

**MINISTRY OF DEFENCE & MILITARY VETERANS**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**1084. Mr S P Mhlongo (EFF) to ask the Minister of Defence and Military Veterans:**

(1) Whether, with reference to her reply to question 579 on 10 April 2018, any assessment or investigation by the Military Psychological Institute or Management Renewal Services confirmed that a certain person (name furnished) was the cause of the unhealthy work environment; if not, what is the position in this regard; if so, what are the relevant details;

(2) was there any suggested intervention or recommendation; if so, what are the details of the suggested interventions;

(3) was one of the recommendations that the specified person be assigned an executive coach; if so, (a) who was the executive coach, (b) did the coach give a report and (c) what did the coach recommend;

(4) whether she has found that the Internal Audit Division and the Secretary of Defence came to the same conclusion at any time of engaging with the unit? NW1176E

**REPLY**:

(1) The assessment by Military Psychological Institute (MPI) and the South African Air Force’s Directorate Management and Renewal Service (DM&RS) did not make its findings on an individual, however conducted an organisational diagnosis on the entire Division. The assessment’s findings were far reaching ranging from strategy and purpose, structure, rewards and recognitions, helping mechanism, relationships, leadership, and external environment.

(2) The following recommendations were recommended by the MPI intervention:

a. It was recommended that the CAE works with an executive coach of senior status.

b. A strategic planning session needs to be conducted, followed by the implementation of a supportive organisational structure and culture.

c. The CAE should operate in a more strategic and functional capacity and focus on intern development, project output and quality control.

d. Staffing of critical positions to avoid staff burnout.

e. The appointment of Divisional Chief of Staff to act as a link between the Divisional Head and staff members.

f. All members (including the CAE and her management team) should be given the opportunity to see a clinical psychologist to debrief.

(3) Yes, one of the recommendations was that the CAE works with an executive coach.

(a) Prof Frans Cilliers, Phd, an Industrial & Organisational Psychologist from the University of South Africa was appointed as an executive coach.

(b) The executive coach gave a report on his coaching task.

(c) The Department is still processing the report of the executive coach.

(4) The department is still processing the various intervention reports for recommendation of the way forward to the Minister of Defence and Military Veterans. The matter is therefore not yet concluded.