From the Editor’s desk

4

SA Air Force demonstrates its air capability

5

Letters to the Editor

6

Spreading goodwill to our deployed soldiers

10

First Umkhonto ground-based launcher

11

Defence Minister inaugurates the Permanent Defence Force Service Commission

12

Permanent Defence Force Service Commission is sworn in

13

Belgian visit revives mutual defence cooperation

15

Chief SANDF launched the SANDF Educational Trust

16

South Africa hosts Secure Communication Workshop

18

RSA and Angola deepen the strategic partnerships

19

Military Ombuds from 32 countries assembled in Norway

20

Defence Minister visits the SA Army Combat Training Centre

22

Defence Minister visits AFB Makhado

24

Defence Minister visits the North West University

25

Conquering a silent world

26

Chaplains congregate in Bloemfontein

28

The DOD Choral Competition

30

Empowering SANDF members through reskilling development

32

Induction Programme for First-time Public Service Employees

34

Eye care awareness

36

The eradication of illiteracy in the DOD

38

10 km SANDF Championships and Silver Queen Night Race

40

CONTRIBUTIONS:
Although all possible care is taken with articles, the editorial staff cannot take any responsibility for lost articles and photographs.

REPRODUCTION, PRINTING & DISTRIBUTION:
Formeset Print (Pty) Ltd
24 Kinghall Avenue
EPPINDUST, Cape Town, 7460
Tel: (021) 507 9000
Fax: (021) 507 9092
email: formeset@formeset.co.za

2005 - Winner of the Government Communicator of the Year Award (GCIS).
2005 - Winner of the National Ubungcweti Award (GCIS).

EDITORIAL STAFF

Editor: Ms Nelda Pienaar
Deputy Editor: Mr Lufuno Netshirembe
Editorial Staff: S Sgt Lebogang Thaole
Sgt Elias Mahuma
Sgt Itumeleng Makhubela
Cpl Ally Rakoma

Text Editor: Mr Eugene Muller
Translation Consultant: Directorate Language Services
Distribution: Mr Jim Tshabalala
Tel: (012) 355 6341

Layout & Design: Mr Werner van der Westhuizen
This edition of SA Soldier is packed with a wide variety of captivating articles to cater for every need. May you find something that intrigues you, our valued readers.

We open with an article on the SA Air Force demonstrating its air capabilities at the Roodewal Weapons Range, an academic bombing range near Polokwane. Read on page 5 how five Gripen fighter jets and five Hawk trainer fighter jets sliced the air over Polokwane in a joint fly-past.

On page 10 we wrote about the spreading of goodwill to our deployed soldiers. They are the men and women in uniform who sacrifice precious time they could have spent with their loved ones during this festive season to be deployed on peacekeeping missions on our continent for the sake of you and me and the people of Africa. We salute them!

The Minister of Defence and Military Veterans, Ms Nosiviwe Mapisa-Nqakula, recently inaugurated the Permanent Defence Force Service Commission. The inauguration of the Commission signals a new era and is a progressive step in the quest to ensure the well-being of the men and women in uniform. Read more about the newly appointed Commission on pages 12 to 14.

Read on pages 16 and 17 about the SANDF Educational Trust that was recently launched by the Chief of the SANDF, Gen Solly Shoke. The Chief of the SANDF initiated the idea of an SANDF Educational Trust following recent tragic incidents when SANDF members lost their lives in the line of duty in the Central African Republic (CAR) and in a fatal helicopter crash in the Kruger National Park earlier this year.

On pages 22 to 25 you can read all about the various outreach programmes of Minister Mapisa-Nqakula and her engagements with the soldiers and communities.

Chaplains of the SANDF as well as invited Chiefs of Chaplaincies from the Southern African Development Community (SADC) countries congregated in Bloemfontein for the annual Chaplain General Symposium (read pages 28 and 29).

Read on pages 30 and 31 about the DOD Choral Competition and the overall winners – the Tempe Choir (Bloemfontein). The Tempe Choir was also present at the annual Chaplain General Symposium (see page 28).

For the sport enthusiasts the sport section is filled with lots of action from pages 40 to 45.

Happy reading!

Nelda Pienaar
Editor SA Soldier

Translation into Sesotho by Pte Phillip Pitso.
SA Air Force demonstrates its air capability

By Ms Keabetswe Kempe,
Intern at SA Soldier
Photos: S Sgt Lebogang Tlhaole

The SA Air Force flew five Gripen fighter jets and five Hawk trainer fighter jets over Polokwane in a joint fly-past on 24 October 2013. The scene was the Roodewal Weapons Range, an academic bombing range, near Polokwane.

The demonstration included the rescue of a downed helicopter team from enemy territory. The C130 team demonstrated how to drop supplies for soldiers in hostile territory. Agusta A109s undertook reconnaissance trips, followed by hovering Oryx helicopters from which soldiers abseiled down ropes.

The SA Air Force flew Oryx helicopters to demonstrate Bambi bucket drops (helicopters carrying 2 500-litre buckets of water to dump on fires). The C130 cargo plane, referred to as the workhorse of the SA Air Force, has been deployed everywhere, from South Africa to the Democratic Republic of the Congo (DRC) and the Central African Republic. The Hawks showed off their cannons, and then dropped 120 kg bombs from about 4 000 feet above. The Rooivalk helicopters were absent as they were being prepared for the DRC.

The SA Air Force has been troubled by budget cuts, which make it harder to keep its aircraft in the air. “The real stuff is not cheap,” said a commentator. The audience watched the action high above on a screen. Fighter jets also support national programmes, such as combating rhino poaching.

The Chief of the SA Air Force, Lt Gen Zakes Msimang, said the Constitution of the Republic clearly stated that “the National Defence Force must be structured and managed as a displayed military force”. The future success of the SA Air Force will be underpinned by the enforcement of discipline and intense concentration on functional development and physical training. He said we must go back to basics. Talent management within all ranks must be nurtured and encouraged. He also dismissed persistent allegations that aircraft were being grounded for long-term storage.

The SA Air Force is determined to support the South African aviation industry by ensuring that essential sovereign and strategic capabilities are retained and that the industry is afforded every opportunity to achieve international competitiveness. Lt Gen Msimang said that the SA Air Force had embarked on an “extensive own capability plan” to recruit, develop and retain scarce skills.

The air display cheered up everyone; it was an outdoor classroom for our soldiers.
You My Soldier

Your head is held high like a mountain dividing a village
Your eyes are wide open as you don't want to miss a thing
As your love flows like a river
Every animal feels safe around you
Maybe no-one told you before you're a silent hero or heroine
The world might fail to notice but I have noticed.

Only your joy sings as your heart dances
Pride is what you don't have
Proud you're of who you are
You don't sleep because our safety comes first to you
The world is afraid of the dark; you fear nothing
Knowing you protecting not only me but the whole country that keeps you going.

Through your protection I feel you, your breath like the fragrance of apples; your mouth like the finest wine.
How handsome or beautiful you are, how brave your love is
How complete the delights of your love
Your wonderful works will climb the mountains and tell the world of your importance when you're gone.

Away from home you're, wishing you were home with your loved ones
You're just a dream away. Your love is powerful as death.
It bursts into flames and burns like a raging fire.
Water cannot put it out, no flood can drown it. Because it is pure and true. My hero, my heroine, my pride and joy. You're like a wall that surrounds our lives without falling.

Every war we are subjected to, you notice first.
But you never run for your life, you stand brave and protect not only me but the whole country.
How many say thank you? Only the lions do thank you, I tremble with fear as they roar to praise you and thank you not knowing they appreciate, I run for my life without even looking back to check if you're okay. But you never stop loving, my hero, my heroine, my pride and joy.

You surrender your life for the safety of the country, every time you're subjected to war. You stand on top of your fear knowing, protecting not only me but the whole country.
And you face the world with a smile. Maybe no-one told you before, you're a silent hero or heroine, the world might fail to notice but I have noticed.
You choose a different lifestyle just to keep us safe. My heart dances for joy knowing you're out there protecting not only me but the whole country.

Birds sing to celebrate your braveness, the sun shines bright above your head, its hotness give you that wonderful look that tells the world who you are. You're like a wall that surrounds our lives without falling.
Every war we are subjected to, you notice first but you never run for your life. You stand brave and protect not only me but the whole country.
My hero, my heroine, my pride and joy. You my soldier. Ms Kelebogile Ramagogodi, Glenridge.

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. 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 concerning the Department of Defence. Regrettably, anonymous letters cannot be published - Editor.
South Africa took a stance 14 years ago to make people aware of the negative impact of violence against women and children. Thus, South Africa and its citizens joined the international community in observing 16 Days of Activism for No Violence against Women and Children. However, the approach of South Africa went beyond that of women as it included children as victims of gender-based violence.

In the United Nations (UN) Resolution 54/134 of 17 December 1999, 25 November was designated as the international day for the elimination of violence against women, and it invited governments, international organisations and non-governmental organisations (NGOs) to observe and organise activities designed to raise public awareness of the plight of women.

The 16 Days of Activism Campaign takes place annually from 25 November (International Day of No Violence against Women) to 10 December (International Human Rights Day).

The military community is encouraged to support the campaign never to commit or condone violence against women and children. This letter further encourages women to break the silence and to report this pandemic of violence to the relevant structures.

Domestic violence is deeply rooted in our cultures. Previously sanctioned by some religions and codified by laws, wife battering and corporal punishment were considered a legitimate exercise of a man’s power over women and children. Laws in our constitution no longer allow a husband to abuse his wife or children physically and emotionally. Often domestic violence is still considered as a private affair and this attitude needs to change. So many women are victims of domestic violence and live in fear of pain and death. Gender-based violence results in low self-esteem, depression and suicidal tendencies; and women victims tend to blame themselves for what is happening in their lives. Some resort to substance and alcohol abuse to ease their pains.

As men in the DOD let us take this moment to commit ourselves to fighting against women and children abuse, as this has become one of the primary problems in South Africa. Women are seen as objects instead of support structures and a gift from God. However, it should be made clear that not all men are abusers.

Hence, non-abusers are encouraged to keep up their positive efforts. Often when people talk of domestic violence they refer to physical abuse of a spouse or an inmate, while this concept is in fact emotional and physical abuse.

Emotional abuse is any kind of abuse that is emotional rather than physical in nature. It can include anything from verbal abuse and constant criticism to more subtle tactics, such as intimidation, manipulation, and the refusal ever to be pleased. The victim’s self-worth and emotional well-being are altered and even diminished. Physical abuse can ultimately result in death. The victim’s self-worth and emotional well-being are often diminished.

As much as women form part of the support structures, cognisance should be taken that children are also gifts from above and have the right to live normal lives. All children we come across should be treated in a way that indicates that they are precious, vulnerable and fragile and that they need guidance and protection from us.

Today women are our equal partners in the management of the household. We men need to accept the Constitutional prescript that advocates gender equality at all levels and across the all cultures.

The nation is founded on family structures, good values and norms. To combat and eliminate all forms of violence against women and children we need to promote the empowerment and equity of women. To this end laws have been instituted to incriminate brutal behavior, improve the safety of our women and children and to let go of old attitudes.

We should start acknowledging women and children as a gift from God and take a first step towards transforming negative and patriarchal attitudes that regard women as subhuman. Never backward to past attitudes, but forward to the transformed military community!

Mr Tshepiso Mudavheni, Pretoria
INTER-CRÈCHE SPORTS DAY

6 SA Infantry Battalion has for the first time this year since it adopted the Non-governmental Organisation (NGO) Mini Miracles Early Childhood Development (ECD) Centre organised an inter-crèche sports day for approximately 400 children from public pre–schools between the ages of 3 to 4 years of age. The project leader for the Inter Crèche Sports Day was Capt Cornelia Griessel. This recently held event was a great success as it was well planned by herself and the committee.

The sports and activities that were enjoyed by the children, teachers and parents, included goal kick-outs, 100 m sprints, three-legged races, stretcher run, tug-of-war and jumping castles.

There were a few displays and demonstrations by the unit, including a mock attack and an ambulance assistance demonstration. The little ones were also privileged to see the Makana municipality fire engine demonstrating its fire-fighting abilities.

Capt Griessel said: “As one of the biggest employers in Grahamstown, the military base management honours its obligation concerning the welfare of the society through social responsibility projects. 2013 marked the first year of the military base early childhood development centre and the project was aimed at integrating this facility with the existing network of ECD facilities in Grahamstown." She believes that collaboration at all levels is critical to the success of ECD facilities.

The event ended with an informal prize-giving ceremony where certificates were handed to deserving individuals.

Ms Lavernia Vlotman, email

SANTA SHOEBOX PROJECT REACHES OUT TO NEEDY CHILDREN

More than 30 underprivileged and needy children of Makhado in Limpopo and in particular the abandoned, the orphaned and those living with or without parents, received goodwill parcels as part of the Christmas gift prepared by the good Samaritans from Sweden, Makhado town and Air Force Base (AFB) Makhado. The beneficiaries were in Grade R to 5 and in the age group between 4 and 18 years. The project was aimed at assisting underprivileged and poor children in deep rural areas. Ms Saretha van Heerden and Ms Wendy van Deventer from AFB Makhado coordinated the event on behalf of the base, while Ms Amy Cooper represented Makhado town. The Santa Shoebox Project was set in motion on 24 and 25 October 2013 at Leach Printers in Makhado town, Limpopo. The shoebox parcels contained toys, educational and stationery supplies, hygiene items, clothing items, sugar and spices, baby boxes and teenage boxes. Ms Van Heerden said that among the beneficiaries were children in the Sinthumule district and the Witvlag Nzhelele community. The Santa Shoebox Project originated in Sweden in 2006 with almost 119 163 boxes and has since reached out to all countries worldwide. To date the project has volunteers representing all provinces of South Africa, with 54 satellites and with one in Namibia. Those interested in donating may contact the coordinators: Ms Amy Cooper, Ms Saretha van Heerden or Ms Wendy van Deventer on (015) 577 2001. Sgt Thomas Mulaudzi, AFB Makhado

AFB DONATES BIBLES TO VHULAUDZI HIGH SCHOOL

The Chairperson of Compassionate Hands Charity Project Air Force Base (AFB) Makhado, Chaplain (Rev) Christophe Barends, told the Grade 10, 11 and 12 learners, and in particular those of the Learner Christian Movement (LCM) of Vhulaudzi Secondary School in the Nzhelele area of the Limpopo province, some 70 km from AFB Makhado, to obey God, listen to their parents, teachers, church leaders and elders, and be humble and good ambassadors of this country.

Speaking at the handing out of Bibles ceremony held at Vhulaudzi High School in the Vhulaudzi area on 16 October 2013, the Chaplain urged learners of the school to seek for the kingdom of God first before they got married. At least 70 learners benefited from this programme. Chaplain Barends said: “Education is the key to improving your changes should you want to become premiers, city managers or medical doctors.” There is still room for those who want to pursue their careers in the SANDF. He said the greatest asset in life is education and learners are urged to take education seriously. He also told them to study and pray all the time. He said honesty and respect should serve as the best value system to guide them in becoming good citizens of our country.

17-year-old Nemaorani Khodani in Grade 11 who served as the Chairperson of the LCM for 2013 said she felt inspired by the visits of members of the SANDF. She mentioned that the visit happened while the school was celebrating its 38th anniversary under the leadership of Mr Samuel Makwarela, the school principal. According to Ms Tshinakaho Mutheiwana, an educator and programme director at the school, the School Christian Organisation (SCO) or LCM was started some years back and was then reactivated upon her arrival at the school in 2008. She had been tasked to coordinate the whole programme. At present there are 160 members of the LCM. Ms Mutheiwana thanked members of AFB Makhado, particularly the Officer Commanding AFB Makhado, Brig Gen Schalk van Heerden, for allowing the team to visit and donate Bibles to their school. Sgt Thomas Mulaudzi, email
There is an inspiring message of hope from members of the SANDF who contribute funds from their own pockets to improve the lives of the community members they serve. Clad in official uniforms, the multi-skilled members were recently photographed building a crèche at Nancefield Extension 1, Musina, for the children – the majority of whom come from destitute families.

WO1 Mogolodi Rakomane, the Regimental Sergeant Major of 10 SA Infantry Battalion, said: “It is part of our social responsibility. Nobody is sponsoring us. We are contributing money from our own salaries to assist those who cannot do anything for themselves.” He added: “The advantage is that the SA Army has multi-skilled members and we do not have to go out to look for assistance elsewhere. We are part of these communities and it is our responsibility to make sure that we also contribute to their development.”

WO1 Rakomane said the Anointed Christian Crèche was identified when members of SANDF were conducting a needs analysis for local people. He said: “We immediately jumped in after realising that these people needed urgent assistance. Their one-roomed structure was no longer safe and could collapse at any moment, which would be a disaster for the children, the future leaders of our community. We then raised funds and bought material to build a bigger and sturdier crèche. We hope to complete the building in a few weeks’ time, after which the children will move in and be educated in safety.”

He added that there were other projects run by SANDF members in the area to which they contributed from their own pockets. WO1 Rakomane said: “We have recently distributed school uniforms to indigent children in Madimbo and Gumbu villages. Our members are also offering free peer counselling courses in the Masisi area. We also frequently offer food parcels to shelters for foreign nationals around Musina and do plumbing for them free of charge.”

Ms Winnie Mhlari, the Founder and Principal of the Anointed Christian Crèche, said she do not have enough words to thank the SANDF members for their dedication and contribution towards the development of her institution. “Since we started the crèche in 2007, we have been struggling financially, but we are very happy that our prayers have been answered. More than 40 children were crammed into our little room and we are grateful that things will never be the same again.” Mr Wilson Dzedu, Communications Manager Musina Local Municipality.
Spreading goodwill to our deployed soldiers

By Mr Lufuno Netshirembe
Photos: Sgt Elias Mahuma

There is no better way to thank and appreciate our soldiers who deploy every year to various countries on various missions than through the Goodwill Parcel Project (GWPP). The sacrifice that these men and women in uniform make is immense. It is during the festive season that their peacekeeping efforts are felt the most since they spend this season away from their loved ones. The Goodwill Parcel Project seeks to encourage, thank and give appreciation to the deployed SANDF members for such sacrifices.

On 22 October 2013 representatives and sponsors of the GWPP visited the Mobilisation Centre at De Brug near Bloemfontein. The aim of this annual visit is to present goodwill parcels to the soldiers about to be deployed to Goma and Kinshasa in the Democratic Republic of the Congo (DRC).

In his address to the soldiers the chief functionary of the day, Maj Gen Jabulani Nkabinde, General Officer Commanding of Joint Operations, encouraged the soldiers to be on their best behaviour as they represented many groupings in South Africa. He said: “I urge you as South African ambassadors to take care of each other and protect South African property in this foreign land; it is your responsibility to make sure that every action you take while on deployment is beyond reproach.”

The Parade Commander and an Engineer Squadron Commander from the Engineer Terrain Intelligence Regiment, Maj Vusimuzi Makhanya, informed SA Soldier that some of the functions the deployed soldiers would be undertaking included, but were not limited to, the building of bridges, the rehabilitation of roads and building structures for the United Nations (UN) in the war-torn host countries.

The Warrant Officer of the SANDF, MCWO Victor Kgaladi, thanked the sponsors for their generosity and for allowing their company members to attend this worthy annual event.

MCWO Kgaladi indicated that it was not only the deployed soldiers who were to receive gifts from the GWPP, but also their families who will receive hampers with groceries. He stressed that the members to be deployed must make certain that they furnish him with the correct contact details and addresses of the recipients of the grocery hampers.

Sponsors

In no specific order, the sponsors of the 2013 Goodwill Parcel Project’s goodwill parcels were Sanlam, Old Mutual, Liberty Life, Metropolitan Life, Nedbank, ABSA Bank, the SA Army Foundation, AVBOB, BAE Systems Clinix Health Group, the SA Air Force Benevolent Fund, the SA Navy Fund, the SA Military Health Service Fund, SANF, the SA Bible Society, Novare, Tongaat Hulett, King Pie, Maxi Credit Solution, Massmart, MFS Retirement Services, DDSI, Canvas and Tent Suppliers.

The sponsors of the 2013 Goodwill Parcel Project hampers with groceries were Bull Brand, Pioneer Foods, Massmart/Walmart, Nampak, Tiger Brands, Unilever, Snackworks, Entyce, Packo, Nestle, Premier Foods, Kraft and Tongaat Hulett.
First Umkhonto ground-based launcher and extended range firing

By Helmoed Römer Heitman, JDW Correspondent Pretoria

Denel Dynamics, the guided weapons house of South Africa’s Denel, carried out various live firings of its Umkhonto SAM from its ground-based launcher between 1 and 3 October 2013. The test series saw other firsts, eg the first time an Umkhonto-IR destroyed a target at 20 km after recent modifications, the first time Reutech Radar Systems’ new 3-D RSR 320 dual band radar was used to provide mid-course guidance for the missiles, and the first time an integrated, entirely South African air defence system was demonstrated.

The targets were launched from the range, flying out to sea before turning inshore on an elliptical track. They were engaged by Umkhonto missiles in their lock-on-after-launch mode, the RSR 320 providing mid-course guidance to get the missile within acquisition range of its IR seeker.

The ground-based launcher is being developed by Denel Dynamics with an eye to the SA Army’s GBADS Phase 2 project, as is the RSR 320 radar. The Umkhonto Block 2 missiles were provided by the SA Navy from its stocks and Denel Dynamics performed modifications to extend the range from 15 km to 20 km. The three LOCATS aerial targets were provided by the SA Army.

In addition to the DOD, Armscor and the SANDF, observers from nine countries were at Denel’s Overberg Test Range for the shoot. All three war-shot missiles scored kills on LOCATS targets, two at 15 km range and one at 20 km.

The Umkhonto vertical launch SAM system was developed by Denel Dynamics for the SA Navy’s Meko A200 class frigates, and is in service in both Block 1 and Block 2 versions. The Block 2 differs from the Block 1 primarily in having a seeker better suited to look-down engagements in a cluttered littoral environment and its 15 km range, 3 km further than the Block 1. Both are in service with the SA Navy; the Block 2 is also in service with the Finnish Navy aboard its Hamina class corvettes and Hämeenmaa class minelayers. The recent successful firing of the Umkhonto missile at 20 km range means that it now has a Block 3, the physical dimensions of the missile being unchanged.

The SA Navy has carried out multiple successful launches against LOCATS and Skua high-speed targets, and the Finnish Navy has scored kinetic kills against Banshee targets with at least three telemetry rounds. The SA Navy has also demonstrated the Umkhonto in its alternate anti-ship role, which showed that the pre-fragmented warhead would destroy most of a warship’s sensor antennas. Denel is working on developing extended range (more than 20 km) and radar-guided all-weather versions of the Umkhonto. The RSR 320 is a 3-D dual-band radar developed from the 2-D ESR 220 Thutlwa that is in service with the SA Army. While it is optimised as a missile guidance radar with multiple target designation against low-level targets, integrated ECCM and IFF, it has also demonstrated its capability as an air and marine surveillance radar.

Denel Dynamics, the guided weapons house of South Africa’s Denel, carried out various live firings of its Umkhonto SAM from its ground-based launcher between 1 and 3 October 2013. The test series saw other firsts, eg the first time an Umkhonto-IR destroyed a target at 20 km after recent modifications, the first time Reutech Radar Systems’ new 3-D RSR 320 dual band radar was used to provide mid-course guidance for the missiles, and the first time an integrated, entirely South African air defence system was demonstrated.

In addition to the DOD, Armscor and the SANDF, observers from nine countries were at Denel’s Overberg Test Range for the shoot. All three war-shot missiles scored kills on LOCATS targets, two at 15 km range and one at 20 km.

The Umkhonto vertical launch SAM system was developed by Denel Dynamics for the SA Navy’s Meko A200 class frigates, and is in service in both Block 1 and Block 2 versions. The Block 2 differs from the Block 1 primarily in having a seeker better suited to look-down engagements in a cluttered littoral environment and its 15 km range, 3 km further than the Block 1. Both are in service with the SA Navy; the Block 2 is also in service with the Finnish Navy aboard its Hamina class corvettes and Hämeenmaa class minelayers. The recent successful firing of the Umkhonto missile at 20 km range means that it now has a Block 3, the physical dimensions of the missile being unchanged.

The SA Navy has carried out multiple successful launches against LOCATS and Skua high-speed targets, and the Finnish Navy has scored kinetic kills against Banshee targets with at least three telemetry rounds. The SA Navy has also demonstrated the Umkhonto in its alternate anti-ship role, which showed that the pre-fragmented warhead would destroy most of a warship’s sensor antennas. Denel is working on developing extended range (more than 20 km) and radar-guided all-weather versions of the Umkhonto. The RSR 320 is a 3-D dual-band radar developed from the 2-D ESR 220 Thutlwa that is in service with the SA Army. While it is optimised as a missile guidance radar with multiple target designation against low-level targets, integrated ECCM and IFF, it has also demonstrated its capability as an air and marine surveillance radar.
Defence Minister inaugurates the Permanent Defence Force Service Commission

By Mr Lufuno Netshirembe

Photo: Sgt Elias Mahuma

Nearly four years have passed since the decision was taken to establish a separate dispensation for the SANDF to prioritise the conditions of service of its members. On 10 October 2013 the Minister of Defence and Military Veterans, Ms Nosiviwe Mapisa-Nqakula, held a meeting to introduce and inaugurate the first Permanent Defence Force Service Commission at the Defence Headquarters in Pretoria.

Since the establishment of the SANDF as the only statutory defence force of the South African state in 1994, its members have not been part of the bargaining mechanisms provided to improve and adjust remuneration, allowances and general conditions of service for the Public Service. This was the case because the defence force is not governed by the Public service Act but by the Defence Act, which specifically deals with defence personnel without any reference to the Public Service Act. It became obvious that there was a greater need for a system to address issues of improvement and remuneration adjustment, allowances and general conditions of service for the Defence Act Personnel (DAP). This led to the founding of the Military Bargaining Council under the Defence Act of 2002.

The Military Bargaining Council did not effectively and efficiently address the needs of the SANDF members. A decision was therefore taken in 2009 to institute an Interim Defence Force Service Commission with three main objectives, namely (1) to advise and make recommendations on a unique service dispensation outside the scope of the Public Service, (2) to advise on a regulatory framework for the new dispensation, and (3) investigate and provide for remuneration and conditions of service of the members of the SANDF.

The Interim Defence Force Service Commission laid the basis for the work of the Permanent Defence Force Service Commission.
The inauguration of the Permanent Defence Force Service Commission signals a new era and is a progressive step in the quest to ensure the well-being of men and women in uniform.

Earlier this year, in her address to the Goodwill Parcel Project meeting, Minister Mapisa-Nqakula expressed her commitment to this body when she said: “As is often said, the two reinforcing responsibilities of a Commander are the accomplishment of the mission and the welfare of his or her soldiers. The fact is we have known since time immemorial that kings and generals do not fight wars or deploy themselves in missions: they require a capable force of soldiers. It follows therefore that in order to accomplish their mission they should take care of the soldiers”.

The Minister added that the establishment of the Permanent Defence Force Service Commission gives practical expression to our commitment to put our soldiers, a national asset of value, at the centre of the work of the Department of Defence.

She also used the opportunity to pay tribute to every soldier who serves South Africa with pride, discipline and patriotism. The Minister added: “The SANDF is the pride of the country and a shining example of the level of greatness that this nation can reach.”

Minister Mapisa-Nqakula also announced her decision to appoint Prof Edna van Harte as Chairperson of the Permanent Defence Force Service Commission and Maj Gen (Ret) Bantu Holomisa as Deputy Chairperson.

The members of the Permanent Defence Force Service Commission are:

1. Lt Gen (Ret) Lambert Moloi
2. Maj Gen (Ret) Henry April
3. Maj Gen (Ret) Bantubonke Holomisa
4. Prof Renfrew Christie
5. Prof Edna van Harte
6. Mr Ian Robertson
7. Ms Magirly Mokoape
8. Ms Lindiwe Zulu
9. Ms Dipuo Mvelase

The Minister congratulated the members and expressed her full confidence in their ability to carry out this task. She pledged her cooperation and support for the work of both the DOD and the SANDF Command.

Permanent Defence Force Service Commission is sworn in

By Pte Phillip Pitso, SA Soldier
Photos: S Sgt Lebogang Tlhaole

30 October 2013 marked a historical moment in the SANDF when the Permanent Defence Force Service Commission was sworn in at the SA Military Health Headquarters at Kasteel Park in Pretoria where the Commission will be permanently based.

The handing and taking over was a brief but meaningful one. It followed the inauguration of the Commission by the Minister of Defence and Military Veterans, Ms Nosiviwe Mapisa-Nqakula, on 10 October 2013. The day began early in the morning with a lengthy discussion and briefing between the outgoing Interim Commission and the newly appointed

ABOVE: Fltr: Maj Gen (Ret) Bantubonke Holomisa, Deputy Chairperson of the Permanent Defence Force Service Commission, Bishop Malusi Mpumlwana, the outgoing Interim Chairperson, and Prof Edna van Harte, the Chairperson of the Permanent Defence Force Service Commission.
Permanent Defence Force Service Commission.

The newly appointed Chairperson of the Commission, Prof Edna van Harte, in her speech thanked the outgoing Interim Commission for their efforts and dedication even under difficult conditions and said they had persisted with limited resources. She said: “It took a while to establish the Permanent Commission, but today we are witnessing this great new era.”

The outgoing Interim Defence Service Commission was tasked to prepare the legal framework and operating model for the Permanent Defence Force Service Commission. Prof Van Harte said: “They hope to fulfil the obligation and mandate given to them by the Cabinet and the Minister of Defence and Military Veterans.”

Prof Van Harte and the Deputy Chairperson, Maj Gen (Ret) Bantubonke Holomisa, neither of them strangers to the military environment, brought with them their valued experience which should help to carry forward our collective hopes in promoting the total well-being of the men and women in uniform.

The new Permanent Defence Force Service Commission consists of a total of nine members who were selected after a lengthy consultative and selection process to make sure the best of the best were chosen, ie men and women who will ensure the survival and integrity of the SA National Defence Force and its serving members.

LEFT: Prof Edna van Harte, the newly appointed Chairperson of the Permanent Defence Force Service Commission.

ABOVE: Prof Edna van Harte, the Chairperson of the Permanent Defence Force Service Commission, and Bishop Malusi Mpumlwana, the outgoing Interim Chairperson, sign the handing and taking over documents while members of the Permanent Defence Force Service Commission look on, back, fltr: Lt Gen (Ret) Lambert Moloi, Maj Gen (Ret) Bantubonke Holomisa, Ms Dipuo Mvelase, Maj Gen (Ret) Henry April, Ms Magirly Mokoape and Mr Ian Robertson. (Ms Lindiwe Zulu and Prof Renfrew Christie were not available when the photograph was taken.)
Belgian visit revives mutual defence cooperation

By Sgt Itumeleng Makhubela
Photo: Sgt Elias Mahuma

The Deputy Prime Minister of Belgium, Mr Pieter de Crem, who is also the Minister of Defence, visited the Deputy Minister of Defence and Military Veterans, Mr Thabang Makwetla, at Defence Headquarters in Pretoria on 29 October 2013.

The two ministers discussed plans to commemorate the centenary of World War I, including the sinking of the SS MENDI in which more than 500 South African soldiers perished. In 2014 a series of commemorations will take place around the world to mark the centenary of World War I.

Mr De Crem also formed part of the Belgian Federal Government and trade delegation of more than 200 investors that visited South Africa from 23 to 28 October 2013. Princess Astrid of Belgium led the delegation, accompanied by six government ministers.

Among other things Mr De Crem held bilateral discussions with Minister Makwetla to exchange ideas on how to strengthen the relationship between the two countries on common security matters, with specific focus on the Great Lakes Region.

During their meeting Minister Makwetla indicated that the two countries had cooperated on defence matters as early as 2000.

An agreement was reached in 2007 to give priority to the Great Lakes Region, particularly Burundi and the Democratic Republic of the Congo (DRC). Mr Makwetla said that the intention was to commence with the Security Sector Reform Programme in the Region.

There is a bilateral agreement between South Africa and the DRC to train their armed forces. Mr Makwetla added that the SANDF had also increased its presence in the DRC through the Southern African Development Community (SADC) Intervention Brigade, which is the first offensive United Nations (UN) mission on the African continent.

Mr De Crem mentioned that he intended to reinvigorate the partnership with his South African counterpart. He said that Belgium was preoccupied with what was happening in the DRC. However, Belgium would like it to be a joint effort.

He said that he regarded South Africa as a security broker in the Great Lakes Region, adding that he had a positive attitude towards the United Nations Stabilisation Mission in the Congo (MONUSCO) and to the role South Africa was playing. Mr De Crem indicated that these efforts could be reinforced.

2014 marks the centenary of World War I, and the Department of Defence will be taking part in the commemoration. Mr Makwetla said that he had received a report of initiatives taken concerning the involvement of South Africa.

Mr Makwetla said: “We are still in the process of inaugurating national programmes in respect of the commemoration of the Centenary of World War I. Once that is done, we will be able to share with other fraternal countries.”
Chief SANDF launched the SANDF Educational Trust

The Chief of the SA National Defence Force (SANDF), Gen Solly Shoke, launched the SANDF Educational Trust during a dinner held at the Generals House at the SA Air Force College in Thaba Tshwane on 11 October 2013. The event was held in a cordial atmosphere reflective of the good relations that exist between the SANDF and the private sector.

The Chief of the SANDF initiated the idea of an SANDF Educational Trust following recent tragic incidents when SANDF members lost their lives in the line of duty in the Central African Republic (CAR) and in a fatal helicopter crash in the Kruger National Park earlier this year.

The main objective of the SANDF Educational Trust is to provide bursaries and scholarships for study purposes to the dependants of the following persons:

- SANDF members killed or severely injured subsequent to 27 April 1994 while on official duty.
- Civilian members of the Department of Defence (DOD) killed or severely injured subsequent to 27 April 1994 while deployed in operations with the SANDF.
- Citizens of the Republic of South
Africa killed or injured subsequent to 27 April 1994 during the course of an operation of the SANDF, provided that such citizens were not engaged in an activity in opposition to the aims of the SANDF operation.

The Trust will be funded through donations and contributions received from the private sector. Ongoing fundraising will take place and all citizens will be given the opportunity to contribute to this noble cause.

Col (Dr) Irvin Khoza, Chairperson of the Orlando Pirates Football Club, hailed Gen Shoke as an agent of change. In his speech he reaffirmed his appreciation of and commitment to the SANDF. He recognised the important role of the SANDF in the prevention and resolution of conflict, in peace building, and their participation and full involvement in all efforts to maintain and promote peace and security.

The Chief of the SANDF said that the SANDF was deployed in Africa as our commitment to the renewal of the African continent and the promotion of peace and stability for sustainable development in Africa.

General Shoke thanked our valued stakeholders and acknowledged their support to the DOD in delivering on its Constitutional mandate. He said he valued these relations as the foundation on which the DOD could continue to succeed in its mission in supporting the Government’s diplomatic initiatives in order to help eradicate conflicts in the region and on the continent.

The Chief of the SANDF concluded: “Thank you for the support and commitment you have all shown. This gesture is a clear indication to the families of the thousands of deployed soldiers that you care and are willing to partner the Government in improving the lives of our people.”

Those who wish to contribute to this noble cause can do so by depositing money into the SANDF Educational Trust account. The banking details are as follows:

Name:  Nedgroup Trust  
Resident Trust Account  
Nedbank  
Branch:  Corporate Client Services  
145209  
Type:  Current Account  
Account Number:  1452016976  
Reference: SANDF Edu Trust and Donor Name 🌽
South Africa hosts Secure Communication Workshop

Article and photos by S Sgt Lebogang Tlhaole

South Africa hosted the Southern African Development Community (SADC) Defence Intelligence Standing Committee (DISC) Secure Communication Workshop at the SA Air Force College in Thaba Tshwane from 1 to 3 October 2013. The aim of the workshop was to address challenges experienced in communication on aspects such as administration between member states.

The agreement between SADC member states on the establishment of the DISC Secure Communication System with the aim, inter alia, of identifying areas of cooperation and establishing channels for an exchange of information in the fields of defence and security. The DISC is a milestone in the quest for mutual security and cooperation as it aims to strengthen the cordial relations that exist between the SADC member states.

The Commission discussed a wide range of issues, among others communication requirements regarding the Secure Communication System, as well as technical proposals and the way forward. In this regard the Commission proposed that South Africa remain the host for the DISC System. Reasons provided by member states included experience of the previous DISC System, availability of infrastructure, human resources, skills, expertise and experience of solutions, availability of equipment, suppliers and start-up cost.

It was further recommended that South Africa conduct a capital expenditure study to determine the cost of equipment required for the communication system to be presented with the report during the full sitting of the 29th DISC meeting in Angola.

They further expressed satisfaction with the commitment and cooperation demonstrated by operatives of Defence Intelligence and encouraged the member states to continue nurturing this cooperation to the benefit of their people.

The Chairperson, Col Pierre Nicholson (from South Africa) and the Co-chairperson, Col Erastus Ikuyu (from Namibia), in their closing remarks thanked all the member states present for their active participation and positive inputs. Both also expressed the wish that each state would brief their respective Chiefs of Defence Intelligence and ensure that once the system was approved and operationalised that each would ensure that the system remained operational for as long as there was a requirement for such.

ABOVE: Brig Gen Jacob “JC” Mothupi, Director in the Directorate of Overt Collection, officially opening the Southern African Development Community Defence Intelligence Standing Committee Secure Communication Workshop on behalf of the Chief of Defence Intelligence.

ABOVE: Col Pierre Nicholson, Chairperson from South Africa (left) and Col Erastus Ikuyu, Co-chairperson from Namibia.
South Africa hosted the second South African and Angolan Bilateral Cooperation Defence Committee meeting at Royal Marang Hotel in Phokeng, Rustenburg, from 17 to 18 October 2013. The aim of the meeting was to strengthen existing relations between the two Armed Forces and to identify several defence cooperation projects and aspects of military to military cooperation.

The meeting was convened in pursuance of Article 3 (2) of the Protocol between the RSA and Angola on Defence Cooperation and was signed on 17 February 2005 in Cape Town. The Protocol makes provision for the two Armed forces to meet annually. The inaugural Defence Committee meeting was hosted by Angola in June 2012.

As the two countries are strategic partners the Defence Commission explore avenues and solutions in the quest for security and economic stability whereby giving effect to the vision of the principals as reflected in the bilateral agreements signed as far back as 1994.

This Defence Committee will be a suitable platform for the respective armed forces to share information in various fields of mutual interest and to exchange ideas and proposals to optimize the strategic capabilities and expertise.

Speaking at the opening ceremony, the Chief of the SANDF, Gen Solly Shoke, emphasised the importance of the overall strategic partnership between South Africa and Angola. He said that South Africa was indeed honoured to be a member of this prestigious economic grouping that was promoting the economic growth and social development of our people.

He added that they shared common values and approaches to the continuous challenges of global security and economic growth.

In response, the Chief of General Staff of the Angolan Armed Forces, Gen Sachipengo Nunda, reminded the delegates of the two countries’ commitments as contained in the Protocol on Defence Cooperation.

He alluded to the fact that the Defence Committee should determine the activities to be implemented for the enhancement of cooperation between the countries. In conclusion he stated the importance of both countries to the stability and security of the Southern African Development Community (SADC) region.

During the meeting various matters of common interest were discussed, including military education, training and development, exchanges of military observers and instructors for combined force preparation exercises and the exchange of expertise.

In their closing remarks both the Chairperson and Co-chairperson agreed that the meeting was a success and they hoped for the implementation of the decisions taken during these deliberations.
Military Ombuds from 32 countries assembled in Norway

By Mr Onele Mfeketo, SA Military Ombud PRO and Ms Annikke Isaksen, Journalist of SA Embassy in Norway
Photos: Ms Annikke Isaksen

Military Ombuds from 32 countries gathered for the fifth annual International Conference of Ombud Institutions for the Armed Forces (ICOAF), which took place in Oslo, Norway. The ICOAF, held from 20 to 22 October 2013, also saw representatives from Burkina Faso, Ivory Coast, Tunisia and South Africa discussing the role of ombud institutions.

This is an annual event organised by the Geneva Centre for the Democratic Control of Armed Forces (DCAF) in collaboration with a chosen host country, in this case, Norway. Through the conferences ombud institutions choose a theme and globally exchange best practices and deepen cooperation. The theme for this year was the role of military ombud institutions in dealing with complaints relating to veterans and gender issues as well as continued capacity building to better serve both new and existing ombud institutions. The issues were then divided, according to scope, into six categories of prescribed topics.

On 22 October the South African Military Ombud, Lt Gen (Ret) Temba Matanzima, took to the stage as one of the panellists to discuss issues relating to institutional capacity development within ombud institutions. Alongside him was the Canadian Ombudsman for the Department of National

RIGHT: Fltr: Lt Gen (Ret) Temba Matanzima, the South African Military Ombud, Maj Gen Pierre Daigle, the Canadian Ombudsman for the Department of National Defence, Mr Hans Born, Deputy Head Research Democratic Control of Armed Forces (DCAF) and Ms Riina Turtio, DCAF Research Assistant.

ABOVE: Delegates from various countries during discussions at the fifth annual International Conference of Ombud Institutions for the Armed Forces in Oslo, Norway.
Defence, Maj Gen Pierre Daigle, and DCAF Research Assistant, Ms Riina Turtio. The panel agreed on the importance of well-functioning and efficient administrative and institutional capacity, working across borders, and sharing ideas and experience for the future development of ombud institutions.

Lt Gen (Ret) Matanzima highlighted the pillars of effectiveness under the banner of “impartial and independent”. These were: clarity of mandate, strong investigative powers, accessibility, credibility, independence and the institutional capacity to perform tasks.

The panel hailed international cooperation as the most vital component of capacity building. Lt Gen (Ret) Matanzima said: “The future focus of international cooperation should include coordinated training, formal training and exchange programmes among member states with a view to enhancing the institutionalisation of such institutions globally.” He also stressed the importance of a united Africa, as ombud institutions are an “emerging phenomenon” on the continent.

Lt Gen (Ret) Matanzima stated: “The independence of the office of the government, especially the executive branch, is crucial to its effective performance, and in as much as the Ombud Office is expected to prevent or correct misconduct by the executive branch, it has to have institutional, financial, and functional independence.” He put into historic context why capacity development is immensely important: “In the South African context, prior to democracy, armed forces were plagued by a high prevalence of social injustice, human rights violations and discrimination. However, post-democracy the appointment of the Military Ombud in 2012 has created an independent, impartial and expeditious investigation and resolution process for complaints in respect of conditions of service for members and former members of the South African National Defence Force”.

This sentiment was echoed throughout the entire conference and it was emphasised that ombud institutions should be protectors of human rights and should act swiftly and decisively whenever violations occur, without fear, favour or prejudice. Lt Gen (Ret) Matanzima concluded by encapsulating the work ethic of the SA Military Ombud Office by quoting Mahatma Gandhi: “The best way to find yourself is to lose yourself in the service of others.”

ABOVE: Fltr: Mr Ziphozonke Zondi, Second Secretary Ambassador in Norway, Ms Ntomboxolo Bikitsha, PA to the South African Military Ombud, Ms Queen Zondo, Ambassador in Norway, Lt Gen (Ret) Temba Matanzima, the South African Military Ombud, Ms Noxolo Matanzima, spouse of the South African Military Ombud, and Mr Onele Mfeketo, the South African Military Ombud PRO.

LEFT: Lt Gen (Ret) Temba Matanzima, the South African Military Ombud, delivering his presentation on Institutional Capacity Building, while Mr Hans Born, Deputy Head Research Democratic Control of Armed Forces, looks on.
Defence Minister visits the SA Army Combat Training Centre

By Mr Lufuno Netshirembe
Photos: Sgt Elias Mahuma

The Minister of Defence and Military Veterans, Ms Nosiviwe Mapisa-Nqakula, visited the SA Army Combat Training Centre at Lohatlha in the Northern Cape Province on 16 October 2013. This visit formed part of the Minister’s outreach programme in which she undertook to visit three provinces, namely Northern Cape, Limpopo and North West over the period 16 to 18 October 2013.

SA Army Combat Training Centre was the first to be visited on 16 October 2013, followed by Air Force Base Makhado in Limpopo Province and Mahikeng in the North West Province respectively.

The outreach programme was part of her responsibilities as Minister of Defence and Military Veterans to visit as many military bases as she possibly could during her tenure. On these visits she also took the time to visit local communities surrounding the military units.

The main objective of the community visit was to raise awareness among the local youth of career choices and paths available in the SANDF and to point out to everybody what it meant to have a military base within their reach and what the SANDF could do to alleviate poverty, which is a priority of government.

Minister Mapisa-Nqakula was welcomed by the Chief of the SA Army, Lt Gen Vusi Masedo, at SA Army Combat Training Centre (SA A CTC). The General Officer Commanding of SA A CTC, Brig Gen Bhasie Gqoboka, gave a brief background of the unit to the Minister. He explained to her the importance of SA A CTC and its uniqueness.

SA A CTC is one of only four similar institutions in the world where exclusive and permanent facilities exist for continuous practical training. This unit is the only one of its kind in the southern hemisphere. The role of SA A CTC is to train forces and leaders in simulated modern theoretical and practical combat conditions. Theoretical training is aimed at educating the members about the functions of all the different corps in the SA Army. This is supplemented by narratives supporting the theory, while some courses culminate in tactical exercise ventures into some training areas. Owing to poverty some community members steal metal objects that the soldiers use for target shooting practice on the shooting range and sell them at local scrap metal dealers. The unit faces a dire staff shortage and needs practical training is aimed at providing members with battle experience under any conditions, whether during the day or night and in all phases of war.

The SA A CTC covers a surface area of 158 000 hectares. Visiting members can be accommodated in 13 units on the SA A CTC premises. The units can house 13 000 soldiers. The centre has a hospital with 17 beds.

Brig Gen Gqoboka highlighted the challenges that the unit had to deal with in the execution of their tasks. Some of the challenges mentioned were interference from the local subsistence farmers’ livestock that
medical doctors, chaplains, social workers and psychologists. This shortage of personnel hampers the effective running of the unit.

Other challenges included the structures that were generally dilapidated owing to aging and the lack of financial resources to refurbish them and the lack of resources to maintain the vehicles.

Addressing the soldiers, Minister Mapisa-Nqakula emphasised the importance of discipline and praised the heroes and heroines of the battle in the Central African Republic fought in Bangui from 22 to 24 March 2013. She told the uniformed members that in the quest for stability and economic advancement it was important that South Africa continued to deploy its soldiers.

Minister Mapisa-Nqakula said: “The efforts to deploy are mainly for peacekeeping or peace enforcement, and members are not employees, but they volunteer to serve their country. When you volunteer to join the SANDF you must not be thinking of the monetary benefits, but first and foremost you must be thinking of what you can do for your country as a patriot. As a soldier you must not be afraid of a battle if faced with one.”

In closing, she commended the soldiers for their professional behaviour and steadfastness concerning the objectives of the SANDF and for making the latter a force to be reckoned with.
Defence Minister visits AFB Makhado

By Cpl Ally Rakoma
Photo: Sgt Itumeleng Makhubela

The Minister of Defence and Military Veterans, Ms Nosiviwe Mapisa-Nqakula, as part of her outreach programme engaged with members of the SANDF when she visited AFB Makhado in Limpopo on 17 October 2013.

On her arrival at AFB Makhado, the Minister and her delegation were met by the Chief of the SA Air Force, Lt Gen Zakes Msimang. After the welcoming parade the Command Council of AFB Makhado presented a briefing on operational capabilities at the base.

Afterwards Minister Mapisa-Nqakula was taken to the hall where she addressed uniformed members and Public Service Act Personnel (PSAP). The Minister said that the SANDF reflected the diversity of our nation and it was important that each member should demonstrate a sound understanding of the fact that they were the shield of the South African nation.

She added that they represented the core identity of the SA National Defence Force and were the rock upon which the nation felt secure. She also emphasised the value of patriotism and military discipline as the cornerstone of the SANDF.

The Minister interacted with the soldiers on personal issues affecting them and got a better idea of their challenges. She was very happy with what she had seen at AFB Makhado and said she could address the challenges at the base with the Chief of the SANDF and the Military Command Council.

Her next stop was Kutama Village, part of Makhado Municipality, where she met members of the community. In her address to the residents the Minister emphasised the importance of strengthening community relations in areas where military bases are located. In view of the social ills that youth are faced with, she urged the young people of Kutama to consider joining the SANDF. She said: “The SANDF is our national asset and a unique organisation that requires unique patriotic individuals.”

Speaking to SA Soldier, Ms Mavis Ramabubuda said that members of the SANDF did not stand apart from the community: they are brothers, sisters, fathers and mothers. She added that, as a collective, the community and the military could do more for community development.
Defence Minister visits the North West University

By Ms Tebogo Mampa, Intern at Defence Corporate Communication
Photo: Ms Nobubele Mapetshana

The Minister of Defence and Military Veterans, Ms Nosiviwe Mapisa-Nqakula, held one of her outreach programmes at the North West University in Mahikeng on 18 October 2013.

The aim of the outreach and SANDF exhibition was to inform students of career opportunities in the SANDF. The impressive turnout at the event was great and members from the surrounding communities came to join the students.

The exhibition was informative and all questions about the SANDF were answered. It was made clear to students that they could bring their different qualifications in any field of study and apply at any of the four Services of the SANDF.

The Minister of Defence and Military Veterans, Ms Nosiviwe Mapisa-Nqakula, was present to address issues and questions raised by students and members of the community. This was the first university that Minister Mapisa-Nqakula visited this year and the people were delighted to see her.

The exhibition was meant to inform and alert the students to the various career opportunities offered by the SANDF for students between the ages of 18 and 26 as part of the Military Skills Development System (MSDS) which takes two years to complete. The students were enthusiastic and impressed and many were eager to join the SANDF in order to serve and protect their country.

Minister Mapisa-Nqakula said: “2014 will also mark another important accomplishment of this nation in shedding its painful past of injustice and human suffering. It will be the year when we celebrate the ascendance of Mr Nelson Mandela as our first Commander-in-Chief of a new SANDF, united from the divisions of our past, a true nation ready to defend our new democracy. In many ways the history of the formation of the SANDF is closely tied to South Africa’s story of the triumph of the human will over adversity. Accordingly, it should be a proud moment for us all.”

The Minister reiterated that the main objective of the national outreach programme, including the current visit to North West University, was to communicate the message that the SANDF belongs to all. The men and women in uniform are unique, patriotic South Africans whose main obligation is the country’s safety and defence.

SA Soldier talked to some of the students about the SANDF. Karabo Thipe, who is doing his final year in law, said: “I am looking forward to joining the SANDF to protect my country while building my career as a lawyer in the SANDF.” He said that the SA Navy was his favourite Service. Bakang Sephecholo, a first-year law student, said he also wanted to join the SA Navy. He said the SA Navy fascinated him.

After the Minister’s speech, she answered questions from the participants. A question posed by Buhle Nkosi, studying for a Bachelor of Commerce (B Com) in statistics was: “Is the remuneration in the SANDF the same as in other public sectors? Buhle left the place satisfied by the Minister’s answer.

The North West University Choir ended the event with song as a way of thanking Minister Mapisa-Nqakula. 
Sign language is a non-verbal medium of communication that uses facial expressions and hand movements. It is the first and natural language of deaf people and is the central focus of deaf people’s human rights.

The Tshwane Sign Language Centre presented the DOD Junior Interpreter Sign Language Course for nine DOD officials from Pretoria, Potchefstroom and Port Elizabeth at the SA Air Force College in Thaba Tshwane from 30 September to 11 October 2013.

The objective of the course was to promote sign language and break the barrier of silence between deaf and hearing people. It was also aimed at promoting deaf awareness and addressing other issues affecting the lives of people with hearing loss.

Sign language interpreting is a highly specialised field and requires a high degree of linguistic, cognitive and technical (signing) skills. These skills are developed through extensive training and practice over a long period of time.

Ms Adéle Snyman, the Assistant Director Disability Equity, mentioned to SA Soldier that government departments and state bodies had a responsibility to ensure that concrete steps were taken in each line function to ensure that people with disabilities are able to access the same fundamental rights and responsibilities as any other South African.

She added that the DOD Junior Interpreter Sign Language Course would be utilised to provide sign language interpreting services for deaf officials within the workplace.

Addressing the attendees, Brig Gen Thandi Mohale, the Director Equity Strategic Direction, said that it was crucial for the officials to be exposed to deaf members on a regular basis.

In conclusion, she urged them to continue to actively improve their skills, knowledge and professionalism through interaction with deaf people. She said: “Organisations for the deaf, universities and schools for the deaf could be approached in order to make arrangements to receive the necessary exposure.”

Attendees of the DOD Junior Interpreter Sign Language Course, front, fltr: Ms Nicoline du Toit, (Interpreter), Mr Peter Gouws, (Facilitator), Brig Gen Thandi Mohale (Director Equity Strategic Direction), Lt Col Edwin Williams, (Coordinator) and Ms Moradi Dlamini (Directorate HR Divisional Staff). Back, fltr: S Sgt Busisiwe Sitabataba (ASB Eastern Cape), Ms Amanda Papenhogen (SA Army Signal Formation), Ms Adéle Snyman (Assistant Director Disability Equity), Gnr Sandile Nxele (Light Artillery Regiment), SWO Mervin Abrahams (Warrant Officers’ Academy), L Cpl Justice Montle (Light Artillery Regiment), Gnr Landelani Ntamo (Light Artillery Regiment), Mr Arios Bokaba (Assistant Teacher: Sign Language) and Ms Nobesuthu Memela (SA Army HQ).
GET UP TO R18 000 IN SHOPPING VOUCHERS WITH METROPOLITAN’S FUNERAL PLAN

Take out the new Shopping Benefit which provides up to R18 000 in shopping vouchers for your family when you pass away.

CONTACT YOUR NEAREST BRANCH FOR MORE INFORMATION:

- WESTERN CAPE: 021 944 8214
- FREE STATE: 087 742 3510
- MTHATHA: 047 532 6020
- GAUTENG NORTH: 012 316 9403
- KZN COASTAL: 031 369 8951
- NORTH WEST PLATINUM: 087 742 3137
- LIMPOPO: 087 742 6140
- EASTERN CAPE: 087 742 4411
- BORDER KEI: 087 742 4412/3417
- GAUTENG SOUTH: 011 240 2293
- GAUTENG CENTRAL: 011 586 0203
- KZN MIDLANDS: 087 742 4313/3317/3322
- NORTH WEST MAFIKENG: 087 742 4154
- MPUMALANGA: 013 753 3655

Terms and conditions apply.
Metropolitan, a division of MMI Group Limited, an authorised financial services provider.

Full-time and Reserve Chaplains from the SA Army, the SA Air Force, the SA Navy and the SA Military Health Service were in attendance. This group of chaplains play a vital role in inspiring the various military forces of the SADC to be the light of hope in their areas of responsibility. Different officers and members of the DOD highlighted the strategic focus of

**LEFT:** The female chaplains entertained the audience by singing a few hymns at the Gala Evening.

**LEFT:** Brig Gen (Rev) Andrew Jamangile, the Chaplain General of the SANDF.

**RIGHT:** The female chaplains entertained the audience by singing a few hymns at the Gala Evening.

**LEFT:** Brig Gen (Rev) Andrew Jamangile, the Chaplain General of the SANDF.

**LEFT:** The SANDF Chaplains with the Tempe Choir on Naval Hill in Bloemfontein in front of the statue of former President Nelson Mandela.
ABOVE: Dr Maniraj Sukdaven, the Lecturer: Head of Department Religion Studies at the University of the Free State, asked: “Is everything fine in Africa?” Africa is faced with so many problems, and it seems as if we are hopeless. The rich are getting richer and the poor poorer. We resort to wars, extortion, crime, etc. Men and women in uniform need to maintain peace and stability and chaplains are the standard-bearers of morality and the light of our people.

RIGHT: Col David Mapitse, the Chief Chaplain from Botswana, conducting a prayer for Lt Gen Aubrey Sedibe, the Surgeon General.

the DOD at large.

Upon taking office, the serving Chaplain General, Brig Gen (Rev) Andrew Monwabisi Jamangile, deemed it necessary to refocus the strategic direction of the Chaplain Service in pursuance of excellent service delivery. Subsequently the chaplains of the SANDF have identified, within the circle of credibility, four strategic focus areas in their drive to provide a quality driven chaplain service. The four strategies are capabilities, character, care and competence, which will only be possible through current effective ministry and support, considerate, compassionate care (present, visible and accessible) supported by mature, disciplined servants with vocations.

On 23 October 2013 a group of chaplains, under the guidance of Col Kingsley Masemola, visited the families of soldiers who had died in the Battle of Bangui in the Central African Republic (CAR). The other chaplains of the SANDF and their international guests visited the School of Armour, where they were driven in Rooikat and Olifant tanks. Later both these groups joined the rest of the chaplains on Naval Hill for a fun walk. The Tempe Choir was there to offer choral music.

The following day the Chaplain General hosted a Gala Evening, which was arranged and orchestrated by the female chaplains of the SANDF. Chaplain Caroline Pillay acted as programme director. Officers Commanding of the units which supported the symposium were in attendance. The female chaplains entertained the audience by singing a few hymns. This was received by all as highly inspiring. The Chaplain General then handed Certificates of Commendation to chaplains and guests.

ABOVE: Brig Gen Tembelani Xundu, Director Planning, presented on behalf of the Chief of the SANDF, Gen Solly Shoke. He linked everything to the mandate of the SANDF as outlined in the Constitution of the RSA. We need to guard the character of the SANDF.
It was once again time to stage the biggest choral competition in the SANDF. The 2013 DOD Choral Competition began last year (the plan is to host it annually). On 2 and 3 October 2013, Thaba Tshwane City Hall was packed with choirs ready to take part in the competition. For the DOD/SANDF, in particular, music serves a higher purpose of promoting morale and esprit de corps.

Twelve choirs represented their respective regions, namely 5 SA Infantry Battalion Choir (Mthatha) and 14 SA Infantry Battalion Choir (Cape Town), 35 Engineer Formation Choir (Dunnottar), Army Support Base Mpumalanga Choir (Nelspruit), Army Support Base Limpopo Choir (Polokwane), Tempe Choir (Bloemfontein), Air Force Base Bloemfontein Choir (Bloemfontein), SA Air Force Headquarters Choir ( Pretoria), Thaba Tshwane Chorus ( Pretoria), Army Support Base Western Cape Choir (Cape Town), SA Army Gymnasium Choir (Heidelberg), and Army Support Base Eastern Cape Choir (Port Elizabeth).

The event was opened by the reading of the Code of Conduct, a prayer and the welcoming address by Maj Gen Manfred Mabuza, General Officer Commanding of Training Command. Soon after the choirs took to the stage to offer their best. In the first part of the competition the choirs sang the prescribed Western song “Santos” and an African song “Qeleu qeleu” written by Joshua P. Mohapelwa. On the second day the choirs sang an indigenous rendition and an own choice song.

Mr Enoch Malesa was the Master of Ceremonies. He is currently the President of the Gauteng Choral Music Association. Between breaks he narrated the history of choral music from as far back as 1818. Mr Malesa said: “It was clearly a journey in learning to love and appreciate this kind of music. I am open to help the DOD in administration and management and other aspects of choral music, such as a conductors’ workshop.”

One notable giant supporting DOD choral music is S Sgt Themba Matiwane, who played a significant role in organising the event. After the Military Council approved choral music as recreation in 2004 he went on to study the subject at the University of Stellenbosch, where he obtained a certificate in choral music conducting.
Later he obtained a certificate in singing from Trinity College in London.

In an interview with SA Soldier, S Sgt Matiwane explained that it was his responsibility to prescribe the songs in line with the theme of this year’s Heritage Month. His vision is to shine the spotlight on choral music in the DOD, have DOD representatives in the National Choral Festival and ultimately to organise the biggest Security Sector Choral Music Competition with the SA Police Service and SA Correctional Services. At grassroots level, S Sgt Matiwane is responsible for workshops to educate and develop choir conductors.

The panel of adjudicators consisted of Mr Thabo Mashghe, Ms Sixaba-Mase, Mr Thamsanqa Nkosi and the pianist, Mr John Manamela. The choirs gave it their all on stage, taking turns to sing their songs and at the end they were awarded trophies on the basis of their performances.

**Best choirs**

**Overall Winners**
1. Tempe Choir (Bloemfontein)
2. Army Support Base Western Cape Choir (Cape Town)
3. Army Support Base Mpumalanga Choir (Nelspruit)

**African Section**
1. Tempe Choir (Bloemfontein)

**Indigenous Section**
1. Tempe Choir (Bloemfontein)
2. SA Army Gymnasium Choir (Heidelberg)
3. Army Support Base Limpopo Choir (Polokwane)

**Choice Song**
1. Army Support Base Western Cape Choir (Cape Town)
2. Army Support Base Mpumalanga Choir (Nelspruit)
3. SA Air Force Headquarters Choir (Pretoria)

The sponsors who made the event possible were Old Mutual and the SA Army Foundation. Their role was of vital importance declared Brig Gen Stanley Khumalo, Director Physical Training, Sport and Recreation, during his closing address. Mr Lawrence Kabela from Old Mutual said he was touched to see a dream realised and Old Mutual was happy to be part of it. He added that Old Mutual was not only about business, but also supported the social life of people, particularly soldiers. According to Chaplain (Col) Mantsi Mohapi this was indeed not only a competition, but a time to praise and celebrate.
Empowering SANDF members through reskilling development

By Ms Lebo Mohapi, Intern at SA Soldier
Photo: S Sgt Lebogang Tlhaole

Eleven of the Regional Works Unit KwaZulu-Natal members were sent on a training course to develop their electrical and welding skills. Six of them were electrician and five welder trainees, that attended the Desto Technical Training and Development Centre in Claremont, Pretoria.

The objective of the training course was to assist electrical and welding trainees to gain skills and to empower them with an opportunity for a better life, salary and qualifications. Trainees wishing to leave the SANDF will also be reskilled for a second opportunity in civilian life.

This group of trainees all started their electrical and welding journey in July 2010. The training and development is to apply their minds to the practicality of things. This specific training course began on 9 September and ended on 24 October 2013. On the last two days of training the trainees underwent a trade test, to show their ability in applying the practical knowledge that they had learned, in a test lasting two hours and ten minutes for each task.

The course consists of electrical work, plumbing, woodwork and handyman skills. The electrician trainees were focusing on areas where they lacked knowledge, eg motors. Their background knowledge included construction, industrial processes and a bit of domestic experience.

The Campus Manager - Electrical Trade Test and Training Division, Mr Lionel Westraadt, said: “I would love to send them (trainees) to their unit and the world so that they make a difference; their attitude was great from the beginning. The knowledge they take from here will help them apply it to the outside world.”

An electrical trainee, S Sgt Sihle Nqenqa, says he started the course in July 2010 and he encourages anyone who wants to study any trade to do so because at his age of 52, he felt he could take up the challenge. Another trainee, Pte Lucia Sithunga, stated that she had always wanted to study electricity, but had no funds to do so, and then she heard about the course from 121 SA Infantry Battalion and took it up. She also started the electrician course in 2010 and the training and development course on 9 September 2013. Thus far she has learned about motors, how to find faults and fix them.

After completing the training course and passing the trade test all successful trainees will be sent back to the Regional Works Unit KwaZulu-Natal where they will be placed in the technical environment and Works Regiment KwaZulu-Natal to work as qualified electricians/welders. However, the overall purpose of the training is to do maintenance of the DOD’s own infrastructure that has been neglected for some years.
“My 10 year old son, Khwezi, has always wanted to fly aeroplanes. Old Mutual let him spend a day in the cockpit with real pilots to experience his dream job, 15 years before it happens. I have peace of mind knowing that he will have the means to make his dream come true no matter what happens to me. I’m glad I started saving and have life cover in place to help secure his future.”

We all have dreams. The only way of making them real is by planning for them. Contact your Old Mutual Financial Adviser or your broker or call 0860 60 60 65. To receive an illustrative premium quick quote, visit www.oldmutualquote.co.za. Let us join you through every stage of your life journey, from today.

Naledi Khumalo – Old Mutual Customer

WE’RE WITH YOU FROM TODAY

Old Mutual is a Licensed Financial Services Provider.
New Compulsory Induction Programme for First-time Public Service Employees

By Ms Patience Lukhele, Senior Personnel Practitioner PSAP ETD

On 1 August 2012 the Minister of Public Service and Administration (DPSA), Ms Lindiwe Sisulu, announced that there was an urgent requirement to professionalise the Public Service to ensure that regulations and systems were adhered to in compliance with the law.

This resulted in the issuing of a DPSA Directive (see Ref A) on 31 October 2012 by the Minister of the DPSA in terms of Chapter 1, Part IX section C.1 of the Public Service Regulations, 2001 and DPSA HRD Circular 1 of 2012 on the implementation of the new Compulsory Induction Programme (CIP) for all new public servants (first-time employees) with effect from 1 July 2012. The Directive took effect on 1 November 2012.

Impact

Subsequent to the above, on 31 July 2012, the Public Service Coordinating Bargaining Council (PSCBC) Resolution 1 of 2012 was concluded and indicated that with effect from 1 July 2012 the qualifying period for new entrants (first-time employees) for pay progression had been extended to 24 months. The aim of this extension is to ensure the development and professionalisation of public servants. It is now compulsory for all new entrants to attend the CIP during the first 24 months of employment.

The Compulsory Induction Programme has two major impacts:

- **Pay Progression** - This will only be processed once confirmation that new employees have completed and were found competent in all five modules of the CIP, together with their meeting the other policy requirements to qualify for pay progression.

- **Confirmation of Probation** - This will only be confirmed once new employees have completed and were found competent in Module 1 of the CIP, together with their meeting the other policy requirements for confirmation of appointment.

Targeted groups

The target groups for CIP are the Administrative groups (Salary Levels 1 to 5 and Salary Levels 6 to 12) and the Senior Management System (SMS) (Salary Levels 13 to 14) that are:

- new entrants (first-time employees) who entered the Public Service for the first time with effect from 1 July 2012, and are appointed on salary levels 1 to 14 in a production or supervisory/managerial, Occupation Specific Dispensation (OSD) or non OSD post;

- employees appointed in terms of a fixed term contract exceeding two years; and

- employees who have resigned and have been reappointed to the Public Service with effect from 1 July 2012.

Executives (Salary Levels 15 to 16) shall attend the Executive Induction Programme conducted by PALAMA. The following groups do not have to attend the CIP: OSD and non OSD employees appointed in training or community service posts, ie Pupil Artisan (Apprentice), Medical Officer...
(Community Service). Only when they have complied with the statutory and/or appointment requirements for appointment to the specific production or supervisory/managerial posts, will CIP apply to these groups.

Scope of the programme

The CIP is offered as a one-year credit bearing programme that will be available for new employees entering the Public Service at all post levels with the aim of

- developing a new esprit de corps for the Public Service;
- empowering employees to understand and apply fully the administrative apparatus of the State; and
- equipping employees with foundational knowledge and skills in the basics of Government administration.

Outline of Compulsory Induction Programme

The following modules are covered in the Compulsory Induction Programme:

- Understanding the Constitution and Government's mandate.
- Working the service delivery system and public administration process.
- Being an ethical, honest and considerate public servant.
- Building good people relationships.

- Understanding the financial processes of Government.

The Compulsory Induction Programme is spread over twelve months and includes a one-day orientation session, five contact sessions of five days each and workplace based activities. The framework is as follows:

Implementation

On 24 June 2013, the Plenary Defence Staff Council (PDSC) approved the decentralisation of CIP in the DOD to the Services and Divisions with Chief Directorate Human Resources Development (PSAP) Education, Training and Development (ETD) as the Departmental coordinator of the CIP. This resulted in the issuing of a Chief Human Resources Institutionalisation Instruction 56/13 CHR/HRD/R/103/1 dated 26 July 2013 to Services and Divisions.

Service and Divisional training centres that will take responsibility for the decentralised implementation of CIP are as follows:

- The Training of Trainers for Module 1 was completed over the period 21 to 23 August 2013 and Assessor Training over the period 16 to 20 September 2013.

- The Compulsory Induction Programme does not replace the Departmental Induction and Reorientation Programme.

Once the Trainers and Assessors have been registered with the Public Service Sector Education and Training Authority PSETA, the Services and Divisions will commence with the training of CIP Module 1.

The CIP is one of the contributing factors ensuring qualified, competent PSAP for effective Defence. It is to be hoped that all employees will maintain high spirits and participate in the endeavour to institutionalise CIP in the DOD successfully.

<table>
<thead>
<tr>
<th>S/N</th>
<th>Own Responsibility</th>
<th>Training Command Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Finance Division</td>
<td>Ministry of Defence</td>
</tr>
<tr>
<td>2</td>
<td>Joint Operations Division</td>
<td>Office of the Secretary for Defence</td>
</tr>
<tr>
<td>3</td>
<td>SA Army</td>
<td>Office of the CSANDF</td>
</tr>
<tr>
<td>4</td>
<td>SA Air Force</td>
<td>Defence International Affairs</td>
</tr>
<tr>
<td>5</td>
<td>SA Navy</td>
<td>Defence Policy, Strategy and Planning</td>
</tr>
<tr>
<td>6</td>
<td>SA Military Health Service</td>
<td>Defence Matériel</td>
</tr>
<tr>
<td>7</td>
<td>Defence Intelligence</td>
<td>Defence Supply Chain Integration</td>
</tr>
<tr>
<td>8</td>
<td>Human Resources Division</td>
<td>Defence Enterprise Information Systems Management (DEISM)</td>
</tr>
<tr>
<td>9</td>
<td>Military Police</td>
<td>Defence Inspectorate</td>
</tr>
<tr>
<td>10</td>
<td>Logistics Division</td>
<td>Corporate Staff (including DOD HQ Unit)</td>
</tr>
<tr>
<td>11</td>
<td></td>
<td>Military Policy, Strategy and Planning</td>
</tr>
<tr>
<td>12</td>
<td></td>
<td>Defence Reserves</td>
</tr>
<tr>
<td>13</td>
<td></td>
<td>Chaplain General</td>
</tr>
<tr>
<td>14</td>
<td></td>
<td>Defence Corporate Communication</td>
</tr>
<tr>
<td>15</td>
<td></td>
<td>Defence Legal Services</td>
</tr>
<tr>
<td>16</td>
<td></td>
<td>Defence Foreign Relations</td>
</tr>
<tr>
<td>17</td>
<td></td>
<td>Command Management Information Systems (CMIS)</td>
</tr>
</tbody>
</table>
Eye care awareness

Ms Patience Moyo, Martina Nicholson Associates Newsdesk
Photos: Sgt Elias Mahuma

A valuable gift, sight is the sense that we probably value the most. It allows us to experience the world in all its multitude of colours and configurations and to marvel at the beauty of creation. But did you know that about 285 million people worldwide have limited or no vision? And were you aware that 80% of visual impairment is avoidable? Regrettably, good eye health is something we seldom think about as the symptoms of eye disease are often not as immediately noticeable as signs of other ailments such as getting a sore throat, suffering from a fever, or finding a lump in your breast. So, to highlight the problems of blindness and vision impairment, the World Health Organization (WHO) marks World Sight Day on the second Thursday of October every year. For 2013 the theme of World Sight Day was “Universal eye health”.

World Sight Day is part of the Vision 2020 plan to eradicate treatable blindness. Cataracts are the primary cause of blindness in South Africa and the world, yet a cataract operation is one of the most cost-effective procedures.

Eye care tips

As with many diseases, early detection of eye problems is key. That is why it is important to go for regular eye tests, even if you are not experiencing problems with your vision.

Here are some helpful tips to help you to continue to see the world clearly:
• Visit an optometrist or doctor regularly to have your eyes tested and ensure you do not ignore problems with your eyes. This way you can detect and treat eye conditions early on.
• Protect your eyes from damage, scratches and infections by wearing protective eyewear when working with equipment that may cause shards to get into your eyes.
• To make sure your eyes are properly protected from the sun’s harmful rays, wear good quality sunglasses.
• To minimise eyestrain from your computer, ensure you take regular breaks.

Avoiding eye strain due to modern technology

In our fast-paced world, where many of us make considerable use of cellphones, computers and tablets on a daily basis, we often neglect to consider what effect overuse of these technological advances can have on our eyes. If you are suffering from headaches, blurred vision, dry or scratchy eyes or neck or shoulder pain, you could have eye strain caused by prolonged use of these devices.

If you have to spend many hours at a time in front of a computer screen, then try these tips to reduce eye strain:
• Your computer screen should be slightly below eye level. Adjust your chair height if necessary.
• Position yourself so that you are facing into open space beyond the screen and not facing a wall.
• The background lighting must be brighter than the screen.
• Clean your computer screen regularly as it attracts a lot of dust.
• Avoid glare and reflections with a special anti-glare screen or simply by using blinds and curtains.
• Ensure you glance away from the screen from time to time and focus on distant objects.
• Take a ten-minute break every few hours.
• Adjust the size of the text on your screen if you are squinting to read it.
• If your eyes feel dry, use eye drops.
• Should you wear contact lenses, you may want to consider glasses as an alternative when working at the computer for increased comfort.

Fast facts

Below are some more global facts and figures on blindness and visual impairment:
• Of the 285 million visually impaired individuals, 39 million people are blind and 246 million have moderate or severe visual impairment.
• 90% of blind people live in low-income countries.
• The number of people becoming blind from infections has significantly decreased in the past 20 years.
• Approximately 19 million children are visually impaired.
• About 65% of all people who are visually impaired are aged 50 and older, although this age group comprises only 20% of the world’s population.
• Increasing elderly populations in many countries mean that more people will be at risk of age-related visual impairment.
• Restoration of sight and blindness prevention strategies are among the most cost-effective interventions in health care.
We wish all our members and their families a joyful Festive Season

with love,

from all the staff at the SA Army Foundation
The eradication of illiteracy in the DOD

By Mr Ofentse Mooketsi, Senior Personnel Practitioner: FET, and Ms Belina Cuinica, Senior Personnel Practitioner: FET

One of the objectives of the DOD is to support Government’s quest for the eradication of adult illiteracy in South Africa. Although General Education Training (GET) Adult Education and Training (AET) and Further Education and Training (FET) programmes have been implemented in the DOD, the set targets have not been reached as envisaged.

Altogether 22 line managers involved in the implementation of GET (AET) and FET in the Services and Divisions attended a recently held GET (AET) and FET Capacitating Seminar. The seminar was conducted by Chief Directorate Human Resources Development (CD HRD) Public Service Act Personnel (PSAP) Education, Training and Development (ETD) in collaboration with three field experts, namely the South African Qualifications Authority (SAQA), Umalusi and the Department of Higher Education and Training at the SA Military Health Service Non-commissioned Officers’ Club.

The theme of the seminar was “GET (AET) and FET in the 21st Century” with the objective of capacitating DOD line managers with regard to continuous changes in the ETD landscape to ensure effective GET (AET) and FET implementation. The guest speakers shared their knowledge of and expertise on various topics related to GET (AET) and FET opportunities.

Important considerations

Ms Vivian Sebeho, Assistant Director GET (AET) and FET, reported that it was imperative for the Services and Divisions to submit quarterly monitoring reports on current GET (AET) and FET to CD HRD (PSAP ETD) in order to share best practices on GET (AET) and FET implementation.

Mr Daan de la Rey, Deputy Director PSAP ETD, gave a presentation on the considerations underlying FET in the DOD. He emphasised the need for the DOD to be aligned with national prescripts to ensure effective implementation. He emphasised that some of the employees in the DOD were illiterate, which made it difficult to send them on developmental courses.

Presentation by guest speakers

Ms Juliet Sibaya, Deputy Director of the Department of Higher Education and Training (DHET), gave a presentation on Community Education and Training Colleges (CETCs) based on the Green Paper, which was launched by the Minister of DHET, Dr Blade Nzimande, in January 2011. The Green Paper identifies the key challenges facing South African higher education and sets out a path for overcoming these obstacles.

The Census Report of 2011 indicated a potential target group of 18 million learners that the education system needs to address. A Task Team on CETC was established in March 2011 to investigate an alternative and effective institutional model, distinct in its ethos and mission, to address the needs of out-of-school youth and adults.

She briefly discussed the planned introduction of CETCs which will incorporate the current AET Centres with the aim of reviewing and reforming the current Public Adult Learning Centres as a means to eradicate illiteracy and enhance access to education and training over the next twenty years. It is seen as an appropriate institutional mechanism to respond to the challenges of unemployment, poverty and inequality.

She encouraged line managers to implement the Khari Gude (Let us learn) Campaign to eradicate illiteracy and mentioned that one of the disadvantages of the current AET system was that it reached only a limited number of people. The DHET is considering implementing open and distance education systems through the use of Information and Communication Technology (ICT) for teaching purposes.

Mr Nyiko Hlekane, Assistant Director Registration and Recognition, gave a brief introduction on the functions of SAQA. He referred to the National Qualification Framework (NQF) Act of 2008 which aims at creating an integrated national framework for learning achievements, facilitation of access to and mobility and progression within education, including training and career paths. Another objective is to accelerate the redress of past unfair discrimination in education, training and employment opportunities.

He further provided a detailed background on the Recognition of Prior Learning (RPL). RPL is a process through which the prior knowledge and skills of a person are assessed. Officials might seek RPL for various purposes. The main purpose of RPL
He also provided a brief background to occupational qualifications. They are defined in law as qualifications associated with a trade, occupation or profession resulting from work-based learning and consisting of three components, viz knowledge, practical skills and work experience.

Mr Hlekane concluded by requesting line managers to encourage officials to explore opportunities for RPL as an alternate approach to training and development.

Ms Elizabeth Burroughs, Senior Manager Qualification, Curriculum and Certification at Umalusi, provided the background to the National Senior Certificate for Adults (NASCA) which is due to be introduced in 2015 to replace the National Senior Certificate (NSC). NASCA aims to target working adults that have completed the General Education Training Certificate and wish to continue learning. She said that when NASCA was established the needs of working adults were considered and therefore attendance of classes will not be compulsory, but examinations must be written.

She explained the difference between the NSC and NASCA. The NSC is a three-year qualification offering seven subjects (130 credits) of which six must be passed. NASCA offers four subjects (120 credits) all of which must be passed.

There is ongoing interaction with the Department of Basic Education, DHET, Umalusi and other major stakeholders engaging in the practicability of implementing NASCA in 2015.

Feedback from participants

After the enlightening presentations given by the three field experts, the participants were divided into three work groups to focus on different topics that could help the DOD improve its promulgation of the GET (AET) and FET policy. After deliberations the following points were raised by the groups:

Management of GET and FET in the DOD

- Supervisors should ensure that learners attending GET and FET programmes are not recommended for deployment.
- GET (AET) and FET opportunities should be marketed throughout all to Services and Divisions.
- Services and Divisions are to budget annually for GET (AET) and FET programmes as per the technical guidelines issued.
- Monitoring and evaluation must be conducted regularly with learners to track the successes and challenges following the implementation of GET (AET) and FET.

Managing Service Providers

- Implementation of effective Service Level Agreements.
- Competent and accredited Service Providers must be utilised to address the gaps in line with the requirements of the DOD.
- Ensuring adherence to roles and responsibilities by means of proper quality assurance in terms of monitoring and evaluation.
- Alternative Service Providers must be planned for to ensure effective implementation.

Ensuring learner support

- Career planning workshops must be conducted with supervisors and learners enrolling for GET (AET) and FET programmes.
- Transport should be made available for learners attending classes (as directed by policy).
- Proper support from supervisors by allowing learners to attend classes as a means to encourage lifelong learning.
- Computers must be made available to employees at a lower level to ensure that they have access to the required information.

Conclusion

The objective of the seminar was met. It highlighted the fact that although GET (AET) and FET programmes are being implemented in the DOD, not all targets and objectives are being attained as envisaged. The approach and marketing strategy must be reviewed in order for the DOD to start benefiting from the programmes in which officials gain access to higher learning in support of career progression. CD HRD (PSAP ETD) will engage the field experts on the further development of GET (AET) and FET in the DOD.

Line managers from Services and Divisions indicated that the seminar was very informative. The knowledge acquired from the presentations and work group discussions will assist in the implementation of GET (AET) and FET programmes aimed at eradicating adult illiteracy in the DOD.
By Col Zirk Lourens, PRO Athletics SANDF, with acknowledgement to AFB Ysterplaat and WO2 Gail Jacobs from Defence Western Province Athletic Club for lots of interesting information
Photos: Maj Mickey Traurnicht and F Sgt Nathan Geduld

SANDF athletes from all over South Africa descended on Air Force Base (AFB) Ysterplaat for the SANDF 10 km Championships on 23 October 2013. In attendance were 110 male and female athletes, officials and executive committee members representing territorial teams from Eastern Province, Free State, Gauteng, KwaZulu-Natal, Limpopo, Mpumalanga, Northern Cape, North West, and Western Cape. Defence Western Province Athletic Club hosted the event at AFB Ysterplaat.

Prior to the Championships, the Head Committee of the Athletics SANDF (ASANDF) held their annual planning meeting for activities for 2014/15 at the Wynberg Physical Training, Sport and Recreation (PTSR) offices. On 22 October 2013 at 9 SA Infantry Battalion the athletes received briefings on the championship by the Chairperson of Road Running, Lt Col Vivian Petrus. ASANDF Coaching Chairperson, S Sgt Koos Alphane, presented various training programmes. Discussions were held on diet and nutrition for athletes, including a presentation on the subject by Maj Corr Leinejaar, Regional Athletics Chairperson North West.

The Silver Queen Night Race

The first Silver Queen Night Race was held on 14 February 2007 and saw 406 runners line up to face the unknown challenge on the runway. Since then, the race has become a Western Cape institution and a firm favourite as a night race with local and visiting upcountry athletes.

Western Province Defence Athletic Club presented the night race without any sponsorship on 23 October 2013. The athletes were honoured and privileged to run the race on a “runway” at night with the runway lights indicating the direction to follow. The clear starlight night and illuminated Table Mountain in the distance, was a breath-taking sight. Due to the ambience, the number of athletes grew from 406 in 2007 to 1 050 athletes in 2013.

LEFT: PO René de Bruin from Fleet Maintenance Unit Simon’s Town, the first SANDF woman to complete the race.
Participants had a choice of two distances – the scenic 10 km run for the serious runner or 5 km fun run. The Commanding Officer of AFB Ysterplaat, Col Christo Stroebel Officer, also participated in the 5 km fun run in support of the events.

Winners

The ASANDF 10 km Championship formed part of the Silver Queen night race, which was an open race over distances of 5 km and 10 km. A total of 1 050 participated in both the 5 km and 10 km with 884 athletes completed the 10 km race. The first SANDF athlete to cross the finishing line was Rfn Ivan Ambraal from Gauteng (21 SA Infantry Battalion) finished in a time of 34 minutes and 35 seconds. In the second position and also the first SANDF Veteran was Sgt Samson Mkize from the Free State (1 SA Tank Regiment) in a time of 34 minutes and 40 seconds. He was also the second veteran in the open race. Cpl Maluse Dlomo from KwaZulu-Natal (508 Squadron) came third in a time of 35 minutes and 10 seconds.

The first SANDF Master to complete the race was Cpl Zolani Ntsodo from Western Province (9 SA Infantry Battalion) in a time of 38 minutes and 32 seconds. He was also the overall second Master in the open race.

The first SANDF woman was PO Renè de Bruin from Western Province (Fleet Maintenance Unit Simon’s Town) in a time of 41 minutes and 5 seconds. WO1 Marcelle Moorcroft from Gauteng (SA National Defence College) was the first veteran lady and WO2 Susan Maree from Mpumalanga (4 SA Infantry Battalion) was the first Master Lady.

The winning teams in the various categories were:

**Senior Men Team (20 – 39 years):** Gauteng

**Veteran Men Team (40 – 49 years):** Western Province

**Master Men Team (50 – 59 years):** Western Province

**Women Team (Senior, veteran and master):** Gauteng
Walking for gold

By Col Celeste Scheepers, Defence Inspectorate Division
Photo: Ms Tania Leendertz

Col Celeste Scheepers (Defence Inspectorate Division), Ms Retha Knoetze and WO2 Mariaan Serdyn (Joint Operational Division) participated in the SA Race Walking Championships at Youngsfield on 12 October 2013. Our members did us proud. Col Scheepers won the 20 km walk, while WO2 Serdyn and Ms Knoetze won their respective age groups in the 10 km walk. All three members therefore received gold medals, and eagerly await the award of National Colours. They will represent South Africa in Hungary in March 2014.

Army Support Base Western Cape Golf Day

By S Sgt Colin Fitch, Representative of the Army Support Base Western Cape Golf Day
Photo: Ms Anet Smith

An enthusiastic group of members from the Army Support Base Western Cape staged their first Pelma Truck Repair Army Support Base Western Cape Golf Day on 17 October 2013. The golf day was hosted by Pelma Truck Repair and the other loyal support companies who backed this very enjoyable day financially.

In addition to several prizes for the golfers the event also included a very successful auction of sporting memorabilia from the likes of former Springbok Captain John Smit, a signed Stormers’ jersey from Western Province front line Coach, Robbie Fleck, as well as a signed shirt from the Proteas One Day International Cricket Team.

The format was a four-ball alliance. The winning team consisted of Mr Etienne Kuhn, Mr Stiaan Vosloo, Mr Jaco Laubscher and Mr Mark de Freitas. Closest to the pins came Mr Robbie Edwards, Mr Johan Human, Mr Kevin Ferreira and Ms Sonja Lotriet. The longest drive of the day went to Mr Rayand Liebenberg.

The Acting Second in Command of Army Support Base Western Cape, Lt Col “Oom Sampie” Hendricks thanked the sponsors and players who helped make the golf day a day to remember and reminded everyone to make sure that they diarised the next golf day on 17 October 2014. In his speech, Mr Steven Nyembe from the PGSI Group praised the work done in hosting a very professional golf day. He thanked the Kuilsrivier Golf Club for the great facilities and golf course.

The Army Support Base Western Cape truly lived up to its slogan of Support Service Excellence and will be back in 2014 with another enjoyable Pelma Truck Repair Army Support Base Western Cape Golf Day.
Bilateral relations enhanced by golf tournament

Article and photo by Lt Col Ilze du Toit, PRO SANW Golf

The SANDF Golf Team participated in a bilateral tournament between the South African National Defence Force (SANDF) and the Botswana Defence Force from 23 to 25 October 2013. The golfers were accommodated in Gaborone and played on the Gaborone Golf Course.

The golfers were divided into four teams consisting of two players per team for a type of golf called Betterball medal matchplay. The South African team was proud to announce four wins and no loss. The SANDF Golf Committee and players would like to thank the Botswana Defence Force for their courtesy as hosts during the tournament.

ABOVE: Fltr: Brig Gen Mlideleni Sibango (SANDF Golf Patron), Col Karin Watts, Lt Col Derik Schoonwinkel, S Sgt Emo Gordon, Maj J.Q. “JJ” van der Walt, Lt Gary Shave, Sgt Donavon Willemans, S Sgt Patric Layman, Col Lyzette Potgieter, Lt Col Wiekus Schoeman (Vice Chairperson SANDF Golf), Lt Col Ronel Janse van Rensburg (ladies’ representative).

SANDF Veterans compete on the golf course

Article and photo by Lt Col Ilze du Toit, PRO SANW Golf

The SANDF Golf Veterans Championships took place in Langebaan in the Western Cape from 25 October to 1 November 2013. The tournament was instituted for all qualifying SANDF veteran golfers to test their skills and perseverance and to determine the overall winner in each category. It was also to give the players an opportunity to compete as SANDF Veterans.

On 26 October the SANDF Golf Veterans Championships were officially opened at the challenging course of Langebaan Golf Estate. The tournament was played over three days in the form of stroke play competition. Altogether 53 golfers played from all parts of South Africa, of whom one was a woman. Also included were men development players who participated in a golf clinic and played 27 holes over the three days.

The tournament ended with a prize-giving function where all the winners in the different categories were announced. The winners of the three day tournament were the following:

**Development (Individual Stroke Play) 9 and 18 holes:**
- Capt Clive Pofadder (47)

**C Division:**
- MWO Rudi Arendt (285)
  (Play-off with S Sgt Colin Fitch)

**B Division:**
- WO2 Ray Reich (237)
- Overall Best Nett: WO2 Ray Reich (204)
- Best Gross and Overall Champion of the 2013 SANDF Golf Veterans Championship: Sgt Mo Jacobs (236)

Ftr: MWO Rudi Arendt (Winner of the C Division) WO1 Ray Reich (Winner of the B Division) Sgt Mo Jacobs (Best Gross and Overall Champion of the 2013 SANDF Veterans Golf Championships).
Fostering social cohesion through netball

Article and photo by Cpl Lebogang Ramaboea, Ad Astra magazine

The 2013 SA Air Force Netball Championships brought together men and women in the same centre court. Sport is widely seen as a positive contributor to social cohesion, and the SA Air Force achieved that when they had men playing netball against women from 30 September to 4 October 2013.

The SA Air Force Netball Championships were held at two venues, namely at Air Force Base (AFB) Ysterplaat and at AFB Wynberg Sports Club. Both bases became a home to more than a hundred “boys and girls” from different SA Air Force bases who were there to play netball.

F Sgt Mpho Ramokolo, one of the male netball players, said: “Netball is not only for women, as was initially believed. Other men and I have proved that for the past few days. I really enjoyed it when we played against women and it was a good game. The mood on the centre court was peaceful and exciting. As of today I am tempted to say men make better netball players than women.”

He added that the popular but sad belief out there was that the men had the height and girls were only small. F Sgt Ramokolo believed that the popular but sad belief out there was that men who played netball were not in vain, as some of you were chosen to represent the organisation.”

The General is a former player herself; she played netball during her school days. She urged the players and girls” from nine different SA Air Force bases who were there to play netball.

...continued on next page
The 68 Air School Motorcyclists Association, together with members of 68 Air School, hosted a charity breakfast run to the Kitty Hawk Aerodrome Flying School, east of Pretoria, on 18 October 2013 to give support to the Echo Youth Development Centre.

This year the event was bigger than before with 225 participants attending. R9 000 was raised by the 68 Air School Motorcyclists Association for the Echo Youth Development Centre that caters mostly for children with problems related to drug and alcohol abuse.

WO1 Chris Lieber, the Chairperson of 68 Air School Motorcyclists Association, said they undertook the initiative to help the needy. He also voiced his appreciation to the loyal sponsors for their support of the past three years, namely Centurion Technologies, Builders Express, Silverton Midas and BMW Centurion. He also hoped a long-term relationship with the sponsors and different charity centres would be maintained.

In 2011 the 68 Air School Motorcyclists Association held its first fund-raiser, and 96 participants attended. The money raised during that exercise was used to buy a motorcycle to assist a pastor in Mozambique to reach and preach in the surrounding villages.

Last year 176 participants in the 68 Air School Charity Breakfast Run raised funds for the Tshwane Welfare Centre at Eersterus. With the help of sponsors they managed to repair the community hall which the community can use to their own benefit or to hire.

WO1 Charl Lourens, the Secretary of the 68 Air School Motorcyclists Association, said they were working towards making it an official sports day for all the motorcyclists.
Faith’s motivation

By Chaplain Elsabe Francis, Chaplain at the SA Army Artillery Formation

Photo: Courtesy Chaplain Elsabe Francis

Galatians 5:6 in the Living Bible: “For all we need is faith working through love.” In the Old Testament the law motivated people through fear and obligation, but in the New Testament Jesus came with the message of God’s grace that produces faith. This faith is motivated by the love of God. True love always motivates faith. In Genesis 29:20 we read that love motivated Jacob to work seven years for Rachel, but it only seemed a few days to him because of the love he had for her.

You are not saved by works, but by grace through faith, and you are saved unto good works. God knows that as a human being you need motivation. God also knows that fear can never be a good motivator, so He gives you love as the motivator of your faith.

In 2 Corinthians 5:14 Paul says to the church in Corinth: “For the love of Christ compels us” (‘compels’ in the original Greek is sunecho – which means ‘to press together’, ‘to be called in so that you only have one course of action and purpose’). The love of Christ compels us to respond to love. The love that compels you is the fact that Christ died for you while you were yet a sinner. You were unworthy, but His love made you worthy and now you want to share that love with others.

You want to tell them how valuable they are. John, the beloved disciple, who lay his head against the chest of Jesus writes in John 3:16 (in the Amplified Bible): “For God so greatly loved and dearly prized the world (you can put your name in here) that He even gave up His only begotten Son, so that whoever believes in Him shall not perish but have eternal life”.

The love of God says: You are dearly loved and greatly prized! You are extremely valuable to God!
The Military Police Division honours persons with disabilities

By Cpl Ally Rakoma
Photos: Sgt Elias Mahuma

“A true friend knows your weaknesses but shows you your strength; feels your fears but fortifies your faith; sees your anxieties but frees your spirit; recognises your disabilities but emphasises your possibilities,” William Arthur Ward.

Members of Military Police Division led by the Provost Marshal General, Brig Gen Stanley Buhali, held a well-attended thanksgiving service in support of people with disabilities within their Division on 9 October 2013 at Eco Park in Centurion.

The sermon and prayers were conducted by Chaplain Natasha Hugo. She could not have said it better than when she read the Scripture from Jeremiah 18. During the service candles were lit in honour of persons with disabilities in the hope that the flames would brighten their way.

Brig Gen Buhali expressed his heartfelt gratitude to members of his Division for sparing a thought for those with physical limitations by sharing love, kindness and compassion. He said that most people with disabilities in our country have been excluded from the mainstream of society.

He added that the promotion of rights of persons with disabilities and their inclusion were at the heart of the DOD/ SANDF’s commitment.

Ms Kate Hernandez, the Secretary to the Provost Marshal General, said that an understanding of disability as a human rights and developmental issue led to the recognition and acknowledgement that people with disabilities are equal citizens and should enjoy equal rights and responsibilities.
16 Days of Activism for No Violence against Women and Children
25 November - 10 December