



SA DEPARTMENT  
OF  
DEFENCE



SANDF RESERVE FORCE  
Part-time volunteers making a difference



# The Reserve Force Volunteer

2005



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This year the Publication Committee decided to use the theme "Recipes for Success" to direct the thinking behind articles submitted for the 2005 edition. By going through the magazine the reader will soon realise that this is indeed an apt theme as throughout 2004 many major objectives have been achieved; certainly the Reserve Forces are slowly coming into their own right. Major General Andersen pleads the Reserve Force case at every forum. The newly launched Council for Support of National Defence headed by Mr Tokyo Sexwale will make inroads in the private sector to lobby support for defence matters. May you as the reader get better insight into the important tasks of the Reserve Force and an understanding of how you too may give support.



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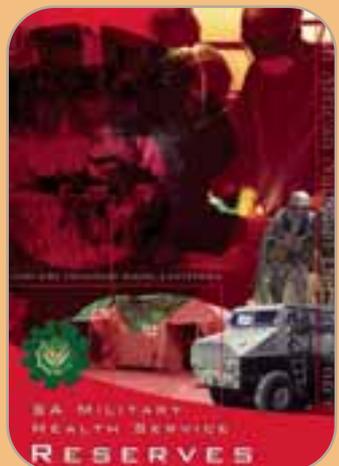
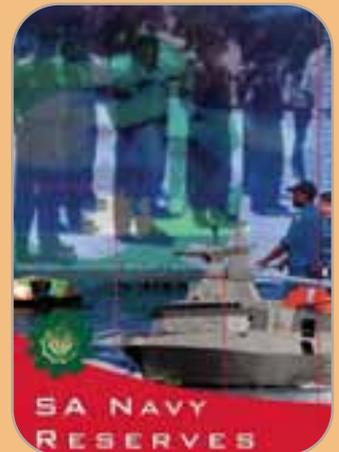
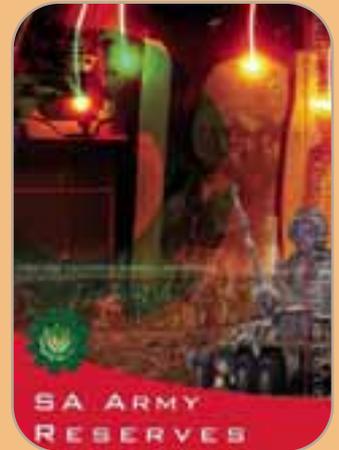
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# foreWORD

by Chief of Defence Reserves

It is a great pleasure to write the foreword to this the 2005 edition of The Reserve Force Volunteer which has as its theme "Recipes for Success".

This publication comes at an opportune time when the Reserve Force has not only shared in the national celebration of ten years of democracy, but also when a new strategy for the development of a transformed and viable Reserve Force has been approved. The strategy which forms part of Project PHOENIX and which is itself a Recipe for Success, will have a profound impact on the well-being of the Reserve Force in the years ahead.

Achievements over the past year, some of which are described in this publication, include:

- The establishment of the Council for the Support of National Defence (CSND) – The CSND which comprises captains of industry, labour leaders, academics and prominent individuals, is aimed at promoting Reserve Force service.

Major General Roy Andersen SD SM MMM JCD

- The training of a representative group of 1200 new Reserve Force recruits by the SA Army, some of whom will be deployed in external Peace Support Operations.
- A total revision of the Reserve Force System in the SA Navy so as to provide members with the opportunity of greater sea time.
- The design of a pilot Reserve Officer and NCO training scheme by the SA Military Health Services. If successful, this scheme will be adopted by the other services and divisions.
- A growth in the number of Reserve Force pilots and ground crew in the South African Air Force.

Although Project PHOENIX is showing encouraging results, a lot still needs to be done in the areas of recruitment, training and transformation to ensure a guaranteed, representative and combat-ready Reserve Force. The new strategy provides the recipe to ensure that we succeed.

It is also apparent that change is inevitable, especially in the case of the Army

Territorial Reserve (ATR) as the SANDF phases out its support to the SA Police Services over the next five years. The leaders of the ATR have an important role to play in ensuring a smooth and secure transfer of the responsibility for this role. I have no doubt that we can rely on their professionalism and dedication.

I trust that readers will find this edition of the Reserve Force Volunteer interesting and enjoyable and that it will provide confirmation that the Reserve Force will continue to play an invaluable role in ensuring the security of South Africa and her people.



# *The Inaugural Occasion of* **COUNCIL FOR THE SUPPORT OF NATIONAL DEFENCE**

Address by Mr (Honorary Colonel) Tokyo Sexwale

The foundation stone of domestic as well as foreign policy by the government and people of South Africa, premised upon the country's democratic constitution, is the resolution of national or international problems chiefly through dialogue and negotiations. In a word; through peaceful means; where everything humanly possible is undertaken to avoid the ugliness of war.

Modern information and communications systems, especially television, often bring to bear, in the comfort of our living rooms, from across various regions of the globe, the terrible reality of the consequences of the failure of peaceful means – ethnic violence, religious conflicts, cross border strikes, international terrorism and many other forms of social violence where the innocent no longer become casualties of cross-fires but are increasing becoming the main targets.

Were every nation-state on our planet to uphold the principle of conflict resolution through peaceful means the world would indeed be a much better and safer place to live in.

Over the last ten years since the birth of the new democratic South Africa, we have witnessed the deployment of units of our new army, the South African National Defence Force, in several countries, particularly on the Africa Continent, for peacekeeping. These soldiers, our very own sons and daughters, almost always depart on such strategic missions without any demonstrable public national support or encouragement. Often they return back home from their hazardous tour-of-duty, to a sometimes non-

chalant nation with not a hug, not a song, not one 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. The question then begs an answer: Where is the entire nations outpour of emotion, a show of support of love and appreciation? Aren't we the true comrades-in-arm of our boys and girls?

It is our understanding as new members for the Council for the Support of National Defence that national defence by definition refers to the patriotic actions of those whose duty is to defend us the nation while we go on our day to day tasks. By the same token national support behind National Defence becomes an imperative where the soldiers defend and the nation supports. Who would not wish to defend one's own supporters? Conversely, who would not want to support ones own defenders?

The important task of the Council for the Support of National Defence would, inter alia, be to take a closer look into the disconnect 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 army. This status quo ought to change.

We as South Africans have done fairly well as we celebrate a decade of our democracy by proudly flying the country's flag behind our rugby, cricket, soccer and olympic teams, as well behind sporting individuals in boxing, golf and so on. We even



have adopted the 'Proudly South African' logo behind ordinary goods and services. This is commendable. Yet little fanfare and national pride is shown behind those who are ready to score



goals with their dearest possessions – their own lives. The Council for the Support of National Defence plans to play a role in assisting to address and redress this state of affairs.

We hope to engage and work together with various groupings: youth bodies, community organizations, labour unions, church associations as well as business structures; together to understanding that any nation's permanent force, being a function of the nation's limited budget, it itself normally limited and small. That it is the nation's reserve force, its own volunteering citizens in uniform, who do actually make a difference during times of need.

That the time spent training in the SANDF Reserves would not be wasted as there are various

life and industry skills to learn within the ground, naval and air force. That such a 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 volunteering 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.

Having said all this, the important question of war and peace goes beyond mere playing fields. Sadly, it is often really about battlefields. The battlefields of national disasters, of fire-fighting, of helicopter evacuations and rescues in the high seas or mountain ranges, battles against theft of national resources, of emergency blankets and tents supplies to affected people, of first aid and medical attention to the sick and infirm, of food distribution during famines and of providing support to Law Enforcement Agencies during anti-crime swoops.

But most importantly, during critical times when far-distant enemies plot to undermine our national independence or territorial integrity the question of war and peace hinges upon our Defence Force engaging in the battlefields of war against war itself. God forbid that this eventuality should never visit our own beautiful country itself.

These are some of the duties of the reserve force of the SANDF. They are not easy. But they are better performed with the vital support of a nation of volunteers.

The CSND understands its important mission: That of playing a role towards the enhancement of the national spirit of volunteerism and patriotism behind the men and women who bear our national arms. We don't regard our task as a command to be obeyed. Rather we understand it as a duty to be discharged.



# MESSAGE by the Chief Director ARMY RESERVES

The Reserve Force Volunteer

Major General Keith Mokoape MMS

The Army Reserves are proud to be a part of the SA Army and to be part of the Department of Defence, and we celebrate with pride the 10<sup>th</sup> anniversary of the establishment of the South African National Defence Force (SANDF) and ten years of democratic rule in our beloved country. As an integral part of the Army in terms of the one-force policy the SA Army Reserves would like to play an even more meaningful role in the interests of the country in the next decade in both internal and external operations.

The institution of Project PHOENIX in 2002 with the aim of renewing and transforming the Conventional Reserve Force, maintained momentum through the FY2003/2004 and although the budget allocation to the Reserve Force remained under pressure, several significant milestones were achieved.

The Army has also instituted a decentralised training programme and allocated Rm10 to enable the conventional units to provide basic and individual training for the members who are recruited directly into the units. This has been a great morale booster, which will lead to deployable subunits being delivered in 2005. The training of Reserve Force members on a decentralised basis at various nodal points throughout the country is a giant step towards the rejuvenation of the Reserves and supplements the supply of trained personnel until the Military Skills Development System becomes fully functional.

A concept for a Reserve Training Scheme has been developed and approved which will begin to supply well-qualified young soldiers with specific skills to the Reserves and will also significantly contribute to correcting representivity in the leader group of the Reserves. Several universities are already part of the graduate recruitment drive. An initiative was launched by the Army to recruit leader group members from ex-Regular Force members, with the emphasis on the recruitment of former Non-statutory Forces into the Reserves with the aim of pro-

moting representivity, not only in terms of race, but also of former forces in the Reserves.

The Army Territorial Reserves (Commandos) are still involved in operations in support of the SA Police Service, but in line with the withdrawal of the SA National Defence Force from routine operations, such support is now limited to intelligence driven operations at the specific request of the SA Police Service. The Army Territorial Reserve rendered 697 000 man-days of service during FY2003/04 and I would like to take this opportunity to thank them for this service rendered under very difficult circumstances. However, planning for the phasing out of the Army Territorial Reserve by 2009 is in progress.

Various Reserve Force units in the SA Army celebrated their 100<sup>th</sup> and some their 150<sup>th</sup> anniversaries during the past year. I would like to take this opportunity to congratulate these units on these special occasions and may you all continue your traditions of serving the country and its people in the future with dedication and distinction.

A key area facing us as we move forward is communicating and marketing the Reserve Force concept, especially in communities that historically were not part of the Reserve Force system. Equally, we have to inspire the community at large to freely volunteer their time. In this case the launching of the Council for Support of National Defence is a milestone achievement.

In summary, the state of the Reserves in the SA Army is still not satisfactory. Nevertheless, progress is being made on a number of fronts towards the desired Project PHOENIX end-state. A viable and deployable Reserve Force is an essential component of the SA National Defence Force. Ninety-six per cent of the Reserves are the Army. This is where the greatest challenges lie in terms of the availability of funds to effect the desired renewal and transformation. We are prepared to take up this challenge.



# **GENERAL OFFICER APPOINTMENTS**

## in the SA Army Reserves

by Brigadier General Gerhard Kamffer

It was one of the objectives of Project PHOENIX to rank and staff senior officers in command and management positions of the SA Army. One of the highlights of Project PHOENIX was the restructuring of the Chief Directorate Army Reserves in line with transformation objectives. The appointment of Major General Keith Mokoape as the new Chief Director Army Reserves with Brigadier General Gerhard Kamffer and Brigadier General Moss Palweni as his directors created a team to drive Army Reserves into the future. The appointment of Brigadier Les Fouche in the Infantry Formation as the Advisor to the General Office Commanding, which is the bulk of the SA Army Reserves, further enhanced the Reserve Force contribution to planning and budgeting.

### **Major General Keith Mokoape MMS**

Major General Keith Mokoape was appointed as Chief Director Army Reserves at the end of 1993. He is currently the General Manager of the Army Foundation.

Keith Mokoape was born in Wallmansthal, just north of Pretoria, in 1947. He studied for the B.Sc. degree (Botany, Zoology) at the University of the North (UNIN), and then enrolled for an M.B.M Ch.B with the Medical Faculty of the University of Natal in 1971.

As President of the Students' Representative Council, he played an active role in the South African Students Organisation (SASO), and after the mass black university students' walkout of 1972, abandoned medical studies in favour of voluntary exile.

He joined the African National Congress (ANC) and its military wing Umkhonto-we-Sizwe (MK). From a foot soldier Keith rose to become, in 1988,

Deputy Chief of Military Intelligence under Ronnie Kasrils and, in 1989, Chief of MI of that guerrilla army. Keith worked closely with the late Chris Hani (then Chief of Staff), and Commander Joe Modise, the first Minister of Defence in a democratic South Africa.

When political changes took place in South Africa in the early 90's, Keith opted for development studies. He qualified in the Management of Co-operatives at the Co-operative College in Lusaka, Zambia, and in the Management of Development Projects at the Pan-African Institute for Development in Kabwe, also in Zambia.

Upon his return to South Africa in 1992, he headed the Drought Relief Programme of the Independent Development Trust. In 1994 he joined Nampak, Africa's largest packaging company, becoming in 1996 Director for Corporate Affairs.

In 1998, Keith formed a black empowerment consortium, Kathleho Linkages, consisting of the Returned Exiles Association, the Soweto Chamber of Commerce in Industries and a women's investment group, Libambeni Li'ngashoni, (meaning "hold the sun from setting"). Kathleho Linkages has acquired a stake in Log-Tek Engineering Solutions (integrated logistics support) and in CyberSim (war gaming and disaster management).

He has travelled widely in Southern, East and West Africa, and in North Africa, where he worked alongside the guerrillas of the Polisario Front in Moroccan occupied Western Sahara. He has also been to the former Soviet Union and Cuba on missions of the ANC and MK. In 1990 he attended a course on "the Post-Apartheid Economy" at the London Business School.



He holds a Masters of Management (human resources) degree from the University of the Witwatersrand and is currently on the Ph.D. (public affairs) Programme at the University of Pretoria.

**Brigadier General Moss Palweni**

Brigadier General Palweni was appointed as the Director Integration in the office of Major General Mokoape. He is a businessman from Kimberley who is involved in the transport industry.

He left South Africa in 1979 and joined APLA. He did his basic military training in the Sudan and his leadership training in the People’s Republic of China. He also underwent further military training in Yugoslavia and was appointed as the personal assistant of the PAC chairman of the Central Committee. He has served as an administrative assistant at PAC headquarters in Dar-es-Salaam. He also represented the PAC at the OAU and ILO.

He has a certificate in accounting from UNISA.

**Brigadier General Les Fouche**

Brigadier General Les Fouche was appointed as the Reserve Force Advisor to the General Officer Commanding Infantry Formation in 2004. He is currently a director on the board of Seaworld in Cape Town.

He started his basic training in 1964 and completed his parachute course at 1 Parachute Battalion in Bloemfontein the same year. He rose through the ranks and was appointed as the Officer Commanding of 4 Parachute Battalion. Subsequently he completed his Staff Course at Kingston Staff College in Canada. He also serves in management positions in various military associations.

He has obtained various qualifications in business from the Graduate School of Business in Stellenbosch.

**Brigadier General (Dr) Gerhard Kamffer SM MMM DWD**

Brigadier General Kamffer was appointed as Director Reserve Policy and Planning in the office of Chief Director Army Reserves. He was involved in farming for 25 years in the Balfour area in Mpumalanga.

He was commissioned during his National Service in 1973. After completing his National Service he studied at the University of Potchefstroom and obtained a Ph.D. in military history. While conducting his farming activities he was appointed as the Officer Commanding of Heidelberg Commando for a period of 9 years, after which he was appointed as the SSO Commandos at Army Headquarters in 1998. He completed the SCSD course in 2000 at the SA Army College.



Maj Gen Keith Mokoape  
MMS



Brig Gen Moss Palweni



Brig Gen Les Fouche



Brig Gen (Dr) Gerhard  
Kamffer SM MMM DWD





On 17 March 2004 the Transvaal Horse Artillery (THA), which forms part of the SA Army Artillery Formation's Reserve Force units, celebrated their 100<sup>th</sup> birthday in style.

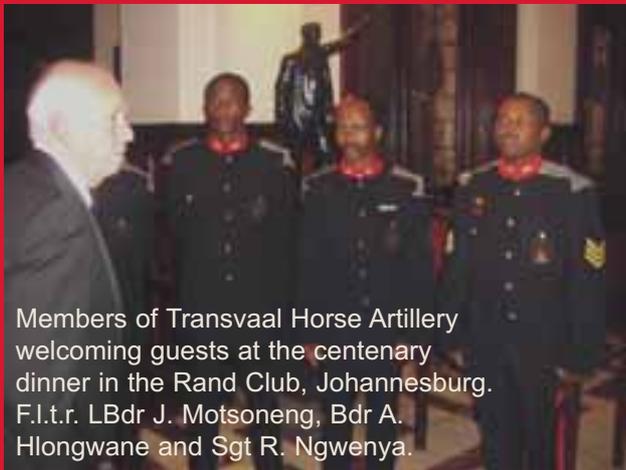
# TRANSVAAL HORSE ARTILLERY

celebrated their centenary

Article and photos by Major Marinda Oberholzer, SO2 Communication



Invited guests had the privilege of joining the Officer Commanding of THA, Major Ian McDonald, in celebrating this historic moment by attending a formal centenary dinner at the Rand Club in Johannesburg on 19 March 2004. Amongst the invited guests who attended the dinner were Major General Roy Andersen (honorary colonel of the THA), Major General Johan Jooste (representing of the Chief of the SA Army), Brigadier General Abe Notshweleka (General Officer Commanding SA Army Artillery Formation) as well as members of the Honourable Artillery Company (HAC) who are an affiliated unit of THA in London (England).



Members of Transvaal Horse Artillery welcoming guests at the centenary dinner in the Rand Club, Johannesburg. F.l.t.r. LBdr J. Motsoneng, Bdr A. Hlongwane and Sgt R. Ngwenya.

At the formal centenary dinner the Officer Commanding of the THA, Major Ian McDonald, said that “It is truly a humbling experience to command the Transvaal Horse Artillery at this historic moment in the Regiment’s history. I wish the Regiment well, as it enters its second century from a position of strength”. Major General Koos Laubscher (General of the Artillery) commended the THA by saying “the regiment’s exploits during its 100 years of existence indeed accord the unit the status of being able to ‘walk the talk’. Major General Laubscher wished the unit good luck for the next 100 years and said “may the feats of its glorious past serve as inspiration of all future THA gunners”.



The THA was established on 17 March 1904 and was deployed to the then South West Africa where their guns fired for the first time in anger at Sandfontein in September 1914. The Regiment has the honour of being the first active citizen force unit mobilised for the Second World War. On 26 October 1939 the THA was mobilised at Auckland Park and the next day left for Potchefstroom with 16 officers and 526 other ranks.

With gratefulness one reflects upon the colourful history of the THA. Notwithstanding several changes in the National Defence Force over the past hundred years, and especially in the last 10 years, as it serves a democratic South Africa, the Regiment and its members remain the proud bearers of the title “Horse Gunner” and are still faithful to its motto “Ubique: Quo Fas et Gloria Ducunt (where destiny and glory lead us).” Brigadier General Abe Notshweleka considers it an honour to have the THA under command of the SA Army Artillery Formation and said “the Regiment is still one of the proud mainstays of Artillery Reserve Force units in the Defence Force”.

The THA celebrated its freedom of the City of Johannesburg with a parade on 3 July 2004.

For any further enquiries, phone the Transvaal Horse Artillery at (011) 444-4393.



Lt Albert Pestana (Adj), Maj Gen Roy Andersen (Honorary Colonel Transvaal Horse Artillery), Maj Ian McDonald (OC) and Mr David Williams (guest speaker) are among the 190 guests enjoying the centenary dinner at the Rand Club, Johannesburg.

# 1 REGIMENT NORTHERN TRANSVAAL

## - Success - the recipe

by Major Peter Stolk

At Regiment Northern Transvaal we are busy baking a two-layered cake called success. It has a sweet taste, is healthy and leaves a lingering after-taste that is satisfying to the palate.

The new millennium, yet but an infant, has seen numerous changes and realignments for the Reserve Force. The uncertainty created by downsizing, budgetary cuts and the possibility of closure has contributed to a culture of defeatism in many Reserve Force units. There is an old adage that states: “cometh the time, cometh the man”. Despite all the gloom and doom a recipe for success is being created by 1 Regiment Northern Transvaal (RNT).

The main ingredient of the first layer is *recognition*. RNT recognizes that leadership is crucial to the taste of the cake; this includes a healthy dash of *example*, not only from the officer commanding, but also from all levels of leadership, down to the section leaders. In order to ensure that the cake is palatable for the various judging committees the *leadership* ingredient should be representative of the population and RNT recognizes the importance of plucking the leaders when they are young and fresh and providing them with priority opportunities to become the next gourmet chefs. As part of the quality management process research is being conducted to find an acceptable way of fast-tracking the growth of the ingredient, and this includes engaging the various judging panels in debate on the best way of improving the recipe. A cup of *innovation*, a cup of *evolution*, and two cups of *communication* complement the leadership ingredient.

The cup of innovation is an important ingredient in the creation of a positive baking environment. Pesticides such as budget cuts and possible unit closures can negatively affect the taste, but the presentation of challenges in a participative management structure will allow for thinking outside of the current paradigm, but inside the policy and guidelines. The winds of change and the necessary



realignment is viewed and communicated as positive opportunities to grow and learn and not as prohibitive problems. A multidimensional training and skills development programme that involves everyone at different levels in solving challenges relating to particular ingredients to improve the cake before the next baking contest, cultivates the fertile ground of innovation. This establishes an opportunity for healthy competition between the chefs, and further down the learner chefs are aided in their quest to provide the next important ingredient in the ever-improving recipe that will take the taste of the cake to the next level. The end result is always to develop new levels, standards and benchmarks in the service of the country, the SANDF and the unit. Skills and abilities at all levels are harnessed for constant innovation of the offering so that it will sell to a larger market of loyal customers.

RNT recognizes that the customer base has developed a preference for evolution. This essential baking approach requires transformation and representivity. Without this the cake mixture will not stand up to the stringent competition regulations and the cake would not be able to be a contestant in the next bake-off. In addition, the lack of evolution will not only leave a bitter taste in the mouth of those that taste it, but will seriously impact the ability to sell the cake and the recipe in the future. Baking a fresh, tasty and combat ready cake is our business and we are proud of it. We recognize the need to change in order to render our service and we will continuously evolve to stay in business and serve our customers better than anyone else.

The recipe should not only ensure an excellent taste, but should also present itself as having the ability to produce a cake that is pleasing to the eye. The dimension should be large, firm and disciplined. To achieve this, two cups of *communication* should be added.



The first cup must contain the internal variety, and the gourmet chef must regularly interface with the chefs and learner chefs to ensure that everyone is informed, understands and can provide inputs to ensure that the ingredients are

fresh, of a superior quality and in the most appropriate measure so that no resources/ingredients are utilized in a wasteful manner. The added benefit of this is that the available resources are optimized in the recipe. The achievement of a balanced cake also requires a cup of external communication. The art of identifying the correct publics to communicate with will assist in developing a subtle taste that will improve considerably the chances of winning the contest.

The main ingredient of the second layer of the cake is called *defining*. This is a scarce ingredient, but essential if a superior and tasty cake is to be produced. “Defining” demands an accurate assessment of what is specifically required and combining it with a teaspoon of *communication*, a tablespoon of *inspiration* and a dessertspoon of supervision. To whet the more mature appetite a liberal sprinkling of *command initiative* could be added. The correct measure will be found through trial and error as different levels of experience can influence the measure required. Chefs should note that “defining” is a dynamic ingredient and should be revisited regularly to make sure that it remains current, fresh and relevant.

You are now ready to add the winning advantage to the cake called success. The icing on the cake is called the *spirit of the infanteer* and includes the ability to *operate under any conditions*. The icing could be improved by giving recognition to the one force policy as an opportunity to further improve the recipe. Furthermore, there are forums and associations that assist through the common bond of the infanteer to continuously enhance, improve and re-engineer the recipe that could one day create the stories that legends are made of. Add to this the loving care and time and effort that previous leaders have invested in their success stories and the recipe will be a success.

So what, you may say. You have not told us anything earth shattering or even new. True, but remember the best taste comes from the tried and tested recipes, the mixture of ingredients adapted to taste.

So, before we go to a message from the market place, a word of advice. Continue to bake your cake until the best recipe takes you to the winning podium at the next bake-off. So long, and happy baking!!

# Regiment Mooirivier 50TH ANNIVERSARY PARADE

Regiment Mooirivier was established in 1954 as 2 Anti-Tank Regiment under the command of Commandant S.J. du Plessis. The Regiment was converted to an armoured car regiment in 1955 as Regiment Hendrik Potgieter. In 1959 the regiment was renamed Regiment Mooirivier. In 1972 it received the unit colours under the command of Commandant C.H. Heenop. In the same year the unit received the Freedom of Entry to the City of Potchefstroom.

The unit took part in the 150<sup>th</sup> anniversary of the City of Potchefstroom in 1988 under the command of Commandant W.H. van Zyl.

The unit received many accolades during the years: The Rooikat Trophy for the Best Armoured Unit in 82 Brigade in 1987 and 1989, and in 1992 – 1994 the Best Armoured Unit in 7 SA Division.

This year the unit celebrated its 50th anniversary by means of a parade and a civic luncheon hosted by the City Council of Potchefstroom.

The preparations for the parade began as early as April 2003 when the unit first corresponded with the City Council, the Armour Formation and other

role players. During the week of 19-23 July 2004 the pace was really hectic. The participating troops from 1 SSB arrived in Potchefstroom and rehearsals took place that culminated in a dress rehearsal on 21 July at 19:00 in the city. On 22 July the unit hosted a golf day on the beautiful Potchefstroom Country Club course. Eighty players took part in the competition, including teams from 1 Special Service Battalion, 1 SA Tank Regiment and 1 Regiment de la Rey taking part. During and after the prize-giving guest entertainers such as Dusty Dixon and Charles Claassen entertained the guests. This performance was made possible by our Honorary Colonel Gert van der Walt, CEO of Promotion, at no cost to the unit. The day was a resounding success.

Then the day of 23 July 2004 dawned and the parade started at 11:00 in front of the library in the centre of town. The troops and other role players threw their hearts into the performance and, with the necessary pomp and circumstance, the march past of an armoured column with the colours followed, which was a beautiful sight enjoyed by all and sundry.

The civic luncheon that followed was a very smart affair with the most delicious food and drink.

The podium group at the Freedom of the City parade.



The Officer Commanding Regiment Mooirivier, Lieutenant Colonel Tjaart Snyman, would like to convey his most sincere thanks to all participants who helped to make the day a success, especially the SA Army Armour Formation Headquarters, 1 Special Service Battalion and 1 SA Tank Regiment as well as the local traffic department and the Military Police.



# RESERVE FORCE BASIC TRAINING

# Fort Ikapa

by Captain John Manning – Cape Town Rifles

On 31 July 2004 a group of 83 Reserve Force members completed basic training at Fort Ikapa in Cape Town.



This was the second continuous training session for 2004 for new recruits to the conventional forces. These volunteers are now in a position to supplement the shortage of young, fit members to various Reserve Force Infantry units. In addition, the successful recruits have acquired many basic life skills that will stand them in good stead in the competitive job market. Qualities like self-discipline, enhanced self-opinion, and dedication to duty are invaluable to the country. The importance of developing these characteristics in our young men and women is one of the significant roles of a peacetime army. The favourable comments passed by many of the recruits on the course and its utility in their lives testify to its value as a life changing experience for many.

The five-week training course was conducted by the Cape Town

Rifles (Dukes), supported by Regiment Westerlike Provinsie. The new recruits came from The Dukes, Regiment Oranje Rivier, Regiment Westerlike Provinsie, and The Buffalo Volunteer Rifles.

Training comprised practical skills such as musketry, buddy-aid, field craft and drill and also a diversity of military matters, including military law, compliments and saluting, theory, and mess etiquette. Inevitably, however, the 05:00 physical training and morning inspections remained the order of the day, too. Although not at peak fitness when they signed on, the level of fitness of the recruits improved remarkably as the weeks passed. An assault course was constructed with obstacles relevant to infantry training, and many of the female recruits set a cracking pace that left their male colleagues in the dust. The women also fared better in general in the musketry, possibly because they paid more attention to the instructors. This highlighted the



broad applicability of the training, which crossed many barriers, empowering the dedicated and committed individual, irrespective of class or culture.

At a concert staged by the recruits several of the instructors found themselves the object of witty and razor-sharp mimicry, much to the hilarity of their colleagues and the audience. The musical items ranged from solos, through traditional dance numbers to choirs, ending with an emotional lament to the instructors. This homage underlined the significance of the course to the recruits and also the professionalism and dedication of the instructors. In many instances the course triumphed over basic and even inadequate facilities for both troops and instructors. These shared experiences are one of the most significant ways of integrating diverse personalities and attitudes and welding a focused force. On the final night, the troops were treated to a formal dinner, marking in a significant way their transition from recruits to trained troops. Follow-up training will be specific corps training for the respective units. The intention is that the volunteers now complete the theory module, with the practical to be done at a later stage at a suitable field training ground.

The final parade at Fort Ikapa was a fine demonstration of discipline. Earlier in the course the troops had also acquitted themselves with distinction at the Delville Wood Memorial Service in Cape Town. At the passing out parade, Brigadier General Les Fouche confirmed the increasing role the SANDF envisages for the Reserve Forces, bringing exciting challenges to the new recruits. It is essential that new reserve force recruits continue to be trained if these units are to continue to serve the country as they have done in the past. The advent of almost 200 new men and women into reserve force units in the Western Cape during the past six months is an important achievement. For this we are indebted to the dedicated service provided by the instructors, several of whom left their full-time jobs for extended periods in order to devote the necessary time to the recruits.

Training comprised practical skills such as musketry, buddy-aid, field craft and drill and also a diversity of military matters, including military law, compliments and saluting, theory, and mess etiquette. Inevitably, however, the 05:00 physical training and morning inspections remained the order of the day, too.



# Group 12

*Commando Reaction Force Training*

by Captain F.A. Viljoen



Members from Piet Retief Commando busy with section attacks.

## **The Group 12 area of responsibility covers the very economically important and strategic Highveld and Southern Highveld areas.**

The commando units in the area must be able to cope with a variety of situations, ranging from National Key Point protection to farm attacks and assisting the SA Police Service (SAPS) as spelled out in the rural protection plans. Over the last 3 years Group 12 has gone through a process of training all the commando reaction forces in its area of responsibility. This training was based on the unique requirements placed on these Reaction Forces.

The area covers the following commando units: Bethal Commando, Carolina Commando, Delmas Commando, Ermelo Commando, Middelburg Commando, Piet Retief Commando, Secunda Commando, Standerton Commando, Volksrust Commando, Wakkerstroom Commando and Witbank Commando.

The Reaction Force training began with the basic skills

required during support to SAPS operations in which aspects such as the law, cordon and search, and vehicle and foot patrols were dealt with. The emphasis of this training was on the use of minimum force, and many realistic situations were re-enacted to expose the commando members to real-life situations. The training presented had to be adjusted to suite the very unique requirements of the commandos, especially with regard to the number of personnel normally available for patrols and reaction force tasks. This training was done at Group 12 in the Camden area where the urban and rural environments in which the commandos operate could easily be recreated. With an almost empty town available to Group 12, the scene was set for very realistic situations during SAPS support operations. The training also included a shooting exercise during which immediate action drills and fire control orders combined with minimum force were practised. This exercise was enjoyed by everybody.



The second phase of the training focussed more on offensive training, with the emphasis on section battle drills, and command and control skills during these attacks. All infantry soldiers must be able to fight, and all infantry leaders must be able to command and control the grouping of soldiers entrusted to him or her. This was the basis and reason for this training, and it was presented in the training area of 4 SA Infantry Battalion known as Doornkop. Here the members practised immediate action drills and section attacks. The physical expectations placed on the commando members were very high and the need to be fit was very clear to them at the end of the day. Time was also allocated for night shooting and the safe use of the different pyro-techniques, especially in dealing with fire hazard.

The instructors could clearly see how the members became more and more aggressive during this training, and a mutual spirit of trust started to develop between the members as their levels of confidence increased. They were empowered to handle the most likely situations in the environment in which they were expected to work, and in this they began to develop battle readiness. They had the knowledge, and more importantly, they started to believe in themselves and their leaders.

The importance of practical training cannot be overemphasised, and there are aspects of military training which can never be replaced. Training with live ammunition places great levels of stress on all participants, and this exposure to limited, but real danger does foster a spirit of understanding and mutual respect for each other, and that can never be replaced with any lectures or other forms of training. The effectiveness of the Reaction Forces within the Group 12 area speaks for it self. Their ability to react to almost any situation with an almost immediate response and well rehearsed plans will surprise many an observer and it is this ability that gives them the required results. These Commando units maintain their age-old legend of being swift and deadly and they serve the community and will continue to serve the community until they are no longer needed. They are as they were once described - Like the wind.

# Durban Light Infantry's 150<sup>th</sup> ANNIVERSARY CELEBRATIONS

by Brigadier General Gerhard Kamffer

The year 2004 marked two significant events in the life of the Durban Light Infantry (DLI). In May they celebrated the opening of the Drill Hall in 1904. In September they celebrated the 150<sup>th</sup> anniversary of the founding of the regiment.

The Officer Commanding the DLI, Lieutenant Colonel Greg De Ricquebourg, said the occasion allowed them to acknowledge the fine relationship which the regiment has enjoyed over many years with the City – its municipality and its people and to thank them for their support. He said that the DLI is fully aware of the significant landmark status of the Drill Hall and headquarters and of the importance of conserving its special architectural values as a sign of the regiment itself. He also expressed the wish that the next one hundred years would continue these associations and traditions and bring many opportunities for the DLI to serve the people of Durban and the country with pride and distinction.

In addition to the sesquicentennial of the regiment and the centenary of the Drill Hall, the year 2004 is also the 150<sup>th</sup> anniversary of the founding of the Borough of Durban. It thus seemed most appropriate when the regiment celebrated these two important milestones during 2004, for the Durban Light Infantry is Durban's own regiment.

During its centenary in 1954 it was fitting that the





From left to right: Maj Gen T.M. Nkabinde, Lt Col M.J. Whitson, Lt Col G. de Ricquebourg and Maj Gen R.C. Andersen

regiment should have been awarded the freedom of the city to enable it to march through the streets of Durban ‘with bayonets fixed, drums beating and colours flying’. That freedom was also exercised in 2004.

On 8 January 2004, the DLI marked yet another unique event in that the late Honorary Colonel of the Regiment, Cyril Metcalfe SSA JCD ED JP, celebrated his eightieth year in military uniform, a very rare achievement. He joined the Transvaal Scottish regiment in 1924 and transferred to the DLI in 1930. As a major and company commander in the first battalion when World War 2 broke out, Metcalfe became Officer Commanding when the regiment went on to fight in Italy in 1944. Sadly he died on 21 February 2004.

### **Congratulations by the Chief of the SA Army: Lieutenant General S.Z. Shoke**

The Chief of the Army congratulated the regiment on the celebration of the 150<sup>th</sup> anniversary of its founding.

He made mention of the fine record and tradition of the regiment in serving the country and its people in numerous ways. This service has been fully and loyally exercised over the past one hundred and fifty years,

both in war and in peace, and he said that he was aware of the fact that only some of these events were reflected in their battle honours.

He also expressed the wish that the unit would long continue its traditions in the future to enable it to serve the SANDF and the Republic of South Africa with dedication and distinction.

### **Congratulations by the Mayor of Durban: Mayor Obed Mlaba**

The mayor paid tribute to the officer commanding, officers, warrant-officers, non-commissioned officers and other ranks for the service rendered to the unit and for the outstanding record and traditions of the regiment over the years.

Mayor Mlaba said that defence was a large and complicated machine, but over the last ten years, since liberation, the government has worked at cultivating an integrated defence force – a new military culture with policies appropriate to a democratic society. Part of this has also been done to give a new face to the volunteer Reserve Force.

He also commended the unit on the professional role the DLI played in Natal during the elections of April/May 1994, thus helping to ensure that the first democratic elections in Durban were free and fair. He said that the unit was a proud part of Durban’s heritage.



# umvoti mounted rifles

## “MAHOOPS” CELEBRATE 140 YEARS of service and 10 years of democracy

by Trooper Tony Moyes, UMR Communication Officer

Among the many important military and civilian guests present to witness this colourful and historic parade was the Umvoti Mounted Rifles' Patron, His Majesty King Goodwill Zwelithini, the Chief Director Reserve Forces, Major General Roy Andersen, the General Officer Commanding SA Army Armour Formation and a number of his senior staff, parliamentarians and local dignitaries.

The Umvoti Mounted Rifles had an exceptionally busy month in May 2004, which saw them celebrate their 140<sup>th</sup> anniversary, the hanging up of the old Regimental Colours and receiving their new

Regimental Colours as well as the launch of what is hoped will become an annual feature of the SANDF Military calendar, the “*Mahoops International Military Week*” in the KwaZulu-Natal region.

The initial celebrations took place in the original “*Regimental Home*” of the UMR in Greytown. The main functions were held on Saturday, 15 May 2004, and consisted of the combined pipe bands of 1 Medical Battalion and the visiting Queens Royal Hussars leading the

Regimental Guard and Colour Party with the old Colours to the St James Church where Lieutenant Colonel Pat Titlestad, Officer Commanding Umvoti Mounted Rifles, handed the old Colours over to the church for safekeeping.

These Colours therefore joined the two previous UMR Regimental Colours already in the safekeeping of the church.



Lieutenant Col Pat Titlestad  
receiving the new Colours





Rooikat takes the salute

The General Officer Commanding SA Army Armour Formation, Brigadier General Chris Gildenhuys, handed over the new Colours to Lieutenant Colonel Titlestad and these were then proudly paraded through the streets where the Umvoti Mayor, Councillor Petros Ngubane took the salute at the Town Hall. Elements of SA Army Armour Formation hardware, both Rooikat armoured cars and Oliphant tanks were also involved in this parade, much to the excitement of the local population that had come out in large numbers to watch this show of arms. Martial music was provided by 1 SA Medical Battalion with elements of the Queen's Royal Hussars assisting.



After the parade, Lieutenant Colonel Spook le Roux, Officer Commanding 1 Special Service Battalion, invited His Majesty and the Mayor to take a short ride on one of the Rooikat armoured cars, and the obvious pleasure that this gesture gave was indicative of the close ties that the Zulu Royal Family has with the UMR and the SA Army Armour Formation.



UMR Parade through Greytown

His Majesty, King Zwelithini, later that evening spoke of these close ties at the civic banquet which was kindly hosted by the Mayor, councillors and Municipality of Umvoti. This was another successful and fitting function which brought an end to the domestic side of the celebrations.

The international part of the UMR's 140<sup>th</sup> celebrations, known as "Mahoops", then moved to Durban where the Regimental Headquarters is now presently located.

The Umvoti Mounted Rifles put forward a plan to introduce an annual International Military Week in KwaZulu-Natal, a first of its kind in the world. They had mooted the idea that they host an International Military Equestrian Team Relay Race at which regiments enter teams of four riders, each completing about 20 kilometres. During





His Majesty, King Goodwill Zwelithini and Mayor, Cllr Petros Ngubane on the Rookat.



Lieutenant Col Pat Titlestad addressing the guests

this week it was further suggested that an International Regimental Polo Tournament be held at Shongweni. The culmination of these celebrations would be a UMR Mahoops International Military Race Meeting at the Greyville Race Course. Although a large number of overseas regiments from some 40 countries were contacted, with some showing great interest, eventually only two regiments were able to participate.

The Queen's Royal Hussars, based in Germany at Sennelager and, having recently completed a six-

month tour of active duty in Iraq, sent a team of 16 members under the command of Captain John Forsyth and Pipe Major Graeme Massie, while the 61<sup>st</sup> Cavalry of India under the command of their Officer Commanding, Colonel Virk provided a nine-member team. It is noteworthy that the 61<sup>st</sup> Cavalry is one of the few units in the world that is still a completely mounted regiment! Also accompanying this Regiment was Colonel Rathee, the Director of Military Equestrian matters in India. The Queen's Royal Hussars are already affiliated with the Umvoti Mounted Rifles, while mutual moves are presently in motion to have the UMR and the 61<sup>st</sup> Cavalry of India also affiliate

It is planned to hold these events annually, and that other military units of the SANDF use the opportunity to host their own events. Working together to showpiece the SANDF over a Mahoops week of festivities and events can only provide South Africa with wonderful publicity and foster strong ties worldwide. Various events that spring to mind are an International Military/Pipe Band Competition, an International Military Gymkhana to be held at the Royal show grounds in Pietermaritzburg over the show week in May, a Parachute competition also in Pietermaritzburg, the re-introduction of the military tattoo in Durban, and an international military shooting competition. Overseas naval units could be encouraged to share in joint naval exercises off the coast and conduct 'open ships' for the public while in port. Perhaps the SAAF could host an International Military Air Show too?

The tourism rewards for the whole region would be unbelievable and already the new Minister of Tourism, Narend Singh, has recognized the value of supporting such a proposal, as he kindly sponsored through *Tourism KZN* all the UMR visitors to lunch and a visit to uShaka World in Durban.



A much abridged version of the Military Team Ride and an al fresco breakfast did eventually take place on a game trail in the Midlands, which was supported by the 61<sup>st</sup> Cavalry, the SAPS Horse Unit, the Natal Carbineers and the UMR. The 61<sup>st</sup> were also able to participate in of some polo matches at Ottawa and Karkloof and also at Inanda in Gauteng. Colonel Pat Acutt, KZN Reserve Force representative, also arranged for members of the Queens Royal Hussars to visit a neighbouring game park. The Queen's Royal Hussars bandmen later accompanied the 1 Medical Battalion band to the combined 150<sup>th</sup> Anniversary Parade of the Natal Mounted Rifles and Durban Light Infantry in Durban and the Umvoti Mounted Rifles also provided some troops for the parade. It was indeed heartening to see how various units of the SANDF Reserve Forces rallied around to assist each other in providing a sterling performance for the public. It augers well for the future, especially if the Mahoops International Military Week becomes a reality. It will be a recipe for success.

The first of what is hoped to be many future *Mahoops International Military Race Meetings* took place on the 23rd May 2004 and was a resounding social success and a fitting climax to a very enjoyable round of celebrations.

The Officer Commanding, Lieutenant Colonel Pat Titlestad, officers, non-commissioned officers and members of the Umvoti Mounted Rifles wish to acknowledge with deep appreciation the help, assistance, advice, and support that they received during this period.

**Toujours Pret.**



The Mayor of Durban, Mayor Obed Mlaba addressing the guests

It is planned to hold these events annually, and that other military units of the SANDF use the opportunity to host their own events. Working together to showpiece the SANDF over a Mahoops week of festivities and events can only provide South Africa with wonderful publicity and foster strong ties worldwide.



# NATAL MOUNTED RIFLES

## 150<sup>th</sup> Anniversary Celebrations

by Lieutenant Colonel Hobo Hobson

March 23<sup>rd</sup> 2004 marked the 150<sup>th</sup> anniversary of the founding of the Natal Mounted Rifles (NMR). It is the oldest Regiment in the South African National Defence Force.



The Natal Mounted Rifles Headquarters



NMR Freedom of the City Parade - Durban

The celebrations on the occasion of the 150<sup>th</sup> anniversary went hand in hand with the Regiment's celebrations of Defence in a Democracy and it has served the SA National Defence Force well during the last decade. A series of events were held at the Regiment, commencing with a Regimental Guest Evening on Thursday 18 March 2004. This was the occasion when the Regiment paid tribute to people who have contributed to the Regiment in many different ways. Of special note were the representatives of Traditional Regiments in Kwa-Zulu Natal with whom the NMR has such close and enduring associations.

The highlight of the celebrations was the gala dinner held at the Durban Country Club at which the General Officer Commanding, SA Army Armour Formation, Brigadier General B.C. Gildenhuis was the Guest of Honour. Two hundred guests attended this special occasion.

On Sunday 21 March 2004 a commemorative service was held on the parade ground of Natal

Mounted Rifles, where wreaths were laid at the Wall of Remembrance. Padre Daniel Finlay the Regimental Padre, conducted the Service.

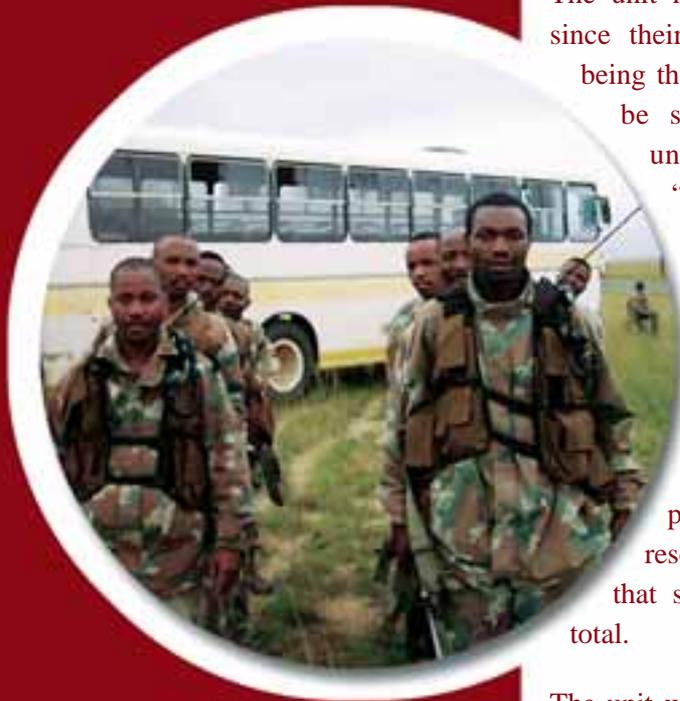
On Monday 22 March 2004, a luncheon was held for the Old Boys of the Regiment. Capt Lewis-Walker organized a display of historical photographs and weapons which was greatly appreciated by the Old Boys, some of whom were still able to give a demonstration of how to fire a Vickers machine-gun.

Tuesday the 23 March 2004 was the actual regimental birthday. To celebrate this event, a formal dinner was held for all serving NMR members and past serving commanding officers and guests. The Chief Defence Reserves, Major General Roy Andersen, was the guest of honour. For many of the newer NMR members this was their first experience of a formal dinner.



# Community interests an integral part of the **RECIPE FOR SUCCESS**

by Woll Mike Van Der Watt (Intelligence Officer,  
Northern Natal Commando)



## **Local communities and their own local unit form a strong bond**

The involvement of local communities in the effective management of Reserve Force units is becoming more essential by the day, and this recipe for success can be clearly seen in the case of Northern Natal Commando, based in Vryheid, in the North Eastern reaches of KwaZulu-Natal.

The unit has achieved numerous firsts since their revival in 1948, including being the first unit in South Africa to be selected to present training under the banner of Ops “Buttermilk”, where training was given to local men who were selected for this purpose.. These members soon became known as “Dad’s Army”, a title that has stuck with them until present times! Needless to say, the project turned out to be a resounding success, so much so that six phases were presented in total.

The unit was on the verge of having its doors closed in 1995, but the effort by the then Officer Commanding, Lieutenant Colonel Alex Theron, and a mere handful of dedicated, motivated members, the cobwebs were soon brushed aside, and the unit set out to prove a point to its critics. During the evaluation of the same year, the unit’s name was to be found in the bottom section of the list, but this did not deter the members, and within a short space of time (3 years to be exact), the unit received the ultimate accolade, being pronounced the best Part Time Unit in KwaZulu-Natal.



The operation spanned 4 days, and proved to be a huge success, as a total of 43 weapons of different calibre were recovered, as well as 1,2 tons of dried and processed dagga and dagga seeds. This operation was planned to form part of the run up to the 2004 general elections.



Part of the dagga confiscated during Ops "Rolling Thunder" near Silutshana.



In 2001, new legislation saw the requirement that all legally owned stock was to be branded in an effort to slow down the ever increasing spiral of stock theft incidents. Northern Natal Commando members came to the fore, as they became actively involved in this campaign, in close conjunction with members of the local farming community. Emphasis was especially directed to the assistance of emergent Black commercial farmers in this regard. The process included the initial registration application, the receipt of the brand mark as allocated, the updating of a central data base, as well as assistance with the manufacturing of the branding irons at an affordably low cost to the farmers. Since the inception of the legislation, an average of 10 – 15 new registrations have been made per week, 30 – 40 branding irons have been manufactured per month.

Although stock theft remains a cause for concern (possibly linked to the poor socio-economic climate presently being experienced) the time required to identify stock recovered has been drastically reduced.

Although stock theft remains a cause for concern (possibly linked to the poor socio-economic climate presently being experienced) the time required to identify stock recovered has been drastically reduced.

The wives of 'Bravo' Company members have shown initiative of their own by setting up workshops for the members of the local communities, concentrating on the ladies, they have been taught basic skills such as baking, sewing, health care (including AIDS and cholera awareness campaigns), and the establishment and maintenance of market garden business concerns. These ladies can put their new found expertise to good use in support of their families, as many of them form part of the ranks of the unemployed.



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By the community, for the community, from within the community.

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Weapons recovered near Pomeroy during Ops "Rolling Thunder" (March 2004)

In March 2004, a combined operation (Ops Rolling Thunder) was planned and executed. The operation was attended by members from the Commando units under the command of Group 27, and Northern Natal Commando was selected as the host for the period of the operation. The operation spanned 4 days, and proved to be a huge success, as a total of 43 weapons of different calibers were recovered, as well as 1,2tons of dried and processed dagga and dagga seeds. This operation was planned to form part of the run up to the 2004 general elections.

The changes that have recently taken place within the SANDF have made it imperative that operations are directed at specific intelligence collected by unit members. These operations are then planned and executed by these members in conjunction with the members of the SA Police Service.

A group of 30 members were recently selected for in-post training related to Project EXPLORE, and the fruits of this effort are being picked now, as the "umbrella" coverage of the unit's area of responsibility is fast becoming a reality.

In conclusion, one must that successes the Unit has achieved would not have been made possible, if it were not for the close cooperation of the members from the various communities. It must be kept in mind that the communities form an integral part of the team and a most applicable expression that springs to mind is: "By the community, for the community, from within the community".



# GROUP 46

in the forefront of transformation

by Lieutenant Colonel Clifford Pete Acting Officer Commanding Group 46

We at Group 46 believe that we have achieved a significant transformation victory over the last ten years and have definitely had a recipe for success. Ten years ago there were no black Reserve Force Units in the SANDF, but Group 46 has since established three black Commando units in the Transkei.

Planning to establish Commando units in the former Transkei commenced in late 1994. Immediate flashpoint areas were identified as the Tsolo/Qumbu area, Mount Frere/Mount Ayliffe, Luksikisiki, the Port St Johns area, and all areas where faction fighting was rife, which led to a high death toll. The other areas identified were Umtata and Butterworth because of extremely high crime rates and the Maluti area, adjacent to the Lesotho border, to combat cross-border stocktheft, weapons smuggling and illegal border crossings. The plan was for four units to be formed as follows:

- Umtata Commando, Headquarters at Umtata, emblem *aloe ferrox*, area of responsibility primarily central Transkei, from Coffee Bay/ Hole in the Wall on the coast, up to Tsolo/Qumbu.

- Port St Johns Comdo, headquarters at Port St John, emblem dolphin, area of responsibility includes Port St John, north up the coast to south of Port Edward and inland to Mount Ayliff, (basically eastern Pondoland).
- Butterworth Comdo, headquarters at Butterworth, emblem crested crane, area of responsibility is the coast from Mendu point to Kei Mouth and inland to Engcobo.
- Maluti Comdo, headquarters at Maluti, emblem mountain rose, area of responsibility the former Transkei/Lesotho border and inland to include Mount Fletcher and Mount Frere (basically the northern/upper and central Transkei).

Authority was eventually granted to establish three units, viz the Butterworth Commando, the Umtata Commando and the Wild Coast Commando (formerly Port St Johns Comdo). Areas of responsibility were adjusted and the Lesotho border area, together with Mount Fletcher, was incorporated into the Eastern Border Commando, an existing unit with headquarters at Elliot. This was in July/August 1995.

Instead of early retirement they established the commandos.

**Instead of early retirement they established the commandos**



Three ex-Transkei Defence Force (TDF) lieutenant colonels, three ex-TDF warrant officers and three ex-TDF majors, who had all chosen early retirement instead of integration, were recruited as Project Leaders for the three new units, with a view to their becoming officers commanding, second in charge and regimental sergeant majors when the units were finally established.

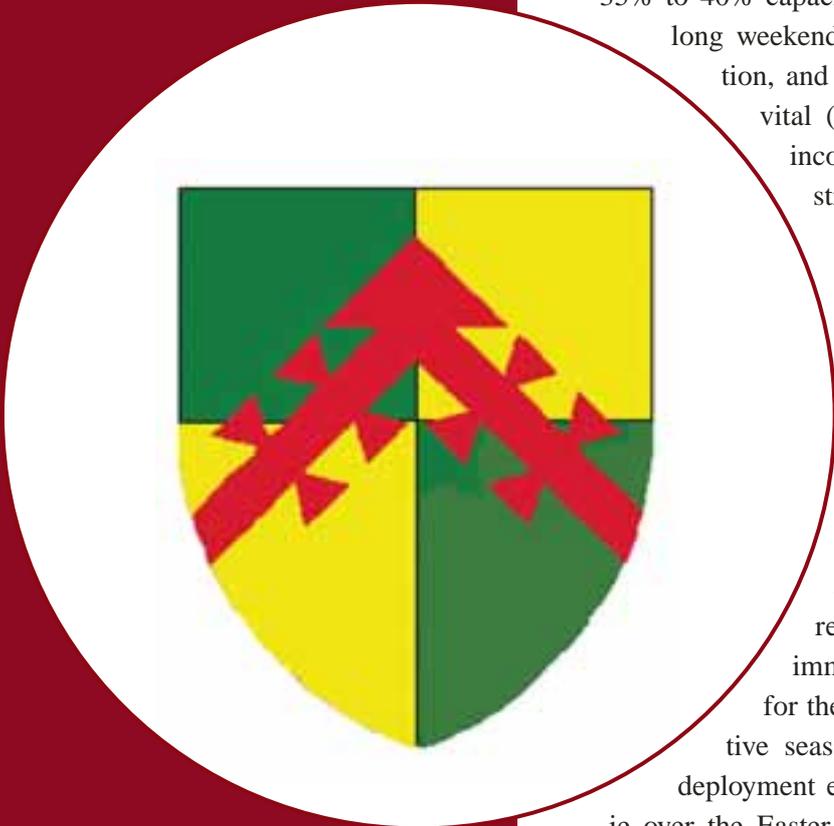
Group 46 and Eastern Province Command then embarked on an intensive marketing campaign, with kings, chiefs, headmen and local communities to “sell” the Commando concept and to get these vital role players to support the concept and also to have these same role players select the recruits. The primary first recruitment areas were Mount Fletcher, Maluti, Mount Frere and the Tsolo/Qumbu area, (by this time the SANDF had deployed a full-time force company and the SA Police Service (SAPS) 50 members in the Tsolo/Qumbu area on a permanent basis to get the area under control and stable).

By the end of February 1996 the communities put forward 600 names of potential recruits. These recruits were then interviewed and medically examined and a final 200 people were selected for the first basic training course which was held in mid- April 1996, at Umtata. 196 members successfully completed the course and attended the passing out parade on 9 May 1996 (three were injured and withdrawn and one died during the course, hence 196 out of 200 passed).

From 2000 recruits were selected by communities, after which the units themselves undertook limited recruitment. The problem in the early days was a lack of leader groups in the corporal, lance corporal/platoon leader, sergeant/platoon leader, commander rank groups. To correct this Group 46 presented section leader, platoon leader, sergeant/platoon leader and commander courses as well as two driving and maintenance courses and battalion/company signallers training.



By 1998 we could use these units in limited support to the SAPS (Operation Stipper) in the former Transkei and they made an immediate impression on to the general crime situation. An identified problem was the tourist area of the Wild Coast. Resorts, hotels game reserves and cottages were at 35% to 40% capacity over school holidays and long weekends owing to the crime situation, and yet this tourist industry is a vital (in fact the only), source of income in an otherwise poverty stricken area.



In 1999, over the Easter weekend Group 46 undertook an experiment by deploying three platoons (one from each of these Comdo units), along the Wild Coast to assist the SAPS. We achieved remarkable successes with a massive reduction in crime and an immediate increase in bookings for the December 99/Jan 2000 festive season. We have repeated this deployment each year subsequent to that,

ie over the Easter weekend and then from 15 December to 15 January, with remarkable results. Tourists now book for the next year in advance, because of the safety factor, and these hotels, resorts, caravan parks, game reserves and facilities for backpackers now report 100% occupancy over these periods.

For example, the three units each deployed one platoon over the period 16 December 2003 to 14 January 2004, with the following successes:

- **Umtata Comdo**, working with the SAPS, had the following successes:
  - Recovered 18 x firearms and three home-made firearms, with 155 rounds of ammunition.



- Recovered 12 stolen cattle and 4 sheep.
  - Interrupted and stopped one rape and one armed robbery.
  - Arrested a total of 38 persons in connection with above.
- **Wild Coast Comdo**, working with the SAPS, had the following successes:
    - Arrested a total of 31 suspects for various offences.
    - Recovered 4 firearms, 3 home-made firearms and 19 rounds of ammunition.
    - 20 kg of dagga recovered.

These three units are respected and admired in their areas of responsibility, which is to be expected since the concept was sold to local communities who had a direct hand in the selection of their members.

Troops from the Wild Coast Commando were also used by the SAPS to assist when an armed group of men from KwaZulu Natal took over the municipal offices at Flagstaff on 18 December 2003 during this period of deployment. Five R4 rifles, 1 40 mm grenade launcher, 2 9 mm HMC, and 3 9 mm pistols were recovered. On their way out of Flagstaff the members of Wild Coast Commando interrupted an attempted bank robbery and three suspects were arrested and handed over to the SAPS.

- **Butterworth Comdo**, working with the SAPS had the following:
  - Recovered 6 stolen vehicles
  - 25 suspects arrested for various offences.
  - Recovered 17 kg of dagga.

The most important success is an invisible one, namely that over the period of the deployment not a single tourist was molested, robbed or hijacked and that the crime rate (overall) dropped by between 30% to 60% in various areas of the Transkei. 75% of the accommodation has already been booked for Dec 2004 and Jan 2005.



We must also bear in mind that 99% plus of these Commando members are unemployed. For the four weeks of the deployment we called up a different platoon, per week, from each unit, so we utilised some 370 members, each of whom got one weeks pay over the festive season. Each member supports approximately 10 other persons, so we directly improved the lives of 3,700 people who would have had no income over this period. This also does not take into account the handmade curios and trinkets made by locals and sold to tourists, as well as the additional temporary jobs created at hotels and resorts for this period, which have to cope with 100% occupancy. **Is this not a recipe for success?**

The commandos assisted when two tornadoes struck the Eastern Cape.



These deployments are not the only tasks performed by units. They are used in Operation Stipper as an aid to the SAPS in a wide variety of tasks, throughout the year (budget permitting). They and our other Commando units are also used to render aid during disasters, eg. when tornadoes struck the Transkei and the central and North Eastern Cape had heavy snowfalls. They have also assisted Environmental Affairs and Nature Conservation in sensitive areas of the Transkei coast as well as the Dept of Home Affairs in controlling illegal aliens.

These three units are respected and admired in their areas of responsibility, which is to be expected since the concept was sold to local communities who had a direct hand in the selection of their members. They are respected by the SAPS in the Transkei, who candidly admit that they could not be as effective without their help, although current budgetary restraints have sharply curtailed the assistance they can render. They are well trained, well disciplined and dedicated. All their lance corporals, corporals, platoon sergeants, sergeants, platoon commanders, (second lieutenant/full lieutenant), and candidate officers came up from the ranks, and were trained by Group 46. The same applies to their drivers and signallers.

They play a vital role in their communities by being the “eyes and ears” on the ground as well as being capable of rendering assistance during disasters. They therefore contribute to the stability of the region. For example, prior to the year 2000 faction fighting was “endemic” to certain regions of the Transkei. Full-time Force companies and large numbers of SAPS were extensively and constantly deployed since these three Commando units have become fully operational in 2000, and faction fighting has declined by 80%. The primary reason for this is the eyes and ears factor, which gives

# ORIENTATION COURSE

presented to newly appointed  
SENIOR RESERVE FORCE OFFICERS

by Brigadier General Gerhard Kamffer

early warning of developing problems and the fact that communities know these units are available and will be deployed. Communities now rather negotiate and talk about problems rather than resort to violence. The fact that these negotiation meetings are frequently protected by an armed, uniformed section of the local Commando probably also contributes to the wish to reach a negotiated settlement.

There has been one other spin-off concerning the training given by us. We have lost a fair number of members to private security companies. A certificate issued by us, for example if a member has passed section leader or platoon sergeant, or the platoon commanders course, this would be a guarantee for employment by a security company. The security companies tell us that they find that these men and women have been well trained and well disciplined and make excellent workers, so this training has also led to the empowerment of individuals.

The current approximate ratio of members is female 40% to male 60%, and a number of the section leaders, platoon sergeants, platoon commanders (junior officers) and candidate officers are female. In a rural, traditional environment like the Transkei such appointments empower women and have contributed in no small way to changing attitudes towards the role and place of women in the rural village. The three units are 100% black, including PSAP clerks and commando women. I truly feel Group 46 and these three units can be proud of the transformation and recipe for success we have achieved from May 1996 to the present time.

Earlier in the year an orientation course for Reserve Force officers was conducted at the SA Army College over a ten day period. The aim was to orientate senior Reserve Force officers in to the corporate environment of the SA Army and at the same time refresh basic military skills.

In terms of Project PHOENIX a number of brigadier generals and colonels were ranked and staffed in the Reserve Force of the SA Army on levels 2 and 3. The group consisted of former MK and APLA and current SANDF members.

Major General Keith Mokoape was the course leader with Colonel John Gibbs as the Chief instructor and Colonel Gerhard Kamffer was the senior directing staff.

The intention in presenting the orientation programme was that, once completed, the officer would have a clear understanding of the SA Army, its components, management and core business, with special emphasis on the integrated role and functions of the Reserves.

The following course modules were presented:

- Regimental duties.
- Senior leadership and the art of command.
- Hierarchy of strategies.
- Organisational orientation.
- SA Army Corps Orientation.
- The Reserve Force in perspective.





Maj Gen Mokoape (seated in the middle) with the Reserve Force members who attended the course.

- The Strategic Management Process.
- After the completion of this unit the officer should understand the SMP as it is applied in the SA Army.

The guest lecturers were experts in their

respective fields and the presentations were of an outstanding calibre. The course was successfully completed and it culminated in a certificate ceremony in which Major General Roy Andersen, Chief Defence Reserves officiated.

Maj Gen Roy Andersen, Chief Defence Reserves, presenting a certificate to Maj Gen Keith Mokoape, Chief Army Reserves, after completion of the orientation course.



## **PEACE OPERATIONS IN AFRICA:** *can we succeed without the Reserve Forces?*

by Lieutenant Colonel A.J.Jordaan MMM, DWD

Africa is beleaguered with armed conflict and many argue that poverty is one of the main contributing factors towards this noxious situation. The United Nations (UN) conducted peace operations in the past with various degrees of success and presently the South African National Defence Force is involved in peace operations in the Democratic Republic of the Congo (DRC) and other central African countries. Poverty and armed conflict stand in contrast to prosperity and peace in most developed countries. The social exclusion of the majority of Africans constitutes a serious threat to global stability. Peace operations and support actions should therefore be approached holistically.

### **Sustainable peace operations and development**

The New Partnership for Africa's Development (NEPAD) presents an opportunity to participate and contribute toward programs to rectify the abnormal situation of poverty, famine and armed conflict in Africa. The involvement of the SA National Defence Force (SANDF) in peace keeping opera-

tions already demonstrates that the South African Government is committed toward the NEPAD objectives and do not intend to pay lip service alone. Resources such as technology and human capital available in South Africa should be exploited to its full to promote peace and development in Africa.

Although it is recognized that the wealth of minerals like diamonds in Central Africa mainly contribute toward the GDP of those countries, agricultural and rural development is essential to address the poverty situation for the vast majority of the population.

### **SANDF Reserve Force and peace operations**

Cooperation and the establishment of partnerships are prerequisites for sustainable development and involvement of the SANDF in central Africa and presents a unique opportunity to mobilize the wealth of expertise entrenched in the Reserve Forces to contribute to, and support peace operations in central Africa. Are these peace operations sufficient enough to secure lasting peace and stop armed conflicts? Peace operations should be supported by strong political action and developmental initiatives at grass roots level. This is especially



applicable with the present peace operations in Africa where rebels hand in their guns without any alternative activity or option to actively participate in the re-building of their countries.

Development programmes with the emphasis on rural and agricultural development could provide the necessary impetus and means for rebels to rather focus on their respective countries' development rather than armed conflict. The most significant capacity of the Reserve Forces as part of a peace keeping force are imbedded in their professional capacity and experience such as the following:

- Apart from a wealth of combatant experience and skills entrenched in the Reserve Forces, many members are already involved in development programmes in South Africa and in the rest of Africa in their personal capacity. Their skills and contacts should be utilized to ensure sustainable peace by means of developmental support to the present peace operations in Central Africa.
- Research is one of the major challenges in war-prone areas. It is very difficult to conduct the necessary research in such areas. Yet, proper planning for development programs need proper research. Such research can contribute in the planning of future peace operations.
- The Reserve Forces presently experience serious challenges to motivate and support its members, but the advantages gained by the deployment of Reserve Forces in the dual role will by far exceed the cost of their deployment.

## Conclusion

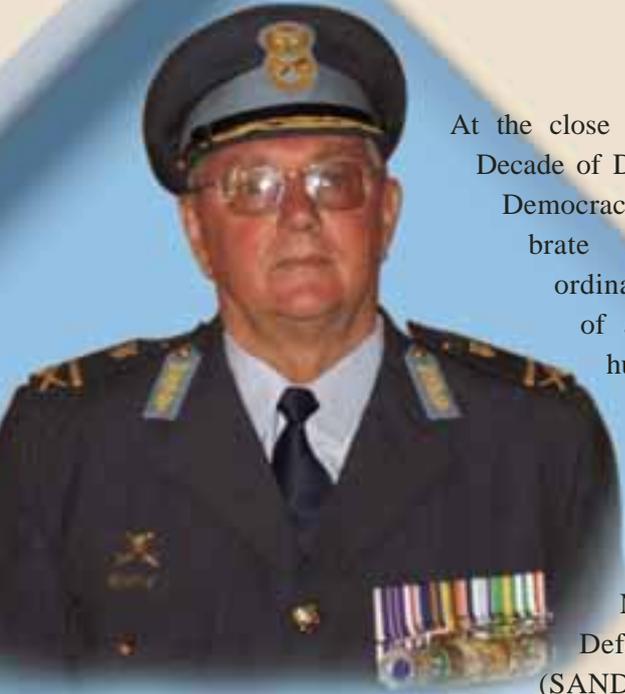
The Reserve Forces in the SANDF are competent in terms of combatant experience and capacity, but that is not what Africa needs. Africa needs sustainable development initiatives and that is what many Reserve Force members excel in. Can we afford to ignore this capability while it is urgently needed for lasting peace in Africa?

Sustainable development is not possible in societies at war. One can also argue that lasting peace is also not possible without sustainable development programs that address the root causes of conflict. This article argues that the two processes should go hand in hand with each other and that the Reserve Forces in the SANDF can contribute significantly toward this effort. The peace keeping Forces in Central Africa should utilise the capacity of the Reserve Forces more effectively and thereby increase the effectiveness of the peace operations.



# SA Air Force Reserve 2005

Message from Brigadier General Neville Lloyd Greyling SM MMM:  
Director Air Force Reserve (DAFR)



At the close of the first Decade of Defence in a Democracy we celebrate an extraordinary victory of a collective human effort that saw the birth of a new South African National Defence Force (SANDF), which had its roots in one of the most progressive constitutions in the world.

South Africa is now a modern 21<sup>st</sup> century democracy, an active member of the United Nations (UN), the Commonwealth and other international organisations. During the past 10 years the National Defence Force has become the tenth largest contributor of peacekeepers, and has contributed in a multitude of ways towards disaster relief and has given humanitarian assistance, within and beyond the borders of the Republic.

South Africa has contributed and achieved much through its involvement in world affairs, and is committed as a great nation. Let us therefore continue to be a positive force and continue our sustained contribution, noting the words of an African scholar, Ben Okri: “There is no such thing as a powerless people. There are only those who have not used their power and (their) will”.

Over the past 85 years, the strength of the Air Force Reserve (AFR) has depended on the strength, the commitment and the loyalty of every individual Reserve Force member to the South African Air Force. This integrity and commitment have never been found wanting.

Three years ago the South African Air Force committed itself to a demanding transformation process in an effort to harmonise its strategies and objectives with those of the Department of Defence. To this end, the Air Force Board developed a long-term outlook, which evolved into the SAAF Strategic Transformation Plan Towards Vision 2012.

In this context I again commit myself and the Air Force Reserve to full support of the “One Force” policy of the SANDF and the SAAF Vision 2012. We will inspire cre-





## The Twelfth International **AIR RESERVES SYMPOSIUM**

by Sergeant Maxie Macmavis

The South African Air Force Reserve (AFR) took a further step into the international military community when it hosted the 12<sup>th</sup> International Air Reserves Symposium (IARS) at Bakubung Lodge, Pilansberg from the 5<sup>th</sup> to the 10<sup>th</sup> October 2004.

The objectives of the IARS were highlighted by Australia, Belgium, Canada, Scotland, South Africa, the Netherlands and Italy all who presented papers on the capability and strategic development of the Air Reserve Forces. Presenting papers on the evaluation, support and the way forward for the Air Reserves were Austria, Germany, Scotland, the United States of America and, again, South Africa – the symposium was unquestionably most informative and beneficial to all delegates who attended. To balance the programme, excursions which included the Air Force Museum, the Air Force Memorial, Freedom Park, the Union Buildings and African ecological and community tourist attractions, were arranged.

ativity and encourage innovation through cultural diversity to match the Regular Force, and so advance step by step towards the successful achievement of Vision 2012.

The Air Force was honoured and proud to host the 12<sup>th</sup> IARS (International Air Reserve Symposium) that was held at Bakubung Lodge from 5 – 10 October 2004. The general purpose of the IARS was to exchange information and experience with

the Reserves of its member air forces, in order to create an opportunity to learn, to evaluate new concepts and to strengthen relationships between members of participating air forces.

“Everyone has the power for greatness – not for fame, but greatness because greatness is determined by service.”

This year the AFR is focusing on success: success in achieving the goals and objectives set out in the SAAF Strategic Transformation Plan Towards Vision 2012. However, of this we can be sure: if you want to achieve success, you must not make mere success your goal. The key is not merely to be concerned about being successful, but to work instead towards being significant – and success will follow naturally.

“Everyone has the power for greatness – not for fame, but greatness because greatness is determined by service.” I have the pleasure therefore in thanking members of the Air Force Reserve for their significant contributions to date and urge them all to even greater efforts to implement fully SAAF Vision 2012 and thereby broaden the Air Force base of operational expertise and support skills.





Visiting delegates to IARS XII with the Chief of the South African Air Force

There were some thirty representatives of international air reserve forces attended the twelfth IARS, which body comprises the following countries: Australia, Austria, Belgium, Canada, Denmark, France, Germany, Greece, Hungary, Israel, Italy, the Netherlands, Norway, Poland, Spain, Sweden, Switzerland, Turkey, the United States of America, the United Kingdom and the host in 2004, South Africa.

Invitations were also extended to all SADC countries to represent their respective countries and to participate as observers at the symposium.

The history of the IARS began more than a decade ago, when in 1992 a group of air reserve members held a meeting in

Germany, which was aimed at exchanging information and learning from the experiences of the international air reserve community. Canada, France, Switzerland, Germany and the United Kingdom participated in this meeting.

The second meeting, now designated the International Air Reserve Symposium (IARS) took place in Canada. On this occasion Australia and the United States of America joined the group, and at the third symposium in Texas, Israel and Norway joined the growing group of air reserves.

After this symposium the by then annual IAR symposia were hosted by the United Kingdom,



Germany, Austria, the United States of America, France, Switzerland, the Netherlands and Italy.

The overarching general purpose of the IARS is to exchange information and experiences with reserves in the member air forces. This creates an opportunity to learn, to evaluate new concepts and to strengthen relationships between members of all participating air forces, and thus ultimately to enhance Defence Force capability through effective utilisation of the Reserve Forces.

The IARS has an informal character which creates an open environment for the exchange of information and experiences and to discuss concepts and ideas openly. The secondary purpose of the informal character is to ensure that all participants can be involved in the way they prefer in accordance with international military traditions and customs.

The SAAF Reserve took its first major step towards participating in the activities of the international military community in June 2001 by attending (on invitation from the governing body of the IARS) the ninth annual symposium in Switzerland. It was recommended by the returning South African delegation that the SAAF should join the International Air Reserve body, as there was much to be gained from international collaboration with other air reserves.

Fortunately the South African Air Force Reserve already com-

plied with the stipulated requirements for membership of the IARS, (which are given below) and was consequently unanimously accepted as a member in 2002:

- It was a reserve of an air force of a sovereign state
- Such state has a democratically elected government
- The SAAF has established an Air Force Reserve
- The SAAF is equipped with fixed-wing fighters, bombers, helicopters and/or transport aircraft
- The SAAF has a task in national air defence
- The SAAF is part of NATO, WEU or another treaty organization with friendly relationships to the West.

The success of the application of the SAAF Reserve for IARS membership reflected a growing awareness internationally of the transformed post-1994 South African Air Force.

The South African Air Force Reserve, however, also believes that its membership of the IARS can foster sympathetic reserve interest in the rest of Africa, and so ultimately enhance Africa's full defence potential.

The Director of the South African Air Force Reserve therefore left no stone unturned to ensure that IARS XII was an outstanding success and used this opportunity to the full to proclaim the image and transformation of the South African Air Force Reserve to all attending delegates in October 2004.



# AIR FORCE RESERVE SQUADRONS

## now an integral part of SA Air Force Wings Parades

by Sergeant Maxie Macmavis

### Four Reserve Force Pilots receive their wings



Back row left to right: Co Andrew Cook (111 Sqn), Co Sean Lindsey (105 ASqn), Lt Col John Dyer (105 Sqn), Lt Pieter Roux (111 Sqn), Capt Euston Del Carme (110 Sqn)

Front row left to right: Col Ray Barske (OC AFB Durban), Col Sakkie van Zyl (OC AFB Langebaanweg), Lt Gen Roelf Beukes (CAF), Col Christo Stroebel (OC CFDS), Lt Col Thys Carstens (AFB Ysterplaat), Lt Col Roger Mossom (OC 111 Sqn)

The presentation of the SA Air Force (SAAF) Flying Badge (“Wings”) to qualifying pilots from Air Force Reserve Squadrons (AFRS) is now officially part of the annual wings parade of the South African Air Force, which is held at Central Flying School at Air Force Base Langebaanweg.

At the last parade, which was held in July 2004, four members of the AFRS received their Wings from the Chief of the Air Force.

The nine Air Force Reserve Squadrons comprise an element of the Air Force Reserve and fly civilian – registered aircraft on communications flights internally and abroad, or undertake air reconnaissance missions for army and police units.

Members of such squadrons must hold at least a private pilots licence, with a minimum of 500 hours’ flying experience and an instrument flight rating.

Furthermore, all AFRS pilots fly to mandatory SAAF standards.



# SA AIR FORCE RESERVES HAVE “THE RIGHT STUFF”!

by Sergeant Maxie Macmavis

Lieutenant Colonel Ivan Pentz is one of an elite few fixed wing test pilots in South Africa and one of a mere 2000 or so test pilots in 30 countries around the world. There are currently only five active fixed-wing test pilots in South Africa, of which only two are in the South African Air Force (SAAF).

Lieutenant Colonel Pentz completed 22 years of service with the SAAF, after which he joined Denel Aviation in October 2002 and at the same time was accepted into the Air Force Reserve (AFR). His duties within Denel and the AFR run parallel with one another. At Denel he tests and qualifies new aircraft and their various systems to ensure that the aircraft and their systems are safe and according to the client’s specifications. With the SAAF he is involved in part of the acceptance process of aircraft straight from the production line, for example the C130-BZ Hercules.

Lieutenant Colonel Pentz maintains and hones his pilot skills by flying the Cheetah and the Hercules at 2 and 28 Squadrons, respectively. He flies an average of 8 hours a month for the SAAF, depending on aircraft availability and flight test requirements. He also acts as operational pilot at 2 Squadron for specific flying phases.

Major projects that he has been involved in during his test pilot career were the upgrading of the Hercules C-130B (Project EBB) for which he was the SAAF Project Test Pilot. Lieutenant Colonel

Pentz was also the project test pilot for Project RECIPIENT which involved the re-engining and software and display upgrade of the Cheetah D. Latterly he has been involved in engine development and testing of the new Rolls-Royce-Adour engine, which will be fitted to the Hawk to be delivered to the SAAF in 2005.

His passion for his work is undeniable and it shows in the success that he has achieved thus far, which includes: being a member of the Society of Experimental Test Pilots (international body), being a senior fixed wing test pilot at Denel and holding an Airline Transport Pilot’s Licence (ALTP).

Becoming a test pilot is no walk in the park! One can qualify to become a test pilot through the SAAF only after completing a minimum of 2000 flying hours, along with a high average flying assessment in one’s logbook. In addition to these requirements, the course has historically only been offered to a candidate every 2 to 3 years, should the training budget allow the substantial expenditure required for such courses.

Lieutenant Colonel Pentz’ recipe for success extends beyond his professionalism in the aviation world to sport at high levels. He was a member of the SA under16 baseball tour, which toured Europe in 1976. He was the ‘stroke man’ of the South African ‘eights’ rowing team in the 1992 Olympics held in Barcelona, and his competitiveness each year when cycling in the Argus Cycle Tour must be mentioned. This he has done regularly since 1991.

With his knowledge and experience he has become one of the indispensable components in the South African Air Force Reserve and is looking forward to serving the AFR for another 15 years.

“His passion for his work is undeniable and it shows in the success that he has achieved thus far.”





To achieve success as a Project Officer one must be uncompromising towards the task and approach each challenge with sheer determination.

A Project Officer and a team are assigned to each project, with the responsibility of managing the project from the smallest detail (paperwork, budgets, etc) up to the delivery date of the aircraft.

Lieutenant Colonel Piet Welman has been the Rooivalk Project Officer since January 2002. His career began 27 years ago in the South African Air Force and he has been in the Reserve Force for the past two years. Lieutenant Colonel Welman's unsurpassed experience ranges from having been operational during the bush war, flying Allouettes and Pumas, to completing a B.Com. degree. At present he resides at the Flying School.

Lieutenant Colonel Welman's project management team consists of 11 members who together face all the development, production and operational challenges of this project. Although there will always be obstacles within a project such as manpower and budget constraints, Lt Col Welman intends finishing the project by 2009, if not sooner.

Lieutenant Colonel Welman is well known for his determination not only to complete the Rooivalk project successfully, but for his extensive knowledge of helicopter systems. Lieutenant Colonel Welman's vast experience has become invaluable to the helicopter production line and even more so to the Rooivalk Project Team.

When not engaged in the Rooivalk Project, Lieutenant Colonel Welman is an avid fisherman. He enjoys the thrill of big game fishing for marlin and has been involved in competition angling for this species.



## LIEUTENANT COLONEL PIET WELMAN *The ROOIVALK PROJECT Officer*

by Sergeant Maxie Macmavis

The Directorate Helicopter Systems contains 11 Reserve Force members, who are utilized in various capacities, ranging from different flying tasking such as MAOT (Mobile Air Operation Team) duties, assisting with tactical doctrine, appointment as President for a Board of Inquiry, to being assigned the Project Officers.



# more

than just aviation awareness

by Sergeant Maxie Macmavis

The nine Air Force Reserve Squadrons (AFRS) constitute a unique element of the Air Force Reserve (AFR) and are strategically located in the various provinces of the Republic of South Africa.

They are staffed by civilian volunteers who have guaranteed use of suitable civilian registered aircraft which they operate in the light transport and reconnaissance roles. Members of such squadrons fly to mandatory South African Air Force (SAAF) standards and add significant value to the SAAF.

These members constitute a force multiplier, providing a readily available source of expertise and manpower. Finally the AFR broadens the interface between the community and the Air Force, while the Reserve also engenders community and employer support for the SAAF.

After the long list of areas in which 104 Squadron, one of these AFR Squadrons, has consistently excelled, it was towards the community that the Squadron now looked in order to contribute towards development in aviation. It was therefore decided that the Squadron would seek a suitable candidate who could be trained

as a pilot and who, when qualified, could join 104 Squadron. The cost of such training would be borne by Squadron members.

Numerous interviews followed, and eventually Tumelo Moholo was selected. While at school he had worked in his spare time as a gardener to obtain funds for further studies. After matriculating he registered at the Dobsonville Technical College for a course in Mechanical Engineering, where he is currently completing his N5 subjects.

Tumelo started his flying training at the Lanseria Flight Centre and recently successfully completed his first solo flight. He then proceeded to the next phase of his course, in which he is preparing for his first navigation flight.

The Squadron looks forward with enthusiasm and interest to the day when Tumelo Moholo becomes a fully-fledged member of 104 Squadron at the termination of their worthy and commendable contribution. A recipe for success, indeed!



# celebrating

twenty-one years of

# SUCCESS!

by Sergeant Maxie Macmavis



Maj Heineke, Lt Burger and CO Miriam Müller with the children and organisers from Reach for a Dream in June 2004.

111 Air Force Reserve Squadron is historically the youngest Air Force Reserve Squadron (AFRS) and organisationally one of the two largest of the nine active AFR squadrons. It was originally founded in 1963 in Kimberley as an SA Army reconnaissance unit, but was soon disbanded as no confirmation of an active Army role could be achieved.



However, on January 1, 1983, 111 Squadron was reactivated at Air Force Base (AFB) Swartkop as an Air Force Commando Squadron (SAAF Comdo). The first flying training parade took place a month later with a mere 9 appointed members out of an approved 37 member establishment and, by one year later, 22 volunteer members with 10 civilian registered aircraft were available for SAAF duties.

During the initial years of 111 Squadron every opportunity was used to establish itself as a primary supportive unit within the Air Force Reserve Squadron (AFRS) structure. With significant support from Air Command (then known as Air Force Headquarters) and a somewhat difficult learning curve to master, 111 Squadron has managed to sustain growth and contribute towards the goals of the SAAF over the past 21 years.

The SAAF restructuring exercise named "Plan 90", which was introduced in 1989, affected all Reserve Force squadrons. The most significant structural changes entailed the termination of all AFRS navigation posts, which thus reduced the Squadron establishment from 37 to 32, followed by a transfer of the first female pilots to 111 Squadron after the disbandment of 114 Squadron.

In the early 1990s 111 Squadron's operational readiness reached a peak, with many highly qualified civilian professional pilots serving as 111 Squadron pilots, most with access to an extensive range of civilian registered aircraft which were used for various types of SAAF tasks at the time. As a result 111 Squadron became known for constantly producing a strong and dedicated unit, supported by the enthusiasm of eminently skilled members, many of whom had also made their mark in civilian flying or business enterprises.

On the closure of Air Force Base Swartkop, 111 Squadron relocated to Air Force Base Waterkloof in January 1999.

Various new challenges had to be dealt with, as Air Force Base Waterkloof did not have previous experience of a resident Air Force Reserve Squadrons under its administrative command. However, 111 Squadron soon settled down in its new environment and began to participate in various activities on the base, one of which included the SA Air Force 80 celebrations in the year 2000.

The role of 111 Squadron is twofold – first, to carry out VIP/IP transport tasks for a variety of SANDF and Public Service clients, and secondly to carry out ad hoc reconnaissance flying tasks for the law enforcement agencies in their fight against crime. In both functions a variety of aircraft types are utilised, the type depending on the task, the most suitable aircraft available and the budget allowance for the performance of the task.

In the course of each annual 111 Squadron programme, various flying and ground training parades are scheduled to sharpen the members' skills, and to ensure pilot compliance with the minimum SAAF flying standards. The 111 Squadron flight crew are supported by a small group of dedicated ground personnel, who ensure that the internal personnel, finance, logistics and operational functions are carried out.

Many of the 111 Squadron pilots work within the civilian flying environment, which complements and maintains their flying proficiency, whilst they also perform SAAF flying tasks. The accumulated expertise of the 111 Squadron pilots has contributed to 21 years accident-free aviation safety record for the Squadron, an achievement that is proudly emphasised at all training parades.

Latterly the AFR squadrons have had to endure times of financial stringency, but 111 Squadron has managed to adapt rapidly to the challenges of the restructuring process and to budget constraints. The budget constraints and consequent reduction of flying training hours have, however, not been





CO Miriam Müller with the children from Reach for a Dream after their flight in June 2004.

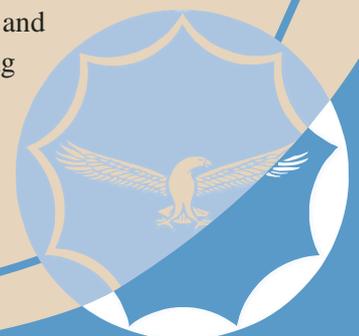
allowed to compromise flying standards, although such stringencies meant reducing individual pilot training hours from 24 to 18 or fewer per annum.

In 1994, 111 Squadron was successful in establishing a rewarding relationship with the Reach for a Dream organisation, in which terminally ill children were afforded the opportunity to fly in an aircraft during one of the Squadron's flying training parades. A total of 79 children have thus been given an opportunity during the past 11 years to fly in a 111 Squadron aircraft. In the year 2000, Reach for a Dream and 111 Squadron featured in the SA Broad Casting television programme "Pasella". In this regard, an unexpected surprise transpired during the 2002 flying parade... 111 Squadron and the visiting children from Reach for a Dream were afforded the opportunity to meet not only erstwhile president Nelson Mandela, but also President Thabo Mbeki. It was evident that not only the children, but also all

who were present shared a heart-warming experience on this occasion.

Furthermore, in 2003, homeless "street children" nominated by the South African Police Services (SAPS) together with the nominated children from Reach for a Dream were once again given the enjoyment of flying high.

All members of 111 Squadron participate to ensure that each such annual event achieves the maximum success. To date the Squadron is the only Reserve Force unit to have an outreach programme in place and to have extended its endeavours to other worthy causes, such as the "Operation Blanket" project, which was supported in 2001 by means of a cash donation, and some 42 boxes of clothing which were donated to various charitable organisations.



Since its inception, 111 Squadrons' achievements have been in the hands of the following Squadron Commanders:

Lt Col T.P. Verhoef (1983-1994), Lt Col W.K. van der Spuy (1995 – 1999), Lt Col A.D. Colesky (1999 – 2003) and Lt Col R.J. Mossom (April 2003 to date). The Squadron also boasts the appointment of two honorary colonels viz T.P. Verhoef (1994 – 1999) and A.D. Colesky (November 2003 to date).

During the past 21 years 111 Squadron reached the following milestones:

- 111 Squadron Unit Colours were received on 1 February 1996 during an Air Force Day parade held at AFB Swartkop.
- The 'Reserve Force Squadron of the Year' award (gold) was received in 1996, 2000, 2001, 2002 and 2003. From 1997 to 1999 the Squadron achieved 3rd place in this contest, and it is the only AFRS to feature in each year of the adjudication of this award.
- It shared the "SAPS Cooperation" award (gold) in 2001 with three Regular Force units (the only occasion on which an AFRS unit has won this award) and achieved 3rd place in 2003.
- Following the Mozambique floods in 2000, 111 Squadron was the only AFRS that received a "Chief of the Air Force Commendation" for services rendered during the rescue operations.
- In 2003 111 Squadron achieved the "AFB Waterkloof Prestige Award – Reserve Force Squadron of the Year".

111 Squadron commits itself to continue to serve the Air Force and the community for the next 21 years with the same dedication as in the past 21 years, and, it trusts, also with the same success.



*Stalwarts of 111 Squadron*



Fltr Back: Maj Ellis, Maj Heineke, 2ND Lt Burger, 2ND Lt Eloff, 2ND Lt Numan, Maj Esterhuizen, Lt Surman, Sgt du Plessis, WO1 Fourie.

Fltr Front: Maj von Maltitz, Lt Col Mossom, Honorary Colonel Colesky, Maj de Vos, Maj Slabbert, and Maj Viljoen.



# VOLUNTARY SERVICE

## in the SA Navy Reserve

message by Rear Admiral (JG) Ernst J.V. Penzhorn

Director Naval Reserves

Members of the SA Navy Reserve, previously also known as the “Citizen Force” or the “Part-time Force” of the South African Navy, have always been characterised by their loyalty to the country, their love for the sea and their commitment to rendering service to their country in a naval uniform.

The singular purpose and mission of the South African Naval Reserve is to provide competent naval reservists as and when required by the SA Navy. The Navy acknowledges the requirement and necessity of a reserve component and regards this component as an integral part of the SA Navy’s total force, as it is the only credible supplementary source of competent, trained uniformed people to meet the fluctuating personnel needs of the SA Navy, on time, every time.

In the past, the reserves of the SA Navy have demonstrated their commitment to serve in a variety of circumstances, capacities and roles, sometimes even in areas far from their natural blue water habitat. The sole motivation has always been to serve and to augment the capabilities of the SA Navy in whatever form, circumstance or environment required, so as to protect the country and its constitution. As such Naval Reserves have served valiantly and professionally on ships and submarines, in ports and in streets, in the uniform traditionally associated with the Navy and, if necessary, even in “Browns”!

The function and application of Navy Reserves are and were determined in terms of the threat and the policies and strategies of the government of the day to counter such threats against the country and its constitution.

Navy Reserves were administered in various configurations over the last century. In fact, the SA Navy’s own origins date back to 1861 with the formation of the Port Elizabeth Naval Volunteer Brigade, the Natal Naval Volunteers in 1885 and the Cape Naval Volunteers in 1905. Under colonial rule, the Royal Naval Volunteer Reserves in Natal, Port Elizabeth and East London formed the core of what would eventually become the SA Naval Services in 1921 under the then Union of South Africa and the present SA Navy in the Republic of South Africa.

What started as a totally volunteer service, evolved through a system of conscription and national service to the present totally volunteer system of service once more. Similarly, the administration of Naval Reserves also changed in accordance with current requirements, from a system of central administration to geographically decentralised administration at 7 reserve units. In terms of present policy and requirements, the administration is changing back to central administration under the Human Resources Division of the Fleet. This is the final phase of the implementation of the “One Force Policy”, in terms of which there is no difference or discrimination between the sailor serving in a full-time capacity in the Regular Force of the SA Navy and the sailor serving in a part time capacity as a member of the Reserve Force.

In terms of the Transformation Design and Migration Plan of the Department of Defence, it was declared that reliance on the expansion capacity inherent in a part-time component was central to the Core Force approach of the Department of Defence. All structures of the SANDF needed the capability to expand more rapidly than normal recruiting and career development time- scales would allow and this was to be achieved



SAS AMATOLA— One of the exciting new opportunities for trained reserves

by means of a “part-time component”. In the case of the Navy this part-time component was to be structured as an expandable single structure. In essence, this amounts to the maintenance of a full-time establishment, with additional part-time posts. Part-time personnel (reserves) designated for such posts are to be members of that particular unit or structure and provision is also made for more than one member to be kept on strength for each such part-time post.

As part of the SA Navy’s review of its structure, policies and composition, the Chief of the Navy, Vice Admiral Johan Retief, tasked the Navy Reserve to submit proposals for its own reorganisation in terms of the policy and strategy directions of the Department of Defence, the SANDF and the SA Navy in particular. This was to be done within the parameters of the clearly stated primary role of the SA Navy, namely “to fight at sea”.

The Navy Reserve accepted the challenge to chart the route into its new future and presented a plan for the transformation of the Navy Reserve to the Navy Board. This plan was accepted by the Navy Board and was thereafter also approved by the Military Council.

The essence of the plan is that in future members of the Navy Reserve will be integrated more directly into the force structures of the Navy. As a result the existing 7 reserve units will be decommissioned and the former members of the Reserve will be allocated to fill various posts in the fleet, training establishments, naval bases, Navy Office, etc.

Although the reserves will obviously witness the decommissioning of their units with a lot of emotion and will recall pleasant memories of many successful and rewarding operations conducted by these reserve units over many years, they will find consolation and motivation in the many exciting new opportunities that



Reservists exercising at sea

have become available in the fleet and in which they would be able to continue their loyal and professional service to the Navy and the country.

In the period leading up to March 2005, administrative and ceremonial decommissioning activities will take place across the country and as part thereof, units with a proud history of up to 130 years, will lower the Naval Ensign for the last time at sunset. Although the sun will set on these units, the reserves will continue into the dawn of a new day with wonderful new opportunities for Naval Reserves to continue their voluntary service in the Navy. To date more than 1600 posts have been identified in the Navy to accommodate suitably trained reservists and, depending on the requirements of the Navy, this number could even increase in future.

The year 2005 will see the entry into the Navy Reserve of the first group of sailors to complete their 2 year Military Skills Development training at the Naval Gymnasium situated at SAS SALDANHA. This will rejuvenate and strengthen the Navy Reserve and provide the necessary impetus to enable reserves to fulfil their existing voluntary commitment to the Navy. In future the Naval Gymnasium training programme will be the primary entry into both the Regular Force and the Reserve Force components of the SA Navy.

The challenge and the opportunity for members of the Navy Reserve are to commit themselves to further volunteer training and volunteer service in the SA Navy. The reward for these volunteers will be the opportunity to experience the comradeship of the sea and to serve their country through the SA Navy. The acquisition of new ships and submarines makes this an even greater opportunity and reward. Some might say it is in fact a privilege!



# NAVAL CONTROL AND GUIDANCE

to shipping at SAS Inkonkoni  
by Sub Lieutenant Sonnett de Jager SANR



The year started with a bang, as a naval control and guidance to shipping (NCAGS) course was hosted in February 2004 at SAS Inkonkoni by Warrant Officer P.G. Drayton. The training was conducted in the evenings and successfully completed by eleven members of the unit.

Every year the Navy NCAGS team takes part in Exercise Deep Blue that runs over a period of 3-5 days. This exercise is run by reserve unit members acting on behalf of the South African Navy. The exercise was run this year from 15-18 July 2004. Exercise Deep Blue extends from the east coast to the west coast of South Africa.

Vessels are routed along our coast to the various ports and a plotting program is used to keep track of all vessels sailing and in port. Paper ships and real vessels are sailed by means of signals drafted with all specifications laid down to ensure safe and accurate journeys. This exercise ensures that each unit is operational and has the correct equipment to complete the exercise successfully with all the ports being fully functional.

Two weeks after Exercise Deep Blue was concluded

the NCAGS teams were involved in the international exercise run every year, called Transoceanic. The Transoceanic XIX exercise was conducted from 16-27 August 2004, with eight South American countries taking part, as well as the United States of America. On completion of the exercise a post-exercise discussion was held at Silvermine on 4 September 2004. At the end of the meeting two awards were presented:

The Safmarine trophy was awarded to SAS Yselstein for the best performing unit during the year. Lieutenant Martheze acted as the OCA West South Africa. SAS Inkonkoni was awarded the Unicorn Trophy for the most improved unit during the year. Sub Lieutenant Sonnett de Jager acted as OCA East South Africa during Transoceanic XIX, with Warrant Officer Coleman as the shipping control port officer (SCP) for Durban. Warrant Officer Coleman was assisted by 9 members of SAS Inkonkoni.

NCAGS has become a vital and important part of safety and security for each country. Shipping imports and exports have grown in South Africa and we need to ensure that all measures are taken to protect and track all vessels in and around our coastal waters.



# SAS DONKIN

## THE NAVY IN PORT ELIZABETH

by Commander Gordon Webber, SA Naval Reserve, Officer Commanding SAS Donkin

This last year at SAS Donkin has been hectic. The base was called on to assist the Department of Defence as well as other government departments and non-governmental organisations as usual, but because of the new structure and method of utilisation of Reserve Force members, many of our members had fallen by the wayside. This assistance and service have been provided by fewer Reserve Force members, resulting in an increased workload for these members.

### SAS DONKIN – A VERY BRIEF HISTORY

On 4 March 1921 an advertisement on the formation of a South African Division of the Royal Naval Volunteer Reserve with companies in Cape Town, Durban, Port Elizabeth and East London appeared in the Port Elizabeth newspaper, the Eastern Province Herald.

This publicity had the desired effect and on Friday 1 July 1921 the local volunteers arrived at the Prince Alfred's Guard drill hall to enlist. The Royal Naval Volunteer Reserve (RNVR) had been established and the first parade of the men was held in the drill hall on Monday night 4 July 1921.

The RNVR 'D' Division was accommodated at the drill hall from 1921 to 1929. Training during this period consisted of lectures, sea training in royal naval ships, when they were available, and pulling and sailing exercises in a 32ft cutter and a 27ft whaler on the Swartkops River at Redhouse.

By 1929 the accommodation at the drill hall had become inadequate to serve both the Prince Alfred's Guard and the Royal Navy Volunteer Reserve

(RNVR). The problem was solved when the RNVR was offered a wood and iron shed with some surrounding ground in Girdlestone Street in the harbour. This base was used for 10 years. In 1938 the foundation stone for a brand new naval drill hall was laid by Vice Admiral D.H. D'Oyly Lyon CB. This new building proved invaluable as a naval and training base during the war years. The base was used to the end of 1994 when SAS Donkin was forced to move to its current premises owing to the proposed development of a harbour waterfront and tourist facility.

### SAS DONKIN – THE NAME

The authorities decided that the various bases should be named. The Commanding Officer at the time submitted three possible names for the Port Elizabeth base: Receife, Elizabeth and Donkin. The name Donkin was approved, and fits in very well as the City of Port Elizabeth was named after Elizabeth Donkin, the late wife of Sir Rufane Donkin, acting governor of the Cape Colony at the time of the arrival of the 1820 settlers in the Eastern Cape.

### SAS DONKIN – HISTORICAL HIGHLIGHTS

On 27 February 1964, the mayor and councillors granted the Freedom of the City of Port Elizabeth to the ship's company of SAS Donkin. On 24 October 1964 the parade of the Freedom of the City of Port Elizabeth was conducted and six hundred men marched down the main street to the city hall with bayonets fixed, drums beating and colours flying'.

In July 1968 SAS Oosterland, a sea-ward defence boat, was attached to SAS Donkin and became the first South African naval ship under the care of a Citizen Force (Reserve Force) unit.



## THE OBJECTIVES OF A RESERVE NAVAL BASE

The objectives of a Reserve Force naval base are the following:

- To administer the full-time and Reserve Force members on strength.
- To administer mobilisation and call-up of personnel.
- To provide limited seamanship and other career training to members.
- To assist the SA Navy and foreign naval vessels on visits to Port Elizabeth.
- To provide a naval presence in the port as well as assistance to other services and organisations as requested and approved by higher authority.
- To act as a nodal point for SA Navy activities in the area.
- To provide active and well trained naval co-ordination and guidance to shipping organisations in Algoa Bay.



## HIGHLIGHTS IN THE ANNUAL CALENDAR

- Border Agricultural Show Queenstown. In September 2003 we joined forces with Queenstown Commando under the command of Lieutenant Colonel I. van Zyl to erect a Defence Force display at this show. The SAS Donkin team worked long and hard to obtain transport for the equipment and personnel from Port Elizabeth to Queenstown and

borrowed a SAMAG vehicle from the infantry base in Grahamstown to tow the Namacurra patrol boats from Port Elizabeth to Queenstown. The RHIB rubber duck and the bosun sailing dinghy as well as photographs, a ships wheel, binnacles and various other memorabilia were on display. The end result was worth the effort, as the stand was awarded first prize in the indoor section of the show.

- In 2004 we again joined forces with Queenstown Commando. In addition to the equipment from the previous year, we had a diving tank on display with two divers doing displays at various intervals. School children received lectures on navigation and seamanship training, charts, navigation at sea, the dynamics of sailing, and tying common sea mens'

knots. A platoon of sea cadets held colour, sunset and march past parades in the arena.

- On 23 April 2004 SAS Donkin erected and manned a naval exhibit, including a Namacurra and the RHIB at a SHIELD exhibition in the hangar at the Air Force Station in Port Elizabeth. This show was aimed at leaders in the business community and senior school learners.
- SAS Umhloti and SAS Umzimkulu paid a visit over the weekend of 5-7 March 2004, and the following weekend the Port Elizabeth Harbour Festival was held. For the Festival the Navy sent four ships to Port Elizabeth, the SAS Galeshewe, Adam Kok, Isaac Dyobha and Kapa. SAS Donkin assisted the National Ports Authority with water safety for the powerboat racing in the harbour. Crews were needed for the RHIB, the Namacurra and the Vredenburg.



- At the end of May 2004 SAS Donkin had the pleasure of hosting a foreign warship, the French Navy's patrol vessel, FNS Albatros, under the command of Lieutenant Commander Pierre Talarmin with a complement of 8 officers and 48 ratings. We were ably assisted by Lieutenant (SAN) S. Botha of SAS Outeniqua who had been appointed as liaison officer for the visit by Flag Officer Fleet. Visits were arranged for the crew to local game parks, including the Addo Elephant National Park, and a deep sea fishing trip for the officer commanding who was a keen fisherman.

The Naval Co-ordination and Guidance of Shipping were also exercised during the year. A local South African exercise called 'Deep Blue' was carried out in July 2004 and the annual Transoceanic exercise from 16-27 August 2004. The latter is international, and the other participants were countries in South America, and this year included the some United States areas.

- On 12 August 2004 a photographic team from the Reserve Force Division visited SAS Donkin to photograph typical tasks at a Reserve Force base. The team was taken out to sea in the Vredenburg workboat to get some photographs of the Namacurra in action. True to form, if there was going to be a mess up it will happen at the most awkward moment. As the Namacurra was going through a high-speed manoeuvre the hydraulic hose attached to the steering ram came off and some quick thinking by the coxswain averted any disastrous consequences. The photo shoot was not abandoned, however, and the remaining action shots were taken, with Sub Lieutenant Jenni Haysom and Petty Officer Volminck doing some sterling work with the emergency steering tiller in the stern of the boat. The SAS Donkin Reservists don't give up easily!

# Impressions

## during a Naval Reserve Board visit to SAS Saldanha

by Commander Fritz Van Der Merwe SA Naval Reserve

### Introduction

On 20 August 2004 the Naval Reserve Board (NRB) paid a visit to SAS SALDANHA to have a look at what the Military Skills Development (MSD) students were doing.

This is my personal impression of that visit from two perspectives: a perspective from a military background of thirty-four years, (thirty in the Reserves), and my perspective of the youth of South Africa as a University lecturer for fourteen years.

### Background

Although "The Reserve Force Volunteer" of 2004 reported extensively on the MSD, it might be a good idea to recall some of that information.

The MSD programme was instituted in the SANDF in answer to President Mbeki's proposal that the various Government Departments institute programmes to develop the skills of the youth of the country.

The young adults that are recruited receive a 2-year contract. During the first year they receive basic foundational training, and in the second year they have the opportunity to specialise in a certain field. At the end of the two years,



there is an opportunity to apply for a further contract, or return to civilian life. The employer in both the private and government sector then has the advantage of employing young and fit people, with two years of work experience in a disciplined environment and with a practical application of several skills.

In 2004 the South African Navy christened its MSD training the Naval Gymnasium Programme (NGP). They have also since received provisional accreditation as a training institution from the Diplomacy, Intelligence, Defence and Trade Education and Training Authority (DIDTETA). In the near future all their training will be accredited by the South African Qualifications Authority (SAQA) and will amount to 120 credits on the National Qualifications Framework (NQF).

As stated in Flag Officer Fleet's Info Bulletin 30/04, the Naval Gymnasium trainees will form the primary feed-in for the future Naval Reserves. Thus the interest of Director Naval Reserves, who advises policy for the Naval Reserve, and the Naval Reserve Board in the activities of the Naval Gymnasium trainees.

was better if a briefing was given by the people who actually participate in the programme, than by someone who has only theoretical or hearsay knowledge of their situation.

The briefing was therefore to be given by NGP trainees themselves, who were then eight months into the first year of training.

The briefing comprised seven individuals' personal experiences of the training and it was presented with fluent competency and self-assurance, such as is seldom seen in youths of that age. Each individual's account was augmented by slides in a well-prepared Microsoft™ Power Point presentation.

**Captain Robert Shelley, the Officer Commanding of SAS SALDANHA, explained that it was better if a briefing was given by the people who actually participate in the programme, than by someone who has only theoretical or hearsay knowledge of their situation.**

To the older members of the NRB the presentation conjured up tales of their first experience with the military and especially with SAS SALDANHA. The initial expectations

contrasted with the total shock of arrival at the unit for the first time. The expectations of a beautiful uniform issue contrasted with the reality of an overall for the first two weeks. The expectations of sympathetic teachers contrasted with the reality of military instructors, albeit that they are slightly more sympathetic these days. There was the initial loneliness and longing for home and the gnawing uncertainty: "Did I make a mistake in joining?"

But, as the tales progressed of the courses they had done, from basic training to seamanship, musketry, fire-fighting and first aid, maths, English and typing, there unfolded an initial demonstration of self-assurance and finally of pride. Pride in what they have overcome. Pride in what they have learnt, of what they are able to do and pride in what they have become. It shone through their immaculate uni-

## The Visit

After our arrival, the NRB members were treated to a sumptuous lunch in the wardroom of SAS SALDANHA.

Thereafter we were given a briefing on the NGP in the conference room. It was a briefing with a difference. Captain Robert Shelley, the Officer Commanding of SAS SALDANHA, explained that it



forms, their proud bearing and their willingness to answer questions at the end of the session. The answers to some of the more pertinent questions showed a sense of differentiation between them and their erstwhile friends who were left behind in the world of drugs and gangs.

The impression of pride continued when the NRB was invited to witness a dress rehearsal for a display the trainees were preparing for. The performance of the marching band (all volunteers), the precision drill squad, the choir and the field gun display were immaculate and highly entertaining due to the mix of obvious enthusiasm, pride and skill with which it was performed.

## Conclusion

It is clear that the approach followed at SAS SALDANHA towards creating an environment conducive to learning is bearing fruit. The less intimidating, more approachable instructors and encouragement to participate in the learning events, within a military environment, create a system that produces disciplined, fit, proud and skilled young men and women that South Africa and the South African Navy can be proud of. We would like to welcome that calibre of person into the Naval Reserve and the community.

To paraphrase Captain Shelley: We went away "...with the knowledge that the youth of South Africa are willing and able to make a positive contribution to the growth of our young democracy."

## Acknowledgement

This report contains information, with the kind permission of Captain Robert Shelley, from the information brochure supplied to members of the NRB during the visit. We wish him well with his 650+ learners in 2005.

To the older members of the NRB the presentation conjured up tales of their first experience with the military and especially with SAS SALDANHA. The initial expectations contrasted with the total shock of arrival at the unit for the first time.



# SA Military Health Service Reserve MESSAGE — 2005

by Brigadier General ( Prof, Dr ) P.H.K. Cilliers, SM, MMM, JCD

The Reserve Force (Res F) Directorate of the South African Military Health Service (SAMHS) was established on the 1st January 2002 with my appointment as first director together with the appointments of three extremely competent Res F Senior Staff Officers (SSOs), namely Dr Gareth Hide (private practice General and Trauma Surgeon), Dr Peter Matseke ( private practice General Practitioner and health related businessman) and Prof Andy Mogotlane (Surgeon and Vice- Principal of the University of Pretoria) and a Regular Force SSO, Colonel Herman Lourens with a vast knowledge of Reserve Force administration.

Since 1994 the emphasis in the whole Department of Defence (DoD) was centered on transformation, mainly of the Regular Force (Reg F). This was also the case in the SA Military Health Service (SAMHS). The South African Military Health Reserve Force (SAMHS ResF) units, however, throughout this period till 2002, were always budgeted for and financed according to their business plans. Some of the units therefore continued to recruit and train new members. The result of their selective recruitment was that the demographic distribution in the SAMHS Res F was almost acceptable, but not when looking selectively at the leader groups, both officers and non-commissioned officers. This was achieved to some extent by weeding out non-active Res F members in 1998, which resulted in a marked decrease of Res F members.

The first priorities of this newly established Directorate were to establish a functional Directorate and Res F Nodal Point as well as to restructure the SAMHS Res F according to transformation principles and the new SAMHS Reg F structure. Another principle in restructuring the Military Health Res F was to have a Res F structure at all levels and in all Reg F FSEs. The structure was accepted in mid 2003.

The next priorities were to promote the SAMHS Res F, to selectively recruit leader groups and to develop, train and educate them. Very competent members were recruited to fill empty posts in the Res F Dir. Developing and training them is ongoing, for example the BATLS/BARTS course is utilized to do this training. It was also recognized that a feeder system is necessary to ensure a viable Res F. The Military Skills Development (MSD) system was introduced in 2003, but it was immediately obvious that this would not supply the necessary professional groupings for the SAMHS and other Services. This was already recognized in the Human Resources 2010 strategy, which listed the need for a Reserve Officers Training System similar to that used in the United Kingdom and the United States of America. The SAMHS Res F Director took the initiative and,



Success, however, is a dubious concept and everybody does not necessarily agree with a claim to success

after consultation, put a proposal to the Military Council (MC) for a pilot project in the Gauteng Medical schools, which in 2005, would start recruiting Medical personnel for the SA MHS Res F. A University Reserve Training Unit will be established jointly with the SA Army and training will be given at the Kensington Garrison by Army Res F units and the School for Military Health Training of the MH Training Formation. If successful, it will be extended to other health professional groupings and to the other Services.

It is perhaps possible to claim that the SAMHS Res F Directorate was successful in attaining its short-term objectives. Success, however, is a dubious concept and everybody does not necessarily agree with a claim to success, The French, eg, speak of “succe’s d’estime”. Success is seen as a good outcome, achievement, triumph, attainment, ascendancy or even good fortune. Success should not be viewed in the short term. Sun Tsu said, that a successful campaign is not a battle won, but when the war is won. For these reasons I believe that there are no easy, universal recipes for success. There are, however, certain principles, which might differ for different people, organizations or circumstances. Stephen R. Covey lists seven habits of highly effective people as:

- being proactive,
- begin with the end in mind,

- put first things first,
- think win win,
- seek first to understand, then to be understood, and
- synergize.

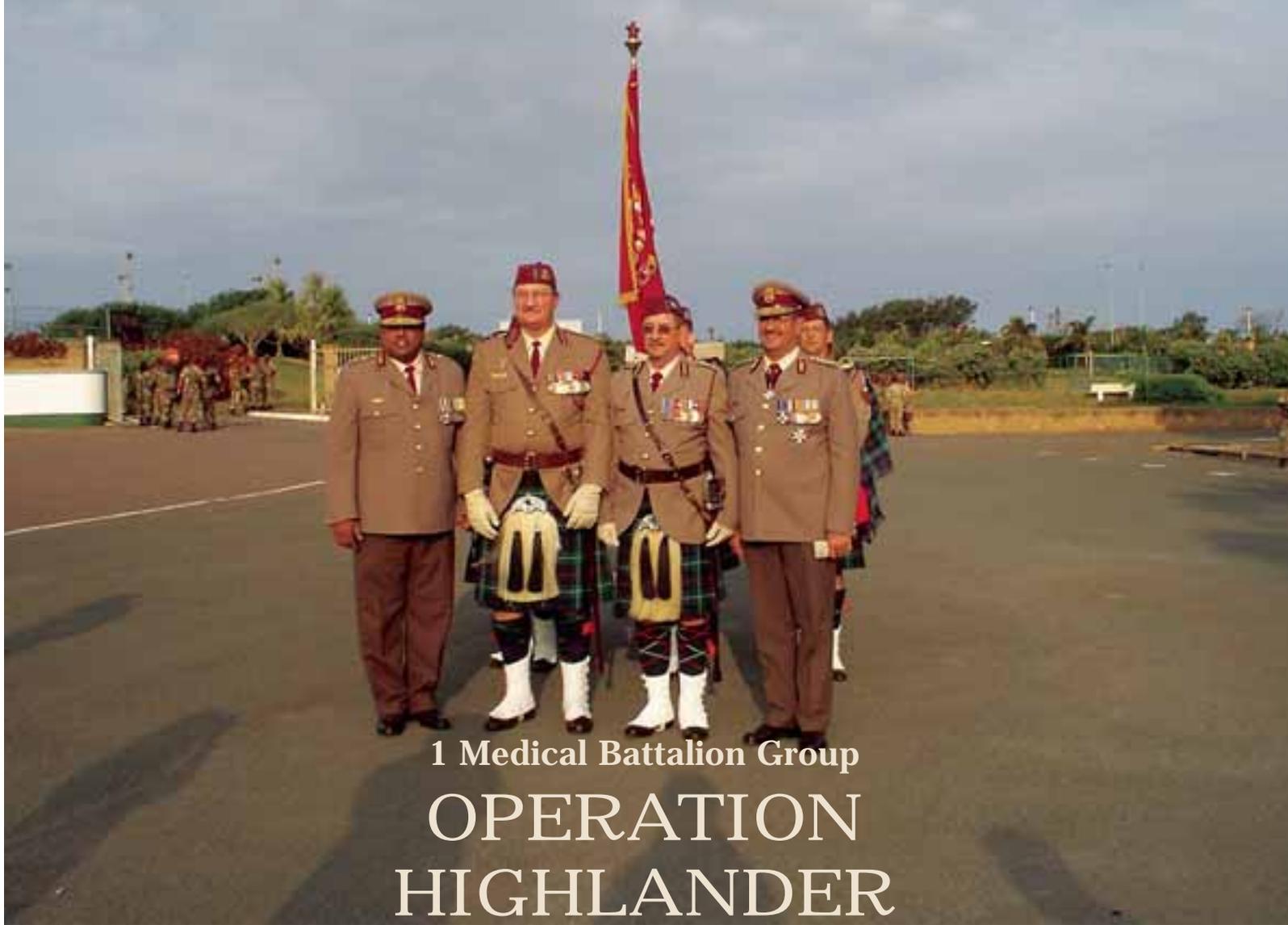
Giuliani advises:

- first things first,
- prepare relentlessly,
- everyone’s accountable all of the time,
- surround yourself with great people,
- reflect then decide,
- under-promise and over-deliver,
- develop and communicate strong beliefs, and
- be your own person.

Our own Surgeon General, Lieutenant General J.L. Jansen van Rensburg, chose the concepts of caring, commitment, communication, compassion and co-operation as applicable to the SAMHS. Many of these principles and concepts were indeed practised and adhered to, but only when a combat ready SAMHS Res F is guaranteed, will it be possible to say that the correct recipe for success was found for the SAMHS Res F.

Our own Surgeon General, Lieutenant General J.L. Jansen van Rensburg, chose the concepts of caring, commitment, communication, compassion and co-operation as applicable to the SAMHS.





## 1 Medical Battalion Group OPERATION HIGHLANDER

by Major Hannelie Erasmus - Communication Officer at 1 Medical Battalion Group

Photo above from left to right: Brig Gen P. Naicker, GOC Mobile Military Health Formation, Col J.O. van Niekerk, Col R.L. Lodder and the Surgeon General, Lt Gen J.L. Jansen van Rensburg. Photographer: Mrs Bets Lodder

The 1 Medical Battalion Group, (Med Bn Gp) Operation Highlander took place over the period 01 – 09 August 2004. Over this period members were skilled in:

- Competence evaluation: to determine level of knowledge of learners.
  - SA Military Health Service Combat, Med Bn Gp structure: HQ, TG, TT and SECT: to establish understanding of the different appointments in the Med Bn and their relevant post pro-

files.

- Vehicle allocation and call signs: confirmation of placement of vehicles in the Med Bn and the allocation of call signs (vehicles and occupants).
- Standard mechanised commands: confirmation of standard commands used in the mechanised environment.
- Vehicle movement and formation: confirmation of prescribed vehicle movement and formations in the Med Bn.
- Military symbols: confirmation of most fre-



quently used mil symbols.

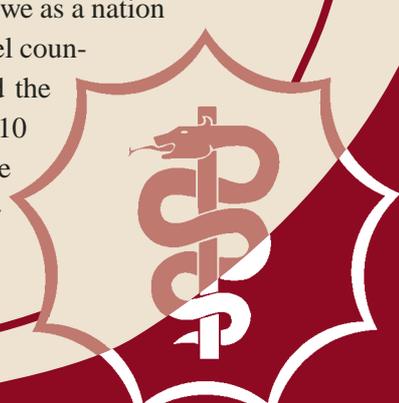
- Casevac systems: Confirmation of different phases during a casavac from point of injury until patient arrives at the field hospital.
- Logistical requirements and replenishment: requisition lines and replenishment procedures in the Med Bn.
- Evaluations: revision of previous days work by means of written exam.
- Exercise Spinnekop: Revision and confirmation of all subjects and final evaluation on all subjects.

Operation Highlander incorporated the formal Officer Commanding's change of command parade, which took place on 07 August 2004.

The parade was made up of members from both 1 Medical Battalion Group and 3 Medical Battalion Group Potchefstroom Wing. In keeping with tradition the parade was marched on by members of 1 Medical Battalion Group pipe band.

Lieutenant L.L. Lodder, son of the newly appointed officer commanding, Colonel R.L. Lodder, carried the unit colours. The colour party was under the command of the RSM, WO1 D.L. Curry. Sergeant I.M. Chandler and Sergeant D.M. Maseme made up the colour party. For the first time, Sergeant D.M. Maseme, a born and bred Zulu from Durban, wore the unit's traditional kilt of McKenzie tartan.

After the parade the Surgeon General reminded members of the great strides we as a nation have taken to become a model country for democracy. He urged the members to remember after 10 years of democracy that the struggle was not over: members of this nation and the



SANDF have to fight to eradicate poverty, suffering, disease and ignorance. Further to this he said that we have to fight against assaults on women and children of which both are pillars of strength and growth within our society.

The Surgeon General said that an example of the true sense of democracy and reconciliation has been given within the leader group of 1 Medical Battalion Group. Colonel Lodder and Lieutenant

Colonel Perumal were opposing forces during the 1980s, and 1990s. The year 2000 brought them together to strive to build a vibrant and effective battalion to serve the SA Military Health Service and the SA National Defence force.

The Surgeon General went on to say that as Batho Pele suggests, the manner of 'putting people first' as a directive from the Commander-in-Chief, the honourable President Thabo Mbeki. For more than

From left to right. Col J.O. van Niekerk and Col R.L. Lodder, newly appointed Officer Commanding, 1 Med Bn Gp. Photographer: Maj (Ret) Andries Erasmus





Handing over of the symbolic sword. Photographer: Maj (Ret) Andries Erasmus

109 years members of 1 Medical Battalion Group have been putting people first and serving the people and soldiers of our beautiful country.

The Surgeon General quoted John Potter, "... excellence is not a gift from the gods. It is a human trait that is acquired only by relentless training and ruthless self-assessment. We do not do a good job because we already have virtue or excellence. It's the other way around. We do a good job because we have a whole range of standards, over and over again, and because we know how to tackle the task of meeting new ones. We are what we repeatedly do. Excellence is not a glamorous or singular achievement. It's a habit."

As proof of the habit of excellence within 1 Medical Battalion Group medals were presented to Lieutenant Colonel D.V. Perumal, the 2IC and SO1 Force Preparation 1 Medical Battalion Group who received the Good Service Medal, 40 years (gold).

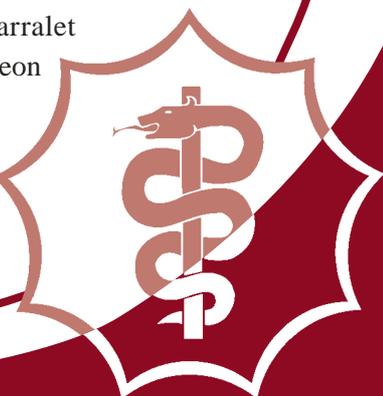
WO1 D.L. Curry, Regimental Sergeant Major 1 Medical Battalion Group was awarded the John Chard Decoration for 20 years' good service as a Reserve Force member.

Sergeant I.M. Chandler was also awarded the John Chard Decoration for 20 years' good service within the Reserve Force.

The two full-time force personnel members of the unit, Staff Sergeant P.Z. Olivier and Staff Sergeant D. Pieterse were awarded the Good Service Medal, 10 years (bronze).

Staff Sergeant Mike Barralet (retired) received the Surgeon General's Commendation.

The medal parade was followed by the official change of command parade.



# RESERVE MILITARY LEGAL PRACTITIONERS

at Young Reserve Officers Workshop (YROW) in Austria

by Captain (SAN) Elmarie van der Walt, Military Legal Services Division



Lt Monica Mokoena, Lt Thabo Tshabalala, Lt Elizabeth Mojakwana, Lt Rockey Mabusela

## BACKGROUND

Under the auspices of the Reserve Force Council four young Reserve Force officers from the Legal Satellite Office Thaba Tshwane were selected on merit to participate in the Young Reserve Officers Workshop (YROW) in Vienna, Austria, during July 2004. This workshop was part of the Summer Congress of the Confederation Interallie des Officiers de Reserve (CIOR) of which South Africa is a guest member. The theme for this year's workshop was Future Reserve Employment in Internationally Directed Operations (IDO).

The topics for discussion included deployment, retention, integration of international specializations, past reserve employment in IDO, the comparison between cold war and post-cold war, current reserve employments in IDO, increased reliance on reservists, financial considerations and enabling the Reserve Force for future employment.

Although the South Africans faced the problem that the South African reserves were not deployed internationally, but only internally, they were given ample opportunity to deliver inputs on South Africa's internal deployment.



## REPORT

The officers' feedback report indicated that it was a worthwhile learning experience. In the USA, for instance, 47% of deployed troops are Reserve Force members. According to the young officers the way in which most countries train and mobilize their reserves prior to their deployment is remarkable. They were also impressed by the determination of other countries to address international issues such as terrorism, drug trafficking and international engagements. The well-organised event was an inspiring occurrence.

After the workshop all the participants assembled to write an overview of future reserve employment in internationally directed operations. In the overview eight categories were identified as key areas affecting future reserve employment.

## RECRUITING

In the modern Reserve Forces there is a difference between voluntary and conscription reserves. Two CIOR nations have conscription, namely Germany and Denmark. The other member countries have voluntary reserves. Conscription provides the armed forces with higher education levels, but is subject to high costs because of low retention of professionals. Where conscription creates interest in the armed forces, the image and public knowledge of the voluntary Reserve Forces are insufficient. All benefits involved in being a voluntary reservist should be published, and financial incentives should compete with civilian employment.

## TRAINING

Training was identified as a very important issue. It creates added value for reservists when they cooperate with regular forces and with other nations.

The period immediately prior to deployment is most important if training is to provide the maximum benefit. The main goal should be to conduct efficient, cost-effective training that adequately prepares the personnel. Some nations prefer the separation of combat force personnel from non-combat forces when conducting training. Some training methods, however, should be integrated so that soldiers feel comfortable dealing with non-combat operations, such as peacekeeping. Prior to deployment, cultural and religious orientation is essential in order not to affront people or their cultural or religious structures. Common customs of other nations should be adhered to as best as possible to prevent civilians from feeling threatened by occupying forces. The Law of Armed Conflict briefings remain critical.

## SUPPORT

In today's internationally directed operations the reservist is under increasing commitment to his military service. To maintain a successful military as well as civilian career, the reservist needs substantial support from his employer and at home. Employers must be educated on the benefits that reservists can bring to their organisation, namely leadership, work ethics and technical experience.

## DEPLOYMENT

Two main solutions for future deployments were suggested. Firstly, an efficient database containing the readiness, qualifications, skills and civilian capabilities should be developed and utilised. Effective utilisation of this database would allow defence forces to manage the deployment of their personnel appropriately. This the SA Military Legal Services has already developed. Secondly, the duration of



deployment should allow flexibility to match the requirements of the personnel and their employers.

## RETENTION

Once reserve personnel have been employed and trained, they must be retained. Important factors to keep in mind are career management, financial incentives, deployability and challenging up-to-date training. Continuing professional development, supporting plans for the future and obtaining set career goals are examples of motivation. Providing financial incentives can have an immediate positive effect on the reservist and should be increased as additional service time is accrued. Supplying reservists with modern resources and equipment ensures they are effectively deployable and on the same level as regular military personnel.

## INTEGRATION

Integration of international forces is the future of NATO forces. This observation is equally true of developments within the African Union. It could be brought about by exchange visits, including training in a foreign country, extensive use of international joint task forces and multinational units. In addition, a Reserve Force association like the CIOR and YROW is an excellent example of the kind of bridge leading that promotes the integration of international forces.

## CONCLUSION

The attendance of these young reserve officers of the YROW was an invaluable life experience. In future this participation should continue and promising young reserve officers should be selected well beforehand to prepare themselves for the workshop. This can only be to the benefit of the SANDF Reserve Force.

In today's internationally directed operations the reservist is under increasing commitment to his military service. To maintain a successful military as well as civilian career, the reservist needs substantial support from his employer and at home. Employers must be educated on the benefits that reservists can bring to their organisation, namely leadership, work ethics and technical experience.

Picture taken at Hoff Barracks Conference Centre, Vienna



# RESERVE FORCE PARTICIPATION

*on the Joint Senior Command and Staff Programme*

by Lieutenant Colonel Clyde Hepburn



Left to right: Capt Smiley de Villiers, 2 squadron, Lt Col Clyde Hepburn, Infantry Formation, Res F (ARC), Learner JSCSP 2004

For the One Force Policy to become a reality, as stated in the Defence Review of 1998, more Reserve Force (Res F) officers and warrant officers should become eligible for promotion into the senior command structures. Notwithstanding the availability of the various Services – Senior Command and Staff Duties Courses, it was established during Project Profusion that only 30 Res F officers qualified between 1980 and 2000, and of that figure only 6 have qualified since integration in 1994. There are a number of reasons for this, chief amongst them being the challenge presented by the requirement for members to avail themselves of a qualification course that does not necessarily take into account their restriction on time. In the absence of legislative protection, members are generally obliged to make special arrangements with their employer for an extended leave of absence, usually without pay. The general trend observed is that the programme attracts Res F offi-

cers who are self-employed and who can therefore manage their own time, whether on block release modular or full-time.

We need to find a more flexible approach that will accommodate the selected officer's need to be a productive employee, one that does not unnecessarily impose on his family commitments, whilst at the same time satisfying the military exit competencies for senior staff and command qualified officers. The Joint Senior Command and Staff Programme (JSCSP), now in its third year, is a product of Project Profusion in which the original challenge, that of senior Res F officer development and training, was identified.

Lieutenant Colonel Clyde Hepburn is the first Res F officer to attend the full





The occasion was the Capability Visit by JSCSP 2004 Learners to AFB Makado over the period 1 to 2 April 2004. Lt Col Hepburn had the privilege to be selected as the sole candidate to fly in the recently upgraded Cheetah D. The opportunity was an incredible learning experience which impressed upon him the advantages of speed, agility, maneuverability and unsurpassed surveillance platform that the Cheetah provides to joint commanders engaged in Land Operations. The flight took some 30 minutes and included a whole host of manoeuvres, to wit Barrel Rolls, Inverted Flying, Interceptor high speed chase up to 20 000 ft using afterburners and several 'touch and go' landing and take off drills. An unforgettable highlight was the opportunity to take over the controls at 20 000 ft and to 'fly' the jet for several minutes.

time JSCSP, since its inception in 2002. The JSCSP does not currently make provision for modular or distance learning and he is therefore uniquely placed to comment on his experiences and to offer an opinion as to what direction future developments to accommodate the needs of the Res F, should take. It is his collective experience that the rationale of the One Force Policy is greatly enhanced by the exposure to joint training involving integrated Regular and Reserve Force officers, on a residential basis. However, it must be recognised that few Res F officers are going to be prepared to attend the 10 month full-time residential phase. The various part-time alternatives, implemented by the SA Army College have achieved mixed success. During Project Profusion it was determined that there was insufficient evidence to justify the design and implementation of the JSCSP on a modular basis, purely to accommodate the Res F officers.

The Commandant of the SANWC, has therefore initiated a preparatory study to determine the most viable course of action to create a new programme, accessible

to Res F officers, taking the recommendations arising out of Project Profusion, into consideration. At this early stage it appears that a totally independent, part-time JSCSP, must be investigated as one of the alternatives, to complement the residential programme. The key to its viability, and therefore a Key Success Factor, will be its applicability and service to the Regular as much as to the Reserve Force.

Distance learning delivery has the potential to expand and fill the senior command and staff training void, to the benefit of both Regular and Reserve Force members. The challenge will be to adapt the JSCSP model to offer modular units tailored to the officer's particular career path, study pattern and work schedule, as a new non-residential alternative, integrated with limited contact sessions. An important output is that the number of learners who can be accommodated on a part-time course is also significantly higher than residential based, owing to the lack of need for accommodation and lecture facilities. Web based ETD and asynchronous learning<sup>1</sup> clearly holds the promise of radically changing our current perceptions about training in the SANDF.

<sup>1</sup> In synchronous distance learning, the students are connected with an instructor while the instruction is being presented. They may also be connected with one another. In asynchronous distance learning, the students' work on the course material at a time they choose; they are not necessarily directly connected with anyone else.

# “Changing the borders through EDUCATION TRAINING and DEVELOPMENT” (ETD)

by Phillemon Mogale (Mr)

## Recipe for success

In this year of 2004, our country is making a mark in the history with the celebration of the decade of democracy. Within this decade of democracy we have experienced major political changes and challenges and we are still facing them ahead. A big enemy challenge our democracy in the country is the socio-economic problem. This includes literacy, training, poverty, unemployment, etc. In this regard it means that some of the government resources and departmental functions, including the South African National Defence Force (SANDF) and some of its function will be outsourced and transformed to address part of this socio-economic problems and challenges.

Education Training and Development (ETD) is one area that needs special attention and is advancing and taking a huge transformation step. Still ahead there are a lot of challenges facing the SANDF in this regard. These include: to align the current principles of Education Training Development (ETD) within the military, prepare and develop the members at the exit level to be able to survive outside the Department and positively respond to peace-keeping and stability missions in Africa and abroad.

Institutions will, through ETD, try and address some of this challenges facing the Department.

The South African National War College (SANWC) has, since its establishment in 1999, responded positively to the ETD Life long Learning and Distance Learning education. The SANWC has taken drastic steps so far to balance the ETD needs of Regular Force and Reserve Force

members. This has been demonstrated with the inclusion of Reserve Force members within the Joint Senior Command and Staff Programme (JSCSP) that replaces the four Senior Staff Courses. Regular and Reserve Force Learners are involved in residential and non-residential learning opportunities that are more interactive and advanced than Outcome Based Education and Training (OBET).

The main aim underlining this ETD programme is the preparation of selected members for senior appointment at operational level and to develop their command, staff and analytical skills and to broaden their professional, understanding of single service, Joint and multinational operations, the management of defence and wider aspects of conflict.

This combined JSCSP and joint course will help Reservist with enough knowledge and skills to be able to respond positively to mission at operational and strategic level.

In this JSCSP Programme learners are exposed to the Tshwane University of Technology' Corporate Management Module, consisting of the Senior Management Programme, which is designed to orient the learners in respect of management skills.

Since the unit has international counterparts we have ensured that the education provided to learners comply with the international ETD standards. On completion of the



programme members can be appointed as operational commanders or joint task commanders at operational level. This will significantly increase members' career advancements and choices within and outside the organisation.

ETD is the process that is accompanied by various legal rules and regulations that include the South African Qualification Authority Act, which aims to oversee the development of The National Qualification Framework (NQF). The Education Training Quality Assurance (ETQA) body will monitor and ensure that the education and training interventions to be provided are of a good quality that comply with certain standards, the National Qualifications Framework (NQF) provides the benchmark according to which the obtained qualification can be measured through certain unit competency standards and also the Skills Development Act (SDA) aims in short to address the shortage and development of skills within the country through Sector Education Training Authority's (Setas) that have been established.

To comply with all these regulations the SANWC has developed eight key competencies that graduates must accomplish within 33-distance training weeks and 44 residential weeks. So far the College is able to accommodate two hundred residential and distance learners per cycle, taking into consideration the recognition of prior learning of some enrollers. The College has accommodated

eight international learners in this cycle. The interactive qualified facilitators are there to ensure that programme bears fruitful results. The programme encompasses the following:

- Problem Solving and Analysis
- Planning and Organising
- Leadership and Co-coordinating
- Knowledge and Quality Orientation
- Communication
- Persuasiveness
- Strategic Persuasiveness
- Decisive/Action Orientation

Since the unit has international counterparts we have ensured that the education provided to learners comply with the international ETD standards. On completion of the programme members can be appointed as operational commanders or joint task commanders at operational level.

In conclusion, we will see more and more learners from regular and reserve force units forming teamwork at the College. ETD will continue to play a magnificence

major role in the development of every organization. It is very much important to see and treat Education Training and Development elements as one. ETD is to be seen as an important element in restructuring the South Africa National War College.

To this effect, Irrespective of whether they are in the military or not, organizations will have to beef up their HRD strategy with correct ETD elements that contribute to the individuals career and the economy of the country as a whole.

For more information visit the SANWC website at: [www.sanwc @Webmail.co.za](mailto:www.sanwc@Webmail.co.za)

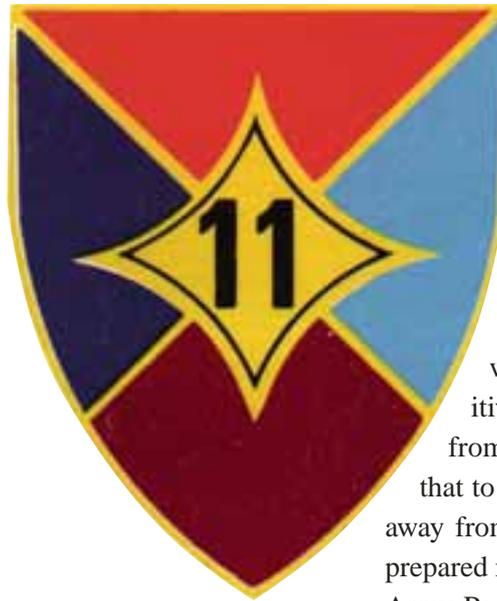


# OVERVIEW

## of 11 Field Postal Unit

by Major Johnny Botha - Executive Officer 11 Field Postal Unit

11 Field Postal unit is a Reserve Force unit dedicated to providing an efficient postal service to SANDF personnel, wherever they may deploy during operations or field exercises.



The function of the Army Postal Service is primarily to maintain efficient and expeditious communication between the home country and the land, sea and air forces serving in the SANDF.

A soldier's morale in combat, on exercise or in training is influenced in many ways. One way of influencing morale positively is the receiving of news and parcels from loved ones at home. It is often argued that to receive mail from your loved ones, when away from home, is better than to receive a well-prepared meal. Captain Piper, second in command, Army Postal Services, Pretoria during the Second World War, once said "An army marches on its stomach – but no matter how full a soldier's stomach may be, the morale falls to zero when he does not regularly receive news from home."

The necessity of an efficient postal service for troops in the field resulted in the founding, by 11 voluntary postal workers, on 1 October 1964 of 11 Field Postal Unit as a fully-fledged Citizen Force unit.

11 Field Postal Unit is the first and only Citizen Force unit of the South African Defence Force to have completed twenty-seven years, since 1976, of uninterrupted service in the operational area of South West Africa/Namibia.



During the integration of the Non-statutory Forces in 1994 and during Operation BOLEAS, 11 FPU also played a major role in supporting the SANDF.

Since 2000, 11 Field Postal Unit has established a section, namely, Field Post Office 3 (FP03), which delivers a valuable service to the troops deployed in the mission areas of the Democratic Republic of Congo (DRC) and Burundi. Direct mail dispatches were introduced between the Waterkloof Air Force Base and the DRC (Kinshasa & Kindu) and Burundi (Bujumbura).

During the 2003/2004 financial year mail with a total mass of approximately 140 000 kg was dispatched to and from the mission areas. This included 29 812 letters and 20 494 parcels. Members in the mission areas need not put postage stamps on the mail items as the SANDF pays for the postage. An amount of nearly R250 000 was spent on postage during the same financial year. As can be gathered from the aforementioned the SANDF places a high premium on the morale of its members serving in the mission areas.

The activities of 11 FPU are specialised, and are regulated by the Post Office Act with regard to certain legislation as well as regulations. In

A soldier's morale in combat, on exercise or in training is influenced in many ways. One way of influencing morale positively is the receiving of news and parcels from loved ones at home. It is often argued that to receive mail from your loved ones, when away from home, is better than to receive a well-prepared meal. Captain Piper, second in command, Army Postal Services, Pretoria during the Second World War, once said "An army marches on its stomach – but no matter how full a soldier's stomach may be, the morale falls to zero when he does not regularly receive news from home."

the circumstances only South African Post Office (SAPOS) employees or ex-employees may be utilised to serve in the unit. To be able to staff and maintain 11 FPU, the co-operation and goodwill of SA Post Office Service (SAPOS) is imperative. For this reason SAPOS was approached with a request to encourage its employees to enlist as Voluntary Reserve Force members. SAPOS then gave approval for its employees to enlist as members of 11 FPU. Special paid leave is henceforth granted to employees, who do not forfeit their emoluments or benefits.

SAPOS, therefore, took the lead in acknowledging its social responsibility towards our beloved country and her inhabitants. It is not known whether any other employer in South Africa supports the SANDF in this manner. The SANDF is therefore highly appreciative of the SA Post Office's gesture and trusts that this partnership will continue to flourish in the future.

Lieutenant Colonel Leon de Villiers, the Commanding Officer of 11 FPU, expressed his gratitude towards all the serving, and ex-members of the unit for their unselfish loyalty and dedication over the past 40 years. Without their commitment it would not have been possible to achieve the success and high esteem for which 11 FPU is known.

# COMMAND AND MANAGEMENT INFORMATION SYSTEMS (CMIS) establishes a Reserve Force office in the Eastern Cape

by Lieutenant Commander P. Otto and  
Candidate Officer M . Alborough



The first CMIS Reserve Force officer started his work in an allocated office in the grounds of the CMIS RSC Eastern Cape building on 13 April 2004 equipped only with the basics. Within a few weeks fifty applications had been received and the following appointments were made: acting officer commanding Lieutenant Commander Otto, acting squadron warrant officer Chief Petty Officer Stander and personnel clerk Private Mulder.



On 24 May 2004 they relocated to their current premises – a five-storey office building with ablution facilities, courtesy of Major Alborough.

The compliment has grown to a total of ten. Over a hundred applications have so far been received and the selection from twenty-eight suitable candidates will soon take place.

Over the period 21 and 22 July 2004 Brigadier General Jelliman and Colonel Muller paid the fledgling unit a visit. They were received by a guard of honour. After meeting the unit members they were introduced to the second in charge of the RSC, Major Namathe. Lieutenant Commander Otto briefed the visitors on the current status of the Reserve Force office and matters which could affect the unit in future. The unit was in turn briefed by Brigadier General Jelliman and Colonel Muller on the important issues pertaining to the functioning of a CMIS Reserve Force unit.

On the morning of 22 July 2004 the visitors, accompanied by Lieutenant Commander Otto and Candidate Officer Alborough were taken by members of SAS Donkin to view the Coega Industrial Development Project and the new Port of Ngqura which was initiated by the National Ports Authority.

It is envisaged that the unit will become a fully-fledged operational CMIS Reserve Force unit once it is promulgated by Parliament.



# 84

# SIGNAL UNIT

by Sergeant Johan Kruger



**FROM 5 TO 7  
DECEMBER 2003  
it was time for the  
annual National  
Communications  
exercise to be  
held.**





Sergeant van Niekerk receives his award

## EXERCISE Quo Vadis II

During this exercise all the CMIS Reserve Force units are tasked to deploy three detachments, in order for them to establish communications.

During the exercise 84 Signal Unit managed to live up to its motto, “Semper Paratus”, which means always prepared. 84 Signal Unit was able to provide a high level of communications throughout the exercise and received a very high score during its evaluation.

## 84 SIGNAL Unit Medal Parade and Awards Ceremony

84 Signal Unit recently hosted its annual medal parade and awards ceremony at its headquarters at Lords Ground Military Base in Durban.

The unit was very honoured to have Brigadier General I. Fordred, General Officer Commanding CMIS Operations Formation, as the main functionary and guest speaker.

During the event Lieutenant Colonel D.J. Kruger received his John Chard Decoration for 20 year service. Sergeant J. Kruger, Corporal M.H. Shelah and Lance



Signalman Khambule receives his award

Corporal J.A. Ross were awarded the John Chard Medal for 10 year service.

Sergeant H. van Niekerk was rewarded for his dedication and service to 84 Signal Unit, by being awarded the Officer Commanding Commendation.

Signalman S. Khambule became the first recipient of the Vodacom Trophy, which is awarded to the most valuable junior member of 84 Signal Unit.

## VISIT by Maj Gen Hurribunce

84 Signal Unit was fortunate enough to be able to be visited by Major General Hurribunce CCMIS, during a recent planning conference in Durban.

This presented the unit with an opportunity to do a presentation to Major General Hurribunce and his Command Staff Council, as to the role and function of 84 Signal Unit.

## 84 SIGNAL Unit Church Parade

Chaplan T.F. Dreyer, 84 Signal Unit Chaplan, presented a good service the day that members of 84 Signal Unit joined with the civilian congregation.

84 Signal Unit also used the opportunity to expose the members of the congregation to the role and function of the Reserve Force member in the CMIS.

# Building peace in Africa a 21st century role for the Reserve Forces

by Major Mark Levine - 15 Maintenance Unit

The past year marked the tenth anniversary of the new SANDF. Looking back, one is inclined to forget how far we have travelled and just how different the reserve regiments are today.

The birth of democracy brought some relief with the end to conscription and a return to a volunteer system for the first time since the 1950's. The nation's priorities became different and the Defence Force became slightly less important in relation to other social responsibilities.

With significant troop deployments in Burundi and the Democratic Republic of Congo (as well as small detachments to other UN and AU missions), South Africa's deployments are expected to increase. With this comes the conundrum: the magnitude and cost of peacekeeping require a greater fiscal commitment. In order to sustain these deployments or take on further missions, the SANDF will require a change in the funding policy currently in place.

The Regular Force cannot be expected to carry the burden of peacekeeping on its own: it continues to decline in size, while simultaneously it must cope with the challenges of the effect of AIDS in its ranks and the increasing average age of its soldiers resulting from doing away with conscription. One option would be to increase the size of the Regular Force with its associated cost and labour issues. The alternative is to capitalize on an effective Reserve Force, with the benefit that the cost is only experienced during deployment.

There is a sense that with the launch of Project Phoenix two years ago, the SANDF is inching in that direction. The pace may be cautious, the funding parsimonious, but the birth of the paradigm shift is becoming a reality. The loss of experienced members from units is inevitable and in tackling the building process, present unit leadership must identify future leaders and put in place the programmes that will enable our regiments of the future to be "re-created" from the bottom up.

The effectiveness of a peacekeeping force, requires more than just infantry. Amongst the other numerous requirements are the logistic support units. A force is useless if it cannot move to where it is needed or support itself once there. So far, tentative steps have been instituted to revive some of the infantry regiments and now is the time to address a holistic solution and apply the process to the other corps as well.

Utilizing the Reserves has an added bonus. Training thousands of matriculated school leavers voluntarily in military skills (such as in stores management and heavy-duty driving licences) could actually help equip them for civilian employment as well as providing them an opportunity to save their military salaries for tertiary studies. The confidence and dignity gained from actually performing meaningful service is a tangible benefit to the individual, the military and the commercial sector.

The Reserve Forces are often touted as a cost-effective alternative to a bloated Regular Force in peacetime. This is indeed a valid point. Increasingly the hopes of Africa rest on our nation. We cannot avoid our obligations nor our debt to Africa. We must find an effective way to enhance our peacekeeping duties. Given the means, the Reserves can assist in getting the job done by operating side by side with their Regular Force counterparts.

15 Maintenance Unit, as with the other reserve regiments, helped to ensure the success of the 1994 election and the creation of our new democracy. The foundations laid since then must finally be built upon. In ten years from now, we wish to be able to look back with pride at our programmes which assisted in bringing peace to South Africa and the Southern African region as part of the new SANDF and the new democracy.



Major Mabin has left his footprints and practised the highest standard of military officership through the past 20 years in the Reserve Force at various units/regiments where his service, expertise and general military acumen remained in the highest demand. He has served as an Intelligence Officer, Adjutant, Staff Officer and Acting Officer Commanding and has recently served with 44 Maintenance Unit as the Chief Administrative Officer, where he also performs the duties of Intelligence Officer, Tactical Supply Company Commander and Logistics Communications Officer and often facilitates in the capacity of Second in Charge and Officer Commanding. Major Mabin is also the serving secretary to the Gauteng North Reserve Force Council. Apart from the military, he is the Adjutant of the prestigious Overlord Shellhole (MOTHs). In his civilian career, he has been in the Information Technology field with his own company since 1991.

#### Editor

Most soldiers have met many officers and many gentlemen. The two qualities (viz officer and gentleman) are not always successfully integrated in the same person, nor are they always visible. In celebration of our young democracy, it may be a good time to exercise introspection on the subject and to reconsider the practices, habits and the general conduct of officers of the SANDF.

Our military standards, whether we like it or not, originate in those highly respected

# AN OFFICER or a gentleman!

by Major Andrew Mabin, MMM JCD : Chief Administrative Officer  
44 Maintenance Unit

halls of fame. Some practices, however, date back even further to the era of the knights, such as our form of greeting – the salute. The salute stems from the chivalrous practices of the knight to lift

his visor in the form of greeting and acknowledgement.

The “Deed of Commission” is an extremely highly regarded and important document issued to officers. It is through the issuing of a Deed of Commission that the soldier is charged by the State President to uphold the values of the State, the National Defence Force, the community, the family and of self. The commission is symbolised on a daily basis by the rank being worn.

These aspects render the officer in any service as special. One of these is to be a shining example to every other person, simply because the officer’s commission has been bestowed upon the person, not because it has been earned by virtue of courses, track record or associates, but because the State President had been advised through the structure and its standards and deemed the recipient to be worthy of the commission and a shining example of the best we have to offer.

Against this background, officers must ensure at all times that their behaviour and conduct are unbiased and beyond reproach.



So, what makes someone an officer AND a gentleman? Consider the following: officers serve their men and women in uniform, their regiment, our National Defence Force and our nation with pride and honour. They set a standard that men and women strive to achieve, their dress is of a neatness and a standard beyond question and their behaviour is emotionally, financially, socially and ethically at all times beyond reproach.

Officers are, by their conduct, unmistakably soldiers of standing whether they are in uniform or out, they do not fraternise with any people or organisations that could blemish their reputation or position by any manner or means, they are entitled to their own political, religious and sexual opinions, but keep them private, they exercise their authority without flaunting their position and they always go the extra mile, working harder than what they would expect of their subordinates.

These standards apply, irrespective of whether officers are Regulars or Reservists. Reserve Force Officers often tend to see themselves as a special breed apart, with special privileges and rights. In itself, the opening of the sentence is incorrect and indicative of the core problem – they should not see themselves as Reserve Force Officers, but rather see themselves as OFFICERS. If Reserve Force Officers wish to see a change in the attitude directed toward them, then maybe they should change their attitude toward others and become part of the whole.

The objective of Reserve Force Officers should not be to resist or to capitulate, but to integrate. Only once all the stimuli related to the position of being an officer are integrated will they truly BE officers and exude the qualities of being officers. No longer will they have to demand the respect

desired, it will automatically “just be there”. Although Reserve Force officers have been highlighted, these values are equally applicable to Regular Force officers.

In so doing, our officers, including Reserve Force officers, can hold their heads up with pride anywhere in the world. Officers are representatives of our proud nation and stand out from mediocrity by virtue of the uniform that they wear and the attitude that they project. It is because of their uniform that

when one of their brethren from the time-honoured Corps of Officers defaults, they all become tainted.

Uniquely, officers are their own standards authority where, irrespective of rank and position, they have the duty to advise their fellow officers when they display conduct considered as unbecoming. To realise a better future we must accept that only when they, the Corps of Officers, get their room ship-shape can they hope to get the rest of the house in order.

As they are perceived to be leaders of men, they need to take the initiative and build the National Defence Force into a credible entity. They can start by taking their brethren, their comrades, into this bright future by ensuring that their image remains something to aspire toward, where everyone attempts to achieve this pinnacle of respect by example. They ARE (after all), Officers AND Gentlemen!!

The demand and expectation remains for all officers to take up the challenges of serving as officers in the future unification of our society in our young democracy and National Defence Force by striving and actively applying the standards of officership.



# Reserve Force COUNCIL

by Fritz Duminy, Communications Portfolio, RFC

The South African National Defence Force, as it is envisaged at this time, is a unique blend of a small Permanent Force and a large Reserve Force component. Obviously, while on active duty, any volunteer falls under the direct command of the SANDF. However, when not on active duty as a civilian, the volunteer needs to remain informed on issues affecting him or her and needs some form of representation. Hence the establishment of the Reserve Force Council (RFC).

The RFC was originally established in September 1992 as the Citizen Force National Council to act as a mouthpiece of the Reserves, but was subsequently modified as set out in the following extract from the Defence Act No 42 of 2002.

## Establishment of Reserve Force Council

The Council is a consultative and advisory body representing the Reserve Force in order to promote and maintain that Force as an integral part of the Defence Force and must be consulted on any legislation, policy or administrative measures affecting the Reserve Force”

This article of the Act expanded the role and importance of the Council in that it now became an elected statutory body representing all Reserve Force Regiments and Units of the SANDF and also individual Reserve Force members via the Association, which is an integral part of the RFC. Ex Non-statutory Forces are represented at all levels of the RFC. A number of individuals were nominated by the Minister of Defence and appointed as members of either the National or a Regional Board.

The mission of the RFC to assist in promoting and maintaining the Reserve Force as an integral part of the SANDF. Its aims are to secure a durable collaboration with the Minister,

Defence Secretary, Chief of the SANDF, Chief of Joint Operations, Chiefs of the Services and Formations, and Group Commanders on all matters affecting the Reserve Force.

Among the specific objectives of the RFC are:

- To help secure a broad based community and private sector support for the Reserve Force and the voluntary service system;
- To help promote the “One Force” policy between the Reserve Force and the Regular Force within the SANDF;
- To promote the development of Reserve Force support structures involving employers or employers’ organisations and employees or employee organisations at national and regional level;
- To actively support the SANDF in the recruitment of Reserve Force volunteers;
- To advise and assist with marketing, advertising and publicity in relation to the Reserve Force;
- To liaise with veterans’ and other organisations on Reserve Force matters;
- To liaise with organisations representing part-time or reserve forces internationally.

In addition, the RFC sees a necessity to act as a repository of historically important information, and thus to preserve the heritage of the Units, whether SANDF, MK or APLA, which may be lost on account of restructuring and unit closures. It will also act as a central point for the collection and editing of articles and items of interest for publication in News Brief, SA Soldier and other related publications.



The RFC has no command functions, and has no role in the communication of operational information. Thus the thrust and focus of its communication is twofold, firstly to reach the general public externally and secondly to reach its constituent members, the Units, and through them, the individual within that unit or in the RFC Association.

External communications are directed at securing broad-based community and private sector support. It is paramount that awareness and understanding of the Reserve Force, its purpose, structures and functions be created in the public mind and that an image or 'brand' be created around which such support can be mustered. In addition, greater awareness of the Reserve Force Council and its role and functions as the representative of the Reserve Force is being created. It also serves to assist the SANDF in achieving its communication objectives and to promote the Reserve Force as an integral part of the SANDF.

To be successful, internal communications needs to recognise that the mainstay of a successful voluntary force is the unit and to ensure that the individual volunteers comprising the

To be successful, internal communications needs to recognise that the mainstay of a successful voluntary force is the unit and to ensure that the individual volunteers comprising the units are, and remain, motivated and committed to the objectives of the force. This can only be achieved in an atmosphere of certainty, where a sense of community and camaraderie and commitment to a common identity and purpose prevails.

units are, and remain, motivated and committed to the objectives of the force. This can only be achieved in an atmosphere of certainty, where a sense of community and camaraderie and commitment to a common identity and purpose prevails.

The focus of internal communications therefore will be to inform constituent members of the activities of the Council and to keep them abreast of information, decisions and policies that may affect them. In addition, the intention is to assist units to create an identity through publishing histories, notable achievements and events that will allow the individual to identify with the unit more closely and serve to create a community spirit and assist with the building of camaraderie. It will also serve as an information service to members that will inform them of unit events as well as occasions and celebrations affecting members, such as births, marriages and deaths. Access to this information will be restricted to members by way of password protection.

The RFC forms an integral and important part of the continued success of the SANDF in providing South Africa with the defence capabilities and foreign support functions that current internal and external policy demands.

For more information, visit our website at





## COUNCIL FOR THE SUPPORT OF NATIONAL DEFENCE (CSND)

### Will Promote The Reserve Forces In The SANDF

#### Goals and functions of the CSND

- To promote the Reserve Force internally and externally by encouraging Reserve Force service and support for Reserve Force Volunteers,
- Advising the government and assisting the SANDF in the creation of a climate and conditions favourable to Reserve Force military service.



Front Row: Dr(Ms) N. Magau, Mr (Hon Col ) T.M.G. Sexwale, Gen S. Nyanda, Maj Gen R. C.Andersen.

Back Row: Mr A.P. Rapea, Prof R.A. Mogotlane, Mr W.G. Lynch,

#### What the Department of Defence expects from the CSND and its members

- To promote awareness of the Reserve Force and Reserve Force service at company meetings of own and other organisations of which they are a part.
- "Sell" the Reserve Force System to directors, managers, colleagues and workers.
- Ensure that their company's/organisation's hr policy and practices support voluntary reserve service and that no penalisation or victimisation of employees who are serving or wish to serve in the reserves

occurs.

- Take the cause to every available forum and use every opportunity to promote the Reserve Force System and to demonstrate your organisation's support.
- During formal and informal discussions on the Reserve Force System, note all concerns expressed by management, labour and any other stakeholders regarding the system and ensure that these are forwarded to the secretariat and/or tabled at CSND meetings.

#### Areas in which the CSND can be of invaluable assistance to the DOD

Identifying skills development needs. As the new service system envisages that the majority of recruits will serve in the military for a specified contract period, the need to equip them with knowledge and skills which will enable them to make a career after military service is a vital part of the strategy. The CSND will make a valuable contribution to the SANDF and the country by assisting in identifying what skills are needed or in short supply in commerce and industry so that vocational training during military service can be channelled in this direction.

Employment. The SANDF will therefore create a climate in which the SANDF member who has received military and vocational training can be further utilised in the Reserve Force after full-time training or service, and be regarded by commerce and industry as a prime and preferred candidate for employment.

#### Conclusion

The CSND has been established with a view to assisting the SANDF to provide the country with credible defence at an affordable price.