

MINISTER OF DEFENCE AND MILITARY VETERANS



NATIONAL ASSEMBLY

QUESTION FOR WRITTEN REPLY

QUESTION NO 2212

DATE OF PUBLICATION 07 JUNE 2022

**REPLY RECOMMENDED BY:
MINISTER OF DEFENCE AND MILITARY VETERANS:MP**

NATIONAL ASSEMBLY

QUESTION FOR WRITTEN REPLY

QUESTION NO 2212

DATE OF PUBLICATION 07 JUNE 2022

Mr. W T I Mafanya (EFF) to ask the Minister of Defence and Military Veterans:

(1) Whether the SA National Defence Force conducts competency assessments of its members, so as to allow deserving soldiers to be promoted to senior positions based on merit; if not, why not; if so, how often is the exercise conducted?

REPLY:

(1)(a) The SA National Defence Force (SANDF) conducts competency assessments for its members. These assessments commence at the entry level wherein members are subjected to psychometric evaluations and medical assessments prior to them enlisting in the SANDF and commencing with Basic Military Training. In addition these assessments are further continued by means of the attendance of formal military courses (functional and developmental programmes) in which members are assessed/evaluated and are required to be found competent.

(b) Successful completion of these programmes is an indication of the required competencies and merits for members to be considered for promotion and/or functioning at the next higher level and across the entire spectrum of the organisation.

(c) In addition to the successful completion of the formal programmes, SANDF members are subjected to an annual Performance Management and Development System (PMDS) which is based on measuring and evaluating the task inherent to the member's post. Therefore, member profile, competency and performance, among other things, form part of a criteria for consideration for promotion to a higher rank and the succession planning for the SANDF at large.



MS. T. R. MODISE

MINISTER OF DEFENCE AND MILITARY VETERANS: MP

DATE: 23.06.2022