer than their forefathers due to advances in medical technology and healthier lifestyles, you may find yourself spending many more years in retirement than your money will allow. Add to this ever increasing medical costs and the rising cost of living, and you may find your pension fund under pressure or stretched to capacity.

Wilson says that by not familiarising yourself with the terms and benefits of your pension fund, you could actually be stealing from yourself depriving yourself of a good quality of life at a time when you should have financial freedom.

This is particularly true for those that have changed jobs often and not reinvested the proceeds of previous pension funds. Even people with 40 years of uninterrupted service will experience at least a 20% drop in income at retirement. “An alarming reality is that no more than 6% of South Africans are able to retire financially independent,” Wilson added.

A financial analyses by an accredited financial adviser should be done to determine your needs in the event of retirement, death and disability.

Maximise your lifestyle
To cover the potential shortfall in your benefits and get the most from your retirement years, Wilson suggests you consider investing in an Old Mutual Max Investments Retirement Annuity that compliments and supplements your present pension fund. A Max Retirement Annuity will allow you build up enough capital before your retirement date to support a comfortable lifestyle. The sooner you start the more you will accumulate!

Says Jaco Gouws, Product Manager for Max Investments: “We think of the years leading up to retirement as the PREtirement years. PLANNING the small steps today can help you build a great retirement and one should REALISE that it’s easier than you think to make a difference to your future. Join those that ENJOY the benefits of compound growth by taking that first step, from as little as R250 per month, today!”

Government approved
There are many good reasons to invest in a retirement annuity. Endorsed by Government to help South Africans become self-sufficient at retirement, and to foster a culture of saving, retirement annuity contributions are tax deductible, within limits. Furthermore, if temptation threatens and you feel the urge to splurge, you cannot access your funds before you retire. Your investment is also secure - it’s protected from creditors should you ever go insolvent, thus ensuring you will have the means to retire financially independent come what may.

Speak to your Old Mutual Financial Adviser or broker about Max Investments – an investment solution which allows you to do great things. Call 0860 WISDOM or visit www.pretirement.co.za

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Rosie Wilson
Market Development Manager
Military Academy lecturer teaches at West Point

By Cdr Hennie Smit

Cdr Hennie Smit, a lecturer in Military Geography at the Military Academy in Saldanha, was invited to visit the United States Military Academy at West Point. During the week-long visit he presented classes to students and faculty members of the Department of Geography and Environmental Engineering. A secondary aim was to pursue research linkages between the Department of Geography and Environmental Engineering at West Point and the Department of Military Geography at the SA Military Academy.

Three lectures were presented to five different student groups. He presented topics dealing with environmental security in the South African context, geography and warfare, and the political changes in South Africa since 1994. In total 172 students attended the presentations. The interaction with the student body were of a high standard and generated numerous opportunities to provided the international staff and students at West Point with an African perspective on many issues pertaining to the SA Military Academy and the South African military in general.

Cdr Smit was also involved in unit and academic activities, for example the farewell parade for the outgoing Dean and the annual Departmental briefing to the Dean. During the parade for the outgoing Dean, more than 2000 West Point Cadets provided an impressive spectacle on the parade ground.

According to Cdr Smit it was a privilege and honour to have been invited to West Point. His interaction with Military Geography West Point will undoubtedly bear fruit in terms of research collaboration, inputs into teaching, and possible future visits from West Point academics to the SA Military Academy and vice versa.

This visit was also a valuable benchmarking exercise that will do much to enhance the reputation of the SA Military Academy among a distinguished international military audience.

All of the above will be of direct benefit to the students at the Military Academy. The visit will enhance the Military Academy’s status and image within the United States professional military milieu, while experience gained and linkages made will be reflected in future teaching and research.
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What is the generation gap?

By Ms Sanet Stoltz, Senior Personnel Practitioner, CD HRM (Directorate Career Management)

It’s been said that human capital is the most valuable asset in an organisation. The intellect, creativity, work ethics and ambition that people bring to their work are what drive the performance of any organisation, including the DOD.

Many of the differences being experienced among members/employees are as a result of workplace diversity, e.g. gender, race and ethnicity. One area of diversity that has been largely ignored is that of generational diversity.

With several different generations currently being employed in the DOD, all managers, supervisors and subordinates should take cognisance of the different views, values and expectations of each generation to eliminate major confrontations and misunderstandings in order to maximise the potential of their human capital.

Generational differences lead to differences in core values, which in turn play an important role in how people approach work. Depending on what period persons grew up in, the social, political and economic force of that era will have a large impact on their current values. Such values are then translated into distinct attitudes, behaviour, and expectations - which are often a source of conflict in the workplace.

In South Africa the generation gap is also being influenced by cultural traditions and Western ideas. Two distinct factors do seem to set the younger generation apart, namely the ability to cope with very rapid changes in the use of technology and the disappearance of the “job for life”.

In May 1968 the influential Time Magazine dedicated a front page to the subject and featured an article on the many differences between people of a younger generation and their elders - and the term “Generation Gap” was born.

Four distinct generation types have been identified, namely Veterans, Baby Boomers, Generation X and Generation Y.

**Veterans**
- **Born:** Between 1922 and 1943
- **Other names:** Loyalists, Traditionalists and War Generation
- **Values:** Dedication, hard work, law and order
- **Behaviour:** Detail-orientated, thorough and reliable
- **Mindset:** Focused on reward
- **Preference at work:** Knowing policies and regulations, knowing who’s who and dress very conservatively
- **Best way to approach:** Use formal titles instead of first names, show respect at all times and do not interact via sms

**Baby Boomers**
- **Born:** Between 1943 and 1960
- **Other names:** Hippies and Yuppies
- **Values:** Optimistic, team orientated and personal growth
- **Behaviour:** Service-orientated, want to please and good team players
- **Mindset:** Idealistic, focused on vision and values and willing to sacrifice for success
- **Preference at work:** Only casual friendships with colleagues, prefer uniforms as working gear and want clear, set instructions
- **Best way to approach:** Use a top-down chain of command, always give recognition for tasks well done, do not email instructions - rather talk face-to-face

**Generation X**
- **Born:** Between 1960 and 1980
- **Other names:** Twenty Somethings and Baby Busters
- **Values:** Think globally, techno-literate
ate, self-reliant
Behaviour: Adaptable, independent and not intimidated by authority
Mindset: Focused on survival and adventure
Preference at work: Educationally inclined, flexible in approach and dress very casually
Best way to approach: Provide options regarding tasks, allow creativity in their jobs, do not micro-manage them and give him or her flexibility regarding working hours

Generation Y
Born: Between 1980 and 2000
Other names: Internet Generation and Millennials
Values: Optimistic, sociable and street smart
Behaviour: Multi-tasking capabilities, resilient and technologically savvy
Mindset: Civic-minded, focused on rewards and accustomed to instant everything
Preference at work: Want attention from seniors, like to become friends with colleagues, prefer to wear denims and sports shoes to work and will thrive working with a mentor
Best way to approach: Provide structures and clear guidelines, reward frequently with positive feedback, use electronic means to communicate with them, challenge them regularly, reward him or her with more responsibility

How to bridge the generation gap
Accommodate employee differences - treat employees as customers.
Create workplace choices - create relaxed and informal office atmosphere.
Operate with a sophisticated management style - managers should be direct and show bigger picture to their subordinates and give specific goals.

Respect competence and initiative - assume the best about people.
Nourish retention - make the workplace a magnet for excellence. On a daily basis focus and be concerned about possible retentions.
Market internally - spend time learning to become the employer of choice and continually sell the benefits of the workplace to retain the best employees.

Best approaches in the office environment
Accommodate employee differences: Treat your employees as you would treat a visitor or client. Accommodate personal scheduling needs, work-life balance issues and non-traditional lifestyles.
Create workplace choices: Allow the workplace to shape itself around the work being done. Create a relaxed and informal atmosphere. Elements of humour and playfulness (within limits) should not be forbidden.
Operate with a sophisticated management style: Ensure all managers and supervisors are well trained, are excellence driven and display supervisory styles that are not fixed
• leadership styles that vary according to the situation
• no dependency on ranks/positions only
• an in-depth knowledge of relevant policies, acts and regulations
• a concern for tasks and for subordinates
• thoughtfulness when matching individuals to a team/office or an individual to a task/assignment
• understanding of the value of trust
• fairness at all times
• a commitment to lifelong learning to ensure they remain subject matter experts

Respect competence and initiative: Always assume the best of people and treat all persons as if they have great things to offer.
Nourish retention: Offer lots of training and make the workplace a magnet for excellence.
Market internally: Continually "sell the DOD's benefits" to retain the best and brightest of the employees.

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Article: Bridging generational gaps in the workforce by business writer Michael Silence and published in 2008 by the Knoxville News Sentinel (www.knoxnews.com)
Article: Motivating Gen X, Gen Y Workers by David Javitch published May 10, 2010 (www.entrepreneur.com)
Article: Close the generation gap by Paul McNally published during March 2010 in the Men's Health Magazine under the heading The Wisdom of Age (www.mh.co.za)
Article: Generational differences by Penny Abbott published in January 2010 by the People Dynamics Magazine)
An armed force has to be able to detect potential dangers in order to ensure its safety. The need for Occupational Health and Safety speaks for itself, and the Directorate Occupational Health and Safety is on a par with international standards.

Gen Ansuyah Fakir, Director Occupational Health and Safety (OHS), hosted a three-day OHS Professional Seminar at the Peace Mission Training Centre in Thaba Tshwane from 15 to 17 February 2011. The aim of the seminar was to share ideas, discuss ways in which OHS systems could be applied to contribute to workplace safety. This included pointing out trends and patterns within the DOD and mapping the way forward. The research completed should lead to recommendations for improved health and safety measures.

In her opening address, Brig Gen Fakir said that the DOD had over 102 000 officials working in more than 359 units distributed in more than 400 workplaces across the country, on the borders and outside the borders, in the air, under water, in the desert and rain forests, in buildings and in tents.

Brig Gen Fakir said: “Beyond this, the work we do ranges from jumping out of planes, swimming in icy waters, crawling in the dust, firing canon, moving in the confined spaces of tanks and bunkers, flying noisy aircraft and moving ordinance. The SANDF’s work is extensive and casualties must be minimised. Preventative OHS surely starts with classifying jobs as hazardous or a risk to health and then placing the right person in a position to meet the rigours of these classified jobs.”

She mentioned that South Africa had ratified the international convention of the International Labour Organisation on OHS number 155 of 1981, adding that in 1993 South Africa had promulgated the OHS Act and regulated the workplace safety requirements in several industries, including that of mining, construction and diving, and had introduced regulations to deal with plant, equipment or substances deemed dangerous.

Speaking at the seminar Dr Sipho Sinabe from the Department of Public Service and Administration (DPSA) commended the OHS Directorate for its sterling work and its initiative in advancing OHS. Dr Sinabe said: “As DPSA we would like to assure you of our full support as you continue to provide leadership to address health risks, reduce injuries and ill health associated with jobs in the military, and make the working environment safe by means of employee wellness programmes.”

A thought-provoking presentation on “Pre and Post-occupational Health Assessments for External Deployments - Unique to the DOD” was provided by Maj (Dr) Phumla Ngqakamba from the Regional OHS Centre in Gauteng (Thaba Tshwane), while “OHS Challenges in External Deployments -
Dr Barry Kistnasamy, the Executive Director of the National Institute for Occupational Health, engaging critically to strengthen OHS capacity building.

Unique to the DOD was presented by Lt Col (Dr) Radineo Maboe from 1 Military Hospital. They both explained that learning about an area of deployment prior to missions greatly assisted medical personnel and troops in their preparations, enabling them to do research on important factors such as environmental health, disease and climatic factors.

Lt Col (Dr) Maboe mentioned that external deployments might involve before, during and after deployment.

He also mentioned that the military might need to protect vulnerable assets from aerial threats, secure bases, protect ships in dock and landing zones, research topography, population, water supply, living and sanitary conditions, pollution, mining zones, hazardous animals and plants to minimise risks to deployed personnel.

Maj (Dr) Ngqakamba said that during deployment OHS personnel could ascertain which diseases were common to a country and that it was crucial to know what medical facilities and research locations were available in the region, and what the capabilities of these facilities were. This would also increase the chances of missions being successful.

Brig Gen Fakir also made the point that if an armed force had not strategically planned for an OHS scenario, it could have devastating consequences. She added that the more information a tactical Commander had access to going into any operational area, the better he or she could understand mission complexities and prepare his troops. She said that once contingencies were known they could be planned for, and appropriate measures could be taken to reduce injuries and the loss of life.

Dr Barry Kistnasamy, the Executive Director of the National Institute for Occupational Health, made strategic inputs to the DOD initiatives. He stated that it would certainly be beneficial to all medical professionals, OHS practitioners and physicians to analyse the geography of diseases, and the classification of hazards, for example: physical, biological, mechanical, chemical, psycho-social to ensure maximum personnel safety in performing operational duties.
Occupational learning in the DOD

By Lt Col Paula Cronje, SO1 Higher Education and Training, CDHRD: Directorate ETD

It is here! ... A "seamless" learning system from cradle to grave, linked directly to career pathways. A new occupational learning system is to be implemented in SA aiming to address skills development and meet the labour market needs. It is input driven and the learning is job related.” - Mike Stuart

The Minister of Higher Education and Training, Mr Blade Nzimande, introduced the National Skills Development Strategy (NSDS) III on 13 January 2011. This strategy guides and promotes skills development and one of the most significant goals is to increase access to occupationally-directed programmes.

In 2010 a single Department for Higher Education and Training in SA was created, which provides an opportunity to integrate further education, higher education and skills development into a coherent post-schooling education and training system.

After Grade 12 learners can either enter the job market directly, or embark on any one of three types of qualifications:

- A job-specific occupational qualification designed by industry, including highly in demand "work experience", which is valuable in terms of job and professional advancement;
- A broader vocational qualification intended to prepare the learner for a range of occupations spanning an entire economic sector; or
- A more theoretical higher education qualification giving the learner access to advanced theory and research in preparation either for an academic career, or as a basis for entry into several occupations.

To accommodate all qualifications the South African Qualifications Authority (SAQA) has revised the National Qualifications Framework (NQF). This framework, which is the national framework for the registration of national standards and qualifications, has 10 levels and consists of three focused sub-frameworks:

2. Higher Education Quality Framework at NQF Level 5-10, managed by the Council on Higher Education.
3. Occupational Qualification Framework (OQF) at NQF Level 1-10, managed by the Quality Council of Trades and Occupations (QCTO). The "new kid on the block" is the OQF and QCTO, which focus on occupational (work related) learning.

This means that occupational qualifications are about to enter the Education Training and Development (ETD) environment and universities no longer have the monopoly on Higher Education. The country is awaiting the regulations from the QCTO, which will guide development implementation.

What are the implications for the DOD?

The DOD ETD system operates within the national ETD system and we have committed ourselves to delivering accredited ETD. It is also critical that we train people according to organisational specifications to ensure individuals are experts in their specific occupation/job or mustering.

Let us first define an occupation. An occupation is a set of jobs requiring the performance of similar or identical sets of tasks. Occupations in SA are defined by a classification code and their descriptions in the Occupational Framework for Occupations (OFO). This framework defines occupations in different learning fields and economic sectors. In laymen’s terms it captures all jobs in the form of occupations. In 2010 the DOD went through a mapping process to ensure that its unique occupations were included.

Occupational qualifications are linked to occupations on the OFO and it is important to note that there will only be one qualification and specialisation for each occupation/job and it will be tightly focused on job performance.

Note: Job specific qualifications will be related so that people can move from one job to another without having to repeat learning that is common and relevant to both jobs.

Owing to the nature of the DOD, the characteristics and principles of the occupational learning system fit the DOD like a glove.

One of the exciting aspects is that occupational qualifications are unit standards based and can be as concise as 25 credits. For the first time we have the opportunity to have national qualifications awarded to relatively small
packages of learning and we are no longer bound to the rigid minimum of 120 credits for a qualification.

A further advantage is that occupational qualifications demand competence in three learning areas, namely:

- Knowledge and Theory - typically provided by formal ETD providers outside of real working conditions.
- Practical Skills - typically provided by ETD providers under simulated conditions, and
- Work Experience - provided by the employer in real working conditions to generate real products and services.

With the workplace experience component included in the learning area, the individual learns and gains experience in his or her actual workplace.

Except for a few purely academic learning programmes, as well as the most senior developmental courses in the SANDF, most training is occupa-

tionally focused. It is foreseen that in future most ETD in the DOD will reside within the Occupational Learning sub-framework. Formal courses in the functional and career development fields within the Services and Divisions will in future be aligned towards occupational learning programmes, for which a national qualification, either a National Occupational Qualification, or a National Occupational Award, will be awarded.

For us in the DOD to keep the ball rolling and start developing occupational qualifications crucial processes need to be established, namely:

- Identification of occupational qualifications to be developed.
- Registration of Development Quality Partners with the QCTO (the custodian of the qualification).
- Register Community of Expert Practices (a group of practitioners currently active in a specific occupation and knowledgeable about its current practice).
- Train the Qualification Development Facilitators (individuals facilitating the development process of the qualification and curriculum).
- Accreditation of Skills Development Provider (applicable training units).

**Foundational Learning Competence**

A solid foundation promotes continuous learning.

Foundational Learning Competence is directly linked to Goal 4 of the National Skills Development Strategy (NSDS III). This goal addresses the low level of youth and adult language and numeric skills to permit additional training.

As a result of the shortfalls in basic education/secondary schooling,
which learners may bring with them, the compulsory inclusion of English Communication and Mathematical Literacy in all further occupational learning programmes at NQF level 2-4 is enforced by legislation.

This implies that every person in the country enrolling in an occupational learning programme at NQF Level 2-4 will be assessed on English Communication and Mathematical Literacy. If found not competent, the individual will be required to undergo Foundational Learning Competence (FLC) training.

What does this imply for the DOD?

Past experience and ETD results in the DOD have indicated serious deficiencies in these foundational competencies. This has a negative effect on individuals’ ability to perform on formal courses, as well as professionally and safely to perform their duties in the military workplace.

During July 2010 a statistical sample of 300 Grade 12 Military Skills Development System (MSDS) recruits were subjected to the national FLC assessment and the results also indicated deficiencies in the foundational competencies.

To ensure a solid base to cope with any occupational learning in future, FLC is crucial, and addressing FLC in the DOD will not only benefit the individual, but greatly contribute to overcoming the current national basic education deficiencies.

Implementation of FLC in the DOD

FLC will be phased in into the DOD, starting with members in the MSDS, and it will progressively engage current Regular Force, Reserve Force members and Public Service Act Personnel (PSAP).

The FLC assessment (English Communication and Mathematical Literacy) is done by the Independent Examination Board of SA. The DOD is already involved through its administration of the assessment of the 2011 MSDS members, starting in February, while they are busy with Basic Military Training.

Owing to the fact that this FLC assessment is a national assessment, it has financial implications, although the DOD funds it. This in itself is also a benefit for all DOD individuals. Services and Divisions in future need to budget for this expenditure per individual.

After the assessment, FLC training will be done at identified DOD Skills Development Providers according to a national curriculum and by specifically qualified FLC facilitators. These facilitators are experts in the fields of training, English language and mathematical competence and are registered with the QCTO.

Successful learners will be issued with a statement of results. These results will also be captured on the National Learner Record Database of SA. The benefit for any individual having a competent FLC certificate is that it will enable him or her to gain access to any occupational learning programme in the DOD or the private sector. After leaving the DOD an individual will be in a preferred position relative to other individuals in the private sector who have not been certified as competent.

- The Chief Directorate Human Resources Development (CDHRD) is responsible for the implementation of the occupational learning system in the DOD.
- ETD information is available on the HR website - CDHRD - ETD. The contact person for more information on FLC is Col C.C. Laubscher (SSO Accreditation and Quality Assurance) at DHQ. Tel: 012 355 5252.
- The Skills Development Handbook 2010/11, written by Mr Mike Stuart, is highly recommended. He can be contacted at Rainbow SA: Tel: 011 485 2036. (This book is also available electronically.)

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- Final draft (2010) Occupational Qualification Framework Regulations 2010
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Insight

Military Academy student unravels environmental reporting in the military

Article and photo by
Lt T.J. Mokiri, Military Academy

The very nature of defence forces in the present millennium and the vast areas of land utilised by them, necessitate the re-evaluation of the impact of the military on the environment. In South Africa, this process started officially in 1977 and it gained new impetus with the publication of the Environmental Implementation Plan (EIP) in the Government Gazette in February 2001.

Since 1977 consistent attention to military environmental management in the DOD has led to numerous activities related to the sound and sustainable utilisation of the land entrusted to the Department. Among the most notable of these is the change in focus from conservation to military integrated environmental management, the promulgation and updating of the EIP for defence, and the drafting and piloting of an environmental management system for Defence. An unanswered question is whether these activities have increased general environmental awareness among the personnel of the DOD.

One of the ways of assessing the level of environmental awareness within a society or organisation is to analyse the media to assess the reporting of these issues. As part of an Honours degree in Military Geography at the Military Academy in Saldanha, Lt T.E. Mokiri did a content analysis of the official media of the DOD to analyse the reporting on environmental issues within the SA Soldier and its predecessor, Salut. The study was supervised by Cdr H.A.P. Smit, a lecturer in Military Geography at the Military Academy.

Content analysis was used in this study in order to observe the trends and patterns of environmental reporting in the DOD media, and to gain an understanding of news concerning environmental issues through the environmental reporting process. This was done for the period 1994 to 2010, and provided an easily accessible, rapid, and cost-effective way to analyse the level of reporting and debate about environmental issues in the DOD. This period of time was chosen in order to establish if debate on environmental issues exists in the DOD, and to establish whether there has been progress within the DOD regarding environmental reporting since the democratic elections.

As a first step, key words were selected and used to identify articles that had relevance to environmental issues, such as environmental management, pollution and waste management. During the second step, a content analysis of all the pages in all the editions was done, and the identified pages were photocopied for coding. The total number of magazine editions covering the period January 1994 to June 2010 was 186. Because this was seen as a man-
As a third step, all the articles and letters in *Salut* and *SA Soldier* that met the criteria were then scanned, photocopied, and coded. This process identified a total of 85 articles dealing with environmental issues. Of these articles, 13 appeared in *Salut* between 1994 and 1999, while 72 articles were published in *SA Soldier* between 2000 and 2010.

These articles were then collected and analysed in terms of general characteristics (month/year of publication, volume), topic, length, content, tone, number of articles dealing with environmental issues collated per time period, and type and number of sources.

**Research findings**

According to Lt Mokiri, the most popular group of topics identified in the study, deals with institutional environmental issues, while debate on the issues does not form a prominent part of the reporting.

The tone of the articles was overwhelmingly positive towards environmental issues, with 84% of the articles analysed falling in the positive category, 10% in the neutral category, and only 6% being negative about environmental issues. This is an important indicator of the generally positive attitude towards environmental issues that exist in the DOD, at least among contributors towards the environmental debate in the media.

The number of articles varied significantly throughout the period of study. Periods of high activity alternated with periods of lower activity. A generally decreasing tendency in environmental reporting in the DOD media is a worrying aspect of the findings, but can possibly be explained by personnel shortages in Environmental Services since 2003 until recently. With a new SSO Environmental Services appointed, the situation should improve in the near future.

The results of this study indicate that environmental awareness in the DOD, at least at institutional level, is good. This is borne out by the numerous military environmental activities reported on in the DOD media and the fact that most of these activities and the reporting on them, originated with the DOD, specifically from the Environmental Services personnel.

**Conclusion**

This research has established that there is a slight decrease in environmental information published by the DOD media for internal and public consumption.

This study also reveals that there is a lack of broad-based, environmental stakeholders’ contribution to the reporting of environmental matters in the DOD media.

The number of articles dealing with environmental issues published fluctuated according to important national and military environmental events taking place.

The institutional effort to increase awareness and environmentally responsible conduct in the DOD is in place and is driven by committed and experienced professional military environmental officers. This can be seen in the positive tone of most of the articles analysed. The challenge lies in widening the debate to ensure the involvement of a more representative group of stakeholders, and to deepen the debate to include a wider variety of issues.

It is to be hoped that when added to the body of knowledge about military environmental management in general, and South African military environmental management in particular, this research will be used to stimulate the very debate it has investigated. If this happens, it will help to ensure that this important debate remains open and active in the DOD.

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**Human Resources Development Division Fun Day**

**By L Cpl Mapule Raphela**

On 4 February 2011 the Human Resources Development Division held their Communication Period at the Pretoria Zoo, which included a 5km fun walk. The day started with the fun walk around the zoo, which lasted for about three hours. The Chief Director Human Resources Development Division, Maj Gen Molefi Mokoena, updated his members on different projects that the SANDF has embarked on, such as the Interim National Defence Force Service Commission and the National Youth Service. Maj Gen Mokoena stated that not every member of the Division will obtain a performance incentive. He said: “Everybody was assessed, but not everybody will receive it and that does not mean that there is something wrong with you.” After the walk there was a presentation on conservation by the Education Manager of the Zoo, Mr Ulrich Oberpreier.

Ms Ruth Tutu, Director Language Services, taking a break during the 5km walk around the zoo. (Photo: S Sgt Lebogang Tlhaole)
CISM Day run or walk

By Cpl Ally Rakoma
Photos: Sgt Elias Mahuma

The International Military Sports Council (CISM) is one of the largest multi-disciplinary organisations in the world. The Director Physical Training, Sport and Recreation (DPTSR) hosted a CISM Day run or walk for peace at the Pretoria Military Sports Club grounds in Thaba Tshwane on 18 February 2011.

Members of different military units in the Pretoria area participated to mark the important historic day and showed tenacity and sportsmanship. Addressing the participants, Col Gerrit Kotze, the Acting General Officer Commanding of Joint Support Base Garrison, said that the soldiers attending the event came from a variety of backgrounds. The aim of the day was to promote the CISM motto: “Friendship Through Sport” with the sub-theme: “Soldiers for Peace”.

The DPTSR has set the pace for all the sporting bodies in the DOD and has partnered other sports federations to develop world-class sporting champions. During the CISM Day, the South African Handball Federation presented a handball “watch and play” demonstration to members of the SANDF.

Members wishing to take part in the new handball game are encouraged to contact F Sgt C.L. Morake at (012) 392 2617.

CISM uses sport to unite members of the armed forces that may have previously confronted each other because of ideological and political differences. The organisation was originally founded on 18 February 1948; currently it comprises 133 member countries. The SANDF became a member of CISM in 1994 with the aim of strengthening friendly relations with other armed forces around the world.
Honouring athletes of Potchefstroom

Article and photo by Capt Jeffrey Mabidikane, SO3 Com ASB
Potchefstroom

Army Support Base Potchefstroom and Potchefstroom Military Sports Club hosted the annual Sports Awards to honour sportsmen and women who excelled in different sporting codes in 2010/11.

The occasion was held at the Shamrock Mess in Potchefstroom on 26 January 2011 and was officially opened by the Officer Commanding of Army Support Base Potchefstroom, Col Riaan Louw. The certificates were presented by Col Paul van der Merwe, Chairperson of the Potchefstroom Military Sports Club, who is also the President of Central North West Athletics, and by Chaplain Kaiser Cornelius, President of the Potchefstroom Country Club. During his speech Col Van der Merwe congratulated the recipients and urged others to participate in sport. He thanked all the winners and administrators that had put in a lot of extra effort during 2010.

The following members were awarded certificates:

**Veteran Sportsperson of the Year:**
Lt Col Markus de Beer (Freshwater Angling)

**Sports Club of the Year:**
SWO Hannes Coetzee (Freshwater Angling)

**Sports Administrator of the Year:**
Col Paul van der Merwe

**Sportsman of the Year:**
Mr Johan Mienie (Freshwater Angling)

**Sportswoman of the Year:**
Sgt Segametsi Mokoto (Bowls)

**Official of the Year:**
Mr Pieter Hoffman (Freshwater Angling)

**Best Developed Member of the Year:**
S Sgt Christo Gous (Golf)

**Special Merit Award (in his absence):**
Cpln John McKaig (Golf)

**Merit Award:**
Lt Col Lourette van Heerden (Endurance Walking)

**Merit Award:**
Lt Col Ruan Harris (Golf)

**Merit Award:**
WO2 Cindy Palm (Netball)

**SPORTSMEN AND WOMEN AWARDED**
Front, fltr: WO2 Cindy Palm, Lt Col Lourette van Heerden, Lt Col Markus de Beer, and SWO Hannes Coetzee. Back, fltr: Mr Johan Mienie, Mr Pieter Hoffman, Col Paul van der Merwe, S Sgt Christo Gous and Lt Col Ruan Harris.
How to bounce back from adversity despite failure

By Col (Dr) Tobias Masuku, Chaplain General Division

God has a wonderful plan for each person ... He knew even before He created this world what beauty He would bring forth from our lives. - Louis Wyly

I took the above statement from a box of 101 messages called A Box of Blessings - 51 Cards to brighten your day. The box contains 51 cards carrying 101 messages of comfort and encouragement. The quotation above by Louis Wyly is from message number 38. It is the theme of this message that I want to discuss. Despite the fact that I am a Christian, I am going to employ a multi-religious approach to this matter, and I wish to acknowledge the contribution made by our Religious Advisory Boards in regard to the matter.

I would like to start by briefly describing some of the setbacks of our time from which, through God, it is possible to bounce back. One of the major challenges is finance caused by unemployment, insufficient income and financial mismanagement. Other setbacks in life are caused by broken relationships, having been "dumped" by a partner, broken marriages, retrenchments, unsuccessful business, death of a breadwinner or a loved one, slow promotion or no promotion at all, being a victim of racism and sexism.

What encouragement do we get from God in this matter? Wyly is correct that God has a wonderful plan for each person. Even if we sometimes fall while on our life's journey, God's plan for each and everyone of us is fulfilled. God's presence in us enables us to overcome our failures in this world. It is our responsibility to invite and ensure His presence among us.

In the light of the above, it becomes apparent that God is supportive of our plans. Despite some of the stumbling blocks here and there in life, God's plan for each of us is ultimately fulfilled. Wyly is therefore correct that "God has a plan for each person ..."
failure to promote and popularise the less spoken indigenous languages of South Africa will result in their extinction and prevent the next generation knowing our culture and roots, since culture is nothing without the language.

After almost 17 years of democracy, the use of our indigenous languages still remains a dream. Their promotion, protection and awareness have been documented but not yet put into practice. Government departments use English, which is ranked fifth out of eleven as a home language. It is regarded as the working language. Politicians and Ministers communicate with illiterate rural community members in English.

The country’s Constitution guarantees equal status to eleven official languages to cater for the country’s diverse peoples and their cultures. Section 6 (1) and (2) of the country’s Constitution states that the official languages of the Republic are Sepedi, Sesotho, Setswana, siSwati, Tshivenda, Xitsonga, English, isiNdebele, isiXhosa, isiZulu and Afrikaans and, recognising the historically diminished use and status of the indigenous languages of our people, the Government must take practical and positive measures to elevate the status and advance the use of these languages.

The Department of Defence Head of Language Services, Dr Johann Marais, said: "We do not do enough to develop and promote our indigenous languages. The Constitution recognises the existence of all official languages, but we fail to implement.”

According to Dr Marais everyone has a responsibility to ensure that indigenous languages are promoted. He stressed: "During meetings and cultural days, everyone must use indigenous languages and not just English. But it is fundamental to have language awareness programmes, implement what the Constitution says and encourage people who are able to speak more than one indigenous language to continue to do so.”

Setswana Principal Language Practitioner, Mr Makena Makapan, shared the same sentiment as Dr Marais that we are not doing enough to develop and promote our indigenous languages. Mr Makapan said: "I am disappointed with the Pan South African Language Board (PanSALB) because they should ensure that indigenous languages are promoted.” He added that we should use a top-down approach in which Government officials utilise interpreters when they address people who do not understand English.

PanSALB Senior Manager: Communication and Marketing, Mr Sibusiso Nkosi, argued that indigenous languages do not face extinction.

Mr Nkosi said: "Within the next two years the Department of Arts and Culture, in collaboration with PanSALB, will be expected to enact language legislation to enhance our monitoring mechanism and the language implementation policy. There is the notion that English is a global language and people have been conditioned to believe that it will open job opportunities. This can be directly linked to colonialisation.”

In relation to the promotion of indigenous languages, Mr Nkosi elaborated: "PanSALB is facing challenges and among them is the inadequate budget which most of the time restricts us in so far as delivering on our strategy is concerned. To save the indigenous languages, PanSALB is advocating a language law to complement the current provisions.”

Official Languages Principal Language Practitioner, Mr Deon Smit, said people grow up with the belief that you have to speak English to survive. Mr Smit said: "We must start at an early age to instil a sense of pride in the mother tongue. This must start at school level because we compete with English, which is a strong language.”

According to Census 2001 isiZulu is the mother tongue of 23.8% of South Africa’s population, followed by isiXhosa at 17.6%, Afrikaans at 13.3%, Sepedi at 9.4%, English and Setswana each at 8.2%, Sesotho at 7.9%, Xitsonga at 4.4%, siSwati at 2.7%, Tshivenda at 2.3% and isiNdebele at 1.6%.

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