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PHOTO ON PAGE 2: Fltr: Mr Arnold Raaths, Director of the South African Management Development Institute, Mr Daan de la Rey, Deputy Director PSAP ETD Policy and Doctrine, and Dr Mary Ledwaba, the Chief Director of HR Policy and Planning.

PHOTO ON PAGE 3: Members of the SA Army Intelligence Formation visited the Happy Hearts Service Centre for the Aged in Promosa, Potchefstroom.

FRONT COVER: 2 Signal Regiment presented a Swagger Parade in Pretoria. Please read more about this military custom and tradition on page 35. (Photo: F Sgt David Nomtshongwana)

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From the Editor’s desk

Christmas is the time for joy and happiness. It is the time for giving and sharing. I wish you and your loved ones a merry Christmas and a prosperous New Year.

A very special word of thanks to our “ambassadors” in Burundi and the Democratic Republic of Congo, as well as our soldiers who are elsewhere internally or externally deployed during the festive season. Thank you and your families for your willingness to fulfil your duties in order to bring peace to our continent.

I wish to present my condolences to the families of those who died while in deployment. The sacrifice made by our departed heroes will remain memorable. May God continue to comfort all their families and loved ones.

We also end this year by celebrating our first decade of democracy and freedom. May the second decade be filled with peace, prosperity and many successes...

Once again, I wish you all a joyous Christmas season and prosperous 2005. If you are going away, please drive safely and do not drink and drive! (Please read the article about alcohol abuse on pages 42 and 43.)

Nelda Pienaar
Editor

16 Days of Activism

By Fanie Ngoma, GCIS, Pretoria

The 16 Days of Activism: No Violence Against Women and Children is an international campaign which has its roots in international solidarity with women across the world. In 1999, the United Nations (UN) officially recognised 25 November as the International Day for the Elimination of Violence against Women. South Africa has been participating in the 16 Days of Activism Campaign since 1998 and has used this period to raise public awareness around the violation of the rights of women and children. Government works closely with the Justice, Crime Prevention and Security and Social clusters, Office on the Status of Women in The Presidency, the Office on the Status of Persons with Disabilities, the Office on the Status of Children, as well as other Government departments. Government Communications (GCIS) is responsible for co-ordinating communication around the Campaign.

The purpose

The purpose of the campaign is, among others

- to increase awareness among South Africans concerning occurrences of violence against women and children and to encourage change in the behaviour of perpetrators;
- to maximise partnerships between Government, business, civil and other sectors of society in order to spread the message;
- to raise funds to support victims and survivors of violence;
- to reach out to women and children in rural areas with our message;
- to engage men and boys in order to encourage them to help combat this form of violence; and
- to highlight the stories of survivors of gender-based violence.

The rights of women and children are fundamental human rights catered for by South Africa’s Constitution. Uphold these rights. Stop the violence! Unite against women and child abuse!

For more information, please contact Dorris Moloto at tel no: (012) 314 2294 or e-mail: dorris@gcis.gov.za or contact Lusani Netshitomboni at tel no: (012) 314 2172 or e-mail: lusani@gcis.gov.za
A time for giving and sharing

By Col (Rev) Z.A. Makalima, Acting Chaplain General
Photo: F Sgt David Nombshongwana

Christmas is the time for joy and happiness. It is the time for giving and sharing. It is in such a spirit that I wish to extend all my greetings and well wishes to all members of the DOD. Your being able to work together in harmony throughout 2004, is reason enough for unconditional praise and commendation.

As we end this year, I wish to kindle the warmth that will lift all of us from desperation to survival, and light the flame that will influence and support all our members to keep on doing the good work and strive for perfection in the coming year.

I wish to thank everyone for the contribution that you have made to the Chaplain Service, and for turning to us for advice in times of need. The year has been very long, but your support made things much easier for all of us. Change is always a challenge, as was again experienced at the departure of Maj Gen (Rev) Fumi Gqiba, Chaplain General of the SANDF, when the Chaplains Service was presented with such a challenge. However, we were able to handle the situation with humility through your unconditional love and support.

I want to thank every member for the hard work done. To those in deployment, may you and your families gain fulfilment through the sacrifice that you are willing to make for others. You must know that your suffering is not in vain and that the sacrifices you make do not go unnoticed by the entire DOD and the nation. Remember to respect yourselves and by so doing, you will be good and respectable ambassadors of our country.

To those who died while in deployment, we wish to present our condolences to their families. The sacrifice made by these sons and daughters of our country will remain indelible. May the Lord continue to comfort all members of the DOD, as well as the families of our departed heroes. As you wipe tears from your eyes, let it never slip your mind that their blood was never spilt in vain, for they fell in the line of duty in pursuit of a noble cause, which is the preservation of life, dignity and prosperity.

To those who were injured in the line of duty, I also wish to register my gratitude for the work you have done and are still doing for the DOD and the nation. Your selfless commitment and dedication to duty in order to ensure an operationally effective SANDF, as well as a peaceful, stable and prosperous African continent will always be treasured during this time of joy, knowing that your contribution will always be treasured by this office.

In ending, let me remind everyone that this is the time that our Saviour, Jesus Christ, was born. The time God changed the old order from law to grace through Christ. The coming of Christ is a time for joy and hope, as a Saviour for all mankind was born. May the star that led the wise men, also lead us during this period. May it bring new visions to the sons and daughters of Africa. May the spirit of Christmas empower us with more insight in the work that lies ahead of us.

I wish everyone peace, contentment, good health and prosperity. Let us make this Christmas a time of tolerance, understanding, solidarity, caring and forgiveness. And as the season comes to pass, let us be prepared to tackle 2005 with a renewed sense of optimism, which could help the DOD grow from strength to strength. My wish is that the year 2005 will see the fulfilment of the voice of one calling in the desert, through which our strategic planning processes and solidarity could make it possible that “Every valley shall be filled in, every mountain and hill made low. The crooked roads shall become straight, the rough ways smooth” - Isaiah 40:3-5 - in all the different Services of the DOD. Thus spreading the spirit of oneness and renewal in our country, South Africa. Let the spirit of solidarity flow throughout the continent of Africa.

Once again, I wish you all a joyous Christmas season and prosperous 2005.

God bless you all. Till we meet again.

Col (Rev) Z.A. Makalima.
They are not civilians in disguise

I was born and bred in South Africa and am proud of the SANDF. It is the best Defence Force in Africa, and Africa is competing in the international arena. It is a Defence Force made up mostly of devoted souls, men and women of integrity, determination, discipline and commitment to defend the territorial integrity and national sovereignty of our territory, the RSA. The members of the SANDF are also hard working, bold and audacious men and women who are committed to their duties. Each according to his station - real soldiers whom are not civilians in disguise.

I would like to express my appreciation of, and my confidence in, the SANDF, which I believe is vigilant and ready to spring at a throat, or wring the neck of any intruder who might try to violate the sovereignty of the Republic. Apart from that, I am proud of the SANDF because it does not intend to interfere in the domestic affairs of any country, unless invited, as such behaviour might be viewed as a violation of international law. Instead, the SANDF is helping to solve both domestic and international problems.

Internally, the SANDF is helping the South African Police Service (SAPS) to combat crime and ensure the safety and security of millions of South Africans.

Internationally, members of the SANDF have helped in desperate humanitarian relief and peace missions. Only the uninformed and the ignorant would not be proud of the members of the SANDF and their deeds.

The SANDF is indeed made up of courageous and gallant spirits who are soldiers at heart. Our members of the SANDF are not civilians in disguise - B.T. Baloyi, North Riding.

The Afrikaans challenge

For some, this is explanation; for others, just a laugh! You can leave South Africa and go to Europe where English is the prevalent language, but you will still find yourself using Afrikaans words and expressions, either because there are just no equivalents in English, or the Afrikaans version is so much more pithy.

Most of the Europeans I spoke to are intrigued by the words and find them expressive, even when I give them a censored translation of their meaning. One of these delicious words is "gril". It almost makes you shiver to say it. There is no concise English equivalent - "puts my teeth on edge" is about the nearest, and how cumbersome that is. And "gril" is usually used with rolling of the eyes and expressions of disgust, which just are not conveyed by the English phrase.

How do you explain the word "sommer" to a European or to anyone else, for that matter? It is not only a foreign word, it is a foreign concept. Perhaps the English never do anything "just sommer". Using "because" does not quite crack it. When I have explained it, it has been adopted enthusiastically. Although there is no equivalent either, they take to the idea of it. "Why are you laughing? Just sommer."

"Bakkie" is another one of those useful "portmanteau" words (see - English does not have a word for that, either), very useful around the house, for all sizes and shapes of containers and dishes. Also used for what they call "utes". I find it an indispensable word.

We all know "voetstoots" of course. It has been officially adopted into South African English. There is no concise, one-word equivalent in English. "As is" just does not hack it. And it is such a humorous word, conjuring up images of pushing that brand new car home... There is no good English word for "dwaal". It does not mean dream, or daze. It is close to absent-mindedness, but that is not quite it. Being in one so often myself, I am not likely to stop using it.

I think "gogga" is the most delightful word for insect I have ever heard. Children all over the world should use it. "Insect" just does not stand a chance.

It says something about the English that they have no word for "jol". Probably the dictionary compilers regard it as slang, but it is widely used for "Going out on the town, kicking up your heels, enjoying yourself..." (See, there is no English translation). Although curiously, the word "Yule" in Yuletide is related to "jol" and derived from Old English. So somewhere along the line, the English forgot how to "jol".

Other words that come to mind: "Lekker", "wag 'n bietjie", "nie so haastig nie", "sakkie-sakkie" and "ou swaer".

South Africans, let us promote our indigenous languages - no matter how! - Ms Lulu Mfazwe, Language Practitioner, IG DOD.

R200-00 prize for the best letter

SA SOLDIER welcomes letters to the Editor. Short letters are more likely to be published, and all letters may be edited for reasons of style, accuracy or space limitations. Letters should preferably be typewritten and double-spaced. All letters must include the writer’s full name, address and home telephone number. The volume of letters we receive makes individual acknowledgement impossible. Please send your letters to: The Editor, SA SOLDIER Letters, Private Bag X158, Pretoria, 0001. Letters may also be faxed to (012) 355-6399 or sent via email to sasoldier@mil.za. We would like to hear your comments or ideas, particularly about matters affecting members of the Department of Defence. Regrettably, anonymous letters cannot be answered officially or published - Editor.
Shower praise where praise is due

As the year draws to a close I believe that as SANDF members we have to shower praise where praise is due on members who have excelled in their work. My congratulations and expressions of the highest admiration go to the entire SA SOLDIER team and Editorial Board. It is not an easy task to have a magazine like SA SOLDIER published timeously as it always is, as well as with the vibrant and up-to-date news and information which we always obtain from the publication. To cover issues as fairly and widely as possible all SANDF units have to keep up with all events taking place in the DOD, and likewise have to inform the members. This is only possible for a dedicated, loyal and hard-working team like the SA SOLDIER team. One can but look on with admiration at how team like the SA SOLDIER team. One dedicated, loyal and hard-working members. This is only possible for a.

Social call

Of the many schools and caregiver centres in the Southern Cape, there are very few that cater solely for the mentally disadvantaged of our community. Fortunately in the case of Oudtshoorn there is such a centre, called Eljada. Eljada caters for both day scholars and full-time boarders, and also provides sheltered employment for some of the adults living there. Both as the Centre of Excellence for the SA Infantry Corps, and as a local representative unit of the SANDF, the Infantry School is visited on a regular basis by schools, both local and from other parts of the country. Visits by schools are encouraged, and the visit by Eljada is actually regarded as a highlight. It is sometimes difficult to determine who enjoys the visit the most, the guests or the members of Infantry School. Recently a group of Eljada residents visited the Infantry School where they were introduced to the Musketry Coaching Branch, which included an opportunity to handle the weapons in the indoor training facilities - WO1 J.H. Botes, RSM Infantry School.

from the outside it is obvious that in that team everyone has one goal and works as one to get a good job done. I think all DOD members will agree with me that they need to be rewarded for their good work and dedication to SA SOLDIER, which benefits us all in the DOD. Keep up the good work guys, you are what we call an "A" team. We will and must follow the good example you set all the time - Col B.V. Martin, SSO Defence Reserves.

* We thank you for your kind words - Ed.

Ten years of democracy

She was born in 1994! Her name is democracy The critics made a blunder! No! The right answer is, She levelled the field All players must participate equally. Good Captains will develop winning teams! Good teams will win the race! SANDF will win! The century will win! Hurray! Democracy! Viva! Democracy Viva! - S Sgt V.J. Bhengu, Newlands West.

Be a celebrity

You make us proud - I salute you all. Our involvement in the continental peacekeeping missions brings stability to Africa and satisfaction to our hearts and souls.

The principle of the spirit of ubuntu should be reflected in our SANDF. It is imperative to know that we cannot have joy by ourselves when the rest of Africa is in pain. This inspires me to stand up and raise the South African flag high. I am a proud SANDF Soldier - Cpl F. Bathobakae, GSB Nelspruit.

To all South Africans, and more especially to members of the SANDF, and all Burundians. I am proud to pay tribute and to extend my condolences and sympathy to our great heroes of 10 AA Regiment, 104 Bty in Kimberly. The late Petrus Ntjanyana Potsane, Sydney Thabang Mbele, Abram Kgokong Huma and Phillip Mello all drowned in Lake Tanganyika on 12 October 2002 during their deployment.

I remember that day very well, the respected, huge, honourable colonel, Col O.M. Dube, cry out loud saying: 'Chief of the SANDF and the President of South Africa, I need people to represent me in Burundi for our peacekeeping mission. These four guys with no hesitation and with determination said: 'Please with due respect send me'. Nobody knew that that was their ticket to Burundi and their ticket to heaven. Abram Huma, the man who made the parachute selection with a swollen knee - what a great man he was. Petrus Ntjanyana Potsane, the man who helped us with parachute training. He was a good motivator and taught us 'chopper' drills. He used to say: "Burn ntate, burn ntate". His name was Ntjanyana, meaning the small puppy, but when he died he was a top dog - what a great man he was. I trained with Phillip "Fire" Mello and Sydney "Mawillis Stich" Mbele. They were strong and determined and were only looking forward to serving in 10 AA Regiment, and were very aggressive gunners. S Sgt Jors Thulo and S Sgt de Beer can tell more because they trained us. Their names will be written on our hearts forever and ever. We will remember them. May God be with them, their families and their loved ones. Let their souls rest in peace and harmony - Jacob Mothale, 10 AA Regiment, currently deployed in Burundi.
The Secretary for Defence, Mr January Masilela, paid a visit to 121 SA Infantry Battalion (121 SAI Bn) in Mtubatuba on 8 October 2004.

Mr Masilela’s delegation consisted of Maj Gen Jackie Sedibe, Chief Director Equal Opportunities, Advocate Segokodi Thoka, Director Labour and Service Relations in the DOD, Brig Gen Andries de Wit, Director Human Resource Planning, Brig Gen Steven Kobe, Director Area Defence, Col Cliff Dinya, SSO Light Infantry, and Ms Fikile Khumalo, the PA to the Secretary for Defence. Maj Fanyana Mndze, the Acting Officer Commanding 121 SAI Bn, welcomed Mr Masilela and his delegation, whereafter a discussion period followed. The members of the unit appreciated the visit by the Secretary of Defence. Mr Masilela had discussions with members of the senior command and other rank groups. He also appreciated the honest two-way communication he had with the members of the unit. The entire visit was a success and everything went well. Mr Masilela concluded his visit by saying that trust, respect, and treating people according to merit are of great importance. (Article by Lt M.A. Nhlumayo, 121 SAI Bn)

Taking hands to combat HIV/AIDS

By Cpln (ds) J.N.R. Bosman, Group 33

Almost 70% of all the members of AMHU Mpumalanga, ASB Nelspruit, Group 33 and Group 12 have already completed the three-day HIV/AIDS Prevention Course at the Chaplain Service - Combating HIV/AIDS Through Spiritual and Ethical Conduct (CHATSEC). More than twenty courses were presented in the region during the past year.

Realising the real threat of HIV/AIDS, the commanding officers of the units in this region committed themselves and their units to combating it. Convinced that the long-term solution is value based behavioural change, they pledged their wholehearted support to the CHATSEC Programme.

Cpln Johan Bosman, one of the co-developers of the three-day course, and at present the only chaplain in Mpumalanga trained to facilitate it, was responsible for the presentation of all the courses in the region. The positive attitudes of the officers commanding and the diligent assistance of the members appointed to the administrative arrangement contributed to the successful presentation of the courses.

The participants included members of all religions, races, ranks and genders. It is very inspiring that the whole command cadre of AMHU Mpumalanga has already completed the course. The Officer Commanding, Col W.R.B. Perold, and his RSM, WO1 O.J. Buys, set an example by attending the course themselves.

All feedback about the course is very positive. The success of the course can be attributed to the actuality of the subject, the emphasis on values and ethical lifestyles, the informal nature of the course, the interaction between participants and the small group discussions of practical scenarios.

The sensitivity between different religions and beliefs, cultures and sexual orientation also added to the openness with which the participants participated in the discussions. One of the key factors in the success of the course was the attitude, enthusiasm and competence of the facilitator.

This course is truly adding value to the SANDF. Participants testify about an increase in knowledge about HIV/AIDS, a positive change of attitudes towards practising safe sex, a change towards a more value-based lifestyle and a commitment to taking hands to combat HIV/AIDS.

Testimonies were also given of the positive influence that the course has on marriage and family relationships, job relationship, work performance, racial relations, as well as understanding and respecting each other’s cultures. The contents of the course are at present also utilised as an outline for various HIV/AIDS prevention programmes planned in Mpumalanga for 2005.
This year’s “African Aid, Disaster Management and Relief Expo and Conference” (African Aid, DM&R 2004) held from 12 to 14 October at Gallagher Estate in Midrand, proved the most successful in the Show’s four-year history, with both visitors and exhibitors full of praise for the event and the value it delivered to participants.

Over 1 500 people from over twelve countries attended the event. Countries represented included: France, Italy, Kenya, Madagascar, Mozambique, Switzerland, the United Kingdom, Zambia, the Democratic Republic of Congo and Zimbabwe.

“African Aid DM&R is making great strides in becoming a truly African event,” says Event Director, Bette McNaughton of Fair Consultants SA, organisers of the event.

“The increasing participation of African countries since the event’s inception is truly encouraging and we envisage that this trend will continue. Aid, disaster management and relief is a multibillion US Dollar business in Africa. It remains a market that is largely untapped by African businesses. Companies catering to this unique market have a growing opportunity to work with aid agencies to assist them in supplying products and services to those in affected areas. African Aid, DM&R 2004 remains the ideal vehicle for local business to network with aid agencies and NGOs from around the globe. We also had more line government personnel, disaster management personnel from the municipalities and fire/emergency personnel attend the expo than in any previous year.”

African Aid DM&R focuses on providing solutions for organisations working in the fields of aid, disaster management and relief, including local and provincial government, aid and relief agencies, municipalities, police and emergency services, community-based organisations, non-governmental organisations, as well as parastatals. Over 100 exhibitors and 50 aid relief agencies participated in this year’s event.


NGOs, charities and other stakeholders that participated in this year’s show included: Adventist Development Relief Agency (ADRA) - Zambia, EuronAid, European Commission, Joint Aid Management (JAM), Médecins sans Frontières (MSF)-Logis- tiques-France, International Committee of the Red Cross (Kenya), Oxfam UK, Save the Children Funds’ Nairobi Office, Save the Children Fund’s Zimbabwe Office, South African Council of Churches, the Lutheran World Federation (LWF) - Mozambique, as well as WorldVision.

Louis Barnard of Flame Africa, an ecstatic exhibitor: “We had lots of interest in our technology to recycle waste into a fire block for cooking and heating,” he said.

“Municipalities from all over the country are interested and we are busy putting together quotes for them. We also received enquiries from relief organisations, including the International Committee of the Red Cross and various United Nations organisations. I believe that we are going to be very busy setting up factories for the next few years! Thank you for a very successful exhibition!”

“A number of Strategic Alliances were formed for this year’s event and these proved to be contributing success factors,” said McNaughton. High profile events that were held alongside the Expo included:

- The Buyers and Sellers’ meeting of International Trade Centres (ITC). ITC is part of UNCTAD (United Nations Conference for Trade and Development).
- The Institution of Fire Engineers, South Africa’s (IFE) one-day Conference and Annual General Meeting.
- The Disaster Management Institute of Southern Africa’s (DMISA) “Risk Reduction 2004” conference. The conference addressed the subject of Disaster Management and risk reduction in an integrated way, as well as in accordance with the principles of sustainability. Topics that were addressed included: disaster risk reduction, disaster management planning, disaster response, disaster rehabilitation, disaster reconstruction, disasters and development, disaster logistics, disaster preparedness, as well as disaster ethics.

The next African Aid, Disaster Management & Relief Expo and Conference are scheduled for May 2006 in Johannesburg. For more information contact Bette McNaughton at tel no: (021) 683 1117 or email: sales@fairconsultants.com.
Graves are in grave danger

During the Africa Aerospace and Defence 2004 expo held at Waterkloof Air Force Base in Pretoria in September 2004, the Uganda Minister of State for Defence, Ms Ruth Nankabirwa Ssentamu, met our Deputy Minister of Defence, Mr Mluleki George. She informed him of the concern that the Government of Uganda has regarding the graves of former members of Umkhonto we Sizwe, who are buried at the Lusazi Cemetery near Kampala. The Ugandan Government wished for a decision from the South African Government regarding a possible reburial site for the remains of the fallen cadres. Accompanied by the South African High Commissioner, Mr George and his delegation visited the Lusazi Cemetery in Lugala, outside Kampala, on 8 October 2004. Mr George’s delegation consisted Col Letsholo, Deputy Director: Directorate Military Veterans’ Affairs, Mr B. Ntshongwana, Manager: Office of our Deputy Minister, Mr B. More, Chief Director in the Department of Public Works, Prof H. Ngubane, Freedom Park Trust, and Prof Seleti, Freedom Park Trust. This burial site in Uganda is in grave danger of being overrun as a result of human settlement. The graves of the former members of Umkhonto we Sizwe were well marked. On 9 October 2004 the Minister of State for Defence and the SA High Commissioner accompanied our Deputy Minister to Kaweweta Camp, which is situated about 150 km from Kampala. Former members of Umkhonto we Sizwe used the camp as a training facility. It is presently used for the training of members of defence intelligence and as a preparation facility for former combatants who had surrendered to rejoin civil society.

The facilities at the camp are very basic. The prominent buildings are a school, a small health facility, and the Oliver Tambo Hall, in addition to the corrugated iron barracks. The Uganda Department of Education refurbished the school. Block cement bricks were used to construct the clinic. The walls and the floors are not plastered. There are no windowpanes or any equipment including beds for the patients. The Oliver Tambo Hall has no roof, which was blown away some time ago. The walls have cracks in some places and the window frames are rotting away. As is the case with the clinic, there are no windowpanes either. There are eight former members of Umkhonto we Sizwe buried at the camp. The gravesite is well kept and the graves are clearly marked. A meeting followed between our Deputy Minister and his delegation, which included the High Commissioner and the Uganda Minister of State for Defence and her delegation, including the Chief of the Ugandan People’s Forces. The following decisions were made: The remains of former members of Umkhonto we Sizwe buried at Lusazi Cemetery in Lugala will be exhumed and will be buried at Kaweweta Camp, next to the graves of the eight fallen comrades. A memorial site will be made available in Kampala where the names of all freedom fighters from South Africa, who died in Uganda, will be displayed. The Department of Public Works, after assessing the structure of the Oliver Tambo Hall, will decide whether to demolish, rebuild, or renovate it. It is preferred that as much as possible of the old structure should be preserved. The camp will be regarded as a memorial to all South African freedom fighters.

(Article by Mr Buddy Ntshongwana, Manager: Office of the Deputy Minister of Defence.)

Deputy Minister on a fact-finding mission

By PO Dennis Ndaba
Photo: F Sgt David Nomtshongwana

The Deputy Minister of Defence, Mr Mluleki George, visited 21 South African Infantry Battalion (21 SAI Bn) in Lenz on 18 October 2004, as part of his orientation programme to military units and bases. As an effective light infantry battalion, 21 SAI Bn provides to Gauteng and the SANDF highly trained and professional soldiers for execution of successful area protection.

The Officer Commanding of 21 SAI Bn, Lt Col Willie Ngwenya, briefed the Deputy Minister of Defence about the unit and the challenges facing the unit.

Before the Deputy Minister of Defence addressed the soldiers he gave them time to ask questions. In his address Mr George said that he has to acquaint himself with what is happening in the DOD and interact with ordinary soldiers in order to fulfil his key task of transforming the DOD. “Change must start at the top and there must be a feeling or a need to change. We need ‘cool’ heads to address this huge task, do not allow those who are frustrating you to force you to do things that are not right. We need patience, teamwork and sharing of ideas - sooner or later there will be light at the end of the tunnel,” concluded Mr George.

Mr Mluleki George, the Deputy Minister of Defence, meeting the members of 21 SAI Bn.
Our Chief pleased with medical services

By Nakedi Phasha

We know that they say dynamite comes in small packages? The theory was proved to be right on 2 September 2004, when the Chief of the SANDF, Gen Siphiwe Nyanda, paid a visit as part of his annual staff visits to the Military Psychological Institute (MPI) and the Institute of Aviation Medicine (IAM) - two units of the SAMHS.

The MPI was the first unit to be visited. From the outside the unit seemed small, but one should not judge the book by its cover. Gen Nyanda was given an insight into how the members of the MPI operate, their day-to-day work and background on the topics that they research.

Since its establishment in 1979 the MPI has undergone a series of evolutionary changes, and it was the first time in its history that the Chief of the SANDF visited it. The institute consists of two centres and a research and assessment wing. Its core functions are research and assessment. These researches are essential. One interesting subject that the institute is researching is the wellness or sanity of our soldiers after being deployed. This is crucial because we need a healthy military environment and force. The group then proceeded to the IAM, which was established in 1922. Its task includes the certification of all aircrew, military and civilian. The IAM is the only unit that has a multi-place diving chamber in the interior of the country and renders a service to the military and civilian sector. The chamber once helped save the life of a young boy. This serves to show that the SANDF’s number one priority is defending and looking after the people of South Africa.

Gen Nyanda was impressed with the two units and the services that they render. He wished them success in their future endeavours.
Ten Years of Democracy has been celebrated throughout the year by the various Government departments. Imbizo, which is an initiative of the Government, is a good example of addressing the people about future service delivery. Celebrations of the Ten Years of Democracy are at the same time used to assess the achievements and also plan the way forward.

For this reason the Secretary for Defence, Mr January Masilela, accompanied by Maj Gen Jackie Sedibe, the Chief Director Equal Opportunities, Adv Segokodi Thoka, the Director Labour and Relations Services, Brig Gen Andries de Wet, the Director Human Resources and Planning, and Lt Col Debbie Khumalo, the Acting Director Communication for the Defence Secretariat, visited different military units. The delegation had a full programme when they left Pretoria to visit 4 SA Infantry Battalion at Middelburg, the ASB Polokwane and Hoedspruit Air Force Base over the period 30 September to 1 October 2004. Since these visits formed part of celebrating Ten Years of Democracy the members of the units visited informed Mr Masilela and his delegation about their units’ history, structures, roles and functions, staffing and representivity.

The different briefings highlighted the challenges that each of these units still faced, such as the upgrading of facilities. Mr Masilela, speaking to the members of 4 SA Infantry Battalion and the ASB Polokwane, said that despite all the challenges ahead of us we should still recognise the things we have managed to achieve. The major achievement was on the political side when we lent support to the transitional Government in South Africa. The expectations of our achieving a comprehensive agreement are so high, having been an example to the continent of Africa and the world as a whole. We can foresee a demand to act as advisers in terms of nation building to other African countries. It is clear that we are on the right track; we have to meet our responsibilities too. He encouraged the unit leaders to be committed to their different tasks, and so too the troops. He touched on the budget cuts of the Department of Defence as a factor to our day-to-day running of the organisation. The Government is concentrating on priority issues, such as building houses and schools and eliminating poverty. Therefore we have to work within the given budget.

Since the integration process is over and done with the organisation has to look forward in addressing other challenges, for example the DOD HR 2010 Strategy has introduces the Military Skills Development (MSD) Programme. He emphasised the importance of the top leadership, especially at unit level, in encouraging soldiers to familiarise themselves with the DOD policies, which will help members eliminate uncertainties regarding their careers.

The Secretary for Defence highlighted the value of our members, and that we must be professional, respect diversity and value the entire population. He made an example of Shaka Zulu who conquered the tribes, but still brought good leaders into his system.

The visit by Mr Masilela and his delegation to Hoedspruit Air Force Base came at the right time. They had the opportunity to experience Exercise GOLDEN EAGLE and to meet with members of the Indian Air Force who participated in the exercise.
Female commander in Burundi

Since 2001 the SA Air Force has formed part of the peacekeeping operations in Burundi, and as such has made a Mobile Air Operations Team (MAOT) available to assist in the peacekeeping operations within that country.

The SAAF MAOT offices are situated in Bujumbura, which is the capital of Burundi. Lt Col Trisha Schoeman was appointed as the SAAF representative of this team and will serve as the liaison officer between the SA Air Force and the United Nations (UN) commander from 19 October 2004 to 20 January 2005. She has proved herself an excellent asset to the SA Air Force in her first deployment and was therefore the obvious choice when a new commander had to be selected. One of her greater responsibilities will be to decide how the deployed helicopters of the SA Air Force should be utilised. She will also function as the main contact person between the SA Air Force and the UN role players in Burundi.

Lt Col Schoeman proved herself a dedicated worker when she was appointed as the Commanding Officer of the SA Air Force Mobile Communication Unit in Pretoria. Under her command the unit was awarded the Prestige Unit of the Year Award in 2002, which showed her commitment.

As a wife and mother of three, one could just imagine the stress she has to undergo in such a responsible post. When asked about the impact such a deployment has on her family life she happily replied that her family understands the nature of her work and she enjoys their full support. The SA Air Force is especially proud of hard working individuals such as Lt Col Schoeman and will continue to provide dedicated and responsible individuals like her to assist in peacekeeping operations. (Article by Sgt J. van Schalkwyk)

Morale booster for deployed soldiers

By PO Dennis Ndaba
Photo: F Sgt David Nomtshongwana

A joint venture by ABSA and SANLAM in the form of a donation for goodwill parcels will put smiles on our deployed soldiers during Christmas. In the past, only soldiers deployed externally benefited from the goodwill parcels, but this year all soldiers deployed internally and externally will benefit.

The two companies are leading by example, as they have contributed a total sum of R130 000. They recognise the value added by our soldiers deployed inside and beyond our borders and the important role they play in ensuring that our region is secure and stable.

They also believe that our ten years of democracy and freedom will be meaningless if millions of Africans remain unsafe and the region unstable.

The donation towards the purchase of the goodwill gifts will be a token of commitment to our men and women who have sacrificed much to be without their families during this festive period in order to ensure the security and stability of the African continent.

This investment will also serve as a key to improving the region’s quality of life, contributing to socio-economic development and putting South Africa on the global map as a caring and progressive country. The Chief of the SANDF, Gen Siphiwe Nyanda, received the cheque for the goodwill parcels and thanked the two companies for their commitment, as the parcels will come in handy and be highly appreciated by the men and women on deployment.
Resignations from our Defence Force

Chief of the SANDF Administrative Instruction No 4/04: Resignations from the SANDF

The Minister of Defence has expressed his extreme displeasure at the fact that serving members of the SANDF take leave and then place themselves in the employ of organisations involved with security work in conflict areas, such as Afghanistan and Iraq.

The Minister has ruled that all members who commit any offence related to such employment or who assist members to gain or participate in such employment are to be prosecuted. He expressed his concern about the fact that some members so involved may attempt to resign before such prosecution can take place.

Order

Services and Divisions are to ensure that members who lodge their resignations in terms of sec 59(1)(a) of the Defence Act are properly screened prior to the processing of such resignation.

Guidelines

The following guidelines are to apply:

- No resignation may be processed until it has been certified that the member has no prosecutions pending against him or her, nor is the subject of a counter-intelligence or military police investigation in regard to any offence relating to employment in a conflict area or for aiding and abetting other members who are so employed.
- Joint Support Division (Human Resource Support) is the lead division in the execution of this instruction and must design the necessary mechanisms that are required to ensure its execution.
- In deciding whether a specific resignation can be processed, all of the following divisions or agencies are to be consulted: CDI (CD CI), CMLS (DMP) and the MPA. This instruction is in force with immediate effect and will remain valid until cancelled.

What to do if you have a grievance

The grievance procedure is the right way to address problems proactively. If the system is used correctly, it can contribute to the establishment and maintenance of a peaceful working environment. However, clearly few people are aware of how to follow the procedure or even know how it works.

You must make use of the grievance procedure for any complaint or grievance which you may have. This means that you must bring your grievance to the attention of your immediate supervisor, who must then apply his or her mind to your problem and try to resolve your grievance. If he or she is not in a position to address your problem, your supervisor must forward, without delay, the documentation containing the particulars of your grievance to your Officer Commanding.

Handling your grievance

Your Officer Commanding or manager will:

- Determine the cause of your grievance.
- Interview you to hear your side of the story in terms of the audi alteram partem rule.
- Attempt to do everything in his or her power to solve your grievance.

- Give you a written reply to your grievance within a reasonable time of having received it.
- Inform you that you have the right to ask that your grievance be referred to a higher authority, if the Officer Commanding is not in a position to solve your grievance or if you sincerely believe that the answer provided by him or her is not valid.
- Your request that your grievance be referred to higher authority may go to your Officer Commanding or his or her delegate. However, should you choose to refer the matter yourself, you should notify your GOC/OC thereof, provide reasons for your continued dissatisfaction and attach all relevant documents.

The most asked question

The question that most people ask is: "Can you skip the channels in the grievance procedure? It is best not to do so because the aim of the grievance procedure is to solve your grievance as speedily and as close to the point of origin as possible. If you skip your Officer Commanding and write directly to your Service or Division, the Minister of Defence, the Chief of the SANDF or even the Public Service Commission, you will cause a lengthy delay in having your grievance solved. This is because they do not have all the facts at their disposal and will simply send your grievance documentation back down the line to be dealt with at the appropriate level. It is therefore your responsibility and in your best interests to:

- Follow the grievance procedure.
- Give as many facts as possible to your Officer Commanding, to help him or her to determine the cause of your grievance and attach supporting documents.
- Suggest ways in which your grievance can be satisfactorily resolved.
- Accept that if your grievance is complex and requires investigation, a reasonable period of time must be given to your seniors to resolve the matter.
- Avoid directing your grievance to more than one action addressee as it may cause confusion in the processing of your grievance and create unnecessary delays.

Any enquiries may be directed to Lt Col Engelbrecht or Clive Pillay at tel: (012) 339 5084/15.

(Article courtesy DOD Bulletins)
Promoting support for our Reserve Force

By PO Dennis Ndaba
Photo: F Sgt David Nomtshongwana

The Council for the Support of National Defence (CSND) was inaugurated at the SA Army College at Thaba Tshwane in Pretoria on 7 October 2004. The purpose of the Council is to formalise communication channels in order to promote and maintain support for the Reserve Force members, units and formations of the SANDF, with employers, organised labour and the community.

The Council also adopted its constitution and elected Mr Tokyo Sexwale, the CEO of Mvelaphanda Holdings (Pty) Limited, and an Honorary Colonel of the SA Air Force, as its first Chairperson. The CSND is fully representative and comprises members from the Public Service and parastatals, prominent individuals, organised labour, the business community, academics and national community organisations.

According to Mr Sexwale, it is the understanding of the new members of the Council that national defence refers to the patriotic actions of those whose duty it is to defend the nation. By the same token national support behind National Defence becomes an imperative where the soldiers defend and the nation supports. He bemoaned the fact that our own soldiers depart on strategic peace support missions without any demonstrable public support.

He added that men and women return home from their hazardous tour of duty, to a sometimes nonchalant nation without a hug, a song or a vuvuzela. “Even more unacceptable and almost shaming, is on those rare occasions when there are casualties. A lone coffin arrives back home at an isolated airfield with only a few family members, officers and some comrades-in-arms present. The question then begs an answer: Where is the entire nation’s outpouring of emotion, a show of support, love and appreciation? Aren’t we the true comrades-in-arm of our boys and girls?”, Mr Sexwale said.

He said that an important task faced by the Council is to take a closer look at the disconnection that followed the creation of the new SANDF, where the integration of the Statutory and Non-statutory Forces was not accompanied by the critical integration of the hearts and minds of the people behind their new Defence Force.

Referring to the Reserve Force, Mr Sexwale said: “It is the nation’s Reserve Force, its own volunteer citizens in uniform, who actually make a difference during times of need. The time spent training in the SANDF Reserves would not be wasted as there are various life and industry skills to learn within the Army, Air Force, Navy and SAMHS. Such time spent should be seen as, and actually is, a form of investment. After all, which nation would want to see its team on the playing fields without any properly trained reserves? The answer is obvious. Not only do we, as a nation, need to support the SANDF, but by volunteering, we shall be sending a concrete message of support waiting in reserve.” The Chief of the SANDF, Gen Siphiwe Nyanda, said it is vitally important that the Reserve Force be built up as an integral part of the SANDF in accordance with the One Force Policy. He added that both the Regular and Reserve Force, especially the Conventional Reserve, are struggling to cope with the severe budget limitations. This affects adversely both our conventional war capabilities and our current commitments.

“To benchmark ourselves internationally and to improve standards, more opportunities are being made available for Reserve Force members to attend foreign training courses and to participate in events especially designed to advance the professionalism of the Reserve Forces. So, there is considerable movement taking place to advance the status and needs of the Reserve Force and I will ensure that the momentum is sustained,” Gen Nyanda said.

He elaborated by saying that in charting and meeting the activities for the future, the high-powered Council has a role of great importance. From the contacts that they have in and through their respective organisations, they can lobby on our behalf to secure a truly adequate defence budget. The Council will be a major player in successfully recruiting and retaining key personnel once funds are available. “We look to them to keep the Reserve Force in the forefront of events and constantly in the mind of the public,” he said.
Commit to peace

By Nomonde Vuthela
Photos: Cpl Elias Mahuma

The flagship military institution of learning of the SANDF, the SA National War College, presented a Peace Support Operations Seminar over the period 20 to 22 September 2004. The seminar was followed by lectures and presentations presented from 27 September to 1 October 2004 in collaboration with the Institute for Security Studies (ISS).

The SANDF is currently running a Operations other than War Module, which includes peace support operations. The seminar thus becomes part of the general effort to educate officers of the SANDF in peacekeeping.

The theme of the seminar, which was funded by the Royal Norwegian Government, through the Norwegian Institute for International Affairs, was Complex Emergencies in the 21st Century: Challenges to the United Nations and the African Union Peace Support Operations.

Officers from all our Services, as well as officers from Kenya, Nigeria, Rwanda, Tanzania, Uganda and Zambia attended the seminar, which was also open to the participation of key players within the field of peacekeeping operations, ie the Ministry of Foreign Affairs, the Ministry of Safety and Security, Non-governmental Organisations (NGOs), the Joint Operations Division and other SANDF institutions.

Speaking to SA SOLDIER, the Directing Staff at the South African National War College responsible for Military Operations Other Than War Module, Lt Col Xolani Mabanga, said that the seminar was aimed at enhancing the capacity of the SANDF on peace support operations.

"What the participants will walk out with is an understanding of the whole spectrum of peace support operations; they will comprehend the challenges and they will also understand the multifaceted situations under which peace support operations are working," said Lt Col Mabanga.

He added: "This means that they should be able to understand other role players or agents that you find in peacekeeping operations. After they have gained the theory we expect them to implement that during the planned exercise. Once they are able to operate we will be confident in saying that they are able to perform on any duty or peace operation at an operational level."

"While we are looking at exercises and theory to enhance the understanding of peacekeeping operations among officers of the SANDF, we would like every member at all the levels to understand the principles of peacekeeping," continued Lt Col Mabanga.

According to information provided by Lt Col Mabanga, upon completion of the seminar and the various delivered presentations, the partici-
Female officer excels

By Amn N. Kgomo

Lt Gen Roelf Beukes, the Chief of the SA Air Force, bestowed a commission on Lt Henrita Januarie, who was the best overall student out of 72 students on the Officers’ Formative Course.

The commission parade was held at the SA Air Force College on 10 June 2004.

Lt Januarie also received a trophy for best academic student with an average of 93% and the Officership Trophy.

She became only the third member to receive the Air Squadron Sword for the overall best student. The course commenced on 15 February 2004 and ended on 11 June 2004.

Lt Januarie is a qualified Regimental Instructor and is currently working at Air Force Gymnasium, Training Control Wing as the Evaluation Coordinator.

Lt Januarie joined the SA Air Force in 1996. She says success does not come easily and you must give your utmost to succeed. She would like to thank her husband, also an instructor at the Air Force Gymnasium, for all his support and encouragement during the course. He was the one who always told her to stay focussed and to aim for the best.

Lt Januarie said this was a big milestone in her life, something she will always remember throughout her Air Force career.

First black female VIP protector

By Nakedi Phasha

Whoever said that a woman’s place is in the kitchen, barefoot and pregnant is probably turning in his grave now. Women have fought for their rights to be treated equally to their male counterparts and have surely succeeded. Today you get female scientists, engineers, bodyguards and mine workers: occupations which were previously occupied by males. LS Mpho Mafa is one of these women who broke the prohibition when she became the first black woman to be trained as a VIP protector.

After completing her matric, LS Mafa completed a Certificate in Business Management at the Pretoria Marketing College. Then she decided to serve her country. LS Mafa has been working for Maj Gen Ashwin Hurribunce, Chief of Command and Management Information Systems Division, for seven months as his driver and protector, and has since grown very fond of her job. "The course has helped me a lot, in the sense that it helped brush up my driving and shooting skills. I also learned that as a protector one has to be punctual and observant," said LS Mafa.

She is studying for a Diploma in Public Relations Management at the Technikon South Africa, now known as the new UNISA, majoring in Communication Science and Public Relations. LS Mafa encourages young members of the SANDF to grab opportunities and not to be discouraged by anyone or anything.

LS Mafa would love to see herself one day working as a communication officer in the SANDF or maybe even heading a VIP protection unit, and added: "I will not hesitate to take a bullet for my boss, if a situation requires that I do so."
The primary function of Defence Corporate Communication is to provide defence communication policy, strategy and plans in accordance with Department of Defence policy and national (Government Communication and Information System) policy, and to provide a centralised corporate communication capability, services and products to enable effective, efficient, interactive two-way communication between the DOD and its internal and external stakeholders.

Maj Gen Dan Mofokeng headed this Directorate as the Chief of Defence Corporate Communication (CDCC).

The DOD has created the post of Head of Communication: Chief Director Communication, in the Ministry of Defence, to fulfil what is in essence a Government requirement to have, at a very senior level, a single focal point representative of defence communication. Last year Mr Vuyo Zambodla was appointed as the first Head of Communication (HOC).

Communication is extremely important in the day-to-day operation of the DOD, both internally and externally. It is for this reason that the CDCC and the HOC co-hosted a prestigious gala evening to offer annual awards for excellence in communication. The function was held at Farm Inn in Pretoria on 1 October 2004.

Maj Gen Mofokeng welcomed the CEOs, the brand managers, the spokespersons in both the public and private sectors, and all media representatives. He emphasised that constructive transparent communication was pivotal in a democracy, especially when it concern the sometimes confusing issues of a military subculture.

Maj Gen Mofokeng said that the SANDF was an integral part of South African society, and that it was a valuable partner in supporting our Government’s foreign initiatives, and that it was also the guardian of our nation. He mentioned that it was therefore of importance that all South Africans identify with the SANDF, understand and support its actions, as well as the consequences of these actions.

The General added that there was no alternative to the effective and efficient communication with our internal and external stakeholders. Maj Gen Mofokeng said that the DOD must set a standard of communication excellence and that it must become synonymous with professionalism, openness and credibility, a transparent force trusted and respected by the national and international communities. He admitted that it is a tall order for any organisation and that it could only become a reality through the collective efforts of all the stakeholders.

As part of the national celebrations, the SANDF, in February this year, launched the DOD Communication Strategy: Ten Years of Freedom, which was done not only to ensure that the DOD fully supported national celebrations, but also took full advantage of promoting the image of the Department. These events will last until March next year, said Maj Gen Mofokeng. He mentioned several highlights, including:

- When the entire Department participated in the parade on 27 April this year, the SANDF celebrated its tenth birthday by demonstrating its commitment to “Safeguard the Nation for a Better Life for All”.
- Defence Corporate Communication produced a Ten Years of Democracy video, as well as videos with messages from the Chief of the SANDF and the Secretary for Defence.
- SA SOLDIER printed special editions on a Decade of Defence in a
democracy, as well as on Women in Defence.

- The SA Air Force organised and presented a highly successful well- acclaimed Africa Aerospace Defence 2004 exhibition.
- The SA Navy in its role in Ten Years of Defence in a Democracy organised the Navy Festival in Simon’s Town and the SA Navy Band undertook roadshows to various places, including the rural communities, schools, cities in the interior and the townships, such as Soweto and Mamelodi.
- The SA Army saw a change in its leadership when Lt Gen Solly Shoke took over command from Lt Gen Gilbert Ramano in July this year.
- The SA Army successfully hosted Exercise AIRBONE AFRICA III, an international airborne forces’ exercise, held at the SA Army Combat Training Centre, with SANDF forces emerging as the winner.
- The Reserve Force has put in a great effort to market itself during 2004 and produced a video: "What is Reserve Force Service?"
- The SA Military Health Services, in line with Government policy and strategy, celebrated National Health Month with various projects and events. The top management of the DOD is aware of the seriousness of, and remains committed to, the fight against HIV/AIDS. The SAMHS is providing an excellent service in this regard. Media coverage concerning the health status of our members was not always positive during the past year. However, DOD personnel are part of the broader South African society and it cannot be expected of all our members to test negatively. Project Phidisa, (remedy) a clinical research project, was launched in co-operation with the United States National Institute of Health on World Aids Day.
- Defence Corporate Communication supported SANDF/DOD members who participated in the SANDF Ultra-Marathon, the Comrades Marathon, and the SANDF Soccer Championships, where the generals of the SANDF tried their luck against the well-oiled Orlando Pirates Masters machinery, and the event was narrated by the MTN Soccer Zone.
- The retirement of V Adm Martyn Trainor, and the appointment of Lt Gen Temba Matanzima as the new SANDF Chief of Corporate Staff received good media coverage. The appointment of Brig Gen Kwenas Mangope, the previous SSO Media Liaison at Defence Corporate Communication, as the new Director Corporate Communication in the SANDF was well received in the media.

In conclusion Maj Gen Mofokeng mentioned that communication in the DOD/SANDF will always face challenges, and he gave an example, viz that the research on transformation has shown that members at ground level feel that transformation does not really affect their lives. The perception exists that communication or information to explain the transformation process and/or results is not up to standard. The DOD will continue to engage the HSRC, GCIS and our own Inspector General on a morale and attitude survey. Then Mr Zambodla handed over the DOD annual Awards for Excellence in Communication. The Bronze Award was awarded to Defence Reserves for the national general awareness campaign. Maj Gen Roy Andersen, the Chief of Defence Reserves, and Mrs Jenny Render, National Promotions Co-ordinator Defence Reserves, received the award. The Silver Award was awarded to the Chief of the SA Navy for the launch of the SAS AMATOLA. The award was received by Capt (SAN) Rusty Higgs on behalf of the SA Navy. The South African Medical Health Services, specifically the Area Military Health Unit North West, walked away with the Gold Award for celebrating ten years military health in a democracy during the month of April. The award was received by Lt Gen Rinus Jansen van Rensburg, the Surgeon General, and Col Marlene Delport, Officer Commanding Area Military Health Unit North West.

“I would like to commend the recipients of the awards and the communicators for the sterling work they have done during the course of the year,” said Mr Zambodla. “There is no question in my mind that these communicators are totally committed to the cause of defence.”

“The world of defence communication is challenging and sometimes depressing. Over the past sixteen months that I have been Head of Communication for the Ministry and the Department of Defence, I have witnessed some very impressive work from communicators and a work ethic second to few.

“There are a few communicators that I have come to know and work together with on a regular basis, whom I have come to know to rely on, on a 24/7 basis.

“The challenges that face the defence communicators are universal to all, if not to most organisations. Challenges of a communicator are fundamentally the same.

“A communicator is invisible when things are going well, but very visible when there are reputation problems at stake.

“Few people fully understand the role of communication. The people whom all of us communicators support. It is first and foremost about leadership, it is a team effort. Secondly, it is also about consolidating our relationships with our stakeholders. Most important are our internal stakeholders and the media. Thirdly, the challenge is to maintain our consistency in our communication with our stakeholders.

“It has been a challenging and a rewarding year in the world of defence. In my capacity as Head of Communication I can say with pride there are few more exciting organisations for a communicator to work in than the Department of Defence.

“I want to thank Maj Gen Dan Mofokeng and his team for their cooperation, and Sam Mkhwanazi for his support in the Ministry,” Mr Zambodla concluded.

It was a glittering gala evening with a five-star hotel menu. The guests were entertained by the Basadi Jazz Band and the National Ceremonial Guard Entertainment Band, who definitely kept their feet tapping for the rest of the evening.

Lastly, Maj Gen Mofokeng thanked his staff at Defence Corporate Communication and the staff officers who put the gala evening together.
Focus on the science of aerospace medicine

By Nelda Pienaar
Photos: F Sgt David Nomtshongwana

The South African Society for Aviation and Environmental Medicine (SASAEM) and the SA Military Health Service (SAMHS) hosted the 52th International Congress of Aviation and Space Medicine (ICASM) at Sun City, North West Province, between 5 and 9 September 2004. Altogether 44 countries participated in this congress.

The congress is held annually and is one of the two most important congresses in aviation and space medicine to be held globally. The other congress of this stature being the Aerospace Medical Conference, which is held in the USA annually. The International Academy of Aviation and Space Medicine is truly an international organisation with members from all over the world.

The head office of the academy is not bound to one country and will reside in the country of the current president. At the moment this is Australia, with Dr Eric Donaldson being the President.

It must be noted that Lt Gen Nicol Nieuwoudt, the first Surgeon General of the SAMHS, was the President of this organisation in 1989.

This year was the third time that South Africa hosted this prestigious event, the first being in 1975 and the second in 1989.

"This scientific programme has all the aspects of the interesting field of aviation, space and diving medicine. This field of medicine is not well known in the community at large, but most of us are touched by it one way or another. We have to look after the health of all aircrew, as well as the wellbeing of all passengers using air transport in the world," said Col (Dr) P.L. Erasmus, Chairperson of the organising committee and President Elect of SASAEM, during a media breakfast held at Defence Headquarters in Pretoria on 31 August 2004. "The congress also gives the scientists in this speciality the opportunity to network and exchange views on the current developments in this field."

Members attending the gala dinner held at the congress on 9 September 2004.
On 6 September 2004, after a welcoming speech delivered by our Surgeon General, Lt Gen Rinus Jansen van Rensburg, the “March for Madiba” was played by the SAMHS Band. This march was composed by Maj Ephraim Katz, Senior Director of the SAMHS Band in 2003 as a special gift from SAMHS to our former President Nelson Mandela on his 85th birthday on 18 July 2003.

Then members of the School for Military Health Training marched with the flags of the 44 participating countries into the hall. Dr Donaldson praised the SAMHS for an excellent opening ceremony. “We fell far short in Sydney. This degree of service is the best I have experienced in the academy ever.” He then presented a medal as a token of appreciation to Gen Siphiwe Nyanda, which our Surgeon General received on behalf of our Chief of the SANDF. Thereafter Dr Donaldson declared the congress opened.

The scientific programme was aimed at covering as many topics as possible within the science of aerospace medicine. The main topic of the conference was Aviation and Space Medicine, with the following approval themes: aviation psychology, emergency medicine, travel medicine and medical standards, occupational medicine, baro-medicine, international and national law and flying, the aviation industry and the medical profession, aero-medical transportation, aircrew fatigue, human factors, flight safety, circadian rhythms, neuro-sensorial physiology, clinical aviation medicine and operational aviation medicine in civil and military fields.

The congress consisted of formal presentations and poster presentations by delegates from various countries. The working sessions included panel discussions. An extraordinary Closing Ceremony took place on 9 September. To link up with the theme of aviation (flying) two owls and their handlers from Sun City were invited to entertain and educate the guests.

It was quite entertaining to have live birds flying around in the conference centre. The two owls, Sammy (a barn owl) and Syd (a spotted eagle owl), flew low over the heads of the sitting crowd. They cut through the air with no noise, with their sharp eyes staring into one’s face... Their handlers, Sharon and Gareth, told us that they could see three times better than humans, and that their hearing is eight times better.
Exercise GOLDEN EAGLE

By Col Schalk van Heerden, Red Task Force Commander
Exercise GOLDEN EAGLE

he SANDF has planned to conduct a series of exercises during this year to evaluate its operational capabilities. These capabilities will be assessed to ascertain gaps that will have to be addressed as part of the force development and force preparation processes. Exercise GOLDEN EAGLE, the annual SA Air Force, force preparation exercise, formed an integral part of the overall Exercise INDLOVU, which also included Exercises RED LION (SA Navy), SEA EAGLE (SA Navy) and SEBOKA (SA Army).

To allow for the preparation of required forces and capabilities limited resources necessitated the SANDF to utilise the annual force preparation exercises of the Services and Divisions as a means of planning and conducting a joint exercise to be executed at campaign level. This accommodates the attainment of single service operational and tactical level objectives, as well as facilitating Service and Division participation in a multinational/joint manner.

By combining exercises or parts of exercises with other Services, formulating joint objectives or even achieving certain Service-unique objectives during Exercise GOLDEN EAGLE there will be a definite advantage for those Services that participated in the exercise.

Exercise GOLDEN EAGLE took place from 27 September to 1 October 2004 in the area of the Limpopo Province and it concentrated on mission specific training to evaluate the SA Air Force’s current operational capability in a joint and multinational environment. In conjunction with Africa Aerospace and Defence 2004 various foreign countries were invited to participate in Exercise GOLDEN EAGLE. The Indian Air Force reacted with a substantial deployment of six Mirage 2000s, pilots, mission controllers and technical personnel, which contributed immensely to the success of the counter-air exercises.

Two C160 Transall aircraft of the German Air Force effectively supported the air transport and special operations exercises. Military observers from Germany, Sweden and Zimbabwe also attended the exercise and were treated in a transparent fashion to confirm the purpose and objectives of the exercise. The exercise consisted mainly of counter-air and air mobility phases to achieve mission specific objectives such as: air defence operations, offensive air operations, air combat manoeuvres, in-flight refuelling, ground and in-flight command
and control, combat search and rescue, helicopter and air transport operations, special and EW operations, as well as SAMHS support.

The exercise was conducted according to a simulated scenario of a Chapter VII resolution condemning the actions of a hostile force ("Red Force") against a legal government and appointing the RSA ("Blue Force") to utilise military force against the said threat. The two bases that hosted the main opposing air elements, AFB Makhado and AFB Hoedspruit, also used the opportunity to exercise and evaluate all operational procedures applicable to a hostile scenario of this nature. Good weather, the required serviceability rate of aircraft and equipment, proper day-to-day planning and liaison between all role players, as well as an excellent safety record for the period, contributed to continuity of activities, a successful Exercise GOLDEN EAGLE and the achievement of all said objectives. Some of the strong points of the exercise were:

- The expertise of the SA Air Force to conduct an exercise of this nature was again confirmed.
- The momentum of activities could be kept until the last day.
- A high standard of safety was maintained during the full duration of the exercise.
- The flavour of realism enhanced the level of training.
- Increased joint nature of the exercise.
- Advantages of force preparation and interaction with other air forces.
- Establishment of good relations between the fighter communities of the SA Air Force and the Indian Air Force.
- High level of discipline and professionalism of the Indian Air Force and German Air Force contingents in line with SA Air Force standards.
- Transparency regarding the nature of the exercise.

All "hostile" activities between "Blue" and "Red Forces" came to an end during an enjoyable social gathering at AFB Hoedspruit to celebrate the temporary peace until next year. The occasion was also used to thank 7 Squadron of the Indian Air Force for their contribution and to wish them a safe flight back home. Excellent Indian cuisine and camaraderie between all participants, role players and support personnel contributed to a warm atmosphere and the profits of the bar. Exercise GOLDEN EAGLE was concluded with a "hot" debrief the next morning to summarise the lessons learned and recommendations for future exercises.

Operation IRON FIST

Before I tell you about Operation IRON FIST it is important to give a brief overview of the Joint Tactical HQ Northern Cape. The Joint Tactical HQ Northern Cape is situated within the premises of ASB Kimberley and the Officer Commanding is Col G.K. Sibanyoni.

The Joint Tactical HQ Northern Cape is the driving force behind safety in the Northern Cape, which is its area of responsibility. It consists of seventeen Reserve Force units under command and monitors and co-ordinates all operations in co-operation with the SAPS in its area of responsibility.

Operation IRON FIST took place in the Gordonia area, which includes the districts of Groblershoop, Kakamas, Pofadder, Aggeneys and Kenhardt, from 29 July to 1 August 2004 with the participation of the Gordonia and Kakamas Commandos in co-operation with the SA Air Force, the SAPS and the Traffic Department.

The operation included cordon and search, and roadblocks. The following successes were achieved: 341 people were arrested for several offences ranging from public indecency, illegal trading of liquor, possession of drugs, driving without licenses, rape and theft of motor vehicles.

Altogether 58 traffic fines were issued at roadblocks, 2 000 litres of liquor and 200 mandrax tablets with an estimated value of R16 000 were confiscated during the course of the operation.

The operation was conducted in a very professional manner with the support of the community and the role players involved.

The Officer Commanding Joint Tactical HQ Northern Cape would like to express his sincere gratitude to all role players who took part in Operation IRON FIST and also the community of the Gordonia area for their support.

Let us keep up the spirit of togetherness in our areas and fight crime.

(Article by Capt D.K. Lithakanyane, SO3 Op Comm, J Tac HQ NC)
Employment of members abroad

Chief of the SANDF Administrative Order No 1/04: Employment of SANDF Members by Defence or Security Related Industries in Foreign Countries

The Government of the Republic of South Africa has been quite clear in its position regarding the fact that the conflicts in Iraq and Afghanistan are not supported. Participation by members of the SANDF, through the employment of these members by security related industries in these countries, is totally unacceptable and does not support the position of the RSA in this regard.

The Minister of Defence has expressed his extreme displeasure at the large number of members who are allegedly making themselves available for such temporary employment while they are officially on vacation leave. It is also distressing to the Minister that these members are in some cases actively aided and abetted by their superiors or colleagues to achieve their aims and that said superiors and colleagues are often obstructing investigations being carried out by the SANDF in this regard.

The Minister stated that it was significant that all those being investigated are from the white population group who have previously served in the former South African Defence Force (SADF). He indicated that this could be perceived as being grossly disloyal towards the new dispensation, the Government of the RSA and, specifically the SANDF.

The Minister considers the situation intolerable and has directed that immediate action be taken to end such conduct.

Orders

The following orders are to apply:

It is an offence for any SANDF member to accept employment, whether temporary or otherwise, in any other organisation without proper authorisation while that member is serving in the SANDF.

- All cases where it is found that a member has accepted such employment without proper authorisation, such member is to be prosecuted.
- Where such a member is found guilty of such an offence, and the employment was with any defence or security related industry in a foreign country:
  - All income derived from such employment will be forfeit to the State.
  - The member concerned is to be administratively discharged.
- No serving member is to aid or abet any other serving member in finding such employment, nor is any member to obstruct any investigation into such behaviour by any other member.
- Where any member is found to be aiding or abetting any serving member to accept employment as mentioned in the sub-sub-paragraph above or to found to be obstructing any investigation into such behaviour, the member is to be prosecuted.
- If a member is found guilty in terms of the above-mentioned paragraph, such a member is to be administratively discharged.
- Any serving member who enters into unauthorised employment with any defence or security related industry in a foreign country is denied the following:
  - Medical support by the SANDF regarding any injury sustained during such employment.
  - Any payment due to disability or death, flowing from such employment, by the SANDF Group Life Insurance Scheme.
  - Any diplomatic support from the Government of the RSA in case of capture or detention by any one of the parties in conflict in such a foreign country.
- Any serving member who proceeds on vacation leave to any foreign country is to certify to his or her Officer Commanding prior to leaving that he or she:
  - Is acquainted with the contents of this order.
  - Fully understands the import of the order.
  - Does not intend to place himself or herself in any employment while on leave.
  - Understands that to transgress these orders will expose himself or herself to prosecution and possible administrative discharge from the SANDF.

Such a certificate is to be placed on the member’s file before departure from the RSA.

This order applies to all members subject to the Military Discipline Code under the Defence Act. It is in force immediately on promulgation and will remain valid until officially withdrawn.
Internal auditors aim to combat crime

By Nakedi Phasha
Photo: F Sgt David Nomtshongwana

People believe in role models. I believe in having mentors. Role models or so-called celebrities are people like you and me; they are people that we just admire, while a mentor is someone you can learn from.

Altogether 31 members of the Defence Inspectorate/Service Inspector Generals received their certificates in Internal Auditing from the University of Pretoria at a ceremony held at the University on 16 September 2004. The ceremony was held at the special request of the Dean of the Faculty of Internal Auditing.

For Mr Abram Lentsoane from DPA the certificate is a stepping stone because it helped him pass the first and second part of the CIA Board examination. “I thank the management of the SANDF for their support towards the staff,” said an ecstatic Mr Lentsoane.

“When the Defence Inspectorate thrives on constantly assessing changing needs, present and future, together with our encouragement and support of individual development to meet those needs. Commitment of sufficient resources was the key to the successful skills development training that was undertaken in this year,” Brig Gen Christo Coetzee, the Director and Defraud Inspector General, said in his congratulatory speech.

“Internal auditors are the source of combating crime and corruption. This is just the beginning; you are off to a brilliant start,” concluded Brig Gen Coetzee.
Our Warrant Officers' Academy of the future

By Nomonde Vuthela
Photo: Cpl Leonard Xaba

A request was received for SA SOLDIER magazine to publish an article on the newly established "Warrant Officers' Academy" and the entire training staff at the new academy, situated at Military Base Wonderboom in Pretoria. The idea behind the request was to publicise the institution so that members of the SANDF are made aware of the academy and its important functions.

So off went the SA SOLDIER team, thirsty for another adventure. At Military Base Wonderboom WO1 Dan Tshabalala, the Warrant Officer in Charge of the Warrant Officers' Academy, met us. As we were walking towards the building, he explained to us that the facilities are a temporary arrangement and that it would be renovated soon.

Speaking to SA SOLDIER, a very optimistic WO1 Tshabalala said that the aim of the academy is to develop and prepare warrant officers for utilisation at operational and strategic level in the SANDF. In the past, they were only developed for utilisation at tactical level. He said: "The current facilities of the SANDF Warrant Officers' Academy are not up to standard. The building, classrooms and other facilities still need to be renovated."

"When is that likely to happen," I asked. He answered: "The academy is still in the process of being funded for its establishment. The funding is to be made by the four Services."

"The establishment of the academy is the best thing that could ever had happened in the history of warrant officers and for the SANDF as a whole. These are men and women who form that important link between the officers and soldiers on the ground, and if their training is neglected as it was before, surely the SANDF will not have good and disciplined soldiers."

As things stand right now, WO1 Tshabalala has a staff of six members as opposed to 24 as planned. The remaining posts are to be staffed in the New Year. If all goes according to plan, the pilot programme is to be presented at the academy in the New Year.

It is the wish of the Warrant Officer of the SANDF as much as it is of the Warrant Officer in Charge of the Warrant Officers' Academy, that the funding be made soon to make it possible for the pilot programme to be presented in the New Year.

SA SOLDIER, as the official magazine of the DOD, is always keen to assist whenever there is a need for communication and self-expression among members of the SANDF. All the best for the future to WO1 Tshabalala and his staff at the Warrant Officers' Academy.

Policemen trained in drug prevention

In a certificate presentation ceremony held at Narconon's Johannesburg headquarters Mr Paul O'Sullivan, Non-executive Chairperson and founding member of Narconon, a drug rehabilitation centre aimed at the youth of South Africa, presented certificates to four officers who had completed the Drug Prevention Specialist Programme.

Mr O'Sullivan said: "Many wise and educated communities are waking up to the reality that prevention is better than cure and this is equally true of drug abuse. It is therefore encouraging that the senior police officers in Gauteng Province have seen the need to broaden the skills base of police officers that serve the community." Mr O'Sullivan spent many years fighting narcotics, both in the SAPS and in the UN Police.

Ms Clair Lotz, Executive Director of the Narconon centre, which is situated in Observatory, was on hand to explain how the drug prevention specialist is trained.

Narconon is active worldwide and has, as its objective, a very simple goal: "A world free of the scourge of drug and alcohol abuse, where children can grow up, free to achieve their best, without drugs destroying their lives."

Narconon Johannesburg is a non-profit organisation and welcomes further sponsorship for the training of police officers and students whose families cannot afford to place their children on the programme.

For more information please contact Kurtis Monye at the Narconon Drug Rehabilitation & Education Johannesburg at tel no: (011) 622 3341 or cell no: 084 680 5314.
Standing ovation for our Navy Band

Cdr Mike Oldham was the SA delegate at the September conference of the International Association of Tattoos (IATO) in the Netherlands where the SA Navy Band was put forward as the model for modern " Acts", after their triumphant performance at the Edinburgh International Tattoo in August 2004. In Edinburgh the SA Navy Band was acclaimed by Charles Spencer, Daily Telegraph (UK), of 13 August 2004, as particularly outstanding. The band was immediately invited to Canada (in 2006), the USA and five European countries, and it is already scheduled for France and Italy next year. The band also performed five concerts, including a tenth year of democracy concert attended by the SA High Commissioner in London, who congratulated the Admiral accompanying the band after a standing ovation from the audience of several thousand.

(Article by Cdr Mike Oldham, email)
Promoting people with disabilities

By Ms Antina Hlabela, Acting Deputy Director Disability Equity (EOCD)

S
ince the inception and integration of the new SANDF after the democratic elections of 1994, the Equal Opportunities Chief Directorate (EOCD) has been working to instil the principles of equity and equality as a core value of the DOD.

To achieve equity in respect of people with disabilities, the Section Disability was established within the EOCD in January 2001. The section consists of four staff members. The main responsibility of this section is to facilitate the process of fair acknowledgement of the rights of people with disabilities at all levels in the working environment of the DOD. This includes the implementation of specific measures to promote and transform the advancement of people with disabilities in the DOD in line with national aims and objectives.

The DOD Disability Forum

In October 2000 the EOCD established the DOD Disability Forum. The aim of the forum is to promote, protect, develop and attain equal opportunities for people with disabilities in the DOD. The forum is composed of representatives from all four Services and Divisions.

The functions of the Forum

- To provide advice and guidance on disability related issues.
- To assist in identifying and addressing barriers towards the advancement of people with disabilities.
- To disseminate disability-related information.
- To monitor the advancement and progress of disability equity in the DOD.
- To compile and disseminate reports on disability issues for the information of interested parties. (The Forum meets every second month.)

In celebrating ten years of democracy, the DOD has progressed substantially regarding several aspects of capacity building and internal efficiency relating to matters pertaining to equality. The DOD Policy Guidelines regarding the Prevention and Elimination of Unfair Discrimination towards People with Disabilities was approved on 20 May 2002. These policy guidelines pursue the principles of the Integrated National Disability Strategy (INDS) and Employment Equity.

Fun Olympics

For the first time in the DOD, over half of the employees or members with disabilities in the DOD gathered to celebrate the International Day for Persons with Disabilities at 28 Squadron in Pretoria on 2 and 3 December 2002. The objectives of the Fun Olympics were to promote disability equity, to inform the South African public and non-disabled personnel about disability and to motivate and promote a positive attitude in the DOD towards all people with disabilities. The occasion was attended by senior defence functionaries, people in Government, friends and families of people with disabilities and associations catering for the needs of people with disabilities.

On 1 December 2002 two C130s of the SA Air Force spent the day flying people with disabilities from Durban,
Ms Antina Hlabela, Acting Deputy Director Disability Equity (EOCD).

Port Elizabeth, Cape Town and Bloemfontein to Pretoria. It was a unique experience for many who had never flown in a “flossie”. The day started with a Disability Workshop where Maj Gen Jackie Sedibe, Chief Director Equal Opportunities, and Mr Kobus Swart, Deputy Director Disability Equity, explained the new DODI Guidelines and the huge undertaking the DOD has vowed to follow in support of its employees with disabilities. A copy of the DODI was also handed over to all people with disabilities who attended the workshop. That evening a sumptuous gala evening function was held, especially for people with disabilities. The DOD Fun Olympics for people with disabilities took place the next day at 28 Squadron, Waterkloof Air Force Base, Pretoria, and what fun it was!

**Sign language**

In June 2002 the EOCD, in conjunction with the University of the Witwatersrand, conducted beginners and intermediate sign language courses. The DOD considers access to communication as an integral part of the equalisation of opportunities for people with communication disabilities, such as deaf people, people with speech difficulties and people with visual disabilities. Among the students who attended the course was the Chief of Defence Corporate Communication, Maj Gen Dan Mofokeng. The DOD Policy Guidelines on the Prevention and Elimination of Discrimination towards People with Disabilities was recorded on tapes, especially for people with visual impairments.

**Thanksgiving service**

On 2 July 2003 a thanksgiving service was held for people with disabilities at the Defence HQ in Pretoria and Cpln H. Klein played an important role in this regard. Religious leaders from different religious denominations were invited. Each one of them was given an opportunity to address the audience. Speakers who represented people with disabilities were Maj Gys van der Niet of Chief Defence Legal Services and AB Solly Mathabe of the Navy Office. During the service three candles were lit representing hope, thanksgiving and peace for people with disabilities.

**Barrier-free access**

In 2003 more emphasis was placed on barrier-free access. Focus groups and interviews were also conducted with people with disabilities in various GSBs and bases to determine the obstacles and other aspects that affect the working environment and their lives in the DOD in order to facilitate the planning, implementation and monitoring of disability specific programmes. The Chief Directorate recognised that only through providing a barrier-free environment will the department be able to accommodate the diversity of needs that will enable employees to move around freely and unhindered in the working environment. Considerable progress was made in building ramps, rails and accessible toilets and showers for people with disabilities at nine units and bases throughout the DOD. Maj Gen Sedibe officially opened the barrier-free access on 3 June 2004 in Bloemfontein. This project is part of a long-term initiative to ensure that all units and bases are disability friendly.

**International Day for People with Disabilities**

We have come a long way and change does not happen overnight. As we celebrate ten years of freedom, let us show that we in the DOD care by joining the world in the celebration of the International Day for People with Disabilities on 3 December 2004 and to go beyond this by giving more attention to promoting the needs, rights and equalisation of opportunities for people with disabilities.

Thank you for the DOD Disability Forum and everyone who supported Section Disability (EOCD) for the past ten years.
Life has a special purpose for everyone

At the request of SA SOLDIER Chaplain Dina Joubert, a chaplain at 1 Military Hospital, interviewed two members with disabilities and also wrote about herself for this edition, especially as we celebrate the Day of People with Disabilities on 3 December.

Dina Joubert

Tell us who you are and where you are working.

I am Dina Joubert and I am a chaplain at 1 Military Hospital. I received my permanent appointment in 1995. I have been working as a chaplain since 1992, but could not be appointed in uniform, because of my disability. I have been Acting Head of the Department of Pastoral Services Office for three years now. I am also working at AMHU Gauteng and MPI. I help with the presentation of the “Combating HIV/AIDS through spiritual and ethical conducts” course in different units in all four Services.

Tell us about your disability.

I was born with a hip abnormality. This abnormality affected the growing points in the upper left leg. I have a small leg, but it is not very strong. The hip joint was also absent. I walk with a lower leg prosthesis. I have received two hip replacement operations and this helps me to walk with my prosthesis.

Tell us about your childhood.

I was a very active child. I started walking after my operations and rehabilitation when I was about twenty months old. I loved challenges. On my first day at the nursery school the other children said to me that I would not be able to climb on to the doll’s house roof. Well, I did. The poor teacher was horrified, but my mother took it quite calmly. I was forever climbing trees and playing outside on the farm. My parents raised me to be as much the same as the child next door as possible. I was not in a special school and went to high school with my electric wheelchair. It was the delight of my friends to “steal” the chair and drive down all the passages.

How do you see your disability?

I am grateful for the lessons that I could learn through it. I know that life is as much a difficulty as a joy. How you react to those experiences remains your own choice. I could sit in my corner and sulk most of the time, but life would then pass me by. There are too many wonderful opportunities to grab to allow time for moping too long. One also needs people around you to help you cope every day. My parents, friends and partner play a big role in my life. I need help more often than a more able bodied person. They are there for me and never make me feel like a burden.

How do you see your future in the SANDF?

I love my work. I would like to work for a number of years still. I am addicted to the excitement, love, variety of tasks and people that I work with. I hope that we will see many more people with disabilities in senior posts in the future.

How do you learn to accept and cope with your disability?

I have very wise Christian parents. When I was young and asked questions about my being different, they would answer me with the following: “Jesus loved you too much to make you look like most people. It is easy to make people who look the same - Jesus took extra care and time to create you. He wanted someone to look different so that you can also love Him more and that He could spoil you more.” Spoiling by God takes different forms from human spoiling. I have a deep-seated peace and joy in my life. I have the knowledge that my life has meaning, not because of my work or achievements, but who I am for God. He needs me the way I am and that is enough. In the days when I am in pain or depressed, the thought of God’s love for me carries me through. It helps me to fight with Him and argue.
with Him until I reach peace and quietness in my soul again.

**Marlene Burger**

Tell us who you are and where you are working.

I am Capt Marleen Burger. I work as a biokineticist at 1 Military Hospital. I did practical work for my studies at 1 Military Hospital in 2002/2003. I was appointed to the Permanent Force in April 2004. I was nominated to do the Formative Course in November 2004.

Tell us about your disability.

I was in a motor vehicle accident in 2001 and became a complete paraplegic. I did my rehabilitation at the Spinal Unit of the Eugene Marais Hospital. Even though biokinetics is an occupation that is usually seen as a career for able-bodied people, I enjoy my work. As a person with disabilities, I think I can relate better to all the injuries and rehabilitation patients that we see. I can be strict when necessary and give comfort when it is needed. I was a fitness coach for the wheelchair rugby team while I was studying, but have had to stop recently because of my full-time work now.

Tell us about your family.

I was married six months before the accident. I was worried about my marriage after the accident, but my husband supported me in wonderful ways. He was the stronger one of us. I received support from my family, as well as my friends and they are still there for me. They regard me as being the same, so much so that they sometimes forget that I cannot climb stairs anymore. A big joy for me at this time is my son. He was born sixteen months after the accident. I did not expect to be able to have a child so soon. He is, of course, the apple of his mother’s eye.

How do you see your disability?

Life definitely did not end with the accident. I just had to adapt to a new way of doing things. I do not allow hatred or depression to bring me down. I work through the emotions and problems when they come. I enjoy my second chance to live a full life. The biggest drawback for me is to enter buildings that are not wheelchair friendly. I am also stuck if the lifts are not working in a building. The biggest gift in my disability is of course my son. He already pushes the chair and climbs on it and drives around on it. I think this will give him an advantage over other children in understanding the world of people with disabilities, as well as to see us as able in other ways.

How do you see your future in the SANDF?

I have high hopes for the future. I was given a chance to work as a person with disabilities in an environment usually filled with able-bodied people. I believe that the groundwork was done in this way to accommodate other people with disabilities as well. I was given the chance to live independently; I can drive myself and I am able to live a full life. I hope that Defence Force members will not see our disabilities in future, but rather our capabilities.

How did you learn to accept and cope with your disability?

My faith and spirituality carried me through. I became a born-again Christian a few days after my accident. I believe that what happened is God’s will for me to do His work. I see my work as a calling to do His tasks here on earth. I am here not only to help people physically, but also spiritually and emotionally. “I may not be walking, but I am a healthy person. I am walking for God in a new way - I walk the talk of my faith for Jesus.”

**Somikazi Mulaudzi**

Tell us who you are and where you are working.


Tell us about your disability.

I was in a bus accident in January 2004. My operations and rehabilitation were done at 1 Military Hospital. My right lower leg was amputated.

Tell us about your family.

My family was very co-operative and problems when they come. I enjoy my second chance to live a full life. The biggest drawback for me is to enter buildings that are not wheelchair friendly. I am also stuck if the lifts are not working in a building. The biggest gift in my disability is of course my son. He already pushes the chair and climbs on it and drives around on it. I think this will give him an advantage over other children in understanding the world of people with disabilities, as well as to see us as able in other ways.

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Mendi Memorial Scholarship Fund

On 21 February 1917 at 05:00 the ship, SS Mendi, was struck and cut almost in half by the Darro, causing the SS Mendi to sink. A total of 607 Black South African soldiers and nine of their fellow countrymen drowned in the disaster. South African oral tradition gave rise to the best known and remembered legend as to how these men met their fate with African dignity.

It is recorded that Rev Wauchope Dyobha, to calm the panic and quieten the men in their hour of death, captured their attention by raising his arms aloft in the true tradition of his race, as he cried out in a loud voice:

"Be quiet and calm, my countrymen. What is happening now is what you came to do… you are going to die, but that is what you came to do. Brothers, we are drilling the death drill. I, a Xhosa, say you are my brothers... Swazis, Pondos, Basotho... so let us die like brothers. We are the sons of Africa... Raise your war cries, brothers, for though they made us leave our homes... Swazis, Pondos, Basotho... so let us die like brothers. We are the sons of Africa..."

A short silence followed and then these soldiers who were from the mines, the kraals and the open veld, shed their army boots and started to dance the "dance of death" with all the vigour they could muster.

As a man of God, in all probability Rev Dyobha would have induced them to sing what is today part of our anthem 'Nkosi Sikelel' iAfrica' (God bless Africa), the first verse of which had been written in 1897 by Enoch Sontonga. In about 1928 Rev Robert N. Mashaba of the Methodist Church sponsored a motion at a meeting of the Interdenominational African Ministers Association which resulted in a resolution to observe the Mendi Day of 21 February. On this day all members would assemble in solemn and reverent remembrance of the deeds of valour and sacrifice of the men of their race who went to serve their King and Country, hoping and believing that in the distribution of the spoils of war their compatriots and relatives would share in the blessing of peace and the opportunities guaranteed by the successful armies of the Allies. In 1931 the Association invited the whole of 'Bantudom' to observe Mendi Day as a national day for commemoration.

Thus Mendi Day, observed on 21 February, became for the black people of South Africa the equivalent of Delville Wood Day for white South Africans or Anzac Day for Australians and New Zealanders. Memorial services were held in many centres, sometimes addressed by prominent white guests.

In 1931 the International African Ministers Association invited other black organisations to join in a national committee to establish a Mendi Memorial Scholarship Fund. Later a constitution was adopted whose primary objective was 'to assist African children to obtain higher education within the Union of South Africa and abroad by means of scholarships and bursaries'. There were twelve founding bodies on the committee. It afforded a broad spectrum of black interests, eg in religion, education, politics, women's councils and ex-service organisations. Local committees were started and fund-raising commenced. The Department of Native Affairs had a representative on the committee who acted as treasurer.

It proved difficult to control the local committees that tended to spend their money on local projects. The Fund appears to have ceased to function by 1950. In 1973 the Soweto and Johannesburg branches of the South African Legion co-operated in persuading the Department to reconstitute the Fund and a committee was formed from those of the former bodies that were still in existence, six in all, with the addition of the South African Legion. It took time to take care of the necessary formalities. Interest had accumulated while the fund lay dormant, and by September 1974 the capital amounted to R14 533.

It was decided to use this money to give bursaries to approved applicants studying for matriculation.

What is the Mendi Memorial Scholarship Fund?

There are many funds that provide bursaries mostly for post-matric students at technikons and universities. Very few concentrate on learners in this way.

With our small funds we make awards to learners in Grades 11 and 12 (Std 9 & 10) based on merit. These are spread throughout the country, especially in the rural areas where the need is very great. The current award is R500 per annum per learner. To date the Mendi Memorial Scholarship Fund has awarded more than 5 500 bursaries worth over R850 000 to Black learners in Grades 11 and 12 (Matric).

The present requirements are an aggregate of 60% or more, a certified copy of Grade 10 (Std 8) report and a letter of recommendation from the school principal or a leader in the community. The Fund cannot help anyone with his or her studies after matriculation and does not grant bursaries to learners in lower grades.

Enquiries and application forms are available from the Mendi Memorial Scholarship Fund, PO Box 1936, Houghton, 2041.
Progress on the operational front

By Capt Elaine van Staden, SO3 Op Comm Officer, J Tac HQ WC

For the first time since the establishment of the Joint Tactical HQ Western Cape in July 2003 this headquarters has had the privilege of hosting a visit from the Joint Operational Division HQ on 11 October 2004. Among the visitors were Lt Gen G.N. Ngwenya (C J Ops), Maj Gen D.M. Tshiki (CoS J Ops Div HQ), Brig Gen M.B. Delport (D Conv Ops J Op HQ), Col C.V. Geldenhuys (PSO) and WO1 F.J.S. Scheepers (WO J Op HQ).

This visit followed a visit from the Joint Operational HQ to the Joint Tactical HQs during August 2004. The aim of the visit was to give Chief of Joint Operations the opportunity to verify the development of the Joint Tactical HQs.

The various operational aspects that were on the agenda included the development and the functioning of the Tactical HQ, concepts of operations, operational deployment and status of placement and staffing of personnel.

After the briefing conducted by the Officer Commanding Joint Tactical HQ Western Cape, Col H.J. Carstens, the guests were invited for a short luncheon with the staff council member of the unit. A small gift was handed over to Lt Gen Ngwenya. Col Carstens accompanied the guests to Ysterplaat Air Force Base from where they continued their journey to Joint Tactical HQ Eastern Cape and finally to the Joint Tactical HQ KwaZulu-Natal.

EXERCISE HOUSE 2004

By Lt Col P.M. Motlhabane, SO1 Op Com 46 SA Bde

The Higher Order User System (HOUS) 2004 was conducted from 31 May to 23 June 2004 by members of 46 South African Brigade (46 SA Bde). The focus was to exercise the brigade headquarters on the practical scenario of the African Mission under the umbrella of the African Union, by conducting the Joint/Multinational Operation via the African Mission in Burundi (AMIB). The idea is manifested in the South African President’s vision of the African Renaissance.

This year’s HOUS was focused purely on Burundi, which is part of the East African Region (Afrique Mashariki). The aim is to arm the contingent, which has deployed to the region, with practical background knowledge in order to facilitate matters during the deployment. This can also be construed as a historical milestone within 46 SA Bde, because for the first time, despite all the other peace operations undertaken under African skies, 46 SA Bde was confronted with practical problems of members who had been deployed to Burundi.

This scenario formed part of the planning cycle to solve the problems this African country was caught in. The Brigade members were also exposed to knowledge under the mentorship of the South African National War College (SANWC). The members were also exposed to the planning tool designed by Cybersim consultants, who for the first time used the Mil standard 2525B as an international benchmark.

Our brigade conducted this exercise in a sterling manner, which culminated in a product that will be kept for future reference. It is also worth mentioning that the basis of the command language was provided for these members as a yardstick for conducting future operations.

The operational operating system was also taught for the first time in the brigade in the operational language to the benefit of those lucky members. This is the language mostly spoken in the lecture rooms and corridors of the SANWC.

Despite all of the above the exercise was conducted at the tactical levels of war to allow the members the opportunity to be in touch with the feasible or tangible situation with which they will be confronted. 46 SA Bde has set a standard and is hoping to maintain it as a future trend and a line of approach.

As 46 SA Bde we wish to say “knowledge is not limited to us only, but the world is an open arena: we must all explore it”.

D E C E M B E R  2 0 0 4  •  S A  S O L D I E R
By Col Snowy Moremi, SSO Research, Equal Opportunities Chief Directorate

Writing effective, efficient and economical policies in any organisation is a critical success factor if the organisation wants to stay on the leading edge (well ahead of its competitors). The DOD with its organisational, national, regional and international obligations has to ensure that it creates a capacity of astute policy writers at all times. In terms of regional priorities, the DOD must contribute to the success of NEPAD as its first priority. Managers must understand the value changes in the macro-environment.

The fourth policy writers course was held at the SA Defence Intelligence College from 26 July to 6 August 2004. More than 100 applications were received from the Services and Divisions, but only 45 participants could be accommodated. It was officially opened by the Chief of Policy and Planning, Mr Tsepe Motumi. In his keynote address, he said firstly that writing a policy is not an easy task. Secondly, policy is politics. One must understand the political process that is at play at the time (contextualisation). Thirdly, policy is contentious in nature.

When he addressed the participants at a dinner, V Adm Johan Retief, the Chief of the SA Navy, emphasised that war gaming policy is essential. Coupled with the training of the user, it is the best way of finding out whether the user understands what has to be achieved. He added: "It is essential that you, the writer, and me the user, are aligned with one another."

The purpose of this programme is threefold: Firstly, to advance the capabilities of policy writers at departmental level to articulate and manage clear, concise and executable policies. Secondly, to enhance the understanding of the departmental policy process and lastly, to provide a vehicle for the interchange of ideas, information and experience.

It offers a kaleidoscopic view of how (potential) policy writers can help execute strategy. Policies must be more pragmatic and must also be informed by societal values.

Some key tasks in policy writing
- Review existing departmental policies and research current legislation and Acts.
- Liaise with departmental managers, customers, role players and stakeholders in the determination of departmental policies and strategies.
- Identify gaps in terms of policy formulation.
- Render advisory services on strategy and policy.
- Render assistance to establish and co-ordinate Public Community Participation (PCP).

Skills needed for a policy writer
These are some of the skills needed for a policy writer: Policy formulation skills; knowledge of policy research, analysis, objectives and development processes, project and financial management; clear conceptual understanding and development principles; skills in the interpretation and application of policy; ability to develop training material; problem solving; analytical and innovative skills; computer literacy; strategic planning and co-ordination skills; team building skills; excellent communication skills (verbal, written and networking); presentation and facilitation skills; and motivation and negotiation skills.

Contemporary challenges facing policy writers
- Research into issues affecting gender and people with disabilities.
- The changing of stereotypes, attitudes and perceptions, especially of women in leadership positions.
- Must be able to analyse political statements of politicians and how these affect policy.

The course was officially closed by Mr A. Visser, Chief Director Strategic Management. Dr J.P.H. Kasselman, Director Career Development (PSAP), who representing the participants cited the fact that a combination of passion for policy, vision and action will lead one, as a policy writer, to success.

Judging by the number of applications, there is a great need for this course to develop and empower more policy writers within the DOD. This is even more compelling to ensure that any policy written in the future is aligned or harmonised with the aspirations of the AU/NEPAD, especially on peace and security.

Participants of the fourth policy writers course.
Military customs and traditions were practised

Signal Regiment held its annual internal placement board from 16 to 20 August 2004, followed on 21 August by the annual fund-raising event of the Regiment - the Potjiekos Competition. As the 14 Regional Service Centre Commanders and their RSMs had to attend the work session, an ideal opportunity was provided for the Regiment to present a Swagger Parade and Homage to the Colours Ceremony.

Swagger parades are not presented regularly, therefore not many members are accustomed to proceedings of such a nature. The purpose of a swagger parade is to afford a regiment and its members the opportunity of marching through the base, with all members participating, colours flying, drums beating and trumpets sounding - showing off the members of the Regiment and its colours to other units in the base.

On the morning of 19 August all able bodies in 2 Signal Regiment RHQ formed up in front of the HQ building at Military Base Wonderboom in Pretoria. The Chaplain, Cpln Nkopodi, opened the proceedings with a prayer and then took up his position in the parade. The Regimental Colours were uncased and marched onto the parade. The military band of SAMHS sounded the general salute and the parade was ready to march off through the streets of the base. The Officer Commanding of 2 Signal Regiment, Col C.G. Brand, took up his position in front of the parade which then marched off, accompanied by the sound of military marching music.

Contrary to the parades that most uniformed members have become accustomed to no podium is used nor does a functionary officiate during a swagger parade. The invited guests, viz the previous Officers Commanding and RSMs, honorary members of the Regiment and PSAP members were seated outside the Protea Hall, where they observed the Regiment swaggering through the streets of the base. It must have been a rare sight to observe all the members of the Regiment, from the Officer Commanding, the Executive Officer (Second in Command), the Chaplain, the GSM, RSC Commanders, RSMs to all officers and warrant officers, non-commissioned officers and privates marching through the streets.

The parade halted and the colours were marched off. The Regiment formed up in single file, with the bagpiper of the military band leading, followed by the Officer Commanding, the GSM, colour party, invited guests and the rest of the Regiment in rank order. The homage to the colours ceremony was about to begin.

With the bagpipe sounding, the Regiment marched into the HQ building and up the stairs toward the Regimental HQ, which houses the Colours Room, called Camelot. The Regimental Colours were placed in the stand and the colour escorts took up their position next to the colour stand.

The piper halted in front of the colours, saluted and paid homage to the colours by drinking a toast, saluting it and marching out of Camelot, while the bagpipe sounded. Invited guests and the rest of the Regiment followed suit, including PSAP members.

All those who attended enjoyed a function in the form of a Big Tea after the ceremony. 19 August was a proud day in the history of 2 Signal Regiment. It was a day on which military customs and traditions were practised and appreciated, something that is so necessary to provide stability in our military environment.
Drumming the message

By Dr Mark Pegg, Director
Business Development and Tutor and Leadership: Ashridge Management College, UK, and
Mr Clive Pillay, Assistant Director
PSAP ETD Policy and Doctrine

Halfway along the R21 from Johannesburg to Pretoria, one unexpectedly encounters a Mediterranean Oasis - the St George Convention Centre. Inspired by Greek life and civilisation, this is the perfect venue for presenting the CLIPPER Programme. This eight-day long programme was presented to 39 civilian and military staff members to develop their leadership and management skills - a groundbreaking joint programme for the Departments of Defence and Foreign Affairs. The programme was sponsored by the United Kingdom Ministry of Defence.

The programme was led by a team of tutors from Ashridge Management College in the United Kingdom - one of the world’s top schools for business education - who use the venue’s extensive facilities to help move these key managers to the next level - using advanced leadership and team-working skills to assist their departments to deliver more effectively.

The participants were from a diverse working backgrounds, such as members from Policy and Planning, Joint Training Division, finance functionaries, educators from the Military Academy, work-study officers, an industrial psychologist, an ambassador, protocol officers and diplomats from the various desks. The composition of the group presented a major opportunity to get to know one another and their colleagues better and to share their ideas and experiences in order to commit to better service delivery in the future.

The Course Director, Dr Mark Pegg, said: “Tutors from the Ashridge Management College, United Kingdom, all want to teach on this programme and I have to disappoint many when I select the ‘A’ team to come with me. It is a genuine honour to be invited to South Africa. This is an inspirational experience for tutors and participants alike. We are excited by the tremendous commitment of the course members to work together and learn as much as they can in the short time we are together.”

Tutors from Ashridge use their knowledge of international business and leadership in the public sector to help managers acquire practical tools and techniques, which they can use right away to make a difference back in the office. The style is highly interactive. Dr Pegg said: “Ashridge tutors hate ‘death by overhead’, hate talking at course members and are happiest if the class is sharing ideas and getting involved”. Humour and creativity are not just encouraged, they are essential - to inspire everyone on the course to do great things and gain the confidence to take on new challenges.

Ashridge assumes managers have talent and experience and creates opportunities to share them - course members are expected to spend more time supporting each other to solve problems and debate ideas in groups or challenge themselves in outdoor exercises, than sit listening in the classroom. Lectures are avoided. Ashridge believes being a better manager is a serious business, but is done best if the learning is fun. More of the thinking sticks, and more is translated into real action in the workplace.

The programme covers a wide range of management subjects, but the heart of the programme is an extensive assessment of each participant’s personal profile impact, including one-to-one coaching. Tutor Martin Scott devotes great attention to the way
participants spend their time in the working day, helping them focus better on the high leverage tasks where the most value is added by them, as leaders. He puts them in touch with their creative side and shows how much more effective they can be and maintain a sensible work-life balance. Team-working skills are vital and participants discover more about motivating and inspiring their teams and using the power of the team to solve problems. Finally, the course members bring it all together - real life needs all of these skills to be integrated. The course closed with a session where everyone worked with drumming coaches to learn to play a drum, compose and to perform in a drumming concert. This needed leadership, teamwork and creativity. The music was wonderful and this session was rated 10 out of 10 for value.

To celebrate the learning opportunity a grand gala evening was held. Special guests who attended this prestigious occasion were the British Defence Advisor, Brig David Keenan, the Chief of Joint Training, Maj Gen Aaron Ntshinga, and his wife, and R Adm (JG) Alan Green, Director Formation Support, Joint Training.

So, what were the benefits? The course ended with a standing ovation, so we asked the participants for their views. The unanimous verdict was that they left completely refreshed, with a better assessment of their own behaviour, strengths and personal development areas. They left the programme with more confidence, determined to change the way they work, particularly to manage their time better, take more care to plan and lead their teams more effectively.

Alumni
Following the success of the main programme, a one-day CLIPPER Alumni Programme in South Africa for personnel of the RSA DOD and DFA who have attended Ashridge in either the UK or the RSA over the last five years with the theme "Challenges to Civil Service Managers in Democracy". This was a genuine alumni event to revitalise rather than merely follow up on the main programme and was aimed at refreshing and thinking about leadership and to share experience in applying their knowledge and building a network of key managers. This event was held at the St George's Hotel in Pretoria and the keynote speakers included the Secretary for Defence, Mr January Masilela, the Director General of South African Management Development Institute, Mr Bobby Soobrayan, the Director Business Development and Tutor and Leadership: Ashridge Management College, United Kingdom, Dr Mark Pegg, and Ambassador Rakwena from the Department of Foreign Affairs.

Some of the special guests included the Deputy High Commission, Mr Andrew Patrick, the British Defence Advisor, Brig David Keenan, and the Chief Director of HR Policy and Planning, Dr Mary Ledwaba.

Honoured for loyal service

By Lebohang Letaoana
Photo: F Sgt David Nomtshongwana

The General Support Base Ministry of Defence (GSB MOD) hosted a medal parade at the Armscor sports ground in Pretoria on 29 September 2004 to honour its members for their contributions to the Defence Force.

The Officer Commanding GSB MOD, Col J.L. Theron, who was the functionary at the parade, said: "At the GSB MOD we believe that members must receive the acknowledgement that is due to them and in this case it is the presentation of medals". He added that each member of the GSB MOD had to ask himself what he was doing to make his workplace and the SANDF a more efficient and friendlier place to work in.

He also encouraged other members to work hard because time waits for no one and it was of the utmost importance to seize every day and be the best one can be; thus in the end one may be rewarded with medals.

Sgt Simon Ntseno and Sgt Nomalungisa Cynthia Whathy each received a Unitas Medal. A Good Service Medal (Silver) was awarded to Lt Col Vusumuzi Theodore Zwane.

Four Good Service Medals (Bronze) were awarded to Capt Sebongile Flora Xaba, Sgt Piet du Plessis, Cpl Tsakane Ernest Nkuna and Cpl Pau Albert Sibande.
Ganging up on HIV/AIDS

By Nomonde Vuthela

A group of 46 men was called up and told to take up arms and join in the war to fight HIV/AIDS at a workshop held at 6 Light Anti-Aircraft Regiment in Johannesburg. The workshop ran from 23 to 27 August 2004 and was designed to spark off a chain reaction where soldiers now equipped with information on HIV/AIDS in turn share the knowledge with others wherever they go.

This HIV/AIDS workshop was yet another example of how the war against HIV/AIDS will be won through dialogue, even though the training is for just 46 people at a time. AIDS has to stop being a secret to lose most of its ugly effect, and workshops such as these are what will eventually loosen the grip AIDS has on our society.

Responding to the Government's plea that all soldiers be educated regarding HIV/AIDS, this Reserve Force unit held such a workshop. Lt Col Stephen Coningsby, Officer Commanding 6 Light Anti-Aircraft Regiment, deserves a pat on the back for pushing against walls just so that his unit can be counted among those making a difference.

Facilitating the workshop and in the forefront of all the processes was the Chaplaincy with six chaplains and two warrant officers conducting the workshop. "Combating HIV/AIDS with Spiritual and Ethical Conduct" was the theme, with emphasis on training the members to make decisions that are based on ethical values.

As Ayn Rand, a 20th century Russian/American novelist and philosopher, once wrote: "Ethics is a code of values, which guide our choices and actions and determine the purpose and course of our lives".

For days I sat with men who were learning how to make decisions not just for themselves, but also in consideration of others. The "use a condom campaign" is failing because AIDS statistics continue to rise, explained the facilitators to the members, and added that HIV/AIDS is all about choice. "This may be your wake-up call" the men were told.

The underlying message throughout the week was that indeed AIDS kills, but not all is lost as men can help defeat the impact of the disease by playing their part. "Do all you can to remain negative" urged the facilitators who also maintained that homage and safety can be found in one's moral values.

Slides were shown and booklets handed out. The men were taken from how to avoid infection to saying no to that one wrong turn that may prove to be fatal. They were also educated on the types of treatment available once infected and how solid moral values should guide one not to spread the disease.

The members were also told that there were two types of HIV and which one dominates in our part of the world, how infection occurs and the symptoms that follow in the long run, and the general medical aspects that relate to the disease.

Combating HIV/AIDS through spiritual and ethical conduct is a clear indication that all else has not worked. Is this therefore not the place that we all run to when nothing else makes sense? Based on values that include fairness, responsibility, integrity, respect and love, the workshop trained the men to remain assertive at all times by guarding their values.

"I have learnt more about AIDS; this workshop has taught me to face up to my responsibility".

"I need to change my lifestyle and stick to one partner, and I will encourage family and friends to learn more about AIDS too," said Gnr Danial Tshabalala.

Soldiers provide security to the nation and not every war will be fought with live ammunition. This battle against HIV/AIDS has baffled the world for so long because we are all so set in our ways. Ganging up on HIV/AIDS is still a commitment to serve your country. Members need to fight back against HIV/AIDS because it is no different from patrolling the borders of the country and awaiting the enemy.

Nobody is allowed to sleep anymore while South Africa burns, and certainly not our soldiers.
Achievements of women in our Army

A journey of a thousand miles begins with one step. Thus was the journey of the women of South Africa. A lot has been said about 9 August, one of the most important days in the country’s historical calendar. August 9 ushered in a new era in the struggle for the total emancipation of women. This road had various milestones and reference points.

One of the significant milestones was the participation of women in the Transitional Executive Committee on Defence in 1999. Women also played a major role in its sub-committee, the JMCC, whose main task and mandate were to establish the future SANDF. These men and women had the enormous task of shaping and forming the future SANDF to what it is today. The JMCC comprised several working groups (WG), such as the Personnel WG, Intelligence WG, Chaplains WG and the Work Group on the Status of Women. The Work Group on the Status of Women in the SANDF had an immense task, as it had to convince a predominantly male committee, not only of the importance of integrating women into the military, but of the importance of integrating women in all fields, including what their combat roles should be. At first the presentation was not kindly received. Such suggestions were previously completely unheard of, but due to the determination of the women in the committee they managed to change its attitude in this regard.

It is therefore with great pride that the SA Army women take this opportunity to thank Maj Gen Jackie Sedibe, Chief Director Equal Opportunities, a member of the WG on the Status of Women, who stood tall and steadfast in persuading the members of the WG to accept the rights of women in matters of defence.

Thanks to the hard work done by the Working Group on the Status of Women, women are today integrated into all the different Services, including the SA Army.

The different Services commenced with preliminary training according to the needs and requirements of the various Services and corps. The women integrating into the SA Army also underwent the required training in all the relevant fields of expertise. To fully understand the role of women in the SA Army it is necessary, in short, to mention what the role of the SA Army is within the SANDF and more importantly where women fit in.

The primary role of the SA Army forms part of the bigger role of the SANDF, namely to ensure the protection of the territorial integrity of the RSA. The SA Army, in the event of war or aggression against the RSA, will conduct the landward conventional battle. Although, according to doctrine and policy, the SA Army has a defensive posture, it is able to conduct mobile and defensive operations if and when required. The capability to conduct mobile and defensive operations is derived from various components and capabilities, which prior to 1994 were thought of as ‘no go areas for women’. Circumstance has fortunately changed since then. The SA Army has gradually managed to shift paradigms as can be seen in the growth of female representivity in the various formations within the SA Army.

Infantry Formation

The infantry forms the basis for conventional warfare and plays a crucial role in the landward battle, holding ground and operating under all circumstances. The SA Army is proud to announce that today there are 475 women in the SA Army Infantry Corps, 3.1% of the total of Infantry Formation personnel. This may seem comparatively small, but it is a steady and significant increase from the virtual 0% in the past. The effort to recruit and train women in the corps has been well sustained.

Artillery Formation

The role of artillery during the landward battle is to provide mainly indirect fire support. It plays a leading role in the shaping of the battlefield. In 1994 it had only one female, but today women comprise 10.5% of the Artillery Formation.

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General achievements

The SA Army women's achievements include women who were involved in strategic planning and the general transformation of the SA Army. The efforts by the SA Army to achieve the current level of transformation were an effort by both men and women. Here follows a few of the achievements of women in the SANDF:

- The SA Army women joined their male counterparts and other Services in fulfilling their international obligations such as peacekeeping in the Democratic Republic of Congo (DRC) and Burundi. These actions were motivated by national security interests and the importance of peace and stability in the region and the world. Women from the SA Army and other Services have participated in dialogue with women from the Great Lakes area in sharing common experiences and providing assistance where possible in recognition of the fact that their peace is our peace. For this the SA Army women wish to express their sincere and heartfelt gratitude to Ms Zanele Mbeki, our First Lady, who played the leading role.
- The SA Army women fully understand that they cannot fully benefit from the fruits of freedom and democracy while other women in the region find themselves in these immensely tragic situations. SA Army women have contributed greatly to peace support operations. This includes:
  - The sustainment of peace support operations since these are logistically intensive driving and cargo operations.
  - Cargo handling.
  - CMI women handled satellite linkages and radio communications.
  - Women have played leading roles in civilian and military organisations.
  - Military observers VIP protection. Communication of information to internal and external publics.
  - Manning of operation rooms, as well as military policing.
  - In compliance with their primary role women also played an integral part in the protection of our national borders. The name of Lt Col Topsy Kupiso (nee Mpaxa), may be mentioned here, as she was one of the first female company commanders to carry out border protection in the Xumbu area, in particular.
- Women, mostly in the infantry, have complied with one of the SANDF's secondary roles in support of the SA Police Service in the effort to combat crime and violence, and other matters affecting the national security of this country.
- Women in the SA Army took part in combined operations of the RSA and Botswana in Lesotho during OPERATION BOLEAS and MALUTI, with the aim of instituting law and order and later restoring peace and retraining the Lesotho Defence Force. Among these were the late Lt Col Mdayi (personnel service management), Maj Briets (ops communication), W01 A. Boshoff both as CI officer and RSM took part to mention a few. These women were ambassadors of South Africa while they operated in Lesotho.
- The SA Army women have developed great self-esteem as they were empowered by means of various military and academic courses. Women are doing the same military courses as their male counterparts, including all the senior courses such as the SA Army Junior and Senior Command and Staff Duties Courses, as well as the Executive National Security Programme (ENSP). It is also a fact that women have shown a great understanding of the art of warfare as can be seen in the excellent grades they receive at the various courses. Some of them were even recommended to become operational commanders.
- As previously mentioned women have mastered the art of warfare and this can be clearly seen in the following examples:
  - Lt Col A. Niewoudt, a member of the Directing Staff of the SA Army Combat Centre, who is in command of warfare instruction and since 1998 produced company and battalion commanders. It may be mentioned that she outclassed all other members, males included, during the SA Army Junior
Command and Staff Duties Course of 2002.

- Women are also commanders in their own right. Lt Col Mpaxa (Kupiso) is an example in this regard. She manages to ensure that her unit is an effective, but also a pleasurable one to work in, not only because she is a woman, but because she understands how to apply leadership and command skills; and above all she knows when and where it is required to be tough.

- Among other outstanding women in the SA Army is Maj Khanta Boer who, on behalf of the Secretary for Defence and the Chief Finance Officer, developed a Resource Management Programme for officers commanding and line managers within the DOD. She has extended members knowledge, skills and attitudes required to maintain their resources according to the Public Finance Management Act. She also had an opportunity to go to the USA to carry out her research programme and did so admirably.

The list of women’s achievements is endless. Some are military attachés, and either have or are currently participating in internal and external military exercises, and play a decisive role in all fields of expertise that the SA Army may require of a person, irrespective of gender.

**Challenges**

Although everything may seemingly be going well for women in the SA Army, there are, however, still some challenges:

- The road is long and bumpy and more efforts should be undertaken to improve the role of women in the SA Army. More women should, for example, be involved in decision/policy-making.
- More gender flex courses should be conducted to deal with the paradigm paralysis that still exist among men and women.
- It is also the duty of women to uplift themselves and not only to rely on men to uplift them.
- Senior Army women should participate and encourage younger women in all their endeavours, in order to avoid a female void once again appearing in the future.

**Closing remarks**

On behalf of the SA Army women and myself, I wish to thank all the women of the SANDF for the different roles they have played to ensure the success and effectiveness of the SANDF. The SA Army women once again take this opportunity to thank Maj Gen Sedibe and her directorate for their sterling contribution to gender related issues and policies. Without you, and your excellent guidance the achievements of women in the SA Army would have been far less noticeable and poorer today! Thanks also go to our SA Army male counterparts who managed to adjust under very difficult circumstances. They coached and mentored a lot of women.

* Col Busiwiwe alias Nomsa Buthelezi, SSO Military Security at DOD Logistic Support Formation, presented this speech at a function held to honour and praise our women in the SANDF and in South Africa. It was held at the Naval Mess in Pretoria on 4 August 2004.*

Fighting HIV/AIDS

If you are not infected, you are affected. Everyday people die of AIDS. The whole nation is affected, and so is the entire working environment. The Department of Public Service and Administration hosted an HIV/AIDS Indaba IV in Johannesburg between 10 and 13 October 2004. The focus was on health and wellness in the Public Service workplace, especially to facilitate the strengthening of employees’ health and wellness programmes to enable departments to deal with the challenges that HIV and AIDS present.

Several Government departments took part in this fight against HIV/AIDS. The participants were given an opportunity over the three days to exchange ideas, review their experiences with strategies and identify interventions appropriate for their departments. Practical presentations on work done in the Public Service and other sectors were shared.

Doctors won the battle against illnesses such as polio and leprosy. I believe that, as a nation, we are going to win this one as well. The entire nation is joining hands fighting this pandemic. On 10 October members of the Public Service participated in a 5/10 km fun walk/run, which was to commemorate the long journey that the nation is prepared to take - all in the name of conquering this disease. Brig Gen Lindile Yam, Director of Physical Training, Sport and Recreation, participated in the fun walk. Let us join hands and fight this disease. We owe it to ourselves. (Article by Nakedi Phasha)

Brig Gen Lindile Yam: “I will walk until we find a solution”.

(Phot: F Sgt David Nomtshongwana)
Alcohol abuse

By Ms Lynette Kleynhans, a social worker at Military Psychological Institute
Photo: F Sgt David Nomthongwana

The management of substance abuse in the DOD is addressed in the SAMHS Order 3/65/85 (revised). The importance of this policy is underlined by the fact that the abuse of any substance (drug) poses dangers for the individual, his or her colleagues, and has consequences for the manager and the organisation.

Case study
It has happened several times in the past months that Sergeant X comes to work, but is not able to complete the task at hand. Now and again he would report sick. His work had to be done by other members of the unit. A tendency has developed that members display low morale at times, complaining about being overworked. Rumors have it that Sergeant X drinks heavily.

Does this sound familiar? In order to understand why it is necessary to attend to any kind of alcohol abuse, definitions of concepts related to alcohol will be discussed.

Definition of alcohol abuse and alcoholism
It is not only important to differentiate between alcohol use, abuse, and addiction, but also between a social drinker and a heavy drinker, concepts not often used by the general public:

- Alcohol abuse: Is the consumption of a drug causing harm to the body itself or one’s environment.
- Addiction: Can be to any substance (drug), including alcohol and nicotine. It implies that you lose control over when and where you use drugs and how often you use these substances.
- Social drinker: Controls his consumption, does not drink regularly.
- Heavy drinker: Drinks five or more drinks per occasion on five or more days in the past thirty days.

The biggest concern is that the continued abuse of alcohol invariably leads to addiction at some stage. The longer the person drinks, the worse the problem becomes.

The dangers of continued alcohol abuse and eventual addiction, as described in the policy on the management of substance abuse, have been neglected for so many years because:

- Managers tend to take only alcoholism into account as a risk in the workplace, while ignoring alcohol abuse and heavy drinking.
- Co-workers initially tend to protect colleagues who abuse alcohol. When the co-workers reach the stage where they are no longer prepared to take responsibility for their colleague’s tasks, the problem has usually escalated to alcoholism.
- Most organisations tend to remove the problem by shifting the problem via transfers, or advising resignation or by dismissal, instead of assisting the employee to be productive again. This usually results in high turnover and low morale.

Therefore the organisation is forced to seek alternative actions in dealing with substance related work problems. Can you stand and watch how a subordinate slowly commits suicide without at least attempting to assist him or her with the following resources available to you?

Resources
The importance of prevention and the management of the abuser or the member with an addiction problem is described in the “Employee and Organisational Well-being Policy” [SAMHS Order 3/65/85 (revised)].
In this policy the Military Community Development Committee (MCDC) has been identified as the tool in the SANDF for the management of substance abuse in general. The role of the MCDC is twofold:

- To identify trends and then act proactively to ensure a healthy community by running relevant courses and/or prevention activities.
- To co-ordinate and monitor the running of the Supervisory Training Course for all managers as presented by social workers at unit level.

Individual problems should never be discussed at the MCDC. The Supervisory Training Course equips the manager to deal with the individual employee and his or her drinking problems. The role of the section head or middle manager is stipulated and dealt with in detail in this course, which is presented by social workers at unit level.

However, please take note of the following main aspects:

- To co-ordinate and monitor the running of the Supervisory Training Course for all managers as presented by social workers at unit level.
- To identify trends and then act proactively to ensure a healthy community by running relevant courses and/or prevention activities.
- To co-ordinate and monitor the running of the Supervisory Training Course for all managers as presented by social workers at unit level.

According to the OHS Policy, SG NO 11/2001, par 18, the employer is responsible for the occupational health and safety (OHS) of all persons. OHS in the private sector is usually associated with technology, the use of machinery, use of chemicals and other visible physical health risks. Why the link between alcohol abuse and OHS?

In the OHS Policy, par 18(D), reference has been made to service performance, productivity and efficiency, cost reduction, as well as improved loyalty and retention. When alcohol abuse plays a role in a decrease in performance, productivity, and efficiency, it is therefore important to use all resources and try to assist the members to work proactively, ensuring that the cost invested to train the member still add value.

You are challenged to address those substance related work problems that are detrimental not only to the occupational health and safety of your unit, but also to ensure optimal management of human resources.
Cementing friendships

Article and photo by Nelda Pienaar

Members of the SA Army Intelligence Formation visited the local Coloured community in Promosa, Potchefstroom, on 17 September 2004. This day was set aside for the members of the formation and the community to interact.

Promosa Secondary School was the first place to be paid a visit. The learners and teachers were overjoyed to receive the military guests. The Principal of the school, Mr Solomon Lion, gave a warm welcome to the guests of the Army.

Then Cpln Theophilus Thotha, the Chaplain of 1 Tactical Intelligence Regiment, said a prayer. Whereafter the choir of the formation sang two songs to the delight of everyone present. Then Brig Gen Mliandel Kula, the General Officer Commanding, talked to the learners: "Be serious in your studies. Education is the future. Obey your teachers. In order to become a leader you need to become a follower." Brig Gen Kula donated food and clothing to the school on behalf of the formation. "It is small but it came from the heart," he said.

"We came deliberately here to recruit Coloureds," said Lt Col Kobus Jooste, SQ 1 ETD. "The SA Army empowers our youth with life and military skills to uplift our youth to the benefit of the community at large."

The Principal was thankful for the donation and said that the contribution will come in handy in their soup kitchen for the needy children.

Brig Gen Kula handed over some SA SOLDIER magazines to the Principal. "From now on your school will receive SA SOLDIER magazines on a monthly basis," said Brig Gen Kula.

The next pit stop was the Happy Hearts Service Centre for the Aged in Promosa. It was here that the Executive Mayor Tibane Raymond Mampe and Councillor Desmond Carolus (MMC for Finance) joined the rest of the visiting group. Cpln Nathi Ncobo, the Chaplain of the formation, opened with a prayer, then the choir of the formation sang a song. Brig Gen Kula then donated food to the centre.

A representative of the old aged centre thanked the military guests for their kind gesture and the elderly sang a song to show their appreciation to their guests.

Next followed a visit to the Amaphelo Nursery and Crèche for babies and toddlers infected or affected by HIV/AIDS. After Cpln Mariëtte Frantz, the Chaplain of the School of Intelligence, said a prayer, the sweet voices of the little ones filled the air - singing like angels from Heaven. Food was also donated to this hospice.

From here, the members moved to a fully packed Promosa Stadium where Col Johan Brandson, the Chief of Staff, welcomed everyone. Then a drill demonstration by the members of 1 Tactical Intelligence Regiment followed.

Mr Mampe was impressed and during his speech said that the SANDF must keep up the good work. Brig Gen Kula said that the community project is nothing else but a way of saying thank you to the citizens for their prayers and support.

The day was rounded off with a braai and playing netball, soccer and volleyball.

Brig Gen Mliandel Kula and the Executive Mayor Tibane Raymond Mampe showing affection for the little ones at the Amaphelo Nursery and Crèche.

“It is small but it came from the heart.”

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**Thumbs up for recreation**

**Article and photo by Maj Marinda Oberholzer, SO2 Comm SA Army Artillery Formation**

The annual Chief of the SA Army Recreation Day was held at the SA Army College on 10 September 2004. During the opening ceremony Lt Gen Shoke said that nobody would have to think about work for this day as “this is a day for sport and relaxation and must be enjoyed by all”.

Approximately 1 300 members attended the opening ceremony whereafter two aerobic instructors of Planet Fitness started the warm-up of the members. The aerobics, a unique new event this year, was organised so well by Lt Col Janeké from Chief Directorate Army Force Preparation that even the “hobos” of the Chief Directorate Army Corporate Services (Renewal Section) joined in the activities. Their enthusiasm and eagerness to participate was the reason for their winning the prize for “best spirit for the day”. Members who joined the Chief of the SA Army during his Recreation Day had the opportunity to participate in various other recreational sporting events such as soccer, tug-of-war, volleyball and golf chipping competitions. Board games such as Marabaraba, chess and checkers were also well supported during the day. The Electronic Aiming Correctional (ELAC) system was a very popular recreational sporting event as members had the opportunity to test their shooting abilities.

Even “Aunt Sannah” (Capt Dewalt Mels) and “Aunt Sarie” (Capt J.P. Ros-souw) of SA Army Armour Formation had the opportunity to show off their cooking abilities during the potjiekos competition. Congratulations to 43 SA Brigade on their tasteful cooking contribution that won them first prize!

Thank you Chief for continuing the team building gestures that were implemented by your predecessor.

The SA Army would like to thank Planet Fitness for their professional assistance during the aerobics by providing the instructors and also for sponsoring prizes for the “sports stars” of the different recreational sporting events.

**Bloemfontein triumph in volleyball**

The SANDF Volleyball Championships was held at Waterkloof AFB from 30 August to 3 September 2004. The Gauteng Military Volleyball Club hosted the event. It was the first time in SANDF volleyball history that all the teams from one province participated against all the teams of another province in the finals. The finals were a “vicious battle” between all the teams in the different categories, viz Snr Men, Ladies, Masters Men and U/25 Men from Gauteng against the teams of the Free State. The Bloemfontein Military Volleyball Club brought home two gold medals - the Ladies’ and U/25 Men’s teams, as well as two silver medals for being the runners-up in the Snr Men and Masters Men categories. Free State also received the trophy for the team with the best spirit. In the Snr Men category five of the players were chosen for the SANDF Training Group. The players were: Capt W. Pretorius, Sgt J. Lubbe, Cpl I.M. Moeti, Tpr A.B. Mashele and Tpr M.L. Taso. Tpr A.B. Mashele was also awarded the trophy for the best server of the championships and S Sgt J. Lubbe received the trophy for the best spiker in his category. In the Ladies category four ladies were chosen for the SANDF Training Group. They were: Capt C.L. Schoonraad, Capt C.A. Struwig, Capt H. van Wyk and F Sgt P. van Niekerk. Capt H. van Wyk received the trophy for the best setter and F Sgt P. van Niekerk received the trophy for the best blocker in their respective categories. In the Masters Men Team four members were chosen for the SANDF Training Group.

(Article courtesy Bloemfontein Military Volleyball Club)
The SA Air Force recently held a gala evening with their annual Chef of the Year Competition. The function, which was held at the Air Force Gymnasium Airman’s Mess in Valhalla, Pretoria, was the highlight of this prestigious competition.

This year the competition also celebrated its 21st anniversary. Sgt Stephen Nell was awarded the title of the overall winner as the Chef of the Year for the fourth consecutive year. He also won the prizes for best starter, best main course and best dessert. Sgt Francois van Eden achieved second place and Sgt Johan Fritz came third.

The first Chef of the Year competition was held in 1983. This competition has become a very prestigious event and the winner’s trophy is one of the most sought after by any member of the hospitality services. The competition is run according to the guidelines as stipulated by the South African Chef’s Association. The entrants’ dishes are evaluated by internationally qualified judges. The competition is based on what is known as the mystery basket concept, which means that the participants do not know what food they will receive until an hour before they start cooking. They then have four hours in which to prepare a three-course meal. (Article by Lt L. Greyvenstein, Corp Comm Officer Air Force Gymnasium)

Fresh water angling

Fresh water competition angling is alive and well in Pretoria. The achievements of the Pretoria Fresh Water Angling Club for the 2004/5 season are as follows: Seventeen senior members took part in the Gauteng North 2004/5 trials and fifteen members were chosen to represent one of the senior provincial teams.

The three ladies teams and one master’s team that participated in the trials were all chosen to represent the provincial team. The club also entered three teams in the Provincial Distance and Accuracy Casting Competition. The Senior Team 1 achieved the overall third place and the Ladies team the overall second place in the two legs of the league in July 2004. (Article by WO1 D.F. du Toit, Liaison Official for the Pretoria MS Angling Club)
Celebrating our diverse living heritage

By Alpheus Dzivhani
Photo: Cpl Elias Mahuma

September was our Heritage Month. Accordingly many of us were involved in many activities to celebrate our heritage throughout the month, and not just on 24 September, Heritage Day. For this month our Government has put forward the theme: “Celebrating our Living Heritage ('What we Live') in the Tenth Year of our Democracy.” This theme was also embraced by the Department of Defence; hence the Cultural Day celebrations of the DOD Technical Services Training Centre on 17 September 2004.

In his opening address at this Cultural Day event, the Officer Commanding DOD Technical Services Training Centre, Col N. Bapela, outlined the theme of the day, which he said was: “The integration of different cultural groups to promote esprit de corps and unity within the unit.” He said that South Africa was a country where various cultures merge to form a unique nation proud of its heritage. South Africans come from many cultural backgrounds, but they all belong to one nation: a dynamic blend of age-old customs and modern ways that will be used to build a South Africa that is safe in order to create a better life for all.

Col Bapela added that South Africa’s biggest asset was its people - a rainbow nation with rich and diverse cultures. He said that Southern Africa was often called the cradle of humankind, as this was where archaeologists had discovered 2.5 million-year old fossils of our earliest ancestors and 100 000-year old remains of modern man.

Activities of the day included live presentations of Afrikaner Vastrap, Tshivenda malende and Ishigombe dances, iSizulu warrior’s dance, Shangaan shibelane dance, iSindebele dance, Setswana dance and iSixhosa dance, and the Sepedi dance. The dancers were dancing and gyrating with charismatic verve. The atmosphere was filled with an echo of cowhide drum and African ululation and a cloud of dust was seen going up into the distant sky.

The different regalia of the dancers created a kaleidoscope of colour and style. In Africa music is a way of life. The traditional groups displayed a way of public storytelling, dramatic communal rituals at times of celebration and mourning, songs of courtship, marriage and birth. All these entertained and enchanted the visitors to the Cultural Day of the DOD Technical Services Training Centre.

On the western culture note the DOD Choir, National Ceremonial Guard Band and the Katlehong School for the Deaf and Blind entertained the people. The latter is a choir of the deaf that sings in sign language, which is usually interpreted by Lt Cool Tshiamo Stemmer, who studied for a Diploma in Translation and Interpreting at the University of the Witwatersrand, majoring in Sign Language. The music teacher, Finky Dipholo, and conductor, Bongani Mavundla, have done a sterling job to train this choir.

I was beckoned by smoke emanating from the cooking pots at the lapa. There was music pervading the air at that time, but the appetising aroma from the steaming pots competed for our attention. It was then time for visiting the stalls for various traditional food tastings. There were exclama-tions from detribalised visitors who scorned the mopani worms, flying ants and termites, some in peanut-powder medley and some plain. After that guests were seen helping themselves to brimful calabashes of traditional beer.

Very seldom today will you see such traditional forms other than in the most remote parts of the country and on ceremonial occasions. Therefore this event in some measure provided a record of rapidly disappearing forms of tradition. As we celebrate ten years of democracy, the clarion call seems clearly to be one for a rebirth, a renaissance (which is topical, not only here at home, but also on the continent generally). Halala heritage months halala, halala Col Bapela and staff halala! Halala Cultural Day of the DOD Technical Services Training Centre halala!
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