

Interim National Defence Force Service  
Commission

Presentation to the Portfolio Committee  
on Defence

09/11/09 PC Defence

**Judge LO Bosielo**

**Chairman: Interim National Defence Force**

**Service Commission**

**18 November 2009**

# AIM

- To brief the Portfolio Committee of Defence on the progress made to date.

*was*

- To brief the PCD on progress made with the recommendation on short term remuneration and conditions of service adjustments as well as the draft Bill on the establishment of a permanent Military Service Commission/ NDFSC

- To get the PCD's views or possible suggestions to the INDFSC

*was met*



# AMENDED TERMS OF REFERENCE OF THE INDFSC

- The amended terms of reference as received from the Min of Def and Mil Vets on 9 Nov 09, are to:
  - Advise and make recommendations on a unique service dispensation outside the ambit of the public service.
  - Advise on the regulatory framework for the unique service dispensation; and
  - Investigate and provide advice on remuneration and conditions of service of members of the SANDF



# APPROACH

- It was proposed that the INDFSC adopts the following approach:
  - It makes recommendations on a unique service dispensation for the SANDF;
  - The recommendations must include the establishment of a Military Service Commission (National Defence Force Service Commission).



# APPROACH (Cont....)

– And:

- How it is to be appointed;
  - Its terms of reference;
  - Its functions
  - Its staff component etc;
  - Its relationship with the Public Service Commission
  - Its relationship with Parliament
  - Its reporting responsibilities to the President and the Minister
  - Its oversight role over the SANDF in respect of the INDFSC's mandate
- It develops a framework for determining the salaries and conditions of service for the SANDF that the new MSC will be able to develop and implement, subject to any changes which it may make.





# PROGRAMME OF ACTION

- The INDFSC has met frequently in the last few weeks in an attempt to get a deeper understanding of the nature and depth of the issues affecting the SANDF so that it would be in a position to provide a more detailed report to the Minister of Defence and Military Veterans before the end of December 2009.



# PROGRAMME OF ACTION

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- The INDFSC has had meetings with the PCD, Defence Staff C, MCC, SC, MTUs, MOD&MV
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- The Commission has also visited a number of military bases during this time and has interacted with the Command of these bases, SANDF officers, NCOs and troops at the various units.
- During each visit separate meetings were held with different levels of Cmdrs, Officers, NCOs and troops to allow all levels to state their issues/concerns and recommendations without fear or favour



## CONSULTATION WITH STAKEHOLDERS

- Portfolio Committee on the Defence: Introduction 13  
October 2009 ✓
- Defence Staff Council: 19 October 2009
- Military Command Council: 20 October 2009
- Military Trade Unions: 21 October 2009
- SA Army: 21 SAI Battalion : 26 October 2009
- SAAF – AFB Hoedspruit: 27 October 2009
- SA Navy Fleet Command: 28 October 2009
- Secretariat Council: 29 October 2009





# CONSULTATION WITH STAKEHOLDERS (Cont....)

- Interim Reports MOD & MV: 05 November 2009
- SAMHS 1 Military Hospital: 09 Nov 2009
- 9 Nov 09: Consultation with the MOD & MV
- 12 Nov 09: INDFSC (Workshop): Consultations with the Independent Commission for the Remuneration of Public Office Bearers, the Inspector General of Intelligence, Alexander Forbes, SANDF (Chief Human Resources) and Chief Defence Legal Services.
- 17 Nov 09: INDFSC (Workshop): Consultations with SAPS and proposals by Chief Human Resources and Alexander Forbes as well as Chief Defence Legal Services



# CONSULTATION WITH STAKEHOLDERS

- Short term planned consultations:
  - Army Support Base Johannesburg and Personnel Services School: 19 November 2009
  - Secretariat Council: 24 November 2009
  - Defence Staff Council: 26 November 2009
  - Consultation with Political Parties represented in Parliament
  - Consultation with relevant Civil Society Organisations



## WAY FORWARD

- Revision of the salary structures and other proposals are currently under review and recommendations for interim short term relief will be made to the Minister by the end of November 2009.
- Recommendations wrt the draft Bill on the establishment of the permanent Military Service Commission/NDFSC will be given to the MOD&MV before 15 Dec 09.
- The first report of the INDFSC tabled with the MOD&MV by mid-Dec 09.



# Interim National Defence Force Service Commission

## Discussion and views of the Portfolio Committee on Defence