

## GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

## DEPARTMENT OF DEFENCE

NO. 322

07 APRIL 2017

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1

## DEFENCE FORCE SERVICE COMMISSION RECOMMENDATIONS ON CONDITIONS OF SERVICE AND POLICIES IN RESPECT OF CONDITIONS OF SERVICE

S/No	Finding a	Some of the Policy/ies Reviewed b	Recommendation/s c
01	<b>ASBESTOS</b> 1. Despite various Acts, Policies, Instructions and other publications published on the Department of Defence (DOD) Policy Website (DOD Intranet) and elsewhere, the Department of Defence did not make much progress on eradicating asbestos from DOD property. 2. Members (human and equestrian) are still accommodated in facilities with asbestos roofs, exposed to, or working with asbestos equipment.	1. Occupational Health and Safety Act 85 of 1993; 2. Asbestos Regulations published under Government Notice R155 in Government Gazette 23108 of 10 February 2002; 3. The White Paper on Integrated Pollution and Waste Management For South Africa published under Government Notice No 20978 of 17 March 2000; 4. Occupational Safety/Beroepsveiligheid Log Pamphlet 9 & 10 Pamphlet 4 Part 7 on Asbestos Regulations; and 5. Various Instructions and Publications from Services and Divisions, e.g.: a. South African Navy Safety and Readiness Check Manual SANGP 40 Part 1 Volume 2 (Chapters 11 – 22); b. South African Army Infantry Training Manual Volume 12; Specialised Infantry Training Book 1: Equestrian Training Pamphlet 1: Stable and Field Management; Basic and	1. The DFSC strongly recommend that the eradication of Asbestos in the DOD be prioritised to such an extent that there will be no asbestos in the DOD within five years. 2. The Minister of Defence and Military Veterans (MODMV) could consider a joint venture with amongst others: a. National Treasury; b. Department of Health; c. Department of Environmental Affairs; d. The Department of Public Works; e. Secretary for Defence f. Chief South African National Defence Force; g. Chief Financial Officer h. Chief Logistics; i. Chief SA Army j. Chief SA Air Force k. Chief SA Navy l. Surgeon General m. Chief SA Army Works Formations; i. To investigate the extent of asbestos on DOD property, as required by Section 14.(1) of the Occupational Health and Safety Act 85 of 1993.

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A-2

S/No	Finding a	Some of the Policy/ies Reviewed b	Recommendation/s c
		<p>Advance Equestrian; c. South African Air Force Technical Directive 015623; Turboprop engine – Asbestos Fibre Insulation and Shields – Replacement of.</p>	<p>ii. Simultaneously, compile an estimated cost analysis for eradication of asbestos from DOD property.</p> <p>iii. To establish and negotiate a viable eradication project in the short, medium to long term with National Treasury.</p> <p>3. The DFSC recommend that the Accountable Authority (Surgeon General) responsible for occupational hygiene is empowered to confirm and ensure that all health aspects as per Log Pamphlet 9 &amp; 10 Pamphlet 4, Part 7 and related Acts are adhered to by all Arms of Services and Divisions.</p> <p>4. Information on Asbestos and Health related matters should be communicated to, and addressed with all members within the DOD biannually as required by Section 5 of the Occupational Health and Safety Act 85 of 1993.</p> <p>5. The results over the past five years regarding processes and procedures implemented to comply with paragraph 12 of Log Pamphlet 9 &amp; 10; Pamphlet 4; Part 7 before or on 30 June 2016 to be published by the Accountable Authority.</p>

RESTRICTED

RESTRICTED

A-3

S/No	Finding a	Some of the Policy/ies Reviewed b	Recommendation/s c
			<p>6. A consolidated report reflecting the compliance of all Arms of Services and Divisions over the past five years regarding:</p> <ul style="list-style-type: none"> <li>a. Paragraph 13 of Log Pamphlet 9 &amp; 10; Pamphlet 4; Part 7, and</li> <li>b. Paragraph 14 of Log Pamphlet 9 &amp; 10; Pamphlet 4; Part 7, should be made available to the MODMV and the DFSC by 30 August 2016.</li> </ul> <p>7. It is further recommended that all Asbestos related DOD Log Pamphlets, South African Military Health Service (SAMHS) Policies, related Instructions and manuals be reviewed and aligned with National Health Policies by the end of FY2016/17.</p> <ul style="list-style-type: none"> <li>a. Occupational Safety/Beroepsveiligheid Log Pamphlet 9 &amp; 10 Pamphlet 4 Part 7 on Asbestos Regulations should be revised.</li> <li>b. Asbestos Warning Signals to be displayed at every facility and on all DOD equipment and asbestos containing material at a date decided on by the MODMV.</li> <li>c. The Internal Audit Division (IAD) to assist with guidelines and audits on revenue</li> </ul>

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A-4

S/No	Finding	Some of the Policy/ies Reviewed	Recommendation/s
	a	b	c
02	<p><b>Military Skills Development System (MSDS)</b> Findings include various aspects and allegations and are consolidated as follow:</p> <ol style="list-style-type: none"> <li>1. Inaccurate communication of benefits and creating of expectations by recruiters and alike;</li> <li>2. Poor communication between the Officers Commanding, General Officers Commanding, Service Chiefs and MSDS members;</li> <li>3. Misinformation communicated between the MSDS members themselves from different MSDS intakes;</li> <li>4. MSDS Policy prescripts are not implemented fair and equal to MSDS members;</li> <li>5. The MSDS is perceived as an employment opportunity waving</li> </ol>	<ol style="list-style-type: none"> <li>1. Department of Defence Instruction: Pol and Plan No 52/2001; Edition No 2; Department of Defence Human Resource Strategy 2010.</li> <li>2. Applications for Employment:                         <ol style="list-style-type: none"> <li>a. Molokuthu Project;</li> <li>b. South African Police Service;</li> <li>c. South African Revenue Service;</li> <li>d. Secure Banking Vehicle Services.</li> <li>e. Correctional Services.</li> </ol> </li> </ol>	<p>collection and compliance of Services and Divisions on Asbestos Regulations, the National Health Act and related Instructions within the DOD.</p> <ol style="list-style-type: none"> <li>1. Although the number of intakes per annum is determined by Policy prescripts, the resources available to all Arms of Services can no longer accommodate the prescribed number of MSDS members. It is strongly recommended that Services and Divisions should only recruit the number of MSDS members that can be trained, utilised and probably appointed, or absorbed into the Reserve Force, for subsequent utilisation on a call-up system within a specific critical vacant area according to the Budget Allocation and within the financial perimeters.</li> <li>2. Services and Divisions need to compile and promulgate recruitment strategies to include unique and address new constituency unemployment.</li> <li>3. The training and competency levels of Recruiting Officers need to be revised. Misrepresentation or the communication of distorted information by Recruiting Officers, Instructors or any other member of the DOD should be viewed as an offence.</li> </ol>

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A-5

S/No	Finding a	Some of the Policy/ies Reviewed b	Recommendation/s c
			<p>4. The pre-selection medical examinations should be rescheduled to take place on the reporting day. Only after the MSDS member is declared medically fit to proceed with basic military training, the contract will be issued and signed. Approximately 7 000 – 10 000 recruits go through a pre-selection medical examination on an annual basis. Rescheduling the pre-selection medical to a pre-contract medical examination for the selected number of members will serve as a huge cost containment measure.</p> <p>5. The Reserve Force Council to consider a minimum call up period of 270 days for selective employment.</p> <p>6. Re-establishing of school programmes that enhances discipline and create awareness for the Military as the employee of choice.</p>

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A-6

03	<p><b>UNIFORMS</b></p> <p>Findings can be consolidated as follow:</p> <ol style="list-style-type: none"> <li>1. The prescribed number of items as an issue is not available;</li> <li>2. Required sizes are not available;</li> <li>3. Very poor quality of material and craftsmanship;</li> <li>4. Boots is of sub-standard, do not support the ankles and causes feet problems;</li> <li>5. A lack of proper effective and appropriate protective clothing for all geographic environments and conditions, especially for deployed members as well as for Defence Attachés;</li> <li>6. The quality of the new camouflage uniform (ABUNT) is substandard, the material is much thinner than the original ABUNT and,</li> <li>7. Items are not available at clothing stores for uniform maintenance.</li> <li>8. The “fire proofing” of specific protective attire is questionable and need to be tested.</li> </ol>	<p>There are many publications available on the DOD Intranet. Only a few publications are reflected herewith to indicate the variety of publications addressing various aspects of uniform in the SANDF:</p> <ul style="list-style-type: none"> <li>• SANDF Dress Instructions; Volume 1: Dress General Pamphlet 4: Dress and Related Matters; 31 December 1980.</li> <li>• SANDF Dress Instructions; Volume 1: Dress General Pamphlet 3: General Instructions Part 1: SA Defence Force Dress Instructions; SADF Publication LOG 2 (Substitution of previous instructions - HSL/518/2/6/1 dated 30 April 1980) Appendix A; Planned Pamphlets.</li> <li>• South African National Defence Force Service Guide for Officers: NSN: 7610-18-025-3253.</li> <li>• South African National Defence Force Order Dress Policy: General Appearance and Conduct, 22 January 1999.</li> <li>• General Services Log and Supply MRI: 009078 Effective Date: 18/06/07; Issue Date: 18/06/07. Air Force Instruction Uniform Scales of Issue [Prescriptive (Enforceable and Binding)] Applicable Document A: MRI: 007866 Dress Policy, General Appearance and Conduct South</li> </ul>	<p>1. The DFSC recommends the appointment of a joint Project Team comprising of members from various stakeholders such as:</p> <ol style="list-style-type: none"> <li>a. National Treasury;</li> <li>b. Secretary for Defence;</li> <li>c. Chief Financial Officer;</li> <li>d. Joint Operations Division;</li> <li>e. SA Army;</li> <li>f. SA Air Force;</li> <li>g. SA Navy;</li> <li>h. SA Military Health Services;</li> <li>i. Special Forces;</li> <li>j. DOD Works Formation;</li> <li>k. Defence Intelligence Division;</li> <li>l. Defence Inspectorate Division;</li> <li>m. Logistics Division;</li> <li>n. Military Police Division;</li> <li>o. CMI Division;</li> <li>p. The Office of the Warrant Officer of the SANDF,</li> </ol> <ol style="list-style-type: none"> <li>i. To develop a <b>standardised</b> SANDF uniform, that address geographic, climatic and all other unique challenges including the office environment and deployment requirements.</li> <li>ii. As a cost cutting measure the quality of the fabric, sizes, cuts and numbers of each item should be <b>standardised</b> whilst only allowing for the specific unique colour of each Arm of</li> </ol>
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A-7

		<p>African Air Force. Reference Document A: Scales of Issue: General Scales: Log 1 Vol A2 Pam 2B: Occupational Health and Safety Act, Act No 85 of 1993 C: Protective Clothing and Equipment (MRI: 009105); Superseded Document A: Scales of Issues (AFO 4/17/92).</p> <ul style="list-style-type: none"> <li>• SADF Dress Instructions Volume 2: SA Army: Men Pamphlet 2: Composition of Dress. 31 January 1980.</li> <li>• SAMHS Order 3/2002: Defence against Chemical And Biological Weapons And Radioactive Materials: 31 October 2001.</li> <li>• South African Navy Naval Dress Regulations; SANGP 24, 01 July 2003.</li> <li>• Log 2: SADF Dress Instructions. Volume 10: SA ARMY Traditional Citizen Force Units Pamphlet 5: Cape Field Artillery (CFA). Part 1: Composition of Dress. Note 1: For the composition of standard uniforms refer to Volume 2, Pamphlet 2.</li> <li>• Department of Defence (SA Army) SA Army Order: Chief Directorate Army Corporate Services (SAAO/C Dir Army Corp SVC/D AR/240/01/03) Policy on Reserve Force Units Authorised to Wear Traditional Dress; 05 August 2003.</li> </ul>	<p>Service.</p> <p>iii. The subsequent developing of a consolidated Uniform Policy should be completed by a date as determined by the MODMV.</p> <p>2. It is recommended that the MODMV initiates the exploring of long term contracts at Parastatals for the manufacturing of standardised SANDF uniform items e.g. Universities, i.e. Cape Peninsula University of Technology, Correctional Services and the DOD Reserve Force by 31 October 2016.</p> <p>3. The DFSC strongly recommended that all publications (policies, regulations, instructions, orders and log pamphlets) related to any aspect of dress (uniform) composition, general appearance and conduct in uniform, protective clothing, scales of issue, pregnant women in the SANDF, and alike be revised, archived and or revoked as per SANDF Order: Strat &amp; Plan No 00001/20017 (Edition 2); Policy, Process and Procedures on the Development, Promulgation and Maintenance of Level 1 Policy in the SANDF, dated 01 April 2011.</p> <p>4. The DFSC recommend that crucial decisions need to be taken on all pre-1994 publications available and published on the DOD Intranet according to SANDF Order;</p>
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A-8

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