



Defence Force Service Commission (DFSC)



**BRIEFING TO THE JOINT STANDING COMMITTEE
ON
DEFENCE ON 09 SEPTEMBER 2016**

BY

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Defence Force Service Commission



AIM

The aim of the presentation by the Defence Force Service Commission (DFSC) is to brief the Joint Standing Committee on Defence on:

**The impact of the DFSC in improving service conditions
and,**

Challenges encountered.



SCOPE

- Introduction.
- Background.
- Impact of DFSC recommendations on improving service conditions.
- Challenges.
- Conclusion.



Defence Force Service Commission



BACKGROUND

The Defence Force Service Commission (DFSC), inaugurated in 10 October 2013, is mandated in terms of section 62 A-L of the Defence Amendment Act, Act No 22 of 2010, to make recommendations to the MOD&MV on:

- Improvement of salaries and service benefits.
- Policies in respect of conditions of service.
- Promotion of measures and standards to ensure the effective and efficient implementation of policies on conditions of service.

The above is achieved through:

- On-going research and findings from consultative visits, and lessons learned during benchmarking visits.
- Provision of support to the Commission by the Secretariat.
- Briefings by relevant internal & external stakeholders
- Obtaining expert advice



BACKGROUND (cont)

The conditions of service are determined in terms of Defence Amendment Act, Act 22 of 2010, in terms of section 1 of Defence Act 2002, as amended:

- Recruitment procedures and advertising and selection criteria;
- Appointments and appointment processes;
- Job classification and grading;
- Salaries, allowances and service benefits;
- Job assignments;
- Working environment and facilities;
- Education, training and development;
- Performance evaluation systems;
- Promotions; Transfers; Demotions;
- Disciplinary measures other than dismissal;
- Grievance and grievance procedures;
- Dismissals; Scarce skills;
- Pay progression; Deployment benefits;
- Tools of trade; Accommodation and
- Any other matter pertaining to conditions of service.



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IMPACT OF DFSC RECOMMENDATIONS

The impact of the DFSC recommendations will be an on-going process over the five year period of its term, and at this stage they are highlighted as follows:

Defence Review

The Interim Defence Force Service Commission (INDFSC) recommended a new Defence Review (DR). It was approved by Cabinet in 2014, and Parliament in 2015. The Defence Review outlines five (5) milestones. The first (1) milestone is "Arresting the Decline".

The DR is not being funded by Parliament, so the SANDF is in an accelerated decline because of the unfunded mandate.

The DFSC is often requested by MOD&MV, SecDef and CSANDF to support initiatives to get the DR 2015 funded.



IMPACT OF DFSC RECOMMENDATIONS (cont)

Benchmarking Visits

The DFSC has thus far undertaken benchmarking visits to four (4) SADC countries: Botswana, Tanzania, Namibia & Zimbabwe

- Some of the lessons learned at these benchmarking visits were:
 - Sustainable exit mechanisms that ensured that exiting military members are well incorporated into civil society.
 - Post Retirement Benefits for military members.
 - The complexity of de-linking of salary from rank in order to reward years of experience for members within the ranks.
 - The importance of National Youth Service in promoting patriotism, instilling discipline and model of youth and skills development.
 - Zimbabwe has a fourteen-day procurement turn-around time.
 - Impact** – The knowledge of the learned lessons is shared within the system, and research possible models to present as recommendations.



IMPACT OF DFSC RECOMMENDATIONS (cont)

Consultative Visits

The DFSC consultative visits to 30 Military Bases and Units. It interacted with 20 000 members in the Defence Force.

The consultative visits give strong evidence to back-up the recommendations to MOD&MV.

- Impact:** The demonstrated recognition, trust, and appreciation by members of the SANDF, that the DFSC is the voice that brings change and improvement in their conditions of service. This is demonstrated by submissions processed after the visits by the Commission.



IMPACT OF DFSC RECOMMENDATIONS (cont)

Conditions of Service

The recommendations to the MOD&MV regarding the eradication of Asbestos; Uniforms and the Military Skills Development System were endorsed by the Executive Authority and forwarded to the Secretary for Defence and the Chief of the SANDF for implementation.



IMPACT OF DFSC RECOMMENDATIONS (cont)

Pay and service benefits

The Policy on awarding of death benefits to the beneficiaries of the members/employees who pass away while deployed on Internal or External operations for which no international compensation is paid, was published in the Government Gazette.

The recommendation regarding remuneration for Military University Educators (MUE) was implemented.

The Commission submitted recommendations on Cost of Living Adjustment (COLA) for SANDF members for FY2015/16 and FY2016/17 to MOD&MV.



IMPACT OF DFSC RECOMMENDATIONS (cont)

- Review of Policies**
- The Commission identified the following policies areas for future review, as a consequence of the findings during the consultative visits to Units / Bases:**
 - Promotions;**
 - Career Management;**
 - Transfers;**
 - Nomination for Military Courses;**
 - Nomination for Foreign Learning Opportunities;**
 - Deployment Opportunities;**
 - Reserve Force Members (availability, days utilized, remuneration);**
 - Military Accommodation;**
 - Duty Buses utilisation;**
 - Military Uniform**
 - Organisational Structure.**



IMPACT OF DFSC RECOMMENDATIONS (cont)

Publications in the Government Gazette

The Policy on Awarding of Death Benefits to Beneficiaries of Members/Employees who Pass away while Deployed in Internal or External Operations for which no International Compensation is paid

Cost of Living Adjustment (COLA) for Members of the SANDF for FY2014/15

Defence Force Service Commission Regulations.

Final Report of the Interim National Defence Force Service Commission dated.



IMPACT OF DFSC RECOMMENDATIONS (cont)

MOU

A Memorandum of Understanding between the DFSC and the Reserve Force Council to create partnership aimed at improving service conditions for the Reserve Force members.



CHALLENGES

- Amendment of the of the Defence Act, Act 42 of 2002, in order to provide the Commission with greater powers to function more effectively in terms of its mandate.
- Poorly aligned structure of the DFSC Secretariat.
- Protracted procurement processes that contribute to under-spending of the DFSC budget.



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CHALLENGES

- ❑ Recognition of the DFSC to make recommendations on remuneration and service benefits for SANDF members independent from the rest of the Public Service.
- ❑ The DFSC has not been successful in its endeavour to visit external deployment areas.



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CONCLUSION

- The Commission appreciates your continued support to ensure the effective execution of the assigned mandate, in order to improve the service conditions of SANDF members.



THANK YOU

QUESTIONS & ANSWERS