PRESENTATION ON THE TRANSFORMATION OF THE SA NAVY

18 May 2007

**By Vice-Admiral J. Mudimu
(Chief of the SA Navy)**

To brief the JSCD on the transformation of the SA Navy

SCOPE

- **Introduction**
- **Organisational Transformation**
- **Transformation of the Force Design**
- **Transformation of the Force Structure**
- **Transformation of the Human Resource Component**
- **Transformation of the Training System**

SCOPE 2

- **Transformation of the Logistics System**
- **Transformation of the Policy Infra-structure**
- **Transformation of Naval Finance**
- **Co-ordinating and Integration Mechanisms**
- **Dispositional Transformation**
- **Managerial Challenges**
- **Conclusion**

Transformation in the SA Navy

Transformation in the SA Navy is defined as the change in form, outward appearance, character or disposition of the organisation. It is a non-incremental and simultaneous change of the Navy's strategy and structure, systems and processes, measurement and controls, culture and expectations, costs and capabilities

The Organisational Transformation of the SA Navy

- A pro-active systems approach has been followed
- Maximum synchronisation between functional areas within the Navy
- Focus on the Core Business: **Prepare Naval Forces**
- Exploiting information technology
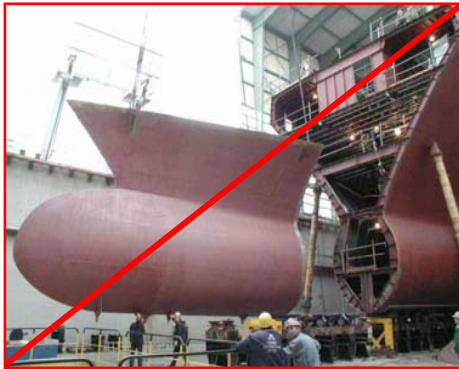- Balance between all HR components

INTRODUCTION

Transformation:

Mandate & Mission
Organisationl
Force Structure
Force Design
HR Composition
Disposition
Staffing/People
Training
Process Improvement
Disposal

Operational/Training Vessels

**Transformation
(NAVY REVIEW)**

Old Fleet

Resources

**Critical
Capacity
Balance**

Resources

Bridging/Progression Training

Acquisition of Strategic Defence Packages

26 New Technologies
and re-establishment of ASW

New Fleet

Output: Operational Ready Ships/Submarines

7

THE SA NAVY STRATEGY MANDATE

CONSTITUTIONAL MANDATE
DEFENCE ACT
WP & DR

MINISTERIAL/SECDEF/CSANDF GUIDELINES

MILITARY STRATEGIC OBJECTIVES

MILITARY/ NAVY MISSIONS

NAVY CAPABILITIES

Envisaged SANDF and SA Navy Missions

S/N	Military Strategic Objectives	Military Strategic Missions	Naval Missions
	a	b	c
1	To Enhance and Maintain Comprehensive Defence Capabilities	Non-Conventional Missions	**Anti-Piracy Operations**
2		Health Support Missions	**Maritime Evacuation and Humanitarian Aid**

3	To Promote Peace, Security and Stability in the Region and the Continent	Peace Support Operations	**Peace Operations**
			    Peacekeeping
			    Peace Enforcement
			    Peace Building

4	To Support the People of South Africa	Special Operations	**Special Operations** **Evacuation Operations**
5		Defence Diplomacy	**Naval Diplomacy** **Assistance to Foreign Forces** **Naval Presence**
6		Support to Government	**Assistance to Foreign Forces** **Embargo, Sanctions and Quarantine Enforcement** **Maritime Aid to Civil Power including law enforcement** **Environment and Resources Protection** **Quarantine Operations, Drug Interdiction and Prevention of Illegal Immigration**

Envisaged SANDF and SA Navy Missions 2

S/N	Military Strategic Objectives	Military Strategic Missions	Naval Missions
	a	b	C
7	To Support the People of South Africa	Un-Conventional Missions	**Maritime Strike and Interdiction**
8		Disaster Relief and Humanitarian Aid	**Disaster Relief and Humanitarian Aid** **Evacuation Operations**
9		Presidential Tasks	**Strategic Sealift** **Aid to Presidential Diplomacy**
10		Conventional Missions	**Maritime Strike and Interdiction** **Maritime Cover** **Layered Defence** **Maritime Containment** **Land Strike** **Coercion** **Naval Co-ordination and Guidance of Shipping**

The SA Navy System

Output: Supported and Ready Naval Forces

Principles: Systems Approach
Integrated
Accountability
Responsibility
Matrix Organisation

Maritime Strategic Direction

CSANDF

C Navy

C J Ops

Task Force Commander

Personnel Intake & Training

Budget

C² & CMI

HR

Logistics

Naval Base & Stations

Fleet Force Preparation

QA

Supported Combat-ready User Systems

Hulls & Systems

Base Support

Integration
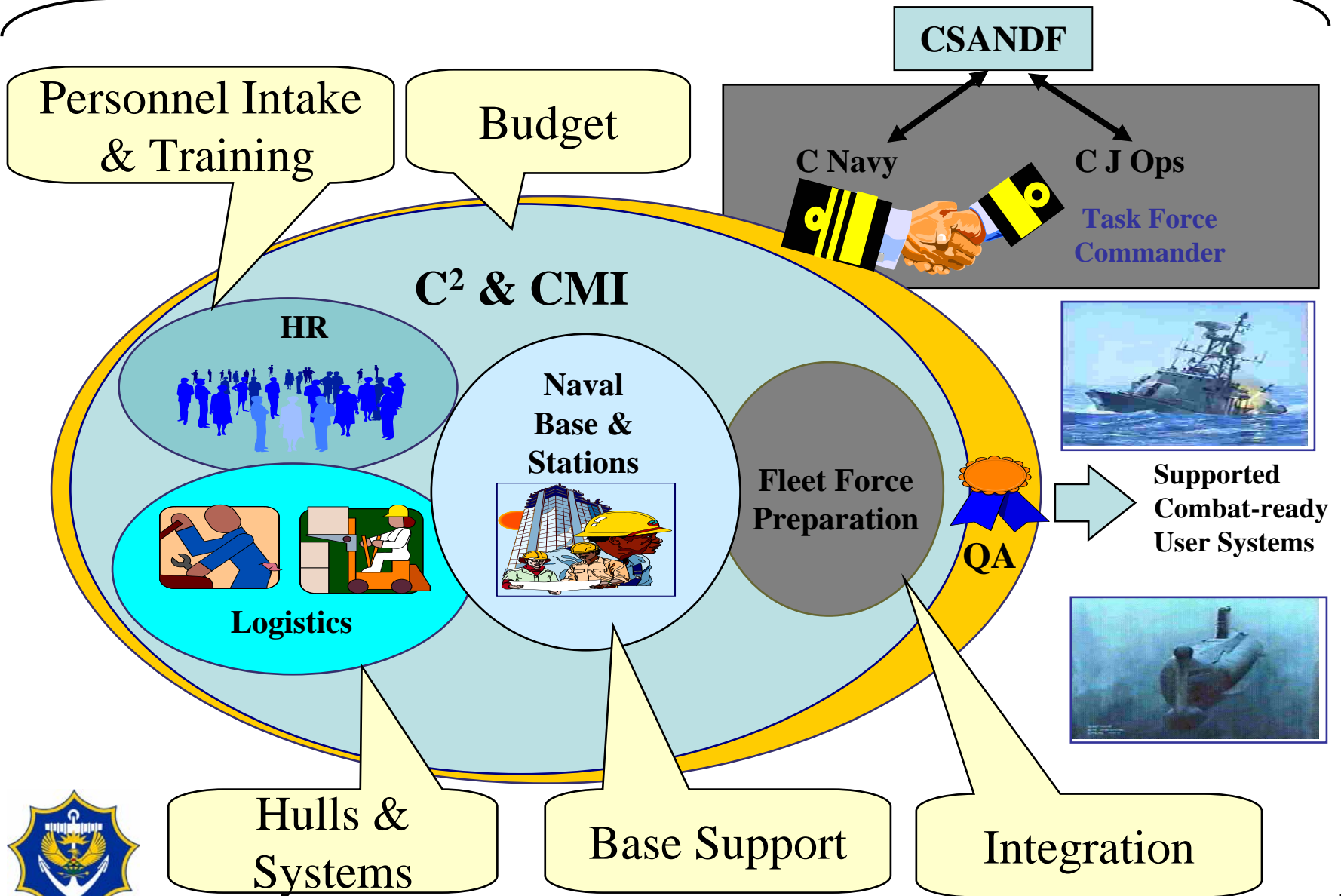
THE SA NAVY FORCE DESIGN

Force Design

SN	FSE	Force Design		Force Design 2006			
		"As Is"	DR 98	CRF	CF	U/Trng	**Totals**
1	FAC (M)	3	6	0	0	0	0
2	FSG	4	4	2	1	1	4
3	SSK	1+2	4	1	1	1	3
4	CSS	1	1	1	0	0	1
5	LPD (H)	0	0	1	0	0	1

CRF: Contingency Ready Force
CF: Contributing Force
U/Trng: Force Under Training

Force Design (Continued)

SN	FSE	Force Design		Future Force Design 2006			
		"As Is"	DR 98	CRF	CF	U/Trng	**Totals**
1	MCMV	3	8	1 system	0	1 system	2 systems
2	AGS	1	1	1 x MHST	1	0	1 + 1
3	ODT	1+1	0	2	0	1	3 teams
4	Patrol	3 x IPV	2 x IPV	2	2	2	3 x IPV 3 x OPV
5	OBS	16	39	8	4	4	16 boats

SAN Patrol Corvettes

Cost Considerations
Posts: 110
Item 10 (Annual): RM 13
Maintenance & Upkeep: RM 42.75
(excluding direct costs)

- 4 x SAN PCs Built by Blom &Voss in Germany and all vessels have been commissioned into the Navy
- All vessels undergoing local combat suite installation and integration
- Due to start entering service from early 2006
- Capable of operating Super Lynx or Oryx helos
- Complement: 115 including aircrew
- Significant stealth features – small RCS, low IR signature
- Weapons: 8 x Exocet SSM, 16 x Umkhonto SAM, 1 x 76mm Oto Malara, 20mm SAN Mk1
- Speed: 28 Knts+
- Endurance: 28 days
- Range: 7000 nm

Type 209 Submarines

Cost Considerations
Posts: 30
Item 10 (Annual): RM 4,5
Maintenance & Upkeep: RM 21
(excluding direct costs)

- 2 submarines delivered and commissioned into the Navy
- 1 x 209 currently under construction at GSC in Germany
- Construction commenced 2000 lead vessel to be delivered in early 2006 then 1 every 12 months
- Complement: 30 with 5 trainees
- Weapons: 14 x 533mm torpedoes (8 forward tubes + 6 reloads), also has mine-laying capability and FFBNW anti-surface missile capability
- Speed: 20 knts submerged, 10 knts surfaced
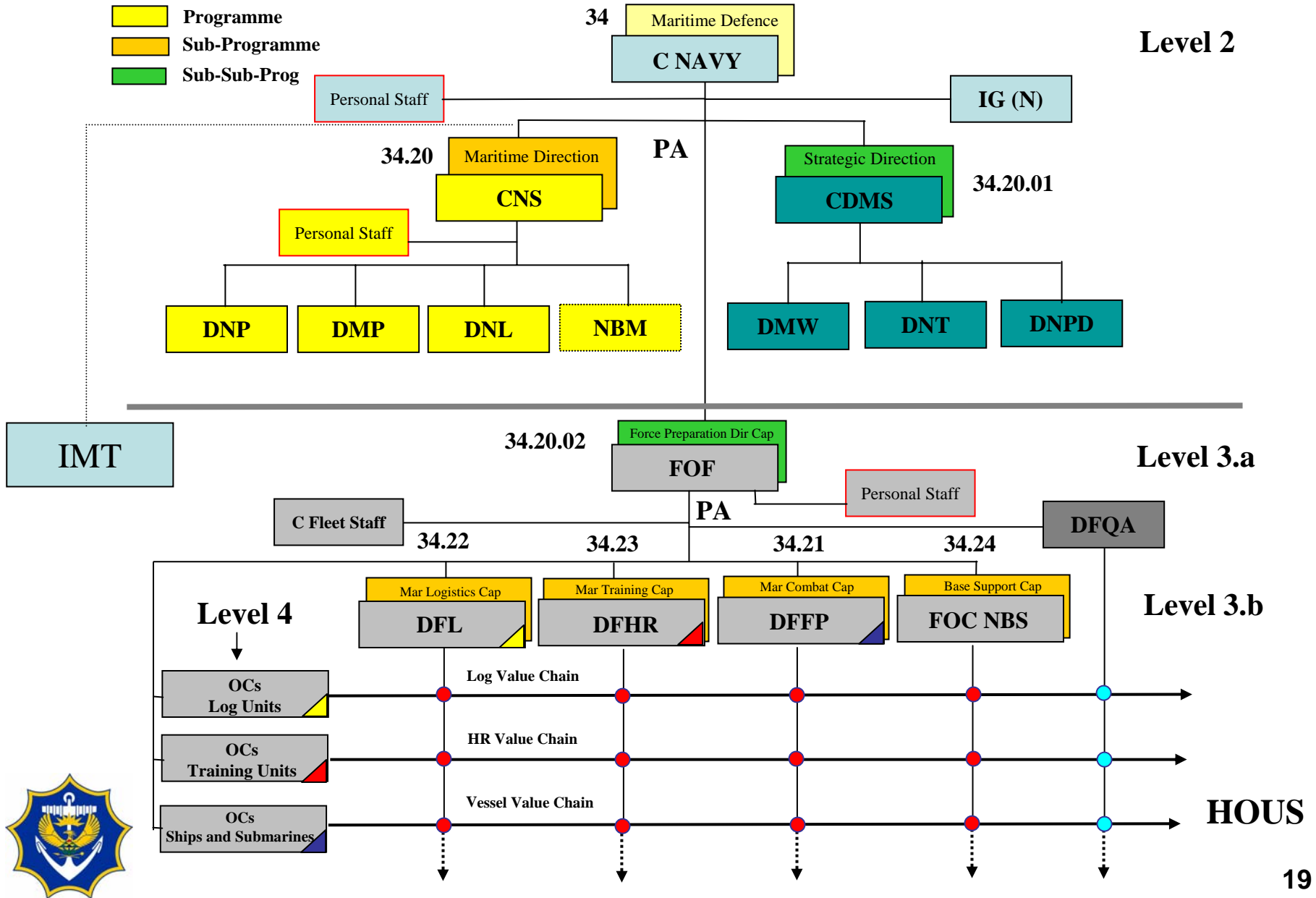- Endurance: 45 days
- Range: 11000 nm @ 8 knts

THE SA NAVY FORCE STRUCTURE

New Fleet Command Headquarters; Simon's Town

Level 2

34 — Maritime Defence — **C NAVY**

Programme
Sub-Programme
Sub-Sub-Prog

Personal Staff — IG (N)

PA

34.20 — Maritime Direction — **CNS**

Strategic Direction — **CDMS** — 34.20.01

Personal Staff

DNP | DMP | DNL | NBM

DMW | DNT | DNPD

IMT

Level 3.a

34.20.02 — Force Preparation Dir Cap — **FOF**

PA — Personal Staff

C Fleet Staff

DFQA

34.22 | 34.23 | 34.21 | 34.24

Level 3.b

Mar Logistics Cap — **DFL**
Mar Training Cap — **DFHR**
Mar Combat Cap — **DFFP**
Base Support Cap — **FOC NBS**

Level 4

OCs Log Units — Log Value Chain

OCs Training Units — HR Value Chain

OCs Ships and Submarines — Vessel Value Chain

HOUS

19

DIRECTOR FLEET HUMAN RESOURCES

MARITIME WARFARE SCHOOL

SAS SIMONSBERG

HR Sub-Programme

Maritime Combat SGB

Project SCREWDRIVER

Technical Training School

PPP
Sea Safety Training School

SAS WINGFIELD

SA NAVAL COLLEGE

SAS SALDANHA

DIRECTOR FLEET LOGISTICS

Fuel Farm

Engineering Services

Armaments Depot

Log Sup
Sub-Programme

Naval Dockyard Smst
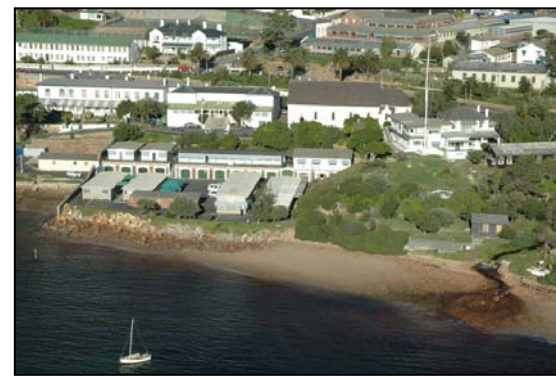
Fleet Maintenance Unit
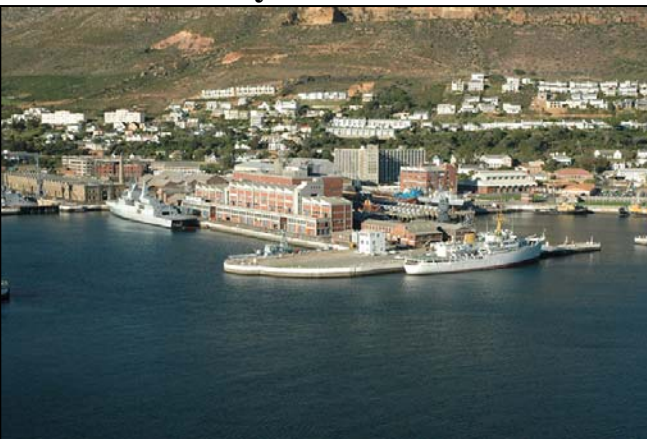
"Job Masego" Wardroom

Harbour Control

Restored Cable Hill Housing

Base Support
Sub-Programme

Base Supply Organisation

Admiralty House

Da Gama Park Housing

The Port Of Durban

Naval Station Durban
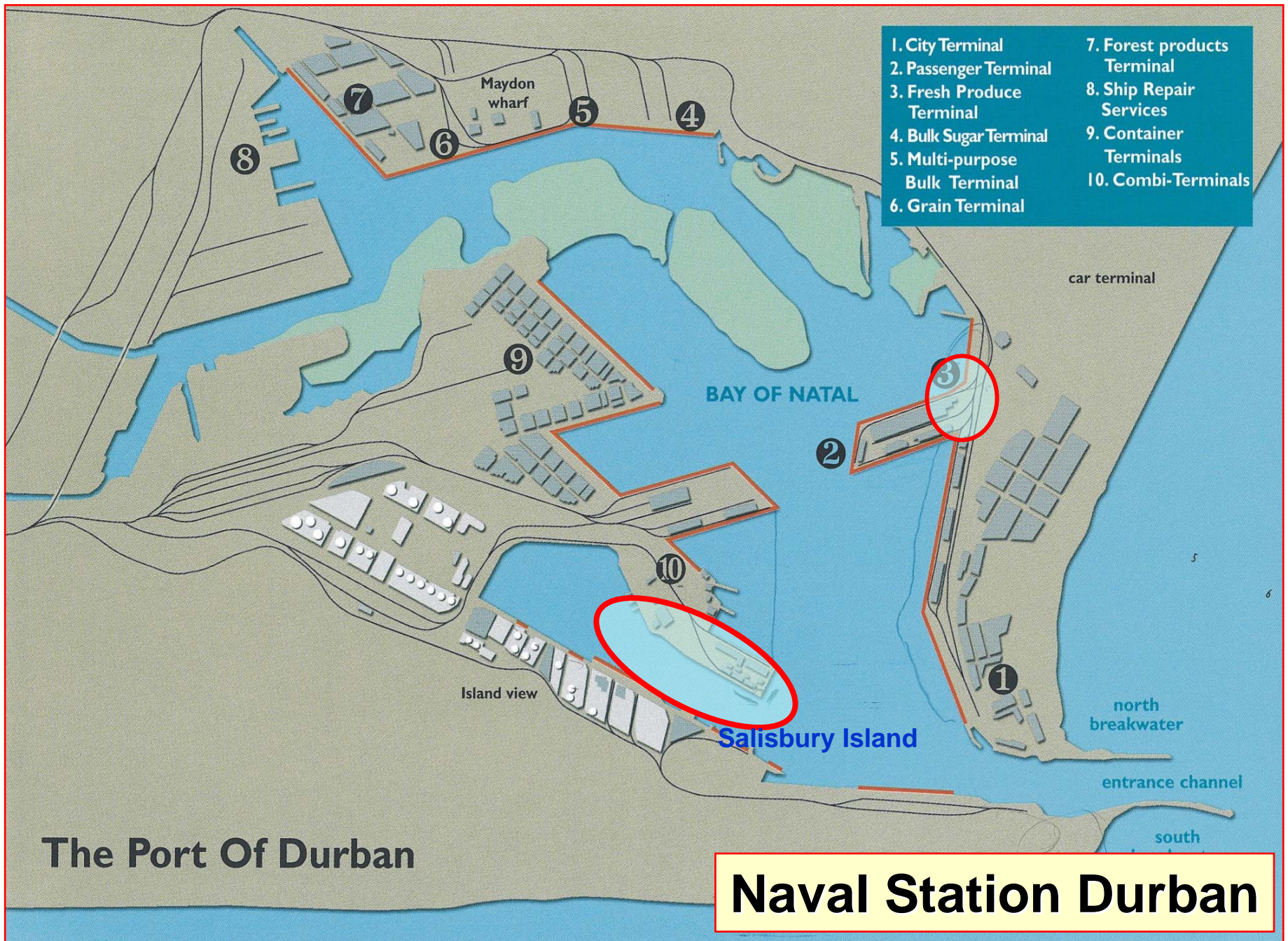
Legend:
1. City Terminal
2. Passenger Terminal
3. Fresh Produce Terminal
4. Bulk Sugar Terminal
5. Multi-purpose Bulk Terminal
6. Grain Terminal
7. Forest products Terminal
8. Ship Repair Services
9. Container Terminals
10. Combi-Terminals

Maydon wharf

car terminal

BAY OF NATAL

Island view

Salisbury Island

north breakwater

entrance channel

south

SUBMARINE CONTROL CENTRE SIMULATOR

THE SA NAVY PERSONNEL SITUATION

Navy HR Turn Around Strategy

- Review of the Human Resources Strategy 2010

- Retention of Scarce Skills

- Targeted recruitment interventions

- PSAP recruiting

- Review of core HR processes

Navy MSD & Reserve Concept

Vessel or Unit

South African Navy

A324 SAS PROTEA

Regulars & MSD & Reserves

MSD Feeder for <u>both</u> the Reserves and CSS

600

MSD 1	MSD 2

300 **CSS**

Service Systems

Officers & Ratings

DPW

300 **Reserves**

X

Industry (Maritime)

300

Re-Deployment Agency

Bursaries
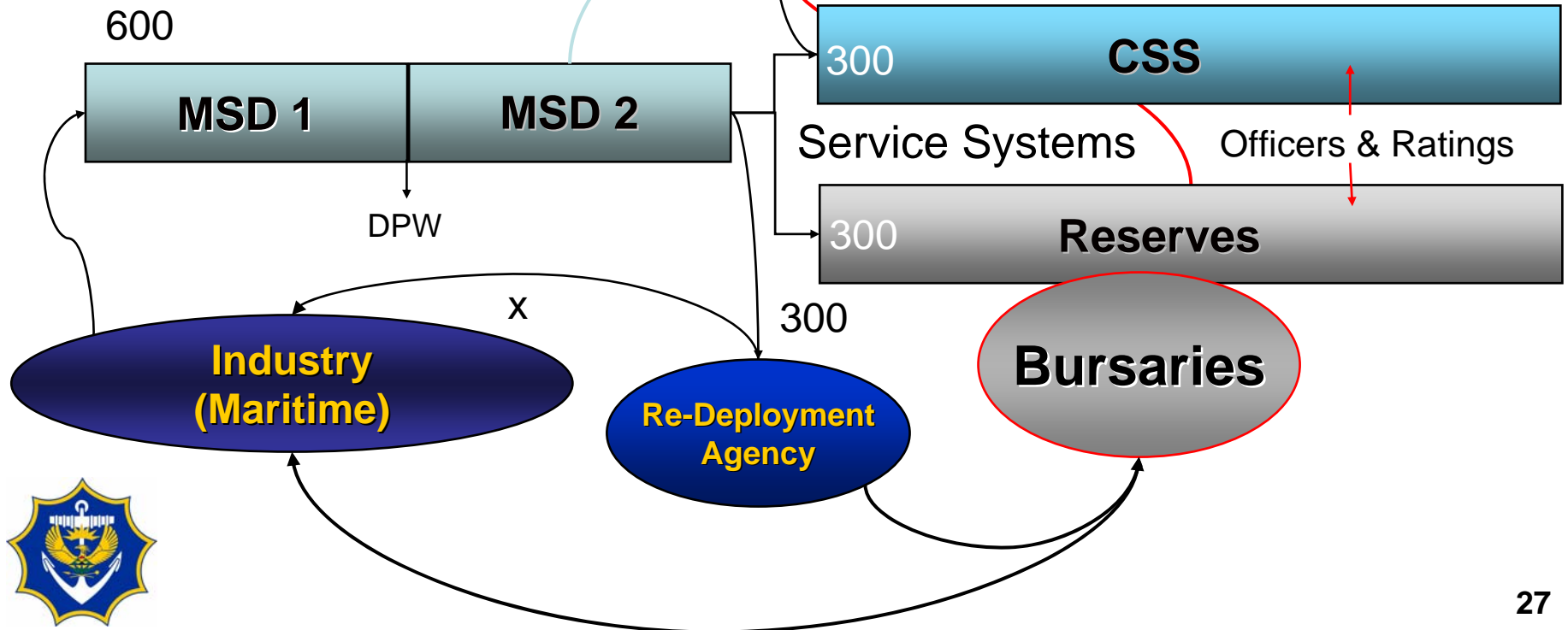
SA NAVY: PEOPLE VS POSTS VS FINANCE

SAN POST UTILISATION / MAX COST RELATIONSHIP
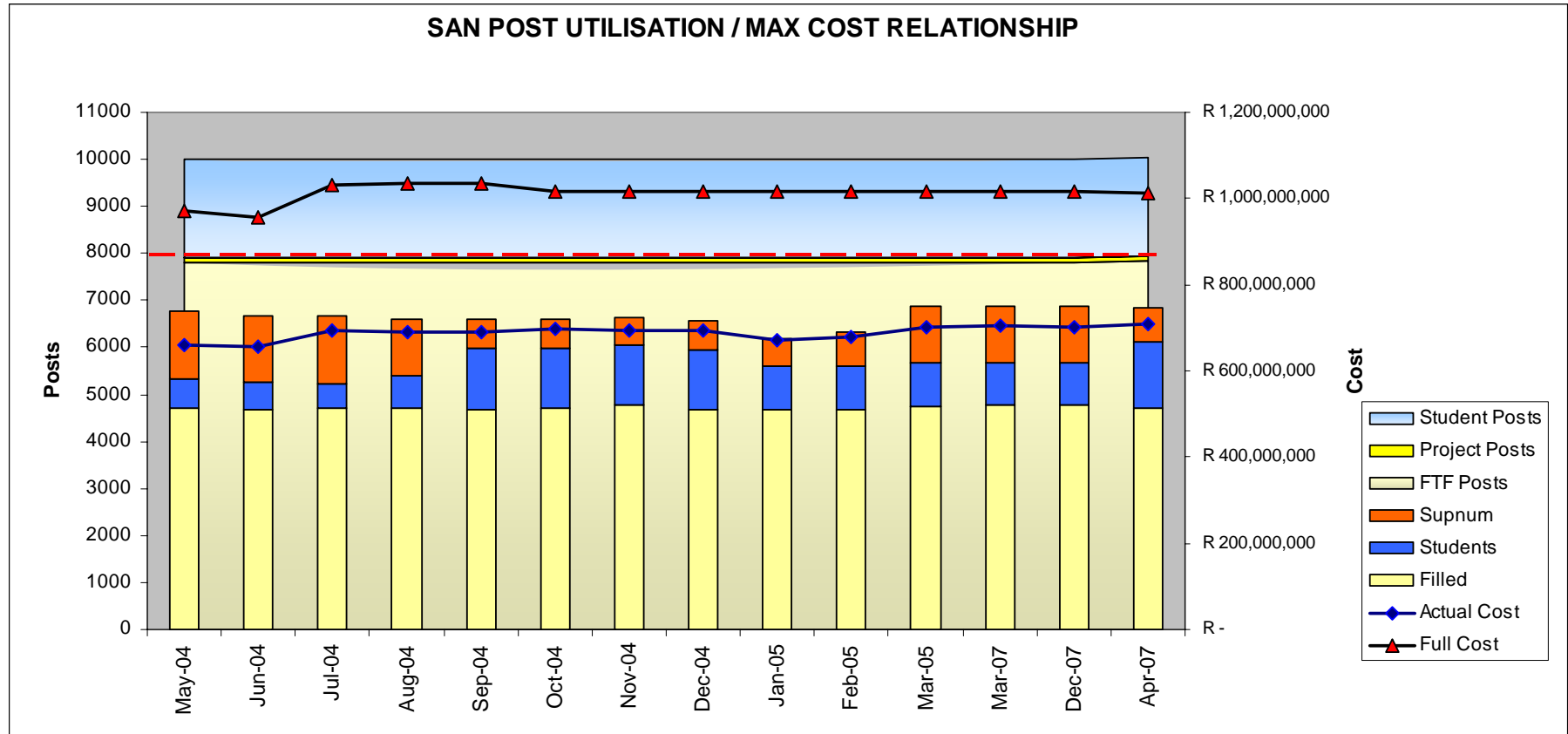
SA NAVY PERSONNEL COMPLEMENT

DESCRIPTION	DETACHED	SA NAVY	TOTAL
PSAP	248	1540	1788
DAP	552	4792	5344
TOTAL	**800**	**6332**	**7132**

PERSONNEL SERVING IN SA NAVY	**6332**
GENDER	**PERCENTAGES**
MALES	81%
FEMALES	19%
TOTAL	100%

REPRESENTIVITY : OFFICERS

Rank	Total Members	AF	AM	CF	CM	IF	IM	WF	WM
Vice Admiral	1	0	1	0	0	0	0	0	0
Rear Admiral	3	0	1	0	0	0	0	0	2
Rear Admiral (Junior Grade)	12	1	1	0	1	0	1	0	8
Captain (SA Navy)	73	2	7	3	2	0	2	3	54
Commander	117	4	25	0	12	0	4	8	64
Lieutenant Commander	83	3	34	0	5	1	2	9	29
Lieutenant	109	4	43	1	13	1	4	6	37
Sub Lieutenant	105	17	48	4	10	1	2	8	15
Ensign	77	18	41	1	3	0	3	2	9
Sub Total	**580**	**49**	**201**	**9**	**46**	**3**	**18**	**36**	**218**
		AFRICAN		COLOURED		INDIAN		WHITE	
TOTAL	**580**	**250**		**55**		**21**		**254**	
		PERCENT		PERCENT		PERCENT		PERCENT	
	100%	**43%**		**9%**		**4%**		**44%**	
	TARGET 2010	AFRICAN		COLOURED		INDIAN		WHITE	
	100%	60%		15%		2%		23%	
ALL		FEMALE	MALE						
TOTAL	**580**	97	483						
		PERCENT							
		17%	83%						

REPRESENTIVITY : RATINGS

Rank	Total Members	AF	AM	CF	CM	IF	IM	WF	WM
Warrant Officer Class One	315	1	15	0	65	0	37	16	181
Warrant Officer Class Two	270	11	34	5	94	0	23	14	89
Chief Petty Officer	633	15	101	18	267	4	75	12	141
Petty Officer	792	40	206	49	292	8	90	23	84
Leading Seaman	895	102	406	49	187	7	33	34	77
Able Seaman	619	125	352	19	46	0	15	21	41
Seaman	679	130	342	47	89	1	3	13	54
Senior Pioneers	9	0	5	0	3	0	0	0	1
Sub Total	**4212**	**424**	**1461**	**187**	**1043**	**20**	**276**	**133**	**668**
		AFRICAN		**COLOURED**		**INDIAN**		**WHITE**	
TOTAL	**4212**	1885		1230		296		801	
		PERCENT		**PERCENT**		**PERCENT**		**PERCENT**	
	100%	45%		29%		7%		19%	
	TARGET 2010	**AFRICAN**		**COLOURED**		**INDIAN**		**WHITE**	
	100%	60%		15%		2%		23%	
ALL		**FEMALE**	**MALE**						
TOTAL	**4212**	764	3448						
		PERCENT							
		18%	82%						

REPRESENTIVITY : PSAP

SALARY LEVEL	TOTAL	AF	AM	CF	CM	IF	IM	WF	WM
Level 14	1								1
Level 13	1								1
Level 12	9				2				7
Level 11	12		2		4			1	5
Level 10	53		1		19			3	30
Level 9	23				11			2	10
Level 8	184	4	8	1	100	1	3	6	61
Level 7	274	2	4	3	140	2	1	18	104
Level 6	252	5	5	31	72	7	2	115	15
Level 5	148	8	9	18	103		2	3	5
Level 4	253	1	18	21	211				2
Level 3	75	1	14	3	56			1	
Level 2	254	11	40	87	112		1		3
Level 1	1			1					
Sub Total	1540	32	101	165	830	10	9	149	244
		AFRICAN		COLOURED		INDIAN		WHITE	
TOTAL	1540	133		995		19		393	
		PERCENT		PERCENT		PERCENT		PERCENT	
	100%	9%		65%		1%		26%	
	TARGET 2010	AFRICAN		COLOURED		INDIAN		WHITE	
	100%	60%		15%		2%		23%	
ALL		MALE	FEMALE						
TOTAL	1540	1184	356						
		PERCENT							
		77%	23%						

INCENTIVE SCHEMES

> COMBAT INCENTIVE SCHEME

> TECHNICAL INCENTIVE SCHEME

> PERFORMANCE INCENTIVE SCHEME

COMBAT INCENTIVE SCHEME

QUALIFICATION REQUIREMENTS:

➢ PERFORMANCE BONUS 1 (R 146 685) – BWK CERTIFICATE

➢ PERFORMANCE BONUS 2 (R 183 084) – PWO OR COQ 2 COURSE

➢ PERFORMANCE BONUS 3 (R 183 084) – OC ENDORSEMENT TO BWC OR OC COURSE

COMBAT INCENTIVE SCHEME

TOTAL – 161

Rank	Race				Gender	
	A	I	C	W	M	F
Esn	5	1	0	0	4	1
S Lt	13	0	4	6	19	4
Lt	26	3	9	34	63	9
Lt Cdr	6	1	0	21	25	3
Cdr	1	0	0	22	23	0
Capt	0	0	1	6	7	0
Sub Total	51	5	14	89	141	20
Total	161				161	

TECHNICAL INCENTIVE SCHEME

BASED ON QUALIFICATIONS AND MEMBERS ACQUIRING SPECIFIC COMPETENCIES

		OFFICER	RATINGS
➤	SANTECH 1	R 146 685	R 122 841
➤	SANTECH 2	R 183 084	R 146 685
➤	SANTECH 3	R 183 084	R 146 685

TECHNICAL INCENTIVE SCHEME - OFFICERS

TOTAL   55

Rank	Race				Gender	
	A	I	C	W	M	F
Esn	1	0	0	0	1	0
S Lt	11	0	0	2	11	2
Lt	10	2	2	1	15	0
Lt Cdr	4	0	1	5	9	1
Cdr	4	0	3	9	7	9
Sub Total	30	2	6	17	43	12
Total	55				55	

TECHNICAL INCENTIVE SCHEME - RATINGS

TOTAL   348

Rank	Race				Gender	
	A	I	C	W	M	F
WO 1	3	6	7	25	41	0
WO 2	2	0	12	14	28	0
CPO	22	10	57	41	128	2
PO	37	18	53	24	127	5
LS	8	0	6	3	17	0
Sub Total	72	34	135	107	341	7
Total	348				348	

PERFORMANCE INCENTIVES(PI)

QUALIFICATION REQUIREMENTS

➢ 360 DEGREE METHODOLOGY FOLLOWED

➢ 1681 PERSONNEL RECEIVED PI (FY 06/07)

GENDER	M	F	TOTAL
AFRICAN	280	80	360
INDIAN	109	20	129
WHITE	338	133	471
COLOURED	607	114	721

PROMOTION STATISTICS 2006 TO DATE

DESCRIPTION	PERIOD JAN 06 TO APR 07		
	CAPT	R ADM (JG)	R ADM
TOTAL PROMOTED	20	7	1
FORMER NON STATUTORY FORCES	7	2	-
WOMEN	7	1	-

RANK	RACE			
	African	Indian	Coloured	White
Capt	9	1	3	7
R Adm (JG)	2	-	-	5
R Adm	-	-	-	1

PROMOTION STATISTICS 2006 TO DATE

DESCRIPTION	PERIOD JAN 06 TO APR 07				
	CDR	**LT CDR**	**LT**	**S LT**	**ESN**
TOTAL	40	31	56	54	68
FORMER NON STATUTORY FORCE	19	6	2	-	-
WOMEN	9	6	7	15	13

RANK	RACE			
	African	Indian	Coloured	White
Cdr	25	-	2	13
Lt Cdr	11	2	4	14
Lt	29	4	7	16
S Lt	34	2	4	14
Esn	48	2	5	13

PROMOTION STATISTICS 2006 TO DATE

DESCRIPTION	PERIOD JAN 06 TO APR 07					
	WO1	**WO2**	**CPO**	**PO**	**LS**	**AB**
TOTAL PROMOTED	47	61	122	209	626	549
FORMER NON STATUTORY FORCES	17	13	10	3	-	-
WOMEN	5	7	16	52	53	160

RANK	RACE			
	African	Indian	Coloured	White
WO 1	19	6	12	10
WO2	18	3	27	13
CPO	44	14	39	25
PO	103	20	70	16
LS	176	8	44	34
AB	432	7	53	57

STUDY CONTRACTS

➢ ANY MEMBER IN THE SA NAVY WHO WISHES TO STUDY MAY APPLY FOR A STUDY CONTRACT

➢ ALLOCATION IS EFFECTED IN ACCORDANCE WITH POLICY GUIDELINES

STUDY CONTRACTS

Tertiary Studies (196)

Institution	Female	Male	A	W	C	I
Cape University of Technology	6	34	33	4	2	1
UCT	7	18	16	5	4	0
Cape College	0	1	0	0	1	0
False Bay College	0	1	0	0	1	0
Durban Institute of Technology	0	1	1	0	0	0
Northlink	6	81	45	17	22	3
University of Johannesburg	0	1	1	0	0	0
University of Stellenbosch	2	4	3	2	1	0
Mil Acad (Distance)	2	7	4	1	4	0
Mil Acad (Full Time)	7	18	16	5	4	0
Sub Total	**30**	**166**	**119**	**34**	**39**	**4**
Total	**196**					

STUDY CONTRACTS

Tertiary Studies (Part Time) (149)

Institution	Female	Male	A	W	C	I
Mancosa	1	1	1	1	0	0
U OFS	1	0	0	1	0	0
Intec	1	1	1	0	1	0
PE College	1	0	0	0	1	0
Oxbridge	1	0	0	0	0	1
Teachers Acad	1	1	0	1	1	0
Northlink	2	19	8	6	7	0
U of JHB	2	0	0	0	2	0
UNISA	51	19	34	9	21	6
Tswane Tech	8	32	17	9	11	3
CT College	2	0	2	0	0	0
U S	5	0	1	3	1	0
Sub Total	**76**	**73**	**64**	**30**	**45**	**10**
Total	**149**					

SUPPORT TO GOVERNMENT INITIATIVES: AsgiSA and JipSA

➢ Military Skills Development System and the Redeployment Agency

➢ Technical Training Centre

➢ Awarding of Bursaries to Reserve Force Members

➢ Social Responsibility Programme

➢ Sea Cadet Qualification

➢ Partnerships with Local Maritime Industry

➢ Maritime Reaction Squadron

TRANSFORMATION OF THE EDUCATION AND TRAINING SYSTEM
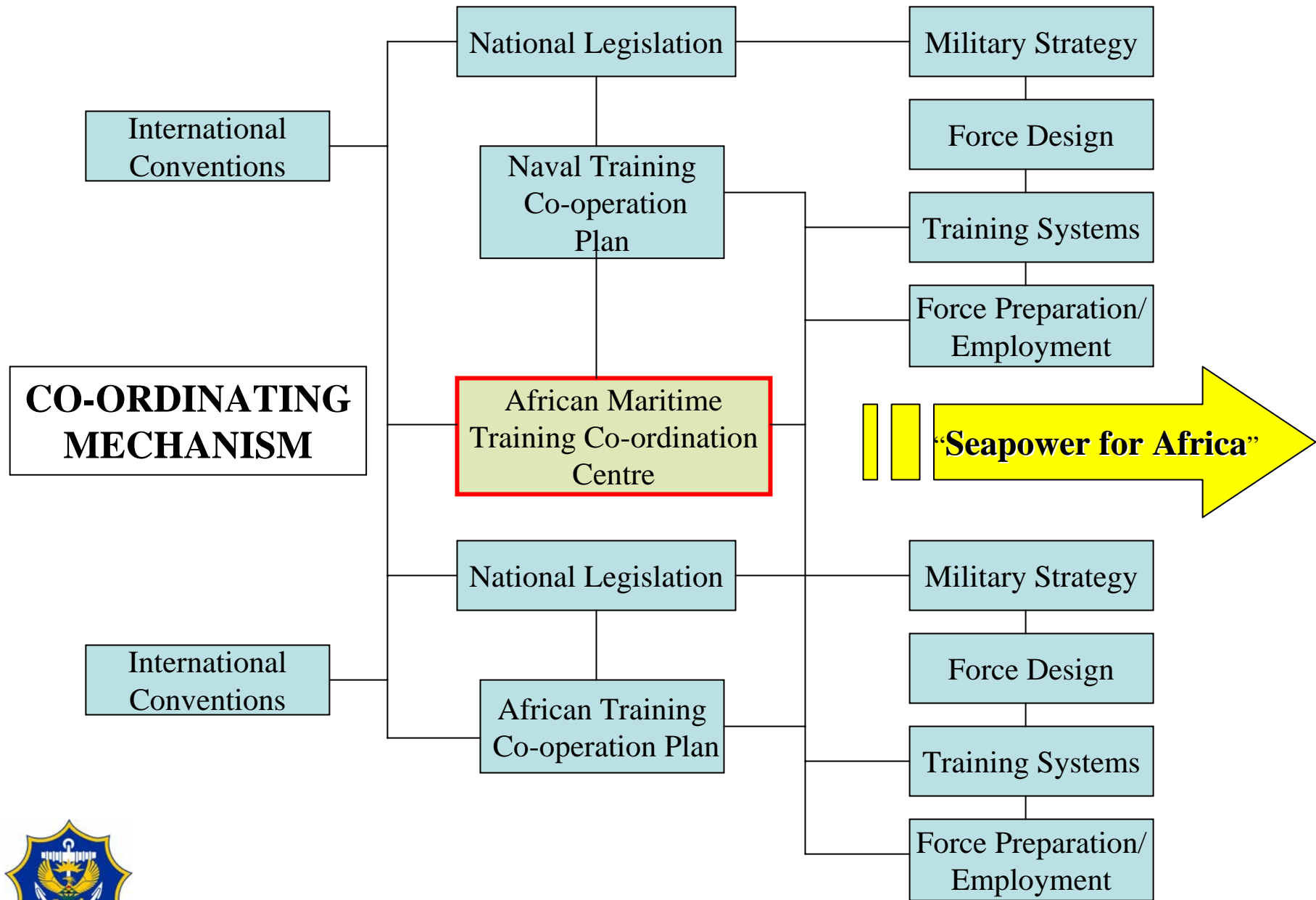
CREDIT BEARING LEARNING: ACCREDITATION

- Accreditation.
    - ✓ Applications for accreditation submitted (All 5 Training Providers).
    - ✓ 3 Applications approved and 2 applications referred to correct SETA.
        - ❖ SAS WINGFIELD = MERSETA & Energy SETA.
        - ❖ Staff College = Services SETA.
- Qualtity Management System. Completed for all Training Providers.
- Management Information System (MIS). Installed and Working.
    - ✓ Updated to include Reserves & PSAP.
    - ✓ Verification of Bio and ETD Data .
- ETD Governing Body. Convened
    - ✓ Critical to Credit Bearing Learning.
    - ✓ New Chairperson.
- ETDP's.
    - ✓ SAN Registered as Service Provider (via Assessment College).
    - ✓ Steady Progress.

CREDIT BEARING LEARNING: QUALIFICATIONS

- **Skills Analysis**.
    - ✓ Completed.

- **Skills Audit**.
    - ✓ Verification.
    - ✓ Progress steady but slow.

- **Standards Generating Body**.
    - ✓ Slow due to complicated process.
    - ✓ Crucial to registration of Qualifications.

- **Combat Qualifications**.
    - ✓ 5 X Qualifications at SAQA.
    - ✓ Meeting to resolve outstanding issues (SAQA + SAN + Transport SETA).

- **Technical Qualifications**.
    - ✓ 3 X Quals "ready" for Registration.

CO-ORDINATING MECHANISM

International Conventions	National Legislation	Military Strategy
	Naval Training Co-operation Plan	Force Design
		Training Systems
		Force Preparation/ Employment
	African Maritime Training Co-ordination Centre	
International Conventions	National Legislation	Military Strategy
	African Training Co-operation Plan	Force Design
		Training Systems
		Force Preparation/ Employment

"**Seapower for Africa**" →

TRANSFORMATION OF THE LOGISTIC SUPPORT SYSTEM

SA Navy Logistic Support (Principles)

- Systems approach
- Supported ships and submarines
- Centralised direction; de-centralised execution
- Enabling
- Partnerships
- Trhough-life support

Navy Vessel Support Concept

Constitution Defence Act

SDP Technology Transfer

Navy Command & Control

Consortium Forum

SRA

Industry

Navy Vessel Safety Agency

NEB

SPSC

IMT

Company A

TUS

Company B

NPU

Company C

FMU

ARMSCOR

Company D

SANAD

Naval Dockyard Simon's Town

Company E

NSD

Company F

Germanischer Loyd

OSIS (Codification)

3

TRANSFORMATION OF THE POLICY INFRA-STRUCTURE

INTENT

- To generate a policy infrastructure which is

  - relevant;

  - enabling as well as prescriptive;

  - user friendly; and

  - systemic.

SERVICE DELIVERY AND GOOD GOVERNANCE

- Organisational Excellence through Effective Service Delivery (May 04)

- SA Navy Strategic Direction Process (Jul 04)

- Establishment of the Redesigned Reserve (Sep 04)

- Service Delivery Award Mechanism (May 05)

- Annual Reporting (Jun 05)

- Management of Revenue and Debt (Sep 05)

- Risk Management in the SA Navy (Jan 07)

EQUITY AND HUMAN RESOURCE EMPOWERMENT

- Equal Opportunities and Affirmative Action (Jul 01)

- Mentorship (Aug 01)

- Staffing and Utilisation of Women at Sea (Feb 04)

- Social Responsibility (Nov 05)

- Learning Partnerships (Oct 05)

- Gender Transformation (Feb 06)

HUMAN RESOURCES

- Staffing of Defence Act (Uniformed) Members (Aug 02)

- Selection and Development of MSD (Oct 02)

- SA Navy Human Resource Process (Dec 02)

- Military Training for Officers Part Two (Apr 03)

- Institution of SA Navy Staffing / Promotion Boards (May 03)

- Assessment and Selection of Naval Officers (Feb 04)

- Human Resource Planning Process (Feb 04)

- Unacceptable Behaviour / Misconduct during Learning Opportunities (Mar 07)

SOCIAL RESPONSIBILITY

- Navy Support to Sea Cadets (May 04)

- Naval Social Responsibility Programme (Sep 05)

CAPABILITY

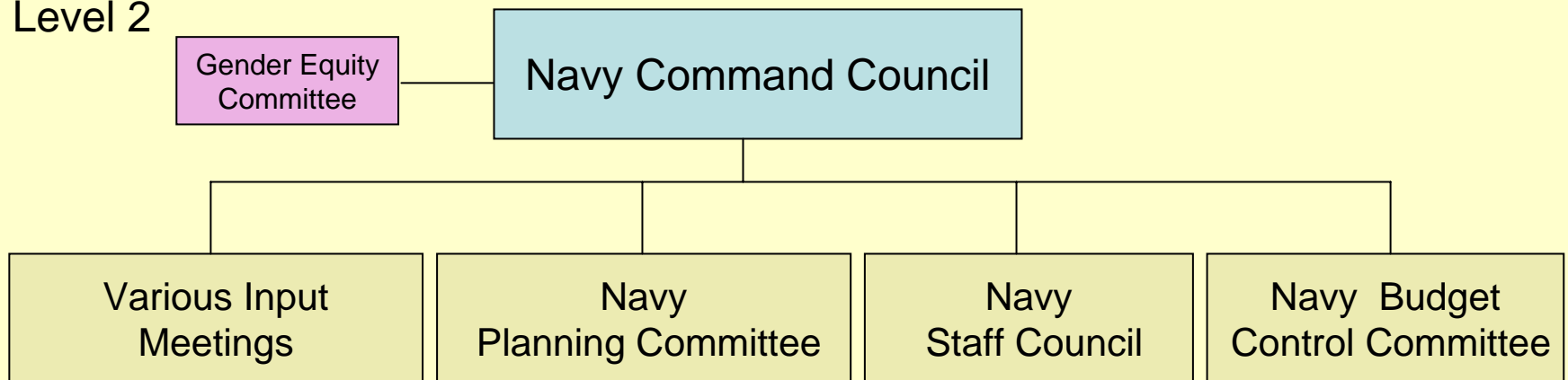- SA Navy Combat Capability Infrastructure (Jun 05)

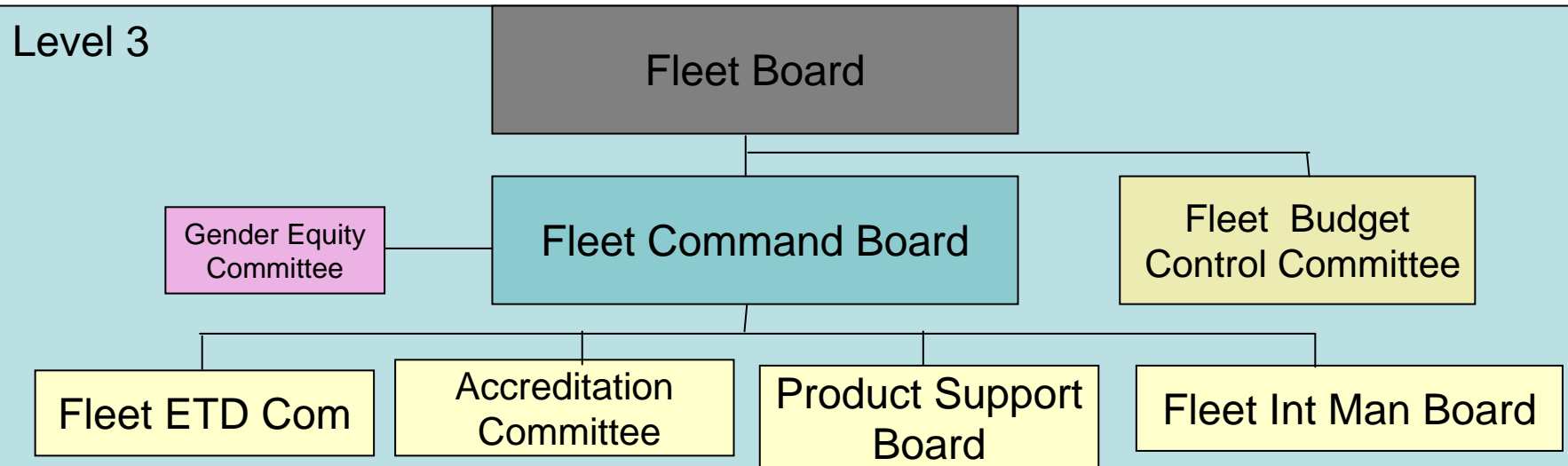# TRANSFORMATION OF SA NAVY CO-ORDINATING AND INTEGRATING MECHANISMS

THE SA NAVY FINANCIAL TRANSFORMATION

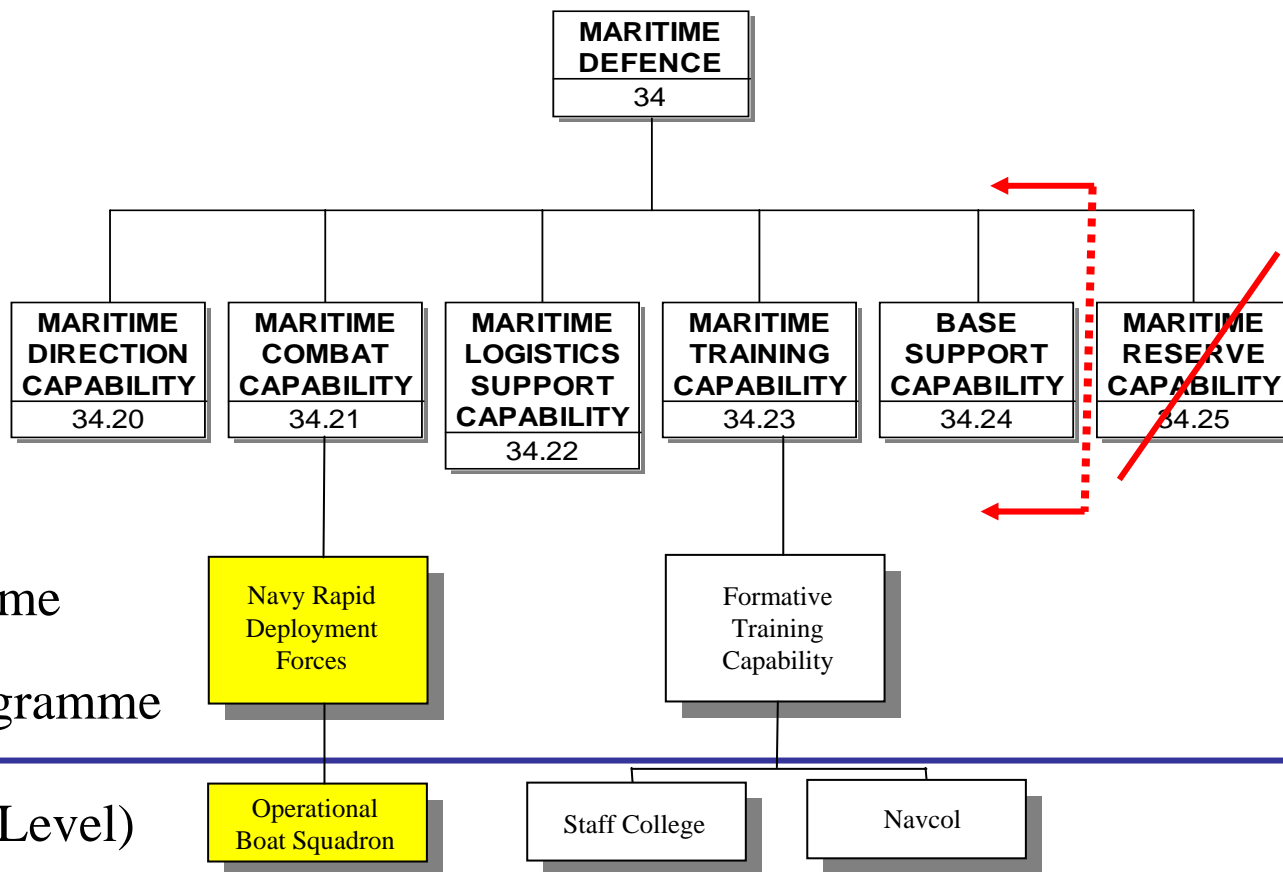# THE SA NAVY: OBJECTIVE/RESPONSIBILITY STRUCTURE

Programme

MARITIME DEFENCE
34

Sub-Programme

| MARITIME DIRECTION CAPABILITY 34.20 | MARITIME COMBAT CAPABILITY 34.21 | MARITIME LOGISTICS SUPPORT CAPABILITY 34.22 | MARITIME TRAINING CAPABILITY 34.23 | BASE SUPPORT CAPABILITY 34.24 | MARITIME RESERVE CAPABILITY 34.25 |

Sub-Sub-Programme

Sub-Sub-Sub-Programme

Navy Rapid Deployment Forces

Formative Training Capability

Activity (FSE/FS Level)

Sub-Activity

Operational Boat Squadron

Staff College

Navcol

SA NAVY FINANCIAL ALLOCATIONS

Entity	04/05	05/06	06/07	07/08	08/09
	RM	RM	RM	RM	RM
Allocation	1,153,301	1,261,685	1,349,697	1,440,991	1,478,595
% Increase per year		**9.40%**	**6.98%**	**6.76%**	
Personnel	693,742	726,313	800,247	757,291	794,487
% of Allocation	**60.15%**	**59.50%**	**62.34%**	**60.51%**	**59.82%**
Navy Office	9,208	12,099	10,379	14,478	11,359
FOF	414,095	439,576	428,374	473,982	475,302
Corporate Commitments	36,254	42,696	44,697	43,676	54,932
Ringfenced:					
SDP	-	26,000	22,000	13,000	-
Screwdriver	-	15,000	30,000	40,000	-
BRUTES	-	-	-	11,550	16,760
XENA	-	-	14,000	14,000	39,000
Dockyard				73,013	86,755

Note: 08/09 figure excludes ICS and CTC

Dispositional Transformation

Coherent organisational disposition is fundamental to successful transformation:

Professionalism

Discipline

Patriotism

Shared Focus

Ethics and Morality

Dispositional Change

➢ <u>Key emergent issues</u>:

   ➢ HR transformation

   ➢ Empowerment including gender mainstreaming and gender transformation

   ➢ Service Delivery

   ➢ Moral regeneration and ethical sensitivity

   ➢ Good governance

   ➢ Learning Culture

PROGRAMME OF ACTION

➢ <u>Interventions include</u>:
➢ Empowerment workshops (Morality / Ethics, Diversity, Equity, Gender awareness, Change management)

➢ Participation in National Equity
➢ Commemoration

➢ Vigorous implementation of gender mainstreaming

➢ Formulation and monitoring of Equity Committees
➢ Co-ordination of
✓ Diversity Management
✓ EO and AA

SA Navy: Managerial Challenges

➢ Despite all efforts to become more affordable, annual financial shorfall as follows:

  ✓ Personnel: Rm 185

  ✓ Goods and Services: Rm 271

  ✓ One-time lifeline of Rm 497

➢ Retention of trained personnel

➢ Incomplete force design

➢ Facillities

CONCLUSION

The SA Navy has made much progress in truly becoming the "Peoples Navy" and therefore reflects the resolve of our country; of selfless service in pursuit of organisational execellence in the Maritime Defence Programme of Government

The people serving in the SA Navy are truly committed to uphold the Constitution of the RSA by being able to

'Fight at Sea''   **Core Business**

"Win at Sea"   **Competency**

"Unchallenged at Sea"   **Deterrence**

Constitution: "*Defend and Protect the Republic, its Territorial Integrity And its People…..*"

AGREEMENT OF ULTIMATE PERFORMANCE

QUESTIONS ?