

Defence Force Service Commission

**Annual
Activity Report**
FY2017/2018



defence force service commission

Department:
Defence
REPUBLIC OF SOUTH AFRICA



Defence Force Service Commission

"In Support of SANDF Soldiers"

Annual Activity Report

FY2017/18



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REPUBLIC OF SOUTH AFRICA



Ms N.N. Mapisa-Nqakula

Minister of Defence and Military Veterans

Executive Authority to the Defence Force Service Commission

CONTENTS

PART A: GENERAL PUBLIC INFORMATION	1
1 Defence Force Service Commission: General Public Information	1
2 Statement of Responsibility and Confirmation of the Accuracy of the Defence Force Service Commission Annual Activity Report FY2017/18	2
3 List of Abbreviations/Acronyms	3
4 Foreword by the Honourable Minister of Defence and Military Veterans, Ms N.N. Mapisa-Nqakula, MP	4
5 Foreword by the Accounting Authority, the Secretary for Defence, Director-General, Dr S.M. Gulube	5
6 Foreword by the Chief of the South African National Defence Force, General S.Z. Shoke	6
7 Strategic Statement by the Chairperson of the Defence Force Service Commission, Professor E.L. van Harte	7
8 Strategic Overview	9
9 Organisational and Legislative Mandates	9
10 Organisational Structure	11
11 Information on the Ministry	15
PART B: PERFORMANCE INFORMATION	16
FINANCIAL PERFORMANCE INFORMATION	16
1 The Defence Force Service Commission Vote	16
2 Aim of the Vote	16
3 Donor Funds Received	17
NON-FINANCIAL INFORMATION	17
4 Auditor-General's Report on Predetermined Objectives	17
5 Strategic Outcome-orientated Outputs	18
PERFORMANCE INFORMATION ON THE DEFENCE FORCE SERVICE COMMISSION	19
6 Description of the Defence Force Service Commission	19
7 Strategic Objectives	19
8 Activities and Engagements during FY2017/18	32
9 Performance Status	40
PART C: GOVERNANCE	41
1 Introduction	41
2 Risk Management	41
3 Risks and Mitigating Actions	41
4 Corruption and Fraud Prevention	42
5 Code of Conduct	42

6	Health and Safety Issues	42
7	Portfolio Committees	42

PART D: HUMAN RESOURCE MANAGEMENT **43**

INTRODUCTION **43**

1	The Status of Human Resources in the Defence Force Service Commission	43
2	Human Resource Priorities for the Year under Review and their Impact	46
3	Employee Performance Management	46
4	Highlights, Achievements and Challenges faced by the Defence Force Service Commission, as well as future Human Resource Plans	46
5	Employee Wellness Programmes	47

PART E: FINANCIAL INFORMATION **48**

1	Overview of the Financial Results of the Defence Force Service Commission	48
2	Programme Expenditure	48
3	Virements and Roll Overs	49
4	Unauthorised, Fruitless and Wasteful Expenditure	49
5	Asset Management	49
6	Gifts and Donations received in kind from Non-related Parties	50
7	Exemptions and Deviations Received from National Treasury	50
8	Events after the Reporting Date	50
9	Other	50
10	Approval and Sign Off: Confirmation of the Correctness of the Financial Report Reflected in the Annual Activity Report FY2017/18	51

PART F: CONCLUSION **52**

ACKNOWLEDGEMENTS AND APPRECIATIONS **53**

ANNEXURES **56**

Annexure 1:	Defence Amendment Act, Act No. 22 of 2010	57
Annexure 2:	Defence Act, Act No. 42 of 2002. Defence Force Service Commission Regulations. Regulation R.1046, Dated 19 December 2014	66
Annexure 3:	Code of Conduct for Public Servant Act Personnel in the Defence Force Service Commission	87
Annexure 4:	Code of Conduct for Uniformed Members of the South African National Defence Force	90
Annexure 5:	Memorandum of Understanding between the Office of the Military Ombud and the Defence Force Service Commission	91
Annexure 6:	Military Ombud signs working agreement with Defence Force Service Commission	97

Annexure 7: Creation of the Defence Force Service Commission Intranet Website	98
Annexure 8: Defence Force Service Commission visits OPS CORONA	99
Annexure 9: The SANDF opens the Western Cape Defence Force Service Commission Satellite Office at SAS Wingfield	101

LIST OF DIAGRAMS

Diagram 1: Defence Force Service Commission: Structural Position within the Ministry of Defence	11
Diagram 2: Defence Force Service Commission: Pictorial Organogram of the Commission for FY2014/18	13
Diagram 3: Defence Force Service Commission: Current Structure of the Defence Force Service Commission Secretariat	14

LIST OF TABLES

Table 1: Defence Force Service Commission: Organisational Values	9
Table 2: Defence Force Service Commission: Demographic Composition of the Commission	12
Table 3: Defence Force Service Commission: Equity Status of the Commission	12
Table 4: Defence Force Service Commission: Entities Reporting to the Minister	15
Table 5: Defence Force Service Commission: Summary of Actual Human Resource and Operational Expenditure versus the Adjusted Appropriation for the Current and Prior Years	16
Table 6: Defence Force Service Commission: Actual Human Resource Expenditure versus the Adjusted Appropriation for the Current and Prior Years	16
Table 7: Defence Force Service Commission: Actual Operational Expenditure versus the Adjusted Appropriation for the Current and Prior Years	17
Table 8: Defence Force Service Commission: Estimated Value of Donations Received in Kind	17
Table 9: Defence Force Service Commission: Performance against Strategic Outputs in terms of Level 1 Performance Indicators and Targets	18
Table 10: Defence Force Service Commission: Total Number of Plenary Board Meetings	33
Table 11: Defence Force Service Commission: Total Number of Committee Meetings	33
Table 12: Defence Force Service Commission: Total Number of Meetings with the Minister of Defence and Military Veterans	35
Table 13: Defence Force Service Commission: Total Number of Engagements with Strategic Department of Defence/South African National Defence Force Stakeholders	35
Table 14: Defence Force Service Commission: Total Number of Visits to Internal Military and Operational South African National Defence Force Bases	36
Table 15: Defence Force Service Commission: Total Number of SANDF Parades and other Events Attended	37
Table 16: Defence Force Service Commission: Total Number of External Strategic Stakeholders	38
Table 17: Defence Force Service Commission: Core Programme Outputs, Performance Indicators and Compliance for FY2017/18	40
Table 18: Defence Force Service Commission: Utilisation of Reserve Force Members for FY2017/18	43

Table 19: Defence Force Service Commission: Representivity Status of the Detached Defence Act Personnel and Members from the Reserve Forces	44
Table 20: Defence Force Service Commission: Demographics of Permanent Employees	44
Table 21: Defence Force Service Commission: Equity Status of the Defence Force Service Commission Secretariat	45
Table 22: Defence Force Service Commission: Actual Expenditure for the Current Financial Year	48

PART A

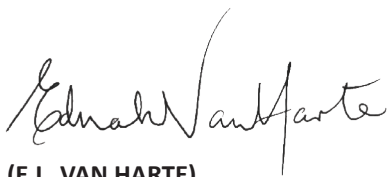
GENERAL PUBLIC INFORMATION

1. DEFENCE FORCE SERVICE COMMISSION: GENERAL PUBLIC INFORMATION

LEGISLATIVE NAME:	Defence Force Service Commission
PHYSICAL ADDRESS PRETORIA OFFICE:	Corner Nossob and Jochemus Streets Kasteelpark Leerdam Building Erasmuskloof Pretoria 0181
POSTAL ADDRESS:	Private Bag X52 Pretoria 0001
TELEPHONE NUMBERS:	012 367 9334 012 367 9335
FAX NUMBER:	012 367 9346
PHYSICAL ADDRESS WINGFIELD OFFICE:	SAS Wingfield Corner Jakes Gerwel Drive and Voortrekker Avenue Goodwood Cape Town 7460
POSTAL ADDRESS:	Private Bag X1 Goodwood 7460
TELEPHONE NUMBER:	021 590 2647
FAX NUMBER:	021 590 2699
E-MAIL ADDRESS:	DFSC@dod.mil.za
CHAIRPERSON:	Professor E.L. van Harte
DEPUTY CHAIRPERSON:	Major General (rtd) B.H. Holomisa
HEAD OF SECRETARIAT:	Mr Director M.M.P. Motsepe

2. STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF THE ACCURACY OF THE DEFENCE FORCE SERVICE COMMISSION ANNUAL ACTIVITY REPORT FY2017/18

1. In accordance with the instruction received from National Treasury, I acknowledge my responsibility for the accuracy of the Performance Information and the fair presentation of the Annual Activity Report FY2017/18 inputs and confirm, to the best of my knowledge and belief, the following:
 - a. The Annual Activity Report inputs have been prepared in accordance with Department of Defence Annual Report Instruction No. 0025/2017 dated 18 January 2018, as prescribed by the Guide for Preparation of Annual Reports and the relevant guidelines specified and issued by National Treasury.
 - b. The information furnished in this Report is true and correct in every respect.
 - c. This Annual Activity Report is free from any omissions.
 - d. A copy of the Annual Activity Report FY2017/18 will be forwarded to the Defence Inspectorate Division for verification purposes.
 - e. The necessary records to support my declaration on this form are available for audit purposes.
2. I, Number: 64000136CB, Professor E.L. van Harte, Chairperson of the Defence Force Service Commission, fully understand the implication of this declaration.



(E.L. VAN HARTE)

CHAIRPERSON OF THE DEFENCE FORCE SERVICE COMMISSION: PROFESSOR

DATE: 31 May 2018

3. LIST OF ABBREVIATIONS/ACRONYMS

AAR:	Annual Activity Report
ARMSCOR:	Armaments Corporation of South African
APP:	Annual Performance Plan
ASB:	Army Support Base
BCC:	Budget Control Committee
BN:	Battalion
C SANDF:	Chief of the South African National Defence Force
DAP:	Defence Act Personnel
DFSC:	Defence Force Service Commission
DIMS:	Directorate Integrated Management Systems
DLSD:	Defence Legal Services Division
DOD:	Department of Defence
EA:	Executive Authority
GOC:	General Officer Commanding
HQ:	Headquarters
HR:	Human Resource
HRCC:	Human Resource Command Council
INDFSC:	Interim National Defence Force Service Commission
JSCD:	Joint Standing Committee on Defence
JSB:	Joint Support Base
KPMG:	Klynveld Peat Marwick Goerdeler
KZN	KwaZulu-Natal
Maj Gen:	Major General
MOD&MV:	Minister of Defence and Military Veterans
MOU:	Memorandum of Understanding
MSDS:	Military Skills Development System
PFMA:	Public Finance Management Act
PSAP:	Public Service Act Personnel
rtd:	Retired
RDM:	Rheinmetall Denel Munition (RDM)
SAA:	South African Army
SAAB Grintek:	Swedish Aerospace and Defence Company subsidiary in South Africa
SAAF:	South African Air Force
SAI:	South African Infantry
SAMHS:	South African Military Health Service
SAN:	South African Navy
SANDF:	South African National Defence Force
Sec Def:	Secretary for Defence
SG:	Surgeon-General

**4. FOREWORD BY THE HONOURABLE MINISTER OF DEFENCE AND MILITARY VETERANS,
MS N.N. MAPISA-NQAKULA, MP**



The Defence Force Service Commission remains a vital ministerial advisory body to the Department of Defence. It has been consistently persistent in its mandatory functions of the improvement of service conditions of South African National Defence Force members during the Financial Year 2017/18.

It is the Commission's intent to extend its strategic impact, as was demonstrated during the opening of the office at SAS Wingfield. This office will expand the Defence Force Service Commission footprint to ensure that it serves South African National Defence Force members in the adjacent regional units and bases more effectively, thus ensuring that the services required by the members of the defence force are easily accessible.

The Memorandum of Understanding that the Commission has entered into with the Military Ombud, is testimony to its strategic commitment to serving the members of the defence force. This partnership will ensure that there is a multi-stakeholder approach to address to issues that adversely affect members' service conditions.

I am pleased that the Commission undertook consultative visits to four Operation Corona Bases. The visit confirmed the Commission's commitment to the soldiers in the deployment area that improvement of their service conditions is vital and key, to ensure the execution of their constitutional mandate.

I am encouraged by the Commission's dedication to make recommendations to improve service conditions of South African National Defence Force members, amidst the budgetary challenges experienced by the Department of Defence.

I support the Defence Force Service Commission's determination to advocate that South African National Defence Force members should be distinguished from the Public Service, and recognise that the improvement of their service conditions be prioritised.


(MS N. N. MAPISA-NQAKULA)

MINISTER OF DEFENCE AND MILITARY VETERANS: MP

**5. FOREWORD BY THE ACCOUNTING AUTHORITY, THE SECRETARY FOR DEFENCE,
DIRECTOR-GENERAL, DR S.M. GULUBE**



The Defence Force Service Commission was established, with the mandate, amongst others, to make recommendations regarding remuneration and Conditions of Service of members of the South African National Defence Force.

The Commission, under the Chairpersonship of Professor Edna van Harte, travelled to the Democratic Republic of the Congo (DRC) to visit our men and women in uniform deployed outside the borders of our country in peace missions.

During the latter part of 2017, the Commission undertook consultative visits to Operation CORONA bases where our soldiers are deployed for the safeguarding of our borders. Some of these bases visited included Musina, Madimbo, Maluti and Pongola. These visits to the Democratic Republic of the Congo (DRC) provided the Commission with insight into matters affecting the day-to-day life of our deployed men and women.

As part of political oversight, the Joint Standing Committee on Defence was briefed on the progress made by the Commission, challenges experienced as well as future actions plans during November 2017.

I need to mention the opening of the satellite office at SAS Wingfield in Cape Town on 20 June 2017 as a significant achievement for the Commission. Our Honourable Minister of Defence and Military Veterans, Ms N.N. Mapisa-Nqakula, officially opened this office at a prestigious event and indicated that the expansion of the Commission's footprint was a step in the right direction.

Finally, I need to convey my appreciation to the Commission for its valuable advice and recommendations made on improving the service conditions of our men and women in uniform.

A stylized, handwritten signature in black ink, appearing to read 'S.M. Gulube'.

(DR S.M. GULUBE)

SECRETARY FOR DEFENCE: DIRECTOR-GENERAL

6. FOREWORD BY THE CHIEF OF THE SOUTH AFRICAN NATIONAL DEFENCE FORCE, GENERAL S.Z. SHOKE




We welcome the existence of the Defence Force Service Commission as an entity striving to improve the service conditions of the members of the South African National Defence Force. The Commission has three important committees that have been formed to address issues pertaining to pay and service benefits, Conditions of Service and policy that affect the service of our soldiers.

The Defence Force Service Commission is a vital organ that looks at the special conditions under which our soldiers operate, a function that is neglected by most public service negotiators when addressing issues concerning the remuneration and welfare of government employees. Over the years, negotiations for salary improvements and better service conditions did not specifically look at the special type of work that our soldiers do. That resulted in the Public Service Coordinating Bargaining Council disregarding the hazards that come with the special type of service that our soldiers render. The establishment of the Defence Force Service Commission has, therefore, ensured that as soldiers we have an advocate that represents our aspirations.

The Commission has made great strides in improving our service conditions and to this effect it is succeeding in ensuring that labour disputes emanating from our members are dealt with amicably without escalating them to labour unions. The commendable work being done continues to add great value to the manner in which commanders and subordinates in the Defence Force relate to one another and this has contributed to our organisation achieving its constitutional mandate to defend South Africa's territorial integrity and support all programmes of Government.

We are reassured by the recommendations made by the Commission in the area of delinking the salaries of our soldiers from rank and remain hopeful that National Treasury will facilitate the remuneration processes that will be commensurate with this recommendation. We are hopeful that the service rendered by the Commission will eventually result in those of our members who find themselves trapped in one rank for an extended length of time finally being able to have their salaries upgraded to match the ever-changing cost of living.

As Chief of the South African National Defence Force I support the great work done by the Defence Force Service Commission and wish it success in all its endeavours to improve Conditions of Service of our patriotic and hardworking soldiers.



(S.Z. SHOKE)

CHIEF OF THE SOUTH AFRICAN NATIONAL DEFENCE FORCE: GENERAL

7. STRATEGIC STATEMENT BY THE CHAIRPERSON OF THE DEFENCE FORCE SERVICE COMMISSION, PROFESSOR E.L. VAN HARTE



In the Honourable Minister of Defence and Military Veterans, Ms N.N. Mapisa-Nqakula's introduction to the debate on the Defence and Military Veterans Departmental Budget Vote 2017/18 on 25 May 2017, the Minister saw fit to '*...link the celebration of Africa Day, to the significant role played by our men and women in uniform, in support of efforts to bring about and consolidate much needed peace, stability and conditions of safety, for all the people of the continent*'. These inspirational sentiments have been a great driver in terms of how the Commissioners and Secretariat of the Defence Force Service Commission executed its mandate during FY2017/18.

Highlights from the reporting period include informative visits to troops in bases and deployment areas in South Africa and the Democratic Republic of the Congo where Commissioners were warmly received by members. During these visits, the Defence Force Service Commission developed valuable insights into the experiences of the soldiers on internal and external deployment.

The Commission expanded its footprint to a second province (Western Cape) with the opening of its satellite office at SAS Wingfield in Goodwood, Cape Town. This event made a big impression on all as a result of the participation of the Minister of Defence and Military Veterans. There was an air of excitement, brought on by the presence of the South African Navy's Guard of Honour that enhanced the celebratory atmosphere among the 500 people who attended. The General Officer Commanding Defence Works Formation, Maj Gen M.J. Ledwaba, and approximately 300 soldiers from the South African National Defence Force Logistics Division's Defence Works Formation present were particularly proud to be acknowledged by the Minister after she visited the exhibitions on display that illustrated their projects throughout the Department of Defence.

Witnessing the accomplishments and high morale displayed by Defence Force members carrying out the core business of soldiering in the Democratic Republic of the Congo, was inspirational. The soldiers' feelings were strengthened by the high regard other United Nations peacekeeping forces had for their South African counterparts.

Welcoming South African Navy sailors home after their missions abroad was stirring, especially with the return of the South African Navy frigate *SAS Amatola* from its northern hemisphere naval exercises of Operation KETANE and participation in the *SS Mendi* centenary commemoration in the English Channel. It was an immense honour for the Chairperson of the Defence

Force Service Commission to be present at and participate in the promotion ceremony for sailors from the *SAS Amatola*, presided over by Flag Officer Fleet, Rear Admiral Bubele Mhlana, upon their return.

Attending various Defence Force events provided learning opportunities for Commissioners, as it showcased the professionalism of our soldiers and the composition of the various complex environments of the Force. Attending commemoration services for fallen uniformed members continued to remind the Commission of the importance and dangers of the tasks soldiers are confronted with in the execution of their duties.

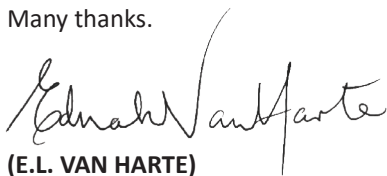
For its part, the Defence Force Service Commission is encouraged by the progress it has made in the field of radio and television broadcast, print and electronic media, with the transmission and publication of the Commission's various activities and events. This was most notably the case with radio broadcast bulletins and news inserts highlighting the opening of the SAS Wingfield Office, and the Chairperson attending the February 2018 *SS Mendi* commemorative memorial service at Avalon Cemetery in Soweto. This has also been leveraged by the creation of a Defence Force Service Commission website within the Department of Defence Intranet, and the establishment of an internet social media presence on Facebook.

The Commission continues to strive to bring about a difference to the lives of the Defence Force members through its recommendations. We have noticed in follow-up visits that some of the recommendations have been effected by the South African National Defence Force. The Commission recognises that none of the accomplishments would have been possible were it not for the support from all stakeholders, and for the teamwork embraced by the Commissioners and members of the Secretariat. This is very important as the Commission does not have the powers to implement its recommendations.

In honour of celebrating the 100th year of the birth of our first democratically elected President and Commander-in-Chief, we call to mind the words of Nelson Mandela, who emphasised to the nation in his 1995 New Year's Message that he wished *"... to congratulate our men and women in uniform on their sterling work to defend our young democracy. Many have to work under extremely difficult and even appalling conditions. Let them be assured of the faith which the President has in them..."*.

In recognition of our soldiers' dedicated service, the Defence Force Service Commission will continue to provide detailed reports with relevant recommendations addressing remuneration of soldiers and other related matters as well as our consultative visits to military bases, both internal and external. The Defence Force Service Commission will continue to submit these reports as per the Defence Amendment Act, 2010, to the Minister of Defence and Military Veterans. Both the Portfolio Committee on Defence and Joint Standing Committee on Defence has been constantly briefed about the Commission's reports.

Many thanks.



(E.L. VAN HARTE)

CHAIRPERSON OF THE DEFENCE FORCE SERVICE COMMISSION: PROFESSOR

8. STRATEGIC OVERVIEW

The Defence Force Service Commission (DFSC), as an Organ of State, has a strategic role to make recommendations to the Minister of Defence and Military Veterans (MOD&MV) on service benefits and Conditions of Service for men and women of the South African National Defence Force (SANDF). The DFSC views itself as one of the voices for the current members in uniform as per Section 62B of the Defence Amendment Act, Act No. 22 of 2010.

VISION

'A world class advisory Commission on Military Conditions of Service.'

MISSION

'To provide quality advice to the Minister of Defence in pursuit of a better life for soldiers.'

VALUES

The organisational values of the DFSC, as reflected in Table 1, reflect the culture and the general work ethic within the DFSC as a unique entity.

Table 1: Defence Force Service Commission: Organisational Values

DFSC Values
A
INTEGRITY
OBJECTIVITY
IMPARTIALITY
TRANSPARENCY

9. ORGANISATIONAL AND LEGISLATIVE MANDATES

BILLS TO PARLIAMENT

Although no bills were submitted to the legislature by the Commission during the financial year, it needs to be mentioned that the MOD&MV, the Joint Standing Committee on Defence (JSCD), the Portfolio Committee on Defence and Military Veterans as well as the Military Command Council (MCC) expressed the need to amend the Defence Act, Act No. 42 of 2002, to empower the DFSC. The Commission is currently busy with the process of finalising a document on amendment proposals that could accomplish this goal.

CONSTITUTIONAL AND OTHER LEGISLATIVE MANDATES

The establishment of the DFSC is legislated in terms of the Defence Act, as amended by the Defence Amendment Act (Annexure 1), and pronounced in Government Gazette Vol. 546, No. 3386 dated 09 December 2010. Sections 62A to 62L advocate the –

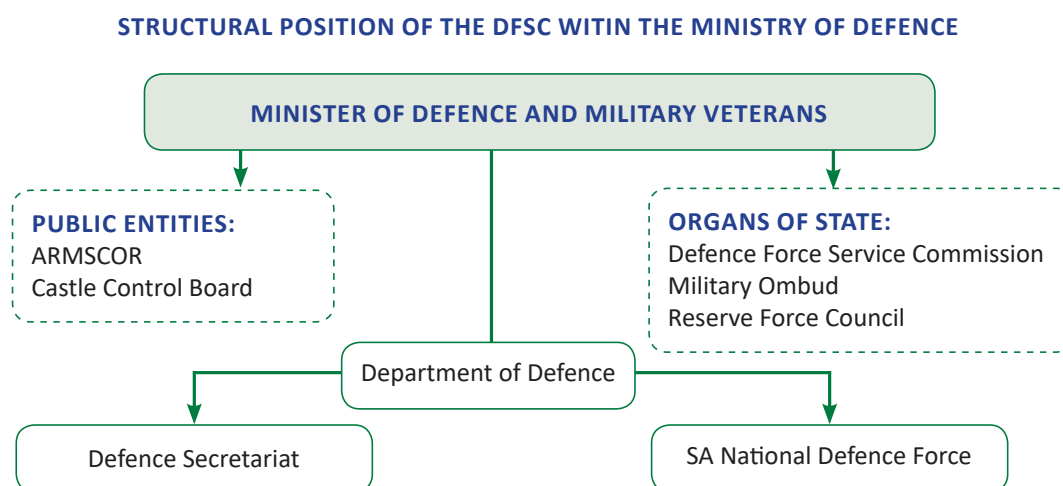
- Establishment and composition of the DFSC (62A).
- Functions of the Commission (62B).
- Appointment of members of the Commission and conditions of service (62C).
- Disqualification from membership and removal from office (62D).
- Vacation of office (62E).
- Meetings of the Commission (62F).
- Committees of the Commission (62G).
- Reporting (62H).
- Staff of the Commission (62I).
- Funding (62J).
- Intervention by the MOD&MV (62K).
- Regulations in respect of the Commission (62L).

10. ORGANISATIONAL STRUCTURE

INTRODUCTION

The DFSC is committed to its legislative mandate and responsibility towards the well-being of all SANDF members, including the members of respective Reserve Forces. In its endeavours to research conditions of service, the DFSC became increasingly aware of the interdependence between the Defence Act Personnel (DAP), the Public Service Act Personnel (PSAP) and the Reserve Force component. Diagram 1 indicates the structural position of the DFSC within the Ministry of Defence.

Diagram 1: Defence Force Service Commission: Structural Position within the Ministry of Defence



THE COMMISSION

The establishment and composition of the DFSC are in terms of Section 62B of the Defence Amendment Act. The approved structure of eight to ten Commissioners appointed by the MOD&MV is prescribed in Section 62A.(1) of the Defence Amendment Act.

- *'The Commission consists of no fewer than eight and no more than ten members appointed by the Minister.'*
- *The Minister must designate one member as Chairperson and another as Deputy Chairperson of the Commission.*
- *If the Chairperson is absent or for any reason unable to act as Chairperson, the Deputy Chairperson must act as the Chairperson of the Commission.'*

Nine Commissioners were inaugurated during October 2013. Three Commissioners were appointed during 2015 due to the sudden passing of Lt Gen (rtd) L. Moloi and the appointment of Ambassador Lindiwe Zulu as a National Minister to Cabinet.

It is the intent of the DFSC to recommend to the Minister that a Commissioner living with a disability be appointed in future. The Commission is also in need of a Commissioner well acquainted with general and military legal matters, as well as one with an accounting background. That would strengthen the skills set within the Commission. The demographic composition and the equity status of the Commission against its structure of 10 authorised posts are reflected in Tables 2 and 3. A pictorial organogram of the Commission is reflected in Diagram 2 on page 13.

Table 2: Defence Force Service Commission: Demographic Composition of the Commission

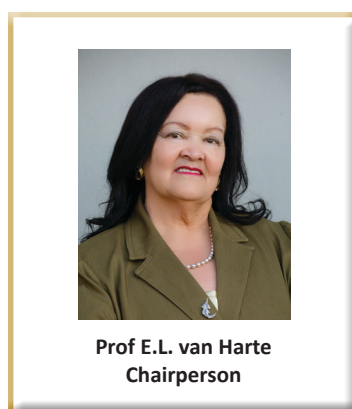
S/N	Members of the Commission	Appointment	Male	Female	Race
	a	b	c	d	e
1	Prof E.L. van Harte	Chairperson (full time)		F	Coloured
2	Maj Gen (retired [rtd]) B.H. Holomisa	Deputy Chairperson (part time)	M		African
3	Maj Gen (rtd) J.H. April	Commissioner (part time)	M		Coloured
4	Prof R.L. Christie	Commissioner (part time)	M		White
5	Prof M.W. Makgoba	Commissioner (part time)	M		African
6	Ms S. Hlapolosa	Commissioner (part time)		F	African
7	Mr J.M. Jongile	Commissioner (part time)	M		African
8	Ms M.R. Mokoape	Commissioner (part time)		F	African
9	Ms D.C. Mvelase	Commissioner (part time)		F	African
10	Mr I.H. Robertson	Commissioner (part time)	M		White

Table 3: Defence Force Service Commission: Equity Status of the Commission

S/N	Equity Status against the Demographic Composition of the Population of the RSA	Appointment against the Structure of ten Commissioners	Achievement
	a	b	c
1	African: 64.6%	Six members	60%
2	Coloured: 10.2%	Two members	20%
3	Asian: 0.75%	Nil	0%
4	White: 24.3%	Two members	20%
5	Male: 70%	Six members	60%
6	Female: 30%	Four members	40%
7	Members with disabilities: 2%	Nil	0%

The DFSC recommends that the MOD&MV should prioritise the appointment of Asian members and people with disabilities during the next round of Commissioners appointments.

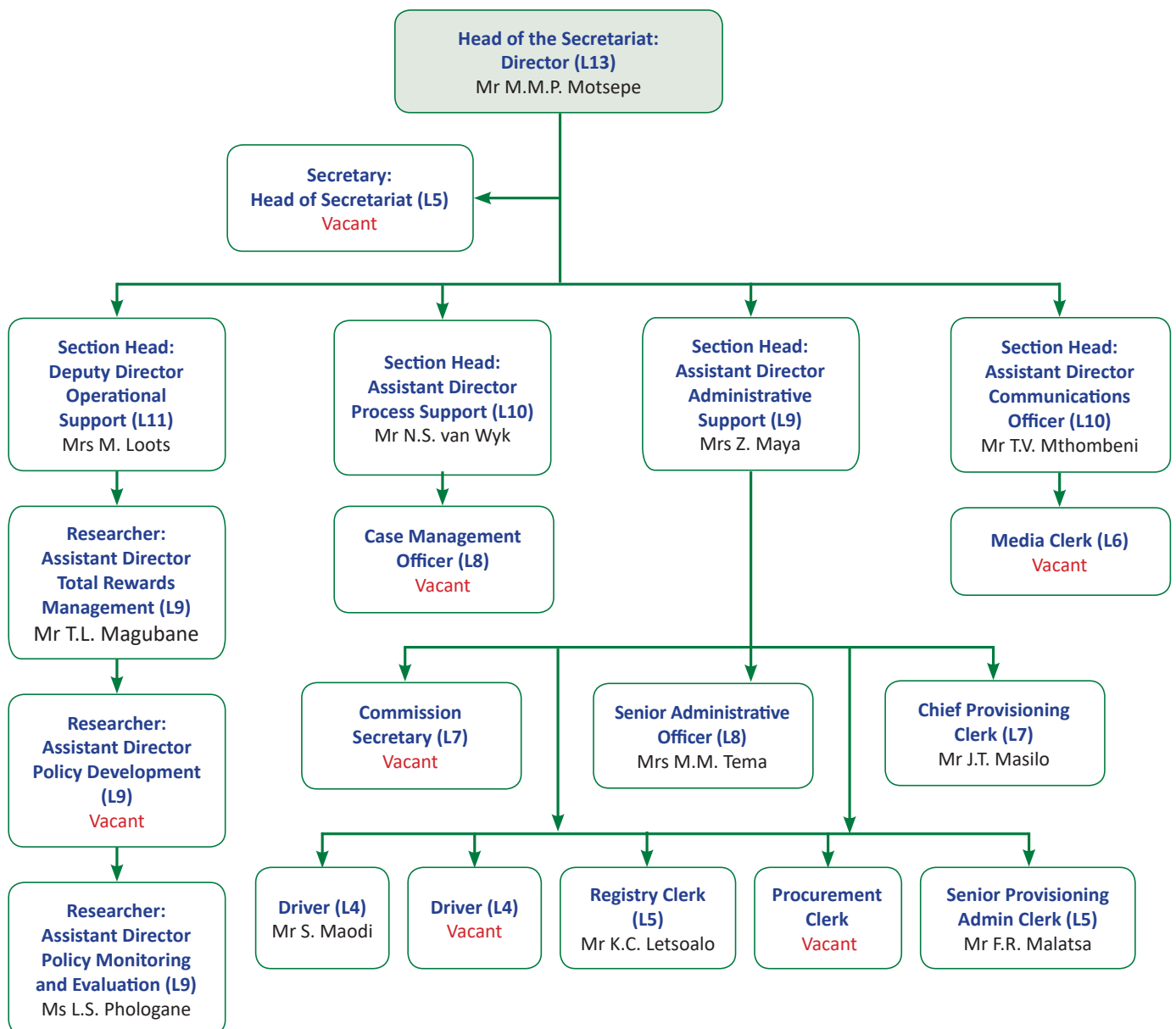
Diagram 2: Defence Force Service Commission: Pictorial Organogram of the Commission for FY2017/18



THE SECRETARIAT TO THE DEFENCE FORCE SERVICE COMMISSION

The current structure of the DFSC Secretariat is according to the initial proposed structure that was developed by the Interim National Defence Force Service Commission (INDFSC) and approved by the MOD&MV. Since the establishment of the DFSC, the current structure and levels of 19 posts were found to be undeniably inadequate. There were seven vacant posts during the reporting period, as indicated in Diagram 3 below.

Diagram 3: Defence Force Service Commission: Current Structure of the Defence Force Service Commission Secretariat





Current members of the DFSC Secretariat, including detached and Reserve Force members.

11. INFORMATION ON THE MINISTRY

The DFSC, as an Organ of State, falls under the control of the Executive Authority (EA). The required legislative mandate of the DFSC; the financial relationship and the nature of operations is reflected in Table 4.

Table 4: Defence Force Service Commission: State Organ reporting to the Minister

Name of Entity	Legislative Mandate	Financial Relationship	Nature of Operations
a	b	c	d
Organ of State			
DFSC	Defence Amendment Act, 2010	<ul style="list-style-type: none"> The DFSC receives a budget allocation from the DOD under the Ministry of Defence. The DFSC follows DOD procurement processes with the assistance of the DOD HQ Unit. The AAR of the DFSC is submitted to the MOD&MV who, in turn, tables the Report in Parliament two months after the end of the financial year. Subsequent to the tabling of the Report in Parliament, it is distributed to the Sec Def and other relevant stakeholders. 	<p>The operational activities as derived from the mandate are:</p> <ul style="list-style-type: none"> To make recommendations on an annual basis regarding improvements of salaries and service benefits to members. To make recommendations on policies in respect of conditions of service. To promote measures and set standards to ensure the effective and efficient implementation of policies on Conditions of Service within the Defence Force. <p>Other strategic activities required from all Government institutions in terms of legislation and National Treasury regulations, are to compile AARs on performance against their APPs to indicate to Parliament and the public at large how and for what purposes funds were spent.</p>

PART B

PERFORMANCE INFORMATION

FINANCIAL PERFORMANCE INFORMATION

1. THE DEFENCE FORCE SERVICE COMMISSION VOTE

The Public Finance Management Act, Act No. 1 of 1999, Section 63(1)(a) stipulates that the EAs of departments must perform their statutory functions within the limits of the funds allocated for a relevant Vote. Within the DFSC the Chairperson, Prof E.L. van Harte, is the responsible person that ensures all strategic and operational functions are executed within the limits of the allocated Vote.

2. AIM OF THE VOTE

The aim of the Vote for the DFSC is to execute its legislative mandate as contained in Section 62 of the Defence Amendment Act, 2010. The DFSC manages and controls expenditure of its Vote transparently through its Budget Control Committee (BCC) meetings. The BCC holds meetings on a weekly basis with the assistance and under the guidance of the Senior State Accountant within the Defence Secretariat, Ms C. de Bruin. Summaries of the actual expenditure versus the adjusted appropriation for the current and prior years are reflected in Tables 5, 6 and 7.

Table 5: Defence Force Service Commission: Summary of Actual Human Resource and Operational Expenditure versus the Adjusted Appropriation for the Current and Prior Years

	FY2015/16	FY2016/17	FY2017/18
	a	b	c
Vote	R11 953 272	R13 300 859	R12 651 125
Expenditure	R10 765 474	R12 460 199	R12 175 346

Explanatory Note: This represents the total budget allocated (Vote) against total expenditure incurred during the respective financial years.

Table 6: Defence Force Service Commission: Actual Human Resource Expenditure versus the Adjusted Appropriation for the Current and Prior Years

	FY2015/16	FY2016/17	FY2017/18
	a	b	c
Vote	R6 903 016	R8 690 028	R12 651 125
Expenditure	R6 365 567	R8 217 931	R8 770 697
Over expenditure	R0	R0	R0
Amount overspent as percentage of the Vote	0%	0%	0%

Explanatory Note: The difference between the funds allocated (Vote) and expenditure resulted from protracted staffing process.

Table 7: Defence Force Service Commission: Actual Operational Expenditure versus the Adjusted Appropriation for the Current and Prior Years

	FY2015/16	FY2016/17	FY2017/18
	a	b	c
Vote	R5 050 256	R4 610 831	R3 578 648
Expenditure	R4 399 907	R4 242 268	R3 402 679
Over expenditure	R0		R0

Explanatory Note: The difference between the funds allocated (Vote) and expenditure resulted from late receipt of invoices from suppliers, which could not be processed in time.

3. DONOR FUNDS RECEIVED

Table 8 reflects the donations received in kind from the listed eight sponsors that all contributed largely to the overall success with the official opening of the DFSC Wingfield Office in Cape Town on 20 June 2017. The DFSC did not receive any funds to manage the procurement of goods and services. All procurement was done on behalf of the Commission by the sponsors.

Table 8: Defence Force Service Commission: Estimated Value of Donations Received in Kind

S/No	Name of Donor	Estimated Value
	a	b
1.	SA Army Foundation	R75 000
2.	Silkblume	R2 375
3.	Kleine Zalze	R14 000
4.	Origin Financial	R8 000
5.	L&T Caterers	R4 000
6.	Rheinmetall Denel Munition (RDM) – bottled water	R22 300
7.	Klynveld Peat Marwick Goerdeler (KPMG)	R6 000
8.	AVBOB	R7 500
Estimated Value of Total Donations:		R139 175

NON-FINANCIAL PERFORMANCE INFORMATION

4. AUDITOR-GENERAL'S REPORT ON PREDETERMINED OBJECTIVES

The Auditor-General of South Africa did not perform any audit procedures on the performance information provided for in the Annual Activity Report (AAR) FY2016/17.

5. STRATEGIC OUTCOME-ORIENTATED OUTPUTS

The DFSC reports against two strategic indicators as guided by the Defence Amendment Act. The compliance to these performance indicators by the DFSC for the period under review is reflected in Table 9.

Table 9: Defence Force Service Commission: Performance against Strategic Outputs in terms of Level 1 Performance Indicators and Targets

S/N	Performance Indicator Output 3	Target for FY2017/18 as per DOD APP	Description of Actual Achievement	Reason for Deviation	Planned Action
	a	b	c	d	e
Output deliverables as per DOD Strategy Map					
1.	D3_05. Percentage compliance with submission dates of DOD accountability documents. <i>AAR regarding DFSC activities submitted to the EA.</i>	100% compliance. One DFSC AAR FY2016/17 on DFSC activities submitted in line with National Prescripts.	The AAR for FY2016/17 was not submitted within the two-month period after the end of the financial year as per the Defence Amendment Act. Hard copies of the DFSC AAR FY2016/17 were only submitted to the Ministry of Defence and the Parliamentary Liaison Officer on 19 June 2017 for tabling to the Chairperson of the National Council of Provinces and the Speaker of the National Assembly.	The submission to the authorised printers and changes to the printed version resulted in the delay of 19 days.	Obligatory compliance by the DFSC to target dates according to its mandate and the scheduled dates as per DFSC Strategic and Operational Calendars.
2.	D3_05. Percentage compliance with submission dates of DOD accountability documents. <i>Report on the DFSC findings and recommendations gazetted.</i>	100% compliance with a minimum of one document on DFSC findings and recommendations published in a Government Gazette.	The DFSC was able to publish two reports on findings and recommendations during the period under review in Government Gazettes. Although the publishing of findings and recommendations on the Eradication of Asbestos, Military Uniforms, the Military Skills Development System and Delinking Salary from Rank, as submitted to the Office of the MOD&MV during March 2016 for the FY2015/16, did not take place during FY2016/17, requests for publishing were submitted to the Government Printing Works during QR4 of FY2016/17 through the DLSD. <ul style="list-style-type: none"> Recommendations on the Eradication of Asbestos, Military Skills Development System and Military Uniforms were published in Government Gazette No. 322 dated 21 April 2017. Recommendations on Delinking Salary from Rank were published in Government Gazette No. 588 dated 23 June 2017. 	No deviation.	The four reports on findings and recommendations tabled to the MOD&MV on 28 March 2018, will be submitted to the Government Printing Works on 28 May 2018, via DLSD, two months after the submission of such reports to the Office of the MOD&MV.

PERFORMANCE INFORMATION ON THE DEFENCE FORCE SERVICE COMMISSION

6. DESCRIPTION OF THE DEFENCE FORCE SERVICE COMMISSION

Purpose. The purpose of the DFSC as mandated by the Defence Amendment Act and incorporated in the Department of Defence (DOD) APP 2017 is to table findings and recommendations to the MOD&MV regarding Conditions of Service for SANDF members, as well as members of the Reserve Force.

Outputs. The outputs of the DFSC, as pronounced in the Defence Amendment Act, are to table recommendations to the MOD&MV:

- On an annual basis, on improvements of salaries and service benefits of SANDF members.
- On policies in respect of Conditions of Service.
- On the promotion of measures and the setting of standards to ensure effective and efficient implementation of Conditions of Service policies related to the SANDF.

Overview. The DFSC continues to grow in its pursuit to advance its mandate. The growth is demonstrated in the deepened understanding and internalisation of its legislative mandate by the Commission and members of the Secretariat. It is further observed in the continued fostering of relations and co-operation with the DOD and the SANDF leadership, as well as by members in uniform who displayed a level of eagerness to know and understand the value they could derive from the Commission.

7. STRATEGIC OBJECTIVES

The DFSC endeavoured to execute its mandate effectively as enshrined in Section 62B of the Defence Amendment Act. In its pursuit of the latter, the Commission engaged in the following strategic events and activities:

Consultative visits to Internal Military Bases. A DFSC delegation conducted six consultative visits to the following SANDF Bases and Units within the borders of South Africa during FY2017/18.

- Army Support Base Limpopo: 21 August 2017.
- The Naval Station Durban: 02 October 2017.
- 5 South African Infantry (SAI) Battalion (Bn), Ladysmith: 03 October 2017.
- Joint Support Base Garrison Pretoria: 03 and 29 August 2017.
- 6 SAI Bn, Grahamstown: 14 September 2017.
- 14 SAI Bn, Mthatha: 12 September 2017.



A DFSC delegation with the Command Group of 5 South African Infantry Battalion, in Ladysmith during a consultative visit on 03 October 2017.

Consultative visits to OPS CORONA Bases. A DFSC delegation had the privilege and opportunity to visit five OPS CORONA Bases and three Border Posts where SANDF members are deployed for border protection during FY2017/18.

- Mshololo Border Post: 04 October 2017.
- Sivule Border Post: 04 October 2017.
- Pongola Operational Base: 04 October 2017.
- Joint Tactical HQ, KZN: 03 October 2017.
- Musina Base: 23 August 2017.
- Madimbo Base: 24 August 2017.
- Maluti Base: 13 September 2017.
- Tele Bridge Border Post: 13 September 2017.

Although the Commission focused on Conditions of Service encountered as SANDF members (both Regulars and Reserves), these consultative visits exposed the DFSC delegation to actual challenges experienced and encountered by all DOD members. This includes Reserve Force and PSAP members at especially Level 3 and Level 4 Units, where the members are directly responsible for the operational and tactical implementation of policies and instructions.



A DFSC delegation and the Naval Station Durban Command Group during a consultative visit on 02 October 2017.

The process followed by the Commission during the consultative visits was to interact with SANDF members across all ranks and appointment levels. The interactions culminated in findings and recommendations that were recorded in respective visit reports. Some of the findings include, but are not limited to, the inconsistent application of policies on promotions and transfers and the lack of serviceable vehicles and proper equipment in the mission areas.

Since its inauguration, the DFSC strived to be recognised as an enabler, and through multifaceted engagements, it is pleased to report that the acknowledgement of the DFSC as a strategic partner by the DOD, Chiefs of Services and Divisions and other senior members within the DOD continues to grow. The latter is manifested in the recognition of the recommendations made by the DFSC to improve the Conditions of Service of SANDF members, both in the Regular and the Reserve Forces. In upholding these positive strategic relations, the DFSC is able to strengthen its work by augmenting critical core functions by means of detached duty personnel and the continuous call up of Reserve Force members, and therefore to table constructive recommendations to the Office of the MOD&MV.

The DFSC is proud to report on its strategic engagements and achievements during the past financial year in chronological order. The outcome of particular achievements was effected in specific research studies that culminated in findings and recommendations submitted to the MOD&MV throughout the period under review.

- The Defence Attaché from the Embassy of Romania to the Republic of South Africa, Col Pera, visited the DFSC on 04 April 2017 as his tenure as Defence Attaché concluded during June 2017. Col Pera was the last Defence Attaché from the Embassy of Romania that will be detached to South Africa. He informed the DFSC in more detail about the Romanian Defence Force during his visit to our Office.
- A delegation from the Ghana Senior Command Staff Course visited the DFSC's Pretoria Office as part of their capability visit to South Africa on 18 April 2017. The emphasis of the visit was dialogue on '*Confronting emergency security challenges in Africa*'. The head of the delegation and the members found the visit very fruitful and undertook to propose the establishment of the same structure as the DFSC to their principals in Ghana.



The MOD&MV, assisted by the GOC DOD Work Formation, Maj Gen M.J. Ledwaba, unveiling the plaque during the opening of the DFSC Wingfield Office in Cape Town.



The MOD&MV and the Chairperson of the DFSC with the GOC DOD Works Formation, Maj Gen M.J. Ledwaba, the Officer Commanding Regional Works Formation Unit, Western Cape, Col Z.E. Mpusula, and members of the Regional Works Formation Unit, Western Cape, during the opening of the DFSC Wingfield Office.

- The Chairperson, some Commissioners and members of the Secretariat attended the return of the *SAS Amatola* after its participation in the 100-years commemoration of the *SS Mendi* on 22 April 2017, thereby honouring the SANDF sailors on their return. This event provided the DFSC an opportunity to take the first steps towards its initiative to grow support for the SANDF amongst ordinary citizens, as the organisation got permission to invite members of the general public to participate in a non-invasive welcome-back operation.
- During the Defence Budget Vote Speech on 25 May 2017, the MOD&MV stated that the process of reviewing the powers of the DFSC must be prioritised and managed as a matter of urgency. The latter was subsequently reiterated by the Sec Def and the Chief of the South African National Defence Force (C SANDF) during the Special Defence Staff Council. An instruction was issued by the Special Defence Staff Council for the establishment of a work group comprising members from the Defence Human Resource (HR) Division, the DLSD and the DFSC to assist and expedite the matter. Support from the Defence HR Division and the DLSD could not be established as yet. The matter of securing the necessary assistance from these entities will be discussed with C SANDF.
- The DFSC held its first meeting to review and recommend the amendment of the Defence Act on 28 September 2017. Mr S.H. Njikela, the Chief Director Operations from the Office of the Military Ombud in his capacity as a Legal Officer, assisted the DFSC and facilitated the work session.
- The opening of the DFSC Office in 'Building 99' at SAS Wingfield was officiated by the MOD&MV, Ms N.N. Mapisa-Nqakula, on 20 June 2017. That prestigious event was attended by, among others, the Sec Def, Dr S. Gulube; Maj Gen M. Sitshongaye from the DOD HR Division who represented the C SANDF, General S. Shoke; the Chief of the South African Navy (C SAN), Vice Admiral M.S. Hlongwane; the Director Maritime Operations, Rear Admiral S. Pillay; the GOC of the Defence Works Formation, Maj Gen M.J. Ledwaba; the Chaplain General of the SANDF, Brig Gen M. Jamangile and Chaplain C. Pillay; Officers Commanding from various Units; and representatives of



The MOD&MV, Ms N.N. Mapisa-Nqakula, Sec Def, Dr S.M. Gulube and DFSC Commissioners during the opening of the DFSC Wingfield Office on 20 June 2017 at the memorial wall developed as a heritage component at the DFSC Wingfield Office.



The Chairperson of the DFSC, Prof Edna van Harte, and the Military Ombud, Lt Gen (Rtd) T.T. Matanzima, exchange the signed MOU Declarations on 05 July 2017 in Centurion.

the Military Attaché Advisory Committee from 19 countries. The SAN Band entertained about 500 people who participated in the event. Identified pupils from three schools also attended the event. The theme, *'Spotlight on the multi-skilled soldier'*, emphasised the strategic value of the Defence Works Formation and the splendid capacity of the members from the Regional Works Regiment Western Cape. The empowering programmes of the Defence Works Formation equip the SANDF soldier with skills other than soldiering. That was strategically highlighted during the event. The event was covered in a wide range of media, such as newspapers, radio and on the Defence website.

- The DFSC published its recommendations on Delinking Salary from Rank in Government Gazette No. 588 of 23 June 2017 aligned with its legislative mandate on improvement of salaries and service benefits. At the DOD HR Command Council (HRCC) on 19 September 2017, it was announced that certain categories of members in the rank groups Private to Major would receive a salary increment between 3% and 5% during December 2017. Even if the implementation did not *'... benefit all the members on any rank who have completed 15 years of continuous service in a particular rank, who have at least obtain a satisfactory rating in their most recent performance assessments ...'*, as was recommended, the DFSC was content that the pension benefits of especially the deserving lower-ranking SANDF members, would improve. Because of various reasons, the recommendation has not been implemented as yet.
- The DFSC and the Office of the Military Ombud signed a Memorandum of Understanding (MOU) that will provide for a framework for cooperation and collaboration between the two institutions on 05 July 2017. Through this MOU, as included in Annexure 5, both parties acknowledge that the two institutions complement each other. That involves the sharing of information that includes, but is not limited to, information on dealing

with complaints; support systems and procedures; and training and development of members. It will also contribute towards proper boundary management between the two entities.



The delegations of the DFSC and the Military Ombud during the signing of the MOU between the DFSC and Military Ombud on 05 July 2017 in Centurion.

- The DFSC made inputs to the Draft Strategy of the Defence Industry at the National Defence Industrial Council Seminar on 04 August 2017 through a presentation delivered by Prof R. Christie, one of the Commissioners of the DFSC.
- The DFSC undertook consultative visits to OPS CORONA bases over the period 21 August to 06 October 2017. The visits were aimed at determining the Conditions of Service of SANDF members during internal operational deployments and making recommendations on improvement. The Operation CORONA Bases visited were Musina, Madimbo, Pongola, Maluti and Tele Bridge Border Post and approximately 1 500 members were involved in interactions. Some of the findings include, but are not limited to, lack of serviceable vehicles and proper equipment in the mission areas; insufficient supply of rations; and some intelligence challenges.



A DFSC delegation interacting with deployed members at the Tele Bridge Border Post as part of an OPS CORONA visit on 13 September 2017.

- The delegation further conducted consultative visits to the ASB Limpopo; Durban Naval Base; 5 South African Infantry (SAI) Base Ladysmith; 6 SAI Base, Mthatha; the Joint Tactical HQ in KZN; the Joint Tactical HQ in Limpopo and the DOD Regional Works Regiment, KZN. The scheduled flight for the visit to the Ndumo Operational Base on 05 October 2017 was cancelled due to bad weather conditions. Some of the findings include, but are not limited to, inconsistent application of policies on promotions and transfers; lack of serviceable vehicles and IT equipment; and dilapidated accommodation facilities.



A DFSC delegation interacting with members of 14 South African Infantry Battalion during a consultative visit on 12 September 2017.

- The DFSC undertook a consultative visit to the JSB Garrison Pretoria on 03 August 2017 and a subsequent visit was undertaken to view some of the Garrison's facilities on 29 August 2017. Some of the findings include, but are not limited to, dilapidated buildings and facilities in Thaba Tshwane; inconsistent application of policies on promotions and transfers; lack of serviceable vehicles and IT equipment; and inadequate and inconsistent supply of rations.
- The website of the DFSC was finalised and activated on the DOD Intranet on 15 September 2017 under the ribbon display of the Ministry. The site received 5 493 hits by the end of March 2018. This is indicative of the degree of interest among DOD members to know and understand the strategic role and functions the DFSC.
- The DFSC received a total of 41 submissions from members of the SANDF during the reporting period. The submissions are related to issues raised by members collectively regarding their Conditions of Service and include the following: changes to pensionable dates; career paths/promotions; qualification and lack of payment of technical allowances; qualification and payment of service benefits; and unfair labour practice. The submissions received were referred to the relevant Service Chiefs to give feedback on progress made to resolve the issues raised. The DFSC continues to advise SANDF members to follow channels of command and internal grievance procedures before the Commission considers submissions to its office. The DFSC has an internal Secretariat Committee that processes the submissions received at its offices.

- The Commission appeared before the Joint Standing Committee on Defence (JSCD) on 17 November 2017, and gave a briefing on the following :
 - ♦ The progress made by the DFSC.
 - ♦ The action plans of the DFSC.
 - ♦ Challenges encountered by the DFSC.
 - ♦ An updated report on the recommendations tabled to the MOD&MV.
- Subsequent to the briefing, the JSCD requested the DFSC to submit the list of recommendations submitted to the MOD&MV and the DFSC Action Plan that should include clear indicators to enable the Committee to follow-up issues with the DOD/SANDF leadership.
- The Co-chairpersons of the JSCD further committed themselves to arrange a workshop with all the relevant stakeholders to discuss outstanding policy issues and the recommendations submitted by the DFSC. The JSCD undertook to arrange a workshop in January 2018. However, the meeting could not take place due to changes in the Parliamentary programme.
- The DFSC engaged with representatives from Swedish Aerospace and Defence Company (SAAB Grintek) and the Armaments Corporation of South African (ARMSCOR) on 29 November 2017, 16 January 2018 and again on 26 February 2018. These two stakeholders indicated their willingness to help sponsor the DFSC's envisaged conference in 2018 on alternative funding initiatives for milestone 1 of Defence Review 2015, pending the approval by the MOD&MV.



A DFSC delegation with members of the Command Team of 5 South African Infantry Battalion during the consultative visit on 03 October 2017 in Ladysmith.



A DFSC delegation interacting with members of Naval Station Durban during a consultative visit on 02 October 2017.

- A DFSC delegation was invited to attend the 34th International Military Sports Council, (Conseil International du Sport Militaire [CISM]) ESALO, Annual General Assembly in Pretoria on 04 December 2018. This is further proof of the acknowledgement by the military community at large of the potential significant role that the DFSC can play in the Defence Force. Such events expand the awareness among Commissioners of the many complexities of the SANDF as an organisation, and other opportunities that exist to further skill soldiers.
- An urgent notice on recommendations regarding the implications of the amendments to the Income Tax Act, Act No. 58 of 1962, for members of the SANDF was submitted to the Ministry on 18 December 2017. The Commission is currently monitoring and evaluating the response to its recommendations.
- The following courses offered by the DOD and the School of Governance were attended by the undermentioned members in the DFSC Secretariat as part of its Education, Training and Development programme:
 - ♦ Compulsory Induction Programme. Ms. Z. Maya, Ms. L.S. Phologane, Mr. J.T. Masilo and Ms. A. Gujulwa.
 - ♦ Foundation Management Development Programme. Mr K.C. Letsoalo.
 - ♦ Emerging Management Development Programme. Ms M.M. Tema.

Furthermore, the following course offered by the South African Reward Association was attended by the undermentioned member:

- ♦ Global Remuneration Course. Mr T.L. Magubane.

The above-mentioned development opportunities enhanced the participants' understanding of the role and function of the broader DOD/SANDF, and deepened their competencies and knowledge to ensure that they functioned effectively and efficiently within the Secretariat of the DFSC.

- The DFSC was granted additional funding of R246 278 by the Chief Financial Officer on 29 January 2018. The additional funds were used to address the predicted shortfall in the Operational Budget and to ensure that the DFSC continued to honour its obligations. Although this additional funding was received six weeks prior to the closing of the Financial Management System for the current financial year, the DFSC was still able to achieve a significant 96.25% expenditure on its total allocated (HR and Operational) budget, which was 1.25% above the target of 95% set for FY2017/18.
- During 2017, the DFSC was able to publish the following two reports in Government Gazettes:
 - ♦ Delinking Salary from Rank in Government Gazette No. 588 of 23 June 2017.
 - ♦ Recommendations on the Eradication of Asbestos, Military Skills Development System and Military Uniforms in Government Gazette No. 322 of 21 April 2017.
- The Ambassador of Japan invited the DFSC Chairperson to attend the birthday celebration of His Majesty the Emperor of Japan, Hiroki, on 01 December 2017 in Pretoria. The Chairperson had an opportunity to network with foreign dignitaries and South African government officials, politicians, business persons and academic leaders. She also interfaced with SANDF members.
- The DFSC was invited, and had the honour to attend the Armed Forces Day Celebrations of the Embassy of Thailand on 30 January 2018. At that strategic event the DFSC was able to network with members of different Defence Forces and was formally acknowledged in the speech of the Defence Attaché from Thailand in front of many distinguished guests from various parts of the world.
- The Commission attended the annual South African Air Force (SAAF) Prestige Parade and the 98th Birthday Event of the SAAF at the Air Force Base Swartkop in Pretoria on 02 February 2018. During that event, the DFSC delegation was able to interact informally with senior strategic role players within the SANDF and members from the Defence Industries, as well as members from foreign forces on matters of mutual interest. The DFSC is always inspired by the level of preparedness and pride of the SAAF during events of this nature.



The DFSC delegation during Armed Forces Day Parade on 21 February 2018 in Kimberley.

- Dr R. van Diemel from the Military Academy in Saldanha assisted the DFSC in Pretoria in compiling the final draft of the 2016 DFSC Civil Military Relations Conference Proceedings on the topic '*Bridging the gap: Advancing Civil Military Relations to Deepen Democracy*' over the period 12 to 15 February 2018. The value of these proceedings is that it provides a range of current voices on Civil Military Relations in South Africa. After publication it will add to the body of knowledge on Civil Military Relations in South Africa and beyond.
- A delegation of the DFSC attended the SANDF Capability Demonstration at the De Brug Training Area in Bloemfontein on 20 February 2018 and the South African Armed Forces Day Parade in Kimberley on 21 February 2018, which marked the anniversary of the *SS Mendi*. This exercise was successful and showed that the SANDF is one of the leading Defence Forces on the continent.



The National Ceremonial Guard of the SANDF performing at the Armed Forces Day held on 21 February 2018 in Kimberley, with a DFSC delegation in attendance.

- The Chief of the South African Army (SAA) invited Capt Jacques de Vries, a Reserve Force member in the DFSC Secretariat, to make a presentation on Civil Military Cooperation (CIMIC) at the SA Army College in Thaba Tshwane on 23 February 2018. The presentation on the topic, was '*Civil Military Cooperation and the SANDF's Role in Complex Emergency Operations*.' The objective of the presentation was to take a step further from the Civil-Military Relations themed conference executed by the DFSC in October 2016 to highlight the importance of the interaction between the SANDF and civilians wherever it may operate. This is especially relevant when it comes to the military's operational responsibilities at grassroots community level in Operation CORONA border safeguarding duties, and peacekeeping missions abroad, where our soldiers interact with and endeavour to improve the lives of civilians wherever practically possible.

- The Chairperson and members of the DFSC attended the *SS Mendi* Commemoration event at Avalon Cemetery in Soweto on 24 February 2018 and participated in the wreath-laying ceremony that commemorated the men of the South African Native Labour Corps (SANLC) who drowned at sea when the troopship *SS Mendi* sank on 21 February 1917. The Chairperson was interviewed at the event by journalists from ENCA News. The interview was later broadcast on TV. The DFSC Research Support Officer, Capt de Vries, is a descendant of a member of the SANLC who survived the *SS Mendi* Troopship disaster. Capt de Vries also laid a wreath at the memorial.



Prof Edna van Harte and Capt J. de Vries of the DFSC attended the Commemoration of the SS MENDI at Avalon Cemetery in Soweto on 24 February 2018.

- The Chairperson of the DFSC and members of the Commission engaged with Read Admiral (rtd) R. Higgs of Rheinmetall Denel Munition (RDM) on 07 March 2018 on the outreach project of Rheinmetall in KZN at a rural high school. The goal was to explore further how defence-related industries could be approached for outreach work involving SANDF members and their families.

- The DFSC invited the SANDF Spouses Forum to the DFSC Office in Pretoria on 13 March 2018 as part of the DFSC strategic awareness campaign. This event was aimed at creating a better understanding of the role and functions of the Spouses Forum in the context of contributing to the improvement of Conditions of Service for SANDF members and their families.



The DFSC Chairperson, Prof Edna van Harte, in a meeting with members of the SANDF Spouses Forum at the DFSC Office on 13 March 2018.

- The Commission tabled the following reports on findings and recommendations to the EA on 28 March 2018:
 - ♦ Cost of Living Adjustment for SANDF members for FY2018/19.
 - ♦ Overall pay structure for members of the SANDF.
 - ♦ Medical benefits for members of the Reserve Forces.
 - ♦ Recommendations on Military Heritage matters; Occupational Health and Safety and accommodation facilities within the Joint Support Base Garrison Pretoria.

The reports were received and acknowledged by the Office of the MOD&MV on 06 April 2018.

8. ACTIVITIES AND ENGAGEMENTS DURING FY2017/18

Tables 10 to 16 indicate, in sequential format, the approximate 148 activities and engagements of the DFSC with internal and external DOD Strategic Stakeholders in pursuit of validated information to be able to comply with its legislative mandate regarding the tabling of recommendations to improve the lives of members of the SANDF to the EA.

Table 10: Defence Force Service Commission: Total Number of Plenary Board Meetings (15)

Date	Event
a	b
05 May 2017	DFSC Plenary Board took place at the DFSC Office, Pretoria.
24 May 2017	DFSC Plenary Board took place in Cape Town.
28 June 2017	DFSC Plenary Board took place at the DFSC Office, Pretoria.
04 July 2017	DFSC Plenary work session regarding the DFSC Intent took place at the DFSC Office, Pretoria.
30 August 2017	DFSC Plenary Board took place in the DFSC Office, Pretoria.
05 September 2017	Special DFSC Plenary Board where presentations by the Defence Review Implementation Project Team and DOD Logistics Division were delivered to the Commission.
06 September 2017	Special DFSC Plenary Board where presentations by the DOD Works Formation and the Reserve Force Council were delivered to the Commission.
16 November 2017	A DFSC delegation met at the DFSC Wingfield Office in preparation of the appearance before the JSCD on 17 November 2017, Cape Town.
23 November 2017	Special DFSC Plenary Board held at the DFSC Office, Pretoria.
24 November 2017	Special DFSC Plenary Board held at the DFSC Office, Pretoria.
12 December 2017	Special DFSC Plenary Board held at the DFSC Office, Pretoria.
13 December 2017	Special DFSC Plenary Board held at the DFSC Office, Pretoria.
13 February 2018	Special DFSC Plenary Board held at the DFSC Office, Pretoria.
22 March 2018	Two Special DFSC Plenary Boards held in Cape Town.
23 March 2018	Two Special DFSC Plenary Boards held in Cape Town.

Table 11: Defence Force Service Commission: Total Number of Committee Meetings (23)

Date	Event
a	B
06 April 2017	The Conditions of Service Committee and the Coordinator of the Pay and Service Benefit Committee met with members of the Reserve Force Council to discuss and identify matters to be researched for findings and recommendations tabled to the DFSC Plenary Board for approval.
25 April 2017	The Conditions of Service Committee met regarding inputs to the DFSC Strategic Intent.
22 May 2017	The Conditions of Service Committee met regarding the envisaged work plan for FY2017/18.
05 June 2017	The Coordinator of the Pay and Service Benefit Committee consulted with the South African Revenue Service regarding tax implications on some of the benefits afforded to SANDF members.
05 June 2017	The Coordinator of the Pay and Service Benefit Committee consulted with DOD Personnel Payments Section regarding tax implications on some of the benefits afforded to SANDF members.
21 June 2017	The Conditions of Service Committee and the Coordinator of the Pay and Service Benefit Committee met with members of the Fort ikapa Reserve Force Unit to discuss challenges faced by members of the Reserve Force.

Table 11: Defence Force Service Commission: Total Number of Committee Meetings (23) (continued)

Date	Event
a	B
22 June 2017	The Conditions of Service Committee and the Coordinator of the Pay and Service Benefit Committee met with the GOC of Fort ikapa Reserve Force Unit to discuss matters of concern by Reserve Force members.
22 June 2017	A discussion regarding matters of concern by Reserve Force members took place between DFSC role players and a delegation of the Defence Work Formation at the Fort ikapa venue.
23 June 2017	The Conditions of Service Committee and the Coordinator of the Pay and Service Benefit Committee paid a consultative visit to the Cape Peninsula University of Technology regarding their capabilities in the manufacturing of clothing to further research on uniforms.
26 June 2017	A consultative discussion between the Convener and Coordinator of the Policy Review Committee took place to discuss the work plan for FY2017/18.
20 July 2017	Policy Review Committee meeting to discuss the inputs of the Policy Review Committee to the DFSC Strategic Intent.
25 July 2017	The Conditions of Service Committee met to finalise its inputs to the DFSC Strategic Intent.
27 August 2017	Policy Review Committee meeting to discuss the way forward for 2017 and identify the matters and policies to be pursued.
19 September 2017	The Chairperson and co-ordinator of the Policy Review Committee met to discuss the finalisation of visit reports and the compilation of the final DFSC report for 2018.
26 October 2017	The DFSC Policy Review Committee met at the DFSC Office, Pretoria.
07 November 2017	Joint DFSC Committee between the three Conveners and Coordinators of the Pay and Service Benefit Committee; the Conditions of Service Committee and the Policy Review Committee.
14 November 2017	Joint DFSC Committee between the three Conveners and Coordinators of the Pay and Service Benefit Committee; the Conditions of Service Committee and the Policy Review Committee.
27 February 2018	Meeting of the DFSC Policy Review Committee to outline the framework of the recommendation to be submitted to Plenary and subsequently to the MOD&MV.
20 March 2018	Meeting of the DFSC Policy Review Committee to finalise the drafting of the recommendation report to be submitted to Plenary and subsequently to the MOD&MV.
28 March 2018	Meeting of the DFSC Policy Review Committee to approve the recommendation report to be submitted to Plenary and subsequently to the MOD&MV.
08 March 2018	Meeting of the DFSC Conditions of Service Committee to outline the framework of the recommendation to be submitted to Plenary and subsequently to the MOD&MV.
15 March 2018	Meeting of the DFSC Conditions of Service Committee to finalise the drafting of the recommendation report to be submitted to Plenary and subsequently to the MOD&MV.
27 March 2018	Meeting of the DFSC Conditions of Service Committee to approve the recommendation report to be submitted to Plenary and subsequently to the MOD&MV.
28 March 2018	A Commissioner and a Researcher met to finalise a project on Post Profiles and Performance Agreements.

Table 12: Defence Force Service Commission: Total Number of Meetings with the Minister of Defence and Military Veterans (2)

Date	Event
a	b
25 May 2017	A delegation of the DFSC attended the Budget Vote Speech of the MOD&MV.
28 June 2017	A delegation of the DFSC met with the MOD&MV on matters regarding Delinking Salary from Rank.

Table 13: Defence Force Service Commission: Total Number of Engagements with Strategic DOD/SANDF Stakeholders (60)

Date	Event
a	b
18 May 2017	Members of the DFSC Secretariat met with the Military Ombud regarding the signing of the official MOU between these two entities.
01 June 2017	The Chairperson of the DFSC engaged with the General Manager of the SA Army regarding a sponsorship towards the official opening of the DFSC Office Wingfield.
02 June 2017	A DFSC delegation attended the C SANDF medal parade where 111 deserving members were awarded with medals and bars for long and efficient service.
05 June 2017	The Head of the DFSC Secretariat met with SANDF stakeholders at SAS Wingfield, Goodwood, in preparation of the official opening of the DFSC Wingfield Office on 20 June 2017.
06 to 08 June 2017	The Head of the DFSC Secretariat attended the HR Strategic Work Session.
05 June 2017	The DFSC presented the Interim Report on the Commission's visit to the Democratic Republic of the Congo, to the Military Command Council.
09 June 2017	The Head of the DFSC Secretariat met with the Director Corporate Communications regarding protocol and the invitations to the DFSC regarding strategic DOD functions and events.
09 June 2017	A DFSC delegation attended the Military Ombud Symposium. During this event the willingness of the Military Ombud to engage the DFSC for sponsorship of future events by Momentum Life was established.
12 June 2017	A DFSC delegation met with the General Manager of the SA Army foundation and obtained a sponsorship of R75 000 towards the official opening of the DFSC Wingfield Office.
12 to 19 June 2017	The Chairperson and members of the Secretariat to the DFSC conducted five planning meetings with respective stakeholders in preparation of the official opening of the DFSC Wingfield Office.
05 July 2017	The signing ceremony of the MOU between the DFSC and Military Ombud took place at the Office of the Military Ombud.
16 August 2017	The DFSC presented the in-year budget requirements to the departmental Planning Budgeting and Evaluation Committee.
26 September 2017	The Chairperson of the DFSC met with the Sec Def regarding strategic matters such as the allocated DFSC budget and essential administrative matters.
27 September 2017	A special DFSC work session took place to consider the legislative proposals for the amendment of the Defence Act.
13 October 2017	A DFSC delegation attended the DOD Log 5 th Annual Suppliers Day, Pretoria.
18 to 20 October 2017	The Chairperson was invited to address the SANDF Chaplain's Annual Symposium in Bloemfontein.
07 to 08 November 2017	The DFSC Head of Staff HOS attended the Strategic Planning Session of the HR Division at the Defence Intelligence College, Pretoria.

Table 13: Defence Force Service Commission: Total Number of Engagements with Strategic DOD/SANDF Stakeholders (60) (continued)

Date	Event
a	b
04 December 2017	The Chairperson attended the opening of the 34 th International Military Sports Council, (Conseil International du Sport Militaire [CISM]) ESALO, Annual General Assembly in Pretoria.
06 to 07 December 2017	A DFSC delegation attended the Graduation Ceremony on 06 December 2017, and the Passing Out Parade at the Military Academy on 07 December 2017 in Cape Town.
03; 11; 18 & 25 July 2017; 02; 08; 15; 22; 29 August 2017; 05; 12; 19: 26 September 2017 17; 24; 31 October 2017 07; 14; 21 and 28 November 2017 30 January 2018 13 February 2018 13 March 2018	The Head of Secretariat or a delegated member attended the HRCC meetings at the Defence HQ, Pretoria, as a mechanism to expose the DFSC to developments in related HR matters that impact on the Conditions of Service of SANDF members, Pretoria.
24 and 25 January 2018	Attendance at Handing and Taking Over Parade and the opening of the Military Academy.
01 February 2018	SAAF Gala event attended by a DFSC delegation.
02 February 2018	Chief of SAAF Parade attended by a DFSC delegation.
08 February 2018	The Head of Secretariat attended the HR Development Workshop aimed at refining the DOD HR Strategy.
24 February 2018	A delegation of the DFSC attended the Commemoration of the SS Mendi event in Soweto and participated in the wreath-laying ceremony.
13 March 2018	The Spouses Forum of the SANDF engaged with the DFSC in Pretoria to create a better understanding of their role and functions in relation to their contribution towards the improvement of Service Conditions of SANDF members.

Table 14: Defence Force Service Commission: Total Number of Visits to Internal Military and Operational SANDF Bases (16)

Date	Event
a	b
03 August 2017	A DFSC delegation visited the Joint Support Base Garrison Pretoria.
21 to 25 August 2017	A DFSC delegation visited the Army Support Base, Limpopo, and two OPS CORONA bases, namely Musina and Madimbo.
11 to 15 September 2017	A DFSC delegation visited 14 South African Infantry (SAI) Battalion (Bn) in Mthatha, and 6 SAI Bn in Grahamstown. The Maluti OPS CORONA Base was also visited.
28 August 2017	A DFSC delegation visited some of the identified facilities under the management and control of the Joint Support Base Garrison Pretoria.
01 to 06 October 2017	A DFSC delegation visited the Durban Naval Base on 02 October 2017; the Joint Tactical HQ and 5 SAI Bn in Ladysmith, KZN on 03 October 2017; the Pongola Operational Base on 04 October 2017; and the DOD Regional Works Formation KZN on 05 October 2017



A DFSC delegation interacting with members of 5 South African Infantry Battalion in Ladysmith during a consultative visit on 03 October 2017.

Table 15: Defence Force Service Commission: Total Number of SANDF Parades and other Events attended (19)

Date	Event
a	b
22 April 2017	DFSC Chairperson and members of the Commission partook in the welcoming back ceremony of SAS <i>Amatola</i> with the SANDF contingent on board returning from deployment.
01 June 2017	A DFSC Delegation attended the SAAF Capability Demonstration where the tools of the trade and the efficient training of soldiers were observed.
29 June 2017	A DFSC delegation attended the Change of Command Parade by Chief of Logistics in Pretoria.
28 September 2017	A delegation of the DFSC attended the memorial service of the late Maj Gen (rtd) M.E. Petane.
16 October 2017	A DFSC delegation attended the C SANDF Prestige Week Opening Ceremony, Pretoria.
19 October 2017	A DFSC delegation attended the Passing Out Parade of the MSDS at Air Force Base Hoedspruit.
20 October 2017	A DFSC delegation attended the C SANDF Prestige Gala Evening and Dinner, Pretoria.
04 December 2017	A DFSC delegation attended the Air Show at Air Force Base Langebaanweg, Cape Town.
08 December 2017	A delegation of the DFSC Gala and Awards Ceremony of the Chief of SA Army, Pretoria.
14 December 2017	A delegation of the DFSC attended the funeral of the late father of the MOD&MV, Mr Mapisa, in East London.
24 and 25 January 2018	Attendance at Handing and Taking Over Parade and the opening of the Military Academy.
17 to 21 February 2018	Members of the DFSC attended various functions and events in Bloemfontein and Kimberley in the build up to the National Armed Forces Day on 21 February 2018.

**Table 15: Defence Force Service Commission: Total Number of SANDF Parades and other Events attended (19)
(continued)**

Date	Event
a	b
23 March 2018	Members of the DFSC attended the SAMHS Easter Message at 1 Military Hospital.
28 March 2018	A DFSC delegation attended the C SANDF Easter Message at the Sports Grounds in Thaba Tshwane.



Members of the DFSC Secretariat, Ms Z. Maya and Maj K.G. Ramokgopa, attending the Chaplain General's Easter Service in Thaba Tshwane in March 2018.

Table 16: Defence Force Service Commission: Total Number of Visits to External Strategic Stakeholders (15)

Date	Event
a	b
12 and 22 June 2017	A DFSC delegation met with SUN media regarding the finalisation of the DFSC Conference Coffee Table Publication.
04 August 2017	The representative of the Commission, Prof Christie, delivered the response of the DFSC to the Draft Strategy of the Defence Industry at the National Defence Industrial Council Seminar.
15 November 2017	A DFSC delegation attended a function hosted by Ambassador of the Kingdom of Belgium in Pretoria.
17 November 2017	DFSC briefing to the JSCD, Cape Town.
21 November 2017	A DFSC delegation attended the book launching of the Deputy Chairperson to the DFSC, Maj Gen (rtd) B. Holomisa, Johannesburg.
29 November 2017	A DFSC delegation met with representatives from SAAB and ARMSCOR regarding the envisaged proposed DFSC Conference during March 2018, Pretoria.

Table 16: Defence Force Service Commission: Total Number of Visits to External Strategic Stakeholders (15)
(continued)

Date	Event
a	b
01 December 2017	DFSC Chairperson attended the birthday celebration of His Majesty the Emperor of Japan, as invited by the Ambassador of Japan.
05 December 2017	A DFSC delegation attended the Independence Day Celebrations of the Embassy of Thailand, Pretoria.
30 January 2018	A DFSC delegation attended the Armed Forces Day Celebrations of the Embassy of Thailand, Pretoria.
16 January 2018	The Chairperson and members of the Secretariat met with representatives from SAAB and ARMSCOR regarding the envisaged DFSC Conference during 2018.
26 February 2018	The Chairperson and members of the Secretariat met with representatives from SAAB and ARMSCOR regarding the envisaged DFSC Conference during 2018.
07 March 2018	The Chairperson met with the General Manager of Rheinmetall Denel Munition (RDM) for a sponsorship regarding the envisaged DFSC Conference during 2018.
20 March 2018	The Chairperson attended a Social Workers Award Ceremony.
22 March 2018	The Chairperson delivered a speech at the University of Cape Town.



The DFSC Chairperson, Prof Edna van Harte, with the delegation of the Chaplain General's Conference held in Bloemfontein on 18 October 2017.

9. PERFORMANCE STATUS

The core programme outputs, performance indicators and detail of actual achievements (compliance) of the DFSC are indicated in Table 17 below.

Table 17: Defence Force Service Commission: Core Programme Outputs, Performance Indicators and Compliance for FY2017/18

S/N	Output	Performance Indicators	Planned Target	Detail of Actual Achievement (Outputs)	Reason(s) and Comment on Deviation
	a	b	c	d	e
1	On an annual basis, make recommendations to the MOD&MV on improvement of salaries and service benefits of members.	Annual submission of recommendations.	Annual target.	<p>One recommendation in respect of the implications of the amendments to the Income Tax Act for members of the SANDF was tabled to the MOD&MV on 18 December 2017.</p> <p>Two recommendations were submitted to the Office of the MOD&MV on 28 March 2018 regarding:</p> <ul style="list-style-type: none"> Cost of Living Adjustment for SANDF members for FY2018/19; and Overall pay structure for members of the SANDF. 	No deviation.
2	Make recommendations to the MOD&MV on policies in respect of conditions of service.	Submission of recommendations.	Submit recommendations on policies regarding conditions of service to the MOD&MV.	<p>The following recommendations were submitted to the Office of the MOD&MV on 28 March 2018:</p> <ul style="list-style-type: none"> Medical benefits for members of the Reserve Forces; Military Heritage matters; Occupational Health and Safety; and Joint Support Base Garrison Pretoria accommodation facilities. 	No deviation.
3	Promote measures and set standards to ensure the effective and efficient implementation of policies on conditions of service within the Defence Force.	Consultation with strategic stakeholders to develop measures and standards, as well as a process to monitor the implementation of policies on conditions of service.	Annual target.	<p>A consolidated report was submitted to the Office of the MOD&MV on 28 March 2018 regarding compliance and implementation of:</p> <ul style="list-style-type: none"> Military Heritage Site matters; and Occupational Health and Safety Policies. 	No deviation.
4	Submission of a DFSC AAR to the MOD&MV according to DOD timelines.	Submission of the DFSC AAR to the MOD&MV according to Sec62B(1)(a) of the Defence Amendment Act.	Annual target.	<p>The DFSC could not submit its AAR for FY2016/17 within the required two months following the end of the financial year (31 March 2017).</p> <p>Printed copies of the AAR FY2016/17 were submitted to the Office of the MOD&MV on 19 June 2017.</p>	A delay in processes and submission to the authorised printers caused the delay in the submission.

PART C

GOVERNANCE

1. INTRODUCTION

The MOD&MV, as the EA, is responsible for oversight of defence-related Organs of State within the Department. The DFSC submits reports and recommendations to the MOD&MV and other relevant documents/reports to the DOD, as required. Furthermore, the DFSC governs through Plenary meetings, Functional Committee meetings and administrative committees, e.g. the BCC, and management and staff meetings. The aforementioned are indications that the DFSC complies in terms of the execution of its mandate.

Two significant engagements took place with the Honourable Minister during the reporting period.

We are very appreciative of the Minister honouring that highly successful event at SAS Wingfield at a time when her (now late) father was critically ill, given that there were about 500 people at the event, including 19 foreign Defence Attachés from different parts of the world. It was a morale booster for all of us, especially for Maj Gen Ledwaba and members of his team from the Works Formation.

On 28 June 2017, the Minister engaged with a delegation of the DFSC on matters relating to Delinking Salary from Rank, and the publication of the Gazette on the matter.

Many other informal opportunities were initiated for fruitful dialogue between the Minister and the Commission such as the invitation from the Office of the Ministry for the DFSC to attend the Budget Speech of the MOD&MV held at Parliament in Cape Town on 25 May 2017.

2. RISK MANAGEMENT

Even though no Corporate Risks are registered on the DOD Enterprise Risk Management Register for the DFSC, the DFSC manages its risks through a register at the BCC.

3. RISKS AND MITIGATING ACTIONS

The incapacity of the DFSC Secretariat to effectively deliver on the DFSC mandate due to an inadequately-staffed structure and lower-graded posts is recognised as a risk. The Secretariat was augmented by the call-up of five Reserve Force members during the year under review and six SANDF members are detached to the DFSC from respective Arms of Service. The Commission may, in terms of Section 62.B.3 of the Defence Amendment Act, *'in consultation with the Minister, call upon any member of the Defence Force or employee of the Department to assist it in the execution of its functions, and such person is obliged to provide the necessary assistance'*.

The performance of the DFSC continues to be challenged by resource limitations such as:

- The level of appointment of specifically the researchers within the core function of the DFSC and other critical support functionaries within the structure of the DFSC Secretariat;
- Cost-containment measures imposed by National Treasury, amongst others, impeded the acquisition of external actuarial services to determine, assess and plan the financial impact of validated recommendations in terms of Pay and Service Benefits.

4. CORRUPTION AND FRAUD PREVENTION

The DFSC had no incidents of corruption, fraud, financial misconduct or mismanagement of funds during FY2017/18.

5. CODE OF CONDUCT

The Code of Conduct for PSAP members (Annexure 3) is applicable to the Commissioners and the employees of the DFSC. Members on detached duty and members on call up from respective Reserve Forces are obliged to conform to the Soldier of Africa: Code of Conduct for Uniformed Members of the SANDF. These Codes of Conduct strengthened the ethical and legalistic behaviour of all members serving the DFSC.

6. HEALTH AND SAFETY ISSUES

The DFSC continues to comply with the provisions of the Occupational Health and Safety Act, Act No. 85 of 1993.

7. PORTFOLIO COMMITTEES

JSCD. The Commission appeared before the JSCD on 17 November 2017 and briefed the Committee on the following:

- The progress made by the DFSC.
- The action plans of the DFSC.
- Challenges encountered by the DFSC.
- An updated report on the recommendations tabled to the MOD&MV.

Subsequent to the briefing, the Co-Chairpersons of the National Assembly pronounced the following:

- The DFSC to submit the list of recommendations submitted to the MOD&MV and the DFSC Action Plan, which should have clear indicators, to enable the Committee to follow up on matters with the DOD/SANDF leadership.
- The JSCD undertook to arrange a meeting with the DFSC in January 2018. However, the meeting could not take place due to changes in the Parliamentary programme that is yet to be finalised. The Co-Chairpersons of the JSCD further committed themselves to arrange a workshop with all the relevant stakeholders to discuss the outstanding policy issues and the recommendations submitted by the DFSC.

In addition, the JSCD acknowledged the honesty with which the Commission presented the required matters. The JSCD undertook to facilitate the arrangement of a workshop aimed at discussing strategies to address challenges facing the SANDF. The workshop will involve the MOD&MV, the DFSC, the JSCD, Sec Def, the C SANDF and other significant role players.

PART D

HUMAN RESOURCE MANAGEMENT

INTRODUCTION

The HR component within the Secretariat of the DFSC was severely challenged in the reporting period. It had to rely on the six SANDF-remunerated staff on detached duty and on the utilisation of five Reserve Force members to supplement the gaps within the core and support functions throughout FY2017/18. Only 12 members (63.15%) of the already inadequate structure of the Secretariat of only 19 posts are permanently employed. Funds for the remuneration of the Reserve Force members were reallocated by means of a Change to Plan from unstaffed vacant PSAP posts within DFSC Item 10 HR Budget as indicated in Table 18 below.

Table 18: Defence Force Service Commission: Utilisation of Reserve Force Members for FY2017/18

S/N	Service Division	Reserve Force Members Utilised		Total of Person Days Utilised FY2017/18	Total Reserve Force Wages for FY2017/2018
		Admin Duties	Total Number of Reserves Utilised		
	a	b	c	d	e
1.	DFSC	05	05	1 462	R1 086 673.97
	Total	05	05	1 462	R1 086 673.97

1. THE STATUS OF HUMAN RESOURCES IN THE DEFENCE FORCE SERVICE COMMISSION

The remuneration level of some of the critical core function posts within the Secretariat poses a challenge as the work required, especially research, is too complex for the authorised level of appointment. Cost-containment measures on the expansion of structures, the elevating of appointment levels and outsourcing of essential consultancy services impeded on the validation of recommendations in terms of Pay and Service Benefits.

In terms of Section 62B(3) of the Defence Amendment Act 2010, the DFSC is mandated to '*... in consultation with the Minister, call upon any member of the Defence Force or employee of the Department to assist it in the execution of its functions, and such person is obliged to provide the necessary assistance*'.

The demographic representation of the detached and Reserve Force members assisting the DFSC during the period under review is illustrated in Table 19 on the next page. The DFSC needs to mention that no Coloured or Indian Reserve Force members were called up during the period under review. However, both male and female members were called up.

Table 19: Defence Force Service Commission: Representivity Status of the Defence Act Personnel and Members from the Reserve Forces

S/N	Detached Reserve Force Members and Defence Act Personnel	Arms of Service	Period	Male	Female	Race
	a	b	c	d	e	f
Members from the Reserve Forces						
1	Maj R.N. Mokae	SAAF	01 April 2017 to 19 January 2018		F	African
2	Maj K.G. Ramokgopa	SAMHS	15 January 2018 to 31 March 2018		F	African
3	Capt J.J.P. de Vries	SA Army	20 November 2017 to 31 March 2018	M		White
4	Sgt L.S. Mabusela	SAMHS	01 April 2017 to 31 March 2018		F	African
5	Rfn D.T. Tjeba	SA Army	01 April 2017 to 31 March 2018	M		African
6	Pte D.T. Radebe	SA Army	01 April 2017 to 31 March 2018	M		African
Members on Detached Duty from Services						
1	Col V.B. Tshelane	SA Army	01 April 2017 to 31 March 2018	M		African
2	Lt Col C.T. Silwer	SAMHS	01 April 2017 to 31 March 2018	M		Coloured
3	WO1 L.J.F. Vigeland	SA Navy	01 April 2017 to 31 March 2018	M		Coloured
4	CPO A.J. Nasson	SA Navy	16 January 2018 to 31 March 2018	M		Coloured
5	LS W. Baloyi	SA Navy	01 April 2017 to 31 March 2018	M		African
6	Ms A. Gujulwa	DOD HQ Bank of Lisbon	01 April 2017 to 31 March 2018		F	African

Tables 20 and 21 illustrate the demographic and equity status of the permanently-appointed employees within the Secretariat. The DFSC appointed one coloured member during the reporting period, who resigned to work in the local government in Cape Town. No Indians or persons with disabilities have been appointed within the DFSC Secretariat to date. The DFSC intends to correct the diversity profile through future appointments.

Table 20: Defence Force Service Commission: Demographics of Permanent Employees

S/N	Permanent Employees to the DFSC Secretariat	Male	Female	Race
	a	b	c	d
1	Mr M.M.P. Motsepe Head of Secretariat: Director	M		African
2	Ms M. Loots Deputy Director: Operational Support		F	White
3	Mr T.V. Mthombeni Assistant Director: Communication Officer	M		African
4	Mr N.S. van Wyk Assistant Director: Process Support	M		White

Table 20: Defence Force Service Commission: Demographics of Permanent Employees (continued)

S/N	Permanent Employees to the DFSC Secretariat	Male	Female	Race
	a	b	c	d
5	Mr T.L. Magubane Assistant Director: Researcher Total Rewards	M		African
6	Ms Z. Maya Assistant Director: Admin Support		F	African
7	Ms L.S. Phologane Assistant Director: Policy Monitoring and Evaluation		F	African
8	Ms M.M. Tema Senior Administrative Officer		F	African
9	Mr J.T. Masilo Chief Provisioning Admin Clerk	M		African
10	Mr R.F. Malatsa Senior Provisioning Admin Clerk	M		African
11	Mr C.K. Letsoalo Registry Clerk	M		African
12	Mr S. Maodi Driver	M		African
13	Mr J. Windvogel Driver (DFSC Wingfield Office, Cape Town)	M		Coloured

Table 21: Defence Force Service Commission: Equity Status of the DFSC Secretariat

S/N	Equity Status against the Demographic Composition of the Population of the RSA	Appointment against the Structure of 19 Approved Posts	Achievement
	a	b	c
1	African: 64.6%	10 employees	52.63%
2	Coloured: 10.2%	Nil	0%
3	Asians: 0.75%	Nil	0%
4	White: 24.3%	2 employees	10.52%
5	Male: 70%	8 employees	42.10%
6	Female: 30%	4 employees	21.05%
7	Members with disabilities: 2%	Nil	0%

- Notes:**
1. The DFSC should give priority to appoint an employee from the Asian or Coloured group, or an employee living with disability should an opportunity arise for future appointments.
 2. In terms of gender, the DFSC should strive to appoint more females to the Secretariat.

2. HUMAN RESOURCE PRIORITIES FOR THE YEAR UNDER REVIEW AND THEIR IMPACT

During the second quarter of FY2017/18, the DFSC advertised the two undermentioned vacant funded posts internally via a Department of Public Service and Administration circular:

- Provision Administration Clerk - Procurement (L5). This post was created but could not be staffed because of the initiated review of the DFSC Secretariat structure.
- Senior Secretary to the Head of Secretariat (L5) which became vacant on 01 December 2015.

A total number of 395 applications were received for the Provision Administration Clerk post, and 128 applications were received for the Senior Secretary post. The required process was followed and interviews were held with the short-listed candidates for the Senior Secretary post on 14 February 2018. The process to initiate the placement of the successful candidate commenced, but the post could not be staffed by the end of March 2018. The process to staff the post is ongoing.

Three posts became unfunded because that they were created but never staffed. As a result, only 16 of the approved structure of 19 posts can be staffed unless the moratorium on structures and staffing is reversed. The unfunded posts are:

- The Commission Secretary (L7).
- The Media Clerk (L6).
- The Case Management Clerk (L8).

The support of the respective DOD Services and Divisions to augment the functions of all the vacant funded and unfunded posts is commendable.

3. EMPLOYEE PERFORMANCE MANAGEMENT

It is worth noting that the structure and the post levels of the Secretariat need to be reviewed to enable the DFSC to attract and acquire personnel with the required skills and competencies. Despite the remuneration levels and inadequate structure, it is commendable that the sense of duty displayed by members of the DFSC Secretariat was largely positive.

In terms of the Public Service Regulation, 2016, Reference A, the MOD&MV shall determine a system for performance management of all employees in the DOD, excluding officials in the Senior Management System. The Performance Management and Development System that is implemented in the DOD and based on measuring and evaluating the tasks inherent to the official posts is applicable to all officials, including the DAP on detached duty to the DFSC. Members on continuous call-up duty from the respective Reserve Forces are excluded from the process as they have their own policies, processes and procedures to follow.

4. HIGHLIGHTS, ACHIEVEMENTS AND CHALLENGES FACED BY THE DEFENCE FORCE SERVICE COMMISSION, AS WELL AS FUTURE HUMAN RESOURCE PLANS

The INDFSC proposed a structure for the DFSC Secretariat that comprises 19 permanent posts. This structure was approved and funded by National Treasury, with a recommendation that, if needed, the structure could be revised once the DFSC had been established for two years. The DFSC reached its second year on 10 October 2015.

The DFSC approached the Directorate Integrated Management Systems (DIMS) since June 2015 to assist in revising the structure of the Secretariat. The newly-proposed structure was initially recommended by DIMS towards the end of November 2015.

Subsequent to the meeting between the MOD&MV, the Sec Def, Chief of HR and the Commission on 24 November 2015, the MOD&MV instructed the Sec Def to appoint a Task Team to investigate the appropriateness of and the level of the HR structure of the Secretariat to the DFSC, as well as that of the Commissioners. To date, no findings and recommendations of such a Task Team were promulgated.

The consequence of the cost-containment measures on structures and posts pronounced by the Minister of Finance during February 2016 was to the detriment of the DFSC. The implication to the DFSC is that the initial structure of 19 posts cannot be enlarged. Therefore, the support structure needs to be reduced by three members to substantiate the increase in the number and level of appointments of researchers within the core function.

5. EMPLOYEE WELLNESS PROGRAMMES

The DFSC encourages detached DAP to continue with their training and fitness programmes within respective sport affiliations. The PSAP employees engaged in a weekly activity that strengthened the *esprit de corps* as well as their fitness levels.

During December 2017, the DFSC Secretariat scheduled a Planning Session that was facilitated by statutory force members from the Military Psychological Institute. The platform provided an opportunity for the officials to voice concerns and recommend actions that would improve the organisational wellness of all employees. Their input will be considered for implementation, where possible.

PART E

FINANCIAL INFORMATION

The Chairperson of the DFSC, Prof E.L. van Harte, is the Accounting Officer for the DFSC.

1. OVERVIEW OF THE FINANCIAL RESULTS OF THE DEFENCE FORCE SERVICE COMMISSION

The DFSC is not mandated to and therefore did not collect any revenue in the current or previous financial years.

The DFSC is currently accommodated by the Surgeon-General (SG) of the Defence Force at its HQ situated at Kasteelpark, Erasmuskloof, Pretoria.

The SAMHS is leasing the Leerdam Building and for that reason the DFSC is reliant on the leasing agent for the maintenance of the infrastructure.

The DFSC submits its infrastructure maintenance requirements via the SG of the SANDF to the SAMHS HQ Unit. The DFSC did not plan any development relating to the maintenance of infrastructure that impacted on its budget for the period under review.

The infrastructure of the DFSC Wingfield Office at SAS Wingfield Military Base is currently maintained by the SAS Wingfield Military Base.

On Item 90 of the DFSC Budget, an amount of R18 776 was collected from the members of the DFSC Secretariat for parking fees and the utilisation of respective DOD duty buses for the period under review. Although this amount is reflected against the DFSC budget for record purposes, it is not available to the DFSC.

2. PROGRAMME EXPENDITURE

An amount of R12 403 982 was allocated to the DFSC for the 2017 Medium-Term Expenditure Framework as part of the budget allocation to the Ministry. It needs to be mentioned that the DFSC received an additional amount of R246 278 on 30 January 2018 that increased the total allocated budget to R12 650 260. Table 22 reflects the actual budget expenditure status of the DFSC for FY2017/18 as on 31 March 2018.

Table 22: Defence Force Service Commission: Actual Expenditure for the Current Financial Year

Item	Vote	Current Allocation	Paid	Available	Financial Authority Amount	Utilised
a	b	c	d	e	f	g
Item 10 HR Budget	R9 072 488	R9 072 477	R8 770 697	R301 780	-	96.67%
Item 15 S&T	R2 447 965	R2 485 106	R2 35 810	R126 296	R1 756 658	94.92%
Item 20 Stationery	R260 298	R355 839	R350 185	R5 654	R346 812	98.41%

Table 22: Defence Force Service Commission: Actual Expenditure for the Current Financial Year (continued)

Item	Vote	Current Allocation	Paid	Available	Financial Authority Amount	Utilised
a	b	c	d	e	f	g
Item 25 Goods & Services	R247 898	R355 839	R350 185	R5 654	R346 812	%
Item 35 Equipment	R321 343	R308 834	R289 657	R19 177	R297 758	93.79%
Item 60 Furniture	R54 001	R293 797	R271 797	R672	R293 122	92.51%
Total	R12 403 982	R12 650 260	R12 175 346	R453 586	R2 827 879	96.25%

- Notes:**
1. The DFSC successfully spent 96.25% of the budget in the reporting year, as projected.
 2. The DFSC had a total amount of R174 043 that was already committed for payment in the FY2017/18. The invoices were submitted but could not be processed before the end of the financial year because of delays in the DOD procurement process.
 3. These commitments will be paid in the FY2018/19.

3. VIREMENTS AND ROLL OVERS

None.

4. UNAUTHORISED, FRUITLESS AND WASTEFUL EXPENDITURE

The DFSC is not aware of any incidences of unauthorised, fruitless and/or wasteful expenditure during FY2017/18.

5. ASSET MANAGEMENT

The Main Asset Register for the DFSC is managed by the Logistics Section at the Defence HQ. All acquired assets are captured at the Defence HQ Unit on the DFSC Asset Register before it is distributed to the offices of the DFSC. Quarterly and annual stock verification according to DOD time schedules, processes and procedures is conducted to ensure that all assets are accounted for. For the past two financial years, there were no findings or discrepancies reported on the Asset Management of the DFSC. Currently, the DFSC is awaiting the Stock Certificate for FY2017/18.

The DFSC does not own any public, capital or infrastructure assets exceeding the amount of R500 000 per item.

The DFSC had eight computers stolen during a burglary on the evening of 18 July 2017 and had no funds to replace the computers. Furthermore, the DFSC was not granted the additional funding of R160 000 that was required for the replacement of the stolen computers by the Departmental Planning and Budgeting Evaluation Committee on 16 August 2017. Additional funding will be required in the next financial year to increase the security on both the inside and outside

perimeters of the DFSC offices. The replacement of these tools of trade will be absorbed in the allocated Operational Budget for FY2018/19.

6. GIFTS AND DONATIONS RECEIVED IN KIND FROM NON-RELATED PARTIES

The DFSC can report that no gifts were received that required recording and inclusion in a Gift Register for the reporting period.

7. EXEMPTIONS AND DEVIATIONS RECEIVED FROM NATIONAL TREASURY

On 14 October 2015, National Treasury confirmed that Commissioners are entitled to fly business class for local and international flights in terms of Section 12A and paragraphs 4.7 and 4.8 of National Treasury Instruction 01 of 2013.

A deviation to increase the amount from R120 to R150 per head to provide catering for the Commission during DFSC Plenary Board Meetings was tabled and approved by the Sec Def during April 2017.

8. EVENTS AFTER THE REPORTING DATE

No events, favourable and unfavourable, occurred subsequent to 31 March 2018 that had a financial effect on the DFSC.

9. OTHER

No other material fact or circumstances, which may have an effect on the understanding of the financial state of affairs, are applicable to the DFSC.

10. APPROVAL AND SIGN OFF

CONFIRMATION OF CORRECTNESS OF THE FINANCIAL REPORT REFLECTED IN THE ANNUAL ACTIVITY REPORT FY2017/18

To the best of our knowledge and belief, it is confirmed:

All information and amounts disclosed in this AAR FY2017/18 are consistent with the Annual Financial Statements.

Yours faithfully

Confirmation by the Budget Manager



(C. DE BRUIN)

BUDGET MANAGER DEFENCE FORCE SERVICE COMMISSION: SENIOR STATE ACCOUNTANT

DATE: 31 MAY 2018

Confirmation by the Budget Holder



(E.L. VAN HARTE)

BUDGET HOLDER DEFENCE FORCE SERVICE COMMISSION: PROFESSOR

DATE: 31 MAY 2018

PART F

CONCLUSION

The DFSC is the entity established in the DOD to make recommendations to the MOD&MV concerning improvements to the Conditions of Service of SANDF members. This is mandated in terms of Section 62A of the Defence Amendment Act 2010 and includes, but is not limited to, the improvement of salaries and service benefits of members, policies in respect of Conditions of Service and the promotion of measures and setting of standards to ensure the effective and efficient implementation of such policies to the EA.

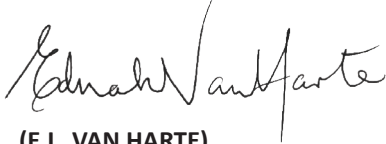
With the submission of this AAR for FY2017/18, the DFSC wishes to express its sincere appreciation to the Honourable MOD&MV for the opportunity to be able to serve the members in uniform to the best of its collective ability. The DFSC will continue in its efforts to be an effective and efficient State Organ within the DOD.

The Commission will continue to support the strategic efforts displayed by the leadership of the DOD and SANDF in advancing the aspirations contained in the Defence Review 2015, and is hopeful that the approved Defence Review 2015 will become a fully-funded mandate within Government

Highest appreciation is expressed to the countless individuals who supported the DFSC in many different ways and for the Secretariat that assisted the Commission in the accomplishment of its mandate. The members of the Secretariat continued to serve as the backbone of the Commission and their individual efforts are highly appreciated by the DFSC.

Special thanks to all the Commissioners who remained committed to the call to support our SANDF soldiers. It was encouraging to work with members who demonstrated their willingness to not only be servant leaders within the DOD, but also to contribute to the broader government imperatives of dealing with issues of poverty, unemployment and equality.

This is the last AAR from the first permanently appointed Commission, and we appeal to the DFSC to continue on this road of putting our soldiers and our nation first.



(E.L. VAN HARTE)

CHAIRPERSON OF DEFENCE FORCE SERVICE COMMISSION: PROFESSOR

DATE: 31 MAY 2018

The President of the Republic of South Africa and Commander-in-Chief of the South African National Defence Force, the Honourable Mr C.M. Ramaphosa, and the MOD&MV, the Honourable Ms N.N. Mapisa-Nqakula, at the official opening of Armed Forces Day 2018 in Kimberley.



ACKNOWLEDGEMENTS AND APPRECIATIONS

The Commission expresses its deep appreciation for the support demonstrated by the Honourable MOD&MV, the Deputy Minister of Defence, Sec Def, the C SANDF, Chiefs of Arms of Service and Divisions, the Reserve Force Council, the Reserve Force Division, the Military Ombud and ARMSCOR.

Appreciation is also expressed to Dr Lirette Louw, the Legal Advisor in the Office of the Ministry, and the staff in the Ministry for their support to the DFSC.

The DFSC would like to thank all Arms of Services, Divisions, Defence HQ Unit and Defence Reserves for availing personnel on detached duty to the DFSC Secretariat to provide additional capacity. It also appreciates being invited to their various events as it facilitated greater visibility for DFSC as well as acknowledged it as a DOD State Organ.

It is worth noting the support and assistance that the Commissioners and Secretariat continue to receive from various officials in the Office of the Minister; the Office of Sec Def, the Office of the C SANDF; the Office of the Chief Finance Officer and the Office of the Chief of HR.

The DFSC would like to confer its sincere appreciation to the SG of the SANDF, Lt Gen A.P. Sedibe, for accommodating the DFSC within the SAMHS HQ facilities. The investment that the SG made in the DFSC with this type of support over the last five years has been invaluable.

The C SAN, Vice Admiral M.S. Hlongwane, granted permission to use 'Building 99' at SAS Wingfield to open a DFSC Satellite Office. The Commission deeply appreciates the strategic support from the C SAN and his leadership structure, as the organisation was able to enlarge its footprint into a second province.



The Honourable MOD&MV, Ms N.N. Mapisa-Nqakula being interviewed by SABC News during the official opening of the DFSC Wingfield Office. The Minister is flanked on the right by C SAN, V Adm M.S. Hlongwane, and on the left by GOC Defence Works Formation, Maj Gen M.J. Ledwaba.

The Chief of HR, Lt Gen N. Yengeni, is acknowledged for granting permission for the DFSC Secretariat to attend the weekly HRCC meetings, as the HR environment is crucial to the smooth functioning of the DFSC.

The Commission expresses its sincere appreciation to the Chief Joint Operations, Lt Gen B.M.H. Hlatshwayo, and his dedicated staff for supporting and assisting the DFSC in planning and executing visits to the identified Operation CORONA bases. His pre-departure and post-departure briefings were of great assistance and ensured that the DFSC achieved its mission.

The C SAAF, Lt Gen Z. Msimang, and his personnel are acknowledged for supporting and assisting the DFSC delegation with air transport as required to execute visits to the identified Operation CORONA bases and other events. The excellent conduct and professionalism portrayed by the pilots in assisting the DFSC delegation throughout the period under review are commendable. We noted in particular the support given by C SAAF to the initiative to create crèches to cater for children of SAAF members.

The annual invitation of the DFSC to the Supplier Day by the Chief of Logistics, Lt Gen J.S. Mbuli, is highly appreciated. It assists the DFSC in understanding procurement processes and who the relevant role players are and empowers the Commission by providing it with knowledge on how to reach budget targets.

We would like to acknowledge the GOC of the Defence Works Formation, Maj Gen M.J. Ledwaba, and the Officer Commanding of the Regional Works Unit Western Cape, Col Z.E. Mpusula, for the renovation of 'Building 99' at Wingfield Military Base that serves as the DFSC Wingfield Office, as well as for their incredible assistance during the official opening of the DFSC Wingfield Office. They have made a great investment in capacitating the DFSC.

A very special word of appreciation is extended for the invaluable contribution of Mrs C. de Bruin from the Office of the Chief Finance Officer who serves as Budget Manager for the DFSC. She helped to ensure the effective, efficient and



A DFSC delegation with members of the Military Attaché Advisory Corps representing 19 countries and learners from different local schools.

economic management of the DFSC budget and she played an important role in helping the DFSC to comply with the Public Finance Management Act.

The role played by Defence Foreign Relations to ensure that Defence Attachés from 19 countries represented in the country attended the opening of DFSC Wingfield Office is commendable. The manner in which they facilitated the visits of the Defence Attaché from Romania and Defence Attaché from Japan to the DFSC during their end of tour schedules contributed to our knowledge of the Defence Forces of these countries, and is highly appreciated.

The Commission would like to congratulate its Deputy Chairperson and parliamentarian, Maj Gen (rtd) B.H. Holomisa on the publishing and launch of his autobiography - "Bantu Holomisa: The Gamechanger" at the Book Lounge in Cape Town on Monday 27 November 2017. The book delves into Holomisa's childhood and journey into South African politics, and also takes the reader through some of his life defining moments as family man and soldier, culminating in him becoming a respected Commander in the armed forces.

Finally, we acknowledge and appreciate the support and guidance received from the JSCD. The JSCD's oversight role plays an important part in reminding the Commission of its mandate and obligation to spend the money of tax payers in a responsible manner.

ANNEXURES

Annexure 1:	Defence Amendment Act, Act No. 22 of 2010	57
Annexure 2:	Defence Act, Act No. 42 of 2002. Defence Force Service Commission Regulations. Regulation R.1046, Dated 19 December 2014	66
Annexure 3:	Code of Conduct for Public Servant Act Personnel in the Defence Force Service Commission	87
Annexure 4:	Code of Conduct for Uniformed Members of the South African National Defence Force	90
Annexure 5:	Memorandum of Understanding between the Office of the Military Ombud and the Defence Force Service Commission	91
Annexure 6:	Military Ombud signs working agreement with Defence Force Service Commission	97
Annexure 7:	Creation of the Defence Force Service Commission Intranet Website	98
Annexure 8:	Defence Force Service Commission visits OPS CORONA	99
Annexure 9:	The SANDF opens the Western Cape Defence Force Service Commission Satellite Office at SAS Wingfield	101

ANNEXURE 1

DEFENCE AMENDMENT ACT, ACT NO. 22 OF 2010

Please note that most Acts are published in English and another South African official language. Currently we only have capacity to publish the English versions. This means that this document will only contain even numbered pages as the other language is printed on uneven numbered pages.



Government Gazette

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No. 33866

THE PRESIDENCY

No. 1183

9 December 2010

It is hereby notified that the President has assented to the following Act, which is hereby published for general information:–

No. 22 of 2010: Defence Amendment Act, 2010.



AIDS HELPLINE: 0800-123-22 Prevention is the cure

GENERAL EXPLANATORY NOTE:

- [] Words in bold type in square brackets indicate omissions from existing enactments.
- _____ Words underlined with a solid line indicate insertions in existing enactments.

(English text signed by the President.)
(Assented to 7 December 2010.)

ACT

To amend the Defence Act, 2002, so as to state who comprises the Military Command of the South African National Defence Force and to further regulate the appointment of its members; to require members of the Reserve Force contemplated in section 53(1) to enter into a contract of service with the Defence Force; to require members of the Reserve Force to comply with a call-up order to report for duty; and to establish the Defence Force Service Commission which is to make recommendations to the Minister of Defence and Military Veterans concerning conditions of service of members of the Defence Force; and to provide for matters connected therewith.

BE IT ENACTED by the Parliament of the Republic of South Africa, as follows:—

Amendment of section 1 of Act 42 of 2002

1. Section 1 of the Defence Act, 2002 (Act No. 42 of 2002) (hereinafter referred to as the principal Act), is hereby amended—

- (a) by the insertion in subsection (1) after the definition of “**Code**” of the following definition:

“‘**conditions of service**’ includes conditions relating to—

- | | |
|--|----|
| (a) recruitment procedures and advertising and selection criteria; | 10 |
| (b) appointment and appointment processes; | |
| (c) job classification and grading; | |
| (d) salaries, allowances and service benefits; | |
| (e) job assignments; | |
| (f) working environment and facilities; | 15 |
| (g) education, training and development; | |
| (h) performance evaluation systems; | |
| (i) promotion; | |
| (j) transfers; | |
| (k) demotion; | |
| (l) disciplinary measures other than dismissals; | 20 |
| (m) grievance and grievance procedures; | |
| (n) dismissal; | |

- (o) scarce skills;
 - (p) pay progression;
 - (q) deployment benefits;
 - (r) tools of trade;
 - (s) accommodation; and
 - (t) any other matter pertaining to conditions of service;” and
- (b) by the insertion in subsection (1) after the definition of “superior officer” of the following definition:
- “**the Commission**” means the Defence Force Service Commission established by section 62A;”.

Insertion of section 4A in Act 42 of 2002

2. The following section is hereby inserted in the principal Act after section 4:

“Military Command of Defence Force

- 4A.** The Military Command of the Defence Force referred to in section 202(1) of the Constitution consists of—
- (a) the Chief of the Defence Force;
 - (b) the Chief of the South African Army;
 - (c) the Chief of the South African Air Force;
 - (d) the Chief of the South African Navy;
 - (e) the Surgeon-General of the South African Military Health Service;
 - (f) the Chief of Joint Operations of the Defence Force;
 - (g) the Chief of Defence Intelligence;
 - (h) the Chief of Human Resources; and
 - (i) the Chief of Logistics.”.

Amendment of section 13 of Act 42 of 2002

3. Section 13 of the principal Act is hereby amended—
- (a) by the substitution for the heading of the following heading:
“**Chief of Defence Force, and appointment of other members of Military Command**”; and
 - (b) by the insertion after subsection (1) of the following subsection:
“(1A) The President must appoint members of the Military Command of the Defence Force referred to in section 4A.”.

Amendment of section 53 of Act 42 of 2002

4. Section 53 of the principal Act is hereby amended—
- (a) by the addition to subsection (1) of the following paragraph, the existing subsection becoming subsection (1)(a):
“(b) (i) The members of the Defence Force contemplated in paragraph (a) must, within 18 months after the commencement of the Defence Amendment Act, 2010, enter into a contract of service with the Defence Force as contemplated in subsection (1A)(a).
(ii) Should any such members fail to conclude a contract contemplated in subparagraph (i), the Minister must give the member notice of his or her intention to terminate the membership of the member and afford such member a reasonable opportunity to conclude the contract.
(iii) The Minister must terminate the membership of the member if such member fails to conclude the contract following the notice contemplated in subparagraph (ii).”;

- (b) by the insertion after subsection (1) of the following subsection:
- “(1A) (a) Any member of the Reserve Force is liable to render service in terms of a contract entered into between the Defence Force and such member.
- (b) The content and format of the contract contemplated in paragraph (a) must be prescribed.
- (c) The period for which a member of the Reserve Force must render the service contemplated in paragraph (a) and the calculation thereof must be prescribed.”;
- (c) by the insertion after subsection (3) of the following subsection:
- “(3A) (a) A Reserve Force member must comply with a call-up order issued by that member’s commanding officer in terms of which such member must report for service as contemplated in this Act or the Constitution.
- (b) The content and format of such call-up order must be prescribed.”;
- and
- (d) by the insertion after subsection (4) of the following subsection:
- “(4A) Where a Reserve Force member’s period of service terminates, lapses or expires during any form of employment contemplated in section 18(1), the Minister may, with the concurrence of such member, extend such service for a period not exceeding three months or until the conclusion of the operation, whichever is the shorter.”.

Amendment of section 55 of Act 42 of 2002

5. Section 55 of the principal Act is hereby amended by the addition of the following subsection after subsection (2):

- “(3) In the event that the processes contemplated in subsections (1) and (2) do not materialise, the Minister may, taking into account any recommendation by the Commission, and with the approval of the Minister of Finance, determine pay, salaries and entitlements of the members of the Defence Force.”.

Insertion of sections 62A, 62B, 62C, 62D, 62E, 62F, 62G, 62H, 62I, 62J, 62K and 62L in Act 42 of 2002

6. The following sections are hereby inserted in the principal Act after section 62:

“Establishment and composition of Defence Force Service Commission

- 62A.** (1) There is hereby established a Defence Force Service Commission.
- (2) The Commission consists of no fewer than eight and no more than ten members appointed by the Minister.
- (3) The Minister must designate one member as Chairperson and another as Deputy Chairperson of the Commission.
- (4) If the Chairperson is absent or for any reason unable to act as Chairperson, the Deputy Chairperson must act as the Chairperson of the Commission.

Functions of Commission

- 62B.** (1) The Commission must—
- (a) on an annual basis, make recommendations to the Minister on improvements of salaries and service benefits of members;
- (b) make recommendations to the Minister on policies in respect of conditions of service;

- (c) promote measures and set standards to ensure the effective and efficient implementation of policies on conditions of service within the Defence Force, and make recommendations to the Minister in this regard; and
- (d) for the purposes of making recommendations contemplated in paragraphs (a), (b) and (c)— 5
- (i) enquire into or conduct research on conditions of service;
 - (ii) review policies;
 - (iii) evaluate and monitor the implementation of such policies;
 - (iv) consult with the Secretary for Defence, the Chief of the Defence Force, members of the Defence Force, Reserve Force Council and any other interested person or body on conditions of service and any other matter relating to the purview of its functions; 10
 - (v) consider any representations made to the Commission; 15
 - (vi) consult with National Treasury;
 - (vii) confer with the Department responsible for public service and administration, the Public Service Commission and any other relevant stakeholder within the public service;
 - (viii) consider, among others— 20
 - (aa) the rank structure of the Defence Force;
 - (bb) the affordability of different levels of remuneration of the Defence Force;
 - (cc) current principles and levels of remuneration in the public service generally; and 25
 - (dd) inflationary increases.
- (2) The Commission must perform its functions impartially, without bias, fear or prejudice.
- (3) The Commission may, in consultation with the Minister, call upon any member of the Defence Force or employee of the Department to assist it in the execution of its functions, and such person is obliged to provide the necessary assistance. 30
- (4) The Minister determines the conditions of service for members of the Defence Force, in consultation with the Minister of Finance, after having received a recommendation from the Commission. 35

Appointment of members of Commission and conditions of service

- 62C.** (1) For the purposes of appointing the members of the Commission, the Minister must by notice in two national newspapers and in the *Gazette* invite interested persons to submit, within the period and in the manner mentioned in the notice, the names of persons fit to be appointed as members of the Commission. 40
- (2) The Minister must appoint five members of a nomination committee to make recommendations to the Minister for the appointment of the members of the Commission.
- (3) (a) In establishing a nomination committee, the Minister must ensure that the committee is broadly representative of the South African population and that both males and females are represented. 45
- (b) The members of the nomination committee must have sufficient knowledge and experience that would enable them to exercise a sound and objective discretion in making recommendations to the Minister. 50
- (4) The nomination committee must, in making a recommendation to the Minister, consider—
- (a) the proven skills, knowledge and experience of a candidate in matters relevant to the functioning of the Commission; and
 - (b) generally, whether the persons nominated represent a sufficient spread of qualifications, expertise and experience to ensure the efficient and effective functioning of the Commission. 55
- (5) The nomination committee must submit to the Minister a list of suitable candidates at least one and a half times the number of members of the Commission to be appointed. 60

(6) If a suitable person or the required number of suitable persons is not recommended, the Minister must call for further nominations in the manner set out in subsection (1).

(7) (a) The Minister must appoint members of the Commission from the list of candidates submitted in terms of subsection (5).

(b) The Minister must, within 30 days after appointing the members, by notice in the *Gazette* publish the names of the members so appointed and the date of commencement of their terms of office.

(8) Any vacancy occurring in the Commission must be filled in the manner provided for in subsections (1) to (7).

(9) (a) A member of the Commission—

(i) holds office for a period not exceeding five years;

(ii) may, at the discretion of the Minister and in the interest of continuity, be reappointed, but may not serve more than two terms consecutively;

(iii) is appointed according to the terms and conditions determined by the Minister; and

(iv) may be appointed either on a full-time or a part-time basis.

(b) A member of the Commission who is not in the full-time employ of the State must be paid from the budget of the Department such remuneration and allowances in respect of his or her services as the Minister may determine, acting in consultation with the Minister of Finance.

Disqualification from membership and removal from office

62D. (1) No person may be appointed as a member of the Commission if he or she—

(a) is a member of the Defence Force;

(b) is an unrehabilitated insolvent; or

(c) has been convicted of any offence for which that person has been sentenced to imprisonment without the option of a fine for a period of not less than 12 months, unless a period of at least five years has expired after the date on which the sentence was served.

(2) For the purposes of subsection (1)(c), no person is deemed to have been sentenced until an appeal against the conviction or sentence has been disposed of or until the period has expired within which an appeal may be lodged, as the case may be.

(3) The Minister may remove a member of the Commission from office on account of—

(a) misconduct;

(b) inability to perform the duties of that member's office effectively and efficiently; or

(c) absence from three consecutive meetings of the Commission without the prior permission of the chairperson, except on good cause shown.

Vacation of office

62E. A member of the Commission must vacate office if he or she—

(a) becomes subject to any disqualification referred to in section 62D;

(b) becomes of unsound mind;

(c) resigns by giving at least 30 days' written notice to the Minister; or

(d) for whatever reason, becomes unfit or unable to remain a member of the Commission.

Meetings of Commission

62F. (1) The Commission must meet at least twice a year at a time and place determined by the Chairperson of the Commission.

(2) Six members of the Commission form a quorum for a meeting of the Commission.

(3) The decision of a majority of the members of the Commission present at a meeting of the Commission constitutes a decision of the Commission and, in the event of an equality of votes on any matter, the person presiding at the meeting concerned has a casting vote in addition to his or her deliberative vote.

(4) The Commission must determine its own procedures to be followed at its meetings.

Committees of Commission

62G. (1) The Commission may from time to time appoint one or more committees to perform any duties and exercise any powers assigned or delegated to it by the Commission, and may at any time dissolve or reconstitute such a committee.

(2) A committee consists of so many members of the Commission as the Commission may deem necessary.

(3) The Commission must designate one of the members of a committee as chairperson of that committee.

(4) A committee must perform its duties and exercise its powers subject to this Act and such directives as may be issued by the Commission.

(5) A decision of a committee taken in the performance of a duty or exercise of a power assigned or delegated to it is a decision of the Commission, subject to ratification by the Commission.

Reporting

62H. (1) The Commission—

(a) is accountable to the Minister; and
(b) must within two months after the end of each financial year submit a report on its activities and findings to the Minister.

(2) The Minister must, as soon as practicable after receipt of a report contemplated in subsection (1), cause a copy of the report to be lodged with the Cabinet and tabled in Parliament.

(3) A report contemplated in subsection (1) must not contain confidential information that would be detrimental to national security.

(4) The Commission must, by notice in the *Gazette*, annually publish its findings and recommendations in respect of its work.

Staff of Commission

62I. The Minister may, after consultation with the Commission, appoint or designate persons to give research, secretariat, logistical and technical support to the Commission or to perform other work incidental to the exercise or performance of the powers and duties of the Commission.

Funding

62J. The costs and expenses connected with the administration of the affairs of the Commission must be defrayed from moneys appropriated by Parliament to the Department for that purpose.

Intervention by Minister

62K. (1) The Minister may direct the Commission to take any action specified by the Minister if the Commission has failed to perform its functions in an effective and efficient manner.

(2) A directive contemplated in subsection (1) must state—

- (a) the reason for issuing the directive;
- (b) the steps which must be taken to remedy the situation; and
- (c) a reasonable period within which the steps contemplated in paragraph (b) must be taken.

(3) (a) If the Commission fails to comply with the directive contemplated in subsection (1), the Minister may—

- (i) after having given the Commission a reasonable opportunity to be heard; and

- (ii) after having afforded the Commission a hearing on any submissions received,

replace the members of the Commission or, where circumstances so require, appoint a person as an administrator to take over one or more functions of the Commission subject to such conditions as the Minister may determine.

(b) Any vacancy occurring as a result of the application of paragraph (a) must be filled in the manner provided for in section 62C.

(4) If the Minister appoints an administrator in terms of subsection (3)—

- (a) the administrator may do anything which the Commission might otherwise be empowered or required to do under or in terms of this Act; and

- (b) the Commission may not, while the administrator is responsible for a particular function, exercise any of its powers or perform any of its duties relating to that function.

(5) Once the Minister is satisfied that the Commission is able to perform its functions in an effective and efficient manner, the Minister must terminate the appointment of the administrator.

(6) (a) Notwithstanding subsection (3), the Minister may dissolve the Commission if the Minister loses confidence in the ability of the Commission to perform its functions effectively and efficiently.

(b) The Minister may dissolve the Commission only after having—

- (i) provided the Commission with reasons for losing confidence in its abilities;

- (ii) given the Commission a reasonable opportunity to respond to those reasons; and

- (iii) afforded the Commission a hearing on any submissions received.

(c) If the Minister dissolves the Commission, the Minister—

- (i) may appoint an administrator to take over the functions of the Commission and to do anything which the Commission might otherwise be empowered or required to do under or in terms of this Act, subject to such conditions as the Minister may determine; and

- (ii) must, as soon as it is feasible, but not later than three months after the dissolution of the Commission, appoint the members of the Commission in the manner provided for in section 62C.

Regulations in respect of Commission

62L. The Minister may make regulations regarding—

- (a) the manner in which consultation with the Commission must be conducted and the procedures relating thereto;

- (b) any matter relating to the functioning of the Commission that it is necessary to prescribe in order to ensure the efficient and effective functioning of the Commission; and

- (c) any ancillary or incidental administrative or procedural matter that it is necessary to prescribe for the proper implementation or administration of the provisions relating to the Commission.”.

Amendment of section 104 of Act 42 of 2002**7. Section 104 of the principal Act is hereby amended—**

- (a) by the substitution for subsection (12) of the following subsection:
 “(12) Any person who is liable to render service in the Defence Force by virtue of a military service contract with the Defence Force, and refuses or, without a valid reason, fails to render such service, is guilty of an offence and liable on conviction to a fine or imprisonment for a period not exceeding one year.”; 5
- (b) by the deletion in subsection (21)(a) of the word “or” at the end of subparagraph (ii), and the insertion of the expression “; or” at the end of paragraph (iii); and 10
- (c) by the addition to subsection (21)(a) of the following subparagraph:
 “(iv) having been duly notified of his or her call-up for service by way of a call-up order issued in terms of section 53(3A), fails to present himself or herself at the time and place specified in the call-up order.” 15

Transitional provision and saving

8. (1) Any person who is a member of the body known as the interim National Defence Force Service Commission when this Act takes effect, is regarded as having been appointed in terms of section 62C and holds office until the Minister has appointed the members of the Commission in terms of that section. 20

(2) Anything done by the interim National Defence Force Service Commission prior to the commencement of this Act which could have been done by the Commission in terms of this Act, must be regarded as having been done by the Commission in terms of this Act.”. 25

Short title and commencement

9. This Act is called the Defence Amendment Act, 2010, and takes effect on a date fixed by the President by proclamation in the *Gazette*.

ANNEXURE 2

DEFENCE ACT, ACT NO. 42 of 2002. DEFENCE FORCE SERVICE COMMISSION REGULATIONS. REGULATION R.1046, DATED 19 DECEMBER 2014

STAATSKOERANT, 19 DESEMBER 2014

No. 38359 3

GOVERNMENT NOTICE

DEPARTMENT OF DEFENCE

No. R. 1046

19 December 2014

DEFENCE ACT, 2002

DEFENCE FORCE SERVICE COMMISSION REGULATIONS

The Minister of Defence and Military Veterans has, under section 62L of the Defence Act, 2002 (Act No. 42 of 2002), made the Regulations in the Schedule.

SCHEDULE

PREAMBLE

WHEREAS the Defence Force is a national asset which is mandated under the Constitution, to be structured and managed as a disciplined military force, and in accordance with the principles of international law governing the use of force;

AND WHEREAS the Defence Force is essential in the defence of the Constitution, the territorial integrity and national sovereignty of the Republic and our democracy;

AND WHEREAS the Defence Force provides a soldiering career wherein members entrust their inalienable right to life which is guaranteed in the Bill of Rights of the Constitution to the nation and the State;

AND WHEREAS it is an unavoidable reality that when a soldier is recruited her and his family becomes a part of the larger Defence Force family as an institution

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to share in the joys, anxieties and the sometimes unfortunate outcomes of service, including maiming and death;

AND WHEREAS it is essential for an effective mechanism to be created to provide for the necessary duty of care to the soldier and his or her family;

AND WHEREAS it is therefore necessary to create a working environment for the soldiering professionals that is positively conducive to discipline;

AND WHEREAS these factors define the uniqueness of the soldiering profession;

AND WHEREAS, in line with the uniqueness of the soldiering profession, the Defence Force Service Commission has been duly established in terms of Section 62A(1) of the Act as a statutory body;

AND WHEREAS the Defence Force Service Commission's role will be to provide a comprehensive system of ongoing research, continuous review, investigation and bench-marking on world-class best practice, in order to provide informed advice to the Minister on all aspects of service conditions for members of the Defence Force, to enable the establishment and maintenance of sustainable conditions of high morale and state of combat readiness for the Defence Force;

AND WHEREAS the fundamental principles that will guide the Defence Force Service Commission in the execution of its mandate will be objectivity, integrity, impartiality and transparency in conducting its business without bias, fear or prejudice;

AND WHEREAS it is necessary to protect the dignity of the Commission in the execution of its functions;

AND WHEREAS it is necessary to create procedures, structures and mechanisms whereby the Commission is empowered to fulfil its mandate having regard to the mission, vision and values of the Commission

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CHAPTER 1 DEFINITIONS

1. Definitions

In these Regulations, a word or expression to which a meaning has been assigned in the Act, bears the meaning so assigned and, unless the context otherwise indicates-

'Chairperson' means the Chairperson of the Commission designated by the Minister in terms of section 62A (3) of the Act;

'Commissioner' means a member of the Commission appointed by the Minister in terms of section 62C of the Act;

'Constitution' means the Constitution of the Republic of South Africa, 1996;

'Deputy Chairperson' means the Deputy Chairperson of the Commission designated by the Minister in terms of section 62A(3) of the Act;

'Full-time Commissioner' means a person who does not hold any other full-time or part time position other than a position at an office associated with the Commission;

'Head office' means the place which has been designated by the Commission as its head office;

'Head of the Secretariat' means the Head of the Secretariat appointed in terms of regulation 25;

'Military Community' means the defence force and its members and where applicable their dependants. A military community may consist of a functional community such as bases, units, headquarters or a geographic community which is defined by physical boundaries;

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'Part-time Commissioner' means a person who also holds other positions or who may hold other positions and who performs his or her duties at the Commission on single workdays or part thereof;

'Secretariat' means the Defence Force Service Commission Secretariat established in terms of regulation 25 pursuant to section 62I of the Defence Act, 2002 (Act No. 42 of 2002); and

'the Act' means the Defence Act, 2002 (Act No.42 of 2002)

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CHAPTER 2

DEFENCE SERVICE COMMISSION AND SCOPE OF APPLICATION

2. Scope of application of Regulations

(1) These Regulations apply to members of the Defence Force and where appropriate, to employees.

(2) The powers conferred and the duties imposed upon the Commission by or under these Regulations may be exercised or performed by an authorised Commissioner, in which case the powers and duties are considered to have been exercised or performed by the Commission.

3. Impartiality of Commission and Commissioners

(1) A Commissioner must serve impartially and exercise his or her powers or perform his or her duties in good faith and without fear, favour, bias or prejudice.

(2) A member or employee may not interfere with, hinder or obstruct the Commission in the performance of its functions.

(3) In executing its mandate, the Commission must at all times seek to maintain a healthy relationship with the Defence Force Military Command in such a way that it enhances the environment of command and control.

4. Code of conduct for Commissioners

(1) The Commission must develop and implement a code of conduct for Commissioners and staff of the Commission, which code of conduct must reflect the values of the Commission.

(2) The code of conduct must regulate the conduct of Commissioners and staff of the Commission.

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(3) The code of conduct must be open to inspection by the public at the head office of the Commission.

5. Misconduct

- (1) A member or employee who—
- (a) without lawful excuse, wilfully resists or otherwise obstructs a Commissioner in the execution of the Commission's functions under the Act;
 - (b) knowingly gives false or misleading information at an enquiry held in terms of the Act or these Regulations;
 - (c) makes a false report to the Commission pursuant to an enquiry of the Commission whilst the person knows that to be false or misleading; or
 - (d) wilfully interrupts the proceedings at a meeting of the Commission, is guilty of misconduct and may be referred to the appropriate authorities for disciplinary action.

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CHAPTER 3**ADMINISTRATIVE RESPONSIBILITIES AND POWERS OF COMMISSION****6. Administrative Responsibilities of Commission**

The Commission has the following administrative responsibilities:

- (a) The implementation of the Regulations in respect of the functions of the Commission;
- (b) To determine and revise the corporate governance plans and structures of the Commission;
- (c) To determine, oversee and revise the human resources policies and strategies of the Commission; and
- (d) To compile an annual report on the financial state of affairs of the Commission.

7. Administrative powers of Commission

- (1) The Commission may, in order to perform its functions effectively and efficiently—
 - (a) form partnerships with academic institutions, organs of state, private sector and non-governmental organisations for purposes of research;
 - (b) draft plans, guidelines or procedures which may be relevant in the execution of the functions of the Commission; and
 - (c) do all that is incidental to the exercise of any of its powers.

8. Enquiry into conditions of service

- (1) The Commission may, pursuant to the provisions of section 62B(1)(d)(i) of the Act—

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- (a) conduct or cause to be conducted an enquiry which enquiry may include site and benchmarking visits whether in the Republic or elsewhere;
- (b) through a Commissioner call for and receive such particulars and information as may be reasonably necessary in connection with the enquiry;
- (c) require a member or employee of the Department by notice in writing under the hand of the Chairperson of the Commission addressed and delivered by a member of its staff, in relation to an enquiry, to appear before it at a time and place specified in the notice and to produce before the Commission articles or documents in the possession or custody or under the control of such person and which may be necessary in connection with the enquiry.

(2) The Commission may direct that a person or category of persons whose presence is not desirable, be excluded from the proceedings during the enquiry or a part of the enquiry.

9. Performance management system

(1) The Commission must establish a performance management system based on a peer review model to monitor and evaluate the performance of Commissioners.

- (2) The performance management system must—
- (a) set appropriate key performance indicators as a yardstick for measuring performance;
 - (b) set measurable performance targets; and
 - (c) set a procedure to measure and review performance at least once a year.

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10. Establishment of committees of Commission

(1) The Commission may appoint committees to assist the Commission.

(2) A committee must consist of two or more Commissioners and at least one other person.

(3) The Commission must appoint a Commissioner as a chairperson of a committee from among the members of a committee.

(4) The Commission must determine the functions, remuneration and any other terms and conditions of appointment of committee members.

(5) The Commission may -

(a) determine the procedures of the committee; and

(b) remove a member of the committee at any time.

11. Conflict of interest

(1) A Commissioner must avoid a conflict of interest that may arise in representing the interests of the Commission. The Minister may take steps as he or she may deem appropriate to assist Commissioners to avoid such conflict.

(2) A Commissioner may not be assigned to a project of the Commission and may not accept such assignment where there is a reason to believe that participation in such a project would constitute a conflict of interest unless—

(a) full disclosure of the circumstances of the possible conflict are made in writing to the Commission, and

(b) the assignment has been approved, in writing, by the Chairperson of the Commission and carried out in accordance with such conditions as may be specified by the Commission.

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12. Disclosure of interest upon appointment as Commissioner

(1) A Commissioner must, not later than 30 April of each year, disclose to the Commission, particulars of all her or his registrable interests.

(2) A commissioner who assumes duty as a commissioner after 1 April in a year must make such disclosure within 30 days after assumption of duty.

(3) The following interests are registrable interests in terms of sub-regulation (1)-

- (a) Shares and other financial interests in private or public companies and other corporate entities recognised by law;
- (b) Directorships, trusteeships and partnerships;
- (c) Remunerated work outside the Commission;
- (d) Consultancies and retainerships;
- (e) Sponsorships;
- (f) Gifts and hospitality from a source other than a family member; and
- (g) Ownership and other interests in land and property, whether inside or outside the Republic.

13. Disclosure of interest at meeting of Commission

(1) If a Commissioner has a direct or indirect pecuniary or other interest in any matter in which the Commission is concerned, which could conflict with the proper performance of his or her duties in relation to that matter, he or she must disclose that interest as soon as practicable after the relevant facts come to his or her knowledge.

(2) If a Commissioner is present at a meeting of the Commission at which the matter is to be considered, the Commissioner must disclose the nature of his or her interest to the meeting immediately before the matter is considered.

(3) If a Commissioner is aware that the matter is to be considered at a meeting of the Commission at which he or she does not intend to be present, he

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or she must disclose the nature of his or her interest to the chairperson before the meeting is held.

(4) A Commissioner who has made a disclosure under sub-regulation (2) must not be present during any deliberation or take part in any decision of the Commission in relation to the matter in question.

(5) A disclosure made under this regulation must be noted in the minutes of the relevant meeting of the Commission.

14. Liability of Commissioners

(1) A Commissioner is not personally liable by virtue of a report, finding made or expressed in good faith or made known in terms of the Act and these Regulations.

(2) A Commissioner is not liable in respect of an act or omission done in good faith while performing a function in terms of these Regulations.

15. Commission to allow representations by interested parties

The Commission may, on request by an interested party, member or employee, allow such person or persons to make representations, give oral or written evidence in support of such representations as the Commission may decide from time to time.

16. Administrative rules of procedure

The Commission may make rules which are not inconsistent with the Act regarding-

- (a) the sittings of the Commission;
- (b) the manner of dealing with matters and business before the Commission, generally;

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- (c) the apportionment of the work of the Commission among Commissioners and the assignment of commissioners to review representations to the Commission;
- (d) any matter which in terms of these Regulations is required or permitted for the proper functioning of the Commission;
- (e) the filing of representations by interested parties;
- (f) steps which may be taken to give public notice or notice to persons who have an interest in any matter under investigation by the Commission;
- (g) the giving of notice to parties to attend a meeting of the Commission;
- (h) the keeping and preservation of records, documents and other evidence relating to an enquiry or recommendations by the Commission;
- (i) the rights or privileges of persons attending inquiries of the Commission as representatives, advisers, experts or observers; and
- (j) the procedure of meetings of the Commission and Committees of the Commission.

17. Manner of dealing with representations

- (1) The Commission—
 - (a) may receive representations made to it pursuant to an enquiry in any manner the Commission considers appropriate;
 - (b) must keep a record of the representations; and
 - (c) must consider the representations before preparing its final report.
- (2) A representation made to or received by the Commission by a person is not privileged with respect to that person.

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18. Cooperation between Commission and other State Institutions

(1) The Commission may make appropriate arrangements with other State Institutions to assist the Commission in the performance of its functions in so far as such institution has the power to assist the Commission.

(2) The Commission must co-operate with other State Institutions where the functions of the Commission overlap with those of such other State Institutions.

(3) The Commission must develop protocols for cooperation between the Commission and other State Institutions.

19. Guidelines

(1) The Commission may issue guidelines on the Commission's policy approach to any matter within its jurisdiction.

(2) A guideline issued in terms of sub-regulation (1) is not binding on the Commission, an institution, interested party or a court of law.

20. Protection of confidential information

(1) A person, including a member of the Commission, Committee, or Secretariat of the Commission, may not disclose confidential information or a confidential document obtained by that person in the performance of his or her functions in terms of the Act, except-

- (a) to the extent to which it may be necessary for the proper administration of a provision of the Act;
- (b) to a person who of necessity requires it for the performance of a function in terms of the Act; or
- (c) when required to do so by order of a court of law.

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21. Recommendations by Commission

(1) In making its recommendations the Commission may take into account one or more or all of the following:

- (a) The need to recruit, retain and motivate able and suitably qualified personnel taking into account the specific needs of the Defence Force;
- (b) Regional or local variations in labour markets and their effects on the recruitment and retention of staff;
- (c) Relevant legal obligations of the Defence Force, including legislation regarding age, gender, race, sexual orientation, religion and belief and disability;
- (d) Government policies for improving the public services, including the requirement to meet Defence Force output targets for the delivery of services;
- (e) The funds available to the Department as set out in the Government's departmental expenditure limits;
- (f) The competitiveness of the Defence Force with the private sector;
- (g) Differences in terms and conditions of employment between the public and private sectors;
- (h) The economic and technical evidence submitted by professional representatives and others;
- (i) The Government's inflation target;
- (j) Remuneration policies;

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- (k) Recruitment and retention policies;
- (l) Education and training accreditation;
- (m) Programmes unique to military dispensations;
- (n) Military communities;
- (o) Veterans' dispensations;
- (p) Occupation specific dispensations;
- (q) Legislative imperatives;
- (r) Compensatory practices;
- (s) Operational requirements;
- (t) The need for the remuneration of the Armed Forces to be broadly comparable with remuneration levels in civilian life; and
- (u) Any other relevant factor in relation to conditions of service as defined in section 1(1) of the Act.

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CHAPTER 4**DEFENCE FORCE SERVICE COMMISSION SECRETARIAT****22. Establishment of Secretariat**

A Secretariat for the Commission contemplated in section 62I of the Act must be established on the date on which the Commission is constituted.

23. Composition of Secretariat

(1) The Secretariat must consist of the Head of Secretariat and such persons appointed or designated by the Minister after consultation with the Commission.

(2) The Head of Secretariat must attend, or be represented at the meetings of the Commission.

(3) The Head of Secretariat does not have voting rights at meetings of the Commission.

24. Administrative functions of Secretariat

(1) The Secretariat must-

- (a) co-ordinate the functions of the Commission;
- (b) perform the secretarial and administrative functions of the Commission;
- (c) develop Protocols in conjunction with the Commission;
- (d) render logistical and technical support to the Commission and perform all other work that is incidental to the exercise or performance of the powers and duties of the Commission;
- (e) organise the work, meetings and visit programmes of the Commission;
- (f) attend to all domestic and foreign travel arrangements of the

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Commission;

- (g) provide policy and statistical advice to the Commission;
- (h) liaise with all stakeholders on all matters related to the Commission;
- (i) carry out the instructions of the Commission, for which the Secretariat must be accountable; and
- (j) carry out the administrative work of the committees of the Commission.

(2) The Secretariat has such other administrative functions as may be assigned to the Secretariat by the Commission from time to time.

25. Appointment of Head of Secretariat

(1) The Minister must, after consultation with the Commission, appoint a person as the Head of Secretariat of the Commission.

(2) When appointing the Head of Secretariat in terms of sub-regulation (1) the Minister may take into account the person's—

- (a) management qualifications, relevant knowledge and experience in the private and public sector;
- (b) special skills, expertise and administrative experience; and
- (c) suitability and competence for the efficient discharge of the powers and duties of the Head of Secretariat under these Regulations.

(3) The Head of Secretariat is appointed on such conditions as may be agreed upon by the Minister, after consultation with the Commission, and the person appointed.

(4) The Head of Secretariat holds office on a full-time basis.

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(5) The Head of Secretariat must be a South African citizen who is a fit and proper person to hold such office.

(6) The Head of Secretariat may not engage in any other paid employment and may not participate in any activity in respect of which he or she is in any way remunerated or receives any benefits or allowances without prior written approval of the Chairperson of the Commission.

(7) The Minister may, at any time, after consultation with the Commission, discharge the Head of Secretariat from office-

- (a) if he or she repeatedly fails to perform the duties of office efficiently;
- (b) if he or she materially fails to comply with the conditions of the performance agreement entered into in terms of regulation 30;
- (c) if, he or she, due to a physical illness, mental illness or any other cause becomes incapable of performing the functions of his or her office or performs them inefficiently; or
- (d) for misconduct.

(8) The Head of Secretariat must vacate his or her office immediately if he or she-

- (a) is convicted-
 - (i) whether in the Republic or elsewhere of murder, robbery, theft, fraud, forgery or uttering a forged document, perjury or any offence involving dishonesty; or
 - (ii) of any offence in terms of the Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004), the Companies Act, 2008 (Act No. 71 of 2008), the Prevention of Organised Crime Act, 1998 (Act No. 121 of 1998), the Public

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Finance Management Act, 1999(Act No. 1 of 1999) or the Act;

- (b) is convicted of an offence during his or her term of office and sentenced to a period of imprisonment without the option of a fine; or

- (c) becomes a political office bearer.

(9) During the term of office of the Head of Secretariat, he or she must not carry on any activity inconsistent with the performance of the duties of the Head of Secretariat under these Regulations.

26. Duties of Head of Secretariat

(1) The Head of Secretariat is the head of the Commission's administration and manages the Secretariat.

(2) The Head of Secretariat has the powers and must perform the duties conferred upon him or her by or in terms of these Regulations and such powers and duties as may be assigned to him or her by the Commission.

(3) In the exercise of the powers and the performance of duties referred to in these Regulations, the Head of Secretariat is accountable to the Commission.

27. Administrative responsibilities of Head of Secretariat

(1) Subject to the directions of the Commission, the Head of Secretariat is responsible for-

- (a) the formation and development of an efficient administration for the Commission;
- (b) the organisation, control and management of the staff of the Commission;

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- (c) the maintenance of discipline of members of staff of the Commission;
- (d) the carrying out of the decisions and orders of the Commission;
- (e) the effective deployment and utilisation of staff to achieve maximum operational results;
- (f) the secretarial duties at meetings of the Commission; and
- (g) any tasks, assignments or duties delegated by the Commission or the Chairperson related to the administration of the Commission as contemplated in Section 62I of the Act.

28. Assignment and delegation by Head of Secretariat

- (1) The Head of Secretariat may—
 - (a) assign, in writing, management or other duties to any member of staff with appropriate skills to assist the Head of Secretariat in the management and the control of the administrative functioning of the Commission; or
 - (b) instruct, in writing, any member of staff of the Commission to perform any of the Head of Secretariat's duties in terms of the Regulations.
- (2) An assignment or instruction under sub-regulation (1)—
 - (a) may be issued subject to conditions that the Head of Secretariat may impose; and
 - (b) does not divest the Head of Secretariat of the power to exercise the powers and perform the duties personally.
- (3) Subject to any limitations specified in the instrument of delegation the Head of Secretariat may—

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- (a) delegate to any member or staff of the Commission a power or duty of the Head of Secretariat relating to—
 - (i) convening of meetings; or
 - (ii) directing members of staff or apportioning their work; and
- (b) delegate to any member or staff any power or duty of the Head of Secretariat under these Regulations.

(4) An assignment, instruction or delegation issued under sub-regulations (1) and (3) may be revoked in writing at any time by the Head of Secretariat.

29. Conflict of Interest by Head of Secretariat

The Head of Secretariat may not, without the prior written approval of the Commission, hold a direct or indirect financial interest in a business with which the Commission is consulting or which the Minister has appointed to assist the Commission.

30. Head of Secretariat and Commission to enter into a Performance Agreement

The Head of Secretariat and the Chairperson of the Commission must enter into an agreement about the performance of the Head of Secretariat's functions in terms of these Regulations.

31. Short Title

These Regulations are called the Defence Force Service Commission Regulations, 2014.

ANNEXURE 3

CODE OF CONDUCT FOR PUBLIC SERVANT ACT PERSONNEL IN THE DEFENCE FORCE SERVICE COMMISSION

1. RELATIONSHIP WITH THE LEGISLATURE AND THE EXECUTIVE

An employee –

- 1.1 Is faithful to the Republic and honours the Constitution and abides thereby in the execution of his or her daily tasks;
- 1.2 Puts the public interest first in the execution of his or her duties;
- 1.3 Loyal executes the policies of the Government of the day in the performance of his or her official duties as contained in all statutory and other prescripts;
- 1.4 Strives to be familiar with and abides by all statutory and respective instructions applicable to his or her conduct and duties; and
- 1.5 Co-operate with public institutions established under legislation and the Constitution in promoting the public interest.

2. RELATIONSHIP WITH THE PUBLIC

An employee –

- 2.1 Promotes the unity and wellbeing of the South African nation in performing his or her official duties;
- 2.2 Will serve the public in an unbiased and impartial manner in order to create confidence in the Public Service;
- 2.3 Is polite, helpful and reasonably accessible in his or her dealings with the public, at all times treating members of the public as customers who are entitled to receive high standards of service;
- 2.4 Has regard for the circumstances and concerns of the public in performing his or her official duties and in the making of decisions affecting them;
- 2.5 Is committed through timely service to the development and uplifting all South Africans;
- 2.6 Does not unfairly discriminate against any member of the public on account of race, gender, ethnic or social origin, colour, sexual orientation, age, disability, religion, political persuasion, conscience, belief, culture or language;
- 2.7 Does not abuse his or her position in the Public Service to promote, or prejudice the interest of any political party or interest group;
- 2.8 Respects and protects the dignity of every person and his or her rights as contained in the Constitution; and
- 2.9 Recognise the right of the public to access information, excluding information that is specifically protected by law.

3. RELATIONSHIPS AMONG EMPLOYEES

An employee –

- 3.1 Co-operates fully with other employees to advance the public interest;
- 3.2 Executes all reasonable instructions by members officially assigned to give them, provided these are not contrary to the provisions of the Constitution and or any other law,
- 3.3 Refrains from favouring relatives and friends in work-related activities and never abuses his or her authority to influences another employee,
- 3.4 Uses the appropriate channels to air his or her grievances or to direct representations;
- 3.5 Is committed to the optimal development, motivation and utilisation of his or her staff and the promotion of sound labour and interpersonal relations;
- 3.6 Deals fairly, professionally and equitably with other employees, irrespective of race, gender, ethnic or social origin, colour, sexual orientation, age, disability, religion. political persuasion, conscience, belief, culture or language; and
- 3.7 Refrains from party political activities in the workplace.

4. PERFORMANCE OF DUTIES

An employee –

- 4.1 strives to achieve the objectives of his or her institution cost-effectively an in the public's interest;
- 4.2 is creative in thought and in the execution of his or her duties, seeks innovative ways to solve problems and enhances effectiveness and efficiency within the context of the law;
- 4.3 is punctual in the execution of his or her duties;
- 4.4 executes his or her duties in a professional and competent manner;
- 4.5 does not engage in any transaction or action that is in conflict with or infringes on the execution of his or her official duties;
- 4.6 will rescues himself or herself from any official action or decision-making process which may result in improper personal gain, and this should be properly declared by the employee;
- 4.7 accepts the responsibility to avail himself or herself of ongoing training and self-development throughout his or her career;
- 4.8 is honest and accountable in dealing with public funds and uses the Public Service's property and other resources effectively, efficiently , and only for authorized official purposes;

- 4.9 promotes sound, efficient, effective, transparent and accountable administration;
- 4.10 in the course of his or her official duties, shall report to the appropriate authorities, fraud, corruption, nepotism, maladministration and any other act which constitutes an offence, or which is prejudicial to the public interest;
- 4.11 gives honest and impartial advice, based on all available relevant information, to higher authority when asked for assistance of this kind; and
- 4.12 Honour the confidentiality of matters, documents and discussions, classified or implied as being confidential or secret.

5. PERSONAL CONDUCT AND PRIVATE INTERESTS

An employee –

- 5.1 During official duties, dresses and behaves in a manner that enhances the reputation of the Public Service;
- 5.2 Acts responsibly as far as the use of alcoholic beverages or any other substance with an intoxicating effect is concerned;
- 5.3 Does not use his or her official position to obtain private gifts or benefits for himself or herself during the performance of his or her official duties nor does he or she accept any gifts or benefits when offered as these may be construed as bribes;
- 5.4 Does not use or disclose any official information for personal gain or the gain of others; and
- 5.5 Does not, without approval, undertake remunerative work outside his or her official duties or use office equipment for such work.

ANNEXURE 4

CODE OF CONDUCT FOR UNIFORMED MEMBERS OF THE SOUTH AFRICAN NATIONAL DEFENCE FORCE



CODE OF CONDUCT FOR UNIFORMED MEMBERS OF THE SOUTH AFRICAN NATIONAL DEFENCE FORCE



I pledge to serve and defend my country and its people in accordance with the Constitution and the law and with honour, dignity, courage and integrity.

I serve in the SANDF with loyalty and pride, as a citizen and a volunteer.

I respect the democratic political process and civil control of the SANDF.

I will not advance or harm the interests of any political party or organisation.

I accept personal responsibility for my actions.

I will obey all lawful commands and respect all superiors.

I will refuse to obey an obviously illegal order.

I will carry out my mission with courage and assist my comrades-in-arm even at the risk of my own life.

I will treat all people fairly and respect their rights and dignity at all times regardless of race, ethnicity, gender, culture, language or sexual orientation.

I will respect and support subordinates and treat them fairly.

I will not abuse my authority, position or public funds for personal gain political motive or any other reason.

I will report criminal activity, corruption and misconduct to the appropriate authority.

I will strive to improve the capabilities of the SANDF by maintaining discipline, safeguarding property, developing skills and knowledge, and performing my duties diligently and professionally.

ANNEXURE 5

MEMORANDUM OF UNDERSTANDING BETWEEN THE OFFICE OF THE MILITARY OMBUD AND THE DEFENCE FORCE SERVICE COMMISSION



MEMORANDUM OF UNDERSTANDING

Between

The Office of the Military Ombud

Herein represented by Lieutenant General (Retired) T.T. Matanzima in his capacity as the Military Ombud and duly authorised hereto (Herein referred to as "the Office")

And

The Defence Force Service Commission

Herein represented by Professor Edna Van Harte in her capacity as the Chairperson of the Defence Force Service Commission and duly authorised hereto (Herein referred to as the "DFSC")

Two handwritten signatures are present in the bottom right corner of the document. The top signature appears to be 'E.V.H.' and the bottom signature appears to be 'T.T.M.'.

PREAMBLE

WHEREAS the Office of the Military Ombud is a statutory body established in terms of the Military Ombud Act, No. 4 of 2012 to investigate complaints lodged by either current or former members of the South African National Defence Force regarding conditions of service and complaints lodged by the public regarding the conduct of members of the Defence Force;

AND WHEREAS the Defence Force Service Commission is a commission established in terms of Section 62A of the Defence Amendment Act, No 22 of 2010 with the mandate is to review salaries, service benefits and the current policies in respect of the conditions of service of members of the South African National Defence Force.

AND WHEREAS all spheres of government must provide effective, efficient, transparent, accountable and coherent government for the Republic to secure the well-being of the people and the progressive realisation of their constitutional rights;

AND WHEREAS the two institutions are committed to enter into a bilateral cooperative agreement to provide a regulated cooperation for the mutual benefit of their establishments; and

FURTHER WHEREAS the Constitution provides that all spheres of government and all organs of state within each sphere must co-operate with one another in mutual trust and in good faith by, inter alia, fostering sound business relations and mutually assisting and supporting one another on matters of common interest.

Handwritten signature and initials, possibly 'EPA' and 'JH', with a small number '2' between them.

THE PARTIES THEREFORE REACHED THE FOLLOWING UNDERSTANDING

1. INTERPRETATION

In this MOU unless expressly stated otherwise

1.1 "MOU" means this Memorandum of Understanding and all annexures thereto

1.2 "DFSC" means the Defence Force Service Commission;

1.3 "the Office" means the Office of the Military Ombud

1.4 "Party/Parties" mean(s) the Office of the Military Ombud and/or the Defence Force Service Commission.

1.5 This MOU is to be read with and interpreted in a manner consistent with all applicable statutes and regulations and does not create any new legal powers or duties or hamper in any way the jurisdiction, power and duties of the Office and/or the DFSC.

2. PURPOSE

The purpose of this MOU is to provide for a co-operative framework between the Office and the DFSC with a view to sharing information and enhancing the effectiveness of the two institutions on matters of common interest.

3. THE SCOPE

3.1 This MOU constitutes a bilateral agreement to regulate cooperation and collaboration between the Parties with a view of enhancing their effectiveness and efficiency.

3.2 Matters of cooperation and collaboration shall be determined from time to time by the heads of the Parties.

4. AREAS OF COLLABORATION

4.1 Where a Party receives a complaint that falls within the scope of the other Party's mandate, the receiving Party shall refer the complaint to the other party for consideration or may refer the complainant to the said party for further assistance.

EWIA
3
JMA

4.2 Where the allegations that form the subject matter of the complaint has partial application to the mandate of either Party, the Parties shall decide in the interest of proper and effective investigation of the complaint, which Party shall best investigate the complaint.

5. SHARING OF INFORMATION AND ASSISTANCE

The Parties shall share information which would have a bearing on their respective mandates, including but not limited to complaints, best practices, trends, training and development and/or any other assistance within the expertise of either Party to this MOU.

6. CONFIDENTIALITY

6.1 Both Parties shall observe and maintain the confidentiality requirements of the other in respect of any information specifically notified as being confidential, unless written authorization has been given or the information is within the public domain through whatever means.

6.2 The Parties shall observe and maintain confidentiality requirements of the other Party in respect of any information specifically notified as being confidential or could reasonably have been assumed to be confidential, unless written authorisation has been given or the information has entered public domain through any means whatsoever.

6.3 This confidentiality clause shall also apply to information of a non-public nature.

7. THIRD PARTY RIGHTS

This MOU is made between the two Parties for their benefit and shall not be enforceable by any other person.

8. DISPUTES

8.1 The Parties shall use reasonable efforts to resolve any dispute that may arise under this MOU through good faith.

8.2 Subject to the provisions of the Intergovernmental Relations Framework Act, No. 13 of

Handwritten signatures and the number 4.

2005, nothing in this MOU creates a cause of action for any person or entity. Both Parties agree that they shall endeavour to resolve any dispute or misunderstanding through consultation, negotiation and/or mediation.

8.3 It is not the intention of this MOU that a dispute or misunderstanding be subject to litigation or resolution by courts of law.

9. DURATION, TERMINATION AND AMENDMENTS

9.1 This MOU shall come into effect upon signature by both Parties and will remain in force for a period of five (5) years, unless terminated by either party at any time after providing one (1) month's written notice to the other party, and may be renewed by mutual written consent by both Parties.

9.2 The operation of this MOU shall be formally reviewed by both Parties on each anniversary date of this MOU, unless otherwise determined by the Parties.

9.3 No alteration, variation addition or cancellation of this MOU shall be of any force and effect unless reduced to writing as an addendum to this MOU and signed by both parties, to the exclusion termination hereof by any electronic messages.

10. PRIMARY CONTACTS

The Parties shall designate representatives that will serve as primary contacts for the purpose of enabling this MOU. The representatives will manage all significant communications between the Parties.

11. GENERAL


11.1 This MOU together with all annexures and addendums, if any, represents the entire agreement between the parties and no party shall be bound by any undertaking, representation or warranty not recorded herein or added hereto.

11.2 If any clause or term of this MOU should be declared invalid, unenforceable or illegal, the remaining terms and provisions of this MOU shall be deemed to be severable therefrom and shall continue in full force and effect unless such invalidity, unenforceability or illegality renders the whole MOU invalid.

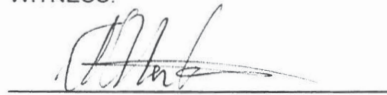
5
HM

11.3 In the event of any conflict of terms between this MOU and its annexures duly incorporated, the MOU shall prevail.

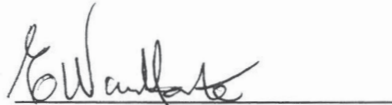
THUS SIGNED AT Centurion ON THE 5th DAY OF JULY 2017


LT GEN (RET) T.T. MATANZIMA
MILITARY OMBUD

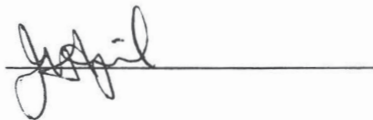
WITNESS:



DATE: 05 July 2017


PROF E. VAN HARTE
CHAIRPERSON OF THE DFSC

WITNESS:



DATE: 05/07/2017



ANNEXURE 6

MILITARY OMBUD SIGNS WORKING AGREEMENT WITH DEFENCE FORCE SERVICE COMMISSION

events

SA
Soldier

Military Ombud signs working agreement with Defence Force Service Commission

By S Sgt Itumeleng Makhubela
Photo by Pte Paul Mpangala

The Defence Force Service Commission and the Office of the Military Ombud signed a Memorandum of Understanding to provide for a framework for cooperation and collaboration between the two institutions. The parties recognise the concerted efforts of the two institutions in respect of complaints falling within their respective mandates or areas of interest.

The Office of the Military Ombud is a statutory body established in terms of the Military Ombud Act, No 4 of 2012 to investigate complaints lodged by either current or former members of the SA National Defence Force (SANDF) regarding conditions of service and complaints lodged by the public concerning the conduct of members of the SANDF.

However, the Defence Force Service Commission is a commission established in terms of section 62A of the Defence Amendment Act, Act No 22 of 2010. The Commission is mandated in terms of section 62B of the said Act, to make recommendations to the Minister of Defence and Military Veterans on improvements in salaries and service benefits, the review of policies in respect of conditions of service, promotion of measures and the setting of standards for efficient and effective implementation of policies for members of the SANDF.

Part of the agreement is that where a party receives a complaint falling within the purview of the other party's mandate, the receiving party is to refer the complaint to the other Party for consideration or may refer the complainant to the said party for further assistance.

Where the allegations which form the subject matter of the complaint apply



The Military Ombud, Lt Gen (Ret) Temba Matanzima and the Chairperson of the Defence Force Service Commission, Prof Edna van Harte, sign a Memorandum of Understanding at the Military Ombud Office in Centurion.


partially to the mandate of either party, the parties shall decide in the interests of proper and effective investigation of the complaint on the party that can best investigate the complaint or conduct a joint investigation as the case may be.

The Director Legal Services at the Office of the Military Ombud, Ms Chrystal Pillay, explained that issues of mutual interest had been elaborated on in terms of the agreement. She said the MOU provided that complaints received in the event that one was an institution were more suitable for processing it should be established which of the institutions can handle the complaint or have a joint investigation or an enquiry by both institutions.

Ms Pillay said: "The MOU speaks of collaboration and partnership in raising awareness of issues to ensure that personnel procedure relating to, among other things, recruitment, transfer, promotions and dismissals comply with the values and principles set out in section 195 of the constitution. This also involves the sharing of information that will include, but not be limited to dealing with complaints, support systems and procedure, training and development."

The Military Ombud, Lt Gen Temba Matanzima (Ret), mentioned that circumstances beyond their control have led to their institutions identifying areas of collaboration with a view of offering better services to their stakeholders.

Lt Gen Matanzima (Ret) said: "The Defence Force Service Commission and the Military Ombud acknowledge that the two institutions complement each other to some extent. In recognition of the synergy between us, we identified areas of collaboration and cooperation. Our institutions play an integral part within the DOD in promoting good governance. The Commission is a strategic partner and we are confident that this agreement will benefit our strategic stakeholders which are the members of the military."

The Chairperson of the Defence Force Service Commission, Prof Edna van Harte, said the commission valued the partnership as whatever complaints the Military Ombud had to deal with must also be of importance to the Commission. She said the Military Ombud were to fortify their office, especially in regard to legal expertise. 

SA SOLDIER • VOL 24 NO 7 2017

35

ANNEXURE 7

CREATION OF THE DEFENCE FORCE SERVICE COMMISSION INTRANET WEBSITE



News Flash

Department of Defence



27 September 2017

CREATION OF THE DEFENCE FORCE SERVICE COMMISSION INTRANET WEBSITE

The Defence Force Service Commission website has been created with effect from 15 September 2017.

It can be accessed on the DOD Intranet as follows: DOD Intranet (<http://www.mil.za:8080/>) >>>Top Navigation>>>Ministry>>>Defence Force Service Commission or by typing the following url <http://dfsc.mil.za:8080/>

Enquiries: Professor E.L. Van Harte (Chairperson: DFSC) 012 367 9334/5

Effective defence for a democratic South Africa.

This information is provided as a management tool to commanders and managers.

Issued by Defence Corporate Communication. Distribution enquiries: (012) 355-6359/50
on intranet <http://cdcc.mil.za:8080>

ANNEXURE 8

DEFENCE FORCE SERVICE COMMISSION VISITS OPERATION CORONA

SA
Soldier

events

Defence Force Service Commission visits Operation CORONA

Article and photos by
Mr Lufuno Netshirembe

The Permanent Defence Force Service Commission (DFSC) was established in terms of Section 62 of the Defence Amendment Act 22 of 2010. It is mandated in terms of 62B(1) of the Act to make recommendations to the Minister of Defence and Military Veterans on matters related to the improvement of salaries and service benefits of members,



The Defence Force Service Commission (DFSC) delegation arrives at Joint Tactical Headquarters Limpopo in Musina, front, middle (in SANDF uniform): the Officer Commanding Joint Tactical Headquarters Limpopo, Col Joseph "Joe" Tshugulu, flanked on his right by the Chairperson of the DFSC, Prof Edna van Harte.



Pte Rangaka Kolwane, a chef at Joint Tactical Headquarters Limpopo, preparing spinach to form part of lunch while WO2 Tommy Cridland, a chef, L Cpl Emily Mashioane, the chef leader, and Pte Charmaine Jantjies, a chef, look on.

policies on conditions of service and promotion of measures and setting of standards to ensure the effective and efficient implementation of policies on conditions of service within the National Defence Force.

The DFSC has three committees established in terms of Section 62G of the Defence Amendment Act 22 of 2010. The SA National Defence Force (SANDF) Pay and Service Benefits Committee makes recommendations on the review of pay

and service benefits. The Conditions of Service Review Committee makes recommendations on the review of the Conditions of Service. The Policy Review Committee makes recommendations on the review of policies aimed at improving conditions of service, including pay and service benefits. To achieve its mandate the DFSC researches and consults with internal key stakeholders of the Department of Defence (DOD) and external experts and pays visits

to military units/bases and other government departments.

In pursuit of Section 62 of the Defence Amendment Act 22 of 2010, the DFSC visited the Joint Tactical Headquarters Limpopo (J Tac HQ LP) of Operation CORONA on 23 and 24 August 2017. The visiting delegation comprised the Chairperson of the DFSC, Prof Edna van Harte, Maj Gen James April (Ret), Prof Renfrew Christie, Ms Margirly Mokoape, Mr Ian Robetson and the DFSC secretariat personnel headed by Mr Philemon Motsepe. Upon arrival at the Musina Ops Base the DFSC delegation went to Alpha Company's operational room where the Officer Commanding J Tac HQ LP, Col Joseph "Joe" Tshugulu, gave a presentation to the DFSC on the mission, vision, role and functions of J Tac HQ LP, including the status of the facilities and

the general conditions of service.

The Commissioners interacted with the deployed soldiers in their varying hierarchical rank categories to find out their challenges pertaining to their service conditions. The Commissioners encouraged the soldiers deployed in Musina and Madimbo border line of the J Tac HQ LP areas to be frank without fear of reprisal in telling the DFSC about their wide spectrum of challenges including, but not limited to, Human Resources issues, conditions of service they work under, as well as occupational health and safety issues.

It was critically important to the



The Commissioners who visited Operation CORONA at Joint Tactical Headquarters Limpopo, fltr: Mr Ian Robertson, Ms Margirly Mokoape, Prof Edna van Harte, Maj Gen James April (Ret) and Prof Renfrew Christie.



The Chairperson of the Defence Force Service Commission, Prof Edna van Harte, hands over a token of appreciation to the Officer Commanding of Joint Tactical Headquarters Limpopo, Col Joseph "Joe" Tshugulu, after the visit.

Chairperson of the DFSC that female soldiers were afforded an opportunity to express their unique female work environment challenges separately from their male counterparts. To empower the female soldiers on deployment for Operation CORONA, two Commissioners: Prof Van Harte and Ms Mokoape, had an in-depth discussion about consequences of workplace fraternisation, sexual exploitation and abuse. The two Commissioners were quite frank in their discussion to comprehensively unpack the ills of women allowing workplace fraternisation, sexual exploitation and abuse to go on unabated. Prof Van Harte and Ms Mokoape indicated that women must not be silent about these issues

if they want it to come to an end. The Chairperson of the DFSC said: "You need to realise that the only way that someone will get to know your pain and challenges as women in the SANDF is by talking about it, otherwise whatever is inside yourself remains inside and eats you up but if you tell someone, the likelihood that someone will help you to find a solution is high."


During the discussion with all the soldiers the general concerns of the deployed soldiers were mainly related to resources and a lack of proper support from the higher HQ, promotions, and support to the Defence Reserve members when they are not active during a call-up.

Furthermore, the Commissioners

visited the various "sticks" where soldiers were deployed performing patrols to curb illegal crossing of the border and the transporting of illegal goods and narcotics.

After all deliberations the visiting DFSC told the soldiers that they will write

a report and recommendations to the Minister, the Chief of the SANDF and the Chiefs of Services and Divisions. In order for the DFSC to achieve the best possible results in resolving all the challenges raised Prof Van Harte appealed to the soldiers to be patient while the DFSC meticulously do their job.

The Commissioners congratulated the soldiers for the sterling job they were doing despite their challenges. Prof Van Harte further congratulated the Officer Commanding of J Tac LP for being a good and steadfast leader who continuously instil hope in the midst of all disheartening challenges that the Operation CORONA deployment is faced with. 

ANNEXURE 9

THE SANDF OPENS THE WESTERN CAPE DEFENCE FORCE SERVICE COMMISSION SATELLITE OFFICE AT SAS WINGFIELD



The SANDF opens the Western Cape Defence Force Service Commission Satellite Office at SAS WINGFIELD

Article and photos supplied by Able Seaman Tashwill Atson

21 June 2017

Minister of Defence and Military Veterans (MoDV), Ms Nosiviwe Notluthando Mapisa-Nqakula was welcomed at SAS WINGFIELD by a Guard of Honour and the SA Navy Band during the opening of the Western Cape Defence Force Service Commission (DFSC) Satellite Office.



Lieutenant Commander Vorster saluting the MoDV, Nosiviwe Mapisa-Nqakula before inspecting the Guard of Honour.

The minister was welcomed by various Project leaders of the works formation branch at the entrance of the newly established Service Commission Office. The Project leaders displayed visuals of the various projects they are heading in the DOD as well as the progress they have made to date.



[Click to enlarge](#)

Ms Nosiviwe Mapisa-Nqakula with members of DFSC before the official opening



[Click to enlarge](#)

Ms Nosiviwe Mapisa-Nqakula Making her speech during the opening ceremony

The Chaplain General of the SANDF, Brigadier General (REV) Monwabisi Jamangile opened with a scripture reading and prayer. The Service Commission was established in 2010 and is making a meaningful contribution in bettering the conditions of serving members of the SANDF and is chaired by Prof Edna van Harte who is assisted by nine other Commissioners.

Minister Nosiviwe Mapisa-Nqakula explained during that the Commission is her "eyes and ears." and added that they are able to detect issues which I am not necessarily aware of and draw my attention to those. "Together we can then find a solution."

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