

The Shamrock
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2013

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The Shamrock



The official newsletter of the SA Irish Regiment

From the Editor

From: The Editor

This issue of the Shamrock is basically an end of year issue. This is a time when we reflect on the year that has passed, our successes and our failures. It is also a time of hope, with new challenges waiting in the new year.

On behalf of the Officer Commanding SA Irish Regiment and the editorial staff, I wish everyone a very blessed Christmas and a very prosperous 2013.

The editorial staff wants to thank everyone that contributed during this year and we continue to extend the invitation to everyone to submit articles for publication. Remember your contributions are vital. Photos of training sessions and any Regimental events are also more than welcome.

Remember: Newsletters can be downloaded from the internet. Go to www.sairish.webs.com then proceed to the Newsletters page on the navigation bar to download. Go to our new "Dress Regulations" page for illustrations of our various uniforms.

You can also join our Facebook fan page to keep up to date on latest events or follow us on Twitter.

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From the OC's Desk

By: Lt Col. M.A. Bennett

Another year is almost at an end. With the hard work and dedication from all of the members of the SA Irish Regiment, the unit has completed another successful year.

Looking back at the year that has passed, I am pleased to say that through our successes, we have outshined many other Regiments.

We can all be very proud of our accomplishments this year, but we must also ready ourselves for the challenges of the year ahead.

With proposed name changes of Reserve Regiments within the SA Army Infantry Formation, we have once again been at the forefront with our initiatives to ensure that name changes are completed with dignity and honour. We will ensure that any new name will not only be appropriate, but that it is representative of all creeds and cultures within our proud regiment.

On behalf of myself as Officer Commanding and my command staff, I want to wish all the members of the Regiment and their families a very peaceful and blessed Christmas time.

All members not on duty must enjoy their well-deserved rest in order to be ready for the challenges that lie ahead in the new year. - Faugh a Ballagh

Lt Col. M.A. Bennett

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From the Honorary Colonel

By Col. B. Molefe (Colonel of the Regiment)

I was pleased to read past issues of "The Shamrock" and see how my Regiment is going from strength to strength.

As our proud Regiment approaches 100 years of existence it becomes more important to exhibit all our achievements, over the past century, to the rest of the SANDF.

To show everyone what we have achieved and what we still have to offer to our great nation, the Shamrock and the regimental website are excellent mediums to showcase and promote the

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Regiment. I want to thank everyone involved in these great endeavours.

It warms my heart to see that numerous members of the Regiment have found gainful employment with Transnet. This is again proof that members of the SA Irish stand out above the rest. Good luck to you all.

With proposed name changes of Reserve Regiments within the Infantry Formation, I am again very proud to see my Regiment embracing change and transformation with same the dedication and honour with which it has served our country with for almost 100 years. The Regiment's initiatives in this regard continue to ensure that it remains one of the premier Reserve Infantry Units in the SA Army.

With the end of the year approaching, I wish to thank each and every member of the Regiment for their hard work and dedication during this past year. I wish all the members of the Regiment and their families a very peaceful and blessed Christmas. - Faugh a Ballagh

Col. B. Molefe

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Regimental Events

By: The Editor

The Regiment will celebrate the following anniversaries.

- 1 December 1914 - The Formation of the Regiment is Gazetted in Gazette no. 1961.
- 21 December 1914 - The Regiment embarks for German South West Africa.
- 25 December 1914 - The Regiment lands at Walfish Bay in German South West Africa.
- 26 December 1914 - The Regiment comes into contact with German forces for the first time.

Upcoming Regimental events in 2013:

- 18 – 20 January – Unit conference for leader group (Venue to be confirmed).

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Did you know?

By: The editor

The Regiment was first designated as the 1st South African Irish, when it was formed.

A second battalion was never formed as the men intended for this second battalion were drafted into the first.

The Regiment only became the SA Irish Regiment when it was reformed in 1939.

Remnants of the SA Irish and the 3rd Battalion Transvaal Scottish fought at the Battle of El Alamein as 2nd Battalion Regiment Botha in 1942.

From 1943 to 1959 the South African Irish Regiment was an Artillery Regiment, 22 Field Artillery Regiment (South African Irish).

The Regiment once again became the South African Irish Regiment when it changed back to an Infantry unit in January 1960.

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From the Pipes and Drums.

By: The Pipe Major

The second half of the year started off fairly slow, which was a welcome break from the competition season. Saturday 18 August, as well as Saturday 25 August, saw the band entertaining the crowds at Montecasino to promote the up and coming South African Tattoo. Once again, the band members gave it their all, and the crowd thoroughly enjoyed both performances.

Rehearsals began on Saturday 1st September for the S A Tattoo. The band fielded 26 bandsmen for the 4 rehearsal days, making it one of the largest pipe bands on parade! The very first show on Thursday 6th had to be cancelled due to severe rain and lightning, resulting in an additional show being added on the Sunday. The S A Irish Pipes and Drums have become a very popular band over the years, making it an absolute

pleasure to hear the cheers and applause from the crowds during the show. Before we knew it, the final finale of the Tattoo had come, and gone.

The next tasking on the bands' calendar was the Air Show at Waterkloof Air Force Base over the weekend of 22 & 23 September. The band got a great welcome from the crowd, and the band members enjoyed the air show tremendously.

The bands' 42nd visit to Barberton took place over 5, 6, & 7th October. This is always a good trip where the fallen are honoured as well as the bandsmen and families can enjoy some R & R.

Pipe Major Craig Herwill was tasked to play the lament at the 70th Anniversary of the Battle of El Alamein in Egypt on Saturday 20 October. The South African parade took place at 13h00, with the International parade preceding it at 11h00. Due to the International commemoration not having a piper, P/M Herwill was asked to do the honours there as well.

November is normally the busiest month of the year for the band, and this year was no exception. The Freedom Regiments Parade took place at the Civic Centre on Saturday 10 November. Once again, the band excelled on parade with a large contingent, looking very smart, and sounding great. The following day was the Civic Remembrance Parade at the Cenotaph in Johannesburg. Many comments were passed on the appearance, sound, and professionalism of the Pipes & Drums.

Sidi Rezegh, the most important parade for the regiment and band, took place at The Garrison on Sunday 25 November. The venue was in tip top shape with manicured lawn and lovely greenery. The parade was a resounding success from all sides. This was the bands' final parade for 2012 and we will resume practice again on Tuesday 15 January 2013, after a well-earned rest!!!

May I take this opportunity of wishing the members and families of the Regiment, Regimental Association, and Pipes & Drums, a safe & peaceful

Festive Season, and a healthy and prosperous 2013. - Faugh a Ballagh!!!
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Alpha company training at Alpha Base

By: Capt Hlabela.



Members of Alpha Company forming up for training at Alpha Base, prior to a practical Chopper Drill training session. - Photo by Maj. Stins

Alpha Company completed continuation training at Alpha base from 10 to 28 September.

Cadre training was completed from 10 to 14 September, when the main force joined the training to cover a range of subjects as part of pre-deployment training. Among the subjects were a lot of practical field training designed to prepare Alpha company for possible deployment. The SA Irish has been slated to deploy on border patrol operations in either 2013 or 2014.

All members trained hard and sometimes till late night to hone their skills in various subjects in order to be ready when duty calls upon them for the deployment to the border area.

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News from the SANDF - Reservists face call-up to African war zones

Courtesy of Graeme Hosken (Times Live)

The South African Army - already overstretched by peacekeeping deployments across the continent - is

fast preparing for the deployment of hundreds of additional troops, including civilian reservists, to peacekeeping missions. There are some 15000 army reservists.

Prior to yesterday's announcement, President Jacob Zuma said he would strongly consider deploying soldiers to Mali on an African Union peacekeeping mission. If Zuma gives the go-ahead, the deployment could happen early next year.

Army chief Lieutenant-General Amos Masondo yesterday confirmed the urgent requests by Mali and the Democratic Republic of the Congo.

"We are waiting to hear what needs to be done," he said.

Masondo said the appointment of Nkosazana Dlamini-Zuma as AU Commission chair would lead to increased demands for South African forces to be deployed elsewhere Africa.

"Unfortunately, we are limited by our numbers. If the request is approved, the forces will have to include lots of reservists.

"We simply do not have enough permanent force members. We are already overstretched in Africa, with hundreds of our troops deployed internally on our borders."

Masondo said vast amounts of money were currently being spent on training, and that the upgrading of equipment was a priority.

Army force preparation commander Major-General Luvuyo Nobanda said serious focus was being put on the reservists.

"Currently a company of reservists (150 soldiers) is deployed on every mission. We have no other option. Unfortunately, they are also facing big challenges," he said.

Mali's government is currently embroiled in violent confrontations with al-Qaeda linked groups trying to overthrow the state.

The government of the Democratic Republic of the Congo, along with the UN, is currently involved in bloody battles against rebel forces who are armed with heavy artillery and tanks.

The proposed deployments are being considered while 3000 South African soldiers take part in an exercise at the combat training centre in the Northern Cape.

A senior officer - deployed to the Democratic Republic of the Congo in 2010 - said the missions would require more than just a few hundred troops.

"These rebels are not playing around. They have serious numbers and serious fire-power. They are battle-hardened and have been at war for years. If we don't do this right we will be bringing body bags home," he said.

Army reserve chief, Major-General Keith Moloape, said ideally there would be 65000 reservists available rather than 15000.

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News from the SANDF – The Battle of El Alamein Commemoration in Egypt

Courtesy of Defenceweb

Members of the South African National Defence Force (SANDF) will departed for Egypt in order to pay tribute to the South Africans who lost their lives during the Battle of El Alamein in the Second World War.



The battle, which took place 70 years ago between 23 October and 4 November 1942, was a turning point in the war against the Nazi forces in Africa. The victory at El Alamein by the Allied Forces, which included South Africans from all walks of life, was the beginning of the end of the Nazi's drive for world domination.

The eventual defeat of Nazi Germany in 1945 helped lead to the majority of

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European colonies in Africa, Asia, the Middle East and South America gaining their independence.

In recognition of the sacrifices made by thousands of South African compatriots at the Battle of El Alamein, the SANDF will participate in the 70th anniversary of the battle in collaboration with the Department of Military Veterans and other organisations such as the Reserve Force Council Association, the Department of Defence said.

Editorial Note:

Due to their heavy losses during the Battle of Sidi Rezegh, the South African Irish and 3 Transvaal Scottish ceased to exist as independent infantry units. In February 1942, the survivors of these two battalions joining together to form a composite battalion and it was later re-constituted as 2nd Regiment Botha under command of Lt-Col Boerstra.

The 2nd Regiment Botha was then further reinforced with replacements coming from the 2nd Witwatersrand Rifles after which, the battalion moved by rail and in New Zealand troop carriers from Mersa Matruh to El Adem. In this form, the remnants of the South African Irish were once again in action during September 1942, during the fighting at El Alamein.

Members of the SA Irish Pipes and Drums will represent the Regiment during the commemoration ceremonies in Egypt. Faugh a Ballagh.



SA Irish Pipe Major Craig Herwill representing the unit in France and Egypt during commemoration parades. Photo by John McCabe

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News from the SANDF – The SANDF showcases its abilities at AAD

Courtesy of Defenceweb

The South African National Defence Force (SANDF) used a good part of its current arsenal to impress visitors on the second trade day of the Africa Aerospace and Defence (AAD) expo. (19 to 23 September)

Aiming at making the “Mini-War” as realistic as possible while keeping in mind that AAD is held at Waterkloof AFB in Pretoria, in essence a built-up area, the size of ordnance used was kept within strict limits. Legislation regulates the size of bombs or rockets that can be used, as large bombs can damage buildings nearby.

The “Mini-War” on Thursday (20 September) was introduced by dropping of Special Forces parachutists, apparently from the Alenia Aermacchi C-27J Spartan transport plane, which has been reported as a possible replacement for the SAAF’s ageing fleet of C-130BZ Hercules transports. One of these did an impressive steep dive on landing and disgorged a large troop of paratroops, or “parabats” as they are colloquially known.

Two pairs of Saab JAS 39 Gripen and BAE Hawk 120s followed, which demonstrated the aircraft’s fighter capabilities. The Hawk is being deployed in its role as a light bomber as well as its original Lead-In-Fighter Trainer (LIFT). The Gripen is already configured to perform normal air-to-air combat, ground attack and aerial reconnaissance.

The Rooivalk impressed with its 20mm F2 rapid-fire cannon, preparing the way for the air assault. This comprised a number of Denel Oryx utility helicopters, which are a local upgrade of the Aerospatiale Puma to Super Puma standard as well as two Eurocopter BK 117 helicopters, one of which was equipped with a winch enabling it to take a wounded soldier on board or evacuate soldiers.

The airborne troops were equipped with an eight-wheeled rapid deployment logistical vehicle, the Gecko. These vehicles carry troops, as well as heavy weapons systems. Two 120 mm mortars were carried.

The Oryx and BK 117 helicopters then enacted a scene from “Apocalypse Now” where they carried out a simulated air assault using a combination of direct landing, rappelling and fast roping to get their airborne troops in position.

On another part of the runway, mechanised infantry were deployed in six-wheeled Ratel Infantry Fighting Vehicle (IFV) accompanied by the eight-wheeled Rooikat, a locally-built combat reconnaissance vehicle.

The Rooivalks literally flew in circles over the drop zone, showing their mobility as well as their 20 mm cannon. The Oryx and BK 117 helicopters then returned and evacuated the troops in a timeous manner.

The SANDF is looking to replace a number of its ageing systems, including the Ratel, to be replaced by the Patria AMV, a Finnish design. The South African version, the Badger, will have local components according to reports.

The SA Army is also looking for a replacement for its ageing Olifant 1b Main Battle Tank (MBT), which is based on the 67-year old British Centurion tank design. South Africa first bought the type in 1957. The upgrade program from Centurion Mark V to Olifant standard began in the 1970s.

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News from the SANDF –

Name changes of Reserve units.

Courtesy of Erica Gibson (From “Die Volksblad” - Translated into English)

The names of several Reserve Force units in the army, some of which date back decades, are going to change.

Among those names mentioned are Regiments de la Rey and Christiaan Beyers, Witwatersrand Rifles, Cape Town Highlanders and the Transvaal Scottish.

Of the proposed names are Regiment Limpopo and Regiment Mpumalanga rather than have the names of persons linking to it.

The army said the renovation project for the Reserve Force units started in 2003, specifically to look at the transformation of these units.

In most cases to 95% of the soldiers in the units already black.

The proposed name changes are supposed to keep pace with the new identity in the Army.

According to the army, the guideline of the renaming of the units should be in line with the new dispensation in the Army.

The units are therefore asked to think of suggestions for new names themselves. A further guideline was that it was because of possible controversy preferably not be named after people.

A lot of suggestions for new names were received since September last year. It will now considered by the steering committee in charge of the project before higher authority will approve it.

Many of the units such as the Regiment de la Rey has a rich history of dating back to 1934, before the Second World War.

The Cape Town Highlanders was established in 1885 by Scottish descendants in South Africa. The unit was deployed for the first time in 1896 during the Bechuanaland campaign in the Northern Cape .

According to the army, the name changes will be completed by March next year. – By Erica Gibson.

Editorial Note:

As part of the transformation in the Army Reserves many more units, than

are mentioned, will be changing their names.

The SA Irish Regiment, although not mentioned in this article, is also scheduled to undergo a name change.

Many units in within the Infantry Formation have been given the opportunity of presenting options for possible new names.

The SA Irish Regiment under the leadership of our Honorary Colonel, Col. Brian Molefe and our Officer Commanding, Lt Col. Marius Bennett, has embraced this transformation opportunity and has already presented various options to the GOC of Infantry Formation.

All name changes are scheduled to be completed by 2013.

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**News from the SANDF. —
SANDF Maintains Biodiversity**

Courtesy of Defence Web

Biodiversity conservation does not appear anywhere in either its mandate or mission but the SA National Defence Force (SANDF) as one of the largest land users in the country puts a premium on the fauna and flora it has temporary custodianship of.

This has seen a specialist environmental services sub-department in the Logistics Division take on environmental management, both at bases and in training areas via training area management programmes, The New Age newspaper reports. The military is also aware of and gives consideration to animal habitat and sites of cultural and historical significance on the 420 000 ha of land it uses.

“Overall our approach to biodiversity conservation and environmental management is best summed up in what the SANDF has officially termed military integrated environmental management (MIEM)”, said Captain (SAN) Adri Liebenberg, SANDF Environmental Services senior staff officer.

She is assisted in her task by 35 environment and conservation officers, known throughout the force as “bokkiewagters”. This all encompassing term includes men and women keeping cheetah at AFB Hoedspruit and AFB Makhado to keep warthog populations down and out of the way of multimillion Rand jet fighters through to those ensuring threatened fynbos species do not fall prey to plant poachers.

The SANDF conservation corps is also entrusted with, among others, the protection of the largest southernmost colony of Cape Griffons at AFB Bredasdorp as well as keeping leopard tortoises on the SA Army Combat Training Centre in Northern Cape as viable a population as possible. As both these military areas are live ammunition training areas it is not always the easiest of tasks. Another live range where the conservation corps is stretched is the SA Air Force’s Rooiwal range in Limpopo. This is where the fourth generation Saab Gripen jet, BAE Systems Hawk Mk120 jet trainer and Denel Rooivalk Mk I combat support helicopter crews hone their weapons skills.

“Luckily we have the support of other arms of service and at places like Rooiwal, Lohatla and Bredasdorp regular pre-live firing exercise patrols are done to move wildlife away from target areas,” Liebenberg said.

While not listing them as assets the SANDF uses wildlife to perform tasks which would otherwise deplete an already tight budget. In this regard antelope and buck assist in keeping growth to acceptable levels, especially welcome during the fire season, exacerbated by the use of live ammunition and flares. The warthog preyed on by cheetah are another example of utilising wildlife.

When populations grow and exceed the carrying capacity of specific areas, scientific surveys are done and extraneous animals removed to ensure a harmony of growth and wildlife. “Overall, when it comes to conservation

we do more than our bit,” Liebenberg said.

The environmental services aspect goes further than pure conservation. In base management it also extends to water and power savings measures with trophies up for grabs annually in various competitions. “Bases and units are supportive and over the years there have been a number of innovations that have led to, for example, significant savings in water consumption,” she said.

Many of the on-base “bokkiewagters” have taken on environmental education projects involving not only soldiers and their families but also neighbouring communities. A good example of this is Naval Base Simon’s town which regularly adopts a school to spread the environment message. This has seen any number of beach clean-ups and environmentally themed competitions rewarded by, for example, visits to either a frigate or a submarine.

Environmental services has also worked with a US Army team compiling a management manual for particularly live fire training areas. Liebenberg sees this as a compliment to the SANDF’s environmental expertise.

“We are only a small cog in the overall military machine but that fact that we are still operational is tribute to those in overall command who recognise the need for effective environmental management,” Liebenberg said.
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News from the SANDF. —

Revitalisation of the Reserves

Courtesy of Maj Gen. R.C. Andersen and Brig Gen. J.J. Gibbs(Reserve Force Volunteer – Winter 2012 edition)

The former Minister of Defence and Military Veterans, the Honourable L. Sisulu, identified the revitalisation of the Reserves as a ministerial priority. In the Defence Budget Vote debate during March 2011, this priority was described as follows:

“The Reserves must be transformed and revitalised so that they can fulfil their primary role of providing most of the conventional landward capability of the SANDF, whilst at the same time supplementing the peace support missions conducted by the Regulars. The Reserves’ strategy must be finalised and fully implemented.”

In order to address this priority, the Chief Defence Reserves submitted to the Military Command Council (MCC) a plan by the Services to accelerate the revitalisation of the Reserves. This plan, which is supported by the Defence Reserve Board, recognises that although significant progress has been made, the Reserve Force is not yet at its intended state of development and readiness. The Plan has been approved by the MCC “subject to the availability of funds”.

This approval has provided the Services with the authority to implement those aspects of the plan which either require changes that are currently affordable or which require no additional budget allocation. These options were fully debated at the recent Defence Reserves Strategic Work Session.

Current Defence Policy: The “Core-Growth-One-Force” Approach

The Revitalisation Plan is based on the “coregrowth-one-force policy”, with the following implications:

- To execute the Defence mandate, South Africa pursues a “One-Force” approach in which the three components of Defence, more specifically, the Regulars (full-time uniform), the Reserves (part-time uniform) and the civilian component, constitute an integrated Defence Force;
- The Reserves provide Defence with affordable additional surge capacity as and when required. All defence structures that must be able to expand more rapidly than normal recruiting will allow, will have an appropriate Reserve component;
- The “One-Force” concept gives equal prominence to the roles of the Regulars, the Reserves and the civilian components and acknowledges that the three components are integrally reliant on each other for their existence and

success in operations as ordered by Government;

• The Reserves are represented at all levels in Defence and are maintained at a sufficiently large scale to provide capacity on a day-today level and for force level surges when required. It is consequently recognised that the dynamics of the Reserves differ from those of the Regulars and, as a result, the management and development approaches to these two components differ;

• The maintenance of a credible deterrence and posture requires that the SANDF must have a “Core” of balanced capabilities that can meet various contingencies at short notice. This requires that the SANDF be designed and developed around a Core-Force constituted predominantly of Regulars, augmented by Reserves. This must satisfy the concept of critical mass, and

• Defence further adheres to the Growth Force concept which postulates that SANDF combat, command and control, administration and support capabilities must be able to expand/grow from peacetime to wartime capacity, in accordance with early warning predictions, from the Reserve Force design and structure baseline maintained during peace time. This expansion capacity should be seen as an integral facet of the Defence structure in accordance with the “One-Force” concept. Embedded in the “Core-Force”, “Growth-Force” and “One-Force” concepts is the need to ensure that all the necessary building blocks, such as policy, personnel, doctrine, equipment, technology, sustainment and training capabilities, are retained at an appropriate level of readiness to provide the backbone for future growth when required.

Seventeen Elements of the Plan

The Revitalisation Plan contains the following seventeen elements or desired outcomes, designed to address the current challenges:

Element 1: Planning Considerations

- The DOD has to develop an appropriate Reserve Force System that is functional within the context of a South Africa that is developing and, as such, has a high unemployment

rate. The Reserve Force is therefore unlikely to deviate from this reflection and will be predominantly made up of members who are otherwise unemployed for the foreseeable future. A change to this dynamic is only expected to develop over the long term and will be closely related to the expansion of the RSA economy.

- Whilst the ideal may ultimately be a Reserve Force whose members are employed outside of the DOD, the reality is that the majority of Reserves are unemployed and, as such, rely on the DOD as a source of income. This does, however, present the DOD with an opportunity to contribute meaningfully to the job creation priority of Government, albeit on a part-time basis.
- The fact that these members are unemployed enhances their availability and if managed properly according to organisational requirements, can go a long way to obviating the need to grow the Regulars to meet short and medium term force level requirements for operations.
- The revitalisation of the Reserve Force will have to be formalised as a specific business sub-programme, either on DOD or Service level, with dedicated ring fenced resources focussed toward specific outcomes. These outcomes must be quantified into measurable targets for each Service and be reflected in performance agreements. Planning for the Reserve Force as a capability must be embedded within the strategic management of the Services as an integral part of their design, structure and development trajectories.
- Whilst the Reserve Force is part of the One Force, its development and management needs to be approached with an understanding of certain unique requirements. In the final outcome, however, the Reserves will conform in every respect to a professional military force capable of complex war fighting alongside their Regular counterparts.

Element 2: A Flexible Approach

Any approach, in order to be viable, must take into account the social and economic realities of the RSA. The flexible approach proposes to manage these dynamics within the framework of

the organisational requirements of Defence. It is based on an understanding that there will always be a large component of the Reserve Force that will be so called unemployed and smaller component that will be employed external to the DOD.

- **The Unemployed (Younger) Component.** This component presents Defence with an opportunity to establish a cost-effective guaranteed deployable capacity without growing the Regulars. Logically, this component will contribute to the on-going activities of Defence and be in a position to provide the required force levels and capacity requirements for protracted periods. Augmentation of the Regulars and being part of the Core Force are typically the roles that would be practically assigned to this component. Members can be utilised on a semi-permanent basis which will create stability and the required capacities for operations and provide a measure of ‘security of tenure’ for the individual.
- **The Employed (Older) Reserves.** The component by its nature would have greater restrictions with regard to availability. Providing the expansion capability of the SANDF for major combat operations, providing specialist skills and enhancing the relationship between Defence and employers and the community are practical roles that can be assigned to this component. Members in this component, other than those with specialist and scarce skills that may be required for extended periods, would otherwise be utilised on a part-time basis to fulfil the needs of the organisation.

Element 3: Design and Structure

The Reserve Force is embedded in the design and structure of the Services and Divisions of the SANDF and, as such, is an essential component of the defence capability of the RSA. Its development is aligned with and part of Service development plans

Element 4: Types of Reserves

The Reserve Force is made up of the following types of members:

- The National Reserve being the list of individuals on the National Archive reflected as members who have been trained but are

no longer available for utilisation. There is no management or planning consideration given to these members.

- The ‘Standing’ Reserve being the list of individuals who are considered active and, as such, continue to be trained and utilised according to organisational requirements. These members are actively managed as part of the Reserve personnel list and are utilised for training, operations and other tasks as required.
- The Pool of Specialists being the list of individuals who avail themselves for service by providing specialist skills to the DOD. These skills may either be military or non-military in nature. These members are utilised as and when required by the organisation.
- University Reserve Training Programme (URTP) being members who are recruited from tertiary education institutions undergoing military training for appointment as leaders in the Reserve or Regular components of the SANDF.
- Short term contracted active duty members being the members who are scheduled for utilisation for periods longer than 180 days per calendar year. This utilisation may be for extended training and operational deployments or for projects. These contracts are reviewed annually and renewal is based on organisational requirements and individual performance.

Element 5: Sources of Reserves

The Reserve Force is sourced from the following areas:

- A separate, dedicated, initial military intake stream envisaged to be called the Defence Reserve System (DRS) for the Reserves according to Service requirements. Recruitment is decentralised and done by Reserve Units/Management Centres and based on an individual’s motivation and passion and not on seeking employment. Selection is centralised and in accordance with Service profile requirements.
- Tertiary training/education institutions. The URTP conducted by Services according to their specific requirements provides members and leaders with professional or technical skills to the DOD.
- Focussed direct recruitment by Units/

Management Centres according to Service requirements. This includes individuals who participated in Service specific Youth Development Programmes. These members are trained and developed on a decentralised basis under the auspices of the corps schools to ensure training outcome standards.

- Members from former forces who volunteer to serve in the Reserves.
- Former SANDF Regulars who leave and volunteer to serve in the Reserves.
- Professionally qualified specialists who volunteer to serve in the Reserves.

Element 6: Role of the Reserve Force

The newly articulated role of the Reserve Force is described as follows:

- To augment the Regulars in ongoing operations and activities of Defence.
- To form part of the core force.
- To provide the expansion capability of the SANDF for major combat operations.
- To provide certain specialist and scarce skills to Defence.
- To enhance the relationship between Defence and the public and private sectors.

Element 7: Size of the Reserve Force

The size of the Reserve Force is dependent on and must be able to:

- Meet the force level forecast for internal and external operations.
- Meet the required development trajectory capacity requirements for the Service force designs and structures.
- Meet capacity forecast requirements for other tasks and activities within Defence.

Element 8: Leadergroup Development

Leadergroup development occurs from the following sources:

- The Reserve intake stream DRS second year members.
- Selection from existing members of Units.
- URTP members.
- Members leaving the Regulars and joining the Reserves.

Element 9: Reserve Force Footprint and Location

Reserve Force footprint and location is expanded

and/or realigned within each Service in accordance with development plans.

Element 10: Reserve Force Unit Names

Reserve Force Unit names are reviewed in accordance with Service options.

Element 11: Skills Development and Job

Placement Vocational skills development and job placement of Reserve members over time must be planned for and are subject to the following considerations:

- Skills development programmes are mainly provided and funded by the private sector.
- Job placement services are subject to agreement placed at Service level preferable with independent resettlement agencies through a public private partnership (PPP).
- Job placement is linked to the Defence Provincial Liaison Councils.
- Job placement coordination is decentralised to Reserve garrisons/nodal points.

Element 12: Continuation Training

Continuation training is structured around Service readiness priorities and needs. This training can be integrated with Regular continuation training where appropriate. Both centralised and decentralised training will be provided for as per Service requirements.

Element 13: Development Training

The development training of individuals is structured and presented in a manner that addresses Reserve unique aspects. Both residential and non-residential or distance learning methodology options are provided.

Element 14: Legislation

Additional supporting legislation to enhance the Reserve Force System includes an update of the Moratorium Act, legislation that protects members from discrimination by employers, and legislation that enables employer benefits for supporting Reserve Service.

Element 15: Service Benefits

Service benefits to Reserves are extended to include education benefits and study at state expense, funeral benefits and pro rata contributions to a

provident fund. Individual performance assessments and incentives are equitable between Reserves and Regulars.

Element 16: Reserve Force Utilisation

Reserve utilisation conforms to the following principles:

- The call-up of specialist individuals for projects extending beyond 180 days is limited and linked to skills transfer.
- Consistency is established with respect to call-ups and based on a fair distribution of the individuals benefiting.
- Reserve members may be utilised for extended periods based on organisational requirements and the individual's availability.

Element 17: Management

Additional management considerations include the following:

- HR policies and procedures, including the Personnel Management Code (PMC), are reviewed and updated. HR management and functions address the capacity to administer the Reserve Force. Reserve Units have a Regular HR functionary staffed to provide the functions. Career management and learning pathways are applied with consequence. Transformation, in terms of gender and demographic representivity in the leader group, receives focussed attention.
- Logistic functions and procurement, support and procurement are reviewed to remove apparent obstacles peculiar to Reserve Force Units. Support bases accommodate Reserve Unit requirements particularly for after-hour training. A Regular logistician is staffed at Reserve units to ensure that processes and procedures are correctly executed.
- Military health services to Reserve members are improved. Communication with D SAMHS Reserve is enhanced. SAMHS ensures a capability to enable health assessments of Reserves.
- Reserve service must be categorised and developed to align with the Reserve Force system.
- The revitalisation of the Reserve Force will have to be managed as a Defence budget sub-programme either at DOD or Service level with specific strategic outcomes and annual performance plans. Revitalisation targets and deliverables will be quantified and

be converted into measurable outputs linked to performance agreements.

- Additional resources are required for a viable HR feeder system, continuation training and leadergroup development.
- A guaranteed, minimum call-up for members who are unemployed would create stability in the system with utilisation in accordance with Service training and operational commitments.
- Review of the HR policies (including the PMC) and practices and the introduction of an annually reviewable short-term-contract system for extended utilisation of members that are available. This will provide the necessary guaranteed force levels over the short and medium term without having to expand the Regular component.

Conclusion

Areas of the plan which are likely to be impeded by budget constraints are an enhanced feeder system to provide sufficient new recruits and increased continuation training for Reserves. The Revitalisation Plan will be enhanced upon the finalisation of the Defence Review.

Once fully implemented, however, it will restore the Reserve Force, over time, to a viable, transformed component capable of fulfilling the roles assigned to it. Its members will be able to serve with pride knowing that they are essential to the SANDF and a national asset.

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From the Chaplain

Read Ephesians 6:10-20

The Armor of God

10 Finally, be strong in the Lord and in his mighty power. 11 Put on the full armor of God, so that you can take your stand against the devil's schemes. 12 For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. 13 Therefore put on the full armor of God, so that when the day of evil comes, you may be able to stand your ground, and

after you have done everything, to stand. 14 Stand firm then, with the belt of truth buckled around your waist, with the breastplate of righteousness in place, 15 and with your feet fitted with the readiness that comes from the gospel of peace. 16 In addition to all this, take up the shield of faith, with which you can extinguish all the flaming arrows of the evil one. 17 Take the helmet of salvation and the sword of the Spirit, which is the word of God.

18 And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the Lord's people.

19 Pray also for me, that whenever I speak, words may be given me so that I will fearlessly make known the mystery of the gospel, 20 for which I am an ambassador in chains. Pray that I may declare it fearlessly, as I should.

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November : Month of Remembrance

By the Editor

11 November: Remembrance day.

Remembrance Day (also known as Poppy Day or Armistice Day) is a memorial day observed in most Commonwealth countries since the end of World War I to remember the members of their armed forces who have died in the line of duty.

Remembrance Day is observed on 11 November to recall the end of hostilities of World War I on that date in 1918.

Hostilities formally ended "at the 11th hour of the 11th day of the 11th month," in accordance with the Armistice, signed by representatives of Germany and the Entente between 5:12 and 5:20 that morning. The date of 11h00 on 11 November 1918 has become synonymous with remembrance and 2 minutes silence is usually observed at 11h00 on 11 November in remembrance of all fallen soldiers of all wars.

In South Africa memorial parades are held on the Sunday closest to 11 November.

The Armistice of 1918 was signed in the forest of Compiègne, in dining car 2419 of the Orient Express. It was kept there as a museum until it was re-used by the Germans in 1940 for the signing of the French surrender to the Germans. It was destroyed by SS troops in 1945 to prevent its capture by the Allies.

Poppy day:

The area of Flanders consists of almost the whole Western part of Belgium. It saw some of the heaviest and bloodiest fighting of the terrible 1914 - 1918 conflict. There was complete devastation as whole towns, roads, farms and all natural life simply disappeared into a sea of mud and became a huge and muddy graveyard.

The only living thing that survived this sea of mud was the poppy. Poppies only geminate and flower in disturbed soil, and the colourful flowering of the poppies with the advent of the warm spring weather would bring some small joy to those still fighting. The poem - "In Flanders Fields" originates from this.

Flanders is also the only area on earth where red poppies grow. All other poppies in the rest of the world are white. According to legend it is the blood of all the soldiers that coloured the poppies in this specific area. As such the red poppy has become the symbol of fallen soldiers.

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November: Month of Remembrance –

In Flanders Fields

By Lt Col. John McCrae,

IN FLANDERS FIELDS
In Flanders Fields the poppies blow
Between the crosses, row on row
That marked our places, and in the sky
... The larks, still bravely singing, fly.

Scarce heard amid the guns below
We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved and were loved,
And now we lie
In Flanders Fields.

The Shamrock

Take up our quarrel with the foe;
To you from failing hands we throw
The torch: be yours to hold it high.

If ye break faith with us who die
We shall not sleep, though poppies
grow
In Flanders Fields.

- Lt Col. John McCrae (1892-1918)
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November: Month of Remembrance - A Poem

Author Unknown

A poem worth reading:

He was getting
old and paunchy
And his hair was falling fast,
... .. And he sat around the Legion,
Telling stories of the past.

Of a war that he once fought in
And the deeds that he had done,
In his exploits with his buddies;
They were heroes, every one.

And 'tho sometimes to his neighbors
His tales became a joke,
All his buddies listened quietly
For they knew whereof he spoke.

But we'll hear his tales no longer,
For old Tom has passed away,
And the world's a little poorer
For a Soldier died today.

He won't be mourned by many,
Just his children and his wife.
For he lived an ordinary,
Very quiet sort of life.

He held a job and raised a family,
Going quietly on his way;
And the world won't note his passing,
'Tho a Soldier died today.

When politicians leave this earth,

Their bodies lie in state,
While thousands note their passing,
And proclaim that they were great.

Papers tell of their life stories
From the time that they were young
But the passing of a Soldier
Goes unnoticed, and unsung.

Is the greatest contribution
To the welfare of our land,
Someone who breaks his promise
And cons his fellow man?

Or the ordinary fellow
Who in times of war and strife,
Goes off to serve his country
And offers up his life?

The politician's stipend
And the style in which he lives,
Are often disproportionate,
To the service that he gives.

While the ordinary Soldier,
Who offered up his all,
Is paid off with a medal
And perhaps a pension, small.

It is not the politicians
With their compromise and ploys,
Who won for us the freedom
That our country now enjoys.

Should you find yourself in danger,
With your enemies at hand,
Would you really want some cop- out,
With his ever waffling stand?

Or would you want a Soldier--
His home, his country, his kin,
Just a common Soldier,
Who would fight until the end?

He was just a common Soldier,
And his ranks are growing thin,
But his presence should remind us
We may need his like again.

For when countries are in conflict,
We find the Soldier's part
Is to clean up all the troubles
That the politicians start.

If we cannot do him honor
While he's here to hear the praise,
Then at least let's give him homage
At the ending of his days.

Perhaps just a simple headline

In the paper that might say:
"OUR COUNTRY IS IN MOURNING,
A SOLDIER DIED TODAY."
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The SA Irish Remembers its fallen comrades

By: The Editor

It was a very hot weekend, when the Companies of the SA Irish gathered to remember their fallen comrades as well as the fallen soldiers of all wars.

Members of the Regiment took part in the Remembrance Parades of 10 and 11 November. Standing out amongst the other Reserve units, the SA Irish Company looked smart and proud in their parade uniforms... and as always was the best on parade.

The SA Irish also braved the rain a few weeks later to remember their own history, on 25 November, to commemorate the Battle of Sidi Rezegh (23 November 1941) where the Regiment was virtually destroyed when their position was overrun by the Panzers of the German Africa Corps. (This battle became known to Field Marshal Rommel's Panzergruppe as Sunday of the dead, due to the ferocity of the battle).

The Regiment earned the Sidi Rezegh Battle Honour for its staunch defence at during the battle.

The keynote address of the Sidi Rezegh parade, on 25 November, was given by the Regiment's Honorary Colonel, Col. Brian Molefe, who paid tribute to the sacrifices of the Regiment, past and present. He also reminded everyone of the challenges of the future and the importance of remembrance of those whose sacrifices made freedom possible.

A special tribute was made to Sid Dobson, who is one the Regiments' last survivors of the Battle of Sidi Rezegh, who was in attendance as a guest of honour.

It has long been the view of the Regiment that soldiers only really die when they are forgotten and the

ultimate form of respect is to pay tribute to those "who gave their today for our tomorrow".

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Guide on the new medals of the SANDF

Courtesy of SA Soldier Magazine

On 27 April 2003 a new set of honours was introduced for Bravery, meritorious service and long service in the SANDF.

The aim of this column is to educate the newer members about the SANDF's honour system.

Okhankanyiweyo - Mention in Despatches

For actions demanding not quite the exceptional levels of achievement required for the decorations, there is the practice of mentioning by name deserving members of the forces in the despatches sent by Force Commanders to the President during or after campaigns or other operations. Such people would be mentioned for brave or meritorious conduct, leadership, devotion to duty, praiseworthy service or other distinguished conduct not meriting decorations.

Those mentioned will receive a miniature emblem of the national coat of arms to wear on the ribbon of the particular campaign medal or a general service medal or mounted on a ribbon bar covered with the material of which the service dress tunic is made when they have no campaign medal.

Tshumelo Ikatelaho - General Service Medal

The first of the campaign medals to be part of the new series is the Tshumelo Ikatelaho - which means "the general service medal". As with most general service medals, it is meant to indicate service in briefer or "minor" campaigns and other operations and it will be used for several years. In later years yet another may

be instituted. Note that the pronunciation of the two Tshivenda words is "Tshumero Ikateraho" with the letter "l" sounded as an "r".

The medal is an eight-sided medal of silver-nickel. On the obverse, inside a laurel wreath, is a faceted nine-pointed star. The medal shall be worn on the left breast from a ribbon national flag blue 5 mm, white 2 mm, national flag red 6 mm, gold 1.5 mm, black 3 mm, gold 1.5 mm, national flag red 6 mm, white 2 mm and national flag blue 5 mm. The reverse bears the Coat of Arms of the Republic.



Medalje vir Troue Diens - Medal for Loyal Service

The Medalje vir Troue Diens (Medal for Loyal Service) will be awarded for completion of ten years' service marked by good conduct in the SANDF. Only one medal is conferred.

For each additional period of ten years' qualifying service, to a maximum of forty years, which may be interrupted service, during which the member's character and conduct have remained irreproachable, recognition may be accorded for the service by the award of a bar to represent an additional award.

Made of nickel-silver, the medal is circular with the edge evenly scalloped. The obverse of the medal shall bear the Coat of Arms of the Republic of South Africa. The reverse of the medal will bear, in relief, the words "Vir Troue Diens". The bars are 32 mm in length and 6 mm in width, with the Arabic numerals "20", "30", "40" or "50" respectively in relief in the centre. When only a ribbon bar is

worn, a miniature silhouette replica of the medal, 8 mm in diameter, of the same metal as the bar, and with the Arabic numerals "20", "30", "40" or "50" in relief, is affixed to the ribbon.

The bars are made of silver for twenty and matt silver for thirty years' service, silver gilt for forty years' service and matt silver gilt for fifty years' service.

The medal is worn attached to a ribbon of the following design: 3 mm of national flag red, 3 mm of white, 20 mm of national flag green, followed by 3 mm of white and national flag blue 3 mm.

For Reserve Force service there is an additional decoration - a monogram of the letters 'RD' that is worn attached to the ribbon of the Troue Diens Medalje. The letters stand for Reserve Distinction. The purpose is to accord special recognition for parttime service to officers and other ranks of the Reserve Force of the SANDF. They are required to complete the prescribed period of twenty years loyal service to qualify for the award of the bar to the Medalje vir Troue Diens. They must be considered worthy and deserving of recognition for Reserve Force service.

Recipients have to serve in the Reserve Force for no less than five years to qualify for the decoration. This may require service in excess of 20 years when the recipient has had long service in the Regular Force.

The entirely new series came into effect on 27 April 2003. The only current honours that will still be awarded are those still being processed and decorations and those that were earned until 26 April 2003 will continue to be awarded to members and former members of the SANDF. All the others will fall into abeyance.

While for the present the old honours would continue to be worn, in time, as the old soldiers retire, the changes will be seen more and more. Eventually, the new honours will be the only South African honours worn in the SANDF



MEDALJE VIR TROUE DIENS AND BARS



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Photos of the Remembrance parades

Photos Courtesy of Maj. Stins



SA Irish Pipes and Drums in Action At the Freedom of Johannesburg Parade.



The SA Irish Colour Party.



Officers and Warrant Officers of the SA Irish with the GOC Infantry Formation Maj-Genl. Yam