

140312 PCDEFENCE

**DEFENCE FORCE SERVICE COMMISSION  
BRIEFING TO THE PORTFOLIO COMMITTEE  
ON DEFENCE AND MILITARY VETERANS**

**12 MARCH 2014**

**Status Report on Progress To Date and  
Challenges Experienced**

**Professor E.L. van Harte  
DFSC Chairperson**

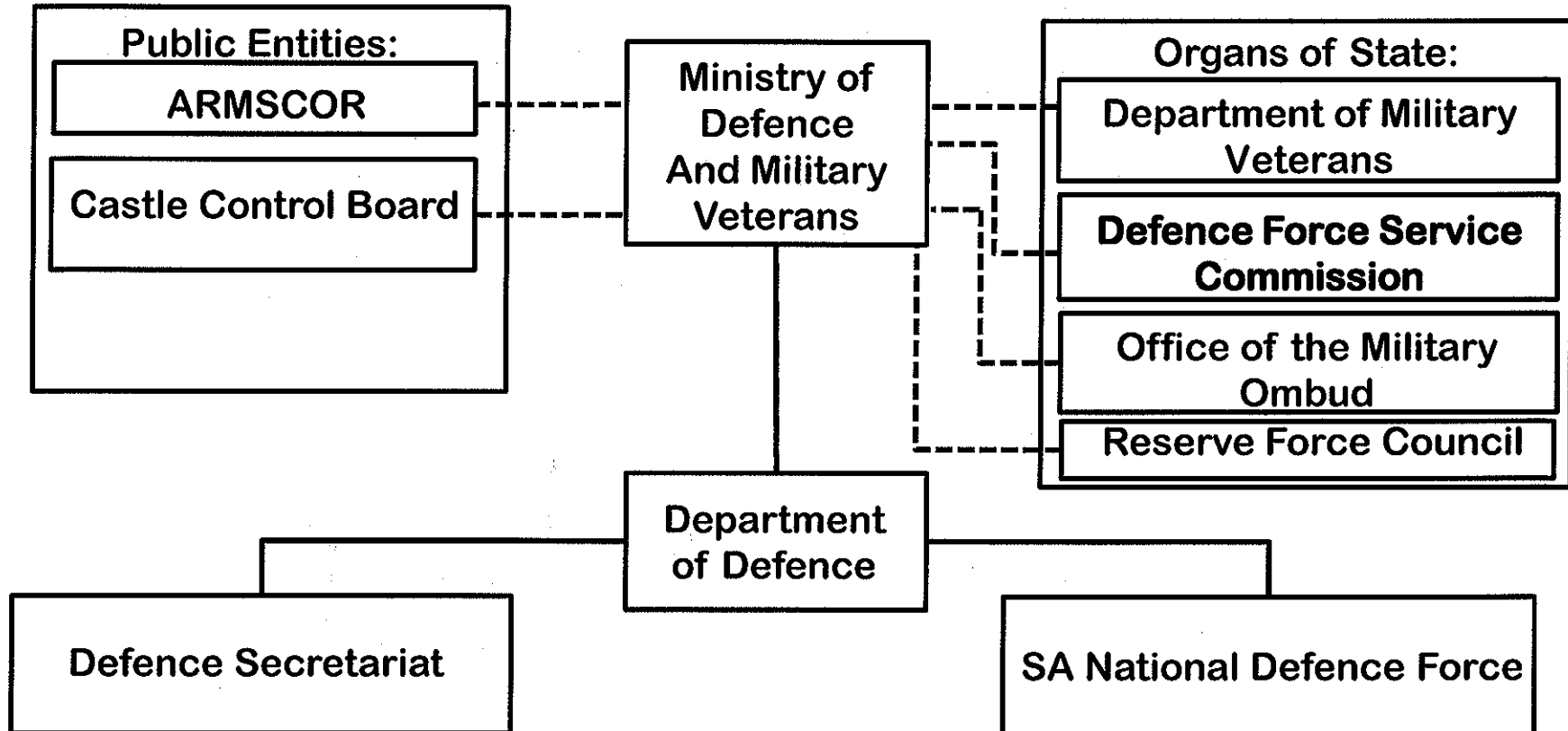
# Establishment of the DFSC

- ☞ An Interim National Defence Force Service Commission (INDFSC) was established with effect from 1 October 2009
- ☞ It recommended the establishment of a permanent Defence Force Service Commission (DFSC), which was enacted by the Defence Amendment Act 22 of 2010
- ☞ The following Commissioners were appointed to the DFSC during inauguration on 10 October 2013:
  - ☞ Prof E.L. van Harte (Chairperson)
  - ☞ Hon Maj Gen (ret) B.H. Holomisa, MP (Deputy Chairperson)
  - ☞ Lt Gen (ret) L. Moloji \*\*
  - ☞ Maj Gen (ret) J.H. April
  - ☞ Brig Gen (ret) D.M. de Lange \*
  - ☞ Ms M.R. Mokoape
  - ☞ Ambassador L.D. Zulu
  - ☞ Prof R.L. Christie
  - ☞ Ms D.C. Mvelase
  - ☞ Mr I.H. Robertson
- ☞ \*\* Lt Gen (ret) Moloji passed away on 23 December 2013
- ☞ \* Brig Gen (ret) De Lange resigned to continue serving in the Reserves

## **Mandate to the Defence Act 42 of 2002, as amended by the Defence Amendment 22 of 2010**

- ☞ In terms of Section 62B(1)(a) – (c) of the Defence Act, the Commission must**
  - ☞ On an annual basis, make recommendations to the Minister on improvements of salaries and service benefits of members**
  - ☞ Make recommendations to the Minister on policies in respect of conditions of service**
  - ☞ 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**
- ☞ The Commission is an advisory body to the Minister**

# The DFSC Macro Structure



# Progress on Work Done to Date

- **The Commission appreciates that the SANDF is making progress to implement the recommendations contained in the Interim Commission's November 2010 Report**
- **The Commission especially appreciates the implementation of the following:**
  - **The completion of the new Defence Review Report which, being on the verge of approval, will facilitate the appropriate resourcing of Defence**
  - **The implementation of a new individual grievance management policy and process**
  - **The establishment and capacitating of the DOD Works Formation to attend to Defence infrastructure**

## **Progress on Work Done to Date (cont)**

- ☞ **Since October 2013, the Commission:**
  - ☞ **Conducted a comprehensive handing and taking over with the Interim National Defence Force Service Commission on 30 October 2013;**
  - ☞ **Finalised Regulations for the functioning of the Commission, and the State Law Advisers' response is awaited;**
  - ☞ **Submitted a first Report to the Honourable Minister of Defence and Military Veterans in December 2013 on the development of a comprehensive Death Benefits Policy for SANDF Members who Died in Active Service whilst deployed Internally or Externally;**
  - ☞ **Commenced work on making recommendations to the Honourable Minister on Conditions of Living Adjustment (COLA)/Improvement in Conditions of Service (ICOS) for SANDF members;**
  - ☞ **Engaged with C SANDF and C Log on the establishment of a dual DFSC office in Cape Town, which was approved by C SANDF – all processes have been concluded, except for procurement**

## **Progress on Work Done to Date (cont)**

- ☞ Was briefed by various strategic role players within the Defence environment:**
  - ☞ Audience with the Commander in Chief, His Excellency President Zuma, on 21 February 2014;**
  - ☞ Meeting between the Honourable Minister and Defence and Military Veterans and DFSC Chairperson on 13 February 2014;**
  - ☞ Study Group meeting between the Honourable Minister and Defence and Military Veterans, Secretary for Defence and the DFSC on 22 February 14;**
  - ☞ C SANDF and the Military Command on 27 November 2013;**
  - ☞ The Military Ombud on 16 December 2013;**
  - ☞ Various consultative meetings were held with the Secretary for Defence, C SANDF and the top leadership of the SANDF**

## **Progress on Work Done to Date (cont)**

- ☞ The DFSC determined critical success factors impacting on the execution of its mandate**
- ☞ The DFSC attended the Awards Evening and Passing Out Parade of students at the Military Academy on 10 – 11 December 2013**
- ☞ The DFSC attended the Armed Forces Day Parade at Air Force Base Bloemspruit on 21 February 2014**
- ☞ A Head of Secretariat (Director) was appointed with effect from 24 February 2014 with a further 13 posts in an advanced staffing stage with assistance of the HR Division**



## **Progress on Work Done to Date (cont)**

- ☞ The DFSC identified the following bases/units to conduct consultative visits with SANDF members on their conditions of service during March/April 2014:**
  - ☞ Infantry School (Oudtshoorn);**
  - ☞ 1 Military Hospital (Pretoria);**
  - ☞ 2 Military Hospital (Cape Town);**
  - ☞ 3 Military Hospital (Bloemfontein);**
  - ☞ Army Combat Training Centre (Lohathla);**
  - ☞ Air Force Base Makhado**

# Challenges

- ☞ **Whilst awaiting approval of the Defence Review, which will ensure a better future for all members of the SANDF, both in the Regulars and Reserves, and their families, there is an obligation to ensure that deployed soldiers are issued with the required tools of trade**
- ☞ **The main challenge is the sustained capability of the SANDF to engage in operations – if not well equipped, this will impact negatively on morale and the SANDF's state of readiness**
  - ☞ **Impact on tools of trade, quality of uniforms etc**
- ☞ **The pace of corrective action to address all of the recommendations made in the Interim Commission's November 2010 report is too slow**

## **Challenges (cont)**

- ☞ **The conditions of service of some soldiers are still unacceptable – living in informal settlements, leading to a negative image of the SANDF**
- ☞ **Negative issues have been noted regarding recruitment, training and career management**
- ☞ **Five posts in the Commission's Secretariat will remain vacant due to budget constraints**

# Way Forward

- **Recognising the aforementioned challenges, the Commission will address these challenges through:**
  - **Ongoing consultative engagements with stakeholders within Defence (Secretary for Defence and the Military Command) and within broader Government;**
  - **Research and benchmarking;**
  - **By making recommendations to the Minister of Defence and Military Veterans**
- **Having received strategic direction from the Honourable Minister of Defence and Military Veterans during a meeting requested by the DFSC Chairperson on 13 February 2014, the DFSC will also include the following identified HR challenges in its Programme of Action for Financial Year 2014/15:**
  - **Recruitment in the SANDF;**
  - **Career management, succession planning and promotion;**
  - **The granting of Honorary Colonel status;**
  - **Recognising years of service in rank**

# Conclusion

- **Through regular engagements with the Honourable Minister of Defence and Military Veterans, the Secretary for Defence and the Military Command, and through the forging of strategic partnerships both inside and outside the Department of Defence, the Commission will contribute towards improved conditions of service for SANDF members, both in the Regulars and in the Reserves, as well as their families, thereby enhancing morale and the combat readiness of the Defence Force**
- **The Commission is also determined, in the pursuit of its mandate, to have a positive impact on the raising of patriotism and pride in uniform by SANDF members**

## **Conclusion (cont)**

- ➡ The Defence Force Service Commission expresses its deep appreciation to the Portfolio Committee on Defence and Military Veterans for the opportunity to make this presentation**
- ➡ E – Nkosi**
- ➡ Siyabonga**
- ➡ Thank You**
- ➡ Dankie**
- ➡ Re a leboga**
- ➡ All other official languages acknowledged, including sign language**